

Avita Community Partners
Board of Directors Meeting Minutes

DATE: October 23, 2024	TIME: 6:04 PM
PLACE: Avita Administrative Offices and Zoom	PRESIDING: Penny Penn

Attendance

Barbara Bosanko	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	UNFILLED	<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	Bruce Palmer	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Angela Whidby	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Bo Garrison	<input type="checkbox"/> Yes <input checked="" 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Monika Knight	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	UNFILLED	<input type="checkbox"/> Yes <input type="checkbox"/> No	Kent Woerner	<input type="checkbox"/> Yes <input checked="" 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	Rae Ann Straub	<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.
Determine Quorum	A quorum was present with 13 out of 16 members.
Approval of Agenda	Motion to approve the agenda made by Barbara Bosanko, seconded by Bruce Palmer, passed unanimously.
Approval of Minutes	Motion to approve the September 25, 2024 minutes by Barbara Bosanko, seconded by Monika Knight and it passed unanimously.
Board Chair Report	Penny had nothing to report.
CEO Report	<p>As mentioned last month staff from Avita were asked to present on our Jail In-Reach Program at the Behavioral Health and Law Conference sponsored by DBHDD at Jekyll Island Sept. 25th – 27th. Josh Bell, Tyra Woods, Lori Holbrook and I attended the conference. Our Hall County Program has demonstrated some great outcomes by decreasing jail recidivism rates and connecting individuals with on-going supports and services. We were able to give our full presentation on September 26th but the conference was cut short due to hurricane Helene.</p> <p>Also mentioned last month two Direct Support Professionals (DSP) received their awards from DBHDD in person on September 30th. Again, congratulations to Jazmine Whitaker Garrett and Gabriela Vilchis for their outstanding work. As we were preparing for the Awards Presentation the fire alarm went off at the building. When the firefighters arrived, we took full advantage of the opportunity for them to interact with the youth who were at the building participating in our Autism Program. As you can see from the picture, one youth was particularly excited to see the firefighters and wear a fireman’s hat. These youngsters also began full use of our new autism space. The new room is filled with crafts, puzzles, karaoke, and coloring opportunities!</p> <p>Toccoa, Hartwell, and Lavonia IDD had a Cookout at Tugaloo State Park for an end of the summer celebration this past month. This event is just a very small representation of getting out in the community for our IDD clients as they continue to pack in their outside summer outings. With an emphasis on home and community-based services, we are seeing our individuals receiving community access services in the community daily.</p>

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	<p>The Stephens County Recovery Community Organization (RCO) hosted a Recovery Celebration at 1st Methodist Church in Toccoa on September 28th. Amy Jones managed the booth that beautiful day and interacted with those in attendance sharing information about Avita’s services.</p> <p>The Hall County Domestic Violence Task Force hosted their annual Domestic Violence Awareness Breakfast in Gainesville on October 1st. Rev. Butler, a survivor of domestic violence spoke to those in attendance about the role of community and faith leaders in addressing domestic violence. She emphasized the need to bridge the gap to remove the pain for those experiencing domestic violence along with the need to intervene, provide support, and ensure their safety.</p> <p>The Hall County Juvenile Court Stakeholders meeting was held on October 4th. During this meeting, Jenny Chapple, a Hall County School Counselor and Sources of Strength Coordinator, presented QPR Training. QPR stands for Question, Persuade and Refer which is a suicide prevention strategy.</p> <p>The NADD Conference in Tempe, AZ was held on October 7th through the 10th. DBHDD sponsored the trip, and we were able to have 8 Avita employees represented in a very large Georgia delegation of 162 people. We attended many relevant sessions regarding the treatment of individuals with Intellectual/Developmental Disabilities and mental health conditions. For fun one night, our group decided to take a ride in a driverless car. It was quite an experience!</p> <p>DBHDD sponsored their annual Behavioral Health Symposium October 9th – 11th at Lake Lanier Islands Resort. The Symposium kicked off the evening of October 9th with the DBHDD Provider Awards dinner and ceremony. Don Reimer, Jolyn Matheson, Grace Allen, and Josh Bell represented Avita and were thrilled to accept 2 very prestigious awards on behalf of our organization. Avita received the Statewide Award for Exceptional Recovery-Oriented Services and the Region 1 Provider Award. Congratulations to ALL Avita staff whose dedication to their work resulted in this recognition. On October 10th through the 11th Jeremy Lynn, Jenny Huer, Howard Stroud, and Megan Walker attended the actual BH Symposium sessions. Together they learned strategies for interacting with clients that are deaf and some common errors that happen when trying to diagnose and plan treatment. They also learned about a diagnosis, Anosognosia, which means a person truly does not believe they have a mental condition, so you must shift your approach when working with them.</p> <p>Avita’s Annual Host Home Provider (HHP) Meeting was held on October 11th. Kathleen Thompson was selected as Host Home Provider of the Year! Four others were also recognized as outstanding Host Home Providers. They were Charlotte Beaver from Blairsville, Leonora Wells from Toccoa, Sherry Redden from Demorest, and Carla Arendt from Dahlonega. In addition to the recognition ceremony, Robin Van Eerden provided a thorough training to all the HHP’s on how to relate to the individuals they serve and fully understand how to support their needs. Later that day Robin conducted a training on Trauma Informed Care for staff at the BHCC. Robin is a national trainer and a certified clinician working with those that are dually diagnosed.</p> <p>Avita has been out in the community! Between career fairs and special events during suicide prevention and recovery month, Avita was represented at 15 community events last month.</p> <p>Avita’s Deaf Services Program is also on the move. Durkhy Haque had a booth at the Atlanta Area School for the Deaf’s Community Open House. T’Aira and Cherrie attended the DeaFestival hosted by the Alabama Institute for the Deaf and Blind, a Deaf Field Day in Valdosta, and community outreach in Columbus.</p>
Financial Update	<p>Greg Ball reviewed the following in his report:</p> <ul style="list-style-type: none"> • September saw a \$10,000 deficit. • Current year revenues are \$987,000 above prior year’s revenues. This is a 11.4% increase over prior year revenues. • Current year expenses are \$1.1 million which is a 13.8% increase above prior year expenses.

