



STATE OF ARKANSAS
OFFICE OF PROCUREMENT
ARKANSAS DEPARTMENT OF HUMAN SERVICES
700 Main Street
Little Rock, Arkansas 72203

ORIGINAL

RESPONSE PACKET
710-20-0018R

CAUTION TO VENDOR

Vendor's failure to submit required items and/or information as specified in the *Bid Solicitation Document* **shall** result in disqualification.

SIGNATURE PAGE

Type or Print the following information.

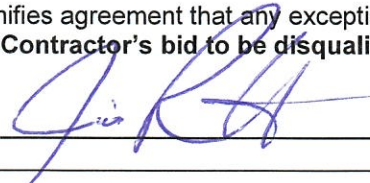
PROSPECTIVE CONTRACTOR'S INFORMATION				
Company:	Free Will Baptist Family Ministries			
Address:	90 Stanley Lane			
City:	Greeneville	State:	TN	Zip Code: 37743
Business Designation:	<input type="checkbox"/> Individual <input type="checkbox"/> Partnership	<input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> Corporation	<input type="checkbox"/> Public Service Corp <input checked="" type="checkbox"/> Nonprofit	
Minority and Women-Owned Designation*:	<input checked="" type="checkbox"/> Not Applicable <input type="checkbox"/> African American	<input type="checkbox"/> American Indian <input type="checkbox"/> Hispanic American	<input type="checkbox"/> Asian American <input type="checkbox"/> Pacific Islander American	<input type="checkbox"/> Service Disabled Veteran <input type="checkbox"/> Women-Owned
	AR Certification #: _____		* See <i>Minority and Women-Owned Business Policy</i>	

PROSPECTIVE CONTRACTOR CONTACT INFORMATION			
<i>Provide contact information to be used for bid solicitation related matters.</i>			
Contact Person:	Debbie Stripling	Title:	AR Administrator
Phone:	501-663-3129	Alternate Phone:	501-912-5644
Email:	stripling@fwbfm.com		

CONFIRMATION OF REDACTED COPY
<input type="checkbox"/> YES, a redacted copy of submission documents is enclosed. <input checked="" type="checkbox"/> NO, a redacted copy of submission documents is <u>not</u> enclosed. I understand a full copy of non-redacted submission documents will be released if requested. <i>Note: If a redacted copy of the submission documents is not provided with Prospective Contractor's response packet, and neither box is checked, a copy of the non-redacted documents, with the exception of financial data (other than pricing), will be released in response to any request made under the Arkansas Freedom of Information Act (FOIA). See Bid Solicitation for additional information.</i>
ILLEGAL IMMIGRANT CONFIRMATION
By signing and submitting a response to this <i>Bid Solicitation</i> , a Prospective Contractor agrees and certifies that they do not employ or contract with illegal immigrants. If selected, the Prospective Contractor certifies that they will not employ or contract with illegal immigrants during the aggregate term of a contract.
ISRAEL BOYCOTT RESTRICTION CONFIRMATION
By checking the box below, a Prospective Contractor agrees and certifies that they do not boycott Israel, and if selected, will not boycott Israel during the aggregate term of the contract. <input checked="" type="checkbox"/> Prospective Contractor does not and will not boycott Israel.

An official authorized to bind the Prospective Contractor to a resultant contract must sign below.The signature below signifies agreement that any exception that conflicts with a Requirement of this *Bid Solicitation* will cause the Prospective Contractor's bid to be disqualified:

Authorized Signature: _____



Title: Chief Operating Officer

Use Ink Only.

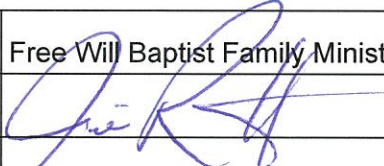
Printed/Typed Name: Jim Robinette

Date: 6/17/20

SECTION 1 - VENDOR AGREEMENT AND COMPLIANCE

- Any requested exceptions to items in this section which are NON-mandatory **must** be declared below or as an attachment to this page. Vendor **must** clearly explain the requested exception and should label the request to reference the specific solicitation item number to which the exception applies.
- Exceptions to Requirements **shall** cause the vendor's proposal to be disqualified.

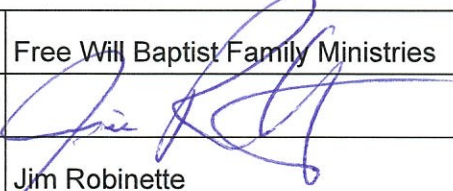
By signature below, vendor agrees to and **shall** fully comply with all Requirements as shown in this section of the bid solicitation. **Use Ink Only**

Vendor Name:	Free Will Baptist Family Ministries	Date:	6/17/20
Authorized Signature:		Title:	Chief Operating Officer
Print/Type Name:	Jim Robinette		

SECTION 2 - VENDOR AGREEMENT AND COMPLIANCE

- Any requested exceptions to items in this section which are NON-mandatory **must** be declared below or as an attachment to this page. Vendor **must** clearly explain the requested exception, and should label the request to reference the specific solicitation item number to which the exception applies.
- Exceptions to Requirements **shall** cause the vendor's proposal to be disqualified.

By signature below, vendor agrees to and **shall** fully comply with all Requirements as shown in this section of the bid solicitation. **Use Ink Only**

Vendor Name:	Free Will Baptist Family Ministries	Date:	6/17/20
Authorized Signature:		Title:	Chief Operating Officer
Print/Type Name:	Jim Robinette		

SECTION 3,4,5 - VENDOR AGREEMENT AND COMPLIANCE

- Exceptions to Requirements **shall** cause the vendor's proposal to be disqualified.

By signature below, vendor agrees to and **shall** fully comply with all Requirements as shown in this section of the bid solicitation. **Use Ink Only**

Vendor Name:	Free Will Baptist Family Ministries	Date:	6/17/20
Authorized Signature:		Title:	Chief Operating Officer
Print/Type Name:	Jim Robinette		

Contract Number _____
 Attachment Number _____
 Action Number _____
 Failure to complete all of the following information may result in a delay in obtaining a contract, lease, purchase agreement, or grant award with any Arkansas State Agency.
 SUBCONTRACTOR: _____
 SUBCONTRACTOR NAME: _____

CONTRACT AND GRANT DISCLOSURE AND CERTIFICATION FORM

IS THIS FOR: Goods? Services? Both?
 TAXPAYER ID NAME: Free Will Baptist Family Ministries
 YOUR LAST NAME: Robinette FIRST NAME: Jim M.I.: _____
 ADDRESS: 90 Stanley Lane
 CITY: Greenville STATE: TN ZIP CODE: 37743 COUNTRY: USA

AS A CONDITION OF OBTAINING, EXTENDING, AMENDING, OR RENEWING A CONTRACT, LEASE, PURCHASE AGREEMENT, OR GRANT AWARD WITH ANY ARKANSAS STATE AGENCY, THE FOLLOWING INFORMATION MUST BE DISCLOSED:

F O R I N D I V I D U A L S *

Indicate below if: you, your spouse or the brother, sister, parent, or child of you or your spouse is a current or former: member of the General Assembly, Constitutional Officer, State Board or Commission Member, or State Employee:

Position Held	Mark (✓)		Name of Position of Job Held [senator, representative, name of board/ commission, data entry, etc.]	For How Long?		What is the person(s) name and how are they related to you? [i.e., Jane Q. Public, spouse, John Q. Public, Jr., child, etc.]	Relation
	Current	Former		From MM/YY	To MM/YY		
General Assembly							
Constitutional Officer							
State Board or Commission Member							
State Employee							

None of the above applies

F O R A N E N T I T Y (B U S I N E S S) *

Indicate below if any of the following persons, current or former, hold any position of control or hold any ownership interest of 10% or greater in the entity: member of the General Assembly, Constitutional Officer, State Board or Commission Member, State Employee, or the spouse, brother, sister, parent, or child of a member of the General Assembly, Constitutional Officer, State Board or Commission Member, or State Employee. Position of control means the power to direct the purchasing policies or influence the management of the entity.

Position Held	Mark (✓)		Name of Position of Job Held [senator, representative, name of board/ commission, data entry, etc.]	For How Long?		What is the person(s) name and what is his/her % of ownership interest and/or what is his/her position of control?	
	Current	Former		From MM/YY	To MM/YY	Person's Name(s)	Ownership Interest (%)
General Assembly							
Constitutional Officer							
State Board or Commission Member							
State Employee							

None of the above applies

Contract Number _____
Attachment Number _____
Action Number _____

Contract and Grant Disclosure and Certification Form

Failure to make any disclosure required by Governor's Executive Order 98-04, or any violation of any rule, regulation, or policy adopted pursuant to that Order, shall be a material breach of the terms of this contract. Any contractor, whether an individual or entity, who fails to make the required disclosure or who violates any rule, regulation, or policy shall be subject to all legal remedies available to the agency.

As an additional condition of obtaining, extending, amending, or renewing a contract with a state agency I agree as follows:

1. Prior to entering into any agreement with any subcontractor, prior or subsequent to the contract date, I will require the subcontractor to complete a **CONTRACT AND GRANT DISCLOSURE AND CERTIFICATION FORM**. Subcontractor shall mean any person or entity with whom I enter an agreement whereby I assign or otherwise delegate to the person or entity, for consideration, all, or any part, of the performance required of me under the terms of my contract with the state agency.
2. I will include the following language as a part of any agreement with a subcontractor:
Failure to make any disclosure required by Governor's Executive Order 98-04, or any violation of any rule, regulation, or policy adopted pursuant to that Order, shall be a material breach of the terms of this subcontract. The party who fails to make the required disclosure or who violates any rule, regulation, or policy shall be subject to all legal remedies available to the contractor.
3. No later than ten (10) days after entering into any agreement with a subcontractor, whether prior or subsequent to the contract date, I will mail a copy of the **CONTRACT AND GRANT DISCLOSURE AND CERTIFICATION FORM** completed by the subcontractor and a statement containing the dollar amount of the subcontract to the state agency.

I certify under penalty of perjury, to the best of my knowledge and belief, all of the above information is true and correct and that I agree to the subcontractor disclosure conditions stated herein.

Signature  Title Chief Operating Officer Date 6/17/2020
Vendor Contact Person Debbie Stripling Title AR Administrator Phone No. (501) 663-3129

Agency use only

Agency Number 0710 Agency Name Department of Human Services Agency Contact Person _____ Agency Contact Phone No. _____ Agency Contract Phone No. _____ or Grant No. _____

The Arkansas Child Welfare Agency Review Board

in cooperation with

Arkansas Department of Human Services

Division of Children and Family Services

Certifies that

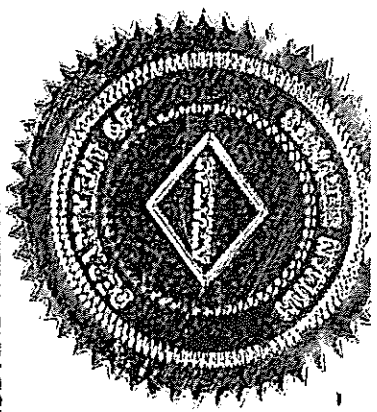
Free Will Baptist Family Ministries dba Florence Crittendon
3600 West 11th Street
Little Rock, AR 72204

is hereby issued LICENSE # 10013 effective date March 22, 2005

FOR THE PURPOSE OF PROVIDING RESIDENTIAL CARE/PLACEMENT SERVICES IN THE STATE OF ARKANSAS
THE SPECIFIC SERVICES AUTHORIZED BY THIS LICENSE ARE:

- Residential Services: Capacity: 27 Ages: 0 to 18
- Residential Facility
 - Emergency Shelter
 - Psychiatric Residential Treatment Facility
 - Sexual Offender Program
- Placement Services:
- Adoptive Placement
 - Foster Care Placement
 - Residential Placement
 - Therapeutic Foster Care Placement

THIS IS A REGULAR LICENSE AND WILL REMAIN IN EFFECT UNTIL SUCH TIME AS IT IS CHANGED TO ANOTHER TYPE OF LICENSE OR CLOSED.



In Witness whereof, we have set our hand on this
22nd day of March 2005

By Jimmie Paulson
Chairman
Child Welfare Agency Review Board

Debbie ds. Stripling

From: Illegal Immigrant Form <AASIS-OSP@dfa.arkansas.gov>
Sent: Thursday, January 23, 2020 2:14 PM
To: Debbie ds. Stripling
Subject: Illegal Immigrant Form

DFA Illegal Immigrant Contractor Disclosure Certification

Illegal Immigrant Form

Vendor: Free Will Baptist Family Ministries
Tax ID: 5535
Disclosure Statement: I certify that I **DO NOT** employ or contract with an illegal immigrant.
Contact E-mail: stripling@fwbfm.com
Submitted on: 01-23-20
Valid through: 01-22-21

03:019

(CARF Section 1 E. Legal Requirements #1c., #3., a., d.,)
(CARF Section 2 A. Program/Service Structure #20)

POLICY: CONFIDENTIAL INFORMATION (NONDISCLOSURE)

The protection of confidential information is vital to the interests and the success of FWBFM. Such confidential information includes, but is not limited to, the following examples:

- Compensation data
- Administrative Records
- Computer passwords and other confidential information
- Pending projects and proposals
- Mailing list
- Pledge and donor lists
- Client / Client (clients) served
- Client Records
- Employee files (including medical information)
- Accounts Payable
- Accounts Receivable
- Administrative Records

All employees and board members may be required to sign a nondisclosure agreement as a condition of employment. Any employee or board member who discloses confidential information will be subject to disciplinary action, up to and including possible termination of employment or board removal, even if he or she does not actually benefit from the disclosed information. All confidential employee/board information will be protected through the appropriate departments and kept locked.

