



# **Health District Board of Directors Update**

## **June 26, 2025**



# Six- Month Progress Update

## Progress Period

October 2024 - April 2025

## Today's Purpose

Share key achievements from 2024  
Strategic Plan implementation



# mhsu alliance

—— of larimer county ——

## Our Vision

Behavioral health is holistic, affirming, valued, and resourced as an essential aspect of whole-person health.

## Our Values

Sustainable Change and Improvement | Whole Person Health  
Lived & Living Expertise | Health Equity Within and Across Systems  
Open-Mindedness & Respect



# Summary of the Past Six Months

- ✓ **New Steering Committee Adopted and Onboarded**
- ✓ **Workgroup Development Underway to Inform Strategies**
- ✓ **Developing Communications Infrastructure**
- ✓ **Ongoing Community Engagement through Outreach, Recruitment, and Partnership**



The 6-Month Progress Report will be available on the Health District website in English and Spanish.



# Introducing | MHSU Alliance Steering Committee

Alyson Williams (*interim*) **The Health District of Northern Larimer County**

Amy Martonis **Larimer County Behavioral Health Services**

Andre Dunn & Christinia Eala **Tiyospaye Winyan Maka**

Carri Ratazzi **Housing Catalyst**

Cyndi Dodds **SummitStone Health Partners**

Daphne Heugerich **UCHealth**

Emily Humphrey **Larimer County Community Justice Alternatives**

Emily Drake **Bridges of Colorado**

MJ Jorgensen **North Colorado Health Alliance**

Mia Campbell **Yarrow Collective**

Rachel Olsen-Towlen **Alliance for Suicide Prevention**

Shannon Jenkins **Thompson School District**

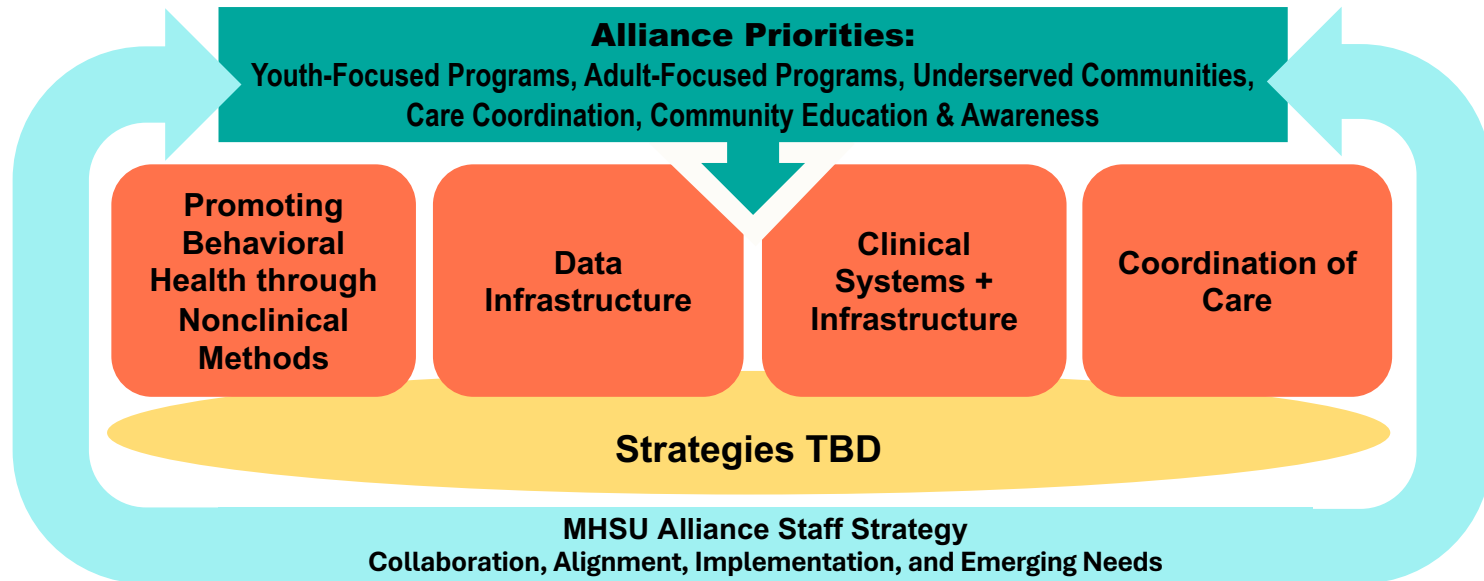
Whitney Bennett-Clear, Kelly Glick, & Shayna Seitchek **Poudre School District**

