

BOARD OF BEHAVIORAL HEALTH EXAMINERS  
MEETING MINUTES  
February 14, 2025

Members Present: Robert Charles (Out at 9:53, back at 10:42) (Out at 1:53), Brenda Dennis, Kristina Groves, Leannette Henagan (Out at 1:45), Crystal Krueger, Jose Luis Madera, Adalesa Meek, Dominic Miller, Diane Palacios, Teresa Peña

Members Absent: Mark Shen

Staff Present: Tobi Zavala, Executive Director; Mona Baskin, A.A.G.; Courtney Bennett, Deputy Director; Jarett Carver, Enforcement Manager; Allison Taylor, Operations Manager; Florencia Fragala, Investigations Manager

**1. Call to Order**

A meeting of the Arizona Board of Behavioral Health Examiners was called to order on February 14, 2025 at 9:00 a.m. at 1740 West Adams Street, Boardroom C, Phoenix, Arizona 85007 with Ms. Meek presiding.

**2. Roll Call**

See above.

**3. Minutes: review, consideration and action**

*A. January 10, 2025, general meeting minutes*

Ms. Palacios moved, seconded by Mr. Miller, to approve the general meeting minutes for the January 10, 2025 meeting as submitted. The motion passed unanimously. Ms. Henagan abstained.

*B. January 10, 2025, executive session minutes / Agenda item 12 E*

Ms. Groves moved, seconded by Mr. Miller, to approve the executive session minutes for the January 10, 2025 meeting as submitted. The motion passed unanimously. Ms. Henagan and Ms. Peña abstained.

**4. Consent Agenda: review, consideration and action**

A. Cases recommended for dismissal

1. 2025-0088, Joel Covert, LCSW-14073
2. 2024-0322, Megan Hall, LAC-13065 (Suspended)
3. 2025-0217, Melissa Hill, LPC-23264
4. 2025-0146, Albin John, LMSW-15412
5. 2022-0007, Kyle Irwin, LMSW-18895 (Expired)
6. 2025-0058, Jeffrey Schwertfager, LAC-22972, LACT-15131

Following discussion, Mr. Miller moved, seconded by Ms. Henagan, to approve the consent agenda item 4(A). The motion passed unanimously. Ms. Krueger and Ms. Palacios recused.

B. Cases recommended for dismissal with a letter of concern.

1. 2024-0332, Diana Canfield, LPC-15756
2. 2025-0085, Irene Kepler, LCSW-20256
3. 2025-0081, Estevan Velasquez, LMSW-19556

Following discussion, Ms. Groves moved, seconded by Ms. Henagan, to approve the consent agenda item 4(B). The motion passed unanimously. Ms. Meek recused.

C. Cases recommended for opening a complaint and dismissing with a letter of concern

N/A

D. Cases recommended for acceptance of a proposed signed non-disciplinary consent agreement.

1. 2025-0411, 2025-0095, Yvonne Crewse, LPC-12851
2. 2025-0008, Jacqueline Sheppard, LPC-21823

Following discussion, Ms. Dennis moved, seconded by Ms. Krueger, to approve the consent agenda item 4(D). The motion passed unanimously.

E. Cases recommended for opening a complaint and acceptance of a proposed signed non-disciplinary consent agreement.

1. Nancy Brown, LAMFT Applicant
2. Brigid O'Connor, LMSW-16428

Following discussion, Ms. Palacios moved, seconded by Mr. Miller, to approve the consent agenda item 4(E). The motion passed unanimously.

F. Cases recommended for acceptance of a proposed signed disciplinary consent agreement.

1. 2025-0116, Allison Dukat, LPC-16318
2. 2024-0409, Brooke Lombard, LAC-21357 (Suspended)
3. 2025-0020, Sigal Simhony Nalder, LPC-16418

Following discussion, Ms. Palacios moved, seconded by Mr. Miller, to approve the consent agenda item 4(E). The motion passed unanimously.

	Robert Charles	Brenda Dennis	Kristina Groves	Leanne Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen
AYE	X	X	X	X	X	X	X	X	X	X	
NAY											
Absent											X

G. Cases recommended for opening a complaint and acceptance of a proposed signed disciplinary consent agreement.

1. Randi Whittington, LAAC-15467

Following discussion, Ms. Palacios moved, seconded by Ms. Henagan, to approve the consent agenda item 4(G). The motion passed unanimously.

