



COMPASS ACADEMY

Time	Min	Title and Description	Action
04:00 PM	10	Ripples and Joys	Participate
04:10 PM	5	Approval of Minutes (<i>Jessica/Jim</i>)	Approve
04:15 PM	15	Financial Update (<i>Chris / Marcia / Jessica</i>) <ul style="list-style-type: none">• Monthly Financials• Audit Update• Family Assistance Fund - Approval• Future Budget Projections Process	Inform, Discuss, and Approve
04:30 PM	30	Investment Case (<i>Nate/Marcia/Eric/Jody</i>)	Inform, Discuss
05:00 PM	30	Internal Review (<i>Denise/Alexis/Marcia</i>)	Inform
05:30 PM	30	ED / MS Director Update (<i>Marcia / Denise</i>) <ul style="list-style-type: none">• October Count• 2nd Quarter Plan• DEI Plan• Parent/Teacher/Conferences• December Board Meeting/Holiday Checks for Staff• Executive Committee/ED authority - Approval	Inform, Discuss, and Approve

Investment Case: Today's Discussion



- Share rationale for a renewed focus on fundraising for Compass Academy
- Get input on funding targets
- Ground the Board in the proposed timeline and process for kickstarting fundraising in the coming months
- Discuss creation of a Board task force to drive this work
- If time: brainstorm local fundraising strategies that can support realization of the Compass Operating Revenue Funding Goal

Supporting Sustainability and Scaled Impact for Compass Academy



- Compass Academy serves a unique population of students and has innovated a unique school model that can serve – and has already served – as an exemplar both locally and nationally
- For City Year, early investment in supporting the design and launch of Compass emerged from our commitment to ensuring that the national dialogue about school design was informed by the needs of our nation's most systemically under-resourced communities, schools and students
- Compass has a strong track record and an important story to tell about the trajectory of schools serving high proportions of students with additional needs for support



Supporting Sustainability and Scaled Impact for Compass Academy



In the coming year, Compass Academy staff hope to partner with the Board and City Year Development staff hopes to partner with the Compass Academy staff and Board to:

- Support fundraising for Compass Academy to sustain operations at needed levels
- Raise the national profile of Compass Academy and support practice dissemination



Proposed 3-year Funding and Rationale



Compass Academy Operating Revenue

Fill immediate operations gap for 2020-21 and 2021-22 school years

\$750K / Year for 3 years

Raise flexible funding to support innovation and thought leadership agenda

\$2.25M

Thought Leadership and Practice Dissemination

Amplify insights from Compass Academy as part of strategic thought leadership effort that raises profile nationally

\$500K / Year for 3 years

Build deep, diverse pipeline to create sustainable fundraising model for long-term success

\$1.5M

THREE YEAR TARGET \$3.75M



Timeline and Process



We propose a planning period through end of year, which would poise us for targeted pipeline development and active fundraising beginning in Jan / Feb of 2021



- City Year Development staff will offer support capacity (10% of Eric Tenczar, oversight by Jody Cornish) over the course of the process
- Assumes 20% minimally of Marcia Fulton's time plus additional Compass team support
- Assumes creation of a City Year Board Task Force focused on Fundraising (existing Board members and other advisors)

Questions for Discussion



- Board reactions to the concept of a focused fundraising campaign over the coming three years?
- Board reactions to the fundraising targets: overall and by bucket?
- What should the makeup of the Task Force be to fully power this work?
 - Composition
 - Engagement / How to leverage
- What excites you and concerns you about the work?





Compass Academy 20-21 Strategic Priorities

Academic Gap Closure - A clear approach to cognitive engagement (intrinsic, extraneous, german) that guides instructional planning to increase academic growth in Math and literacy.

Data Cycles and Weekly Coaching - Campus-wide data cycles using assessment practices and weekly coaching to drive cognitive engagement and increase access for all students.

Trauma and Culture - Compass competencies lead school wide culture as a trauma-informed school.

Compass Revolution

Attendance





- Compass Academy Base Camp: Introduction to Compass Points and Competencies
- Pack: Devoted time each morning to Competency development and relationship building
- Core Content: Teachers integrate competencies into the fabric of their content to support academic development
- Wellbeing Team: Focused support for students and families
- Rituals and Celebrations: Intentional shared experiences to lift the entire campus



Academic Gap Closure/ Cog Engagement



STAR Reading Growth		
	Baseline (August)	October
6th	3.6 avg. GE	3.7 avg. GE (+.1 change)
7th	4.6 avg. GE	4.2 avg. GE (-.4 change)
8th	4.8 avg. GE	4.8 avg. GE (0 change)

Things to note: Growth appears minimal from August to October, but this was due in large part to the small number of students who took the test in August. (E.g. only 17 students in 7th grade took the test both in August and October).

Over 66% of students completed the assessment in October which should help us determine ongoing growth when we next take STAR Reading (December).



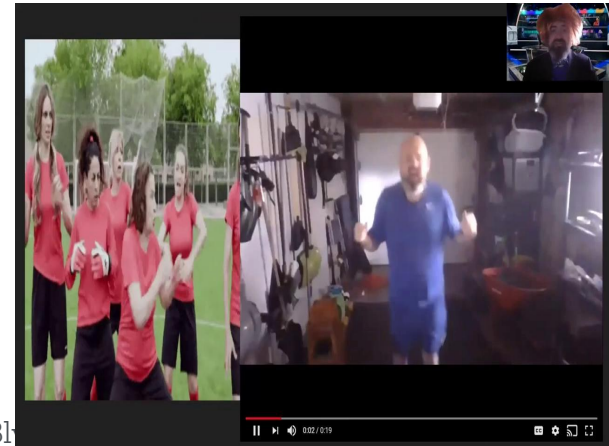
Data Cycles and Culture



- **ANet Testing** Day Oct 27th with Data Dive following week (Math and Science collaborating)
- **PERTS piloting** with Math teacher Packs. Changes being tested and next cycle planned for 2-3 weeks. Larger rollout in planning.
- **HSA** delayed but will be assessed shortly for intervention identification and supports.
- **Action Community** Work Continues - check out one the movement videos!

Sample PERTS Results for a specific Pack

Condition	Rated Positively in Most Recent Cycle
Teacher Caring	71%
Feedback For Growth	48%
Affirming Cultural Identity	48%
Meaningful Work	45%
Student Voice	29%
Classroom Belonging	26%





Preview of Dashboard

- **State Gatekeeper** (CMAS/PARCC, ACCESS)
- **Community Dashboard** (Disaggregated Academic Growth, Attendance, Crisis Support, Student Engagement, Teacher and Staff Retention, Student and Family Satisfaction)
- **Continuous School Improvement** (Strategic Priorities)
 - Cognitive Engagement
 - Data Cycles and Weekly Coaching
 - Culture Through Competencies

We anticipate the Dashboard will serve as our Internal Review data collection and monitoring tool - expect to see more in upcoming Board Meetings!

Continuous School Improvement						
Strategic Priority: Cognitive Engagement						
Major Improvement Strategic Metrics and Track for Cognitive Engagement						
What we are measuring	How we are measuring it	Goal	Fall Baseline	October Results (First Cycle)		
CUSP Students growth within bands	STAR Monthly	6th Grade				
		Low: 15% or less students below 3rd grade at end of year (7% movement up)	Low: 22% of students below 3rd grade (14 students)	Low: 25% of students below 3rd grade (17 students)		
		Middle: 21% of students within 1 year of GE (10% movement up)	Middle: 11% of students within 1 year of GE (7 students) / 63% of students between 3-5 (41 students)	Middle: 7% of students within 1 year of GE (5 students) / 61% of students between 3-5 (41 students)		
		High: 10% of students at/above GE (5% movement up)	High: 5% at or above GE (3 students)	High: 7% at or above GE (4 students)		
		7th Grade				
		Low: 20% of less students below 4th grade at end of year (13% movement up)	Low: 33% students below 4th grade (21 students)	Low: 48% students below 4th grade (29 students)		
		Middle: 18% of students within 1 year of GE (10% movement up)	Middle: 8% of students within 1 year of GE (5 students) / 46% of students between 4-6 (29 students)	Middle: 12% of students within 1 year of GE (7 students) / 32% of students between 4-6 (19 students)		
		High: 17% of students at/above GE (5% increase)	High: 12% at or above GE (8 students)	High: 8% at or above GE (5 students)		
		8th Grade				
		Low: 20% or less students below 4th grade at end of year (21% movement up)	Low: 41% of students below 4th grade (25 students)	Low: 35% of students below 4th grade (22 students)		
		Middle: 15% of students within 1 year of GE (10% movement up)	Middle: 5% of students within 1 year of GE (3 students) / 44% of students between 4-7 (27 students)	Middle: 5% of students within 1 year of GE (3 students) / 50% of students between 4-7 (31 students)		
		High: 15% of students at/above GE (5% increase)	High: 10% at or above GE (6 students)	High: 10% at or above GE (6 students)		

ED/MS Director's Update: October Count



- Anticipate Funded PPR at 285 students: 5 students under budget covered by our contingency
- Round Two of Choice has ended so students who are enrolled now enter in one of two ways:
 - ◆ Admin Transfers - school to school needing approval
 - ◆ Students who are new to the zone or District and are placed at Compass
- How do we compare to other Middle Schools in our Zone?

ED/MS Director's Update: 2nd Quarter Plan



In shifting to remote learning for Q2 we can now plan for a consistent learning environment and we are not chasing down the chaos. This allows us the space to pause and re engage with the revolution.

