

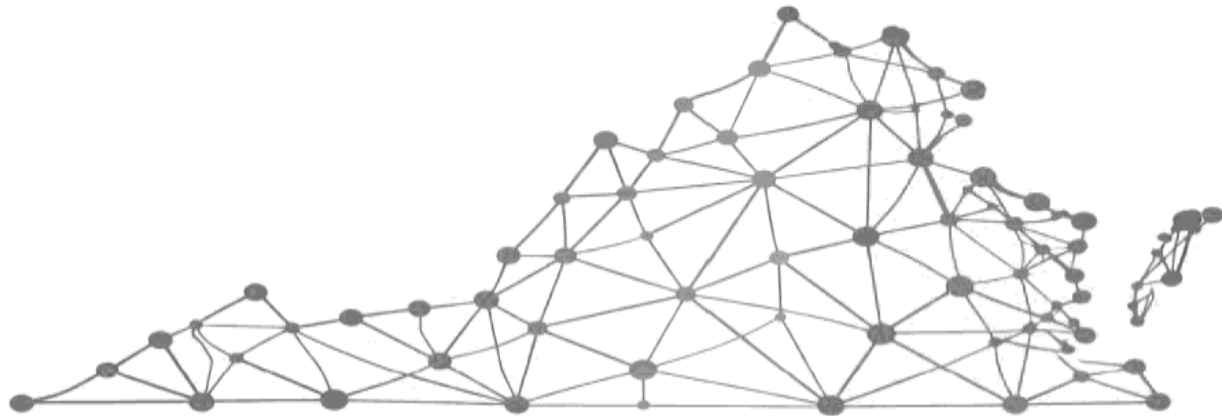


Virginia Association Of
Community Services Boards, Inc.

— *Making a Difference Together* —

Richmond Marriott Downtown

May 6 – 8, 2026



CONNECTED

— THROUGH —

PURPOSE

SCARLET HAVEN
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Welcome Message from the VACSB Chair	2
Conference Notes & Information	3
Conference Schedule at a Glance	4
Conference Exhibitors and Sponsors	.....	6
Keynote Speakers	.....	8
Conference Schedule	.....	9
Conference Faculty	.....	24
Meeting Agendas:		
Children and Family Services Council	.....	30
Developmental Services Council	.....	31
Emergency Services Council	.....	32
Finance Directors Council	.....	32
Human Resources Directors Council	.....	33
MH/SUD Services Councils	.....	34
Quality Leadership Council	.....	35
Prevention Services Council	.....	36
Executive Directors Forum	.....	37
VACSB Board of Directors and VACSB Membership Business Meeting	.....	38
VACSB Business Meeting Outcomes, January 21, 2026	.....	40
Proposed VACSB 2026-27 Slate of Officers	.....	49
VACSB 2025-26 Meeting Calendar	.....	50
Conference Center Map	.....	55

WELCOME MESSAGE FROM THE VACSB BOARD CHAIR



It is my pleasure to welcome you to the Virginia Association of Community Services Boards' 2026 Training and Development Conference on behalf of the Board of Directors and the staff. Our theme this year, *Connected Through Purpose*, invites us to celebrate the strength found in community, collaboration, and shared meaning. It reflects the powerful connections that unite us in our work and inspire us to move forward together with intention and impact for those we serve. Together, we continue to enhance a system of care for individuals with behavioral health and developmental disability service needs, one grounded in partnership and guided by shared purpose.

Thank you for joining us in Richmond to learn, network and equip yourselves with valuable information and tools that will be showcased in our numerous workshops and conference events.

Our conference opens on Wednesday with a buffet luncheon and our keynote presentation, *Why You Still Matter: Sustainable Service in a Culture of Caring*, by **Wayne F. Handley, Ph.D., LPC, City Manager, City of Beuna Vista, Virginia**. Dr. Handley will provide insight into exploring how to sustain effectiveness while navigating chronic demand, complex trauma exposure and ongoing operational pressure. Attendees will learn practical, team-and system-level strategies that restore purpose, support staff well-being, and build a shared culture of readiness through wellness.

On Thursday morning we will open with one of the highlights of the conference, the State of the Commonwealth Panel. This year, we are honored to have as panelists **Lucy Schwartz**, Senior Advisor for Health and Human Resources, Commonwealth of Virginia, **Daryl Washington**, Commissioner of the Department of Behavioral Health & Developmental Services, and **Steve Ford**, Director of the Department of Medical Assistance Services. They will provide their impressions related to joint successes and what is on the horizon for behavioral health and developmental disability services. Following the panel, we will have our afternoon breakout sessions.

At lunch on Thursday, we welcome **Kathy Parry, CSP, Founder & CEO, Corporate Energy Expert, LLC**, who will present *The Joy Jolt Effect: Ignite Your Culture and Spark Change*. This Keynote highlights how cultivating joy can be a powerful driver of energy, connection, and commitment within professionals who face everyday pressures. Drawing on research and real-world insights, it offers practical ways to strengthen purpose, sustain loyalty and promote gratitude, empowering teams to create cultures where people and communities thrive.

I would like to extend a special thank you to our many speakers and those involved with planning and supporting all of the panels and workshops. I am especially thankful to the CSB/BHA, DBHDS, and DMAS staff participating in workshops and sharing their knowledge with their colleagues. We all appreciate the time and energy you devote to this association.

We will close our conference on Friday morning with the combined VACSB Business/Board of Directors meeting where members will receive the most current reports on information and issues relevant to the association.

I am honored to serve as Chair of the VACSB Board of Directors, and I am continually inspired by the important work you do in your communities every day.

Thank you for attending and for supporting the VACSB.

Gib Sloan
VACSB Chair

Name Badges

The VACSB and the hotel request that conference attendees wear name badges during all VACSB functions for security and identification purposes.

Visit and Thank the Exhibitors and Sponsors

Exhibitors and sponsors support VACSB conferences. We encourage you to visit and thank them for their participation.

Session Handouts on VACSB Website

Handouts and presentations will be posted on the VACSB website as permitted and shared by the presenters. Please check with the presenter to see if the session handouts will be available online before requesting additional paper handouts be printed/mailed to attendees.

Session Seating

Scheduling rooms for sessions is one of the most difficult of all conference tasks. We do our best to schedule topics, rooms, and presenters in ways to maximize conference space. There may be occasions when sessions draw many more participants than expected. In those instances, please be patient about the seating and/or consider another concurrent session. For sessions in which you are particularly interested, we strongly suggest you arrive as early as possible.

Contact Hours

DBHDS is sponsoring contact hours for attendance at workshops, general sessions, and luncheons. Certificates will be available at the registration desk at the end of the day on Wednesday and Thursday with a combined certificate available Thursday afternoon. Certificates will not be available on Friday.



**Don't forget to pick up
your CEUs at the
registration desk!**

Training & Development Conference Schedule at a Glance

Wednesday, May 6, 2026

9:30 – 5:00 PM	Registration & Exhibit Center Open <i>(Breakfast on Your Own)</i>						Upper Level/ Salons F-J
11:00 AM – 1:15 PM	Conference Buffet Luncheon & Opening Session <ul style="list-style-type: none"> • Welcome to Richmond • Keynote Address: Why You Still Matter: Sustainable Service in a Culture of Caring SPEAKER: Wayne F. Handley, Ph.D., LPC, City Manager, City of Beuna Vista, Virginia 						Grand Ballroom A-E
1:30 – 3:00 PM	Conference Workshops (Concurrent)						
	ROOM: Salons 1-3	ROOM: Salon 4	ROOM: Salon 5	ROOM: Salons 6-8	ROOM: Mad/Jef/Monroe	ROOM: Shenandoah	ROOM: Dominion/Commonwealth
Operational Health: Turning Strategy into Measurable Outcomes <i>*Great for Board Members</i>	Behavior Related to Brain Injury: Who Is This Person?	Hospitality in Crisis Care: Elevating Virginia's Crisis Services from Compliance to Excellence	Screening for Problem Gambling as a Co-Occurring Disorder	It Starts with Us: Using Self-Awareness to Build Trust with Families	VSP Behavioral Threat Assessment and Management	Maximizing Impact: The Role of Behavioral Health Nurse/Case Managers in Community Outpatient Behavioral Health Clinics	
3:00 – 3:30 PM	Exhibit Center & Refreshment Break- Sponsored by DLG Strategic						Salons F-J
3:30 – 5:00 PM	Conference Workshops (Concurrent)						
	ROOM: Salons 1-3	ROOM: Salon 4	ROOM: Salon 5	ROOM: Salons 6-8	ROOM: Mad/Jef/Monroe	ROOM: Shenandoah	ROOM: Dominion/Commonwealth
Strength Under Pressure: Leading Teams and Organizations Through Stress and Trauma (Keynote Presenter)	Addressing the Evolving Landscape of Youth Substance Use & the Impacts on Mental Health	Direct Support Professional Training in Virginia <i>*Great for Board Members</i>	Integrating Problem Gambling Treatment into Substance Use Treatment Programs	Applied Behavior Analysis -Building Partnerships with Community While Meeting an Underserved Need	Down Syndrome Regression Disorder: An Evolving Understanding, and the Role of Community-Based Care	The New Frontier in Electronic Health Record Procurement	
5:00 – 6:00 PM	Welcome Reception - <i>(Complimentary hors d'oeuvres, cash bar)</i>						Capital Ballroom Foyer

Thursday, May 7, 2026

7:30 AM – 5:00 PM	Registration and Exhibits Open				Upper Level/Salons F-J
8:00 AM – 9:00 AM	Continental Breakfast				Grand Ballroom Foyer
9:00 AM – 10:45 AM	State of the Commonwealth Panel Presentation				Grand Ballroom A-E
11:00 AM – 12:30 PM	Conference Workshops (Concurrent)				
ROOM: Salons 1-3	ROOM: Salon 4	ROOM: Salon 5	ROOM: Salons 6-8	ROOM: Mad/Jeff/Monroe	ROOM: Dominion/Commonwealth
Understanding & Compassion Fatigue	Leadership Strategies for Change: Communicating Effectively and Balancing the Demands of Behavioral Health Management	Ethics in Public Mental Health	Resolve Conflicts Better: Collaborative Problem Solving for Everyone <i>*Great for Board Members</i>	Expanding Access and Quality: Building a Comprehensive Opioid Treatment Program within a Community Mental Health Center	Women and Problem Gambling
12:45 – 2:15 PM	Conference Buffet Luncheon				Grand Ballroom A-E
	<ul style="list-style-type: none"> Keynote Address: The Joy Jolt Effect: Ignite Your Culture and Spark Change SPEAKER: Kathy Parry, CSP, Founder & CEO, Corporate Energy Expert, LLC 				
2:30 – 5:00 PM	CSB Board Member Session: Telling Your Value Story <i>Stephen Horan, PhD, President and CEO & Terry Gardner Laine, MS, Senior Consultant, with Community Health Solutions</i>				Jefferson
2:30 – 5:00 PM	Group Meetings				
ROOM: Shenandoah	ROOM: Salon 4	ROOM: Madison	ROOM: Salons 1&2	ROOM: Dominion/Commonwealth	ROOM: Salon 3
Children & Family Services Council	Developmental Services Council	Emergency Services Council	Executive Directors Forum	Human Resources Directors Council	Finance Directors Council
3:15 – 3:45 PM	Exhibit Center & Refreshment Break				Salons F-J
5:00 – 6:00 PM	Networking Reception – Sponsored by Scarlet Haven Residential Services LLC (Complimentary hors d'oeuvres, cash bar)				Capital Ballroom Foyer
Friday, May 8, 2026					
8:00 AM	Registration Open				Upper Level
8:00 – 9:00 AM	Buffet Breakfast				Grand Ballroom Foyer
9:00 AM	VACSB Business Meeting/Board of Directors Combined Meeting				Grand Ballroom A-E

Virginia Association of Community Services Boards 2026 Training and Development Conference Sponsors and Exhibitors

The VACSB is grateful for the support of our generous sponsors and exhibitors. Their robust participation helps to ensure future conferences will continue to provide you with quality workshops and keynote speakers. **Please stop by the exhibit area to learn how their businesses can be of service to you.**

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Paragon Autism Services	Qualifacts	Richmond Behavioral Health Authority	SaVida Health	Sentara MJMG, VA HEPC
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Virginia Therapeutic Network	Wall Residences			

Networking Reception Sponsored by:



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KEYNOTE SPEAKERS

Opening Session: Wednesday, May 6, 2026

12:00 PM

Luncheon Presentation

Why You Still Matter: Sustainable Service in a Culture of Caring

Wayne F. Handley, Ph.D., LPC, City Manager, City of Buena Vista

A motivating, practical keynote built for community mental health teams facing chronic demand, complex trauma exposure, and constant operational pressure. This session restores purpose without resorting to “toxic positivity” and replaces vague self-care advice with concrete, team-level and system-level strategies that help people stay effective—and stay well. Attendees will leave with a renewed sense of meaning (“why I still matter”), a simple sustainability toolkit designed for real workdays (micro-recovery, ethical boundaries, and load-sharing), and a clear culture framework that unites frontline staff, supervisors, and executives around shared commitments. The keynote frames wellness as readiness: a professional standard that protects staff, improves client outcomes, and reduces turnover.



Thursday, May 7, 2026

12:45 – 2:15 PM

Luncheon Presentation

The Joy Jolt Effect: Ignite Your Culture and Spark Change

Kathy Parry, CSP, Founder and CEO, Corporate Energy Expert, LLC



Low energy and workload can quietly drain productivity and morale for CSB/BHA professionals. But what if the antidote isn’t just motivation, but joy? In this energizing keynote, Kathy Parry helps leaders and team members discover how joy, distinct from fleeting happiness, can spark lasting engagement, loyalty, and retention. Drawing on research-backed data and real-world stories, attendees will learn how strong connections fuel joy, and why connected teams are more resilient, collaborative, and committed to their mission. Attendees will explore the three key components of organizational joy, purpose, loyalty, and gratitude and learn how these ignite the spark that transforms culture. This keynote encourages a proactive approach to meaningful change, showing how teams can shift from reacting to challenges to leading through them with a growth mindset. Attendees will leave recharged and inspired, ready to build cultures of connection where staff, clients, and families thrive. Because joy isn’t a perk, it’s the spark that ignites connection and drives change.

CONNECTED THROUGH PURPOSE

Conference Schedule

Wednesday, May 6, 2026

9:30 am – 5:00 pm	Registration and Exhibits Open <i>(Breakfast on Your Own)</i>	Upper Level/Salons F-J
11:00 am – 1:15 pm	Opening Session & Buffet Luncheon <ul style="list-style-type: none"> • Welcome to Richmond • Keynote Address: <i>Why You Still Matter: Sustainable Service in a Culture of Caring</i> Wayne F. Handley, Ph.D., LPC, City Manager, City of Buena Vista 	ROOM: Grand Ballroom A-E
1:30 pm – 3:00 pm	Conference Workshops (Concurrent)	

Operational Health: Turning Strategy into Measurable Outcomes

ROOM: Salons 1-3

Presented by:

- Brandie Williams, M.Ed., Ed.S, Deputy Executive Director, Rappahannock Area Community Services Board
- Danielle Ross, SVP and GM, Consulting and Managed Services, Netsmart

In this session, Danielle Ross, Senior Vice President and General Manager of Consulting and Managed Services at Netsmart, and Brandie Williams, Deputy Executive Director at Rappahannock Area Community Services Board, explore how aligning strategy with operational health can drive meaningful, measurable outcomes. They'll share real-world perspectives from both the technology and provider sides, offering practical tools to assess operational performance, integrate data-driven insights and translate strategic initiatives into sustainable results. Attendees will learn how to close the gap between planning and execution, creating a culture where strategy thrives in day-to-day practice.

