

Form Name: 2025 Annual Reports for Boards, Commissions and Similar Entities
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2025 Annual Report For Boards and Commissions

Name of Board, Commission or Similar Entity Richmond Behavioral Health Authority

Current members (indicate chair, vice-chair, etc.) Kristi Babenko
Scott Cannady, Vice Chair
Verenda Cobbs
Dennis Cohen, Jr.
Irvin Dallas, Secretary/Treasurer
Deborah Dancey
Aria Kirkland-Harris
Cynthia Newbille
Noreen O'Brien
Anika Richburg
Dana Sally-Allen
Diane Sheehey
Malesia Taylor, Chair
Stephen Willoughby

Is there any proposed legislation on which the board or commission recommends that the City Council or the General Assembly act? Yes - Select Yes to upload documents

<https://www.formstack.com/admin/download/file/18970205701>

Meeting Dates of meetings held in 2025 January 7,
February 4,
March 4,
April 8,
May 6,
June 10,
July 1,
September 2,
October 7,
November 18.

None.

Is the 2025 meeting attendance record included? Yes - Select Yes to upload documents

Is a copy of the body's current by-laws or rules of procedures attached?

Yes - Select Yes to upload documents

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New Projects

- Successfully launched a new Electronic Health Record system, positioning us for a more data-driven and person-focused future.
- Successfully launched our Crisis Receiving Center with 748 referrals and 535 admissions in FY25.
- Increased access to services by having a clinician located at the Richmond City Resource Center. The clinician provides intake assessments, and psychotherapy as needed, for individuals who are seeking housing-related resources.
- Expanded RBHA's School-based Mental Health program to 10 schools providing evidenced-based therapies.
- RBHA was selected as one of only 10 grantees, nationwide, awarded a \$1 million/year, 5-year National Screening, Brief Intervention, and Referral to Treatment (SBIRT) grant providing services in the Richmond Public Schools and across other RBHA programs.
- RBHA was awarded a Maternal Infant Health Grant from Anthem Foundation for our Women's Residential Treatment Program, one of only 5 in the state.
- Successfully transitioned all Commonwealth Catholic Charities Developmental Disabilities cases to RBHA, ensuring continuity of care and appropriate service alignment.

None.

Attendance Record 2025

X = Present

		<i>January</i>	<i>February</i>	<i>March</i>	<i>April</i>	<i>May</i>	<i>June</i>	<i>July</i>	<i>August</i>	<i>September</i>	<i>October</i>	<i>November</i>	<i>December</i>	#	%
1	Jenny Aghomo	X	X	X		X								4	36.4%
2	Kristi Babenko	X	X	X	X	X	X	X		X	X	X		10	90.9%
3	Scott Cannady	X	X		X		X			X	X	X		7	63.6%
4	Verenda Cobbs										X	X		2	18.2%
5	Dennis Cohen, Jr.			X	X	X	X	X		X	X			7	63.6%
6	Irvin Dallas	X	X	X	X	X	X	X			X	X		9	81.8%
7	Deborah Dancey	X	X	X	X	X	X	X		X	X	X		10	90.9%
8	Karah Gunther	X	X		X	X	X							5	45.5%
9	Aria Kirkland-Harris	X	X	X	X	X	X	X			X	X		9	81.8%
10	Cynthia Newbille	X		X	X	X	X				X	X		7	63.6%
11	Noreen O'Brien							X		X	X	X		4	36.4%
12	Anika Richburg	X	X	X		X	X			X	X	X		8	72.7%
13	Dana Sally-Allen			X		X				X	X	X		5	45.5%
14	Diane Sheehey	X	X	X	X	X	X	X		X	X	X		10	90.9%
15	Malesia Taylor	X	X	X	X		X			X	X	X		8	72.7%
16	Eduardo Vidal	X												1	9.1%
17	Stephen Willoughby		X	X		X	X	X		X	X	X		8	72.7%
18														0	0.0%
19														0	0.0%
20														0	0.0%
21														0	0.0%
22														0	0.0%
23														0	0.0%
24														0	0.0%
25														0	0.0%
26														0	0.0%
27														0	0.0%
28														0	0.0%
# in Attendance:		12	11	12	10	12	12	8	0	10	14	13	0		

RBHA & Richmond: 2026 General Assembly Budget Priorities

Local Impact. Statewide Vision.

