

# Health Promotion Program

Julie Abramoff and Maggie Mueller



# What are we working on?



Heart Health Screenings



Community Dual Disorder Treatment (CDDT) with SummitStone



Infection Control



Community Flu Vaccine Clinics



Potential Future Partnerships

# Current Heart Health Screening Locations

Mason Place

Redtail Ponds

Murphy  
Center

La Familia

Project  
Homeless  
Connect

Fuerza Latina  
Resource Fair

Spirit  
Crossing

Health  
District

Senior  
Center

# Heart Health Screenings and Priority Population Served January 2024 – First week of June 2024

## **Total number of individuals screened:**

- 192 screenings

## **Percent of those screened who fit priority population:**

- 22% Hispanic
- 35% have no primary care provider
- 38% use public assistance



# Future Heart Health Screening Locations

Mobile home  
parks

Spanish-  
speaking  
communities

Events in  
collaboration  
with Outreach  
team

# Community Dual Disorder Treatment (CDDT)

- In Partnership with SummitStone Health Partners
- Clients in this program are diagnosed with substance use disorder AND mental illness
- RN accompanies psychiatrist to do home visits for clients
- RN also does wellness checks, medication reconciliation, and administers injections

# Infection Control



Infection  
Control policy



Onboarding  
new staff



Current  
employee  
tuberculosis  
(TB) training  
and screening



Employee  
exposure  
events



Annual  
employee and  
family flu  
vaccine clinic



Automated  
external  
defibrillator  
(AED)  
equipment

# Community Flu Vaccine Clinics

- La Familia
- Murphy Center (in partnership with Health Department)
- Red Feather Lakes
- Plans to continue in 2024



# Potential Future Partnerships

## Further outreach to priority populations

- Outreach could include:
  - Engaging with members of our community through alternative approaches such as home visits or street medicine
  - Supporting health clinics serving hard to reach populations

Thank you!

Questions?