Session Objectives:

- **Define and Measure Operational Health:** Learn practical ways to evaluate your organization's operational performance and identify the key indicators that reveal where strategy and execution align—or break down.
- **Bridge Strategy and Reality:** Discover how to turn strategic goals into actionable, measurable initiatives that strengthen performance, collaboration and accountability across teams.
- **Build a Culture of Continuous Improvement:** Explore how data, communication and cultural alignment can create an adaptable organization where operational health drives long-term success and better outcomes.

Behavior Related to Brain Injury: Who Is This Person?

ROOM: Salon 4

Presented by:

- Robin Star. MSW, National Director of Business Development, Lakeside Neurologic

This engaging and interactive presentation provides a comprehensive overview of behavior changes following a brain injury, including clear definitions of traumatic brain injury (TBI) and acquired brain injury (ABI), and how they differ in cause and presentation. Participants will explore the basic areas of the brain-such as the frontal, temporal, parietal and occipital lobes-and their key functions, with a special focus on the frontal lobe and its role in impulse control, judgement, emotional regulation, and social behavior. The session highlights common behavior challenges associated with brain injury including impulsivity, poor decision making, irritability, and lack of self-awareness. Through fun, interactive activities and real-life case studies, attendees will gain practical, easy-to-apply strategies for managing these behaviors, including effective communication techniques, environmental modifications, and de-escalation approaches, making this presentation both informative and immediately useful for caregivers and professional support teams.

Session Objectives:

- Participants will be able to differentiate between traumatic brain injury (TBI) and Acquired Brain Injury (ABI), identify common causes, and recognize how location and severity affect behavior and functioning.
- Participants will be able to identify common behavioral changes after brain injury including impulsivity, aggression or instability, emotional liability, apathy or lack of motivation, and poor judgement and reduced self-awareness.
- Participants will be able to discuss behavior management strategies including effective communication, structured routines, environmental modifications, and de-escalation techniques during challenging moments.

Hospitality in Crisis Care: Elevating Virginia's Crisis Services from Compliance to Excellence

ROOM: Salon 5

Presented by:

- Heather Honaker, MS, LPC, NCC, Managing Consultant, TBD Solutions Inc
- Travis Atkinson, MA, LPC- Chief Experience Officer, TBD Solutions Inc

This interactive workshop is designed for Virginia's Crisis Receiving Centers (CRCs) to explore how hospitality, when intentionally applied to workforce development and service design, can transform the crisis care experience. Drawing from the best practices of the hospitality and service industries, participants will learn how to bring those lessons into behavioral health crisis work where compassion, safety, and dignity are essential. The session highlights how hospitality is not just about a friendly greeting but is reflected in every part of the CRC experience, including communication, environment, and staff culture. Through discussion and reflection, participants will consider how to move from a culture focused only on compliance to one that emphasizes quality, compassion, and care. The goal is to help CRC teams create spaces and interactions that are welcoming, respectful, and healing for both guests and staff.

Session Objectives:

- Learn how intentional, human-centered interactions promote safety, dignity, and belonging for every guest.
- Identify strategies to support staff in creating meaningful connections, strengthening teamwork, and finding shared purpose in their work.
- Examine how physical spaces, processes, and workflows can be structured to ensure every aspect of the crisis service experience communicates respect and welcome.
- Learn three practical steps to infuse unreasonable hospitality into workforce practices and service design to improve experience and outcomes for staff and guests.

Screening for Problem Gambling as a Co-Occurring Disorder

ROOM: Salons 6-8

Presented by:

- Anne Rogers, M.Ed, ABD, CHES, Problem Gambling Prevention Coordinator, DBHDS
- Miranda Mingle CSAC LCSW, Department Director- Outpatient Services, Highlands Community Services

Hear about the Gambling Disorder pilot project that 5 CSB's are involved in. This session will include who the five pilot sites are, the phases of the pilot project, plans for the future, successes, challenges and how one site is implementing the work.

Session Objectives:

- Learn how other CSB's may become involved if the project is successful and can expand.
- Be able to access adult and adolescent screening tools the pilot sites are using.
- State why it is important to include screening for problem gambling in their treatment services.

It Starts With Us: Using Self-Awareness to Build Trust with Families

ROOM: Madison/Jefferson/Monroe

Presented by:

- Bernita Sykes, Local Systems Manager, Infant Toddler Connection of Henrico Area

This interactive workshop explores the critical role of self-awareness in building authentic, trusting relationships with families in early intervention and early childhood settings. Participants will examine how personal experiences, biases, and stress responses can influence interactions with families, particularly those navigating poverty, trauma, and systemic barriers. Grounded in infant and early childhood mental health principles, this session will provide practical strategies to increase attunement, strengthen communication, and foster trust. Through reflection, discussion, and real-world application, participants will leave with tools to understand themselves better and more effectively support the families they serve.

Session Objectives:

- Reflect on how one's own beliefs, biases, and lived experiences influence interactions with families.
- Identify strategies to build trust and strengthen relationships with families experiencing stress, trauma, or systemic barriers.
- Apply self-awareness and attunement skills to support more effective, family-centered practices.

VSP Behavioral Threat Assessment and Management

ROOM: Shenandoah

Presented by:

- Kendall Plageman, M.Ed., Lead Analyst, Virginia State Police

The Virginia State Police's Behavioral Threat Assessment & Management (BTAM) Unit is a statewide initiative designed to help local communities identify, assess, and manage potential threats of violence through lawful, ethical, and collaborative approaches. Recent incidents of targeted violence nationwide have highlighted the continued need for more coordinated and integrated prevention strategies. Threat management efforts are least effective in isolation and most effective when carried out by multidisciplinary, community-based teams. In response, the Commonwealth of Virginia is advancing a model that emphasizes regional, community-focused threat management teams across the state. This workshop is intended for individuals who want to deepen their understanding of targeted violence prevention and for those interested in contributing to a collaborative effort to strengthen community safety and well-being.

Session Objectives:

- Participants will be able to describe the benefits of a coordinated approach to threat management across various organizations.
- Participants will be able to list the resources offered by the VSP Behavioral Threat Assessment and Management (BTAM) team.
- Participants will be able to describe strategies to reduce stressors and enhance protective factors to move an individual off the pathway to violence.

Maximizing Impact: The Role of Behavioral Health Nurse/Case Managers in Community Outpatient Behavioral Health Clinics

ROOM: Dominion/Commonwealth

Presented by:

- Yusuf Enum, MSN, BS, RN, PMH-BC, QMHP, Director of Nursing, Fairfax-Falls Church Community Services Board

With increasing demand and limited resources, it is essential to identify cost-effective, sustainable strategies to meet the needs of individuals diagnosed with serious mental illness, substance use disorders and intellectual/developmental disabilities. One such strategy is maximizing the role of Behavioral Health Nurse/Case Managers (BHN/CM) within the multidisciplinary teams at CSBs. BHN/CM are uniquely positioned to enhance the quality of care in Virginia's CSBs by providing comprehensive nursing assessments, medication administration and monitoring, psychoeducation, nutrition education, crisis intervention, supportive counseling, connecting individuals to resources, and serving as liaison with clients' medical providers. These services help reduce reliance on emergency care, hospitalization, and incarceration.

Session Objectives:

- Learn about the dual role of the Behavioral Health Nurse/Case Manager.
- Gain actionable insights into how CSBs can expand the role of registered nurses without significant new funding.
- Learn about how BHN/CM are supporting clients at Fairfax-Falls Church CSB via case study.

3:00 – 3:30 PM

Exhibit Center & Refreshment Break- *Sponsored by DLG Strategic*

Salons F-J

3:30 – 5:00 PM

Conference Workshops (Concurrent)

Strength Under Pressure: Leading Teams and Organizations Through Stress and Trauma

ROOM: Salons 1-3

Presented by:

- Wayne F. Handley, Ph.D., LPC, City Manager, City of Buena Vista

This presentation, Strength Under Pressure, examines how current and future leaders can effectively navigate trauma exposure while building resilient, high-performing teams. Drawing from executive leadership experience, it highlights the impact of cumulative stress, organizational culture, and stigma on employee wellness, and provides practical strategies for integrating mental health into policy, training, and daily leadership practices. Attendees will leave with actionable approaches to strengthen operational readiness, support their people, and foster cultures where resilience and performance are sustained together.

Session Objectives:

- Analyze how cumulative trauma and organizational stress impact decision-making, performance, and long-term wellness in your workforce.
- Evaluate leadership strategies that reduce stigma and integrate mental health into organizational culture, policy, and daily operations.
- Apply practical, evidence-informed approaches to build resilience ("operational durability") within teams through peer support, communication, and leadership modeling.

Addressing the Evolving Landscape of Youth Substance Use & the Impacts on Mental Health

ROOM: Salon 4

Presented by:

- Julie Dreifaldt, National Director of Outreach & Community Engagement, One Chance to Grow Up

Today's drug landscape has shifted significantly from the products of past decades, presenting unprecedented challenges for youth mental health and brain development. Ultra-potent concentrates and synthetic intoxicants have become increasingly accessible, kid-flavored and discreet. We will examine the intersection of these high-potency products, the adolescent brain and impacts on mental health, exploring why today's products carry a heightened risk for psychosis, addiction, anxiety, and permanent cognitive harms. Participants will learn to unmask "Deception by Design," identifying the specific marketing tactics and "kid-friendly" delivery systems used to normalize dangerous substances in the eyes of minors. We will review the regulatory gaps—the dangerous space where industry innovation has outpaced public health safeguards—and provide the tools needed to close it and move towards actionable advocacy. We will equip you with advocacy and prevention frameworks, providing evidence-based tools and strategic insights required to lead honest community dialogues and implement the local guardrails necessary to protect the kids in your community.

Session Objectives:

- Understand the shift to ultra-potent THC concentrates, unregulated hemp-derived intoxicants, and commercialized psychedelics.
- Identify the risks—including addiction, anxiety, psychosis, and cognitive deficits—that today's high-potency products pose to the developing adolescent brain.
- Recognize "deception by design," specifically how kid-friendly branding and flavored products are used to exploit regulatory gaps and target youth.
- Learn evidence-based strategies and communication tools to lead productive, honest conversations with young people.
- Create a practical roadmap for implementing community guardrails to protect communities and kids.

Direct Support Professional Training in Virginia

ROOM: Salon 5

Presented by:

- Harrison Hayes, Executive Director, Virginia Health Workforce Development Authority (VHWDA)
- Amy Taloma, PhD, Director of Workforce Initiatives, Virginia Health Workforce Development Authority (VHWDA)

VHWDA will introduce its new Direct Support Professional initiative, an effort grounded in the Authority's broader strategy of aligning workforce development with employer demand, expanding workforce opportunities, and improving access to care across Virginia. Attendees will learn how this launch fits within VHWDA's larger vision for strengthening community-based care, supporting employers, and creating more predictable talent pipelines through education-to-employment alignment and scalable workforce models.

Session Objectives:

- Understanding of VHWDA's Current Initiatives.
- Understanding of how VHWDA creates workforce training programs.
- Understanding of VHWDA's new DSP training program.

Integrating Problem Gambling Treatment into Substance Use Treatment Programs

ROOM: Salons 6-8

Presented by:

- Marie Bage, LMHC-D, Addiction Treatment & Recovery Administrator, Office of Addiction, Recovery, and Wellness Supports/DBHDS
- Dr. Candace Roney, Ph.D., LPC, LSATP, Director of the Office of Addiction, Recovery, and Wellness Supports/DBHDS

The presentation explores how gambling disorder frequently co-occurs with substance use disorders and that SUD providers already have most of the skills needed to identify and treat gambling-related concerns. It highlights the ease of integrating brief gambling screenings into existing workflows, adapting familiar approaches such as Motivational Interviewing, CBT, and relapse prevention to address gambling-specific triggers and cognitive distortions. The presentation underscores the importance of implementing practical program changes such as staff training, EHR updates, and stepped integration.

Session Objectives:

- Elucidate the significant overlap of gambling disorders and substance use disorders.
- Target the integration of evidence-based interventions that are effective for both gambling disorders and substance use disorders.
- Identify steps for integration of gambling disorder treatment into current substance use disorder treatment programs.

Applied Behavior Analysis - Building Partnerships with Community While Meeting an Underserved Need

ROOM: Madison/Jefferson/Monroe

Presented by:

- Becca Martel BCBA, LBA, Director of Behavior Specialty Services, Mount Rogers Community Services

Applied Behavior Analysis is a growing service in the private provider market and there is substantial potential for CSB growth as well. This presentation will highlight how MRCS was able to grow this service in a large catchment area, establish billing practices for a complexly billed service, and expand the scope of care beyond what most private providers offer. What started as only home-based services has grown to include partnerships with 3 local educational agencies to focus on school readiness and keeping our youth in their home school settings. This presentation will review how we maximized the ABA service to support community needs while focusing on decreasing time in services and transitioning to natural settings effectively. A large part of that effort is not limiting the service to only treat Autism Spectrum Disorder. This training will offer insights on other diagnoses that have benefitted from ABA.

Session Objectives:

- Participants will increase knowledge of diagnoses that Applied Behavior Analysis services effectively support within their scope.
- Participants will identify how ABA services can be delivered based on individualized assessments identifying the level and setting to support the need of the person in services and their family.
- Participants will learn and identify how a Licensed Behavior Analyst can support and provide multiple services within their agency supporting the community needs related to behavior development.

Down Syndrome Regression Disorder: An Evolving Understanding, and the Role of Community-Based Care

ROOM: Shenandoah

Presented by:

- Todd Augustus, MD, Psychiatrist, Arlington County Community Services Board

Cases of Down Syndrome Regression Disorder have been reported for many years but only recently gaining recognition in the medical community. Down Syndrome and its association with other medical conditions will be reviewed, along with common reasons for functional decline in this population. Specific attention will be focused on the diagnosis and treatment of Down Syndrome Regression Disorder, and how community-based providers can distinguish this from other conditions such as Alzheimer’s disease.

Session Objectives:

- Identify common characteristics of Down Syndrome Regression Disorder.
- Understand the diagnostic workup and treatment options for Down Syndrome Regression Disorder
- Learn about community resources and referral sources if patients are suspected of having DSRD.

The New Frontier in Electronic Health Record Procurement

ROOM: Dominion/Commonwealth

Presented by:

- Jonathan M. Joseph, Esq., Partner and Health Law Chair, Christian & Barton, L.L.P.

