

STATE OF ARKANSAS
DEPARTMENT OF HUMAN SERVICES
OFFICE OF PROCUREMENT
700 Main Street
Little Rock, Arkansas 72201

RESPONSE PACKET
Intensive In-Home Services
710-19-1010

CAUTION TO VENDOR

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



STATE OF ARKANSAS
 DEPARTMENT OF HUMAN SERVICES
 OFFICE OF PROCUREMENT
 700 Main Street
 Little Rock, Arkansas 72201

SIGNATURE PAGE

Type or Print the following information.

PROSPECTIVE CONTRACTOR'S INFORMATION			
Company:	Arkansas Baptist Children's Homes & Family Ministries		
Address:	10 Remington Dr		
City:	Little Rock	State:	AR Zip Code: 72204
Business Designation:	<input type="checkbox"/> Individual <input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> Public Service Corp <input type="checkbox"/> Partnership <input type="checkbox"/> Corporation <input checked="" type="checkbox"/> Nonprofit		
Minority and Women-Owned Designation*:	<input checked="" type="checkbox"/> Not Applicable <input type="checkbox"/> American Indian <input type="checkbox"/> Asian American <input type="checkbox"/> Service Disabled Veteran <input type="checkbox"/> African American <input type="checkbox"/> Hispanic American <input type="checkbox"/> Pacific Islander American <input type="checkbox"/> Women-Owned AR Certification #: _____ * See Minority and Women-Owned Business Policy		
PROSPECTIVE CONTRACTOR CONTACT INFORMATION			
<i>Provide contact information to be used for bid solicitation related matters.</i>			
Contact Person:	Derek Brown, PhD	Title:	Clinical Director
Phone:	(501) 455-8554	Alternate Phone:	(501) 376-4791
Email:	dbrown@abchomes.org		
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. 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.			
ILLEGAL IMMIGRANT CONFIRMATION			
By signing and submitting a response to this Bid Solicitation, 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 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: Dr. Derek Brown Title: Clinical Director
Use Ink Only.

Printed/Typed Name: Dr. Derek Brown Date: 11/5/18

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 response 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:	Arkansas Baptist Children's Homes	Date:	11/5/18
Authorized Signature:	Dr. Derek Brown	Title:	Clinical Director
Print/Type Name:	Dr. Derek Brown		

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 response 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:	Arkansas Baptist Children's Homes	Date:	11/5/18
Authorized Signature:	Dr. Derek Brown	Title:	Clinical Director
Print/Type Name:	Dr. Derek Brown		

SECTIONS 3, 4, 5 - VENDOR AGREEMENT AND COMPLIANCE

- Exceptions to Requirements **shall** cause the vendor's response 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:	Arkansas Baptist Children's Homes	Date:	11/5/18
Authorized Signature:	Dr. Derek Brown	Title:	Clinical Director
Print/Type Name:	Dr. Derek Brown		

PROPOSED SUBCONTRACTORS FORM

- **Do not** include additional information relating to subcontractors on this form or as an attachment to this form.

PROSPECTIVE CONTRACTOR PROPOSES TO USE THE FOLLOWING SUBCONTRACTOR(S) TO PROVIDE SERVICES.

Type or Print the following information

Subcontractor's Company Name	Street Address	City, State, ZIP

PROSPECTIVE CONTRACTOR DOES NOT PROPOSE TO USE SUBCONTRACTORS TO PERFORM SERVICES.

**DIVISION OF CHILDREN AND FAMILY SERVICES (DCFS)
INTENSIVE IN-HOME SERVICES
AREAS/COUNTIES**

- Please check each county in which you are willing to provide the service.
- Do not include additional information if not pertinent to the itemized request.
- Please return with your response packet.

AREA 4

- Columbia
- Lafayette
- Little River
- Miller
- Ouachita
- Union

AREA 5

- Baxter
- Boone
- Marion
- Newton

AREA 7

- Bradley
- Cleveland
- Lincoln

AREA 8

- Fulton
- Izard
- Lawrence
- Mississippi
- Randolph
- Sharp

Area 9

- Cleburne
- Crittenden
- Cross
- Independence
- Jackson
- Poinsett
- Stone
- White
- Woodruff

Area 10

- Arkansas
- Ashley
- Chicot
- Desha
- Drew
- Lee
- Monroe
- Phillips
- St. Francis

INFORMATION FOR EVALUATION

Attached is the Minimum Qualification Checklist that your RESPONSE will be checked against. You must submit all information requested so the below information can be verified. Failure to submit the requested information may cause your response to be disqualified. **Do not complete and return this form with your response.** It is for information only.

Vendor must submit satisfactory documentation in response to the request below to be considered.

**REQUEST FOR QUALIFICATIONS
710-19-1010
INTENSIVE IN-HOME SERVICES**

MINIMUM QUALIFICATION CHECK LIST

Vendor:		
Reviewer:		Date:

MINIMUM QUALIFICATIONS 2.2	YES	NO	COMMENTS
<p>A. Bidder's program must meet the standards for a "well-supported practice" as defined by the Family First-Prevention-Services-Act.</p> <p>For verification purposes, bidder must submit documentation of bidder's inclusion on the Federal Clearinghouse's current register of well-supported practices.</p>			
<p>BA. Bidder or must have a minimum of two (2) years' experience in crisis intervention, individual, family, and/or group therapy. Bidder must also have additional experience providing counseling in home, school, community and office environments.</p> <p>For Verification purposes, Bidder must submit the following:</p> <ul style="list-style-type: none"> • Copies of curricula vitae (CVs) or resumes for Vendor's key personnel detailing all experience relevant to the scope of work for this RFQ; Vendors who do not currently have the required positions may submit job descriptions in lieu of CV's or resumes. • A narrative detailing Vendor's prior experience providing services similar to those specified in the scope of work, including without limitation the specific services provided and the contracting organization on behalf of which the services were provided; narrative should include phone numbers and e-mail addresses for previous employers and/or contract managers who can verify qualifying experience. 			

<p>CB. Bidder's key personnel must possess, at minimum, a bachelors' degree; however, masters' degrees are preferred. Qualifying degrees need not be in social work.</p> <p>For verification purposes, Vendor must provide the following with its RFQ submission for all key personnel proposed to meet the requirements specified in this RFQ: documentation including without limitation copies of diplomas or transcripts verifying, at minimum, attainment of a bachelor's degree in any discipline.</p>			
<p>DC The Bidder must certify that the Bidder has not received any sanctions or corrective actions by a state or Federal government within the last ten (10) years. Bidder's signature on Section 2: Vendor Agreement and Compliance in the attached response packet shall serve as certification under this requirement. However, failure to certify may not disqualify a bidder's submission if Bidder declares such failure in Section 2: Vendor Agreement and Compliance and provides additional detailed documentation of each sanction and any corresponding corrective action received from a state or Federal government within the last ten (10) years. Documentation must include status of all corrective actions within the last ten (10) years, including corrective actions completed to the satisfaction of the issuing government agency.</p>			

Passed _____

Failed _____

CONTRACT AND GRANT DISCLOSURE AND CERTIFICATION FORM

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: _____

Yes No

TAXPAYER ID NAME: Arkansas Baptist Children's Homes and Family M Goods? Services? Both?

YOUR LAST NAME: Brown FIRST NAME: Derek MI: A

ADDRESS: 10 Remington Dr.

