



Board of Directors Annual Retreat

September 19, 2022

8:00 a.m. – 6:15 p.m.

Tapestry House

AGENDA

- | | | |
|------------|--|---------------------------|
| 8:00 a.m. | Informal gathering, breakfast (no business conducted) | |
| 8:15 a.m. | Welcome and Introductions | Robert B. Williams |
| 8:20 a.m. | Agenda, Purpose/Goals, Grounding | Nikki McCord, Facilitator |
| 8:45 a.m. | Icebreaker | |
| 9:15 a.m. | Health Equity & Discussion | |
| | Break | |
| 10:00 a.m. | Diversity, Equity, and Inclusion | |
| 11:45 a.m. | Review Mission, Vision, and Values | |
| 12:00 p.m. | Lunch, walk, fresh air | |
| 1:00 p.m. | Working Together | |
| | Break | |
| 2:15 p.m. | 2023 Priority Areas | |
| 3:15 p.m. | Wrap-up, summary, next steps | |
| 3:30 p.m. | Triennial Community Health Survey | Robert B. Williams |
| 4:30 p.m. | Board of Directors Budget Discussion | Robert B. Williams |
| 5:00 p.m. | Dinner | |
| 5:15 p.m. | Adjourn to Executive Session and Dinner | |
| | <i>Personnel matters regarding an Executive Director Contract review and Executive Director 6-month Evaluation Plan per §24-6-402(4)(f) of the C.R.S..</i> | |
| | Adjourn out of Executive Session | |
| 6:15 p.m. | ADJOURN | |

Nikki Rashada McCord

Nikki Rashada McCord is the founder of McCord Consulting Group, a boutique firm with locations in Boulder, Colorado and Panama City, Panama. Ms. McCord has been in the governmental affairs, business consulting, and board development fields for over fifteen years. She has had a notable career in the legislative field which began as the Senior Director of Communications & Legislative Affairs at Scofes & Associates Consulting, Inc. This powerful governmental affairs firm specialized in representing Fortune 500 companies in Michigan and Illinois. She was then asked by former Michigan Governor, Jennifer Granholm, to join her legislative team as the Legislative Advisor for the Michigan Department of Environmental Quality. After moving to Colorado, Ms. McCord worked on educational and labor policy at the Colorado General Assembly, bringing her expertise and proven lobbying style to the West. She specializes in working with organizations in the areas of strategic facilitation and board of director governance.

Ms. McCord earned her Bachelor of Arts in Political Science from the University of Notre Dame where she also obtained a minor in Latin. She received her Masters of Public Policy at Michigan State University.

Nikki is a public speaker and facilitator, training audiences to break free of the status quo so that they can lead their teams and organizations to the next phase of development. She has spoken before the following audiences: The University of Notre Dame, Financial Planning Association, BevNet, ExpoWest, Alliance Management Institute, and the Colorado Small Business Development Center.

Ms. McCord's civic and professional board participation includes the City of Boulder Board of Zoning Adjustment. Her past board participation includes the Posner Center for International Development, Boulder Housing Partners, and the Community Affairs Council of the Boulder Chamber. Ms. McCord is the past President of the Notre Dame Club of Denver and she is the current Diversity Council Region West Director for the University of Notre Dame. She has been named a Boulder 'Young Pro to Know' by the Boulder Chamber of Commerce. Ms. McCord resides in Boulder, Colorado.

■ MISSION ■

The Mission of the Health District of Northern Larimer County is to enhance the health of our community.

■ VISION ■

- District residents will live long and well.
- Our community will excel in health assessment, access, promotion and policy development.
 - Our practice of **assessment** will enable individuals and organizations to make informed decisions regarding health practices.
 - All Health District residents will have timely **access** to basic health services.
 - Our community will embrace the **promotion** of responsible, healthy lifestyles, detection of treatable disease, and the **prevention** of injury, disability and early death.
 - Citizens and leaders will be engaged in the creation and implementation of ongoing **systems and health policy development** at local, state, and national levels.
 - Like-minded communities across the country will emulate our successes.

■ STRATEGY ■

The Health District will take a leadership role to:

- Provide exceptional health services that address unmet needs and opportunities in our community,
- Systematically assess the health of our community, noting areas of highest priority for improvement,
- Facilitate community-wide planning and implementation of comprehensive programs,
- Educate the community and individuals about health issues,
- Use Health District funds and resources to leverage other funds and resources for prioritized projects, and avoid unnecessary duplication of services,
- Promote health policy and system improvements at the local, state and national level,
- Continuously evaluate its programs and services for quality, value, and impact on the health of the community,
- Share our approaches, strategies, and results, and
- Oversee and maintain the agreements between Poudre Valley Health System, University of Colorado Health and the Health District on behalf of the community.

■ VALUES ■

- Dignity and respect for all people
- Emphasis on innovation, prevention and education
- Shared responsibility and focused collaborative action to improve health
- Information-driven and evidence-based decision making
- Fiscal responsibility/stewardship
- An informed community makes better decisions concerning health

GUIDELINES FOR PUBLIC COMMENT

The Health District of Northern Larimer County Board welcomes and invites comments from the public. If you choose to make comments about any agenda item or about any other topic not on the agenda, please use the following guidelines.

- **Before you begin your comments please:** Identify yourself – spell your name – state your address. Tell us whether you are addressing an agenda item, or another topic.
- **Limit your comments to five (5) minutes.**



About the 2022 Community Health Survey

The 2022 Larimer County Community Health Survey was the tenth triennial survey conducted by the Health District of Northern Larimer County. The survey instrument contained 74-multi-part questions to collect data on a variety of health conditions and behaviors, healthcare affordability and coverage, access to healthcare, and need for various services. Data was collected from mid-April to mid-July of 2022, and all materials were available in Spanish as well as English.

Survey statistic exerts with CSU's Greybull Statistics Laboratory helped design a sampling strategy to improve data quality by using known household address variables (own vs rent, multiple vs single family, age of residents, Hispanic surname). Starting in April of 2022, a scientific random sample of 12,991 households in Larimer County were contacted by mail, requesting that one adult in the household complete the survey.

We used a standard "push-to-web" approach, consisting of up to 5 mailings several weeks apart, with an upfront \$2 included in the first mailing (a letter) and a promise of \$5 for completing the survey online. The second and third mailings were postcard reminders with each household's unique passcode to the online survey. The fourth mailing was a packet containing paper versions of the survey in English and Spanish and a postage-paid return envelope. The final mailing to addresses that had not yet responded was a large full color postcard.