Before committing to an expensive electronic health record (EHR) contract, it is worth taking a closer look at the fine print, especially considering new features such as artificial intelligence that may be integrated into the system. This session will outline the key legal and business questions to ask before signing with a vendor or adding new capabilities such as AI to your EHR. The session will cover how AI interacts with data, where liability concerns may arise, and how to structure contracts to balance AI risks. You will also gain practical tools for reviewing warranties, spotting problematic boilerplate language, negotiating service level agreements, and holding vendors accountable.

Session Objectives:

- Gain insight of the legal and business questions necessary when evaluating EHR software.
- Understand how AI interacts with patient data.
- Identify liability and compliance risks and what contractual provisions help mitigate those risks.

5:00 – 6:00 PM	Welcome Reception- <i>(Complimentary hors d’oeuvres and Cash Bar)</i>	Capital Ballroom Foyer
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Conference Schedule

Thursday, May 7, 2026

7:30 AM – 5:00 PM	Registration & Exhibit Center Open	Upper Level/Salons F-J
8:00 – 9:00 AM	Continental Breakfast	Grand Ballroom Foyer
9:00 AM – 10:45 AM	State of the Commonwealth Panel Presentation <ul style="list-style-type: none"> • Lucy Schwartz, Senior Advisor for Health and Human Resources, Commonwealth of Virginia • Daryl Washington, Commissioner, Department of Behavioral Health & Developmental Services • Steve Ford, Director, Department of Medical Assistance Services • MODERATOR: Becky Bowers Lanier, VACSB Legislative Consultant 	Grand Ballroom A-E
11:00 AM – 12:30 PM	Conference Workshops (Concurrent)	

Understanding & Managing Compassion Fatigue

ROOM: Salons 1-3

Presented by:

- Wendy Morris, CEO, WPM Coaching and Consulting

This workshop on Compassion Fatigue is designed for human service workers who support individuals with complex needs. It explores the emotional and physical impact of caregiving roles, helping participants recognize the signs and symptoms of compassion fatigue, burnout, and secondary trauma. Through interactive discussion and practical strategies, attendees will learn how to manage stress, set healthy boundaries, and incorporate realistic self-care into their daily routines. The session also emphasizes the importance of support systems and resilience, empowering professionals to sustain their well-being while continuing to provide high-quality care.

Session Objectives:

- Recognize compassion fatigue by identifying common signs, symptoms, and risk factors in themselves and others.
- Apply practical self-care strategies that can be realistically incorporated into daily routines to reduce stress and prevent burnout.
- Understand the importance of boundaries and support systems to maintain personal well-being and sustain effectiveness in their professional roles.

Leadership Strategies for Change: Communicating Effectively and Balancing the Demands of Behavioral Health Management

ROOM: Salon 4

Presented by:

- Heather Honaker, MS, LPC, NCC, Managing Consultant, TBD Solutions Inc
- Travis Atkinson, MA, LPC- Chief Experience Officer, TBD Solutions Inc

Effective leadership in behavioral health settings requires more than managing teams. It requires clear communication, empathy, and the ability to foster a healthy, resilient workplace. This session equips behavioral health managers and supervisors with practical strategies for communicating effectively in day-to-day interactions and during times of organizational change. Participants will learn how to address challenges with confidence and transparency, build trust across teams, and support staff through transition. The session also explores the importance of aligning work and life responsibilities, helping leaders recognize and respond to stress and burnout in themselves and others to promote long-term well-being and sustained team performance.

Session Objectives:

- Apply evidence-based communication strategies to build trust, increase clarity, and promote accountability within behavioral health teams.
- Communicate organizational change effectively and transparently, using strategies that promote understanding, engagement, and confidence among staff.
- Recognize signs of stress and burnout in themselves and their teams and implement supportive interventions that foster resilience and organizational wellness.

Ethics in Public Mental Health

ROOM: Salon 5

Presented by:

- Heather Zelle, J.D., Ph.D., Associate Director of Mental Health Policy Research, Institute of Law, Psychiatry, and Public Policy, University of Virginia

Ethics principles and issues will be discussed in the context of public mental health care, highlighting ethical considerations that arise when balancing clinical ethics with public health ethics. The larger context of legal and ethical considerations will be covered, as well as specific attention to capacity to make treatment decisions and consent to treatment.

Session Objectives:

- Participants will be able to identify relevant ethics principles and laws underlying good clinical practice.
- Participants will be able to define capacity and informed consent.
- Participants will be introduced to public health ethics as a lens through which to view mental health care.

Resolve Conflicts Better: Collaborative Problem Solving® for Everyone

ROOM: Salons 6-8

Presented by:

- Carmen Dailey-Petry, MIS, Org. Learning Manager, Shineforth (formerly UMFS)
- Erica Mann, LCSW, Dir. Learning & Special Projects, Shineforth (formerly UMFS)

This workshop will explore Collaborative Problem Solving® (CPS) as an appropriate approach to a wide range of conflicts. CPS is an evidence-based, trauma-informed model primarily used in child and family services as a way to reduce undesired behaviors, solve problems long-term, build skills and improve relationships. But it can be used just as effectively as a means of conflict resolution for issues with or between adult clients, colleagues, or within supervisor/supervisee relationships. In this workshop, attendees will learn the basics of the CPS model, hear and watch examples of how CPS can be used with adults, and participate in small group discussions and reflections. Learners should leave with a sense of how the approach could be useful in their own setting.

Session Objectives:

- Leave with a general understanding of the philosophy and key components of the CPS model.
- Recognize the value of using the CPS approach with adult audiences, both clinically and professionally.
- Understand what makes CPS unique compared to other models.
- Understand how to learn more about the model after the conference.

Expanding Access and Quality: Building a Comprehensive Opioid Treatment Program within a Community Mental Health Center

ROOM: Madison/Jefferson/Monroe

Presented by:

- J Bobby Miglani, MD, Chief Medical Officer, Mount Rogers Community Services
- Jason Hash, RN, Director of Nursing, Mount Rogers Community Services
- Teresa Fullen, NP, Dedicated Board-Certified Family Nurse Practitioner and Psychiatric Mental Health Specialist

This workshop will explore the development and expansion of a comprehensive Opioid Treatment Program (OTP) within Mount Rogers community mental health center, highlighting how integrated and patient-centered care can improve access and outcomes for individuals with opioid use disorder. The presentation will describe how Mount Rogers Community Services transitioned an externally managed clinic into a unified program combining counseling, medication-assisted treatment (MAT), and coordinated medical care. Participants will learn how the program expanded rapidly while maintaining high clinical standards through innovations such as telepsychiatry, same-day inductions, and a “no-wrong-door” approach to treatment access across multiple rural sites. The workshop will also examine operational strategies that improved treatment continuity, including the creation of a Medication Benefits Assistant role and the integration of physical health services such as management of injection-related infections and hepatitis C treatment. In addition, the session will discuss how partnerships with local primary care practices and emergency departments strengthened referral pathways and enabled timely treatment initiation. Through this case example, attendees will gain practical insights into building sustainable opioid treatment services within community mental health systems, fostering collaboration across healthcare sectors, and expanding treatment capacity while maintaining accountability, quality, and stigma-free recovery-oriented care.

Session Objectives:

- Understand the process of developing and expanding an Opioid Treatment Program (OTP) within a community mental health center, including operational, clinical, and administrative considerations involved in transitioning and scaling services.
- Identify practical strategies to improve treatment access, such as implementing telepsychiatry, same-day medication inductions, and a “no-wrong-door” approach that allows patients to begin treatment regardless of which service site they enter.
- Recognize the value of integrating behavioral health and medical care, including management of co-occurring conditions such as injection-related infections and hepatitis C within the same treatment setting.
- Explore effective collaboration with community partners, including primary care providers and emergency departments, to create strong referral pathways and ensure continuity of care for individuals with opioid use disorder.

From Crisis to Care- Strategies for Engaging Individuals with SUD Across Emergency and Public Safety Settings

ROOM: Shenandoah

Presented by:

- Rebecca B. Waxman, LCSW, Behavioral Health Supervisor, Fairfax Falls Church Community Services Board
- Jennifer Scrivener, PMHNP, Nurse Manager, Fairfax Falls Church Community Services Board

This interactive workshop introduces a practical, systems-based approach to rapidly engaging justice-involved individuals with opioid use disorder (OUD) in treatment. Drawing on a Bureau of Justice Assistance–funded initiative, the session walks participants through the real-world development of an Urgent Care Team model designed to close critical gaps in access to medication for opioid use disorder (MOUD), particularly during high-risk windows such as post-release or crisis encounters. Through guided exercises, attendees will identify key barriers—such as delays in care and engagement challenges—then design targeted interventions, build cross-sector partnerships with law enforcement and emergency services, and explore strategies for implementation. The workshop emphasizes actionable solutions, collaboration across public safety systems, and lessons learned from launching a rapid-access program that reduced treatment wait times from weeks to days, offering a replicable framework for improving outcomes in high-risk populations.

Session Objectives:

- Identify challenges and barriers to care.
- Discuss appropriate structure for delivering care to a challenging population.
- Identify community partners that work with the target population.

Women and Problem Gambling

ROOM: Dominion/Commonwealth

Presented by:

- Donald McCourtney, PhD, MBA, R-PRS, CPRS-PG, IGRS, BARA, Former Lead Problem Gambling Recovery Services Coordinator, Office of Addiction, Recovery, & Wellness, DBHDS

Women Are the New Face of Gambling. Recent statistics show that the number of women involved in gambling has risen significantly. Recent figures indicate that nearly 68% of women have taken part in gambling over the past year, only slightly behind the 70% reported for men. Researchers have pointed out that about one in three adult women now place bets monthly. This trend marks a clear shift from the past, where female participation was much lower.

Session Objectives:

- Identify why women are the new face for gambling.
- Identify the rise of women and gambling.
- Identify women's emotional connection to gambling.

Conference Buffet Luncheon

ROOM: Grand Ballroom A-E

12:45 – 2:15 PM

**Keynote Address: *The Joy Jolt Effect: Ignite Your Culture and Spark Change*
Kathy Parry, CSP, Founder and CEO, Corporate Energy Expert, LLC**

2:30 – 5:00 PM	<p>CSB Board Member Session: <i>Telling Your Value Story</i></p> <p>ROOM: Jefferson</p> <p>Presented by: Stephen Horan, PhD, President and CEO, Community Health Solutions & Terry Gardner Laine, MS, Senior Consultant, Community Health Solutions</p> <p>The purpose of this workshop is to help participants tell their organization's value story so they can gain and sustain support from funders, community service partners, volunteers, clients and families served and other individuals and organizations that support the CSB.</p> <p>Session Objectives/Takeaways:</p> <ul style="list-style-type: none"> • Share a six-step process for Telling Your Value Story. • Share case examples applications. • Understand the strategic value of being able to tell your CSB's value story in compelling ways so you can gain and sustain support for your organization. • Be able to apply a quick and repeatable method for defining and communicating your value story for specific audiences. 	
2:30 – 5:00 PM	<p>Group Meetings</p> <ul style="list-style-type: none"> • Executive Directors Forum – Room: SALONS 1 & 2 • MH/SUD Services Councils – Room: SALON 5 • Developmental Services Council – Room: SALON 4 • Prevention Services Council – Room: SALONS 7 & 8 • Children/Family Services Council – Room: SHENANDOAH • Emergency Services Council – Room: MADISON • Human Resource Directors Council – Room: DOMINION/COMMONWEALTH • Quality Leadership Council – Room: MONROE • Finance Directors Council – Room: SALON 3 • Physician Group Meeting – Room: SALON 6 	
3:15 – 3:45 PM	Refreshment Break	Salons F-J
5:00 – 6:00 PM	<p>Networking Reception- <i>Sponsored by Scarlet Haven Residential Services LLC</i> (Complimentary hors d'oeuvres and cash bar)</p>	Capital Ballroom Foyer
Friday, May 8, 2026		
8:00 – 11:00 AM	Registration Desk Open Upper Level	
8:00 – 9:00 AM	Buffet Breakfast Grand Ballroom Foyer	
9:00 AM	VACSB Business Meeting/Board of Directors Combined Meeting Grand Ballroom A-E	



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SESSION NOTE

Home Visit – Housing Support

Talked with client about the issues
with their landlord. Worked through
ways to handle the conversation
about getting repairs done. Client
felt more confident about next steps
and agreed to |



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CONFERENCE FACULTY

Travis Atkinson, MA, LPC, Chief Experience Officer with TBD Solutions Inc. embodies a vision for excellence and leadership in behavioral health. With over 20 years of experience in both clinical and managerial roles, he is passionate about creating healthy and effective behavioral health systems. He actively seeks out best practices through research and by connecting with providers at local, state, and national levels. An outstanding training instructor, coach, meeting facilitator, and conference presenter, Travis is a past recipient of the National Association of Crisis Organization Directors' "Making the Mission" Award and a founding board member of the Crisis Residential Association.

Todd Augustus, MD is a psychiatrist with the IDD Regional Psychiatry program, a specialized clinic within the Northern Virginia Regional Projects office. In this role, he provides consultation, evaluation and medication management services to adults and children who have Intellectual and/or Developmental Disabilities (IDD) who also have serious mental illness and/or behavioral challenges. He also works with the Arlington County CSB in the Aging and Disability Division and provides services at the Clarendon House psychosocial rehabilitation program for adults with serious mental illness. He previously worked for the District of Columbia Department of Behavioral Health in a specialized IDD clinic and now provides consultation services to the DC Department of Disability Services and is a regular participant in the University of New Hampshire Institute on Disability (IOD) Medical Director's Practice Group. His undergraduate and medical education was completed at Wake Forest University. He completed a psychiatry residency at the University of North Carolina and a child/adolescent psychiatry fellowship at the University of Maryland/Sheppard Pratt Health System. He is an active member of the American Psychiatric Association and Washington Psychiatric Society.

Marie Bage, LMHC-D, is the Addiction Treatment & Recovery Administrator for the Office of Addiction, Recovery and Wellness Supports at the Virginia Department of Behavioral Health and Developmental Services (DBHDS), where she focuses on advancing addiction services across the Commonwealth. In this role, she leads statewide efforts to enhance access to evidence-based treatment and recovery supports, collaborating with providers, policymakers, and community stakeholders to strengthen systems of care. She brings over 20 years of experience in behavioral health and developmental services, including 16 years dedicated to substance use and mental health treatment. Her areas of expertise include opioid use disorder treatment, recovery-oriented systems of care, program development, clinical supervision, and workforce training. Throughout her career, she has served as a Program Director for Opioid Treatment Programs, where she oversaw clinical operations and regulatory compliance, and as an Adjunct Faculty member at Medaille College, where she taught graduate-level courses and supervised emerging clinicians. She has also worked as an Adolescent Chemical Dependency Counselor and Marriage and Family Therapist, supporting individuals and families across the continuum of care. Her professional journey reflects a progression from direct clinical care to systems-level leadership, providing her with a comprehensive understanding of both provider and administrative perspectives. She is committed to advancing equitable, accessible, and recovery-focused systems that improve outcomes for individuals and communities impacted by addiction.

