



**Board of Directors Meeting and Executive
Session 1.21.2026
MINUTES**

Location: 120 Bristlecone Dr., Fort Collins, CO 80524 or [Zoom](#)

Date: Wednesday, January 21, 2026

Time: 6:00 PM

Board Members Present:	Also Present:
Erin Hottenstein, Board President	Elizabeth Lebuhn- Hoffman, Parker, Wilson & Carberry, P.C
Lee Thielen, Board Vice President	Courtney Green Acting Interim Executive Director
Julie Kunce Field, Treasurer	Dana Turner- VP of Client Experience
Sarah Hathcock, Secretary	Jacque Ferrero- Executive Assistant/Clerk to Board
John McKay, Liaison to PVHS/UCHealth	Alyson Williams- VP of Strategy & Impact
	Jonathan Hamilton-Digital Media Specialist
	Julie Kenney-HR Manager
	Misty Manchester- Director of People and Business Operations
	Mike Lynch-Director of Infrastructure Operations
	Marisa Dylan- VP of Communications
	Corrine Thomas-Larimer County Resident (virtual)

I. Call to Order

- a. Roll Call Board of Directors
With a quorum present, the meeting was called to order at 6:01 PM by Board President, Erin Hottenstein.
- b. Welcome Guests & Attendees
- c. Conflict of Interest Statement
No conflicts were reported.
- d. Approval of Agenda
Motion: To approve January 21, 2026, meeting agenda, as presented.
Moved by Director Thielen, seconded by Director McKay, motion passes.

II. PUBLIC COMMENT

No comments at this time.

III. Presentations

Presenter: Mike Lynch, Director of Infrastructure Operations

Mike Lynch presented on Facilities, beginning with building issues and improvements including technology and HVAC upgrades, a family room addition at 120 Longs Peak Conference room, operatories at dental, and awnings. Lynch confirmed the awnings will change color to navy to match the new branding, as noted by Director McKay.

Lynch then provided an overview of the 425 W. Mulberry building, discussing occupancy and partnerships with tenants. Director McKay asked how long the space had been vacant, and Lynch confirmed it was since July 2025. Director Thielen requested more detail about the Iris Center, and Lynch gave an overview of details. Green explained the partnership and what the organization was looking for. When Director Thielen asked about the services provided, Green explained how things work in that organization. Director Hottenstein asked what population they serve, and Green suggested having Iris Center do a presentation for the Board of Directors. Director Hathcock asked whether they serve adults and children, and Green confirmed that they serve both, including teens. Director Hathcock then asked about the lease term and whether it varies per tenant, and Lynch explained how this works.

Lynch reviewed the 2001S. Shields building, noting that not much capital improvement is planned for that location in 2026.

During the Q&A session, Director Field questioned why the organization is acting as landlords, stating this is not the best use. Director Field asked why they need this space and suggested putting it on the market, questioning why they're holding the whole building as a landlord. Director Field wanted this situation on the Board's radar. Director Thielen responded that they need to be cautious about elimination of assets and should build for growth. Director Field mentioned previous discussions about bringing the campus together with adjacency to the Bristlecone campus. Green replied that they are running out of space.

Director Hottenstein asked if there are plans for the area in Mulberry, and Green confirmed there are no current plans. Director Hathcock asked whether their Behavioral Health would use that space or if Bristlecone would be too tight, and Green responded that they can move people around. Director McKay noted they are holding taxpayer dollars in this space and asked how they should consider growth and what strategy to use. Director Hottenstein said this makes her think about strategic planning related to this issue and that it might be part of the analysis.

Director Field emphasized wanting to make sure they are supporting Health Equity and also wants more information and a timeline from the URA, noting that it might make more sense to have things adjacent. Director Thielen asked whether they should keep the S. Shields building, and Director Hathcock noted that the available space is valuable. Lynch added that the 425 W. Mulberry building is not ADA compliant and needs an elevator. Director Thielen concluded that this is complex but helpful and suggested discussing all of the hospital's assets at another time.

IV. Consent Agenda

- a. December 10, 2025, Draft Regular Meeting Minutes

Motion: to approve the consent agenda as presented.

Moved by Director Thielen; seconded by Director Field; passed unanimously.

V. Action Items

- a. Adoption of the 2026 Board of Directors Meeting Schedule
 - I. Resolution 2026-01 Adoption of the 2026 Board of Directors Meeting Schedule removing September and July 2026

*Motion: to approve the Resolution 2026-01 Adoption of the 2026 Board of Directors Meeting Schedule
Moved by Director Thielen; seconded by Director Field; passed unanimously.*

b. Legislative Session Policy Issue Decision

*Motion: to approve the Legislative Session Policy Issue Decision
Moved by Director Thielen; seconded by Director Hathcock; passed unanimously.*

VI. Reports and Discussions

Presenters: Alyson Williams and Dana Turner

HR1 Update

Alyson Williams and Dana Turner reported on HR1's strategic implications for Colorado's fiscal and health landscape. Colorado faces an estimated \$850 million budget shortfall for fiscal year 2026-2027, driven by Medicaid cost growth and TABOR spending limits. Medicaid is now the state's largest general fund expenditure, and HR1 compounds these pressures by shifting federal responsibilities to states and altering funding formulas, affecting Medicaid, public benefits like food assistance, and health and human service delivery.