- How are Compass students:
 - Progressing toward grade level work
 - Asking for and getting support
 - Strengthening school belonging
- What does this mean for shifts and changes that need to take place in system and practice in response?
- How are we utilizing the internal review process and consistent assessment to track our definition of success in this time?



ED/MS Director's Update: Parent/Teacher/Student Conferences



Along with informing parents about attendance, behavior, and course performance of their student, the purpose of parent teacher conferences in this first quarter is to deeply understand what is working and not about remote learning for our families.

We are:

- Interviewing and capturing anecdotal data from each parent
- Completing small group “listening sessions” with student focus groups
- Gathering feedback from pack teachers

All of this data will continue to drive the shifts we make for the remainder of the year.

Overall parents are reporting that they are disappointed that school is not returning to in person learning but they understand that it is at the guidance of health officials and not just Compass leaders.



ED/MS Director's Update: Parent/Teacher/Student Conferences



COMPASS ACADEMY

One emerging trend is that a student's at-home environment is a major contributing factor in the success of remote learning or disengagement.

We are working to launch a Remote Learning Center at the beginning of November for close to 60 Compass students (20% of our population is allowed).

- Health screening protocols
- 1 facilitator to 10 students
- Maintain the same schedule

We plan to prioritize new to country students, students who are struggling with attendance, and students who could benefit from this environment.



ED/MS Director's Update: DEI Plan



Compass Academy will be working with [L'Ancla](#) as we continue our equity work (see full proposal in board materials)

The Premise:

This is a proposal for the Compass Academy Denver team to engage in an equity co-design process that places each individual and the team as a whole at the center of Latinx anti-racism and abolitionist(s) training.

The L'Ancla approach is:

- Equity-focused, elevating inclusion of those usually left out
- Systems-minded, awareness leads to seeing clearly
- Human-centered, there is a “human” at the center of it all
- Strategy-aligned, co-creation is the key & can inform strategy both in and out of the classroom





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COMPASS ACADEMY EQUITY DESIGN PROPOSAL "Soy Compas de Equidad y Justicia en Denver"

A Proposal Presented to: Marcia Fulton
Denver, Colorado October 5, 2020

I. The Premise

This is a proposal for the Compass Academy Denver team to engage in an equity co-design process that places each individual and the team as a whole at the center of Latinx anti-racism and abolitionist(s) training. In particular, our process utilizes a four-prong approach for first elevating Compass Academy's systemic understanding of the socio-affective and structural dynamics at play within -> between -> among individuals and teams, and next allows the team to co-design and re-design accordingly. Our approach is:

- **Equity-focused**, *elevating inclusion of those usually left out*
- **Systems-minded**, *awareness leads to seeing clearly*
- **Human-centered**, *there is a "human" at the center of it all*
- **Strategy-aligned**, *co-creation is the key & can inform strategy both in and out of the classroom*

II. Scope of the Project

We propose completing the work over a twelve-month period. During those twelve months, we will utilize an abolitionist and human-centered design approach to engage Compass Academy's team in a series of self- and other-discovery processes that will give each team member and their respective small teams an opportunity to experience themselves differently, as anti-racists who are learning to "design" for and with the most vulnerable members of their community. These processes will be based on the following framework:

1. Increasing awareness of the underlying historical frameworks that underlie Latinx inequity, and how families experience that inequity today.
2. Increasing awareness of the relationship between Latinx inequities and other BIPOC (Black, Indigenous, People of Color) racial and ethnic inequities.
3. Learning about being an abolitionist; what is this in the face of Latinx disparities?
4. Learning about being an abolitionist who co-designs equitable systems, programs, and activities *in service of*, and *with* those most impacted by their designs, and by inequities as a whole.
5. Practicing equity co-design by putting together a series of human-centered co-design projects (in small groups) that allow teams to prototype their activities.
6. Learning to make mistakes in equity work, which leads to the essential emotional resilience needed by all abolitionists.
7. Share their work with those most impacted and learn to share power.

Through immersion in experience, group engagement, and reflection, we expect this approach will reveal internal and external systemic factors

which make up the current design, allowing Compass Academy leadership and teams the opportunity to learn the essential skill of re-designing with those most impacted (e.g. students and families) as primary to shifting racial inequities. Thereafter, leadership and their constituents can make decisions about how to continue using an abolitionist equity-design approach directly with families, thus engaging constituents in a similar process as that outlined herein.

III. **Timeline** (*flexible based on individual and organizational needs*)

- **Week of October 9**—Planning session with Marcia and Janina. Please define who should attend (90-minutes).
- **Friday, October 16**—Introductory training (3 hours) focused on: 1. Latinx anti-racism and abolition work & historical context; 2. how to use past anti-racism training in the context of Latinx applications, and 3. Introduction to equity co-design principles. *Planning session to be scheduled for the week of October 9.*
- **Week of January 18**—Follow up reflection to “team homework assignments,” and official equity design session (3 to 4 hours depending on teams’ availability); teams decide between ethnographic assignment and prototyping assignment. *Planning session to be scheduled for the week of January 11.*
- **Week of April 12**—Unpacking assignments and checking them against the group’s “equity meter.” Exploration of “yo” (me) in the context of “mi” (my) assignment. Identification and unpacking of the “abolitionist and the human” at the center of each project. *Planning session to be scheduled for the week of April 5.*
- **Week of June 12**—Final presentations to families and facilitating process for family-decision making by team members. Celebration of each equity design. *Planning session to be scheduled for the last week of May.*
- **What about support in between sessions?** We suggest individual design teams (e.g. you will likely have five of them) receive one team coaching session in between engagements. This would mean you would invest in 15 coaching sessions over the course of the next year.
- **What about support for leaders?** Sometimes organizational leaders need additional support understanding and learning how to design leadership from an equity lens. If this happens, we are happy to structure leadership-specific support. Our recommendation is to review the potential for this need after our first engagement.

IV. **Budget**

The following budget is based on four online training sessions, including one four-hour training session in/around the week of January 18, 2021. Other online sessions can be three hours each. It also includes one-hour individual support sessions for working teams, and one planning session with the leadership team one week to 10-days prior to each large group engagement. Please note that should pandemic conditions change, the L’Ancla team will be happy to adjust this budget to reflect in-person training(s) in Denver.

COMPASS ACADEMY'S BILINGUAL EQUITY DESIGN JOURNEY

PROPOSED PROGRAM BUDGET

Four planning sessions w/ Compass Academy leadership and Dr. Janina E. Fariñas. One week to 10-days prior to each engagement.	Four sessions x 90-minutes each x \$185 per hour <i>(nonprofit partner rate)</i>	\$1,110.00
Three 3-hour trainings/engagements led by three equity-design facilitators, and each held three months apart from each other.	Three 3-hour trainings x \$950 per training led by Dr. Fariñas + \$500 for two additional facilitators	\$4,350.00 (\$1,450 per training)
One 4-hour training/engagement led by three equity-design facilitators. Week of January 18, 2021.	One 4-hour training x \$1100 led by Dr. Fariñas + \$700 for two additional facilitators	\$1,800.00
Additional individual team support coaching sessions. One hour each.	15 1-hour individual team coaching & support sessions x \$185 per hour <i>(nonprofit partner rate)</i>	\$2,775.00
Additional work w/ leadership to be determined after the first/October 16 training engagement	Leadership support/training	TBD
OVERALL PROPOSED BUDGET/YEAR ONE <i>(Based on online engagements/trainings. If in person add \$200 per engagement for travel to/from Denver.)</i>		\$10,035.00
Breakdown of Costs of the Upcoming October 16 Engagement		
One planning session w/ Compass leaders	90-minute planning session @ \$185.00 per hour nonprofit rate	\$277.50
One 3-hour training led by Dr. Fariñas w/ two additional equity design facilitators.	One 3-hour training/engagement x \$950 +500 for additional facilitators to accommodate 35-participants	\$1,450.00
OCTOBER 16 (ONLY) BUDGET		\$1,727.50 <i>(\$49.36 per participant)</i>

V. Terms

If approved, L'Ancla will send an invoice one week prior to each engagement. All invoices are payable within two weeks of submission.

Please indicate acceptance of the above proposal and payment terms by signing below.

For Compass Academy

Date

For L'Ancla, PLLC

Date

**COMPASS ACADEMY
BUDGET BOARD REPORT
SEPTEMBER 2020
Compiled 10/9/20**

Overview – Attachments included in this report:

- General Fund Summary
- Balance Sheet compared to previous year as of September 30, 2020
- Profit & Loss Budget vs. Actual through September 30, 2020
- Cash Flow Projections
- Bank Transaction Detail for September 2020
- Profit & Loss Budget vs. Actual Expanded

Highlights and Exceptions to the Report –

Balance Sheet

Assets – Cash in the bank accounts as of September 30th was \$1,972,205 up from \$1,213,459 in September 2019. Total accounts receivable was \$0 compared to \$1 in the previous year. Total assets were \$1,972,205 on September 30th, up 62% from \$1,213,461 at the same time last year.

Liabilities – Accounts payable as of September 30th was \$60,843 compared to \$67,733 last year. Credit cards totaled \$2,111 compared to \$0 last year. Other current liabilities were \$124,922 versus last year's \$42,230. Total liabilities were \$187,876 versus \$109,963 at the same time last year.

Equity – As of September 30th, net income was \$165,366 compared to \$436,711 at the same time last year. Total modified accrual equity is \$1,784,329 compared to \$1,103,497 the previous year. Of this amount, TABOR is \$124,000 and the unassigned fund balance is \$1,660,329.