Carmen Dailey-Petry, MIS, earned a BA in International Relations and Anthropology from American University and a master's degree in Conflict Analysis and Resolution from Virginia Commonwealth University. Carmen has been employed at Shineforth formerly known as UMFS since 2011 and serves as an Organizational Learning Manager for the agency. She works with staff, youth, and families in a wide range of programs and is responsible for the implementation of the Collaborative Problem Solving® (CPS) model across the agency. She is also a certified trainer and consultant at Think:Kids at Mass General Brigham, where she works with learners across the CPS continuum. She primarily trains public audiences and parent/caregiver classes and also provides coaching to organizations implementing CPS. Carmen believes that Collaborative Problem Solving is an ideal form of conflict resolution for families, workplaces, and relationships, and is especially beneficial when working with youth and families who have experienced trauma. Carmen lives in Henrico with her husband, 2 teens and dog, Bruce.

Julie Dreifaldt, is a nationally recognized subject matter expert and sought-after speaker for One Chance to Grow Up, focused on youth protection, THC prevention, and parent education. Since 2018, she has spoken nationally to policymakers, community leaders, parents, and schools about today's marijuana, hemp, and intoxicating substances, equipping communities to protect kids. She holds a BA in History and English from Mount Vernon Nazarene University.

Yusuf Enum, MSN, BS, RN, PMH-BC, QMHP, is the Division Director of Nursing at the Fairfax-Falls Church Community Services Board, where he provides executive nursing leadership within one of Virginia's largest community behavioral health systems. He began his journey with the organization in 2015 as a Behavioral Health Nurse Clinician/Case Manager and has since advanced through progressive leadership roles, becoming Director of Nursing in 2022. With nearly two decades of experience in psychiatric and community mental health nursing, Mr. Enum has also served at the Psychiatric Institute of Washington and Fort Belvoir Community Hospital, building a strong foundation in acute and public-sector behavioral healthcare. In addition to his executive

leadership, he has been teaching mental health nursing since 2017 and currently serves as Adjunct Clinical Faculty at George Mason University, mentoring the next generation of nurses. Interestingly, nursing is his second career — he began in information technology as a Microsoft Certified Trainer before transitioning into healthcare, bringing a systems-thinking and innovation-driven approach to his leadership. Originally educated in engineering, Mr. Enum earned a Bachelor of Science degree in Electrical & Electronics Engineering from Middle East Technical University before immigrating to the United States. He continued his U.S. education with a certificate in Enterprise Computer Networking from Stratford University. He later transitioned into nursing, earning his Practical Nursing certificate from the Virginia School of Nursing, his Associate Degree in Nursing from Northern Virginia Community College, and his Master of Science in Nursing from Grand Canyon University. Mr. Enum is board-certified in psychiatric-mental health nursing (PMH-BC) and is a Qualified Mental Health Professional (QMHP). His career reflects a strong commitment to behavioral health excellence, nursing leadership, and the development of future nursing professionals.

Teresa Fullen, NP, is a dedicated Board-Certified Family Nurse Practitioner and Psychiatric Mental Health specialist with over 30 years of clinical experience across the full spectrum of patient care. Her career is defined by a deep commitment to the underserved communities of Southwest Virginia, transitioning from high-acuity emergency and primary care settings into specialized roles in Office-Based Addiction Treatment (OBAT) and behavioral health. She prides herself on leading multidisciplinary teams to provide integrated care—combining physical medicine, medication management, and recovery services—to treat the whole person rather than just the symptoms.

Terry Gardner Laine, MS, is a Senior Consultant with Community Health Solutions, a Virginia-based organization providing research, consulting, and learning support to help people create healthier communities. For more than 25 years, she has helped organizations foster innovation and strengthen collaboration to improve health and well-being in the communities they serve. Terry is a lifelong advocate for individuals with intellectual and developmental disabilities, informed by both her professional work and personal experience supporting a family member living with disabilities. She serves on her local Community Services Board and is committed to helping fellow CSB board members build knowledge, engage in meaningful dialogue, and take action.

Wayne F. Handley, Ph.D., LPC, is a values-driven executive leader and Licensed Professional Counselor with 30+ years of experience spanning law enforcement, military service, EMS operations, and mental health counseling. Currently serving in the City of Buena Vista, VA, Wayne was appointed Chief of Police in July 2023 and Interim City Manager in February 2026. He is known for integrating trauma-informed practice, wellness strategy, and resilience-focused leadership into high-stress organizations—strengthening staff well-being, community trust, and team performance. Across senior and executive public-safety roles, Wayne has led complex divisions, built and delivered large-scale training programs, and implemented mental health supports for public safety personnel and professional staff. His background also includes executive training leadership in the private sector, advanced pre-hospital instruction, and service as a U.S. Marine Corps platoon sergeant and communications operator (Airborne). Wayne earned a Ph.D. in Counselor Education and Supervision from Old Dominion University, with research focused on trauma, resilience, and leadership in high-risk professions. He is a published co-author on vicarious traumatization and presents nationally and internationally on trauma-informed leadership, police wellness, and organizational resilience. He also serves on nonprofit boards and is recognized for mentorship, equitable service, and developing strong, capable, compassionate teams.

Jason Hash, RN, is the Director of Nursing at Mount Rogers Community Services, where he provides leadership in delivering high-quality behavioral health care. He holds a Bachelor of Science in Nursing and is currently advancing his expertise through the Psychiatric Mental Health Nurse Practitioner (PMHNP) program at Bluefield University, in addition to earning a Bachelor of Science in Human Services from Old Dominion University. Jason played a pivotal leadership role as the lead nurse during the opening of Virginia's first Crisis Receiving Center in Marion, demonstrating his commitment to expanding access to critical mental health services. With a strong foundation in both clinical practice and healthcare leadership, he is dedicated to improving patient outcomes and advancing innovative models of care in the behavioral health field.

Harrison Hayes is a dedicated leader in health workforce development with experience in creating and implementing strategic initiatives to address healthcare shortages and improve community health outcomes. He currently serves as the Executive Director of the Virginia Health Workforce Development Authority (VHWDA), where he has significantly expanded the organization's capacity and impact. Since joining the VHWDA in September 2022, Harrison has grown the team to increase the authority's ability to tackle multiple Virginia's health workforce challenges. Under his leadership, the authority produced a comprehensive statewide health workforce study that led to legislation to help increase the number of behavioral health professionals and improve nursing faculty recruitment. Harrison also spearheaded the creation of the Commonwealth's only online, asynchronous Community Health Worker training program. Prior to his current role, Harrison was the Director of Workforce Development at VCU Health. There, he designed a system-wide model that successfully reduced hospital turnover rates by up to 28% in targeted areas and secured \$1 million in funding to expand these efforts into rural Virginia. His earlier roles at VCU include serving as Director of the TRIO Educational Opportunity Center, where he provided educational services to individuals exiting incarceration and other non-

traditional students. Harrison holds a Master of Education in Counselor Education from Virginia Commonwealth University and a Bachelor of Arts in Political Science from Howard University. He is currently enrolled in the Doctor of Health Sciences program at the Macon & Joan Brock Virginia Health Sciences at Old Dominion University.

Heather Honaker, MS, LPC, NCC, Manager Consultant with TBD Solutions Inc., is a proven leader driven by integrity and enthusiasm. As a nationally certified counselor with a master's degree in rehabilitation and mental health counseling, she excels at operationalizing the mission and values of community-based services. Renowned for designing and developing high-performing teams, she continuously strives to elevate the standards of excellence and hospitality in behavioral health service delivery. Heather is known for being an effective trainer, confident public speaker, and dedicated volunteer serving several state and national trade associations.

Stephen Horan, PhD, is the founding CEO of Community Health Solutions, a Virginia-based organization providing research, consulting, and learning support to help people create healthier communities. Over the past 28 years Steve and the CHS team have helped hundreds of organizations build their capacity for excellence and community impact. Individually, Steve has also been an advisor to consumer groups, nonprofit organizations, corporations, foundations, and public sector leaders. His favorite part of this work is helping nonprofit and public agencies define and communicate the value they deliver to the communities they serve.

Jonathan M. Joseph, Esq., is a partner at Christian & Barton, L.L.P. in Richmond, Virginia where he leads the health care industry practice group. He focuses his practice on health care transactions; artificial intelligence in health care contracts; data privacy contracting; telemedicine; HIPAA compliance; and data breach responses. Additionally, he advises on Virginia Department of Health Professions investigations and appeals; Medicare and Medicaid audit and appeals; and Certificate of Public Need matters. Jon is an active member of the Virginia Bar Association's Health Law Section Council, having previously served as its chair, and he currently coordinates the Section's CLE and pro bono initiative for legal services to Virginia's free clinics. He is a former adjunct professor of health law for the Master of Health Administration program at Virginia Commonwealth University. An established author, Jon recently assisted on a 50-state survey of data confidentiality and breach notification laws for the American Health Law Association where he also serves as a neutral for the AHLA Dispute Resolution Service. He holds degrees from Boston University School of Law and Middlebury College.

Erica Mann, LCSW, completed her undergraduate at The College of William and Mary and completed her Master's in Social Work at Virginia Commonwealth University. Erica has been employed with Shineforth, formerly known as UMFS, since 2003 and is a Licensed Clinical Social Worker. She has a passion for building positive team cultures, implementing best practice ideas, and keeping families thriving in the community. She has held a number of leadership positions at Shineforth and is currently the Director of Learning and Special Projects, overseeing all aspects of training and development for the agency. She is a certified trainer in Collaborative Problem Solving through Think:Kids at Mass General Brigham. Erica lives in the Richmond area with her family and is a proud twin mom.

Becca Martel BCBA, LBA, is a licensed behavior analyst whose main motivation at Mount Rogers Community Services is to find solutions that offer hope and support for better lives. She thrives on learning about a need, a barrier, or a goal. Then she looks for a solution. Sometimes they are solutions – plural – that develop, grow, and redefine programs to meet the needs of the communities she and her team serve across five counties and one city in southwest Virginia. She looks for new, inventive ways to deploy the skills of her team and their services that prioritize ethical services that comply with all regulatory standards. At Mount Rogers, Martel is the Director of Behavior Specialty Services. In her role she oversees Early Intervention, Behavior Analytic Services (ABA, Consultation, Developmental Services), and Youth and Adult Day Services. Martel studied Elementary Special Education for her undergraduate degree and obtained her Masters in Behavior Analysis from Simmons College in Boston. Along with establishing behavior services, she continues to focus on supporting the growth of future professionals in the field of behavior analysis in rural southwestern Virginia.

Donald McCourtney PhD, MBA, R-PRS, CPRS-PG, IGRS, BARA, is the former Lead Problem Gambling Recovery Services Coordinator for the Office of Addiction Recovery & Wellness Department of Behavioral Health & Developmental Services. He has 48 years of experience throughout the United States as an innovative leader for recovery from Substance Use, Co-occurring, and Gambling Disorders. His education includes substance use counselor training with Hazelden Betty Ford, a PhD, and an MBA. He is an R-CPRS, CPRS-PG additionally, he is an IGRS and BARA from the International Problem Gambling and Gaming Certification Organization where Don is the treasurer for the organization.

J Bobby Miglani, MD, is a board-certified psychiatrist in General Adult Psychiatry and Addiction Medicine with over two decades of leadership experience in community mental health systems. Currently serving as Chief Medical Officer at Mount Rogers Community Services, he has previously held multiple Medical Director roles across Virginia and has worked extensively across private, public,

and state psychiatric settings. His career reflects a strong commitment to underserved populations, including expertise in managing opioid use disorders through buprenorphine and methadone programs. Dr. Miglani has also contributed to academic psychiatry as a Clinical Assistant Professor and has an established record of research, publications, and national presentations focusing on community mental health, substance use, and serious mental illness. His work integrates clinical excellence, program development, and system-level leadership to improve access, outcomes, and quality of care in behavioral health.

Miranda Mingle, CSAC, LCSW, has 19 years of experience in the field. She has been the Department Director for Outpatient Services at Highlands Community Services since 2014. In this role she oversees multiple specialty programs such as the Children's Advocacy Center, Navigate for first episode psychosis, enrollment services, and various levels of mental health and substance use treatment across the lifespan. Her passion for quality care has driven her to encourage multiple opportunities for service expansion and improvement through collaboration. She very much enjoys fostering the space for clinicians and programs to reach their potential and offer much needed services to the community.

Wendy Morris, MS, QMHP, is the Owner and CEO of Kamor Care Services and WPM Coaching & Consulting, with over 17 years of experience in the behavioral health field. She holds a Bachelor's degree in Multidisciplinary Studies with a focus on Psychology and Christian Counseling from Liberty University and a Master's degree in Health Psychology from Northcentral University. Wendy is also a Qualified Mental Health Professional (QMHP). Throughout her career, she has worked across multiple service areas, including Therapeutic Day Treatment, Mental Health Skill Building, Therapeutic Foster Care, and Care Coordination, supporting individuals with diverse and complex needs. As the Owner and CEO of Kamor Care Services, she leads an organization dedicated to providing high-quality in-home support, personal care, community coaching, and community engagement services to individuals in the ID/DD population. In addition to her leadership role, Wendy is a Life Coach, helping individuals and professionals develop resilience, purpose, and personal growth. She is deeply committed to advocacy, caregiver support, and self-care, and she continues to use her expertise to educate, empower, and strengthen the communities she serves.

Kathy Parry, CSP, Founder and CEO of Corporate Energy Expert, LLC doesn't just walk into a room; she energizes it. As a nationally recognized keynote speaker and authority on workplace resilience, team dynamics, and purpose-driven performance, Kathy empowers professionals to stay energized, even in the face of relentless disruption. Audiences love her unforgettable blend of real-world strategies, laugh-out-loud moments, and high-impact takeaways they can apply the very next day. Whether she's helping teams find joy in tough seasons or showing C-suite leaders how to unlock trust, Kathy delivers more than motivation, she delivers transformation. With six books, a CSP (Certified Speaking Professional) designation, and hundreds of packed conference sessions delivered, Kathy's the go-to expert when culture needs a jolt of energy, purpose, and connection. Ms. Parry holds degrees in Business and Food Management from Miami University, a Certification in Plant Based Nutrition from T.Colin Campbell Program at eCornell University and a QualityCare Certification from the Alzheimer's Association. Off stage, she's often found nibbling a bar of dark chocolate, cooking for a crowd, or walking her mini Bernedoodle, Phil, around a peaceful Ohio lake.

Kendall Plageman, M.Ed., joined the Virginia State Police in 2022 as a lead intelligence analyst and mental health specialist. As part of the Behavioral Threat Assessment & Management Team, Kendall supports local jurisdictions across the Commonwealth with threat case management. Previously, Kendall coordinated the threat assessment team at Virginia Commonwealth University for 11 years. Before becoming involved with threat assessment, Kendall worked as a licensed professional counselor for the Department of Rehabilitative Services. Kendall received her undergraduate and master's degree in counseling from the College of William and Mary.

Anne Rogers, M.Ed, ABD, CHES, is the Problem Gambling Prevention Coordinator for the Office of Behavioral Health Wellness in DBHDS. She currently leads the problem gambling prevention efforts in Virginia, responsible for overseeing all problem gambling prevention activities across the Commonwealth, the problem gambling treatment and support services fund, and chairing the advisory committee. Anne spent 20 years working for the State of Maine public health and behavioral health offices on substance misuse and abuse prevention as well as oversight of public health data and research systems. Before that for 6 years, she was adjunct faculty for the University of Massachusetts and Salem State University lecturing on community and public health and lead the Tobacco Control program at UMass. Anne received her master's in health education from the University of Houston and is ABD status towards a doctorate in educational leadership from the University of Massachusetts. She has worked in the public health and prevention field for over 25 years.

