



Meeting Book - Imagine! Board of Directors Meeting May 26, 2020

Meeting Agenda

1. Introductions and public input Information
We kindly request that guests email questions and comments to csiegfried@imaginecolorado.org during the covid-19 remote meetings. Questions will be presented to the Board of Directors at the meeting and reported in the meeting minutes.
2. Recognition of new members of the Imagine! Board of Directors.
New Members as of July, 2020 are:
Don Brown
Marie Gambon
Brenda Kaser-Burger
Vanessa Oldham
Rebecca Rose
JoAnne Ross
3. Approval of Minutes Discussion, Approval
4. Finance Committee Report Information, Discussion, Approval

Banking
The Finance Committee requests a motion to update Wells Fargo's records to reflect that Rebecca Novinger and Robin Grey are key executives who can act on behalf of Imagine!, Imagine! Housing Corp II, Imagine! Housing Corp III, Foothills Group Home and the Imagine! Foundation.
5. Services Committee
6. Boulder County Report Sara Boylan
7. Foundation Report Information, Discussion

Foundation.docx
8. Executive Committee Report Information, Discussion
9. CEO's Report Information, Discussion

CEO Report.docx
10. Request for Executive Session if required Approval
11. Adjourn Approval
12. Supporting Materials

5.2020 Service's Board Report.docx
2020-05 FRE Board Report.docx
Care Coordination Board Report- May 2020.docx
Dayspring.docx



May 2020 Report to the Imagine! Board of Directors

The Imagine! Foundation raises funds beyond its expenses annually and increases awareness of Imagine!'s clients, families, and needs in the local community in order to provide opportunities defined by Imagine! for increased independence and quality of life for those Imagine! serves.



COVID-19 Rapid Response Fund

- The Imagine! Foundation has directed \$60,000 of undesignated funds toward this as a challenge match to the community.
- To date we have raised over \$63,000, exceeding a \$60,000 match goal. (\$123k)
 - We have added \$20,000 to Imagine! Case Management Emergency Fund for Imagine! Families and people we serve.
 - We have distributed the first round of funding to employees – almost \$30,000, and opened a second round for \$30,000 on May 18.
 - Some funds may support the Personal Protective Equipment needs of staff and clients.

FY20 Initiatives

- **100% of both boards** will make a philanthropic gift this fiscal year. *85% of Imagine! Board is in.*
- **Both Boards** are exploring ways to better connect and collaborate with one another. *New Board Orientation for both boards on 5/29.*
- The FY20 **Employee Giving campaign** will fund small emergency gift cards for families/individuals experiencing a small crisis. *Currently 132 donors, on track to exceed \$10,000.*
- **Funding initiatives** include housing sustainability, technology, services, and employee education.
- The **Imagine! Celebration** is Saturday, January 25, 2020 at the Marriott Westminster. Tickets are \$125 and sponsor levels remain unchanged. *\$400,000 goal achieved.*
- **Fundraising efforts** will be expanded to increase number of donors/recapture lapsed donors.
- The Foundation Board will recruit 3-5 **new members**. *Approved by Imagine! Board in March.*

General

I'm happy to report that this month, we voted five new board members onto the Imagine! Board of Directors. They are each fantastic additions to the group and I look forward to working with them.

COVID-19

Our pandemic response and recovery planning covers multiple fronts. Firstly, as of 5/18/2020, none of our residential environments, including the Imagine! operated group homes, have been compromised by the virus. I'm grateful to our staff's diligent commitment to implementing all of the protections we've put in place. I share this not to celebrate early but to underscore the terrific workforce we have. That being said, we still have many months ahead of us of hard work of continuing to protect those environments. As Colorado shifted to "safer at home" with more relaxed social distancing guidelines, we've been challenged to adopt new risk mitigation strategies.

Typically, we would be getting ready to launch our annual summer camp experience for children. However, due to the public health disaster, we will not be able to offer summer camp the way we traditionally have. Instead, we will be providing families with programming in their homes, limiting contact to reduce virus exposure risk between households and between staff.

As this time, we will not be offering any facility or community based day program services. Due to strict rules around social distancing and PPE use requirements, it is impossible for us to offer any congregate services safely. We will focus on delivering this type of service virtually and 1:1 in people's homes. Our staff are also challenging themselves to develop alternate models so we may continue to provide supports people have come to depend on us for.