Income Statement Compared to Budget

Income – Total income to date is \$1,085,765 or 29% of the \$3,771,312 budgeted.

Expense – Expenses incurred to date are \$920,399 or 23% of the \$4,033,674 budgeted. We are 25% of the way through the year.

Line items to note that are currently greater than 10% or \$10K over budget are:

- Other Purchased Services (0500) – 53% of budget spent
- Books and Materials (0640) – 104% of budget spent – Over by \$258
- Dues and Fees (0810) – 67% of budget spent

**COMPASS ACADEMY
GENERAL FUND SUMMARY
September 2020 Financials**

	9/30/2020	FY21 Budgeted	Percentage Actual to Budget	Projected Year- End	Percentage Projected to Budget
Beginning Non-Spendable Fund Balance	7,573	-	0%	7,573	0%
Beginning TABOR Fund Balance	124,000	124,388	100%	124,000	100%
Beginning Unrestricted Fund Balance	1,487,390	1,306,170	114%	1,487,390	114%
FY21 Total Beginning Fund Balance	1,611,390	1,430,558	113%	1,611,390	113%
Income	1,085,765	3,771,312	29%	3,771,312	100%
Expenses	920,399	4,033,674	23%	4,033,674	100%
Net Income	165,366	-262,362	-63%	(262,362)	100%
Ending TABOR Fund Balance	124,000	104,205	119%	99,653	96%
Ending Unassigned Fund Balance	1,652,756	1,063,991	155%	1,249,375	117%
FY21 Ending Fund Balance	1,776,756	1,168,196	152%	1,349,028	115%

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Accrual Basis

Compass Academy
Balance Sheet Prev Year Comparison
As of September 30, 2020

	<u>Sep 30, 20</u>	<u>Sep 30, 19</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
1072 · Bill.com Money Out Clearing	0.00	3,245.00	-3,245.00	-100.0%
8101 · First Bank	1,972,004.88	1,210,014.22	761,990.66	62.97%
8101a · Petty Cash	200.00	200.00	0.00	0.0%
Total Checking/Savings	<u>1,972,204.88</u>	<u>1,213,459.22</u>	<u>758,745.66</u>	<u>62.53%</u>
Accounts Receivable				
8153 · Accounts Receivable	0.00	1.49	-1.49	-100.0%
Total Accounts Receivable	<u>0.00</u>	<u>1.49</u>	<u>-1.49</u>	<u>-100.0%</u>
Total Current Assets	<u>1,972,204.88</u>	<u>1,213,460.71</u>	<u>758,744.17</u>	<u>62.53%</u>
TOTAL ASSETS	<u>1,972,204.88</u>	<u>1,213,460.71</u>	<u>758,744.17</u>	<u>62.53%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
7421 · Accounts Payable	60,842.58	67,733.32	-6,890.74	-10.17%
Total Accounts Payable	<u>60,842.58</u>	<u>67,733.32</u>	<u>-6,890.74</u>	<u>-10.17%</u>
Credit Cards				
First Bank Credit Card	2,110.97	0.00	2,110.97	100.0%
Total Credit Cards	<u>2,110.97</u>	<u>0.00</u>	<u>2,110.97</u>	<u>100.0%</u>
Other Current Liabilities				
7461 · YE Payroll Liabilities	124,922.18	38,535.66	86,386.52	224.17%
7471 · Payroll Liabilities	0.00	3,694.47	-3,694.47	-100.0%
Total Other Current Liabilities	<u>124,922.18</u>	<u>42,230.13</u>	<u>82,692.05</u>	<u>195.81%</u>
Total Current Liabilities	<u>187,875.73</u>	<u>109,963.45</u>	<u>77,912.28</u>	<u>70.85%</u>
Total Liabilities	<u>187,875.73</u>	<u>109,963.45</u>	<u>77,912.28</u>	<u>70.85%</u>
Equity				
6721 · TABOR 3% Emergency Reserve	124,000.00	136,000.00	-12,000.00	-8.82%
6770 · Unassigned Fund Balance	1,494,963.18	530,786.22	964,176.96	181.65%
Net Income	165,365.97	436,711.04	-271,345.07	-62.13%
Total Equity	<u>1,784,329.15</u>	<u>1,103,497.26</u>	<u>680,831.89</u>	<u>61.7%</u>
TOTAL LIABILITIES & EQUITY	<u>1,972,204.88</u>	<u>1,213,460.71</u>	<u>758,744.17</u>	<u>62.53%</u>

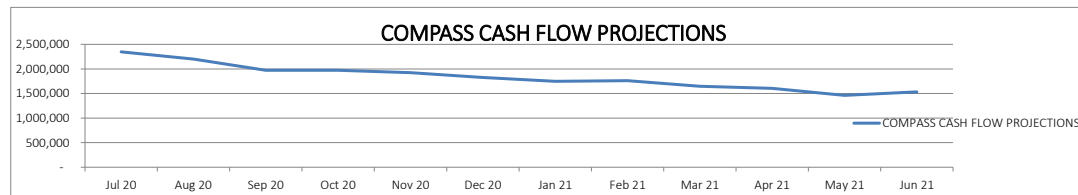
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Accrual Basis

Compass Academy
Profit & Loss Budget vs. Actual Collap.
July through September 2020

	FY20				FY21			
	Jul - Sep 19	Budget	\$ Over Budget	% of Budget	Jul - Sep 20	Budget	\$ Over Budget	% of Budget
Income								
1000 · Local Revenue Source	537,774.42	1,067,700.00	-529,925.58	50.37%	170,748.01	710,171.00	-539,422.99	24.04%
3000 · State Revenue	7,347.70	361,769.00	-354,421.30	2.03%	38,139.02	327,206.00	-289,066.98	11.66%
4000 · Federal Revenue	40,375.00	224,613.00	-184,238.00	17.98%	223,176.26	217,698.00	5,478.26	102.52%
5700 · PPR	683,760.12	2,716,806.00	-2,033,045.88	25.17%	653,701.29	2,516,237.00	-1,862,535.71	25.98%
Total Income	1,269,257.24	4,370,888.00	-3,101,630.76	29.04%	1,085,764.58	3,771,312.00	-2,685,547.42	28.79%
Gross Profit	1,269,257.24	4,370,888.00	-3,101,630.76	29.04%	1,085,764.58	3,771,312.00	-2,685,547.42	28.79%
Expense								
0100 · Salaries	408,904.36	2,211,314.00	-1,802,409.64	18.49%	501,518.01	2,035,437.00	-1,533,918.99	24.64%
0200 · Employee Benefits	103,453.81	583,983.00	-480,529.19	17.72%	140,858.02	565,757.00	-424,898.98	24.9%
0300 · Purchased Profess and Tech Serv	73,780.07	486,629.00	-412,848.93	15.16%	44,606.97	318,751.00	-274,144.03	13.99%
0400 · Purchased Prop. Services	4,482.20	16,000.00	-11,517.80	28.01%	2,624.13	16,080.00	-13,455.87	16.32%
0430 · Repairs and Maint	0.00	2,010.00	-2,010.00	0.0%	0.00	2,020.00	-2,020.00	0.0%
0500 · Other Purchased Services	66,311.03	120,445.00	-54,133.97	55.06%	64,827.93	121,560.00	-56,732.07	53.33%
0511 · To & From School Transportation	0.00	8,000.00	-8,000.00	0.0%	0.00	8,094.00	-8,094.00	0.0%
0513 · Contracted Field Trips	0.00	21,000.00	-21,000.00	0.0%	400.00	21,247.00	-20,847.00	1.88%
0515 · Shuttle Fees	0.00	2,000.00	-2,000.00	0.0%	0.00	2,023.00	-2,023.00	0.0%
0520 · Insurance Premiums	14,680.79	43,509.00	-28,828.21	33.74%	9,178.33	39,635.00	-30,456.67	23.16%
0580 · Travel, Regis, Ent	3,722.07	22,211.00	-18,488.93	16.76%	1,944.33	21,082.00	-19,137.67	9.22%
0594 · District Purchased Services	95,122.40	502,175.00	-407,052.60	18.94%	106,873.71	541,310.00	-434,436.29	19.74%
0595 · Denver Overhead Costs	22,680.59	89,999.00	-67,318.41	25.2%	25,826.27	101,583.00	-75,756.73	25.42%
0600 · Supplies	31,214.41	100,706.00	-69,491.59	31.0%	12,823.08	122,124.00	-109,300.92	10.5%
0640 · Books and Materials	1,672.13	6,000.00	-4,327.87	27.87%	6,328.25	6,070.00	258.25	104.26%
0700 · Property	3,748.66	36,030.00	-32,281.34	10.4%	0.00	36,141.00	-36,141.00	0.0%
0800 · Other Objects	80.22	71,005.00	-70,924.78	0.11%	85.72	71,017.00	-70,931.28	0.12%
0810 · Dues and Fees	2,693.46	3,700.00	-1,006.54	72.8%	2,503.86	3,743.00	-1,239.14	66.89%
Total Expense	832,546.20	4,326,716.00	-3,494,169.80	19.24%	920,398.61	4,033,674.00	-3,113,275.39	22.82%
Net Income	436,711.04	44,172.00	392,539.04	988.66%	165,365.97	-262,362.00	427,727.97	-63.03%