03:019.1

(CARF Section 1 E. Legal Requirements #1c., #3a, d.,)
(CARF Section 2 A. Program/Service Structure #20)

POLICY: HIPAA / RECORD DISCLOSURE/DESTRUCTION

All medical and other information directly or indirectly identifying a client or former client must be kept strictly confidential. All information relating to a client's care, treatment or condition constitutes confidential information. Employees and contract agents shall never discuss a client's medical condition with friend's family or other non-employees. Discussion of client information with employees is on a need to know basis, limited to designated personnel dealing with treatment/insurance/billing. A client's presence in our organization could also indicate the nature of the client's illness and therefore shall not be disclosed without proper authorization. Any unauthorized disclosure by employees or contract agents could render the organization liable for damages on grounds of defamation or invasion of the right to privacy. Any employee or contract agent who violates the confidentiality of medical related information will be terminated from employment or contract and removed from the premises.

AGREEMENT

Employees (or contract agent) recognize and acknowledge the following,

- 1) That the services performed by **Free Will Baptist Family Ministries, Inc.**, for its clients, clients, and providers are strictly confidential and that to enable the company to perform those services, its clients, employees and providers furnish confidential information concerning their affairs;
- 2) That the goodwill of the company depends, among other things, upon its keeping of such services and information confidential; and
- 3) That by reason of your role, you may come into possession of information concerning the services performed by the organization for its client and/or providers.

Employees accordingly agree that except as directed by authorized personnel, they will not, at any time during or after employment (or contract), disclose any of such services or information to any person, or permit any non-employee to examine or make copies of any reports or other documents prepared by you or coming into your possession, that have in any way to do with the patients or providers of the organization. Employees recognize that disclosure of information may give rise to irreparable injury to the organization, board members and owners of such information (clients/employees) who may seek available legal remedies against you.

The following state statute may be applicable (T. C. A. 68-11-3 11 - Violations - Civil Liability): "Any individual making unauthorized disclosure of information may be fined \$500 in the first offense and \$5000 in the case of each subsequent offense." Other legal remedies may be available.

Accordingly, and as recommended by our insurance liability carrier, **VIOLATIONS OF THE CONFIDENTIALITY OF PATIENT INFORMATION SHALL BE CAUSE FOR IMMEDIATE TERMINATION OF EMPLOYMENT OR CONTRACT.**

RECORDS RELEASE AND DESTRUCTION

See policy Client Records for client records. All other records, files and documents are destroyed based on the recommendations of generally accepted business practices for the agency by a licensed shredding company who provides certificate of destruction at the time of destruction.

05: PS 115

(CARF Section 1 E. Legal Requirements #1 j., #3 b., c., d., e., f.,)

(CARF Section 1 K. Rights of Persons Served #2.)

(CARF Section 1 G. Records of the Person Served #1)

PROCEDURE: CLIENT RECORDS

The agency shall maintain strict standards relating to the safekeeping of client records. Client confidentiality shall be assured through procedural and physical safeguards against unauthorized access to files. Standards and compliance coordinator is responsible for all client records by safeguarding them according to the policy below. Staff members cannot access or remove records without the permission or knowledge of record removal by standards and compliance coordinator. Written procedures shall encompass content of client records, authorized access, security, the rights of the client and the client's guardian/custodian to access the client file, and record retention.

1. File Content

1.1 Each client file will communicate information in a manner that is organized, clear, complete, current, and legible and contain the following Categories:

RESIDENTIAL FILE

1. Admissions/Intake
2. Legal
3. Medical
4. Clinical
5. Treatment/Planning
6. Education
7. Visitation
8. Miscellaneous

FAMILY SERVICES FILE

1. Admissions/Intake
2. Legal
3. Medical
4. Clinical
5. Treatment/Planning
6. Education
7. Visitation
8. Miscellaneous
9. Foster Placement Services
10. In-Home Services
11. After Care Services

1.2 Each program division shall include in its Operations Manual an outline of basic client file content, organization of files, and standards and schedules for maintaining current accuracy of files and purging them of all summarized notes or other irrelevant or unnecessary information (see "Closed Records Contents.").

2. Storage of Records

2.1 All client files shall be stored under double single-lock in fire-retardant resistant cabinets or vaults accessible only to be authorized personnel [see PS 158: Confidentiality of Client Information];

2.2 All client files are to be removed from work desks/offices and stored in the designated cabinets/vaults at the end of each work day;

2.3 Within thirty days of case closure, case files shall be purged according to divisional guidelines, reviewed by Program Supervisors/Coordinators, and forwarded to storage in the closed record vaults or scanned into Kaleidacare.

2.4 After case closure, Program Supervisors/Coordinators shall assure that duplicate/working case files are destroyed; and

2.5 When destroying purged and duplicate records, materials shall be shredded.

3. Scanning Client Files

Client files are considered a legal record of the treatment and care of youth in placement with FWBFM. The documents stored within a client file are legal documents that must be handled, filed, and scanned correctly!

Client files are created with numbered dividers that represent the type of document stored in the section (i.e. 1-Intake, 2- Legal, 3-Medical, 4-Clinical, 5-Treatment, 6-Education, 7- Contacts & Visitation, & 8- Misc. 9- Foster Care, 10- In-Home-Services & 11- Aftercare) .

There are sub-sections in each file that are divided by green sheets with the names of the documents that are to be stored in the sub-sections (i.e. Record of Access, Face Sheet, TBI, etc.).

It is critical to remember:

- If a file is contained within a white binder, documents between each green sub-divider must be scanned as a single scan. Never ever scan a numbered section as one file or scan more than one subdivided section as one file!!
- Files must be scanned accurately and labeled appropriately according to the subsection title it belongs in.
- Files must be scanned with the client's full last name, client's first initial, and the name of the Subsection / document title in the subject line prior to being emailed to the Family Specialist.
- The Family Specialist must collect all of the client documents from clientele/family services and present the file to the shift supervisor/file clerk for filing and scanning.
- Files are scanned at the time of client discharge from clientele/family services.

Procedure for Scanning Files

1. Place the subsection of the client file in the top feeder of the copy machine.
2. Select the SCAN option and enter your copy code.
3. Locate the Family Specialists name on the screen and select it.
4. At the bottom of the screen, select SUBJECT.
5. At the bottom of the next screen, select TEXT and an alphabetic keypad will appear on the screen.
6. Type in the client's full last name, client's first initial, and the title of the subsection/document type (i.e House, C., Face Sheet).
7. At the top right side of the screen, select OK.
8. At this point you should be back at the screen showing the name of the recipient of the email.
9. Push the start button and the files should begin scanning thru the feeder and the email is automatically sent to the person designated to upload the files.

****File must be completed and scanned within 7 days of client's discharge from clientele/family services.****

4. Retention of Closed Records that are not located on our electronic system

- 4.1 Materials that have been purged from Closed case files will be stored placed in cardboard boxes and locked cabinets in storage on campus.
- 4.2 Within 24 hours of finalization of adoption decree in court, adoptive case records are given to the Department of Children's Services who will purge, seal, and forward to state authorities for storage in state archives; and
- 4.3 Closed case files (other than those defined in 3.2) are retained permanently in the closed record vaults.
- 4.4 When destroying purged material from a client record, materials shall be shredded.
- 4.5 Client files identified or involved in legal proceedings will be considered protected, open files regardless of the time-period and not be destroyed.
- 4.6 Any file identified for legal or court proceedings will be pulled from destruction.

5. Access to Open/Closed Records

- 1.1 Access to closed foster care, adoption, and in home service case records may be granted only by the Executive Administrator or Standards & Compliance Coordinator; and
- 1.2 Access to closed group care records may be granted only by the Administrator, or Standards and compliance coordinator.
- 1.3 In the event access is requested to records in regards to subpoenas, search warrants, investigations, or any other legal action, employees are instructed to contact the administrator of clientele services for immediate action. If the administrator is not available, staff should contact their immediate supervisor for instructions. Outside legal assistance may be used in events such as these. The CEO/PRESIDENT has the ultimate authority on behalf of the agency for approving access of any kind.
- 1.4 In the event access is requested to records in regards to subpoenas, search warrants, investigations, or any other legal action, employees are instructed to contact the administrator of clientele/family services for immediate

action. If the administrator is not available, staff should contact their immediate supervisor for instructions. Outside legal assistance may be used in events such as these. The CEO/PRESIDENT has the ultimate authority on behalf of the agency for approving access of any kind.

6. Client Review of Case Record

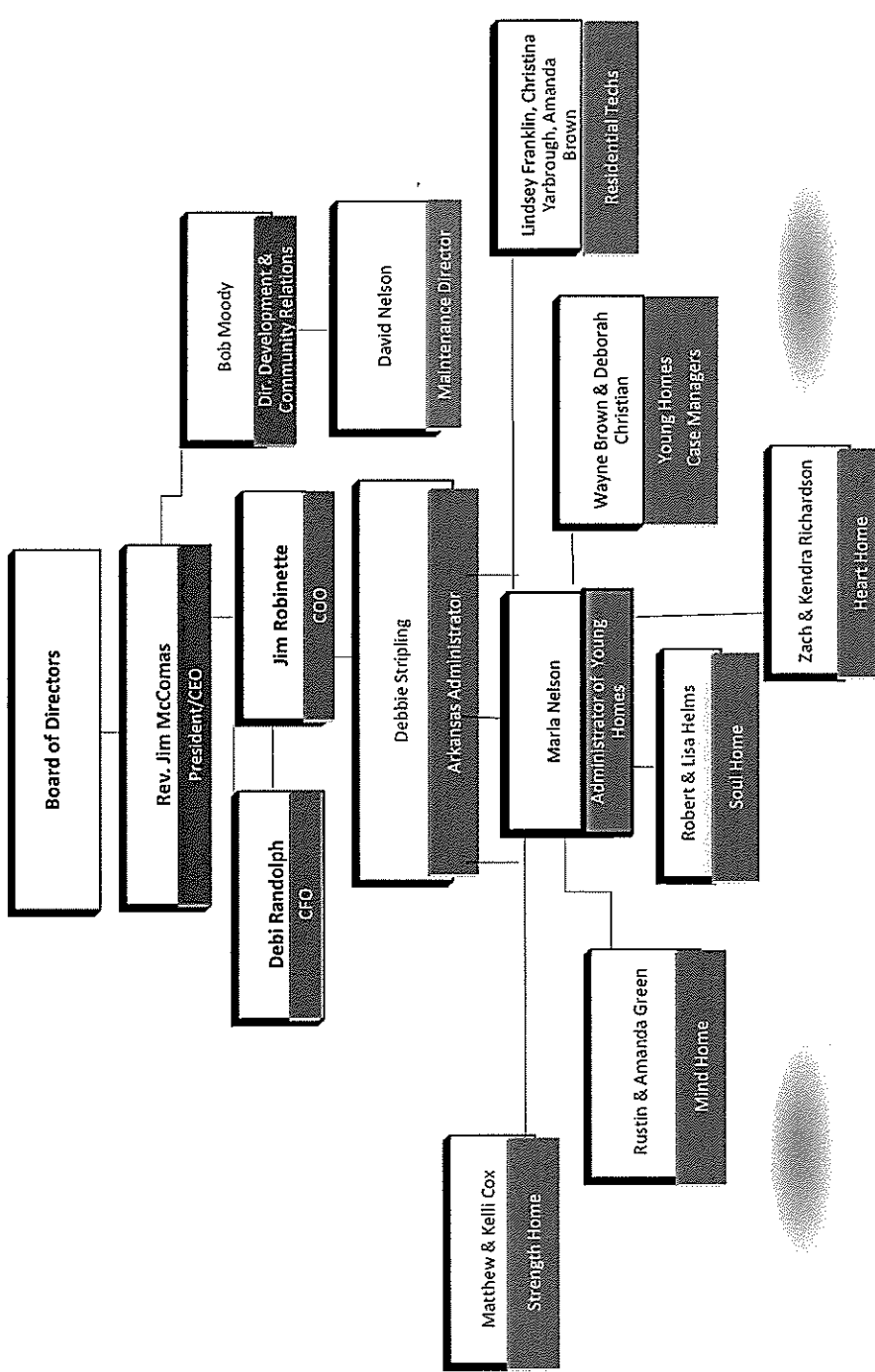
- 6.1 Upon written request and proper identification, legally competent adult clients, legal guardians/custodians of minor clients, and adult former clients shall have the right to review the client record in the presence of personnel designated by the Administrator, to request correction of any inaccurate information in the record, and to request a copy of any agency-generated document in the record. This also applies to requests from family members for records of deceased persons.
- 6.2 Copies of information from any other source must be obtained from its original source;
- 6.3 Such case reviews shall be documented in the case record, even if no corrections or additions are requested;
- 6.4 Clients (or guardians in the case of minors) shall be apprised in writing of their rights under this policy;
- 6.5 If it is believed such review would be injurious to the client's physical or emotional well-being, written refusal of access may be authorized only by the Administrator or the CEO/PRESIDENT;
- 6.6 In the event a client wishes to insert a statement into their case record, they shall be given the opportunity with guidance as to what is acceptable self-expression for case file document;
- 6.7 If the client's record insertion requires a written response for the file, the client will be informed and given the opportunity to review the response.
- 6.8 Further requirements concerning client access to records shall be defined in divisional Operations Manuals.

