

Georgia Association of Training, Employment and Support, Inc.

Board of Directors Meeting Minutes

Friday, January 26, 2024

10:00 AM

Via Zoom

Board Members Present:

Dave Ward

Larry Gluth

Myndi Kuhlmann

Mike Wilson

John McCain

Sheri Coleman

Joel Prawucki

Other GATES Members and Guests

Caitlin Hyatt

Shiela Pierce

Jared Thomas

Kimberleigh Moore

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 10:04 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 October 27, 2023 Board Minutes

President Kuhlmann called for the approval of October 27, 2023, minutes. A motion was made and seconded for the approval of the minutes. The minutes were approved as presented.

III. GVRA Update & Q&A

Sheila Pierce provided a few updates on GVRA. GVRA is continuing to work with District Staff with the assignments of staff to schools. There will be a Braves event in June, and the information was sent out to providers. Chris Meyers is a new member of the GVRA Communications Team and it looking to work with cross promoting events that CRPs do.

President Kuhlmann inquired about the hoteling of a dedicated counselor in the GATES CRP offices. She mentioned some of this has been happening at Goodwill of North Georgia. Other GATES members indicated they have not seen this happen yet. Sheila mentioned that GVRA is currently onboarding new hires and training them in the areas they are currently working in. Therefore, it may be some time before we see this being spun up and for the counselors to begin hoteling in all of the GATES CRP offices.

With the elimination of Goodwill of Middle Georgia's GVRA contract, the question was posed whether GVRA plans to bring in more of the pre-ETS work in house. Ms. Pierce indicated that with 90,000+ eligible students in Georgia, the plan remains to continue to use CRPs to assist in serving these students.

Brief discussion was had on the potential bundling of services, but more information was needed from Chris Wells. Caitlin Hyatt and Jared Thomas will follow up with Wells to gather information.

Upon Shiela's departure, the GATES Board continued discussions on how to improve the number of students served. It was suggested that GATES members and Chris/GVRA sit down for a one-day strategic planning session that is facilitated by an outside party. The goal would be to identify how best to align GATES CRPs and GVRA in a way that

serves students in the most efficient and effective way possible. GATES members have been a consistent voice and partner throughout the years and with this, bring wisdom to the table. Caitlin agreed to begin looking at potential dates and requested agenda items to start the planning process.

An additional suggestion, separate from the above, was to potentially use the State Use Program set up as a model for how we can work with GVRA on Pre-ETS. For example, GATES could contract with GVRA to serve X number of students and this work could be distributed to the GATES members. Ideally, this contract would span multiple years to show ample data (3-5 years). This would provide GVRA with a guarantee of students served and help better leverage the GATES members who are ready and able to serve. The plan would be to set up reporting and metrics that could show the efficacy of the pilot.

IV. Committee Reports/Updates:

Finance Committee Report

John McCain, Treasurer, and the Finance Committee met to review the December 31, 2023 financials on Monday, January 22.

Caitlin Hyatt, GATES CEO, then provided a detailed review of the GATES financials as of December 31, 2023. GATES overall had a great month in December, all thanks to a large order of non-mandatory Covid Kits on the GEPS side from the Department of Public Health to the tune of 1.6 million. GEPS obviously only sees a small percentage of that order total but that is still nothing to sleep on. With that order, GEPS ended the month at \$78,857, and a year-to-date net income of \$115,273. This is well above budget and a year prior.

GISN ended the month of December with a loss of \$12K, which brought it's year-to-date income to \$13,134. It was a slower month for assignments than anticipated (with the reduction in long-term assignments with AASD, Art Institute, and Georgia College and State University), and a lot of cancellations that were made before the 48-hour mark. This will be hopefully improving with some longer term (more steady income) assignments in the Spring. There will be a close eye on the cost of sales and expenses. Additionally, the Art Institute of Atlanta closed at the end of September. GISN had been doing ongoing assignments for them, and this racked up receivables in the amount of \$18K. They filed for Chapter 7, and it is our understanding that we cannot claim this. Dave Ward commented that it may be possible to look into insurance and see if there is anyway that coverage would assist in making up that loss.