COMPASS CASH FLOW PROJECTIONS													Budget Totals	Actuals Combined with remaining budget	Potential Over/Under Budget based on Projections		
	Actual	Actual	Actual	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast	Forecast					
	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20	Jan 21	Feb 21	Mar 21	Apr 21	May 21	Jun 21					
INCOME																	
1000 - Local Revenue Source	164,822.39	5,019.23	906.39	33,332.85	32,904.98	34,120.02	31,764.16	97,762.91	31,917.56	31,531.95	32,182.73	28,599.13	710,171	524,864	(185,307)		
3000 - State Revenue	-	3,832.83	34,306.19	75,761.62	16,648.50	-	6,590.79	73,614.18	2,874.34	54,728.91	9,364.17	81,033.89	327,206	358,755	31,549		
4000 - Federal Revenue	222,068.48	1,107.78	-	10,157.47	10,157.47	17,652.90	11,933.87	11,933.88	11,933.87	11,933.87	11,933.87	89,588.35	217,698	410,402	192,704		
5500 - Loan Proceeds	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
5700 - PPR	653,701.29	-	-	211,348.49	211,348.49	211,348.49	191,734.00	191,734.00	191,734.00	191,734.00	191,734.00	191,734.00	2,516,237	2,438,151	(78,086)		
	1,040,592	9,960	35,213	330,600	271,059	263,121	242,023	375,045	238,460	289,929	245,215	390,955	3,771,312	3,732,172	(39,140)		
EXPENSE																	
0100 - Salaries	165,205.40	169,420.68	166,891.93	175,000.00	175,000.00	175,000.00	175,000.00	175,000.00	175,000.00	175,000.00	175,000.00	185,000.00	2,035,437	2,086,518	51,081		
0200 - Employee Benefits	36,618.44	43,116.27	61,123.31	48,676.54	48,670.67	51,508.21	53,357.17	51,094.19	49,183.39	66,033.66	36,493.13	40,000.00	565,757	585,875	20,118		
0300 - Purchased Profess and Tech Serv	18,613.82	12,920.60	13,072.55	17,006.22	18,534.85	41,403.29	5,779.67	52,567.76	36,272.44	8,538.52	87,868.98	6,625.71	318,751	319,204	453		
0400 - Purchased Prop. Services	1,265.54	676.81	681.78	-	-	3,419.17	52.81	-	3,127.05	1,565.17	3,000.00	-	16,080	13,788	(2,292)		
0430 - Repairs and Maint	-	-	-	168.33	168.33	168.33	168.33	168.33	168.33	168.33	168.33	168.33	2,020	1,515	(505)		
0500 - Other Purchased Services	30,120.26	32,064.22	2,643.45	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	7,000.00	121,560	127,828	6,268		
0511 - To & From School Transportation	-	-	-	-	-	2,000.00	-	-	3,000.00	-	-	3,000.00	8,094	8,000	(94)		
0513 - Contracted Field Trips	-	-	400.00	-	1,000.00	1,000.00	2,000.00	4,000.00	4,000.00	4,000.00	4,000.00	1,000.00	21,247	21,400	153		
0515 - Shuttle Fees	-	-	-	-	374.63	374.63	374.63	374.63	374.63	374.63	374.63	-	2,023	2,622	599		
0520 - Insurance Premiums	3,296.06	2,741.91	3,140.36	4,364.20	3,015.16	4,250.82	4,250.82	3,000.00	2,531.63	3,000.00	3,000.00	2,738.38	39,635	39,329	(306)		
0580 - Travel, Regis, Ent	1,799.60	-	144.73	1,982.94	2,000.00	4,477.86	2,000.00	1,636.39	2,000.00	1,099.97	1,217.70	3,679.19	21,082	22,038	956		
0594 - District Purchased Services	106,873.71	-	-	47,000.00	47,000.00	47,000.00	47,000.00	47,000.00	47,000.00	47,000.00	47,000.00	47,000.00	541,310	529,874	(11,436)		
0595 - Denver Overhead Costs	25,826.27	-	-	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	101,583	97,826	(3,757)		
0600 - Supplies	5,290.56	7,140.44	392.08	9,500.00	9,500.00	9,500.00	9,500.00	9,500.00	9,500.00	9,500.00	9,500.00	9,500.00	122,124	98,323	(23,801)		
0640 - Books and Materials	1,049.02	1,851.10	3,428.13	980.81	600.00	500.00	420.10	381.44	504.69	1,000.00	1,776.57	22.76	6,070	12,515	6,445		
0700 - Property	-	-	-	10,000.00	477.64	5,000.00	5,000.00	3,000.00	2,000.00	2,000.00	2,532.24	4,735.03	36,141	34,745	(1,396)		
0800 - Other Objects	203.67	1.72	(119.67)	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	71,017	536	(70,481)		
0810 - Dues and Fees	2,404.86	99.00	-	-	-	-	-	-	-	-	-	-	3,743	2,504	(1,239)		
	398,567	270,033	251,799	329,729	321,391	360,652	319,954	362,773	349,712	334,330	386,982	318,519	4,033,674	4,004,441	(29,233)		
Net Income	642,025	(260,073)	(216,586)	871	(50,332)	(97,531)	(77,931)	12,272	(111,252)	(44,402)	(141,767)	72,436	(262,362)	(272,269)	(9,907)		
SUMMARY RECAP																	
Beginning Cash Balance	1,476,030	2,347,352	2,201,416	1,972,205	1,973,076	1,922,744	1,825,214	1,747,283	1,759,555	1,648,303	1,603,901	1,462,134					
Current Month Income/(Loss)	642,025	(260,073)	(216,586)	871	(50,332)	(97,531)	(77,931)	12,272	(111,252)	(44,402)	(141,767)	72,436					
Non-Current AP & Misc.	229,297	114,137	(12,625)														
Ending Cash Balance	2,347,352	2,201,416	1,972,205	1,973,076	1,922,744	1,825,214	1,747,283	1,759,555	1,648,303	1,603,901	1,462,134	1,534,570					

