

Avita Community Partners
Board of Directors Meeting Minutes

DATE: March 26, 2025	TIME: 6:05 PM
PLACE: Avita Administrative Offices and Zoom	PRESIDING: Penny Penn, Chair

Attendance

Barbara Bosanko	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	UNFILLED (Union)	<input type="checkbox"/> Yes <input type="checkbox"/> No	Kim Stephens	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Angie Brown	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Rachel Mathis	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Samantha Turner	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Kathy Cooper	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	UNFILLED (Habersham)	<input type="checkbox"/> Yes <input type="checkbox"/> No	Angela Whidby	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
UNFILLED (Lumpkin)	<input type="checkbox"/> Yes <input type="checkbox"/> No	Penny Penn	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	David White	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Brenda Hochmuth	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Joe Perkins	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Carol Williams	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Monika Knight	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	UNFILLED (Hart)	<input type="checkbox"/> Yes <input type="checkbox"/> No	Kent Woerner	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Executive Team Member Attendance

Greg Ball	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Lori Holbrook	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Don Reimer	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Cathy Ganter	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Cindy Levi	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Michael Foust	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Allan Harden	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Hannah Quinn	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Agenda Items	Key Discussion Points/Outcomes/Decisions/Action Items
Call to Order	The Board Meeting was called to order at 6:05 PM by Penny Penn, the Chair.
Quorum	A quorum was present with 10/14 members. Hetal Patel from DBHDD Region 1 was also present.
Approve Agenda	Motion to approve the agenda made by Rachel Mathis, seconded by Monika Knight, was unanimous.
Approval of Minutes	Motion to approve the minutes from February 26, 2025 was made by Kathy Cooper, seconded by Joe Perkins. Passed unanimously.
Board Chair Report	Stated she was impressed by the F350 15 passenger vans that were displayed prior to the Board Meeting.
CEO Report	<p>At the GACSB Educational Exchange last Fall, I attended a session on creating strong leaders led by Yanick Hicks from the John Maxwell Institute. At the conclusion of the session, he offered to conduct a leadership session for staff of those in attendance. On February 26th Mr. Hicks joined Avita's Behavioral Health Supervisors and Managers during their monthly Continuous Quality Improvement Meeting (BH CQI) and provided this leadership training. Following this introductory training, he submitted a proposal for a future training series. This proposal was given to Allan Harden to share with Avita's Glue Committee for consideration.</p> <p>We began a new Jail In-Reach Program in Stephens County. A Counselor was hired to begin on April 1st and a Memorandum of Understanding between Avita and the Jail was signed, and services have begun! This is our 3rd Jail In-Reach Program, joining those in Hall and Rabun counties. We began recruiting for staff to start a Jail In-Reach Program in Forsyth County too. Only the Hall County Program is funded by DBHDD. The others are funded by either federal or state grants.</p> <p>CSB Day at the Capitol was held on February 27th. Representatives from CSBs had a picture taken with Governor Kemp, visited their legislators and Representative Katie Dempsey presented a resolution recognizing CSBs in the House Chambers. Michael Foust and I represented Avita and visited the offices of all local legislators representing Avita's coverage area. We left information about Avita's services with each legislator's office staff and had an opportunity to personally speak with Rep. Dunahoo, Rep. Dubnik, and Rep. Anderson. Also that morning, Commissioner Tanner was presented the David Ralston award for his work with the Behavioral Health Reform and Innovation Commission by Sheree Ralston on behalf of the Georgia Commission on Women.</p> <p>Since we were downtown that day, following the festivities at the capitol, Michael and I attended the DBHDD Board Meeting. This gave us an additional opportunity to interact with DBHDD leadership.</p> <p>The Department of Labor certification program for Direct Support Professionals is ending. The following staff obtained their credential as Direct Support Professional (DSP) 3: Marci Forney,</p>

