



Foothills Gateway, Inc.

Supporting People with Disabilities

*We believe in a life of opportunity, of choice, and of dignity
for every individual, regardless of age or ability.*

*The Mission of Foothills Gateway, Inc. is to advocate for and empower
individuals with disabilities to lead lives of their choice.*

Board of Director's Agenda September 18, 2018 7:00 pm

MEETING CALLED TO ORDER 10 min.

Public Comment - The Board allocates 10 minutes at the beginning of each board meeting for "Public Comment". Each speaker, at the Chair's discretion, may speak for up to five minutes.

Potential Board Members – Should any potential Board members be in attendance, the Board allocates this time for introductions.

PRESENTATIONS

Audit Exit Report – Cal Logan 15 min.

CONSENT AGENDA

Approval of Board Meeting Minutes – August 21, 2018 2 min.

FINANCIAL REPORT

10 min.

OLD BUSINESS

15 min.

NEW BUSINESS

Policy Change Request-change policy 15 min.

EXECUTIVE TEAM UPDATES

15 min.

COMMITTEE REPORTS

20 min.

Executive Committee
Fiscal and Property Committee
Legislative Affairs Committee
Joint Resource Committee

ADJOURNMENT

FOOTHILLS GATEWAY, INC.

UNAUDITED

Preliminary Financial Reports
for the 2 months ending August 31, 2018

MONTHLY FINANCIAL HIGHLIGHTS

- * Revenues are 2.4% under YTD Budget
- * Expenses are 4.4% under YTD Budget
- * Net Loss is \$81,727 less than YTD Budgeted Net Loss

Financial Status	at June 30, 2018	at August 31, 2018	Incr (Decr)
Total Assets	\$12,991,027	\$12,084,379	(\$906,648)
Total Liabilities	\$1,598,780	\$1,327,745	(\$271,036)
Net Assets (Fund Balances)	\$11,392,247	\$10,756,635	(\$635,612)
Working Capital	\$7,047,481	\$5,932,196	(\$1,115,285)

Current Year Financial Performance at 2 months / 16.6% of annual revenue and expense

	Actual Year to Date	YTD Budget	% Actual to YTD Budget	Annual Budget	% Actual to Annual Budget
Revenues					
State/Medicaid Funds	\$2,215,991	\$2,375,806	93.3%	\$13,822,144	16.0%
Vocational Income	56,460	42,398	133.2%	254,388	22.2%
Public Support	5,353	17,800	30.1%	209,200	2.6%
Larimer County Mill Levy	70,572	78,882	89.5%	4,150,956	1.7%
Other	170,398	66,201	257.4%	322,460	52.8%
Total Revenue	\$2,518,774	\$2,581,087	97.6%	\$18,759,148	13.4%
Expenses					
Salaries, Taxes & Benefits - Staff	\$2,009,913	\$2,039,991	98.5%	\$11,950,081	16.8%
Salaries, Taxes & Ben - Individuals in Svcs	57,789	45,234	127.8%	271,404	21.3%
Vocational/Contract Supplies	7,295	6,900	105.7%	24,600	29.7%
Supplies, Equipment & Building Expense	158,399	251,291	63.0%	1,168,855	13.6%
Vehicle Expense	59,200	77,341	76.5%	429,991	13.8%
Program Related Expense	519,921	523,426	99.3%	2,915,762	17.8%
Purchase of Service	297,993	303,170	98.3%	1,787,244	16.7%
Other	43,876	51,073	85.9%	465,452	9.4%
Total Expenses	\$3,154,387	\$3,298,426	95.6%	\$19,013,389	16.6%
Revenue Over (Under) Expense	(\$635,612)	(\$717,339)	88.6%	(\$254,241)	250.0%
Less: Other Capital Expenditures	35,100	-45,089	0.0%	-47,576	-73.8%
Less: (Purch)Sell Long Term Invstmts	-547,412	0	0.0%	0	0.0%
Plus: Non-Cash Expenses	32,639	68,737	47.5%	290,725	11.2%
Change in Working Capital	(\$1,115,285)	(\$693,691)	160.8%	(\$11,092)	10054.4%



Policy Change Request Form

Name of Policy Requesting Change Equal Employment Opportunity/Affirmative Action

Current Policy Book Section (s) Personnel/Employment

What change is requested?(also, please attach old policy and requested policy)

Remove Affirmative Action from the Policy

Why is this Policy change necessary?

We are no longer a Federal contractor and are no longer required to have an Affirmative Action Plan. The only thing changed was to remove the section on the Affirmative Action Plan.

Submitted By Debbie Klein

FOOTHILLS GATEWAY, Inc.

