



COLORADO
Department of Public
Health & Environment

Dedicated to protecting and improving the health and environment of the people of Colorado

March 17, 2026

To Whom it May Concern:

I have worked with Shana Montrose for the past six months through the Food is Medicine Colorado (FIMCO) coalition, a statewide multi-stakeholder group focused on strengthening the role of nutrition in health care and improving access to medically tailored food and nutrition services for people living with, or at increased risk for, serious and chronic illness.

I participate as a representative of the Colorado Department of Public Health and Environment. Other partners include the Colorado Department of Health Care Policy and Financing, Regional Accountable Entities (RAEs) that coordinate care for Colorado's Medicaid population, large health systems such as CommonSpirit, Intermountain Health, Kaiser Permanente, and Denver Health, as well as county public health departments, community and faith-based organizations, and foundations.

Shana serves as the coalition's inaugural facilitator. She maintains membership, leads regular meetings, plans statewide stakeholder calls, and helps shape a structure that supports participation across sectors. Her background in public health and training as an International Coaching Federation (ICF) coach are evident in her work. She can summarize complex discussions clearly and helps members consider practical approaches or directions that might otherwise be overlooked. She provides the structure and space needed for a large and diverse group to engage productively.

A strength Shana brings to this role is flexibility. We depend on her to provide structure while also recognizing when a different approach is needed. She is working with a group that had not previously collaborated, many of whom are also participating in addition to their regular job duties. She is open to feedback and consistently adapts meeting formats to better engage members where they are.

I have participated in multiple facilitated conversations, and I can confidently say that Shana possesses a remarkable talent for transforming discussions from passive exchanges of ideas into dynamic, engaging dialogues. She has a thoughtful, systematic approach that encourages deeper participation from all involved. Shana strategically asks insightful questions that not only challenge individuals to reflect on their immediate responses but also prompt them to consider how those responses align with the coalition's broader, long-term objectives. This ability to guide conversations toward a shared vision is what sets her apart and creates a collaborative environment conducive to meaningful outcomes.

She has been a pleasure to work with, and I would recommend her for facilitation, strategic planning, or organizational coaching work. Please reach out with any additional questions. I can be reached via email at ynke.dekoe@state.co.us.

Sincerely,

Ynke Jetske de Koe

