

GPCS BOARD MEETING AGENDA
January 5, 2026 at 4:30 P.M.
Pathways

- I. Minutes of the December 1, 2025 Board Meeting
Pages: 2-4
***Action: Approve or amend December 2025 minutes.**
- II. Public Comment
- III. Presentation: In-Home Support Services
Pages: N/A
***Informational**
- IV. Appointment of Hannah Robicheau to Cedarwoods Residential, Inc. Board of Directors
Pages: N/A
***Action: Approve Ms. Robicheau's appointment**
- V. Facility Updates
Pages: N/A
***Informational**
- VI. Reports
 - a. Board Chair
 - b. Senior Developmental Services Director
 - c. Senior Clinical Director
 - d. Senior Administrative Director
 - e. Executive Director
 - f. Other Reports***Informational**
- VII. Closed Session (if needed):
Pages: N/A
- VIII. Adjourn

Next Meeting: February 2, 2026.
Location: Powhatan Village Conference Room

GOOCHLAND POWHATAN COMMUNITY SERVICES
MINUTES
December 1, 2025

Goochland Powhatan Community Services Board of Directors held its December 2025 meeting on Monday, December 1, 2025, in Powhatan.

Present

Michael Asip
Marcus Allen
Rudy Gregory
Stephen Hancock
Joyce Layne-Jordan
Crystal Neilson-Hall
Linda Revels
Hannah Robicheau
Erin Tierney-Butler

Absent

Sandra Leabough

Staff Attending

Toby Fritz
Lateshia Brown
Lisette Edwards
Carinne Kight
Pam Davis
Jeff Buthe

Welcome

Mike Asip welcomed all attending Board members and thanked them for joining the meeting. There were no additions to the agenda.

Minutes

November 2025 meeting minutes were reviewed for approval. No edits were noted.

ACTION: Motion to approve November 2025 meeting minutes was made by M. Allen, seconded by L. Revels. Motion approved by all in attendance, none opposed. Motion carried.

Public Comment

None

Presentation on Nursing/Medical Unit

Jeff Buthe, Psychiatric Nurse Practitioner and Pam Davis, Nurse Coordinator, provided the Board with a presentation on the services their unit provides for GPCS consumers. They reviewed the process of assessing, diagnosing, and treating consumers as well as the process individuals go through to get assigned to med services. They discussed tools they use to keep up to date on consumers, and any ER visits they have. They also walked through the process of utilizing med services at GPCS.

Facility Updates

Toby informed the board that he met with Rick this morning and noted that the brick and foundation are getting done soon. The trenches for plumbing were delayed due to weather but should be done soon if the weather cooperates. Overall, the estimate is that the project will be under roof by March, depending on the weather over the next few months.

Reports

Board Chair –

Mike let everyone know he read over the minutes from the meeting he missed last month, and he was glad to see this is a great place to work.

Senior Developmental Services Director –

No updates outside of what has been put in this month's Board packet.

Senior Clinical Director –

Lisette reported that the first successful peer billing has been done, which is a great achievement for the agency. She also noted that the first psychoeducation testing using the grant that GPCS applied for in the spring has been completed.

Lisette reviewed the overall findings from the great place to work survey with the Board. Lisette noted that 75% of employees responded to the survey and of those, 88% responded yes, they think GPCS is great. Strengths noted in the survey included pride in services we provide and how we contribute to the community. Additional strengths were that employees feel they can take time off work when needed and that all are treated fairly regardless of race/gender. Areas for improvement were noted as lack of employee recognition and employees feeling like they get do not receive a fair share of profits. Lisette informed the board that the leadership team has synthesized these results and is focused on next steps including being more intentional about employee recognition and educating staff on what it means to work at GPCS, as a not-for-profit agency, and the high-level budget.

Senior Administrative Director –

Carinne reported that the agency has chosen an online platform for recruitment and hiring, BambooHR. Over the next couple of months, the system will be implemented with the tentative timeline for going live at the end of January.

Carinne also let the Board know that they are starting with a new credit card platform for agency credit cards. Currently the agency uses Wells Fargo, and each card has a specific limit, but with the new credit cards the agency as a whole has a limit, so that makes it easier for large purchases and things like conference hotel bookings. Also, the platform allows for real time submitting receipts and tracking of expenses on each card.

