



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

MARLON I. BROWN, DPA  
DIRECTOR

August 7, 2025

James Pilot  
Bay Human Services, Inc.  
P O Box 741  
Standish, MI 48658

RE: License #: AS090391446  
Investigation #: 2025A0572044  
Bangor

Dear James Pilot:

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- Indicate how continuing compliance will be maintained once compliance is achieved.
- Be signed and dated.

If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days. Failure to submit an acceptable corrective action plan will result in disciplinary action.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (517) 643-7960.

Sincerely,

A handwritten signature in black ink, reading "Anthony Humphrey". The signature is fluid and cursive, with a large loop at the end of the last name.

Anthony Humphrey, Licensing Consultant  
Bureau of Community and Health Systems  
411 Genesee  
P.O. Box 5070  
Saginaw, MI 48605  
(810) 280-7718

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
BUREAU OF COMMUNITY AND HEALTH SYSTEMS  
SPECIAL INVESTIGATION REPORT  
THIS REPORT CONTAINS QUOTED PROFANITY**

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	AS090391446
<b>Investigation #:</b>	2025A0572044
<b>Complaint Receipt Date:</b>	07/21/2025
<b>Investigation Initiation Date:</b>	07/23/2025
<b>Report Due Date:</b>	08/20/2025
<b>Licensee Name:</b>	Bay Human Services, Inc.
<b>Licensee Address:</b>	PO Box 741 3463 Deep River Rd Standish, MI 48658
<b>Licensee Telephone #:</b>	(989) 846-9631
<b>Administrator:</b>	Melissa Rood
<b>Licensee Designee:</b>	James Pilot
<b>Name of Facility:</b>	Bangor
<b>Facility Address:</b>	3501 Bangor Rd Bay City, MI 48706
<b>Facility Telephone #:</b>	(989) 846-9631
<b>Original Issuance Date:</b>	03/14/2018
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	09/14/2024
<b>Expiration Date:</b>	09/13/2026
<b>Capacity:</b>	6
<b>Program Type:</b>	PHYSICALLY HANDICAPPED DEVELOPMENTALLY DISABLED MENTALLY ILL AGED

## II. ALLEGATION(S)

	Violation Established?
On 07/19/2025, Resident A became aggressive, prompting a verbal altercation with staff member Judiellen (Judy) Bayn, who threatened violence; other staff intervened to prevent a physical fight.	Yes

## III. METHODOLOGY

07/21/2025	Special Investigation Intake 2025A0572044
07/23/2025	Special Investigation Initiated - Letter Recipient Rights, Melissa Prusi.
07/24/2025	Inspection Completed On-site Home Manager, Tonya Kozitzki; Psychologist, Casey Binkley; and Resident A.
07/24/2025	Contact - Document Sent Recipient Rights, Kevin Motyka.
08/04/2025	Contact - Telephone call made Staff, Adriessa Ducre.
08/04/2025	Contact - Telephone call made Attempted phone call to ex-staff, Judiellen Bayn.
08/04/2025	Contact - Document Sent Recipient Rights, Kevin Motyka.
08/06/2025	Exit Conference Licensee Designee, Joe Pilot.
08/06/2025	APS referral An APS referral was made.

**ALLEGATION:**

**On 07/19/2025, Resident A became aggressive, prompting a verbal altercation with staff member Judiellen (Judy) Bayn, who threatened violence; other staff intervened to prevent a physical fight.**

**INVESTIGATION:**

On 07/21/2025, the local licensing office received a complaint for investigation. A referral will be made to Adult Protective Services (APS).

On 07/23/2025, I contacted Recipient Rights, Melissa Prusi. Melissa Prusi informed me that during the incident, the Regional Manager, Dawn Richter, was on speaker phone and heard everything that went on. Staff, Adriessa Ducre witnessed the event and wrote a statement.

On 07/24/2025, I made an unannounced onsite at Bangor, located in Bay County Michigan. Interviewed were Home Manager, Tonya Kozitzki; Psychologist, Casey Binkley; and Resident A.