6 Disposition of Case Records in Case of Agency Dissolution

In case of the agency's dissolution, the Board of Trustees shall designate an agency to be responsible for the maintenance, access, and protection of client records within agency-defined policies.

710-20-0018A

FREE WILL BAPTIST FAMILY MINISTRIES





Dr. Bryan Bishop, D.D.S.
General Dentist

1742 West Center
P.O. Box 3500
Greenwood, AR 72936

479-996-1717
Fax 479-996-1335
www.bishopfamilydentistry.com

February 11, 2020

To Whom It May Concern,

I, Bryan Bishop, dentist and owner of Bishop Family Dentistry am writing this letter in support of the Young Children's Home.

Bishop Family Dentistry will continue to support the Young Children's Home by continuing to provide preventative care and treatment.

If I or my staff can be of any further assistance please let us know.

Thanks,

Bryan Bishop DDS



FORT CHAFFEE
REDEVELOPMENT
AUTHORITY

February 14, 2020

To Whom It May Concern:

It is my privilege to write a letter of recommendation for Young Children's Home at Chaffee Crossing. Over the past five years, I have worked with the Free Will Baptist Church Ministries leadership team to realize the dream of building the YCH campus, but I would like to particularly recognize Kenneth Winningham, Bob Moody, and Marla Nelson. Without question, I can say they are dedicated to the mission of serving and protecting the children and families of western Arkansas. Their faithful determination has been reflected in our every interaction. They have met FCRA development requirements and fulfilled all of their obligations to build not one, but four quality homes that now provide stable, family-based environments for up to 32 children, many of them sibling groups. Once the four group homes were completed, the FWBM/YCH team raised money for an administrative and activity building. Again, they completed the project professionally and without issues for the sole purpose of caring for at-risk children.

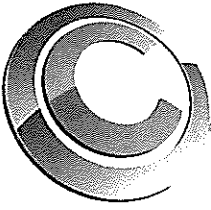
YCH house parents are also upstanding people in the community who believe keeping our children in a safe loving environment is the top priority for those who cannot be in their family homes. I have observed this leadership team and the house parents making great sacrifices in order to contribute to this solution. This is a personal mission that causes them pain and joy alongside the children. That type of dedication cannot be measured by any standard other than one of unselfish love and servitude.

We are proud to have Young Children's Home as a Chaffee Crossing neighbor. The commitment by this team to make a real difference in the lives of at-risk children is reflected in the significant number of children they have cared for and served, and in the dramatically reduced number of children in DHS custody in the Fort Smith area today versus when the project first started. It takes a community-wide effort to realize such drastic results and YCH has played a critical role alongside the Fort Smith regional community to realize this level of success. We hear excellent reports from area schools and support agencies about the difference Young Children's Home is making in the lives of these children. I strongly recommend that they are permitted to continue their mission.

Respectfully,

A handwritten signature in cursive script that reads 'Lorie Robertson'.

Lorie Robertson, Director of Marketing
Fort Chaffee Redevelopment Authority



February 18, 2020

To Whom It May Concern,

My name is Johnny Miller, and I am the Children's Pastor at Cavanaugh Free Will Baptist Church. I have been the Children's Pastor here for 20 years, and in that time I have spent countless hours with children, parents, and host families of foster children. I have considered it an honor to work with Marla Nelson and the Young Home parents for the last two years.

My wife Gail and I have gotten to know these parents as well as these precious children and feel so very blessed to be such a big part of their lives. The care provided to these children is superb, and it truly is a blessing to these little miracles. It is a relief to see that there are still amazing people of God who not only care for the mental and physical well-being of these children but also take extra measures to consider how important the spiritual well-being is for these gifts from God.

These children have been welcomed into our church family and able to participate in the Christmas programs as well as Easter Egg Hunts and any other special activities that we have. We have also been able to bless these homes with extra activities for these kids. The children are able to come to church here and not feel like they are different because they are in foster care they feel accepted by other children and most importantly the adults.

We have all fallen in love with these children. Our KidsCheck security check in for children allows for a safe place for these families to come and worship freely.

If you would like to contact me at any time please feel free to call the church at 479-646-2806 or e-mail me at johnny@cavanaughchurch.com.

You may also send any correspondence to:
Cavanaugh Free Will Baptist Church
2825 Grinnell Ave.
Fort Smith, AR 72908

Bro. Johnny Miller
Children's Pastor



FIRST NATIONAL BANK OF FORT SMITH

Locally Owned Since 1872

Sam T. Sicard
President / C.E.O.

February 11, 2020

TO WHOM IT MAY CONCERN

RE: Young Children's Home

Dear Sir or Madam:

Please allow this letter to serve as my support of the Young Children's Home. I believe the homes are instrumental in providing siblings the opportunity to stay together while placed in foster care to prevent further trauma of being separated. The homes are very nice and includes an activity center. The staff is very caring and make sure each child has what they need. I have personally been a mentor to some of the children in their care and I believe the Young Children's Home is an excellent place for children to go during foster care.

Thank you for your consideration and should you have any questions, please do not hesitate to contact me; my direct line is 479.788.4228 and my email address is samueltsicard@fnbfs.com.

Your truly,

Sam T. Sicard

STS;jks

Marla Austin Nelson

1119A Spring Hill Street
Barling, AR 73923
479-522-2020
MNelson05@bethelu.edu

Education:

Bethel University
BA in Human Services
Graduated December 2012

Employment History:

The Young Homes
Administrator
8811 Young Homes Drive
Fort Smith, AR 72916
479-755-6513
2018-Present

Arkansas True Vision Children's Home
Lead House Parent
8808 Young Home Drive
Fort Smith, AR 72916
479-561-7393
2017-2018

Healthier Beginnings Grant Program
Family Support Worker
681 Skyline Drive
Jackson, TN 38358
731-542-5000
2013-2015
2015-2017

Burrow Real Estate Appraisal Services
Office Manager
1082-B South Main Street
Milan, TN 38358
732-694-6516
2007-201

Most recent work experience:

Providing support to at risk mothers and their babies by teaching basic parenting curriculum and providing referrals for community resources. Networking with local agencies and ministries to promote Healthy Families America.

Certifications Held

Certified Trainer for Build a Better Brain ACEs Initiative

TN Dads Program Trainer

Authorized Facilitator for Stewards of Children

Happiest Baby on the Block-Facilitator

Growing Great Families- Tier one and Tier Two

Certified Lactation Counselor

NTSB Certified Car Seat Technician

Other work experience:

Managed a real estate appraisal service including accounts receivable, payable and customer service.

Retail management, working to meet sales goals and merchandising. Using customer files and referrals for pre sales and to increase customer traffic for special events.

Experience with non profits, fundraising, public speaking and human resources in other positions including volunteer work.

Official Academic Transcript from Bethel University - McKenzie

Statement of Authenticity

This official academic transcript has been delivered to you through eSCRIP-SAFE, the Global Electronic Transcript Delivery Network, provided by Credentials eScrip-Safe, 136 Commerce Blvd, Loveland, OH 45140, 1-877-204-6176. Credentials eScrip-Safe has been appointed and serves as the designated delivery agent for this sending school, and verifies this sender is recognized by the accreditation source identified below

This official academic transcript was requested, created, and released to the recipient following all applicable state and federal laws. It is a violation of federal privacy law to provide a copy of this official academic transcript to anyone other than the named recipient.

This PDF document includes: the cover page, the official academic transcript from the sending school, and the academic transcript legend guide.

The authenticity of the PDF document may be validated at escrip-safe.com by selecting the Document Validation link. A printed copy cannot be validated.

Questions regarding the content of the official academic transcript should be directed to the sending school. For additional information regarding this service, visit escrip-safe.com.

Sending School Information

Bethel University - McKenzie
Rebecca Hames
325 Cherry Avenue
McKenzie, TN 38201
Telephone: 731-352-6960
School Web Page: www.bethelu.edu

Accreditation: Southern Association of Colleges and Schools, Commission on Colleges (SACSCOC)

Student Information

Student Name: Nelson, Marla Austin
Numeric Identifier: B0000026171
Birth Date: Not Provided By the Sending School
Student Email: mnelson05@bethelu.edu

Receiver Information

mnelson05@bethelu.edu



Document Information

Transmitted On: Thu, 19 March 2015
Transcript ID: TRAN000007174237

Save this PDF document immediately.
It will expire from the eSCRIP-SAFE server 24 hours after it is first opened.
Validate authenticity of the saved document at escrip-safe.com.

This document is intended for the above named receiver.
If you are not the identified receiver please notify the sending school immediately.

Transcripts marked 'Issued to Student' are intended for student use only.
Recipients should only accept academic transcripts directly from the sending school.

Bethel University
 325 Cherry Avenue
 McKenzie TN 38201
 731-352-4000

3/19/2015

OFFICIAL TRANSCRIPT

Page 1 of 2

Student Name : Nelson, Marla Austin
 Provided Solely for:
 MARLA AUSTIN NELSON
 4944952A

Student ID : B0000026171
 Date of Birth : 11/19/1972

Major: HUMAN SERVICES

Degree:	Bachelor of Arts		12/08/2012	UnGrad		
Transfer:	No					
Conferred:	12/08/2012					
Majors:	HUMAN SERVICES					
*** UnGrad ***						
Term: FA-91						
Transfer: Southwestern Assemblies of God University - Waxahachie, TX						
BIBL	113	LEC	BIBLE STUDY	3.00 C		
ENGL	113	LEC	COMPOSITION RHETORIC I	3.00 D		
ENGL	353	LEC	CREATIVE WRITING	3.00 B		
JOUR	131	LEC	YEARBOOK	1.00 D		
PHED	233	LEC	WELLNESS & LIFESTYLE	3.00 C		
PSYC	111	LEC	COLLEGE LIFE PERS DEV	1.00 A		
SAT	110	LEC	FUND OF SPEECH	3.00 A		
		<u>ATT</u>	<u>ERN</u>	<u>HRS</u>	<u>PTS</u>	<u>GPA</u>
		17.00	17.00	17.00	41.00	2.41
		<u>CUM:</u>	17.00	17.00	41.00	2.41
Term: SP-92						
Transfer: Southwestern Assemblies of God University - Waxahachie, TX						
BUSI	263	LEC	ELEMENTARY STATISTIC	3.00 C		
GOV	213	LEC	NAT/STATE GOVERNMENT	3.00 D		
PHED	313	LEC	RECREATIONAL LEADERSHIP	3.00 A		
PSYC	153	LEC	GENERAL PSYCHOLOGY	3.00 C		
PSYC	223	LEC	ADOLESCENT PSYCHOLOGY	3.00 B		
		<u>ATT</u>	<u>ERN</u>	<u>HRS</u>	<u>PTS</u>	<u>GPA</u>
		15.00	15.00	15.00	35.00	2.40
		<u>CUM:</u>	32.00	32.00	77.00	2.41
Term: FA-92						
Transfer: Southwestern Assemblies of God University - Waxahachie, TX						
BUS	173	LEC	INTRO COMPUTER SCIENCE	3.00 D		
MUSI	331	LEC	MUSIC MINISTRIES SEM	1.00 P		
PSY	273	LEC	INTRO TO COUNSELING	3.00 C		
RELG	143	LEC	SURVEY OF OLD TESTAMENT	3.00 C		
SOC	253	LEC	MARRIAGE FAMILY REL	3.00 C		
THEO	213	LEC	INTRO TO THEOLOGY	3.00 D		
		<u>ATT</u>	<u>ERN</u>	<u>HRS</u>	<u>PTS</u>	<u>GPA</u>
		16.00	16.00	15.00	24.00	1.60
		<u>CUM:</u>	48.00	48.00	101.00	2.15

					Term: SP-93				
Transfer: Southwestern Assemblies of God University - Waxahachie, TX									
CMIN	343	LEC	TEACHING SCRIPTURES	3.00 C					
HIST	113	LEC	AMERICAN HISTORY I	3.00 F					
PSYC	383	LEC	THEO/TECH COUNSELING	3.00 B					
REL	353	LEC	HISTORY OF CHRISTIAN	3.00 D					
RELG	133	LEC	SURVEY OF NEW TESTAMENT	3.00 C					
		<u>ATT</u>	<u>ERN</u>	<u>HRS</u>	<u>PTS</u>	<u>GPA</u>			
		15.00	12.00	15.00	24.00	1.60			
		<u>CUM:</u>	63.00	60.00	62.00	125.00	2.02		
Term: FA-10									
HIS	205	LEC	AFRICA AND THE AMERICAS	3.00 A					
MTH	021	LEC	ELEMENTARY ALGEBRA	3.00 C					
SCI	115	LEC	ENVIRONMENTAL SCIENCE	3.00 B					
SCI	115L	LAB	ENVIRONMENTAL SCI LAB	1.00 A					
SOC	111	LEC	PRINCIPLES OF SOCIOLOGY	3.00 B					
SPA	111	LEC	SPANISH I	3.00 B					
		<u>ATT</u>	<u>ERN</u>	<u>HRS</u>	<u>PTS</u>	<u>GPA</u>			
		16.00	16.00	16.00	48.00	3.06			
		<u>CUM:</u>	79.00	76.00	78.00	174.00	2.23		
Term: SP-11									
ENG	111	LEC	WRITING ABOUT LITERATURE	3.00 A					
HIS	210	LEC	THE UNITED STATES EXPERIENCE	3.00 A					
HUS	331	LEC	PRACTICE INTERVENTION	3.00 B					
MTH	105	LEC	BASIC COLLEGE ALGEBRA	3.00 C					
SOC	320	LEC	RACE/ETHNIC RELATIONS	3.00 B					
SPA	112	LEC	SPANISH II	3.00 C					
		<u>ATT</u>	<u>ERN</u>	<u>HRS</u>	<u>PTS</u>	<u>GPA</u>			
		18.00	18.00	18.00	54.00	3.00			
		<u>CUM:</u>	97.00	94.00	96.00	228.00	2.38		
Term: FA-11									
ENG	201	LEC	WESTERN LIT & THE ARTS I	3.00 A					
HUS	323	LEC	LEGAL AND ETHICAL ISSUES	3.00 A					
HUS	426	LEC	DELIV TO TARGETED POPULATIONS	3.00 A					
MTH	111	LEC	COLLEGE ALGEBRA	3.00 B					
PSY	211	LEC	HUMAN GROWTH & DEVELOP	3.00 A					
SPA	211	LEC	INTERMEDIATE SPANISH I	3.00 B					
		<u>ATT</u>	<u>ERN</u>	<u>HRS</u>	<u>PTS</u>	<u>GPA</u>			
		18.00	18.00	18.00	66.00	3.67			
		<u>CUM:</u>	115.00	112.00	114.00	294.00	2.58		

