Amended: 01/14/21



This meeting will be virtual. For additional information and to learn how you can participate: Please go to www.foothillsgateway.org/event and click on "Board of Director's Meeting" on January 19th

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 Meeting Agenda January 19, 2021 7:00 pm

MEETING CALLED TO ORDER Public Comment - The Board allocates 10 minutes at the beginning of e board meeting for "Public Comment". Each speaker, at the Chair's discretion, may speak for up to five minutes.	10 min. each
Potential Board Members – Should any potential Board members be in attendance, the Board allocates this time for introductions.	
PRESENTATIONS Supported Employment – Kortney Campbell	15 min.
CONSENT AGENDA Approval of Board Meeting Minutes – November 17, 2020	2 min.
FINANCIAL REPORT Approval of Financial Report	10 min.
OLD BUSINESS Sunshine Law Postings	15 min.
NEW BUSINESS Board Member terms Annual Meeting Policy Change Request – Anti-Discrimination Policy	10 min.
OFFICER UPDATES	15 min.
COMMITTEE REPORTS Executive Committee Fiscal and Property Committee Legislative Affairs Committee	20 min.

ADJOURNMENT

FOOTHILLS GATEWAY, INC.

UNAUDITED

Preliminary Financial Reports

for the 6 months ending December 31, 2020

MONTHLY FINANCIAL HIGHLIGHTS

- * Revenues are 1% under YTD Budget
- * Expenses are 7.1% under YTD Budget
- * Net Loss is \$611,376 less than YTD Budget

Financial Status	at June 30, 2020	at December, 2020	Change
Total Assets	\$14,825,619	\$11,268,653	(\$3,556,966)
Total Liabilities	\$3,947,443	\$3,173,833	(\$773,610)
Net Assets (Fund Balances)	\$10,878,176	\$8,094,820	(\$2,783,356)
Undesignated Net Assets	\$1,908,581	(\$517,784)	(\$2,426,364)
Designated Net Assets	\$8,969,595	\$8,612,604	(\$356,992)

Current Year Financial Performance at 6 months / 50% of annual revenue and expense

	Actual Year	YTD	% Actual to		% Actual to
	to Date	Budget	YTD Budget	Annual Budget	Annual Budget
Revenues					
State/Medicaid Funds	\$5,113,763	\$5,606,302	91.2%	\$11,254,588	45.4%
Vocational Income	106,472	129,732	82.1%	259,556	41.0%
Public Support	138,252	65,431	211.3%	182,031	75.9%
Larimer County Mill Levy	179,702	135,611	132.5%	4,768,469	3.8%
Other	497,297	161,328	308.3%	325,635	152.7%
Total Revenue	\$6,035,485	\$6,098,404	99.0%	\$16,790,279	35.9%
Expenses					
Salaries, Taxes & Benefits - Staff	\$5,768,124	\$6,218,412	92.8%	\$12,433,996	46.4%
Salaries, Taxes & Ben - Individuals in Svcs	142,531	123,727	115.2%	247,454	57.6%
Vocational/Contract Supplies	16,167	22,780	71.0%	40,560	39.9%
Supplies, Equipment & Building Expense	439,276	466,357	94.2%	995,465	44.1%
Vehicle Expense	156,257	164,998	94.7%	362,793	43.1%
Program Related Expense	1,198,852	1,344,061	89.2%	2,446,464	49.0%
Purchase of Service	955,486	971,776	98.3%	1,945,328	49.1%
Other	142,147	181,025	78.5%	429,027	33.1%
Total Expenses	\$8,818,841	\$9,493,136	92.9%	\$18,901,087	46.7%
Revenue Over (Under) Expense	(\$2,783,356)	(\$3,394,732)	82.0%	(\$2,110,808)	131.9%

Foothills Gateway Statement of Financial Condition Thursday, December 31, 2020 Unaudited

ASSETS

Current Liabilities ALCrued Expense 1,243,318,53 Current Liabilities ALCrued Expense 1,243,318,53 Current Liabilities 3,173,833,38 Net ASSETS (FUND BALANCES) Unrestricted Funds 140,014,11 Designated Cher Purposes 9,1719,61 Designated Cher Purpose 9,172 Designated Cher Purpose 9,172 Desi		
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1/19/2021	Designated Memorial Funds Designated Capital Repair & Replacement Designated YMCA Camp Designated Other Purposes Designated CFCM Project Designated 3 Mths Bdgt Exp Net Investment in Land, Bldg & Equipment Undesignated Total Unrestricted Funds	50,000.00 10,409.91 91,719.61 2,000,000.00 5,017,079.00 1,424,183.44 (663,327.69) 8,070,078.38
	Designated Memorial Funds Designated Capital Repair & Replacement Designated YMCA Camp Designated Other Purposes Designated CFCM Project Designated 3 Mths Bdgt Exp Net Investment in Land, Bldg & Equipment Undesignated Total Unrestricted Funds	50,000.00 10,409.91 91,719.61 2,000,000.00 5,017,079.00 1,424,183.44 (663,327.69) 8,070,078.38 24,741.34
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Foothills Gateway, Inc. Fund Detail December 31, 2020

BOARD DESIGNATED:	
Cash in Bank	147,090.05
Due (To) / From General Fund	(7,075.92)
	140,014.13
FUND BALANCES:	
Memorial Fund	140,014.13
Total	140,014.13

DONOR DESIGNATED:

Cash in Bank		50,689.13
Accounts Payable		(25,947.79)
Total		24,741.34
FUND BALANCES:		
Miscellaneous Restricted Donations		24,266.11
Rotary - Residential Holiday Fund	250.00	
Colorado Controls - Residential Holiday Fund	1.91	
Colorado Gives Day - FSS Program	51.02	
Colorado Gives Day - Children & Family	387.75	
Colorado Gives Day - Adult Services	738.77	
Comm Found - Boone - Supported Employment	1,000.00	
Denise Peters - Supported Employment	250.00	
Hair Farmers Contest - Individual's Hygeine	428.92	
Julie King - PSCS Staff	100.00	
Foothills Gateway Foundation - Adult Needs	4,204.00	
Foothills Gateway Foundation - Children / Family Needs	5,363.89	
Fort Collins Breakfast Rotary - FSS Activity	763.70	
FSS - Prior years fundraisers	10,726.15	
Foothills Service League		475.23
Supported Employment	475.23	
Total		24,741.34