On 07/24/2025, I interviewed Home Manager, Tonya Kozitzki regarding the allegation. Tonya Kozitzki informed me that the complaint is true and the staff, Judy Bayn is suspended until further investigation. Tonya Kozitzki was not present, but Staff, Adrissa Ducre and Assistant Manager, Trinity Lang were present, and Regional Manager, Dawn Richter was on speaker phone and heard everything that went on. Judy Bayn has been employed since 10/17/2023 and does not have any disciplinary actions in her file. Resident A has been very behavioral, doing drugs and sleeping around with different men, and contracting a sexually transmitted disease. Resident A gave a man that she doesn't know, her address and he came over to visit. Judy Bayne addressed the concern with Resident A and Resident A became upset when she was informed that they need to setup visitation because they don't know who the man is. Resident A became aggressive towards Judy Bayn and came after her and trapped her inside the medication room. Resident A was initially the aggressor, and stated, "Come over here bitch and I'll fuck you up!" Judy Bayn responded by saying, "I'll clock out right now and kick your ass." Dawn Richter was on speaker phone the entire time telling Staff, Judy Bayn to drop it and stop talking to Resident A in that manner. Tonya Kozitzki informed me that Resident A stresses staff out due to her behaviors but didn't think that Judy Bayn would get pushed to this limit.

On 07/24/2025, I observed staff, Judy Bayn's employee file. There were no disciplinary actions in her file, and she had just received an excellent employee evaluation.

On 07/24/2025, I interviewed Resident A's Psychologist, Casey Binkley regarding the allegation. Resident A's behaviors have varied over the years. Resident A currently wants to go to inpatient because she receives a lot of attention there. If there are any current problems, it is expected to escalate because she is not

receiving the attention that she is seeking. Casey Binkley is not surprised that there was an incident between Resident A and a staff member as Resident A has a history of aggressiveness and Resident A does not possess the best sense of safety in the community. Resident A used to be on social media, inviting various men to the AFC Home. Staff are very cautious because Resident A invited a man over to the home, and when staff did not let him in, the man became upset and threatened to harm staff. Resident A was found to be using cocaine, crystal meth, and doing sexual favors to men so they can buy her vapes, which she is not old enough to use. Because of this, they just did an addendum to Resident A's behavior plan, so she is no longer able to go out into the community on her own, as of now.

On 07/24/2025, I interviewed Resident A regarding the allegation. Resident A informed me that she wasn't upset that she was told that the guy couldn't come to the home. She was upset because Judy Bayn was rude about it. Judy Bayn is very disrespectful, and because of it, she went after her. It wasn't this particular incident that made her upset. It was just the last straw in a number of incidents of disrespect. When she went after Judy Bayn, Judy Bayn went into the medication room and closed the door. She threatened to beat Judy Bayn up and that's when Judy Bayn threatened to "beat her ass". Judy Bayn made a comment about her not having custody of her child and that's when Resident A threw something at Judy Bayn, but Judy Bayn didn't hit her back. Judy Bayn has never hit her before but Resident A believes that she would do it if given the chance. Resident A informed me that she is slightly afraid of Judy Bayn.

On 08/04/2025, I contacted Staff, Adriessa Ducre regarding the allegation. Adriessa Ducre informed me that Resident A had invited a guy that no one knows to the home. Adriessa Ducre called Regional Manager, Dawn Richter to see if that was okay because she is a fairly new worker and wanted to make sure that she was following the rules. Staff Ducre was informed to get the man's name and have him sign in and was instructed to let Resident A know that she can't give out the home address to everyone. Resident A wanted to leave with the man but was told that it wasn't safe and asked for the man to come back later so that they can speak with Resident A's Case Manager. Adriessa Ducre put Dawn Richter on speaker phone because Resident A was getting upset and asking her questions that she did not have the answers to. Resident A kept telling Dawn Richter that she did not agree with her, then Staff, Judy Bayn jumped in the conversation and told Resident A, "You can't talk to her that way!" Dawn Richter responded by telling Judy Bayn not to talk to Resident A like that. Judy Bayn continued to chastise Resident A, so she told her to go into the Med Room to calm down because she was making Resident A more upset. Judy Bayn kept coming out of the Med Room, chastising Resident A and said, "I'm not going in the Med Room for a timeout like I'm a child". The verbal conflict continued and Judy Bayn stated to Resident A, "You need to stop being a whore! That's why you're walking around with the claps and don't have custody of your kid." Resident A became irate and stated, "You think I'm scared of you. I'll beat your ass!" Judy Bayn then responded, "I'll clock out right now, go across the street and beat your ass!" Resident A threw a bottle of hand sanitizer at Judy Bayn and Judy Bayn

