



P.O. Box 31 | 936 N. Park Ave.
Montrose, Colorado 81402
(970) 249-1412
info@communityoptionsinc.org
CommunityOptionsInc.org

BOARD MEETING AGENDA

**Tuesday, November 11, 2025
6:30 PM.**

**The Tom Turner Administrative Building,
936 N. Park Ave., Montrose**

BOD: Darcy Arnold, Mary Turner, Mary West, Mike Schottelkotte, Dr. Lou Dwyer, Lorraine Van Gemmert, Jim Jones, Cathy Roberts.

- I. Call to Order
- II. Absences
- III. Minutes
- IV. Public Comment
- V. Executive Director's Report
- VI. Committee Reports
 - A. Finance/Audit Committee
 - B. PR/Fund-Raising Committee
 - C. Program Committee
 - D. Sustainability Committee
 - E. Governance Committee
- VII. Old Business: CHFA loan status; Bradford status
- VIII. New Business: Committee changes
- IX. Announcements
- X. Adjournment

FINANCE/AUDIT COMMITTEE:

The Finance/Audit Committee will meet from 6:00 – 6:30 preceding the regular Board meeting.



P.O. Box 31 | 936 N. Park Ave.
Montrose, Colorado 81402
(970) 249-1412
info@communityoptionsinc.org
CommunityOptionsInc.org

BOARD MEETING MINUTES

November 11, 2025

Directors:

Darcy Arnold
Mary Turner
Mary West
Dr. Lou Dwyer

Mike Schottelkotte
Jim Jones
Lorraine Van Gemert
Cathy Roberts

Staff Present:

Kevin Sowder
Holly Tea

Guests: Lucy Noll, Greg Lucero, Hannah Max

- I. Call to Order: Meeting called to order at 6:30 PM by President, Darcy Arnold. She declared a quorum to conduct business. Darcy also declared that the Board meetings will no longer follow the Consent Agenda format and will revert to the Agenda format used historically.
- II. Absences: N/A
- III. Minutes: Mike Schottellkotte made a motion to approve the October meeting minutes, Jim Jones seconded, all in favor, none opposed. Motion carried
- IV. Public Comment: Lucy Noll who is a parent of an adult client and three board members who are also parents shared their experiences with COI services. They discussed the challenges of transitioning from school-based services to adult services, communication issues with staff, and the importance of maintaining quality of life for their adult children. The board acknowledged the importance of hearing these perspectives to stay connected to their mission of serving both clients and their families.
- V. Executive Director's Report: Tom Turner's "Still Pinch Hitting" Executive Director's Report is incorporated into and made a part of these minutes.
- VI. Committee Reports
 - A. Finance Audit Committee: The financial statements for September 2025 were presented. The Total Loss for the first quarter is within \$50,000 of the approved annual budget for FY26. The board reviewed a revised budget that projects a significant increase in annual losses. The original budget anticipated a \$120,000 loss, but the revised projection shows an \$882,000 loss for the year. This \$762,000 difference results from approximately \$300,000 in increased expenses and \$400,000 in decreased revenue. Kevin was asked by the Finance Committee to revisit the budget, looking for ways to reduce the projected loss. The board also discussed potential funding cuts from the state, including reductions to Community Connector rates, changes to IRSS guidelines affecting Family Caregivers and Host Homes, and the rollback of a previously approved 1.6% revenue increase. The organization has approximately \$3 million in cash reserves and investments to help weather financial challenges.



P.O. Box 31 | 936 N. Park Ave.
Montrose, Colorado 81402
(970) 249-1412
info@communityoptionsinc.org
CommunityOptionsInc.org

Lorraine Van Gemmert made a motion to approve the September Financial Statements as presented, Mike Schottellkotte seconded, all in favor, none opposed. Motion carried.

- B. PR/Fund-Raising Committee: Hannah Max had no updates
- C. Program Committee: On hiatus
- D. Sustainability Committee: On hiatus
- E. Governance Committee: On hiatus

VII. Old Business

CHFA loan status: The board discussed the status of the CHAFA loan and land purchase for an affordable housing development. The loan commitment was set to expire on November 19th but received a 30-day extension to resolve issues with the legal description and title. The purchase price is \$1.52 million with a loan amount of \$1.25 million, and the seller is donating the \$270,000 difference. The board is considering partnerships with two potential developers: Real America and North Point. Real America has proposed compensating COI with a one-time developer fee of \$400,000-\$480,000 paid in four installments, while North Point suggested a more continuous revenue stream. The board expressed concerns about ensuring the project meets their objectives for neuro-inclusive housing and questioned how much financial benefit COI would ultimately receive from contributing the land. The CHAFA loan is unsecured with no deed of trust against the property, which surprised board members but reduces COI's risk in the project.

Bradford status: The board discussed what to do with Bradford House, a property where two residents were relocated to other facilities, due to a problem with mice. Given the soft real estate market, staffing shortages, and lack of clients to place in the home, the board is considering selling the property. The assessed value is approximately \$400,000, but the property may need to be sold as a fixer-upper, potentially netting around \$250,000. The board agreed to consult with realtor David Keinholz for a market assessment before making a final decision.

