

Avita Community Partners
Board of Directors Meeting Minutes

DATE: July 23, 2025	TIME: 6:00 PM
PLACE: Avita Administrative Offices and Zoom	PRESIDING: Kathy Cooper, Vice-Chair

Attendance

Kandy Bond	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Monika Knight	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	UNFILLED (Hart)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Barbara Bosanko	<input type="checkbox"/> Yes <input checked="" 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 type="checkbox"/> Yes <input checked="" 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	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 6:04 PM by Penny Penn, Chairman. Dante McKay from DBHDD attended the meeting.
Quorum	A quorum was present with 12/17 members.
Approve Agenda	Motion to approve the agenda made Joe Perkins, seconded by Kathy Cooper, was unanimous.
Approval of Minutes	Motion to approve the minutes from June 25, 2025 was made by Kelly Woodall, seconded by Joe Perkins. Passed unanimously.
Board Chair Report	Penny handed off the gavel to Kathy Cooper upon her oath of Vice-Chair. No report given by either Penny or Kathy.
Swear in new board member	<p>Lisa McCall was sworn in. Her term is from Rabun County and will end June 30, 2028.</p> <p>Kandy Bond was also sworn in. Her term is from Franklin County and will end December 31, 2028.</p> <p>Joe Perkins was sworn in. His term is from Forsyth County and will end June 30, 2028.</p> <p>David Owens was sworn in. His term is from Union County and will end June 30, 2027.</p> <p>Carol Williams was sworn in. Her term is from Banks County and will end June 30, 2028.</p> <p>All these members signed their "Oath of Office" paperwork.</p> <p>The Vice-Chair was sworn in for FY26, Kathy Cooper. The Parliamentarian was sworn in as well, Kim Stephens.</p>
CEO Report	<p>Cindy Levi shared the following:</p> <p>Megan Walker and Cathy Ganter attended the 18th annual System of Care Academy Conference in Stone Mountain from June 25th – June 27th. Other providers, including Community Service Boards, private providers, certified peer specialists and youth were in attendance. Trainings were offered about trauma informed care, engaging youth and families, suicide prevention, self-care, creating psychological safety and leadership development. They had opportunity to network with DBHDD and other providers, obtain valuable resources, and learn new interventions for working with youth and families.</p> <p>Avita's Deaf Services staff attended LEAP training along with DBHDD's Office of Deaf Services' staff and Caring Works' staff. The LEAP program is designed to build therapeutic alliances and strengthen relationships with individuals who have severe mental illness, particularly those who are not engaged in treatment. It focuses on creating a person-centered approach to foster trust and cooperation, leading to better engagement in treatment and services. LEAP stands for: Listen,</p>

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	<p>Empathize, Agree and Partner. The philosophy counters anosognosia a condition where individuals with mental illness lack insight into being ill.</p> <p>I traveled to Statesboro for a building and bench dedication at Pineland CSB on June 27th held in honor and memory of the late June DiPolito. June began employment with the former agency called High Hope in 1972. This agency was later transformed into Pineland CSB. After 53 years of dedicated service, she retired on June 1st and passed on June 8th. June was a devoted advocate for individuals with disabilities and last served as CEO of Pineland. June always had a positive attitude and was a fun-loving person. Her smile, laugh, and dedication will be truly missed. The Pineland Board of Directors recently voted to explore options for merging with another CSB.</p> <p>The DBHDD Performance Monitoring Report (PMR) Roadshow had stops in Macon on June 23rd and Cumming on July 1st. Michael Foust, Anne Campbell, Lori Holbrook and I attended the Road Show where the Key Performance Indicators (KPIs) for FY26 were shared by the DBHDD leadership team. In the opinion of the Avita executive team, the KPIs are reasonable, and we should be able to meet all of them in the upcoming year.</p> <p>DBHDD is making a change to the IDD service authorization process in January of 2026 phasing out IDD Connects and introducing the use of Therap. Providers will gain access to the authorization portal free of charge, but an incentive is being offered to providers for switching their electronic health record (EHR) to Therap. Heather Daily from Therap provided a demonstration of their software to Avita's executive team on July 9th. Avita is currently obligated by contract until September 2026 to the CareLogic platform by QualiFacts which we utilize for both behavioral health and IDD services. We have utilized CareLogic since 2008. We should receive more details about the incentives later this month so we can make an informed decision.</p> <p>Special guests Vanessa Cameron- GACSB Executive Director and Bernard and Ellen Reynolds- GACSB Legislative Affairs representatives from True North visited Avita's BHCC on July 10th and met with our executive team. They toured the facility and sought our insight into focus areas for the 2026 legislative session. Our local legislators were also invited to join us but unfortunately, they had other commitments for the day.</p> <p>Celebrating with our staff, retirement parties were held for Shelby Chamblee – 21 years of service, Tessa Rasch- 20 years of service, and Michelle Brown, 16 years of service over the past month. We thank them for their dedicated service to Avita and wish them good health and good times in their retirement. We also celebrated with a baby shower for Brooke Turk from our care management department on July 17th.</p> <p>We'd like to recognize the following staff for going "Above and Beyond": Katie Hughes, Emily Brown, Lauren Silvers, Alayna Beasley, Kristi Winters and Darin Kimbrell. Thanks for all you do!</p>
Financial Update	<p>Greg Ball reviewed the following in his report:</p> <ul style="list-style-type: none"> • June saw a \$233,000 surplus. • Current year revenues are \$4.8 million above prior year's revenues. This is a 13.3% increase Year over Year. • Current year expenses are \$3.7 million which is a 10.1% increase above prior year expenses. • Current surplus fiscal year to date is \$1.21 million mainly due to a Trust donation that was deposited into our account in June. • Our Key Performance Indicators (KPIs) continued to exceed the targets established by DBHDD: <ul style="list-style-type: none"> ○ Cash on Hand is 95 days—well above the 30-day minimum ○ Current Ratio – 7.8:1 ○ Days of Covered Expenses – 79 days —well above the minimum of 60 days ○ Long Term Debt Ratio – .15:1 – well below the maximum of 2.5:1