	Robert Charles	Brenda Dennis	Kristina Groves	Leanne Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen
AYE	X	X	X	X	X	X	X	X	X	X	
NAY											
Absent											X

H. Cases recommended for opening a complaint and denying for unprofessional conduct.

N/A

I. Cases recommended for opening a complaint for further investigation.

1. Malik Ashe, LACT Applicant
2. Chel'sea Ryan, LCSW-17120
3. Mallory Waldrop, LMSW Applicant
4. Angela Wilson, LCSW-20384

Following discussion, Mr. Miller moved, seconded by Ms. Dennis, to approve the consent agenda item 4(I). The motion passed unanimously.

- J. Cases recommended for release from consent agreements
1. 2024-0052, William Bilbray, LIAC-15063 (Active Restricted)
  2. 2024-0340, Crystal Boyd, LAC-21603
  3. 2023-0160, Christine Carrillo, LPC-21582 (Active Restricted)
  4. 2023-0070, Angelica Castano, LPC-13801 (Active Restricted)
  5. 2024-0301, Deborah Johansen, LPC-14026
  6. 2025-0027, John Lare, LAC-19160 & LIAC-15220
  7. 2022-0031, 2022-0128, Jade Shelton, LAAC-15330 (Active Restricted)
  8. 2023-0220, Sarah Sheridan, LMSW-16433 (Active Restricted)

Following discussion, Ms. Groves moved, seconded by Ms. Krueger, to approve the consent agenda item 4(J). The motion passed unanimously. Ms. Palacios recused.

## 5. Administrative Hearings

Administrative Hearing Pursuant to A.R.S. §§ 32-3281 and 41-1092.07, the Board will conduct administrative hearings or consider related procedural issues in the following matter(s). During the administrative hearing, the Board may go into executive session to discuss confidential records pursuant to A.R.S. § 38-431.03(A)(2) or to obtain legal advice pursuant to A.R.S. § 38-431.03(A)(3).

N/A

## 6. Formal Interviews

N/A

## 7. Complaints and other disciplinary matters: review, consideration and action

A. 2024-0416, Cari Cruckson, LMFT-15378

Ms. Zavala summarized the Board's investigation.

The complainant appeared and addressed the Board.

The professional and her attorney, Sara Stark, appeared and addressed the Board.

Following review and discussion by members, Ms. Groves moved, seconded by Ms. Krueger, to dismiss the complaint with a letter of concern addressing ensuring appropriate termination and transition of services which includes clear documentation in the client's chart regarding the continuity or termination of services. The motion passed unanimously.

B. 2025-0092, Heba Elsaad, LCSW-22377

Ms. Zavala summarized the Board's investigation.

The complainant appeared and addressed the Board.

The professional and her attorney, Sara Stark, appeared and addressed the Board.

Following review and discussion by members, Ms. Groves moved, seconded by Ms. Krueger, to dismiss the complaint with a letter of concern addressing ensuring appropriate termination and transition of services, including clear documentation in the client's chart regarding the continuity or termination of services. The motion passed unanimously.

C. 2024-0391, 2025-0075, Miguel Espinoza, LIAC-10127

Mr. Carver summarized the background information.

Complainant was properly noticed, but failed to appear.

The professional appeared and addressed the Board.

Following review and discussion by members, Mr. Miller moved, seconded by Ms. Palacios, to find the following

violations:

- A.R.S. § 32-3251(16)(k), engaging in any conduct or practice that is contrary to recognized standards of ethics in the behavioral health profession or that constitutes a danger to the health, welfare or safety of a client.
- A.R.S. § 32-3251(16)(m), engaging or offering to engage as a licensee in activities that are not congruent with the licensee's professional education, training or experience

The motion passed unanimously.

Following further review and discussion by members, Mr. Miller moved, seconded by Ms. Palacios, to offer the professional a consent agreement for the voluntary surrender of the professional's license, and if not signed, to remand the matter to a formal hearing. The motion passed unanimously

	Robert Charles	Brenda Dennis	Kristina Groves	Leanne Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen
AYE	X	X	X	X	X	X	X	X	X	X	
NAY											
Absent											X

*The Board took a break at 12:16 p.m., reconvening its public meeting at 12:48 p.m.*

*D. 2025-0093, Anissa Fox, LPC-22937*

Ms. Zavala summarized the Board's investigation.

The complainant appeared and addressed the Board.

The professional and her attorney, Sara Stark, appeared and addressed the Board.

Following review and discussion by members, Mr. Madera moved, seconded by Ms. Henagan, to dismiss the complaint with a letter of concern addressing ensuring appropriate termination and transition of services, including clear documentation in the client's chart regarding the continuity or termination of services, as well as ensuring mandated reports are made appropriately and in a timely manner. The motion passed unanimously.

