



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

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

July 24, 2025

Board Approved 9-25-25

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

Minutes of the July 24, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health

A. INTRODUCTION

- 1. Call to Order/Welcome
Chair Betty Brickhouse opened the meeting at 3:30 p.m. and welcomed all in attendance.
- 2. Moment of Silence
Betty Brickhouse asked for a moment of silence in honor and remembrance of the loss of Board Member Bobby Shiflett’s mother. A moment of silence was observed.
- 3. Adoption of the Agenda
MOTION: Justin Stauder made a motion to approve the agenda as mailed. The motion was seconded by Rob Merryman and carried by majority vote.

B. PUBLIC COMMENT

There was none.

C. MINUTES

Consideration of the Board Meeting Minutes of June 26, 2025 Chair, Betty Brickhouse

MOTION: Jim Sikkema made a motion to approve the board minutes as mailed. The motion was seconded by Tom Lawton and carried by majority vote.

Executive Committee Minutes of June 26, 2025 Chair, Betty Brickhouse

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

D. COMMITTEE REPORTS

Executive Committee Chair, Betty Brickhouse

CLOSED SESSION – PERSONNEL MATTER

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

MOTION: Rob Merryman made a motion to enter into a Closed Meeting in order to discuss a personnel matter. The motion was seconded by Sonya Baker and carried by roll call vote as follows:

Betty Brickhouse - aye	Jim Sikkema - aye
Tom Lawton - aye	Mary Lou Spiggle - aye
Rob Merryman - aye	Justin Stauder - aye

Exit out of Closed Session

Read by Recording Secretary - NOW THEREFORE, BE IT RESOLVED, that the Board of Directors hereby certifies that, to the best of each members knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed, or considered by the Board of Directors of Horizon Behavioral Health.

Minutes of the July 24, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health

MOTION: Mary Lou Spiggle made a motion to exit out of the Closed Meeting. The motion was seconded by Tom Lawton and carried by roll call vote as follows:

Betty Brickhouse - aye	Jim Sikkema - aye
Tom Lawton - aye	Mary Lou Spiggle - aye
Rob Merryman - aye	Justin Stauder - aye

MOTION: Betty Brickhouse made a motion on behalf of the executive committee to recommend to the full board approval of a salary increase effective July 1, 2025 in compliance with the CEO’s contract for achieving an “Exceeds Expectations” rating in her performance appraisal for the period of July 1, 2024 to June 30, 2025. A new contract will be effective July 1, 2025 through June 30, 2026 to coincide with the next performance evaluation period.

MOTION: Tom Lawton made a motion to exit out of the Closed Meeting. The motion was seconded by Mary Lou Spiggle and carried by roll call vote as follows:

Betty Brickhouse - aye	Jim Sikkema - aye
Tom Lawton - aye	Mary Lou Spiggle - aye
Rob Merryman - aye	Justin Stauder - aye

E. CHAIRMAN’S ITEMS Betty Brickhouse
 On behalf of the Board of Directors, Chair Betty Brickhouse thanked Melissa for all of her hard work and dedication to Horizon Behavioral Health board, staff and participants.

F. CEO ITEMS Melissa Lucy

CLOSED SESSION – REAL ESTATE MATTER

Enter into Closed Session – Lease or Acquisition of Real Property

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

MOTION: Jim Sikkema made a motion to enter into a Closed Meeting in order to discuss the lease or acquisition of real property. The motion was seconded by Mary Lou Spiggle and carried by roll call vote as follows:

Betty Brickhouse - aye	Jim Sikkema - aye
Tom Lawton - aye	Mary Lou Spiggle - aye
Rob Merryman - aye	Justin Stauder - aye

Exit out of Closed Session

Minutes of the July 24, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health

Read by Recording Secretary - NOW THEREFORE, BE IT RESOLVED, that the Board of Directors hereby certifies that, to the best of each members knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed, or considered by the Board of Directors of Horizon Behavioral Health.

MOTION: Rob Merryman made a motion to exit out of the Closed Meeting. The motion was seconded by Mary Lou Spiggle and carried by roll call vote as follows:

Betty Brickhouse - aye	Jim Sikkema - aye
Tom Lawton - aye	Mary Lou Spiggle - aye
Rob Merryman - aye	Justin Stauder - aye

Melissa Lucy had no further items.

G. FINANCIALS REPORT

Matt Hartsook

Matt Hartsook, CFO, noted that the June 2025 financial figures had not been received in time for this meeting. *He explained that every fiscal year an Actuarial firm contracted by the state of Virginia completes a valuation of pension and other post-employment benefits (OPEB) for the Virginia Retirement System. State agencies, including Horizon, use this information to adjust the pension and OPEB balances on our financial statements per Government Accounting Standards Board (GASB) statement numbers 68 and 75, respectively.*

Historically, the actuarial valuations are not completed until after the due date for mailing the board package, so the financial statements provided in the package do not reflect the impact of these adjustments which have, in recent years, had a substantial favorable impact on the financial results. This year, one of the two actuarial valuation reports was completed in time to make the adjustment to our financial statements prior to completion of the board package. However, the second report is still outstanding.

This year, rather than provide financial statements in the mailer which we know lack a potentially significant adjustment due to the timing of the actuarial valuations, we plan to wait until Tuesday July 22nd to allow time for the remaining valuation report to be completed. While there is no guarantee that the report will be completed by that date, there is a benefit to allowing some additional time so that our discussion of the year-end financial results will be inclusive of these results. On Tuesday, we will email an electronic copy of the financials so that you have time to review the results prior to our Thursday board meeting. We will indicate in the email whether or not the financial statements incorporate the full impact of the actuarial valuations. If they do not, we will provide an update once that information is made available to us.

H. OTHER BUSINESS

There was no additional business.

I. NOTICES AND REMINDERS

Minutes of the July 24, 2025 In-Person Meeting of the Board of Directors of Horizon Behavioral Health

The next scheduled meeting of the Horizon Board of Directors will be **September 25, 2025** from **3:30 p.m. until 4:30 p.m.** and the meeting will be held in-person at the Horizon Wellness Center, Triple P Conference Room, 2215 Langhorne Road, Lynchburg.

The Risk Management Committee is scheduled to meet in September from 2:45 p.m. until 3:15 p.m. **Members are:** Chris Faraldi - Chair, Sonya Baker, Tom Lawton, Rob Merryman, Justin Stauder and Betty Brickhouse.

J. ADJOURNMENT

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

The meeting was adjourned at 3:53 p.m.