



InspirationField Board of Directors Monthly Meeting Minutes

November 3, 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 1:04 pm.

2. Roll Call

There were sufficient members for a quorum.

A. Members Present

Elaine McIntyre - President

Pat Finkner - Treasurer

Janette Bender - Board Member

Margie Gardner - Board Member (Phone)

Nathan Clem - Board Member

Karen Johnson - Board Member

Kayla Kaminsky - Board Member

B. Members Absent

Steve Berg - Vice President

Jennifer Snyder - Secretary

Maty Fleischacker - Board Member

C. Staff Present

Johnnie DeLeon - Chief Executive Officer

Cameron Salzbrenner - Chief Financial Officer

Nicole Baylor - Community Supports Director

Ryan Denahy - Adult Services Director

Kirsten Bonds - Human Resources Director

Brittany Baylor - Community Relations Director

Thomas Workman - Program Supervisor

Parker Bickel- Network Administrator

Brian Gauna - Program Supervisor

Shaun Freidenberger - Program Supervisor

Julia Hoepfner - Program Supervisor

Stacy Lovato - Program Supervisor

Darrin Taullie - Physical Therapy Manager

Connie Wilson - Program Aide

D. Staff Absent

Niki Liddle-Aaron - Director of Nursing

Stacy Lovato - Program Supervisor

3. Public Comment:

McIntyre mentioned that the Monster Bash, Trunk or Treat and Sip N'Shop went well and thanked all of the staff and volunteers who helped with the set up. Jan Thomas joined virtually to present the Audit

Report draft to the Board of Directors. It was mentioned that no motion will be made today to allow the board members time to review the draft and a final audit will be presented at the next meeting.

4. Approval of Meeting Minutes

Motioned by Finkner and seconded by Bender and carried unanimously to approve the October 6, 2025 monthly meeting minutes as presented.

5. Approval of Financials - Salzbrenner reviewed with the board the September 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 - One donation \$147, Sip-N-Shop \$250, Monster Bash (-\$566), SECOM Golf \$770

Other Revenue - Reminder - Budget includes CDOT \$245K Grant Funds, CDOT Receivable \$69,492 (Transit Van)

Salaries & PTO – Includes 8 vacancies (5 DSP & 3 Admin)

Vehicle Fuel & Maintenance- Colorado Bus Repairs - Ruby's \$2,045

Building/Equipment Maintenance- 612 Adams - Ext. Lights, Bulbs, Wtr Htr (Cmns), Paint \$1,011/Colorado GH Alarm Svc Call, Repairs, Shower & Tile \$3,092

Medical & Other Supplies/Equipment - 5 Star - 4imprint \$1,487 / Trunk or Treat \$849 / IF Gives \$1,817 / All Staff Wendy's \$500 / Maint Lift Basket \$1,800 / Global Therapy Addtl PT Equip - Amazon \$3,357 / Server Rm A/C LJ Trading \$2,912

Food - Kitchen \$5,864 (B-Day BBQ \$904) / Prairieview \$1,927 / S.6th \$1,091

We ended September with a monthly net income of \$40,654.01 and a Year to Date net **loss of \$158,486.94**

Salzbrenner reviewed the Balance Sheet as of 09/30/2025. I.F. Cash Accounts were at \$128,223.33 and the Operating Account was at \$1,248,763.35. The Designated Funds for Building/Equipment/Maintenance balance was at \$72,054.04. Total Current Liabilities were at \$666,195.47. Total Long Term Liabilities were at \$409,695.55. Current Year Retained Earnings were at -\$158,486.94.

Motioned by Bender and seconded by Johnson and carried unanimously to approve the September 2025 Financials as presented.

Department Updates

6. Human Resources Director Report – Kirsten Bonds

- Bonds reported that we had six separations in October and three new hires.
- Bonds reported the turnover rate for the month of October was 6.6%, YTD 38.4%.

7. Adult Services Director Report – Ryan Denahy

- Denahy reported 5 Star Auto Shop revenue for jobs completed in September was \$9,093.
- Denahy reported the 5 Star Auto Grand shop has had a busy month and is waiting to see how it will finish out for the month.
- Denahy reported the agency has purchased a new heavy duty trailer to haul the new telehandler for maintenance. Current trailers owned by the agency were not able to hold the capacity.

- Denahy invited the Board of Directors to the Annual Thanksgiving Luncheon on Thursday Nov 20, 2025 at 11:00 AM in the commons. The meal will be prepared by Rafael and the Kitchen crew.

