



InspirationField Board of Directors Monthly Meeting Minutes

August 4, 2025 / 1:00 pm

612 Adams Ave. La Junta, CO, 81050/Tiger Field Boardroom

1. Call to Order

President McIntyre called the meeting to order at 1:00 pm.

2. Roll Call

There were sufficient members for a quorum.

A. Members Present

Elaine McIntyre - President

Steve Berg - Vice President

Jennifer Snyder - Secretary

Pat Finkner - Treasurer

Nathan Clem - Board Member

Maty Fleischacker - Board Member

Margie Gardner - Board Member

Janette Bender - Board Member

Karen Johnson - Board Member

B. Members Absent

Kayla Kaminsky - Board Member

C. Staff Present

Johnnie DeLeon - Chief Executive Officer

Cameron Salzbrenner - Chief Financial Officer

Ryan Denahy - Adult Services Director

Nicole Baylor - Community Supports Director

Brittany Baylor - Community Relations Director

Kirsten Bonds - Human Resources Director

Thomas Workman - Program Supervisor

Niki Liddle-Aaron - Director of Nursing

Parker Bickel- Network Administrator

Nicole Baylor - Community Supports Director

Brian Gauna - Program Supervisor

Shaun Freidenberger - Program Supervisor

D. Staff Absent

Julia Hoeppner- Program Supervisor

3. Public Comment

DeLeon welcomed everyone to the board meeting and wished Kaminsky a Happy Birthday! DeLeon and McIntyre thanked the board members and staff who attended that Board Planning Session last month. DeLeon welcomed Sean Gingerich from Flood and Peterson for coming down and attending the board meeting in person. Sean presented to the Board/staff a packet of information about Inspiration Field's overall total cost comparison, reviewed the Insurance Market results, loss data for the last couple of years, 2024 Quarter for market trends, ongoing and emerging risks for the agency, and management Liability.

N.Baylor welcomed Darrin Taullie, DPT, Physical Therapist who will be running Global Therapy & Services due to the previous provider resigning. N.Baylor also welcomed Teresea Terrell who is the new Business Office Manager for Global Therapy & Services.

DeLeon introduced Robert Samenigo(not in attendance) to the Board of Directors for a potential Housing Board Member to serve on the AVCC, ARKVA and Prarieview Housing Board. DeLeon reviewed his previous service on the Inspiration Field Board of Directors. The Board of Directors are required to review and appoint Housing Board Members as written in the By-laws.

Motion was made by Bender to appoint Robert Samenigo as a Housing Board Member to serve on the three Boards Mentioned above and was seconded by Finkner and unanimously passed.

4. Approval of Meeting Minutes

Motioned by Snyder and seconded by Johnson and carried unanimously to approve the June 2, 2025 monthly meeting minutes as presented.

Motioned by Berg and seconded by Gardner and carried unanimously to approve the June 18, 2025 special board meeting minutes as presented.

5. Approval of Financials - Salzbrenner reviewed with the board the May Income Statement and Balance Sheet and explained the items of interest, which are highlighted with corresponding footnote explanations.

Fees for Medicaid Funded Services – See attached MW Resources.

Public Support- Contributions/Fundraisers - IF Golf Tournament \$9,366

Other Revenue - Reminder Budget Includes CDOT Grants- \$252K Grant Funds

Salaries & PTO – Includes 10 FT vacancies (8 DSP & 2 Admin)

Staff Development/Staff Travel- Alliance Registration \$2,814 & Hotel Deposit \$911 / Board Planning \$1,924 Hotel Deposit / Finance Teambuilding \$1,260

Vehicle & Fuel Maintenance- New Tires Units #511, #512, #513 & #514 \$656 / First Aid Kits \$348 / Mobile Crew Gas & Oil \$545

Building/Equipment Maintenance- Day Program - Craftmaster Door Hinges \$1,672 / S. 6th - Repairs

Deprecation - Reminder - Global Therapy Construction in Progress "CIP" \$351,124 converted to Assets/Expenses in Feb'25

Other Expenses- Individual Recreation - Special Olympics \$3,757 / Camping Trip \$1,800

We ended May with a monthly net loss of \$12,826.83 and a Year to Date net income of \$206,795.99.

