



HINSDALE COUNTY SCHOOL DISTRICT RE-1

**Board of Education Agenda
Lake City Community School
April 28, 2016, 5:30 pm in the Library**

- A. Call meeting to order, pledge of allegiance and roll call.
- B. Reading and approval of minutes from March 17, 2016 Board meeting.
- C. Requests from audience for presentation(s) related to agenda items
- D. Modifications to agenda.
- E. Approval of agenda.
- F. Speakers: none
- G. Community Communications (Non-agenda items)
- H. Committee Reports
 - 1. Accountability Committee Report:
 - 2. Preschool Committee Report:
 - 3. Student Representative Report:
 - 4. PTSA Report:
 - 5. Facility Committee Report:
- I. Discussion Items
 - 1. Discuss Happy House possible use
 - 2. Discuss 15-16 Student Award
- J. Executive Session: none
- K. Action Items
 - 1. Consent Agenda: none
 - 2. Policy Proposals and Amendments
 - i. DP-11 Transportation - Review or 1st Reading
 - ii. GCBA-E Salary Schedule 2016-2017 – Consider approval
 - 3. Consider approval of School Board Calendar modification for June 2016
 - 4. Consider approval of Welborn & Associates Strategic Planning Proposal
 - 5. Consider approval of overnight trips:
 - i. 4th/5th Field Trip to Denver, Wed-Fri April 27-29
 - ii. HS Track meets in Pueblo and Limon, Fri-Sat, May 6-7
 - iii. HS Track State Championship in Denver, Thurs-Sat, May 19-21
 - iv. K/1 Field Trip to Colorado Springs, Thurs-Fri May 12-13
- L. Superintendent's Report
- M. Board Chairman/Directors' Reports:
 - 1. Tara 2. Rob 3. Bill 4. Elizabeth 5. Phillip
- O. Review and approval of bills and monthly financial reports.
- P. Board Self-Assessment
- Q. Next Meeting –Workshop: Thursday, May 5, 2016 @ 5:30 in the Library; Meeting: Thursday, May 19, 2016 @ 5:30 in the Library; Staff Appreciation Breakfast Monday, May 23 @ 7:30am in the Commons
- R. Adjournment



HINSDALE COUNTY SCHOOL DISTRICT RE-1

**HINSDALE COUNTY SCHOOL DISTRICT RE-1 BOARD OF EDUCATION
RECORD OF PROCEEDINGS
March 17, 2016 Minutes**

President Tara Hardy called the meeting of the Board of Education to order. Roll call was taken; other members present were Rob Hudgeons, Elizabeth Stuntz and Phillip Virden. Superintendent Dr. Leslie Nichols was also present.

Phillip Virden made the motion to approve the minutes from the February 22, 2016 meeting. Rob Hudgeons seconded the motion. Roll call vote; all yes.

Request from Audience for presentations related to agenda items: none

Modifications to the agenda: none

Approval of Agenda: ***Rob Hudgeons made the motion to consider approval of agenda. Elizabeth Stuntz seconded the motion. Roll call vote; all yes.***

Speaker: none

Community Communications: Seniors Lauren Long, Troy Galt and Jake Ross and Counselor Rebecca Hall spoke to the Board about their recent Community College visit to Northwestern Community College in Rangeley and Western Colorado Community College in Grand Junction.

Committee Reports:

1. Accountability Committee – Discussed UIP.
2. Preschool Committee – Reviewed parent survey results.
3. Student Representative – Junior Molly Stuntz reported that NHS had a very successful breakfast fundraiser on March 16, Middle School had a Mudcoming Dance on March 11, MS Knowledge Bowl teams are doing great at meets, and MS and HS track seasons will begin soon.
4. PTSA Report – Will provide snacks for students during state testing in April.
5. Facility Committee Report: No report.

