

TECHNICAL PROPOSAL PACKET
710-20-0003

Redacted.

PROPOSAL SIGNATURE PAGE

Type or Print the following information.

PROSPECTIVE CONTRACTOR'S INFORMATION					
Company:	Conway County Community Service, Inc				
Address:	100 South Cherokee				
City:	Morrilton	State:	AR	Zip Code:	72110
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 Minority and Women-Owned Business Policy			
PROSPECTIVE CONTRACTOR CONTACT INFORMATION					
Provide contact information to be used for bid solicitation related matters.					
Contact Person:	Susan Okroglic		Title:	CEO	
Phone:	501-354-4589		Alternate Phone:	[REDACTED]	
Email:	sokroglic@csiyouth.com				
CONFIRMATION OF REDACTED COPY					
<input checked="" type="checkbox"/> YES, a redacted copy of submission documents is enclosed. <input 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 shall 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 proposal to be disqualified.


Authorized Signature:  Title: CEO
Use Ink Only

Printed/Typed Name: Susan Okroglic Date: 4/8/2020

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.


Authorized Signature:  _____
Use Ink Only

Printed/Typed Name: Susan Okroglic Date: 4/8/2020

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.

Authorized Signature: 
Use Ink Only

Printed/Typed Name: Susan Okroglic Date: 4/8/2020

SECTIONS 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(s) of the bid solicitation.

Authorized Signature: 
Use Ink Only

Printed/Typed Name: Susan Okroglic Date: 4/8/2020

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
Comprehensive Juvenile Services	1606 South 'J' Street	Fort Smith, AR 72901
Thomas Medical Services	6 Alexander Lane	Russellville, AR 72802

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

State of Arkansas
DEPARTMENT OF HUMAN SERVICES
700 South Main Street
P.O. Box 1437 / Slot W345
Little Rock, AR 72203
501-682-6327

ADDENDUM 1


DATE: March 25, 2020
SUBJECT: 710-20-0003

The following change(s) to the above referenced Invitation for Bid for DHS has been made as designated below:

- Change of specification(s)**
 Additional specification(s)
 Change of bid opening date and time
 Cancellation of bid
 Other

1. "Final Appendix A Catchment Area Map" shall replace "Appendix A Catchment Area Map."
2. "Final Appendix B Community Based Programs Funding Formula" shall replace "Appendix B Community Based Programs Funding Formula."

BIDS WILL BE ACCEPTED UNTIL THE TIME AND DATE SPECIFIED,
If you have questions, please contact the buyer at Chorsie.Burns@dhs.arkansas.gov. or 501-682-6327



Vendor Signature

4/8/2020.

Date

Community Service, Inc.

Company

State of Arkansas
DEPARTMENT OF HUMAN SERVICES
700 South Main Street
P.O. Box 1437 / Slot W345
Little Rock, AR 72203
501-682-6327

ADDENDUM 2

DATE: April 3, 2020

SUBJECT: 710-20-0003 Juvenile Justice Community Based Re-Entry & Vocational & Career Support Services

The following change(s) to the above referenced Invitation for Bid for DHS has been made as designated below:

- Change of specification(s)**
 Additional specification(s)
 Change of bid opening date and time
 Cancellation of bid
 Other

RFP: 710-20-0003

Page 15: 2.3.A.6

The Contractor **shall** provide an Independent Living Skills (ILS) program for all juveniles sixteen (16) and older referred by DYS and admitted to the Contractor's program. A copy of the current ILS curriculum **shall** be provided to DYS for its review and approval prior to implementation. The ILS **must** include, at a minimum, the following components:

- a. money management;
- b. food preparation;
- c. nutrition;
- d. health; and
- e. housekeeping.

Page 16: 2.3.B.7

The Contractor **shall** provide an Independent Living Skills (ILS) program for all juveniles sixteen (16) and older referred by DYS and admitted to the Contractor's program a minimum of one (1) time for sixty (60) minutes every other week. A copy of the current ILS curriculum **shall** be provided to DYS for its review and approval prior to implementation. The ILS **must** include, at a minimum, the following components:

- a. money management;
- b. food preparation;
- c. nutrition;
- d. health; and
- e. housekeeping.

Page 17: C.1

Vocational Services and Career Support

1. Contractor **must** recruit and retain a qualified, ~~dedicated~~ vocational staff member to serve as Job and Career Coach who offers job readiness training (e.g., completing applications, preparing a resume, searching for jobs, effective interpersonal skills, interviewing skills, time management, problem solving, and conflict resolution).
2. The Contractor's ~~dedicated~~ vocational staff member may provide a career assessment, along with assisting the juvenile to explore career options.

3. The Contractor's ~~dedicated~~ vocational staff member **shall** coordinate with Job Corps and the Arkansas Department of Workforce Services (ADWS) in connecting juveniles transitioning to the labor market to appropriate vocational services and career supports, including employment opportunities.
4. The Contractor's ~~dedicated~~ vocational staff member **shall** coordinate with vocational and technical departments at technical, vocational, and two- or four-year colleges or universities to provide opportunities for juveniles who qualify.
5. The Contractor's ~~dedicated~~ vocational staff member **shall** assist juveniles in enrollment and actively support attainment of trade licenses or certifications, and subsequent job or apprenticeship placement.