## Lived/Living Experts

- Kristy Brewbaker
- Isabel Serafin
- Bryan Sutherland

# Workgroup Progress

- **Promoting Behavioral Health Through Nonclinical Methods:** First to launch (June/July)
- **Policy:** Re-established; meetings begin late summer
- **Coordination of Care:** Recruitment ongoing; fall launch
- **Data Infrastructure & Clinical Systems + Infrastructure:** Launch planned by end of 2025



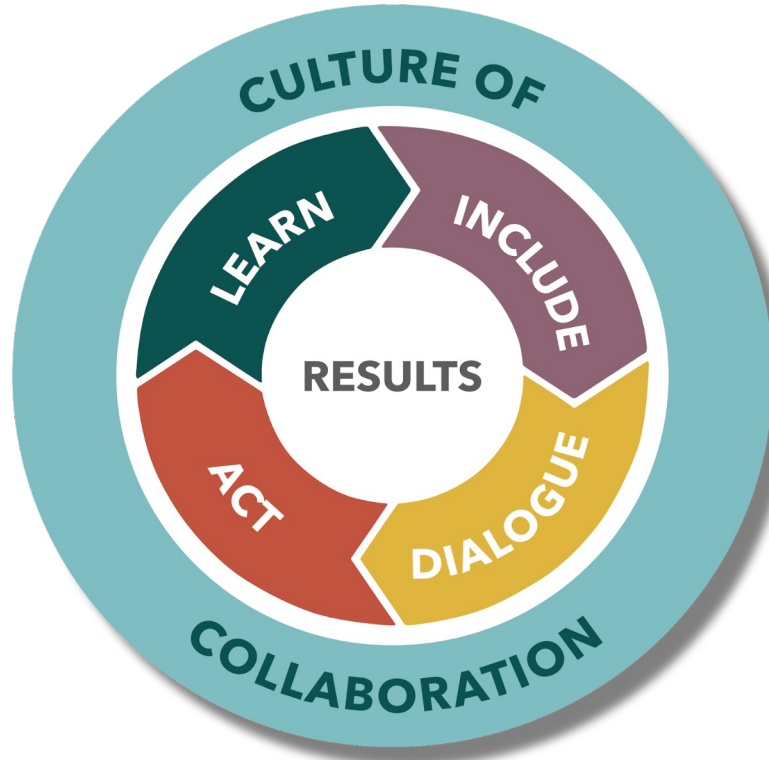
## Alliance Staff Strategy | In Action

- **Supporting the Alliance** through logistics, communication, and onboarding
- **Building collaboration skills and capacity** with a consulting group
- **Tracking community needs** by keeping a close eye on funding and priorities
- **Re-launching the Policy workgroup** to prepare for next legislative session
- **Building and deepening relationships** with new and existing partners



## Member Feedback | Community Learning Model

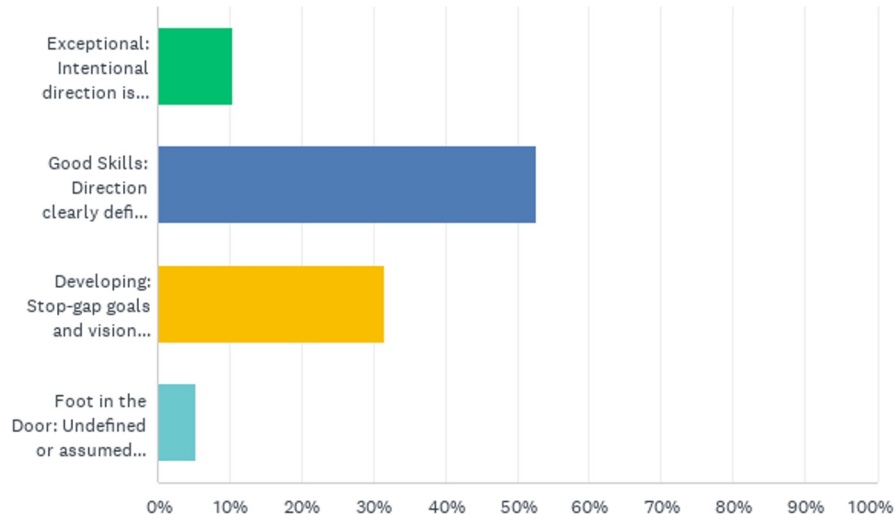
We received 22 responses from both Steering Committee and General Members.