Dr. Candace Roney, Ph.D., LPC, LSATP, serves as the Director of the Office of Addiction, Recovery and Wellness Support at the Virginia Department of Behavioral Health and Developmental Services (DBHDS) and as Virginia's representative to the National Treatment Network (NTN) on addiction. Her commitment to advancing the field of behavioral health began during her internship at the Baltimore City Jail, where she gained a profound understanding of the multifaceted nature of psychiatric disorders and substance use conditions. Dr. Roney brings more than three decades of experience in the leadership, development, and

administration of behavioral health and substance use disorder (SUD) services for vulnerable and underserved populations. Prior to her tenure at DBHDS, she served as Executive Director of Merakey Parkside Recovery Center in Virginia, providing strategic direction, operational management, and administrative oversight for an opioid treatment program. She also held key leadership roles within Virginia's community services boards for more than 20 years, during which she directed major drug and alcohol initiatives and led efforts to develop and expand a comprehensive continuum of addiction treatment services. Her work included significant collaboration with Behavioral Health Dockets and Recovery Dockets, supporting their establishment and integration within local systems to improve outcomes for individuals with substance use disorders. During this tenure, Dr. Roney served as both Chair and Co-Chair of the Virginia CSB Substance Use Council, providing strategic leadership, policy guidance, and statewide coordination of substance use disorder priorities across the CSB system. In her current capacity, Dr. Roney provides statewide oversight of addiction prevention, treatment, recovery, and risk reduction services. She leads DBHDS initiatives that strengthen interagency coordination and advance the Commonwealth's efforts in addiction related research, professional education, and workforce training. Her leadership supports the implementation of evidence-based practices and enhances service delivery at the federal, state, and local levels. Dr. Roney is a practicing Licensed Professional Counselor and Licensed Substance Abuse Treatment Practitioner. She earned her Ph.D. in Psychology and Counseling, with a concentration in Research and Evaluation, from Regent University. She also holds a Master of Science in Applied Psychology from the University of Baltimore and a Bachelor of Science in Psychology from Virginia State University. In addition to these roles, her professional work has included advancing faith leaders' understanding of mental health and substance use disorders, enhancing community engagement, and strengthening partnerships with faith-based organizations across the Commonwealth. Her scholarly and professional contributions include authoring the treatment manuals *Living with Disabilities*, *Self Awareness*, and *Real Ladies*, as well as providing clinical supervision to upcoming licensed providers.

Danielle Ross, SVP and GM, leads the Consulting and Managed Services division at Netsmart and oversees operations to ensure clients nationwide receive comprehensive support and innovative solutions to optimize their technology infrastructure and service delivery. Through strategic planning, advising and execution, she works with internal teams to help client partners achieve organizational excellence. With more than 19 years of leadership and consulting experience in behavioral healthcare and post-secondary education in Virginia, Danielle brings significant expertise in service delivery leadership for intellectual/developmental disabilities, mental health and addiction treatment organizations. She has served in executive roles including CIO, COO, and Director of Quality and Compliance, and Director of Education for various organizations. Danielle is passionate about her work leading organizations to stability and organizational excellence while also cultivating healthy and positive work cultures and contributes as a subject matter expert for workshops and keynote presentations for conferences and events nationwide. Danielle earned a bachelor's degree in psychology from Georgia College & State University and received an Executive Certificate in Strategic Leadership from Liberty University. Danielle holds a number of industry certifications, is a certified Virginia Foster Family Trainer and is a Board Member for CASA and Greater Ministries.

Jennifer Scrivener, PMHNP, has been a dedicated nursing professional since 1998, with extensive experience across the continuum of psychiatric care. Her clinical background includes inpatient psychiatry and specialized work in clozapine clinics, providing care to individuals with complex and treatment-resistant mental illness. As a registered nurse, she played a key role in building and developing the Addiction Medicine Clinic for the Fairfax-Falls Church Community Services Board, helping to expand access to evidence-based treatment for individuals with substance use disorders. She has assumed increasing leadership responsibilities and currently serves as manager, overseeing program development, staff supervision, and service delivery. As a Psychiatric Mental Health Nurse Practitioner, Ms. Scrivener continues to advance her work in addiction medicine, with a particular focus on improving care for justice-involved populations. She has presented at the Virginia Society of Addiction Medicine on the implementation of medication-assisted treatment in correctional settings. Her work emphasizes bridging gaps in care, enhancing engagement, and developing practical, system-level solutions for high-risk populations.

Robin Star, MSW, brings a powerful combination of clinical expertise, operational leadership, and national recognition as a motivational speaker specializing in brain and spinal cord injury and complex neurobehavioral challenges. With decades of experience in healthcare including roles in inpatient and outpatient rehabilitation, occupational medicine, urgent care and psychiatric services, she has dedicated her career to elevating patient care and empowering healthcare providers. She received her Bachelors Degree in Music Therapy at the University of Miami and her Masters Degree in Social Work at Florida International University. She works as the National Director of Business Development at Lakeside Neurologic, a transitional living facility for brain injury, spinal cord injury, neurodivergent and complex neurobehavioral diagnoses. She is on the board of All Florida Case Management and represents South Florida on the Florida State Brain Injury Coalition.

Bernita Sykes is the Local System Manager for the Infant & Toddler Connection of Henrico Area, serving Henrico, New Kent, and Charles City counties in Virginia, where she oversees early intervention services for infants and toddlers with developmental delays and disabilities. She provides leadership in program operations, compliance, and multidisciplinary team coordination within the

community services board system. Bernita is currently pursuing her PhD in Special Education at Virginia Commonwealth University, with a focus on equity and provider preparedness in early intervention. She also serves as an adjunct instructor and presenter, preparing future professionals in early childhood and special education, and is a CARF surveyor supporting quality assurance in community-based programs. Her work centers on strengthening systems of care, advancing family-centered practices, and supporting a responsive and equitable workforce.

Amy Taloma, PhD, is the Director of Workforce Initiatives, at Virginia Workforce Development Authority. Prior to this position, Amy served as the Health Care Program Coordinator for the Community College Workforce Alliance, a partnership between Reynolds and Brightpoint Community Colleges, where she developed and implemented healthcare certification programs for adult learners. Previously, she built pipeline and academic enrichment programs to help students select and become competitive applicants for professional health science programs as the Assistant Director for the Division for Health Sciences Diversity at Virginia Commonwealth University. Amy's passion is creating and managing innovative initiatives that bolster the healthcare workforce and, in turn, improve healthcare throughout Virginia. She earned a Bachelor of Arts from the University of Lynchburg, as well as a Master's Degree and a Doctor of Philosophy in Education from Virginia Commonwealth University.

Daryl Washington, LCSW, was appointed by Governor Abigail Spanberger as Commissioner of the Virginia Department of Behavioral Health and Developmental Services (DBHDS) in January 2026. DBHDS is a state agency that operates 12 state hospitals and centers with over 5,600 employees and oversees a \$2 billion system that annually serves over 200,000 Virginians and families struggling with behavioral health disorders and developmental disabilities. Prior to joining DBHDS, Daryl served as Executive Director of the Fairfax-Falls Church Community Services Board (CSB), a role he was appointed to in 2018. In this role, he was responsible for overall operations at the CSB, which is the public behavioral healthcare and developmental disability services agency for the County of Fairfax and Cities of Fairfax and Falls Church. Prior to serving as the executive director, Daryl served as the Deputy Director of Clinical Operations for the CSB. Daryl has 32 years of experience in the behavioral healthcare field and has been a Licensed Clinical Social Worker for the past 30 years. During Daryl's professional career, he has also worked for Fairfax County Public Schools as a school social worker and several private behavioral healthcare organizations. He has clinical training to provide services to youth, adolescents, adults and couples. Daryl served as a board member of the Virginia Opioid Abatement Authority, National Association of County Behavioral Health and Developmental Disability Directors, and Volunteer Fairfax. Daryl holds a master's degree in social work from the University of North Carolina at Chapel Hill and a bachelor's in social work from North Carolina State University. Daryl is a native of Virginia and lives in the Centreville area with his wife and kids.

Rebecca Waxman, LCSW, is a Behavioral Health Supervisor at the Fairfax-Falls Church CSB's Addiction Medicine Clinic, one of Virginia's largest providers of Office Based Addiction Treatment. Licensed Clinical Social Worker with 15 years of experience serving individuals with co-occurring substance use and mental health disorders in publicly funded, community behavioral health systems.

Brandie Williams, M.Ed., Ed.S, has over 21 years of experience serving individuals with Behavioral Health needs and Developmental Disabilities. For the past 16 years, Brandie has worked at the Rappahannock Area Community Services Board, a non-profit organization dedicated to education, recovery, treatment, and wellness of individuals affected by mental health and substance use disorders and developmental disabilities. In her role as Deputy Executive Director, she brings subject-matter and operational knowledge of integrated care, data analytics, and behavioral health care to support the use of analytics to improve clinical performance, patient health, and organizational efficiencies. In addition to day-to-day operations, Brandie oversees reporting and analytics to inform a data-drive quality improvement process. Throughout her professional career, Brandie has fostered a deep passion for the opportunities created by advanced science and technology in the health and human services quality improvement space. She believes building and growing a high-quality workforce is the foundation for meeting our community's needs.

Heather Zelle, J.D., Ph.D., is an Associate Professor of Research with the UVa Department of Public Health Sciences and the Associate Director of Mental Health Policy Research at the UVa Institute of Law, Psychiatry, and Public Policy. She holds a juris doctorate from Villanova University School of Law, and a doctorate in clinical psychology with a forensic concentration from Drexel University. Dr. Zelle's current policy and research work focuses on the public mental health system and mental health policy in Virginia. She serves on state work groups studying topics such as involuntary civil commitment procedures and behavioral health dockets in Virginia courts. Dr. Zelle led the Virginia Advance Directives with Instructions for Mental Health Care implementation project from September 2012 to June 2020 and is an author of its Virginia Department of Health-approved facilitator certification training program. She has co-authored several publications, including chapters in *University and Public Behavioral Health Organization Collaboration in Justice Contexts*; *Forensic Assessment in Criminal and Civil Law: A Handbook for Lawyers*; *Advances in Psychology and Law*; and *Oxford Handbook of Public Health Ethics*. She regularly provides trainings on a range of topics, including ethics, Virginia mental health policies, and advance directives.

**Virginia Association of Community Services Boards
Children & Family Services Council
May 7, 2026, 2:30 – 5:00 PM ROOM: Shenandoah**

AGENDA

Welcome and Introductions

Partner Updates and Related Council Q&A/Discussion

- DBHDS – Office of Child & Family Services
- CCCA – Veronica Yockey
- OCS – Scott Reiner

New Items:

- Choice of new CFS Council co-chair and Secretary (begins July 1)
- Re-entry Case management services

Regional Crisis Updates ► Regions 1, 2, 3, 4, and 5

- Regional Program Information Sharing

VACSB Committee Updates

- Administrative Policy - vacant
- Development & Training (Morgan)
- Finance (Cathy)
- Public Policy (Paulette)
- Quality & Outcomes - (Cathy)
- Regulatory (Paulette)
- DMC (Rebecca)

Adjournment

AGENDA

- Opening & Introductions *Shannon Clark, Chair*
- DS Directory Updates *Natacha Dolson, Secretary*
- Announcements/Reminders *Shannon Clark, Chair*
- Partner Updates
 - Early Intervention/Part C *Kyla Patterson*
 - DBHDS- Waiver *Nicole DeStefano*
 - DBHDS Updates *Eric Williams*
 - DMAS Updates *Ann Bevan or Jason Perkins*
 - MART *Britt Welch or Jamie Roop*
- Closed Session: DD Council-Only Discussion
 - Regional Updates
 - Region I *Tina Martina*
 - Region II *Sierra Simmons*
 - Region III *Wendy Gullion*
 - Region IV *Johnnie Cunningham*
 - Region V *Jaylene Trueblood*
 - CoCoA *Allison Standring*
- VACSB Committee Reports
 - Public Policy *Sierra Simmons*
 - Regulatory *Wendy Gullion*
 - Development & Training *Shannon Clark*
 - Administrative Policy *Autumn Richardson*
 - Data Management *Sara Craddock*
 - Quality Leadership *Pam Wallace*
 - Quality & Outcomes *Wendy Gullion*
- Transfer Protocol Committee *Stephen Stewart*
- Nomination and Selection Vote
- Next meeting: - August 17, 2026 (*Virtual -Teams*)

**Virginia Association of Community Services Boards
Emergency Services Council
May 7, 2026, 2:30 – 5:00 PM ROOM: Madison**

AGENDA

- I. Welcome / Roll Call / Announcements
- II. DBHDS Updates
 - a. Lars Messerschmidt
 - b. Gail Paysour & Dustin Wilcox
- III. Committee Updates
 - a. Administrative Public Policy Committee – Allison Guernsey
 - b. DMC Committee – Patty Hartigan
 - c. Legislative Policy Committee – Cheryl St. John/Andrea Hess
 - d. Training Committee – Natasha Randall
- IV. Regional updates:
 - a. Region 1: Chris Barnes
 - b. Region 2: Heather Baxter
 - c. Region 3: Ashley Spanfelner
 - d. Region 4: Scott Ward
 - e. Region 5: Shannon Hodges/Shameka Brown
- V. General Topics
- VI. Open Floor

Next Meeting: Thursday, June 4th, 3:00pm-5:00pm **Virtual**

**Virginia Association of Community Services Boards
Finance Directors Council
May 7, 2026, 2:30 – 5:00 PM ROOM: Salon 3**

AGENDA

An agenda will be provided on the day of the meeting.

