



## InspirationField Board of Directors Monthly Meeting Minutes

March 9, 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 1:04 pm.

### 2. Roll Call

There were sufficient members for a quorum.

#### A. Members Present

Elaine McIntyre - President

Pat Finkner - Treasurer

Jennifer Snyder - Secretary

Maty Fleischacker - Board Member (By Phone)

Nathan Clem - Board Member

Karen Johnson - Board Member

Margie Gardner - Board Member (By Phone)

Kayla Kaminsky - Board Member

#### B. Members Absent

Janette Bender - Vice President (Excused)

#### C. Staff Present

Johnnie DeLeon - Chief Executive 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

Stacy Lovato - Program Supervisor

#### D. Staff Absent

Cameron Salzbrenner - Chief Financial Officer

Julia Hoepfner-Burns - Program Supervisor

### 3. Public Comment

DeLeon wished board members Clem and Flischacker a very Happy Birthday this month! Finkner reminded that the 41st Annual La Junta Trading Company Golf Classic will take place in May and requested Board member donations of \$50.00 per Board member. The golf team has purchased a players pack to raffle off during the banquet dinner.

**4. Approval of the meeting minutes** - A motion was made by Finkner and seconded by Clem to approve the February 2, 2026, monthly meeting minutes. The motion was carried unanimously.

**5. Approval of Financials** - DeLeon reviewed the January 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. Reminder: Budget 1.6% rate increase rolled back 10/1.

**Public Support – Contributions/Fundraisers** – Cash Donations \$1100, Sip-N-Shop \$388, Mbash \$133, MardiGras -\$451.

**Other Revenue** – Reminder-Budget included CDOT \$245K Grant Funds, ERC Refunds Q1'20 & Q2'20 \$509,606 (after fees).

**Salaries & PTO** – Includes 6 vacancies (6 DSP & 0 Admin).

**Employee Benefits – Health/Life Insurance** –Lincoln Financial-Life & Vision Plans (Billing Discrepancy)

**Building/Equipment Maintenance** –Prairieview GH \$1,605 / Lincoln GH \$1,992 / Colorado GH \$1,690 / Arrowhead GH \$1,164

**Depreciation** – Reminder Additional Depreciation - Mics for Commons \$11,862 & Telehandler for Maintenance \$29,420

The agency ended December with a monthly net **loss** of **\$65,918.13** and a Year-to-Date net income of **\$1,421,264.92**.

DeLeon reviewed the Balance Sheet as of January 1, 2026. I.F. Cash Accounts were at \$194,471.61 and the Operating Account was at \$2,813,333.82. The Designated Funds for Building/Equipment/Maintenance balance was \$72,718.63. Total Current Liabilities were \$598,607.68. Total Long-Term Liabilities were \$329,075.95. Current Year Retained Earnings were \$1,421,264.92.

A motion was made by Snyder and seconded by Johnson to approve the January 2026 financials as presented. The motion was carried unanimously.

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DeLeon thanked Supervisors and Directors for helping cut back on the overtime in each of their areas they oversee.

## **Department Updates**

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

- Bonds reported one separation in February and three new hires.
- Bonds reported the turnover rate for February was 1.0%.

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

- Denahy reported that 5 Star Auto Shop revenue for jobs completed in January totaled \$8,756.
- Denahy reported the agency is utilizing a program through the agency's property insurance carrier for water and temperature sensors throughout the facilities. The sensor will be able to detect water if there is flooding or leaks as well as extreme temperature changes. The provider does have an app that can be used on cell phones for monitoring. This benefits the agency in the event there is an issue after hours when the properties are vacant. Once the sensors arrive the maintenance program will work to get them installed in the facilities.

- Denahy mentioned that there have been several individuals in the SLS services leave throughout the past 15-20 years for various reasons. Many of them are still living in the area, so the agency put a team together to reach out to prior individuals to see if they are interested in returning to services. Growing the SLS program is a part of the agency's five year strategic plan.
- Denay invited the Board Members to join in the fun at the Annual St. Patrick's Day Dinner and Talent Show that will be held on March 17, 2026 in the commons at 5:30pm.

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

- N. Baylor reported that in January, Global Therapy & Services billed \$33,381.05.
- N. Baylor presented live reports from PT Everywhere for the Board to review. No attached reports were provided due to HIPAA information pulling when reports are downloaded. The following reports were viewed:
  - Payment Collection Report- Total of \$12,479.05
    - The lowest reimbursement rate was Medicare Colorado with 5.56%.
    - The highest reimbursement rate was Pinnacol with 50.86%.
  - A/R Aging Report as of 03/09/2026 was \$51,616.40
  - Clinic Performance Report
    - January -59.76% February - 72.76%
    - 36 referrals as of 03/09/2026
    - Currently credentials with 12 insurance companies. Still waiting for Tricare and Triwest(same company).
    - Hiring for 2 positions, 1 PTA Full Time and 1 Receptionist Full Time.
- N. Baylor announced the Special Olympics Basketball results: 1-1st place, 4-2nd places and 1-3rd place. Track and Field practice has begun. Regionals are set for April 26, 2026. Powerlifting will not be an event this year due to the individuals wanting to join track and field.
- N. Baylor reported that Connie and DeLeon attended IDD awareness day at the Capitol. 5 Individuals attended the event.