Salzbrenner reviewed the Balance Sheet as of 05/31/2025. I.F. Cash Accounts were at \$114,783.68 and the Operating Account was at \$1,487,987.74 The Designated Funds for Building/Equipment/Maintenance balance was at \$71,390.16. Total Current Liabilities were at \$660,434.34. Total Long Term Liabilities were at \$479,977.97. Current Year Retained Earnings were at \$206,795.99.

Motioned by Finkner and seconded by Bender and carried unanimously to approve the May 2025 Financials as presented.

Salzbrenner reviewed with the board the June Income Statement and Balance Sheet and explained the items of interest, which are highlighted with corresponding footnote explanations.

Fees for Medicaid Funded Services – See attached MW Resources.

Public Support- Contributions/Fundraisers - Poker Run \$9,093 / Smoke Out \$7,898

Other Revenue - Budget includes CDOT \$252K Grant Funds / ERC \$192,098 - Q3'20 \$127,919 (\$5,917) & Q4'20 \$73,522 (\$3,426)*

Salaries & PTO –Includes 9 vacancies (7 DSP & 2 Admin)

Professional Services- ARPA Bonuses for HHP's \$9,000

Vehicle & Fuel Maintenance- Unit #508 Repairs - Ruby's \$9,420

Building/Equipment Maintenance- S.6th GH - Flooring \$3,928

Medical & Other Supplies/Equipment- Global Equip.- Integrated Med \$5,493 (Jan/Mar'25), Arrowhead/Colorado GH Furniture - AFW \$3,021/\$1,833, 5 Star - NAPA Oil \$3,589

Other Expenses- Purchases for Individuals - JO \$1,103 / AM \$1,150

We ended May with a monthly net income of \$64,623.96 and a Year to Date net income of \$271,419.95.

Salzbrenner reviewed the Balance Sheet as of 06/30/2025. I.F. Cash Accounts were at \$117,930.91 and the Operating Account was at \$1,561,605.50 The Designated Funds for Building/Equipment/Maintenance balance was at \$71,556.90. Total Current Liabilities were at \$648,044.99. Total Long Term Liabilities were at \$463,476.19 Current Year Retained Earnings were at \$271,419.95

Motioned by Berg and seconded by Johnson and carried unanimously to approve the June 2025 Financials as presented.

Salzbrenner reviewed the income statement for the Fiscal year 25-26' Budget. Salzbrenner reviewed each line item with the board.

Motioned by Bender and seconded by Finkner and carried unanimously to approve the Proposed Budget for the Fiscal year 2025-2026.

Department Updates

6. Human Resources Director Report – Kirsten Bonds

- Bonds reported that we had two separations in May and four new hires.
- Bonds reported the turnover rate for the month of May was 2.3%, YTD 15.9%.
- Bonds reported open Interviews on August 12, 2025 in the commons.

7. Adult Services Director Report – Ryan Denahy

- Denahy reported 5 Star Auto Shop revenue for jobs completed in May \$7,383 and June \$6,338
- Denahy reported the agency has hired a new Facilities Manager, Gilbert Archuleta who began last Monday, July 28th. His primary work experience has been as a construction foreman. We look forward to having the Maintenance Dept. fully staffed again.
- Denahy reported the agency has received our triennial GRSS Survey in June. Overall it went excellent, by far the best GRSS survey the agency has received in his 18+ years at Inspiration Field.

The survey team had the following positive things to say about the agency:

- It went well, there were no MARS or MED errors which is extremely rare.
- The homes were nice and well maintained
- The agency is well organized
- Your team is pleasant to work with (and always is) and very responsive.
- Denahy reported each group home is surveyed individually. The agency received a total of five unduplicated deficiencies combined across the six group homes.
 - Arrowhead-3
 - Colorado-2
 - Lincoln-0
 - Prairieview-1
 - Riverside-3
 - South 6th-1
- Denahy thanked our Supervisors, Direct Support Professionals, and Directors who were all involved with the survey in some capacity. Each survey over the past 10 years keeps improving, Great Job to the whole IF team!!

