

Avita Community Partners
Board of Directors Meeting Minutes

DATE: February 25, 2026	TIME: 6:00 PM
PLACE: Avita Administrative Offices and Zoom	PRESIDING: Samantha Turner, Chair

Attendance

Kandy Bond	<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
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	UNFILLED (Lumpkin)	<input 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	Lisa McCall	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	David White	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
David Owens	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Penny Penn	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Carol Williams	<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	Debbie Whitlock	<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	Catherine Murphy	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Jenny Heuer	<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 6:07 PM by Samantha Turner, Chairman. Dante McKay from DBHDD was in attendance via Zoom.
Quorum	A quorum was present with 13/16 members.
Approve Agenda	Motion to approve the agenda made Monika Knight with a revision to add Committee Reports, seconded by Kim Stephens, was passed unanimously.
Approval of Minutes	Motion to approve the minutes from January 28, 2026 was made by Penny Penn, seconded by Monika Knight. Passed unanimously.
Board Chair Report	None.
Oath's of Office	Kathy Cooper and Debbie Whitlock both recited the Oath of office. Kathy Cooper's term would go from 1/1/26 through 12/31/28. Debbie Whitlock's term ends 12/31/26.
CEO Report -Cathy Ganter	<p>The Georgia Legislation began session on January 12, 2026, and will finish on April 2, 2026. New legislation is being introduced to make the Chief Executive Officers of all the Community Service Boards Department of Behavioral Health and Developmental Disabilities (DBHDD) employees. The Georgia Association of Community Service Boards (GACSB) ad hoc committee has worked directly with Commissioner Tanner to negotiate some of the finer points of the legislation. The legislation was introduced to the house on February 19th as HB1368.</p> <p>CSB Day at the Capitol was February 5, 2026. Monika Knight, David Owens, Allan Harden, Lori Holbrook, Hariah Hutkowski and Cathy Ganter were in attendance. We were able to talk with nine of our twenty-one representatives and senators on our visit to the capitol. We personally talked to Representatives Anderson, Chastain, Powell, Cox, Dubnik and Dunahoo. In addition, we talked with Senators Hatchett, Echols and Gooch. It was a productive day!</p> <p>Mental Health Day at the Capitol was held on February 18th. In attendance was Kim Stephens, Lori Holbrook, Jenny Heuer, Jennifer Chambers, Kenneth Sill, and Cathy Ganter. Jennifer and Kenneth brought along three individuals we serve – one from our group home in Dahlonega and two from our peer support program in Cumming. The program was uplifting and inspirational!</p> <p>On February 6, 2026, Justin Dudkiewicz and Allan Harden replaced “old glory.” She was looking rather tattered, but they needed to wait until after the last few ice storms. Throughout the years, Allan and Justin have been responsible for changing out our flags at the front of our administrative building.</p>

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	<p>As reported in our January CEO Board report, our Blairsville office challenges continue. From our last report, you knew we were to meet with the commissioners from Towns and Union counties. On February 6, 2026, David Owens, Hannah Quinn, Hannah Campbell, Lori Holbrook, Jill Worley, Amber Byers, and Cathy Ganter met with Commissioner Collins to follow up on finding us a building or property in Union County. Unfortunately, the Towns County Commissioner was unable to attend because something else came up. However, the meeting was a success as Commissioner Collins has agreed to find us land to donate or lease to us at a very low rate for the next 50-60 years.</p> <p>Work continues toward our Intellectual and Developmental Disabilities group homes. We are working with a realtor, Pat Burke, who has showed us a number of properties in Hall County. In addition, we met with the Hall County Zoning and Planning team to determine what they think we would need to do with the properties we are interested in. Our architect should have our plans drawn in the next couple of weeks. We continue to meet every couple of weeks with the Department of Behavioral Health and Developmental Disabilities and the other community service boards who are working on this project in their own regions.</p> <p>As mentioned in our January CEO Report to the board, we have determined not to move forward with the Men’s Semi Independent Residential program in the back of our administrative office. Since we have the space in the back of our building, we have decided to move all our paper records back to the administrative office. This will earn us considerable savings as we pay storage fees to an external company, and we must pay to request those records to be brought to us and destroyed. While we do have a fee up front to bring the records back, we will save money in the long run.</p> <p>Our Supported Employment team had their annual fidelity review and received their scores. They received an exemplary score of 118! Congratulations to our Supported Employment Team!</p> <p>Don Reimer, Anne Campbell and Cathy Ganter attended the Open Minds Conference from February 9th through 12th in Clearwater Beach, Florida. We were asked to attend and present our project entitled ‘Use of Technology to Support Crisis Service Flow’. As you may remember, we received an innovation award from this project in 2025 in Long Beach, California. As a result of our presentation in Clearwater Beach, they have invited us again to their next conference in June in New Orleans, Louisiana on their dime.</p> <p>The Eighth Quarterly Rabun County Board of Health Public Health Event took place at the Rabun County Health Department on February 10th. It started with Unite Rabun providing a BBQ dinner. Commissioner Kent Woerner introduced Jeremy Lynn, our Care Management Director, to an audience of 20 Rabun County residents. Jeremy taught this group about QPR (www.gprinstitute.com). This training program teaches the warning signs of a suicide crisis and how to act to help someone in need. The three steps are Question, Persuade, and Refer. Thank you to Jeremy for providing this much-needed training to our residents in Rabun County.</p> <p>As always, Avita would like to recognize the following staff for going “Above and Beyond:” Sarah Jump, Jon Kendrick, Jeremy Lynn, Mary Brock, Robert Wilson, Erin Coyle, Rebecca Airington, Jenna Vanderbeek, Lezlie Kimbral, Kenslei Krippner, Eve Martin, Amanda Padgett, Jonah Green, Katherine Ast, and Padgett Tate. Thanks for all you do! Hariah Hutkowski was also honored by Monika Knight during the meeting with an “Above and Beyond” for his work on CSB Day.</p>
Financial Update	<p>Greg Ball reviewed the following in his report:</p> <ul style="list-style-type: none"> January saw a \$196,000 surplus. This brings the FY surplus (not including the ERC revenues) to \$622,000.

