

Georgia Association of Training, Employment and Support, Inc.

Board of Directors Meeting Minutes

Friday, April 26, 2024

10:00 AM

Bobby Dodd Institute, 2120 Marietta Boulevard NW, Atlanta, GA, 30318 & via Zoom

Board Members Present:

Dave Ward

Larry Gluth

Mike Wilson

John McCain

Joel Prawucki

Leigh McIntosh

Other GATES Members and Guests

Debbyn Milligan

Sheri Coleman

Caitlin Hyatt

Jared Thomas

Shawn Pursley

I. Call to Order & Approval of Agenda

A quorum of the Board membership was established. Vice President Mike Wilson commenced the Board of Directors Meeting at 10:02 AM with a welcome to everyone. A motion was made and seconded for the approval of the meeting agenda. The agenda was approved as presented.

II. Approval of January 26, 2024 Board Minutes

Vice President Wilson called for the approval of January 26, 2024, minutes. A motion was made and seconded for the approval of the minutes. The minutes were approved as presented.

III. Committee Reports/Updates:

Finance Committee Report

John McCain, Treasurer, and the Finance Committee met to review the March 31, 2024 financials on Monday, April 22.

Caitlin Hyatt, GATES CEO, then provided a detailed review of the GATES financials as of March 31, 2024. GATES overall had a net gain of \$12,121 for the month of March and a year-to-date net revenue of \$153,463.

GASP finally ended in the positive for March, at \$2,253, which brings the year-to-date income at -\$6,115. With the increase in expenses for the GATES/GVRA joint planning session, there will continue to be a decrease in the net income for the remainder of the year.

For March, GEPS product and service-related income was 2.58% lower than expected at \$455,387 compared to March of 2023. Expenses were up due to an in-person State Use Council Meeting along with travel expenses for conferences. Year-to-date, product and service sales are well above the year prior and compared to budget. This brings net income for the year up to \$133,790.

GISN ended the month of March with a gain of \$10,227, which brought its year-to-date income to \$25,788. Revenue for public institutions and private assignments were down in March compared to year prior and budget. The Art Institute would have been coded to private assignments, and we had that contract last year in March (they didn't shut down until September of 2023). Year-to-date, in reviewing the revenue, GISN is down (roughly \$41K) on staff income

for GVRA since our contract did not get renewed after October for staff assignments. Additionally, Georgia School for the Deaf, Atlanta Area School for the Deaf also had lower income, attributing to less in Public/Other than. This is due to these institutions hiring someone onsite. The GISN team is currently working to explore other revenue sources outside of GVRA and school/university related revenue sources.

Debrief on GVRA/GATES Meeting

Each CRP representative gave feedback on the success of the GATES/GVRA joint strategic planning meeting held on April 15 at Goodwill of North Georgia. Hyatt outlined that the next meeting with GVRA is scheduled for May 13 at 10 AM via Zoom. The intent of that meeting is to create an agenda for the future in-person meeting with all GVRA pre-ets providers in late May/early June, likely to be held in Macon. Additionally, each pre-ets provider should be able to articulate which schools they are best set up to serve in their area. From there, GVRA will assign the pre-ets providers to their schools and set the expectations once the CRPs are assigned. The goal is to have every pre-ets provider present, increase the PTS case load, and increase the number of pre-ets authorizations.

Organizational Updates

The various CRPs in attendance provided updates on what is happening at their organizations. John McCain indicated that hiring and retention of staff at his CRP is a struggle. Many around the table agreed. It was discussed that GATES should look at redoing the salary and compensation benchmark survey again. Hyatt agreed to look into how this was done previously and take initiative on this effort.

Hyatt asked CRPs to report if they have had a member of GVRA staff visit their office for the proposed hoteling initiative that was mentioned in late 2023. Of the attendees at the meeting, only Mike Wilson and Sheri Coleman indicated that members of the GVRA staff visited their offices with a set frequency. Hyatt agreed to follow up with Jennifer Howell at GVRA to confirm where things are in this process.

Legislative Update

Jared Thomas provided an update of what has transpired since the last Board meeting. He also gave an overview of what has been going on at the Capitol during the legislative session. GVRA's budget looks good, and they did get extra funding to support 30 counselors and an increase in counselor pay. Jared invited GATES members to go to the Capitol with him at any point to meet with legislators, and to work with them to coordinate a visit to their CRPs.

