

# Georgia Association of Training, Employment and Support, Inc.

## Board of Directors Meeting Minutes

Friday, January 31, 2025

10:00 AM

Tommy Nobis Center & via Zoom

### **Board Members Present:**

Myndi Kuhlmann  
Tricia Konan  
Debbyn Milligan  
Mike Wilson  
Joel Prawucki  
Leigh McIntosh  
Sheri Coleman

### **Other GATES Members and Guests**

Kimberleigh Moore-Willis  
Chris Wells - GVRA  
Brandeis Thompson - GVRA  
Caitlin Hyatt  
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**

Director Wells provided an update on what is happening at GVRA and answered questions from the group. The major focus of the discussion was the new case management system and hiring of new counselors. Director Wells indicated that GVRA is seeking input from GATES members on a few test case scenarios that would be relevant to those using the new case management system. He agreed to follow up in the next day with further details. Once received, GATES members will provide input related to the scenarios for the case management system.

Director Wells indicated that the school assignments for Pre-ETS should be available in March. Hyatt agreed to follow up with him around that time if nothing had been received yet.

Director Wells provided insight into the email that was sent out to all providers earlier in the week. The email indicated that GVRA is unclear on how the agency will be impacted by the Federal Office of Management & Budget's order on stopping any distribution of grants or other funding. If there is an impact, GVRA will alert the providers as soon as possible.

### **III. Approval of October 25, 2024 Board Minutes**

President Kuhlmann called for the approval of October 25, 2024, minutes. A motion was made and seconded for the approval of the minutes. The minutes were approved as presented.

### **IV. Committee Reports/Updates:**

#### Finance Committee Report

Caitlin Hyatt, GATES CEO, then provided a detailed review of the GATES financials as of December 31, 2024. For the month of December, GATES ended (\$4,708). This is well below last year \$64K and the budgeted amount of \$66K.

GASP ended at (\$79). This is better than the loss in December of 23 at (\$1,948) but less than the budget of \$262. Expenses were down compared to the year prior and budget.

GEPS ended at (\$996). This is due to lower-than-expected product and service sales. In Dec of 23, we received a large Covid test order, and therefore our budget and FY23 comparison look worse than they really are. GISN: Revenues were just slightly below where we normally are in December \$58K vs \$59K last year. After expenses, we ended at (\$3,633) which is higher than the FY23 and budget numbers. December is historically a lower revenue month due to the holidays.

Year-to-date, GATES ended at \$77,226, which is higher than budget but lower than where we were in 2023 at this time. GAPS ended at (\$14,331) which is lower than budget and where we were at in 2023. Membership dues are coming in slower and lower. It's due to the timing of when the payments came in last year and this year. GEPS ended at \$128,983 which is higher than budget and where we were at in 2023 by about \$13k. Product sales are higher due to Covid kit orders, but service contract revenue continues to decline. GISN ended at (\$37,426), which is lower than the budget of (\$6,301) and the net income of \$13K in 2023. Total revenues are down compared to 2023 by about \$138K. Of this, \$79K can be attributed to the loss of the APS contract. Additionally, other government related work is down by about \$74k. On the plus side, Private assignments are up compared to the year prior by about \$6k, and GVRA assignments are about double where they were last year – an additional \$22K.

#### Organizational Updates

The various CRPs in attendance provided updates on what is happening at their organizations. A few CRPs reported that referrals from GVRA are coming in slower and lower than normal but were hoping things would turn around once more counselors get into place.

Discussion related to the new bill in the Georgia house that aimed at removing the 14C certificate, The certificates authorize employers to pay subminimum wages to workers with disabilities that impair their productivity for the work they perform. One member expressed concern related to the removal of the 14C as an option. The remainder of the Board indicated that they no longer use 14C. The Board agreed that the bill would likely pass but stated that this issue is complex.

Additionally, the group reaffirmed the need to continue to improve the implementation of school assignments and Pre-ETS delivery for the next year, along with a renewed focus on adult services.

#### Legislative Update

Jared Thomas provided an update of what has transpired since the last Board meeting. GVRA's budget looks good, and they did get extra funding to support 40 counselors and an increase in counselor pay. This allows for up to 200 counselors, the most that have been on staff since 2013. As of last week, they are up to 150 and are underway to hire the next dozen. Thomas reminded GATES members of the ability to work with him to bring a legislator to their respective districts to visit with the CRPs. This is particularly important now that there is a renewed focus on DEI. It would be helpful to provide a unified economic impact to legislators from GATES. Hyatt agreed to collect the information from GATES members to collate. These details would focus on how employing individuals with disabilities provides mental health benefits, public benefits, and the business economic impact. Thomas indicated that a focus on the geographic impacts of each CRP would be helpful too.

#### 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.

#### Georgia Enterprises Report

Caitlin Hyatt referred to the reports on the service contract status and the FY25 operational plan for GEPS. The majority of the focus was on the definition of a disability. The State Use Council is currently still mulling over how to define a disability. Hyatt asked for input from the GATES Board. The members present relayed that they all have contracts with Ability One / Source America. These contracts require strict audits. Since Ability One is a Federal program, their definition likely would be useful in the State Use context. Mike Wilson agreed to get Hyatt into contact with his Source America non-profit liaison.

## **V. New Business**

### Appointment of Nominating Committee

Due to time, this was tabled until the April meeting.

## **VI. Old Business**

The next quarterly Board of Directors meeting is scheduled for April 25 but will need to be rescheduled to either the Friday before or afterwards. Hyatt agreed to create a Doodle Poll in the next week to gather the most optimal date.

There being no further business to come before the Board and the meeting was adjourned at 11:56 am.

Respectively Submitted,

Joel Prawucki,  
Secretary of the Board

Minutes prepared by,

A handwritten signature in black ink that reads "Caitlin Hyatt". The signature is written in a cursive, flowing style.

Caitlin Hyatt  
CEO, GATES