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HR Quarterly Report	FTE’s: 385 Turnover <u>Current Employee Count (FT)</u> End of June – 321 <u>Current Employee Count (PT)</u> End of June – 32 FT Turnover Rate - End of June 2025: 27.10% (87 positions) PT Turnover Rate - End of June 2025: 50.00% (16 positions) Combined Turnover through June 2025 – 29.51% (103 positions)		
	Turnover Previous Year (FY2024) <u>Current Employee Count (FT)</u> End of June – 318 <u>Current Employee Count (PT)</u> End of June – 38 FT Turnover Rate - End of June 2024: 20.44% (65 positions) PT Turnover Rate - End of June 2024: 42.11% (16 positions) Combined Turnover through June 2024 – 22.75% (81 positions)		
	<u>Vacancies</u> <ul style="list-style-type: none">• BHCC 15 FT 1 Hourly• Other Avita Programs 14 FT (3 DD, 11 BH) 1 Hourly (1 BH) <u>27 New Hires (Apr. - Jun.)</u> 19 full time, 8 hourly <u>4 Workman’s Comp claims</u> Allan also shared the diversity mix.		
Patient Portal Presentation	Anne Campbell shared an 8-minute video of how our portal works for patients. She also added other information and fielded questions.		
Annual Approval of Board Policies	Kelly Woodall made a motion to approve all 5 of the Board policies for FY26 as presented, seconded by Carol Williams. Passed unanimously.		
Determine Committee Membership	Based on mutual discussions it was determined that the Committee membership would look like this:		
	Finance	Board Governance	Community & Client Relations
	Brenda Hochmuth	Lisa McCall	Penny Penn
	Kathy Cooper	Kandy Bond	Kim Stephens
	Rachel Mathis	Kelly Woodall	David Owens
	Bobby Mayfield	Carol Williams	Barbara Bosanko
	Joe Perkins	Samantha Turner	David White
		Monika Knight	Angie Brown
Nov/Dec Meeting Date	After general discussion and unanimous consensus, it was determined to hold the Nov/Dec meeting on December 3 rd at 6 pm.		
Closed Session	Kim Stephens made a motion to go into closed session at 7:20 p.m., seconded by Penny Penn, unanimously approved. Penny Penn made the motion in closed session to come out of it at 7:55 p.m., with Rachel Mathis making the second, unanimously passed. In open session, Bobby Mayfield made a motion, seconded by Kandy Bond, to set the new CEO salary at \$171,422 per year. Unanimously approved.		
Announcements	Cindy shared that Avita settled the Ramsey mediation case yesterday.		
Adjourn at 8:00 pm	Kim Stephens made a motion to adjourn, seconded by Joe Perkins. Unanimously passed.		

Samantha Turner

August 27, 2025

Presiding Officer Signature, Chair, Samantha Turner

Date Approved

Respectfully submitted,

Hariah Hutkowski

Hariah Hutkowski, Recording Clerk