



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

MARLON I. BROWN, DPA
DIRECTOR

November 21, 2025

Johnny Welsh
CC's Villa LLC
41 W. Lorraine St.
Peck, MI 48466

RE: License #: AS760391684
Investigation #: 2026A0572002
CC's Villa

Dear Johnny Welsh:

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.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

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 that reads "Anthony Humphrey". The signature is written in a cursive style with a large, looping flourish at the end of the 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**

I. IDENTIFYING INFORMATION

License #:	AS760391684
Investigation #:	2026A0572002
Complaint Receipt Date:	09/24/2025
Investigation Initiation Date:	09/29/2025
Report Due Date:	11/23/2025
Licensee Name:	CC's Villa LLC
Licensee Address:	41 W. Lorraine St. Peck, MI 48466
Licensee Telephone #:	(810) 378-5550
Administrator:	Larissa Kuhn
Licensee Designee:	Johnny Welsh
Name of Facility:	CC's Villa
Facility Address:	41 W. Lorraine Peck, MI 48466
Facility Telephone #:	(810) 378-5550
Original Issuance Date:	07/06/2018
License Status:	REGULAR
Effective Date:	01/06/2025
Expiration Date:	01/05/2027
Capacity:	6
Program Type:	PHYSICALLY HANDICAPPED DEVELOPMENTALLY DISABLED MENTALLY ILL AGED

II. ALLEGATION(S)

	Violation Established?
Staff Torri Bair is sleeping while working.	Yes
Staff Torri Bair is having Resident A complete staff duties.	No
Staff Torri Bair inappropriately texts Resident A's boyfriend's mother about Resident A's behavior.	No

III. METHODOLOGY

09/24/2025	Special Investigation Intake 2026A0572002
09/24/2025	APS Referral APS made referral.
09/29/2025	Special Investigation Initiated - On Site
09/29/2025	Contact - Face to Face Resident A, Staff, Sandra Allen; Resident B and Resident C.
11/19/2025	Contact - Telephone call made Staff, Sandra Allen.
11/19/2025	Contact - Telephone call made Administrator, Larissa Kuhn.
11/19/2025	Contact - Telephone call made Staff, Torri Bair.
11/20/2025	Contact - Telephone call made Administrator, Larissa Kuhn.
11/20/2025	Exit Conference Administrator, Larissa Kuhn.
11/21/2025	Contact - Telephone call made Administrator, Larissa Kuhn, Resident A and Resident C.
11/21/2025	Exit Conference Administrator, Larissa Kuhn.

ALLEGATION:

- **Staff Torri Bair is sleeping while working.**
- **Staff Torri Bair is having Resident A complete staff duties.**

INVESTIGATION:

On 09/24/2025, the local licensing office received a complaint for investigation. Adult Protective Service (APS), made the referral to licensing after denying their case.

On 09/29/2025, I made an unannounced onsite to CC's Villa, located in Sanilac County Michigan. Interviewed were Resident A, Staff, Sandra Allen, Resident B and Resident C.

On 09/29/2025, I interviewed Resident A regarding the allegations. Resident A informed that the allegations are true that staff, Torri Bair, has fallen asleep on the job. Resident A does not know if anyone else has witnessed Torri Bair sleeping, but she has observed her sleeping on the couch. Resident A stated that she cooked for Resident D before. Resident D gets up at 5am and takes medication. Resident A fed Resident D at 8am. Torri Bair blamed Resident A for the home not being cleaned when Staff, Sandra Allen questioned her about it.

On 09/29/2025, I interviewed Staff, Sandra Allen regarding the allegations. Sandra Allen informed that she has witnessed Staff Torri Bair sleeping on the job on multiple occasions and she had to care for the residents by herself. Sandra Allen indicated that Staff Torri Bair used to work at another AFC Home with Resident A's boyfriend's mother and was fired for sleeping on the job and asking residents to feed other residents. Residents have been complaining about Staff Torri Bair sleeping on the job. Staff Allen has not witnessed Torri Bair asking residents to complete her work duties but indicated that residents had said this has happened.

On 09/29/2025, I interviewed Resident B regarding the allegations. Resident B informed that she has observed Staff Torri Bair sleeping on the couch and Resident B told her, "You better get your butt up because you have work to do." Torri Bair has not asked her to do any staff duties. There were some difficulties in interviewing Resident B as Resident B would change the subject often.

On 09/29/2025, I interviewed Resident C regarding the allegations. Resident C has witnessed Staff, Torri Bair sleeping before. Resident C never told anyone. Resident C informed that Torri Bair asked Resident C to cook something for Resident D to eat before. When asked what was cooked, Resident C stated, "Some fried eggs from scratch."