A total of 2,700 useable surveys were returned from adult residents of Larimer County, resulting in a response rate of 21%. In total, 2,114 usable surveys were completed online (78%) and 586 (22%) were completed by mail. We have 1,645 surveys (61%) from residences within the Health District boundary, and 1,055 from South Larimer County. Data was weighted by age, gender, race, household size, education and other demographic variables. Weighting is a common statistical technique used to improve representation of underrepresented groups in the sample.

2022 COMMUNITY HEALTH SURVEY

- key findings -

A project of the Health District of Northern Larimer County.

This initial report presents data from the 2022 Community Health Survey for residents within Health District boundaries.



Mental Health

- Days when mental health was not good in the past month is the highest recorded by the survey thus far
- **Younger adults (18-34 years old) are most at risk for poor mental health**, including stress and considering suicide
 - Nearly 8 days when mental health was not good
 - Depression diagnosis: 39%
 - Anxiety diagnosis: 43%
 - Depression, anxiety or other MH disorder diagnosis: 52%

1 in 7
(13%)

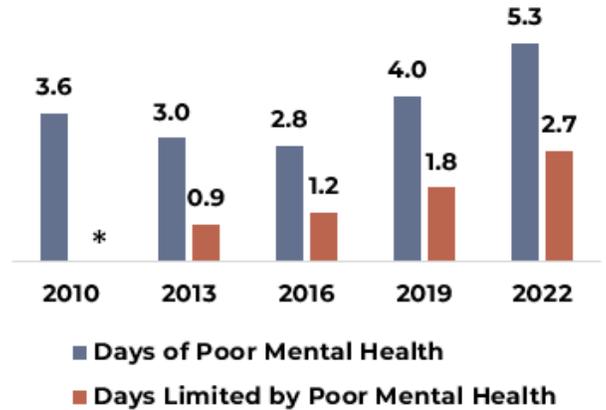
adults rarely or never have someone to confide in, take them to a doctor, or have a good time with

Selected comments about mental health

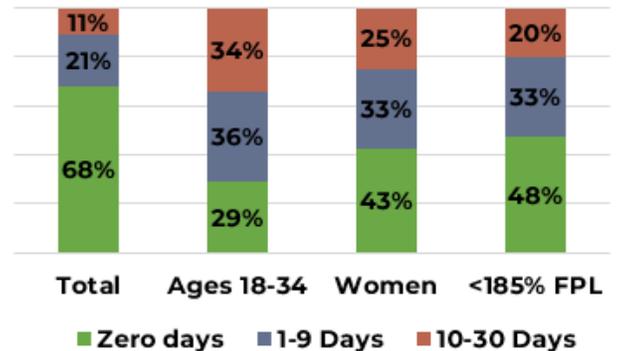
"Connecting people with appropriate mental health care is important and there are not enough providers to handle the county's needs. Also we should better support the mental health professionals we do have so they avoid burnout."

"Mental health for teenagers. Schools need to provide a regular mental health program, and a safe space for students to go in and out of school."

Average Days in the Past Month when Mental Health was Not Good



Days in the Past Month with Poor Mental Health by Characteristic



Substance Use

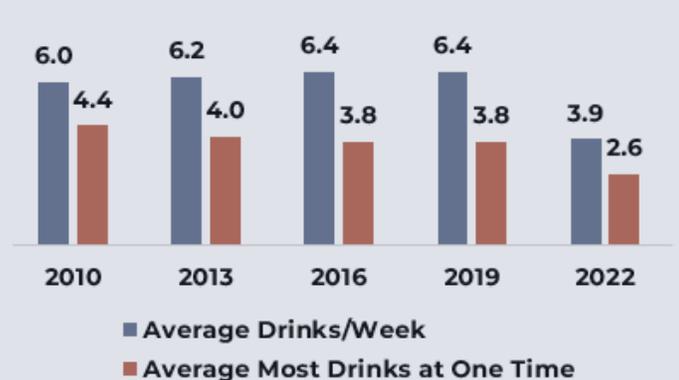
More cannabis users use it frequently, mainly "to reduce stress/relax" and "to improve sleep." In 2019, 28% of cannabis users reported daily use and 35% did in 2022.

Regular (combustible) cigarette use continues to fall (2022: 5%), but e-cigarette/vape has grown to 7% of adults. **More younger adults are vaping than other age groups (15%).**

- About 70% of people who smoke and people who vape are seriously considering quitting

Despite reports of fewer average drinks per week and fewer drinks at one time, binge drinking is not declining (about 23% of residents).

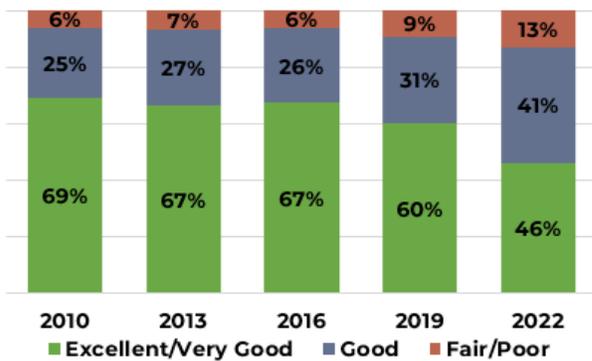
Alcohol Consumption



Physical Health

Survey respondents reporting excellent or very good overall health dropped to less than half; this is worse in households with incomes <400% FPL (36%) and people of color (32%).

Overall, would you say your health is ...?



- Adults at a normal BMI fell below 50% for the first time and 23% are obese (BMI >30), whereas **40% of Hispanic/Latinx residents are obese**
- Physical health was not good on about 4 days in the past month, compared to about 3 in 2019 and 2016; those in **households with incomes <185% FPL have 8 days of not good physical health**
- Fewer are eating healthy amounts of fruits and vegetables than in 2019, about 1 in 3; **1 in 4 in lower income households eat plentiful produce**

Selected comment about health

"People have to work multiple jobs just to feed their families & find housing. They don't have the time to search for healthier food or recreational activities."

Prevalence of asthma, COPD, and diabetes was

2 to 3 times higher

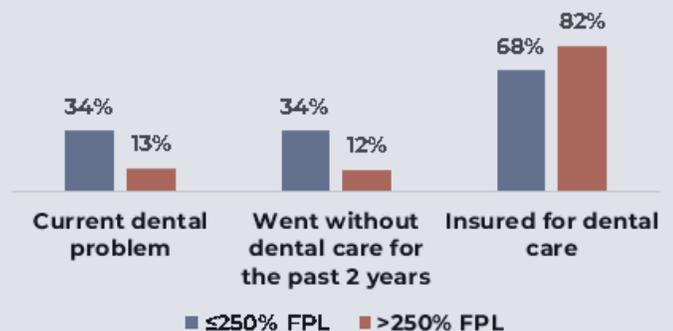
in Hispanic/Latinx residents than non-Hispanic white and other people of color

Selected comment about dental care

"I had to have dental work done that I could not afford it took many years to complete it. I know many other residents who have had the same issue."

