



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

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

**September 25, 2025**

**Board  
Approved  
10-23-25**

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

**Minutes of the September 25, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health**

**A. INTRODUCTION**

- 1. Call to Order/Welcome

Chair Betty Brickhouse opened the meeting at 3:30 p.m. and welcomed all in attendance.

- 2. Moment of Silence

A moment of silence was observed.

- 3. Adoption of the Revised Agenda

**MOTION: Justin Stauder made a motion to approve the revised agenda as presented. The motion was seconded by Mary Lou Spiggle and carried by majority vote.**

**B. PUBLIC COMMENT**

There was none.

**C. MINUTES**

Consideration of the Board Meeting Minutes of July 24, 2025 Chair, Betty Brickhouse

**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.**

Executive Committee Minutes of July 24, 2025 Chair, Betty Brickhouse

**MOTION: Jim Sikkema made a motion to approve the executive committee minutes as mailed. The motion was seconded by Mary Lou Spiggle and carried by majority vote.**

**D. COMMITTEE REPORTS**

Risk Management Committee – Chris Faraldi, Committee Chair asked Melissa to review and summarize the Risk Management Map.

**MOTION: Committee Chair Chris Faraldi made a motion on behalf of the Risk Management Committee, to approve the Risk Management Map as presented, the motion was seconded by Mary Lou Spiggle and carried by roll call vote as follows:**

<b>Betty Brickhouse – aye</b>	<b>Jim Sikkema - aye</b>
<b>Chris Faraldi – aye</b>	<b>Mary Lou Spiggle - aye</b>
<b>Rob Merryman – aye</b>	<b>Justin Stauder - aye</b>
<b>Bobby Shiflett - aye</b>	

Motion approved.

**E. CHAIRMANS ITEMS**

There was none.

**F. CEO ITEMS**

Melissa Lucy

**# 1 - CLOSED SESSION – Real Estate Matter**

**Enter into Closed Session – Lease or Acquisition of Real Property**

**Minutes of the September 25, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health**

**Read by Recording Secretary - I make a consideration to enter into a Closed Meeting according to Section 2.2-3711.A.3 of the Code of Virginia in order to discuss the lease or acquisition of real property.**

**MOTION: Chris Faraldi made a motion to enter into a closed session, the motion was seconded by Rob Merryman and carried by roll call vote as follows:**

<b>Betty Brickhouse – aye</b>	<b>Jim Sikkema - aye</b>
<b>Chris Faraldi – aye</b>	<b>Mary Lou Spiggle - aye</b>
<b>Rob Merryman – aye</b>	<b>Justin Stauder - aye</b>
<b>Bobby Shiflett - aye</b>	

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: Justin Stauder made a motion to exit out of closed session, the motion was seconded by Mary Lou Spiggle and carried by roll call vote as follows:**

<b>Betty Brickhouse – aye</b>	<b>Jim Sikkema - aye</b>
<b>Chris Faraldi – aye</b>	<b>Mary Lou Spiggle - aye</b>
<b>Rob Merryman – aye</b>	<b>Justin Stauder - aye</b>
<b>Bobby Shiflett - aye</b>	

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

**# 2 - CLOSED SESSION – Legal Matter**

**Enter into Closed Session – 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 into closed session, the motion was seconded by Mary Lou Spiggle and carried by roll call vote as follows:**

<b>Betty Brickhouse – aye</b>	<b>Jim Sikkema - aye</b>
<b>Chris Faraldi – aye</b>	<b>Mary Lou Spiggle - aye</b>
<b>Rob Merryman – aye</b>	<b>Justin Stauder - aye</b>
<b>Bobby Shiflett - aye</b>	

We are now in Closed Session.

**Minutes of the September 25, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health**

**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: Rob Merryman made a motion to exit out of closed session, the motion was seconded by Justin Stauder and carried by roll call vote as follows:**

<b>Betty Brickhouse – aye</b>	<b>Jim Sikkema - aye</b>
<b>Chris Faraldi – aye</b>	<b>Mary Lou Spiggle - aye</b>
<b>Rob Merryman – aye</b>	<b>Justin Stauder - aye</b>
<b>Bobby Shiflett - aye</b>	

We are out of Closed Session. No Recommendation at this time.

**# 3 - CLOSED SESSION – Personnel Matter**

**Enter into Closed Session – 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 personnel matter.**

**MOTION: Mary Lou Spiggle made a motion to enter into closed session, the motion was seconded by Rob Merryman and carried by roll call vote as follows:**

<b>Betty Brickhouse – aye</b>	<b>Jim Sikkema - aye</b>
<b>Chris Faraldi – aye</b>	<b>Mary Lou Spiggle - aye</b>
<b>Rob Merryman – aye</b>	<b>Justin Stauder - aye</b>
<b>Bobby Shiflett - aye</b>	

We are now in 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: Justin Stauder made a motion to exit out of closed session, the motion was seconded by Bobby Shiflett and carried by roll call vote as follows:**

<b>Betty Brickhouse – aye</b>	<b>Jim Sikkema - aye</b>
<b>Chris Faraldi – aye</b>	<b>Mary Lou Spiggle - aye</b>
<b>Rob Merryman – aye</b>	<b>Justin Stauder - aye</b>
<b>Bobby Shiflett - aye</b>	

**Minutes of the September 25, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health**

We are out of Closed Session. No Recommendation at this time.