All care coordination services through the Case Management and Early Intervention programs will continue to be delivered virtually, per directives from the state.

More details can be found on the Imagine! Response and Recovery Plan posted on the website and updated in real time.

Government Relations

As everyone knows, the pandemic has taken a devastating toll on our state's budget. The Joint Budget Committee (JBC), our state's budget building team of legislators, are working furiously to find nearly \$4B in cuts which is about 25% of our state's operating budget. We are anticipating severe cuts to funding in the form of provider rate cuts. At the time of this report, 5% is on the table. Our lobby strategy is to assist the lawmakers with making precision cuts to minimize the harm. I should be able to report the final rates by the time we meet for this month's board meeting.

As part of Colorado's work to find savings, we are monitoring proposed changes to the Early Intervention program. Changes include raising the eligibility criteria (to reduce the number of children eligible for the program), changes to the EI broker process, and the establishment of statewide provider rates.

I am monitoring another threat on the horizon. The Gallagher Amendment divides the state's total property tax burden between residential and nonresidential (commercial) property. Specifically, it states that 45% of the total amount of state property tax must come from residential while 55% collected comes from commercial property. As a result of the decline in commercial real estate and oil and gas revenue, we are hearing that the residential assessment rate may be reduced. If this happens, I anticipate a reduction in the Boulder County mil levy valuation and as you well know, that is a critical funding source serving individuals in our community. We are aware of a few lawmakers working on a referred ballot measure that could help mitigate this risk.

There has been an absence of any discussion of conflict free case management this month. I've encouraged HCPF to explore extending the timelines and will continue to work with my counterparts to influence this conversation.

Respectfully submitted,

Rebecca Novinger

Imagine! Service's 5.2020 Board Report

During Safer at Home, **Imagine! Community & Employment Services** will continue to suspend all prior COVID in person operations for group day program, community, and some group employment services. We will continue to provide independent employment for any individuals whose workplaces are still open and providing work and some group employment where all state/local guidance is being followed. We will continue to offer different opportunities for 1:1 supports in the home during our normal operating hours. We will be developing a more robust catalog/schedule of virtual service offerings and will be looking into a limited amount of very small group "meet up," options in the community that follow all state/local guidance.

For **Residential Service's** we have been working hard to find ways to continue to limit exposure in the Group Homes with the new Safer at Home guidance. As you know, the individuals we serve in these homes are a part of the high risk population and should still follow Stay-at-Home recommendations, which means only leaving home for medical reasons and essential activities. It is extremely critical that we follow these guidelines to ensure the health and safety of the individuals we serve. Because of that, it is extremely important that we continue to highly recommend that all staff continue to follow Stay-at-Home recommendations as much as possible. Therefore, we have developed a plan to increase PPE utilization in our Group Homes. What this will mean is each staff member working in the Group Homes will be receiving a few pairs of scrubs, work shoes, surgical masks, and gloves to wear on shift. Group Homes will have designated staff areas of entry and exit. In these designated areas staff will change into their work attire, leave their personal belongings, and disinfect their phone's before entering into the home and starting their shift. When staff are done with their shift they will need to change out of their work attire, disinfect their work shoes, gather their personal belongings, and take their scrubs home to be washed before their next shift. In addition to the plans to increase PPE, we will have a weekly newsletter for staff that include links to order groceries/supplies online, links to fun virtual activities to do at home, and kind reminders/education of the importance of staying home. We have put together an FAQ document will be available for overarching/frequently asked questions. Lastly, we are putting together educational material and training for staff on why it is important to still stay home.

Mental Health services will provide no more than 25% of visits per day are in-person. In person visits are limited to intake appointments and individuals who have not responded well to telehealth appointments. PPE use required for employees and face covering use recommended for individuals in services. Clients are screened by staff for temperature, and other signs of illness before appointment. Clients required to self-report possibility of viral exposure.

Behavioral services will continue to provide virtual, 1:1 in the home, in the group home, and 1:1 support in SE/SAS services. PPE use required for employees and face covering use recommended for individuals in services.

