

Avita Community Partners
Board of Directors Meeting Minutes

DATE: December 3, 2025	TIME: 6:00 PM
PLACE: Avita Administrative Offices and Zoom	PRESIDING: Samantha Turner, Chair

Attendance

Kandy Bond	<input checked="" type="checkbox"/> Yes <input 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	Bobby Mayfield	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Samantha Turner	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Kathy Cooper	<input type="checkbox"/> Yes <input checked="" 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 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 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	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	Catherine Murphy	<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 6:00 PM by Samantha Turner, Chairman. Dante McKay from DBHDD was also logged into the zoom meeting.
Quorum	A quorum was present with 13/17 members.
Approve Agenda	Motion to approve the agenda made Barbara Bosanko, seconded by Kim Stephens, was unanimous.
Approval of Minutes	Motion to approve the minutes from October 22, 2025 was made by Barbara Bosanko, seconded by Monika Knight. Passed unanimously.
Board Chair Report	Samantha Turner had nothing new to report.
CEO Report -Cindy Levi	<p>It is with great pride that I share another recognition of the exceptional work being done at Avita! We were selected as The Outstanding Employer of the Year by SERID! SERID is the Southeast Regional Institute on Deafness and covers the following states: Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina and Tennessee. It also covers Puerto Rico and the US Virgin Islands. Avita received this award both for employing individuals who are deaf and providing mental health services to those who are deaf.</p> <p>We moved to the next phase of testing with our Artificial Intelligence tool, Mila. Improvements have been made in Mila's interactions and the Spanish-speaking version has been approved. Test files were sent to simulate actual scheduled follow-up appointments, and we should be ready to launch within the next few weeks.</p> <p>Avita boosted its social media presence with regular Facebook posts created and posted by our contractor, Kreative Soul. There are a variety of posts to recognize specific days, wellness tips, and staff recognition.</p> <p>The grant funding which supported the Rabun County Jail In-Reach Program ended last month so the program in that county was discontinued. Avita still operates Jail In-Reach programs in Hall, Forsyth and Stephens Counties.</p> <p>During the months of November and December, Cathy Ganter, Cat Murphy, and Jenny Heuer are joining me on a Farewell/Introductory Tour at all Avita locations. During the visits, we are thanking</p>

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	<p>staff for the great work they do and providing an opportunity for them to share suggestions for improvements in practices and office space needs. We are introducing Cathy as the next CEO of Avita plus Cat and Jenny in their new roles on the Executive Team and leaving cookie treats at each location. It has been well-received by our office and program staff.</p> <p>As the challenges with the Blairsville office continue, we have engaged a real-estate agent to look for new potential site locations. Although several sites have been toured, none of them meet Avita's needs. Additionally, Cathy and Hannah are meeting with the Union County Commissioner on December 4th to discuss possibilities with the existing location.</p> <p>We reached out to Ron Wakefield, the IDD Director for DBHDD regarding the proposal we submitted for Intensive Residential Services for individuals with Intellectual and Developmental Disabilities and co-occurring behavioral challenges. The proposal includes the purchase of land and construction of 2 new homes, each with 4-bedroom suites and shared living room and kitchen space. Proposals submitted by the 6 CSBs are still under review and there is talk that they are awaiting federal funding to move forward.</p> <p>The GACSB Annual Educational Exchange was held on October 26-28. Avita had 11 staff participate and 3 board members: Samatha Turner, Kim Stephens, and David Owens in attendance. It was truly a great event and as my last event was honored for my years of leadership in the GACSB. Two Avita clients were selected as part of the Logo Design Contest for the 27th Annual Educational Exchange! This year's theme — Empower, Engage, Evolve — inspired incredible creativity, and our participants truly delivered. Carolyn Wright won 2nd place while Dioscelin Fernandez placed 3rd.</p> <p>On October 30th another baton was passed to three new Yellow Ribbon trained employees: Heather Ourada, Megan Walker and Matt Mote. Jeremy Lynn will continue this incredible mission as coordinator of this program. The new trainers stepped up to demonstrate their interest in suicide prevention and ability to share the message about suicide prevention. We shared the suicide prevention message to 245 students at the Habersham 9th Grade Academy that day.</p> <p>Avita's Behavioral Health Crisis Center (BHCC) was called upon by Advantage Behavioral Health, a neighboring Community Service Board out of Athens when they experienced a major problem with their building which required evacuation of their BHCC and placement of their patients in alternate facilities. Avita stepped right up and offered for Advantage to move 15 of their CSU patients into Avita's Temporary Observation Unit. Moving ½ of those needing placement to one location helped relieve the pressure of transporting to several locations. They were extremely grateful for our hospitality and assistance.</p> <p>The months of October and November highlighted some friendly office challenges. Congratulations to Olivia Knox on winning the Thurmon Tanner Halloween Door Decorating Contest and Mandy Thomas on winning the Favorite Halloween Costume Contest. The "All Avita" scarecrow contest was won by Dawsonville BH with their entry of "Scaremy Merritt" while the team spirit winner was, "FRED" which was created by the Royston IDD crew. The favorite pumpkin was from Dahlonga IDD and the pumpkin team spirit was won by Demorest BH.</p> <p>On October 31 Te'aira Tucker attended Deaf Field Day Event in Valdosta, GA – this is her 3rd year attending the event to promote Avita's deaf services to teachers, parents, and students in South Georgia. The mission of Deaf Field Day is to promote Deaf culture, language development, and social growth for deaf and hard of hearing children in South Georgia.</p>

