

Avita Community Partners
Board of Directors Meeting Minutes

DATE: June 25, 2025	TIME: 6:10 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 type="checkbox"/> Yes <input checked="" 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Kent Woerner	<input checked="" 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 checked="" type="checkbox"/> Yes <input 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	Kelly Woodall	<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 6:10 PM by Penny Penn, the Chairman. Dante McKay from DBHDD attended the meeting.
Quorum	A quorum was present with 13/16 members.
Approve Agenda	Motion to approve the agenda made by Angela Whidby, seconded by Kent Woerner, was unanimous.
Approval of Minutes	Motion to approve the minutes from May 28, 2025 was made by Kent Woerner, seconded by Angela Whidby. Passed unanimously.
Board Chair Report	Took time to recognize the 2 long-time outgoing members of the board Kent Woerner and Angela Whidby. They both said a few heart felt words.
Swear in new board member	Commissioner Kelly Woodall was sworn in. He is the Habersham County Representative with a term that ends December 31, 2026.
CEO Report	<p>The week of June 9th Carelon, Georgia's Administrative Services Organization, audited four of Avita's departments. Our scores reflect a remarkable effort to maintain and improve our programs to assure our clients, community and key stakeholders are provided the highest standard of services. This was the first year that residential services were audited and scored. We will view this as our baseline and grow from here. As noted below, our outpatient, CSU, and IDD services all scored in the 90s so we got an "A" in every one of these. Congratulations to our staff who make this happen!</p> <ul style="list-style-type: none"> - Outpatient Services received a score of 90% - Crisis Stabilization received a score of 94% - Individuals with Developmental Disabilities received a score of 96% - Housing received a score of 75% <p>The previously announced anonymous trust fund donation was received and deposited on June 9, 2025. We plan to use some of the funds to cover additional expenses for our Men's Residential Program and invest the balance for now.</p> <p>Mercer University School of Medicine, in partnership with the Georgia Department of Behavioral Health and Developmental Disabilities and River Edge Behavioral Health, unveiled a groundbreaking new facility at a community open house on June 9th in Macon. This innovative center is designed to transform care for adults with intellectual and developmental disabilities (IDD) across Georgia. The facility will support up to 16 individuals with an IDD diagnosis in need of crisis services. Included in the 16 beds are 4 "medical beds". The partnership with Mercer opens access to dental, x-ray, mammography, occupational therapy, physical therapy, and audiology services on an outpatient basis utilizing University residents training up the next generation of physicians to support individuals with IDD in the community.</p> <p>Hall County Board Member Kim Stephens, her husband and son took a tour of the BHCC on June 18th. White County Board member Monika Knight visited the Cleveland office on June 24th.</p> <p>Georgia hosted CoRCon25 at the Atlanta Hilton on June 2nd- 4th. This was the 6th annual national co-responder conference. Our Avita/ Forsyth County Sheriff's department co-responders were in attendance, and I assisted the new</p>

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	<p>Georgia Association of Community Service Board (GACSB) Executive Director, Vanessa Cameron with the GACSB vendor table for a day promoting the Community Service Boards and answering questions from attendees.</p> <p>On June 20, Avita held its Annual Employee Appreciation Event at the Boathouse at Lake Lanier Olympic Park. Over 200 employees were in attendance. We had a taco bar for lunch followed by a sundae bar for dessert. Employees enjoyed water sports, corn hole, checkers, bowling, a “get to know you” bingo, velcro axe throwing, basketball and football games along with music provided by DJ Brickhouse and dancing. Avita teams enjoyed participating in our first “Team T-shirt contest”. Avita teams designed their own T-shirts and displayed them. All in attendance voted for their favorite T-shirt design. Congrats to the Finance Team for winning the T-shirt contest. We also took time to publicly recognition of our 7 “Above and Beyond” recipients for the month. Thank you to Jo McGowen, Steve Sorrels, Annie Thomas, Jenny Heuer, Venezuela Borders, Hariah Hutkowski, and Megan Howell for going above and beyond! We also were able to celebrate two retirements as well. Congratulations to Shelby Chamblee, for over 21 years of service as a Pharmacy Tech. and Tessa Rasch serving as a Clinical Social Worker at our Blairsville location after 20 years of service. It was great day of celebrations! Staff members unable to attend due to job responsibilities enjoyed a catered lunch at their various locations. Thanks to Avita Board Member Kim Stephens for also attending. While the employees were attending the employee appreciation event, Thurmon Tanner’s administrative office parking lot was also spruced up and resurfaced.</p> <p>Cindy, Cathy, Lori and Michael met with Rabun County Superior Court Judges on June 17. The team provided an overview of Avita’s programs and answered questions regarding referrals and partnering for future endeavors. We were pleased to receive some very positive feedback regarding the Rabun County Jail In-Reach Program from the Circuit’s Public Defender.</p> <p>Michael Foust attended the Dependency Stakeholders meeting at the Hall County DFCS office. The DFCS team presented information on Independent Living Resources for teens who sign themselves back into foster care.</p> <p>A lease was signed for an IDD Day Center located at: 651 Cook Street in Royston, Franklin County. This will take the place of our former location in Lavonia. We are currently in process of moving items from Lavonia to Royston and preparing the new location for opening.</p> <p>A celebration of life ceremony for Michelle Burgess was held at Denise Eller’s farm on May 31st. Her family, boyfriend and Avita family members were all in attendance. Together we celebrated the life of a beautiful young woman cut short at the age of 49. Stories and fond memories were shared and a ceremony of dropping flowers into the stream in her memory was held. It was a meaningful time to share of the light she brought to our world.</p> <p>We held a surprise baby shower on June 19th to prepare the new adoptive parents Mallory and Dustin Lankford for their new bundle of joy scheduled to arrive on July 22nd. We sure love to celebrate!</p>
Financial Update	<p>Greg Ball reviewed the following in his report:</p> <ul style="list-style-type: none"> • May saw a \$105,000 surplus. • Current year revenues are \$3.9 million above prior year’s revenues. This is a 11.7% increase Year over Year. • Current year expenses are \$3.6 million which is a 11% increase above prior year expenses. • Current surplus fiscal year to date is \$977,000. • Our Key Performance Indicators (KPIs) continued to exceed the targets established by DBHDD: <ul style="list-style-type: none"> ○ Cash on Hand is 79 days–well above the 30-day minimum and 2 more than last month ○ Current Ratio – 9.5:1 ○ Days of Covered Expenses – 79 days –well above the minimum of 60 days and 2 days more than April ○ Long Term Debt Ratio – .16:1 – well below the maximum of 2.5:1 and same as last month
FY26 Budget	<p>Greg went over a detailed proposed FY26 budget with the Board. The budget has expenses of \$41.523 million and projected income of \$41.750 million leaving a surplus of \$227,000. Line items were discussed. Angela Whidby made a motion to approve as presented. Seconded by Kent Woerner, unanimously approved.</p>
Nomination Committee Report	<p>Kent Woerner made a motion, seconded by Angela Whidby, to recommend Samantha Turner as chair, Kathy Cooper as the vice-chair, and Kim Stephens as the parliamentarian. The terms begin in July for FY26. Motion passed unanimously after opening up the floor for further discussion or nominations.</p>
Proposed By-Law Changes	<p>The recommendation is to keep the by-laws the same this year. No objections from members.</p>

