

## Interim-Executive Director Report

GREEN=active and on time YELLOW=Pendi ng or on hold RED=Issues or behind schedule

Thomas Moore forecoding search consultant reports to the board disertly at this stage of development in the executive process. The search was expended to writer development of the executive process. The search was expended to writer development of search committed in society process and search committed in society profession and search committed in society of borrel development of the process of the search committed in societies for executive search of search was submitted the second was submitted the second was submitted the second was submitted to search and search and search committed in second was submitted to search and search was submitted in the second was submitted.  The December 2019 invoice was submitted the second was submitted in the second of the second of the second and submitted invoicing of the 30L invoicing process is assist on team properly solithering to instructions of the control and submitted invoicing of the 30L invoicing process is assist on team to properly solithering to instruct of the control and its processor by the board of 31LS to profess a submitted.  Also, the CELE Financial about an official comment needs to be submitted.  The SEE's grant will also the Division of Nocotheral Passonous Prompt CELE by andrown a 5-part story propriet agenciate to slower prophyrenized and executive provisions and prophyrenized and executive provisions and prophyrenized and submitted submitted and submitted submitted and submitted submitted and submitted and submitted submitted submitted submitted submitted submitted and submitted submi		Interim-Executive Director Report	behind schedule
Executive Director Search  The December 2010 invoice was electricated the search was expanded to include onlying and bordering states. The search committee is expected to be interviening potential candidates mid-March, 2020.  The December 2010 invoice was electricated the second week of Papurary, it was kought to my defendent with an orientates that notice that the receives accurate and reviened soldinous authorision than the search was obtained in a contract that the contract that the CLE that the receives accurate and reviened soldinous authorision for the SLC mixed process to asks to enter the property soldinous plants and the search of the SLC mixed process to asks to extend in property soldinous plants and process. It is the goal of the bloom to have all authorising invoices authorising all outstanding invoices and authorising and the process of the state of the second and internace accordance and the process of the state of the second and internace accordance and the second and second and internace accordance and accordance	TASK	NOTES	STATUS
states. The search committee is expected to be interviewing betread candidates mich-March, 2020.  The December 2019 in once a submitted the second week of February. It was brought to my statistic view or contacts at the CDLE flast the process was accruate and readed additional interviewing between the process was accruate and readed additional interviewing between the process was accruate and readed additional interviewing the process was accruate and readed additional interview whether on the property submitting all outstanding increase. It is the goal of the term is have all outstanding invitores, sit is the goal of the term is have all outstanding invitores. It is the goal of the term is have all outstanding invitores with the process of the board and will be reviewed by the full beard on 3/11/20. The board and interview excellence director will definition after review whether or not an official comment needs to be submitted.  CDLE Pirmary Grant status  This SEEK's grant will allow the Division of Vocational Resources through CDLE to perform a 6-year study targeting people applying for SSA disability benefits white concurrently receiving services from an employment spacelation to obtain employment and a comprehensive sherefit connection from an employment spacelation to obtain employment and a comprehensive sherefit connection from an employment application of the site may be applicated and a comprehensive sherefit connection from an employment spacelation of the site of the connections to determine an employment application of the site of the connections to determine allowed to commend and a comprehensive shereful to connection and an employment applications of the site of the connections to determine allowed to commend and an employment applications and the second and an employment applications and an employment applications and an employment applications and an employment and an employment and an employment applications and an employment and an employment and an employment and an employment and an employm		Thomas Moore (executive search consultant) reports to the board directly at this stage of	
attention via our contacts at the CDLE that the process was accrube and needed additional submission times. It was determined to villago values services of a CPA, who has a working in invoices. It is the goal of the team to have all outstanding invoices submitted no later than 35/20. Also, the CDLE Financial audit offer report was released on 22/80. It has been shared with the Chief and Tressure of the board and was the reviewed by the full board on 31/1/20. The board and submitted the state of the control of t	Executive Director Search		