From Bethel University - McKenzie to mnelson05@bethel.edu on 03/19/2015 10:30 AM TRAN000007174237

From Bethel University - McKenzie to mnelson05@bethel.edu on 03/19/2015 10:30 AM TRAN000007174237

Bethel University
325 Cherry Avenue
McKenzie TN 38201
731-352-4000

3/19/2015

OFFICIAL TRANSCRIPT

Page 2 of 2

Student Name : Nelson, Marla Austin
Provided Solely for:
MARLA AUSTIN NELSON
4944952A

Student ID : B0000026171
Date of Birth : 11/19/1972

*** UnGrad ***					
Term: SP-12					
ENG	202	LEC	WESTER LIT & THEARTS II	3.00	A
HUS	216	LEC	INTROD TO HUMAN SERVICES	3.00	A
HUS	460C	LEC	INTERNSHIP	3.00	P
PED	108	LEC	FITNESS FOR HEALTH	1.00	A
PSY	316	LEC	POSITIVE PSYCHOLOGY	3.00	A
PSY	330	LEC	RESEARCH METHODS	3.00	B
SOC	324	LEC	GENDER ISSUES	3.00	B
SPA	212	LEC	INTERMEDIATE SPANISH II	3.00	B
<u>ATT</u> <u>ERN</u> <u>HRS</u> <u>PTS</u> <u>GPA</u>					
<u>TERM:</u> 22.00 22.00 19.00 67.00 3.53					
<u>CUM:</u> 137.00 134.00 133.00 361.00 2.71					
Term: FA-12					
ENG	330	LEC	BUSINESS & TECH WRITING	3.00	A
HUS	418	LEC	ADMIN, POLICY, AND ADVOCACY	3.00	A
HUS	420	LEC	HUMAN BEHAV IN SOCIAL ENVIRON	3.00	B
HUS	424	LEC	INTERVENTIONS W/ CHILD AND FAM	3.00	A
PSY	313	LEC	PSYCHOLOGICAL STATISTICS	3.00	A
SOC	213	LEC	SOCIAL ISSUES IN COMAWORLD	3.00	A
<u>ATT</u> <u>ERN</u> <u>HRS</u> <u>PTS</u> <u>GPA</u>					
<u>TERM:</u> 18.00 18.00 18.00 69.00 3.83					
<u>CUM:</u> 155.00 152.00 151.00 430.00 2.85					
*** End of UnGrad ***					

The Family Educational Rights and Privacy Act of 1974 (as amended) prohibits the release of this information without the student's written consent. An official transcript must include the signature of the registrar and the seal of the college or university. This document reports academic information only.

From Bethel University - McKenzie to mnelson05@bethel.edu on 03/19/2015 10:30 AM TRAN000007174237

From Bethel University - McKenzie to mnelson05@bethel.edu on 03/19/2015 10:30 AM TRAN000007174237

BETHEL UNIVERSITY

Main Campus ~ 325 Cherry Avenue ~ McKenzie, TN 38201 ~ 731-352-4000

College of Liberal Arts ~ Registrar ~ 325 Cherry Avenue ~ McKenzie, TN 38201 ~ 731-352-4008

College of Professional Studies ~ Registrar ~ 130 Corporate Drive ~ Clarksville, TN 37042 ~ 931-551-4150

College of Graduate Studies ~ Registrar ~ 325 Cherry Avenue ~ McKenzie, TN 38201 ~ 731-352-6960

College of Criminal Justice ~ Registrar ~ 325 Cherry Avenue ~ McKenzie, TN 38201 ~ 731-352-6363

College of Education ~ Registrar ~ 325 Cherry Avenue ~ McKenzie, TN 38201 ~ 731-352-6960

School of Conflict Resolution ~ Registrar ~ 209 10th Ave, S ~ Suite 338 ~ Nashville, TN 37203 ~ 615-214-4770

NAME CHANGE

Effective August 1, 2009, Bethel College changed its name to Bethel University.

ACCREDITATION

Bethel University is chartered by the State of Tennessee and is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools (1866 Southern Lane, Decatur, Georgia 30033-4097; Telephone 404/679-4501) to award the baccalaureate and master's degrees. The undergraduate and graduate teacher education programs are approved by the Department of Education of the State of Tennessee (Office of Teacher Licensure). The Nursing (B.S.N.) program has been awarded full approval by the Tennessee Board of Nursing and the Commission of Collegiate Nursing Education (CCNE). The Physician Assistant (M.S.P.A.S.) program is accredited by the Accreditation Review Commission on Education for the Physician Assistant, Inc. (ARC-PA).

CREDIT

Credit was expressed in quarter hours until the Fall Semester, 1989. Beginning with the Fall Semester, 1989, credits are expressed in semester hours.

GRADING SYSTEM

- A - Excellent
- B - Very Good
- C - Good
- D - Passing
- F - Failure
- W - Withdrawal (does not affect grade point average)
- WP - Withdrawal Passing (does not affect grade point average)
- WF - Withdrawal Failing (affects the grade point average in the same manner as an "F")
- I - Incomplete
- P - Pass
- NC - No Credit
- AU - Audit (No credit)
- TR - Transfer hours

COURSE NUMBERS

- 000-099 - Developmental
- 100-299 - Lower Level
- 300-499 - Upper Level
- 500-599 - Graduate Level
- 0000-5999 - On-Line Courses

GRADE POINT AVERAGE

Bethel University uses a 4.0 scale for determining grade point averages as follows:

- | | |
|---------|---------|
| A - 4.0 | D - 1.0 |
| B = 3.0 | F = 0 |
| C = 2.0 | WF = 0 |

CLASS STANDING

- | | | |
|-----------|------------|--------------------------|
| Freshman | 00 to 27 | semester hours completed |
| Sophomore | 28 to 59 | semester hours completed |
| Junior | 60 to 95 | semester hours completed |
| Senior | 96 or more | semester hours completed |

GRADE POINT AVERAGE REQUIREMENTS

- | | |
|-------------------------------------|----------|
| 00-27 semester hours completed | 1.50 GPA |
| 28-59 semester hours completed | 1.80 GPA |
| 60 or more semester hours completed | 2.00 GPA |

GRADUATION WITH HONORS

- Cum Laude 3.50 - 3.69 GPA
- Magna Cum Laude 3.70 - 3.84 GPA
- Summa Cum Laude 3.85 - 4.00 GPA

RELEASE OF INFORMATION

Bethel University complies with all provisions of the Family Educational Rights and Privacy Act (FERPA or Buckley Amendment) of 1974 (amended) dealing with the release of educational records.

TO TEST FOR AUTHENTICITY: This transcript was delivered through the eSCRIP-SAFE® Global Transcript Delivery Network. The original transcript is in electronic PDF form. The authenticity of the PDF document may be validated at escrip-safe.com by selecting the Document Validation link. A printed copy cannot be validated.

This document cannot be released to a third party without the written consent of the student. This is in accordance with the Family Educational Rights and Privacy Act of 1974. ALTERATION OF THIS DOCUMENT MAY BE A CRIMINAL OFFENSE!

DEBORAH E. CHRISTIAN

990 South Oak Street, Greenwood, Arkansas 72936 | 479-461-8202 | dchris01@g.uafs.edu

OBJECTIVE

To secure a position where my skills and experience will be an asset to the organization.

EDUCATION

University of Arkansas Fort Smith, Arkansas
Bachelor of Science in Organizational Leadership **2014**
**Graduated May 2014-Degree contingent upon completion of 3 additional credit hours*
Courses of Interest: Sociology of the family, Global Challenges, Foundation Early Childhood, Childhood Development, Transformational Leadership

University of Arkansas Fort Smith, Arkansas
Associate of General Studies **2013**
Honors: Dean's List Recipient multiple semesters, Awarded Non-Traditional Student Scholarship

EXPERIENCE

CV's Family Foods, Mansfield, AR
Scanning Coordinator **February 2013 – Present**
Responsible for all merchandise price changes and signage. Collaborate with vendors regarding product displays and pricing. Coordinate information between home office and store personnel. Process new hire paperwork and weekly payroll. Prepare weekly store report. Handle customer relations

Spectrum Services Inc. Fort Smith, AR
Administrative Assistant **February 2011- October 2012**
Handled collections, coordinated front office, answered all incoming calls, and wrote correspondence for upper management, accounts payable, accounts receivable, purchasing/inventory, and filing. Maintained employee records including vacation and sick time. Supervised shop personnel.

University of Arkansas @ Fort Smith
Full-time Student **August 2010-February 2011**

Sonshine Academy, Charleston, AR
Director **August 2006-August 2010**
Supervised program staff, promoted program within the community, organized community events such as Trike-A-Thon for St. Jude's and Community Christmas Tea. Addressed the Board of Directors monthly with program updates and concerns. Purchased all supplies

Greenwood Christian School, Greenwood, AR
Pre-school Teacher/Three Year Old Classroom **August 2006-August 2009**
Prepared and implemented lesson plans. Completed student assessments. Held parent teacher conferences. Developed and organized summer program for school aged children.

REFERENCES AVAILABLE UPON REQUEST

SSN:*****9981

Student No: @00117023

Date of Birth: 31-DEC-1970

Date Issued: 16-JUL-2019 OFFICIAL

Record of : Deborah Elise Christian

Current Name: Deborah Elise Christian

Course Level : UA Fort Smith

High School : Other Texas High School

Student Type: Continuing Student
 First Admit: Fall 1992
 Last Admit: Fall 2008

Major:
 Organizational Leadership

Degree Information:
 Associate of General Studies 10-DEC-2013

Major:
 Associate of General Studies

Degree Information:
 Bachelor of Science 10-DEC-2014

Major:
 Organizational Leadership

Subj No.	Title	Cred	Grade	Pts	R
----------	-------	------	-------	-----	---

INSTITUTION CREDIT:

Fall 1992

Major: Education - Elementary

WD 0163	Intro To Writing	3.00	A	12.00	
HIST 2763	U S History II	3.00	B	9.00	

Earned Hrs	GPA-Hrs	QPts	GPA
6.00	6.00	21.00	3.50

Good Standing

Spring 1993

Major: Education - Elementary

DEVD 0093	Developmental Math	3.00	B	9.00	
PHYE 2853	Health And Safety	3.00	A	12.00	

Earned Hrs	GPA-Hrs	QPts	GPA
6.00	6.00	21.00	3.50

Good Standing

Summer II 1993

Major: Education - Elementary

DEVD 0233	Beginning Algebra	3.00	B	9.00	
SPCH 1203	Intro To Speech	3.00	B	9.00	

Earned Hrs	GPA-Hrs	QPts	GPA
6.00	6.00	18.00	3.00

Good Standing

Summer III 1993

Major: Education - Elementary

POLS 2753	Amer Natl Govt	3.00	C	6.00	
-----------	----------------	------	---	------	--

Earned Hrs	GPA-Hrs	QPts	GPA
3.00	3.00	6.00	2.00

Good Standing

1993

Major: Education - Elementary

Subj No.	Title	Cred	Grade	Pts	R
----------	-------	------	-------	-----	---

INSTITUTION CREDIT:

ANTH 2803	Anthropology	3.00	F	0.00	E
BIOL 1154	Biological Science	4.00	W	0.00	E
ENGL 1203	Freshman English I	3.00	B	9.00	
MATH 1203	Inter Algebra	3.00	W	0.00	E

Earned Hrs	GPA-Hrs	QPts	GPA
3.00	3.00	9.00	3.00

Good Standing

Spring 1994

Major: Education - Elementary

ANTH 2803	Anthropology	3.00	B	9.00	I
DEVD 0052	Spelling Improvem	2.00	C	4.00	
MATH 1203	Inter Algebra	3.00	C	0.00	E
MUSE 2913	Pub School Music	3.00	B	9.00	
PHYE 1251	Archery/Bowling	1.00	B	3.00	