Family Recruited Employee services will require PPE use for employees coming into the home and face covering use will be recommended for individuals in services. Notification of cold/flu symptoms (for the employee and/or client) is required to be sent to Program Manager. FRE's should not work if presenting any cold/flu symptoms.

Service Metrics

Service	# individuals being served
C&E 1:1 in home supports	22
C&E Virtual service activities	79
SAS 1:1 in home supports in place of summer camp	30

Additional interest in Service Offering's	# of individuals interested
C&E 1:1 and/or Virtual Services	55
1:1 in home supports in place of summer camp	22

**We are working on trying to find capacity to support these additional individuals.*

Family Recruited Employee Board Report for April 2020
Jenna Sallee, FRE Program Manager

Update:

Total # of active employees at the end of April 2020: 213

9 new employees hired

0 employees terminated

Happenings:

- COVID-19 shutdown schools, cities and eventually the State, Shelter in Place order starting March 25th, 2020. No gatherings of more than 10 people. Safer At Home set to begin May 4th 2020. Group services at Imagine! are temporarily closed, however 1:1 services such as FRE are still able to function.
- Participating in Services Program Managers meetings 1-2x per week to discuss needs around supporting individuals in all services during the pandemic.
- Started offering new service category: Youth Day Services, for CES individuals 12-17 years old, whose primary caregiver needs to work, volunteer or going to school. 1 team started using in April 2020.
- Marketing campaign initiated to offer FRE services to those in need outside of our CCB. 0 teams outside our CCB started services in April.
- Implementation of CAPS checks for applicants working with adults 1/1/2019, 34 checks completed as of end of end of April 2020, no hits.
- EVV not delayed by COVID-19. Implementation date August 3rd 2020, claims will be tied to EVV starting 1/1/2021.
- COMPs order #36 implemented.
- Continuing Pay for Performance data
- Continue Participation in phone conferences regarding Electronic Visit Verification for Family Recruited Employee services, member of the EVV/CDASS subcommittee and have participated in phone conferences (EVV 4/21, CDASS 4/22 FRE services Pgm Mgr currently a voting member for CDASS).

Total # of individuals using FRE services in April 2020: -----

FSSP: 0

State: 2

CES: 50

ASD: 0

Medicaid: 52

Top 3 service categories utilized in April 2020:

Respite care: (3650.5 hrs in March decreased to) **3413.30 hrs in April**

Personal Care: (1085.25 hrs in March decreased to) **910.75 hrs in April**

Enhanced Homemaker: (785.25 hrs in March decreased to) **743hrs in April**



Imagine!