- Nearly one in five adults is experiencing a toothache or other oral problem. **Twenty-six percent of younger adults and 36% of Hispanic/Latinx residents report the same.**
- Over 1 in 4 adults reported their household needed low/no cost dental services and 14% reported the need was not met.

Dental Needs by Household Income



Other Topics

Three-quarters believe climate change is a problem; many expect related extreme weather events will impact them in the future:

- floods: 19%
- extreme heat events: 40%
- wildfire: 51%

Selected comment about climate

"Climate change that disrupts food security, ecology, and extreme weather events."

Almost seven in ten residents feel polluted outdoor air is a problem.

- More than 1 in 10 adults are usually or always worried about paying their rent/mortgage
- Twenty percent of those from households with income <185% FPL said if they had to move out of their current home, they have nowhere to go and 5% would go to a local shelter

Selected comment about housing

"Affordable housing is the single biggest threat facing Larimer County. Regressive policies such as 'U+2' and a chronic lack of zoning reform has left poorer families unable to find homes they can rent or own affordably. This must change."

LARIMER COUNTY COMMUNITY DESCRIPTION



Your health matters, your voice matters

A project of the Health District of Northern Larimer County



AT A GLANCE

359,066

Total County
Population

99.3

Males per 100
Females

36.2

Median Age

15.6%

Population 65+

95.1%

High School
Completion
Rate

63.8%

Employment
Rate

\$76,366

Median
Household
Income

11.1%

Poverty Rate

3.0

Average Family
Size
(3.2 Colorado)

19.5%

Under 18 Years Old
(22.1% Colorado)

35.6%

Never married
(32.6% Colorado)

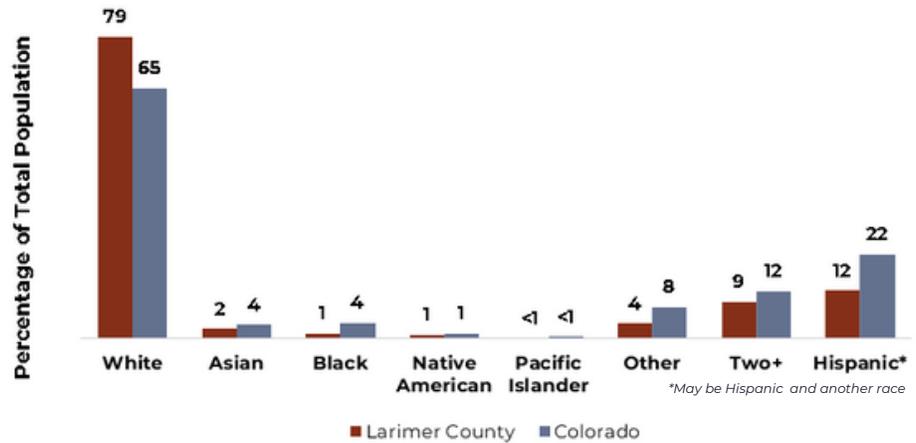
7.1%

Veterans
(8.4% Colorado)

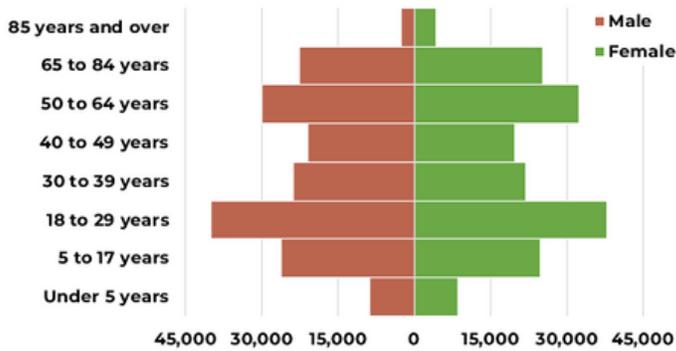
DEMOGRAPHICS



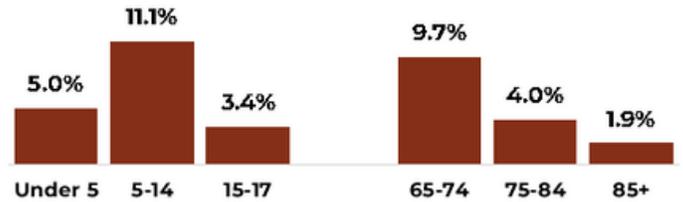
RACE AND ETHNICITY



AGE AND GENDER



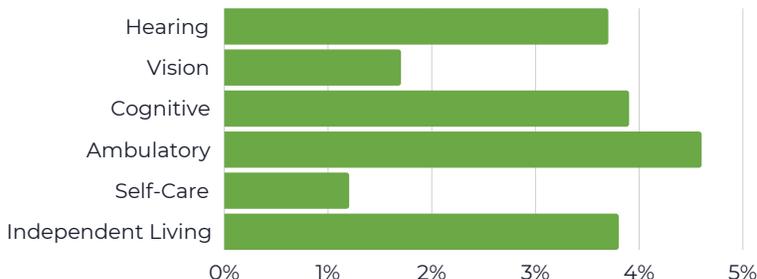
Dependent Population



	2015	2020	
Age Dependency Ratio			
Under 18 and over 65 in relation to the working age population (18-64)	51.6	54.2	↑
Old-age Dependency Ratio			
Over 65 population in relation to the working age population (18-64)	20.3	24.1	↑
Child Dependency Ratio			
Under 18 in relation to the working age population (18-64)	31.3	30.1	—

Colorado has the third fastest growing population of older adults in the United States. By 2030, it is estimated that Colorado's population age 65 and older will be 77% larger than it was in 2015, growing from 719,000 to 1,270,000. By 2030, the 65+ population in Larimer County is projected to be 24.1%, increasing from the current 16.2%.