	_	Current Month Balance	Year to Date Balance	Budget FY20-21	Variance YTD Budget	Percent YTD Budget
	REVENUES					
1010	State General Fund	05.040	FF0 000	4 017 010	(166.074)	54.00/
4010	Infant/Toddler	85,010	550,838	1,017,212	(466,374)	54.2%
4040	Supported Living Services Family Support Services-Direct	30,592 45,311	216,196 150,392	563,606 465,000	(347,410) (314,608)	38.4% 32.3%
4050 4060	Case Management	,	661,840	,	(782,351)	32.3% 45.8%
4080	Management Fees	116,152 29,882	135,541	1,444,191 215,721	(80,180)	45.8% 62.8%
4071	IDD Determination	6,266	26,463	45,924	(19,461)	57.6%
4063	Special Purpose Funds	3,194	13,395	59,796	(46,401)	22.4%
1005	Total State General Fund	<u> </u>	1,754,666		2,056,784	46.0%
	Part C					
4090	Part C - Direct Services			125,733	(125,733)	0.0%
4092	Part C - Private Ins Trust Fund	10,743	55,203	120,000	(64,797)	46.0%
4093	Part C - Private Ins Broker Fee	1,826	9,385	20,400	(11,015)	46.0%
4097	Part C - Private Ins Serv Coord	2,948	19,547	45,864	(26,317)	42.6%
	Total Part C	15,517	84,135	311,997	(227,862)	27.0%
	Medicaid Waiver					
4110	CES Program	27,712	195,379	312,562	(117,183)	62.5%
4112	HCBS	3,089	19,620	45,000	(25,380)	43.6%
4114	Day Services - Non-Integrated	29,782	273,623	865,028	(591,405)	31.6%
4120	Day Services - Integrated	14,585	128,009	413,928	(285,919)	30.9%
4130	Residential Services	203,144	1,245,136	2,663,557	(1,418,421)	46.7%
4140	Supported Living Services	39,434	293,789	683,078	(389,289)	43.0%
4162	Case Mgmt TCM & Monitoring	175,737	1,016,454	2,002,811	(986,357)	50.8%
4164	CMW200 Case Management	0	301	1,800	(1,499)	16.7%
4166	Case Management -SIS	2,601	13,979	14,304	(325)	97.7%
4180	Transportation	17,113	88,672	129,073	(40,401)	68.7%
	Total Medicaid Waiver	513,197	3,274,962	7,131,141	(3,856,179)	45.9%
1015	Other Service Related Revenue	27.		16.055	(0.505)	
4215	Room & Board	371	7,371	16,968	(9,597)	43.4%
4230	NVP	0	350	889	(539)	39.4%
4245 4250	Private Pay Revenue Billing Agent Fees	3,845 569	21,571 3,379	58,670 7,200	(37,099) (3,821)	36.8% 46.9%
4250	Total Other Service Related Revenue		<u> </u>	<u> </u>		
	Total Other Service Related Revenue	4,780	32,071	83,727	(51,056)	39.0%
(000	Other Gov't Fees & Grants	(10.1)				
4320	Larimer County Mill Levy	(491)	179,702	4,768,469	(4,588,767)	3.8%
4350	Colo Division of Housing	3,402	20,412	42,792	(22,380)	47.7%
4360	Division of Vocational Rehabilitation - DD	1,904	12,756	14,466	(1,710)	88.2%
	Total Other Gov't Fees & Grants	4,815	212,871	4,825,727	(4,612,856)	4.4%

		Current Month Balance	Year to Date Balance	Budget FY20-21	Variance YTD Budget	Percent YTD Budget
	Vocational Income					
4406	CIE - Other	0	828	13,556	(12,728)	6.1%
4410	Vocational Contracts	17,386	105,644	246,000	(140,356)	42.9%
	Total Vocational Income	17,386	106,472	259,556	(153,084)	41.0%
	Public Support					
4510	United Way	0	1,015	3,500	(2,485)	29.0%
4530	Donor Restricted Contributions	4,596	15,946	42,000	(26,054)	38.0%
4560	Donations - Unrestricted	32,634	104,286	121,331	(17,045)	86.0%
4580	In Kind Revenue	16,704	17,004	15,200	1,804	111.9%
	Total Public Support	53,935	138,252	182,031	43,779	75.9%
	Other Income					
4810	Rent Income	1,200	5,480	14,400	(8,920)	38.1%
4820	Grant Income	23,000	23,000	16,250	6,750	141.5%
4850	Interest Income	5,761	38,107	78,000	(39,893)	48.9%
4855	Change in Market Value	72,091	319,730		319,730	0.0%
4870	Dividend Income	5,585	18,394	60,000	(41,606)	30.7%
4880	Miscellaneous Income	1,000	8,446	12,000	(3,554)	70.4%
4896	(Gain)/Loss on Sale of Assets	0	18,300	4,000	14,300	457.5%
	Total Other Income	108,637	431,457	184,650	246,807	233.7%
	TOTAL REVENUE	1,034,678	6,035,485	16,790,279	(10,754,794)	35.9%

		Current Month Balance	Year to Date Balance	Budget FY20-21	Variance YTD Budget	Percent YTD Budget
	EXPENSES	Balanoo				Badgot
E010	Salaries & Wages	746,843	4 220 716	8,855,686	4 634 070	47.8%
5010 5011	Full Time Wages Part Time Wages	34,724	4,230,716 264,866	657,447	4,624,970 392,581	47.8%
5011	Bonus	478	2,073	21,237	19,164	9.8%
5509	PTO	(12,324)	(36,983)	78,996	115,979	(46.8%)
5015	Full Time Wages-Overtime	5,793	39,483	49,383	9,900	80.0%
5015	Part Time Wages-Overtime	67	200	1,462	1,262	13.7%
5010	Total Salaries & Wages	775,582	4,500,355	9,664,211	5,163,856	46.6%
	Wages - Individuals in Services					
5020	Vocational Wages	12,884	118,788	196,800	78,012	60.4%
5030	Janitorial Wages	12,001	67	14,400	14,333	0.5%
5031	Aide Wages	(20)	182	1,100	(182)	0.0%
5041	Res & Comm'l Cleaning Wages	(1,985)	5,150		(5,150)	0.0%
5044	Enclave Wages	136	218		(218)	0.0%
5060	Outside Contract Wages	4,056	4,086	12,036	7,950	34.0%
	Total Wages - Individuals in Svcs	15,071	128,491	223,236	94,745	57.6%
	Contract Wages					
5110	Consulting	5,154	15,400	65,560	50,161	23.5%
5120	Professional Fees	3,805	10,278	63,560	53,282	16.2%
	Total Contract Wages	8,959	25,677	129,120	103,443	19.9%
	Staff Payroll Taxes					
5310	Staff FICA	59,525	334,119	715,497	381,378	46.7%
5315	Worker's Comp	14,582	49,016	116,008	66,992	42.3%
	Total Staff Payroll Taxes	74,107	383,136	831,505	448,369	46.1%
	Payroll Taxes - Individuals in Svcs		0.000	15.040		60.00/
5320	FICA - Vocational	1,004	9,083	15,060	5,977	60.3%
5325	W/Comp - Vocational	836	3,950	6,268	2,318	63.0%
5330	FICA - Janitorial	0	5	1,104	1,099	0.4%
5331 5335	Aide FICA	0	14	470	(14) 470	0.0% 0.0%
5336	W/Comp - Janitorial Aide W/Comp	0	6	470	(6)	0.0%
5341	FICA - Res & Comm'l Cleaning	(151)	392		(392)	0.0%
5344	FICA - Enclave	10	16		(16)	0.0%
5346	W/Comp - Res & Comm'l Cleaning	5	258		(258)	0.0%
5349	W/Comp - Enclave	4	4		(4)	0.0%
5360	Outside Contract FICA	310	313	924	611	33.8%
5365	Outside Contract W/Comp			392	392	0.0%
	Total Payroll Taxes - Indiv in Svcs	2,019	14,041	24,218	10,177	58.0%
	Staff Benefits					
5500	CUC	0	(1,981)	30,000	31,981	(6.6%)
5510	Health Insurance	112,865	687,572	1,380,180	692,608	49.8%
5515	Dental Insurance	4,662	28,376	59,351	30,975	47.8%
5520	Disability	6,476	38,380	86,668	48,288	44.3%
5530	Life Insurance	942	5,726	12,147	6,421	47.1%
5540	Retirement	44,071	126,559	369,934	243,375	34.2%
	Total Staff Benefits	169,015	884,633	1,938,280	1,053,647	45.6%

