



Virginia Department of

Health Professions

Board of Counseling

FINAL-APPROVED**Virginia Board of Counseling****Quarterly Board Meeting Minutes****Friday, July 25, 2025, at 10:00 a.m.****9960 Mayland Drive, Henrico, VA 23233****Board Room 2**

PRESIDING OFFICER: Terry R. Tinsley, PhD, LPC, LMFT, CSOTP, Board Chairperson

BOARD MEMBERS PRESENT: Benjamin Allison, Citizen Member
Lester Paul Bernard, PhD, LPC
Marlo Burdge, Citizen Member
Nakeisha Gordon, LPC
Luanne Griffin, LPC
Gerard Lawson, PhD, LPC, LSATP, NCC
Maria Stransky, LPC, CSAC, CSOTP, Board Vice-Chairperson
Tiffinee Yancey, PhD, LPC

BOARD MEMBERS ABSENT: Maria Anastasiou, LMFT
Shannon Kuschel, PhD, LPC
Matthew Scott, LMFT

BOARD STAFF PRESENT: Latasha Austin, Licensing & Operations Manager
Krystal Blanton, Senior Discipline & Compliance Case Specialist
Trasean Boatwright, Senior Licensing Specialist
Shannon Brogan, Senior Licensing Specialist
Sandie Cotman, Licensing Supervisor
Jaime Hoyle, JD, Executive Director
Charlotte Lenart, Deputy Executive Director
Dalyce Logan, Senior Licensing Specialist

DHP STAFF PRESENT: Erin Barrett, Director of Legislative & Regulatory Affairs, Department of Health Professions (*left the meeting at 11:28am*)
Arnie Owens, Agency Director, Department of Health Professions
Matthew Novak, Policy & Economic Analyst, Department of Health Professions

BOARD COUNSEL PRESENT: James Rutkowski, Assistant Attorney General

PRESENTER: Lisa Henderson, MS, NCC, LPC, MHSP, Founder, Avenoir Health

PUBLIC ATTENDEES: Becky Bowers-Lanier
Tyrone Carter, QMHP, CSAC Supervisee
Denise Daly Konrad, Virginia Health Care Foundation
Jennifer Faison, Virginia Association of Community Services Boards
Jennifer Fidura, Virginia Network of Private Providers
Colin Greene, Virginia Department of Health
Roberta Hansel-Union, PhD, Association of Virginia Positive Behavior Support Facilitators
Jessee Helbert
Rebecca Kaderli, Virginia Counselors Association
Jocellyn Perry, Richmond Residential Services, Inc.
Seleana Satcher, LPC, LSATP
Paula Traverse-Charlton, Association of Virginia Positive Behavior Support Facilitators
Robin Widener, Virginia Highlands Community College

CALL TO ORDER: Dr. Tinsley called the meeting to order at 10:05 a.m.

MOMENT OF SILENCE:	Moment of silence was observed.
ROLL CALL/ESTABLISHMENT OF A QUORUM:	A formal introduction of all Board members and staff was conducted. At the time of roll call, nine Board members were present, establishing a quorum.
MISSION STATEMENT:	Dr. Tinsley read the mission statement of the Department of Health Professions, which was also the mission statement of the Board. Dr. Tinsley also read the emergency egress instructions.
ADOPTION OF AGENDA:	The Board reviewed the agenda. Ms. Hoyle noted that Ms. Henderson’s presentation, originally scheduled after the regulatory committee report, is set to occur around 11:30am due to her travel schedule. The agenda will be adjusted as needed to accommodate her presentation at that time. Motion: Dr. Lawson made a motion, which Dr. Yancey properly seconded, to adopt the agenda with flexibility to adjust the timing of Ms. Henderson’s presentation. The motion passed unanimously.
PUBLIC COMMENT:	Written public comment was provided by Jerry Mize and included in the agenda packet. Verbal public comment was provided by Ms. Kaderli, representing the Virginia Counselors Association (VCA), informing the Board that the VCA has developed supervision training for QMHPs and BHTs and requested that the training be added to the policy document.
APPROVAL OF MINUTES:	The Board reviewed the minutes from the last quarterly board meeting held on April 25, 2025. Ms. Hoyle pointed out that the minutes incorrectly stated the vote on Raymond v. DHP et al. was unanimous; Ms. Burge had objected, so it was a majority vote, not unanimous. Motion: Dr. Lawson made a motion, which Ms. Gordon properly seconded, to approve the minutes from the April 25, 2025 with this amendment. The motion to approve the amended minutes passed unanimously.
AGENCY DIRECTOR REPORT:	Mr. Owens provided an update on the agency’s activities, thanking the Board for their efforts on new legislation for BHTs and BHTAs, which is expected to boost the workforce in Virginia. He also reported that the agency is currently reviewing internal operations to improve efficiency as it prepares the biennial budget for the upcoming fiscal year.
BOARD CHAIR REPORT:	Dr. Tinsley provided a verbal report on the Counseling Regulatory Boards Annual Summit held June 25–27, 2025, in Austin, Texas, which he attended alongside Dr. Lawson and Ms. Griffin. Dr. Tinsley highlighted a presentation on exam cheating and suggested the Board consider establishing a tip line for reporting cheating incidents. He also reported that the Counseling Compact is going live fall of 2025. He also informed the Board that some states offer discounted application fees for military applicants, recommending the Board consider similar discounts. Ms. Griffin, attending the summit for the first time, encouraged other Board members to participate in future summits. She emphasized the importance of conducting licensee surveys, praising the agency’s Healthcare Workforce Data Center for its ongoing efforts in this area.