Page 22: 2.7.A.2

~~The Contractor shall be subject to an audit of overall operations by the Arkansas Department of Health and the Arkansas Department of Corrections pursuant to Arkansas Code Annotated §§9-28-301 and 9-28-302. In addition to the above audits, Contractor shall be subject to audit by DHS and the Arkansas Legislative Audit Legislature as deemed necessary. Contractor shall cooperate fully with all auditing entities.~~

Page 22: 2.7.A.3

This section is stricken from the document.

Performance Indicators

Page 2 of PIs, Section 1.D

The Contractor **shall** provide an Independent Living Skills (ILS) program for all juveniles sixteen (16) and older referred by DYS and admitted to the Contractor's program. A copy of the current ILS curriculum **shall** be provided to DYS for its review and approval prior to implementation. The ILS **must** include, at a minimum, the following components:

- b. money management;
- c. food preparation;
- d. nutrition;
- e. health; and
- f. housekeeping.

Page 6 of PIs, Section 4.E.3

The Contractor **shall** provide an Independent Living Skills (ILS) program for all juveniles sixteen (16) and older referred by DYS and admitted to the Contractor's program a minimum of one (1) time for sixty (60) minutes every other week. A copy of the current ILS curriculum **shall** be provided to DYS for its review and approval prior to implementation. The ILS **must** include, at a minimum, the following components:

- b. money management;
- c. food preparation;
- d. nutrition;
- e. health; and
- f. housekeeping.

Page 7 Section 4.G

Vocational services and career support shall be provided.

1. Contractor shall employ a ~~dedicated~~-Job and Career Coach to provide job readiness training.
2. The Job and Career Coach shall have no other duties outside of this position.
3. ~~Dedicated~~ vocational staff shall coordinate with Job Corps and the Arkansas Department of Workforce Services (ADWS) in connecting juveniles transitioning to the labor market to appropriate vocational services and career supports, including employment opportunities.
4. ~~Dedicated~~-vocational staff shall coordinate with vocational and technical departments to provide opportunities for juveniles who qualify.
5. ~~Dedicated~~ vocational staff shall assist juveniles in enrollment and actively support attainment of trade license or certifications, and subsequent job or apprenticeship placement.
6. All services shall be documented in the juvenile's individual case file outlining the services provided, dates, times, units, and signed by the ~~dedicated~~ vocational staff. This information shall be entered into JJIS in the form and manner specified by DYS.

Page 9 of PI's, Section 5, C.1.

~~The Contractor shall be subject to an audit of overall operations by the Arkansas Department of Health and the Arkansas Department of Corrections pursuant to Arkansas Code Annotated §§9-28-301 and 9-28-302. In addition to the above audits, Contractor shall be subject to audit by DHS and the Arkansas Legislative Audit Legislature as deemed necessary. Contractor shall cooperate fully with all auditing entities.~~

~~The Contractor shall submit a budget to DYS and the Arkansas Legislative Council and go through the budget procedures process in the same manner as State Departments, agencies, institutions, boards, and commissions. Budgets shall be submitted based on operating revenues and expenses of each Contractor, and each Contractor shall provide information related to financial status required by the Legislative Council and/or Joint Budget Committee.~~

BIDS WILL BE ACCEPTED UNTIL THE TIME AND DATE SPECIFIED,
 If you have questions, please contact the buyer at Chorsie.Burns@dhs.arkansas.gov. or 501-537-2283



 Vendor Signature

4/8/2020

 Date

Community Service, Inc.

 Company

State of Arkansas
DEPARTMENT OF HUMAN SERVICES
700 South Main Street
P.O. Box 1437 / Slot W345
Little Rock, AR 72203

ADDENDUM 3

TO: All Addressed Vendors
FROM: Chorsie Burns, Buyer
DATE: April 8, 2020
SUBJECT: 710-20-0003 Juvenile Justice Community Based Reentry & Vocational & Career Support Services

The following change(s) to the above referenced bid have been made as designated below:

- Change of specification(s)
- Additional specification(s)
- Change of bid opening date and time
- Cancellation of bid
- Other-(Additional Vendor Questions)

CHANGE OF BID OPENING DATE AND TIME

Bid Opening Date and Time: April 16, 2020 @ 2:00pm CST

Bid Submission Date and Time: April 16, 2020 @ 1:30pm CST

OTHER

Additional Vendor Questions (see attachment on website)

The specifications by virtue of this addendum become a permanent addition to the above referenced bid. Failure to return this signed addendum may result in rejection of your proposal.

If you have any questions, please contact Chorsie Burns at chorsie.burns@dhs.arkansas.gov or (501) 682-6327.