On 11/19/2025, I re-interviewed Staff, Sandra Allen regarding the allegation. Sandra Allen informed that Staff Torri Bair works midnight shift, so she never sees her until shift change. Sandra Allen denied that residents are complaining about Torri Bair sleeping or having them complete staff work duties, unless they are complaining to other staff.

On 11/19/2025, I contacted Administrator, Larissa Kuhn regarding the allegations. Larissa Kuhn heard some things, but it's mainly due to Staff, Sandra Allen going back and forth with Staff, Torri Bair. Larissa Kuhn informed me that Sandra Allen used to work with Resident A's boyfriend's mother at another AFC Home. Somehow, Sandra Allen became friends with Resident A's boyfriend's mother. Both Resident A and Sandra Allen wanted Resident A's boyfriend's mother to be hired with the company, but she told Sandra Allen that she was not hiring her because that is a conflict of interest. Torri Bair had called her one day and said that she does not know what's going on, as she feels like she can't do anything right. This was in reference to Sandra Allen constantly complaining about her. Larissa Kuhn says she had to put out some fires and since Resident A and her boyfriend are no longer together, there has been no more issues.

Larissa Kuhn further stated that she had not heard anything about Torri Bair falling asleep in the home. Torri Bair works the midnight shift, so the residents are normally asleep when she gets there. Because of Torri Bair's work schedule, she does not know how any residents would see her sleeping. When she comes to work in the morning, she always sees Torri Bair in the office and she tells her about how the night shift went. Staff are not allowed to sleep during shift because they have two residents who are contracted, so they have to provide 24 hour care with wake staff. In regard to having residents do her work duties, Larissa Kuhn informed that she doubts that Resident A is doing any of the staff duties, because she can barely take care of herself. They have a couple residents who are encouraged by their case manager to do things for themselves, such as cooking, so they allow them to make easier meals for breakfast and lunch. Staff always make their dinner. There have been times when Resident C is making a sandwich and will ask Resident D if Resident D wants a sandwich or whatever Resident C is making for himself. No one is telling Resident C to cook for Resident C or any other residents. It's in Resident C's plan to allow Resident C to be more self-sufficient. Resident C will share with Resident D, just being polite. Because Torri Bair works midnight shift, she only has to cook for Resident D because Resident D gets up at 5am to take medication. Resident C sometimes gets up early and basically will share what he has left over with Resident D.

On 11/19/2025, I contacted Staff, Torri Bair, regarding the allegations. Staff Bair denied going to sleep in the home. Torri Bair only works the midnight shift and is usually washing dishes, cleaning the kitchen, vacuuming and may watch some tv. Staff Bair has to stay awake because Resident B has dementia and sometimes sundowns. Residents are usually asleep when she comes to work. Torri Bair denied having anyone do any of her work duties for her. Staff Bair does not really have to cook because she works the midnight shift. Staff Bair does make a meal for Resident D because Resident D gets up at 5am to take medication. On 11/21/2025, I contacted Administrator, Larissa Kuhn. She informed me that Resident A is not very truthful. Resident B has dementia and may say things that are

not true. Resident C is pretty truthful and does not have a history of making things up.

On 11/21/2025, I spoke with Resident A regarding seeing staff sleeping during shift. Resident A stated, “Yes, I saw her sleeping during the early part of her shift. When she comes in, she does do anything but go straight to the couch and sleep. I’m still awake when she comes in and sometimes I wake up in the middle of the night and she’s sleeping.”

On 11/21/2025, I spoke with Resident C regarding seeing staff sleeping during shift. Resident C stated, “Yes, I’ve seen her sleeping during her night shift. I would be very early in the morning when I’m getting up for the day.