Lastly, Carinne informed the Board of current vacancies of ES clinician, outpatient clinician, school-based clinician, developmental disability program support specialist, in home support specialist, and van drivers.

Executive Director –

Toby let the Board know that budget meetings are starting. He noted that he has submitted FY27 budget requests to both counties. Requested the same amount from both counties, which is a 5% increase for Powhatan, but a higher increase for Goochland, since they kept funding for FY26 the same as FY25. He noted that he provided a document with background information and balanced score card. He is meeting on 12/3 with Goochland County Administrator.

Toby reminded the Board that in the strategic plan, one of the pillars is communication, with a goal of strengthening and streamlining agency communications to enhance engagement and community awareness. He noted in the plan there was the addition of a communications and community engagement position to assist with achieving this goal. Toby is happy to report that the leadership team has fully developed a job description for this position and is hoping to get it advertised before the end of the year. However, as this is a new position Toby and Carinne felt that the Board needed to approve the addition of the position. There was discussion regarding the responsibilities of the position including managing updates on the websites, representing GPCS at events, and managing external communications and Toby confirmed that the finance director confirmed there is budget for this position as well.

ACTION: Motion to approve the addition of a communications and community engagement specialist position as proposed was made by S. Hancock, seconded by M. Asip. Motion approved by all in attendance, none opposed. Motion carried.

ACTION: Motion made by M. Allen to adjourn, seconded by L. Revels. All members affirmed, meeting adjourned

The meeting was adjourned at 5:29 pm.

Joyce Layne-Jordan, Secretary
JLJ/ck

Date

DEVELOPMENTAL SERVICES

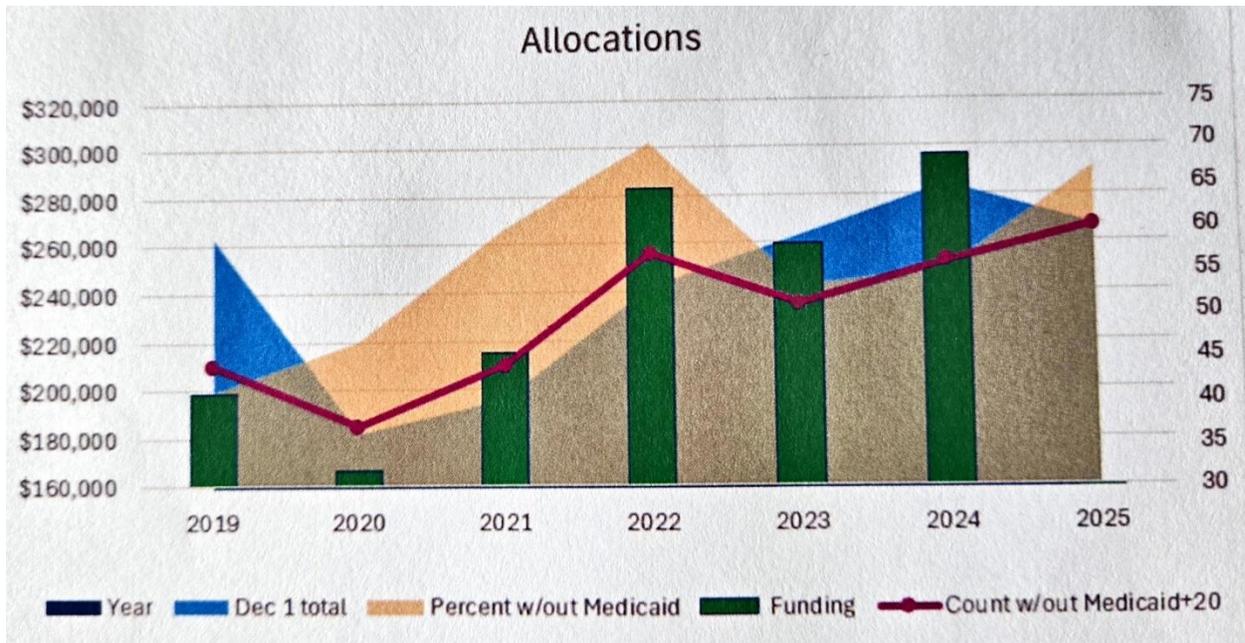
January 2026 Board Report

Parent-Infant Education Program (PIEP)

We had 5 referrals to PIEP in December and 7 children were discharged. We served 64 families with active IFSPs and 12 more are in the intake process.