# Member Feedback | Common Results

## Q2 Common Vision

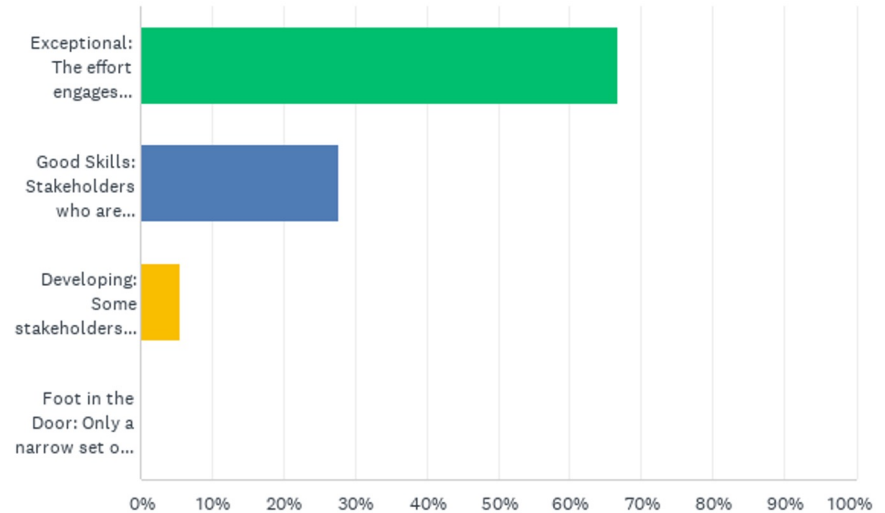


“I think we have new target areas and places we want to see intervention. I do not believe we have articulated clear and achievable goals other than - improve. Once we have these goals set and some metrics we can then use data to inform progress. These are good next steps and I'm glad we are thinking in this direction.”

# Member Feedback | Include

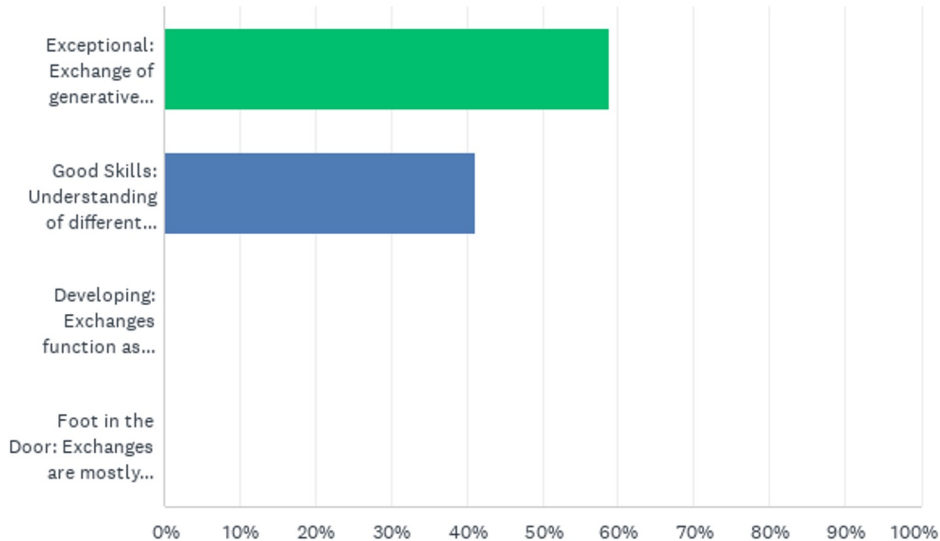
“The organizers have worked very hard on representation and making sure people feel welcome and amplifying voices.”