*E. 2024-0183, Jacqueline Kaplan, LCSW-13492*

Ms. Zavala summarized the Board's investigation.

The professional was properly noticed, but failed to appear.

Following review and discussion by members, Ms. Palacios moved, seconded by Ms. Krueger, to accept the proposed signed interim consent agreement. The motion passed unanimously.

	Robert Charles	Brenda Dennis	Kristina Groves	Leanne Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen
AYE	X	X	X	X	X	X	X	X	X	X	
NAY											
Absent											X

*F. 2024-0373, Rodger Lee, LPC-17937*

Ms. Zavala summarized the Board's investigation.

The complainant was properly noticed, but failed to appear.

The professional appeared and addressed the Board.

Following review and discussion by members, Ms. Krueger moved, seconded by Ms. Henagan, to find the following violations:

- A.R.S. § 32-3251(16)(k), engaging in any conduct or practice that is contrary to recognized standards of ethics in the behavioral health profession or that constitutes a danger to the health, welfare or safety of a client as it relates to the following section of the 2014 ACA Code of Ethics:
  - A.8 Multiple Clients
- A.R.S. § 32-3251(16)(m), engaging or offering to engage as a licensee in activities that are not congruent with the licensee's professional education, training or experience
- A.R.S. § 32-3251(16)(p), failing to conform to minimum practice standards as developed by the board as it relates to:
  - A.A.C. R4-6-1101, Consent for Treatment
  - A.A.C. R4-6-1102, Treatment Plan
  - A.A.C. R4-6-1104, Financial and Billing Records
  - A.A.C. R4-6-1105, Confidentiality

The motion passed unanimously

Following further review, Ms. Krueger moved, seconded by Mr. Miller, to offer a consent agreement that stipulates the following:

- The licensee shall be placed on probation for 12 months
- The licensee shall complete pre-approved continuing education in:
  - 3 clock hours in behavioral health ethics, including staying in one's scope of practice
  - 3 clock hours in the Board's rules and statutes
  - 3 clock hours in crisis intervention
  - 3 clock hours in self-care

and if not signed, to invite the professional to participate in a formal interview and, if not accepted, to remand the matter to a formal hearing. The motion passed unanimously.

	Robert Charles	Brenda Dennis	Kristina Groves	Leannette Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen
AYE	X	X	X	X	X	X	X	X	X	X	
NAY											
Absent											X

*G. 2025-0059, Deborah McClish, LIAC-15096*

Ms. Zavala summarized the Board's investigation.

The complainant appeared and addressed the Board.

The professional appeared and addressed the Board.

Following review and discussion by members, Ms. Henagan moved, seconded by Mr. Charles, to find the following violations:

- A.R.S. § 32-3251(16)(m), engaging or offering to engage as a licensee in activities that are not congruent with the licensee's professional education, training or experience

The motion passed unanimously.

Following further review, Ms. Henagan moved, seconded by Ms. Palacios, to offer a consent agreement that stipulates the following:

- The license shall be placed on probation for 24 months
- The professional shall complete pre-approved continuing education in:
  - 3 clock hours in behavioral health ethics, to include scope of practice
  - 3 clock hours in dual diagnoses
  - 3 clock hours in cultural competency with youth
  - 3 clock hours Arizona Renewal Tutorial
- The professional shall receive clinical supervision once a month from a pre-approved licensed independent addiction counselor or an independently licensed behavioral health professional with proper training or experience in addiction counseling, and cannot be the owner of the agency
- Clinical supervision shall focus on CEUs taken, addiction, scope of addiction counseling, behavioral health ethics, the Board's rules and statutes, and a list of current clients to include note of those without addiction related diagnoses, and timeframe of 30 days of transition clients.
- After 24 months, the frequency shall be at the recommendation of the clinical supervisor, to include early release.

and if not signed, invited to a formal interview, and if not accepted, remanded to a formal hearing. The motion passed unanimously.

	Robert Charles	Brenda Dennis	Kristina Groves	Leanette Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen
AYE	X	X	X	X	X	X	X	X	X	X	
NAY											
Absent											X

Following further review and discussion by members, Ms. Henagan moved, seconded by Ms. Krueger, to open a complaint on the professional's clinical supervisor. The motion passed unanimously.

*H. 2025-0128, Marcy Mevorach, LCSW-12448*

Ms. Zavala summarized the Board's investigation.

The complainant was properly noticed, but failed to appear.

The professional and her attorney, Flynn Carey, appeared and addressed the Board.