Dr. Lawson expressed his appreciation for the exam security discussions and also commended the agency's Healthcare Workforce Data Center. He shared his experience testing the Compact system, describing it as user-friendly, and noted that more information will be posted on the website soon.

LEGISLATION & REGULATORY REPORT:

- **Current Regulatory Actions**

Mr. Novak reviewed and discussed with the Board the current regulatory actions for the Board of Counseling as of July 10, 2025, as presented in the agenda packet. He informed the Board that the action regarding reductions in residency requirements has since progressed to the Department of Planning and Budget.

- **Consideration of Proposed Stage Action Relating to Supervisor Reporting Time frames**

Mr. Novak reviewed and discussed with the Board the draft proposed stage changes to 18VAC115-20-52, as presented in the agenda packet, regarding supervisors reporting residents' total hours within a specific time frame.

During the discussion, the Board discussed implementing a time frame for submitting quarterly evaluation reports. Ms. Barrett noted that current regulations already require supervisors to complete evaluation forms at the end of each three-month period. Ms. Lenart highlighted that the survey that will be sent to licensees will include a question about residents receiving quarterly evaluations from supervisors. Ms. Hoyle stated that once survey results are received, these issues will be referred to the Regulatory Committee for further discussion. The Board also discussed the need for the reports and evaluations to be submitted to the resident instead of the Board.

Motion: Ms. Gordon made a motion, which Ms. Griffin properly seconded, to adopt proposed language to regulations 18VAC115-20-52 with an amendment requiring supervisors to submit reports and evaluations to the resident within 30 days. The motion passed unanimously.

- **Consideration of Regulatory Amendments for Licensure by Endorsement**

Mr. Novak reviewed and discussed with the Board the draft changes to 18VAC115-20-45, prerequisites for licensure by endorsement for the practice of professional counseling, as presented in the agenda packet.

Motion: Dr. Lawson made a motion, which Dr. Yancey properly seconded, to adopt regulatory amendments to 18VAC115-20-45 as presented. The motion passed unanimously.

- **Consideration of Exempt Action Relating to HB1897**

Mr. Novak reviewed and discussed with the Board the draft exempt changes to 18VAC115-80-65, requirements for registration as a QMHP-Trainee, as presented in the agenda packet.

Motion: Dr. Lawson made a motion, which Ms. Stransky properly seconded, to amend 18VAC115-80-65 by exempt action as presented. The motion passed unanimously.

- **Consideration of Petition for Rulemaking**

Mr. Novak reviewed and discussed with the Board the Petition for Rule Making received requesting the Board to waive the required LSATP exam for licensed LCSWs and CSACs. There were two comments received on the petition. One was in support of the petition while the other comment did not offer a position.

Motion: Dr. Lawson made a motion, which Ms. Gordon properly seconded, to take no

action on the petition. While the Board is supportive of the petition, they would like to send this issue to the Regulatory Committee to consider other license types that should be exempted from the required examination to become an LSATP. This issue will also be considered as part of the upcoming periodic review of regulations. The motion passed unanimously.

