

dLCV Board Meeting Minutes

October 25, 2025 | 10:00am

Zoom

In Attendance

Board members present: Sean Campbell, Heidi Campbell, Angela Thanyachareon, Lisa Lynch, Zipporah Levi-Shackelford, Bolor Amarsanna, Diana Crosswhite, Vishali Kachiraju, Evan Wrinkle, Lisa Richard, Greg Crapanzano, Cameron Lynch, Lisa Richard, Jennifer Stancil, Ken Stout, and Charlotte Woodward
Staff: Colleen Miller, Taylor Easley, Alma Dominguez

Guests: None

Members absent: Tyler Williamson, Jennifer Baker, Cecily Roodriguez

Call to Order

Sean Campbell, President, called the meeting to order at 10:04 am

Consent Items

Sean presented the consent agenda items. Greg Crapanzano moved to adopt the consent agenda. Heidi Campbell seconded, and the motion passed unanimously.

- Agenda
- Progress Report
- Director's Report
- Director of External Relations Report
- Minutes – 07-26-2025
- Director of Compliance Report
- Litigation Report

Mission & Vision

Lisa Lynch read the Mission and Vision Statements

Public Comment

There was no public comment.

Mission Moment

Heidi Campbell read the mission moment from dLCV staff member Nicole Durose, about a client that was in seclusion and restraint in the community. From that case dLCV was able to open a systemic project to reduce the use of restraints. Board members discussed the case and systems changes.

President, Executive Committee

Sean Campbell went over the following:

- FY 2026 meeting schedule
 - Sean talked about the upcoming board meetings in FY 2026. The April Board meeting will be especially important. It will be a two days planning retreat. The January meeting will be virtual because of the General Assembly and the potential for bad weather.
 - The Board confirmed that Saturdays are best
 - The schedule of meetings will be
 - January 31, 2026 – entirely virtual
 - April 24-25, 2026 – entirely in person
 - July 25, 2026 – hybrid
 - October 31, 2026 – in person, costumes optional
 - Lisa Richard will attend the PAIMI council meeting in January.
- Membership Agreements
 - Sean reminded members to complete the membership agreement
- Committee assignments
 - Sean referred to the committee assignments and asked Board members to verify. The new board members have not been assigned to committees yet.
- Ratification of FY 2026 budget
 - The Executive Committee adopted the 2026 budget in September. The Board discussed the possible need to revisit the budget if grant awards are less than expected. Sean asked for a vote of ratification; passed unanimously
- Confidentiality and Conflicts statements
 - Sean asked board members to fill out the statements and send them back to Taylor Easley by November 1, 2025.
- New member mentors
 - Heidi Campbell will serve as mentor for Cecily Rordriguez, Greg Crapanazon for Jennifer Baker, and Cameron Lynch for Vishali Kachiraju.
 - Sean explained that the mentors are to help guide the new members and are there if the new members have any questions. Other board members shared how their mentors have helped and still help them with being on the board.
- April Planning retreat
 - The Board will have a two day planning retreat on April 24-25, 2026. Angela Thanyachareon, Jennifer Stancil, and Lisa Lynch are on the planning committee. Heidi Campbell offered to assist as needed.
- Governance Discussion – annual committee work plans
 - Sean and the committee chairs reviewed the progress being done with committees to develop annual work plans.

Leadership Discussion – How are the changes in DC impacting our clients? What can we do about it?

The Board discussed the wide range of changes happening on the federal level. dLCV clients are being hurt by changes in support programs, like food stamps and Medicaid. The Board expressed concern for federal workers, who are not our clients, but do work that impacts our clients. Agency cuts at Education, Justice, and Housing will impact on dLCV clients. The Board discussed various approaches that dLCV might take.

The Board took this opportunity to extend their thanks to Devin Coleman and his team for fabulous social media work.

Committee Reports

Resource Development Committee-Angela Thanyachareon reported on the meet and greet in Southwest Virginia in October. There were 14 from the community who attended, plus Colleen, Lisa Richard and Tom Walk.

The Committee intends to do 3-4 events like this a year.

Colleen reported on the dLCV Summit, set for November 13, 2025. We have obtained some sponsors but would welcome more. Angela asked board members to invite people to the summit or to help get sponsors.

The impact awards will be held in April 2026.

Public Awareness and Goals Committee-Sean reported on the goals and focus area for FY26. Sean noted that the goals and focus areas are tighter this year.

Buy a Building Task Force – Sean reported for Tyler saying the buy a building plan is on hold.

Governance Committee-Heidi Campbell reported that the committee reviewed applications for the new board members, and the Governance Committee nominated the candidates to the board. The board voted and all three will join. The next step is to do the skills test for the board members, and it will be done in January.

Personnel Committee-Diana Crosswhite and Lisa Lynch are the co-chairs. By March 2026, the personal committee hopes to have a revised personnel manual.

The committee asked for adoption of a revised policy on administrative leave. The revision establishes when administrative leave will be granted, when it may be granted, and what the limits of the leave will be.

Revised administrative leave policy passed unanimously.

The committee recommended a policy that all forms that need to be renewed annually will be done in October of each year. Policy adopted unanimously.

Board members asked whether layoffs might be needed if the shut down extends and asked dLCV to consider using furloughs instead. Colleen said some action would be needed if the shut down extends into December.

Finance and Audit Committee-Evan Wrinkle reported that the fiscal year ended on September 30, 2025. dLCV finished under budget by 6%.

dLCV may have enough carryover funding in grants to cover expenses into December.

Evan reported that the audit for the year ending September 2024 was completed, finally. The auditor blamed the delays on dLCV, but dLCV was able to document the timeline and delays caused by the auditor. Evan found mistakes that the auditor made. The Board recommended that dLCV keep a record of the changes that Evan had to make in order for the audit to be accurate.

Nominating Committee-Zipporah Levi-Shackleford reported that Zipporah, Colleen, and Angela were on the nominating committee. The proposed slate was sent to the Board on September 29, 2025. Zipporah asked if anyone wanted to be added into the race. No one added themselves. The proposed officer slate is:

- Sean Campbell- President
- Evan Wrinkle- Vice President
- Bolor Amarsanaa- Treasurer
- Jennifer Stancil- Secretary

The slate passed unanimously.

Other Business:

There was no other business.

Closed Session: Personnel

At 1:15, Heidi moved to go into closed session at 1:15 p.m. for the purpose of discussing personnel issues. Evan seconded. All in favor.

Evan moved and Ken seconded to come out of closed session at 1:42 p.m. After closed session, each Board member certified that only such issues as set forth in the motion for closed session were discussed

Diana moved and Ken seconded to adjourn the meeting. All in favor. The meeting adjourned at 1:44p.m.