AGENDA

- Welcome/Agenda (Crystal Homer, Chair)
- Legal Updates with Leah Stiegler from Woods Rogers
- Break
- Introductions and approval of minutes from January meeting
- Workforce reporting, group health coverage, QMHP resources
- Round table discussion
- Next Meeting Date/Agenda
- Adjournment



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Virginia Association of Community Services Boards
MH/SUD Services Council
May 7, 2026, 2:30 – 5:00 PM ROOM: Salon 5

AGENDA

I. MH/SUD Chairs Introduction, Welcome, & Roll Call

- LeNelle Mozell, SUD Council Chair, lmzell@pwcgov.org
- Michele Ebright, Behavioral Health Council Co-Chair & Council Secretary, mebright@crossroadscsb.org
- Kheia Hilton, Behavioral Health Council Co-chair, khilton@grcsb.org

II. DBHDS Updates – Dr. Candace Roney, Addiction, Wellness & Recovery Supports & Meredith Nusbaum, Mental Health Wellness & Recovery Supports, Christina Vargas – STEP-VA, Mary McQuown, Peer Services

III. SOR Quarterlies

IV. Behavioral Health Redesign - Updates

V. Targeted Case Management – 5121 – Kheia Hilton

VI. MH/SUD Council Representatives acknowledgments and updates (if any)

- **Public Policy** – Bill Rooney, Alexandria
- **Data Management Council** – Susan Chittum, Allegheny Highlands
- **Training and Development Committee** – Debra O’Beirne, Fairfax-Falls Church
- **Regulatory Committee** – Michelle Ebright, Crossroads
- **Finance Committee** – KJ Holbrook, Mount Rogers
- **Quality and Outcomes Committee** – Jodie E. Burton, Danville-Pittsylvania

VII. Peer Support Services Subcommittee report – Robyn Collins, Co-chair & Christine Dubois, Co-chair

VIII. Safety within agencies – Michele Ebright

IX. Permanent Supportive Housing Changes – Kheia Hilton

X. Council Members’ Questions/Comments/Announcement/Kudos

XI. Next Meeting Dates

August 2026 - virtual
October 8, 2026 – in-person
December 2026 - virtual
January 2027 – in-person

XII. Adjournment

Virginia Association of Community Services Boards
Quality Leadership Council
May 7, 2026, 2:30 – 5:00 PM ROOM: Monroe

AGENDA

1. VACSB Committee/Council Reports
 - a. Cardinal/CCC Plus/Medallion 4.0—Beth Ludeman Hopkins
 - b. Regulatory Committee
 - c. Others
2. DBHDS Updates
3. DMAS Updates
4. Regional Meeting Updates:
5. Recent Audits/Outcomes/Trends:
6. Additional Items from the Council At Large:

VACSB Quality Leadership Council Schedule for 2026:

- June 12, 2026
- August 14, 2026
- October 9, 2026, or VACSB Conference
- December 11, 2026

**Virginia Association of Community Services Boards
Prevention Services Council
May 7, 2026, 2:30 – 5:00 PM ROOM: Salons 7 & 8**

Meeting Facilitated by:

Kelly Bulin, Eastern Shore CSB, Co-Chair
Michelle Wagaman, Rappahannock Area CSB, Co-Chair

Timekeeping and Minutes by:

Charmin Horton, Eastern Shore CSB, Secretary

Welcome and Rollcall (Kelly and Charmin)

DBHDS Updates – (Colleen Hughes)

BREAK

Group Discussion (Kelly and Michelle)

Prevention Initiatives for 2025-2026 Funding Cycles

- a. Suicide Prevention Trainings (MHFA, ASIST, safeTalk, QPR)
- b. Lock and Talk
- c. Counter Tools (tobacco and vaping)
- d. ACE Interface
- e. Gaming and Gambling
 - a. Community Needs Assessment
- f. Cannabis
- g. Opioid Response (REVIVE, Harm Reduction)
- h. Other Curriculums/Initiatives Implemented

Bylaw Review and Discussion

Appointment Co-chairs and Secretary (FY 2027-2028)

Regional Updates

VACSB Committee Reports: Updates (Michelle)

Current Committee Representatives:

- | | |
|--------------------------------------|--------------------------------------------|
| a. Administrative Policy Committee | (Amanda Oakes and Kelly Bulin) |
| b. Data Management Committee | (Vacant) |
| c. Governor’s Addiction and Recovery | (Tim Griffin and April Miller) |
| d. Leadership Committee | (Kelly Bulin and Michelle Wagaman) |
| e. Prevention Council Co-Chairs | (Kelly Bulin and Michelle Wagaman) |
| f. Public Policy Committee | (Heather Martinsen) |
| g. Q&O Committee | (Kelly Bulin and Emily Mullins) |
| h. Quality Leadership Subcommittee | (Samantha Crockett) |
| i. Regulatory Committee | (Lori Gates-Addison) |
| j. Training and Development | (Tamnequa McIntyre and
TeVondra Gayden) |
| k. VACSB Finance Committee | (Andrea Randle and Emily Mullins) |

Next Meeting & Adjournment

Virginia Association of Community Services Boards
Executive Directors Forum
May 7, 2026, 2:30 – 5:00 PM ROOM: Salons 1 &2

AGENDA

- I. Call to Order, Welcome and Introductions – *Ellen Harrison*
- II. Additions to the Agenda
- III. DBHDS Updates – *DBHDS Staff*
- IV. VACSB Reports and New Business
 - I. VACSB CCBHC Project Updates – *Jennifer Faison*
 - II. Governor’s Recommendations and Interim Studies – *Jennifer Faison*
 - III. Unspent Balances – *Group Discussion*
 - IV. Permanent Supportive Housing – *Group Discussion*
 - V. Crisis Services/MARCUS Alert – *Group Discussion*
 - V. DMAS Updates – *Jennifer Faison*
- Medicaid Redesign
- VI. Committee Updates
 - A. Administrative Policy – *Mark Chadwick/Ellen Harrison*
 - B. Public Policy – *Greg Preston/Mary Cole*
 - C. Regulatory – *Melba Moore*
 - D. Service Development – *MiMi Sedjat/Margaret Graham*
 - E. Quality & Outcomes – *Melissa Lucy/Brandon Rogers*
 - F. Training & Development – *Lisa Beitz/Melissa Lucy*
- VII. Adjourn

**Virginia Association of Community Services Boards
Combined Board/Business Meeting
May 8, 2026, 9:00 AM ROOM: Grand Ballroom A-E**

AGENDA

- I. Call to order/Welcome/Introductions – *Gib Sloan*
 - A. VACSB Board Members Roll Call – *Stephanie Clark*
- II. Approval of Outcomes:
 - A. Board of Directors – 11 MAR 2026 (*previously distributed*)
 - B. Membership Business Meeting - 21 JAN 2026 Combined Board of Directors and Business Meeting (*pg.40*)
- III. Additions to the Agenda
- IV. Officers Reports
 - A. Chair –*Gib Sloan*
 - B. Past Chair – *Patrick Sowers*
 - C. 1st Vice Chair – *Angelo Wider*
 - D. 2nd Vice Chair – *Ellen Harison*
 - E. Secretary – *Stephanie Clark*
 - Gartlan Award
 - F. Treasurer – *Bernetta Watkins*
- V. Action Items
 - A. Membership: Endorsement of FY 26-27 Slate of Officers (pg. 49)
 - B. Membership: Endorsement of FY 26-27 CSB Board Member Regional Representatives (pg. 49)
- VI. Council Reports
 - A. Children & Family Services – *Cathy Brown/Paulette Skapars*
 - B. Developmental Services Council – *Shannon Clark/LaVoyce Reid*
 - C. Emergency Services Council – *Cheryl St. John/Andrea Hess*
 - D. Mental Health Services Council – *Michele Ebright/VACANT*
 - E. Prevention Services Council – *Kelly Bulin/Michelle Wagaman*
 - F. Substance Use Disorder Services Council – *LeNelle Mozell/VACANT*
 - G. Regional Programs and Services Council – *Lisa Beitz*
 - H. Finance Directors Council – *Danielle Sayre/VACANT*
 - I. Human Resources Directors Council – *Crystal Homer/Cindy Lewis*
 - J. Quality Leadership Council – *Melissa Constantine/Laura Davis*
- VII. Committee Reports
 - A. Administrative Policy – Mark Chadwick/Ellen Harrison
 - B. Public Policy – Greg Preston/Mary Cole
 - C. Regulatory – VACANT/Melba Moore
 - D. Service Development – MiMi Sedjat/Margaret Graham
 - E. Quality & Outcomes – Melissa Lucy/Brandon Rodgers
 - F. Training & Development – Lisa Beitz/Melissa Lucy
- VIII. Regional Reports
 - A. Region 1 – *Rebekah Brubaker/James Sikkema/Barbara Barrett*
 - B. Region 2 – *Margaret Graham/Evan Jones/Voneka Bennett*
 - C. Region 3 – *Mark Chadwick/Jane Carlson/Brenda Ephriam*
 - D. Region 4 – *Cristi Zedd/Helen Leonard/Bernetta Watkins*
 - E. Region 5 – *Nathan Woodard/Darryl Pirok*
- IX. VACSB Reports and New Business - *Jennifer Faison*
 - A. VACSB CCBHC Project Updates
 - B. Governor’s Recommendations and Interim Studies

- C. Unspent Balances
- D. Permanent Supportive Housing
- E. Crisis Services/MARCUS Alert
- X. DMAS Updates – *Jennifer Faison*
 - Medicaid Redesign
- XI. Executive Director’s Report – *Jennifer Faison*
- XII. Other Items/Announcements
- XIII. Future Meetings
 - 22 JUL 2026 Hybrid at VACSB or via Zoom
- XIV. Adjourn

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**Virginia Association of Community Services Boards
Combined Board of Directors and Business Meeting
JANUARY 21, 2026, 9:00 a.m.**

OUTCOMES

Board of Directors Members in Attendance: Gib Sloan, Angelo Wider, Ellen Harrison, Patrick Sowers, Stephanie Clark, Bernetta Watkins, Ingrid Barber, Rebeca Holmes, Mary Cole, Mimi Sedjat, Margaret Graham, Mark Chadwick, Lisa Beitz, Melissa Lucy, Melba Moore, Brandon Rodgers, Barabra Barrett, Evan Jones, Voneka Bennett, Cristi Zedd, Helen Leonard, Nathan Woodard, Shannon Clark, Cheryl St. John, Andrea Hess, Danielle Sayre, Crystal Homer, Cindy Lewis, Michele Ebright, Darrin Adams, Kelly Bulin, Laura Davis, Jane Carlson

Board of Directors Members Not Attendance: Greg Preston, Ivy Sager, James Sikkema, Brenda Ephriam, Darryl Pirok, Cathy Brown, Paulette Skapars, LaVoyce Reid, Michelle Wagaman, Melissa Constantine, LeNelle Mozell

CSB Membership in Attendance: Alexandria, Alleghany Highlands, Arlington County, Blue Ridge, Chesapeake, Chesterfield, Colonial, Crossroads, Cumberland Mountain, Danville-Pittsylvania, Eastern Shore, Encompass, Fairfax-Falls Church, Goochland-Powhatan, Greater Reach CSB, Hampton-Newport News, Harrisonburg-Rockingham, Henrico, Highlands, Horizon, Loudoun, Middle Peninsula-Northern Neck, Mount Rogers, New River Valley, Norfolk, Northwestern, Piedmont Regional, Planning District One, Portsmouth, Prince William, Rappahannock Area, Region Ten, Richmond, Rockbridge Area, Southside, Valley, Virginia Beach, Western Tidewater

CSB Membership Not in Attendance: Dickenson, Hanover

- I. Call to Order/Welcome- Gib Sloan called the meeting to order and welcomed attendees.
 - A. Board of Directors Roll Call- Stephanie Clark called the roll and confirmed a quorum was present.
 - B. Membership Roll Call- Stephanie Clark called the roll and confirmed a quorum was present.
- II. Approval of Outcomes: Gib Sloan
 - A. Board of Directors Meeting: December 10, 2025
 - **OUTCOME:** Upon motion and second the outcomes were approved unanimously as previously distributed.
 - B. Membership Business Meeting: October 3, 2025
 - **OUTCOME:** Upon motion and second the outcomes were approved unanimously as previously distributed.
- III. Additions to the Agenda: There were none.
- IV. Officer Reports
 - A. Chair- Gib Sloan
 - Gib thanked Jennifer Faison and the VACSB staff for a great conference. He also extended his gratitude to the Board of Directors and CSBs for their hard work and dedication in providing the best care to meet consumers' needs, all while navigating an ever-changing environment.
 - Nominating Committee- Gib announced that Ivy Sager has been appointed as chair of the nominating committee for the 2026-2027 Slate of Officers election taking place in May 2026.
 - B. Past Chair- Patrick Sowers
 - Patrick also thanked the VACSB and CSBs for their hard work and dedication within the field. He also thanked the chairs of the Public Policy committee, Jennifer Faison, and Heather Orrock for a great forum presentation that provided vital legislative information during the conference.
 - C. 1st Vice Chair- Angelo Wider
 - Angelo thanked the VACSB and CSBs for their support, wished everyone a Happy New Year and expressed his optimism about what opportunities 2026 will bring at the state level.
 - D. 2nd Vice Chair- Ellen Harrison reported the following from the previous day's Executive Directors Forum:
 - The Executive Directors met on the previous day and had Commissioner Washington and Deputy Commissioner Ward join them.

- There was discussion with DBHDS regarding unspent balances. There is work that will be done within a small work group on this which will then be passed along to all Executive Directors to determine the definition of what funding will be allowable to carry over and the process for this moving forward. This will be a communication pathway from CSBs, to DBHDS, and to the General Assembly in terms of how money is getting spent as it is tax dollars. The goal is to ensure that there are enough protections on the ability to carry funds forward that CSBs can continue to run their operations.
- Housing was discussed regarding HUD housing at the federal level being unpredictable in terms of the application process. DBHDS will be monitoring this and are looking forward to using PSH funds when feasible to be able to fill in the gaps so that individuals do not become homeless at any given time based on the whims of the federal government.
- The performance contract was discussed which will be further reported later in the meeting.

E. Secretary Report- Stephanie Clark

- No report. She expressed her gratitude for being able to serve on the board.

F. Treasurer Report- Bernetta Watkins reported the following:

- The monthly review of the association's finances shows the association is financially sound and on track for this month's budget.

V. Council Reports

A. Children and Family Services Council

- No Report.

B. Developmental Services Council- Shannon Clark reported the following for the council:

- A representative from Part C Early Intervention joined the council meeting on the previous day to discuss the understanding of the federal funding regarding the January 30th expiration date. This continues to be closely monitored and worked on to be resolved.
- The state manual was also discussed, and a practice manual is out.
- There was a package of enhancements to TRAC-IT which was released on December 15th.
- Several house bills were discussed that are being monitored including House bill 103, State bill 205, and Senate bill 259. Periodic Oversight of Systems and Methods (POSM), was discussed which is a monitoring system that is a 16-week program for local systems. A total of 12 of the 40 CSBs have gone through the program. All POSM reviews are anticipated to be fully compliant by 2028.
- DBHDS joined the council meeting and provided updates regarding the MART system and the ECTA process.
- Discussion was given to HCBS, a (Home Community-Based Setting) project that is moving forward regarding a portal for reporting and continued monitoring which is being worked on with DMAS.
- Individualized Service Plan updates as well as parts 1-4 were discussed. Discussion was provided on CIS assessments and making sure that at least two responders are there in order for the CIS to move forward. A reminder was given to everyone regarding annual DD inspections.
- New provider modules will be coming forward, there are over 20 provider training modules that are in development, about 60 to 80% is currently complete.
- The DSP competencies checklist will be reduced to 11 pages.
- The onsite visit tool was discussed and there are several updates regarding documentation.

C. Emergency Services Council-Cheryl St. John reported the following for the council:

- The council met on the previous day and had representatives from DBHDS join their meeting. Several bills were discussed, one being House Bill 11, which is the ECO transport to residences. Concerns were brought up surrounding this bill regarding transporting an individual back to their residence during the ECO process if a TDO is not being supported. This only applies to ECOs and not TDOs which raises questions regarding intent and placement within the statute. Further, the definition of "residence" is unclear in whether it refers to a local residence or one out of state. There are also potential safety risks, such as returning an individual to a residence where unsafe conditions may exist. While a TDO

may not be supported, mandating a return to the residence could still pose serious concerns. The council will continue to monitor this issue and track and advocate as appropriate regarding this bill.