8. Community Supports Director Report – Nicole Baylor

- Baylor reported for September Global Therapy & Services billed \$10,779.75 for services. Global Therapy is scheduled for an unannounced visit with Medicare. After Global Therapy is credentialed with Medicare, the Credentialing Specialist can then proceed with credentialing other insurance providers. The Business Office Manager has been diligently working on billing back dating to the grand opening to ensure accurate claim submission. Upon review, some claims were identified as incorrectly billed; these have been resubmitted, resulting in over \$29,000 received in October.
- Baylor reported on October 20, Special Olympics Regional Managers and I visited schools in the Otero and Crowley areas to discuss bringing Special Olympics programs to their communities. We were met with an overwhelming and enthusiastic response, with all schools expressing a strong desire to participate. State bowling and volleyball events are scheduled for November 22 in Denver.
- Baylor reported on October 28, CEO Johnnie and I went and purchased a 2020 Lincoln Navigator to add it to the agency fleet to replace a Ford Expedition XL Extended that had high mileage.
- Baylor reported that the agency had flu clinics on 09/09/2025 and 10/15/2025. The staff that are protected against flu is sitting at 30%. The majority of the individuals received their flu vaccines on 10/23/2025 or prior.

Baylor presented corrected Global Therapy & Services Policy and Procedures to the board that was tabled from September's Monthly meeting. Motion was made by Finkner and seconded by Clem to approve the Policy and Procedures as presented and passed unanimously.

9. Community Relations Director -Brittany Baylor(Presented by Nicole Baylor)

- Baylor reported that the agency was able to hire a Developmental Interventionist Assistant full time. Annabelle Marquez will be joining our team full time and we are happy to have her.
- Baylor mentioned that the scholarship flyer is out and has already received an application. Baylor plans to reach out to the schools to help get more students applying for the scholarship.
- Baylor thanked The State Bank for the Title Sponsorship for the 14th Annual Monster Bash Death by Rock N' Roll. Thank you to Steelhenge for coming down and playing during the event. It was a great turn out. Thank you to all of the staff and volunteers and the Monster Bash team for helping set up the event and helping make it great!
- Baylor thanked all of the trunkers who came out and set up Trunks for the Trunk or Treat in the parking lot. This year we had 1058 in attendance and it's nice to see the kiddos happy in the community.
- Baylor thanked all of the staff that helped with the 4th Annual Holiday Craft Show Sip N' Shop, thank you to all of the vendors and the kitchen crew. This year we had 25 vendors.
- Baylor thanked the EI team for helping setup and Rafael and their team for cooking the meal for the EI children's Halloween party. It is always a good time getting to see all of the kiddos in the program.
- Baylor reported that Mike Mora will be leaving the agency after being with us for 7 years. Mike has provided a lot of knowledge and has done a great job of making modifications to the security team

and the next person to take his place will have big shoes to fill as Mike helps all areas of the agency. Mike will be going back to the Sheriff's office.

- Baylor reported on upcoming events for the remainder of the year:
 - 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.
 - 5th Annual Mardi Gras Grand Masquerade Steak Night will be held on February 20, 2026.
 - The 60th Annual Inspiration Field Block Party will be held on April 25, 2026.

10. Chief Executive Officer Report - Johnnie DeLeon

- DeLeon thanked the Finance Team for all of their hard work on the Audit. Great Job Carla, Tracey and Cameron! DeLeon will wait for final Audit findings.
- DeLeon mentioned that the agency has brought back the Career Development Worksheet and the staff have been working hard to get them completed. Thank you leadership team!
- DeLeon thanked The State Bank for the Title Sponsorship for the 14th Annual Monster Bash Death by Rock N' Roll. Thank you to all of the staff and volunteers and the Monster Bash team; Parker Bickle, Thomas Workman, Nicole Baylor, Rafael Robles and Brittany Baylor for helping set up the event.
- DeLeon thanked all of the trunkers who came out and set up Trunks for the Trunk or Treat in the parking lot! Lots of kiddos came and it was night to have higher numbers - 1,058 attendees.
- DeLeon thanked Brittany and all of the staff that helped with the 4th Annual Holiday Craft Show Sip N' Shop, thank you to all of the vendors and the kitchen crew.
- DeLeon reported that he will be out of the office again for his annual hunting trip from November 6 - November 12.
- DeLeon mentioned that the New Board Member Training needs to be rescheduled and is placed on the calendar for November 17, 2025 at 8:00 AM.
- DeLeon reminded everyone of the upcoming events.

11. Meeting Adjourned

Motioned by Bender and seconded by Clem and carried unanimously to adjourn the board meeting at 2:44 PM. The next scheduled meeting will be December 1, 2025 at 5:30 PM in the Commons at Inspiration Field.

Respectfully, submitted by Brittany Baylor, Community Relations Director.