Mr. Miller moved, seconded by Ms. Palacios, to go into executive session for legal advice. The motion passed unanimously and the Board went into executive session at 9:53 am, reconvening its public meeting at 10:25 am

Following review and discussion by members, Mr. Miller moved, seconded by Ms. Groves, to find the following violations:

- A.R.S. § 32-3251(16)(l), engaging in any conduct, practice or condition that impairs the ability of the licensee to safely and competently practice the licensee's profession
- A.R.S. § 32-3251(16)(k), engaging in any conduct or practice that is contrary to recognized standards of ethics in the behavioral health profession or that constitutes a danger to the health, welfare or safety of a client as it relates to the following section of the 2014 ACA Code of Ethics:
  - 1.06 (c) Conflicts of Interest
- A.R.S. § 32-3251(16)(v), engaging in any sexual conduct between a licensee and a client or former client

The motion passed unanimously.

Following further review, Mr. Miller moved, seconded by Ms. Krueger, to offer the professional a consent agreement for the voluntary surrender of the professional's license, and if not signed, to remand the matter to a formal hearing. The motion passed unanimously.

	Robert Charles	Brenda Dennis	Kristina Groves	Leanette Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen

AYE		X	X	X	X	X	X	X	X	X	
NAY											
Absent	Recused										X

*I. 2025-0082, Kelsey Peterson, LMSW-20884*

Ms. Zavala summarized the Board’s investigation.

The complainant was present and addressed the Board.

The professional and her attorney, Sara Stark, appeared and addressed the Board.

Following review and discussion by members, Mr. Madera moved, seconded by Ms. Krueger, to dismiss the complaint with a letter of concern addressing ensuring appropriate termination and transition of services which includes clear documentation in the client’s chart regarding the continuity or termination of services, as well as ensuring mandated reports are made appropriately and in a timely manner. The motion passed unanimously.

*J. 2025-0084, Alicia Stetler, LAAC-15309*

Ms. Zavala summarized the Board’s investigation.

The complainant was present and addressed the Board.

The professional was properly noticed, but failed to appear.

Following review and discussion by members, Ms. Dennis moved, seconded by Ms. Krueger, to accept the proposed signed consent agreement for the voluntary surrender of the professional’s license. The motion carried unanimously.

	Robert Charles	Brenda Dennis	Kristina Groves	Leanne Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen
AYE	X	X	X	X	X	X	X	X	X	X	
NAY											
Absent											X

Following further discussion by members, Ms. Dennis moved, seconded by Ms. Palacios, to refer the case to law enforcement. The motion passed unanimously.

	Robert Charles	Brenda Dennis	Kristina Groves	Leanne Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen
AYE	X	X	X	X	X	X	X	X	X	X	
NAY											
Absent											X

*K. Mary White, LMFT Applicant*

Ms. Zavala summarized the Board’s investigation.

The applicant appeared telephonically, her attorney, Flynn Carey, appeared in person and addressed the Board.

Following review and discussion by members, Ms. Meek moved, seconded by Ms. Henagan, to rescind their December 13<sup>th</sup>, 2024 vote to find for violations and deny the applicant’s application, and allow the applicant to withdraw her application. The motion passed unanimously.

	Robert Charles	Brenda Dennis	Kristina Groves	Leanne Henagan	Crystal Krueger	Jose Luis Madera	Adalesa Meek	Dominic Miller	Diane Palacios	Teresa Peña	Mark Shen
AYE	X	X	X	X	X	X	X	X	X	X	
NAY											
Absent											X

**8. Assistant Attorney General's Report: Mona Baskin, A.A.G.**

*N/A*

**9. Applications for licensure and educational programs: review, consideration and action**

*A. Review, consideration, and possible action regarding applications for licensure*

*Counseling*

Mr. Madera moved, seconded by Ms. Krueger, to deny 3 application based on a failure to pass the required examination, 2 applications based on a failure to take the required examination, 6 applications based on a failure to meet minimum requirements, and 1 application based on findings of unprofessional conduct. The motion passed unanimously.

*Marriage and Family Therapy*

Ms. Krueger moved, seconded by Mr. Miller, to deny 1 application based on a failure to pass the required examination and 4 applications based on a failure to take the required examination. The motion passed unanimously.

*Social Work*

Mr. Miller moved, seconded by Ms. Krueger, to deny 6 applications based on a failure to pass the required examination and 16 applications based on a failure to take the required examination. The motion passed unanimously.

*Addiction Counseling*

Ms. Palacios moved, seconded by Ms. Krueger, to deny 2 applications based on a failure to take the required examination and 1 application based on a failure to meet minimum requirements. The motion passed unanimously.