study targeting people applying for SSA disability benefits while concurrently receiving services from an employment specialist to obtain employment and a comprehensive benefits courselor through the Center for Independent Living system in partnership with DVR AREW. The office of grant partnership with DVR	CDLE Primary Grant status	attention via our contacts at the CDLE that the process was accruate and needed additional submission items. It was determined to utilize outside services of a CPA, who has a working knowledge of the SILC invoicing process to assist our team in properly submitting all outstanding invoices. It is the goal of the team to have all outstanding invoices submitted no later than 3/5/20. Also, the CDLE financial audit draft report was released on 2/26/20, it has been shared with the Chair and Treasurer of the board and will be reviewed by the full board on 3/11/20. The board and interim-executive director will dertimine after review whether or not an official comment needs to be	
Connections has also moved to a PTO model of time-off and are working to implement its changes in ADP (payoll system). Hems regarding sales tax, procent card usage and responsibilities and paid holidays were revelwed in an All-Hands meeting and are being implemented by Finance department team.  Board consultant, Mark Holdt, of Mountain Sage has been retained for the 2020 calendar year. He will begin working with the board in late February to ensure a smooth onboarding process with the new Executive Director and the cohesion of the board. Mr. Holdt will also be working with the board to design and reach consensus on a Strategic Plan. The Board and Connections staff have begun the process of Strengths Finder training to assist in team building with the board and staff of Cill. First sessions were a great successs and second sessions have been planned. In February the Cill. newsletter featured the remaining 2 board members profiles. These profiles are also used on our website. The Board of Directors has appointed committee chairs are also used on our website. The Board of Directors has appointed committee chairs are also used on our website. The Board of Directors has appointed committee chairs are also used on our website. The Board of Directors has appointed committee Descriptions for these committees and the board of directors in areas of weakness, including; legal, finance, nonprofit administrations. Committee bearing properly and the board of directors in areas of weakness, including; legal, finance, nonprofit administration in the board of directors in areas of weakness, including; legal, finance, nonprofit administration the board of committee Descriptions for these committees and they will be added to the board packet. All nomination inquiries are now streamlined.  Anton, Collins, Mitchell, CPA's were met with and have sent a letter of engagement. The fee proposal is 50% higher than in years past due to inefficiencies in working with former staff. Our team is determined thos in tince the expected level of	CDLE SEEKs Grant/Other ILC's meetings	study targeting people applying for SSA disability benefits while concurrently receiving services from an employment specialist to obtain employment and a comprehenisive benefits counselor through the Center for Independent Living system in partnership with DVR. NEW: The office of DVR (Peter Pike) has extended a preliminary questionaire to Connections to determine eligibility for grant participation. At this time the opportunity to participate in Tier 1 of the grant has been extended, and will be reviewed, discussed and voted on by the board of directors at their 3/11/20	
will begin working with the board in late Februáry to ensure a smooth onboarding process with the new Executive Director and the cohesion of the oband. Mr. Hold will also be working with the board to design and reach consensus on a Strategic Plan. The Board and Connections staff have begun the process of Strengths Finder training to assist in tem building with the board and staff of Cill. First sessions were a great successs and second sessions have been planned. In February the CIL newsiletter featured the remaining 2 board members profiles. These profiles are also used on our website. The Board of Directors has appointed committee chairs, including a Nominations Committee chair. This position will be responsible for the intentional recruitment of new board members who represent Connections for Independent Living in the areas of isability, geographic location, generational representation, ethnicity and professional abilities to aid the board of directors in areas of weakness, including, legal, finance, nonprofit administration, marketing/communications, healthcare, municipal administration. The board has approved Committee Descriptions for these committees and they will be added to the board packet. All nomination inquiries are now streamlined.  Anton, Collins, Mitchell, CPA's were met with and have sent a letter of engagement. The fee proposal is 50% higher than in years past due to inefficiencies in working with former staff. Our team is determined to not incur the expected level of billable hours in order to keep audit costs lower than expected. With that said, we do expect an increase from years past due to our past relationship issues. It was determined that it is best to stay with ACM to complete this years audit. An RFP will go forward in June, as was previously planned. This is not in direct correlation to the fee structure with ACM, but is seen as best practices every 3 years to seek new bids for these services.  Staffing  ILS Outreach position based in Fort Morgan (0.5FTE)	Finance Department	Connections has also moved to a PTO model of time-off and are working to implement its changes in ADP (payroll system). Items regarding sales tax, procurement card usage and responsibilities and paid holidays were reveiwed in an All-Hands meeting and are being implemented by Finance	
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