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Compass Academy
Bank Transaction Detail
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Type	Date	Num	Name	Memo	Split	Amount	Balance
1072 - Bill.com Money Out Clearing							0.00
Bill Pmt -Check	09/01/2020	Bill.com	Pinnacol Assurance	https://app.bill.com/BillPay?id=blp01YHBBQRUJ5gbnkd	7421 - Accounts Payable	-577.00	-577.00
General Journal	09/01/2020	bill.com		Bill.com 09/01/20 Payables Funding	8101 - First Bank	577.00	0.00
Bill Pmt -Check	09/03/2020	Bill.com	ITSavvy LLC	https://app.bill.com/BillPay?id=blp01MIVNCQHG15er2hl	7421 - Accounts Payable	-2,250.00	-2,250.00
Bill Pmt -Check	09/03/2020	Bill.com	Jolene Stark	https://app.bill.com/BillPay?id=blp01KFMLJHQJBS5al8i	7421 - Accounts Payable	-74.98	-2,324.98
General Journal	09/03/2020	bill.com		Bill.com 09/03/20 Payables Funding	8101 - First Bank	2,324.98	0.00
Bill Pmt -Check	09/08/2020	Bill.com	T-Mobile	https://app.bill.com/BillPay?id=blp01KLRCCYFLU5f5te5	7421 - Accounts Payable	-300.00	-300.00
Bill Pmt -Check	09/08/2020	Bill.com	The Achievement Network	https://app.bill.com/BillPay?id=blp01OMDHXLVT5hv3dn	7421 - Accounts Payable	-16,500.00	-16,800.00
Bill Pmt -Check	09/08/2020	Bill.com	Wells Fargo Vendor Financial Services LLC	https://app.bill.com/BillPay?id=blp01WRJJUJLLF5hv3bp	7421 - Accounts Payable	-676.81	-17,476.81
General Journal	09/08/2020	bill.com		Bill.com 09/08/20 Payables Funding	8101 - First Bank	17,176.81	-300.00
General Journal	09/08/2020	bill.com		Bill.com 09/08/20 Payables Funding	8101 - First Bank	300.00	0.00
Bill Pmt -Check	09/09/2020	Bill.com	G&G Consulting Group	https://app.bill.com/BillPay?id=blp01UUHZGCEMT5i0n8m	7421 - Accounts Payable	-6,383.20	-6,383.20
Bill Pmt -Check	09/09/2020	Bill.com	Alerio Technology Group	https://app.bill.com/BillPay?id=blp01OEAOWOQA5i0n9k	7421 - Accounts Payable	-3,645.00	-10,028.20
Bill Pmt -Check	09/09/2020	Bill.com	Kaiser Permanente	https://app.bill.com/BillPay?id=blp01WYTGQVPPS5i0mwr1	7421 - Accounts Payable	-14,296.72	-24,324.92
Bill Pmt -Check	09/09/2020	Bill.com	Hanover	https://app.bill.com/BillPay?id=blp01KKLIGUNAS5i0n5u	7421 - Accounts Payable	-2,140.90	-26,465.82
General Journal	09/09/2020	bill.com		Bill.com 09/09/20 Payables Funding	8101 - First Bank	26,465.82	0.00
Bill Pmt -Check	09/15/2020	Bill.com	First Bank	https://app.bill.com/BillPay?id=blp01ZDEDCUUCU5hv3n4	7421 - Accounts Payable	-159.00	-159.00
Bill Pmt -Check	09/15/2020	Bill.com	Hinkle & Company	https://app.bill.com/BillPay?id=blp01NKZWAWRAA5j19k	7421 - Accounts Payable	-2,500.00	-2,659.00
General Journal	09/15/2020	bill.com		Bill.com 09/15/20 Payables Funding	8101 - First Bank	2,659.00	0.00
Bill Pmt -Check	09/16/2020	Bill.com	Mary Kate Nagy	https://app.bill.com/BillPay?id=blp01VJXGOQAYM5j8swp	7421 - Accounts Payable	-103.00	-103.00
General Journal	09/16/2020	bill.com		Bill.com 09/16/20 Payables Funding	8101 - First Bank	103.00	0.00
Bill Pmt -Check	09/18/2020	Bill.com	T-Mobile	https://app.bill.com/BillPay?id=blp01NIUQRJXQE5jk4wi	7421 - Accounts Payable	-706.70	-706.70
General Journal	09/18/2020	bill.com		Bill.com 09/18/20 Payables Funding	8101 - First Bank	706.70	0.00
Bill Pmt -Check	09/23/2020	Bill.com	Unum Life Insurance Company	https://app.bill.com/BillPay?id=blp01NPWMSRZTM5jk3hj	7421 - Accounts Payable	-44.55	-44.55
General Journal	09/23/2020	CRF		Bill.com 09/23/20 Payables Funding	8101 - First Bank	44.55	0.00
Bill Pmt -Check	09/24/2020	Bill.com	Raquel Zapata	https://app.bill.com/BillPay?id=blp01EUVBCIWE5kgvph	7421 - Accounts Payable	-291.72	-291.72
General Journal	09/24/2020	CRF		Bill.com 09/24/20 Payables Funding	8101 - First Bank	291.72	0.00
Bill Pmt -Check	09/24/2020		Pearson	QuickBooks generated zero amount transaction for bill payment stub	7421 - Accounts Payable	0.00	0.00
Bill Pmt -Check	09/24/2020		Balarat	QuickBooks generated zero amount transaction for bill payment stub	7421 - Accounts Payable	0.00	0.00
Bill Pmt -Check	09/24/2020		Balarat	QuickBooks generated zero amount transaction for bill payment stub	7421 - Accounts Payable	0.00	0.00
Bill Pmt -Check	09/25/2020	Bill.com	Hanover	https://app.bill.com/BillPay?id=blp01VCTGOJSEB5jk6rv	7421 - Accounts Payable	-2,190.90	-2,190.90
Bill Pmt -Check	09/25/2020	Bill.com	Raquel Zapata	https://app.bill.com/BillPay?id=blp01NXUQRKU5Q5kj5hs	7421 - Accounts Payable	-210.24	-2,401.14
Bill Pmt -Check	09/25/2020	Bill.com	Denver Public Schools	https://app.bill.com/BillPay?id=blp01RBDDRIGDU5kjk0d	7421 - Accounts Payable	-14,433.68	-16,834.82
Bill Pmt -Check	09/25/2020	Bill.com	Denver Public Schools	https://app.bill.com/BillPay?id=blp01EZWNWMIN5kjk0f	7421 - Accounts Payable	-14,171.35	-31,006.17
General Journal	09/25/2020	CRF		Bill.com 09/25/20 Payables Funding	8101 - First Bank	31,006.17	0.00
Bill Pmt -Check	09/28/2020	Bill.com	Eva Hernandez	https://app.bill.com/BillPay?id=blp01OWXSKZKN5ktyz4	7421 - Accounts Payable	-200.58	-200.58
Bill Pmt -Check	09/28/2020	Bill.com	Bernabe Valdivia-Ramos	https://app.bill.com/BillPay?id=blp01TQUTXFMJM5ktyz6	7421 - Accounts Payable	-172.50	-373.08
General Journal	09/28/2020	CRF		Bill.com 09/28/20 Payables Funding	8101 - First Bank	373.08	0.00
Bill Pmt -Check	09/30/2020	Bill.com	Maria Pineda	https://app.bill.com/BillPay?id=blp01UMKMSESNK5l9lqr	7421 - Accounts Payable	-112.00	-112.00
Bill Pmt -Check	09/30/2020	Bill.com	Raquel Zapata	https://app.bill.com/BillPay?id=blp01MNOBJIFIP5l9m1l	7421 - Accounts Payable	-137.28	-249.28
General Journal	09/30/2020	CRF		Bill.com 09/30/20 Payables Funding	8101 - First Bank	249.28	0.00
Total 1072 - Bill.com Money Out Clearing							0.00
8101 - First Bank							2,201,215.65
General Journal	09/01/2020	bill.com		Bill.com 09/01/20 Payables Funding	1072 - Bill.com Money Out Clearing	-577.00	2,200,638.65
Bill Pmt -Check	09/01/2020	N/A	Delta Dental of Colorado	# October-2020	7421 - Accounts Payable	-1,360.01	2,199,278.64
General Journal	09/03/2020	bill.com		Bill.com 09/03/20 Payables Funding	1072 - Bill.com Money Out Clearing	-2,324.98	2,196,953.66
Bill Pmt -Check	09/04/2020	2656	Dorinda Lanford	Family Assistance Fund Donation - Lanford	7421 - Accounts Payable	-1,000.00	2,195,953.66
General Journal	09/08/2020	bill.com		Bill.com 09/08/20 Payables Funding	1072 - Bill.com Money Out Clearing	-17,176.81	2,178,776.85
General Journal	09/08/2020	bill.com		Bill.com 09/08/20 Payables Funding	1072 - Bill.com Money Out Clearing	-300.00	2,178,476.85
General Journal	09/09/2020	bill.com		Bill.com 09/09/20 Payables Funding	1072 - Bill.com Money Out Clearing	-26,465.82	2,152,011.03
Bill Pmt -Check	09/14/2020	N/A	Microsoft	# 09/12/2020	7421 - Accounts Payable	-68.00	2,151,943.03
General Journal	09/15/2020	9.15.20 PR	Support Program - 2000-5000:2500 - Business Services	First Bank	0313b - Payroll Expenses	-122,046.83	2,029,896.20
General Journal	09/15/2020	9.15.20 PR	Support Program - 2000-5000:2500 - Business Services	First Bank	0313b - Payroll Expenses	-24,884.45	2,005,011.75

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Compass Academy
Bank Transaction Detail
As of September 30, 2020