Vendor Signature

4/9/2020
Date

Community Service, Inc. Company

Contract Number 710-20-0003

Attachment Number

Action Number

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: Conway County Community Service, Inc. IS THIS FOR: Goods? Services? Both?

YOUR LAST NAME: Okroglic FIRST NAME Oia M.I.: Susag

ADDRESS: PO Box 679 STATE: AR ZIP CODE: 72110 COUNTRY: USA

CITY: Morrilton

FOR AN ENTITY (BUSINESS) *

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>	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

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?	Ownership Interest (%)	Position of Control
	Current	Former		From MM/YY	To MM/YY			
General Assembly								
Constitutional Officer								
State Board or Commission 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  Title President / CEO Date 04/06/2020

Vendor Contact Person Susan Okroglic Title President / CEO Phone No. 501-354-4589

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

Contract Number _____
 Attachment Number _____

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 Comprehensive Juvenile Services, Inc.

TAXPAYER ID NAME: Comprehensive Juvenile Services, Inc. IS THIS FOR: Goods? Services? Both?

YOUR LAST NAME: _____ FIRST NAME: _____ M.I.: _____

ADDRESS: 1606 South J Street STATE: AR ZIP CODE: 72901 COUNTRY: USA

CITY: Fort Smith

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 (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.)	Person's Name(s)	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

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 (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?	Person's Name(s)	Ownership Interest (%)	Position of Control
	Current	Former		From MM/YY	To MM/YY				
General Assembly									
Constitutional Officer									
State Board or Commission Member									
State Employee	✓		Board Member	01/18	Present	Aubrey Barr, Attorney Ad Litem		0	Board Member

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 Executive Director Date 04/06/2020
Vendor Contact Person Janice K Justice Title Executive Director Phone No. (479) 785-4031

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

Contract Number 710-20-0003

Attachment Number

Action Number

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: Thomas Medical Services, LLC

IS THIS FOR:

Goods? Services? Both?

TAXPAYER ID NAME:

YOUR LAST NAME: Thomas

FIRST NAME Wesley

M.I.:

ADDRESS:

STATE: AR

ZIP CODE:

COUNTRY: US

CITY:

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>	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

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?	Ownership Interest (%)	Position of Control
	Current	Former		From MM/YY	To MM/YY			
General Assembly								
Constitutional Officer								
State Board or Commission 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 *Susan Okroglic* Title *MO* Date *4-6-2020*
Vendor Contact Person Susan Okroglic, PhD Title President/CEO Phone No. (501) 354-4589

Agency use only
Agency 0710 Agency Name Department of Human Services Agency Contact Person _____ Contact Phone No. _____ or Grant No. _____

Equal Opportunity Employment

Personnel Manual, page 6

- I. **EQUAL EMPLOYMENT OPPORTUNITY:** Community Service, Inc. complies with TitleVI/Title VII of the 1964 Civil Rights Act which prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral and other aspects of employment, on the basis of race, color, religion, sex, or national origin. In addition, Community Service also prohibits any form of harassment on the basis of race, color, religion, sex, or national origin. Refer to the applicable Policy and Procedure in the Community Service, Inc. Administrative Procedures Manual for more detailed information on Sexual Harassment. Any employee who believes they may have been discriminated against or harassed on this basis should contact the Human Resource Department immediately.

INFORMATION FOR EVALUATION

- Provide a response to each item/question in this section. Prospective Contractor may expand the space under each item/question to provide a complete response.
- Do not include additional information if not pertinent to the itemized request.

<u>TECHNICAL SOLUTIONS AND SCOPE OF WORK</u>		Maximum Available RAW Score
SEE ATTACHED FOR SECTIONS BELOW		
<u>Contractor Qualifications</u>		
Describe Bidder's experience meeting the requirement in RFQ Section 2.2(A)3		5 points
Provide Bidder's table of organization with all required licensure and certification documents as required in RFQ Section 2.2(A)8		5 points
<u>Community Collaborations</u>		
Provide Bidder's draft Community Partnerships Matrix with one (1) letter of support from each proposed partner as specified in RFP Section 2.4.		5 points
<u>Staffing requirements</u>		
Provide Bidder's proposed staffing roster for all services specified in the scope of work as specified in RFP Section 2.5(A)		5 points

Information for Evaluation

Contractor Qualifications, Section 2.2 A. 3

Scope of work, including services provided and time period of work performed:

Community Service, Inc. (CSI) was founded in 1958 with the initial goal to provide creative alternatives to traditional law enforcement for troubled youth and their families, and to lower the incidence of anti-social and criminogenic behavior through education and prevention. CSI first contracted with DYS in 1977 to provide counseling and casework services, and we continue to work with youth who are at-risk for involvement in the Juvenile Justice System, who are under a Family in Need of Services (FINS) petition, Diversion, Supervision, and Aftercare / Re-entry services.