Discussion Items:

1. Discuss District Listening Tour and Strategic Planning, including Facilities, with Janice Welborn: Prioritizing our facility needs to maximize safety, using our reserves to pay for existing facility upgrades, looking at applying for the BEST Grant in 2017, our Public Relations piece needs to be different and stronger this time around, and adding a gym to our existing facility is a natural next step in sustainability. Janice will present a proposal at the April 14th workshop.
2. Discuss DP Focus Areas for 2016-2017: DP-1 Vision, Mission, Teaching Staff and Administration and Fiscal Management, DP-3 Professional Development #1, DP-5 Safety, #7 and #9, and DP-9 #1 and #4
3. Discuss Volunteer of the Year: Erin Cavit was selected as the 2015 -2016 Volunteer of the Year for her service as a Hot Lunch volunteer, K-1 Classroom volunteer and the Summer Reading Program Coordinator.
4. Discuss Staff Appreciation: The Board will provide breakfast for the staff on Monday, May 23, 2016. Tara and Shawn will find “logo swag” that the Board will present to the staff on this day.

Executive Session: none

Action Items:

1. Consent Agenda: none
2. Policy Proposals and Amendments
 - a. DP-10 Choice – Review of the policy with no changes recommended
3. ***Rob Hudgeons made the motion to consider award of bid for Parking Area Site Work to WEBCO in the amount of \$8,195. Phillip Virden seconded the motion. Roll call vote; all yes.***
4. No bids submitted for the Elementary Bathroom Upgrade. We will expand advertising to Gunnison, Crested Butte and Creede.
5. ***Rob Hudgeons made the motion to consider approval of 2016-2017 School Calendar. Elizabeth Stuntz seconded the motion. Roll call vote; all yes.***
6. ***Elizabeth Stuntz made the motion to consider approval of Resolution 2016 – 2: Approval of Sale Suburban #15. Phillip Virden seconded the motion. Roll call vote; all yes.***

Superintendents Report – A draft budget for 16-17 will be ready for the April 14th workshop. State Testing will begin mid-April.

Board Chairman/Directors Report:

1. Tara Hardy – Public Health will be a District on May 18, 2016.
2. Phillip Virden – The Mountaineer Theater will show the movie RACE on April 28th for the Middle and High School students and on May 10th & 11th as a fundraiser for the DC Trip.

Review and Approval of Bills and Monthly Financial Report:

1. ***Rob Hudgeons made the motion to consider approval of the bills and monthly financial reports. Elizabeth Stuntz seconded the motion. Roll call; all yes.***

Board Self-Assessment: none

Next Meeting: Workshop: Thursday, April 14, 2016 @ 5:30 in the Library; Meeting: Thursday, April 28, 2016 @ 5:30 in the Library

Adjourned by consensus

Board of Education President

Board of Education Vice-President

Happy House Possible Use

History and Current Status:

Happy House was purchased in _____ for _____
Happy House was used as Spanish Classroom and PE Office from _____ to _____
Happy House was vacated at the end of the 2013-2014 school year; Spanish classroom and PE office moved to main campus, elementary classrooms reorganized, preK classroom moved to Wee Care
Happy House has been on the market since _____ 2014 for \$150,000
Has been shown approximately 10 times
Have had one formal offer (started at 85K) that fell through
Sitting vacant – no cash expenses, but is depreciating

Idea:

Winterize Happy House in a habitat-for-humanity volunteer style and use it as faculty housing. Possible tasks:

- Contractor to determine safety and winterizing needs
- Business manager to estimate utility costs annually
- Decision about whether the project is feasible, both financially and volunteer wise
- Contractor to make list, get permits if necessary, purchase materials or secure donations, schedule volunteers for work days, supervise volunteer workdays
- Volunteers to complete tasks on list
- Superintendent to draw up lease with attorney as needed

No rent but pay utilities

Rent of \$200/month plus utilities

Rent of \$500/month which includes utilities

Use as incentive for recruitment of new teachers

Could have limited lease so house becomes available each year and can be for recruitment

Policy Type: Directional Policy**Transportation**

The school district's transportation program is designed, when financially possible, to transport students residing in Hinsdale County School District RE-1 who live more than five miles from school to and from school (see EL-19, Scope of Transportation Services) in a safe, efficient, and economical manner (see DP-10, Choice). In addition to regularly scheduled routes, school transportation equipment may be provided for school activities whenever possible and whenever such use does not interfere with regular routes (see administrative policy EEAC, Transportation Scheduling and Routing for allocation of school vehicles prioritization). To the extent the District can provide transportation for other purposes, consistent with insurance coverage and without undue financial burden on the district, it will do so in accordance with administrative policy EEAFB (Use of School Vehicles by Community Groups).