Type	Date	Num	Name	Memo	Split	Amount	Balance
General Journal	09/15/2020	9.15.20 PR	Support Program - 2000-5000:2500 - Business Services	First Bank	0313b - Payroll Expenses	-248.25	2,004,763.50
General Journal	09/15/2020	bill.com		Bill.com 09/15/20 Payables Funding	1072 - Bill.com Money Out Clearing	-2,659.00	2,002,104.50
Deposit	09/15/2020			Deposit	0534 - Online Services	792.00	2,002,896.50
Check	09/16/2020	ACH	PERA		PERA Liability	-29,666.68	1,973,229.82
Check	09/16/2020	ACH	Voya Financial		401(K) Liability	-2,114.26	1,971,115.56
General Journal	09/16/2020	bill.com		Bill.com 09/16/20 Payables Funding	1072 - Bill.com Money Out Clearing	-103.00	1,971,012.56
General Journal	09/18/2020	bill.com		Bill.com 09/18/20 Payables Funding	1072 - Bill.com Money Out Clearing	-706.70	1,970,305.86
Deposit	09/18/2020			Deposit	-SPLIT-	34,306.19	2,004,612.05
General Journal	09/23/2020	CRF		Bill.com 09/23/20 Payables Funding	1072 - Bill.com Money Out Clearing	-44.55	2,004,567.50
General Journal	09/24/2020	CRF		Bill.com 09/24/20 Payables Funding	1072 - Bill.com Money Out Clearing	-291.72	2,004,275.78
General Journal	09/25/2020	CRF		Bill.com 09/25/20 Payables Funding	1072 - Bill.com Money Out Clearing	-31,006.17	1,973,269.61
General Journal	09/28/2020	CRF		Bill.com 09/28/20 Payables Funding	1072 - Bill.com Money Out Clearing	-373.08	1,972,896.53
Check	09/29/2020	ACH	Bill.com		0313a - Bank Fees	-165.43	1,972,731.10
General Journal	09/30/2020	CRF		Bill.com 09/30/20 Payables Funding	1072 - Bill.com Money Out Clearing	-249.28	1,972,481.82
Check	09/30/2020	DBT	Squarespace, Inc.		0534 - Online Services	-480.00	1,972,001.82
Check	09/30/2020			Service Charge	0313a - Bank Fees	-14.00	1,971,987.82
Deposit	09/30/2020			Interest	1500 - Interest Income	17.06	1,972,004.88
Total 8101 - First Bank						-229,210.77	1,972,004.88
First Bank Credit Card							-7,856.87
Bill Pmt -CCard	09/02/2020	N/A	Amazon.com	# 08/31/2020	7421 - Accounts Payable	-21.90	-7,878.77
Bill Pmt -CCard	09/02/2020	N/A	Pearson	# 06/19/20	7421 - Accounts Payable	-2,795.07	-10,673.84
Bill Pmt -CCard	09/02/2020	N/A	Amazon.com	# 113-0278718-3640263	7421 - Accounts Payable	-1,424.90	-12,098.74
Bill Pmt -CCard	09/02/2020	N/A	Amazon.com	# 113-0278718-3640263	7421 - Accounts Payable	-3,144.63	-15,243.37
Bill Pmt -CCard	09/02/2020	N/A	Slack	# #1320196060983	7421 - Accounts Payable	-94.62	-15,337.99
Bill Pmt -CCard	09/02/2020	N/A	Amazon.com	# 113-6660457-9373036	7421 - Accounts Payable	-12.99	-15,350.98
Bill Pmt -CCard	09/02/2020	N/A	Amazon.com	# 113-8154925-7576252	7421 - Accounts Payable	-21.90	-15,372.88
Bill Pmt -CCard	09/02/2020	N/A	Amazon.com	# 113-4900313-6800221	7421 - Accounts Payable	-239.42	-15,612.30
Bill Pmt -CCard	09/02/2020	N/A	Amazon.com	# 113-4900313-6800221	7421 - Accounts Payable	-1,868.35	-17,480.65
Bill Pmt -CCard	09/03/2020	N/A	Boney's BBQ	# 320820	7421 - Accounts Payable	-154.39	-17,635.04
Bill Pmt -CCard	09/04/2020	N/A	Colorado Bureau of Investigation	Board Background checks	7421 - Accounts Payable	-5.00	-17,640.04
Bill Pmt -CCard	09/06/2020	N/A	DocuSign	# 09/06/2020	7421 - Accounts Payable	-41.72	-17,681.76
Bill Pmt -CCard	09/08/2020	N/A	Stinker	# 09/08/2020	7421 - Accounts Payable	-4.69	-17,686.45
Bill Pmt -CCard	09/10/2020	N/A	Colorado Bureau of Investigation	Board Background Checks	7421 - Accounts Payable	-5.00	-17,691.45
Bill Pmt -CCard	09/10/2020	N/A	UHaul	# 98758045	7421 - Accounts Payable	-48.22	-17,739.67
Bill Pmt -CCard	09/15/2020	N/A	Amazon.com	# D01-0094546-9145824	7421 - Accounts Payable	-10.39	-17,750.06
Bill Pmt -CCard	09/16/2020	N/A	Amazon.com	# D01-5474528-9849844	7421 - Accounts Payable	-9.99	-17,760.05
Bill Pmt -CCard	09/17/2020	N/A	Onyx Products	# 30469	7421 - Accounts Payable	-58.75	-17,818.80
Bill Pmt -CCard	09/17/2020	N/A	Amazon.com	# 114-1093257-1369806	7421 - Accounts Payable	-159.69	-17,978.49
Bill Pmt -CCard	09/18/2020	N/A	Amazon.com	# 114-6187163-8457025	7421 - Accounts Payable	-104.32	-18,082.81
Bill Pmt -CCard	09/20/2020	N/A	Amazon.com	# 114-5001961-1550628	7421 - Accounts Payable	-1,677.29	-19,760.10
Bill Pmt -CCard	09/20/2020	N/A	Amazon.com	# 114-5257428-6198651	7421 - Accounts Payable	-1,007.08	-20,767.18
Bill Pmt -CCard	09/20/2020	N/A	Walmart	# 09/20/2020	7421 - Accounts Payable	-249.40	-21,016.58
Bill Pmt -CCard	09/21/2020	N/A	Amazon.com	# 114-9660228-4196225	7421 - Accounts Payable	-76.50	-21,093.08
Bill Pmt -CCard	09/22/2020	N/A	Amazon.com	# 113-4254508-3911469	7421 - Accounts Payable	-19.99	-21,113.07
Bill Pmt -CCard	09/22/2020	N/A	Amazon.com	# 09/17/2020	7421 - Accounts Payable	-76.50	-21,189.57
Bill Pmt -CCard	09/24/2020	N/A	Amazon.com	# 114-6187163-8457025	7421 - Accounts Payable	-195.67	-21,385.24
Bill Pmt -CCard	09/25/2020	N/A	Pear Deck	# INV-9275	7421 - Accounts Payable	-1,500.00	-22,885.24
Bill	09/28/2020	09/28/2020	First Bank	8/29-9/29 statement	7421 - Accounts Payable	20,098.80	-2,786.44
Credit Card Credit	09/28/2020		First Bank		1990 - Other Revenue	889.33	-1,897.11
Bill Pmt -CCard	09/30/2020	N/A	Amazon.com	# 114-1093257-1369806	7421 - Accounts Payable	-32.58	-1,929.69
Credit Card Credit	09/30/2020		Amazon.com	supplies	-SPLIT-	10.39	-1,919.30
Credit Card Charge	09/30/2020			Service Charge	0313a - Bank Fees	-191.67	-2,110.97
Total First Bank Credit Card						5,745.90	-2,110.97

1:47 PM
10/09/20
Accrual Basis

Compass Academy
Bank Transaction Detail
As of September 30, 2020

	Type	Date	Num	Name	Memo	Split	Amount	Balance
TOTAL							<u>-223,464.87</u>	<u>1,969,893.91</u>

1:45 PM
10/09/20
Accrual Basis

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July through September 2020

Income	Jul - Sep 20	Budget	\$ Over Budget	% of Budget
1000 - Local Revenue Source				
1500 - Interest Income	50.85			
1740 - Fees	0.00	7,047.00	-7,047.00	0.0%
1900 - Other Revenue from Local Source				
1990 - Other Revenue	889.33	7,000.00	-6,110.67	12.71%
1900 - Other Revenue from Local Source - Other	-7.19			
Total 1900 - Other Revenue from Local Source	882.14	7,000.00	-6,117.86	12.6%
1920 - Grant income				
Daniels	5,000.00			
Denver Foundation	10,152.34			
1920 - Grant income - Other	0.00	100,000.00	-100,000.00	0.0%
Total 1920 - Grant income	15,152.34	100,000.00	-84,847.66	15.15%
1954 - Mill Levy Funding				
Other Mill Oth Instructional	10,374.58	43,533.00	-33,158.42	23.83%
Other Mill Poverty	11,172.50	41,337.00	-30,164.50	27.03%
Other Mill Text	8,806.11	34,635.00	-25,828.89	25.43%
Other Mill Tech	4,985.99	19,686.00	-14,700.01	25.33%
Other Mill Tutoring	21,372.24			
Other Mill Arts/PE/Tutoring	25,263.91	176,334.00	-151,070.09	14.33%
2016 Support for Whole Child MS	17,334.90			
1998 MLO Technology	0.00	20,754.00	-20,754.00	0.0%
2016 MLO Classroom Technology	5,392.01			
2016 MLO Equalization	18,435.13	68,844.00	-50,408.87	26.78%
2016 MLO Great Teachers	26,887.00	104,004.00	-77,117.00	25.85%
2016 MLO Support for WholeChild	4,638.31	86,997.00	-82,358.69	5.33%
Total 1954 - Mill Levy Funding	154,662.68	596,124.00	-441,461.32	25.95%
Total 1000 - Local Revenue Source	170,748.01	710,171.00	-539,422.99	24.04%
3000 - State Revenue				
3010 - State Pension Contribution	0.00	45,106.00	-45,106.00	0.0%
3113 - Capital Construction Fund	7,598.42	33,000.00	-25,401.58	23.03%
3139 - ELPA PD	16,135.20	16,000.00	135.20	100.85%
3140 - ELPA Special Ed	14,405.40	13,000.00	1,405.40	110.81%
3183 - EARSS	0.00	100,000.00	-100,000.00	0.0%
3192a - School Counselor Corps	0.00	40,000.00	-40,000.00	0.0%
3954 - State Revenue passthrough	0.00	80,100.00	-80,100.00	0.0%
Total 3000 - State Revenue	38,139.02	327,206.00	-289,066.98	11.66%
4000 - Federal Revenue				
4012 Corona Virus Relief	188,436.12			
4954 - Federal Revenue - passthrough				
Parent Involvement	426.39	1,798.00	-1,371.61	23.72%
4010a - Title I	34,313.75	159,104.00	-124,790.25	21.57%
4365a - Title III	0.00	10,895.00	-10,895.00	0.0%
4367a - Title II	0.00	10,866.00	-10,866.00	0.0%
4424a - Title IV	0.00	4,606.00	-4,606.00	0.0%
7365a - Title III Set Aside	0.00	429.00	-429.00	0.0%
9206a - Charter Credit	0.00	30,000.00	-30,000.00	0.0%
Total 4954 - Federal Revenue - passthrough	34,740.14	217,698.00	-182,957.86	15.96%
Total 4000 - Federal Revenue	223,176.26	217,698.00	5,478.26	102.52%
5700 - PPR	653,701.29	2,516,237.00	-1,862,535.71	25.98%
Total Income	1,085,764.58	3,771,312.00	-2,685,547.42	28.79%
Gross Profit	1,085,764.58	3,771,312.00	-2,685,547.42	28.79%
Expense				
0100 - Salaries				
100 - Administration	63,614.00	277,652.00	-214,038.00	22.91%
200 - Professional Staff Salaries	343,277.60	1,487,041.00	-1,143,763.40	23.09%
300 - Other Professional	63,631.51	173,706.00	-110,074.49	36.63%
400 - Paraprofessional	17,727.90	44,526.00	-26,798.10	39.82%
500 - Clerical	13,267.00	52,512.00	-39,245.00	25.27%
Total 0100 - Salaries	501,518.01	2,035,437.00	-1,533,918.99	24.64%
0200 - Employee Benefits				
Clerical Benefits				
5.0280 - State Pension Contribution	0.00	1,164.00	-1,164.00	0.0%
5.0221 - Medicare	190.16	761.00	-570.84	24.99%
5.0230 - PERA	1,068.86	4,542.00	-3,473.14	23.53%
5.0251 - Health Benefits	1,297.23	4,200.00	-2,902.77	30.89%
5.0290 - PCOPS	1,137.05	4,553.00	-3,415.95	24.97%
Total Clerical Benefits	3,693.30	15,220.00	-11,526.70	24.27%
Other Professional Benefits				
3.0280 - State Pension Contribution	0.00	3,849.00	-3,849.00	0.0%
3.0221 - Medicare	912.15	2,519.00	-1,606.85	36.21%
3.0230 - PERA	5,146.90	15,026.00	-9,879.10	34.25%
3.0251 - Health Benefits	3,669.16	12,600.00	-8,930.84	29.12%
3.0290 - PCOPS	5,475.28	15,060.00	-9,584.72	36.36%
Total Other Professional Benefits	15,203.49	49,054.00	-33,850.51	30.99%

