GACE Board of Directors Meeting Minutes
20 April 2026

Board Attendees: Angel Gray (President), Pamela Nickles (Secretary), Joyceann Depp (Second Vice President), Cassandra Jones (Treasurer), Wayne Dubose (Sergeant-at-Arms), Russell Moody (First Vice President), Brandi Palmer (Third Vice President)

Members: Centrell Vicks, City of Albany; Robert Goetzka, ; Danny Smith, City of Cochran; Tobie Cartledge, Morgan County; Gerald Fordham, City of Eastman; Jerry Pitman, City of Thomson; Tiffany Davis, Jones County; Cynthia Knight, City of Savannah; Danny Henderson, City of Savannah; Zack Hollis, City of Dalton; Powelldrill, Avondale Estates; Jonathan James, Spalding County; Wynnon Pittman, City of Eastman; Corey Carter, City of Stockbridge; Mac McLain, Tybee Island; Matthew Holbrook, City of Duluth; David Mattos, City of Rincon; McGee, City of Eastpoint; Cal Ford, ; Deidra Walker, City of Temple; Shabrika Ray, City of Albany; Monroe Herrin, ; DeAndre Brown, ; Oleanda McDonald, ; Jake Hollis, ; Martha Ann Coe, Terrell County; Rebecca A., ; Tony Morris, ; Audrey, ; one that shows iPhone

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Call to Order: 10:05 am

Approval of Previous Minutes

- Minutes for meeting 22 October 2025
  - Motion: Pam Second: Cassandra Passed unanimously
- Minutes for vote to attend ACCG
  - Motion: Joyce Second: Cassandra Passed unanimously
- Minutes for vote for Honorary Membership of Michael Chaney
  - Motion: Cassandra Second: Russell Passed unanimously
- Minutes for meeting 3 March 2026
  - Motion: Cassandra Second: Pam Passed unanimously
- Minutes for meeting 3 March 2026 Executive Session
  - Motion: Wayne Second: Brandi Passed unanimously
- Minutes for meeting 17 March 2026 Executive Meeting
  - Motion: Cassandra Second: Wayne Passed unanimously
- Minutes for vote on Appreciation Plaque Terrell Jacobs
  - Motion: Joyce Second: Russell Passed unanimously
- Minutes for meeting 7 April 2026

- Motion: Pam Second: Wayne Passed unanimously
- Minutes for Matters of Record Open Records Request by Keith Colquitt
  - Motion: Cassandra Second: Joyce Passed unanimously
- Minutes for Matters of Record Letter from President 20 March 2026
  - Motion: Pam Second: Brandi Passed unanimously

Grievances and Appeal Update from President

- Appeal still with LJRC
- 2nd Grievance – Board misconduct after closing session – is with separate Chairperson collecting information for an investigation
- **Wayne:** update appeal Tues to Weds this week and once finished will be reassigned to 2nd Grievance

Records Request Update by President

- Request for financial records, fiduciary duties, GACE trailer, filings and information, sales procedures, governance over the membership empowerment
- Some information has been provided but it is not complete, Cassandra gave update on incomplete finance issues, and filing of correct forms to IRS
- Reviewed the ad hoc arrangement for Russell Moody who has assumed the care and upkeep of the GACE trailer
- Reiterated that we need to update bylaws to include a procedure for the trailer and its usage
- Reviewed mercantile operations and inventory control and welcomed Board input on inventory procedures because no procedure in place
- Reviewed that money count is done with at least 3-person oversight
- Reviewed that purchases that exceed $1,000 by Treasurer and $2,000 by 1st Vice must be approved by a vote of the Board but need to establish a written policy for expenditures and update bylaws to reflect
- Reviewed that Mr. Pitman asked for an audit which was last done in 2020
- Reviewed Governance and membership empowerment and acknowledged there is a growing concern among membership regarding the appearance and optics of how authority is exercised. Read, when physical assets and inventory are controlled without documented procedures, it creates unnecessary risk and the potential for gatekeeping culture and responded that Angel wholeheartedly agrees that our membership deserves policy and procedures, but the decisions made by the BOD have been to benefit GACE. Establishing a policy and procedure will be a huge undertaking but worthy of undertaking.
- Further discussion of possible policies, procedures and contracts currently in place