# 2024 Legislative Session

Evaluation Report



**Overview  
of the 74<sup>th</sup>  
General  
Assembly**



**Hot Topics**

**705**

**Bills  
Introduced**

**74%**

**Bills  
Passed**

**519**

**Bills  
Signed**

# Summary of Health District Engagement

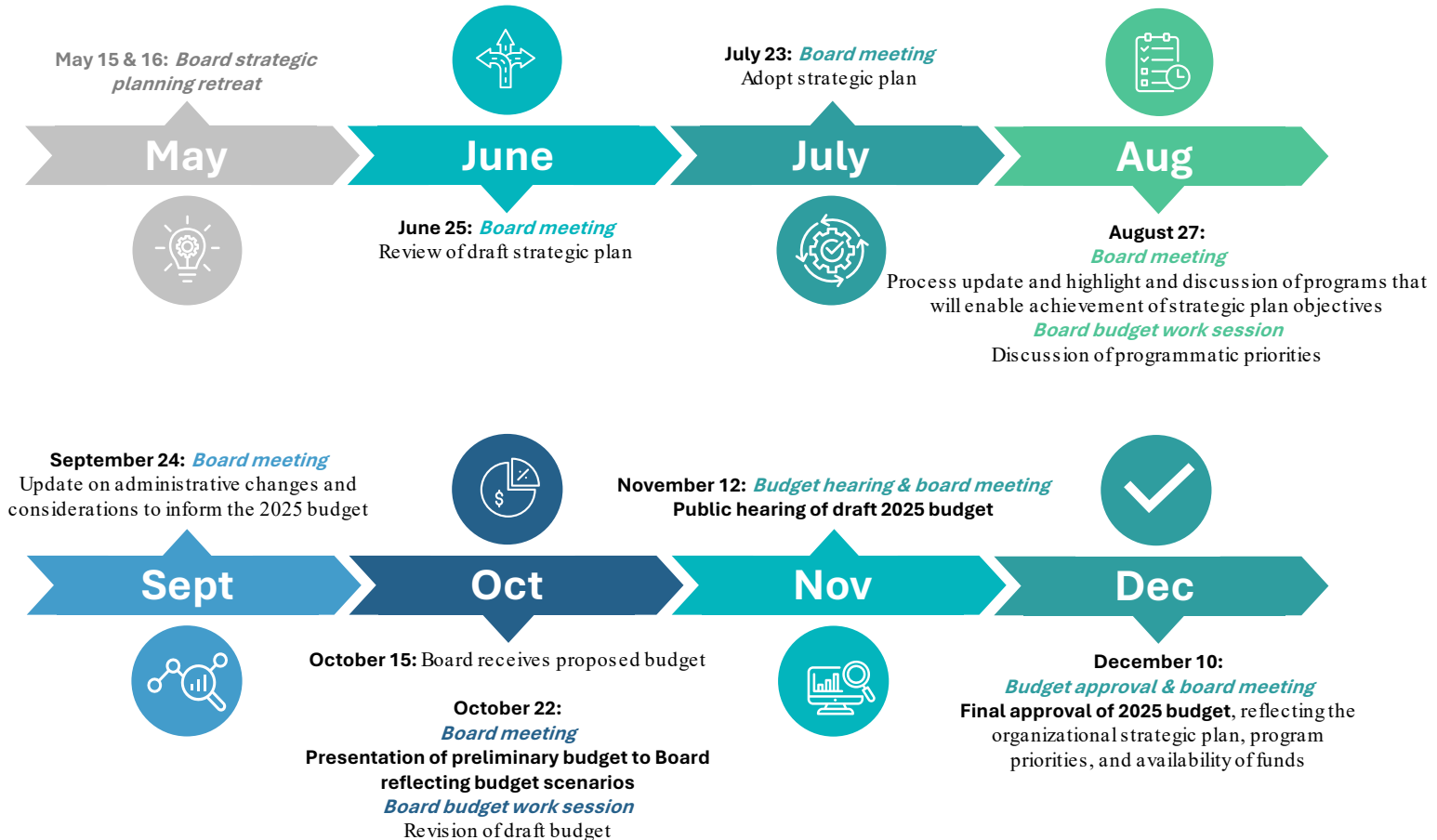
- The Health District tracked 80 bills during the session, with the following outcomes:
  - 50 passed (2 vetoed)
  - 16 bills postponed indefinitely
  - 12 bills lost
- Policy Anchors
  - Oral Health: 100% Pass
  - Behavioral Health: 67% Pass
  - Access Through Coverage: 67% Pass
  - Operations and Logistics: 54% Pass
- Priority Bills
  - 62.5% Pass
  - 20.0% Pl'd
  - 15.0% lost
  - 2.5% Vetoed
- The Board of Directors took positions on 46 pieces of legislation and 3 budgetary issues
  - Strong Support: 28.3%
  - Support 65.2%
  - Actively Monitored: 2.2%
  - Opposed 4.3%

# Learnings on Process

- Action Completion
- Timing
- Collaboration

# Thank you!

# 2024 Strategic Planning & Budgeting Timeline







# 2024-2025 STRATEGIC PLAN UPDATE

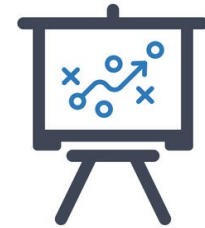
Health District of Norther Larimer County  
Presentation to the Board  
June 25, 2024

# Purpose of the Strategic Plan

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## Why a Strategic Plan?

- A strategic plan helps the organization achieve clarity, identify and achieve long-term goals, recognize opportunities, and mitigate risks.
- A 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.**
- A strategic plan helps to align the Health District's resources, activities, and goals to ensure greater impact.



# Process Overview

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To prepare for the strategic planning retreat, the consultant conducted a discovery process that included 5 inputs. The information collected in these inputs were used to prepare for the off-site 2-day strategic planning retreat.

## Inputs include:

1. Review and assessment of existing Health District policies.
2. Board member 1:1 interviews.
3. Six key stakeholder interviews (stakeholders were identified by the Board).
4. Interviews with members of the Executive Leadership Team.
5. Summary data from the Health District's 2022 Community Health Survey and 2023 Youth Behavioral Health Assessment, as well as from secondary sources. The data focused on Oral Health, Behavioral Health, and Access to Care through Coverage.

# Process Overview Continued

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A 2-day Strategic Planning Retreat was held **May 15-16, 2024**.

## **Objectives of the retreat were:**

- Review roles and responsibilities and understand what was heard in interviews.
- Gain recognition and consensus of where the organization is and where it wants to go.
- Gain clarity and consensus on a strategic framework.
- Gain recognition and consensus of where the organization is and where it wants to go.
- Set a strong foundation.
- Integrate staff workplans into Board strategic direction.

Exceptional discussions were had at the retreat, direction was provided to staff, and no decisions were made at the retreat, in accordance with CRS 24-6-402.