The Virginia Association of Community Services Boards (VACSB) outlines key budget priorities for the 2026 General Assembly session. As the Community Services Board (CSB) serving Richmond City, RBHA urges full legislative support of these initiatives — vital to the health, safety, and well-being of our community.

1. Advance Adoption of the Certified Community Behavioral Health Clinic (CCBHC) Model

- The statewide STEP-VA system was built on the framework of the national CCBHC model - ensuring a consistent core of behavioral health services at every CSB.
- For Richmond, adoption of a true CCBHC model would help RBHA:
 - Provide **integrated behavioral and physical health care**, increasing access to treatment for individuals with serious mental illness, substance use disorder, or co-occurring conditions.
 - Improve community health outcomes.
 - Expand capacity for **outpatient, substance use disorder (SUD), crisis, peer/family, and rehabilitative services**, helping meet high unmet needs in our city neighborhoods.
 - Offer a sustainable, quality-oriented, recovery-focused care model - reducing reliance on emergency rooms, inpatient hospitalizations, and law-enforcement encounters.

What Richmond needs now: State support to transition from STEP-VA minimum service array toward full CCBHC infrastructure — including financing, workforce expansion, and capacity building specific to urban, high-need populations.

2. Ensure Medicaid & Reimbursement Stability

- Most of RBHA's operating budget depends on Medicaid reimbursement for behavioral health and Developmental Disability (DD) waiver services.
- Under the current system, inconsistent reimbursement rates, delayed rate increases (especially for SUD and other high-need services), and on-going parity issues - where behavioral health services are not reimbursed at levels comparable to medical services - threaten RBHA's ability to sustain programs. This is not unique to Richmond; it reflects broader CSB challenges.

- Richmond’s community includes many low-income families, uninsured or underinsured individuals, and people with complex behavioral health needs - most of whom rely on Medicaid-supported services.

What Richmond needs now: Stable, adequate reimbursement policies that reflect the true cost of delivering high-quality, comprehensive behavioral health and developmental disability services - so RBHA can retain staff, expand services, and meet community demand.

3. Build Crisis System Infrastructure —MARCUS Alert Implementation and Expansion

- The CCBHC model (and STEP-VA) includes expanding crisis services.
- MARCUS Alert aims to shift crisis response toward behavioral-health–led, community-based intervention instead of default law enforcement or hospitalization.
- In Richmond, RBHA’s MARCUS Alert teams are already responding to a high volume of behavioral health calls. However, staffing is insufficient, and call volume exceeds capacity - risking delayed or inadequate response. Local reporting has documented this gap.

What Richmond needs now: Additional state funding and infrastructure support to:

- Build/upkeep the technology and call-center infrastructure to support 911 diversion.
 - Support community-based stabilization options (e.g., crisis stabilization, follow-up, diversion) to prevent unnecessary hospitalization or incarceration.
 - Ensure continued Marcus Alert operations in the City of Richmond and across the Commonwealth.
 - Expand response options for Marcus Alert “Level 3” calls, to include both co-response and non-law enforcement response options.
-

4. Fully Fund DD Waiver Services — Expand Support Coordinator Workforce

- The 2024 General Assembly funded a historic number of new DD waiver slots. But the state has recognized that additional funds are needed to hire and onboard enough support coordinators so those slots are usable.
- Because new support coordinators cannot bill Medicaid until fully trained and carrying caseloads (typically ~6 months), the interim costs are a barrier for CSBs. VACSB requests \$8.7 million to cover those costs statewide.
- For RBHA and Richmond, that means without dedicated funds for coordinator on-boarding, individuals approved for a waiver may face long delays, and

families will continue waiting for critical supports like personal care, employment support, housing, and community integration.

