

Avita Community Partners
Board of Directors Meeting Minutes

DATE: May 28, 2025	TIME: 6:00 PM
PLACE: Avita Administrative Offices and Zoom	PRESIDING: Penny Penn, Chair

Attendance

Barbara Bosanko	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Rachel Mathis	<input checked="" 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	Bobby Mayfield	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Samantha Turner	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Kathy Cooper	<input type="checkbox"/> Yes <input checked="" 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 (Union)	<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 checked="" type="checkbox"/> Yes <input 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 checked="" type="checkbox"/> Yes <input 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 6:04 PM by Penny Penn, the Chairman. Hetal Petal from DBHDD attended the meeting.
Quorum	A quorum was present with 11/15 members.
Approve Agenda	Motion to approve the agenda made by Barbara Bosanko, seconded by Joe Perkins, was unanimous.
Approval of Minutes	Motion to approve the minutes from April 23, 2025 was made by Kim Stephens, seconded by Monika Knight. Passed unanimously.
Board Chair Report	Shared her positive experience going to the Toccoa open house on May 16 th .
Swear in new board member	Dr. Bobby Mayfield was sworn in. He is the Lumpkin County Representative with a term that ends December 31, 2025.
CEO Report	<p>A successful move into our new facility at 64 Boulevard in Toccoa occurred on April 29th and 30th with an official first day of operations on May 1st for behavioral health and IDD services. An open house was held on May 16th with many community stakeholders showing their support for Avita and the services provided in their community. There was a Stephen County/Toccoa Chamber of Commerce Ribbon Tying event that was broadcast on Facebook Live, a radio interview, and the newspaper was there to cover the event. Everyone was impressed with the remodeling and the community was glad to see the building being put to good use. Thanks to all who joined us to celebrate this event.</p> <p>On April 24th the Dream Weavers celebrated 25 years of making hopes and dreams come true! This special evening galvanized the Dream Weavers trailblazing vision for IDD advocacy in Georgia. The event also celebrated the work and accomplishments of Dream Weaver founder, Denise Eller. Denise's vision and tireless work represents the heart and soul of Avita. This was Denise's final event as an Avita employee as she is now enjoying retirement after proving 31 years of advocacy and support on behalf of our individuals served.</p> <p>On April 25th Avita celebrated Direct Support Professionals (DSP) Day at Unicoi State Park. This was a day of training, celebration and staff recognition. The morning focused on training surrounding the Home and Community Based Settings Rule. Avita has an impressive IDD team, and several individuals were recognized for their outstanding accomplishments during 2025. Staff were nominated for awards by their peers or supervisors by submitting a summary of the staff's accomplishments. The Executive Team reviewed the nominations and selected the following:</p>