Disability Type



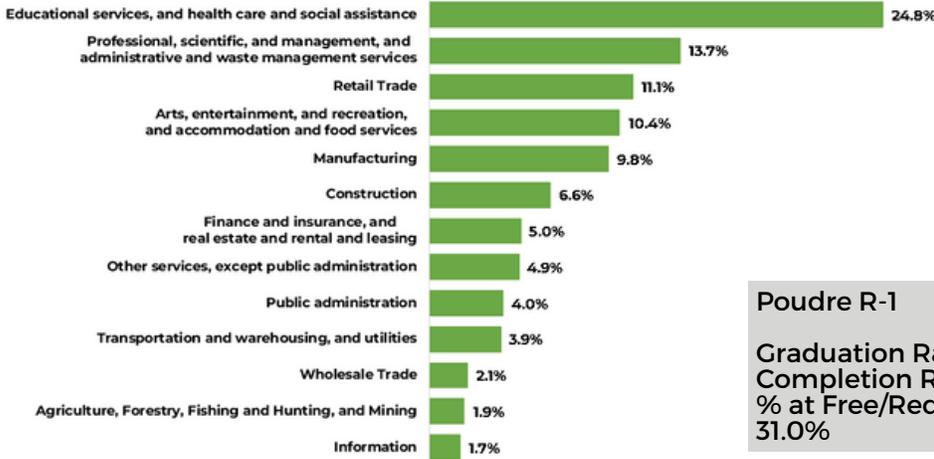
10.1%

of Larimer County residents are disabled compared to 10.8% of all Colorado residents

EDUCATION & EMPLOYMENT

Larimer County is a highly educated county, with close to half of adults having a bachelor's degree of higher, and an on-time high school graduation rate of 83%. As of 2020, Larimer County has a 64% employment rate.

Employment Industry for Ages 16+



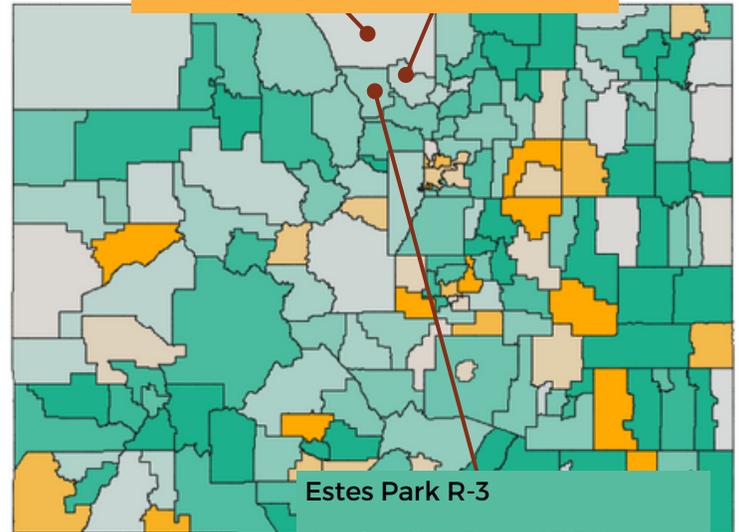
Thompson R2-J

Graduation Rate: 84.8%
Completion Rate: 87.3%
% at Free/Reduce lunch: 39.7%

Poudre R-1

Graduation Rate: 82.6%
Completion Rate: 85.3%
% at Free/Reduce lunch: 31.0%

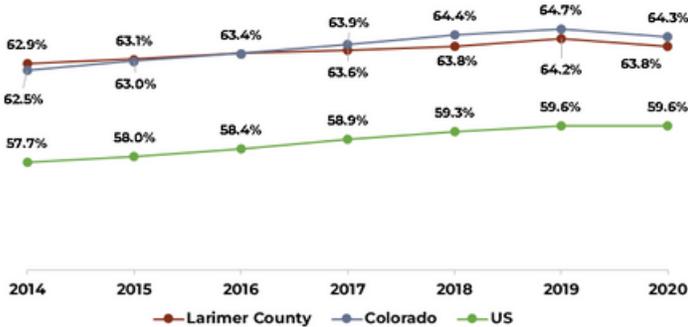
Class of 2021 Graduation Rates



Estes Park R-3

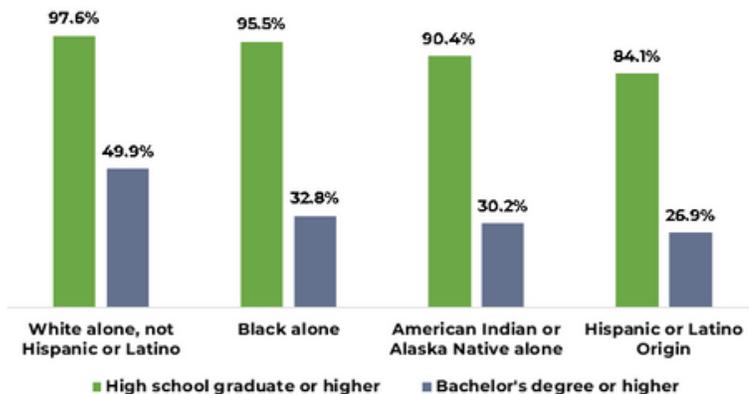
Graduation Rate: 87.5%
Completion Rate: 88.6%
% at Free/Reduce lunch: 26.6%

Employment Rates



Employment rose **7.5%** in Larimer County between December 2020 and December 2021.

Educational Attainment by Race/Ethnicity



47.7%

of Larimer County has a Bachelor's degree or higher

compared to

41.6%

in all of Colorado

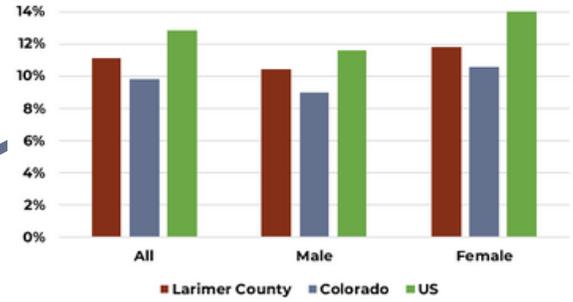
INCOME & POVERTY

In 2020, the median household income was \$76,366, which is more than the median annual income of \$64,994 in the US.

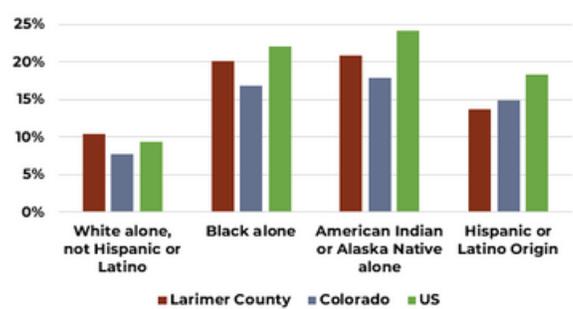
	Median Income
All Larimer County	\$76,366
Families	\$96,221
Married-couple Families	\$106,621
Nonfamily Households	\$43,478

47.7% of jobs in Larimer County have family-sustaining potential which is somewhat lower than 53.4% in Colorado.

