

**Board of Directors Retreat Minutes
June 11, 2025, from 8:30am-11:30am**

Location: Cornerstone Community Church, 1321 9th Ave, Greeley, CO 80631. Park on South side of the building (on 14th St. between 9th and 10th Avenue). Celeste’s phone numbers: (970)590-6902 or (970)313-2603.

Present: Celeste Ewert, Erica Herman, Allison Kanzler, Dray Scurry, Tannis Bator, Tommi Bator, Christina Ruffatti, Lauren Tipton, Patrick Roseler, Megan McWilliams, Kassi DeCuir, Shaun May & RuthMary Lyons

Absent: Melissa Stockberger, Tyler Richardson, Jon Johnson, & Victoria Garcia **Facilitator:** Tiffany Cron

Issue/Question	Time	Decision/ Information	Notes	Minutes
Opening Round	8:30 am	Activity	Actions: Please share a “Rose-Bud-Thorn” for our opening activity.	Summary: Everyone participated in sharing their “Rose-Bud-Thorn”.
Vision Victory	8:50 am	Information	Actions: Enjoy the latest Vision Victory, presented by Erica	Summary: Erica, current board president shared Envision’s Vision Victory was all about Celeste being nominated by the board and supported through several letters of support as one of the 2025 Outstanding Women of Weld County! There is a gala celebration in October!
Action Items Requiring a Vote	8:55 am	Decision	Actions: Review BOD action items. <ul style="list-style-type: none"> • APPROVAL of Minutes from EF and BOD May meetings • APPROVAL of Ewert’s new contract 7/1/2025-6/30/2028 • APPROVAL of April Financial Statements 	Summary: All action items were reviewed and approved: <ul style="list-style-type: none"> • MOTION made to approve the Executive Session, Executive Finance and Board Meeting Minutes from of from May, 2025 meetings, and seconded (Scurry/Kanzler), motion carried • MOTION made to approve Ewert’s new contract 7/1/2025-6/30/2028 and seconded (McWilliams/Scurry), motion carried • Lyons presented of April Financial Statements • MOTION made to approve the April Financial Statements with a YTD net income of (\$40,728) and seconded (Scurry/May) motion carried

			<ul style="list-style-type: none"> • APPROVAL of Slate of Officers for new FY • Acknowledgement of expiring terms and people staying on the BOD • APPROVAL of Corporate Resolution for new Bank/Investments signers • APPROVAL of bonuses 	<p>MOTION made to approve Slate of Officers for FY 2025-2026 and seconded (McWilliams/Scurry), motion carried Allison Kanzler as Board President, Dray Scurry as Vice President, Christina Ruffatti as Secretary/Treasurer, Past President as Erica Herman, and Tyler Richardson as At Large</p> <ul style="list-style-type: none"> • There was an acknowledgement of expiring terms of Board Members and agreement to continue another term: May, Richardson, McWilliams, Jonson • MOTION made to accept the Corporate Resolution for new Bank/Investments signers, and seconded (Kanzler/Tannis Bator) motion carried • MOTION made to approve bonuses based on longevity, and seconded (Kanzler/McWilliams) motion carried. Bonus structure is: <ul style="list-style-type: none"> ○ All casual hourly 6-months or longer \$75 ○ All PT/FT employees 6-11 months \$100 ○ All PT/FT employees 1 year – 4 years 11 months \$250 ○ All PT/FT employees 5 years – 9 years 11 months \$500 ○ All PT/FT employees 10 years - 19 years 11 months \$750 ○ All PT/FT employees 20 or more years \$1000
General Updates	9:30 am	Information	<p>Actions: Learn about conversations that have happened with Weld County, and get an update on the Summer Respite program.</p>	<p>Summary: Celeste shared some updates about Weld County and some needs around transportation and the possible upcoming bid to provide transportation services that could include their senior lunch program as well as scheduled ahead/on-demand transportation needs. If Envision submits the bid, there will be a need to hire more staff to run this transportation program/service and will also need additional vehicles.</p> <p>Another update about the Summer respite program and how the billing is changing to be per kid, which means there is additional revenue potential for next year. This is the 3rd year of the respite program, and there are 14 kids participating between the ages of 12 and 21, who qualify for family support and have an open case with Weld County. The plan is to work with the county earlier next year to plan the budget and per kid cost.</p>