# Key "wins" shared

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

# Key "wins" shared

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- Hearing from all staff and feeling a sense of openness and camaraderie and comfort to share. Cultivating an environment that is collaborative and creative, combining our strengths to improve capacity to adapt to community needs.
- Agreement on foundational infrastructure necessary to move the organization forward and that it will take time and effort to advance these objectives.
- We share priorities and are all on the same plane: we're just taking off.
- We agree to the importance of keeping our ears open and listening.

**DRAFT**



# DRAFT Strategic Plan Framework

## A LETTER FROM OUR EXECUTIVE DIRECTOR and BOARD CHAIR

Pirate Ipsum:

Reef sails strike colors code of conduct parley sloop yardarm square-rigged mizzen loaded to the gunwalls keel. Bilge rat scuttle gangway heave down piracy nipper pirate mizzen topmast deadlights. Aft case shot lugsail Gold Road scourge of the seven seas mutiny skysail reef bowsprit Admiral of the Black.

Man-of-war yardarm plunder Gold Road case shot capstan poop deck grog blossom clap of thunder topsail. Jack Tar coffer weigh anchor lateen sail warp crimp wench square-rigged careen pirate. Ye hearties interloper cable schooner ho avast tackle booty heave down.

Prow reef sails Davy Jones' Locker spike red ensign boom scurvy ahoy belay Sea Legs. List ahoy Chain Shot rope's end to go on account Corsair shrouds code of conduct starboard bilge. Jack Ketch crow's nest topmast run a rig stern Pieces of Eight Jolly Roger Sail ho cog grog blossom.



Sincerely,


Liane Jollon | Executive Director

Molly Gutilla | Board Chair

Health District of Northern Larimer County



# DRAFT Strategic Plan Framework

	<h2>OUR ORIGIN STORY</h2> <h3>THE HEALTH DISTRICT OF NORTHERN LARIMER COUNTY</h3>
	<h4>ORIGIN STORY</h4> <p>The Health District of Northern Larimer County has been meeting local healthcare needs since 1960. Today we provide dental, mental health, prescription assistance, cholesterol and blood pressure testing, quit tobacco, health insurance assistance, and advance care planning services to the residents of northern Larimer County. We also join with other local organizations to assess and plan for the larger healthcare needs of our community.</p>
<h4>MISSION</h4> <p>Enhance the health of our community</p>	<p>The Health District is a special tax district — like a school, fire or water district — that was created by voters in 1960 to serve the health needs of our community. It is local government, operating under special district laws of the State of Colorado.</p> <p>The Health District is primarily supported by local property tax dollars and is governed by a publicly elected, five-member board.</p> <p>The boundaries of the district encompass the northern two-thirds of Larimer County and include the cities of Fort Collins, Laporte, Timnath, Wellington, Livermore and Red Feather Lakes. View the Health District boundary map.</p> <p>The Health District's service priorities are determined by a strategic plan adopted by the Health District Board of Directors.</p> <h4>VISION</h4> <p>District residents will live long and well.</p> <p>Our community will excel in health assessment, access, promotion and policy development.</p> <ul style="list-style-type: none"><li>• Our practice of assessment will enable individuals and organizations to make informed decisions regarding health practices.</li><li>• All Health District residents will have timely access to basic health services.</li><li>• Our community will embrace the promotion of responsible, healthy lifestyles, the detection of treatable disease, and the prevention of injury, disability and early death.</li><li>• Citizens and leaders will be engaged in the creation and implementation of ongoing systems and health policy development at local, state, and national levels.</li><li>• Like-minded communities across the country will emulate our successes.</li></ul> <h4>VALUES</h4> <ul style="list-style-type: none"><li>• Dignity and respect for all people</li><li>• Emphasis on innovation, prevention and education</li><li>• Shared responsibility and focused collaborative action to improve health</li><li>• Information-driven and evidence-based decision making</li><li>• Fiscal responsibility/stewardship</li><li>• An informed community makes better decisions concerning health</li></ul>

# DRAFT Strategic Plan Framework

- Overview of the Four Strategic Priorities
- Alignment and Wins
- Blue Skies
- Impact and Vision
- Parking Lot

## EXECUTIVE SUMMARY

In May 2024, we began the journey toward writing our updated Strategic Plan by asking ourselves a question: How can we capture and include all voices as we look toward the future of our organization?

The new FY24–25 Health District of Northern Larimer County Strategic Plan concentrates on four strategic priorities:

1. Governance and Transparency
2. Organizational Excellence
3. Health Equity
4. Partnerships



# DRAFT Strategic Plan Framework

## PROCESS HOW WE GOT HERE

Overview of the full process from beginning to end.