- **Consideration of Draft Changes to Guidance Document 115-8**

Ms. Barrett reviewed and discussed with the Board the draft changes to Guidance Document 115-8, Approved Degrees in Human Services and Related Fields for QMHP Registration, as presented in the agenda packet.

Motion: Ms. Stransky made a motion, which Dr. Lawson properly seconded, to amend Guidance Document 115-8 as presented. The motion passed unanimously.

EXECUTIVE DIRECTOR'S REPORT:

Ms. Hoyle gave a verbal report on the following:

- **Board Appointments/Elections/Training**

Ms. Anastasiou was recently reappointed. No updates on replacements for Ms. Stransky and Dr. Yancey, who are ineligible for another consecutive term. Many board members have first terms expiring next year but remain eligible for reappointment. An off-year election will be held if vacancies occur. Dr. Tinsley remains eligible to be re-elected as chair. The annual Board member training by DHP is scheduled for October 3, 2025; interested members should contact Ms. Hoyle.

- **Counseling Compact Updates**

The Compact is enacted in 39 states and surrounding areas but is not yet operational. The launch of application acceptance is expected in 2025. Virginia must address criminal background check requirements to comply. Updates will be posted on the Board website.

- **Association Updates**

AASCB listserv questions regarding guidelines or requirements on paying for supervision (CA completed a survey). Concerns were raised about fraudulent diplomas (example from Texas). Board staff remain vigilant. The AMFTRB Annual Conference is in Chicago, September 2025; interested members should notify Ms. Hoyle.

- **Board of Counseling Outreach**

Ms. Hoyle reported that Dr. Tinsley, Dr. Lawson and Ms. Griffin attended the Counseling Regulatory Boards Summit in June 2025. She also reported that Ms. Gordon has requested to attend the AASCB conference in February 2026.

- **Budget**

Ms. Hoyle report that the Board is financially stable with a cash balance of \$4,000,027 at the end of 2024.

- **BSU Meetings and Updates**

Ms. Hoyle reported that the Board of Psychology is focused on exam requirements and implementation of a Master's level license; exempt regulations are under gubernatorial review. Workgroups with the Board of Medicine and the Board of Psychology are ongoing regarding prescriptive authority (SB 752). The Board of Social Work is exploring alternative exam pathways, surveying licensees, and considering expanding the master's level scope of practice.

The board took a break at 11:28am. The meeting was reconvened at 11:34am

PRESENTATION:

Ms. Henderson provided the following verbal guidance to the Board on Navigating Artificial Intelligence.

- She emphasized that AI is a tool and should be used accordingly.
- She advised including language clarifying what falls within the licensee's

purview, such as clinical decision-making tools and administrative tools.

- She highlighted concerns about “black box” AI systems, especially those cloud-based and accessible via the internet.
- She recommended selecting AI tools that meet minimum standards.
- She stressed the importance of having a Business Associate Agreement (BAA) with AI vendors to ensure data protection and awareness of cybersecurity risks.
- She encouraged using tools from trusted companies.

Following Ms. Henderson’s guidance, Mr. Tinsley suggested deferring further discussion to the next meeting to allow Board Counsel to review the draft guidance document on the use of artificial intelligence that was recommended by the Regulatory Committee.

LICENSING REPORT:

Ms. Lenart referenced the licensing report, beginning on page 42 of the agenda packet. She reported that the Board currently regulates approximately 37,000 licensees, certificate holders, and registrants, down from 42,000 in April. The reduction is mainly due to eliminating duplicates as a result of merging QMHP-A and QMHP-C into a single QMHP designation and tracking issues with QMHP-Trainees, whose registrations will require renewal next year for improved data accuracy.

Counseling staff were commended for their efficient and accurate application processing, reflected in a 95.9% satisfaction rate from the Q3 survey.

Renewal audits will begin soon, incorporating new technology to enhance the process.

Examination data for 2024 showed Virginia’s passing rates for the NCMHCE (61.2%) and NCE (64.6%) were below national averages (68.3% and 74.3%, respectively). This was Virginia’s first full year accepting the NCE for licensure. CPCE performance was noted to strongly correlate with exam success.

Ms. Lenart opened discussion on the Victim Advocacy Assistant Certificate (VHCC) curriculum, previously sent to Board members. The Board considered the proposal to accept the VHCC certificate as fulfilling the 80-hour didactic training requirement for QMHPs.