reached over her to get to Resident A. Adriessa Ducre informed that Resident A is very difficult, but in this instance, she appeared to be fed up with something that may have been going on for a while. She believes that if Judy had stopped talking to Resident A like the Regional Manager told her or just stayed in the Med Room like she suggested, Resident A would eventually calm down as well. Adriessa Ducre believes that if given the opportunity, Judy Bayn would have hit Resident A. She believes this to be true because hours after the incident when everything had de-escalated, Judy Bayn texted her, that she was going to have to use the, "It was my reflexes" excuse if Resident A would have hit her. Staff Ducre believed that after so much time to calm down she should be still thinking about hurting Resident A. Adriessa Ducre believes that because Resident A has a long history of making false accusations, Judy Bayn would probably use that against Resident A because if she hits her, staff may not believe Resident A.

On 08/04/2025, I reviewed the text message that Staff, Judy Bayne sent to Adriessa Ducre. In the text it stated, "I was frfr [For real, for real] gonna have to use "It was a reflex" if she would have hit me."

On 08/04/2025, I attempted multiple times to contact Staff, Judy Bayn. It appears that her phone is disconnected or has been changed.

On 08/04/2025, I contacted Recipient Rights, Kevin Motyka who informed me that he substantiated the case for Abuse Class III (Verbal) and received a remedial action plan from Bay Human Servies that Judi Bayn was terminated on 07/31/2025.

<b>APPLICABLE RULE</b>	
<b>R 400.14308</b>	<b>Resident behavior interventions prohibitions.</b>
	<p><b>(2) A licensee, direct care staff, the administrator, members of the household, volunteers who are under the direction of contraptions, material, or equipment for the purpose of immobilizing a resident.</b></p> <p><b>(f) Subject a resident to any of the following:</b></p> <ul style="list-style-type: none"> <li><b>(i) Mental or emotional cruelty.</b></li> <li><b>(ii) Verbal abuse.</b></li> <li><b>(iii) Derogatory remarks about the resident or members of his or her family.</b></li> <li><b>(iv) Threats.</b></li> </ul>
<b>ANALYSIS:</b>	Based on interviews with staff, Resident A, the psychologist and Recipient Rights, there is enough evidence to establish a licensing rule violation. Staff informed that this incident did occur

	and former staff, Judy Bayn made the situation worse by continuing to talk to Resident A. Resident A also admits to the verbal altercation and the threats made by Judy Bayn.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

<b>APPLICABLE RULE</b>	
<b>R 400.14204</b>	<b>Direct care staff; qualifications and training.</b>
	<b>(2) Direct care staff shall possess all of the qualifications:</b> <b>(a) Be suitable to meet the physical, emotional, intellectual, and social needs of each resident.</b>
<b>ANALYSIS:</b>	Based on interviews with staff, Resident A, the psychologist and Recipient Rights, there is enough evidence to establish a licensing rules violation. The acts demonstrated by Judy Bayn during this incident, threatening physical abuse and making derogatory remarks towards a resident confirm she is not suitable to care for vulnerable adults. There is substantial evidence of a licensing rule violation.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

On 08/06/2025, an exit conference with Licensee Designee, Joe Pilot. Joe Pilot was informed of the findings of this special investigation.



#### IV. RECOMMENDATION

I recommend that no changes be made to the licensing status of this small adult foster care group home, pending the receipt of an acceptable corrective action plan (capacity 3-6).



08/06/2025

Anthony Humphrey  
Licensing Consultant

Date

Approved By:



08/07/2025

Mary E. Holton  
Area Manager

Date