Supplies - - 00 Office Supplies 696 9,977 39,769 29,852 25,0% 5720 Center Supplies 1,823 6,097 19,860 13,763 30,776 5730 Dantorial Supplies 262 2,977 6,420 3,444 46,478 5730 Dantorial Supplies 262 2,977 10,5073 75,502 28,478 5750 Postage (707) 7,197 23,379 18,161 28,44% 5760 Contract National Contract Supplies 0 6,680 15,507 37,920 22,413 40,9% 5810 Contract Postage 6,880 16,167 40,566 24,499 39,9% 5000 Cell (7)Digital Phones 9,066 55,993 11,647 50,064 40,575 5000 Cell (7)Digital Phones 9,066 55,993 11,647 51,024 54,644 50,664 5100 Board & Liabilty Insurance 7,882 51,924 10,606 36,876<			Current Month Balance	Year to Date Balance	Budget FY20-21	Variance YTD Budget	Percent YTD Budget
$\begin{array}{c cccc} 5720 & Center Supplies \\ 5720 & Vursing Supplies \\ 5730 & Vursing Supplies \\ 5730 & Vartified Supplies \\ 5740 & Unit Supplies \\ 5750 & Vartified Supplies \\ 5810 & Contract Supplies \\ 5810 & Contract Supplies \\ 5810 & Contract Materials \\ 0 & 660 & 2,640 & 1,980 \\ 5815 & Contract Restage \\ 5810 & Telephone \\ 5810 & Contract Restage \\ 5810 & Contract Restage \\ 7810 & Contract Supplies \\ 5810 & Contract Restage \\ 7810 & Contract Supplies \\ 5810 & Contract Restage \\ 7810 & Contract Supplies \\ 5810 & Contract Restage \\ 7810 & Contract $		Supplies					
5725 Nursing Supplies 776 2,199 2,885 697 75,690 30 Jattinia Supplies 0 1,205 10,790 9,585 11,2% 5779 Postage (707) 7,197 25,378 18,181 28,4% 5780 Contract Supplies 2,450 29,571 105,073 75,502 28,1% 5815 Contract Materials 0 6,600 15,007 37,292 22,413 40,9% 5815 Contract Postage 6,880 15,607 37,292 22,443 40,9% 5900 Telephone 1,674 10,391 20,9% 24,393 39,9% 5903 Cel / Digital Phones 9,086 55,993 110,637 54,644 50,666 40,654 5910 Board & Lability Insurance 7,882 51,924 106,524 54,660 40,576 5925 Grunds Mainteance 1,263 9,938 27,024 17,066 36,859 5940 Uperication 75,223	5700	Office Supplies	696	9,937	39,769	29,832	25.0%
5720 Janttorial Supplies 262 2,977 6,420 3,444 46,446 5750 Unit Supplies 0 1,055 10,790 9,585 11.286 5750 Vacational/Contract Supplies 2,450 29,571 105,073 75,502 28,196 S810 Contract Materials 0 6,60 2,640 1,980 25,096 S811 Contract Materials 0 6,680 15,107 37,920 24,433 39.9% 500 Telephone 1,674 10,391 20,940 10,549 49,646 5900 Telephone 1,674 10,391 20,940 10,549 49,646 5900 Cell / Digital Phones 9,066 55,993 110,657 54,644 50,646 5900 Diding Maineance 4,062 43,576 10,950 10,956 40,645 5900 Socurity 19,903 10,020 23,686 10,056 43,646 5990 Utiltins 4,925 5,768							
5740 Unit Supplies 0 1,205 10,790 9,585 11,2% 5759 Postagie (707) 7,197 25,378 18,181 28,4% 5810 Contract Nutraits 6,680 15,507 37,920 22,413 40,9% 58115 Contract Netraits 6,680 16,167 40,560 24,393 39,9% 5900 Coltract Postagie 6,680 16,167 40,560 24,433 39,9% 5900 Telephone 1,674 10,391 20,940 10,549 49,6% 5910 Board & Lability Insurance 7,882 51,924 10,6524 54,600 48,7% 5920 Building Maintenance 1,662 48,576 46,949 (1,636) 103,3% 5930 Guil, Digital Phones 1,9602 119,002 239,886 120,866 49,666 5930 Board & Lability Insurance 7,882 5,935 10,35% 13,966 49,464 57,733 54,949 00,466 49,649 1							
5750 Postage (707) 7,197 25,378 18,181 28,490 Vocational/Contract Supplies 0 6,600 2,640 1,980 25,073 375,502 28,1%0 S810 Contract Materials 0 6,600 2,640 1,980 25,0%0 S810 Contract Materials 0 6,680 16,167 40,560 24,393 39,9% Total Vocational/Contract Supplies 6,880 16,167 40,560 24,393 39,9% S900 Telephone 1,674 10,391 20,940 10,549 49,6% S900 Telephone 1,674 10,391 20,940 10,549 49,6% S900 Telephone 1,674 10,391 20,940 10,549 49,6% S900 Telephone 1,674 10,391 20,940 10,563 54,644 50,6% S900 Boulding Maintenance 1,263 9,888 27,024 17,066 36,8% S900 Depreciation 15,90							
Total Supplies 2,450 29,571 105,073 75,502 28,1% Store Ocntract Materials 0 660 2,640 1,980 25,0% Store Contract Materials 6,880 15,507 37,920 22,413 40,9% Store Contract Postage 6,880 16,667 40,960 24,393 39,9% Store Contract Postage 6,880 16,667 40,960 24,393 39,9% Store 1,674 10,391 20,940 10,549 49,6% Store 7,882 51,924 10,6524 54,644 50,6% Store 7,882 51,924 10,6524 54,640 48,7% Store 7,882 51,333 9,958 12,066 49,6% Store 7,882 51,333 19,050 47,333 54,9% Store 8,326 51,333 10,586 47,443 51,9% Store 8,326 51,333 10,586 47,443 51,			-				
Vocational/Contract Supplies 0 6.60 2.640 1.980 25.0% 5815 Contract Postage 6,880 15,507 37,920 22,413 40.9% 5905 Total Vocational/Contract Supplies 6,880 16,167 40,560 24,393 39.9% 5900 Telephone 1,674 10,391 20,940 10,549 49.6% 5900 Telephone 1,674 10,391 20,940 10,549 49.6% 5900 Telephone 1,674 10,391 20,940 10,549 49.6% 5900 Telephone 1,674 10,391 20,940 10,524 54,640 48.7% 5910 Boarding Maintenance 12,623 9.958 27.024 17.066 36.8% 5959 55.975 61.05.00 4,733 51.9% 59.935 10.996 4,461 57.1% 59.958 10.900 4,461 57.4% 59.351 0.996 4,641 57.4% 59.7% 59.7% 59.412 361,511 67.3	5750	5	· · · · · · · · · · · · · · · · · · ·				
5810 Contract Materials 0 660 2,640 1,980 25,050 5815 Contract Postage 6,880 15,507 37,920 22,413 40,09% 5900 Telephone 6,880 16,167 40,560 24,393 39,9% 5900 Cellphone 1,674 10,331 20,940 10,549 49,6% 5900 Cellphone 1,667 10,031 20,940 10,549 49,6% 5900 Telephone 1,667 10,311 20,940 10,549 49,6% 5900 Telephone 1,662 48,576 46,544 51,636 103,5% 5925 Grounds Maintenance 1,262 9,958 27,024 17,066 49,6% 5930 Balding Maintenance 1,262 1,91020 23,986 40,6% 49,6% 5935 Sc.anthy 8,325 5,733 10,306 4,743 51,3% 5940 Upicectation 738 5,333 10,306 4,7463		Total Supplies	2,450	29,571	105,073	75,502	28.1%
5810 Contract Materials 0 660 2,640 1,980 25,050 5815 Contract Postage 6,880 15,507 37,920 22,413 40,09% 5900 Telephone 6,880 16,167 40,560 24,393 39,9% 5900 Cellphone 1,674 10,331 20,940 10,549 49,6% 5900 Cellphone 1,667 10,031 20,940 10,549 49,6% 5900 Telephone 1,667 10,311 20,940 10,549 49,6% 5900 Telephone 1,662 48,576 46,544 51,636 103,5% 5925 Grounds Maintenance 1,262 9,958 27,024 17,066 49,6% 5930 Balding Maintenance 1,262 1,91020 23,986 40,6% 49,6% 5935 Sc.anthy 8,325 5,733 10,306 4,743 51,3% 5940 Upicectation 738 5,333 10,306 4,7463		Vocational/Contract Supplies					
Total Vocational/Contract Supplies 6,880 16,167 40,560 24,393 39.9% Securpancy	5810		0	660	2,640	1,980	25.0%
	5815	Contract Postage	6,880	15,507	37,920	22,413	40.9%
5900 Telephone 1.674 10.31 20.940 10.549 49.6% 5903 Cell / Digital Phones 9.086 55.993 110.637 54.644 50.6% 5910 Board & Liability Insurance 7.882 51.924 10.6524 54,600 48.7% 5920 Building Maintenance 4.062 48.576 46.940 (1.636) 103.3% 5925 Grounds Maintenance 1.623 9.958 27.024 17.066 36.8% 5950 Security 855 5.768 10.500 4.733 51.9% 5965 Reituse Collection 7.58 5.935 10.396 4.461 57.1% 5971 Rent 0 1.352 25 (1.327) 5.408.0% 5985 Moving Exp 30.44 1.262 1.440 1.78 87.6% 6100 Equipment 41.12 361.511 67.323 31.1617 53.27% 6110 Equip Main & Repair 81.4 822 4.130		Total Vocational/Contract Supplies	6,880	16,167	40,560	24,393	39.9%
5900 Telephone 1.674 10.31 20.940 10.549 49.6% 5903 Cell / Digital Phones 9.086 55.993 110.637 54.644 50.6% 5910 Board & Liability Insurance 7.882 51.924 10.6524 54,600 48.7% 5920 Building Maintenance 4.062 48.576 46.940 (1.636) 103.3% 5925 Grounds Maintenance 1.623 9.958 27.024 17.066 36.8% 5950 Security 855 5.768 10.500 4.733 51.9% 5965 Reituse Collection 7.58 5.935 10.396 4.461 57.1% 5971 Rent 0 1.352 25 (1.327) 5.408.0% 5985 Moving Exp 30.44 1.262 1.440 1.78 87.6% 6100 Equipment 41.12 361.511 67.323 31.1617 53.27% 6110 Equip Main & Repair 81.4 822 4.130		Occupancy					
	5900		1,674	10,391	20,940	10,549	49.6%
9920 Building Maintenance 4,062 48,576 46,940 (1,636) (103,5%) 9925 Grounds Maintenance 1,263 9,958 27,024 17,066 36,8% 9950 Depreciation 19,902 119,020 239,866 120,866 49,6% 9950 Velitites 8,326 51,333 98,816 47,483 51,9% 9960 Utitites 8,326 51,333 98,816 47,483 51,9% 9971 Rent 0 1,352 25 (1,327) 5408.0% 9985 Moving Exp 304 1,262 1,440 178 87,6% 7010 Caujo under \$3000 1,662 7,623 53,510 45,887 14,2% 6100 Equip under \$3000 1,662 7,623 53,510 45,887 14,2% 7041 Equip under \$3000 1,662 7,623 53,510 45,887 14,2% 6310 Travel 4,176 22,517 88,144 65,627	5903	Cell / Digital Phones	9,086	55,993	110,637	54,644	50.6%
5925 Grounds Maintenance 1,263 9,988 27,024 17,066 36,8% 5940 Depreciation 19,902 119,020 239,886 120,866 49,6% 5950 Security 855 5,768 10,500 4,743 51,9% 5965 Refuse Collection 758 5,935 10,396 4,461 57,1% 5957 Noving Exp 0 1,352 25 (1,327) 5,408.0% 5985 Moving Exp 04 1,262 1,440 178 87.6% 6100 Equip Maint & Repair 814 822 4,130 3,308 19.9% 6110 Equip Maint & Repair 1,662 7,623 53,510 45,867 14.2% 6120 Equip Maint & Repair 814 822 4,130 3,308 19.9% 6110 Equip Maint & Repair 1,662 7,623 53,510 45,627 25.5% 6120 Professional Growth 7 22,517 88,144 65,227 25,5% 6320 Professional Dues & Publications 4,73	5910	Board & Liability Insurance	7,882	51,924	106,524		48.7%
	5920	Building Maintenance	4,062	48,576	46,940	(1,636)	103.5%
5950 5960 5960 5960 5960 5960 5961 5962 5965 5965 5965 5965 5965 5966 5971 8ent 5971 5971 8ent 5972 7otal Occupancy585 500 500 5000 500061,322 5000 50100 5010010,332 							
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5985 Moving Exp 304 1,262 1,440 178 87.6% Total Occupancy 54,112 361,511 673,128 311,617 53.7% Equip Ment Repair 814 822 4,130 3,308 19.9% 6110 Equip Maint & Repair 814 822 4,130 3,308 19.9% 6125 Equip Ment Lease Expense 1,700 14,072 30,504 16,432 46.1% Total Equipment 4,176 22,517 88,144 65,627 25.5% Professional Growth 9,462 9,462 0.0% 630 13,061 17,630 4,569 74.1% 6310 Meetings & Conferences (40) 156 16,287 16,131 1.0% 6320 Professional Dues & Publications 473 14,762 38,678 23,916 38.2% 6330 Staff Training 984 17,203 23,335 6,132 73.7% 6340 Staff Training 0 2,157 5,600						'	