CITY: Little Rock STATE: AR ZIP CODE: 72204 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:

FOR INDIVIDUALS *

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

None of the above applies

FOR AN ENTITY (BUSINESS) *

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 <small>(senator, representative, name of board/commission, data entry, etc.)</small>	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 (%)	Position of Control
General Assembly								
Constitutional Officer								
State Board or Commission Member	✓	✓	Child Welfare Review Board	97	Present	David Perry/Charles Flynn		Board Member
State Employee								

None of the above applies

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 *Derek Brown* Title Clinical Director Date 11/5/18

Vendor Contact Person Derek Brown, PhD Title Clinical Director Phone No. 5014558554

Agency use only

Agency Number _____ Agency Name _____ Agency Contact Person _____ Contact Phone No. _____ Contract or Grant No. _____

**Arkansas Baptist Children's Homes and Family Ministries
Intensive In-Home Services
Information for Evaluation Response**

Agency Description

Arkansas Baptist Children's Homes and Family Ministries established in 1894, hereinafter "ABCHomes," is an agency of the Arkansas Baptist State Convention, hereinafter the "Convention." ABCHomes has a long history of helping children and families in need. ABCHomes was established as an Arkansas nonprofit public benefit corporation to:

1. Provide and maintain Homes for dependent, neglected, and/or needy children of the State of Arkansas.
2. To establish and maintain a childcare program to meet the spiritual, physical, mental, and emotional needs of homeless and dependent children.
3. To establish Christian homes throughout the State of Arkansas as foster and group homes for children.
4. To provide group care and treatment for children whose needs cannot be adequately met in a family.
5. To provide supportive and supplementary services for children in need of assistance while the child is living in his or her home with natural or foster parents.

An 18-member Board of Trustees, hereinafter the "Board", is comprised of leaders from various professional fields including ministry, legal, finance and education. The Board is directly responsible to the Convention for all the operations of the agency. One third of the Board is elected at the Convention annual meeting and there is at least one representative from the eight districts in the state. The members are elected for one three - year - term, and may be re-elected for one successive three-year term. The Board has three elected officers and three standing committees. The officers are President, Vice-President and Secretary-Treasurer. The Secretary-Treasurer also serves as Budget and Finance Committee Chairperson. The officers make up the Executive Committee. The standing committees are Budget and Finance, Personnel and Long-Range Planning/Development.

The Executive Director of ABCHomes, Mr. David Perry, located in the Home Office in Little Rock, Arkansas is the Administrative officer for ABCHomes. The total ABCHomes agency program is under the supervision of the Executive Director, including budget management and control, fundraising and promotion, program development, staffing and financial accounting. The Executive Director is responsible to the Board elected by the Convention for all the operations of the agency. The financial administration for the agency is located in the Home Office in Little Rock, Arkansas. Erwin and Company CPA in Little Rock audits the financial books of the agency annually and copies are given to each member of the Board, the Convention,

and to the Department of Human Services' Office of Quality Assurance-Audit Section. As needs arise, the Board reviews budgetary requests and the Board approves the final budget.

ABCHomes currently provides multiple services to communities, children and families; including residential services, private licensed foster care, community counseling, resource parent training, and case management services. We currently advocate for children in care through judicial, educational and other settings. When children are placed in our residential or foster care programs, ABCHomes strives to help each child reach his or her full potential while seeking family re-unification. The mission of ABCHomes is to strengthen and restore Arkansas families. ABCHomes has a long tradition of developing community resources to assist and build healthy family support systems. This includes connections to informal supports through our local Baptist churches, which enables children and youth to have a successful living situation in the community while building healthy family relationships. To accomplish this vision, ABCHomes provides counseling, placement in family-like residential care, bridging families in our Family Care homes and with our Connected Team. The Connected Team provides PLPA Services in partnership with the Department of Children and Family Services in accordance with their policies and procedures.

ABCHomes services and supports the needs of Foster Children in the state of Arkansas as a Private Licensed Placement Agency (PLPA). ABCHomes also has an active Child Placement license (#140). ABCHomes has a long history of keeping children safe and healthy and helping families to reunify and to regain control in their lives and function independently. Today ABCHomes employs 68 employees and continues to grow. These employees all uphold the vision and mission of ABCHomes.

Arkansas Baptist Children's Homes promotes a trauma-informed model of care and curriculum. Leading the development of this approach is Dr. Derek Brown, Clinical Director. Dr. Brown is a TBRI practitioner and has studied trauma and attachment at the Masters and Doctoral level. He has also taught 14 different graduate counseling courses over the last seven years. He has spoken around Arkansas on Trauma-Informed Care and routinely trains staff on developing planned responses to traumatic reactions. Dr. Brown is joined by many others in the agency who are trauma-proficient and experienced in supporting and equipping Arkansas Families.

In July of 2017, ABCHomes became a Private Licensed Placement Agency (PLPA) and has successfully completed the following:

- Recruitment of Foster Families
- Training of Foster Families (PRIDE training and ongoing training)
- Licensing and licensing compliance
- Support and retention of Foster Homes
- Conducting background checks in compliance with DCFS manual policies and procedures

- Conducting SAFE Home studies
- Complying with the visitation schedule between children and their biological families in coordination with DCFS Family Service Worker

Prior Experience With Similar Programs

ABCHomes has effectively administered similar programs in the state of Arkansas as follows:

- **Arkansas Baptist Home for Children** – Family-like residential Care in Monticello, Arkansas.
- **Arkansas Baptist Ranch** – “Ranch” style family-like residential care in Harrison, Arkansas.
- **Arkansas Baptist Family Homes** – Family-like residential Care in Judsonia, Paragould, and West Fork, Arkansas
- **Area Offices** – Professional Counseling and Case Management in Little Rock, Jonesboro, Fayetteville, and Fort Smith
- **Satellite Offices** – Professional Counseling in Pine Bluff, Rogers, and Paragould
- **Family Care Homes**- residential independence program for single mothers with their children in Jonesboro, Little Rock, and Springdale, Arkansas providing training in parenting, finance, job readiness, and resource engagement.
- **Connected** – DCFS Contracted Private Placement Agency for Foster Care currently in Areas 2, 9, and 6.
- **Resource Parent Training** – Trauma-informed training for foster families in Area 2 (DHS Contract #4600043083)

Key Personnel

Key personnel for the Intensive In-Home Prevention and Reunification Services includes:

- a. David Perry, Executive Director (resume and credentials attached)
- b. Charles Flynn, Program Director (resume and credentials attached)
- c. Derek Brown, Clinical Director (resume and credentials attached)
- d. James Barham, Area Director (resume and credentials attached)
- e. Ryan Ropp, Foster Care Coordinator (resume and credentials attached)

* Additional personnel will be hired and trained according to the contract stipulations and the program job descriptions (attached)

Evidence-Based Practices

Arkansas Baptist Children’s Homes and Family Ministries is committed to trauma informed practices. Through an evaluation of the research, the evidence is clear that a relational response is best for a child who has experienced trauma. Trust-Based Relational Intervention (TBRI) is a program for caregivers that is specifically designed to help children and families find relief from the brains relentless inability to achieve felt safety and intrapersonal regulation. The program is based on the affective neuroscience discoveries related to attachment trauma, and is very

specifically focused on the resiliency factors found in research. These are the characteristics of those who have been successful, despite the harmful experiences they have faced during the developmental years. Identifying these resiliency factors has opened the door for the opportunity to create a trauma-informed model of caregiving that intentionally builds resiliency in traumatized individuals.

Recent longitudinal research has been published that reveals the long-term effects of Adverse Childhood Experiences (ACE). This research is a simple longitudinal analysis that correlated the number of ACE events to life and health difficulties later in life. The results are very revealing for the effects of trauma across the lifespan on mental and physical health. TBRI has been found to reduce the lasting effects of trauma on children and families by changing the trajectory of their relational lives. The program emphasizes trans-diagnostic factors that promote success, such as emotion regulation, trust-building, and environmental safety while giving the caregiver practical skills for parenting and their own self-regulation. Additional aspects of TBRI include training for teachers and other community support personnel, providing the comprehensive scope necessary for treatment that is both holistic and individualistic.

Once the Federal Clearinghouse of well-supported practices is released, ABCHomes will seek to meet the standards of FFPSA, provided a model of practice is available that offers a holistic trauma-informed response for children and families in crisis.

Policy 105

Subject: Equal Employment Opportunity

Effective Date: 03/14/17

Authority: Board of Trustees Minutes

Equal Employment Opportunity Policy

Arkansas Baptist Children's Homes and Family Ministries provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, gender, national origin, age, disability, genetic information, marital status, status as a covered veteran in accordance with federal and state laws as they apply to this agency.

Arkansas Baptist Children's Homes and Family Ministries complies with applicable state and local laws governing nondiscrimination in employment in every location in which the agency has facilities. This policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, termination, layoff, transfer, leaves of absence, compensation and training.

