

Avita Community Partners
Board of Directors Meeting Minutes

DATE: January 24, 2024	TIME: 7:00 PM
PLACE: Avita Administrative Offices and Zoom	PRESIDING: Kent Woerner, Chair

Attendance

Barbara Bosanko	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Brenda Hochmuth	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Kim Stephens	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Angie Brown	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Terry Hawkins	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Samantha Turner	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Sharon Bucek	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Rachel Mathis	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Angela Whidby	<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	Carol Williams	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Alton Fry	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Penny Penn	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Kent Woerner	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Bo Garrison	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Shanna Prather	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Alice Worthan	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Executive Team Member Attendance

Greg Ball	<input type="checkbox"/> Yes <input checked="" 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		
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 7:05 PM by Kent Woerner.
Determine Quorum	A quorum was present with 13 out of 18 members.
Approval of Agenda	Motion to approve the agenda made by Sharon Bucek, seconded by Penny Penn, passed unanimously.
Approval of Minutes	Motion to approve the November 29 th , 2023 minutes by Angela Whidby, seconded by Terry Hawkins, passed unanimously.
Board Chair Report	Kent welcomed everyone and shared a warm-hearted success story of someone he ran into at the Clayton BH Center. He also shared some news about GACSB and that the board is doing an evaluation of the Association.
Oath of Office for Penny Penn, Forsyth County Elected official	Penny Penn was sworn in for her term that started January 1, 2024 and ends December 31, 2026.
CEO Report	<ul style="list-style-type: none"> • As we experience freezing temperatures, our hearts are warmed by the generosity of our communities over the holidays. The ladies receiving substance use treatment at our WTRS were treated to a “Salon Day” at Matthew’s & Company Salon. In addition to receiving free, fancy hair dos from the Matthew’s stylists, they also made a Christmas Ornament craft, placing their goal for 2024 on the ornament and decorated Christmas cookies. Each lady was given a “Love Box” compliments of The Love Box Foundation. Every person left the salon that day with a smile on her face! Program participants were also treated to a Christmas party at the Gainesville 1st Church of the Nazarene. Church members joined staff at Avita’s administrative office in providing gifts to the children of all the participants. • One of our “Above and Beyond” recognition recipients in December was Venezuela Borders. She was recognized for organizing a “Fancy” luncheon for the folks at Avita’s IDD Program in Gainesville. Everyone dressed up in their Christmas best and were seated by their “servers” at tables with linen tablecloths and gold tableware. • The Supported Apartment Program celebrated with a Talent Show, special lunch at the Golden Corral, gifts, and a Christmas breakfast prepared by staff. Jerry from the Supported apartments looks forward to his “Lunch with the CEO” every year. This year he selected the Golden Corral for our lunch. The Toccoa, Lavonia, and Hartwell IDD Programs enjoyed a Christmas luncheon, and the Demorest IDD Program had a very welcomed visit by Santa himself at their party. Always giving, the Dream Weavers collected funds and purchased a beautiful bicycle to donate to the Toys for Tots Program. Dahlonega made holiday cookies and gingerbread houses, constructed a float & participated in the

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	<p>Christmas parade. Local Girls Scouts spent a day at the center making crafts and both the Grinch and Santa showed up at their Christmas celebrations.</p> <ul style="list-style-type: none"> • The annual Towns/ Union Whosoever’s Christmas Party was a big hit. There was something for everyone including presents, BBQ, desserts, Santa and the Grinch. Lavonia and Hartwell had a joint Christmas party at Zebulon Baptist Church hosted by ARC that was filled with food and dancing. There was a visit to see the Christmas lights at Goff’s, an art class with Heartstring Ministry, and cookie decorating with Love Him, Love Them. ARC also hosted a Christmas Party for folks in Toccoa. • Brooke and Greg Gordon started providing Christmas gifts to the participants at Avita’s Journey Clubhouse through their company over 5 years ago. Although they sold their company, Brooke and Greg still generously provide gifts for each of the kids at Christmastime. • Our Administrative Office got in the Christmas spirit by decorating our office doors and having a Christmas luncheon complete with a gift exchange. • The annual “Eggs and Issues,” Hall County’s legislative breakfast was hosted by the Hall County Chamber of Commerce on December 14th at Lanier Tech. Gearing up for the next legislative session, the delegation spoke to their priorities including mental health, transportation, and school safety. • Rounding out the year of presentations regarding Avita services to all 13 Boards of Commissioners were presentations to Stephens County on Dec. 12th and Dawson County on Dec. 21st. • Three “almost new” wheelchair busses were purchased and put into service for our IDD Programs. The staff and individuals served sure were happy to see these busses roll up to their Centers. They were purchased from Classic Bus Sales in Clarkesville. • Another December event was an audit conducted by The Georgia Collaborative Administrative Services Organization. They came to review all our behavioral health programs the week of December 4th. We received an overall audit score of 90% for our Behavioral Health Programs. This is 4% above the statewide average. Our BHCC significantly increased their audit score, jumping from a 73% during the last review to an overall score of 80% in this audit. • HealthIE Georgia received a Rural Communities Opioid Response Program (RCORP) Grant in the amount of \$1,000,000 per year for the next 3 years for the implementation of a Medication Assisted Treatment (MAT) Program in north Georgia. They purchased a bus and are having it renovated to be a mobile clinic. The bus will stop at various Avita locations where Avita clinicians will provide counseling services to those receiving MAT services. • In preparation for the 2024 Legislative Session, emails were sent to all Georgia Representatives and individualized letters were mailed to all Georgia Senators asking for their support to fund the IDD Rate Study and the BH Rate Study. Positive feedback was received from many legislators offering their support. • In anticipation of the funding for rate studies being approved, Avita’s Executive Team made a very bold move. We increased our clinician wages to market rates to recruit well trained, quality clinicians for our outpatient clinics. As a reminder, the BH rates have not been increased since 2008. Governor Kemp has included the funding for increased rates in his FY 25 Budget. • Last month the Organizational Climate Survey was launched to obtain feedback from our staff. We received 184 responses. The areas staff indicate need the most improvement are: recognizing staff when they do a good job, celebrating the contributions of employees, and being paid fairly for the work they perform. The Executive Team reviewed the full survey results and areas in need of most improvement were reviewed with IDD supervisors and managers. The results will also be shared with BH supervisors and managers along with the Glue Committee. Strategies will be implemented to improve in these areas.