Earned Hrs	GPA-Hrs	QPts	GPA
9.00	9.00	25.00	2.77

Good Standing

Summer I 1994

Major: Education - Elementary

GEOG 2753	World Regnl Geogr	3.00	W	0.00	
HUMN 2563	Humanities/Arts	3.00	W	0.00	E

Earned Hrs	GPA-Hrs	QPts	GPA
0.00	0.00	0.00	0.00

Good Standing

Fall 1995

Major: Education - Elementary

BIOL 1154	Biological Science	4.00	W	0.00	I
ENGL 1213	Freshman English II	3.00	W	0.00	
HUMN 2563	Humanities Through the Arts	3.00	W	0.00	I
MATH 1403	College Algebra	3.00	W	0.00	

Earned Hrs	GPA-Hrs	QPts	GPA
0.00	0.00	0.00	0.00

Good Standing

Spring 2009

Major: Early Childhood Education

HIST 4153	History of Arkansas	3.00	A	12.00	
HUMN 2563	Humanities Through Arts WEB	3.00	B	9.00	I

Earned Hrs	GPA-Hrs	QPts	GPA
6.00	6.00	21.00	3.50

Good Standing

Fall 2009

Major: Early Childhood Education

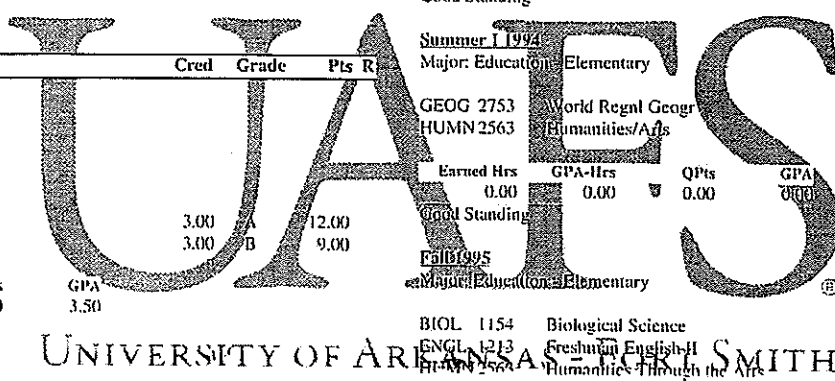
EDUC 2753	Introduction to Education	3.00	A	12.00	
ENGL 2803	World Lit to 1750	3.00	A	12.00	
MATH 1203	Intermediate Algebra CMPTR	3.00	D	0.00	E
PHYE 2953	First Aid	3.00	B	9.00	

Earned Hrs	GPA-Hrs	QPts	GPA
9.00	9.00	33.00	3.66

Good Standing

Spring 2010

Major: Early Childhood Education



UNIVERSITY OF ARKANSAS AT FORT SMITH

SSN:****9981

Student No:@00117023

Date of Birth: 31-DEC-1970

Date Issued:16-JUL-2019 OFFICIAL

Subj No. Title Cred Grade Pts R

INSTITUTION CREDIT:

CISM 0101	Intro to Personal Computers	1.00	A	4.00
ENGL 1213	Freshman English II	3.00	A	12.00
MATH 1203	Intermediate Algebra	3.00	A	12.00
PHYE 1261	Walking Beginning Jogging	1.00	A	4.00
SPAN 1304	Beginning Spanish I	4.00	B	12.00

Earned Hrs	GPA-Hrs	QPts	GPA
12.00	12.00	44.00	3.66

Good Standing

Fall 2010

Major: Early Childhood Education

BIOL 1151	Biological Science Laboratory	1.00	A	4.00
BIOL 1153	Biological Science	3.00	A	12.00
EDUC 3003	Intro to Educational Tech	3.00	A	12.00
MATH 1403	College Algebra	3.00	B	9.00
PHYE 2353	Sports Officiating	3.00	A	12.00

Earned Hrs	GPA-Hrs	QPts	GPA
13.00	13.00	49.00	3.76

Good Standing

Spring 2011

Major: Early Childhood Education

ECED 3023	Foundations Early Childhood	3.00	B	9.00
ECED 3033	Child Development	3.00	A	12.00
GEOG 2753	World Regional Geography	3.00	B	9.00
PHYS 2651	Earth Science Laboratory	1.00	A	4.00
PHYS 2653	Earth Science	3.00	B	9.00

Earned Hrs	GPA-Hrs	QPts	GPA
13.00	13.00	43.00	3.30

Good Standing

Summer I 2011

Major: Early Childhood Education

MATH 2333	Structures of Arithmetic	3.00	B	9.00
SOCI 2753	Introduction to Sociology	3.00	A	12.00

Earned Hrs	GPA-Hrs	QPts	GPA
6.00	6.00	21.00	3.50

Good Standing

Summer II 2011

Major: Early Childhood Education

MATH 2343	Informal Geometry	0.00	W	0.00
-----------	-------------------	------	---	------

Earned Hrs	GPA-Hrs	QPts	GPA
0.00	0.00	0.00	0.00

Good Standing

Fall 2011

Major: Early Childhood Education

HIST 3473	United States 1945 to Present	3.00	A	12.00
HIST 4213	Perspectives Women World Hist	3.00	A	12.00
MATH 2343	Informal Geometry	0.00	W	0.00
PHSC 2711	Physical Science Laboratory	1.00	B	4.00
PHSC 2713	Physical Science WEB ENHD	3.00	B	9.00

Earned Hrs	GPA-Hrs	QPts	GPA
10.00	10.00	36.00	3.60

Good Standing

Subj No. Title Cred Grade Pts R

INSTITUTION CREDIT:

Spring 2012

Major: Early Childhood Education

ECED 3003	Science in the Classroom	0.00	W	0.00
ENGL 3003	Hist Devlmt English Lang	0.00	W	0.00
MATH 2343	Informal Geometry	3.00	C	6.00
SOCI 3263	Sociology of the Family	3.00	C	6.00

Earned Hrs	GPA-Hrs	QPts	GPA
6.00	6.00	12.00	2.00

Good Standing

Fall 2012

Major: Early Childhood Education

ECED 3003	Science in the Classroom	0.00	W	0.00
ECED 3063	Metis Tchng Math EC WEB ENHD	0.00	W	0.00

Earned Hrs	GPA-Hrs	QPts	GPA
0.00	0.00	0.00	0.00

Good Standing

Fall 2013

Major: Organizational Leadership

HIST 3063	Hist Tech Society FULL ONLINE	3.00	B	9.00
LEAD 3603	Foundations HYBRID	3.00	A	12.00
LEAD 4603	Lead With Integrity HYBRID	3.00	B	9.00
LEAD 4623	Trans Leadership HYBRID	3.00	A	12.00

Earned Hrs	GPA-Hrs	QPts	GPA
12.00	12.00	42.00	3.50

Good Standing

Spring 2014

Major: Organizational Leadership

LEAD 3623	Professional Comm HYBRID	3.00	B	9.00
LEAD 4693	Dim Org Leadership HYBRID	3.00	A	12.00
LEAD 490V	Sp Tp Global Challenges HYBRID	3.00	B	9.00
RHET 3603	Writing Wrkpl HS FULL ONLINE	3.00	B	9.00

Earned Hrs	GPA-Hrs	QPts	GPA
12.00	12.00	39.00	3.25

Good Standing

Fall 2014

Major: Organizational Leadership

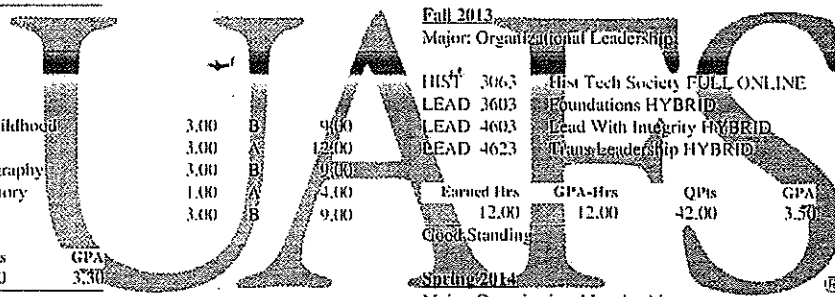
ITA 1003	Computer Apps Knowledge Worker	3.00	A	12.00
PRFS 3833	Diversity in Workplace HYBRID	0.00	W	0.00

Earned Hrs	GPA-Hrs	QPts	GPA
3.00	3.00	12.00	4.00

Good Standing

Transcript Totals	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	135.00	135.00	452.00	3.34
TOTAL TRANSFER	0.00	0.00	0.00	0.00
OVERALL	135.00	135.00	452.00	3.34

-----CONTINUED ON NEXT PAGE-----



UNIVERSITY OF ARIZONA STATE UNIVERSITY

SSN:*****9981

Student No:@00117023

Date of Birth: 31-DEC-1970

Date Issued:16-JUL-2019 OFFICIAL

Record of : Deborah Elise Christian

Current Name:Deborah Elise Christian

Course Level : Continuing Ed: Non-Credit

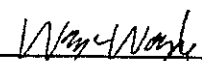
High School : Other Texas High School

Transcript Totals	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	0.00	0.00	0.00	0.00
TOTAL TRANSFER	0.00	0.00	0.00	0.00
OVERALL	0.00	0.00	0.00	0.00

-----END OF TRANSCRIPT-----

UAFS

UNIVERSITY OF ARKANSAS - FORT SMITH



Wayne Lee Brown, Jr

WayneBrownJr@gmail.com

1908 Ingalls Ln

Alma, AR 72921

Phone: (479) 883-9648

EDUCATION

University of Arkansas, Fayetteville: B.S. Industrial Engineering – 2002

Van Buren High School: 1997

WORK EXPERIENCE

Qualified Behavioral Health Professional – WACGC, Fort Smith, Arkansas

February 2019 to Current

- Assist families referred by DHS or court ordered for Intensive Family Services
- Work under MHP to assist with families who are at-risk of children coming into care or working on reunification
- Teach parenting, communication, and social skills to families to be successful
- Teach hygiene, money management, organization and meal preparation

Houseparent – Young Children's Home, Fort Smith, Arkansas

July 2017 to February 2019

- Foster a positive and safe environment for up to 8 children in DHS custody from ages 0 to 18
- Model Christian morals and provide emotional support
- Manage household budget
- Teach hygiene, money management, appropriate behavior and meal preparation

Houseparent – Second Chance Youth Ranch, Paron, Arkansas

June 2014 to July 2017

- Foster a positive and safe environment for up to 8 children in DHS custody from ages 8 to 18
- Model Christian morals and provide emotional support
- Manage household budget
- Teach hygiene, money management, appropriate behavior and meal preparation

Mental Health Paraprofessional – Perspectives Behavioral Health Management, Fort Smith, Arkansas

April 2006 to June 2014

- Provide case management for clients
- Assist in developing social and communication skills
- Assist in developing life skills and coping skills

TECHNICAL KNOWLEDGE

Credible

Microsoft Word, Excel, PowerPoint, Outlook

Microsoft Windows

Computer hardware knowledge from building/repairing computers.

HONORS AND AWARDS

Community Volunteer Service Award
Graduated with Honors from Van Buren High School
University of Arkansas Dean's List

College

Organizational
Leadership

4

2014

Post

Graduate

List additional experience, skills, or qualifications, which have prepared you to work with this organization:

Trained in first aid and CPR.

Employment History

(Start with most recent/current employer)

Name: CV's Family Foods

From: April 2017

To: Currently employed

Address: 406 Huntington Ave, Mansfield, AR 72944

Phone: 479-262-6910

Position: Store Manager

Duties: Daily operations of a grocery store.

Starting salary/wages: 11.50hr

Final salary/wages: 18.75 hr

Reason for leaving: Still employed.

Supervisor: Millard Stephenson

May we contact this employer and/or supervisor? No

Name: Preferred Office Products

From: August 2015

To: April 2017

Address: 319 S 9th Street, Fort Smith, AR 72901

Phone: 479-782-7991

Position: Administrative Assistant

Duties: Learned all positions in order to allow my co-workers to take time off.

Starting salary/wages: \$10 hr

Final salary/wages: 12 hr

Reason for leaving: Decided to return to CV's.

Supervisor: Stephanie Whitehead

May we contact this employer and/or supervisor? Yes

Name: CV's Family Foods
From: February 2013
To: July 2015
Address: 406 Huntington Ave., Mansfield, AR 72944
Phone: 479-262-6910
Position: Scanning Coordinator
Duties: Handled all pricing and signage in store, billed and collected on charge accounts, completed weekly store report.
Starting salary/wages: 8.50
Final salary/wages: 10 hr
Reason for leaving: Decided to look for a position where I could utilize my degree and needed more financial compensation.
Supervisor: Tony Williams

May we contact this employer and/or supervisor? No

Military Service

Branch of Service:
From:
To:
Rank:
Duties:

References

Pastor:

Name & Full Address: Will Harmon, 905 Karry Lane, Fort Smith, AR 72936	Telephone: 479-646-2806	Years Known: 20
--	-------------------------	-----------------

3 Personal (Do not list relatives):

Name & Full Address:	Telephone:	Years Known:
Johnny Miller, Palestine Rd., Huntington, AR	479-462-6930	17
Angela Harrison, 2502 Broken Hill Dr., Van Buren, AR 72936	479-222-8268	15
Dr. Lee Johnson, 3101 Ashebury Point, Greenwood, AR 72936	479-883-6393	12

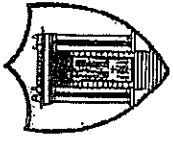
Provide your residential addresses for the past six months:

Address: 990 South Oak	City: Greenwood	State: Arkansas	Zip Code: 72936
Address:	City:	State:	Zip Code:
Address:	City:	State:	Zip Code:
Address:	City:	State:	Zip Code:

List other name(s) you may have used in the past:

Yates, Kimberling, Sebastian

UNIVERSITY OF ARKANSAS



To all to whom these presents may come

GREETINGS

Be it known that

Wayne Lee Barham, Jr.,

having completed the prescribed course of study is by authority of the Board of Trustees of the University of Arkansas admitted to the Degree of

Bachelor of Science in Industrial Engineering

and is declared entitled to all rights and privileges which pertain to that degree here or elsewhere. In testimony whereof and as evidence that all requirements for the degree have been fulfilled, this diploma is granted.