If an employee believes this policy has been violated, either regarding themselves or another employee, they should promptly report the concern to their supervisor, the Program Director or the Executive Director.

Arkansas Baptist Children's Homes and Family Ministries (Arkansas Families)
Family Intervention Specialist (FIS)
Job Description

Definition: Provide intensive home and community-based diversion and reunification services

Goal: safely reduce the number of children in care by providing intensive, long-term, evidence based, trauma informed in-home services aimed at reducing child abuse/neglect, improving family functioning, enhancing parenting skills, addressing mental health and substance abuse issues, reducing child behavior problems, connecting families to formal and informal concrete supports, and empowering families to solve future problems independently

Necessary Qualifications: Must hold a master's degree (preferred) in social work, counseling, psychology, or related field as determined by DHS **OR** a bachelor's degree in social work, counseling, psychology, or related field as determined by DHS and at least one (1) year experience working with children and families.

Job Requirements:

- I. Maintain a caseload of up to 5 families
 - Prevention services should last an average of 4 to 6 months
 - Reunification services should last an average of 6 to 9 months
- II. Provide face to face services 3 times weekly, unless the needs of the family indicate otherwise
 - Services should be provided in the family's home or natural environment within the time restraints of the family
 - Emergency crisis intervention should be available 24/7. When unavailable, the FIS should ensure another qualified individual is available to respond to the crisis.
 - Services provided should:
 - o Be based on a systems approach
 - o Involve school teachers, family members, friends, community members, etc.
 - o Include therapeutic coaching
 - o Include parenting skills education
 - o Facilitate educational achievement
 - Prior to termination of services, the FIS should ensure any continued needed resources are in place
- III. Develop an individualized treatment plan for each family. Needs addressed may include:
 - Affective relations
 - Social interaction development

- School interaction development
- Sexual problematic behavior
- Drug abuse prevention
- Problem solving skills
- Building support from extended family and community
- IV. Assist parents in finding resources for needs including:
 - Marital relationship
 - Psychiatric problems
 - Medication monitoring
 - Substance abuse prevention
 - Domestic violence
 - Personal factors affecting parenting
- V. Report to the clinical supervisor
 - Attend weekly individual and team supervision
 - Present all case planning development, progress, and goal-achievement on a regular basis
 - Report any potential threats of harm or endangerment immediately

Arkansas Baptist Children's Homes and Family Ministries (Arkansas Families)
Intensive In-Home Services Clinical Supervisor
Job Description

Definition: Supervision over a team of Family Intervention Specialists providing intensive home and community-based diversion and reunification services

Goal: Safely reduce the number of children in care by providing intensive, long-term, evidence based, trauma informed in-home services aimed at reducing child abuse/neglect, improving family functioning, enhancing parenting skills, addressing mental health and substance abuse issues, reducing child behavior problems, connecting families to formal and informal concrete supports, and empowering families to solve future problems independently

Necessary Qualifications: Must hold a master's degree in social work, counseling, psychology, or related field as determined by DHS with a minimum of one-year experience delivering an evidence-based practice (preferred) **OR** a bachelor's degree in social work, counseling, psychology, or related field as determined by DHS and at least one-year experience delivering an evidence-based practice.

Job Requirements:

- I. Maintain a team of up to 5 family intervention specialists and a caseload of no more than 20 families.
- II. Ensure effective and efficient prevention and reunification services are provided for each family
 - Prevention services should last an average of 4 to 6 months
 - Reunification services should last an average of 6 to 9 months
 - Emergency crisis intervention should be available 24/7. When unavailable, the FIS should ensure another qualified individual is available to respond to the crisis.
 - Services provided should:
 - o Be based on a systems approach
 - o Involve school teachers, family members, friends, community members, etc.
 - o Include therapeutic coaching
 - o Include parenting skills education
 - o Facilitate educational achievement
 - Prior to termination of services, the FIS should ensure any continued needed resources are in place
- III. Assist with the development of an individualized treatment plan for each family. Needs addressed may include:
 - Affective relations
 - Social interaction development

- School interaction development
- Sexual problematic behavior
- Drug abuse prevention
- Problem solving skills
- Building support from extended family and community
- IV. Assist FIS in locating parental resources for needs including:
 - Marital relationship
 - Psychiatric problems
 - Medication monitoring
 - Substance abuse prevention
 - Domestic violence
 - Personal factors affecting parenting
- V. Provide Face to Face Supervision
 - Arrange weekly individual and team supervision
 - Process all case planning development, progress, and goal-achievement on a regular basis
 - Report any potential threats of harm or endangerment to the clinical consultant immediately

**Arkansas Baptist Children's Homes and Family Ministries (Arkansas Families)
Intensive In-Home Services Licensed Clinical Consultant
Job Description**

Definition: Guide the treatment process for the teams of Family Intervention Specialists providing intensive home and community-based diversion and reunification services

Goal: Safely reduce the number of children in care by providing intensive, long-term, evidence based, trauma informed in-home services aimed at reducing child abuse/neglect, improving family functioning, enhancing parenting skills, addressing mental health and substance abuse issues, reducing child behavior problems, connecting families to formal and informal concrete supports, and empowering families to solve future problems independently

Necessary Qualifications: Must hold a license in a mental health field without limitation (LCSW, LPC, LMFT, LAC) and two-years of experience delivering evidence-based practices as well as experience with oversight of evidence-based practices. A master's degree in social work, counseling, psychology, or related field as determined by DHS is mandatory.

Job Requirements:

- I. Maintain up to 8 prevention teams made up of a clinical supervisor and up to 5 family intervention specialists with a total caseload of no more than 20 families per team.
- II. Ensure effective and efficient prevention and reunification plans are established for each family
 - Prevention services should last an average of 4 to 6 months
 - Reunification services should last an average of 6 to 9 months
 - Emergency crisis intervention should be available 24/7. When unavailable, the FIS should ensure another qualified individual is available to respond to the crisis.
 - Services provided should:
 - o Be based on a systems approach
 - o Involve school teachers, family members, friends, community members, etc.
 - o Include therapeutic coaching
 - o Include parenting skills education
 - o Facilitate educational achievement
 - Prior to termination of services, the FIS should ensure any continued needed resources are in place
- III. Oversee the development of an individualized treatment plan for each family. Needs addressed may include:
 - Affective relations

- Social interaction development
 - School interaction development
 - Sexual problematic behavior
 - Drug abuse prevention
 - Problem solving skills
 - Building support from extended family and community
- IV. Assist prevention teams in locating parental resources for needs including:
- Marital relationship
 - Psychiatric problems
 - Medication monitoring
 - Substance abuse prevention
 - Domestic violence
 - Personal factors affecting parenting
- V. Provide Face to Face Supervision
- Arrange weekly supervisor consultation and participate with team supervision
 - Oversee case planning development, progress, and goal-achievement
 - Ensure appropriate response and follow-up to any potential threats of harm or endangerment to the families being served.

David W. Perry

6772 Austin Harbor Loop
Sherwood, AR 72120
(501) 376-4791, ext. 5167 (Office)
(501) 425-2762 (Cell)

Birthdate: October 20, 1954 – Fort Stockton, TX
Married to Lucia Moseley Perry (June 4, 1977)
Registered Nurse for Little Rock School District

EDUCATION

University of Georgia, Athens, GA 1978
Master of Social Work

Baylor University, Waco, TX 1977
Bachelor of Arts in Sociology with Social Work Emphasis,

Numerous professional seminars, conferences, and workshops

EXPERIENCE

Arkansas Baptist Children's Homes & Family Ministries

EXECUTIVE DIRECTOR 1995 - Present
Chief executive officer responsible for the overall operation of the agency with its seven residential programs, seven counseling locations, \$4,272,720 budget, and 70 employees. Specific duties include budget development and management, public relations and fund development, direct supervision of key employees, adherence to the agency vision and strategic plans, and providing verbal and written reports to the Arkansas Baptist State Convention. Report directly to the Board of Trustees.