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	<ul style="list-style-type: none"> • Current year revenues without the Employment Retention Credit (ERC) payments are \$1,300,000 above prior year revenues which is 5.7% increase over prior year’s revenues. • Current year expenses are \$1.0 million which is a 4.4% increase above prior year expenses. • Our Key Performance Indicators (KPIs) continued to exceed the targets established by DBHDD: <ul style="list-style-type: none"> ○ Cash on Hand is 141 days–well above the 30-day minimum ○ Current Ratio – 13:1 ○ Days of Covered Expenses – 147 days –well above the minimum of 60 days ○ Long Term Debt Ratio – .17:1 – well below the maximum of 2.5:1 – same as last month 												
Strategic Plan -Cathy Ganter	Cathy went over the strategic plan metrics with the Board verbally that were provided in the board packet. She also provided quarter 3’s results. She emphasized this was the first complete year of a 3-year strategic plan. Generally, we were hitting all the metrics we hoped to hit and had emphasis on. No questions were asked.												
Annual Corporate Compliance -Cathy Ganter	<p>Cathy went over the purpose of the annual review and covered the data trends for the year. They were as follows:</p> <ul style="list-style-type: none"> ▪ Total reports increased: 339 < 365 <ul style="list-style-type: none"> ▪ Internal reports: 333 < 357 ▪ External reports: 6 < 8 ▪ Trends in report subject areas: <ul style="list-style-type: none"> ▪ Areas of significant decrease: <ul style="list-style-type: none"> ▪ Health and Safety 143 > 134 ▪ Business Practices 1 > 0 ▪ Areas of significant increase: <ul style="list-style-type: none"> ▪ Service Quality 150 < 184 ▪ Management Practices 44 < 47 ▪ Areas the same: <ul style="list-style-type: none"> ▪ Fraud 0 = 0 ▪ Work Environment Issues 0 = 0 <p>The percentage of substantiated dispositions remains at 98% year over year. No questions were asked.</p>												
401K Benefit Increase -Cathy Ganter	<p>Cathy shared the historical context of reducing the 401K contribution back in 2009 to 3.5% and the cost cutting measures taken during difficult times. Due to the employee retention credit and potential reduction in our health care contribution we have sufficient funds to reinstate 7.5% 401K contribution by Avita. Greg shared the following metrics:</p> <table border="1" data-bbox="743 1255 1490 1528"> <thead> <tr> <th></th> <th>Monthly</th> <th>Annual</th> <th>Incremental Annual Expense</th> </tr> </thead> <tbody> <tr> <td>Current (3.5%)</td> <td>\$ 53,000</td> <td>\$ 636,000</td> <td>N/A</td> </tr> <tr> <td>Proposed (7.5%)*</td> <td>\$ 113,500</td> <td>\$ 1,362,000</td> <td>\$ 726,000</td> </tr> </tbody> </table> <p><i>*Restores contribution percentage to 2009 levels</i></p> <p>Monika Knight made a motion to approve the increase in the 401K contribution to 7.5%, seconded by Kathy Cooper. Passed unanimously.</p>		Monthly	Annual	Incremental Annual Expense	Current (3.5%)	\$ 53,000	\$ 636,000	N/A	Proposed (7.5%)*	\$ 113,500	\$ 1,362,000	\$ 726,000
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Chief Compliance Officer	Cathy Ganter requested that her authority as “Chief Compliance Officer” be moved to Catherine Murphy, COO. A draft memo was attached for approval. Barbara Bosanko made a motion to approve the transfer of authority, seconded by Kim Stephens, passed unanimously.												
Committee Reports:	FINANCE: Brenda Hochmuth reported the following: We talked about the various sources that make up the \$41.7 million in Avita’s annual revenues.												