## Q5 Representation of Relevant Stakeholders



# Member Feedback | Dialogue

## Q10 Listening and Talking

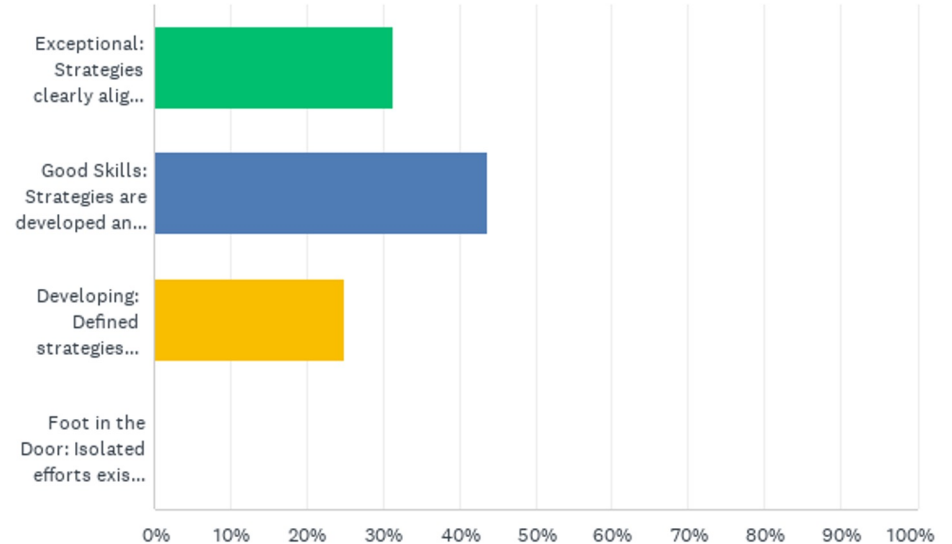


“Dialogue is good... Not a lot of deliberation, but there is a lot of information sharing. I think this group will grow into more comfort with healthy debate and deliberation.”

# Member Feedback | Act

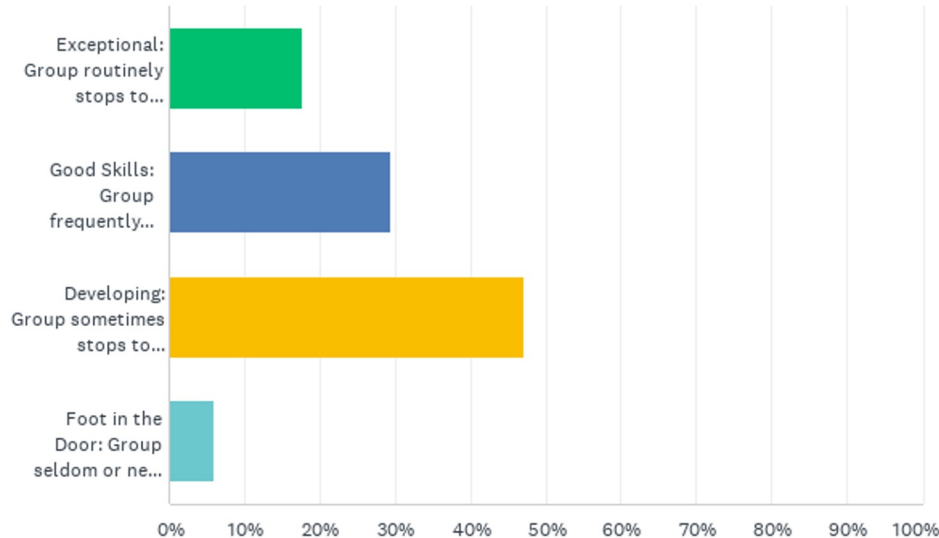
“I believe this is an area we are just getting started on.”

## Q16 Collective Action



# Member Feedback | Learn

## Q21 Reflection

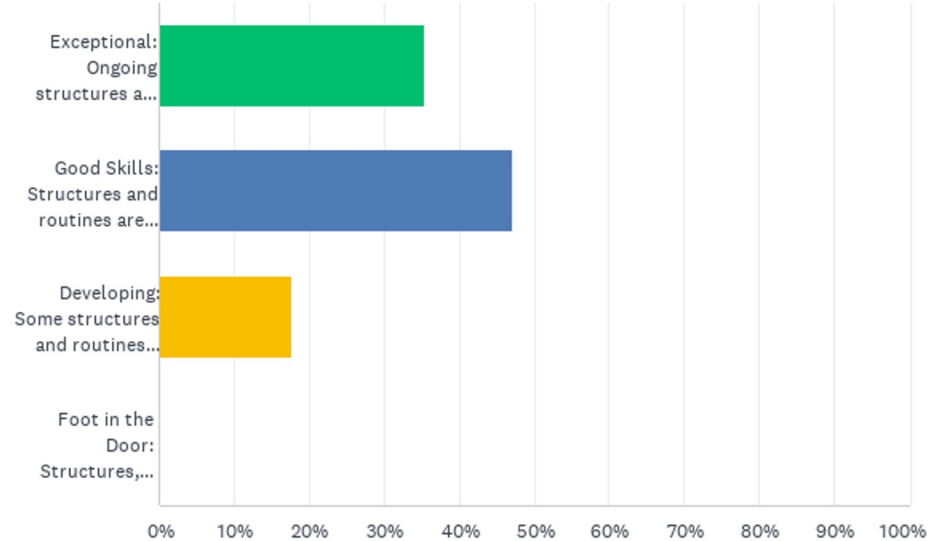


“The organizing team is exceptional and set a tone for all that this is a place to get organized and discuss with a growth mindset. Our process has been slow lately but progress happens at every meeting.”

