

COLONIAL BEHAVIORAL HEALTH

BOARD MEETING

DATE: January 6, 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
Dr. Dawn Ide – City of Poquoson
Mr. Bruce Keener – York County
Ms. Kristen Nelson – York County
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, Kyra Cook, Linda Butler, Patty Hartigan, Chaenn Thomas and Denise Kirschbaum

GUESTS: None

PUBLIC COMMENT: None

INFORMATION FROM BOARD CHAIR:

- Ryan Ashe informed CBH's Board members that Tarun Chandrasekar informed David Coe of his resignation from CBH's Board. Tarun will be relocating next month.

- Email from Dr. Dawn Ide – providing time for everyone to review the email and attachments. If a Board member has questions, please direct them to Ryan Ashe. There will be a discussion about this information in the future.

CONSENT CALENDAR:

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

- **December 2, 2025, Board of Directors Meeting**
- **December 15, 2025, Executive Committee Meeting**
- **December 17, 2025, Services and Evaluation Committee Meeting**

The consent calendar was presented with the approval of the following meeting item:

- **Honoring Resolution – Retirement of Nancy Parsons, CBH Finance Director**

Bruce Keener made a motion to accept the consent agenda and honoring resolution as presented. John Collins seconded the motion. The motion passed as follows:

Yes – 11

No – 0

Abstain – 0

DISCUSSION/INFORMATION:

Strategic Plan – Quarterly Update and Review (*Kyra Cook*)

Kyra Cook presented CBH's Strategic Plan to the Board, focusing on Quarter 6 updates.

Operations Goal: HR staff working with Directors regarding recruitment platform optimization and our Mid Management staff received training on Burnout and Conflict Resolution.

Resources Goal: Capital campaign fundraiser position has been posted, and Behavioral Health Consultant (CBH employee) has been imbedded at SEVHS.

ACTION ITEMS:

A-1 Approval – Revisions to Title VI Plan (*Linda Butler*)

Linda Butler presented the two changes to Title VI Plan (this document consists of both the policy and the Plan), both changes have been made in consultation with and endorsed by Elizabeth Redpath of the Lee Meier Law Firm.

John Collins made a motion that the Board approve the revisions to the CBH Title VI Plan as presented. April Thomas seconded the motion. The motion passed as follows:

Yes – 11

No – 0

Abstain – 0

REPORTS:**Recruitment/Hiring/Retention Update (*Chaenn Thomas*)**

For the period of November 16, 2025, through December 9, 2025, Colonial Behavioral Health is actively recruiting a total of 34 positions, which includes twenty-eight (28) full-time, two (2) part-time, and four (4) PRN/WAR positions. CBH has received one resignation during the reporting time.

As of December 9, 2025, the agency does not have any new hires schedule for the remainder of the calendar year.

Update for the beginning of January 2026 – CBH onboarded four (4) new hires on January 5, 2026.

Executive Director's Report (*D. Coe*)**Agency Issues**

Construction is progressing nicely at the Center of Support and Wellness (currently a week ahead of schedule). Structural steel erection began on 12/22/2025.

Nancy Parsons (CBH Director of Finance) retired on 12/31/2025. After several interviews, CBH does not currently have a Director of Finance in place. Enhanced job responsibilities have been divided between three senior staff members. CBH plans to utilize a professional recruitment agency to assist us with finding a part-time contractual consultant who will focus on budget development and management processes.

CBH's CIP request totaling \$14.4M has been submitted to our localities for consideration.

David Coe asked Patty Hartigan to explain the idea of Sequential Mapping. Sequential Mapping is based on intercepts - determining behavioral health needs in the community. This information will allow us to develop goals and strategies for improvement. A letter of Support will be sent out within the next week – Roy Witham stated the letter was sent out today.

Community Issues

December 15, 2025, was the deadline for responses to our Request for Proposals (RFP) for predevelopment work for Phase 2 of construction on the new campus. Four (4) proposals were received and are currently being evaluated – proposals have been uploaded to our website. A Public Hearing is required at least 30 days prior to awarding any contract. The Hearing is tentatively scheduled for the February Board meeting.

Public Policy

We were able to have meetings with Delegates-Elect Anderson (virtual), Downey (in-person), Thorton (virtual), and Senator McDougle (in-person) in December. Senator McDougle is proposing a budget amendment for \$10M for Phase 2. A meeting with Senator Diggs is scheduled for January 21st in Richmond. April Thomas, Bruce Keener, and Kristen Nelson (CBH Board Members) participated in these meetings – thank you for your time.

Governor Youngkin's proposed budget includes no new money dedicated to CSBs outside of "state supported local employee" salary adjustments, but there are new risks to CSB funding built into the budget. We expect a great deal of activity in the form of budget amendments (a combination of monetary and language-only).

Monthly Financial Report (*David Coe*)

David Coe reviewed the Financial Report as of 11/30/2025. Considering our recent new hires,

the personnel numbers will decrease in the future – our main goal is to provide services to our community members.

ADJOURNMENT:

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

Yes – 11

No – 0

Abstain – 0

The meeting was adjourned at 3:47pm.

NEXT MEETING:

Date: Tuesday, February 3, 2026

Location: 473 McLaws Circle, Williamsburg, VA 23185

Time: 3:00pm

Ryan Ashe, Board Chair

Amber Richey, Secretary