

Georgia Association of Training, Employment and Support, Inc.

Board of Directors Meeting Minutes

Friday, May 2, 2025

10:00 AM

Zoom

Board Members Present:

Myndi Kuhlmann
Debbyn Milligan
Mike Wilson
Joel Prawucki
Sheri Coleman
Dave Ward

Other GATES Members and Guests

Chris Wells - GVRA
Caitlin Hyatt
Shawn Pursley
Jared Thomas
Liz Simmons

I. Call to Order & Approval of Agenda

A quorum of the Board membership was established. President Myndi Kuhlmann 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. GVRA Update from Chris Wells

Executive Director Chris Wells provided an update on the agency. GVRA has met their 15% spending requirement for pre-ETS three years in a row and will now return their focus to adult services. The agency has continued to hire counselors and are currently staffed with 163 individuals. Wells expressed interest in partnering with GATES in a legislative day at the Capital during the next session. Additionally, he provided an update on the procurement, selection and implementation of the new case management system. The state is currently working on a new ERP system and that may delay things slightly. A question was raised related to any funding concerns from the Federal level trickling down to GVRA. Wells indicated that GVRA's funding should remain steady for at least the next fiscal year.

III. Approval of January 31, 2025 Board Minutes

President Kuhlmann called for the approval of January 31, 2025, minutes. A motion was made and seconded for the approval of the minutes. The minutes were approved as presented.

IV. Committee Reports/Updates:

Partnership Ideas from GVRA

In response to a recent meeting of the State Rehabilitation Council and the publishing of GVRA's Annual Report, Director Chris Wells provided a few suggestions for how to move forward on increasing adult services. The Board reviewed those recommendations on the call and came up with the following responses. Caitlin and Jared will work with Director Wells on the next steps.

Outreach

1. There was a request for GATES members to include GVRA in their commercials. GATES members agreed to cite GVRA in social media posts, specifically when there is a success story of someone that was a VR client.

2. GVRA would like to have GATES providers trained in the intake process. If providers can and would be willing to have a staff member designated, GVRA could train them as an intake specialist on how to collect VR documents. With the focus on rapid engagement, building a VR ecosystem where our providers are well versed in VR will continue to create a system where we have multiple entry points. GATES members discussed this and indicated that there were concerns related to what all this would entail. Additionally, it likely would be more beneficial for VR to use their efforts to streamline their processes before this occurs. The ultimate decision was that GATES providers would be willing to have someone from their team participate in a oversight of the intake training. These individuals could then relay whether or not this would be a process that would be worth taking on. Additionally, there would ideally be a fee paid to providers for this work.

Additionally, the Board would like to see the ability to have a field added to the intake form that asks where the individual is being referred from. This would also help if the individual decided to choose to go back to that provider too, since there would be a record of where they came from. Often, an individual completes the form and then the provider never hears if they were successfully integrated into GVRA. There was a mention of how this process worked when there were paper forms used for referrals. In those instances, GVRA would follow up with the provider to indicate GVRA had successfully connected with that individual. This will help providers with knowing if they need to reconnect with that individual.

3. Career Fairs - GVRA could cover the costs of hosting career and job fairs. GVRA would like to work with company HR departments and work with each provider to be at the career fairs but promote registration of VR so they can register on the spot. GATES members were warm to this idea, if there were clear expectations outlined in advance of moving forward.

Perception

1. Legislative Day at Capitol - GVRA would love to plan a VR legislative day, but they are unable to use their funds. They asked if GATES would be interested in discussing how they can feature the VR ecosystem and how VR works with each provider in their communities. GATES members agreed to pursuing this idea with the notion that we would have a larger focus during this event – such as the work that our CRPs do with State Use, AbilityOne, etc. Jared Thomas indicated that the best time to do this would be in the first two weeks of February during the 2026 session. Caitlin urged that there is likely more work to be done by the CRPs to come up with some data points and other details for the event.
2. Data - VR's data is a reflection of our ecosystem including providers. They are asking for help in educating the public or allowing GVRA more educational access points to provide context when in the presence of detractors. The individuals we serve are dealing with barriers and the first job is the first win in their progression. GATES members agreed to identify additional means to educate the public about the jobs that we place folks in and our goal of giving Georgian's with Disabilities a career and not just a job. This includes highlighting certification programs.

