

COLONIAL BEHAVIORAL HEALTH BOARD MEETING

DATE: March 3, 2026

LOCATION: Colonial Behavioral Health, 473 McLaws Circle, Williamsburg, VA 23185

WELCOME AND CALL TO ORDER: 3:00pm

BOARD MEMBERS PRESENT:

Mr. Ryan Ashe – James City County
Mr. John Collins – York County
Ms. Lynette Diaz – James City County
Mr. Sean Dunn – Williamsburg
Mr. Jeff Gould – James City County
Mr. Bruce Keener – York County
Ms. Kristen Nelson – York County
Mr. Gerald Patesel – Poquoson
Ms. Amber Richey – York County
Ms. April Thomas – York County
Ms. Donyale Wells – James City County
Mr. Roy Witham – James City County

BOARD MEMBERS ABSENT:

Mr. Steven Miller – York County

CBH STAFF PRESENT:

David Coe, Marsha Obremski, Kristy Wallace, Katie Leuci, Denise Kirschbaum, Kyra Cook, Patty Hartigan, Linda Butler, and Chaenn Thomas

GUESTS: Brandi Strickland – Advisory Council Member

PUBLIC COMMENT: None

CONSENT CALENDAR:

The consent calendar was presented for approval of the following meeting minutes:

- **February 25, 2026, Services and Evaluation Committee Meeting**
- **March 3, 2026, Board of Directors Meeting**

Kristen Nelson made a motion to approve the consent calendar as presented. Roy Witham seconded this motion.

The motion passed as follows:

Yes – 12

No – 0

Abstain – 0

INFORMATION/PRESENTATION

Appointment of Nominating Committee – *Ryan Ashe*

Ryan Ashe (CBH Board Chair) appointed Roy Witham, Amber Richey and April Thomas as members of the Nominating Committee; Roy Witham will be the Chair of this committee.

Strategic Plan Quarterly Review - *Kyra Cook*

Kyra Cook presented CBH's Strategic Plan with Quarter 7 updates for each goal:

Services Goal – there is a lot of work being done in this category although we report once it is complete.

Operations Goal – CBH successfully utilized a recruiting firm and is exploring doing so more often for key positions. Mid-Management staff participated in feedback session regarding past and future training using live polling software.

Infrastructure Goal – Henderson, Inc. selected as the design build vendor for Phase 2.

Resources Goal – Capital Campaign Fundraising position has been filled. The Behavioral Health Consultant (CBH employee) embedded at SEVHS resigned.

William & Mary Study Overview – *Kyra Cook*

CBH engaged the William & Mary Mason School of Business to conduct a strategic and financial review of the planned integrated care facility and expanded campus. The report affirms that the integrated care model presents a strong opportunity to expand access and strengthen CBH's regional role; however, it also identifies significant operational and financial risks if growth, staffing, and revenue diversification are not carefully managed.

ACTION ITEMS:

A-1 Contract with New Day – CSW FF&E (*Kyra Cook*)

As part of the development of the Center for Support and Wellness, Colonial Behavioral Health (CBH) has undertaken a comprehensive process to procure furniture that aligns with the facility's clinical, operational, and design needs. The furniture selections are intended to support a therapeutic, welcoming, and functional environment for both clients and staff.

Staff recommends that the Board authorize the Executive Director to execute a contract with New Day Office in the amount of \$585,272.37 for the purchase and installation of furniture for the Center for Support and Wellness.

Kyra Cook presented a slide show that allowed the CBH Board to see what the furniture will look like in each area of the Center for Support and Wellness. Kyra passed around baskets that contained samples of the colors/finishings of furnishings that have been selected for this building.

Bruce Keener made a motion to authorize the Executive Director to execute a contract with

New Day Office in the amount of \$585,272.37 for furniture procurement for the Center for Support and Wellness. John Collins seconded the motion. The motion passed as follows:

Yes – 12

No – 0

Abstain – 0

A-2 CCSI/CBH Agreement – Phase 2 (David Coe)

Colonial Community Services, Inc. (CCSI) serves as the property holding corporation for all CBH land and office location buildings. CBH pays rent to CCSI to cover the cost of debt service, insurance, etc. CCSI and CBH first entered into an agreement for development of new land and facilities in April 2024 – focusing on the Center for Support and Wellness. Land acquisition is no longer relevant for that property in Phase 2, and resource development strategies are still in very early stages, therefore, a revised agreement will be useful in defining those roles in Phase 2. CBH’s attorney Pat McDermott has signed off on the agreement; it is possible that revisions may need to be made as we gain more clarity moving forward.