We survived the rush to our December 1 count (when our entire allotment of state and federal funds is decided based on a sine day's census) and the grand total is 60 children with active service plans!

I've also made a graph showing the factors that affect this allotment number, to try and predict what our piece of the pie might be this coming year. DBHDS uses an algorithm that figures in both our total census on December 1 as well as the proportion of those children covered by Medicaid. The graph below shows these numbers going back to 2019 as well as what our allotment was as a result of those numbers.



Submitted by Jeanine Vassar,
Program Manager, Parent-Infant Education Program

Developmental Services Support Coordination (ID/DD)

Developmental Services Support Coordinators serve as the vital link between our individuals and the community-based resources necessary for their independence. As we move into the final weeks of the year, we continue to prioritize our core mandates of proactive referrals, diligent service monitoring, and the safeguarding of health and safety standards.

As of early this month, the department successfully authorized three additional Developmental Disability (DD) waivers. The transition process is currently underway to link these individuals to community-integrated services. Furthermore, we have reached a significant milestone in waitlist management: the Priority 1 waitlist is nearing dissolution, with only one individual remaining in this category.

Active CM (Medicaid)	109
Active CM (Non-Medicaid)	0
Waiver Breakdown	
Community Living	60
Family & Individual	49
Building Independence	1
Active Waiver Total	109
Non-waiver Active CM	0
Total Individuals Served	109
Transfers	1
DD Waiver Wait List Numbers	
Priority 1	1
Priority 2	33
Priority 3	37
Wait List Total	71

Submitted by LaTasha Dodson,
Program Manager, Developmental Services (DS) Support Coordination

Developmental Services Quality Assurance

In December, the Developmental Services Quality Assurance (DS QA) Coordinator continued to provide oversight and support focused on regulatory compliance and the delivery of high-quality services. Ongoing review of both internal and external data was conducted to ensure the agency is meeting established performance targets. The DS QA Coordinator maintained communication with program staff to address and correct any issues identified through data monitoring. Preparation for the Annual Developmental Services Inspection commenced during the month, including a comprehensive review of documentation within the MART system and an assessment of compliance charts provided by the Department of Behavioral Health and Developmental Services (DBHDS). It is anticipated that DBHDS will begin service reviews in January 2026.

Submitted by Naomi Robinson,
Developmental Services Quality Assurance Coordinator

Developmental Services

In Home Support Services

The In-Home Supports program currently serves 14 individuals. A new staff member joined the team last month and, after completing all required training, began working with her first client in December. To celebrate the season, the program recently hosted a holiday party for staff at Buz and Ned's Real Barbecue in Richmond.

In-home staff continue to prioritize community integration by offering a diverse range of outings designed to foster socialization and develop daily living skills. Recent community highlights include:

Active Recreation: Jumping at Sky Zone, bowling, visits to the YMCA and various local parks.

- **Culture & Learning:** Trips to Henrico's Cultural Arts Center, movie theaters and local libraries.
- **Shopping:** Outings to Willow Lawn, Short Pump Towne Center, Chesterfield Towne Center, and retailers like Target, Walmart, and Five Below, Barnes and Noble.
- **Dining:** Meals at a variety of establishments, ranging from local favorites like Rise and Shine Cracker Barrel, Panera Bread, Red Lobster, Waffle House and Casa Grande.
- **Personal Care:** A few female individuals enjoyed visits to the hair and nail salon.

The past month was also filled with seasonal festivities. Participants enjoyed the Dominion Christmas Parade, the Lewis Ginter Festival of Lights, a holiday breakfast at a local church, and a Christmas party hosted by Friends for Life. The group also toured holiday displays, including the lights on the track in Ashland and various decorated homes throughout the community.

Submitted by Lisa Williams, Program Manager, In Home Support Services

Day Support Services (ID/DD)



Monacan Services

Monacan Services continues to support 19 individuals in the program, with an additional consumer joining soon!

Recently, Monacan Services was invited to a Thanksgiving lunch at Little Zion Baptist Church, and it was a truly wonderful experience. The church graciously provided a full Thanksgiving meal for both consumers and staff. Everyone was able to sit together and enjoy the meal while members of Little Zion served the food. It was a meaningful day filled with community, connection, and fun. The

consumers have also been staying busy creating holiday crafts and getting into the Christmas spirit.