Present Action Items

- Request for motion to facilitate requiring an audit from a reputable CPA or financial institution
  - Motion: Joyce Second: Pam Passed unanimously
- Insurance for GACE trailer and contents – liability binder by COB this date, contents of trailer to max at any given time with 10% buffer
  - Motion: Pam Second: Joyce Passed unanimously
- Board positions and professional responsibilities, meetings, committees and minutes
  - All must follow Robert's Rules of Order
  - Update bylaws to include responsibilities/tasks taken on that are not documented
  - Requesting Board action to say that we will write the board positions and responsibilities for the Bylaw Committee

    - Requesting that we use RRO (current revision as of that date/time) as our parliamentary procedure
- Board does take an oath to uphold the Code of Conduct
- Bypassing as a vote at this time, but noted as action item for the BOD to get info to the Bylaw Committee and welcomed membership to send info to them as well

Items Brought Before Membership
- Establishing that no interruptions during items brought before the membership because it causes disconnection
- Needs to be communication of the Board that if you have an issue with something, you bring it up at that moment instead of looking like we are trying to scramble to get it right

GACE Email Plan
- Cassandra read message from D. Maidon regarding email about stats, costs and upgrade
- Recommends we use the SMTP.com email site with Reputation Defender at $35 per month
    - Motion: Cassandra Second: Joyce Passes unanimously
- Angel asked for vote on reimbursing Dennis for what he has spent on this email plan, not to exceed $500 for what he has spent to date and required transparency from this day forward on what he spends on the website, itemized
    - Motion: Cassandra Second: Wayne Passes unanimously
- Content and Forum posting: asking for a committee to work with webmaster to get to know site, need to get a more organized pattern for using GACE website clubs, Pam asked about getting emails from site when something is posted in your club and Angel showed on screen how to do that. Angel gave example of how it worked with Amanda Thacker for minutes and voting and it is a matter of record at that point, and will all be available right on website in the club.
    - Pam is good with it
    - Joyce is not very familiar with website
    - Tobie mentioned backing it up
    - Cassandra is good with it
    - Brandi likes idea of everything being in one place
    - Russell is good with it
    - Wayne is not very familiar with website
- Angel asked for motion that moving forward, this will be our form of communication when it comes to GACE business
    - Motion: Cassandra Second: Pam Passes unanimously

Request for Agenda Items That Have Been Brought to the Board for Disclosure
- Get listing of emails read as matter of record at request of Jerry Pitman
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Angel opened to membership to answer some questions. She discussed posting of Articles of Incorporation on website, reiterates that we are a non-profit, clarifies that HB 483 does not state that GACE is the certifying authority, but that it is a recognized certificate level. Has further discussion.
- Mac McLain clarified that he has NEVER received any funds from GACE and will provide an affidavit to this effect. Cassandra will need to clear up in the books
- Wayne asked how Jerry knew this information and started to ask each Board Member individually due to information being privy to Executive Meeting
- Angel interjected because of emails that had been passed with this information on it