John Collins made a motion that the Board of Directors authorize the Executive Director to execute the Agency Agreement Between Colonial Community Services, Inc. and Colonial Behavioral Health contingent upon approval by the Colonial Community Services, Inc. Board of Directors. Bruce Keener seconded the motion. The motion passed as follows:

Yes – 12

No – 0

Abstain – 0

A-3 Contract with Henderson, Inc. – Phase 2 (Kyra Cook)

The purpose of this memorandum is to request Board authorization for the Executive Director to execute a contract with Henderson, Inc. in an amount not to exceed \$1,247,000 for Phase 2 design services for Colonial Behavioral Health’s new campus project. The contract and attachments are under legal review and will be approved prior to execution by the Executive Director. Authorization to proceed now ensures a campus master plan and project renderings are available to unveil where the Center for Support and Wellness opens this fall. This action also includes a request to amend the FY budget to allocate funding for Stage 1 of this contract. The contract has been divided into two Stages: Stage 1 (\$729,000) will be funded by grant received from Williamsburg Health Foundation and CBH’s fund balance. Stage 2 (\$518,000) will be addressed later once there is greater clarity regarding federal funding availability, available fund balance, and/or additional funds raised.

Roy Witham made a motion that the Board of Directors authorize the Executive Director to execute this Agreement on behalf of Colonial Community Services, Inc. Bruce Keener seconded this motion. The motion passed as follows:

Yes – 12

No – 0

Abstain – 0

A-4 Approval – Revisions to Policy 15 – Press and Media Release (Marsha Obremski)

A-5 Approval – Revisions to Policy 22 – Ethical Principles (Marsha Obremski)

A-6 Approval – Revisions to Policy 47 – Corporate Compliance (Marsha Obremski)

A-7 Approval – Revisions to Policy 57 – Response to Social Media (Marsha Obremski)

A-8 Approval – Revisions to Policy 84 – ADA Statement & Accessibility (Marsha Obremski)

Masha Obremski summarized the proposed changes to Broader Community Group of policies, which consisted of updating pronouns, removing procedures and formatting for the new template.

Kristen Nelson made a motion that the Board approve the revisions to the Broader Community Group of policies as presented. Roy Witham seconded the motion. The motion passed as follows:

Yes – 12

No – 0

Abstain – 0

REPORTS:

Recruitment/Hiring/Retention Report (Chaenn Thomas)

For the period of February 12, 2026, through March 10, 2026, Colonial Behavioral Health (CBH) successfully completed 5 hires (all full-time positions). The agency currently has 33 vacant positions that includes 27 full-time positions, 2 part-time positions, and 4 PRN/WAR positions. During the identified period, CBH had a total of 2 resignations, both were full-time positions. Update: As of today, we successfully filled a full-time position, the applicant accepted our offer today. CBH had a few unexpected separations (part-time employees) and 1 separation (FTE) in our DD Services area. HR has secured a contract with Civic Minds – a recruiting firm to assist with higher level positions.

February 2026 Financial Report (Sherri Ousey)

Sherri Ousey (new Director of Finance) presented the February 2026 Financial Report. Our operating budget remains consistent with previous month.

Executive Director’s Report (D. Coe)

Agency Issues

Sherri Ousey has joined the CBH team as our Director of Finance.

Construction of the Center for Support and Wellness is proceeding well.

The VACSB Annual Training Conference will be held May 6-8, 2026, in Richmond. If you would like to attend, please contact Kristy Wallace to manage your registration. Transportation can be arranged if you would like to carpool.

We are encountering some delays with the \$2 million secured by Congressman Wittman. His office is working with the USDA to resolve the issues.

Community Issues

Our triennial CARF (accreditation) survey will be held onsite June 1-3. SUD Intensive Outpatient Program is CBH’s only CARF accredited program – located in Williamsburg and Yorktown).

Our community has been selected for a SAMHSA’s GAINS Center for Behavioral Health and Justice Transformation -led Sequential Intercept Model (SIM) workshop for the CBH area June 4-

5, hosted by the Williamsburg Police Department. This marks the first SIM effort in over 15 years.

Public Policy

The General Assembly amended the FY 2026 budget to approve funding for a one-time payment (2%) for CSB and other state-supported local employees in June 2026. We plan to bring an action item to the Board in May to enact this payment.

The General Assembly adjourned without adopting a biennial budget. Language on support for employee salary increases is an important factor in budget development.

DBHDS and DMAS informed us that VA could not be ready to meet with 2026 Federal CCBHC application. We are working with the National Council and with the state to hopefully submit an amendment to Virginia's Medicaid Plan for creation of the CCBHC system. Virginia would not be the first state to do so.

ADJOURNMENT:

A motion to adjourn the meeting was made by John Collins and seconded by Bruce Keener. The motion passed as follows:

Yes – 12

No – 0

Abstain – 0

The meeting was adjourned at 4:30pm.

NEXT MEETING:

Date: Tuesday, May 5, 2026

Location: 473 McLaws Circle, Williamsburg, VA 23185

Time: 3:00pm

Ryan Ashe, Board Chair

Amber Richey, Secretary