Agenda Items	Key Discussion Points/Outcomes/Decisions/Action Items
	<p>Shannon Sampson, Amy Pelles, Bricelynn Palumbo, and Jade Davis. We thank them and their mentors for enhancing their skills to better support those they serve through Avita. We are anticipating the addition of a tiered reimbursement structure will be submitted to the Center for Medicare and Medicaid (CMS) by Georgia in the future. This will support a pay differential for those with advanced training and certification.</p> <p>Senate Bill 516 made it past cross-over day. If passed, this bill will permit library systems and CSBs to hold virtual Board Meetings. In its current state, an in-person option must be made available and at least 50% of the Board members must be in person. We're hoping this makes it through and is signed by the governor this session. April 4th is Sine Die which is the last day of the legislative session.</p> <p>Last month Jeremy Lynn and Christina Sannino attended a training and became certified presenters of the Yellow Ribbon Suicide Prevention Program. Jeremy, Christina and I teamed up to present a Yellow Ribbon training at Habersham 9th Grade Academy in Mt. Airy on March 13th. On that day 223 9th grade students were trained on how to respond if they or someone they know has thoughts of suicide. Jeremy and Christina then shared the program at Franklin High School on March 14th where they trained 175 ninth grade students.</p> <p>We received our Certificate of Occupancy for our new Toccoa location and hope to move next month! Our application for DATEP license at this location was also submitted.</p> <p>Since the closure of Avita's IDD Center in Lavonia due to storm damage, individuals have been served out of our Hartwell and Toccoa locations. Hannah Quinn and her team have been searching for another suitable location in Royston. We are currently in negotiations with the property owner.</p> <p>Hannah Quinn represented Avita at the quarterly DBHDD IDD Provider Meeting on March 13th. At this meeting, clarification was received that we won't be implementing the new tiered system of billing for Community Access Group until perhaps next fiscal year. Although CMS has approved the new rate structure, the new funding cap per person is yet to receive approval.</p> <p>With more individuals being referred to our swing beds designed to support those individuals with co-occurring mental health and Intellectual/Developmental Disabilities, we have been faced with individuals in need of a guardian. We've had individuals remain in the CSU longer than the 1013 process allows because there isn't suitable housing available for their transition. A meeting is scheduled with legal counsel for DBHDD to discuss how to mitigate this risk.</p> <p>Lori Holbrook became a trainer for Dr. Amador's LEAP method of communicating. LEAP stands for- Listen, Empathize, Agree and Partner and is used for establishing a relationship with a person with anosognosia (the inability to recognize they are sick). In just a few months, Lori has presented 7 trainings and trained 29 Avita staff in this technique.</p> <p>Over the past month we had a HealthCare Facilities Regulation (HFR) Drug and Alcohol Treatment and Education Program (DATEP) licensing visit to our Women's Treatment Program and a Therapeutic Childcare (TCC) Annual licensing audit to this same program. The result of the DATEP licensing visit was "No Deficiencies." The following comments were made by the TCC auditor, "Good job everyone. Provider has done a great job and continues to navigate the areas of being short staffed. The TCC has passed its annual audit." Congratulations to Michelle Meeks and her team at the WTRS.</p> <p>Under Allan Harden's leadership, Avita's Glue Committee has been re-established. This committee reviews the results of our annual organizational climate survey and makes recommendations for improvement. Additionally, this committee plans and organizes agency events like the one held last year at the Boathouse at Lake Lanier Olympic Park. Allan also began monthly supervisor "Lunch and Learn" sessions and added a Supervisor Training as part of our new hire orientation.</p> <p>The 2025 Rural Communities Opioid Response Program (RCORP) Reverse Site Visit was held in Washington D.C. on March 4th – 6th. An RCORP Grant funds our Stephens County Jail In-Reach Program. While at the nation's capital, the group representing Stephen's County also met with</p>

Agenda Items	Key Discussion Points/Outcomes/Decisions/Action Items
	<p>Georgia Congressman John Ossoff. During our meeting we asked for his support for federal mental health and substance use treatment initiatives.</p> <p>We were approached about taking over operations of The Center for Wellness and Recovery in Toccoa. It would require a significant financial investment and after reviewing their financials, they've reported a deficit since the program opened. We will continue the exploration process, and I have a meeting scheduled to discuss this proposal with Commissioner Tanner next month.</p> <p>Trash and cleaning service contracts were renegotiated with Waste Management and approved for City-Wide Facility Solutions. City-Wide will cover ALL our facilities and reduce confusion of 9 different cleaning services. The cleaning consolidation will save approximately \$3,700 per month or \$44,400 annually. The savings per month in trash collection will be approximately \$3,600 per month saving \$43,200 annually. This totals \$87,600 in savings for the first year!</p> <p>Avita continues to upgrade our fleet of vehicles. We have 105 vehicles in our fleet. These are utilized for client transportation and for staff working in the community. This fiscal year we added 13 new Pacificas, 6 Ford 350s and 5 wheelchair lift vans. Julie Fountain is working to surplus 10 old vehicles which are no longer in service. Years ago, we used to purchase vehicles but now we lease vehicles.</p> <p>We need your help in filling Avita Board positions: Angela Whidby will be completing her Board term on June 30th so we'll need a representative from Franklin county. We also need elected or appointed officials from Habersham and Lumpkin counties and representatives from Hart and Union counties.</p> <p>Over the last month Michelle Burgess was recognized for going above and beyond. We thank all these employees for their dedication to Avita and for living out its mission.</p>
Financial Update	<p>Greg Ball reviewed the following in his report:</p> <ul style="list-style-type: none"> • February saw a \$194,000 surplus. • Current year revenues are \$3.2 million above prior year's revenues. This is a 13.6% increase Year over Year. • Current year expenses are \$3 million which is a 12.9% increase above prior year expenses. • Current surplus fiscal year to date is \$497,000. • Our Key Performance Indicators (KPIs) continued to exceed the targets established by DBHDD: <ul style="list-style-type: none"> ○ Cash on Hand is 75 days—well above the 30-day minimum ○ Current Ratio – 9.7:1 ○ Days of Covered Expenses – 75 days—well above the minimum of 60 days and 3 days more than December ○ Long Term Debt Ratio – .16:1 – well below the maximum of 2.5:1
Nominating Committee	Penny Penn appointed/formed a committee comprising of Monika Knight, Barbara Bosanko, and Joe Perkins to recommend a new Chairman, Vice-Chairman and Parliamentarian in the May meeting.
Board of Gov. Review of Bylaws	Penny Penn requested that the Governance Committee review the bylaws and suggest any changes for the July meeting.
Announcements	Angela was successful in asking Franklin County for \$15,000 in opioid funds. Rachel Mathis mentioned the blue jean fundraising effort for Avita at her place of employment—Pinnacle Bank. She encouraged other board members to find ways for fundraising.
Adjourn at 7:12pm	Barbara Bosanko made a motion to adjourn, seconded by Kathy Cooper. Unanimously passed.

Penny Penn

April 23, 2025

Presiding Officer Signature, Penny Penn

Date Approved

Respectfully submitted,

Hariah Hutkowski

Hariah Hutkowski, Recording Clerk