Finance Committee Report

Caitlin Hyatt, GATES CEO, then provided a detailed review of the GATES financials as of March 31, 2025. For the month of March, GATES ended with a net income of \$35,103. This is well above last year's amount of \$12,121 and the budgeted amount of \$5,791. GASP ended the month at \$11,795. This is better than the loss in March of 2024 at \$2,252 and then the budgeted amount of \$92. This high is due to the last membership dues payment coming in. This means that the remainder of the year will be tight for GASP income wise. GEPS ended March at (\$3,617). This is due to lower-than-expected service sales. GISN ended March with a positive \$26,924. Which is about \$20K more than we had budgeted and where we were at in March of 2024. This is due to the increase in GVRA pre-ets assignments and the lower cost of sales.

Year-to-date, GATES ended at \$158,674, which is higher than budget and just slightly higher than were we were in 2024 at this time. GASP has a year-to-date net income of \$3,266 which is higher than budget and where we were at in 2024. For the year thus far, GEPS ended at \$133,528 which is higher than budget projection of \$79,126 but almost right where we were in 2024. Product sales are higher due to Covid kit orders, but service contract revenue continues to decline. Additionally, DPH has cancelled the Covid Test Kit contract as of March, so we will no longer receive any orders. GISN's net income year to date is \$21,879, which is almost exactly the budgeted amount and just slightly lower than this time last year, \$25,788. Total revenues are down compared to 2024 by about \$292K, however, the increase in

assignments from GVRA and the lower expense ratio for those assignments have helped keep the income higher than expected. This is despite the loss of income from Atlanta Public Schools, and a decrease in private assignments.

Legislative Update

Jared Thomas provided an update on what has transpired since the last Board meeting.

Georgia Enterprises Report

Shawn Pursley referred to the reports on the service contract status and the FY25 operational plan for GEPS.

The GATES Board was then presented with the revisions to the State Use Council Central Non-Profit Designation and the State Use Council/GATES/DOAS contract. The board reviewed the proposed edits presented. A motion was made to approve the State Use Council Central Non-Profit Designation. The motion was seconded and then a vote was called. The motion passed unanimously.

A motion was made to approve the State Use Council/GATES/DOAS contract. The motion was seconded and then a vote was called. The motion passed unanimously.

Georgia Interpreting Services Network (GISN)

Caitlin Hyatt referred people to the report in the Board packet and provided updates on the strategies for identifying new revenue streams for GISN.

V. Old Business

Nominating Committee

Caitlin went over the guidelines for creating the Nominating Committee: “prior to the annual business meeting, the Board of Directors shall appoint a Nominating Committee of three (3) persons, each of whom shall have been a member of the Association for at least two (2) years. The nominating committee shall submit at least one (1) name for each available elective office of the Association and said slate shall be presented, in writing, to the membership at least thirty (30) days prior to the annual business meeting and again, orally, at the annual business meeting.”

The Board appointed Myndi Kuhlmann, Debbyn Milligan and Dave Ward to the Nominating Committee.

July 25 Board and Annual Meeting

The Board agreed to combine the annual business meeting with the Board Meeting and this meeting will be held at Goodwill of North Georgia.

Organizational Updates

The various CRPs in attendance provided updates on what is happening at their organizations.

There being no further business to come before the Board and the meeting was adjourned at 11:55 am.

Respectively Submitted,

Joel Prawucki,
Secretary of the Board

Minutes prepared by,



Caitlin Hyatt
CEO, GATES