Male and Female Poverty Level



Poverty Level by Race/Ethnicity



Child care for infants in Colorado costs about **21%** of a median family's income. The current average cost of care in Larimer County for the 1-2 year group is **\$362.06 per week**.

The Colorado Childcare Assistance Program supported **2,652** children in Larimer County (2020-2021) with covered expenses for childcare.



During the COVID-19 Pandemic, SNAP benefits were increased so that each family received the maximum allotment of SNAP benefits. Of all of the programs administered through Larimer County Department of Human Services, the SNAP program saw the largest increase of applications

From July 1 2020-June 30 2021:
The average monthly benefit per family was **\$274.87**
\$35,547,783 in benefits was provided to families and spent in our community



50,214 Larimer County residents were able to access health, dental or behavioral health care through Health First Colorado

21.95% of the county population is enrolled in Health First Colorado
79,573 - the average number of Health First Colorado members enrolled per month in Larimer County.

HOUSING

66.3%
homeownership
rate

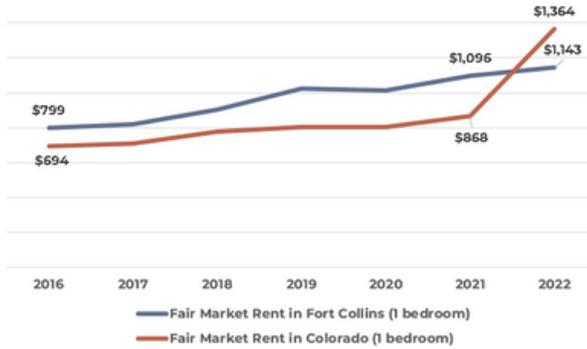
158,759
total housing
units

12th
highest rent in
the country

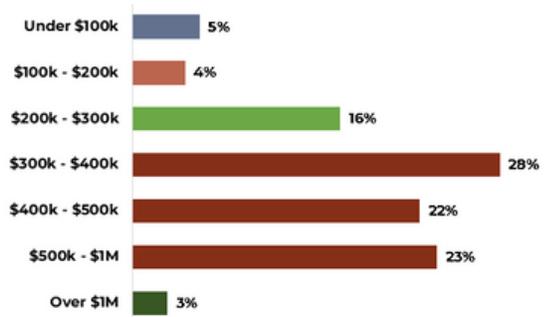
\$60,186
annual household
income needed to
afford a two-
bedroom rental
home at HUD's Fair
Market Rent.

The housing crisis is being experienced nationwide since the pandemic has caused inflation, employment shortages, and supply chain issues. Larimer County, especially, has been seeing historically high housing costs and high rent with rising rents outpacing renter income gains.

Fair Market Rent by Year



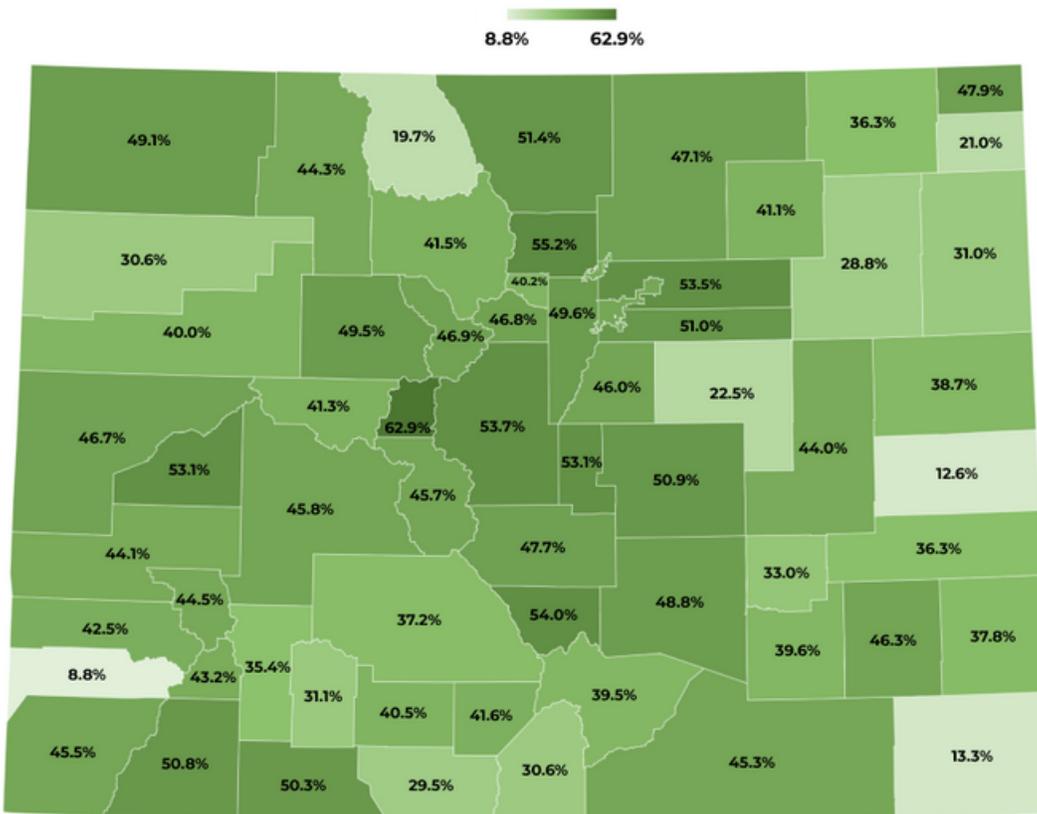
Share of Property Value by Cost Bucket (2020)



In 2020, the median property value in Larimer County, CO grew to to **\$390,600** from the previous year's value of \$363,800.

A cost-burdened household is a household that spends 30% or more of their income on housing. More than half of all Larimer County renters (**51%**) are cost burdened and **27%** are severely cost burdened, meaning they spend at least half their income on housing costs.

Percentage of Cost Burdened Renters



Cost-burdened renters are more often women, over 40, single parents, and/or without a postsecondary education. The widening gap between rent costs and income is putting a strain on affordable, available units in the area.

HOMELESSNESS

The federally mandated annual Point-in-Time (PIT) count occurred on January 25, 2022. The resulting estimate of people experiencing homelessness helps analyze year-over-year trends and better support the needs of the population.