Family Recruited Employee Services

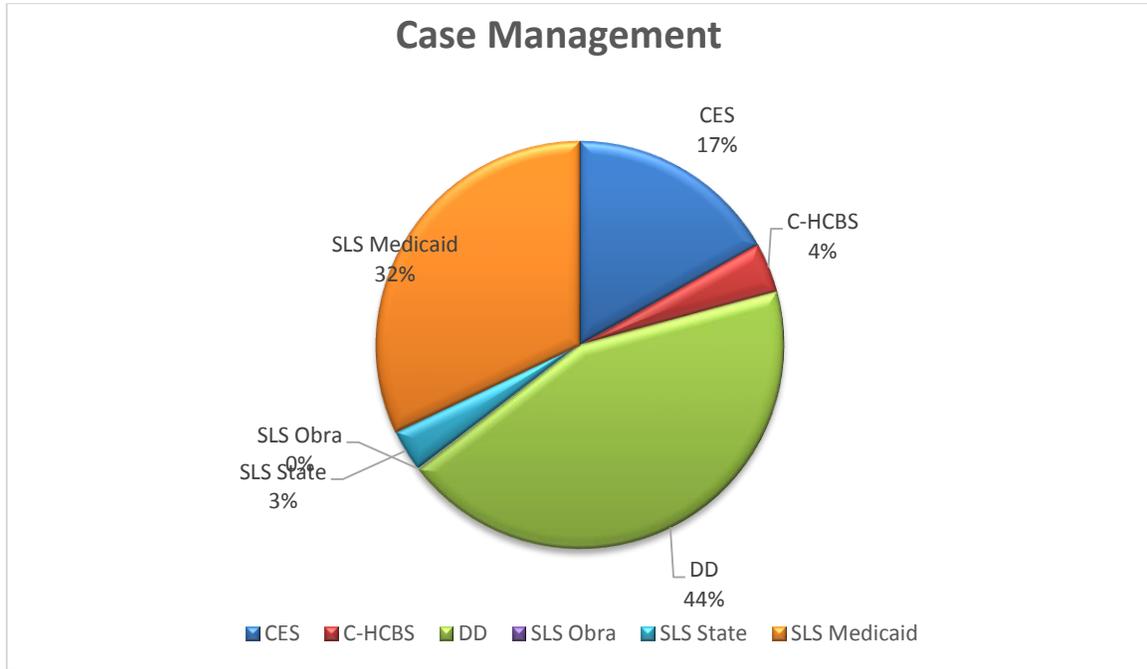
putting families in control

Care Coordination Board Report

May 2020

Case Management

- As of May 18, 2020, Imagine! CCB serves 1,228 individuals in Case Management, broken down as follows:



- Case Management is fully staffed.

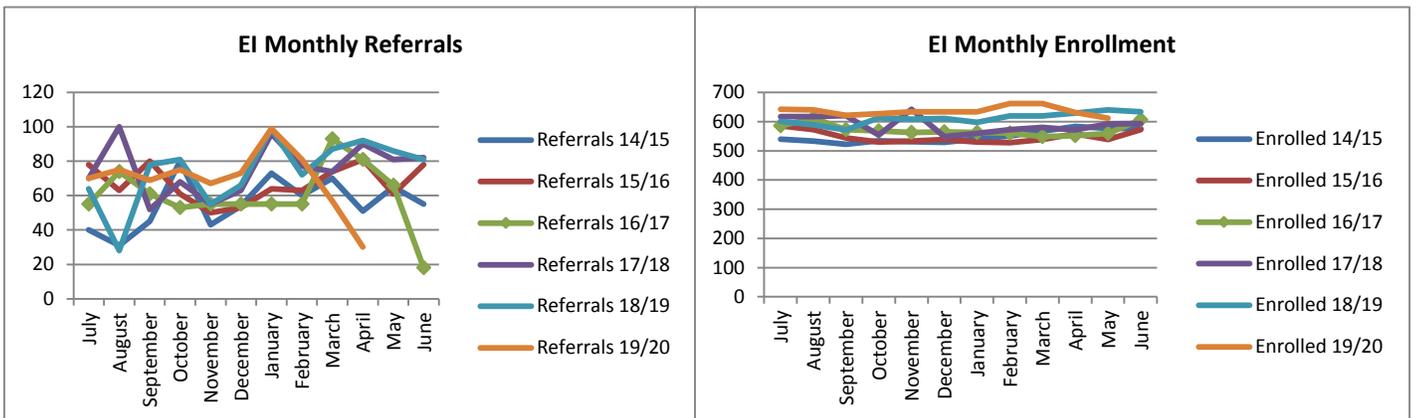


Family Support

- As of May 18, 2020, Family Support is serving 1,181 individuals.
- The Autism Spectrum Disorder (ASD) Program is currently serving 45 individuals.
- Family Support is fully staffed.

Early Intervention

- As of May 18, 2020, Imagine! CCB serves 612 children in Early Intervention.
- Early Intervention is fully staffed.



*Submitted by: Jenna Corder, Director of Client Relations
May 18, 2020*



Imagine!
Dayspring
education • therapy • inspiration

April 2020

Due to COVID-19 all Dayspring Therapy has moved to telehealth via the zoom platform. We are working on getting all interested families access to weekly sessions. We have had a number of families who are not interested in telehealth services at this time but this number has gone down in the last few weeks.

We are continuing our 2 days a week of Zoom Community Calendar activities. Families have really seemed to enjoy this format and are continuing to show up each week

The dayspring Team has started conducting part C evaluations for Early Intervention. We have had 4 evaluations so far done via zoom and have another 4 scheduled. We will continue this as the districts need help completing evaluations and expect to conduct more during the summer when the districts start their reduced hours.

We currently have 154 families enrolled in Dayspring