



Special Board Meeting Meeting Minutes

Nov 24, 2025, via Virtual Google Meet Meeting

Present: Marty Fleischacker, Karen Johnson, Jenny Snyder, Janette Bender, Elaine McIntyre, Margie Gardner, Johnnie DeLeon

Absent: Pat Finkner (Excused), Nate Clem (Excused), Kayla Kaminsky (Unexcused)

Elaine McIntyre called the special board meeting to order at 1:10pm and noted a quorum of six board members attending virtually via Google Meet.

- **Acceptance of Steve Berg's Resignation,** DeLeon reported that he called Steve Berg on November 20, to ask Steve if he was interested in remaining as Vice President of the Board. Berg declined and also stated that he was resigning from the board. Berg stated that he is finally enjoying his retirement of staying at home and doing nothing. Berg did not wish to provide a formal letter of resignation and declined coming to the annual dinner. He stated that he has been recognized enough over the years. DeLeon thanked Berg for his 18 years of service on the board. DeLeon accepted the resignation on November 20, 2025, on behalf of the board and suggested a formal motion to accept Berg's resignation. Johnson made a motion to accept Berg's resignation from the board, Fleischacker seconded, and the motion carried unanimously.
- **Discussion on Slate of Officers** The board discussed the upcoming annual election of officers, with the Vice President position being open due to Steve Berg's resignation. DeLeon stated that Nate was interested in filling the Vice President role and wondered if he could conduct a meeting in the President's absence. Bender offered to serve as Vice President despite being away for a couple of months, stating that she could still participate by phone like she has in the past. DeLeon advised the board that Finkner was still interested in remaining as the Board Treasurer. Also, Snyder stated that she could continue as Board Secretary. And, McIntyre would like to remain as board President. The board discussed the new slate of officers as: Elaine McIntyre as President; Janette Bender as Vice President; Jenny Snyder as Secretary; and Pat Finkner as Treasurer. The slate would be presented at the annual dinner. All present members confirmed that they would be in attendance at the annual meeting.
- **Retention Credits (ERC)** DeLeon updated the board on the Employee Retention Credits (ERC) received, noting that they had previously received approximately \$201,000. Subsequently, IF received two checks (\$755,104.89 + \$776,902.32) totaling \$1,532,007.21 for the first and second quarters of 2021. Johnnie IF DeLeon confirmed that the third-party contractor indicated the funds were past the statute of limitations for the IRS audit.

- **Plans for ERC Funds and Third-Party Vendor Fees** DeLeon plans to discuss spending the ERC funds in January and will work with Directors/Supervisors. McIntyre inquired about the vendor's percentage fee, and DeLeon stated the vendor rate was between 6% – 10%. DeLeon noted that the total ERC received would be approximately \$1.7 million, with about \$650,000 more anticipated. DeLeon will obtain opinion from our auditor before spending any ERC dollars.
- **Review and Nomination of "Friends of IF" Candidate** DeLeon suggested reviewing the criteria for "Friends of IF" at a strategic planning session, noting the current criteria requiring both annual donation and annual volunteering may be too strict. DeLeon nominated Glenn Krauss, who is retiring from CDOT, for his instrumental role in helping the agency obtain over \$820,190 (and over \$1 million since DeLeon has been CEO) in grants since 2017. The board supported the nomination, recognizing Glenn Krauss's partnership and assistance with grants and compliance issues Gardner made a motion to add Glenn Krauss as a "Friends of IF" recipient, seconded by Janette Bender. The motion passed unanimously, making Glenn Krauss the recipient for the year 2025. DeLeon planned to reach out to Glenn Krauss to arrange for his attendance, either in person or virtually, at the annual dinner.
- **Motion to Enter Executive Session** Elaine McIntyre entertained a motion to move into executive session. Bender formally made the motion to move into Executive Session, pursuant to 24-6-402(4)(e) CRS, to determine position relative to HCPF Post-payment review matter, which is subject to negotiations, developing strategy for negotiations, and instructing negotiators. Johnson seconded, and the motion carried unanimously, with the Executive Session beginning at 1:35 p.m.
- **Motion to Exit Executive Session** Bender made a motion to exit executive session at 1:48 pm, seconded by Karen Johnson, and the motion carried unanimously.
- **HCPF Post-Payment Review Settlement Negotiations** McIntyre resumed the regular session of the board meeting. In regular session, DeLeon requested settlement authority up to \$280,000 to resolve the HCPF claim. Bender moved to grant DeLeon with settlement authority up to \$280,000, which Fleischacker seconded, and the motion carried unanimously.
- **Required Policy Changes and Technical Assistance** The settlement proposal included stipulations requiring Inspiration Field to implement comprehensive internal policies and procedures to ensure compliant billing, documentation, and staff training to prevent reoccurrence. DeLeon added a provision to the Settlement Counter-offer for HCPF staff to provide technical assistance during the period of December 2, 2025, to January 6, 2026, to ensure residential billing documents comply with department standards. Johnson agreed that knowing exactly what should be billed and accepted by HCPF is necessary.
- **Scheduling of Special Board Meeting for Board Policy Approval** Following the settlement discussions, DeLeon raised the need to schedule a special board meeting to approve required board policies within 30 days of accepting the settlement. The board agreed to a Zoom meeting on Monday, December 15th, at 10:00 am.
- **Meeting Adjournment** Johnson made a motion to adjourn the meeting, seconded by Bender, and unanimously adjourned the Special Board meeting at 1:59 pm. The participants wished each other a Happy Thanksgiving.