556
Total homeless in Larimer County (2022)

54%
of Murphy Center guests are living with a disability

PIT Count Year	2016	2017	2018	2019	2020	2021
Larimer County	289	380	273	332	329	348
Colorado	10,550	10,940	10,857	9,619	9,846	8,016
US	373,571	360,867	358,363	356,422	354,386	326,126

This table includes only "sheltered" counts which is defined as individuals and families living in a supervised publicly or privately operated shelter designated to provide temporary living arrangement (including congregate shelters, transitional housing, and hotels and motels paid for by charitable organizations or by federal, state, or local government programs for low-income individuals)

1,709

INDIVIDUALS

Enrolled in day shelter at the Murphy Center in 2021

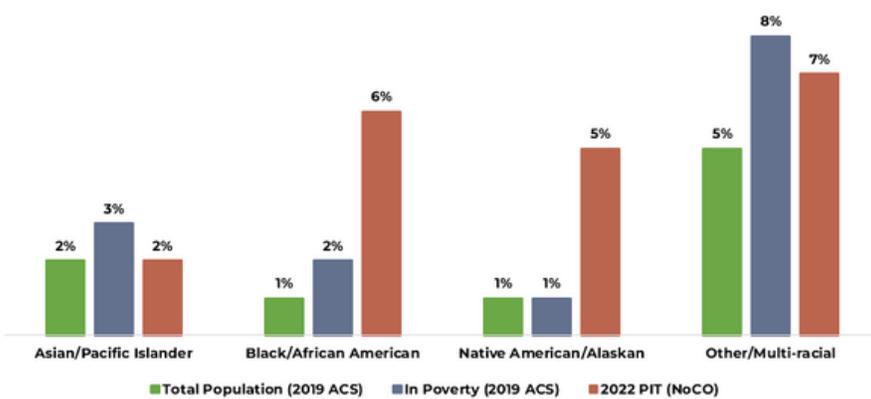
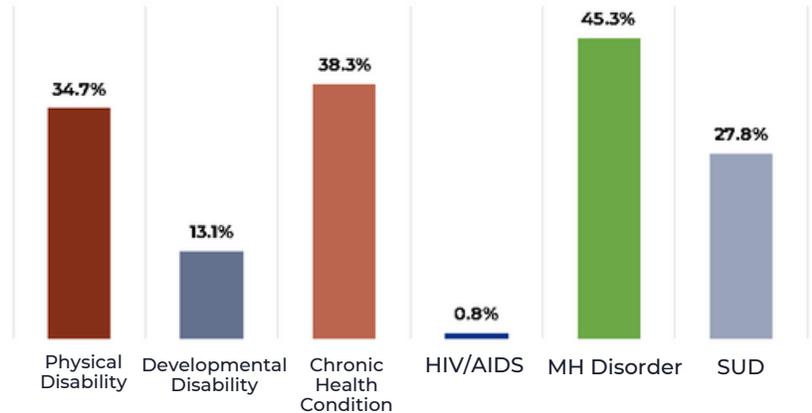
78.6%
MEDICAID

12.3%
MEDICARE

Over Half

have been homeless for more than 6 months

Self Reported Disability Status by Murphy Center Guests



Racial and ethnic disparities revealed by the 2022 PIT Counts for Northern Colorado* show Black/African American and Native American communities are overrepresented in the population experiencing homelessness.

*Northern Colorado is Larimer and Weld Counties.



In the 2020-21 school year, Thompson School District had **838** Pre-K - 12th grade students who qualified for services through the McKinney-Vento Homeless Assistance Act. Poudre School District had **1,432** students who qualified.



SOURCES

- US Census Bureau
- Northern Colorado Continuum of Care
- Census Reporter: Larimer County
- Colorado Department of Education
- U.S. Bureau of Labor Statistics & MIT Living Wage Calculator
- National Low Income Housing Coalition
- Larimer County Affordable Housing Needs Assessment
- US Department of Housing and Urban Development
- Colorado Department of Education
- Larimer County Office on Aging
- Bell Policy; Colorado Housing Primer
- Early Childhood Council of Larimer County
- Larimer County Human Services Annual Report

Youth Data **SUMMARY**

This summary includes information on the current health status of youth in Larimer County and across Colorado—including suicide and mental health, sexual health, tobacco and substance use, healthy lifestyles, and vaccinations.



AT A GLANCE:



17.2% of high school students used a vape product in the past 30 days

Of students who smoked in the past 30 days, 27.9% smoked menthol cigarettes (2021), **up from 17.9% in 2019**



14.6% of students used marijuana and **27.3%** consumed alcohol in the past 30 days



With the school year beginning and vaccine preventable diseases spreading globally, COVID-19 and other vaccines continue to be encouraged for age-appropriate youth.

4.7% of Colorado kindergarteners had a non-medical exemption for one or more vaccines in 2018-19



41.5% of students felt sad/hopeless nearly daily for two or more weeks in the past 12 months



75% of high schoolers have spent 3+ hours in front of a tv or other device for something other than schoolwork

40.7% of high school students ate vegetables one or more times in the past 7 days



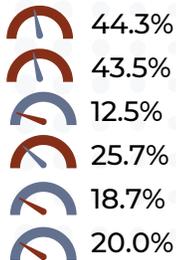
1,313 K-12 students experiencing homelessness are enrolled in Poudre School District



MENTAL HEALTH:

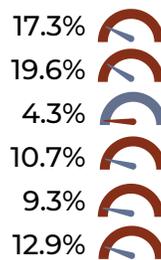
9.6% of Colorado youth have private insurance that does not cover mental health care, ranking Colorado as 40th nationally. Between the 2019 and 2021 Health Kids Colorado Survey years, there have not been any significant changes in the percentage of students reporting "seriously considering suicide" or reporting attempts. Both racial and gender disparities exist for those students who did attempt suicide. High schoolers in the American Indian/Alaska Native category experienced higher rates of considering suicide and those who identify as transgender had higher rates of suicide attempt.

Seriously Considered Suicide



Bisexual
Gay/Lesbian
Straight
Multiracial
Hispanic
White

Attempted Suicide



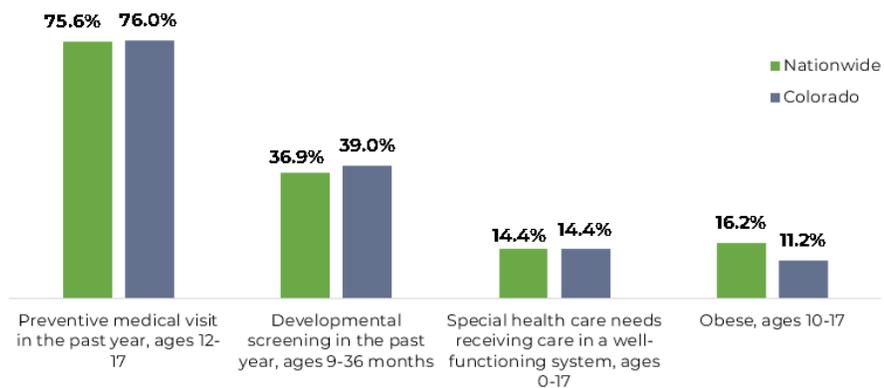
Just over **half** of high school students feel their stress level is manageable most days & of 3-17 year olds with a mental/behavioral condition receive treatment or counseling

60.9% of Colorado youth with major depression do not receive treatment for it. COVID-19 had major implications on mental health for youth in the last two years; 68.5% reported poor mental health and 50.6% reported more stress.

