

Avita Community Partners
Board of Directors Meeting Minutes

DATE: September 24, 2025	TIME: 6:04 PM
PLACE: Avita Administrative Offices and Zoom	PRESIDING: Samantha Turner, Chair

Attendance

Kandy Bond	☐ Yes ☒ No	Monika Knight	☒ Yes ☐ No	UNFILLED (Hart)	☐ Yes ☐ No
Barbara Bosanko	☒ Yes ☐ No	Rachel Mathis	☒ Yes ☐ No	Kim Stephens	☒ Yes ☐ No
Angie Brown	☐ Yes ☒ No	Bobby Mayfield	☒ Yes ☐ No	Samantha Turner	☒ Yes ☐ No
Kathy Cooper	☒ Yes ☐ No	Lisa McCall	☒ Yes ☐ No	David White	☒ Yes ☐ No
David Owens	☒ Yes ☐ No	Penny Penn	☒ Yes ☐ No	Carol Williams	☒ Yes ☐ No
Brenda Hochmuth	☒ Yes ☐ No	Joe Perkins	☒ Yes ☐ No	Kelly Woodall	☒ Yes ☐ No

Executive Team Member Attendance

Greg Ball	☒ Yes ☐ No	Lori Holbrook	☒ Yes ☐ No	Don Reimer	☒ Yes ☐ No
Cathy Ganter	☒ Yes ☐ No	Cindy Levi	☒ Yes ☐ No		
Allan Harden	☒ Yes ☐ No	Hannah Quinn	☒ Yes ☐ 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 Samantha Turner, Chairman.
Quorum	A quorum was present with 15/17 members.
Approve Agenda	Motion to approve the agenda made Brenda Hochmuth, seconded by Carol Williams, was unanimous.
Approval of Minutes	Motion to approve the minutes from August 27, 2025 was made by Penny Penn, seconded by Monika Knight. Passed unanimously.
Board Chair Report	Samantha Turner had no report.
CEO Report	Cindy updated the Board on the CEO transition with Cathy. Avita moved to the next step in its pilot utilizing AI - artificial intelligence. A group of 10 Avita staff are part of the testing phase. Each person received 2 texts and a phone call from Mila during this test. Feedback was provided to the Mila design team and some adjustments were made to ensure the interactions were user friendly. Testing and feedback will continue for another week. We anticipate the launch of the pilot in October. The goal is to increase the number of individuals engaging in treatment following their initial intake. We had some special guests at the Behavioral Health Crisis Center (BHCC) on September 2nd. Thanks to Avita Board member, Carol Williams for coordinating and attending this event. I guided the group which consisted of Carol, the Medical Director from the Franklin County Jail, a Sheriff's Deputy and 2 representatives from Banks County School System. During the tour, they learned all about the services offered there, how to make referrals, and how law enforcement can quickly and safely bring individuals there for treatment. Dr. Bucynsky, who works for CorrCare in the Banks County Jail indicated that he would begin working at the Hart County Jail within the next few months. Our guests were impressed with the offerings of the BHCC and new partnerships were formed. The annual Georgia Gathering, a conference for self-advocates with intellectual disabilities was held at Unicoi State Park on September 4th and 5th. This conference always uplifts the spirits of all self-advocates in attendance. The Learning Marketplace offered small group conversations on a variety of topics impacting the lives of those we serve including such topics as "Safe Use of Social Media" and "See Me, Hear Me," "Basic Sign Language Skills," "Introduction to the Advocacy Council," "Adaptive Fitness," and