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

- B. Baylor reported that Golf Ball Drop tickets were distributed to the Leadership Team and Board of Directors to assist with sales and increase revenue for the agency. Tickets are \$10.00/each please try to sell them to help raise funds for the Dream Fun to help with Trunk-or-Treat and Santa's Workshop and local High School Scholarships.
- Baylor thanked OTS for being the Title Sponsor for the 5th Annual Mardi Gras Steak Night. Thank you to Melinda and Rafael, Sweet Inspirations Catering staff and all of the volunteers that helped out with the evening, and the Mardi Gras Team.
- B.Baylor mentioned that we need to start talking about the Board Planning Session Dates and locations to get quotes. A Special Board Meeting will be held on March 30, 2026 at 2:00 pm via Google Meet to discuss this in more detail.
- B. Baylor reviewed upcoming events for the remainder of the year:
  - 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 – June 20, 2026

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

- DeLeon reported updates from Alliance Colorado.

- Possible changes to funding hierarchy to give EIB's more flexibility around billing private insurances.
- Pinnacol Insurance was sold for \$400M to allow insurance to be sold outside of Colorado.
- Colorado Long Term Services and Supports serve 5% of Medicaid enrollees, but represents 47% of the program expenditures.
- The JBC reported the HCPF budget for 25-26 is \$70M in the hole. The 26-27 budget is also \$70M in the hole. HCPF is limiting growth to 56%. If they are not able to meet the budget through this measure there will be reductions to implement a 3.9% provider decrease across the board.
  - 3 Factors: 1-Community base long term care targeted reductions. 2- Cover all Coloradans. 3- Pharmacy costs.
- State Public Education's K-12 Funding to increase K-12 revenue cap calling for an increase in taxes over the next 10 years totalling \$4B for K-12 graduates and would cause and increase K-12 spending by at least 2% each year. \$90M in the 1st year and any left over funding could be used for other State Programs and Services. This causes an increase in the TABOR cap revenue.
- Host Home Fire Safety "Sprinklers" Rule (HCPF) South Fire District would require all HHP's to have sprinklers in their homes. Alliance may need to create Rule Language to exempt HHP's and all services that exempt services in their home.
- DeLeon thanked OTS for being the Title Sponsor for the 5th Annual Mardi Gras Steak Night. Thank you to Melinda and Rafael, Sweet Inspirations Catering staff and all of the volunteers that helped out with the evening, and the Mardi Gras Team. It was a great turn out.
- DeLeon followed up on IDD Awareness Day at the Capitol. Thanked N.Baylor and Connine for all of their help and the individuals really had a good time.
- DeLeon mentioned that he will be out on PTO from March 18-24 and will return on March 25.
- DeLeon reported on the Employee Retention Credits (ERC). Inspiration Field received a response from Eide Bailly regarding the Stature of Limitations of Employee Retention Claims. DeLeon covered the information with the Board Members prior to Gil Mitchell, EA with Eide Bailly joining the board meeting to cover the contents of the letter with the board. Gil mentioned that Q1/2 '20, Q3'20,Q4 '20, Q1'21, Q2'21 have all passed that statute of limitations one April 15, 2024 and April 15, 2025. Q3'21 is still pending due to the Big Beautiful Bill passed last year by President Trump. More than likely this Q3'21 will be audited by the IRS. Gil mentioned that there are not a lot of senior staff that are familiar with ERC and may more than likely file an Appeal and Inspiration Field will need to file an appeal to receive the remaining \$517,874.00 for this Q3 '21. As of the Board meeting Inspiration Field is able to use the ERC funding that is without an audit from the IRS.
- DeLeon also invited the board to join the Annual St. Patrick's Day Dinner and Talent show on March 17, 2026.
- DeLeon mentioned that continued hard work is underway for the 60th Annual Inspiration Field Block Party Celebration on April 25, 2026.
- DeLeon mentioned that the 41st Annual La Junta Trading Company Golf Classic is on May 8-9, 2026. DeLeon thanked McIntyre for her continued support in being the Title Sponsor for the Golf Classic.

Motion was made by Finkner to move into executive session pursuant to 24-6-402(4)(f) C.R.S., for the purpose of discussion HR Employee Issue and was seconded by Snyder and carried unanimously.

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Motion was made by Johnson and second by Finkner to adjourn executive session and transition back to regular session and passed unanimously.

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**11. Meeting Adjourned**

A motion was made by Snyder and seconded by Clem to adjourn the Board meeting. The motion was carried unanimously, and the meeting adjourned at 4:25 p.m.

The next scheduled meeting will be held on April 6, 2026, at 1:00 p.m. in the Tiger Field Boardroom.

Respectfully submitted by:

Brittany Baylor, Community Relations Director