91.1% of local high school students feel safe in their neighborhoods

18.4% feel they could easily get a gun

Colorado tracks with the nation in many health measures, but has fewer obese youth:



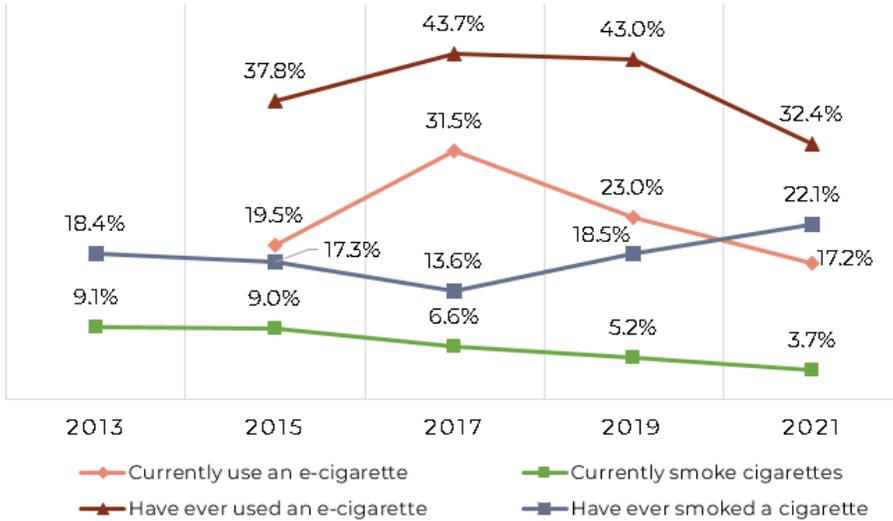
	Recent physical activity	On a sports team in the past year	Concussion in the past year from sports or physical activity
2017	50.40%	58.00%	N.R.
2019	52.00%	63.30%	18.90%
2021	49.50%	51.20%	13.30%



SUBSTANCE USE:

Tobacco trends are steady or improving, but fewer students who use vape products attempted to quit. Larimer County is seeing a decrease of youth currently smoking cigarettes and e-cigarettes, yet an increase in those who have ever smoked a cigarette. Rates of both smoking and vaping tobacco are higher for students of color and those who do not identify as singularly female or male in Colorado.

Larimer County Youth Cigarette Smoking and Vaping Trends



E-cigarette question was added to the 2015 Healthy Kids Colorado survey



Flavors attracted 1 in 5 Larimer County high school students to use a vape product

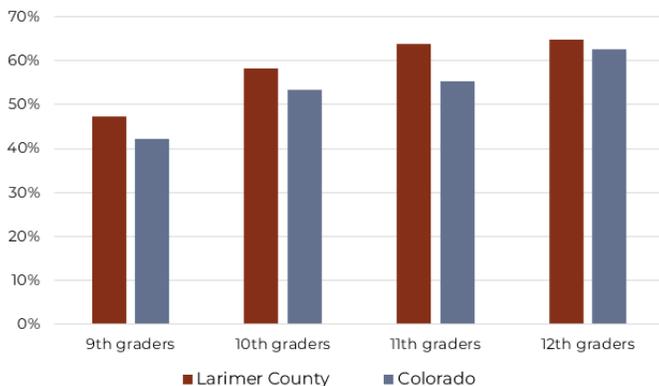
53.2% of 2019 students who used vaped products tried to quit in the past year; only **47.5%** in 2021

Marijuana use for students in Larimer County is slightly higher (14.6%) than the State (13.3%). Students tend to use marijuana in a variety of ways and 27.5% of local students who use marijuana have reported that they get it from adults.

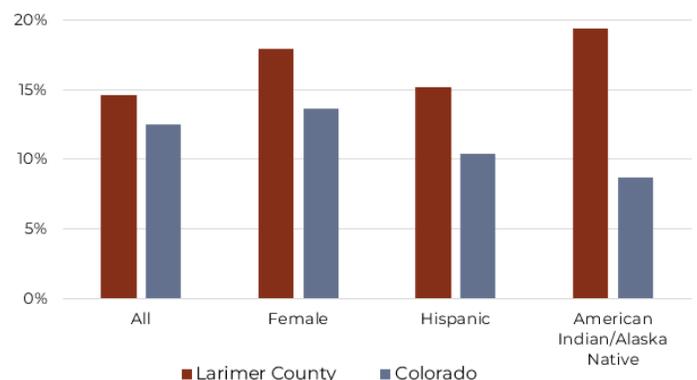
	Compared to 2019	
Smoked	77.0%	↓
Vaporized	38.5%	—
Ate	34.9%	—
Dabbed	52.2%	—
Other way	8.4%	—

Access to alcohol may be easier for youth locally than statewide, while disparities exist for binge drinking by race and gender.

Students Who Feel it Would be Easy to Get Alcohol



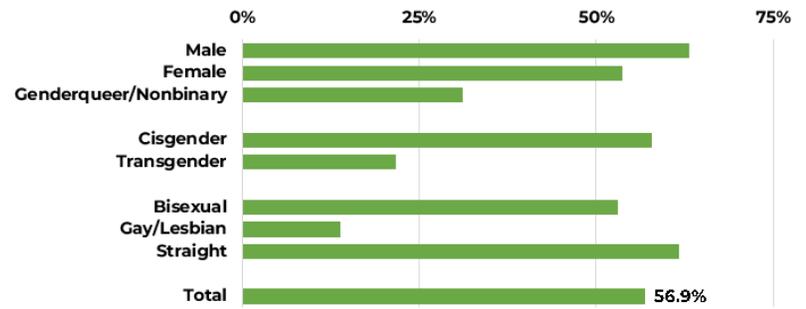
Binge Drinking by Race & Gender



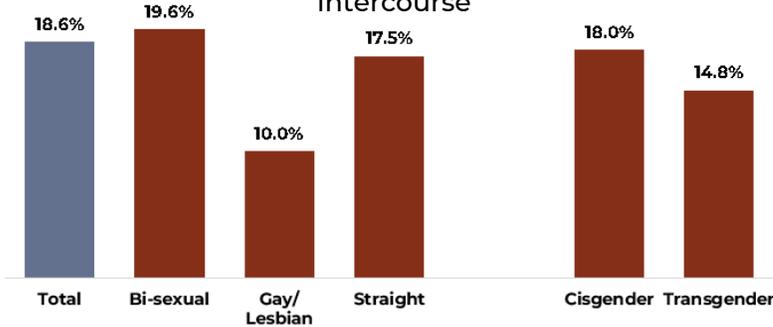
While most local youth sexual behaviors are similar to statewide youth, risky behaviors are often reported.