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Closed session Personnel	Angela Whidby made a motion to go into closed session at 7:05 p.m., seconded by Kent Woerner, unanimously approved. Angela Whidby made the motion in closed session to come out of it at 8:04 p.m., with Kent Woerner making the second, unanimously passed.
CEO Selection	Kent Woerner made a motion, seconded by Angela Whidby, to recommend that Cathy Ganter be installed as the new CEO beginning January 1 st , 2026. The vote was unanimous to pass.
Committee Reports	<p>Finance: Brenda Hochmuth shared that Greg presented the details of the proposed FY 26 budget in our meeting. He discussed the process that was used, key assumptions included in the budget and went through the revenue and expense numbers.</p> <p>Governance: Barbara Bosanko shared they began looking at the In-kind/cash contributions spreadsheet that determines the Elected Official representation on the Board.</p> <p>Community and Client Relations: Penny Penn shared the following:</p> <p>Intellectual and Developmental Disabilities</p> <ul style="list-style-type: none"> ○ We have decided to not fill the Residential Director position, but instead to have the Team Leads oversee the Residential Coordinators. This allowed us to also give the Team Leads a raise. ○ We have hired a Residential Coordinator in Gainesville who will start in July. <p>Behavioral Health Outpatient</p> <ul style="list-style-type: none"> ○ We have 4 Jail In-Reach programs now in Hall, Stephens, Rabun, and Forsyth Counties. ○ Lori is working on an internal corrective action plan based on the results from the ASO Quality Review that took place the beginning of June. We will be targeting staff that need additional training, supervision, or support. ○ We are working on recreating our SA IOP with some of the funds we received from the Federal Opioid Grant. Clients in this program will receive 9 to 20 hours of services per week. A team is working to move through the numerous steps to set this up in Hall County. ○ We have started a patient portal for clients to submit documents before their intake appointment. We started in Blairsville and the next location will be Cleveland. IDD will also be using this patient portal for Family Support documents. <p>The Community Housing program is moving to fee for service using federal funds. Currently, 30% of the services provided in the Community Housing program are fee for service and we are anticipating that this number will be increasing.</p> <p>Information Systems has been working on dashboards in CareLogic to look at productivity, revenue, and the health of the organization. They also started a customer service survey to gather feedback on staff's experience during IT issues.</p> <p>Behavioral Health Specialty Services</p> <ul style="list-style-type: none"> ○ We had our ASO audit with Carelon for all of our services the week of June 9th. All 4 locations scored well. And they shared those results. ○ Cathy is at a System of Care Conference at Stone Mountain this week. <p>BHCC</p> <ul style="list-style-type: none"> ○ Staff turnover continues to be a struggle. Primarily nurses and tech positions are a challenge to keep filled. ○ We increased from 80% to 94% on the ASO audit.
Announcements	Cindy shared she has become a first-time grandma. She has a granddaughter: Maeve Adeline Rivers was born on June 12 th at Northside Forsyth Hospital, weighing in at 7 lbs. 15 oz. and 19.5 inches long.
Adjourn 8:11 pm	Kent Woerner made a motion to adjourn, seconded by Angela Whidby. Unanimously passed.

Kathy Cooper

July 23, 2025

Presiding Officer Signature, Vice-Chair, Kathy Cooper

Date Approved

Respectfully submitted, *Hariah Hutkowski*, Hariah Hutkowski, Recording Clerk