DIRECTOR OF PROGRAM AND STAFF DEVELOPMENT 1991-1995
Provided direct supervision of four area directors, Promise House (maternity home for teenagers) director and the Arkansas Baptist Boys Ranch director. Other duties included staff training, annual professional staff retreat, state licensing compliance, and needs assessments for expanded ministries.

LITTLE ROCK AREA DIRECTOR 1985- 1991
Responsibilities included overall management of area office, supervision of three emergency shelters, family counseling, intake evaluations for residential care, and development of an operational manual for the agency's emergency shelters.

Experienced Continued

HARRISON AREA DIRECTOR 1980 - 1984
First director for this area office. Provided foster home recruitment and supervision, intake evaluations for residential care, and family counseling.

CASE WORKER, Jonesboro Area Office 1979 - 1980
Supervision of boys' group home, foster home supervision, and intake evaluations for residential care.

PROFESSIONAL and UNIVERSITY AFFILIATIONS & BOARDS

Arkansas Association of Homes for Children, President 1988 and 2003

Baptist Child Care Executives, President 2000

Southern Baptist Business Officers Conference, General Chairman 2000

Arkansas Child Welfare Agency Review Board, 1997-2001

Appointed by Governor Mike Huckabee. This board was responsible for writing minimum standards and approving licenses for: foster care, adoptions, therapeutic foster care, residential child care facilities, psychiatric residential treatment facilities, and sexual offender programs.

Licensed Certified Social Worker by the State of Arkansas since 1982

Alpha Kappa Delta (National Sociology Honor Society) 1977

RELIGIOUS

Calvary Baptist Church in Monahans, TX - home church.
As a high school senior served as the youth director for this church.

First Baptist Church, Harrison, AR - membership 1980-1985, ordained as a deacon.

First Baptist Church, Sherwood, AR - member for 26 years. Served as deacon, Sunday school director and teacher, and on numerous committees including chairing the budget, nominating, and benevolence committees. Chairman of the "God Can" capital campaign to build a new 1,000 seat sanctuary, choir suites, church offices and youth area. Served on the Transition Team and chaired the Leadership Committee in the Intentional Interim process. Currently serving as chairman of the Pastor Search Team.

Participated in mission trips to Malaysia, North Dakota, Iowa, Arizona, Ohio, Georgia, Texas, and Kansas, as well as numerous local and state mission projects.

STATE OF ARKANSAS
SOCIAL WORK LICENSING BOARD
P. O. Box 251965
Little Rock, AR 72225



Asa Hutchinson
Governor

Ruthie Balm
Executive Director

Phone: 501-372-5071

Fax: 501-372-6301

Email: swlb@arkansas.gov

Website: arkansas.gov/swlb

August 8, 2016

David W. Perry, LCSW
6772 Austin Harbor Loop
Sherwood, AR 72120

David W. Perry, LCSW;

This is to notify you that your licensure as a Social Worker has been approved for the period of August 1, 2016 through July 31, 2018. The attached wallet-size license card will serve as confirmation of license renewal.

Please remember to retain your continuing education documentation for a period of two-years in the event you are audited. If audited, you will be required to submit documented proof that you attended *all* of the continuing education you listed on your summary sheet. If you are unable to provide proof that you attended the workshops, an administrative hearing will be held to consider revocation of your license.

In order to renew your license for your new expiration date, (July 31, 2018) you must obtain 48 hours of social work continuing education between the dates of August 1, 2016 through July 31, 2018. Only hours obtained between these dates will apply toward your next renewal period. Please see the Board's website for specific requirements for continuing education.

Future renewal notice reminders will be mailed to the address on file in the Board office approximately two months prior to the expiration date of your license. It is your responsibility to notify the Board of any change in address and to renew your license in a timely manner even if you do not receive the reminder.

Congratulations on your license renewal, and please contact the Board office if you have questions or need additional information.

Please watch the Board's website on a regular basis for updates or changes that may affect your license.

Please remove card carefully!
Bend back and forth along crease
before separating.



Arkansas
Social Work License Card

License No.

215-C

Expiration Date:

7/31/2018

David W. Perry, LCSW

772 Austin Harbor Loop

Sherwood AR 72120

Card bearer is licensed and in good standing with the Arkansas
Social Work Licensing Board.

Asa Hutchinson
Chairman

The card to the left is your new social work license card, which reflects your new expiration date. This is the only card you will receive. Please punch it out carefully along the perforated line.

If lost or stolen, an additional card may be requested by written request and a cashier's check or money order in the amount of twenty dollars (\$20).

Please keep this letter for your records. You may wish to make a copy before you remove the card.

STATE OF ARKANSAS

SOCIAL WORK LICENSING BOARD

In the Name and By the Authority of the State of Arkansas, the Arkansas Social Work Licensing Board hereby certifies that:

David W. Perry

has been duly examined and found qualified to practice as a Licensed Certified Social Worker and is hereby licensed with all rights, privileges and responsibilities prescribed by Act 791 of 1981.

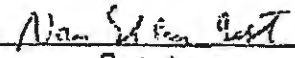
In testimony hereof we have set forth our hands upon this document at Little Rock, Arkansas this 16th day of June Nineteen Hundred and eighty-two



Chairperson



Vice-Chairperson



Secretary



Certificate No. C- 215

Baylor University

by the authority of the State of Texas vested in the Board of Trustees of Baylor University and upon recommendation of the Faculty thereof the degree of

Bachelor of Arts

is conferred upon

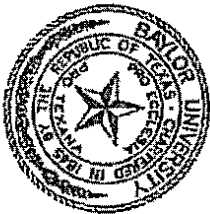
David Wayne Perry

presently residing at Waco, Texas.

May 13, 1977

W. D. ...
Chairman of the Board of Trustees

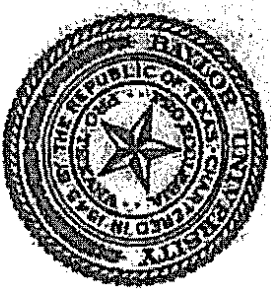
Joe F. ...
Secretary of the Board of Trustees



Almer G. McCall
President of the University

John S. Adams
Dean of the College of Arts and Sciences

Baylor University



Social Work Program

This Certifies That

Annal O. Perry

Has successfully completed all requirements
of the

Baylor University Social Work Program

Credited by the
Council on Social Work Education

Acknowledged this 13th day of May 1971

[Signature]
Program Director

[Signature]
Field Placement Coordinator

The University of Georgia

hereby confers upon

Samuel M. Perry

the degree of

Master of Science

together with all the rights, privileges and honors appertaining thereto in consideration of the satisfactory completion of the course prescribed by the Faculty of this University.

In Testimony Whereof we have hereunto affixed the seal of the University and the signatures of the officers thereof. Given at Athens, Georgia, on this twelfth day of December, 1978.

Way A. Wynn

Chancellor of the University System

Bruce T. Hild
Registrar and Secretary of the Faculty



Jack Davison

President of the University

Paul M. Blum
Dean

CHARLES FLYNN, LMSW

10 Remington Dr.
Little Rock, AR 72204
(501) 376-4791, ext. 5167
cflynn@abchomes.org

EMPLOYMENT

PROGRAM DIRECTOR 1995 - present
Arkansas Baptist Children's Homes and Family Ministries *Little Rock, Arkansas*

Supervision of area directors, Boys Ranch director and foster care coordinator. Involved in decision-making process for total program. Provide and/or coordinate training for staff.

AREA DIRECTOR 1991 - 95
Arkansas Baptist Children's Homes and Family Ministries *Little Rock, Arkansas*

Supervision of three emergency receiving homes and area office. Responsible for securing, training and supervising staff. Performed intakes for Arkansas Baptist Home for Children and Arkansas Baptist Boys Ranch.

EDUCATION

MASTER OF SOCIAL WORK 1991
Louisiana State University *Baton Rouge, Louisiana*

Intern at Louisiana Baptist Children's Home in Monroe, Louisiana.

BACHELOR OF ARTS IN SOCIAL WORK 1990
University of Louisiana at Monroe *Monroe, Louisiana*

President of Social Work Club. Fieldwork at Bastrop Area Alcohol and Substance Abuse Clinic, Bastrop, Louisiana.
1990 Social Work Student of the Year.

