



# Board of Directors Meeting November 20, 2019



# Welcome & Introductions

# Consent Agenda

- Approval of November 20, 2019 Agenda
- Adoption of September 18, 2019 Board Meeting Minutes

*Proposed Board Resolution:  
The Board accepts the items on the Consent Agenda.*



# Financial Audit Report: FY19

Steve Corder & Sarah Fischel  
Kundinger, Corder & Engle

*Proposed Board Resolution:  
The Board accepts the Fiscal Year 2019 Financial Audit.*

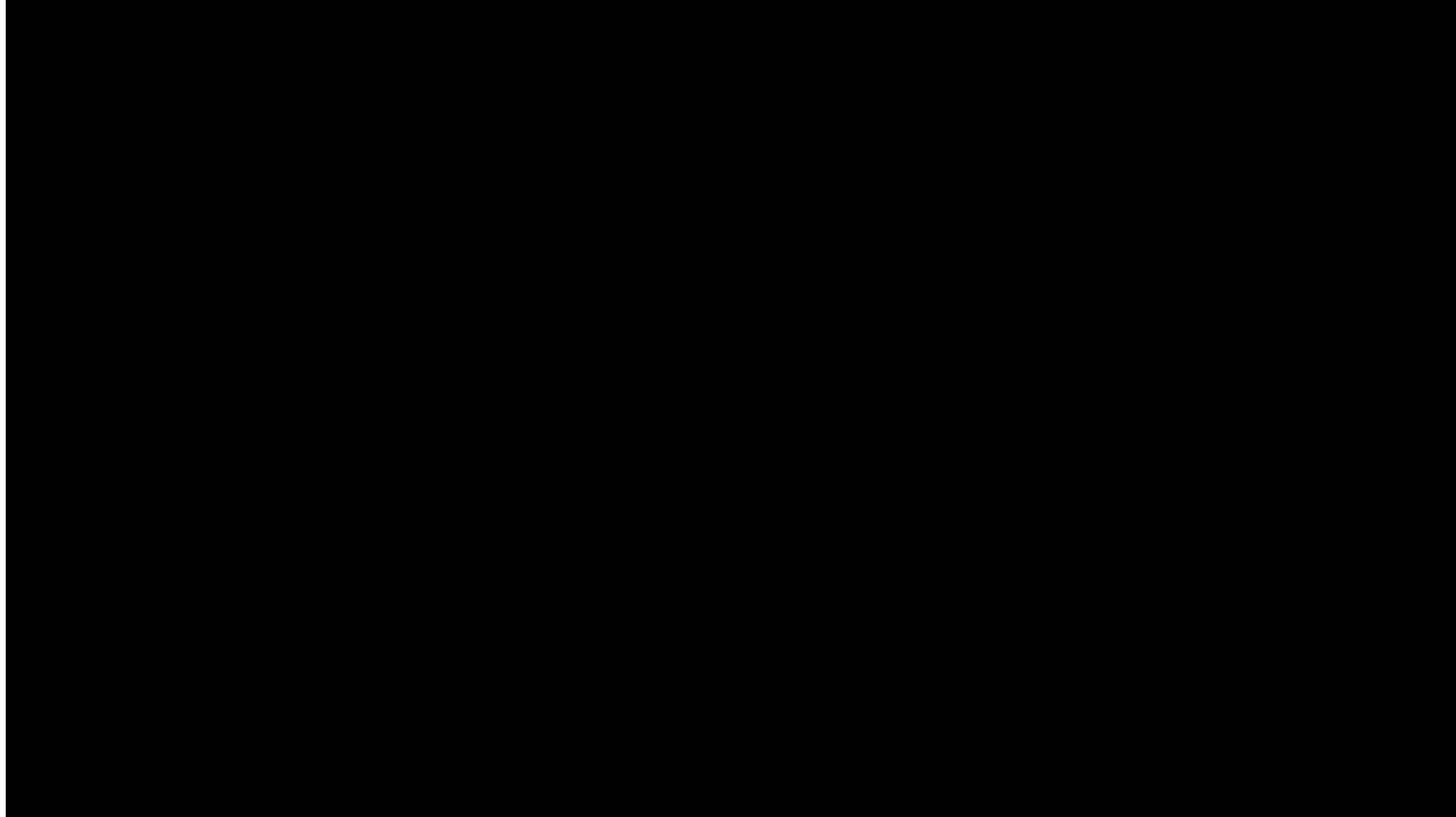


# Public Comment



# Community Advisory Council

Pam Bisceglia  
Advocacy Denver





# President's Report

- Executive Committee
- Board Committee Charters: Governance and Finance
- Planning: February Board Retreat and Training