# DRAFT STRATEGIC PRIORITIES

## Overview



### Good Governance

Good governance is essential to an impactful and high-performing organization. Good governance is inclusive and participatory. Processes ensure 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.



### 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 good governance.



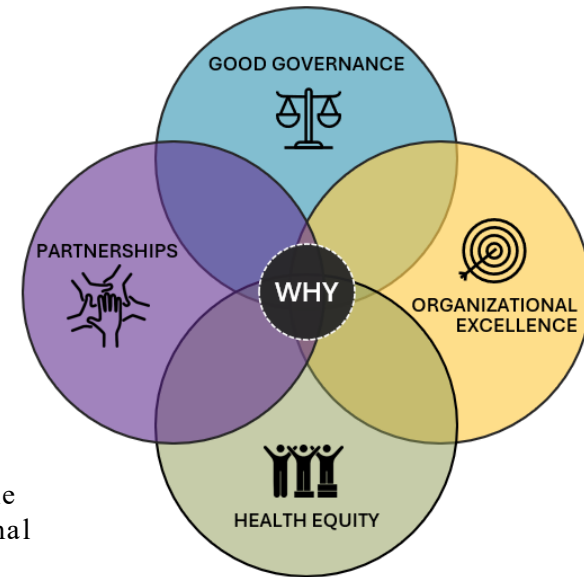
### Health Equity

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. Improve equitable access, reach, and inclusivity of programs and services, and become a trusted equity resource for community partners, stakeholders, and priority populations.



### Partnerships

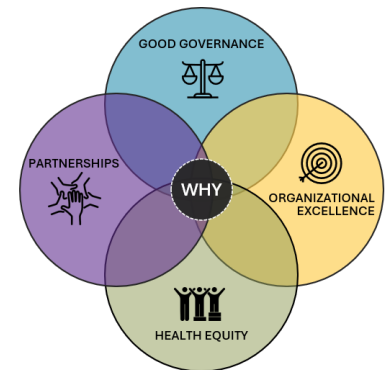
Broad, cross-sector partnerships are needed to effectively address the full array of complex factors impacting community health.





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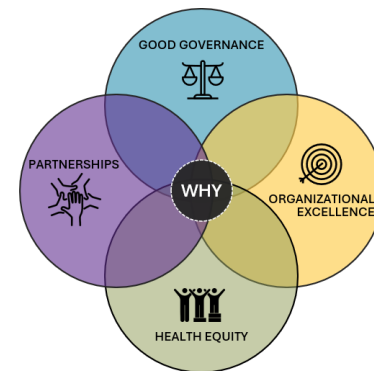




# DRAFT STRATEGIC PRIORITIES Overview

## Organizational Excellence

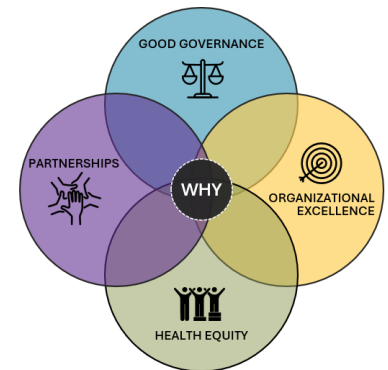
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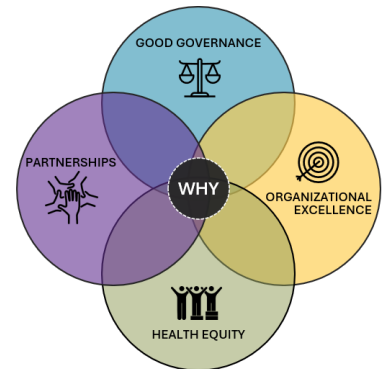
# DRAFT STRATEGIC PRIORITIES

## Overview



## Partnerships

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





# DRAFT STRATEGIC PLANNING Framework



## STRATEGIC PRIORITY GOOD GOVERNANCE



**Good governance is essential to impactful and high-performance organization.** Good governance is inclusive and participatory. Processes ensure 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.





## DRAFT STRATEGIC PRIORITY GOOD GOVERNANCE

### **GOAL:** Enhance Fiscal Stewardship and Accountability (eliminate budgetary structural deficit)

- **Objective:** Establish fiscal sustainability, transparency, and compliance with all budgetary, financial, and regulatory standards.
  - **Strategy:** Evaluate existing programs, systems, and processes and update them for quality improvement, fiscal sustainability, and transparency.
  - **Strategy:** Update all financial policies and procedures, and internal controls.
  - **Strategy:** Implement/update budget/accounting software.
  - **Strategy:** Explore transparency tools and options.