MASTER OF RELIGIOUS EDUCATION 1979
Southwestern Baptist Theological Seminary *Fort Worth, Texas*

BACHELOR OF MUSIC EDUCATION 1977
University of Louisiana at Monroe *Monroe, Louisiana*

SERVICE

- Child Welfare Agency Review Board
Past-chairman, member since 2001.

MEMBERSHIPS

- Arkansas Association of Homes for Children.
Past-president. Coordinates annual workshop.
- Association of Christian Childcare Administrators
Two-time past-president, secretary/treasurer, membership chair, annual meeting chair.

STATE OF ARKANSAS
SOCIAL WORK LICENSING BOARD
P. O. Box 251965
Little Rock, AR 72225



Asa Hutchinson
Governor

Ruthie Bain
Executive Director

Phone: 501-372-5071

Fax: 501-372-6301

Email: swlb@arkansas.gov

Website: arkansas.gov/swlb

February 13, 2017

Charles S. Flynn, LMSW
1211 Dyson Street
Sherwood, AR 72120-6025

Charles S. Flynn, LMSW;

This is to notify you that your licensure as a Social Worker has been approved for the period of February 1, 2017 through January 31, 2019. The attached wallet-size license card will serve as confirmation of license renewal.

Please remember to retain your continuing education documentation for a period of two-years in the event you are audited. If audited, you will be required to submit documented proof that you attended *all* of the continuing education you listed on your summary sheet. If you are unable to provide proof that you attended the workshops, an administrative hearing will be held to consider revocation of your license.

In order to renew your license for your new expiration date, (January 31, 2019) you must obtain 48 hours of social work continuing education between the dates of February 1, 2017 through January 31, 2019. Only hours obtained between these dates will apply toward your next renewal period. Please see the Board's website for specific requirements for continuing education.

Future renewal notice reminders will be mailed to the address on file in the Board office approximately two months prior to the expiration date of your license. It is your responsibility to notify the Board of any change in address and to renew your license in a timely manner even if you do not receive the reminder.

Congratulations on your license renewal, and please contact the Board office if you have questions or need additional information.

Please watch the Board's website on a regular basis for updates or changes that may affect your license.

Please remove card carefully!
Bend back and forth along crease
before separating.



Arkansas
Social Work License Card

License No.

546-M

Expiration Date:

1/31/2019

Charles S. Flynn, LMSW

1211 Dyson Street

Sherwood AR 72120-6025

Card bearer is licensed and in good standing with the Arkansas
Social Work Licensing Board.

Harold Owen, Sr.

Chairman

The card to the left is your new social work license card, which reflects your new expiration date. This is the only card you will receive. Please punch it out carefully along the perforated line.

If lost or stolen, an additional card may be requested by written request and a cashier's check or money order in the amount of twenty dollars (\$20).

Please keep this letter for your records. You may wish to make a copy before you remove the card.

Indiana State University

and

Agricultural and Mechanical College

On the nomination of the Faculty of the

Graduate School

has conferred upon

Charles Sidney Elton

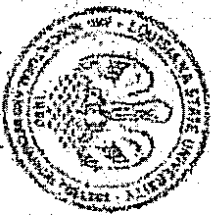
the degree of

Master of Social Work

With all the Honors, Rights and Privileges to that degree appertaining.
In testimony whereof, the seal of the University and the signatures are authorized
by the Board of Superintension are herewith affixed. Given at Madison Avenue, Indianapolis
May sixteenth, nineteen hundred and nineteen.

David B. Boyer
Chairman of the Board of Superintension

Allen A. Cappenberg
President



William C. Davis
Chancellor

W. C. Davis

11-2

Certificate of Attendance

This certificate is presented to

Charles Flynn

For attendance at

Foster PRIDE / Adopt PRIDE Orientation Training

for a total of 18.00 credit hours on
April 16, 2015

Little Rock

**U
A
LR** MIDSOUTH
TRAINING ACADEMY
SCHOOL OF SOCIAL WORK



Gigi Peters, LMSW
Executive Director



To All With Us: See The

Never the end of the journey of the soul of your life is
 reality of the people of our time - what is your part in
 which of existence opening great aspects and new

Charles Flynn

and the beginning

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 perhaps and perhaps applying ourselves

The beginning of the world

1919 1919

From the world of the world

DEREK A. BROWN, PH.D., LPC

13826 Harold Dr. • Alexander, AR 72002 • (504) 453-7643 • drderekbrown@gmail.com

Education:

DOCTOR OF PHILOSOPHY MAY 2014
New Orleans Baptist Theological Seminary *New Orleans, LA*
Psychology and Counseling, 4.0 GPA,
Robert S. Magee Doctoral Fellowship Award

MASTER OF THEOLOGY DEC 2010
New Orleans Baptist Theological Seminary *New Orleans, LA*
4.0 GPA

MASTER OF DIVINITY MAY 2008
New Orleans Baptist Theological Seminary *New Orleans, LA*
Specialization in Psychology and Counseling, 3.8 GPA

BACHELORS OF SCIENCE MAY 2004
Charleston Southern University *Charleston, South Carolina*
Double Major in Youth Ministry and Psychology, Campus Ambassador, Servant
Leadership Team of Baptist Collegiate Ministries, Campus Outreach, Psi Chi-
National Honor Society for Psychology

Experience:

LITTLE ROCK AREA DIRECTOR AUGUST 2012 – PRESENT
Arkansas Baptist Children's Homes and Family Ministries *Little Rock, Arkansas*

Responsibilities include:

- Providing individual and relational counseling
- Developing ministry programs to meet the needs of foster children
- Speaking and preaching in area churches and associations
- Serving as President of the Arkansas Association of Homes for Children (2015)
- Managing a regional office and multiple residential facilities
- Counseling pastors and their family members
- Hiring and training of direct care and administrative staff

ADJUNCT INSTRUCTOR AUGUST 2013 – PRESENT
John Brown University *Little Rock, Arkansas*

Responsibilities include:

- Teaching Masters Level Courses including:
 - Family of Origin
 - Group Theory
 - Theories and Techniques
 - Practicum/Internship
- Developing and teaching weekly lectures
- Creating assignments, tests, and projects
- Maintaining a classroom setting that fosters spiritual and academic development

ADJUNCT INSTRUCTOR
New Orleans Baptist Theological Seminary

JANUARY 2010 – MAY 2012
New Orleans, Louisiana

Responsibilities included:

- Teaching Undergraduate and Masters Level Courses including:
 - Clinical Marriage and Family Assessment
 - The Bible in the Professional Christian Counselor
 - Group Counseling
 - Adolescent Psychology
 - Human Development
 - Childhood Disorders and Therapies
 - Chemical Dependency
 - Structural and Strategic Therapies
 - Human Sexuality
 - Health Psychology
 - Guest Lecturer for Youth Ministry Institute
- Creating assignments, tests, and projects
- Maintaining a classroom setting that fosters spiritual and academic development

TEACHING ASSISTANT
New Orleans Baptist Theological Seminary

JANUARY 2009 – MAY 2010
New Orleans, Louisiana

Responsibilities included:

- Teaching classes in various psychology and counseling courses including:
 - Contemporary Marriage and Family Therapies
 - Marriage and Family
 - Family Systems
- Grading papers, projects, and tests
- Assisting the Psychology and Counseling Chair with a range of duties
- Leading group supervision for graduate counseling students

SITE MANAGER
Celebration Hope Center

SEPTEMBER 2010 – AUGUST 2012
Arabi, Louisiana

Responsibilities included:

- Developing and sustaining a non-profit counseling program at the Celebration Church campus in Arabi, LA, a community greatly impacted by Hurricane Katrina and the B.P. Oil Spill
- Managing a team of counseling and administrative staff
- Coordinating programs and events that assisted families in the community

COORDINATOR OF ADOLESCENT AND FAMILY COUNSELING
Celebration Hope Center

JUNE 2008 – AUGUST 2012
Metairie, Louisiana

Responsibilities included:

- Developing an adolescent and family counseling program for the non-profit ministry of Celebration Church
- Providing counseling for individuals and families and supervising the clinical work of counselors in training
- Teaching classes targeting the development of healthy families including:
 - Anger Management
 - Preventative Relationship Enhancement Program
 - Prepare to Last
 - Positive Parenting Program
- Leading counseling groups and mental health seminars at schools and churches

YOUTH MINISTER
Clifton Baptist Church

JANUARY 2005 – DECEMBER 2007
Franklinton, Louisiana

Responsibilities included:

- Assisting pastor in leading weekly worship services
- Officiating and assisting with funerals and weddings
- Leading youth Bible studies at church and the local schools
- Preaching in worship services as needed
- Launching and coordinating community outreach projects
- Organizing mission trips and activities for the youth and college students
- Directing Vacation Bible School
- Planning church family activities throughout the year

SUMMER YOUTH MINISTER
Udhailyah Protestant Fellowship

MAY 2004 – AUGUST 2004
Udhailyah, Saudi Arabia

Responsibilities included:

- Leading weekly Bible study for middle school and high school students
- Preaching at multiple corporate worship gatherings
- Conducting middle school and high school youth led services
- Engaging in many outreach opportunities for both middle and high school students
- Planning and conducting big events for children, youth, and the church family

DIRECTOR OF YOUTH
First Baptist of Manning

SEPTEMBER 2001 – MAY 2004
Manning, South Carolina

Responsibilities included:

- Directing all aspects of the student ministry
- Planning and leading weekly Bible studies
- Leading quarterly trips and retreats for youth and children
- Preparing and leading students through a weeklong mission trip each summer
- Forming and Managing a youth praise band

Dissertation:

“The Role of Emotion Regulation in the Formation of an Emotional Concept of God in Evangelical Christians”

Publications:

- Brown, D.A. (2009). Is it possible to get along with my teenager? *Baptist Message*, June 25.
- Brown, D.A. (2010). What is sexting and should I really be concerned about my teen or pre-teen actually doing this? *Baptist Message*, March 4.
- Brown, D. A. (2011). Counseling with the Great Commission in mind. *Transformation*, 5(2), 6-8. American Association of Christian Counselors.
- Brown, D. A. (2013). A refuge unshaken: Discussing headline tragedies with your children. *Arkansas Christian Parent*, Summer 2013, 10-11. Arkansas Baptist News.
- Brown, D. A. (2014). The sacrifices of marriage and parenthood. *Arkansas Christian Parent*, Spring 2014, 10-11. Arkansas Baptist News.

Additional Training:

- Triple P Parenting
- PREP Divorce Prevention
- Anger Management
- Suicide Prevention
- Prepare-Enrich
- Complex PTSD Recovery
- EMDR
- Clinical Supervision
- Filial Therapy
- Sankofa: Violence Prevention
- Seeking Safety
- Crisis Response Intervention
- Sand Tray Therapy
- PRIDE Train the Trainer
- SAFE Home Study Supervisor
- Trust Based Relational Intervention

License Information:

LICENSED AS MINISTER OF THE GOSPEL APRIL 18, 2004
First Baptist of Manning, SC

LICENSED AS PROFESSIONAL COUNSELOR DECEMBER 17, 2010
State of Louisiana, conveyed to Arkansas in October 2012

Personal Information:

MARRIED ARIEL BROWN, MAMFC JULY 23, 2005
Formerly Ariel Meyer of Mt. Pleasant, South Carolina

DAUGHTER BORN DECEMBER 19, 2008
Leila Jayde Brown

SON BORN MARCH 20, 2012
Gavin Arthur Brown

SON BORN JULY 13, 2014
Jonas Russell Brown

New Orleans Baptist Theological Seminary

herely awards

Berk A. Brown

the degree of

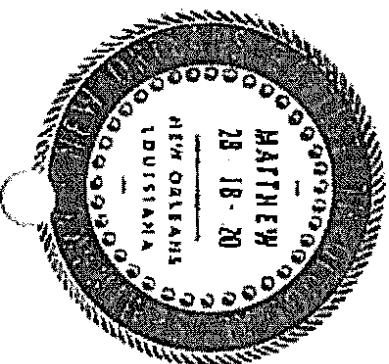
Doctor of Philosophy

in recognition of all the requirements of the Trustees and Faculty;
and with all the privileges, rewards, and responsibilities pertaining thereto.

In testimony whereof, our signatures are hereto affixed at New Orleans, Louisiana,
this seventeenth day of May in the year of our Lord two thousand and fourteen.

Walter Kelley
President of the Seminary

Walter J. Thomas
Chairman of the Board of Trustees of the Seminary



Gene W. Senke
President of the Seminary

Paul E. Higgins
Registrar of the Seminary

52

certifies that

Derek Arthur Brown

has complied with the requirements in accordance with the laws of the State of Arkansas and is hereby granted a license as

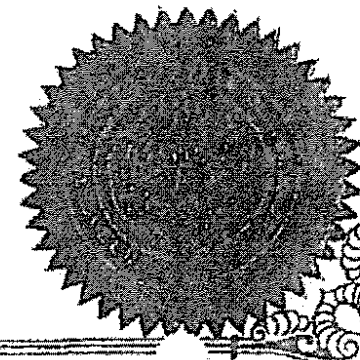
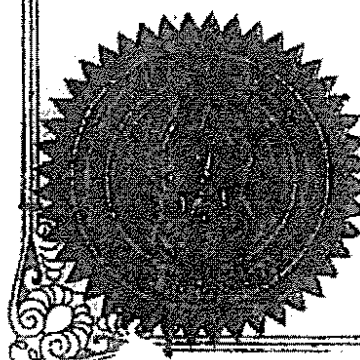
Licensed Professional Counselor

to practice counseling in the State of Arkansas this 17th day of October, 2012 by the authority of Act 593 of 1979 and Act 244 of 1997. License No. 01210096

Board of Examiners in Counseling

<u>Phil Atkinson</u>	<u>Mary Jane Bradley</u>
<u>Alvin Pogue</u>	<u>Mark C. Jones, etc</u>
<u>Dana G. Johnson, Ph.D.</u>	<u>Richard Adams</u>
<u>John Carnach, PhD</u>	<u>Letmarie Deoxy</u>
<u>Anthony Red</u>	

Board Chair



6

Certificate of Attendance

This certificate is presented to

Derek Brown

For attendance at

Structured Analysis Family Evaluation (SAFE) Training

for a total of 12.00 credit hours on
January 25, 2017

MidSOUTH Little Rock

UA
LR | MIDSOUTH
TRAINING ACADEMY
SCHOOL OF SOCIAL WORK



Gigi Peters, LMSW
Executive Director

Certificate of Attendance

This certificate is presented to

Derek Brown


For attendance at

SAFE Supervisor Training

for a total of **6.00 credit hours** on
January 26, 2017

MidSOUTH Little Rock

UA
LR | **MIDSOUTH**
TRAINING ACADEMY
SCHOOL OF SOCIAL WORK



Gigi Peters, LMSW
Executive Director



CERTIFICATE OF COMPLETION

is awarded to

Derek A. Brown

in recognition of full attendance, participation,
demonstration and satisfactory completion of

*"PRIDE Model of Practice" Implementation Training
A Competency-Based Model of Practice to Develop
and Support Resource (Foster and Adoptive) Parents*

**July 18, 2016- July 22, 2016
Little Rock, AR**

Training Facilitator:
M. Stallworth
Marcus Stallworth, LMSW
CWLA Trainer/Consultant

1726 M Street, NW, Suite 500, Washington, DC 20036 •
202-688-4200 • www.cwla.org

James R. Barham
2460 Sunny Meadow Dr
Jonesboro, AR 72404
870-935-5134

EDUCATION:

Masters of Marriage and Family Counseling, May 2011.
New Orleans Baptist Theological Seminary, New Orleans, LA

Masters of Divinity, May 2004.
George W. Truett Theological Seminary, Waco, TX

Bachelor of Arts in Religion May 2000.
Baylor University, Waco, TX

PROFESSIONAL LICENSING:

Licensed Marriage and Family Therapist, Arkansas Board of Examiners in Counseling