The safety and welfare of student riders shall be the first consideration in all matters pertaining to transportation. Driver training and vehicle maintenance shall be in compliance with Colorado Department of Education Transportation regulations.

Revised 1/22/2004

1st reading as revised 6/24/2010

2nd reading approved as revised 7/22/2010

1st reading as revised 4/28/2011

2nd reading 5/26/2011

1st reading as revised 7/10/2014

2nd reading approved 8/21/2014

Monitoring Method: Internal Report

Monitoring Frequency: Annually in January

School Board 2016 Calendar Modification

June 2016

Current Schedule:

Thursday, May 5 – Workshop

Thursday, May 19 – Regular Meeting

Thursday, June 9 – Budget Hearing and Workshop (Leslie possibly out of town)

Thursday, June 23 – Regular Meeting, approve 16-17 Budget (Leslie and Shawn out)

Modification Option A:

Thursday, June 2 – Budget Hearing and Workshop

Thursday, June 16 – Regular Meeting, approve 16-17 Budget (Shawn out of town)

Modification Option B:

Thursday, June 16 – Budget Hearing and Workshop

Thursday, June 30 – Regular Meeting, approve 16-17 Budget



April 13, 2016

Lake City Schools
614 N. Silver Street
Lake City, CO 81235

Dear Ms. Nichols and School Board Members,

Welborn and Associates is pleased to submit this proposal in response to your request for assistance on the funding of the renovation of the school. I have assembled a team of professionals who have the experience and skills to assist you in making informed decisions and producing critical deliverables at each stage of the project.

I have successfully worked with your school district beginning in 2000 with the technology project and most recently in the management of the process to hire Leslie as the superintendent. I look forward to this project!

Welborn and Associates has grown since the last time we worked together with the addition of two associates with relevant and exceptional skills and experience. With that growth comes additional expertise and a strong commitment to serve the board and the community's needs.

Our proposal provides a comprehensive range of work beginning with community outreach and setting a strategic course for the District that identifies the needs in a manner that can be supported by the community. It then proposes phases to fund and manage appropriate projects. We recognize that some of the work proposed will necessarily be done outside of the District budget by supporting action committees. On Thursday, April 14th, at your scheduled work session, I will walk you through the proposal and address any questions you have.

Together we can develop the best approach and implementation of the project.

Sincerely,

Janice Welborn

Janice Welborn, Owner

**Proposal
to
Hinsdale County School District School Board
for
Renovation and Upgrade to Facilities**



HINSDALE COUNTY SCHOOL DISTRICT RE-1

Proposal Submitted by:

**Welborn and Associates
508 W. Virginia
Gunnison, CO 81230**

www.WelbornAssociates.net

Primary Contact:

**Janice Welborn
Janice.Welborn@WelbornAssociates.net
970.596.3359
EIN: 26-3800230**





Table of Contents

Resume and Qualifications	Page 3
Proposal Approach and Methodology	Page 3
Organizational Structure	Page 5
Budget	Page 6
Resumes	Page 8

RESUME AND QUALIFICATIONS

Welborn & Associates (WELA), founded in 2008, provides an extensive menu of services to non-profit organizations, school districts, local government, health care facilities, and small businesses in the west and mid-western United States. We tailor solutions matching knowledge, experience, and skills of our associates with the needs of our clients. We are especially well-positioned and experienced to facilitate projects for community coalitions. WELA has a track record of accomplishment, client capacity increase, and advancing organizations toward their mission and vision. We are committed to the idea of healthy communities throughout Colorado.

The associates available to work on this project include:

- Janice Welborn, owner of WELA, has experience with the Lake City Community School in a variety of situations including team building, strategic planning with teachers and the board and most recently, managing the search and hiring of the current Superintendent. She has also worked with other local organizations including the Board of County Commissioners and the Lake Fork Health Service District (LFHSD). She has successfully written and managed many federal and state grant applications for communities and non-profits.