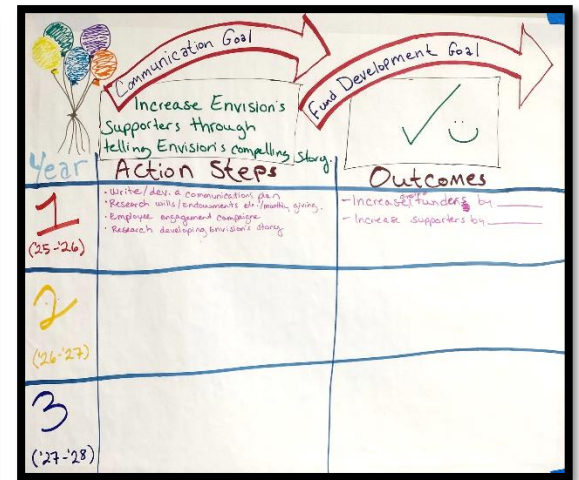
Review Goals and Work from the 2024 BOD Retreat	9:45 am	Activity	<p>Actions: Review progress on Envision’s Goals as outlined below:</p> <p>2024 Goals:</p> <ol style="list-style-type: none"> 1. Operations: Within 18 months, we will establish a fiscally responsible facility that meets the needs of the operations of the organization. 2. BOD/Staff: Envision will be the employer of choice of non-profit agencies in Weld County. 3. 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. <p>Progress Updates:</p> <ul style="list-style-type: none"> • Employee survey results summary: side-by-side of 2023 and 2025 surveys • Building Renovation Updates 	<p>Summary: Celeste reviewed the goals as developed in 2023 and carried over as the 2024 Goals:</p> <ol style="list-style-type: none"> 1. Operations: Within 18 months, we will establish a fiscally responsible facility that meets the needs of the operations of the organization. 2. BOD/Staff: Envision will be the employer of choice of non-profit agencies in Weld County. 3. 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. <p>Envision has done well with these goals, as evidenced by the recent Torch of Ethics award from the Better Business Bureau, and the second round of the Employee survey, as well as the positive trend in funding that has occurred.</p> <p>Tiffany shared a high overview of the results of the 2025 Employee Survey in comparison to the 2023 results. All areas improved on the employee survey, with several positive comments shared about the leadership at Envision. During the discussion of this item, there was a shout out to Celeste for her leadership at Envision and a shout out to recognize front line supervisors for their role in helping to improve the feedback on this year’s survey.</p> <p>Celeste shared updates about the building renovations that include sending out an RFP. Envision did receive a scope of work to have the back parking lot done in concert with the Evan’s police parking lot to help save on costs and is anticipated to occur in the fall of 2026. The focus is now on pursuing grants to fund the building renovations.</p>
Break	10:05 am	Break	10-minute break	Everyone enjoyed a nice break.
Funding Updates	10:15 am	Information	<p>Actions: Review the progress and updates from the FDCC Work Session (See Appendix 1). Explore new approach for Envisions next strategic plan.</p>	<p>Summary: Tiffan provided a short review of the progress and updates from the FDCC Work Session from May.</p> <ul style="list-style-type: none"> • Goal: To increase Envision’s supporters through telling Envision’s compelling story. • Year 1 Action steps: To write and develop a communications plan. Research wills, bequests, and endowments as well as monthly giving. Develop an employee engagement campaign. Research and develop Envision’s story.

				<ul style="list-style-type: none"> Year 1 Outcomes: Increase diversity of funders and Increase supporters. The final percentage of increase needs to still be determined. <p>Information about the approach to developing a strategic plan that also includes a more user-friendly communications plan will be key.</p>
Funding Opportunities	10:40 am	Activity	<p>Actions: Bluesky targeted action steps to boost revenue such as what can come from the building renovations. This includes identifying timelines, actions steps, and who internally and externally can help accomplish the work for the following areas:</p> <ul style="list-style-type: none"> In House Day Care Leasing/Renting Building Space Becoming the Evans Creative Arts District Other Ideas 	<p>Summary: The board participated in the bluesky activity sharing on posters that were positioned around the room ways in which we can boost revenue by capitalizing on the building renovations in addition to other opportunities to pursue. Three main posters with targeted areas were explored with timelines, action steps, and who internally and externally can help accomplish the work. Below is the highlights of this activity, that was completed in small groups and a small debrief/reading of what was captured occurred.</p> <p>In House Day Care: Goal: To create a space to benefit our staff/community to care for our kids. To create additional revenue. Timeline: Ongoing with the renovations. Action steps: Research roles/requirements for childcare operations and physical site requirements; determine/document the need; consult with regulatory agencies (building officials, licensing, preliminary inspections, health, etc.); employee need and timeframe; plan-b what if there is no contract company; what age are we serving; before/after school?; transportation/insurance/liability; how does this work with who we lease too? Who can help: ABC; Barb; Weld DHS; Yoder Family; Students/UNC/AIMS; County Commissioner.</p> <p>Leasing/Renting Building Space: Goal: To create space for additional revenue. Timeline: Ongoing with the renovations. Action steps: Who do we want to rent to? Day care. Do they align with the mission? Not competitors, What is their business, who do they serve; needs assessment, who/how much; who manages the lease; length of lease; building access; what if we don't lease it, what is plan b; what's the market for this; training room, area needs; types of businesses acceptable per zoning/parking; what types of businesses do we want to rent to – the potential to partner with our services for our people. Who can help: Gage; a realtor; commercial rental; students UNC/AIMS; RuthMary; Our employees; referrals.</p> <p>Becoming the Evans Creative Arts District: Goal: To create a place where locals/families can get together and share their “art” (art, music, writing, performing, movement/yoga etc. specify our people. Timeline:</p>