- House Bill 309, which is about the medical TDO and hospital security, was discussed. The council strongly recommends that this bill continues to be monitored very closely. While it appears to be about medical TDOs only, and does not apply to ECOs or psychiatric TDOs, it is intended to address elopement prior to the magistrate issuing the medical TDO. This could be positive but there could also be complications because the language can be confusing and misconstrued by others not knowing whether it is a medical TDO or a psychiatric TDO/ECO. Hospital security and authority also remain unclear in terms of what the potential liability and implications could be. However, there is a benefit in treating people that need the medical TDO such as individuals who are intoxicated and may clear up.
- House Bill 1292, which is the Riverside Hospital Pilot program, is getting ready to sunset and there is an issue regarding this. The council is opposed to the sunset because there is not any viable data nor was an overarching report provided which was initially required. Little information has been provided on this and there could be some concerns regarding impacts on CSBs if this becomes permanent.
- There are a couple of bills regarding misdemeanor charges and ECO pathways, allowing emergency services to conduct TDO evaluations during forensic evaluations. This could create a clear pathway for misdemeanor cases involving individuals with mental illness. This is also a positive as it could reduce unnecessary inpatient forensic hospitalization and promote outpatient restoration. However, there is concern with issues arising regarding increased resources that will be needed for outpatient restoration and there could be a lapse with not enough to go around for people in the program.
- There was broader discussion about a statewide trend where there has been an increase in requests for medical evaluations on medical floors for individuals who have not yet been medically cleared, which raises issues. This may be related to higher staff turnover in hospitals, resulting in staff who are less familiar with ECO and TDO processes. This highlights the need for additional education and training. The council will also explore whether specific hospital systems are experiencing more challenges in this area.
- Transportation updates were provided surrounding Steadfast operations, who have now been operating in Region 3 for a full year. Steadfast has saved approximately over 2,500 law enforcement hours, served over 2,100 individuals, have 765,00 miles traveled, and saved LEOs approximately 30,000 hours of manpower. They are planning to expand to Region 1 starting with Horizon CSB by early next week and the goal is to be rolled out in Region 1 by fall of 2026. There are also additional partnerships underway with Mary Washington, Region 10, and UVA.
- The state hospital provided updates on admissions, stating that as of yesterday, there was only one state hospital bed in the whole state of Virginia, which raised concern. The census overall was 1,342 and there are approximately 1,343 total beds. 46 people were waiting in admissions and 27 of them were in restoration. Both civil and forensic admissions compete for the same beds as there is no separation between the two. The cause of limited availability can potentially be linked to an increased inappropriate use of individuals that are only having acute medical issues being placed on medical floors as well as other conditions such as dementia being misrouted as psychiatric in nature. TDOs are being supported because of behaviors which are not fully being vetted out.
- The Emergency Services Conference is being hosted by Region 2 which will take place on June 23-24.
- Region 4 will be taking on an additional project totaling over \$13 million which is related to Crisis Receiving Centers (CRCs), this is a significant development and will be very helpful.
- There continue to be challenges related to establishing residency for individuals who are in custody. While this primarily affects law enforcement, emergency services staff, including pre-screeners, are being asked to take a closer look at residency information. Specifically, encouraging staff to ask individuals where they live rather than relying solely on face sheets, which can be misleading. Misidentifying residency can affect which law enforcement agency retains custody and can also create challenges for discharge planning once an individual is admitted to the hospital. The goal is clarification

and not to ask law enforcement to conduct a full residency investigation, but simply to ask basic questions such as whether the individual is homeless or has a place to live, and where that residence is located.

- The council will be returning to the use of sub-meetings, to focus more deeply on specific areas. One subgroup will focus on CRCs and CSUs, another on mobile crisis response, 988, and Marcus Alert, and another on mobile co-responder models. While all these areas are related to emergency services and pre-screening, each has its own challenges, criteria, and goals. The subgroup structure allows for more detailed discussion of issues that do not always get addressed in the full ES Council meeting such as pharmacy-related challenges within CRCs.
- The next ES council meeting will be held virtually on February 5th.

D. Mental Health and SUD Services Councils- Darrin Adams reported the following for the council:

- Virginia Network of Private Providers gave an update on the perspective of private providers, specifically regarding to what extent private providers would be able to absorb referrals in the event that CSBs decide not to provide the new CPST service. Private providers have many of the same concerns as CSBs referencing the financial sustainability of the new services, the overall reliance on licensed clinicians and the concerns about being able to sustain full-time employment for clinicians. These changes seem to be an attempt to deal with abuse of private providers, however if the rules contain built-in exceptions this will defeat the overall purpose as it will still allow for such abuse. Jennifer Fidura is working closely with Jennifer Faison and other organizations to advocate for providers. It was stated that the pushback date to January 27th is very likely, an update on this will not be provided until the budget is approved in April.
- Laura Reed from DMAS provided the council with an update on Medicaid Redesign. It was reiterated that until the final budget is signed which will likely be in April, the six-month delay will not be confirmed. Initially a timeline of three years was recommended for Redesign, however the completion date has now been changed to two years. It was also stated that within the next two weeks the DMAS website should include data on provider readiness to implement the new services. Data was drawn from in-depth surveys of different providers regarding their barriers. Flexibility with the Clubhouse model is being reviewed in effort to make this less burdensome. It was noted that the Clubhouse model is expected to remain in the Redesign. Behind the scenes work is in progress to see what can be done about the Clubhouse rates. Reviews are being done on service exceptions, ACT and CPST services are not exclusionary of Clubhouse. It was acknowledged that DMAS regulations and Clubhouse regulations do not always align, however, DMAS will trump what the Clubhouse requires. MCOs are fully in support of the changes, although they are also not fond of the timelines for implementation. The cost of retraining and retooling for the Clubhouse will be expensive, as previously stated orders were given for this to be budget neutral so DMAS does not have the ability to do any lobbying, it is suggested that such advocacy can come from the DBHDS side.
- Candace Roney from DBHDS shared that a new SOAR prevention coordinator, Larry Turner, will be starting next Week. Problem gambling will be folded into the office of SUD services. They are aware of the need for training for clinicians and funding should be coming soon for this. A distinction was provided between mental health peer recovery initiatives, which are headed by the Office of Wellness and Recovery, and peer recovery services, which are handled by the office of SUD services. The Indigent Bed funding will now be administered by the office of SUD services rather than by VARR. These funds can be requested by the recovery residences directly on behalf of the clients. The funds will follow the client rather than staying with the recovery residence. Recovery residences must now apply for certification; it is now illegal for recovery residences to operate without certification. SUD Case Management training modules will soon be available and will be mandatory, it is not yet confirmed whether this will be a one-time or annual renewal training.
- Meredith Nusbaum provided a STEP-VA update. Given the uncertainty of the Federal Government's position on grant funds, she has advised that CSBs stay on top of billing in web grants, as money could

be cut again without warning. DBHDS is looking at ways to align STEP-VA with CCBHC requirements especially in relation to social determinants of health. CSBs must have the I-SERV, a CCBHC outcome measurement implemented by February 1st, however there will be a grace period to work out any difficulties before that data is reviewed by the department on July 1st, 2026, which will be on the site dashboard. There is no official training for WHODAS, a FAQ has been developed and will contain a link to the WHODAS manual. Technical assistance will be provided during the STEP-VA office hours on Tuesdays from 1:00-1:30pm. I-SERV office hours will be held on the first Tuesday of the month during STEP-VA office hours.

- A response was provided regarding House Bill 1282, which allows licensed substance abuse treatment practitioners to obtain licensure by endorsement. It was stated that this initiative was attempted before with LPCs and was not supported due to concerns over national licensure integrity and lowered practice standards. Further concern was also raised that this bill could set a precedent for other professional licenses to pursue the same pathway. Some opinions were that the LSATP license is currently underutilized and insufficiently recognized by insurance providers and that addressing those issues might be a better focus for the legislative assembly. While there was acknowledgment that some competent clinicians struggle with exams and could benefit from this bill, it was noted that passing an exam is already required to obtain a CSAC, which is a requirement for this bill, raising the question of why the licensure exam itself could not also be completed.

E. Prevention Services Council- Kelly Bullin reported the following for the council:

- The Young Adult Survey Implementation is a statewide community assessment of individuals ages 18–25. This marks the third time prevention offices across the state have conducted the survey. Its purpose is to collect data on young adults’ knowledge and use of substances, problematic gaming and gambling, and mental health and suicide-related issues. The survey is being conducted in collaboration with the Virginia Community College System, providing strong access to this population, along with additional outreach strategies to reach young adults across the state.
- The Cannabis Retail workgroup has been working in partnership with Omni and DBHDS and has been developing evidence-based best practices and guidelines to proactively support cannabis legislation across the state. The work is informed by decades of experience regulating tobacco and nicotine retailers under existing legislation. The draft guidelines address all forms of cannabis, including flowers, edibles, vapes, concentrates, topicals, and oils and cover key regulatory areas such as potency limits, zoning, licensing, retailer density, packaging and labeling, marketing practices, and violation fines. The overarching goal is to strengthen current legislation to prevent youth access and to educate communities about the risks associated with cannabis use.
- A prevention professional salary survey and workplan, which has been underway for over a year has now been completed. The survey went out to all CSBs and BHAs across the state to gather information about salary and compensated benefits for prevention professionals. A guide is being developed to be sent out across systems to help support CSBs and BHAs in developing hiring practices and implementing salary schedules and credentialing expectations for prevention professionals in the state of Virginia.

F. Finance Directors Council

- No report

G. Human Resources Council- Crystal Homer reported the following for the council:

- Woods Rogers met with the council on the previous day and provided legal updates on payback scenarios regarding situations with education assistance and licensure. There will be some new guidance coming out about this as well as VEC requirements.
- Time on the agenda was also given to discussion of a couple of proposed house bills that were introduced last week and the impacts of such. The council advised CSBs to check with their HR staff for more details and updates.

- It was noted to ensure that CSB policies on recording address Meta glasses as this is a new device that has entered the realm of recording technology.
- The workforce reporting process was discussed in making sure everyone is comfortable with this as well as shared practices around recruiting, group healthcare coverage, clinical supervision training, and other various items.

H. Quality Leadership Council- Laura Davis reported the following for the council:

- Annual reviews for DD services and case management are underway. The department held a training and sent out resources in December to help with inspections.
- Audit and audit practices were discussed; a growing trend is happening among MCOs regarding audit requests. Initial requests will often ask for a limited and specific set of records, but follow-up inquiries from CSBs frequently result in much broader document requests than originally outlined. In some cases, even after clarifying requirements in writing, CSBs were still held accountable for submitting additional materials that were not explicitly requested. This has occurred with more than one MCO, prompting a caution for organizations to ensure audit requirements are clearly documented in writing and thoroughly communicated during the QA process.

VI. Committee Reports

A. Administrative Policy Committee- Mark Chadwick reported the following on behalf of the committee:

- A thank you was given to all the councils for their hard work and staying focused on the individuals and communities being served.
- Work is being done to identify priorities, recommend edits, and coordinate efforts for changes to the performance contract. A few of the priorities that have been decided on include focusing on Exhibit B and its measures, with the goal of ensuring there are no conflicts between those measures and the measures in Exhibits D, which include the funding documents. The administrative section of the performance contract is also being worked on, specifically local match and getting better definitions around the timing of the measurement period for the local match. The administrative fee was found to be very variable and is being worked on. It is being determined how to manage those retained earnings which refer to unspent balances. The committee is working to remove some of the things that were put in the performance contract late last year that were not agreed to, specifically the accounts receivable requirement. The concern that Web Grants is becoming another pathway for reporting requirements is being addressed through meaningful documents to help place boundaries.

B. Public Policy Committee- Mary Cole reported the following on behalf of the committee:

- The committee is currently working on Clearinghouse priorities and has been holding meetings on Wednesdays surrounding this.
- A special thank you was given to Heather Orrock in successfully taking on her new position as the VACSB Public Policy Manager and helping the committee to stay on course.
- It was requested that any legislation not covered in the update, anything that may have been missed, or any differing opinions be flagged and communicated to the committee so all perspectives are heard, and they can be as fully informed as possible.

C. Regulatory Committee-Melba Moore reported the following on behalf of the committee:

- The committee continues to monitor regulations, specifically State Board policy 6005 which is regarding unexpended balances. The comment period for this is open until March 12th.
- Efforts continue to restructure the committee. An invite was given to those who are interested in joining the committee where meetings are held on the first Wednesday of the month at 9:30am.

D. Service Development Committee

- No report.

E. Quality & Outcomes Committee- Jennifer Faison reported the following on behalf of the committee:

- The committee received several updates on the data exchange and how this is going, changes on the Virginia Crisis Connect, VIPRS, and the data mapping workgroup. The data mapping workgroup will be very beneficial to everyone as they are working to determine how many different ways CSBs are

currently required to report data. The goal is to highlight the reporting burden for CSBs in efforts to help DBHDS see the need in streamline reporting, improving systems, and overall making the process more efficient. The work is ongoing but will be important for reducing duplication of effort and improving data collection.

- As DBHDS sometimes adds new requirements in different places. The Quality and Outcomes committee has created a draft “core tenets” document. This draft is meant to help the committee review outcomes and metrics from a policy perspective. The goal is to identify the most important outcome measures and reduce unnecessary or less critical metrics.

F. Training and Development Committee- Lisa Beitz reported the following on behalf of the committee:

- A thank you was given to the VACSB for organizing a tremendous conference and providing excellent content.
- Under Camryn Miller’s and the VACSB’s leadership, the Training and Development committee has been working diligently on May conference planning and is putting together a great agenda. It was noted that due to hotel challenges the May Conference will be held at the Richmond Marriott, Downtown and will resume being held back in Norfolk the following year.

VII. Regional Reports

A. Region 1- Ingrid Barber reported the following for the region:

- It was noted for CSBs to be aware that there is funding available through the Opioid Abatement Authority. In 2025 the Opioid Abatement Authority invested \$46.7 million in Virginia and funding is still available to be sought out. More information is posted on their Facebook page to help communities stay informed. Funding is available in the areas of harm reduction and prevention services.
- A training newsletter and virtual regional training calendar for FY26 has been released in the region.
- Alleghany Highlands, Horizon, Region 10, Valley, and Rappahannock Area continue to work on Crisis Receiving Center projects.
- Several CSBs are working on new permanent supportive housing programs and initiatives.
- Spencer Kennedy, the new regional services to veterans and families representative has been visiting the regional CSBs.
- Concerns continue with private providers regarding mobile crisis training and mobile crisis delivery.
- Round two of the regional permanent supportive housing funds are in progress, plans for what to do with the money are being reviewed.