Motion: Ms. Lawson made a motion, which Dr. Bernard properly seconded, to accept the VHCC certificate as fulfilling the 80-hour didactic training requirement for QMHPs. The motion passed unanimously.

Action Items: Ms. Lenart will update the policy document on the Board’s website accordingly.

Ms. Lenart also informed the Board that updates have been made to the Policy document to provide clarification that Board-approved providers, including CSBs, DBHDS-licensed agencies, DOC, and DOE may develop comprehensive didactic training programs.

Ms. Lenart reported an increase in questionable or potentially falsified documentation. To address this, the Verification of Supervised Experience form will soon require notarization to confirm the QMHP-Trainee’s 1,500 supervised hours. Additionally, schools must submit the Verification of Human Services Coursework form directly to the Board, not the applicants.

Ms. Lenart informed the Board that the staff will eliminate the Areas of Didactic Training form, as it has caused confusion and complexity for applicants and staff. Removing this form will streamline the process and reduce administrative burden.

Ms. Lenart informed the Board that there are ongoing challenges in finding adequate training programs focused on supervising QMHPs and BHTs. To address this, supervision training will not be required for individuals who began their supervised experience before the new regulations' effective date of 5/7/2025. Review of submitted training certificates has revealed difficulties in verifying whether the training is specific to non-clinical personnel or tailored for QMHP/BHT supervision. Although some organizations have started offering this training, options remain insufficient to meet current demand. The handbook will emphasize that DBHDS-licensed providers may create and implement their own supervision training programs without needing to outsource.

Ms. Lenart is collaborating with the agency's IT team to develop a new or revised supervisor registry for those approved to supervise QMHP-Trainees, BHTs, and BHT-As. Although the current Code does not authorize a formal registry, they are considering an application process with an option for supervisors to be publicly listed or to opt out, similar to the existing process for CSAC supervisors.

Action Items: Ms. Austin will create the application form for this registry.

REGULATORY COMMITTEE REPORTS:

Ms. Stransky informed the Board that the Regulatory Committee met on June 13, 2025. She provided a brief recap and referred members to the detailed minutes on page 14 of the agenda packet. The Committee's recommendation regarding the draft guidance document on the use of artificial intelligence was tabled until the next meeting.

NEW BUSINESS:

- **Consideration of Fast-Track Action for QMHP Trainee Reinstatement**

Ms. Lenart reviewed the draft language for creating a reinstatement pathway for QMHP-trainees. She highlighted that in subsections A and B, individuals renewing within one year after expiration are required to pay the late renewal fee and renewal fee, rather than the late renewal fee and registration fee.

Motion: Dr. Yancey made a motion, which Dr. Lawson properly seconded, to amend 18VAC115-80-110 by Fast-Track Action with the amendments. The motion passed unanimously.

ELECTIONS:

Motion for Chair: Dr. Lawson made a motion, which Ms. Stransky properly seconded, to re-elect Dr. Tinsley as Chair. The motion passed unanimously.

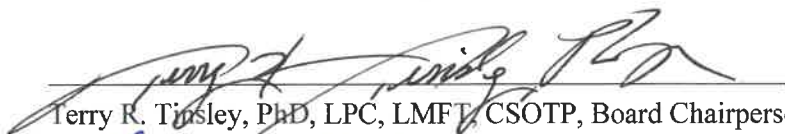
Motion for Vice- Chair: Ms. Griffin made a motion, which Ms. Stransky properly seconded, to elect Dr. Lawson as Vice-Chair. The motion passed unanimously.

NEXT MEETING DATES:

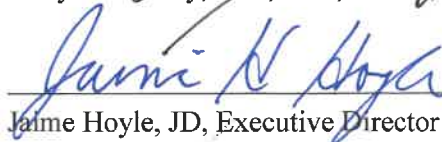
The next Regulatory Committee and Advisory Board on Art Therapy meetings are scheduled for Friday, September 19, 2025. The next quarterly full board meeting is scheduled for Friday, October 17, 2025.

ADJOURNMENT:

Dr. Tinsley adjourned the July 25, 2025, meeting at 12:31p.m.



Terry R. Tinsley, PhD, LPC, LMFT, CSOTP, Board Chairperson



Jaime Hoyle, JD, Executive Director