VIII. New Business

Committee changes: It was decided that two committees will be discontinued, since the Program Committee is no longer active and the Sustainability Committee has changed to the Affordable Housing Committee. The Governance Committee will remain active with the goal of rewriting the By-Laws.

IX. Announcements: None

X. Adjournment: Motion to adjourn put forth by Mary West. The meeting was adjourned at 8:17 P.M.

Respectfully submitted,
Darcy Arnold

“Still Pinch Hitting” Executive Director’s Report

November 11, 2025

- We had a great month in terms of fund raising and grant awards, and many thanks to Hannah Max. We were awarded \$1000 by the Delta Community Fund for the Delta Day Programs, and Jessica attended an awards presentation ceremony on 11/5. We were also awarded \$1000 for Early Intervention services by the Ouray County Community Fund, and Margaret Davey will attend a presentation ceremony on 11/20. Debbie Fisher and Debra Anderson also attended an end-of-the year ceremony with the Telluride Foundation on 10/24. Kevin attended the Montrose Lions Club meeting on 10/15, where we were presented with a \$2500 donation. We also were just awarded a \$4000 grant from San Miguel County for Early Intervention services. And the biggest news is the award of a \$20,000 general operations grant from the Denver Foundation’s Lowe Fund!
- The Admin Team has worked hard with our insurance broker, and we are very pleased to announce that we have renewed our health insurance coverage with I360, but with the addition of the Cigna network that will include both Montrose Regional Health and Cedar Point as in-network providers (among many others). This should resolve the vast majority of the access issues that have been so concerning. This change to our insurance plan only resulted in a 7.29% rate increase, which is very moderate in today’s market.
- We are still pursuing bids for the cleanup at Bradford House, but it has been a slow process getting responses. We now have two bids, but are hoping to get at least one more. The second bid was for \$16K, so we’re looking into the differences between the two bids. In the meantime, the two residents are doing well in their temporary placements.
- We were able to clarify with the federal government that it is up to each state to decide whether HCBS services are eligible for Rural Hospital Transformation Program funds if they are awarded to that state. Despite our efforts to convince HCPF to include IDD services for eligibility in their proposal, they have chosen not to do so.
- We know that we have a number of residents in our IRSS-PCA program as well as our group homes who get food stamps. The situation of the federal government ceasing SNAP funding has been very fluid, but the most recent information is that the USDA will be releasing \$4.65 billion in the contingency fund for November SNAP benefits. This funding will be obligated to cover 50% of eligible household’s current allotments, so we’re trying to evaluate the impact. On 10/30, Colorado’s Joint Budget Committee also approved \$10m in emergency funding, but that is a drop in the bucket in terms of what is needed to offset these federal cuts, and that state funding is being directed to food banks rather than individual SNAP recipients.
- Along with this report I have attached a study from ANCOR that has some very important information and analysis on the nation-wide DSP workforce crisis. Over the past month we have had as many as 20 DSP openings (all in residential), but we’re down to 14 as hiring has picked up over the past few weeks.
- Over the last couple of weeks of October we met with day program staff to provide notice that effective 11/1 we would be increasing their 32 hour positions to 40 hours with the expectation that they would then work an 8 hour shift in one of our residential facilities on Friday, Saturday, or Sunday. We did not make this mandatory, but told them this would be the only time we would offer them the increase in hours. All new day program hires will come in at 40 hours with an 8 hour residential shift being a part of their job description. Of the 11 existing day program staff, 8 accepted this change and are now working residential shifts, which has helped to increase coverage and will hopefully decrease overtime.
- Our new Transition Program is continuing to make great progress, and Chris and Jessica are both doing a great job developing promotional materials in English and Spanish, and doing community outreach with the school districts and the Arc. We have several students and families who are inquiring about or enrolling in the program, and Chris will be attending several more IEPs over the next few weeks. School district personnel in both Montrose and Delta continue to be very excited about and supportive of the program.

- Governor Polis released his proposed budget which includes continued cuts to Medicaid services as outlined in the detailed attached document, and which also includes information on the rationale behind the cuts. And while these proposed cuts will have a significant impact, Jennifer, as a member of the Alliance Provider Policy Committee, and Tom as a member of the Alliance Government Relations Committee were heavily involved in efforts to mitigate the negative impacts of the programmatic changes and service reductions to the extent possible.
- The proposed budget for the Colorado Dept. of Early Childhood was also released, and had no cost containment cuts for either the current fiscal year or next fiscal year. Early Intervention continues to be a priority for the Polis administration, as there is actually a proposed 12% funding increase to serve eligible children in FY 26-27.
- There haven't been any changes in the numbers of HHs or FCGs in the past month. We currently have contracts with 11 HHs and 17 FCGs. All of the HH and FCG providers have received contract addendums implementing the mandated rate changes, and the information was received relatively well.

Respectfully submitted,

Tom Turner