In 1979, CSI formed the Prevention Resource Center, which aimed to prevent drug and alcohol use and abuse. In 1997, our therapeutic Day Treatment Services program was established, and in 1999, CSI became licensed to operate a Structured Outpatient Addiction Program. We became licensed as a behavioral health provider in the mid-90's, and have provided mental and behavioral health services to thousands of youth across our catchment area since then. Our Day Treatment program is still in operation today, and we also continue to provide a variety of substance abuse education and treatment services to youth and families in communities served.

In 2011, a Youth Leadership Program was developed in Johnson County, to assist at-risk youth in developing leadership skills, introduce them to vocational opportunities, and develop relationships with leaders in their communities. This program has since replicated in Franklin and Faulkner Counties. We also began a partnership with Virtual Arkansas in 2017 to ensure youth in our Day Treatment programs receive quality education services, and an opportunity to maintain credits while obtaining the behavioral health treatment and life skills training they desperately need.

Community Service, Inc. has over 40 years of experience providing services to youth who are court-involved, or at-risk for Juvenile Justice Involvement. Services provided (both past and present) include:

Client Intervention Classes. A variety of intervention classes provided to clients as part of their case plan. This may include Escaping Your Prison, Job Readiness, Active Parenting, Love and Logic, or other evidence-based curricula.

First Tee Character Development programming. Through this nationally recognized program, participants learn nine core values through the game of golf: honesty, integrity, sportsmanship, respect, confidence, responsibility, perseverance, courtesy, and judgment. Classes are held on a weekly basis lasting for at least 90 minutes. Camps range from one to five days in length and from one to four hours per day. Summer learning sessions are held at the offices of CSI and at local golf facilities. Students learn STEMlinks curriculum and work to improve their reading and math skills through the months of May – August.

Youth Leadership Program. Youth participate in this program once per month for nine months. This program focuses on assisting youth in developing pro-social skills and building relationships with community leaders and peers. This program is designed for youth at-risk for Juvenile Justice involvement to develop meaningful connections with members of their communities. This may include classes on community service efforts, business relations, government relations, and teambuilding techniques.

Tutoring/Mentoring. One-on-one or group tutoring sessions for students in 3rd-12th grades, which include academic help in mathematics, reading, writing and/or English. Mentoring consists of in-person activities that

help the student overcome life struggles and celebrate life accomplishments by building trusting relationships with an adult.

Mental Health Services: Mental health services are provided by licensed, master's level clinicians, and are assisted by Qualified Behavioral Health Professionals (QBHP). These services are overseen by a licensed physician, who provides psychiatric diagnostic assessments, and medication management services. Mental health evaluation/diagnosis, crisis intervention and stabilization, treatment planning, medication management, individual, family, and group therapy services are among the services provided.

Family Support Services. A service provided by peer counselors, or Family Support Partners (FSP), who model recovery and resiliency for caregivers of children or youth with behavioral health care needs. Family Support Partners come from legacy families and use their lived experience, training, and skills to help caregivers and their families identify goals and actions that promote recovery and resiliency. An FSP may assist, teach, and model appropriate child-rearing strategies, techniques, and household management skills. This service provides information on child development, age-appropriate behavior, parental expectations, and childcare activities. FSPs may also assist the family in securing community resources and developing natural supports.

Day Treatment Services. The Therapeutic Day Treatment Services program is based on the Aggression Replacement Training Curriculum (ART). This evidence-based curriculum is designed provide a higher level of care compared to traditional outpatient therapy, while providing an avenue for youth to stay in their homes and communities. Youth participate in educational opportunities through a partnership with Virtual Arkansas, and receive individual, family, and group mental health therapy services with licensed, master's level clinicians, on-site and home-based QBHP services, and individual and group life skills development. Life skills development programming is designed to assist youth in acquiring the skills needed to support an independent lifestyle and promote a strong sense of self-worth. In addition, it aims to assist youth in setting and achieving goals, learning independent life skills, demonstrating accountability, and making goal-oriented decisions related to independent living. Topics may include educational or vocational training, employment, resource and medication management, self-care, household maintenance, health, wellness, and nutrition.

Day/Evening Reporting. This program is provided through a partnership with multiple entities, including the Juvenile Court in Pope and Faulkner Counties and faith-based organizations. As a non-secure (i.e., unlocked) alternative to secure confinement allowing youth to report to a central location between designated times to receive supervision and services, including educational, vocational, and therapeutic services. Services include but are not limited to, classroom presentation of educational materials for academic purposes, one-on-one or group tutorials with students, and testing/screening for appropriate academic placement.

Interstate Compact. CSI provides services under the Interstate Compact Law for out-of-state evaluations and for supervision of delinquent youth who are on parole and who are moving from one state to another. Interstate Compact services (ISC) are also provided for runaway youth who have not been adjudicated as delinquent, youth absconders, and youth escapees. ISC services for youth who are on probation from another state are provided only in the absence of the availability of a court probation officer. The goal of this program is to ensure that the youth is moving into a stable environment and to provide successful integration into the youth's new community.