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	<p><u>DSP of the Year</u> Kalyn Beasley-Dahlonge</p> <p><u>DSP of the Year Nominees</u> Jill Redfern-Blairsville Belinda Loudermilk-Demorest Gabriela Vilchis-Gainesville Chana Flanagan-East (Toccoa/Hartwell/Lavonia)</p> <p><u>IDD Administrator of the Year</u> Nikki Passmore-Blairsville</p> <p><u>IDD Administrator of the Year Nominees</u> Amber Byers-Blairsville Morgan Bolick-Toccoa Jessica Speed-Demorest Mandy Philips-Dahlonge Diane Lee-Hartwell Michelle Brown-Dahlonge Tammy Herron-Lavonia</p> <p>As part of Mental Health Awareness Month <i>Go Green on Green Street</i> was held on May 15th in Gainesville. Michael Foust and I attended the event, which united concerned citizens and mental health organizations as a single voice of advocacy and stigma reduction. An awareness walk on beautiful Green Street during high traffic time brought greater attention to the cause.</p> <p>The executive team weighed options for taking over the management The Center for Wellness and Recovery in Toccoa. The team’s due diligence raised several financial and workforce concerns that led to the difficult decision not to move forward as the management entity. Because they are dependent on insurance billing, they assist individuals to enroll in marketplace insurance. Because our outpatient clinics don’t accept marketplace insurance, this would create a barrier to continued care following completion of the Substance Abuse Intensive Outpatient Program. Avita will continue to support the Center as a community partner.</p> <p>Avita COO, Cathy Ganter Cooper, and CAO Michael Foust attended the annual National Council for Well Being’s conference, “Natcon 25” in Philadelphia on May 5th through the 7th. Cathy and Michael joined 6,000 behavioral health professionals from around the country to network, learn, and generate innovative ideas to address critical problems. Speakers included bestselling authors, Senators, leading brain imaging and addiction physicians, nationally recognized advocates, and social justice leaders. NatCon is also a celebration of excellence; lifetime achievement awards were presented to leaders of two nationally recognized organizations and two Peer Specialist of the Year were honored. Michael and Cathy attended numerous outstanding breakout sessions on stigma reduction and community engagement in rural counties, AI, and the future of treatment, workforce development, and blended funding in a managed care environment. A contingent of over a dozen people represented Georgia CSB’s, a strong showing by our behavioral health network.</p> <p>Below is a summary of county funding commitments across our 13 counties in response to our request to assist with the renovation costs of our men’s substance use residential program.</p> <table data-bbox="324 1753 706 1921"> <tr> <th></th><th>Likely outcome</th></tr> <tr> <td>Banks</td><td>uncertain</td></tr> <tr> <td>Dawson</td><td>yes</td></tr> <tr> <td>Franklin</td><td>yes</td></tr> </table>		Likely outcome	Banks	uncertain	Dawson	yes	Franklin	yes
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	Forsyth	yes	
	Hall	no	
	Hart	yes	
	Habersham	no	
	Lumpkin	yes	
	Rabun	yes	
	Stephens	uncertain	
	Towns	yes	
	Union	uncertain	
	White	yes	
	<p>Following this year’s legislative session, the following bills were signed into law that impact our business:</p> <ul style="list-style-type: none">- SB233 revises the subcommittees of the Behavioral Health Reform and Innovation Commission (BHRIC), eliminating the workforce and involuntary commitment subcommittees and replacing them with IDD and substance use subcommittees. The law also extends the work of the commission which will now sunset in December 2026.- HB584 transfers oversight of Drug Abuse Treatment and Education Program (DATEP) and residential programs from the Department of Community Health (DCH) to the Department of Behavioral Health and Developmental Disabilities (DBHDD). This transition is set to occur in January 2026.- HB516 allows for CSBs to hold virtual board meetings when at least 50% of its members are physically present.- The Governor’s FY26 budget also passed. The budget includes funding for the dedication of UGA’s Ralston Center for Behavioral Health and Developmental Disabilities, continuing the work of David Ralston’s vision for reshaping the healthcare delivery system in Georgia to include those with mental health challenges. The Center will act as an education hub developing a future workforce and act as a data clearinghouse for the state. Funding will be available for Certified Community Behavioral Health Centers (CCBHCs), the new diagnostic and treatment center in Macon and supports for children ages birth to 3. <p>The week of May 4th – 10th was designated State Employee Recognition Week. Avita celebrated by sharing in some “dress up” opportunities. Monday – Fashion from your favorite decade Tuesday- Tie Dye Tuesday Wednesday- Wacky Wednesday Thursday- Hat Day Friday- Favorite Sports Team Employees enjoyed this fun week. Allan Harden also made visits to all Avita sites dropping off cookies at each location and a note of appreciation.</p> <p>Advantage, our neighboring CSB over in Athens hosted an Opioid Summit on May 2nd in Commerce. I represented Avita and learned about the neurobiology of substance use disorder from Dr. Steve Delisi from the Hazelden Betty Ford Foundation and the prevalence and impact of fentanyl on our communities from Dr. Emily Brunner also from Hazelden.</p> <p>In May we also entered 2 new Memorandums of Understanding and renewed an existing one.</p> <ul style="list-style-type: none">- Avita will provide counseling and case management to homeless young adults in Forsyth County attending “The Drop” a drop-in center for homeless young adults ages 18-25 in partnership with Forsyth Family Connections.- At the beginning of next school year Avita will be recognized as the counseling provider for Mountain Education Charter School.- Our agreement with Gateway Domestic Violence Center was renewed. Avita offers counseling and medication management to their clients as needed and we provide referrals of both victims and perpetrators of domestic violence for treatment through their program.		