What Richmond needs now: Ongoing appropriation of the supplemental \$8.7M (or equivalent) to ensure support coordinators are hired, trained, and ready — so waiver slots translate into real, usable services for Richmond residents with developmental disabilities.

5. Early Intervention (Part C) Services – Address Statewide Program Funding Deficits

Early Intervention (EI) services for children birth to age three have a significant impact on long-term development, school readiness, and overall life outcomes. These services are most effective - and far less costly - when delivered during this critical developmental window.

What Richmond needs now:

Increased and reliable state funding to ensure RBHA can keep pace with rising referral volumes, maintain required federal timelines, and provide high-quality EI services to infants and toddlers during their most critical developmental years.

Why This Matters for Richmond Families & Communities

Every investment in Virginia's behavioral health and developmental services system directly affects the well-being, safety, and long-term success of people who live, work, and raise families in Richmond. The above budget priorities strengthen critical services across the lifespan - from infancy through adulthood - and ensure a more responsive, equitable, and recovery-oriented system of care.

Together, these priorities matter because they support:

- **Infants and toddlers who rely on Early Intervention services** to build foundational developmental skills during the most critical window of brain growth.
- **Individuals needing developmental supports and long-term DD services**, whose progress depends on timely evaluations, stable funding, and an adequate support coordinator workforce.
- **Adults and families seeking mental health or addiction treatment**, who depend on Medicaid reimbursement stability and access to integrated, high-quality outpatient and community-based services.

- **Individuals experiencing a behavioral health crisis**, who benefit from strong 988/911 integration, mobile crisis response, and MARCUS Alert partnerships that reduce unnecessary hospitalization and law-enforcement involvement.
- **Community members managing complex health needs**, who need a fully realized CCBHC model that integrates behavioral and physical health care and improves access across Richmond’s diverse neighborhoods.
- **Neighborhoods seeking safety and stability**, supported by a behavioral health system that prevents crises, reduces trauma, and ensures people receive help in the right place, at the right time, by the right provider.

By advancing these statewide budget priorities, the General Assembly strengthens local capacity, improves service quality, and ensures that RBHA can meet the growing and evolving needs of Richmond’s residents.

RBHA’s Board of Directors is committed to ensuring Richmond’s needs are heard. With the support of the 2026 General Assembly, we can strengthen our public behavioral health infrastructure — expanding access, protecting services, and delivering recovery-oriented care for our community.

Priority Request	Request Amount	Need	Why It Matters for Richmond	Status
Certified Community Behavioral Health Clinic (CCBHC) Model Adoption	Policy + reimbursement model (no fixed dollar amount)	Virginia must fully implement the CCBHC model, including a prospective payment system that covers the true cost of delivering services. Stable and adequate Medicaid rates are needed to reflect the true cost of behavioral health and DD services.	Expands integrated care; increases access to outpatient, SUD, crisis, and peer services; reduces unnecessary ER use and law-enforcement involvement. Ensures continuity of services for Medicaid-dependent families; supports workforce recruitment/retention; protects essential programs.	
Medicaid & Reimbursement Stability	No fixed dollar amount			
Crisis System Infrastructure (988/911 Integration & MARCUS Alert)	\$7.8M statewide (2026–2028)	Funding for mobile crisis teams, call center technology, and MARCUS Alert implementation.	Richmond experiences high crisis call volume; enhanced response reduces unnecessary hospitalization and police involvement.	
Developmental Disability (DD) Waiver Services – Support Coordinator Workforce	\$8.7M ongoing statewide	Funds needed to hire, train, and onboard support coordinators so DD waiver slots can be fully utilized.	Ensures Richmond individuals and families can access personal care, housing, employment, and community supports without long delays.	
Early Intervention (Part C) Services	\$3.4M (FY26) + \$3.5M (2026–2028)	Addresses statewide deficits and supports projected 5% annual growth in infants/toddlers requiring services.	Ensures RBHA can meet rising referrals and provide timely, high-quality developmental supports during the critical birth-to-three window.	
Restoration of Competency to Stand Trial	\$1.5M (requested to be ongoing)	Funding supports expanded outpatient restoration services and clinician training to relieve pressure on state psychiatric hospitals.	Improves timely access to competency restoration, reduces forensic admissions, and strengthens community-based alternatives for Richmond residents involved in the legal system.	
Prevention Services	\$8M statewide	Funding needed to replace the expiration of federal pandemic-era dollars and maintain robust prevention programming across communities.	Supports school partnerships, youth substance use prevention, community education, and early intervention efforts that reduce long-term behavioral health needs in Richmond.	