- Wayne disagreed with the comment about Pam being roasted for three hours stating that obviously didn't happen
- Angel curtailed the conversation and started recognizing member's hands raised
- Walter Hattrich had objection to what Wayne was asking. To interrogate could be perceived as intimidating in an open meeting. Had further discussion. The intent to file a lawsuit left opportunity to not have a lawsuit and urged Board to consider what has been asked, very carefully, to protect the membership. Needs to be a consideration. Further discussion.
- Rico asked about the GACE trailer being seen in Fitzgerald at Wild Chicken Festival
- Angel cleared up question about GACE trailer – old trailer still had logos on it when it was traded in and had Russell get decals removed or covered over
- Angel had discussion about ante-litem notice and apologized to membership and Board that she has not been the Director that has produced good leadership in certain ways. Discussion. Apologized to Jerry. Discussion. Apologized to Pam. Discussion. Sometimes, no answer is the answer because at the end of the day, there's an organization that expects us to lead in a way not to bring discredit. Discussion about email(s) referencing Board members act in accordance that is not becoming of a board member and references the investigation by Mac McLain. Discussion. Ultimately asks, "Members, what do you want of this Board?"
- Walter Hattrich asks that the three members that were asked to be removed recuse themselves from further discussion until this matter is officially resolved
- Angel asks for clarification: resign from their position(s) or recuse themselves from voting?
- Walter responds I think it would be appropriate if they, at the very least, recuse themselves from any further discussion or vote as far as this particular matter is concerned. Further discussion for clarification regarding the legalities of the ante-litem notice and the Board members involved. Finalizes with and should a member request the board to call for a vote on removing the board members, that they recused themselves at that point, as well.
- Angel states that in order for the Board to remove board members, that has to go before 50% or whatever of the membership by the bylaws and she doesn't think anyone is making that motion today. Asks for Secretary to make note of this as this is an official record of GACE.
- Tobie mentions it's not easy to serve as a board or committee member. It's a thankless job and he has seen nothing egregious and thanks everyone serving. Discussion. Hopes no one gets discouraged and peels away from GACE as we go through this.
- Angel thanked Tobie for his comments
- Wayne says it seems that accusations are all you need to warrant recusal or removal and wanted to discuss the genesis of where this all started. He says the Board has done nothing wrong, the committee made a recommendation, and the Board did not agree with it. The Board asked for another recommendation, they refused to do so because they didn't like it, and that is all documented (paraphrased).
- Angel says that she is ready for this to be over and pulled up emails from 19 February 2026 at 8:35 a.m. stating she would be moving forward with the GRC based on what she had received. Had discussion on how committee normally recommends a recipient and the Board agrees. She explained a phone call from Joyce, and that she was not privy to all of the emails at that time. The emails clearly provided that the Board did not uphold the committee selection and per Pam's summary, did not follow parliamentary procedures as we have in previous award selections. She reviewed the emotional comment made to Russell on a phone call on 13 February 2026. Further discussion. Hence, the GRC was formed due to the parameters of the award mechanism being changed after they (committee) had made their selection. This is the purpose of the grievance. Mentions having to apologize to Joyce for being ugly to her on a phone call, and thank goodness it was to her and not in front of a membership full of people or

she would be offering her resignation right now. Further discussion. There is things that have happened, things that have been said, and we have got to become better as a board when it comes to doing the day-to-day business of GACE when it comes to record keeping, when it comes to our communication with other members of this association and with each other. Further discussion. States to Wayne that it just didn't start because they got upset with y'all. It got started because they're concerned for you all changing parameters of the criteria of the award and that is stated in the grievance. Discussion. Acknowledges that she is not disputing Wayne's take on it, but when we (Board Members) take us for a matter of fact, we need to make sure what we are saying has no dispute. And when we get it wrong, we've got to be willing to admit that we got it wrong.

- Tobie has discussion and says that the committee is just a recommendation for that person and that they don't have the underlying power to say it's this person or nobody. Has further discussion of his experience on the committee a previous year. Offers suggestion that in bylaws, we need to say when you're recommending for an award, you need to have 1 or two.
- Angel had discussion about Tobie's conversation and reiterates that the criteria changed and the fact that the board thought that it didn't look right over optics of the president or another board member receiving an award. It's not about they didn't accept it or their feelings getting hurt. It was about a criteria change. Further discussion.
- Brandi followed up with discussion
- Angel followed up with discussion then mentions that if members or board felt a board member should not receive and award, they need to mention it at that time so we can change things up a bit.
- Wayne explained the optics of a prominent award being given to a board member, again.
- Angel appreciates Wayne's point of view but again reiterates the change of criteria
- Walter Hattrich had discussion and gave possible avenue for question regarding the job title but there is nothing in the bylaws precluding a sitting member for receiving an award. The grievance is correct. Does not agree that Board Members can receive award(s), but that the grievance is a valid grievance.
- Angel agreed and moved on to next subject matter