Submitted by Maitlin Ware, Program Manager, Monacan Services

Developmental Services

Clinical Board Report January 2026

Behavioral Health & Wellness Team

Travis Fellows and Robin Pentecost attended the Kintsugi Adverse Childhood Experiences (ACEs) Training in Hanover to expand the team's trauma-informed education capacity. The training uses the art of *Kintsugi*—repairing broken pottery with gold—as a hands-on metaphor for resilience, healing, and post-traumatic growth. Following the training, staff adapted the curriculum to align with Goochland–Powhatan CSB priorities and prepared a customized version for a small-group pilot training scheduled for December.

Continued support was provided for the Capes Over Vapes initiative in collaboration with Powhatan Parks & Recreation, including participation in meetings focused on program expansion and identifying opportunities for additional prevention “wins.”

The Behavioral Health & Wellness team conducted a Question, Persuade, Refer (QPR) suicide prevention training at the SPAN Center. The training reached 30 participants, marking the largest QPR class to date, with strong engagement and discussion throughout the session. Robin Pentecost attended The Network Effect, a suicide prevention course exploring how resilience and protective factors increase through stronger, healthier social networks. The training highlighted emerging research on the role of peer connections in reducing suicide risk and strengthening community resilience.

A DBHDS site visit was conducted on November 25. The visit went very well and reflected positively on prevention programming, community engagement efforts, and overall compliance. The team developed a new, clearly defined menu of services specifically tailored for the business community. This resource clarifies available trainings and supports, making it easier for local businesses to understand how Behavioral Health & Wellness services can support workforce well-being, prevention, and resilience.

Mental Health Outpatient

MHOP: 254 clients (130 child, 124 adults)

SUDOP: 13 clients (2 youth and 11 adults)

SBS: 125 (With 19 additional pending)

FAPT: 6 open cases we are managing

Med services: 178 psych visits

Substance Use and Mental Health Recovery Team

The Substance Use and Mental Health Recovery team continues to provide Clinical and case management services to clients, Peer led community groups, Mobile Outreach supports, and Rapid Revive training to the community.

Our Peer Recovery Specialists mentored two Region 4 Peer Interns this month. Our peer team facilitated community groups to support those in recovery, maintained direct peer services to 15 individuals, and supported outreach tabling events and GPCS and Powhatan

County Staff Acu-Detox sessions throughout Powhatan County. We are looking forward to hosting additional Acu-Detox sessions next month to support GPCS and other agency staff in finding time to practice self-care as the holidays arrive. Our mobile outreach team also supported the opening of a Compassion Cabinet in our Powhatan office to provide community members and clients necessary hygiene items.

Our Substance Use clinicians offered and led clinical groups and connected more consumers with long-term support for their recovery. Our clinicians held 39 group and individual therapy sessions for our substance use and Office Based Addiction Treatment clients.

Our Mental Health Case Management team conducted 42 case management visits and provided wraparound supports to consumers to ensure timely access to psychiatric, medical, and community services. Our Substance Use Case Manager completed 16 visits this month to support clients in accessing recovery services, finding resources, and referring to appropriate services in the community.

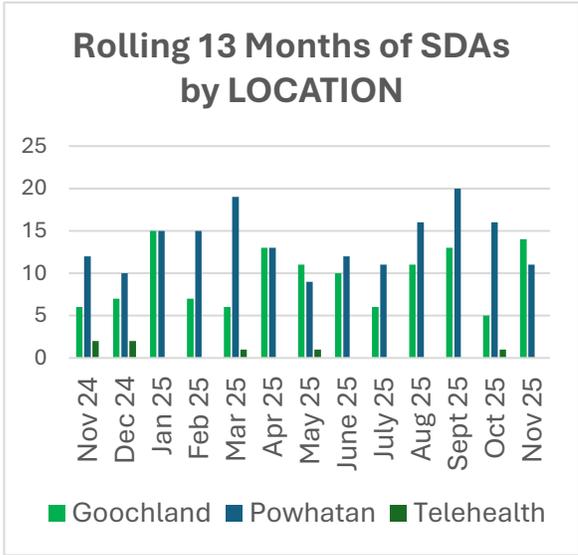
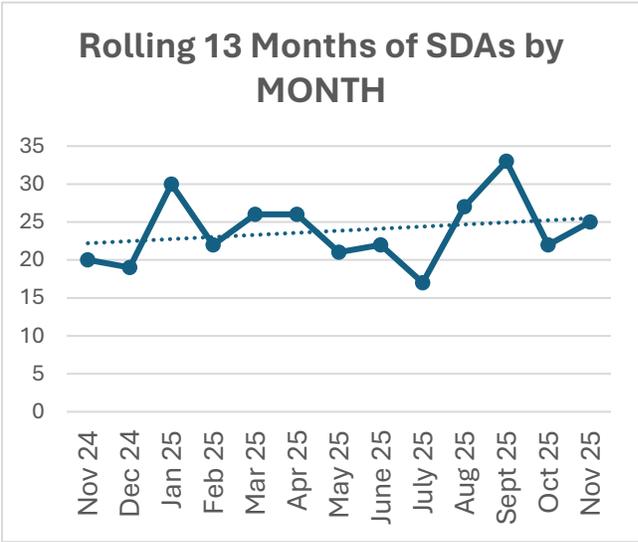
Emergency Services/Access Team