### **GOAL:** The community is reflected in and sees itself in the Health District's work.

- **Objective:** Enhance transparent and effective internal and external communication.
  - **Strategy:** Standardized processes, branding, and communication methods.
  - **Strategy:** Explore new technologies and communication channels.
  - **Strategy:** Develop a comprehensive communication strategy to be executed in 2025.
  - **Strategy:** Provide timely and accessible information through multiple channels to reach priority populations, and the broader community.



## DRAFT STRATEGIC PRIORITY GOOD GOVERNANCE

**GOAL:** The community is reflected in and sees itself in the Health District’s work (continued)

- **Objective:** Increase Engagement
  - **Strategy:** Examine existing community engagement processes and outcomes (baseline data)
  - **Strategy:** Identify community engagement opportunities and associated staffing/technology/etc. needs
  - **Strategy:** Develop an implementation-focused community engagement plan with associated strategies, and metrics.
  
- **Objective:** Shape Health District policy to promote positive health outcomes and health equity
  - **Strategy:** Stay abreast of local policy(s) impacting the health of Health District residents
  - **Strategy:** Inform local policy process.
  - **Strategy:** Maximize the use of partnerships and support contractors



# DRAFT STRATEGIC PRIORITY GOOD GOVERNANCE

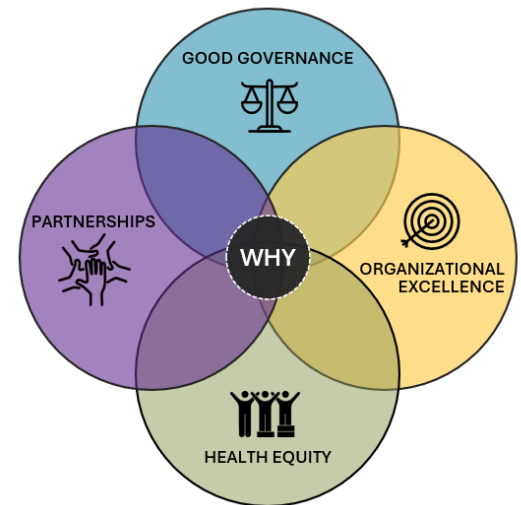
**GOAL:** Prepare Board to successfully carry out duties of governance and transparency

- **Objective:** To provide/establish clarity around roles and responsibilities (Board/Staff)
  - **Strategy:** Update Board Policies
    - Develop a process and timeline to bring updated policies to the Board for review and approval in 2024-2025
  - **Strategy:** Board Training on identified topics in 2024 and 2025
    - See Appendix A. This appendix will have a listing of all training areas identified throughout the strategic planning process
  - **Strategy:** Develop onboarding process
    - Review and update to current board binder
    - Development of a comprehensive and standardized Board onboarding process
    - Implementation of the onboarding process
  - **Strategy:** Enhanced use of Legal Counsel
    - Legal council attendance at all board meetings
    - Utilize legal council for the development of process/procedure updates for Executive sessions
- **Objective:** Increase board meeting effectiveness to increase impact
  - **Strategy:** Develop and implement Quarterly Strategic Plan Reports
  - **Strategy:** Update Meeting Agenda documentation to align with statutes, regulations, policy, by-laws, and/or strategic plan area(s)

# Next Steps

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1. 2024-2025 Strategic Plan will be provided to Board in advance of the July 23rd Board Meeting for Board approval (in accordance with the By-laws).
2. August 27th Board Meeting will kick off the 2025 Budget Process which will be designed to integrate and reflect the approved 2024-2025 Strategic Plan





Thank you and Questions

FY2024–2025  
STRATEGIC PLAN

# Board Key Dates for Budget Year 2025

May 16

Board strategic planning meeting

June 25

Review and approval of 2025 Strategic Plan

Aug 27

Budget work session

Sept 24

Review and approve 2025 Compensation adjustment

Oct 15

**Proposed 2025 budget received**

Oct 22

Budget work session

Nov 12

Public hearing on proposed 2025 budget

Dec 10

Board meets to approve 2025 budget, certify mill levy, and adopt resolutions

Dec 31

“By this date the Board shall enact ‘Resolution to Appropriate Funds’ for ensuing fiscal year” (DOLA)