Conference Fall HB 483 Compliance and Invitation of State Representatives and Senators

- Angel wants to invite the representatives and senators who worked really hard alongside the lobbyists and ourselves to get the bill passed. Wanted to make sure everyone knows that we want to recognize those individuals and that the Board will be voting on that in the future. Had discussion about invitations and how they will go out.

Board Member Updates

- Russell – nothing
- Joyce – wanted to thank Mac McLain for hard work and dedication to help get implemented animal awareness for the next conference. Even with everything going on, he stepped up to the plate and did a fantastic job.
- Brandi – agrees with Joyce about Mac. He's done a lot of work behind the scenes and been amazing, so thank you.
- Angel – Brandi make sure you get the membership from Cassandra
- Brandi – says she will
- Cassandra – thanks Jerry for correcting her on forms that need to be filed and will get them done so she will be current. Will go through files to get names corrected on instructors, etc. and asks if Jerry can give where those were so she can look up.

- Angel requests physical copies be available at the Augusta Conference on financials and has some discussion
- Wayne – discusses current committee work and hopes of having a conclusion by Tuesday or Wednesday, then will reassign to second grievance as soon as completed. Assigning Mac McLain as next person to Chair the next chapter in this saga we are dealing with. Hoping they will get us back something in pretty quick order.
- Angel reminds him about the bylaw committee to discuss where we are at with the amendments for the bylaws and policy & procedures
- Pam – has nothing further
- Angel commends Pam on keeping up with everything that we have with emails going back and forth and separating them all out.
- Walter Hattrich – mentions that Mac did not hear all of the accolades earlier as he had stepped out, and asks that they be repeated for him to hear
- Angel reviewed for Mac
- Angel asked for anything from the membership, then mentions a special called meeting to discuss, we as a board, some of the things brought to us as far as the Committee Chair. Want to make sure that we handle this in a very appropriate manner
- Wayne wants to discuss the executive session issues
- Pam mentions that we need to approve the executive session minutes from the last two executive session that are Board copies
- Angel acknowledges and asked for motion to adjourn

Adjournment

- Motion: Cassandra, Wayne seconded the motion.
- Result: Unanimous approval.
- Time: 12:50 p.m.

GACE Board of Directors Zoom Meeting Minutes
27 May 2026

Board Attendees: Angel Gray (President), Pamela Nickles (Secretary), Joyceann Depp (Second Vice President), Cassandra Jones (Treasurer), Russell Moody (First Vice President), Brandi Palmer (Third Vice President)

Other attendees: Gerald Fordham, Erik Dorrough, JR Prince, Wayne DuBose, J Becknell, Keith Colquitt, Lisa Parker, Lizzie Humphreys, Tiffany Davis, Mac McLain, Keith Verner, Jennifer Lee, (Johnny's iPad), L Parsley, Martha Ann Coe, Ralph Beckham, Tobie Cartledge, Wynnon Pittman, (Joe), Kenzie Smerjac, (Samsung), (Kenz), P Pigeon, Monroe Herrin

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Call to Order: 10:31 a.m. with roll call

Minutes for Approval

- Board meeting minutes from April 20, 2026, approval will be postponed until next Board Meeting due to the condensed version having a lot missing, per Cassandra
- Motion: made by Cassandra, seconded by Joyce
- Result: unanimous approval

Matters of Record

- April 24, 2026, Board acknowledged the membership's votes on April 23rd, 2026, to hold a special election in Augusta for Sergeant at Arms position, rather than do an appointment
- May 12, 2026, email vote on the GACE registration gift for the Fall Conference in Augusta
- Acknowledging Keith Colquitt stepped down from Past President during Executive Session at the Spring Conference