Electronic Monitoring. Electronic monitoring (EM) is a program which monitors a juvenile's presence in a particular location in order to enable the juvenile to remain in the home or return to the home, thus preventing institutionalization or detention. EM is offered as a last resort to prevent sending a youth to detention. The goal of this service is to prevent the youth from re-offending by constantly monitoring their activities with an electronic ankle bracelet in the least restrictive environment possible. Staff also provide EM casework in

accordance with an established plan of service and include contact with the juvenile to determine compliance with the plan of service.

Intensive / Less-Intensive Supervision. The intensive supervision service is a final attempt to avoid a youth's commitment to the custody of the state. The primary goal of this program is to support the youth in their homes primarily through individualized, consistently close supervision and monitoring. Less-intensive supervision is the same service as intensive supervision except it is provided at a lower frequency.

P.S.W. Supervision. A court-ordered sanction or diversion program, which provides a site for community service and supervision of youth on the work site by direct service staff in a manner that achieves compliance with the established plan of service.

Drug Screening. Collecting and analyzing urine samples for youth ages 10-21 receiving aftercare services that, as a violation of the aftercare plan, are suspected to be using illegal substances. This service has also been provided through our previous Juvenile Justice Innovation Programming Grant, funded by DYS.

While differing services are provided to different areas, we attempt to be as responsive as possible to the needs of the courts, communities, clients, and families that we serve throughout our 16-county catchment area. Further, we seek to provide curricula certified as an evidence-based curriculum through the Substance Abuse and Mental Health Services Administration's (SAMHSA) National Registry of Evidence-based Programs and Practices (NREPP), the Office of Juvenile Justice Delinquency and Prevention (OJJDP) Model Programs Guide, the National Institute of Justice (NIJ) Office of Justice Programs, or other relevant evidence-based registries.

Contract Amounts:

Conway County Community Service, Inc.

DHS Contracts		FY20
Therapeutic Foster Care	\$	472,048.50
Therapeutic Counseling	\$	77,417.18
Department of Youth Services	\$	2,517,199.75
Title II	\$	20,728.00
Regional Prevention Provider (MidSouth)	\$	185,250.00
Partnerships for Success Grant (MidSouth)	\$	113,469.00

Verification of Contractor's Experience:

[see spreadsheet on next page]

Verification of Contractor's Experience

Name	Title	Phone Number	Email	Mailing Address
Judge Terry Sullivan	15th Judicial District Juvenile Judge	479-495-7975	rlsullivan15a@outlook.com	PO Box 400, Danville, AR 72833-0400
Judge Ken Coker	5th Judicial District Juvenile Judge	479-968-3869	[REDACTED]	PO Box 297, Russellville, AR 72811-0297
John Riley	Pope County Chief JPO, Drug Court Coordinator	479-968-3869	lriley@popcountypjo.org	PO Box 297, Russellville, AR 72811-0297
Susan Richards	Johnson County JPO	479-754-8588	[REDACTED]	700 Main Street Slot W345, Little Rock, AR 72201
Mike Taff	Franklin County JPO	479-667-4731	Unknown	700 Main Street Slot W345, Little Rock, AR 72201
Kristi Roberson	Johnson County JPO	479-754-8588	Unknown	PO Box 53, Clarksville, AR 72830
Judge Troy Braswell	20th Judicial District Juvenile Judge	501-450-4931	troy.braswell@jauknrcounty.org	801 Locust Street, Conway, AR 72034
leeanna Brown	20th Judicial District Chief JPO	501-328-5922	lbrovwn@jauknrc.org	802 Locust Street, Conway, AR 72034
Judge Lee Harrod	16th Judicial District Juvenile Judge	870-793-8909	[REDACTED]	368 E Main Street, Batesville, AR 72501
Phillip Hubbard	Hector Chief of Police	479-280-9737	Unknown	PO Box 194, Hector, AR 72843
Deanna James	Juvenile Probation 16th district	870-615-9050	stonecountybo@gnail.com	301 W Main Street, Mountain View, AR 72560
Terry Swaim	Juvenile Probation Officer, 16th Judicial District	870-612-4881	[REDACTED]	368 E Main Street, Batesville, AR 72501
Andy Montgomery	Juvenile Intake / FINS Officer	870-307-1476	office@montgomery21@gmail.com	369 E Main Street, Batesville, AR 72501
Lisa Pattison	Juvenile Probation Officer, 16th Judicial District (Heber Springs)	501-887-6404	pattison.juv@gmail.com	922 S 9th Street, Heber Springs, AR 72543
Kelly Hanuska	Foster Parent / Former Educator	479-774-3278	Unknown	700 Main Street Slot W345, Little Rock, AR 72201
Lekita Thomas	United Family Services	870-534-8826	lthomas@ufis6.com	PO Box 5408, Pine Bluff, AR 71611
Janice Justice	Comprehensive Juvenile Services	479-785-4031	justice@jpa.net	1606 South "J" Street, Fort Smith, AR 72201
Terry Walker	Juvenile Justice Caseworker/CSI Staff	501-327-9788	twalker@csyouth.com	818 N Creek Drive, Conway, AR 72032
Joyce Teas	Juvenile Justice Caseworker/CSI Staff	501-362-2840	jteas@csyouth.com	115 W Clinton Street, Heber Springs, AR 72543
Kerri Killian	Juvenile Justice Caseworker/CSI Staff	[REDACTED]	killian@csyouth.com	PO Box 552, Calico Rock, AR 72519
Suzanne Peebles	Juvenile Justice Caseworker/CSI Staff	[REDACTED]	sprebles@csyouth.com	PO Box 4304, Batesville, AR 72503
Patricia Long	Juvenile Justice Caseworker/CSI Staff	870-269-6635	plong@csyouth.com	PO Box 1402, Mountain View, AR 72560
Rylee Nesbitt	Juvenile Justice Caseworker/CSI Staff	479-967-3370	rnesbitt@csyouth.com	1505 S Oswego Ave, Russellville, AR 72802
Kate Fink Thomas	Juvenile Justice Caseworker/CSI Staff	479-495-5177	kfink@csyouth.com	PO Box 1042, Danville, AR 72833
Kaethe Hoehling	Office manager/CSI Staff	479-754-7296	khoebling@csyouth.com	106 Cherokee Lane, Clarksville, AR 72830