BY-LAWS
Richmond Behavioral Health Authority
(revised 10/07/2025)

ARTICLE I – Name

The name of the organization shall be the Richmond Behavioral Health Authority (the "Authority").

ARTICLE II - Purpose, Duties, Membership and Authority

Section 1 - The purposes and duties of the Authority shall be as set forth in City Council Resolution No. 96-R106-100, adopted July 1, 1996, as amended by City Council Resolution No. 96R145-146, adopted October 14, 1996, as amended by City Council Resolution No. 97-R93-145*, adopted July 28, 1997 (as further amended and in effect from time to time, the "Creating Resolution"), and Chapter 15, Title 37.1 of the Code of Virginia of 1950, as amended (the "Enabling Act"). The powers of the Authority shall be vested in the members of the board of directors thereof (the "Board") in office from time to time and appointed in accordance with the Enabling Act. Each member shall hold office for the term prescribed in accordance with law, and vacancies in the membership of the Board shall be filled as provided by law. The Authority shall have such powers and authority as are prescribed by the Creating Resolution, the Enabling Act and all such other powers and authority as may be granted now and in the future by the Council of the City of Richmond, Virginia and the General Assembly of Virginia.

Section 2 - Each member of the Board shall before taking office subscribe to the oath prescribed by Section 49-1 of the Code of Virginia of 1950, as amended.

ARTICLE III - Officers of the Board and their Duties

Section 1 - In accordance with the Enabling Act, the officers of the Board shall consist of a Chairperson, a Vice Chairperson, a Secretary and a Treasurer, all of whom shall be elected by the Board.

Section 2 - The Chairperson, or in his or her absence, the Vice Chairperson, shall preside at all meetings of the Board, perform all of the duties commonly incident to such office and shall have such other duties, powers and authority as may be conferred from time to time by the Board in accordance with law, including but not limited to the following duties:

*Increased Board Membership to 15

- (a) To preside at all meetings of the Board and Executive Committee.
- (b) To appoint the chairperson of the standing committees. This shall be done at the first meeting of the Board following election to office.
- (c) To appoint the members of the standing committees and the chairpersons and members of the *ad hoc* committees deemed necessary for the operation of the Board.
- (d) To establish a coordinated and effective working relationship with the Chief Executive Officer of the Authority.
- (e) To develop the Board meeting agenda in consultation with the Chief Executive Officer.
- (f) To keep the Authority informed of the activities of the Board.
- (g) To ensure that accurate records are kept of all meetings of the Board and the Executive Committee.
- (h) To ensure that notices of regular meetings of the Board are sent to the members in sufficient time prior to the day of the meeting via email with delivery confirmation.
- (i) To notify members of the Board of special meetings.
- (j) To call the meetings of the Executive Committee and notify the members thereof of the meetings.
- (k) To perform any other duties determined by the Board.

Section 3 - The Vice Chairperson shall, in the absence of the Chairperson, perform the duties of the Chairperson and such other duties as the Board may from time to time determine.

Section 4 - The Secretary shall perform the duties commonly incident to such office and such other duties as the Board may from time to time determine. He or she shall maintain the seal and be responsible for its use on official documents. The Secretary will attest the signature or facsimile of the Chairperson or Vice-Chairperson when necessary.

The Treasurer shall perform the duties commonly incident to such office and such other duties as the Board may from time to time determine and shall be a member of the Finance Committee. Investment of Authority funds shall be as prescribed by law.