# Member Feedback | Culture of Collaboration

## Q27 Culture of Collaboration: Structures and Routines

“Relationships are easily built between members. We have worked hard on our structure and are now set to begin the work. The process around building the structure was thoughtful and well facilitated.”





# Member Feedback | Key Takeaways

## Laying a Strong Foundation

We have built a solid base for collaboration by fostering a welcoming, inclusive, and representative environment.

## Shared Understanding

Assessment results confirmed our expectations — we aligned on both strengths and areas for improvement, which shows we're on the right track.

## Opportunities for Growth

We're excited to strengthen internal infrastructure to support continued collaboration, especially in:

- Understanding funding structures and mechanisms
- Building capacity and opportunity for productive dialogue and conflict resolution
- Shifting from process to action

## What's Next?

1

### **Launch workgroups**

and develop specific,  
actionable and locally-  
tailored strategies

2

### **Add Details to Strategic Plan**

by supporting Steering  
Committee in identifying the  
overall goal and indicator  
metrics.

3

### **Move Into Action**

by supporting  
implementation,  
recruitment, and other key  
operations

### **Interested in being involved?**

Join a workgroup | Stay informed | Everyone is welcome! No experience necessary.

Email: [CIT@healthdistrict.org](mailto:CIT@healthdistrict.org) or Fill Out the Interest Form: [bit.ly/JoinTheMHSUAlliance](https://bit.ly/JoinTheMHSUAlliance)

# Thank You! | Questions?



The collaborative mural above has been highlighted as a creative activity at several events, including the MHSU Alliance Strategic Plan Release Party in October 2024 and the Spring Teen Self-Care Fair in April 2025.



Executive Leadership Team Functions

# Executive Team Functions – May 2025

Executive	Administration	Strategy & Impact	Client Experience	Exec Projects	Communication
Overall vision and strategic plan	People and Culture	Health Equity	Access to Care	Process Management for ELT	Internal Communications
Org Alignment	HR	Community impact team	Family Dental Clinic	PMO	Media Relations
Financial Stability and Growth	Finance & Accounting	Analysis, Collection, Dissemination	Behavioral Health	Exec Assistant/Board Secretary	Graphic Design
Stakeholder Management	Fleet and Facilities Management	Community Health Assessment	Practice Innovation	Internal Strategic Alignment	
BOD Governance	IT	Policy Analysis			
	Org-wide Compliance	External Relations & Partnership Development			
		Data Stewardship & Program Eval			



At the Health District of Northern Larimer County, health equity means that every person has a fair opportunity to achieve their highest level of health and well-being.

It's our responsibility to:

**Find and Address Barriers:**

We work to make changes to unfair systems that create barriers to better health.

**Support Total Well-being:**

Many factors affect overall health and well-being. We work to provide services that meet each person's needs.

**Center Community:**

Our community guides our work. Building trust and working together helps us improve health for everyone.

We're committed to those we serve and our team. We'll listen, learn, act, and keep improving.



# Health equity strategic plan

## Table of contents

Gratitude

Executive summary

Introduction

Historical context

Our current state

Two-year action plan (fall 2025 – winter 2027)