Most recently, Janice worked with the LFHSD Board of Directors in development of their strategic plan. This led to additional work for the WELA team in developing their “Case for Change”. The team managed a successful campaign for the passage of a special district tax increase ensuring the sustainability of delivery of health services in Lake City.

- One year later, Bernie Krystyniak, a LFHSD Board member and key partner of the LFHSD project, joined Welborn and Associates. In addition to being a resident of Lake City for several years, he has served on several local boards and has extensive corporate professional experience in change management and organizational effectiveness.
- David Primus has just completed a series of interviews for LCMC Endowment Fund providing the background and content for a historical book on Lake City health care being produced by WELA. Dave is a Colorado native, a historian, and brings a deep understanding of rural communities, statewide growth and other impacts to community development. In 2014 Dave joined Welborn & Associates. His experience in technology, project management and a solution-centered approach ensures the quality the work and deliverables the school board can expect from WELA.

Individual resumes starting on page 8 provide additional details on the expertise and ability to fulfill the needs outlined by the school board.

PROPOSAL APPROACH AND METHODOLOGY

WELA has identified the major work efforts and will meet with the school board and School Superintendent as planned on April 14, 2016.

We have prepared a comprehensive response divided into seven phases with benchmarks and review during the project period. We recognize that some of the campaign activities in later phases will be

done outside of the District budget with supervision by local action committees, but believe it is important to present a full view of the process. Separation of those estimates can be made at the appropriate time.

1. Plan development: Review of historical materials, analysis of additional materials and the development of a preliminary plan. We will meet with the board to present findings and the preliminary plan.
2. Community Input: Develop questions and complete two listening sessions with the community, analyze information collected and discuss implications at a Board meeting.
3. Strategic planning: Based on community input and District needs, develop a strategic plan and funding strategies with the Board, senior staff, and key supporters.
4. Community Review and Feedback: This phase will include town hall meetings to present the strategic plan, educate the community, and listen to ideas and concerns. Community feedback will be analyzed and discussed with the Board to facilitate the decision to proceed with the bond issue.
5. Bond Campaign: Should the board decide to proceed with the Bond Campaign, WELA will develop materials for the community education and advocacy program providing monthly updates and discussion with the Board and school staff. The campaign will include media communications, face-to-face events, and additional research as identified and on-going transparent communications. This phase may include the use of a graphic artists and web site development. This phase will also include organizational activities associated with local action committees.
6. BEST grant development and submission: WELA has provided an estimate of the hours associated with the development of the BEST grant for your information and consideration.
7. BEST grant management: WELA has provided an estimate of the hours associated with the management of the BEST award for your information and consideration.

We have explored in-depth the time and effort needed to accomplish each task and will present a review of the proposal and associated budget to the board at the work session on April 14th. We will address questions and be willing to discuss the various phases and options for completion of the phases with the board. The time estimations are experience driven and appropriate to meet your needs and complete each phase.

Our associates are uniquely positioned to plan, organize, and execute a successful project solution.

Project Deliverables

1. Analysis of historical materials
2. Preliminary plan to implement community outreach
3. Plan for listening sessions with community
4. Summary and analysis of listening sessions
5. Strategic plan
6. Summary of review with community
7. Final campaign materials and campaign activity calendar
8. Best Grant application
9. Management plan for BEST grant

<u>Project Milestones</u>	<u>Date</u>
Initial meeting with School Board	12-May-2016
Second meeting with School board to review initial findings and agree on plan for listening sessions	26-May-2016
Complete and summarize initial listening sessions	30-Jun-2016
Complete strategic plan	31-Aug-2016
Complete community review of strategic plan	30-Nov-2016
Board go/no-go decision on bond issue	Dec Mtg
Bond campaign start	1-Jan-2017
Bond election	Nov 2017
BEST Grant development and submission	30-Nov-2016
BEST grant management	TBD