GASP continues to operate at a negative, with the end of December coming in at (\$1,948) and year to date at (\$8,974). There are still three CRPs we are awaiting membership dues payments for.

Organizational Updates

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

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 it is likely that they will 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.

Hyatt inquired about the continuation of collecting the data from CRPs to create the Economic Impact Report for FY23. She presented the data from FY22 and indicated that the fee to do this again would be around \$800. Given the tight budget for GASP, this may not be something we want to (or can) pursue. Hyatt agreed to connect with Jared to see if this data would be useful for legislative efforts and would report back.

Membership Committee

Caitlin Hyatt provided an overview of the potential members. It was noted that EasterSeals of West Georgia just had a new CEO join so it may be a bit before they can consider taking something like a volunteer role on. The City of Refuge may be a potential option if they are accredited. Mike Wilson indicated that he may have a connection there. Larry

Gluth mentioned that he would reach out to the Jewish Family and Career Services. CVI will be removed from the list of potential members.

Hyatt mentioned the opportunity for GATES to consider the option of recruiting corporate memberships. This is a subset of membership that consists of firm, corporation or organization that is a supplier of goods and/or services and is in sympathy with the objectives and purposes of this association. Larry mentioned that he may know a company that may be a good fit for this type of membership.

Georgia Enterprises Report

Hyatt, on behalf of 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 gave an update on the progress on the changes presented a definition of disability that was determined by the State Use Council for use in yearly reviews of the CRPs that are participating in the program. The definition was revised and presented to the State Use Council at the January Meeting. Currently, the language as written and approved by the Council is much more restrictive, requiring a written statement from a medical doctor. Veronica Rohlack with BDI assisted with drafting language that allowed other options such as:

1. a written report or signed statement from a licensed physician, psychiatrist, or qualified psychologist that the individual meets the legal definition of disabled by the Americans with Disabilities Act;
2. a letter or certification of the disability or disabilities by a federal, state, or local governmental entity; or
3. a written report or signed statement from a certified rehabilitation counselor regarding the individual's substantial work limitations.

The Council had concerns that this was too lenient, and who would be providing the oversight. They tasked Shawn with coming up with revised language based on this recommendation. Veronica, Shawn and Caitlin will be meeting on February 12th to discuss. The invitation was opened to all members.

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 particular 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.

Georgia Interpreting Services Network (GISN)

Hyatt gave an overview of the work the GISN team has been doing. Of particular note is the recent partnerships with other sign language agencies (Partners Interpreting and Sorenson). GISN will work with those other two agencies to back fill assignments, and they with GISN.

V. Old Business

GATES Annual Meeting

The GATES Annual Meeting is currently scheduled for June 7th. The Board voted to combine the Annual Meeting with the July 26th Board Meeting. The Annual Meeting will consist of a longer focus on what is going on at the CRPs. The Board agreed to work internally to try and identify someone at their CRP to present. Hyatt encouraged members to consider hosting the joint Annual Meeting/Board Meeting. President Kuhlman stated that Goodwill of North Georgia is always open to host.

Future GATES Board Meetings

Hyatt presented the calendar for the remaining GATES Board Meetings (April 26th, and October 26th) and asked the membership to consider hosting in person at their facilities.

VI. New Business

Appointment of Nominating Committee

President Kuhlmann appointed Larry Gluth as chair of the Nominating Committee. Dave Ward and Sheri Coleman were selected as the other two Committee members. The committee is tasked with filling the two

open positions that will vacate in June (Director Post 2 (Larry Gluth), and Director Post 5 (Leah Pontani))
Technically, Director Post 5 is open with the departure of Leah Pontani with Goodwill of Middle GA.

There being no further business to come before the Board the meeting was adjourned at 12:05.

The next quarterly Board of Directors meeting is scheduled for April 26th.

Respectively Submitted,

Joel Prawucki,
Secretary of the Board

Minutes prepared by,
Caitlin Hyatt
CEO, GATES