The Secretary and the Treasurer, respectively, shall, in the absence of the Chairperson and Vice-Chairperson, perform the duties of the Chairperson. The same

person may serve as both Secretary and Treasurer.

Section 5 - In the absence of all officers, the duties of the Chairperson shall pass to the chairpersons of the standing committees in the order presented in Article VII, Section 1, and then to the senior member of the Board present (in terms of continuous service on the Board) as *Chairperson pro tempore*.

Article IV - Election and Terms of Office

Section 1 - The Board shall elect its officers at the last regularly scheduled meeting of the fiscal year; newly elected officers to assume office on the first day of July. Should a quorum not be present at such meeting or should the last regularly scheduled meeting of the year be canceled or postponed beyond the end of the fiscal year, the Board shall elect its officers at the first regular or special meeting of the new fiscal year as the first order of business following the approval of the minutes. Should all outgoing officers and the chairpersons of all standing committees have concluded their service on the Board or be otherwise absent, then the senior Board member present, in terms of continuous service, shall preside as *Chairperson pro tempore*. Newly elected officers shall assume office immediately upon election.

Section 2 - The term of office for each officer shall be for the fiscal year or until their successors are duly elected or qualified, unless their term of office shall expire or they are removed prior to such time. Officers may be reelected, ***provided, however,*** that no officer may serve more than three consecutive partial or complete terms in the same office.

Section 3 - Elections shall be by ballot if there is more than one nominee for the same office. Should no single candidate obtain an absolute majority (when there are more than two candidates) of the members voting, the candidate having the smallest number of votes shall be dropped and balloting shall continue with the remaining candidates. This procedure shall be repeated until a single candidate obtains an absolute majority of the votes of the members voting.

Section 4 - When a vacancy occurs it shall be filled for the remainder of the term at the first meeting after the determination of the vacancy. The procedures prescribed in this article shall be followed.

ARTICLE V – Meetings

Section 1 - As required by the Enabling Act, amended from time to time, a minimum of ten (10) regular monthly meetings of the Board shall be held in a fiscal year, at a time to be determined by the Board.

Section 2 - Special meetings of the Board may be called by the Chairperson, by the Executive Committee, or upon written notice to all members from at least one third of its current membership or three members, whichever number is the greater.

Section 3 - The Executive Committee, standing committees, and *ad hoc* committees shall meet at the discretion of their respective chairpersons.

Section 4 - Except as otherwise specifically set forth in these By-Laws as to a particular matter or procedure, a majority of the current members of the Board and of any committee, respectively, shall constitute a quorum for the transaction of business. No action may be taken by the Board or a committee in the absence of a quorum.

Section 5 - Voting of the Board and committees shall normally be by voice. However, where a vote other than a simple majority is required for passage, or at the discretion of the Chairperson, or upon the demand of any member, the vote shall be by show of hands. The vote of any member will be recorded in the minutes at the request of the member.

Section 6 - Board and committee meetings will generally be public meetings in accordance with law, *provided, however*, that in special circumstances when allowed by the Virginia Freedom of Information Act or applicable law, the Board and/or its committees may meet in executive session with others present only by invitation.

Section 7 - Board and Committee meetings may upon occasion hold meetings through electronic means in compliance § 2.2-3708.3 of the Virginia Code and as established by Board Policy.

ARTICLE VI - Executive Committee

Section 1 - The elected officers of the Board, Chairpersons of RBHA Standing Committees and the immediate past Chairperson shall constitute the Executive Committee. The Chairperson of the Board shall serve as Chairperson of the Executive Committee. Other Board members may be invited to participate with the Executive Committee in its meetings, but shall have no vote in the Executive Committee and shall not be considered in determining a quorum.

Section 2 - To the extent permitted by law, the Executive Committee shall conduct any necessary business of the Board between Board meetings, and any action for which final authority has not been lawfully delegated to the Executive Committee shall be considered for ratification or confirmation at the next meeting of the Board. Final actions taken by the Executive Committee in the exercise of powers lawfully delegated by the Board shall be reported to the Board at its next regular meeting.