<u>Proposal Timeline</u>		
<u>Project Phases</u>	<u>Start</u>	<u>Complete</u>
1: Plan Development	1-May-2016	31-May-2016
2: Community - initial input	1-Jun-2016	30-Jun-2016
3: Strategic Planning	1-Jul-2016	31-Aug-2016
4: Community - review & feedback	1-Sep-2016	31-Dec-2016
5: Campaign	1-Jan-2017	1-Dec-2017
6: Grant: Development & Submission	1-Aug-2016	1-Mar-2017
7: Grant: Management	1-Dec-2017	Construction end

Organizational Structure

Welborn and Associates is a Sole Proprietorship owned by Janice Welborn. Clients are billed directly by Welborn and Associates. Associates are actively engaged in projects and paid directly by Welborn and Associates for work completed. The WELA office is located at 508 W. Virginia in Gunnison, Colorado. Phone contact: (970) 596-3359.

References

*Erin Cavit, Lt. Colonel, USAF, MSC (retired); Associate Administrator, USAF Hospital Kirtland AFB, NM
Board President, Lake Fork Health Service District
etcavit56@gmail.com, (970) 944- 0191*

*Maryo Ewell, Community Arts
maryo@gard-sibley.org (970) 596-2871*

*Pam Montgomery, Executive Director, Community Foundation of the Gunnison Valley
pam@CFGV.org (970) 614-8837*

BUDGET

Phase	Tasks	Hours	People	Total Hours	Labor cost	Miles	Mileage Cost	Travel Nights	Travel Lodging	Travel hours	Travel labor cost	TOTALS
1: Plan Development	Review and summarize historical materials	8	1	8	\$ 720.00		\$ -		\$ -		\$ -	\$ 720.00
1: Plan Development	Materials analysis & develop preliminary plan	2	3	6	\$ 540.00		\$ -		\$ -		\$ -	\$ 540.00
1: Plan Development	Present initial findings to board	2	3	6	\$ 540.00	110	\$ 33.00		\$ -	4	\$ 180.00	\$ 753.00
1: Plan Development	TOTAL phase 1											\$ 2,013.00
2: Community - initial input	June townhall meetings - prep	2	3	6	\$ 540.00		\$ -		\$ -		\$ -	\$ 540.00
2: Community - initial input	June townhall meetings - two meetings, same	4	2	8	\$ 720.00	110	\$ 33.00		\$ -	2	\$ 90.00	\$ 843.00
2: Community - initial input	June townhall meetings - analysis	3	3	9	\$ 810.00		\$ -		\$ -		\$ -	\$ 810.00
2: Community - initial input	TOTAL phase 2											\$ 2,193.00
3: Strategic Planning	Revise plan based on townhall meetings	3	3	9	\$ 810.00		\$ -		\$ -		\$ -	\$ 810.00
3: Strategic Planning	Develop strategic plan and funding strategies with board & key supporters	8	2	16	\$ 1,440.00	110	\$ 33.00		\$ -	2	\$ 90.00	\$ 1,563.00
3: Strategic Planning	Present strategic plan to school board & superintendent	2	1	2	\$ 180.00	110	\$ 33.00		\$ -	2	\$ 90.00	\$ 303.00
3: Strategic Planning	Refine strategic plan & produce informational piece for publication	1	2	2	\$ 180.00		\$ -		\$ -		\$ -	\$ 180.00
3: Strategic Planning	TOTAL phase 3											\$ 2,856.00
4: Community - review & feedback	September townhall meetings - prep	2	3	6	\$ 540.00		\$ -		\$ -		\$ -	\$ 540.00
4: Community - review & feedback	September townhall meetings - two meetings, same day	4	2	8	\$ 720.00	110	\$ 33.00		\$ -	2	\$ 90.00	\$ 843.00
4: Community - review & feedback	September townhall meetings - analysis	3	3	9	\$ 810.00		\$ -		\$ -		\$ -	\$ 810.00
4: Community - review & feedback	November townhall meetings - prep	2	3	6	\$ 540.00		\$ -		\$ -		\$ -	\$ 540.00
4: Community - review & feedback	November townhall meetings - two meetings, same day	4	2	8	\$ 720.00	110	\$ 33.00		\$ -	2	\$ 90.00	\$ 843.00
4: Community - review & feedback	November townhall meetings - analysis	3	3	9	\$ 810.00		\$ -		\$ -		\$ -	\$ 810.00
4: Community - review & feedback	Review information with board - make decision to proceed with bond issue	2	2	4	\$ 360.00	110	\$ 33.00		\$ -	2	\$ 90.00	\$ 483.00
4: Community - review & feedback	TOTAL phase 4											\$ 4,869.00