COUNSELING TRAINING AND SPECIALIZATIONS:

- Prepare/Enrich (Counseling Program for Engaged Couples)
- Trauma Training for Adult Survivors of Childhood Abuse
- Darkness to Light-Abuse Prevention Training
- Eye Movement Desensitization & Reprocessing (EMDR)
- Cognitive Behavioral Therapy (CBT)
- Trauma Focused Cognitive Behavioral Therapy (TFCBT)
- Anderson and Anderson Anger Management Certification
- PRIDE Trainer

PROFESSIONAL EXPERIENCE:

Area Director, Arkansas Baptist Children's Homes, Jonesboro, AR, June 2011-

Chaplain, Lakeside Hospice, New Orleans, LA, June 2010-May 2011

- Provided spiritual care to all patients
- Coordinated bereavement care to families who have lost loved ones
- Led a weekly grief group (GriefShare)
- Participated in weekly Interdisciplinary Team Meetings
- Officiated memorial services when requested by families

Student Counseling Intern, Celebration Hope Center, New Orleans, LA, June 2009-May 2011

- Provided counseling services to clients with a variety of presenting problems
- Met weekly with a supervisor and with other students for group supervision
- Filled out progress notes and treatment plans for clients

Special Events Coordinator, Office of Student Enlistment, New Orleans Baptist Theological Seminary, New Orleans, LA., 2008-2010

- Traveled to recruiting events around the country
- Organized and planned recruiting trips around the United States
- Trained Ambassadors to successfully complete recruiting trips
- Worked with other recruitment coordinators to increase interest in the school

- Planned Preview Weekend and Preview Day four times yearly to introduce the seminary to prospective students

Entrepreneur and English Teaching Coordinator, Marmara International Group, Canakkale, Turkey, 2004- 2007

- Began an international tour and English-consulting company.
- Organized and taught conversational English classes for Turkish students.
- Led tours for American tourists.
- Arranged teaching opportunities for American university students.

WARRIOR

Chartered in 1845 by the Republic of Texas

George M. Truett Theological Seminary

hereby confers upon

James Robert Barham

the degree of

Master of Divinity

with all the rights, privileges, and immunities thereto appertaining.

Given under the seal of Baylor University at Waco, Texas
under the authority of the Board of Regents and upon recommendation of the Faculty
this fifteenth day of May in the year of our Lord two thousand and four.

Drayton McLaw

Chairman, Board of Regents

[Signature]
President for Academic Affairs



[Signature]
President of the University

Paul W. Howell
Dean, George W. Truett Theological Seminary

New Orleans Baptist Theological Seminary

hereby awards

James Robert Barham

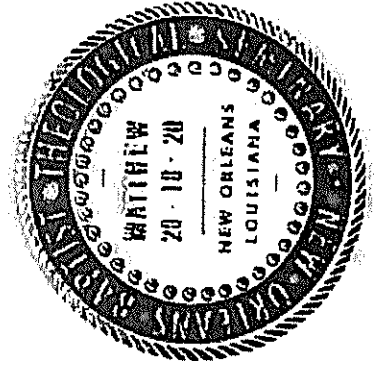
the degree of

Master of Arts in Marriage and Family Counseling

in recognition of all the requirements of the Trustees and Faculty,
and with all the privileges, rewards, and responsibilities pertaining thereto.
In testimony whereof, our signatures are hereunto affixed at New Orleans, Louisiana,
this fourteenth day of May in the year of our Lord two thousand and eleven.

Clark S. Kelley
President of the Seminary

Craig Copple
Chairman of the Board of Trustees of the Seminary



Steve W. Lemke
Provost of the Seminary

Paul E. Dugan, Jr.
Registrar of the Seminary

Baylor University

Chartered in 1845 by the Republic of Texas

College of Arts and Sciences

honorary confers upon

James Robert Barham

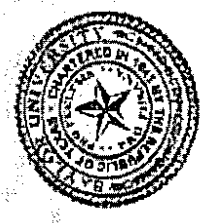
the degree of

Bachelor of Arts

with all the rights, privileges, and honors thereto appertaining.

Given under the seal of Baylor University at Waco, Texas
under the authority of the Board of Regents and upon recommendation of the Faculty
this thirteenth day of May in the year of our Lord two thousand.

W. Fred Cameron
Chancellor
Donald W. Schmuckelhoff
President and Vice President for Educational Affairs



Robert D. Brown
President of the University
Thomas W. Paul
Dean, College of Arts and Sciences

Arkansas Board of Examiners in Counseling

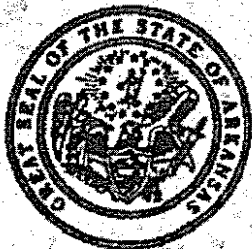
Certifies That

James Robert Barham

Has complied with the requirements in accordance with the laws
of the State of Arkansas and is hereby granted a license as a
Licensed Marriage and Family Therapist

To practice counseling in the State of Arkansas this 19th day
of December, 2015 by the authority of Act 593 of
1979 and Act 244 of 1997. License No. M1512014

Board of Examiners in Counseling



Clementine Kelley

JuLianne Pro

Rick L. Grace

Diana G. Livingston

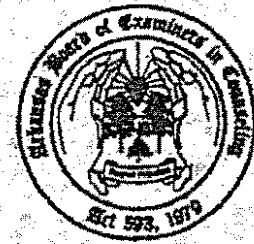
Charmaine Caldwell, PhD, LPC

Joseph E. Smith

Lenora Rickson

Penny Weirman, PhD, LPC

Kathie Chris





CERTIFICATE OF COMPLETION

is awarded to

James Barham

**in recognition of full attendance, participation,
demonstration and satisfactory completion of**

***"PRIDE Model of Practice" Implementation Training
A Competency-Based Model of Practice to Develop
and Support Resource (Foster and Adoptive) Parents***

**July 18, 2016- July 22, 2016
Little Rock, AR**

Training Facilitator:

M. Stallworth
**Marcus Stallworth, LMSW
CWLA Trainer/ Consultant**

**1726 M Street, NW, Suite 500, Washington, DC 20036 •
202-688-4200 • www.cwla.org**

STATE OF ARKANSAS

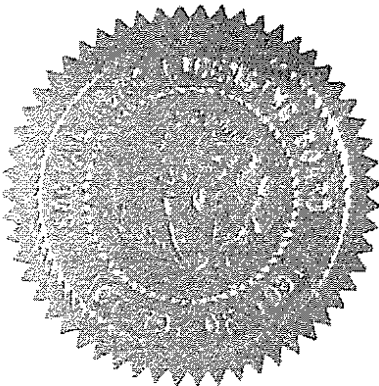
SOCIAL WORK LICENSING BOARD

In the Name and By the Authority of the State of Arkansas, the Arkansas Social Work Licensing Board hereby certifies that:

Ryan Andrew Ropp

has been duly examined and found qualified to practice as a Licensed Master Social Worker and is hereby licensed with all rights, privileges and responsibilities prescribed by Act 791 of 1981.

In testimony hereof we have set forth our hands upon this document at Little Rock, Arkansas this 11th day of September Two Thousand Eighteen.



Liz Hudson, LCSW
Chairperson

Angela Sanders, MSW
Vice-Chairperson

Elizabeth Crowe, LCSW
Secretary

Certificate No 9059-M

Ozark Christian College



Be it known that

Ryan Andrew Rapp

has successfully completed the requirements in Christian ministry
and has completed the studies and fulfilled the requirements for the
Bachelor of Arts in Christian Ministry
Preaching

with all its rights and responsibilities.

In testimony whereof, the Board of Trustees, upon recommendation
of the Faculty, has granted the Degrees, bearing the seal of the College,
this 21st day of March, the date of the day of May, 1988.

[Signatures]

Ozark Christian College



Be it known that

Ryan A. Rapp

has successfully completed the requirements in Christian ministry
and has completed the studies and fulfilled the requirements for the
Bachelor of Arts in Christian Ministry
Psychology and Counseling

with all its rights and responsibilities.

In testimony whereof, the Board of Trustees, upon recommendation
of the Faculty, has granted the Degrees, bearing the seal of the College,
this 21st day of March, the date of the day of May, 1988.

