



## **InspirationField Board of Directors Monthly Meeting Minutes**

January 5, 2026 / 1:00 pm

612 Adams Avenue, La Junta, CO / Tiger Field Boardroom

### **1. Call to Order**

President McIntyre called the meeting to order at 1:06 pm.

### **2. Roll Call**

There were sufficient members for a quorum.

#### **A. Members Present**

Elaine McIntyre - President  
Janette Bender - vice President  
Pat Finkner - Treasurer  
Jennifer Snyder - Secretary  
Maty Fleischacker - Board Member (Phone)  
Nathan Clem - Board Member  
Karen Johnson - Board Member  
Kayla Kaminsky - Board Member

#### **B. Members Absent**

Margie Gardner - Board Member (Unexcused)

#### **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  
Niki Liddle-Aaron - Director of Nursing  
Parker Bickel - Network Administrator  
Brian Gauna - Program Supervisor  
Shaun Freidenberger - Program Supervisor  
Julia Hoeppner-Burns - Program Supervisor  
Stacy Lovato - Program Supervisor

#### **D. Staff Absent**

None.

### **3. Public Comment** - B.Baylor mentioned that Conflict of Interest Statements are handed out for each board member to sign and complete and return at the end of the meeting for the year. McIntyre acknowledged the memorial bench for Loretta Atencio located outside the building, noting that it serves as a meaningful tribute to her memory at Inspiration Field. The bench was generously donated by her guardian. Hoeppner-Burns also advised that the cigarette receptacle was recently stolen; to prevent future incidents, the replacement unit will be secured to the ground. DeLeon extended appreciation to Tracy Ruby, Carla Hernandez, Stacy Lovato, Kirsten Bonds, Parker Bickel, and Cameron

Salzbrenner for their exceptional performance. The team achieved a perfect audit with zero deficiencies. In recognition of this accomplishment, each member received a \$350 bonus prior to the holiday break.

**4. Approval of the meeting minutes** - Motioned by Finkner and seconded by Johnson. The motion was carried unanimously to approve the November 3, 2025 monthly meeting minutes, the November 24, 2025 special board meeting minutes, the December 1, 2025 monthly meeting minutes, and the December 15, 2025 special board meeting minutes as presented.

**5. Approval of Financials** - Salzbrenner reviewed with the board the October 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 \$145, Monster Bash (-\$956)

**Other Revenue** - Reminder - Budget includes CDOT \$245K Grant Funds

**Salaries & PTO** - Includes 11 vacancies (10 DSP & 1 Admin)

**Vehicle Fuel & Maintenance** - Maint. - Trailer Tires \$1,043 / Mobile Crew - Windshield & Repairs \$1,167 / Lincoln - Bus Repairs \$1,691

**Medical & Other Supplies/Equipment** - Maint. - Trailer \$3,000 & Bucket Fork \$2,645/Admin - Supplies for Santa's Workshop/Casino Night/Annual Dinner \$1,475

**Computer Supplies** - Therap Renewal \$17,728

**Food** - Kitchen \$3,975 /Admin. - Monster Bash/Sip-N-Shop/Volunteer Appreciation Dinner Applejack Liquor \$1,603/Dickey's \$1,726

**We ended October with a monthly net loss of \$59,834.19 and a Year to Date net loss of \$219,206.87.**

Salzbrenner reviewed the Balance Sheet as of 10/31/2025. I.F. Cash Accounts were at \$159,642.94 and the Operating Account was at \$1,164,199.71. The Designated Funds for Building/Equipment/Maintenance balance was at \$72,222.33. Total Current Liabilities were at \$627,535.16. Total Long Term Liabilities were at \$390,850.35. Current Year Retained Earnings were at -\$219,206.87.

A motion was made by Snyder and seconded by Clem to approve the October 2025 financials as presented, excluding the balance sheet due to required corrections. The motion was carried unanimously. The corrected balance sheet, along with the November 2025 financials, will be presented at the February Board Meeting.