5: Campaign	Develop presentation materials	8	3	24	\$ 2,160.00		\$ -		\$ -		\$ -	\$ 2,160.00
5: Campaign	Monthly update to board	12	1	12	\$ 1,080.00	1320	\$ 396.00		\$ -	24	\$1,080.00	\$ 2,556.00
5: Campaign	School staff communications	4	1	4	\$ 360.00	440	\$ 132.00		\$ -	8	\$ 360.00	\$ 852.00
5: Campaign	Media communications	96	1	96	\$ 8,640.00		\$ -		\$ -		\$ -	\$ 8,640.00
5: Campaign	Face to face events	9	1	9	\$ 810.00	330	\$ 99.00		\$ -	6	\$ 270.00	\$ 1,179.00
5: Campaign	Other research & communications	48	1	48	\$ 4,320.00		\$ -		\$ -		\$ -	\$ 4,320.00
5: Campaign	TOTAL phase 5											\$ 19,707.00
6: Grant development	BEST grant development & submission	240	1	240	\$ 21,600.00	660	\$ 198.00		\$ -	12	\$ 540.00	\$ 22,338.00
6: Grant development	TOTAL phase 6											\$ 22,338.00
7: Grant management	BEST grant management	128	1	128	\$ 11,520.00	880	\$ 264.00		\$ -	16	\$ 720.00	\$ 12,504.00
7: Grant management	TOTAL phase 7											\$ 12,504.00
TOTAL	TOTAL, all phases											\$ 66,480.00
	Notes											
	Hours are estimates; actual hours charged. Travel hours charged at 1/2 hourly rate.						<i>Hourly Rate=</i>	\$ 90.00				
	Reduced mileage rate						<i>Mileage rate=</i>	\$ 0.30				
	WELA covers food & per diem						<i>Lodging per night=</i>	\$ 175.00				

Janice Welborn



Welborn & Associates

970.596.3359

Gunnison Colorado

Janice.Welborn@WelbornAssociates.net

Janice's professional career extends over 35 years with a concentration in development and technical assistance to non-profit, local governments, school districts and community health and research administration. Instrumental in guiding organizations through comprehensive strategic planning, public-private partnership development and agreements, project oversight, grant writing and evaluation. Janice has experience in historical preservation and land management planning. With 30 years' experience in professional writing she has demonstrated her ability to convey a story to a specific audience with great success. Janice has served on school, community and non-profit boards locally and at the statewide level.

Experience

October 2008 – Present: Owner, Welborn & Associates

Private consulting services.

January 1993 – 2010: Partner/Co-Owner, West Slope Resource Development

Private consulting services.

January 1997 – Present: Director of Sponsored Programs, Western State Colorado University

Manage research administration for federal and state sponsored programs.

May 1992 – December 1994: Independent Contractor, Fuller Advertising

Sold specialty advertising products to military, educational, state and local government and non-profit agencies, private businesses in Colorado resort communities.

August 1985 – May 1991: Manager, Idealco Dry Cleaners and Laundry Services

Managed the operation of a linen and uniform service for hotels, restaurants and businesses in resort communities of Mt. Crested Butte, Crested Butte, Gunnison, and Lake City.

May 1979 – April 1984: Recreation Therapist, California facilities

Responsible for direct patient programming and leisure counseling in private, county, and state psychiatric hospitals in California

Education

BA – Recreation and Leisure Studies, Emphasis in Therapeutic Recreation, 1979

Community

2015 – present: Advisor, Community Foundation of the Gunnison Valley; Chair, Development Committee

2013 – 2015: Board of Directors, Gunnison County Office of Resource Efficiency / Coldharbour Institute

2007, 2012, 2016: Sponsor/Organizer Rocky Mountain Non-Profit Institute Conference

2007 – present: Member, Western Slope Steering Committee for Rural Philanthropy Days

2002: Recognized by Colorado Department of Education for development of statewide programs incorporating technology into effective educational practices.