APPLICABLE RULE	
R 400.633	Staffing requirements.
	(1) A licensee shall always have sufficient direct care staff on duty for the supervision, personal care, and protection of residents and to provide the services specified in a resident's assessment plan, health care appraisal, and resident care agreement. At a minimum, the ratio of direct care staff to residents must not be less than 1 direct care staff to either of the following: (b) 12 residents for small group and family homes.
ANALYSIS:	Based on my interviews with staff and residents, there is enough evidence to issue a licensing rules violation. The Administrator does not believe that her staff is asleep during her shift and not certain any of the residents would know because Staff, Torri Bair, works midnight shift. The Administrator also stated that staff are not allowed to sleep during shift. According to Resident A, Torri Bair was observed sleeping but does not know if anyone else has witnessed her do it. Resident B and C also observed Torri Bair sleeping while working. Resident B’s interview was inconclusive due to not being able to stay on topic. Staff, Sandra Allen mentioned that she had observed Torri Bair sleeping on multiple occasions, but during a second interview, she denied observing her sleeping because they work different shifts. Torri Bair also denied sleeping during shift and informed me that Resident B has dementia, so they need a wake staff on nights. Based on the information obtained during this investigation, violation of this rule is established.
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
R 400.681	Resident rights; licensee responsibilities.
	(2) Work that is performed by a resident must be in accordance with the resident's assessment plan.
ANALYSIS:	Based on my interviews with staff, residents, and review of their assessment plans, there is not enough evidence to issue a licensing rules violation. Resident A mentioned cooking for Resident D, but did not say this was required by Staff, Torri Bair. Staff, Sandra Allen, has not witnessed Torri Bair asking residents to perform any work duties or cook for her. In speaking with the Administrator, she informed that Torri Bair does not normally cook for anyone but Resident D because Resident D gets up at 5am for meds. She mentioned that Resident C may be cooking something simple or making a sandwich and offering some to Resident D. Torri Bair denied having anyone complete her chores or cook for any of the residents. She indicated that she normally just cooks for Resident D because Resident D gets up at 5am for meds. The other residents are asleep at that time. I reviewed Resident A and Resident C's Assessment Plans, and it indicates that they are encouraged to be more self-sufficient. Resident C is allowed to cook, check the mail and bring in the groceries.
CONCLUSION:	VIOLATION NOT ESTABLISHED

ALLEGATION:

Staff Torri Bair inappropriately texts Resident A's boyfriend's mother about Resident A's behavior.

INVESTIGATION:

On 09/29/2025, I interviewed Resident A regarding the allegations. Resident A informed me that Staff Torri Bair is texting Resident A's boyfriend's mom regarding her behavior. Staff Torri Bair used to work with her boyfriend's mother. Torri Bair never mentioned anything personal, like diagnosis, history, or medications. Torri Bair will talk about how Resident A needs to step down as she is a resident and not an employee. Resident A informed me that she has been there longer than Staff, Torri Bair, and knows more about the job than she does.

On 11/19/2025, I contacted Administrator, Larissa Kuhn, regarding the allegation. Larissa Kuhn informed that she does not know anything about Staff, Torri Bair discussing Resident A's behavior to Resident A's boyfriend's mother. Larissa Kuhn just knows that there was some back and forth between the two staff and it appears

that Staff, Sandra Allen and Resident A wanted Resident A's Boyfriend's mother to be hired.

On 11/19/2025, I re-interviewed Staff, Sandra Allen regarding the allegation. Sandra Allen informed me that she does not know about Staff Torri Bair communicating with anyone regarding Resident A's personal information.

On 11/19/2025, I contacted Staff, Torri Bair, regarding the allegations. Staff Bair informed that she used to work with Resident A's boyfriend's mother at another AFC Home. One day they were texting each other, and she texted her that Staff, Sandra Allen got upset with her again because she did not vacuum. Staff Bair only mentioned Resident A's name for context because she knew Resident A and she has a relationship with Resident A through her son. Staff Bair indicated that she hadn't vacuumed because Resident A was on the couch sleeping and didn't want to wake her. Torri Bair informed she never mentioned anything about Resident A's behavior or anything personal. Staff Bair just thought it would be disrespectful for her to interrupt Resident A's sleep by turning on a loud vacuum.

On 11/19/2025, Staff, Torri Blair sent me the text between Resident A's boyfriend's mother and herself. In the text she mentioned that Staff, Sandra Allen made a big deal out of her not vacuuming the floors. And she explained that she didn't vacuum because Resident A was asleep.

APPLICABLE RULE	
R 400.681	Resident rights; licensee responsibilities.
	(1) A resident shall be treated with dignity and respect, free from exploitation, and protected and safe.
ANALYSIS:	Based on my interviews with staff, residents, and review of a text message, there is not enough evidence to establish a licensing rules violation. Staff and Resident A denied that Staff, Torri Bair was sharing any sensitive information with anyone. According to Resident A, Torri Bair told her boyfriend's mother that she got questioned about the home not being cleaned because of her. Torri Bair informed that she did not blame Resident A and only mentioned her name for context that she was allowing Resident A to sleep, instead of turning on the vacuum because it would have been rude.
CONCLUSION:	VIOLATION NOT ESTABLISHED

On 11/20/2025, I held an exit conference with Administrator, Larissa Kuhn, in place of Licensee Designee, John Welsh regarding the results of the special investigation. On 11/21/2025, I held another exit conference with Administrator, Larissa Kuhn to give an update to my findings in the special investigation.

IV. RECOMMENDATION

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



11/21/2025

Anthony Humphrey
Licensing Consultant

Date

Approved By:



11/21/2025

Mary E. Holton
Area Manager

Date