## **Department Updates**

### **6. Human Resources Director Report - Kirsten Bonds**

- Bonds reported that we had two separations in November and three new hires.
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- Bonds reported the turnover rate for the month of November was 2.3%, December was 3.4%, YTD 44.0%.
- Bonds reported open Interviews on January 8, 2026 in the commons.

## **7. Adult Services Director Report – Ryan Denahy**

- Denahy reported that 5 Star Auto Shop revenue for jobs completed in October totaled \$8,323, while revenue for November totaled \$6,545.
- Denahy also reported that Beacky has applied for a CDOT grant on behalf of 5 Star Auto to purchase new equipment. The total grant request is \$158,000, and no grant match is required. The following items were included in the grant request:
  - 14,000 lb alignment rack, including computer software (Hunter Hawkeye Elite): \$103,000
  - Flash Drive Software: \$3,000
  - Tire mounting and balancing machines: \$27,000
  - R1234yf air conditioning service system: \$7,000
  - Replacement motor for current bus #220: \$15,000
- Denahy reported that the agency received a HUD NSPIRE inspection at Prairievie on December 19. These inspections occur approximately every three years and are conducted by a third-party certified inspector. Three deficiencies were identified, all of which were corrected by the next business day:
  - Exterior electrical outlets were not powered due to a tripped GFCI, which was reset.
  - An electrical outlet in the laundry room needed to be replaced with a GFCI outlet.
  - One carbon monoxide alarm was not sounding and was replaced.The next HUD NSPIRE inspection is not expected until late 2028 or 2029.
- Denahy also reported that maintenance has been installing exterior LED strip lighting around the upper perimeter of the main facility, just in time for upcoming events and the holiday season.
- Denahy shared details about the Swink Lions Club Christmas Party, hosted jointly by the Swink and Cheraw Lions Clubs in December. This is always a wonderful event where the clubs prepare and serve a spaghetti dinner and provide gifts for all individuals receiving services.

## **8. Community Supports Director Report – Nicole Baylor**

- N.Baylor reported that in October, Global Therapy & Services billed \$12,274.06, and in November, billed \$19,944.87. Beginning in February, Baylor will provide three new reports to the Board:
  - Total Amount Billed (gross and net)
  - Total Capacity Billing Percentage, by staff member and overall
  - Aging of Accounts Receivable, by insurance carrier and patient
- N.Baylor was informed of a water leak at Global Therapy & Services. Efforts are ongoing to locate the source of the leak; however, it has not yet been identified as of today.
- N.Baylor also announced that Special Olympics Basketball is starting this month, with the first practice scheduled for this Thursday. Additionally, Inspiration Field is excited to launch its first annual end-of-year celebration award for Special Olympics sports. This event will honor Inspiration Field participants who competed in a sport and advanced to Regionals. The celebration will be held at Strike and Play on January 20, from 12:00 p.m. to 4:00 p.m., with the awards ceremony taking place from 12:30 p.m. to 1:00 p.m.

## **9. Community Relations Director -Brittany Baylor**

- B.Baylor thanked Gregg and Shaun Freindeberger, Nathan Clem and Loretta Vialpoando for helping out with the EI Children's Christmas Party.
- B.Baylor thanks all of the volunteers for helping out with Santa's Workshop. The event had 580 in attendance and that was with bad weather that day.

- B.Baylor Thanked Sweet Inspirations Catering for helping prepare and set tables for the Annual Dinner.
- B.Baylor reported that Staff appreciation week was great and staff were engaged and had a good time. Baylor noted that there are pictures on the Inspiration Field Facebook page with highlights of the events.
- B.Baylor reported on upcoming events for the remainder of the year:
  - 5th Annual Mardi Gras Grand Masquerade February 20, 2026
  - 60th Annual Inspiration Field Block Party Celebration April 25, 2026
  - 41st Annual La Junta Trading Company Golf Classic May 8-9, 2026
  - 11th Annual Poker Run/6th Annual Smoke Out on June 20, 2026
- B.Baylor reported on the Letter from CDEC for stopping Group Services until the program can be reviewed with CDEC for Early Intervention Services.
- B.Baylor thanked the maintenance team for coming to Tiger Field and fixing the holes in the wall and patching them up to have the board room look nice.