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	<ul style="list-style-type: none"> Over the last 2 months, Josie Black, Paula Jones-Henrikson, Tanya Messer, Heather Lumpkin, Sabrina Parker, Danielle Rietta, Belma Andoni, Anita Lawler, Saad Sheik, Valerie Tolbert, Josh Hoose, Cameron Smith, Jan Colston, Venezuela Borders, RaeMarie Emans, Kimberly Mosely, Amy Moore, Barbara Demetrician, Myrna Rosa Pacheco, Adrinne Dooley was recognized for going above and beyond. We thank all these employees for her dedication to Avita and for living out its mission.
Financial Update	<p>Greg Ball reviewed the following in his report:</p> <ul style="list-style-type: none"> December saw a \$99,549 deficit. Current year revenues are \$17.339 million. This is 2.9% higher than last year. Current year expenses are \$17.338 million. This is 4.2% lower than last year. Current surplus fiscal year to date is \$1,789. Our Key Performance Indicators (KPIs) continued to exceed the targets established by DBHDD: <ul style="list-style-type: none"> Cash on Hand is 83 days—well above the 30-day minimum Current Ratio – 12:1 Days of Covered Expenses – 81.5 days –well above the minimum of 60 days Long Term Debt Ratio – .15:1 – well below the maximum of 2.5:1
HR Quarterly Report	<p>FTE's: 360, <u>Current Employee Count (FT) End of December – 296</u> <u>Current Employee Count (PT) End of December - 36</u> Turnover FT Turnover Rate - End of December 2023: 10.14% (30 positions) PT Turnover Rate - End of December 2023: 19.44% (7 positions) Combined Turnover through December 2023 – 11.14% (37 positions)</p> <p>Turnover Previous Year (FY2023) <u>Current Employee Count (FT) End of December – 282</u> <u>Current Employee Count (PT) End of December - 32</u> FT Turnover Rate - End of December 2022: 12.41% (35 positions) PT Turnover Rate - End of December 2022: 34.38% (11 positions) Combined Turnover through December 2020 – 14.65% (46 positions)</p> <p><u>Vacancies, BHCC, 17 FT Other Avita Programs, 24 FT (21 BH, 3IDD), 6 Hourly (6BH)</u> <u>32 New Hires (Oct. - Dec.), 22 full time, 10 hourly</u> <u>Workman's Comp, 3 injuries (2 caused by clients)</u> <u>Diversity Mix, Sex, Female 84%, Male 16%</u> <u>Ethnic Group, White 69%, Black 19%, Hispanic 5%, Asian 4%, Not declared 3%</u></p>
City of Lavonia Request to use Avita property for an event	<p>Group discussed a proposal by the City of Lavonia to use our property as a beer garden that was directly adjacent to their newly purchased Moose Lodge building. The Board determined this was not good optics as we are a substance use treatment entity. Kathy Cooper moved to deny their request and seconded by Sharon Bucek. Passed unanimously with Angela Whidby abstaining.</p>
Closed Session: 50-14-2 litigation	<p>Penny Penn motioned to go into closed session and seconded by Angela Whidby. Passed unanimously. No action in open session.</p>
Announcements	<p>Bruce Palmer shared that there was a grant writing workshop on Feb 22-23 in Clarksville.</p>
Adjourn at 8:15 pm	<p>Bruce Palmer made a motion to adjourn, seconded by Sharon Bucek, and they adjourned unanimously.</p>

Kent Woerner

2/28/24

Presiding Officer Signature

Date Approved

Respectfully submitted,

Hariah Hutkowski

Hariah Hutkowski, Recording Clerk