New Business

- GACE Nominating Committee was established for the election to be held for Sgt at Arms. Angel also reviewed that as per the vote at the Spring Conference, the bylaws are being revised and the Code of Ethics & all are being separated out, which is why the bylaw committee was formed. They will submit their information to the Legislative Judicial Review Committee. The Nominating Committee will be the ones to prepare a nomination ballot. Also, we are going to be switching websites, so in the interim, Angel wants to make sure that our membership receives the

Nominating Committee announcement. They are reviewing bylaws and moving forward in a productive way for the fall. Members are:

  - Keith Verner, Columbia County (Committee Chair)
  - Rebecca Almon, City of Alpharetta
  - Jennifer Becknell, City of Savannah
  - George Frix, Emmanuel County
  - Rico Cody, City of Douglasville
  - Monroe Herrin, City of Sylvester
  - Centrell Vicks, City of Albany

- Angel noticed a notification on the chat. Keith Colquitt questioned the special election due to the grievance not being resolved. Angel advised she had already answered an email question this morning from Mr. Colquitt, so she had no answer. Mr. Colquitt stated that if she had no answer, then there's no need to move ahead and putting a committee together or anything like that. Angel asked for some decorum in meetings, raising your hand, then stated that we are not going to be discussing grievances or anything, that this is a Board Meeting and the Board has made their decisions, and we are moving forward.
- Angel had discussion about preparations for the Fall Conference, making an agenda for the meeting to include the approval of minutes from the April 23rd, Special Called Meeting of the membership. Also discussed having CVIOG at the next meeting to discuss curriculum and the vendor meet and greet.
- Angel asked if anyone on the Board had anything to discuss about the first time attendees meeting? Pam asked about a map of classrooms. Cassandra asked if Brandi was aware she had to do this meeting and Angel & Brandi said yes. Angel gave a shout out to the Education Committee for making a solid document to go with (flyer).
- Angel mentioned and verified with Russell that voting will be Thursday at first break. Cassandra mentioned that there will be cards like at the last Conference, that can be punched
- Angel mentioned Meet and Greet for Vendors. Had a discussion about the last (very first) Meet and Greet turnout. Cassandra asked about giving away drink ticket(s) to increase participation. A discussion was had and Angel asked if we wanted to vote on it due to it being a cost to the Association. Russell wanted to postpone a vote and have us come up with some ideas to be prepared for our next meeting. Cassandra will see what we have left over from the vendor fees.
- Discussion was had regarding agenda items for the Opening Session for the Fall Conference and what all the Board has been working on.

Discussion Items for Consideration

- Angel clarified that GACE is a domestic non-profit corporation, not a Government entity. GACE is also not the recognized training organization through House Bill 483. We are the organization who worked with the legislators and everyone to get the bill passed for code enforcement as a whole, but we are not the training organization. We are a recognized training organization who works in cooperation with CVIOG to provide code enforcement training. We are a Board-run organization, non-profit with a 501C 3 status. Angel discusses why we may have excess funds in our account from time to time and the types of funds we can have. Angel mentioned that Cassandra has been working diligently with the IRS to make sure that all forms are correct and provided annually. She reiterated that we are NOT a Government agency and asked the Board for any additional discussion.
- Cassandra thanked Angel for the clarification and acknowledged the work getting the right forms filed.
- Russell is looking forward to having a good upcoming Conference.