Total Occupancy 54,112 361,511 673,128 311,617 53.7% 6100 Equip Maint & Repair 814 822 4,130 3,308 19.9% 6110 Equip under \$3000 1,662 7,623 53,510 45,887 14.2% 6125 Equipment 4,176 22,517 88,144 65,627 25.5% Professional Growth 6300 Travel 9,462 9,462 0.0% 6310 Meetings & Conferences (40) 156 16,287 16,131 1.0% 6320 Professional Dues & Publications 473 14,762 38,678 23,916 38.2% 6330 Staff Training 984 17,203 23,335 6,132 73.7% 6341 Computer Training 30 2,157 5,600 3,443 38.5% 6350 Employee Relations 0 2,628 2,700 72 97.3% 6410 Mileage Reimbursement Expense 1,184 3,849 35							,
Equipment Equip Maint & Repair 814 822 4,130 3,308 19.9% 6100 Equip Under \$3000 1,662 7,623 53,510 45,887 14.2% 6125 Equipment Lease Expense 1,700 14,072 30,504 16,432 46.1% 6125 Equipment Lease Expense 1,700 14,072 30,504 16,432 46.1% 6126 Fotal Equipment 4,176 22,517 88,144 65,627 25.5% Professional Growth 6300 Travel 9,462 9,462 0.0% 6310 Meetings & Conferences (40) 156 16,287 16,131 1.0% 6320 Professional Dues & Publications 47.3 14,762 38,678 23,916 38.2% 6341 Staff Recognition 6,063 13,061 17,630 4,559 74.1% 6342 PCT Training 30 2,157 5,600 3,443 38.5% 6350 Employee Relations 0	5985						
6100 Equip Maint & Repair 814 822 4,130 3,308 19.9% 6110 Equip under \$3000 1,662 7,623 53,510 45,887 14.2% 6125 Equipment Lease Expense 1,700 14,072 30,504 16,432 46.1% Total Equipment 4,176 22,517 88,144 65,627 25.5% Professional Growth 6300 Travel 9,462 9,462 0.0% 6310 Meetings & Conferences (40) 156 16,287 16,131 1.0% 6320 Professional Dues & Publications 473 14,762 38,678 23,916 38.2% 6330 Staff Recognition 6,063 13,061 17,630 4,569 74.1% 6340 Staff Training 984 17,203 23,335 6,132 73.7% 6341 Computer Training 60 100 10,495 0.9% 6350 Employee Relations 0 2,628 2,700 7		l otal Occupancy	54,112	361,511	6/3,128	311,617	53.7%
6110 Equip under \$3000 1,662 7,623 53,510 45,887 14.2% 6125 Equipment Lease Expense 1,700 14,072 30,504 16,432 46.1% 6125 Equipment 4,176 22,517 88,144 65,627 25.5% Professional Growth 6300 Travel 9,462 9,462 0.0% 6310 Meetings & Conferences (40) 156 16,287 16,131 1.0% 6320 Professional Dues & Publications 473 14,762 38,678 23,916 38.2% 6330 Staff Recognition 6,063 13,061 17,630 4,569 74.1% 6341 Computer Training 30 2,157 5,600 3,443 38.5% 6350 Employee Relations 0 2,628 2,700 72 97.3% 6350 Employee Relations 0 2,628 2,700 72 97.3% 6410 Mileage Reimbursement Expense 1,184 <td< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>							
6125 Equipment Lease Expense Total Equipment 1,700 14,072 30,504 16,432 46.1% Professional Growth 4,176 22,517 88,144 65,627 25.5% G300 Travel 9,462 9,462 0,0% G310 Meetings & Conferences (40) 156 16,287 16,131 1.0% G320 Professional Dues & Publications 473 14,762 38,678 23,916 38,2% G330 Staff Recognition 6,063 13,061 17,630 4,559 74.1% G340 Staff Training 984 17,203 23,335 6,132 73.7% G341 Computer Training 30 2,157 5,600 3,443 38.5% G342 PCT Training 60 100 10,595 10,495 0.9% G350 Employee Relations 0 2,628 2,700 72 97.3% G410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999					,	,	
Total Equipment 4,176 22,517 88,144 65,627 25.5% Professional Growth							
Professional Growth 9,462 9,462 0.0% 6300 Travel 9,462 9,462 0.0% 6310 Meetings & Conferences (40) 156 16,287 16,131 1.0% 6320 Professional Dues & Publications 473 14,762 38,678 23,916 38.2% 6330 Staff Recognition 6,063 13,061 17,630 4,569 74.1% 6341 Computer Training 984 17,203 23,335 6,132 73.7% 6341 Computer Training 30 2,157 5,600 3,443 38.5% 6342 PCT Training 60 100 10,595 10,495 0.9% 6350 Employee Relations 0 2,628 2,700 72 97.3% 7 total Professional Growth 7,569 50,066 124,287 74,221 40.3% 6410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999 10.7% 6420 Fuel & Oil Expen	6125						
6300 Travel 9,462 9,462 0.0% 6310 Meetings & Conferences (40) 156 16,287 16,131 1.0% 6320 Professional Dues & Publications 473 14,762 38,678 23,916 38.2% 6330 Staff Recognition 6,063 13,061 17,630 4,569 74.1% 6340 Staff Training 984 17,203 23,335 6,132 73.7% 6341 Computer Training 30 2,157 5,600 3,443 38.5% 6342 PCT Training 60 100 10,595 10,495 0.9% 6350 Employee Relations 0 2,628 2,700 72 97.3% 7 total Professional Growth 7,569 50,066 124,287 74,221 40.3% Vehicle Expense 6410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999 10.7% 6420 Fuel & Oil Expense 4,542 27,370 54,245 26,875 50.5% 6430 Vehicle Repair & Maintenance		Total Equipment	4,176	22,517	88,144	65,627	25.5%
6310 Meetings & Conferences (40) 156 16,287 16,131 1.0% 6320 Professional Dues & Publications 473 14,762 38,678 23,916 38.2% 6330 Staff Recognition 6,063 13,061 17,630 4,569 74,1% 6340 Staff Training 984 17,203 23,335 6,132 73.7% 6341 Computer Training 30 2,157 5,600 3,443 38.5% 6342 PCT Training 60 100 10,595 10,495 0.9% 6350 Employee Relations 0 2,628 2,700 72 97.3% 70 Total Professional Growth 7,569 50,066 124,287 74,221 40.3% Vehicle Expense 6410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999 10.7% 6420 Fuel & Oil Expense 4,542 27,370 54,245 26,875 50.5% 6430 Vehicle Repair & Maintenance 1,928 23,061 60,510 37,449 38.1							
6320 Professional Dues & Publications 473 14,762 38,678 22,916 38.2% 6330 Staff Recognition 6,063 13,061 17,630 4,569 74.1% 6340 Staff Training 984 17,203 23,335 6,132 73.7% 6341 Computer Training 30 2,157 5,600 3,443 38.5% 6342 PCT Training 60 100 10,595 10,495 0.9% 6350 Employee Relations 0 2,628 2,700 72 97.3% 7 total Professional Growth 7,569 50,066 124,287 74,221 40.3% 6410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999 10.7% 6420 Fuel & Oil Expense 1,184 3,849 35,848 31,999 10.7% 6430 Vehicle Repair & Maintenance 1,928 23,061 60,510 37,449 38.1% 6450 Vehicle Insurance Expense 4,500 27,000 55,052 28,092 49.0% 6465 Vehicle Depreci			(40)	450			
6330 Staff Recognition 6,063 13,061 17,630 4,569 74.1% 6340 Staff Training 984 17,203 23,335 6,132 73.7% 6341 Computer Training 30 2,157 5,600 3,443 38.5% 6342 PCT Training 60 100 10,595 10,495 0.9% 6350 Employee Relations 0 2,628 2,700 72 97.3% Total Professional Growth 7,569 50,066 124,287 74,221 40.3% 6410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999 10.7% 6420 Fuel & Oil Expense 4,542 27,370 54,245 26,875 50.5% 6430 Vehicle Repair & Maintenance 1,928 23,061 60,510 37,449 38.1% 6450 Vehicle Licensing Expense 0 2,491 5,350 2,859 46.6% 6465 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%						<i>'</i>	
6340 Staff Training 984 17,203 23,335 6,132 73.7% 6341 Computer Training 30 2,157 5,600 3,443 38.5% 6342 PCT Training 60 100 10,595 10,495 0.9% 6350 Employee Relations 0 2,628 2,700 72 97.3% Total Professional Growth 7,569 50,066 124,287 74,221 40.3% Vehicle Expense 6410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999 10.7% 6420 Fuel & Oil Expense 1,184 3,849 35,848 31,999 10.7% 6430 Vehicle Repair & Maintenance 1,928 23,061 60,510 37,449 38.1% 6450 Vehicle Insurance Expense 4,500 27,000 55,092 28,092 49.0% 6460 Vehicle Licensing Expense 0 2,491 5,350 2,859 46.6% 6455 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%					<i>'</i>	<i>'</i>	
6341 Computer Training 30 2,157 5,600 3,443 38.5% 6342 PCT Training 60 100 10,595 10,495 0.9% 6350 Employee Relations 0 2,628 2,700 72 97.3% Total Professional Growth 7,569 50,066 124,287 74,221 40.3% Vehicle Expense 6410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999 10.7% 6420 Fuel & Oil Expense 4,542 27,370 54,245 26,875 50.5% 6430 Vehicle Repair & Maintenance 1,928 23,061 60,510 37,449 38.1% 6450 Vehicle Insurance Expense 4,500 27,000 55,092 28,092 49.0% 6460 Vehicle Licensing Expense 0 2,491 5,350 2,859 46.6% 6455 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%							
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6350 Employee Relations 0 2,628 2,700 72 97.3% Total Professional Growth 7,569 50,066 124,287 74,221 40.3% 6410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999 10.7% 6420 Fuel & Oil Expense 4,542 27,370 54,245 26,875 50.5% 6430 Vehicle Repair & Maintenance 1,928 23,061 60,510 37,449 38.1% 6450 Vehicle Insurance Expense 4,500 27,000 55,092 28,092 49.0% 6460 Vehicle Licensing Expense 0 2,491 5,350 2,859 46.6% 6455 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%							
Total Professional Growth 7,569 50,066 124,287 74,221 40.3% Vehicle Expense 3,849 35,848 31,999 10.7% 6410 Mileage Reimbursement Expense 1,184 3,849 35,848 31,999 10.7% 6420 Fuel & Oil Expense 4,542 27,370 54,245 26,875 50.5% 6430 Vehicle Repair & Maintenance 1,928 23,061 60,510 37,449 38.1% 6450 Vehicle Insurance Expense 4,500 27,000 55,092 28,092 49.0% 6460 Vehicle Licensing Expense 0 2,491 5,350 2,859 46.6% 6455 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%							
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6410Mileage Reimbursement Expense1,1843,84935,84831,99910.7%6420Fuel & Oil Expense4,54227,37054,24526,87550.5%6430Vehicle Repair & Maintenance1,92823,06160,51037,44938.1%6450Vehicle Insurance Expense4,50027,00055,09228,09249.0%6460Vehicle Licensing Expense02,4915,3502,85946.6%6465Vehicle Depreciation11,79872,487151,74879,26147.8%		Vohicle Expense					
6420 Fuel & Oil Expense 4,542 27,370 54,245 26,875 50.5% 6430 Vehicle Repair & Maintenance 1,928 23,061 60,510 37,449 38.1% 6450 Vehicle Insurance Expense 4,500 27,000 55,092 28,092 49.0% 6460 Vehicle Licensing Expense 0 2,491 5,350 2,859 46.6% 6465 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%	6410	•	1 10/	2 840	35 848	31 000	10 70/-
6430 Vehicle Repair & Maintenance 1,928 23,061 60,510 37,449 38.1% 6450 Vehicle Insurance Expense 4,500 27,000 55,092 28,092 49.0% 6460 Vehicle Licensing Expense 0 2,491 5,350 2,859 46.6% 6465 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%			'			- /	
6450 Vehicle Insurance Expense 4,500 27,000 55,092 28,092 49.0% 6460 Vehicle Licensing Expense 0 2,491 5,350 2,859 46.6% 6465 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%						'	
6460 Vehicle Licensing Expense 0 2,491 5,350 2,859 46.6% 6465 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%				,			
6465 Vehicle Depreciation 11,798 72,487 151,748 79,261 47.8%							
		•					