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July through September 2020

	<u>Jul - Sep 20</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Paraprofessional Benefits				
4.0280 - State Pension Contribution	0.00	987.00	-987.00	0.0%
4.0221 - Medicare	253.55	646.00	-392.45	39.25%
4.0230 - PERA	1,425.12	3,851.00	-2,425.88	37.01%
4.0251 - Health Benefits	1,850.74	4,200.00	-2,349.26	44.07%
4.0290 - PCOPS	1,516.06	3,860.00	-2,343.94	39.28%
Total Paraprofessional Benefits	5,045.47	13,544.00	-8,498.53	37.25%
Principal / Director Benefits				
1.0280 - State Pension Contribution	0.00	6,153.00	-6,153.00	0.0%
1.0221 - Medicare	893.94	4,026.00	-3,132.06	22.2%
1.0230 - PERA	5,024.61	24,017.00	-18,992.39	20.92%
1.0251 - Health Benefits	2,770.94	8,400.00	-5,629.06	32.99%
1.0290 - PCOPS	5,345.21	24,072.00	-18,726.79	22.21%
Total Principal / Director Benefits	14,034.70	66,668.00	-52,633.30	21.05%
Teachers/Certified Benefits				
2.0280 - State Pension Contribution	0.00	32,954.00	-32,954.00	0.0%
2.0211 - L&STD Insurance	152.35			
2.0221 - Medicare	4,845.82	21,562.00	-16,716.18	22.47%
2.0230 - PERA	27,272.95	128,629.00	-101,356.05	21.2%
2.0251 - Health Benefits	42,885.32	109,200.00	-66,314.68	39.27%
2.0252 - Dental Benefits	-1,325.88			
2.0253 - Vision Benefits	46.45			
2.0290 - PCOPS	29,013.06	128,926.00	-99,912.94	22.5%
2.0291 - Gap Insurance	-9.01			
Total Teachers/Certified Benefits	102,881.06	421,271.00	-318,389.94	24.42%
Total 0200 - Employee Benefits	140,858.02	565,757.00	-424,898.98	24.9%
0300 - Purchased Profess and Tech Serv				
0313a - Bank Fees	907.74	6,644.00	-5,736.26	13.66%
0313b - Payroll Expenses	744.75			
0320 - Educational Prof Services				
0320a - Contracted services	0.00	117,000.00	-117,000.00	0.0%
0320b - Substitutes	0.00	45,560.00	-45,560.00	0.0%
0320c - Whole Child Enrichment	0.00	20,235.00	-20,235.00	0.0%
0320 - Educational Prof Services - Other	0.00	2,111.00	-2,111.00	0.0%
Total 0320 - Educational Prof Services	0.00	184,906.00	-184,906.00	0.0%
0331 - Legal	0.00	2,092.00	-2,092.00	0.0%
0332 - Audit	5,000.00	9,045.00	-4,045.00	55.28%
0335 - Medical Services	1,000.00			
0339 - Business Services	19,919.60	67,500.00	-47,580.40	29.51%
0340 - Technical Services	17,034.88	48,564.00	-31,529.12	35.08%
Total 0300 - Purchased Profess and Tech Serv	44,606.97	318,751.00	-274,144.03	13.99%
0400 - Purchased Prop. Services				
0442 - Rental of Equipment	2,624.13	16,080.00	-13,455.87	16.32%
Total 0400 - Purchased Prop. Services	2,624.13	16,080.00	-13,455.87	16.32%
0430 - Repairs and Maint	0.00	2,020.00	-2,020.00	0.0%
0500 - Other Purchased Services				
0531 - Phone/Office	1,958.83	5,427.00	-3,468.17	36.09%
0533 - Postage	56.49	2,020.00	-1,963.51	2.8%
0534 - Online Services	58,624.35	76,893.00	-18,268.65	76.24%
0540 - Advertising				
Staff Recruitment	0.00	7,070.00	-7,070.00	0.0%
Student Recruitment	4,188.26	30,150.00	-25,961.74	13.89%
Total 0540 - Advertising	4,188.26	37,220.00	-33,031.74	11.25%
Total 0500 - Other Purchased Services	64,827.93	121,560.00	-56,732.07	53.33%
0511 - To & From School Transportation	0.00	8,094.00	-8,094.00	0.0%
0513 - Contracted Field Trips	400.00	21,247.00	-20,847.00	1.88%
0515 - Shuttle Fees	0.00	2,023.00	-2,023.00	0.0%
0520 - Insurance Premiums				
0521 - Liability Insurance	6,422.70	20,400.00	-13,977.30	31.48%
0525 - Unemployment Insurance	51.63	5,343.00	-5,291.37	0.97%
0526 - Worker's Comp Insurance	2,704.00	13,892.00	-11,188.00	19.46%
Total 0520 - Insurance Premiums	9,178.33	39,635.00	-30,456.67	23.16%
0580 - Travel, Regis, Ent				
0584 - Staff Appreciation	1,859.90	7,593.00	-5,733.10	24.5%
0580 - Travel, Regis, Ent - Other	84.43	13,489.00	-13,404.57	0.63%
Total 0580 - Travel, Regis, Ent	1,944.33	21,082.00	-19,137.67	9.22%
0594 - District Purchased Services				
0594.8 - Shared Campus	5,738.58			
0594.1 - SPED FEE 1700	25,993.04			
0594.3 - Facility Use Fee	63,933.34			
0594.4 - Shuttle Fees	11,208.75			
0594 - District Purchased Services - Other	0.00	541,310.00	-541,310.00	0.0%
Total 0594 - District Purchased Services	106,873.71	541,310.00	-434,436.29	19.74%
0595 - Denver Overhead Costs	25,826.27	101,583.00	-75,756.73	25.42%
0600 - Supplies				

1:45 PM
10/09/20
Accrual Basis

Compass Academy
Profit & Loss Budget vs. Actual Expanded
July through September 2020

	<u>Jul - Sep 20</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
0610 - General Supplies				
Office Supplies	204.36	25,294.00	-25,089.64	0.81%
0610 - General Supplies - Other	9,785.83	65,763.00	-55,977.17	14.88%
Total 0610 - General Supplies	9,990.19	91,057.00	-81,066.81	10.97%
0612 - Student Incentives	249.40	3,236.00	-2,986.60	7.71%
0620 - Energy - Gas and Electric	4.69			
0630 - Food -Snack (BOLD FS FUND ONLY)	881.80	15,176.00	-14,294.20	5.81%
0650 - Software	0.00	1,526.00	-1,526.00	0.0%
0690 - Uniforms	1,697.00	11,129.00	-9,432.00	15.25%
Total 0600 - Supplies	12,823.08	122,124.00	-109,300.92	10.5%
0640 - Books and Materials	6,328.25	6,070.00	258.25	104.26%
0700 - Property				
0733 - Furnitures and Fixtures	0.00	11,160.00	-11,160.00	0.0%
0734 - Technology Equipment	0.00	24,981.00	-24,981.00	0.0%
Total 0700 - Property	0.00	36,141.00	-36,141.00	0.0%
0800 - Other Objects				
0840 - Contingency	0.00	70,000.00	-70,000.00	0.0%
0890 - Bad Debt	85.72	1,017.00	-931.28	8.43%
Total 0800 - Other Objects	85.72	71,017.00	-70,931.28	0.12%
0810 - Dues and Fees	2,503.86	3,743.00	-1,239.14	66.89%
Total Expense	920,398.61	4,033,674.00	-3,113,275.39	22.82%
Net Income	165,365.97	-262,362.00	427,727.97	-63.03%



COMPASS ACADEMY

FAMILY ASSISTANCE FUND

Compass Academy (“Compass”) is a 501(c)(3) Colorado nonprofit corporation and is operated exclusively for charitable purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the “Code”).

As part of Compass’s educational mission it is recognized that students learn better when there is stability and security at home. Students who lack stability and security will be distracted, disengaged, and be at a disadvantage for making academic progress. To address these concerns, Compass is creating a Family Assistance Fund. Through its Family Assistance Fund (the “Fund”), Compass provides relief grants to eligible individuals who are facing extreme hardships and catastrophe caused by the global pandemic due to the novel Coronavirus (COVID-19). Grantees are selected from a broad and inclusive charitable class that is open to any individual who has a student enrolled at Compass and who has completed a needs assessment after March 1, 2020. [An individual is considered eligible once they have completed the enrollment and registration process.]

Compass considers every grant application according to the following policies and procedures. Compass uses these policies and procedures to ensure that grant recipients are selected on an objective and nondiscriminatory basis.