8. Community Supports Director Report – Nicole Baylor(Presented by Brittany Baylor)

- Baylor reported for May, Global Therapy & Services billed \$18,398.97 for services, and for June, \$7,239.20 was billed for services. Dawn had worked on 10 applications to insurance companies to be credentialed in.
- Baylor reported the agency had 6 staff attend the Special Olympics conference on July 31 and August 1. The agency has advanced to a level 2 in the following sports: Flag Football and Powerlifting. Over the weekend, the individuals had regional Bocce. No final results at this time, but would like to congratulate all the individuals who went and thank you to the coaches.

9. Community Relations Director -Brittany Baylor

- Baylor thanked the members of the Poker Run Team: Brianna Esirert, Froilan Lopez, Devon and Nina Higgings, and Robert and Jodi Aaron and the other volunteers that assisted in gathering items and helping prepare raffles at each stop. This year the Poker Run Team donated funds to the local recreation programs in the valley. Appreciation is also expressed to the communities that submitted financial information to qualify for the grant. Plans are already underway for next year's event to benefit more families in the valley.

The Following programs were granted funds:

- La Junta Parks and Rec -\$1,600
- Cheraw Recreation - \$1,700
- Bent County Recreation League - \$1,600
- Fowler Parks and Recreation - \$1,600
- Crowley County Recreation - \$ 1,600
- Swink Recreation -\$1,600
- Baylor provided an update for Early Intervention and the Plan of Correction meeting that was held on June 26 and released formally from the POC.
- Baylor presented to the Board Members a gift that did not make it in time while at the Board Planning Session. Baylor presented the board with Black vests with the Inspiration Field logo embroidered on it to say thank you for all their volunteer work and for all that each of them do for the agency and this is a way to say thank you again!
- Baylor reported on upcoming events for the remainder of the year:
 - 14th Annual Death by Rock N Roll Monster Bash will be October 25, 2025.
 - 10th Annual Trunk or Treat will be held on October 30, 2025

- 4th Annual Holiday Craft Show Sip N' Shop will be held on November 1, 2025
- The Thanksgiving Luncheon will be held on November 20, 2025
- The Annual Board Meeting and Dinner will be held on December 1, 2025
- The Children's Christmas Party will be held on December 2, 2025
- 12th Annual Santa's Workshop December 3, 2025
- Volunteer Appreciation Dinner December 5, 2025
- The Swink Lions Adult Christmas Party will be held on December 9, 2025
- Colorado Gives Day is held on December 9, 2025.

10. Chief Executive Officer Report - Johnnie DeLeon

- DeLeon thanked Baylor and the members of the Poker Run Team: Brianna Eisert, Froilan Lopez, Devon and Nina Higgings, and Robert and Jodi Aaron and the other volunteers that assisted in gathering items. This year Sponsorship levels were implemented and it paid off as the team was able to raise \$9,400 net.
- DeLeon thanked Melinda and Rafael for their Sponsorship of the 5th Annual Smoke out with On the Spot Security being the title sponsor.
- DeLeon reported on the current status of the Early intervention budget. EI is saying not to expect cuts through June of 2026. The JBC wants to identify cost savings of \$ 1 Million. The JBC hopes to have feedback from the Department by October 1, 2025. Inspiration Field is currently working on a holdover letter for Early Intervention Services.
- DeLeon noted as mentioned before by Denahy the CDPHE GRSS survey, thank you to all of the staff that helped with that.
- DeLeon stated thank you to the Service Coordinators for working hard to get back into compliance with EI.
- DeLeon stated his focus is going to be on Global Therapy, 5 Star and Sweet Inspirations expense sides.
- DeLeon thanked all of the board members for attending the board planning session. See notes listed in public comment for more detail.

Inspiration Field By-Laws were presented with proposed changes while at the Board Planning Session in July. The Board had requested time to review them and have them presented in the August Board Meeting. A Motion was made by Bender to approve the Inspiration Field By-Laws with proposed corrections presented in July and seconded by Gardner and passed unanimously.

11. Meeting Adjourned

Motioned by Finkner and seconded by Johnson and carried unanimously to adjourn the board meeting at 3:15 PM. The next scheduled meeting will be September 8, 2025 at 1:00 pm in the Tiger Field Boardroom.

Respectfully, submitted by Brittany Baylor, Community Relations Director.