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	<p>The DBHDD Licensing Team paid a visit to Avita’s Behavioral Health Crisis Center on May 20th. During their brief re-cap at the end of the day they provided lots of complimentary feedback about our facility and a few suggestions for improvement. We didn’t agree with their recommendation to keep Narcan in a locked cabinet and have appealed it. After completion of their records review, we will have a full exit conference on May 29th.</p> <p>Avita received a welcome surprise when notified that we were named the beneficiary of a charitable trust. Kathleen Larsen of Elijay passed away on March 1, 2025 leaving the “Albert Trust” to 2 fortunate non-profit organizations. After determining this was not a scam, we are anticipating the receipt of close to \$1 million from the trust!</p> <p>The Avita Family experienced a sudden and unexpected loss of a staff on May 22nd. Michelle Burgess, Residential Director for our IDD Program passed away. She was 49 years of age. Michelle was kind and caring. She was employed by Avita for the past 10 years. Her contagious smile and positive attitude will be dearly missed. A grief processing group was held at our Demorest office on May 23rd. Another group session will be held the week of May 26th for the residential coordinators that she supervised. We encourage any staff needing additional support to reach out to our Employee Assistance Program (EAP) through Northeast Georgia Medical Center (NGMC). Our EAP is free and confidential. A special thanks to Adam Raulerson (a former employee of Avita for 9 years and a licensed marriage and family counselor) for facilitating these grief processing groups.</p> <p>We’d like to recognize the following staff for going “Above and Beyond”: Jen Collazo, Kyra Langston, Erin Pattillo, Chana Flanagan, Anne Campbell, Holly Asherbranner, Jeremy Lynn, Penelope Hudson, Jess Gaddis, and Ian Mach.</p>
Financial Update	<p>Greg Ball reviewed the following in his report:</p> <ul style="list-style-type: none"> • April saw a \$244,000 surplus. • Current year revenues are \$3.7 million above prior year’s revenues. This is a 12.5% increase Year over Year. • Current year expenses are \$3.4 million which is a 11.7% increase above prior year expenses. • Current surplus fiscal year to date is \$873,000. • Our Key Performance Indicators (KPIs) continued to exceed the targets established by DBHDD: <ul style="list-style-type: none"> ○ Cash on Hand is 77 days—well above the 30-day minimum and 1 less than last month ○ Current Ratio – 9.7:1 ○ Days of Covered Expenses – 77 days –well above the minimum of 60 days and 4 days more than March ○ Long Term Debt Ratio – .16:1 – well below the maximum of 2.5:1
Corporate Compliance Report (Cathy Ganter)	<p><u>Patterns & Trends from Jan-March 2025 compared to Jan-March 2024</u></p> <ul style="list-style-type: none"> • Number of reports increased <ul style="list-style-type: none"> • Internal reports equal – 82 = 82 • External reports increased – 0 < 1 • Subject area increases: <ul style="list-style-type: none"> • Service Quality – 39 < 58 • Subject area decreases: <ul style="list-style-type: none"> Health and Safety – 29 > 12 Management Practices – 14 > 13 • Subject area equal: <ul style="list-style-type: none"> Business Practices – 0 = 0 <p>96% of report dispositions were substantiated which is 2% more than last year.</p>
Nomination Committee Report	<p>Barbara Bosanko shared the committee will recommend Samantha Turner as chair, Kathy Cooper as the vice-chair, and Kim Stephens as the parliamentarian. The vote for these candidates will be in June to begin their terms in July.</p>