1. Purpose: To assist qualifying members who are in need of financial assistance because they are facing extreme hardships and catastrophe caused by the global pandemic due to the novel Coronavirus (COVID-19).
2. No Contribution Requirement: Grant applicants are neither required or expected to make any current or future contribution or commitment to Compass. All contributions to Compass are voluntary.
3. Eligibility Requirements: To receive a grant, an individual must satisfy all of the following eligibility requirements:
 1. Has a student enrolled, registered, and attending at Compass:
 2. Experiencing a catastrophic event or emergency hardship that was caused by the COVID-19 pandemic and that is:
 1. Identifiable – the event or hardship, including the financial hardship, must be identifiable and described with detail in the application;
 2. Sudden – the event or hardship must have been swift and precipitous, not gradual or progressive;
 3. Unexpected – the event or hardship must have been unanticipated, unforeseen, unintended or unplanned; an ordinary, anticipated event that is the result of a deliberate intent will not qualify; and
 4. Unusual – the event or hardship must be noticeably different from the normal course of events or experience; it cannot normally occur in the ordinary course of day-to-day living.
 5. Not Insured: If the applicant is insured, insurance benefits should either be unavailable or inadequate to satisfy the applicant’s financial need.
 6. Examples – qualifying catastrophic events or emergency hardships include, but are not limited to, the following:



- (A) Inability to access or secure food, medical supplies, or other basic necessities;
 - (B) Unmanageable debt due to unanticipated reasons beyond the individual's control;
 - (C) Unmanageable expenses resulting from a health condition suffered by a member of the Charitable Class; and
 - (D) Inability to work due to a sudden downturn in the economy or a health condition within his or her immediate family.
- a. Inability to secure the necessities of life, including financial, physical, mental or emotional wellbeing, as a result of the catastrophic event or emergency hardship described in (b) above; and
 - b. Providing tangible documentation, in accordance with paragraph 11 below, of the catastrophic event or emergency hardship described in the application.
4. No Future Membership Requirement: Grantees are neither expected nor required to remain enrolled at Compass in the future.
 5. Applications: Applications may be submitted after [May 1, 2020] and will be received until all designated funds have been distributed. Applications must be submitted by the applicant through the provided form.
 6. Request Summary: Each Application will be summarized for the Compass Leadership team and anonymized so that identifiable information of the applicant is not revealed during the application process. Each Request Summary will be assigned a number and the identity of the applicant will not be divulged (as defined below).
 7. Selection Committee: The Compass leadership team (the "Selection Committee") will review applications. Compass may remove and replace members of the Selection Committee in its sole and absolute discretion. If a member of the Selection Committee has any conflict of interest, or is in a position to derive a private benefit, either directly or indirectly, as a result of the award or denial of an application, that member will not participate in the review of that application and will be removed from the selection committee.
 8. Selection of Recipients: Selection of grant recipients will be based solely on the eligibility requirements listed in paragraph 3 above. All Request Summaries will be reviewed by the Selection Committee for completeness and conformity with these policies and procedures. The Selection Committee will review Request Summaries on an objective and nondiscriminatory basis. Grant awards will be made upon approval by a majority of the members of the Selection Committee, provided that each such award does not cause total grant awards to exceed the amount available for grant making under the Fund. Grants may in no way benefit Compass or its employees, directors, or officers. The Selection Committee will document any family relationship between an applicant and a Compass director, officer and/or key employee. The amount of time the Selection Committee may take to make or reject a request will depend upon the catastrophic event or emergency hardship that is the subject of the application and the availability of funds. The Selection Committee will provide a list of the Request Summaries



received and the selected grant recipients to the Board. Applications are confidential but will be made available to the Board upon request.

9. Grant Terms: Grants to an applicant will not exceed \$2,000. Only one family member from a household may receive a grant. Grants will be made in the form of distributions to the applicant or for the applicant's benefit. Otherwise, grant terms will be determined by the Selection Committee based on an applicant's need and the available funds.
10. Use of Grant Proceeds: Grants are being provided, and should only be used, for the following purposes:
 - a. Rent or mortgage payments
 - b. Utilities payments
 - c. Payment of medical bills, health insurance, prescription drugs, or medical supplies
 - d. Childcare payments
 - e. Food/food supplies
 - f. Transportation for essential tasks.
11. Documentation: Both during and after the selection process the Selection Committee may require documentation of an applicant's/recipient's financial situation in order to determine their need for financial assistance or to ensure the funds were properly spent. Recipients must submit a brief report on how the funds were spent, to include any documentation evidencing the same. The Selection Committee may request additional documentation, as needed. The requested documentation may be in the form of documents and other information created by third parties for purposes such as medical prescriptions, receipts, eviction notices, condemnation notices, overdue invoices, other third-party affirmations and other similar tangible documentation. Such documentation will be reviewed by the Selection Committee for eligibility and compliance with the terms of the grant. The extent and form of the documentation required by the Selection Committee, if any, may vary depending on the nature and urgency of the underlying catastrophic event or emergency hardship.
12. Violation of Grant Terms:
 - a. If documentation submitted in accordance with paragraph 11 above indicates a violation of the terms of a grant, or that any part of the grant is not being used for the purpose for which it was made, Compass may inquire and respond accordingly. Compass may withhold any additional payments under the grant during the period of its investigation.
 - b. If Compass determines that any part of a grant has been used for purposes other than those intended under the grant, Compass will take all reasonable steps to either recover the mis-used funds or ensure the restoration of such funds and the dedication of other grant funds held by the grant recipient to purposes intended under the grant. The Board, in its sole discretion, may then either:
 - i. Revoke the grant; or
 - ii. Withhold further payments to the grant recipient, if any, until Compass receives assurances from the grant recipient that future violations will not occur and require the recipient to take precautions to prevent future violations of grant terms.



- c. **No Improper Advertisement of the Fund:** The Fund will not be used by Compass to recruit additional members. However, the eligibility requirements and application process to receive a grant from the Fund will be publicized to families through materials produced by Compass.



Compass Academy (CA) Board Meeting Minutes

September 22, 2020 4:00 – 6:00 PM MT

Title and Description	Action
<p>Board members: Christine Morin, Mary Seawell, Jess Roberts (Chair/Treasurer), Bob Balfanz, Natalie De Sole, Ana Soler (Secretary) Staff and guests: Denise Thorne, Marcia Fulton, Nate Kerr, Christopher Scott, Alexis Urquhart</p> <p>Ripples and Joys</p> <ul style="list-style-type: none"> Marcia and team are going to reach out to school board members Anderson and Cobian. Mary suggested that CA sign up for public comment to announce good news regarding scores. Mary announced the RISE grant opportunity for a team of partners to help students face multiple challenges for students who are high need. 	
<p>Approval of Minutes (<i>Jessica</i>)</p>	<p>Jess motioned to approve August minutes and Ana seconded. Motion passes.</p>
<p>Financial Update (<i>Chris/Marcia/Jessica</i>)</p> <ul style="list-style-type: none"> Monthly Financials – Chris reviewed the balance sheet, dove into the bank transaction detail, and updated the board on the PPP loan. Expect to receive forgiveness relatively quickly. Ana asked about the timing of that process. 	<p>Jess motioned to accept the 2020 financial statements and Christine seconded. Motion passes.</p>
<p>Internal Review (<i>Denise/Alexis/Marcia</i>)</p> <p>Initial Data Review - Marcia grateful for the support of staff during the grant seeking process. Margulf granted \$20K; El Pomar contributed funds toward two Corps members - \$28K.</p> <ul style="list-style-type: none"> Working on Cigna grant for SEL programming. Investigating EASI grant to continue lifting the school Exploring the Remote Learning Grant from the state which allows charters to respond to COVID challenges - about \$40k. Attendance Campaign – Alexis – CA is kicking off the attendance campaign and using data to support kids' success. Alexis and team are rethinking engagement in this COVID environment. Amazing retention rates! Jessica asked about ANet diagnostics. Alexis explained that they are trying to determine a baseline at the beginning of each year. CA went all in with ANet for math this year. 	
<p>ED / MS Director Update (<i>Marcia / Denise</i>)</p> <ul style="list-style-type: none"> BTS Drive Through – HUGE success! Compass gave out 4000 pounds of food and supplies to over 200 families on September 10. Enrollment/October Count – our budget set at 290 and should have close to 285 students for October Count. The deficit covered by our contingency. Start of Year Morale and Learning is high – teachers are moving mountains. So much for us still to learn about Cognitive Engagement in a remote setting. 	

<ul style="list-style-type: none">● Shift to In Person in October - Still moving forward with cohort model. Positive comments from the district on the model.● Action Community – Looking specifically at belonging, resilience, and engagement. CA is leading the way both locally and nationally in this work per Bob. CA is vetting a partner to work with adult learners.● Marcia opened the door for board members to ask information they need.● Thanks to Denise who already signed up for public comment.	
Adjourn: 5:18	



Board Meeting Minutes

October 15, 2020 9:00 – 9:15 AM MT

PLEASE LET MARCIA KNOW IF YOU ARE UNABLE TO MAKE THIS MEETING

Join Zoom Meeting

ID: 87124742804

Password: qeIJWk0MCD

(US) +1 346-248-7799

Attending by Zoom: Marcia Fulton (Ex-officio), (Jessica Roberts Chair/Treasurer), Jerry Torrez, Morris Price, Natalie DeSole,

Guest and support: Denise Thorne, William Wallace

Time	Min	Title and Description	Action
09:00 AM	15	<p>Compass Academy Return to School Plan</p> <ul style="list-style-type: none"> ● Marcia and Denise shared rationale for staying remote through December 18 <ul style="list-style-type: none"> ○ DPS extended remote learning for secondary schools through November 9 ○ For safety reasons - would go remote before the Thanksgiving break and the winter break leaving three weeks of in person learning ○ Disruption of learning would not be worth the three weeks of in person instruction ○ Community Transmission in SW Denver high ● Each board member was contacted individually (all but one was reached) - all are in agreement with the decision to stay remote through December ● Compass, in partnership with DPS and Denver Health, will reassess for January 5 return after the winter break. 	Discuss
09:15 AM		Adjourn	