## *Proposed Board Resolutions:*

*The Board approves the Governance Committee Charter as presented.*

*The Board approves the Finance Committee Charter as presented.*



# Executive Director's Report

- Staffing
- Strategic Planning

# Chief Program Officer



Georgia Edson



# ***Mission Statement***

**Mission:** We embrace the power of community to support individuals and families in creating their future.

**We do this by:**

- Simplifying access.
- Celebrating individuality.
- Bridging communities.



## **Our Values**

***Respect*** every person

Act with ***Integrity***

Be ***Courageous***

Seek ***Excellence***

Be ***Dynamic***





# ***Strategic Plan***

## ***Four Priority Areas***

- A. Grow in size, expertise and operational efficiency to enable organization to seize statewide case management opportunities.
- B. Enhance I/DD services to continue as a regional innovator.
- C. Build a more agile company that has the ability to quickly adapt internally to external changes.
- D. Continuously survey and plan for future industry landscape to maintain leadership role in human services.



# ***Strategic Plan – Priority A***

Grow in size, expertise and operational efficiency to enable organization to seize statewide case management opportunities.

- Conflict-Free Case Management Plan
- Single Entry Point





# ***Strategic Plan – Priority B***

Enhance I/DD services to continue as a regional innovator.

- Residential Services Expansion Plan
- Explore Other Service Options







# ***Strategic Plan – Priority C***

Build a more agile company that has the ability to quickly adapt internally to external changes.

- Quality Assurance and Performance
- Policies and Procedures
- Employee Experience





# ***Strategic Plan – Priority D***

Continuously survey and plan for future industry landscape to maintain leadership role in human services.