Jared gave an overview of the 14C Subminimum Waiver bill that did not pass and stated he would keep the GATES Board apprised of any potential movement on the bill in the next legislative session. Larry Gluth mentioned there may be a creative solution in the future if this bill does pass. He offered to investigate the possibility of creating a trust that could fund these types of workers.

Georgia Enterprises Report

Shawn Pursley provided an overview of the service contract status for GEPS. Hyatt spoke briefly about the operational plan for FY24 and provided an update on the marketing efforts of GEPS.

Hyatt also shared the State Use Council Policy and Procedure Manual and asked that the Board review the manual and provide any feedback or edits to him for consideration. The State Use Council is currently revising the manual and will be voting on the changes soon. Of note are the product and service agreements, and it is important that all GATES members participating in the State Use Program look at those agreements. Once the Policy and Procedure Manual is updated, the Council and DOAS will move forward with updating the joint State Use Council/GATES/DOAS contract and the State Use Council and GATES CNA Designation contract. Ideally this will all happen by the June 26 State Use Council meeting, allowing for GATES to sign their portion by July 26, 2024.

Georgia Interpreting Services Network (GISN)

Hyatt gave an overview of the work the GISN team has been doing. The latest focus has been on creating a map of our interpreters in the state and seeing which businesses in those areas can be added as a client. The closer the client to the interpreter, the more income GISN sees.

Membership Committee

Caitlin Hyatt provided an overview of the potential members and encouraged the members in attendance to share any connections they have with these prospects.

IV. Old Business

Nominating Committee

The GATES 2024 Nominating Committee met on February 9th via Zoom to discuss the terms and positions to which nominations are to be considered.

Under the GATES bylaws officers serve a two-year term and are up for election in odd numbered years. Directors serve three-year terms. All Officers and Directors are limited to two successive full terms in the same position. The committee recommends the following individuals for nomination as GATES Directors at the 2024 Annual Meeting,

Office/Director Post:

Nominated for election:

Larry Gluth is completing his second term (6/30/2024) and is ineligible for renomination.

Director – Post 2 (Term Expiring 6/30/2027)

Sheri Coleman
Easter Seals East Georgia

This post was left vacant by the resignation of Leah Pontani (expiring 6/30/2024).

Director – Post 4 (Term Expiring 6/30/2027)

Debbyn Milligan
Bobby Dodd Institute

The following individuals are currently serving as Officers and Directors for GATES and are not up for election,

Past President

Dave Ward,
Tommy Nobis Center

President (Term exp. 6/30/2025)

Myndi Kuhlmann Pryor
Goodwill of North Georgia

Vice President (Term exp. 6/30/2025)

Mike Wilson
New Ventures

Secretary (Term exp. 6/30/2025)

Joel Prawucki
Easter Seals Middle GA

Treasurer (Term exp. 6/30/2025)

John McCain
Easter Seals Southeast GA

Director – Post 1 (Term exp. 6/30/2025)

Meredith Champagne
Goodwill of Southeast GA

Director – Post 3 (Term exp. 6/30/2026)

Leigh McIntosh
Creative Enterprises

Director – Post 4 (Term exp. 6/30/2026)

Tricia Llewellyn Konan
Goodwill of Southern Rivers

Nominations from the membership will be accepted during the GATES 2024 Annual Business Meeting held on July 26, 2024, at 10:00 AM. The GATES membership will then vote on the nominated individuals during the Business Meeting.

GATES Annual Meeting

The Board voted to combine the Annual Meeting with the July 26th Board Meeting. The meeting will be held from 10 am – noon, and will be hosted by Joel Prawucki of EasterSeals of Middle Georgia. Joel agreed to showcase the facility with a tour.

There being no further business to come before the Board the meeting was adjourned at 11:30.

The next quarterly Board of Directors meeting is scheduled for July 26th at Easter Seals of Middle Georgia.

Respectively Submitted,

Joel Prawucki,
Secretary of the Board

Minutes prepared by,
Caitlin Hyatt
CEO, GATES