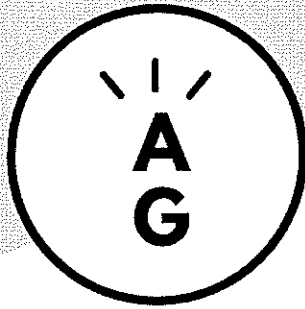
Dated at the University in the City of Fayetteville, this Eighteenth day of December in the year of our Lord two thousand and two and of the University the one hundred and thirty-second year.



W. M. FLORES
CHAIRMAN BOARD OF TRUSTEES

B. G. S. J. S. J.
PRESIDENT OF THE UNIVERSITY

J. A. White
CHANCELLOR



AMANDA GREEN

CONTACT

- ✉ raidenryderames@gmail.com
- ☎ 479-652-4257
- 🏠 300 E Knoxville St. Apt 8
Greenwood, AR 72936

EDUCATION

BACHELOR OF SCIENCE: CHRISTIAN COUNSELING

2005

Central Baptist College
Conway, AR

EXPERIENCE

WRAP AROUND SPECIALIST

Community Health Core Child & Adolescents 2017-2018

Provided behavioral intervention services and supports.

Assisted clients in identifying and articulating their request and needs for services and supports.

Negotiated and facilitated the array of services needed to address the clients goals and desired outcomes.

CASE MANAGER

Comprehensive Health Systems 2016-2017

Provide direct one on one care to clients in evaluating and helping make progress of therapeutic goals. Oversee Rehabilitation Team in providing group activities for clients. Work directly with therapists, teachers and parents to assist in meeting behavioral and mental health needs both at home and school.

HOUSEPARENT

Second Chance Youth Ranch/ Family Church Bryant 2010-2015

Served as the full-time houseparent for the boys' bunkhouse. Provided a safe, loving, and structured environment.

Worked directly with youth to develop independent living skills. Worked with clinical staff to help clients reach their individual treatment goals.

Facilitated family visitations and mentor opportunities. De-escalated youth and helped them process past trauma.

HOUSEPARENT

Watersprings Ranch 2008 2009

Taught children daily living skills and general family behavior. Maintained daily level and log sheets on each child's behaviors. Administered redirections and disciplines in accordance with Watersprings level system. Supervised all client visits.

BEHAVIORAL HEALTH TECH

Centers for Youth and Family 2005-2008

Coordinated services in youth emergency shelter. Supervised daily activities of clients. Coordinated referrals to assure appropriate and adequate services for clients.

Oversaw intake procedure for each client. Maintained and monitored an active caseload of assigned clients. Monitored and oversaw client Medication documentations.

Kelli Cox

8807 Young Homes Dr, Fort Smith, AR, 72916

870-251-7886

kelli.carter2012@gmail.com

Overview

Young, hardworking woman with the personality to reach customers on a personal level. I have a past working in the floral industry as a manager and designer. I currently work as a Houseparent for foster children. I have the ability to create routines and structure implementation in a group home setting. I have been heavily trained in Trust-Based Relational Intervention to help regulate the emotions of children and teens from foster care.

Areas of expertise include:

- Customer Service
 - Money Management
 - Floral Design
 - Stock Inventory & Planning
 - Problem Solving
 - Organization Skills
 - Training in Trust Based Relational Intervention
 - General Use of Computers
-
-

Employment

Cashier – Wildcat Station

6909 Harrison St, Sulphur Rock, AR, 72579, Independence County

Start: 03/2007 End: 11/2010

Supervisor: April Conger

Phone: (870) 799-2300

Can Contact: Yes

General Overview: At the Wildcat Station I held a role as a gas station attendant during high school. I was responsible for cooking, cleaning and maintaining the cleanliness of the work environment.

ASSISTANT MANAGER - Sonic Drive In Store 3721

2950 Harrison St, Batesville, AR, 72501, Independence County, AR

Start: 11/2010 End: 03/2016

Supervisor: Casey Hubbard

Phone: (870)307-0338

Can Contact: Yes

General Overview: As an Assistant manager, I am responsible for maintaining the operating status of the store while the General Manager is not present. I have the ability to solve the problems that arise when helping the customer achieve 100% Satisfaction. Cleaning, scheduling, operations, stocking, loss prevention and daily paperwork all fall on my shoulders throughout the day.

Assistant Manager & Floral Designer – Petals & Plants Florist

520 Harrison st, Batesville, AR, 72501, Independence County

Start: 06/2015 End: 02/2017

Supervisor: Patti Cox

Phone: (870)262-7552

Can Contact? - Yes

General Overview: As an Assistant Manager, I am responsible for leading and training other team members in floral design. I handle the ordering, processing and inventory of all flowers for arrangements. I organize and design the floral arrangements for weddings, large events and company parties, as well as daily orders.

Relief Houseparent – Hillcrest Children’s Home

2325 Malvern Ave, Hot Springs, AR 71901, Garland County

Start: 02/2017 End: 09/2017

Supervisor: Paula Hall

Supervisor Phone: (501) 262-1660

Can Contact? – Yes

General Overview: As a Relief Houseparent, I, alongside my Husband, provide supervision, structure and assistance in meeting the physical, emotional, social and spiritual needs of children in foster care, while also teaching them life skills and assisting their transition into adulthood. I work closely with each child's individual treatment team to establish and help fulfill their treatment goals. I assist the Lead Houseparent's in maintaining the structures and routines they have established with the children residing in their cottage.

Lead Houseparent – Young Children's Home

8807 Young Home Dr, Fort Smith, AR 72916, Sebastian County

Start: 11/2017

End: Current

Supervisor: Marla Nelson

Supervisor Phone: (479) 956-0581

Can Contact? – Yes

General Overview: As a Lead Houseparent, I, alongside my Husband, provide supervision, structure and assistance in meeting the physical, emotional, social and spiritual needs of children in foster care, while also teaching them life skills and assisting their transition into adulthood. I work closely with each child's individual treatment team to establish and help fulfill their treatment goals.

Education

Batesville High School,

1 Pioneer Drive, Batesville, Arkansas, 72501

Equivalency: High School Diploma

- General Studies

Arkansas State University

2105 E Aggie Rd, Jonesboro, AR 72401

Equivalency: High School Diploma

- General Studies
-

Personal

Enjoy and active in:

- Floral Design
- Hiking
- Music

References and Supporting Documentation Furnished Upon Request

HARVEY MATTHEW COX

8807 Young Home Dr | Fort Smith | AR | 72916
Hmcox3@live.com | 870-834-0239 (Cell Phone)

INTRODUCTION

Greetings,

My name is Matt Cox. I am a 28 year houseparent in a youth home for foster children. I am seeking employment with your company so as to support my soon growing family. I am prepared to begin working as soon as possible given that the position suits both the needs of your company as well as the needs of my family. My specific background is rooted in IT sales. I have good communication skills both verbally and written. I'm a skilled listener and I problem solve well under pressure. I can adapt and learn in almost any environment and I am prepared to give excellent customer service at all times.

I am grateful for your consideration. If you find any information to be lacking, please feel free to ask for clarification.

Matt Cox

8807 Young Home Dr

Fort Smith, AR, 72916

Hmcox3@live.com

Cell: 870-834-0239

TECHNICAL EMPLOYMENT HISTORY

White River Services and Solutions

Account Executive | Tracy McMahan | 870-251-9100 | March, 2014 – January, 2016

- In my years spent with White River Services, I wore a few different hats. I began by entering their team with a production focus. I became very familiar with the functionality of computer hardware and began working extensively to repair malfunctioning hardware. I worked closely with software as well, but my focus was to repair hardware related issues. I then moved into a sales role and managed over 75 accounts in the Northeast corner of the state.
- Formerly Held DELL hardware repair certifications as well as Dell Server and Business Hardware Sales certifications.

EMPLOYMENT HISTORY

Young Childrens' Home

Lead Houseparent | Marla Nelson | 479-522-2020 | September, 2017 – Current

- As a Lead Houseparent, I work with children from traumatic backgrounds. My responsibilities involve the management of all therapy treatments and appointments for every child that comes through my home. With the help of my wife, we are responsible for caring for 9 children at any given time. We are direct caregivers and spend our time helping the DCFS caseworker manage the cases of the children with the state.

Hillcrest Childrens' Home

Direct Care Staff | Ladana Pate | 501-262-1660 | March, 2017 – September, 2017

- I was employed (along with my wife) as direct care staff with this organization before moving to Fort Smith, AR to assume the leadership of a home at Young Childrens' Home. During our time here, I was specially trained in the area of highly-therapeutic children's care. I was responsible for filling in for lead Houseparents when they were taking time off from work. I was responsible for the management of the home while it was in my care. Facilitating day-to-day life of the children and facilities was my primary goal.

Power Transport

Freight Broker | Bobby Power | 870-569-4107 | May, 2016 – March, 2017

- I was employed by Power Transport as a freight broker. My responsibilities included sales oriented tasks such as selling loads of freight and dispatching truck drivers when a load of freight has been purchased. This included cold-calling prospective customers and also managing follow-up tasks to ensure that my work was completed to its entirety. I was responsible for maintaining paperwork and answering phones to maintain customer service and relationships with our clients.

Sonic Drive – In 3721

Assistant Manager | Casey Hubbard | 870-307-0338 | March, 2008 - August, 2016

- Operated as an assistant manager, I was responsible for operating the entirety of the restaurant when the General Manager was not present. I was responsible for great customer service, facilitating the services of the restaurant and also maintaining order and discipline within the employees.
- I was an assistant manager for a total of 3 years under this franchise.

White River Services and Solutions

Account Executive | Tracy McMahan | 870-251-9100 | March, 2014 – January, 2016

- In my years spent with White River Services, I wore a few different hats. I began by entering their team with an engineering focus. I became very familiar with the functionality of computer hardware and began working extensively to repair malfunctioning hardware. I worked closely with software as well, but my focus was to repair hardware related issues at first. Then I moved to a sales role.

White River Health System

SPD Clerk | Greg Moser | 870-262-1475 | April, 2012 – March, 2014

- As an SPD Clerk, I was responsible for the stocking procedures for the hospital. I moved supplies to and from the different floor levels and maintained the cleanliness of the stock rooms. I had to complete paperwork and keep records of my stocking procedures.

EDUCATION

High School

- High School Diploma Received upon graduation in May 2009 from Batesville High School
- One semester completed at University of Arkansas Community College at Batesville Completed. (No diploma received).

SUMMARY

As a former worker in the Technology Industry (White River Services), I am specifically qualified to perform basic hardware and software troubleshooting tasks. I am directly capable of handling any and all customer service tasks necessary. I am a good team member and I work well with others.

I have learned specific strategies to make me good at learning and processing information. I pride myself on being the kind of person that can adapt quickly and problem solve under tough circumstances. I tend to only require demonstration of skills once in order to retain information and I have the ability to relay information very thoroughly.

I will make a great addition to any team or position I am assigned and I will function at a high level of sophistication even when I am engaging customers in areas with which I am not completely familiar.

REFERENCES

Work-Related References

- Jason Keeler | Engineer | White River Services and Solutions
Vilonia, AR | 501-450-8758 | Known for 3 years
- Adam Reynolds | Electrician | Trentco Electric
Batesville, AR | 870-283-2636 | Known for 7 years
- Jordan Kazzee | Patient Care Tech | White River Health System
Cave City, AR | 870-251-6000 | Known for 7 years

Personal References

- Athan Dockery | United States Marine Corps | 870-805-9441
Jonesboro, AR | Known for 12 Years
- Tyler Kazzee | USPS Carrier | 870-612-0490
Cave City, AR | Known for 10 Years
- Eric Bates | Lead Pastor | 479-739-5319
Gainesville, AL | Known for 7 Years

Lisa Helms

Phone: 972-404-6338 E-Mail: Ltownsend12@yahoo.com

Objective

My husband and I have the desire to help children and teens to each become the best person they can be. To help children grow into responsible adults that have found joy in the unique gifts that God has given each person.

We will be looking for a position as house parents that fit us, and allows us to bring our 2 (grand) children with us.

We have three grown children and two grandchildren. Our hobbies include bowling, taking dance lessons, going on cruises, fishing, and singing karaoke. We love to work hard and play hard. Each day the Lord gives us is a day to appreciate and do everything to our best ability. As house parents we have learned to be flexible in our church attendance, and have attended the church that offered the most to our kids in the house we are living in. Or when blessed to get to attend the church on our campus. Prior to being house parents, we were attending Lakeshore Church in Rockwall, Texas for 3 years. Prior to Lakeshore we attended The Foundry in Garland, Texas. We worked with the kids at the Foundry and I was a camp counselor for several years.

I am 42 years old and my husband, Robert is 50. We both had prior marriages, so we know what a blessing it is that the Lord placed the two of us together. We have allowed the experiences we have learned in the past to allow us to appreciate each other, and the unique gifts that we each bring to our relationship.