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	“Sharpening Minds through Games.” DBHDD Director of IDD Services, Ron Wakefield addressed the group offering inspiration to all. Direct Support Professional’s (DSP) Recognition Week was celebrated the week of September 7th – 13th. Avita’s DSPs were shown appreciation with special gifts and activities throughout the week at each of our centers. One of our DSPs, Jill Redfern was recognized at the state level for her service. Jill shared that “Serving individuals at Avita has filled a void that I had been searching for over the last five years. It has allowed me to reconnect with my passion for caregiving and has greatly inspired me to regain that sense of purpose. The fulfillment I derive from helping others has rekindled my lost compassion and has led to a positive shift not only in my professional life but in my personal happiness as well.” She also shared, “It is so much more than just a job for me; it transcends a simple career path. Each day, I find myself deeply connected to the individuals I serve, and I carry their stories and experiences with me long after I leave the workplace.” Finally, she added, “The relationships I have formed in this role have taught me invaluable lessons about appreciating the little things in life. Their resilience and perspective continually remind me not to take any moment for granted. It’s a humbling experience that shapes how I view the world and interact with it. I wanted to express my gratitude for the opportunity to be a part of something so meaningful.” Thanks to Jill and all Avita’s DSPs for putting your heart and soul into your work every day! The annual DD Learning Collaborative was held at Callaway Gardens on September 9th – 11th. There was a great lineup of workshops and plenary speakers. One of the highlights was a presentation on “Embracing Neurodiversity and Creativity” by Dani Bowman, star of the Netflix Series “Love on the Spectrum.” Dani shared her life story of being told everything she COULDN’T do and her mission to prove what she COULD do! It’s PMR (Performance Monitoring Report) time! All Behavioral Health Providers are required to submit their data to DBHDD supporting their progress on the Key Performance Indicators. Our data was submitted to DBHDD on September 15th. Avita continues to strive for “A” ratings in all areas reported. As reported last month, Avita was asked by DBHDD to step up and provide residential supports to individuals with IDD and additional complex needs. In a follow-up meeting, DBHDD has asked for Avita’s commitment, plan to meet these needs, and a funding request. The Executive Team is exploring potential options to expand our services to support these individuals with IDD and behavioral challenges. Cindy shared the Yellow Ribbon event in Franklin County on Sept 17th and 18th. With Cathy Ganter’s selection as the next CEO for Avita and the departure of Michael Foust we have 2 executive level positions to fill. Cathy decided to re-align these positions and we are hiring a Chief Operating Officer and a Chief Program Officer. Internal applicants were offered first consideration, and several qualified applicants applied and were interviewed. The announcement of who will fill these roles will be made within the next few weeks. Thanks to Avita’s selection as the recipient of the Open Minds’ Innovation Award, Don Reimer, Anne Campbell and I will be presenting our case study during an hour-long executive briefing on October 16th from 1:00 pm – 2:00 pm. Information regarding this presentation can be found here: https://openminds.com/event/a-great-consumer-experience-increased-revenue-the-avita-behavioral-health-crisis-center-case-study/. Avita held its first Recovery Night celebration we called “Recovery by the Lake” on September 23rd from 6 pm – 9 pm at the Boathouse on Lake Lanier. Our team was joined by 15 other agencies who had information tables and shared their agencies service offerings with those in attendance. A popular area

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	band, Fly Betty, provided entertainment and every 30 minutes local individuals in recovery shared their personal recovery stories. There was also food, games, and door prizes. Josie Black, Vocational Specialist, retired on August 29, 2025, after 20 years of going above and beyond for Avita and positively impacting so many lives with her work. Avita held a wonderful luncheon event at the Thurmon Tanner administrative building. Avita would like to recognize the following staff for going “Above and Beyond:” Janelle Luczka, Rae Emans, Mary Donna McAvoy, DiAnn Easley, Jenny Heuer, and Ashley Lee.
Financial Update	Greg Ball reviewed the following in his report: • August saw a \$111,000 surplus. This brings the FY surplus to \$2.203 million. • Current year revenues without the Employment Retention Credit (ERC) payment (\$1.72 million) are \$618,000 above prior year revenues which is 1.8% increase. • The total surplus is \$441,000 without the ERC. This is \$222,000 over budget for the FY. • Current year expenses are \$221,000 which is a 3.5% increase above prior year expenses. • Our Key Performance Indicators (KPIs) continued to exceed the targets established by DBHDD: ○ Cash on Hand is 107 days—well above the 30-day minimum and 4 less than last month ○ Current Ratio – 11.4:1 ○ Days of Covered Expenses – 100 days—well above the minimum of 60 days ○ Long Term Debt Ratio – .14:1 – well below the maximum of 2.5:1
Housing Grant Acceptance SPC 24C362	Brenda Hochmuth made a motion to accept the HUD grant indicated in the packet “24C362/GA0051L4B012417” and seconded by Monika Knight. Passed unanimously.
Annual Review of “Elected Official” Board Membership per by-laws of In-Kind & Cash contributions	Monika Knight made a motion to accept the spreadsheet that highlights a change in our Elected Membership makeup to add Stephens County and remove Habersham County’s slot on January 1 st , 2026, seconded by Barbara Bosanko. Kelly Woodall asked a question about the spreadsheet. It was briefly discussed. Passed unanimously.
Announcements	None.
Adjourn at 6:48 pm	Barbara Bosanko made a motion to adjourn, seconded by Monika Knight. Unanimously passed.

Samantha Turner

October 22, 2025

Presiding Officer Signature, Chair, Samantha Turner

Date Approved

Respectfully submitted,

Hariah Hutkowski

Hariah Hutkowski, Recording Clerk