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	<p>During the government shutdown, there was concern over our clients losing their SNAP benefits. Several Avita offices collected non-perishable food items which were given to our clients and staff connected many people to the local food banks to ensure they received food.</p> <p>On November 6th we held a Host Home Appreciation gathering at Unicoi State Park. Sue Henderson from Blairsville was selected as the Host Home Provider of the Year. Other nominations included: Dahlonega- Jewell Walters, Demorest- Cathy Nicholson, Gainesville- Dell Thompson, and Toccoa, Hartwell, and Lavonia- Jacqueline Cannon. Thanks to all our Host Home Providers for welcoming individuals with developmental disabilities into their homes.</p> <p>Lori Holbrook, Kyra Langston, and Tammy Bryant attended the Behavioral Health and the Law Conference on November 17-19. Health care professionals, law enforcement, and legal experts from around the state shared the latest initiatives to enhance our public behavioral health care system.</p> <p>DBHDD implemented changes to the suicide prevention and monitoring policy. Avita’s suicide assessment and screening tools were re-vamped to align with DBHDD requirements and staff are completing required training.</p> <p>HELP US RECRUIT! There are many individuals with an IDD diagnosis in need of housing. If you know of anyone who may be interested in welcoming one or two individuals to live in their homes (and get paid), have them contact Hannah Quinn.</p> <p>Looking ahead to 2026, Avita’s Executive Team will be reviewing financial priorities as there are many projects looming on the horizon which could have substantial price tags associated with them. As we transition from local fire marshal inspections to state fire marshal inspections, many of our facilities will require upgrades. In some instances, our landlords will assist in bringing their buildings “up to code” but in other situations it’s on Avita’s dime. A few other items include normal wear and tear upgrades, human resource, accounting and payroll system upgrades due to systems sunseting, and new program start-ups.</p> <p>Alyssa Wallace, our HR Training Clerk, gave birth to a beautiful baby boy on Nov. 12th—Austin Paul Wallace. Congratulations!</p> <p>Avita would like to recognize the following staff for going “Above and Beyond:” Renee Carroll, Tierra Harrison, Alayna Beasley, Tiffany Jackson, Alyssa Wallace, and DiAnn Easley. Thanks for all you do!</p>
Financial Update	<p>Greg Ball reviewed the following in his report:</p> <ul style="list-style-type: none"> • October saw a \$191,000 surplus. This brings the FY surplus to \$2.49 million. • Current year revenues without the Employment Retention Credit (ERC) payment (\$1.762 million) are \$1,100,000 above prior year revenues which is 8.5% increase over prior year’s revenues. • The total surplus is \$729,000 without the ERC. • Current year expenses are \$625,000 which is a 4.9% 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 107 days—well above the 30-day minimum and 5 more than the month previous ○ Current Ratio – 11.6:1 ○ Days of Covered Expenses – 102 days –well above the minimum of 60 days and 5 more days than the previous month ○ Long Term Debt Ratio – .14:1 – well below the maximum of 2.5:1

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Quarterly Corporate Compliance	<p>Cathy shared the following:</p> <p><u>Patterns & Trends</u></p> <p>Number of reports:</p> <ul style="list-style-type: none"> • Internal reports decreased – 101 > 95 • External reports decreased – 4 > 2 <p>Subject area increases:</p> <ul style="list-style-type: none"> • Management Practices – 11 < 13 <p>Subject area decreases:</p> <ul style="list-style-type: none"> • Health and Safety – 48 > 46 • Service Quality – 46 > 38 <p>No Change:</p> <ul style="list-style-type: none"> • Business Practices – 0 = 0 <p>3% of the finding of investigations were unsubstantiated.</p>
Announcement	The meeting Calendar for 2026 will be distributed in January.
Adjourn at 6:42 pm	Barbara Bosanko made a motion to adjourn, seconded by Monika Knight. Unanimously passed.

Samantha Turner

January 28, 2026

Presiding Officer Signature, Chair, Samantha Turner

Date Approved

Respectfully submitted,

Hariah Hutkowski

Hariah Hutkowski, Recording Clerk