CEO Items continued out of closed session:

- **Crisis Receiving Center (CRC) Ribbon Cutting Ceremony** – Melissa shared the date for the Ribbon Cutting ceremony and Open House for Horizon’s Crisis Care Center, the new home for our regions first Crisis Receiving and Stabilization Services Unit, has been confirmed. We are honored to announce that Governor Glenn Younkin is scheduled to join us as a guest speaker for this special occasion. Board members are encouraged to attend and there will be special seating for our Board. **Please R.S.V.P. to Sandy if you are able to attend.** Melissa noted that the building will be called the Critical Care Center because we wanted the name to be aligned with our mission and the way we name our other buildings. The event will take place on:

Thursday, November 20, 2025, at 2:00 p.m.  
Horizon’s Crisis Care Center  
1204 Fenwick Drive  
Lynchburg, VA 24502

- **Grants** - Grant funders receive an unprecedented number of proposals from across the country. The grant landscape is more competitive now than ever. Horizon was awarded two federal grant awards (HRSA, SAMHSA) and one state award (DVS) and that speaks volumes about our continued excellence in delivering high-quality services with demonstrated outcomes, achieved through rigorous evaluation, to our community.

**Appomattox SUD Expansion — Targeted Capacity Expansion only awarded 19 grants nationwide.**

Funder: SAMHSA substance abuse and Mental Health Services

Targeted Capacity Expansion (TCE). Amount: \$1,125,000 total (3 years).

Timeframe: 9/30/2025 – 9/29/2028 (project start 9/30/25). Key staff (new): 0.5 FTE

Project Director; 1.0 FTE Project Coordinator, clinical lead, Appomattox); 1.0 FTE Peer Recovery Specialist (PRS).

Goals/Objectives: Build a rural continuum of SUD/co-occurring services in Appomattox; establish justice diversion with Commonwealth’s Attorney & Probation to ~ 55–65 individuals/year to treatment in lieu of incarceration; expand services for transitional-age youth; stand up IOP access & MOUD pathways; improve engagement and 30/90-day retention with rigorous evaluation.

**Paws for Recovery — Facility Dog Initiative**

Funder: Dept. of Veterans Services, Suicide Prevention & Opioid Addiction Services

Community Grant Program (Funding Opportunity 2297-26 – RFA5, FY 2026). Amount:

\$31,937 (FY 2026). Timeframe: FY 2026 grant year. Key staff: Facility Dog Program

Lead/Handler (licensed clinician, trained staff); Peer Recovery Specialist; Evaluation

support. Goals/Objectives: Integrate a trained facility dog into outpatient therapy, peer recovery groups, crisis stabilization, and outreach to support Service Members Veterans and Families (SMVF), especially women, homeless, and justice-involved veterans,

**Minutes of the September 25, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health**

reducing stigma, increasing engagement/retention, and improving symptoms and safety outcomes through trauma-informed, evidence-based care. Note: we may have the dog as soon as December 2025.

**HRSA Rural Health Outreach — ACT/Illness Management and Recovery (IMR) Expansion**

Funder: HRSA — Rural Health Care Services Outreach Program (RHCSOP). Amount: \$250,000/year (\$1,000,000 over 4 years). Timeframe: May 1, 2025 – April 30, 2029. Key staff: Project Director; Evaluator/Co-PI; IMR Therapist: Rosemary Lee, M.Ed.; ACT Clinical Coordinator: Amy Tucker, LPC, CSAC; ACT Clinician (to be hired). Goals/Objectives: Expand ACT/IMR capacity to reach additional rural adults with SMI/SUD (Campbell & Appomattox); implement same-day access and cross-sector consortium; train staff in ACT/IMR; track outcomes (engagement, functioning, symptom reduction) with 6-month follow-ups. Target population is adults with serious mental illness.

**ACT Audit** — In May 2025, Horizon Behavioral Health’s Lynchburg Assertive Community Treatment (ACT) team underwent a Fidelity review, receiving the final report in late August. We are proud to share that our team achieved a **High-Fidelity rating of 4.00 out of 5.0**, making us the **first and only ACT team in Virginia** to reach this level of excellence, as recognized by the Virginia Evidence-Based Programs Finder. Per the evaluator this milestone reflects the team's exceptional clinical expertise, strong leadership, and commitment to evidence-based practices. The review highlighted the team's deep knowledge of the individuals we serve, proactive engagement during hospitalizations, and innovative use of Dialectical Behavior Therapy (DBT) for psychosis. The evaluator further highlighted our collaborative approach, cross-training culture, and strong medical coordination further underscore our dedication to delivering high-quality, person-centered care to our community. Current ACT rate is 241.56 a day and it will go to 303.55 a day, this is an increase of 61.99 a day per client. This is a significant increase.

**G. FINANCIALS REPORT**

Matt Hartsook

Matt Hartsook, CFO, reviewed the August 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, October 23, 2025 from 3:30 p.m. until 4:30 p.m.**

The Finance Committee is scheduled to meet in October from 2:45 p.m. until 3:15 p.m. **Members are:** - Chair, Mary Lou Spiggle, Chris Faraldi, Bobby Shiflett, Jim Sikkema, and Betty Brickhouse.

**I. OTHER BUSINESS**

**Minutes of the September 25, 2025 In-Person Meeting of the Board of Directors of  
Horizon Behavioral Health**

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 4:21 p.m.