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	<ul style="list-style-type: none"> • Current surplus fiscal year to date is \$36,000. • Our Key Performance Indicators (KPIs) continued to exceed the targets established by DBHDD: <ul style="list-style-type: none"> ○ Cash on Hand is 72 days—well above the 30-day minimum ○ Current Ratio – 9:1 ○ Days of Covered Expenses – 73 days –well above the minimum of 60 days ○ Long Term Debt Ratio – .15:1 – well below the maximum of 2.5:1 																								
HR Report	<p style="text-align: center;">July – September 2024 FTE's: 385</p> <p>Turnover <u>Current Employee Count (FT) End of September - 320</u> <u>Current Employee Count (PT) End of September - 30</u> FT Turnover Rate - End of September 2024: 8.75% (28 positions) PT Turnover Rate - End of September 2024: 36.67% (11 positions) Combined Turnover through September 2024 – 11.14% (39 positions)</p> <p>Turnover Previous Year (FY2024) FT Turnover Rate - End of September 2023: 5.35% (16 positions) PT Turnover Rate - End of September 2023: 8.63% (4 positions) Combined Turnover through September 2023 – 6.08% (20 positions)</p> <p>Vacancies BHCC, 14 FT, 1 PT Other Avita Programs, 19 FT (15 BH, 4IDD), 2 Hourly (2BH) 38 New Hires (Jul. - Sept.) 34 full time, 4 hourly Workman's Comp (4) 4 injuries caused by clients</p>																								
HUD GRANTS Accepted	<p>Discussion ensued about what the grants did and a refresher on why the board needed to approve them. Kathy Cooper made a motion to accept the entire slate of grants, which Samantha Turner seconded the motion. It passed unanimously. The motion included the specifics below:</p> <table border="1" data-bbox="321 1031 1511 1371"> <thead> <tr> <th>Project Name (CoC)</th> <th>HUD Grant Number</th> <th>Grant Year confirmed</th> <th>rental assistance amount</th> <th>admin amount</th> <th>total award amount</th> </tr> </thead> <tbody> <tr> <td>Avita S+CR</td> <td>GA0051L4B012316</td> <td>6/1/24 - 5/31/25</td> <td>\$185,136</td> <td>\$8,711</td> <td>\$193,847</td> </tr> <tr> <td>Avita S+CR_C</td> <td>GA0176L4B012309</td> <td>10/1/24 - 9/30/25</td> <td>\$342,180</td> <td>\$16,222</td> <td>\$358,402</td> </tr> <tr> <td>AVITA</td> <td>2024 HTF EMS 24C241</td> <td>7/1/24- 6/30/25</td> <td></td> <td></td> <td>\$41,000</td> </tr> </tbody> </table>	Project Name (CoC)	HUD Grant Number	Grant Year confirmed	rental assistance amount	admin amount	total award amount	Avita S+CR	GA0051L4B012316	6/1/24 - 5/31/25	\$185,136	\$8,711	\$193,847	Avita S+CR_C	GA0176L4B012309	10/1/24 - 9/30/25	\$342,180	\$16,222	\$358,402	AVITA	2024 HTF EMS 24C241	7/1/24- 6/30/25			\$41,000
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Announcements	none																								
Adjourn at 7:09 pm	A motion made by Carol Williams, seconded by Bruce Palmer, to adjourn and it was unanimous.																								

Penny Penn

12/11/24

Presiding Officer Signature, Penny Penn

Date Approved

Respectfully submitted,

Hariah Hutkowski

Hariah Hutkowski, Recording Clerk