- Joyce mentioned that animal awareness has been implemented and she will be getting with CVIOG to get it onto our schedule. She discussed that there will be three instructors coming in for a three hour elective class. GACE would cover one instructor's hotel room for one night and one meal for that instructor. The college is providing financials for the rest. Joyce asked if we needed to vote on this and though Russell mentioned that this is standard procedure, Angel felt it best the Board voted for this since our standard procedure is not in writing.
    - Motion: made by Russell, seconded by Brandi
    - Result: unanimous approval

  Angel advised Joyce to go ahead and get the class taken care of now and gives Joyce praise for working with our members to get that class going.
- Brandi had nothing at this time
- Cassandra had nothing at this time
- Pam had nothing at this time

Discussion from Members

- Wayne DuBose stated that on three separate occasions, he has raised the question about privileged conversation that was had during executive session that has been leaked outside of that meeting that has been used against him. Wanted to know why is that he has mentioned and that there has been no reference or mention how this happened or who did it? Explained why we have executive sessions and how Board Members are protected even if it does get out. Asks again if there has been any discussions with regard to who leaked this information, if there will be an investigation and when that will happen. Angel answered that there has been no discussions, there have been emails referencing it between Board Members that he can review and that if the Board wants to bring it before Executive Session that they have the right to do that, but that we have not taken any formal action to the accusations made by Wayne.

  Wayne clarified that this happened while he was a Board Member. Wayne went on to say that what was discussed by Mr. Pittman was not in an email, nor was it ever referenced in an email. Further discussion from Mr. DuBose about when the incident occurred and that the information was given to Mr. Pittman who in turned formed his AI-generated issues against him on that, which included taking it to the classroom, and included taking it to his job which is absolutely insane on both of those accounts. He continued but to insinuate that I advocate for breaking the rules is insane and on three occasions, at Board Meetings, I have asked who made this statement. He mentions that it's like it's okay to talk about anything you want from executive session to anybody and the Board is not going to do anything about it. He tells Angel that she is the CEO and head cheese if you guys go into executive session, you expect those things to remain in executive session but that we can't trust that now.

  Angel asks if the Board wants to respond. Joyce stated that she will respond to the fact that Wayne DuBose did contact her by telephone and asked if she had discussed anything outside of an executive session and she would like it to be made a matter of record that she did not. Cassandra stated she is with Joyce and has not spoken about it to anyone. Brandi stated she had a similar conversation with Wayne on the phone and verified that she has not spoken to anyone outside of executive session. Pam stated that she was not contacted by Wayne DuBose but on several occasions, has emailed the board and referenced conversations that were had in executive session, to include what he is discussing, and has also said that she did not have any conversations outside of executive session, on multiple occasions. Mr. DuBose responded with the word interesting and asked how it is that Mr. Pitman came into this information. Angel interjected and asked if Russell wanted to respond, that Mr. DuBose was starting to interrogate this Board and that this is not the space for that. Wayne responded he is not interrogating anyone. Russell responded that he has not had any conversation with anyone about any executive session he has ever participated in. Angel stated that she had not had any conversation concerning an executive session and she wasn't even in this executive session. Wayne agreed and said that's why he had never spoken up to her about it. Angel asked for clarification that he had contacted everyone except Pam and herself, of course, and that the Board had provided him with that information. Wayne said so we can just reasonably assume, then, that Mr. Pitman came up with this information on his own, that he was not given any information to make his allegations against him and he just got lucky, I guess. Angel stated she didn't have an answer for that. Wayne stated that maybe she should investigate that. Angel stated that if this Board, in executive session, decides they want to take on then mentions that he has mentioned this in every meeting he has been in and even members have tried to help curtail some of the conversation with Wayne about trying to investigate something while you are on the meetings. She addresses Mr. DuBose discussing that she is trying to maintain a level of decorum for meetings, she has respected every moment that someone (members) have put forth at this meeting and that he has not gone unheard or unanswered. Discussion continues that just as you have accusations about me and others have accusations, that is exactly how this is looked at, and if they become founded, or whatever, then we deal with it then. She mentions that if he wants to continue this hunt or whatever it is that he is seeking, by all means, as a member he has a right to do so, but she asks that it be done respectfully. Angel asks if there is anybody else that would like to speak.

- Angel mentions that there are 26 attendees, thanks everyone for being here, and states that we cannot run this Association without them. She also states that we are not perfect, but we are doing our best, but our best can be better.