I grew up in a Christian home, and attended church 3 times a week. My biggest testimony is that I have known the Lord my entire life, and I have always had him carry me through my biggest storms. As a youth I enjoyed singing. I had the great joys of singing in Carnegie Hall in New York, and getting to sing backup 5 nights for Garth Brooks! Robert grew up in a Military family. In fact he was living in Iran and the military had them pack up and leave just before the 1979 hostage crisis. I was very excited to watch the movie Argo (although it was fiction) I was excited to find out a little more about how it must have been living in Iran in 1978-1979. Robert went on to be offered a full football scholarship to Florida State University and they won the college bowl game!

Our first job as house parents was at The Florida Sheriff's Youth Villa in Bartow, Florida. We had 300 beautiful acres, and our 10,000 square foot home sits between two adjacent lakes. Our house was equipped to accept 10 girls ages 8 to 17, however 10 years old was the youngest we had in our home.

While working at the Villa, Heather was no longer able to take care of her children. We could not fathom taking care of other people's children and allowing our own grandchildren to be placed into the system. She signed custody of her children over to us. The Villa does not allow their house parents to have their own children at work with them. They did however allow us to have the kids with us during the day for a few weeks, followed by 2 weeks of having them with us 24 hours a day. We loved working at the Villa, and would still be working there today, but due to insurance purposes they were not allowed to let us keep the grandchildren there with us. So, we had to find employment elsewhere.

After leaving the Villa, we became house parents at The Alabama Sheriff's Youth Ranches. We had boys in our house from ages 9 to 17. However, there were things going on there that Robert and I did not believe was morally acceptable, and we looked for employment elsewhere.

Before becoming a cottage parent, I was an Educational Diagnostician. I worked with special needs students. I gave psychological assessments (cognitive, academic, and behavioral); and I diagnose disabilities such as learning disabilities, emotional disturbances, intellectual disabilities, and other health impairments. After my assessments

I write Full Individual Evaluation reports and recommendations that I share with the family and school, and I attend Annual, Review, and Dismissal meetings of the students that need evaluation. Robert worked at the Austin Street Homeless Shelter in Dallas, Texas. He was employed through the security department and he does the intake and leave paperwork, as well as enforcement of rules and regulations while on duty. While we have had a diverse spectrum of life experiences, we believe those experiences help us in understanding how great God's love and mercy is to us, and we wish to share our lives with others. We believe that God has given us the experiences so that we would be prepared to serve others as House parents.

Experience

The Bob Hope School

August 2017- February 2018

- Salary \$ 70,000/year
- Educational Diagnostician
- 504 Dyslexia Coordinator
- Oversee the assessment process for school district
- Desegregation of Data and Statistical Analysis
- Plan and carryout cognitive, achievement, and behavioral assessments
- Plan and carryout dyslexia assessments
- Conduct classroom observations to give teachers feedback
- Oversee the RTI process
- Plan, run, attend 504 meetings, and make recommendations to the committee
- Conduct professional development session for school faculty based on the needs to the teachers and students
- Oversee special education laws and regulations are followed
- Write Full Individual Evaluations and present to the ARD committee
- Plan and Chair ARD meetings

Alabama Sherriff's Youth Ranches

February 2017-July 2017

- Cottage Parent in house that can accommodate up to twelve boys ages 6-19

Florida Sherriff's Youth Ranches

June 2016-February 2017

- Cottage Parent in house that can accommodate up to ten girls ages 8-17

Garland ISD

2012- July 2016

- Educational Diagnostician
- In charge of assessment for 2 campuses
- Oversee special education laws and regulations are followed
- Psychological Assessment and Reports

Mesquite ISD

2006-2012

- Agnew Middle School
- 8th grade math and algebra
- Team Leader (7-8 person team)
- Math Department head (7-8 person department)

Garland ISD

Jan. 2000-2006

- 2004-2006 Williams Elementary School
- 4th grade departmentalized reading and homeroom science and history
- Team leader
- January 2000-2004 The Classical Center at Brandenburg Middle School
- 2003-2004 6th grade social studies and 7th grade Texas history
- 2000-2003 6th grade reading and English
- Team leader for 6th grade team two

Education

Texas A&M-Commerce

December 2011

Master's Degree in Education, emphasis in Psychology, Special Education, and Educational Diagnostician Certificate

Texas A&M-Commerce

December 1999

Bachelor's Degree in Interdisciplinary Studies with a specialization in Math and Reading

Certifications

- Math 1-8
- ESL PK-12
- Special Education PK-12
- Elementary 1-8
- Educational Diagnostician- All Level

References:

Shawn and Brandee Webb: Pastors at The Foundry Church 940-465-6816

Danny and Debbie New: Family Friends 214-325-9316

Danny and Chandis Denman: Family Friends 972-475-8552; 3705 Christopher Rowlett, Tx.

John Tucci: Principal at O'Banion Middle School 972-279-6103

Kelley MacKay: Special Education Facilitator O'Banion Middle School 972-279-6103

Robin Sumner: Unit Director RSumner@youthranches.org 863-651-6864 **House Parent Supervisor

Resume

Robert Helms
972-674-7899
Robert_H0205@Yahoo.com

Personal:

Married 50-year-old male, with 3 children grown and out of house, and two grandchildren. In my off time,
I enjoy working around the house, bowling, attending trades fairs, and live sporting events.

Education:

1981-1985- Tascosa High School in Amarillo, Texas, Graduating at Dale County High School in Midland City, Alabama.

1986-1990- Florida State University in Tallahassee, Florida. Awarded Bachelors of Science mechanical engineering. 4 years as member of Football team, earning a 3.2 GPA.

Related Experience:

1-year houseparent experience
17 years total management experience in groups of up to 63 employees
4 years of experience as convenience store manager (6 employees)
2 years as general store manager (8 employees)
5 Years food service management (10 employees)
3 years security management (63 employees)
3 years construction management (22 employees)
DOT certification

Work History:

Currently I am a stay at home Pop, taking care of our 2 grandchildren.

February 2017 to July 2017:

15 Ira Hanks
Pell City, Alabama 35128
House Parent at the Alabama Sheriff's Youth Ranch
Boy's House

July 2016 to February 2017:

3350 State Highway 60 East
Bartow, Florida
Unit Director Robin Sumner 863-651-6864 RSumner@youthranches.org
Villa Director Justin Crymes 386-208-3678 JCrymes@youthranches.org
House Parent at the Florida Sheriff's Youth Villa
Peace River Girl's House

January 2016 to July 2016:
Austin Street Homeless Shelter
Dallas, Texas

Security Officer, in charge of intake of guest. Checking records to make sure immunizations records and other regulations are followed. Helping the guest with needs they may have, and if the guest have needs the shelter cannot provide, helping them get the information they need to get their needs met.

October 2012 to 2016:
Renda Environmental
Fort Worth, Texas
817-571-9391

Night shift operations supervisor on Bachman/Elm Fork lake projects. Supervision of up to 22 people at one time. Monitor production and safety, coordinate nightly shift activities, work with city inspectors to ensure project sites remain in city code.

August 2007 to October 2012:
Republic Services, Camelot Landfill
Lewisville, Texas
972-492-3888

Aug '07 – Jul '09 Scale house Operator: Weigh incoming and outgoing vehicles, inspect waste to assure no hazardous waste is included, produce manifests when necessary, charge and issue receipts to private paying customers.

Jul '09-October '12: Heavy equipment operator/Heavy equipment mechanic: Daily operations and maintenance of various types of equipment including dozers, rolling compactors, and front end loaders.

May 2004 to August 2007
Guardsmark Security
Conoco Phillips Borger Refinery

Security Administrator: Supervision of 63 Security Officers, Put together schedules for all officers, Maintain security perimeter of major oil refinery. Maintain security of separate departments within perimeter, Conduct background investigation checks on all contractors and visitors, conduct random drug screenings for contractors and company employees, issue PAS cards with encoded security credentials, answer to contractor manager for major oil refiner.

March 2002 to May 2004
Dollar General Stores
Borger, Texas

General Manager: Supervision of entry level employees, assist in hiring process, oversee retail operations, and ensure customer satisfaction. Putting together work schedules for 8 employees, completing daily paperwork, and submitting to area managers. Communicating with corporate offices on a daily basis.

November 1996 to March 2002
Toot N Totum Food Stores
Amarillo, Texas

General Manager: Supervision of entry level employees, assist in hiring process, Scheduling for 6 employees, oversee operations, control inventory levels by rotating, ordering, and discarding inventory when needed.

1990-1996

Amarillo, Texas

Clements, Texas State Prison

Corrections Officer: Team member of crew overseeing security and facility procedures at a prison housing up to 3000 inmates. Responsible for organization and execution of inmates daily activities within facility including but not limited to work, meeting, meal, commissary, and recreation times. Provide escort to all inmates and visitors of the facility, within the facility. Correct negative actions of all inmates and visitors calling on higher authority when necessary. Log all activity witnessed within facility, and assure efficiency of operations on inmate level.

References:

Robin Sumner: Unit Director RSumner@youthbranches.org 863-651-6864 *House Parent Supervisor

Shawn and Brandee Webb: Pastors at The Foundry Church 940-465-6816

Danny and Debbie New: Family Friends 214-325-9316

710-20-0018 R

FWBFM History of service in Sebastian County

In 2016 a donation was made from the Curt, Cliff and Opal Young Family Trust to Free Will Baptist Family Ministries to construct a new facility for children in foster care. After receiving some guidance from the Arkansas Department of Children and Family Services regarding housing to serve sibling groups in Area 2, Family Ministries constructed the campus in the growing Chaffee Crossing area. The Young Homes campus, located at 8811 Young Home Drive in Fort Smith, AR includes four, 2,800+/- square foot homes with 5 bedrooms and 3 bathrooms, concrete sidewalks and a 25 car paved parking area. The Young Homes operates as a family-like home setting by utilizing house parent couples in each home.

On July 31, 2017 The Young Homes began accepting youth for placement from DCFS for residential treatment services. In 2018 DCFS requested that we license one home on our campus for an emergency shelter and on July 25 we took our first placement under that license. Over the last several months we have served a sibling group of seven children from Sebastian County. In addition to our Residential and Emergency Shelter Licenses, Free Will Baptist Family Ministries also has a Foster Care Placement License from AR Child Welfare Review Board.

Additionally, our campus now includes The Massey Activity Center. In September of 2018 we dedicated a new building to house offices and support staff as well as a multipurpose room. This room is often used for sibling and family visitation, under DCFS supervision as well as trainings and community meetings.

Since the opening of the Young Homes in 2017, we have served 94 children, ages 9 weeks to 17 years from 29 sibling groups. Of those served, 26 have been reunified with family, 29 have been adopted, 9 have gone to kinship placements, 5 moved to foster

homes out of the area and 5 moved to a therapeutic setting. We have served 86 children from Sebastian County and 8 from Logan County. Currently all of Young Homes children are from Sebastian County.

When the emergency shelter home opened, we began with 7 children ages 2 years to 15 years. The need arose for placement of 7 siblings. We placed those children in the emergency shelter setting with the goal of moving them to one of our long term homes. All children placed in the emergency shelter have been from Sebastian County.

FWBFMs Arkansas Programs all received a three year CARF Accreditation in 2019 to assure the families and agencies with whom we serve that we intend to be provide the highest quality care.

710-20-0018R

Specialized Private License Placement Agency – Sebastian Co.

Scope of Work

The Free Will Baptist Family Ministries' (FWBFM) Young Homes located in Fort Smith, AR, currently provides stable housing for up to 32 children in foster care in Arkansas. Because of the size of the homes on our campus we are uniquely suited to serve large sibling groups under one roof, regardless of age or gender.

Free Will Baptist Family Ministries is a Private Licensed Placement Agency (PLPA) that will provide services in Sebastian County to children and adolescents in the custody of the Arkansas Department of Human Services. FWBFM PLPA will comply with the Minimum Licensing Standards for Child Welfare Agencies and follow all DCFS policies and procedures. As a Specialized Private Licensed Placement Agency, FWBFM will be responsible for the recruitment, training, licensing, compliance, support and retention of foster homes in Sebastian County. FWBFM will conduct and maintain all necessary background checks, training, PRIDE training for PLPA foster parents and SAFE home studies. The PLPA homes will be monitored, re-evaluated and visited as required by the Minimum Licensing Standards. In addition to the PRIDE training and SAFE home studies, FWBFM will require Relias Evidence Based training program. The Relias program includes Trauma Informed Care, Medication Management, Childhood Development, Defensive Driving, and much more.

The FWBFM PLPA homes will only accept children referred by DCFS from across the state of Arkansas under the Specialized Private Licensed Placement –Sebastian County program. The children served in this program will primarily be large sibling groups of three or more children. When the need arises, some homes will accept children over the age of twelve and children transitioning from a Qualified Residential Treatment Program. FWBFM PLPA Sebastian County homes will serve children ages

0-18, on a 24-hour basis with the use of foster homes and foster parents.

Admission criteria will also include that children must be able to attend school or daycare. Any youth that have already obtained a high school diploma or GED will not be approved for placement. All youth must have a IQ of 70 or above, cannot be a sex offender or fire starter, cannot be physical aggressive (a danger to self or others) or actively psychotic.

FWBM PLPA Sebastian County homes will work closely with DCFS in support of reunifications and achieving permanence for children and youth. FWBFM will follow all DCFS policies on placing siblings together and assisting in weekly visitation of families/siblings and provide transportation of siblings who may be separated.