Susan Okroglic, DSW LCSW

Executive Staff

<p>Tammy Pierce Director of HR and Operations</p>	<p>Kristy, Shephard, BS Chief Financial Officer</p>	<p>Melanie Tipton, BS, AAS Executive Assistant</p>	<p>Jamie Higgins, BA, APR Director of Development</p>	<p>Debbie Roberson, BS Director of Quality and Corp. Comp.</p>	<p>Kathy Glisson, MS, LPE-I Director of Clinical Services</p>	<p>Shannon Cook, MS Director of Prevention</p>
	<p>Andrea Eddy Billing Clerk</p>		<p>Sam Taylor, BS, CTRS First Tee Coach</p>	<p>Sharon Dennis ISM / QI Assistant</p>	<p>Angela Wheat PA/Insurance Clerk</p>	<p>Ashley Curbow, BS Prevention Specialist, Ozark</p>
	<p>Jeanne Faulkenbury Accounts Payable Clerk</p>		<p>Peyton Mayo First Tee Assistant Coach</p>		<p>Tressa Hamilton TTC Program Manager</p>	<p>Amy Mellick Prevention Specialist, Russellville</p>
	<p>Sandra Hilton Accounting Assistant</p>		<p>All Amer/Corps Members</p>		<p>Paty Davis Family Support Specialist</p>	<p>Lisa Mahan, BA Prevention Specialist, Morrilton</p>
	<p>Dottie Carr Billing Clerk</p>				<p>Kaethe Hoehling, MS, LPC Clarksville / Ozark Office Manager</p>	<p>Kristin Johnson, BS Prevention Specialist, Russellville</p>
					<p>Lorri Jacot, MA, LPC Danville Office Manager/Therapist</p>	<p>Kelli Bingham Prevention Specialist, Morrilton</p>
					<p>Deborah Granberry, MS LPC Morrilton Office Manager/Therapist</p>	
					<p>Mark Tuttle, MRC, LPC Conway Office Manager/Therapist</p>	
					<p>Peggy Ratliff, MA, LAC Clinton Office Manager/Therapist</p>	
					<p>Meagan Beerman, MS LAC</p>	