- Strengthen organizational capacity

  - Alignment and integration

  - Workforce

  - Internal and external communications

  - Staff engagement and education

- Support total well-being

  - Communication and language assistance

  - Accessibility of services

  - Service integration

  - Health-related social needs

- Find and address barriers

  - Data strategy

  - Data collection

  - Using data for decision making and improvement

- Center community

  - Community and client engagement

  - Partnerships

  - Community-driven data and accountability

  - Belonging

Our commitment

- How we'll manage change

- How we'll track and communicate progress

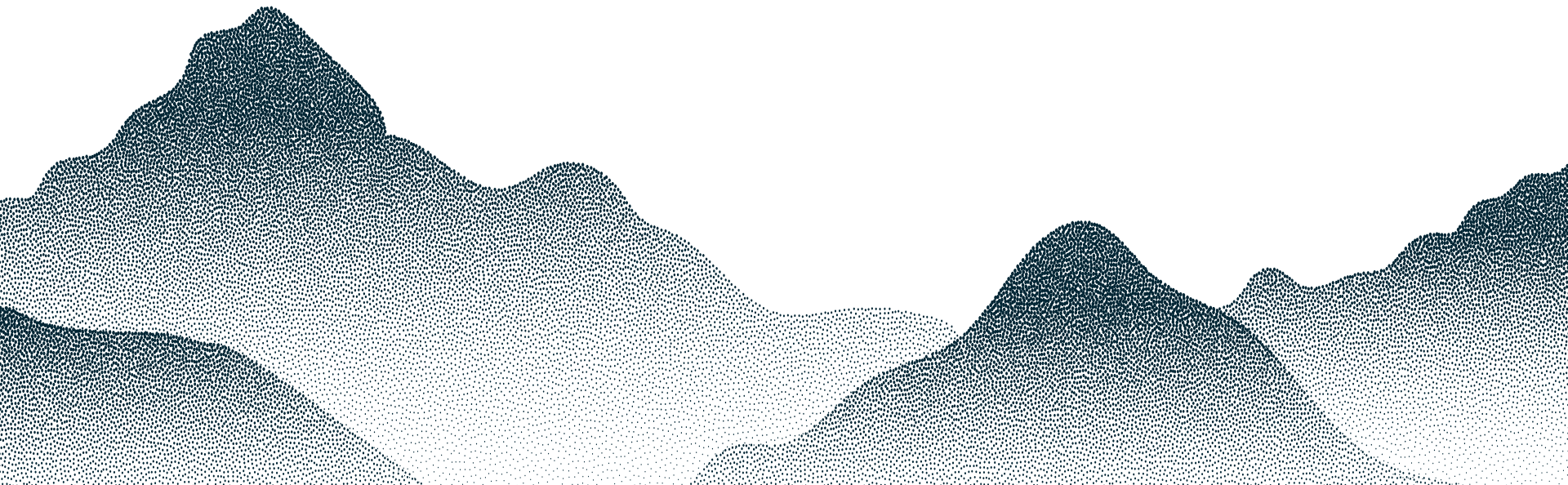
Appendix

- Our process

- Key terms

# Health District Strategic Plan Refresh

June 25, 2025



# Purpose of the Strategic Plan

## Why a Strategic Plan?

- The strategic plan helps the organization achieve clarity, identify and achieve long-term goals, recognize opportunities, and mitigate risks.
- The strategic plan provides guidance to the organization (staff) needed to be successful in achieving the Health District's *mission to enhance the health of our community*.
- The strategic plan helps to align the Health District's resources, activities, and goals to ensure greater impact.

# Purpose of the Strategic Plan

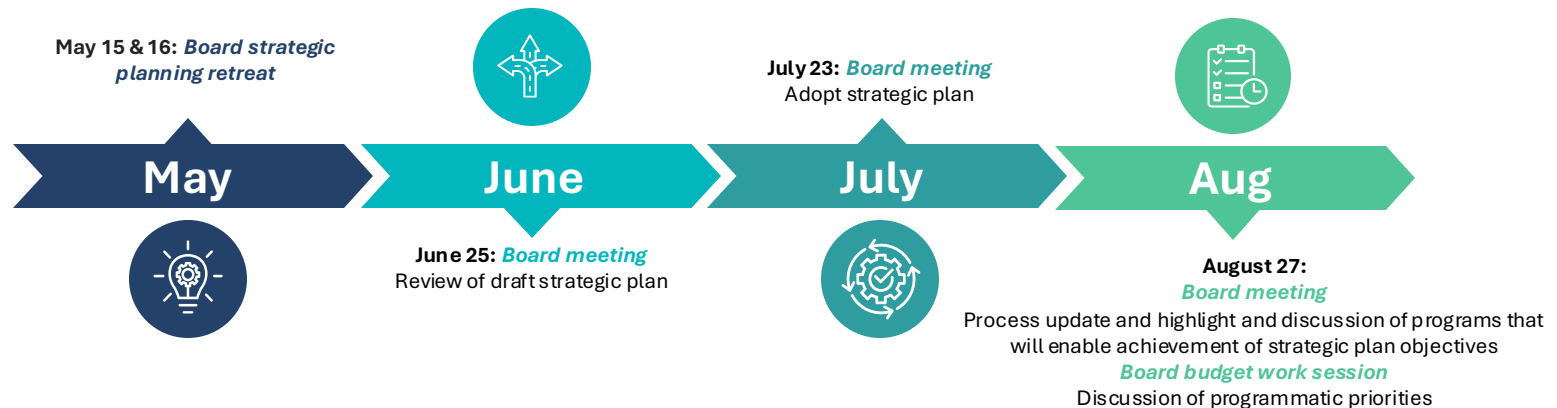
*Health District Board Bylaws Article IV, Section 1. Powers and Duties* states:

- c. To approve a strategic plan based on the mission, vision, strategy, and values; and to review and evaluate the plan annually;
- j. To hold an annual retreat, at which the mission, vision, strategy and values are reviewed.



# 2024 Health District Strategic Plan Process Overview

- Background information and Preparation (March – May 2024)
- Strategic Planning Retreat (May 15-16, 2024)
- Strategic Plan development and adoption (May – July 2024)
- Strategic Plan informs the strategic budgeting process (August – October 2024)



# Key "wins" shared by the Board

- Alignment and consensus.
- Establishing a shared language.
- Obtaining clarity on the **why** and using it to solidify our foundation.
- Obtaining agreement on readiness for transformational change.
- Agreement on foundational infrastructure necessary to move the organization forward and that it will take time and effort to advance these objectives.
- Hearing from all staff and feeling a sense of openness, camaraderie, and comfort to share. Cultivating an environment that is collaborative and creative, combining our strengths to improve our capacity to adapt to community needs.
- We share priorities and are all on the same plane: we're just taking off.



# Key "wins" shared by the Board

- Established a good foundation for moving forward in this process.
- Lines of communication were opened, and the understanding of how we can communicate and work better together.
- Staff involvement at multiple levels for the first time.
- Appreciation that the process is different, and staff/Board interaction enables us to be on the same page.
- Recognition of the effort that has gone into the work is noticed and honored, and the process is appreciated.
- We agree to the importance of keeping our ears open and listening.



### Great Governance

Great governance is essential to an impactful and high-performing organization. It is inclusive and participatory. Each process ensures fiscal stewardship, open and transparent communication, and informed decision-making. Policies, processes, and actions support accountability and responsiveness to current and future needs of Health District residents and taxpayers.

#### Goals:

1. Prepare the Health District Board of Directors to successfully carry out duties of governance and transparency.
2. Protect the integrity of the Health District's financial position and foster fiscal stewardship and accountability.
3. Reflect the community in the Health District's work and increase opportunities for the community to see itself in this work.



## Organizational Excellence

Organizational excellence emphasizes the importance of the people, processes, technology, and systems that enable the Health District to carry out the Health District's mission: *to enhance the health of our community*. Organizational excellence involves oversight, structures, processes, and standards to ensure that impactful services are efficiently delivered within available resources. Organizational excellence focuses on the role of cross-cutting functions in operations and continuous improvement. Organizational excellence enables health equity, partnerships, and great governance.

### Goals:

1. Shape Health District policy to promote positive health outcomes and operational excellence.
2. Fortify enabling functions, including Finance, Human Resources, Support Services, and Information Technology.
3. Strengthen communications functions and strategy, both internally and externally, and promote conditions that improve visibility, organizational transparency, and the use of programs and services.
4. Commit to using improved data collection and dissemination for decision-making.

# STRATEGIC PRIORITIES

## Overview

### Health Equity

Develop a Health Equity strategy that aligns with and supports the achievement of the Health District's mission: *to enhance the health of our community*. Through a lens of cultural humility, we aim to improve access, inclusivity, and reach of the Health District's programs and services, and become a model of responsiveness and trust for the health care community.

#### Goals:

1. Develop and implement a definition of health equity for the Health District.
2. Cultivate an environment in which diverse thought and experience is welcomed, and staff knowledge of and commitment to equity is invested in.
3. Implement new strategies for high-quality and fair treatment of Health District clients and community members.
4. Build the foundation to become a model of inclusive excellence for health care partners and collaborators.

# STRATEGIC PRIORITIES

## Overview

### Partnerships

Broad, cross-sector partnerships are needed to effectively address the full array of complex factors impacting community health.

#### Goals:

1. Assess partner relationships and opportunities for community engagement.
2. Build and strengthen partnerships that maximize impact on community health.
3. Improve collaboration between the Health District and our partners to advance health equity.