				<p>Ongoing pending renovations. Action steps: Center hub for disabilities; figure out what the spaces would look like; what type of events/marketing plan; community art visible to community murals/sculpture/exhibits/theater etc.; talk with city council to gain support; look at Greeley to learn more from their experience; research Evans community partners, schools, Evans rec., etc.; availability off hours, nights/weekends; marketing/interest; collaborate with chamber – after hour events, food trucks; art store on site; online art store. Who can help: Greeley Arts District to collaborate; Becky Safarik; Art Students at AIMS/UNC; Colorado Creative District; Betony Coons/Tim Coons; Weld OAA 50+ art show.</p> <p>Other Opportunities: Action steps/Ideas: Be a partner on larger grants; more promotion of the 5K/ keep existing, recruit new, increase corporate sponsors, and increase participants/racers; virtual/remote funding opportunities: 5K teams with fund goals and tier level ‘prizes’ with a virtual H’ Art auction/silent auction items; themes; update meet the board on website; timelines for submitting donors; unified sports team involvement and support/Greeley Adaptive Sports AIR; 5K inclusion; kid spotlight, social media increase presence to highlight EI support; Greeley 4th of July parade; transportation provider; summer respite; online art store; expanding children services; hub for employment help; grand opening event, who to invite like commissioners; run a proclamation at the county, solar. Who can help: Tiffany, Chamber, Megan for the county proclamation idea.</p>
Closing Round	11:15 am	Information	Share your “Ah-ha” moment from today’s activities.	<p>Summary: Everyone shared their ah-ha moment from the retreat.</p> <ul style="list-style-type: none"> • Everyone’s engagement and to see the ideas, excited to work with everyone. • Felt so well led by the board president, new board member joining, and the honest refreshing humility in the room. • That we got stuff done, a lot of groundwork has been set. • Board commitment, this is an active and innovative board who takes the initiative. • Employee Engagement Survey results, this is the capital that makes things move, it gives confidence and hope for the agency to achieve for the future. • The possibilities and how far Envision has come. • To get together as a board is great, and the engagement survey results.

				<ul style="list-style-type: none"> • Comfort level because of changes at the state and feeling in the know. • How much things have changed, the board has evolved, the organization has undergone significant changes and come out on the other end. • It's nice to have goals we really want, not just on paper, it helps know where we want to go, the forward thinking is impressive and helps keep me engaged. • Exciting that we maintained through the transition but that through these activities we still want to support our mission, our staff, and including our community. • All different in our roles/work but we come together and move forward together we represent community through our experience. • I like being in-person, humor and positivity helps because the world outside is hard, but we /this group have optimism and it is because of the amazing leadership. • The board of today is great, actionable, and reach out regularly.
Board Retreat Ends	11:30 am	Gratitude	Thank you for your participation, enjoy the rest of your day!	Summary: Board meeting adjourned at 11:31pm. Next year's board of director retreat would like to be moved to the fall, possibly September of 2026.

Appendix 1: FDCC Work Session Posters:



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08 / 17 / 2025

Title	June 2025 BOD Retreat Minutes
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08 / 17 / 2025

15:00:13 UTC-6

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VIEWED

08 / 17 / 2025

15:51:52 UTC-6

Viewed by Christina Ruffatti (christina.ruffatti@unco.edu)
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