		Current Month Balance	Year to Date Balance	Budget FY20-21	Variance YTD Budget	Percent YTD Budget
	Other Expense					Budget
6605	Board Expense			1,570	1,570	0.0%
6610	Public Relations	476	1,372	15,460	14,088	8.9%
6616	Misc Fees & Expenses	1,449	6,365	13,700	7,335	46.5%
6625	Advertising	263	325	1,526	1,201	21.3%
6645	Interest Expense	1,652	9,912	19,824	9,912	50.0%
6650	Data Processing	6,142	41,191	99,394	58,203	41.4%
6660	Mill Levy - County Admin Fees	(2)	3,606	100,138	96,532	3.6%
6675	Ergonomical Evaluations	200	1,417	5,080	3,663	27.9%
6680	Staff Hep B Shots	16	263	1,603	1,340	16.4%
6681	CBI Checks	254	3,090	9,445	6,355	32.7%
6689	In-kind Donations Expense	16,704	17,004	15,200	(1,804)	111.9%
6690	Contribution	0	7,536	21,800	14,264	34.6%
	Total Other Expense	27,153	92,081	304,740	212,659	30.2%
	Direct Exp - Individuals in Svcs					
7010	Supplies	1,981	23,664	43,458	19,794	54.5%
7017	Household Supplies	46	684	1,260	576	54.3%
7020	Telephone	196	666	1,080	414	61.7%
7025	Cleaning	8,358	78,195	28,502	(49,693)	274.3%
7040	Recreational Services	116	1,640	12,812	11,172	12.8%
7045	Food & Personal Needs	614	5,898	14,940	9,042	39.5%
7046	Medical Supplies	3	141	720	579	19.5%
7048	Clothing Allowance	17	17		(17)	0.0%
7057	Personal Assist - HHA's	278	1,551	4,974	3,423	31.2%
7060	Transportation	961	5,531	13,624	8,093	40.6%
7070	Family Direct Pmts	45,311	150,392	465,000	314,608	32.3%
7072	Family Training	100	504	484	(20)	104.1%
7075	Direct Service Payments	93,182	597,069	1,235,898	638,829	48.3%
7078	Home Modification	3,463	5,751	33,606	27,855	17.1%
7079	Assistive Technology	5,200	62,904	145,035	82,131	43.4%
7081 7082	Therapies Medical Prof Services - Other	23,419	159,692	172,594	12,902	92.5%
7082	Craft Supplies	2,430	15,828 817	37,905 480	22,077 (337)	41.8% 170.1%
7085	Women's Group	418 0	(66)	400	(337)	0.0%
7080	Men's Group	0	63		(63)	0.0%
/00/	Total Direct Exp - Indiv in Svcs	186,093	1,110,940	2,212,372		<u> </u>
		, -	, , ,	, , ,		-
7205	Room & Board Expense	<u> </u>	264	700	272	10.25
7205	Property & Liability Insurance	60	361	732	372	49.2%
7210	Building Maintenance	31	2,249	3,840	1,591	58.6%
7215	Grounds Maintenance	0	844	1,575	731	53.6%
7220	Depreciation	913	5,478	11,808 880	6,330	46.4%
7225 7230	Refuse Collection	213 0	568 256	200	312	64.5% 128.1%
7230	Equipment Maint & Repair	82	256 592	1,500	(56) 908	39.5%
7240 7247	Household Supplies Security	82 40	592 560	1,500 516	908 (44)	39.5% 108.5%
7247	Utilities	40 504	(1,623)	5,340	6,963	(30.4%)
7260	Food	400	4,029	8,700	4,671	46.3%
, 200	Total Room & Board Expense	2,243	13,313	35,091	21,778	37.9%