## **10. Chief Executive Officer Report - Johnnie DeLeon**

- DeLeon presented the final change to the Reimbursement Policy for Health Care Policy and Financing(HCPF).

A Motion was made by Snyder and seconded by Johnson to approve the policy as presented for Post Payment Settlement needs as presented and passed unanimously.

- DeLeon reported on HCPF post-payment review settlement, with the original claim amount totaling \$323,296.31. DeLeon initially offered a payment plan of \$260,000 payable over four payments or \$290,000 payable February 4, 2027. The State countered with an offer of \$280,000 payable in three payments by May 15, 2026. A final settlement proposal was agreed upon for \$270,000, with \$160,000 due on December 2, 2025, and \$110,000 due on January 6, 2026. There was a motion to dismiss, and DeLeon confirmed with HCPF that both payments were received prior to the deadlines, having been sent via express mail. Going forward, DeLeon stated that all responses to the State will be sent overnight or via email to ensure timely submission.
- DeLeon also reported on the Employee Retention Credits (ERC). A chart was reviewed during the Board meeting outlining balances and statutes of limitation. DeLeon noted(see attached) that he would like to obtain two additional professional opinions before spending the funds to ensure the statutes have passed—one from our auditor and another from a tax attorney.
- DeLeon expressed appreciation to:
  - Connie Wilson, the program team, and Sweet Inspirations Catering for preparing the November Thanksgiving Luncheon
  - Baylor and the Early Intervention team for hosting the children's Christmas party
  - The Directors for their hard work preparing for the Annual Dinner
  - The 12th Annual Santa's Workshop elves and volunteers who made the event special for the community.
  - Baylor and those who assisted with Volunteer Appreciation Night
  - The program team and the Swink and Cheraw Lions Clubs for hosting the adult Christmas party
- DeLeon reported that Niki Liddle-Aaron is now a part-time instructor at Otero College in the Nursing Department and has been working to establish internships at Inspiration Field. A contract

has been approved by Malouf and we are waiting on Otero College to sign. DeLeon thanked Niki for making this opportunity possible.

- DeLeon also thanked Guana for performing at the annual dinner and singing Christmas carols in the Commons with individuals in services, and thanked the program team for making it a meaningful event.
- DeLeon followed up with the Board regarding cost containment measures, effective November 18, 2025:
  - The fire truck was sold for \$800.00
  - Three older vans have been sold at auction for approximately \$12,000.00
  - Plans are in place to sell unused trailers
  - Leadership approval is required for all expenses over \$400.00, and this will remain in effect until further notice
  - DeLeon noted that celebration and reconciliation expenses will not be cut, as they are limited and important to continue
- DeLeon provided Alliance Updates:
  - The Department of Human Services has proposed legislation to centralize Case Management into a call center; additional details are pending.
  - The South Metro Fire District has interpreted the International Fire Code to include Host Home Providers(HHP); the Alliance plans to pursue legislation, and CDPHE has indicated support. Otherwise , all HHP's would need to install fire suppression and fire sprinkler systems, which would be cost prohibitive.
  - Regarding QMAPs and injectable medications, HCPF, Colorado Department Public Health and Environment (CDPHE), and Department of Regulatory Agencies (DORA) are considering legislation to allow QMAPs to administer injections.
- DeLeon announced that the 5th Annual Mardi Gras will take place on February 20, 2026 and invited Board members to attend.

## **11. Meeting Adjourned**

Motioned by Finkner and seconded by Clem and carried unanimously to adjourn the board meeting at 2:47 PM. The next scheduled meeting will be February 2, 2026 at 1:00 pm in the Tiger Field Boardroom.

Respectfully, submitted by Brittany Baylor, Community Relations Director.