



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

**Horizon Behavioral Health  
Triple P Conference Room (In-Person)  
2215 Langhorne Road  
Lynchburg, VA**

**Board  
Approved  
2-24-22**

**December 9, 2021**

|                 |   |                   |                      |
|-----------------|---|-------------------|----------------------|
| <b>PRESENT:</b> | Sonya Baker   | City of Lynchburg | In-Person Attendance |
|                 | Betty Brickhouse, <i>Secretary</i>                      | City of Lynchburg | In-Person Attendance |
|                 | Andy Crawford   | Bedford County    | In-Person Attendance |
|                 | Chris Faraldi   | City of Lynchburg | In-Person Attendance |
|                 | Abe Loper   | Additional Member | In-Person Attendance |
|                 | Gary Marple, <i>Treasurer</i>                           | Additional Member | In-Person Attendance |
|                 | Rob Merryman, <i>Vice Chair</i>                         | Campbell County   | In-Person Attendance |
|                 | Jim Sikkema   | Bedford County    | In-Person Attendance |
|                 | Mary Lou Spiggle, <i>Chair</i>                          | Appomattox County | In-Person Attendance |
| <b>ABSENT:</b>  | Susan Hogg  | Campbell County   |                      |
|                 | Bobby Shiflett  | Amherst County    |                      |
| <b>STAFF:</b>   | Melissa Lucy, <i>Interim Chief Executive Officer</i>    |                   | In-Person Attendance |
|                 | Sandy Farmer, <i>Executive Assistant to the CEO</i>     |                   | In-Person Attendance |
|                 | Theresa McCaskill, <i>Director of Talent Management</i> |                   | In-Person Attendance |
|                 | Allen Wolfenbarger, <i>CFO</i>                          |                   | In-Person Attendance |
| <b>GUESTS:</b>  | None  |                   |                      |

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**A. INTRODUCTION**

1. Call to Order/Welcome

Mary Lou Spiggle opened the meeting at 3:30 p.m. Mrs. Spiggle welcomed all in attendance.

2. Moment of Silence

A moment of silence was observed.

3. Adoption of the Agenda

**MOTION: Gary Marple made a motion to approve the agenda as mailed. The motion was seconded by Sonya Baker and carried by majority vote.**

**B. PUBLIC COMMENT**

There was none.

**C. MINUTES**

Consideration of the Board Meeting Minutes of October 28, 2021.

**MOTION: Secretary Betty Brickhouse made a motion to approve the board minutes as mailed. The motion was carried by majority vote.**

Consideration of the Executive Committee Meeting Minutes of November 8, 2021.

**MOTION: Secretary Betty Brickhouse made a motion to approve the board minutes as mailed. The motion was carried by majority vote.**

**D. COMMITTEE REPORTS**

**1. Membership, Bylaws and Board Development Committee**

Annual Review of the Board Bylaws

**MOTION: Abe Loper made a motion to approve the Board Bylaws with the following revisions:**

1. Article 2, Purposes & Duties, Section 3 – change the word *jurisdiction* to *political subdivision*.
2. Article 6, Executive Committee, Section 1 – change *Chapter 5, Title 37.2* to *Title 37.2, Chapter 5*.

**The motion was seconded by Rob Merryman and carried by majority vote.**

2022 Slate of Officers

**MOTION: Gary Marple made a motion to approve the 2022 Slate of Officers as follows:**

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Board Chair – Mary Lou Spiggle  
Board Vice-Chair – Jim Sikkema  
Board Treasurer – Gary Marple  
Board Secretary – Andy Crawford

*The motion was carried by majority vote.*

**2. Executive Committee**

Mary Lou Spiggle asked Melissa Lucy to leave the meeting during this closed session.

**Enter into Closed Session – Personnel Matter**

***Mary Lou Spiggle made 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 personnel matter.***

***MOTION: Jim Sikkema made a motion to enter into a Closed Meeting in order to discuss a personnel matter. The motion was seconded by Abe Loper and carried by roll call vote as follows:***

|                                      |                                      |
|--------------------------------------|--------------------------------------|
| <b><i>Sonya Baker - aye</i></b>      | <b><i>Gary Marple - aye</i></b>      |
| <b><i>Betty Brickhouse - aye</i></b> | <b><i>Rob Merryman - aye</i></b>     |
| <b><i>Andy Crawford - aye</i></b>    | <b><i>Jim Sikkema - aye</i></b>      |
| <b><i>Chris Faraldi - aye</i></b>    | <b><i>Mary Lou Spiggle - aye</i></b> |
| <b><i>Abe Loper - aye</i></b>        |                                      |

***Exit Out of Closed Session - Mrs. Spiggle asked Melissa to return to the meeting.***

***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: Gary Marple made a motion to exit out of the Closed Meeting. The motion was seconded by Betty Brickhouse and carried by roll call vote as follows:***

|                                      |                                      |
|--------------------------------------|--------------------------------------|
| <b><i>Sonya Baker - aye</i></b>      | <b><i>Gary Marple - aye</i></b>      |
| <b><i>Betty Brickhouse - aye</i></b> | <b><i>Rob Merryman - aye</i></b>     |
| <b><i>Andy Crawford - aye</i></b>    | <b><i>Jim Sikkema - aye</i></b>      |
| <b><i>Chris Faraldi - aye</i></b>    | <b><i>Mary Lou Spiggle - aye</i></b> |
| <b><i>Abe Loper - aye</i></b>        |                                      |