Committee Updates

- Cassandra asked for the update on the appeal. Angel clarified which appeal this was referring to, regarding the appeal of the Grievance Committee findings. Angel reminded that the decision of the appeal was provided to the board and Mr. Pittman in an email. Angel discussed that they did not cite any type of violation and upheld the decision of the Grievance Committee.
- Joyce mentioned that her Curriculum Committee Members have changed since Walter Hattrich resigned on May 4th. Her Committee members are Russell Moody, Keith Colquitt, Cassandra Jones, Will Prather, Peggy Pigeon, Gerald Fordham and Angel Gray.

Executive Session

- Angel asks if the Board wanted to defer the executive session for another day and we agreed
- Angel apologizes to the members for anything that may seem unprofessional due to her situation with her mom, she did not want to miss the meeting and wants to have another Board Meeting in June and explains why, with the Nominating Committee, Conference and CVIOG plus the new website and we can handle the rest of the business there

Adjournment

- Motion: Cassandra moved to adjourn the meeting; Joyce seconded the motion
- Result: Unanimous approval.
- Time: 11:09 a.m.

GACE Board of Directors Email Vote
"Purchase WIX Core Plan, as described below, for one year"
4 June 2026

Board Email Inclusion: Angel Gray (President), Pamela Nickles (Secretary), Joyceann Depp (Second Vice President), Cassandra Jones (Treasurer), Russell Moody (First Vice President), Brandi Palmer (Third Vice President)

The President of GACE requested we increase the email capability of the new WIX website from the standard 500 per month, which would not cover all of the members, to the plan listed below in blue. Info from email is as follows:

- Motion made by Pam Nickles 10:04 a.m.
- Second by Brandi Palmer 10:10 a.m.
- Pam voted yes 10:12 a.m.
- Brandi voted yes 10:13 a.m.
- Cassandra voted yes 10:26 a.m.
- Joyce voted yes 11:39 a.m.
- Russell voted yes 11:51 a.m.

Motion passes unanimously

1. Essentials Plan

- **Monthly Email Quota:** 500 emails
- **Features:**
  - Remove Wix branding from emails
  - Schedule emails
  - Generate email content using AI
- **Pricing:**
  - $12 USD for 1 month
  - $120 USD for 1 year
  - $216 USD for 2 years

2. **Core Plan**
   - **Monthly Email Quota:** 5,000 emails
   - **Features:**
     - All features of Essentials
     - Send emails from multiple email addresses
     - Share emails in web view with a custom URL
   - **Pricing:**
     - $29 USD for 1 month
     - $288 USD for 1 year
     - $528 USD for 2 years
3. **Plus Plan**
   - **Monthly Email Quota:** 50,000 emails
   - **Features:**
     - All features of Core
   - **Pricing:**
     - $59 USD for 1 month
     - $588 USD for 1 year
     - $1,080 USD for 2 years
4. **Ultimate Plan**
   - **Monthly Email Quota:** 1,500,000 emails
   - **Features:**
     - All features of Plus
   - **Pricing:**
     - $155 USD for 1 month
     - $1,548 USD for 1 year
     - $2,856 USD for 2 years

GACE Board of Directors Email Vote
"Code Enforcement Safety Specialist Training (Albany, GA)"
5 June 2026

Board Email Inclusion: Angel Gray (President), Pamela Nickles (Secretary), Joyceann Depp (Second Vice President), Cassandra Jones (Treasurer), Russell Moody (First Vice President), Brandi Palmer (Third Vice President)

The President of GACE requested that GACE sponsor a lunch during the upcoming CESF Training mentioned above, as per the information attached:

- Motion made by Cassandra 12:17 p.m.
- Second by Pam Nickles 1:14
- Pam voted yes 1:16 p.m.
- Brandi voted yes 1:47 p.m.
- Joyce voted yes 2:53 p.m.
- Cassandra voted yes 3:17 p.m.
- Russell voted yes 4:33 p.m.