*B. Review, consideration, and possible action regarding applications for educational programs*

*N/A*

**10. Report from Chair**

*A. Summary of current events*

No report.

**11. Report from the Treasurer**

*A. Review, consideration, and possible action regarding December financial report*

*B. Review, consideration and possible action regarding January financial report*

Following review and discussion by members, Mr. Miller moved, seconded by Ms. Palacios, to accept the December and January financial report as presented. The motion passed unanimously.

**12. Report from the Executive Director and/or staff**

*A. Discussion regarding the Board's phone system.*

Ms. Zavala provided an update on steps taken to review and assess the Board's phone system. The members provided feedback on the current quality and limiting telephonic participation when possible while accommodating as needed.

*B. Review, consideration and possible action on clinical supervision continuing education hours submitted by Brian McCullough*

Following review and discussion, Ms. Dennis moved, seconded by Ms. Groves, to deny the submitted continuing education hours due to failure to meet requirements.

*C. Discussion regarding Board staff's accomplishments*

Tabled.

*D. Update on Ms. Zavala's meeting with the Social Work Compact Commission*

Ms. Zavala provided an update on her attendance and participation in new roles within the Social Work Compact Commission.



*E. Update on Ms. Zavala's meeting with Counseling Compact Commission*

Ms. Zavala provided an update on her attendance and participation in a new role within the Counseling Compact Commission.

*F. Update on Ms. Zavala's attendance at the American Association of State Counseling Boards conference*

Ms. Zavala provided an update on her attendance at the American Association of State Counseling Boards conference.

*G. Discussion regarding the Board's Impaired Professional Program*

Ms. Zavala discussed the importance of self-care and purpose the Impaired Professional Program serves to licensees. Ms. Zavala provided a reminder on when the program can be utilized and recommended to other professionals.

*H. Update on the Board's website migration*

Ms. Zavala shared that the Board's new website is now operational and reminder that there will be a transitional period.

*I. Update on the rulemaking process*

Ms. Zavala provided an update on the rule making process and upcoming steps to submit a new rule making packet.

*J. Discussion regarding 2025 bills introduced to legislation*

Ms. Zavala discussed reforms bills that may impact the Board and that Board staff is reviewing as needed

*K. Review, consideration and possible action regarding selection of three individuals to attend the Counseling Regulatory Boards Annual Summit*

Following review and discussion by members, Ms. Krueger moved, seconded by Ms. Groves, to select Ms. Zavala, Ms. Meek, and Mr. Miller to attend the Counseling Regulatory Boards Annual Summit.

*L. Review, consideration and possible action in regards to A.R.S. § 32-3253 (A) (4)*

Following review and discussion by members, Mr. Miller moved, seconded by Ms. Krueger, to allow Ms. Zavala to research changes in fees, create a proposal for reaching out to licensees regarding fee holidays, and this information back research to the Board.

**13. Request for extension of inactive status: review, consideration and action**

*A. Marilyn Driss, LCSW-12227 (Inactive Status Extension)*

Following review and discussion by members, Ms. Palacios moved, seconded by Ms. Krueger, to deny the request for extension of inactive status. The motion passed unanimously.

*B. Geraldine Taylor, LMSW-16496 (Inactive Status Extension)*

Following review and discussion by members, Ms. Palacios moved, seconded by Mr. Miller, to grant the request for extension of inactive status. The motion passed unanimously.

*C. Gene Lullo, LCSW-1718 (Inactive Status Extension)*

Following review and discussion by members, Ms. Palacios moved, seconded by Ms. Krueger, to grant the request for extension of inactive status. The motion passed unanimously.

*D. Golnar Zahedin-Labbaf, LMFT-15304 (Inactive Status Extension)*

Following review and discussion by members, Mr. Groves moved, seconded by Ms. Dennis, to grant the request for extension of inactive status. The motion passed unanimously.

*E. Steven Kachur, LAAC-15373 (CEU Reduction)*

Following review and discussion by members, Ms. Krueger moved, seconded by Mr. Miller, to keep the professional's inactive status and deny the request for CEU reduction. The motion passed unanimously.

**14. Future agenda items**

N/A

**15. Call for public comment**

N/A

**16. Establishment of future meeting date(s)**

*The next regular meeting is scheduled for Friday, March 7, 2025, at 9:00 a.m., at 1740 W. Adams St., Boardroom C.*

**17. Adjournment**

Mr. Miller moved, seconded by Ms. Palacios, to adjourn. The motion passed and the meeting was adjourned at 2:42 p.m.

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Diane Palacios  
Secretary/Treasurer

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Date