



**MINUTES OF THE DECEMBER IN-PERSON MEETING
OF THE
HORIZON BEHAVIORAL HEALTH BOARD OF DIRECTORS**

**Horizon Behavioral Health
Triple P Conference Room
2215 Langhorne Road
Lynchburg, VA**

December 11, 2025

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| <p>Board Approved 2-26-2026</p> |
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| PRESENT: | Betty Brickhouse, <i>Chair</i> Chris Faraldi, <i>Vice Chair</i> Tom Lawton Rob Merryman Bobby Shiflett Jim Sikkema, <i>Secretary</i> Mary Lou Spiggle, <i>Treasurer</i> Justin Stauder | City of Lynchburg City of Lynchburg Campbell County Campbell County Amherst County Bedford County Additional Member Bedford County | In-Person Attendance In-Person Attendance In-Person Attendance In-Person Attendance In-Person Attendance In-Person Attendance In-Person Attendance In-Person Attendance |
| ABSENT: | Sonya Baker | City of Lynchburg | |
| STAFF: | Melissa Lucy Sandy Farmer Matt Hartsook | Chief Executive Officer Executive Assistant to CEO Chief Financial Officer | In-Person Attendance In-Person Attendance In-Person Attendance |
| ABSENT: | None | | |
| GUESTS: | None | | |

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| Minutes of the December 11, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health |
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A. INTRODUCTION

1. Call to Order/Welcome
 Board Chair Betty Brickhouse opened the meeting at 3:30 p.m. and welcomed all in attendance. Mrs. Brickhouse thanked Sandy Farmer for all of her support and taking such good care of all of the Board Members and also thanked Matt Hartsook, CFO for his great reporting such good news about our finances each meeting

2. Moment of Silence
 A moment of silence was observed.

3. Adoption of the Agenda
MOTION: Tom Lawton made a motion to approve the agenda as mailed. The motion was seconded by Justin Stauder and carried by majority vote.

B. PUBLIC COMMENT

There was none.

C. MINUTES

Consideration of the Board Meeting Minutes of October 23, 2025.

MOTION: Rob Merryman made a motion to approve the board minutes as mailed. The motion was seconded by Justin Stauder and carried by majority vote.

D. COMMITTEE REPORTS

Membership, Bylaws & Board Development Committee

Committee Chair asked Sandy Farmer to give the report our

MOTION: Committee Chair Betty Brickhouse made a motion on behalf of the Executive Committee, to approve the FY26-28 Strategic Plan as presented. The motion was approved by roll call vote as follows:

| | |
|-------------------------------|-------------------------------|
| Betty Brickhouse – aye | Jim Sikkema - aye |
| Chris Faraldi – aye | Mary Lou Spiggle - aye |
| Tom Lawton - aye | Justin Stauder - aye |
| Rob Merryman - aye | |

Finance Committee – Committee Chair Mary Lou Spiggle stated the Finance Committee members were very pleased with the reviewed Auditors Report and noted that this is the 5th year in a row with no Management Letter.

MOTION: Committee Chair Mary Lou Spiggle made a motion on behalf of the Finance Committee, to approve the FY25 Auditors Report as discussed and reviewed. The motion was approved by roll call vote as follows:

| | |
|-------------------------------|-------------------------------|
| Betty Brickhouse – aye | Jim Sikkema - aye |
| Chris Faraldi – aye | Mary Lou Spiggle - aye |
| Tom Lawton - aye | Justin Stauder - aye |
| Rob Merryman - aye | |

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E. CHAIRMANS ITEMS

There was none.

F. CEO ITEMS

Melissa Lucy

1. Closed Session – Legal Matter

Read by Recording Secretary - I make a consideration to enter into a Closed Meeting according to Section 2.2-3711.A.8 and A.19 of the Code of Virginia in order to discuss a legal matter.

MOTION: Justin Stauder made a motion to enter the closed session, the motion was seconded by Tom Lawton and carried by roll call vote as follows:

| | |
|-------------------------------|-------------------------------|
| <i>Betty Brickhouse – aye</i> | <i>Jim Sikkema - aye</i> |
| <i>Chris Faraldi – aye</i> | <i>Mary Lou Spiggle - aye</i> |
| <i>Tom Lawton – aye</i> | <i>Justin Stauder - aye</i> |
| <i>Rob Merryman – aye</i> | |

We are now in closed session.

Exit out of Closed Session - Read by Recording Secretary – *Now therefore be it resolved, that the Board of Directors hereby certifies that, to the best of each members knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed, or considered by the Board of Directors of Horizon Behavioral Health.*

MOTION: Chris Faraldi made a motion to exit out of the closed session, the motion was seconded by Tom Lawton and carried by roll call vote as follows:

| | |
|-------------------------------|-------------------------------|
| <i>Betty Brickhouse – aye</i> | <i>Jim Sikkema - aye</i> |
| <i>Chris Faraldi – aye</i> | <i>Mary Lou Spiggle - aye</i> |
| <i>Tom Lawton – aye</i> | <i>Justin Stauder - aye</i> |
| <i>Rob Merryman – aye</i> | |

We are now in Open Session. No Recommendation at this time.

2. Closed Session – Personnel Matter

Read by Recording Secretary - I make a consideration to enter into a Closed Meeting according to Section 2.2-3711.A.1 of the Code of Virginia in order to discuss a legal matter.

MOTION: Rob Merryman made a motion to enter the closed session, the motion was seconded by Tom Lawton and carried by roll call vote as follows:

| | |
|-------------------------------|-------------------------------|
| <i>Betty Brickhouse – aye</i> | <i>Jim Sikkema - aye</i> |
| <i>Chris Faraldi – aye</i> | <i>Mary Lou Spiggle - aye</i> |

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|---------------------------|-----------------------------|
| <i>Tom Lawton – aye</i> | <i>Justin Stauder - aye</i> |
| <i>Rob Merryman – aye</i> | |

We are now in closed session.

Exit out of Closed Session - Read by Recording Secretary – Now therefore be it resolved, that the Board of Directors hereby certifies that, to the best of each members knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed, or considered by the Board of Directors of Horizon Behavioral Health.

MOTION: Chris Faraldi made a motion to exit out of the closed session, the motion was seconded by Tom Lawton and carried by roll call vote as follows:

| | |
|-------------------------------|-------------------------------|
| <i>Betty Brickhouse – aye</i> | <i>Jim Sikkema - aye</i> |
| <i>Chris Faraldi – aye</i> | <i>Mary Lou Spiggle - aye</i> |
| <i>Tom Lawton – aye</i> | <i>Justin Stauder - aye</i> |
| <i>Rob Merryman – aye</i> | |

We are now in Open Session. No Recommendation at this time.

G. FINANCIAL REPORT

Matt Hartsook

Matt Hartsook, CFO, reviewed the September FY26 Statement of Revenue and Expenditures Financial Report.

H. NOTICE AND REMINDERS

The next scheduled In-Person Meeting of the Board of Directors will take place **Thursday, December 11, 2025** from 3:30 p.m. until 4:30 p.m.

The **Membership, Bylaws & Board Development Committee** is scheduled to meet in December from 2:45 p.m. until 3:15 p.m. **Members are:** - Chair, Rob Merryman, Sonya Baker, Mary Lou Spiggle, Justin Stauder and Betty Brickhouse

I. OTHER BUSINESS

There was no additional business.

J. ADJOURNMENT

MOTION: Rob Merryman made a motion to adjourn. The motion was seconded by Jim Sikkema and carried by majority vote.

The meeting was adjourned at 4:29 p.m.