Equal Employment Opportunity/Affirmative Action

POLICY:

It is the policy of Foothills Gateway, Inc. (FGI) to provide equal employment opportunities (EEO) to all employees and applicants for employment. We prohibit unlawful discrimination against applicants or employees on the basis of age, race, sex, color, religion, national origin, disability, sexual orientation (as defined by the Colorado anti-Discrimination Act to be a person's orientation to heterosexuality, homosexuality, bisexuality, or transgender status or an employer's perception thereof), gender identity, genetic information, veteran status or any other applicable status protected by federal, state or local law. This prohibition includes unlawful harassment based on any of these protected classes. Unlawful harassment includes verbal or physical conduct which has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. This policy applies to all employees, including manager, supervisors, co-workers and non-employees such as vendors, consultants, etc. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Foothills Gateway, Inc. will make reasonable accommodation for qualified individuals with known disabilities and employees whose work requirements interfere with a religious belief unless doing so would result in an undue hardship to the Company or a direct threat.

In support of our equal employment principle, Foothills Gateway, Inc. has developed a written affirmative action plan for women, minorities, individuals with disabilities and covered veterans. The Company's EEO Officer is the Human Resources Director, located at 301 W. Skyway Drive, Fort Collins, CO 80525. The Human Resources Director's phone number is 970-266-5312. The EEO Officer is responsible for compliance with state and federal EEO laws and affirmative action regulations. In addition the EEO Officer is responsible for implementing the Company's Affirmative Action Plan (AAP), including equal employment practices, monitoring and internal reporting. The AAP for Veterans and the Disabled is available to you in the EEO Officer's office during regular business hours or by appointment. All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation. For more information about our organization's Affirmative Action Plans, please see the EEO Officer.

Waiting List numbers

Family Support Waiting List (ALL)
 Comprehensive Waiting List (ALL)
 Comprehensive Waiting List (ASAA only)
 State SLS Waiting List (ASAA)
 Enrollment List for SLS
 Enrollment list for Children's Waiver
 Enrollment list for CES

August

239
 595
 126
 0
 60
 1
 17

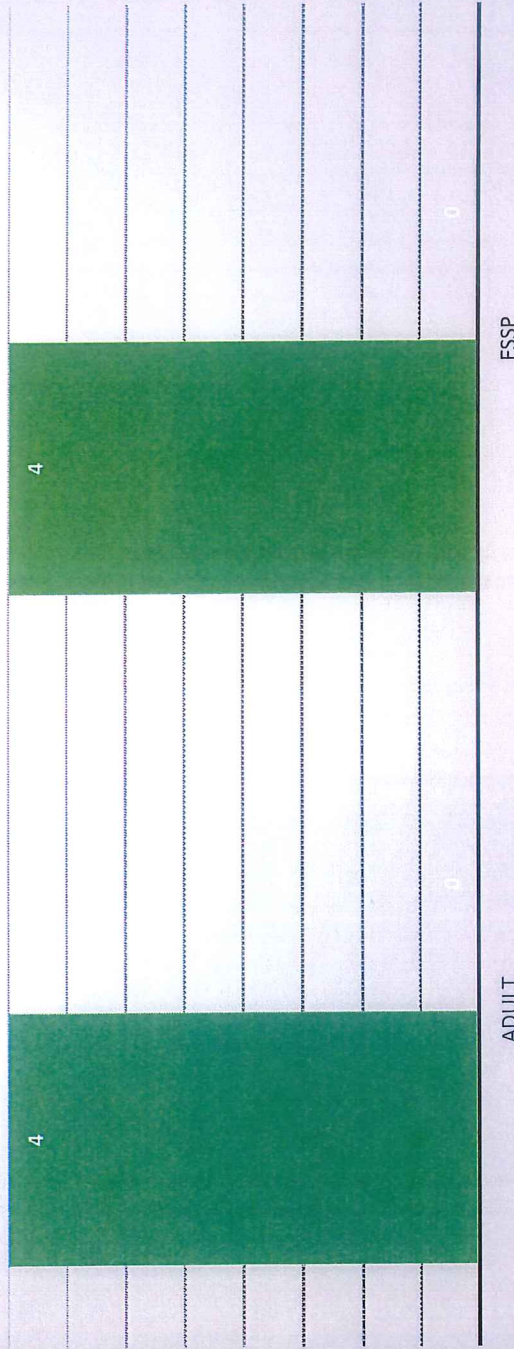


* ALL means everyone on the waiting list including safety net, As Soon As Available and Specific Date Status

** All 5 State SLS people on the waiting list have been offered SLS, in process for enrollment

Determinations completed July 2018	Eligible	Not Eligible
Adult	4	0
FSSP	4	0
Total	8	0

DD Determinations August 2018



August

Comprehensive Services (HCBS-DD) 4
Medicaid funded Supported Living Services (HCBS-SLS) 5
State funded Supported Living Services 0
Family Support Services Program (FSSP) 7
Children's Medicaid services (C-HCBS) 2
Children's Extensive Support Medicaid services (HCBS-CES) 5

of Enrollments by Program for August 2018