***MOTION #1 – Mary Lou Spiggle made a motion on behalf of the Executive Committee to the full board recommending that the Board of Directors accept and***

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*name Mrs. Melissa Lucy as the next Chief Executive Officer/Executive Director for Horizon Behavioral Health including approval of the execution of the employment contract effective January 16, 2022.*

**Sandy Farmer conducted a roll call vote for Motion #1:**

|                               |                               |
|-------------------------------|-------------------------------|
| <b>Sonya Baker - aye</b>      | <b>Gary Marple - aye</b>      |
| <b>Betty Brickhouse - aye</b> | <b>Rob Merryman - aye</b>     |
| <b>Andy Crawford - aye</b>    | <b>Jim Sikkema - aye</b>      |
| <b>Chris Faraldi - aye</b>    | <b>Mary Lou Spiggle - aye</b> |
| <b>Abe Loper - aye</b>        |                               |

Motion approved.

**MOTION #2 - Mary Lou Spiggle made a motion on behalf of the Executive Committee to the full board recommending that the board of directors authorize the compensation package for the new Chief Executive Officer/Executive Director as detailed in the offer letter.**

**Sandy Farmer conducted a roll call vote for Motion #2:**

|                               |                               |
|-------------------------------|-------------------------------|
| <b>Sonya Baker - aye</b>      | <b>Gary Marple - aye</b>      |
| <b>Betty Brickhouse - aye</b> | <b>Rob Merryman - aye</b>     |
| <b>Andy Crawford - aye</b>    | <b>Jim Sikkema - aye</b>      |
| <b>Chris Faraldi - aye</b>    | <b>Mary Lou Spiggle - aye</b> |
| <b>Abe Loper - aye</b>        |                               |

Motion approved.

**MOTION #3 – Gary Marple made a motion to extend the current Interim Chief Executive Officer/Executive Director, Melissa Lucy’s, executed contract dated August 30, 2021, beginning September 26, 2021 and expiring December 25, 2021, to continue current compensation from December 26, 2021 to January 15, 2022.**

**Sandy Farmer conducted a roll call vote for Motion #3:**

|                               |                               |
|-------------------------------|-------------------------------|
| <b>Sonya Baker - aye</b>      | <b>Gary Marple - aye</b>      |
| <b>Betty Brickhouse - aye</b> | <b>Rob Merryman - aye</b>     |
| <b>Andy Crawford - aye</b>    | <b>Jim Sikkema - aye</b>      |
| <b>Chris Faraldi - aye</b>    | <b>Mary Lou Spiggle - aye</b> |
| <b>Abe Loper - aye</b>        |                               |

Motion approved

**E. CHAIRMAN’S ITEM**

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Mary Lou Spiggle thanked all board members for their diligence in confirming Melissa Lucy as the new Chief Executive Officer/Executive Director for Horizon Behavioral Health. Mrs. Spiggle welcomed Mrs. Lucy and assured her that the Board has complete confidence in her and is looking forward to a long working relationship.

**F. CEO ITEMS**

Melissa thanked the Board for their appointment and stated “What an Honor it is to now run Horizon. It just goes to show hard work does get recognized and pays off in the end. I am just so humbled and honored by this opportunity and look forward to doing great work together.”

**Covid Vaccine Mandate** - Melissa update the board on the current COVID vaccine mandate and Horizon’s participation.

**Horizon Bonus Day** – Melissa thanked the Board on behalf of Horizon Veterans for giving them, again this year, Veterans Day off with pay, they are very appreciative. Also all Horizon staff thanked the Board for approving January 3, 2022 as a paid bonus day.

**Horizon Program Board Presentations** – Referencing the Horizon Board Bylaws, and in response to the rapidly changing social conditions, community needs and resources have resulted in increased complexity of the agency’s programs. These changes make it imperative that Board members have additional ways to obtain information and to discuss services and activities in mental health, intellectual disability, and substance use. Melissa and her Executive Team will present two training opportunities to the Horizon Board each year during the February and September meetings.

**CRC (Crisis Receiving Center) Update** – Melissa gave a brief overview and update on this topic being discussed at the state level.

**G. FINANCIAL REPORT**

Allen reviewed the October 2021 Statement of Revenue and Expenditures Monthly Report.

**H. NOTICES AND REMINDERS**

The next scheduled meeting of the Horizon Board of Directors will be **Thursday, February 24, 2022 from 3:30 p.m. until 4:30 p.m.** and the meeting will be held in-person at the Horizon Wellness Center, Triple P Conference Room, 2215 Langhorne Road, Lynchburg.

The Executive Committee is scheduled to meet to conduct the Annual Review of Board Policies and Procedures.

**I. OTHER BUSINESS**

Board Chair Mary Lou Spiggle reminded all board members that the 2022 Board and Committee Meeting Schedule is included in this December board packet.

**J. ADJOURNMENT**

***MOTION: Gary Marple made a motion to adjourn. The motion was seconded by Jim Sikkema and carried by majority vote***

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The meeting was adjourned at 5:02 p.m.

***Above minutes were approved at the meeting held on February 24, 2022.***

***ATTEST: Recording Secretary, Sandy Farmer CAP-OM, CP***

***Respectfully submitted for Betty Brickhouse, Secretary***

***By Sandy Farmer CAP-OM, CP, Executive Assistant to the CEO & Recording Secretary of the Board of Directors***