		Current Month Balance	Year to Date Balance	Budget FY20-21	Variance YTD Budget	Percent YTD Budget
	Unallowable Expenses					10 50
7310	Unallow - Mental Health	0	41,656	95,712	54,056	43.5%
7314	Unallow - Prof Svcs Other	556	7,668	12,000	4,332	63.9%
7320	Unallow - Provider Other	86	672	4,200	3,528	16.0%
7321	Unallow - Occupancy	0	2,331		(2,331)	0.0%
7339	Unallow - Other	7,406	18,706	68,200	49,494	27.4%
	Total Unallowable Ex	8,048	71,033	180,112	109,079	39.4%
	Other Program Related Expense					
7440	NVP	0	350	889	539	39.4%
7450	Provider Training	386	2,716	10,000	7,284	27.2%
7460	Guardianship Expense	0	500	8,000	7,500	6.3%
	Total Other Program Related Expense	386	3,566	18,889	15,323	18.9%
	Purchase of Service					
7510	P/S Transportation Other	3,132	14,903	37,461	22,558	39.8%
7524	Program Approved Service Agencies	19,570	150,278	407,867	257,589	36.8%
7590	Host Homes	137,245	790,304	1,500,000	709,696	52.7%
	Total Purchase of Service	159,946	955,486	1,945,328	989,842	49.1%
	TOTAL EXPENSES	1,527,760	8,818,841	18,901,087	10,082,246	46.7%
	REVENUE OVER (UNDER) EXP	(493,082)	(2,783,356)	(2,110,808)	(672,548)	131.9%