Section 3 - Unless the Board establishes otherwise, the duties of the Executive Committee shall be as follows:

- (a) Review and evaluate the Chief Executive Officer on a periodic basis and undertake such other personnel matters as the Board may prescribe.
- (b) Review and consider governance and policy issues, other relevant committee business not otherwise assigned as the responsibility of other standing and/or *ad hoc* committees and such other duties as the Board may prescribe.

ARTICLE VII - Standing Committees

Section 1 - There shall be the following standing committees:

- (a) Finance Committee
- (b) Such other committees as are established by the Board from time to time

Section 2 - The duties of the standing committees shall be as follows:

- (a) Each committee shall:
 - (1) Participate, as provided by approved or established Authority policy, in strategic service and/or fiscal planning and oversight activities.
 - (2) Review and conduct oversight activities regarding programs and services operated either directly by the Authority or through contractual agreement, initiating governance and/or policy recommendations to the Board where necessary, to ensure the adequacy of service and conformance to accepted or required standards.
- (b) Each Committee shall perform any other task or duties which are referred to it by the Board or the Executive Committee and/or exercise any power lawfully delegated to it by the Board.

Section 3 - Committees may invite non-Board members to participate in committee meetings and other committee activities as non-voting members.

Section 4 - Each standing committee shall keep and publish to all Board members complete minutes of its meetings.

Section 5 - The Board shall appoint a Nominating and Bylaws Committee for recommendations of election of officers under Article IV hereof, to make recommendations to City Council for the appointment from time to time of Board members under the Enabling Act and to review and make recommendations to the Board of changes to the Bylaws.

Section 6 - Other *ad hoc* committees may be established by the Chairperson or the Board who will in such action, determine the committee charge, membership composition and duration.

ARTICLE VIII - Order of Business

Section 1 - The order of business at any Board meeting shall be established as a formal agenda by the Board Chairperson with input from the Chief Executive

Officer and will include a public comment period. Any Board member may add an item to the agenda being prepared by the Board Chairperson. After the Agenda has been established and distributed, additional items may only be added with approval of the Board. If not so approved, any such items shall carry over to the next meeting.

A standard "Consent Agenda" may be established for Board meetings, including all housekeeping or non-controversial items, which may be acted on with one vote. Any Board member may request that an item be removed from the consent agenda and voted on separately.

Section 2 - The Chief Executive Officer and Authority staff may be invited to participate at any time during the proceedings of the Board or its committees when such participation might assist the Board or committee in its deliberations, unless excluded during executive session.

Section 3 - Visitors to the Board or committee meetings may be invited, at the discretion of the Chairperson, to speak to the Board or one of its committees at any point in the order of business when the remarks of the visitors might assist the Board or committee in its undertakings.

Section 4 - The Board and its committees may adopt standing rules relating to the allotment of time to speakers discussed in Sections 1 and 3 of this article and/or to the number of speakers who may be heard on any issue.

Section 5 - Committees of the Board are not bound by the provisions of Section 1 of this Article.

ARTICLE IX - Standing Rules and Policies

Section 1 - The Board may adopt standing rules for its operation and statements of policy in accordance with the Enabling Act and applicable law.

Section 2 - The Chairperson shall provide incoming new members of the Board with a complete set of current by-laws, standing rules and policy statements.

ARTICLE X - Rules of Procedure

If any disagreement in the conduct of a meeting of the Board or a committee should arise, the rules of parliamentary procedure as set forth in Robert's Rules of Order (Revised), shall govern to the extent such rules are not inconsistent with these By-Laws, the Code of Virginia or applicable law.

ARTICLE XI – Amendments

These By-Laws may be amended or repealed and new By-Laws may be made at any regular or special meeting of the Board by vote of not less than two thirds of the members present, a copy of the proposed amendment(s) or new By-Laws having been submitted to each member in writing not less than ten days prior to the meeting.