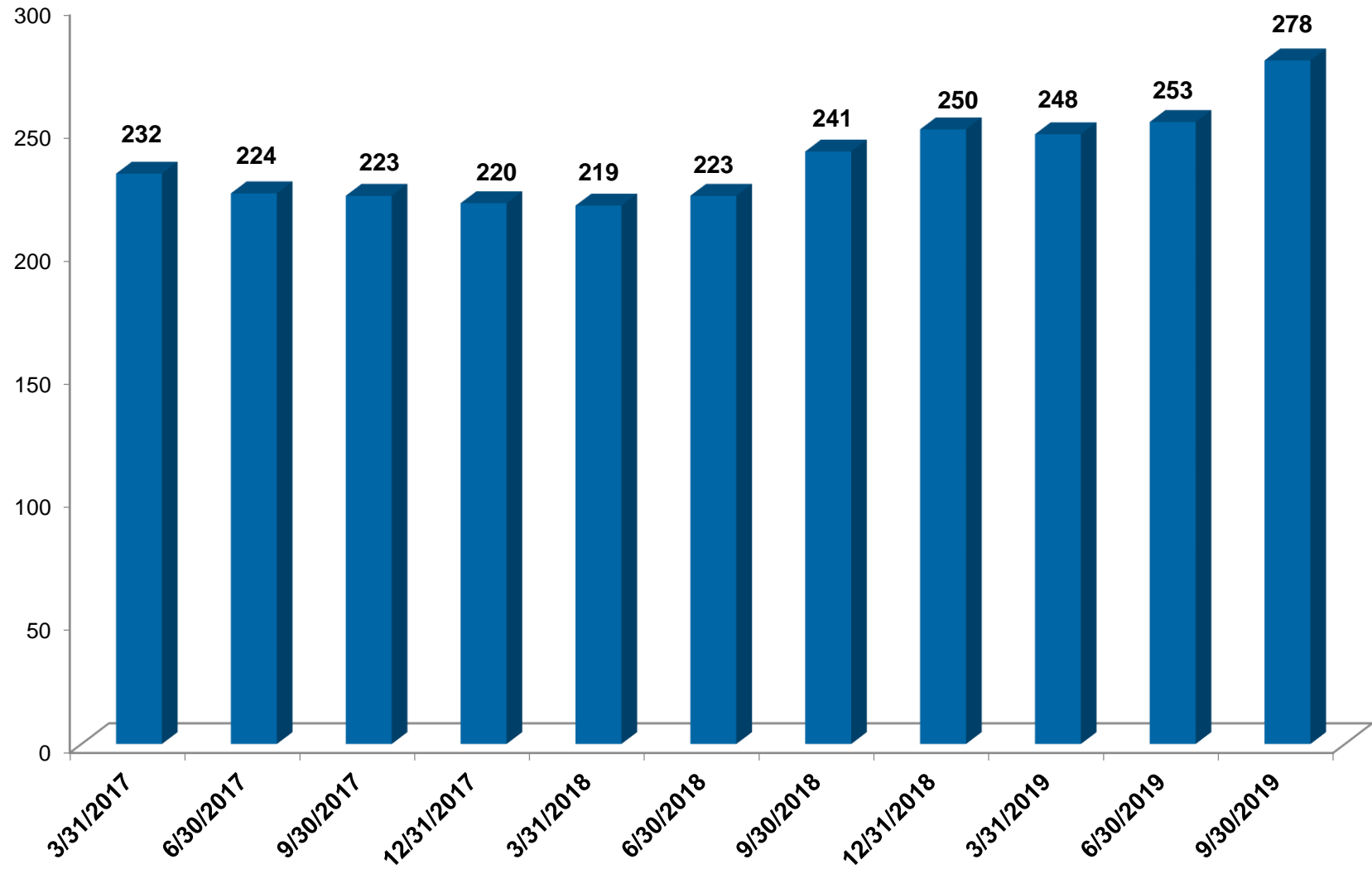




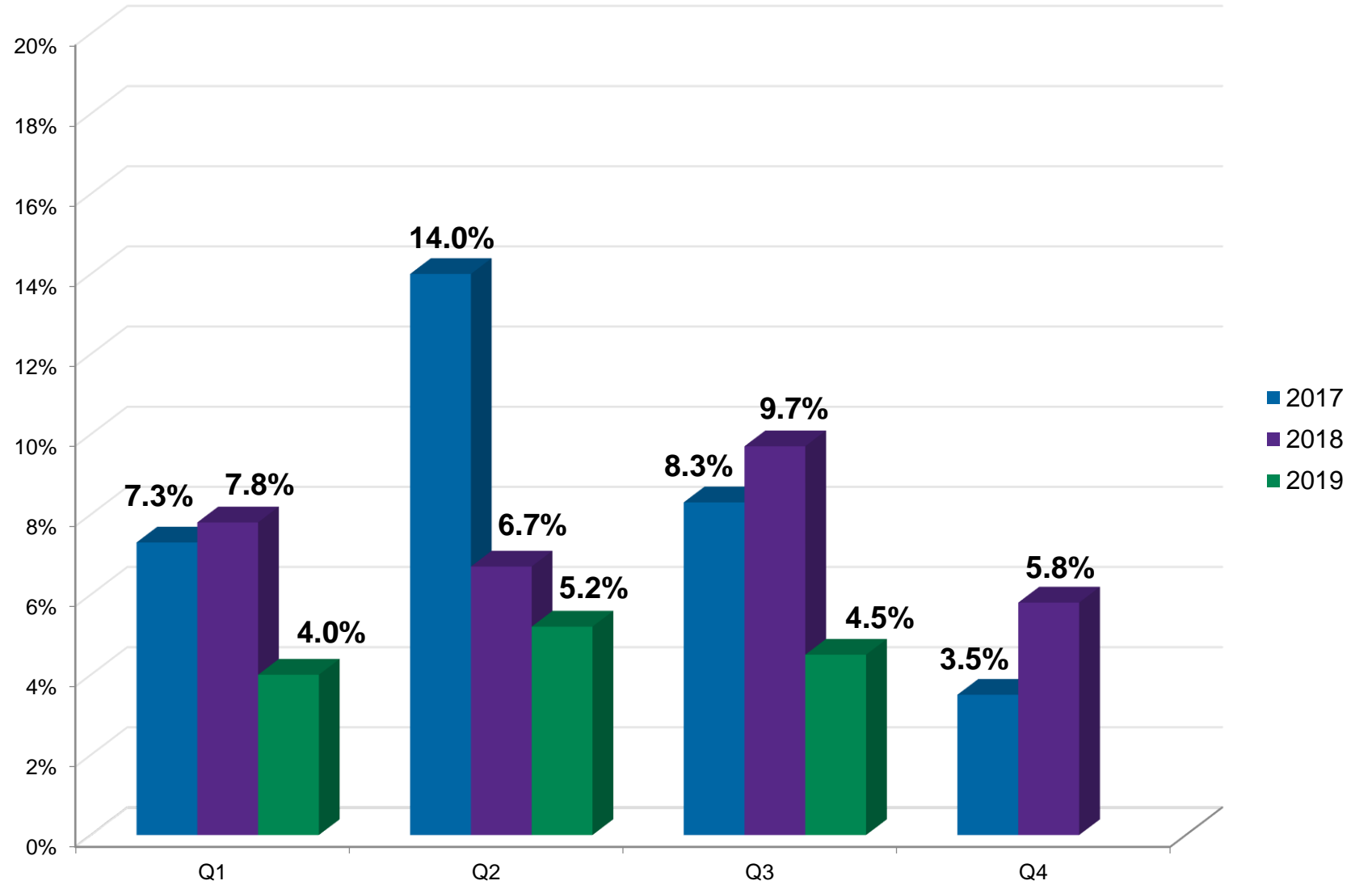
# ***Environment Planning Committees***

- The Leadership Team identified several areas of focus for us to promote an engaging and productive work environment.
- 28 staff involved in the Steering Committee and three subcommittees focused on:
  - Remote Work
  - Supervision
  - Connected Culture
- Clarify
  - Decision Making Process
- Improve
  - Staff Engagement
  - Communication Process

## RMHS Headcount by Quarter



## RMHS Total Turnover by Quarter





# Finance Committee Report

- First Quarter Financials



# Finance Committee Report

## FY20 Year-to-Date Results

(000's)

7/1/19 to 9/30/19

	<b>Actual</b>	<b>Budget</b>	<b>Variance</b>	<b>%Variance</b>
Revenues	\$ 11,194	\$ 11,724	\$ (530)	(4.5%)
Expenses	10,974	11,576	(602)	(5.2%)
<b>Net Operating Income</b>	220	148	72	NM



# Finance Committee Report

## FY19 Year-to-Date Results

(000's)

7/1/19 to 9/30/19

		<b>Actual</b>		<b>Budget</b>		<b>Variance</b>		<b>%Variance</b>
Medicaid <sup>1</sup>	\$	3,097	\$	3,289	\$	(192)		(5.8%)
State Funding <sup>2</sup>		3,655		4,022		(366)		(9.1%)
Mill Levy <sup>3</sup>		3,423		3,370		53		1.6%
Grants <sup>4</sup>		790		775		15		1.9%
Individual Insurance/Room & Board <sup>5</sup>		218		258		(39)		(15.1%)
Billing Fees/Donations/Other		11		10		1		NM
<b>Total Revenues</b>	\$	11,194	\$	11,724	\$	(530)		(4.5%)

1. Medicaid behind \$192k; \$140k is LEPN winding down faster than expected.
2. State funding behind largely due to underbudget \$127k Momentum and \$164k TSP.
3. Mill levy ahead due to higher # of clients served.
4. Grants on target. Budget goes up \$1.0 million annualized October 1.
5. Individual Insurance being accrued at conservative level.



*Proposed Board Resolution:  
The Board accepts the Finance Committee Report as presented.*



# New Business/Announcements



# Adjournment