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	<ol style="list-style-type: none"> 1. 68% of revenues (or about \$27 million) come from the State of Georgia. Three different sources from the state: <ol style="list-style-type: none"> a. Grants (18% of revenues) b. Expense reimbursement contracts (39% of revenues) c. Fee for Service (11% of revenues) 2. Medicaid contributes \$ 9 million (or 22% of the total) in revenues 3. Federal funding is about 6% of revenues 4. The remaining 4% of revenues comes from: County Grants and Contracts, Client Self Pay, Medicare, Private Insurance, Interest income <p>GOVERNANCE: Lisa McCall shared that Board members need to be on the lookout of the “Board member assessments” and return them by March. They also advised us they will be starting to look at the by-laws for the annual review.</p> <p>COMMUNITY AND CLIENT RELATIONS:</p> <ul style="list-style-type: none"> • BHCC <ul style="list-style-type: none"> ○ EMS Oversight & Medical Clearance - The usage of EMS in CY25 Q4 decreased compared to previous quarters. ○ Medication Management Improvements – There were no medication errors with adverse effect during CY25 Q4. ○ Pharmacy – At the January BHCC P&T Meeting, the Pharmacy Director recognized the efforts the BHCC has made over the last year to improve medication accountability. ○ Buprenorphine Readiness – We continue to tighten up our detox procedure in preparation for the implementation of Bupronorphine. ○ Seclusion & Restraint – There were 17 incidents requiring seclusion or restraint. ○ Environmental & Contraband Improvements – The incidents of contraband being found on the unit have decreased due to strengthening our search policy. ○ IDD Swing Bed Capacity Conflict – DBHDD has requested that the BHCC utilize all 6 IDD swing beds. • Chief Clinical Officer’s Report <ul style="list-style-type: none"> ○ The Peer Programs in Forsyth, Hall, and Lumpkin are growing and engaging in a lot of community events and activities. ○ The outpatient sites are almost fully staffed. The only vacancies are a Co-Responder position in Forsyth County, a MH Court counselor and a forensic peer mentor in the Mountain Judicial Circuit, and a substance abuse counselor for our SAIO program that will be starting in Hall County. ○ The three Jail In Reach programs are all fully staffed now. • Chief Operating Officer’s Report <ul style="list-style-type: none"> ○ Community Housing – We have 3 open positions right now at the Gainesville apartments. In December we had put a pause on filling our HUD funded beds due to some things that were happening at the federal level and some concerns about possible changes, but we have now been given the approval to start filling those beds again. ○ The Women’s Treatment & Recovery Supports Program had a healthy baby born this past month. They have admitted two new clients this week. They are fully staffed. • Chief Program Officer’s Report <ul style="list-style-type: none"> ○ Assertive Community Treatment – We are recruiting for a Vocational Specialist and a Team Lead. ○ American Sign Language – There is one open Case Manager position in Savannah. ○ APEX – The program is fully staffed except for one Hall County position. ○ Community Support Team – The substance abuse counselor moved back to the ACT team, so they are recruiting to fill this vacancy.

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	<ul style="list-style-type: none"> ○ Supported Employment – We were notified that DHBHDD will be cutting our slots from 137 to 120. ○ System of Care – We are looking for staff to work with this program. Jenny is covering this program at this time. ○ Jenny has been working to increase staffing for all programs. ● Intellectual and Developmental Disabilities Director’s Report <ul style="list-style-type: none"> ○ The state had originally told us that the new IDD Community Access tier rates would start in September, but they have since decided to hold off on these new rates. We had to go back and rebill all the services at the normal rate and have been paid now for those services. ○ Hannah attended a Positive Support Train the Trainer training this past month. ○ In January, DBHDD started the transition from using IDD Connects to Therap for the ISPs and PAs. ○ As of this week, all the Family Support Respite funds have been used. ○ The Royston Center is still waiting for our provider number to be switched over to the new site. ○ In April, Hannah will be going to the SPADD Conference at Lake Lanier.
Closed Session Personnel and Negotiation reasons	Lisa McCall made a motion to go into closed session at 6:59 pm, seconded by Penny Penn. Unanimous to go into closed session. Monika Knight made a motion to come out of closed session at 7:28 pm, seconded by Kathy Cooper, passed unanimously. No action taken in open session.
Announcements	Hariah shared that we need help returning the Opioid grant money to the County of origin. He found 4 Board volunteers that were able to help with the delivery of the return checks and will certify mail the other 5 counties.
Adjourn at 7:30 pm	Kim Stephens made a motion to adjourn, seconded by David Owens. Unanimously passed.

Samantha Turner

March 25, 2026

Presiding Officer Signature, Chair, Samantha Turner

Date Approved

Respectfully submitted,

Hariah Hutkowski

Hariah Hutkowski, Recording Clerk