Policy Change Request Form

Name of Policy Requesting Change Anti-Discrimination

Current Policy Book Section (s) Community Centered Board

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

To add to the policy that it is applicable to employees, volunteer, or persons receiving services and to include the word "identity" to gender. There are two other grammatical changes as well.

Why is this Policy change necessary?

The two major items are required by the Colorado Combined Campaign annual application. They expanded their Non-Discrimination policy and requirement for applying.

Submitted By Debbie Klein

FOOTHILLS GATEWAY, INC.

Anti-Discrimination Policy

POLICY:

I

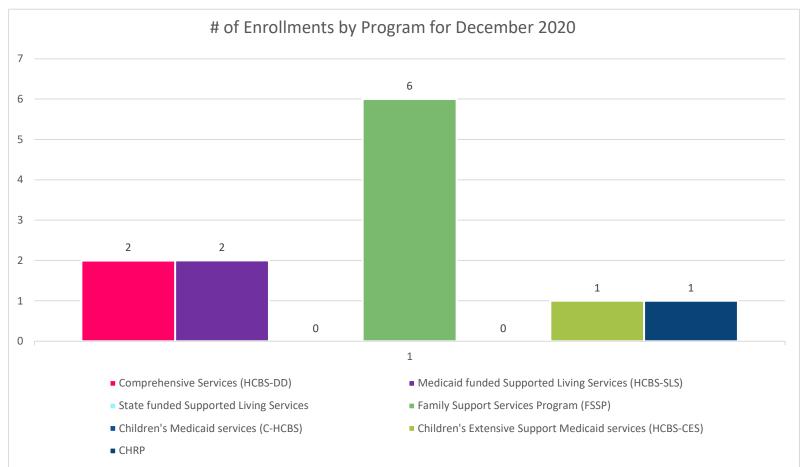
It is the policy of Foothills Gateway, Inc., incorporated in the State of Colorado, to not discriminate <u>against employees</u>, volunteers, or persons receiving <u>services</u> on the basis of race, color, creed, national origin, gender<u>identity</u>, sexual orientation (as defined by the Colorado Anti-Discrimination Act to be a person's orientation toward heterosexuality, homosexuality, bisexuality, or transgender status or an employer's perception thereof), religion, age, disability_ or other legally protected status in admission to, access to, or operations of its programs, services_ or activities.