Motion passes unanimously

Chick-fil-a

Large Hot Chick-n-Strips® Tray serves 75
$102.00price
110cal per Chick-n-Strip
$10
Fruit Tray serves 26
Large Fruit Tray
$65.50
Garden Salad Tray serves 10
Large Garden Salad Tray
$35.00

Cookie & Brownie Tray 12 each item
Large Chocolate Chunk Cookie and Chocolate Fudge Brownie Tray
$33.00
Gallon Freshly-Brewed Iced Tea Sweetened (3 gallons)
$19.50

HONEY BAKED HAM BOXES:
Signature Sandwich Box Lunch
Most ordered
Individual Packaging
Each box includes your choice of signature sandwich. Served with a side and a cookie.
$11.57
Specialty Sandwich Boxed Lunch
Most ordered
Individual Packaging
Each box includes your choice of specialty sandwich. Served with a side and a cookie.
$12.04
Chef Salad Boxed Lunch
Most ordered
Individual Packaging
Honey Baked Ham & Roasted Turkey Breast, bacon, cheddar cheese, tomatoes, cucumbers, red onions, and croutons on a bed of green leaf & spring mix. Includes salad and served with a cookie.
$13.43
Garden Salad Boxed Lunch
Individual Packaging
Tomatoes, cucumbers, red onions, croutons, and cheddar cheese on a bed of green leaf & spring mix. Includes salad and served with a cookie.
$10.32
Turkey BLT Salad Boxed Lunch
Individual Packaging
A bed of Fresh Spring Mix and Green Leaf Lettuce topped with our Savory Roasted Turkey Breast, Crispy Bacon, Fresh Tomatoes, Shredded Cheddar, and Cornbread Croutons. Includes salad and served with a cookie.
$10.32

GACE Board of Directors Email Vote
"GRC appointment(s) for open grievances from Jerry Pitman, Wayne DuBose, and Tobie Cartledge"
17 July 2026

Board Email Inclusion: Angel Gray (President), Pamela Nickles (Secretary), Joyceann Depp (Second Vice President), Cassandra Jones (Treasurer), Russell Moody (First Vice President), Brandi Palmer (Third Vice President)

The President of GACE requested a motion based on the LJR committee's advisement, for GRC's to be established to hear the open grievances. The motion is for Brandi to establish a GRC to hear Jerry Pitman's grievance and for Russell to establish GRC's to hear Tobie Cartledge's grievances (one Committee) and Wayne Dubose's grievance (one Committee). The responses were as follows:

- Motion made by Cassandra 9:14 a.m.
- Second by Joyce Depp 9:16 a.m.
- Pam voted yes 10:28 a.m.
- Cassandra voted yes 11:22 a.m.
- Brandi voted yes 11:53 a.m.
- Joyce voted yes 11:57 a.m.
- Russell voted yes 12:19 p.m.

Motion passes unanimously

GACE Board of Directors Email Vote
"Handling of Open Grievances from Jerry Pitman, Wayne DuBose, and Tobie Cartledge"
14 July 2026

Board Email Inclusion: Angel Gray (President), Pamela Nickles (Secretary), Joyceann Depp (Second Vice President), Cassandra Jones (Treasurer), Russell Moody (First Vice President), Brandi Palmer (Third Vice President)

The President of GACE requested a motion on who will handle the open submissions of grievance from Jerry Pitman, Wayne DuBose, and Tobie Cartledge. The motion was made that, as per current bylaws, the LJRC would handle these grievances. The responses were as follows:

- Motion made by Pam Nickles 11:53 a.m.
- Second by Joyce Depp 11:55 a.m.
- Pam voted yes 12:08 p.m.
- Joyce voted yes 12:16 p.m.
- Russell voted yes 12:32 p.m.
- Cassandra voted yes 12:57 p.m.
- Brandi voted yes 4:04 p.m.

Motion passes unanimously