# STRATEGIC PRIORITIES INFORMING THE BUDGET

## Partnerships and Funding

### Have greater Impact and intentionally work towards equity

Monumental change desired to fund community partnerships.

- Voiced by Board, Community Partners, Key Stakeholders, and Staff
- Clear strategic direction established in the plan
- Exceptional foresight by the Board
- Innovative way to create organizational agility to address community and partner needs

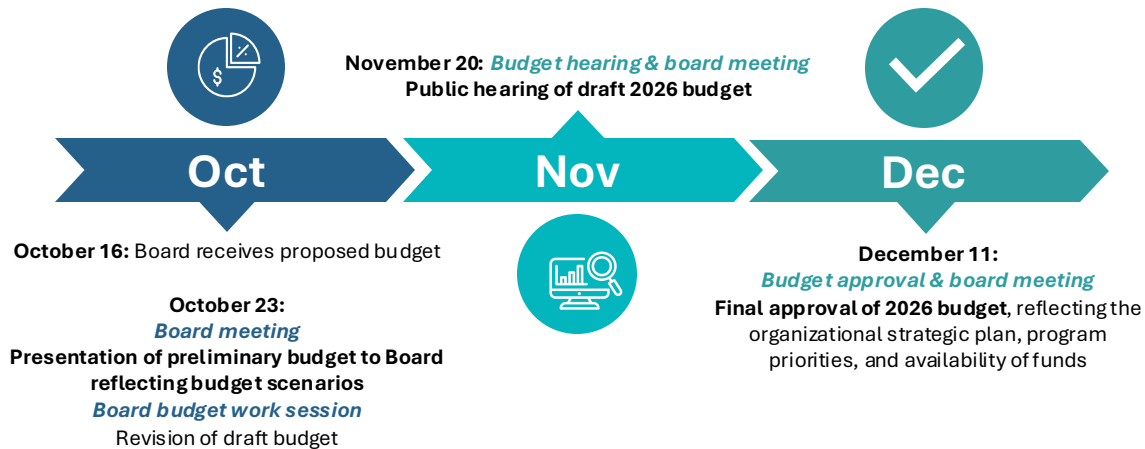
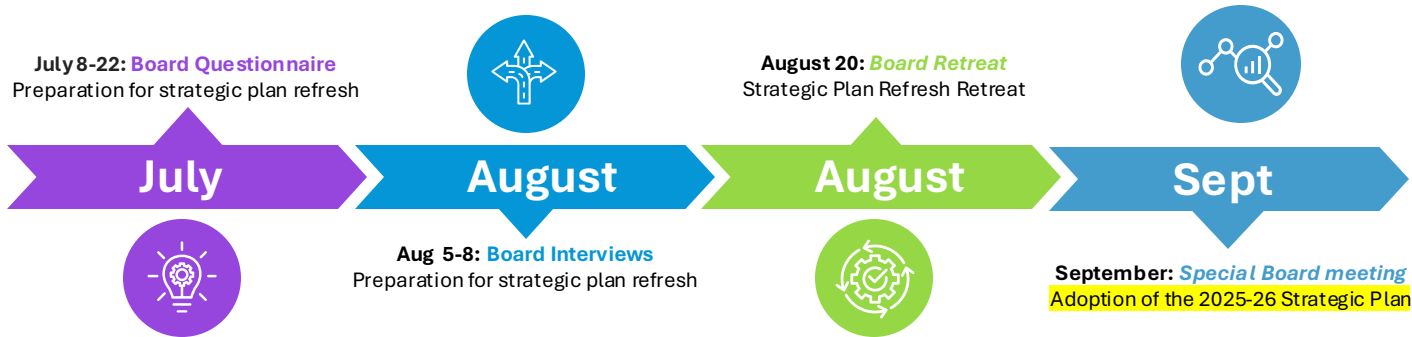


# 2025 Strategic Plan Refresh

## Objectives:

- Refresh 2024-2025 Health District Strategic Plan per Health District Bylaws
- Incorporate the voice of the newly elected Board of Directors
- Document accomplishments towards carrying out the 2024 -2025 Strategic Plan Goals to date
- Adjust/update Strategic Plan Objectives and Strategies
- Update the Plan to include new organizational branding

# 2025 Strategic Planning & Budgeting Timeline





Questions?

# 2024 Strategic Planning & Budgeting Timeline