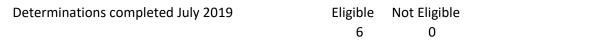
4/08; ...6/11, 12/12; 11/14; 2/18; 2/19; 2/20

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	<u>Dec-20</u>
Comprehensive Services (HCBS-DD)	2
Medicaid funded Supported Living Services (HCBS-SLS)	2
State funded Supported Living Services	0
Family Support Services Program (FSSP)	6
Children's Medicaid services (C-HCBS)	0
CHRP	1
Children's Extensive Support Medicaid services (HCBS-CES)	1



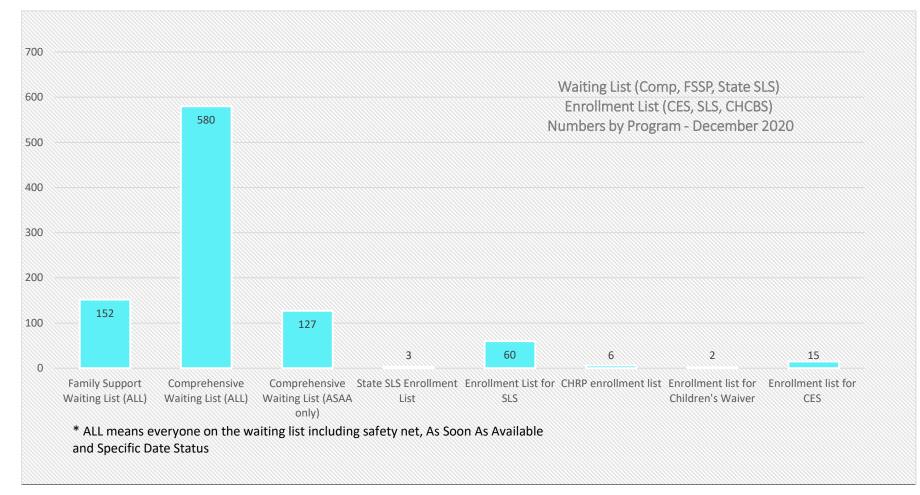


Total

DD Determinations December 2020

6

Waiting List numbers	<u>Dec-20</u>
Family Support Waiting List (ALL)	152
Comprehensive Waiting List (ALL)	580
Comprehensive Waiting List (ASAA only)	127
State SLS Enrollment List	3
Enrollment List for SLS	60
CHRP enrollment list	6
Enrollment list for Children's Waiver	2
Enrollment list for CES	15



DCSS Prevocational Program Billing Customer List October – December 2020

Abbey of St. WalburgaBinderyAspen ClubPackaging
Aspen Club Packaging
COLORpockit Assembly
Coyote Camp Packaging
Dive Rescue Bindery
Full Pro Assembly
Patterson Veterinary Supplies Assembly
Pulsed Harmonix Assembly
Roots Real Estate Bindery
Sensitively Yours Assembly
Stroker Industries/Patterson Vet Supply Assembly
Walker Mowers Packaging
Wild West Munchies Assembly
World by the Tail Packaging

*Volunteer Opportunities and Locations

Due to the Pandemic, we did not participate in any Volunteer Opportunities Prevoc; Community Skills Development Program (CSDP); Personal, Social and Community Services (PSCS)

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<u>Company</u>	Job Description
American Baptist Church	Pick up donations from Whole Foods and take to the Salvation Army
ARC (Fort Collins/Loveland)	Sort books in the 'book nook', remove colored tags off racks, straighten store, sort toy shelves, hang plastic bags on the hooks and clear/organize the shelves
Everyday Joe's	General cleaning, filling water jugs, and various tasks as needed
Good Will Health	Sorting, organizing and cleaning
Golden Peaks (Fort Collins)	Visit Senior residents
Habitat for Humanity (Loveland)	Sort books/clothing
Matthew's House	Recycle, wipe down counters, sweep and empty trash
Meals on Wheels (Fort Collins/Loveland)	Deliver meals to home bound individuals
Salvation Army	Pick up donated food
Saturday Morning	Transporting food from food bank for Saturday morning breakfast

Supported Employment Commercial Cleaning

Supported Employment Diversified Career Services

<u>Company</u>

ARC (Fort Collins) Aspen Grove Vet Clinic **Big Deal Tire** Bones du Jour Brand Spankin' Used Center Rehab Child Advocacy Center Chipper's Lanes **Cinemark Cinemas Cinemark Theater and Bistro** City of Loveland Library Colorado State University **Columbine Health Systems Columbine Health Systems** Earle's Loveland Floral Eco-Thrift Fazolis Firehouse Subs (Loveland) FoCo Police Department Foothills Gateway, Inc. Gib's Bagels (Lemay) Gib's Bagels (Shields) **Goodwill Thrift Store** Hach **High Country Beverage** Home Depot (Fort Collins/JFK Pkwy) Jorgensen Labs King Soopers (Timberline) King Soopers (Loveland) Kohl's (Loveland) LaPorte Hardware Lemay Health and Rehab Loveland Public Library **New Mercer Commons** Nikki's Restaurant Panera Bread (Fort Collins) Papa John's PetCo Pizza Hut (Loveland) Red Robin (Fort Collins) **Rollins Landscaping**

Individual Job Sites Merchandising Associate (2) Groundskeeper/Janitor Associate Kitchen Asst. Associate Laundry Groundskeeper/Janitor **Crew Member** Usher Usher Library Page Moby Gym (1) Laundry Assistant **Dietary Aide** Floral Asst. Electronics Intake & Repair Janitorial/Lobby Food Prep Office Support Cleaning Crew (2) **Dining Area Attendant Dining Area Attendant** Associate Production Warehouse Assistant (2) Associate (1) Assembly/Packaging **Courtesy Clerk Courtesy Clerk** Freight Associate Inventory Specialist Medical Records Assistant Materials Handler Housekeeper Dishwasher **Dining Room Attendant Box Folding** Associate **Box Assembler** Food Prep/Dining Room Attendant Maintenance

Safeway (Fort Collins) Safeway (Loveland – 2 locations) Silver Grill Summit Construction Supply Taco Bell (Loveland) The Rio Thompson Valley Schools Torchy's Tacos Vern's Walmart (Mason) Wendy's (Loveland) Whole Foods Courtesy Clerk (2) Courtesy Clerk (2) Dining Room Attendant Packaging/Assembly Dining Room Attendant Dining Room Attendant Dietary/Kitchen Asst. Kitchen Prep Dishwasher Courtesy Clerk/Lot Attendant Dining Room Attendant (2) Cart Attendant