Chlamydia remains the most common STI among youth with almost 5,000 cases per 100,000 (females, age 15-19). Condom use in the last three months is slightly lower in Larimer County (56.9%) than in the state (58.6%). Across the US, gonorrhea and syphilis rates have increased dramatically since 2016. Colorado ranks 31st in rates of chlamydia, 33rd for gonorrhea, and 21st for syphilis.

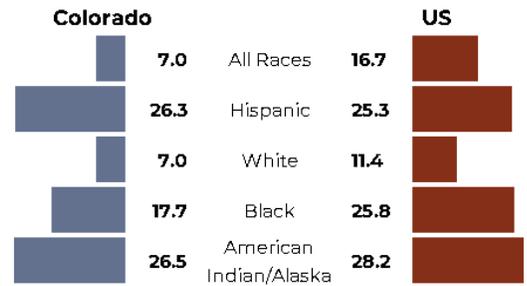
Condom Use During Most Recent Intercourse



Fewer gay/lesbian students used substances before intercourse



Teen Birth Rate per 1,000

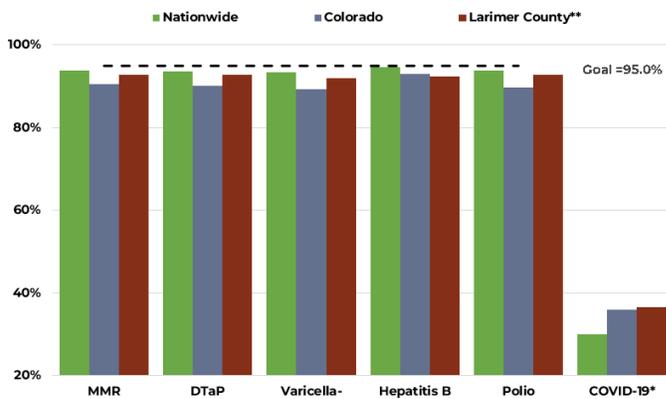
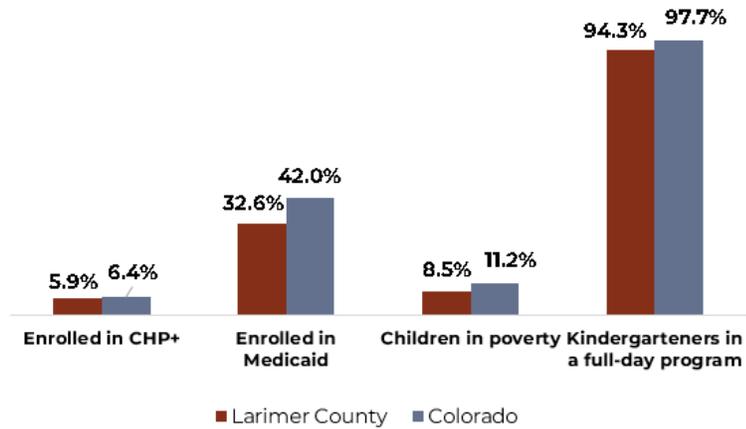


313 children placed in out of home care

11.3% share of unhoused population 0-17

3.1% share of unhoused population 18-24

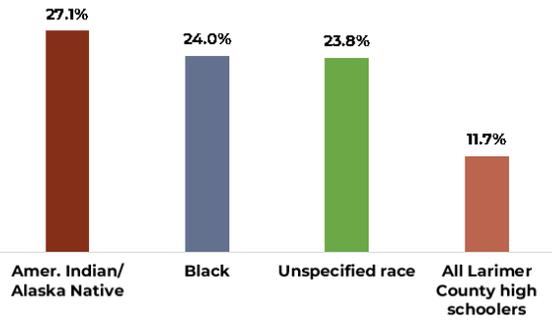
Vulnerable Youth Indicators



*Ages 5-11; data as of August 2022 **2021 county rates, excluding COVID-19

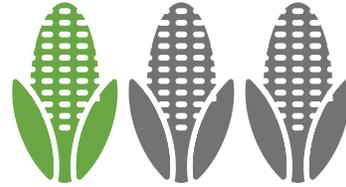
Local kindergarten vaccination rates typically outpace the state, lower than national rates. Larimer County lags behind the state only in Hepatitis B vaccination

Hunger in the past 30 days due to lack of food at home is experienced unequally



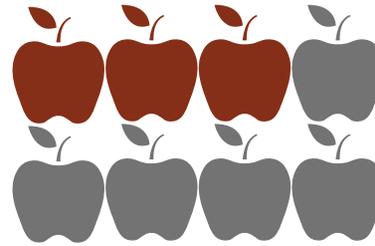
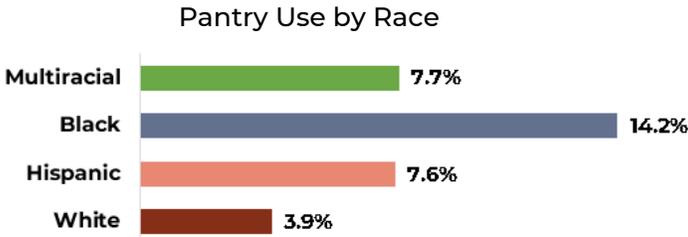
Nearly 1 in 4 Larimer County high school students do not have access to enough food and most do not eat even 1 fruit or vegetable in a week

Students of color were more likely to use food pantry or food donation services during the pandemic



1 in 3

Larimer County high school students reported eating at least one vegetable in the past 7 days



3 in 8

Larimer County high school students reported eating at least one fruit in the past 7 days

Sources:

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 Center for Disease Control and Prevention SchoolVaxView
 AAP analysis of data series titled "COVID-19 Vaccinations in the United States, Jurisdictions". CDC COVID-19 Data Tracker (URL: <https://data.cdc.gov/vaccinations/COVID-19-Vaccinations-in-the-United-States-Jurisdiction/uns-k-b7fc>).
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 Mental Health America Youth Ranking 2022
 Colorado Department of Revenue 2021 Annual Report
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