

JUN 17 1994

#630740

**Pathway Family Center
Time Line
February through May 1994**

- February 4** Memorandum from Lea McGregor and Pat Browne to all staff regarding financial stability is of concern and organizational changes.
- February 4** Helen Gowanny leaves for Chicago and Helen asks Lea McGregor to fire Keith Wells and instructs Pat Browne to fire Mary Nash by the time she returns.
- February 7 & 8** Lea McGregor talks with Lynne Naoum regarding Lea's concerns over Helen's management style and informs her that the staff will have a meeting with Helen to discuss their concerns.
- February 10** All staff meeting to resolve issues with Helen Gowanny. Helen did not show, but she was in the building at the time of the meeting.
- February 14** Staff aware for first time "oldcomers" searching "newcomers" at home and not at Pathway Family Center.
- February 15** Wrote up meeting minutes from February 10 all staff meeting mailed and copied to each member of the Board of Directors. Helen Gowanny also provided with original minutes and staff asked her to respond.
- February 17** Helen Gowanny responds to staff regarding the February 10 staff meeting.
- February 17** Memorandum from David Key asking clients' parents to enforce cessation of oldcomers searching newcomers at their homes.
- February 18** Memorandum from David Key to Helen Gowanny and Lea McGregor regarding "Preliminary Evaluation of Clinical Component" since David Key promoted to Clinical Director two weeks prior. Meeting between Helen Gowanny, Lea McGregor, Pat Browne and David Key to discuss memorandum.
- February 25** Mary Nash resigned.
- February 28** Lea McGregor changes job position from Associate Director to Program Consultant.
- March 3** David Key clarified client restraint policy to staff that there is no client involvement in restraint of another client and that only staff can respond. Emphasis on

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- verbal de-escalation skills.
- March 14** Phone call between David Key and Terri Nissley (Board Member) regarding insurance billing and February 17 memorandum from Helen Gowanny.
- March 15** Lea McGregor calls Lynne Naoum (Board President) to talk with her about insurance issues. During the conversation, Lea refers to Helen Gowanny's salary and they piece together that Helen is paying herself \$11,000.00 more annually than the Board of Directors authorized.
- March 16** Staff who qualify receive health insurance benefit.
- March 17** Blue Cross/Blue Shield audit by Mr. Gary Teeter (Field Investigator) who met with Marie Becker. This was regarding client #816 (Marisa). Helen Gowanny was aware of audit and asked Marie Becker to meet with Mr. Teeter.
- March 17** Marie Becker informs Lea McGregor and David Key separately regarding BC/BS audit and she was instructed by both of these administrators to inform a member of Pathway Board of Directors immediately.
- March 17** Marie Becker contacts by phone Terri Nissley (Board Member) whom instructs Marie to mail documentation to her. Marie Becker mailed letter to Terri Nissley. Terri Nissley informs Marie Becker that the Board of Directors will be investigating and that Terri Nissley will inform other Board Members.
- March 25** David Key mails letter to Terri Nissley (Board Member) regarding his discomfort with insurance billing procedures and asked that the Board of Directors investigate. Previous to this correspondence, David Key had called Terri Nissley about same subject matter after Marie Becker had informed him about another audit concerning another client (client #842).
- March 29** Terri Nissley (Board Member) informs Marie Becker that the Board of Directors plans on making significant changes.
- April 3** Lynne Naoum (Board President) asks Lea McGregor if Lea would support Helen Gowanny's departure and Lea says yes.
- April 11** Lea McGregor and David Key meet with Lynne Naoum (Board President) at her office and discuss insurance

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audits, etc. Board of Directors decide to ask Helen Gowanny to resign and Lea McGregor is to be Executive Director.

April 11

The Board of Directors unanimously votes to ask for Helen Gowanny's resignation and informs Helen of this decision.

April 12

Helen Gowanny resigns as Executive Director.

April 15

Helen Gowanny addresses parent group and informs them of her resignation.

May 20

Clinical team requests of the Board of Directors that interested clients' parents be on the Board of Directors and the Board responds by forming the Membership Committee.

May 27

Pat Browne's employment is terminated due to the position (Director of Operations) being eliminated.

May 31

Lea McGregor completes a "Fiscal Management Plan Strategy and Delegation" and sends to Terri Nissley (Board Member).