2000 – 2006: Member/presenter, U.S. Department of Education Technology Innovation Challenge Grants

Bernie Krystyniak



Welborn & Associates

281.770.1270
Lake City, Colorado
College Station, Texas
Bernie.Krystyniak@WelbornAssociates.net

Summary

35 years of experience and success with a Fortune 5 global energy company in a variety of assignments including change management, organizational effectiveness (OE), and information technology (IT). Change management and OE positions were on large process redesign and technology projects. In addition, the last 8 years Bernie has served on local Board positions for health care, water and environmental conservancy, and public service organizations.

Experience

June 2010 – August 2015: Board of Directors, Lake Fork Valley Conservancy

The Conservancy serves as the steward for the quality of the water resource and associated environmental concerns for the Lake Fork of the Gunnison Watershed.

January 2009 – Present: Board of Directors, LCMC Endowment Fund, Inc.

The Endowment assures “the financial stability of the delivery of Lake City area health care in perpetuity”. Restructured investments and spearheaded fund-raising for the new health care complex.

January 2009 – November 2015: Board of Directors, Lake Fork Health Service District

The special tax district provides delivery of health care services in Lake City, CO. During this period, the District expanded to a new, modern 13000 sf health care complex with medical, dental, mental health, physical therapy, conference and meeting space, and a variety of other health care services. No tax-payer money was used for the capital expansion.

June 2008 – Present: Planning Coordinator, Incident Commander, Hinsdale County Search and Rescue

HC SAR provides year-round planning, coordination, and management of searches and rescues of outdoor users in 1100 square miles of mountainous backcountry in Hinsdale County.

December 1972 – October 2007: Various positions in change management, organizational effectiveness, information technology and accounting, Shell Oil Company

Most recent assignments on large process redesign and technology projects on CM teams.

Education and Certifications

Change Management Certification Program, Prosci, 2004
BBA – Accounting, Sam Houston State University, 1972

David Primus



Welborn & Associates

970.209.3422

Gunnison, Colorado

David.Primus@WelbornAssociates.net

Summary

David has over 33 years of experience in technology management. He has successfully directed programs in academic computing, telecommunications, and information technology in privately held and non-profit organizations. Serving on senior management teams, he has helped companies mature and evolve by leveraging technology, effective project management, and facilitating strategic planning processes. Over the past 20 years, he has served on the board of directors of local and national organizations, specializing in historic preservation.

Experience

February 2014 – Present: Owner, [BarLazyM, LLC](#)

Provide research and consulting services, including services for Welborn & Associates.

December 2015 – Present: Director of Sustainable Building & Energy Programs, [Coldharbour Institute](#)

Directs programs for Coldharbour, a non-profit dedicated to sustainable living practices.

June 1999 – February 2014: Executive Vice President / COO, [Siriusware](#)

Managed the operations of a software development firm offering solutions for access control.

May 1993 – June 1999: Director of Information Systems, [Crested Butte Mountain Resort](#)

Directed the Information Systems department and served on senior management.

December 1991 – August 1992: System Manager, [Marmot Library Network](#)

Managed Information Systems providing library automation for libraries in Western Colorado.

June 1990 – August 1991: Consultant, [The Computer Store](#)

Provided sales, service, and consulting in business computer systems.

August 1981 – May 1990: Director of Academic Computing, Western State Colorado University

Provided computer services to faculty and staff and taught classes in computer science.

Education and Certifications

BA – Chemistry, Western State Colorado University, 1981

Project Management Master's Certificate, Cheetah Learning, 2008

Community

2007 – present: Board of Directors, Denver South Park and Pacific Historical Society

1999 – 2011 & 2015 – present: Chair, Gunnison County Historic Preservation Commission

1998 – 2001: Board of Directors, Gunnison Arts Council