SDA:

In November 2025, the Access Team completed a total of 25 Same Day Access (SDA) assessments, including five Substance Use Disorder (SUD) Evaluations Only. Of these assessments, 11 were completed at the Powhatan Clinic and 14 at the Goochland Clinic. This distribution is unusual, as the trend in most months shows more assessments completed at the Powhatan Clinic than at the Goochland Clinic.

The next phase of changes to the substance use evaluation process was implemented at the beginning of November. Currently, all clinicians on the Access Team are able to complete Substance Use Evaluations Only. The final phase of this process is scheduled to begin on December 1, 2025, and will include the addition of a standardized screening tool, the Substance Abuse Subtle Screening Inventory (SASSI), to assist in determining whether clients are likely meeting diagnostic criteria for Substance Use Disorder.

On November 21, all members of the Access Team completed Therapeutic Options training to enhance their ability to de-escalate situations and apply appropriate techniques during crisis events. At the end of the month, the Access Team said goodbye to one of its members, Clyde Hundley. Currently, there is one vacant Emergency Services Clinician position.



Emergency Services:

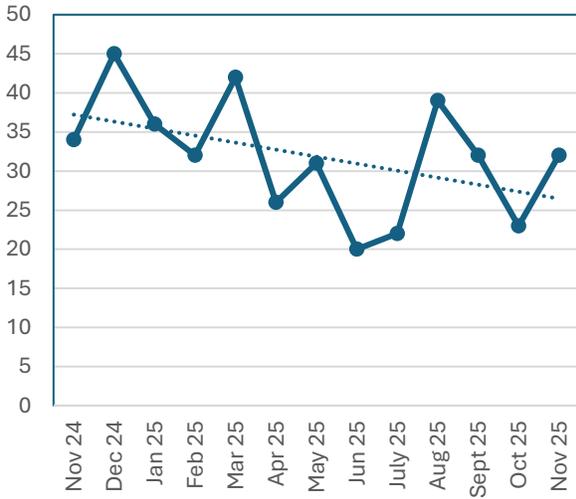
The Access Team provided a total of 32 emergency services this month, including:

- 11 hospital liaison visits
- 9 Emergency Services (ES) phone calls
- 2 crisis interventions
- 0 prescreen evaluations conducted under an Emergency Custody Order (ECO)
- 9 prescreen evaluations completed by other Community Services Boards (CSBs)
- 0 prescreen evaluations conducted without an Emergency Custody Order (No ECO)

The Emergency Services Manager continues to participate in recurring meetings focused on facility referrals through the statewide Behavioral Health Link (BHL) platform. Stakeholders are actively discussing strategies to improve the platform’s functionality and overall effectiveness. In addition, representatives from various Region 4 stakeholders—including ES managers from CSBs, Sheriff’s Departments, Police Departments, and the Magistrate’s Office—met to discuss prescreening responsibilities related to obtaining clients’ current addresses during pre-admission screenings. The group developed initial guidelines for prescreeners, which are planned for inclusion in an updated version of the Region 4 protocols.

This month, the Access Team was represented at the Region 4 Crisis Services for Adults Advisory Council meeting. During this meeting, participants worked on refining the council’s purpose, establishing primary advisory council members, reviewing the progress of the workgroup, and receiving updates on regional programs.

Rolling 13 Months CRISIS by MONTH



Nov 25 ES Visits by Type