[Signatures]

Missouri State University

*upon the nomination of the faculty and by the
authority of the Board of Governors has conferred upon*

Ryan Andrew Ropp

the degree of

Master of Social Work

*Given under the Seal of the University at Springfield, in the
State of Missouri, on the eighteenth day of May, in
the year Two Thousand and Eighteen.*

Carrie Terzini

Chair, Board of Governors



Cly Smart III

President of the University

RYAN A. ROPP

1401 LAKEWOOD DR.: APT 2
JONESBORO, ARKANSAS 72404
918-914-0510
ROPP.RYAN@GMAIL.COM

EDUCATION

MISSOURI STATE UNIVERSITY
Master of Social Work

SPRINGFIELD, MISSOURI – JOPLIN CAMPUS

OZARK CHRISTIAN COLLEGE
Bachelor of Arts in Christian Ministry with Emphasis in Psychology and Counseling - May 2013

JOPLIN, MISSOURI

OZARK CHRISTIAN COLLEGE
Bachelor of Arts in Christian Ministry and Preaching - May 2012

JOPLIN, MISSOURI

PROFESSIONAL LICENSE

LICENSED MASTER SOCIAL WORKER (LMSW)
Arkansas License #9059-M

STATE OF ARKANSAS
September 11, 2018 - Present

PROFESSIONAL EXPERIENCE

ARKANSAS BAPTIST CHILDREN'S HOME & FAMILY MINISTRIES
Foster Care Coordinator

LITTLE ROCK, ARKANSAS
July 2018 – Present

- Supervision of casework personnel and services for foster children under the care of Arkansas Baptist Children's Homes & Family Ministries.
- Management of funds appropriate for the Area Office.
- Evaluation and development of services for children and families in the Connected Care programs of Arkansas Baptist Children's Homes & Family Ministries.
- Ensure compliance with licensing standards and regulations for foster care services.
- Ensure completion of necessary reports in timely manner (Monthly, Quarterly, Annual, data tracking, contract performance, and program evaluation).
- Ensure safety of placement of children in licensed foster home through supervision of training and homestudy processes.
- Recruit foster families through building community relationships and engagement with local churches.
- Church engagement and speaking in local churches to promote program.
- Permanency Planning: work towards the most appropriate permanency plan and concurrent plan for the family.
- Attend annual training and submit to supervisor for review.
- Management of personnel: hiring and training staff, completing performance evaluation, and ensuring caseload ratios remain compliant.

Foster Care Case Worker

July 2017- July 2018

- Case management duties for foster children under the care of Arkansas Baptist Children's Homes
- Meet with the placement providers to assess the provider's and client's needs to address any concerns.

- If case appropriate, ensure siblings in separate placement remain in weekly contact. Supervise and transport to visits between the child and the child's biological parents, siblings and grandparents when court mandated.
- Ensure safety of placement of children in licensed foster home through in-home visitations.
- Church engagement and speaking in local churches to promote program.
- Permanency Planning: work towards the most appropriate permanency plan and concurrent plan for the family.
- Attend annual training and submit to supervisor for review.
- Work peer caseloads during absences, vacations, vacancies as needed.
- Participate in on-call as requested.
- Respond to all email and voicemail within one hour.

MISSOURI BAPTIST CHILDREN'S HOME
Family Foster Care Specialist

JOPLIN, MISSOURI
October 2015- July 2017

PRACTICUM: *Foundation year of MSW education*

January 3, 2016 – April 30, 2016

- Provide case management services to children in the foster care system of the State of Missouri
- Facilitate interdisciplinary team meetings with court officials, state representatives, and support service providers.
- Author court reports and court requests regarding progress to permanency goal of client juvenile cases.
- Testify in court hearings both formally under oath and informally by announcement.
- Maintain professional interdisciplinary relationships and communication with The State of Missouri Children's Division, Juvenile Office, Guardian Ad Litem, and Appointed Legal Counsel for families.
- Assess child and family needs to reduce safety concerns of abuse and neglect within client families.
- Assess biological family and foster homes for child safety.
- Conduct bi-monthly visits with clients in their foster placement assessing ongoing needs and safety of the children.
- Conduct bi-monthly visits with biological parents in their home assessing progress on social services agreement toward reunification of the children to the biological family.

OZARK CENTER: COMMUNITY CARE PROGRAM
Community Support Specialist

JOPLIN, MISSOURI
July 2013 – October 2015

- Prepared individualized treatment plan to increase client independence in the community.
- Supervised case load of 30 clients addressing ongoing mental health and independence needs.
- Provided ongoing assessment and monitoring of client's adjustment to community living.
- Monitored client participation and progress in organized treatment programs to assure the planned provisions of service according to the client's individual treatment plan.
- Communicated information regarding client treatment and progress with interdisciplinary treatment team.
- Coordinated client access to public services including financial, medical, and housing.
- Maintained weekly contact with each client with a minimum of two face-to-face interventions per month.

ACADEMY SPORTS & OUTDOORS
Team Lead

JOPLIN, MISSOURI
March 2010 – July 2013

- Oversaw 15 to 20 sales associates to ensure they implement daily tasks.
- Received instruction and tasks from management to be implemented within my department.
- Maintained training on proper procedure for completing federal firearm form 4473 for firearm sales.

- Ensured that associates under my oversight are completing 4473 forms within federal regulations and company policy.
- Stayed current on product and sales training while keeping associates in my department current on training requirements

DREXEL CHRISTIAN CHURCH

Preaching Minister

DREXEL, MISSOURI
May 2011 - October 2011

- Prepared and delivered sermons and small group lessons.
- Organized and led weekly religious services.
- Counseled individuals and groups concerning their spiritual, emotional, or personal needs.
- Visited people in homes, hospitals, or prisons to provide them with spiritual and emotional comfort and support.
- Conducted special ceremonies, such as weddings and funerals.
- Collaborated with interdisciplinary committees and individuals to address financial or administrative issues pertaining to congregants.

OZARK CHRISTIAN COLLEGE

Resident Assistant

JOPLIN, MISSOURI
August 2009 - May 2010

- Assisted resident director of men's college dorm in overseeing students living in the dorm.
- Authored and delivered weekly devotionals to groups of 40 to 90 students.
- Provided guidance to students in the dorm regarding educational, relational, spiritual, and life concerns.

Student Center Attendant

August 2008 - December 2009

- Operated cash register and sales of snack bar.
- Ensured that students were not abusing the facility or its equipment.
- Maintained the facility through daily cleaning of floors, restrooms, counters, and emptying of trash.

UNITED LINEN AND UNIFORM SERVICES

Facility Maintenance and Line Production Worker

BARTLESVILLE, OKLAHOMA
May 2005 - January 2007

- Conducted building appearance maintenance to improve presentation of facilities including removal and installation of flooring, paint, and aesthetic detailing.
- Worked in production line operating an industrial hot iron.
- Prepared orders for delivery to customers and loaded shipments.

PRIVATELY EMPLOYED

Owner

BARTLESVILLE, OKLAHOMA
March 2003 - April 2007

- Owned and operated lawn care service maintaining the lawns 20 to 25 clients at any given time.
- Maintained a consistent schedule and knowledge of the service desires of each client.
- Documented business expenses and income.
- Marketed services through advertisements and personal referrals.

OTHER EXPERIENCE

- Wellspring Church outreach catalyst to the local foster care system. My role includes coordinating with several local agencies on behalf of Wellspring Church in the greater Joplin, Missouri area.

- Coordinating agencies included but not limited to: Fostering Hope, Missouri Baptist Children's Home, Southwest Missouri Children's Coalition, Crosslines Churches of Joplin, and Presbyterian Children's Homes and Services.
- Missouri State University – Joplin Campus Social Work Club member. Held leadership role coordinating volunteer opportunities for club members during 2015 and 2016 school years.
- Member of the State of Missouri: Victim Information Center (VIC) through the State Emergency Management Agency (SEMA) during 1 year of my employment at Ozark Center.
- Hospice volunteer with Avalon Hospice in Joplin, Missouri from January 2012 through May 2012.