B. Region 2- Margaret Graham reported the following for the region:

- Crisis Receiving Centers Updates: Connections Health Solutions contracted by Prince William CSB, partially opened the regional Crisis Receiving Center in Woodbridge at the end of October, adding walk-in services for both adults and adolescents. They became fully operational last month. In December 2024 last resort admissions to state hospitals averaged 34, after the first full month of the CRCs operations the region's last resorted missions to a state hospital in December 2025, dropped to six. The opening of the Adolescents Detox Crisis Center will be taking place in the spring of this year, and the Adult Crisis Center in Chantilly and Loudoun will open this summer.
- RAPID (Resource Assistance for Private Inpatient Discharge)- In October Region 2 partnered with DBHDS to participate in RAPID's two-year pilot project. This pilot provides funding to address complex discharge barriers for individuals in private hospitals who lack the resources to meet their needs for discharge. To qualify individuals must meet the following eligibility criteria, which includes admission under a TDO initiated by a Region 2 CSB, a length of stay greater than 20 days, and have received LIPOS funding during the admission, or be eligible for RAFT services.
- RAFT dementia support program celebrated its third anniversary. The program supports individuals living with Dementia and their families. Since the program launched in January of 2023, it has served 283 individuals, provided 317 consultation hours, delivered 187 community trainings, and supported 37 individuals through respite services.

C. Region 3- Mark Chadwick reported the following for the region:

- The region meets monthly. Gratitude was given for the ongoing efforts of the 988 call center team in PD 1 as they are consistently addressing system challenges and managing volume adjustments, while also coordinating mobile crisis responses across the region. Their work is making a meaningful impact, and their dedication is greatly appreciated.

D. Region 4- Christi Zedd reported the following for the region:

- DBHDS has approved the region's proposal for regional crisis retained earnings. This includes critical proposals supporting staff across programs, critical funding to sustain REACH operations, support for the 988 call center capacity and the region's dispatch operations through June 2026.
- RBHA and Region 4 have finalized contracts with private providers for MCR and community stabilization services, following the FY26 RFP process.
- FY25 MOUs were terminated, effective December 19th and all staff who were not affiliated with awarded providers were removed from VCC as of December 20th. The region has established a new cadence for provider meetings and trainings under this contract. The initial meeting will occur in mid January. Provider activity is being monitored, and the region is staying informed on 988 call volumes and dispatch activity in the area.
- The region continues to offer basic informational training on Marcus Alert and Regional Crisis Services. There will be enhanced efforts to educate primary partners, stakeholders, and communities about 988 crisis services and how to access them.
- Planning is underway for Region 4's training consortium which will consist of a clinical conference held this spring and summer. Themes are still being determined and a call for presenters will be made in the coming months.
- Region 4 is in the early stages of implementing a new jail-based Re-Entry program at Riverside Regional Jail. The region is working closely with DBHDS on key deliverables, including standing up a 12-bed specialized unit, enhancing behavioral health treatment, and establishing protocols for the judicial authorization process for non-emergency involuntary medications at the jail.
- Efforts are being continued to execute new LIPOS contracts with Bon Secours Mercy and HCA partner hospitals.

E. Region 5- Nathan Woodard reported the following for the region:

- The region's 988 contract center will transition vendors on January 25th. This marks the first new vendor in Virginia since the National 988 launched. Answer rates in the state are around 75%. Penalties for answer rates below 85% were included in the contract. Calls for the region are currently projected to be approximately twice the number of calls originating within the region, which may be due to rollover of unanswered calls from other parts of the state.
- CRC Updates- Colonial is currently in the process of opening a new CRC and Chesapeake's CRC is now operating at 23 hours. Eastern Shore was the first CSB to have a MOU in place with Eastern Shore Community College, which provides tuition and social supports to up to 30 students with a SUD diagnosis.

VIII. VACSB Reports and New Business - Jennifer Faison reported the following:

A. VACSB CCBHC Project Updates

- The VACSB is continuing to move forward with the CCBHC application project, the application will be due on April 1st. A contract is now in place with the National Council to provide technical assistance and guidance with the application process. This will help with organizing and strengthening the proposal to connect it to the state criteria and outcome measures. The Steering committee has also been doing phenomenal work in supporting the National Council with this initiative through providing vital information.
- A strong signal has been received from Governor Spanberger's administration with intent in moving forward with the CCBHC initiative. During the previous administration, agencies were told not to work directly on CCBHC, focusing instead only on STEP-VA and Right Help Right Now. Now that a new administration is in place that supports moving forward with CCBHC, state agencies are expected to be

allowed to reengage. Since the state must apply for the federal demonstration, the plan is to bring state agency partners into meetings and push the effort toward completion by April.

- The CCBHC demonstration was not disrupted by broader changes in the federal environment. It remains included in the federal budget bill, and no efforts have been made to remove it. As a result, there is confidence that CCBHC will continue despite instability elsewhere in the system.

B. General Assembly Preparations

- A notice of award was sent out confirming that funds were restored, however there has been no official explanation for why the issue occurred. VACSB will stay alert for any updates that may emerge.
- A thank you was given to those who are meeting with the members of the General Assembly and building relationships. It is very helpful when legislators have already spoken with CSB representatives and can stay up to date and informed on important matters. It was noted that while progress does not always feel visible, persistence matters and these efforts do not go unnoticed and are very appreciated.
- Bills will continue to be monitored as they come out. There will be between 3,500-3,800 bills to be drafted/dropped, the process is about halfway complete at this point. The VACSB encourages everyone to stay informed on what is being reviewed by the association through checking legislative updates which come out on Wednesdays following the Clearinghouse meetings. These updates will continue to be put out through the end of the legislative session, with a few wrap-up updates post-session.

C. Medicaid Redesign

- The delay will be until January 1st, 2027, however the VACSB is advocating for a longer delay until this is fully ready to be implemented. The association is pushing for at least a one-year delay to allow time to finalize regulations and address structural issues within the services.
- Funding must be cost-neutral to the state, which has led to rates being developed below the midpoint for all services in Redesign. While DMAS has not taken on an advocacy role, agencies can come together to request funding which typically happens in August. This could improve CSBs' ability and comfort in developing and sustaining these services. Although a six-month extension is appreciated, it is viewed as insufficient, and work will continue to address this.

IX. Executive Directors Report- Jennifer Faison had nothing further to report.

X. Other Announcements- There were none.

XI. Future Meetings

A. VACSB Board of Directors: March 11th, 2026, VACSB Conference Room & Zoom

B. VACSB Board of Directors: May 8th, 2026, Richmond Marriott Downtown

XII. Adjourn



VACSB Board of Directors 2026-2027 Proposed Slate of Officers

Chair: Gib Sloan (Chesterfield CSB)
1st Vice Chair: Angelo Wider (Loudoun County Department of Mental Health, Substance Abuse, and Developmental Services)
2nd Vice Chair: Ellen Harrison (Northwestern CSB)
Secretary: Bernetta Watkins (Crossroads CSB)
Treasurer: Stephanie Clark (Alleghany Highlands CSB)
Past Chair: Patrick Sowers (Prince William County CSB)

VACSB Board of Directors 2026-2027 Proposed Regional Representatives

Region 1:

Reps: Jim Sikkema (Horizon BH)
Stephanie Clark (Alleghany Highlands CSB)

Region 2:

Reps: Evan Jones (Fairfax-Falls Church CSB)
Voneka Bennett (Prince William County CSB)

Region 3:

Reps: Jane Carlson (Piedmont CSB)
Brenda Ephriam (Piedmont CSB)

Region 4:

Reps: Helen Leonard (Greater Reach CSB)
Bernetta Watkins (Crossroads CSB)

Region 5:

Reps: Bian L. Cuffie (Chesapeake Integrated Behavioral Healthcare)
Steven L. Francisci (Chesapeake Integrated Behavioral Healthcare)



VACSB 2025-2026 Calendar

Executive Directors Forums

July 22, 2025	VACSB Conference Room (Zoom access available)
October 2, 2025	Hotel Roanoke & Conference Center
December 9, 2025	VACSB Conference Room (Zoom access available)
January 20, 2026	Richmond Marriott Downtown
March 10, 2026	VACSB Conference Room (Zoom access available)
May 7, 2026	Richmond Marriott Downtown
July 21, 2026	VACSB Conference Room (Zoom access available)
October 8, 2026	Hotel Roanoke & Conference Center
December 8, 2026	VACSB Conference Room (Zoom access available)

VACSB Board of Directors Meetings

July 23, 2025	VACSB Conference Room (Zoom access available)
October 3, 2025	Hotel Roanoke & Conference Center
December 10, 2025	VACSB Conference Room (Zoom access available)
January 21, 2026	Richmond Marriott Downtown
March 11, 2026	VACSB Conference Room (Zoom access available)
May 8, 2026	Richmond Marriott Downtown
July 22, 2026	VACSB Conference Room (Zoom access available)
October 9, 2026	Hotel Roanoke & Conference Center
December 9, 2026	VACSB Conference Room (Zoom access available)

*****All meetings that take place at the VACSB and will begin at 10:00 AM and are available via Zoom*****

Dedicated Zoom access

Meeting ID: 316 321 4197

Passcode: 3303141

Or by one click: <https://us06web.zoom.us/j/3163214197?pwd=ZTVYMndhNzhJNXplWWlrVCtaSnRoUT09>

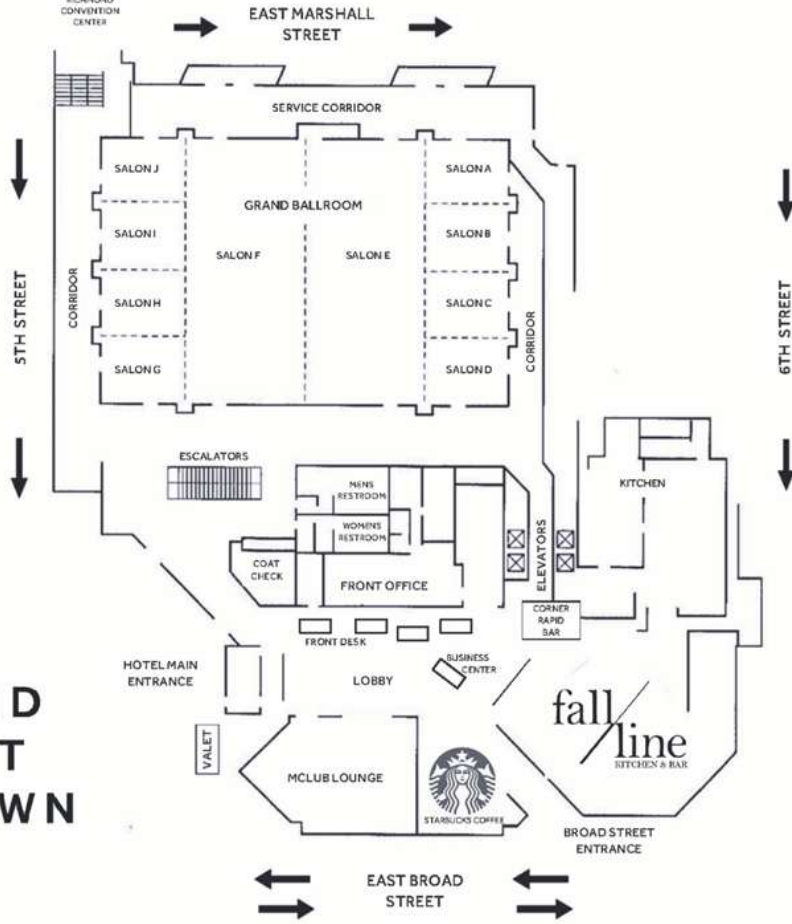
VACSB Conference Schedule

October 1-3, 2025	◆	Hotel Roanoke & Conference Center
January 20-21, 2026	◆	Richmond Marriott Downtown
May 6-8, 2026	◆	Richmond Marriott Downtown
October 7-9, 2026	◆	Hotel Roanoke & Conference Center

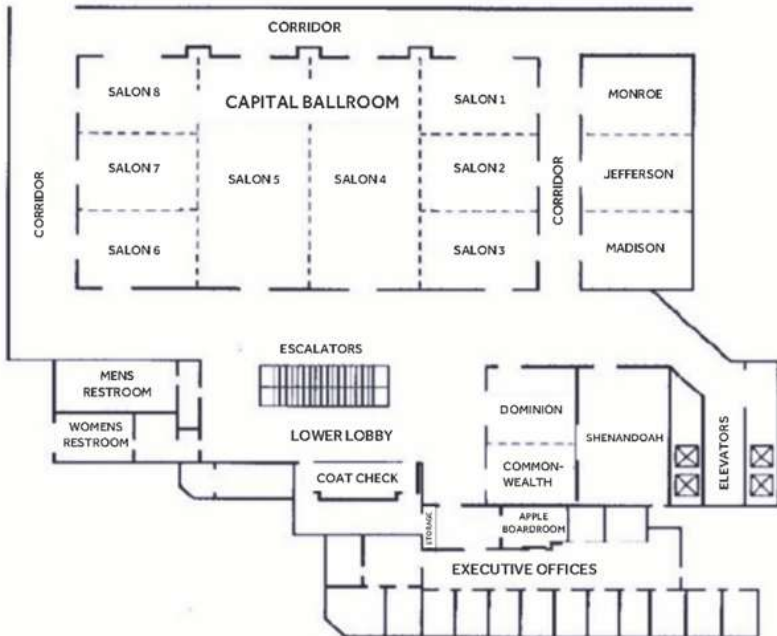


P
ENCLOSED
SKYWALK TO
PARKING GARAGE
& THE GREATER
RICHMOND
CONVENTION
CENTER

**FIRST FLOOR /
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LOWER LEVEL



SCARLET HAVEN

RESIDENTIAL SERVICES


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📍 4308 Evergreen Lane, Ste N, Annandale, VA 22003

📞 703-490-8442

📠 703-890-3122

🌐 www.scarlethavenres.com



Providing compassionate care and skilled support for individuals with intellectual, developmental, and medical needs - enhancing quality of life through personalized, 24-hour care.



WHO WE ARE

Scarlet Haven Residential Services (SHRS) provides compassionate, personalized care for individuals with intellectual and developmental disabilities and complex medical needs. With DBHDS-licensed Adult Residential Group Homes across Northern Virginia, SHRS offers safe, supportive environments where individuals can thrive with dignity and independence.

OUR MISSION

We empower individuals to grow and succeed by delivering exceptional care while honoring dignity, independence and personal rights.

OUR GOAL

To build inclusive communities where individuals are supported in living full, meaningful lives.

WHY CHOOSE US

The SHRS ecosystem offers a full continuum of comprehensive services, thoughtfully designed to support individuals' medical, residential, and personal needs in one coordinated system of care.

- 24-hour Skilled Nursing & Residential Care:
 - RN MSN, Nursing Director
 - LPN Skilled Nursing and DSP Support
- Expertise in complex medical coordination
- In-House Occupational Therapist
- Integrated Community Involvement Team
- Admission Move-in Team
- Representative Payee Services
- Person-centered care tailored to each individual
- Engaging recreational & leisure activities
- Seamless service coordination

OUR SERVICES

24-Hour Adult Residential & Skilled Nursing Care, including:

- Daily Health Assessments
- Cardiac & Respiratory Management
- Tracheostomy Care
- Seizure Management
- Medication Management
- Gastronomy Tube Care & Feeding
- Ostomy Care
- Bowel & Bladder Management
- Wound Care

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