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Proposed By-Law Changes	The recommendation is to keep the by-laws the same this year. No objections from members.																																																																														
Bonus Discussion	<div><p>Cindy shared a spreadsheet that showed our anticipated surplus and that we could cover that surplus with the following chart below. Kim Stephens made the motion to approve the chart and Monika Knight seconded it, unanimously approved. Joe Perkins requested to see the December holiday bonus allocation and it was displayed on the screen.</p><table><tr><th></th><th>Annual Salary</th><th># of Employees</th><th>Bonus Amount</th><th>Bonus Amount (with Fringe)</th><th></th></tr><tr><td colspan="6">Salaried:</td></tr><tr><td>Hired 7/1/24 or Prior</td><td>\$ 14,145,322</td><td>252</td><td>\$ 589,388</td><td>\$ 815,221</td><td>Extra paycheck (2.17 weeks)</td></tr><tr><td>Hired 7/2/24 - 12/31/24</td><td>\$ 1,929,653</td><td>37</td><td>\$ 37,000</td><td>\$ 51,060</td><td>\$1,000 lump sum</td></tr><tr><td>Hired 1/1/25 - 5/31/25</td><td>\$ 1,243,650</td><td>30</td><td>\$ 15,000</td><td>\$ 20,700</td><td>\$500 lump sum</td></tr><tr><td colspan="6">Hourly:</td></tr><tr><td>Hired 7/1/24 or Prior</td><td>\$ 1,211,122</td><td>20</td><td>\$ 50,463</td><td>\$ 54,913</td><td>Extra paycheck (2.17 weeks)</td></tr><tr><td>Hired 7/2/24 - 12/31/24</td><td>\$ 486,512</td><td>6</td><td>\$ 3,000</td><td>\$ 3,260</td><td>\$500 lump sum</td></tr><tr><td>Hired 1/1/25 - 5/31/25</td><td>\$ 243,901</td><td>6</td><td>\$ 1,500</td><td>\$ 1,630</td><td>\$250 lump sum</td></tr><tr><td></td><td></td><td>351</td><td></td><td>\$ 946,784</td><td>TOTAL BONUS</td></tr><tr><td></td><td></td><td></td><td></td><td>\$ 872,507</td><td>FY25 Surplus at 4/30/25</td></tr><tr><td></td><td></td><td></td><td></td><td>\$ 1,132,507</td><td>FY25 Projected Surplus</td></tr><tr><td></td><td></td><td></td><td></td><td>\$ 185,724</td><td>Net Surplus after Bonuses</td></tr></table></div>		Annual Salary	# of Employees	Bonus Amount	Bonus Amount (with Fringe)		Salaried:						Hired 7/1/24 or Prior	\$ 14,145,322	252	\$ 589,388	\$ 815,221	Extra paycheck (2.17 weeks)	Hired 7/2/24 - 12/31/24	\$ 1,929,653	37	\$ 37,000	\$ 51,060	\$1,000 lump sum	Hired 1/1/25 - 5/31/25	\$ 1,243,650	30	\$ 15,000	\$ 20,700	\$500 lump sum	Hourly:						Hired 7/1/24 or Prior	\$ 1,211,122	20	\$ 50,463	\$ 54,913	Extra paycheck (2.17 weeks)	Hired 7/2/24 - 12/31/24	\$ 486,512	6	\$ 3,000	\$ 3,260	\$500 lump sum	Hired 1/1/25 - 5/31/25	\$ 243,901	6	\$ 1,500	\$ 1,630	\$250 lump sum			351		\$ 946,784	TOTAL BONUS					\$ 872,507	FY25 Surplus at 4/30/25					\$ 1,132,507	FY25 Projected Surplus					\$ 185,724	Net Surplus after Bonuses
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Closed session Personnel	Angela Whidby made a motion to go into closed session at 7:13 p.m., seconded by Samantha Turner, unanimously approved. Angela Whidby made the motion in closed session to come out of it at 7:35 p.m., with Samantha Turner making the second, unanimously passed.																																																																														
Announcements	None																																																																														
Adjourn at 7:38 pm	Brenda Hochmuth made a motion to adjourn, seconded by Monika Knight. Unanimously passed.																																																																														

Penny Penn

June 25, 2025

Presiding Officer Signature, Penny Penn

Date Approved

Respectfully submitted,

Hariah Hutkowski

Hariah Hutkowski, Recording Clerk