The regular legislative session has begun with Joint Budget Committee hearings underway. Departments are presenting budget requests and reduction options, with debates described as quite lively and frustrations evident. While the JBC addresses immediate budget balancing, HR1 introduces systemic changes requiring forward-looking planning. Future reports will continue addressing public policy while emphasizing local and operational work.

Two key initiatives were highlighted: awaiting confirmation for the Larimer County DHS-led community coalition initiative for coordinated public benefits planning, and a February Mental Health and Substance Use Alliance meeting with regional partners to explore federal landscape changes including HR1 and identify potential gaps and risks for the behavioral health system.

Regarding Larimer Health Connect, the team was pleased many people chose to enroll despite limited subsidies. This year only the Colorado Health Insurance Affordability Enterprise contributed subsidies of \$80 monthly base plus \$30 for additional household members (about \$170 for a family of four). While initial numbers suggest fewer people than expected did not participate in enrollment, the impact of choosing healthcare over other basic needs remains to be seen. Connect for Health Colorado expects enrollment numbers late this week or early next week. The board requested Dana Turner send these numbers immediately upon release rather than waiting until February, and Turner agreed.

Audit SOW:

Presenter: Courtney Green

Green provided an update on behalf of Jessica, who was unable to attend. Clifton Larson Allen will complete the 2025 year-end audit, with Allison Slife as lead auditor and Jessica Holmes as the health district lead.

The scope of work includes a financial audit examining bank statements for accuracy and compliance, a review of internal controls and practices, compliance testing to ensure adherence to laws and regulations, and reporting through audit reports and management letters detailing findings and recommendations. The deliverables will include full audit reports, management letters, and a board presentation.

Fieldwork has already started with document gathering, expected to be completed by the end of April.

A board presentation will follow in May, with the final audit due to the state by July 30th.

Green clarified the difference between the general annual audit and the ongoing forensic audit. The general audit provides reasonable assurance by examining samples of items and internal controls, not a 100% guarantee of accuracy. Jessica found incongruencies while reviewing past finances, which led to the forensic audit they hope to finish soon. Green indicated they're hoping for a forensic audit report at the February board meeting.

When asked by the Board of Directors if the finance department is fully staffed, Green confirmed yes. There were no other comments or questions, and Green expressed being glad they're on track.

Board of Directors Reports

Director Hottenstein: Met with the DDA and meetings for the ED/CEO search

Director Hathcock: Met with Director Thielen and is excited to see the Ed/CEO candidates

Director McKay: No Update at this time.

Director Field: No Update. Commended LHC for all of their hard work

Director Thielen: Attended a Special Meeting and met with Director Hottenstein

ED/CEO Sub-Committee Search Updates

Courtney Green provided an update on the ED/CEO search. Last week they conducted second round interviews for the three finalists, which included board interviews, interviews with the executive leadership team, staff meet and greets, public presentations, a public reception, and facility tours for all candidates. Following these activities, a survey was open to both the public and staff, with results already shared with the board. Twenty-six people responded to the survey. No further questions were raised.

Executive Committee Update

The executive committee worked with Green and Ferrero to develop an orientation pathway for the new executive director to set them up for success. Consultant Yashica Lind provided a suggested pathway, which Director Thielen and Director Hottenstein refined with Green and Ferrero. They invited board feedback on the document.

Director Thielen clarified this is a general working guide, not an exact mandate, meant to help avoid forgetting important things and recognize the board's role in the transition. It doesn't need to be perfect.

Board members responded positively, appreciating the pre-arrival alignment section and the sensible timing structure (day one/week one, 30-day, 60-day, and 90-day periods). They noted it should remain flexible and adjustable.

Board Members suggested the hired person should have input into the plan. Discussion noted that the board expects the incoming ED to have their own entry plan for the first 30, 60, and 90 days, and emphasized that introducing key board members should happen immediately since the board is a key partner and the boss. Discussion clarified that "entry plan" means how the ED will enter the community, listen to stakeholders, and into the culture—focusing on learning and gaining insights during the first 90 days before moving into decision-making rather than immediately implementing vision (which the board sets).

Typos were noted for correction. The board thanked the committee for the good draft.

Executive Director Staff Report

Green reported she didn't have much to add beyond what was in the packet but wanted to highlight the 2026 work plans included from every program. These work plans are driving the work behind the organization's mission, with significant thought and intent put into them. The document is a high-level overview showing overarching departmental goals, how they tie to strategic pillars, and timelines for completion. This provides a snapshot of their work for 2026.

There was discussion on how teams are using the work plans and whether they're breaking them down into tangible steps. Green confirmed each work plan has folds and tactics underneath with specific timelines for each piece.

VII. Executive Session

An Executive Session pursuant to C.R.S. § 24-6-402(4)(e)(I) for the purpose of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators, regarding the Executive Director hiring process.

Motion to move into Executive Session, Moved by Director Thielen, Seconded by Director Hathcock; passed unanimously. Also present were Elizabeth Lebuhn, Courtney Green, David Niemeyer and Gloria Timmons. The Executive Session began at: 7:19pm and concluded at 8:40pm.

VIII. Adjourn

Motion to adjourn the meeting at 8:40pm

Moved by Director Hathcock, seconded by Director Thielen; passed unanimously.