In the event of a disruption of services by a foster parent(s), the PLPA Homes Administrator, Case Managers, respite house parents and or PRN employees are trained and able to provide direct care services to the youth. In the case of a placement disruption, a thirty day notice will be provided to DCFS unless there is an imminent danger to the child or others.

The FWBFM PLPA homes will provide a family-like setting for children in foster care to meet the need of larger sibling groups in Sebastian County. FWBFM will recruit, train, ensure licensing compliance, support and retain foster families for additional PLPA Sebastian County homes. FWBFM PLPA will make sure all employees complete the necessary background checks, training, homes studies and will monitor all re-evaluations of homes, quarterly visits and meet all licensing requirements and DCFS policy and procedures.

The PLPA Sebastian County homes will be provided the following services in regards to completing needed assessment for the children served:

- **Case Management Services:** All clients of the PLPA foster homes are assigned to a FWBFM case manager based on the home where they reside. Case managers are typically available Monday through Friday 8:00AM to 5:00PM but can be reached after hours in case of emergency. Case managers will meet weekly with each child and maintain monthly contact with DCFS to discuss the client's progress, continuing needs and problems when necessary. Case managers are paid employees of FWBFM and are responsible for coordinating the care of all residents of the PLPA homes.
- **Educational Services:** Children are enrolled in public school in Sebastian County where they have access to educational services as deemed appropriate for each individual child. These schools can accommodate pre-existing IEPs, 504 plans, placement in Alternative Learning Environments (ALEs), speech therapy, occupational therapy, and academic counseling. Children are typically enrolled in school the first school day following their admission to The Young Homes and the school counselors create children's schedules based on their educational history.
- **Mental Health Services:** All children placed in FWBFM PLPA homes receive community mental health services through Western Arkansas Counseling and Guidance Center (WACGC). Children attend an intake appointment with the school-based therapists and typically remain in school-based services. Referrals can be made for children to be seen by therapists in the outpatient clinic of WACGC if deemed appropriate by FWBFM staff, the school-based therapist, the legal guardian, or if the child requests it themselves. WACGC bills Medicaid for all counseling services provided.
 - All FWBFM employees are trained in Crisis Prevention Intervention and Trauma Informed Care through a certified onsite instructor and utilizing our online RELIAS Evidence Based program.
 - If crisis intervention is needed for a resident WACGC provides support in their office and had a mobile unit for response to our location.
- **Medical Services:** All residents of FWBFM PLPA homes are established with UAMS West Family Medicine Residency Program for primary care. AHEC doctors can see clients Monday through Thursday from 7:00AM to 6:00PM at the office in Fort Smith. The frequency of services provided is determined by the child's physician, but all children are seen at least yearly. All medical services are billed by the provider through Medicaid.
 - **Emergency Medical Care:** If a medical emergency arises and a child cannot be properly cared for at one of the local clinics, the FWBFM PLPA

homes staff can transport children to the nearest emergency room.
Options for emergency medical include but are not limited to:

- **Mercy ER Fort Smith, AR**
- **Baptist ER Fort Smith, AR**
- **Dental Services:** All residents of the PLPA homes are seen by Dr. Bishop for dental services at Bishop Family Dentistry. Dr. Bishop and staff may deem it appropriate to make outside referrals to specialists depending on each child's needs and the PLPA homes does accommodate these referrals. The frequency of services provided is determined by Dr. Bishop and his staff. Appointments can be scheduled Monday through Thursday 8:00AM to 5:00PM and Friday 8:00AM to 2:00PM. All dental services are billed by the provider through Medicaid.
- **Vision Services:** All residents of the PLPA homes are seen for regular vision exams with Ennen Eye Group of Fort Smith. Glasses are prescribed as needed. The frequency of services provided is determined by the doctor and his staff but all children are seen at least yearly. Appointments can be scheduled Monday through Friday from 8:00AM to 5:30PM.
- **Recreational Services:** All residents of the PLPA homes have the opportunity to participate in school-sanctioned or community-based activities such as athletics, band, cheerleading, and any student clubs or organizations.
- **Sibling and family visitation** FWBFM will work with DCFS in arranging and scheduling visitation for youth that may not be placed together. FWBFM will allow onsite visits and will provide transportation as needed. FWBFM will support DCFS in reuniting siblings that have been separated by placing them together.
- **Religious Services:** All residents of the PLPA homes are given the opportunity to participate in church services, bible studies, and devotionals both within The Young Homes and at local churches. Participation is not required nor is it withheld as a punishment.
- **Employment Services:** All residents of the PLPA homes who are 16 years of age or older are encouraged, but not required, to seek employment within the community to increase independence and access to important life skills. The Young Homes staff assist with transportation as needed.
 - All the PLPA homes residents age 14 and older attend monthly life skills workshops conducted by DCFS to prepare children for independence.
- **Structured Analysis Family Evaluation (SAFE)** studies will be done by FWBFM and will ensure each foster home submission has a copy of the SAFE home study along with the completed template when submitting requests to open a new home and when re-evaluating a home.
- **Parent Resources for Information, Development, and Education (PRIDE)** trainings will be conducted by FWBFM along with other approved trainings for each foster parent and FWBFM staff. Support Services will be provided by FWBFM to each foster home.

FWBFM PLPA will meet the minimum Performance Standards and will comply with all Child Welfare Licensing Standards.

FWBFM will provide a monthly report to the local DCFS county office and the BTU by the 10th working day of each month for the preceding month. *The monthly progress report shall contain the following:* Progress toward goals stated in the treatment plan, Medical visits, Educational issues, Summary of incident reports, Contact with family, Court involvement and Independent living skills provided to the youth (frequency and topics covered). FWBFM will maintain contact with each DCFS Family Service Worker for each child served.

FWBFM will invoice DCFS for payment of services by using the on-line Provider Invoice Entry (PIE) system. Monthly billing will be submitted to the Foster Care Manager by the 10th day of the following month. A monthly report will be attached to the billing invoice that lists all admissions, discharges, unplanned discharges and current youth status.

FWBFM employees are mandated reporters and will perform duties as such when there is reasonable cause to suspect that a child has been subjected to child maltreatment, died as a result of child maltreatment, died suddenly and unexpectedly, observes a child being subjected to conditions or circumstances that would reasonable result in child maltreatment or any other type of suspected maltreatment.

All FWBFM employees are trained in report Child Maltreatment and are not required to have a supervisor permission any notification before reporting maltreatment to the Hotline.

FWBFM will comply with the terms of DHS Organizational or Personal Conflict of

Interest. FWBFM will disclose all actual, apparent, or potential conflicts of interest to DHS within five (5) days of having knowledge of them.

FWBFM will provide a ninety (90) day transition planning prior to ending a contract with DHS. The transition plan will include provisions for the delivery of all proprietary data collected and or created during the life of the contract to DHS thirty (30) days prior to the contract end. Any data not collected shall be delivered to DHS no more than fifteen (15) days following the contract end date.

FWBFM policies 07:006.1, 07:007 and 07:008 states record preservation and maintaining confidentiality is secured by a technology and system plan and intellectual property copyrights. Client records are maintained in locked file cabinets for 7 years past discharge date from FWBFM.

710-20-0018R

FWBFM PLPA Sebastian County

Program Description

Free Will Baptist Family Ministries is a Specialized Private Licensed Placement Agency and will provide foster care services in family homes for children who cannot be maintained in their own homes and have been placed in foster care. FWBFM will also utilize the current Young Homes by providing stable foster homes for children and youth statewide that are in the custody of Department of Human Services, Division of Children and Family Services in Arkansas. Because of the size of the homes on our campus we are uniquely suited to serve large sibling groups under one roof, regardless of age or gender. The PLPA Homes will serve males and females ages 0-18 in order to accommodate larger sibling groups on a 24 hour basis in a family-like setting home. The FWBFM PLPA homes will only accept children referred by DCFS from across the state of Arkansas under the Specialized Private Licensed Placement program. The children served in this program will primarily be large sibling groups of three or more children. If the need arises, some homes will accept children over the age of twelve and children transitioning from a Qualified Residential Treatment Program. FWBFM PLPA homes will serve children ages 0-18, on a 24-hour basis within a family-like setting.

Admission criteria will also include that children must be able to attend school or daycare. Any youth that have already obtained a high school diploma or GED will not be approved for placement. All youth must have a IQ of 70 or above, cannot be a sex offender or fire starter, cannot be physical aggressive (a danger to self or others) or actively psychotic.

Each client will have a bedroom that meets Arkansas Child Welfare Licensing Standards. Children are at times placed in a room with a roommate which is determined by appropriateness of fit. There are bathrooms and shower rooms in each home that

provide adequate privacy for our residents. Each room has ample closet and dresser space for each resident. Children are placed with their sibling group, then by gender and age as well when deciding on appropriate placement.

Each PLPA home is responsible for the shopping, preparation and serving of the meals for their home. Family meals allow the siblings in our care to interact in the way they might outside of care. Our children all receive lunch through the Public Schools they attend.

Each FWBFM PLPA homes will operate individually. The foster families will be responsible for their own vehicle, a budget and a family schedule. The portion of FWBFMs monthly contract payment will be given to Foster Parents (a minimum of thirty-four percent (34%) of the total monthly payment per client paid to Contractor).

Case management resources:

FWBFM case managers will work with DCFS and maintain a minimum of monthly contact with the Family Service Worker to discuss client's progress, continuing needs, and problem areas when appropriate. Case Managers will maintain client specific case plans developed in accordance with recommendations made by a physician, licensed professional or DCFS staff involved in the care of the child. Monthly reports will be submitted to clients FSW. During visits our Case Managers have a chance to see DCFS staff and discuss a child's progress as well. FWBFM staff develops a relationship with the Family Support Workers and Program Assistants from DCFS in an effort to limit disruption and allow stability for our children. In addition the FSW has a central location to visit with the children they serve by using our conference

room, playground or meeting in the home.

Our Case Manager have a unique opportunity to support families in reunification. We can offer connections to resources and support as they move toward their goal. When visits take place on our campus we have the chance to develop a relationship that continues when the visits are unsupervised. Families learn they can reach out to us for additional support and information.

Each child will be referred for counseling services at a frequency that is determined to be appropriate by the licensed therapists employed by Western Arkansas Counseling and Guidance Center. Administrative staff attend periodic trainings which encourages interaction with other professionals in the field as well as increased training in relevant topics.

FWBFM has company vehicles that are used by the case manager as well as other staff to ensue appropriate and timely transportation to scheduled appointments, court, staffing, sibling and family visits, or other necessary events.

Contract Requirements:

FWBFM PLPA foster parents will receive PRIDE training as well as Relias Evidence Based program which includes multiple trauma-informed trainings that are relevant to the children we serve and regularly updated through their system to reflect current knowledge/research. FWBFM will conduct and maintain all necessary background checks, training, PRIDE training for PLPA foster parents and SAFE home studies. The PLPA homes will be monitored, re-evaluated and visited as required by the Minimum Licensing Standards. In addition to the PRIDE training and SAFE home studies, FWBFM will require Relias Evidence Based training program. The Relias program includes Trauma Informed Care, Medication Management, Childhood Development,

Defensive Driving, and much more.

FWBFM PLPA will ensure that all individuals have cleared an Arkansas State Police criminal background check, Arkansas Child Maltreatment Registry check, a Vehicle Safety Check (i.e., driving record), and an FBI fingerprint-based criminal background check and, out-of-state child maltreatment investigations if required. Such checks will be repeated every two (2) years as the standards require.

Each FWBFM PLPA foster family will be responsible for their own reliable means of transportation and or vehicle.

FWBFM will notify the DCFS Foster Care Program Manager within seventy-two (72) hours of any changes in the business entity, which include but are not limited to, business name change, new location of business, new telephone numbers and contact person. FWBFM will notify DCFS within seventy-two (72) hours of any changes in personnel impacting the contracted services and provide documentation to DCFS of new personnel with their qualifications prior to delivery of services.

FWBFM will submit a monthly report to DCFS by the tenth (10) working day of the month for the preceding month that includes but is not limited to the following information: names of referral received by date, current children who are in placement, reasons for discharges on each child, current agency concerns. FWBFM will submit monthly billing invoices through the online CHRIS system by the tenth (10) day of the month. FWBFM will submit a certificate of compliance on all performance indicators with the monthly billing. FWBFM will maintain confidentially and record retention.

Collaboration:

The monthly updates to DCFS and the quarterly IPP represent our collaboration with our residents in setting goals and monitoring progress while at FWBFM. Residents participate in the development of their initial treatment plan as well as all quarterly updates. All residents also work with the case manager to complete the Social History within one week of their admission. This allows them the opportunity to give information about their family/support system from their perspective. The staff also include input from all providers in the development of these documents to ensure accuracy and promote best practice. All of these documents are kept in the residents' file in the case manager office and children can review these documents if requested.

Collaboration continues as the children in our care progress. Meeting with schools, therapists, coaches, church group leaders, DCFS staff and community members to assure that children have support in many different aspects of their lives.

Increasing Support:

All residents are allowed and encouraged to participate in community activities to foster a sense of belonging and support while placed here – some have participated in: football, basketball, volleyball, baseball, band, youth leadership, gymnastics, dance, piano lessons, life skills classes, jobs at local businesses, church, youth camps/outings, etc. There are also members of our community who volunteer as mentors and homework helpers to provide community support in a more individualized way.

As Chaffee Crossing neighbors, Arkansas School of Osteopathic Medicine groups have provided mentors and tutors for the children served at The Young Homes. Additionally, we have partnered with The University of Arkansas at Fort Smith Social Work program as a site for their students to work their internships.