Direct Service Staff

Morrilton	Russellville	Charlsville / Ozark	Darville	Canary	Clinton	Heber Springs	Mountain View	Juvenile Probation	Therapeutic Foster Care
Deborah Granberry, MS, LPC Office Manager / Therapist	Maegan Beerman, MS, LAC Office Manager / Therapist	Kaelie Hoehling, MS, LPC Office Manager / Therapist	Levi Isaac, MA, LPC Office Manager / Therapist	Maria Tuttle, MRC, LPC Office Manager / Therapist	Peggy Ratliff, MA, LAC Office Manager / Therapist	Peggy Ratliff, MA, LAC Office Manager / Therapist	Peggy Ratliff, MA, LAC Office Manager / Therapist	Susan Okroff, CSW, LSW Prn., CEO	Kathy Gibson, MS, LPE-1 Director of Clinical Services
Kathryn Riggin MS, LAC Therapist	Dan Martin, PhD Family Advocate	Erha Keene, AA, BS, QSHIP J/Careworker	Kate Thompson, BA, QSHIP J/Careworker	Vacant Therapist	James Tucker, BS, QSHIP QSHIP	Joyce Teas, BS J/Careworker	Paetche Long, BS J/Careworker	Greg Robertson JPO / J/Careworker	Tressa Hamilton, QSHIP TFC Program Manager
Sandra Stell, LSW Therapist	Kathy Robertson, ABHP Intervention Specialist	Robin Williams Secretary	Linda Matcok, BS, QSHIP Family Advocate	Britany Fernandez J/Careworker	Ranee Burroughs Secretary	Kelby Dye, MS, LAC Therapist	Vacant Therapist	Michelle Mahler, BA, CADAC JPO / J/Careworker	Micha Mahan, QSHIP, MEd TFC
Darlene Shepherd Secretary II	Alexa Dorch, LMSW Therapist	Vacant Therapist	Peggy Fowler, BA, QSHIP QSHIP	Terry Walker, QSHIP J/Careworker / QSHIP	Suzanne Peabler, AA J/Careworker / QSHIP	Vacant Therapist	Vacant Therapist	Kerri Killian, BS J/Careworker	Deborah Granberry, MS, LPC Office Manager / Therapist
Lashonda Russell, MBA, BS, MHP QSHIP	Aprilie Leebirt, BA J/Care Worker	Karla Eichenberger J/Careworker	Tiffany Fowler Secretary	Jonahs Keen, BA, QSHIP J/Careworker	Vacant J/Careworker / Therapist	Vacant Therapist	Vacant Therapist	Vacant Therapist	Megan Beerman, MS, LAC Office Manager / Therapist
	Jennifer Brunsard, BA, QSHIP Days Program Coordinator	L. Arthur Duran, MA, LPC Therapist		Jessica Gandy, QSHIP Behavior Specialist					Kaelie Hoehling, MS, LPC Office Manager / Therapist
	Laura Easter, BA, QSHIP Behavior Specialist			Pam Strassle, MS, QSHIP QSHIP					Levi Isaac, MA, LAC Office Manager / Therapist
	Craig Harris, MA, LAC Therapist			Jessica Garret, BS, QSHIP QSHIP					Maria Tuttle, MRC, LPC Office Manager / Therapist
	Amber Monross Secretary			Camelot Estier, BS, QSHIP Days Program Coordinator					Peggy Ratliff, MA, LAC Office Manager / Therapist
	Lynnda Garrison, BA, QSHIP Intervention Specialist			Melanie Jones, LPC Therapist					
				Bridgett Phillips Secretary					

SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

This certificate acknowledges the completion of the Arkansas State Certification Process

Conway County Community Service, Inc.
106 Cherokee Lane
Clarksville, AR 72830

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11045

License Number: 045



Cheryl Grappo, RN
Nurse Manager

Division of Provider Services and Quality Assurance



SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

This certificate acknowledges the completion of the Arkansas State Certification Process

Conway County Community Service, Inc.
119 Shake Rag Road
Clinton, AR 72031

Dates of Certification: 07/01/2019 - 06/30/2020

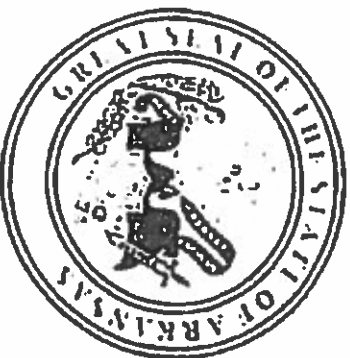
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License Number: 043



Cheryl Strappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

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Conway County Community Service, Inc.
816 N. Creek Drive
Conway, AR 72032

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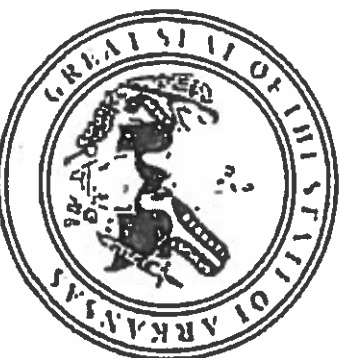
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License Number: 283



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

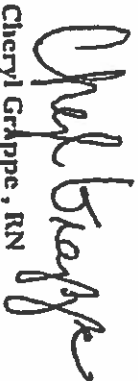
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Conway County Community Service, Inc.
818 N. Creek Drive
Conway, AR 72032

Dates of Certification: 07/01/2019 - 06/30/2020

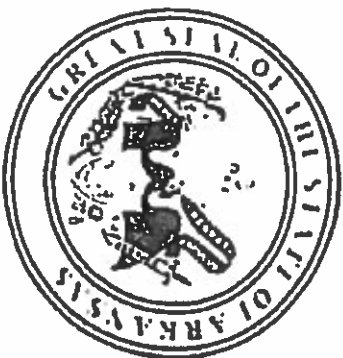
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License Number: 039



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

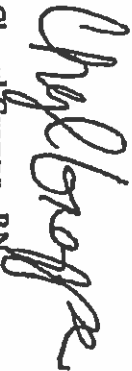
This certificate acknowledges the completion of the Arkansas State Certification Process

Conway County Community Service, Inc.
1408 E. 8th Street
Danville, AR 72833

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11044

License Number: 045



Cheryl Grapac, RN
Nurse Manager

Division of Provider Services and Quality Assurance



SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

This certificate acknowledges the completion of the Arkansas State Certification Process

**CONWAY COUNTY COMMUNITY SERVICE, INC.
115 WEST CLINTON STREET
HEBER SPRINGS, AR 72543**

Dates of Certification: 03/22/2019- 06/30/2020

Vendor Number: 11440

BHA License Number: 382



Craig Cloud

Director Community Services Licensure and Certification
Division of Provider Services and Quality Assurance



SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

This certificate acknowledges the completion of the Arkansas State Certification Process

Conway County Community Service, Inc.
100 S. Cherokee Street
Morrilton, AR 72110

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11040

License Number: 041



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



ARKANSAS DEPARTMENT OF HUMAN SERVICES
DIVISION OF PROVIDER SERVICES AND QUALITY
ASSURANCE

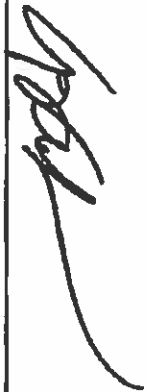
By VIRTUE OF ACT 173 OF 1995
LICENSURE IS HEREBY GRANTED TO:

CONWAY COUNTY COMMUNITY SERVICE, INC.
200 SOUTH PEABODY STREET; MOUNTAIN VIEW AR 72560

To Provide Alcohol and Other Drug Abuse/Addiction Treatment

Dates of Licensure: 07/10/2019 - 07/31/2020

Vendor Number: 11464
License Number: 404



Craig Cloud
Director
Division of Provider Services and Quality Assurance



SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

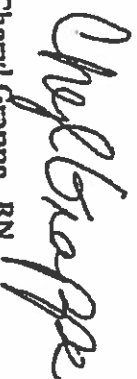
This certificate acknowledges the completion of the Arkansas State Certification Process

Conway County Community Service, Inc.
206 N. 4th Street
Ozark, AR 72949

Dates of Certification: 07/01/2019 - 06/30/2020

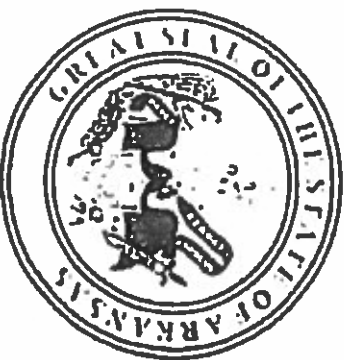
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License Number: 044



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

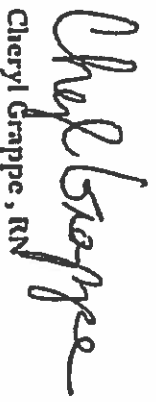
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Conway County Community Service, Inc.
1415 S. Oswego Avenue
Russellville, AR 72802

Dates of Certification: 07/01/2019 - 06/30/2020

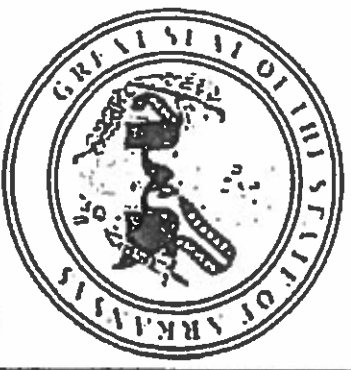
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Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



SUBSTANCE ABUSE TREATMENT

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

This certificate acknowledges the completion of the Arkansas State Certification Process

Conway County Community Service, Inc.
1505 S. Oswego Avenue
Russellville, AR 72802

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11041

License Number: 042



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

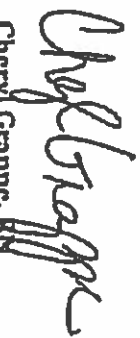
This certificate acknowledges the completion of the Arkansas State Certification Process

Conway County Community Service, Inc.
106 Cherokee Lane
Clarksville, AR 72830

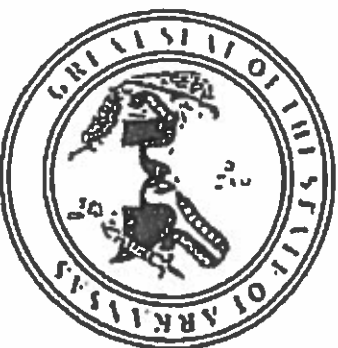
Dates of Certification: 07/01/2019 - 06/30/2020

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License Number: 046


Cheryl Grapac, RN
Nurse Manager

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance


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Conway County Community Service, Inc.
119 Shake Rag Road
Clinton, AR 72031

Dates of Certification: 07/01/2019 - 06/30/2020

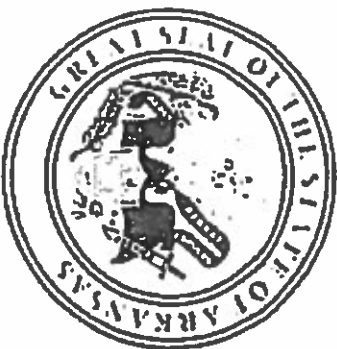
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License Number: 043



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

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816 N. Creek Drive
Conway, AR 72032

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11039

License Number: 283



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

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818 N. Creek Drive

Conway, AR 72032

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11038

License Number: 039



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

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1408 E. 8th Street
Danville, AR 72833

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11044

License Number: 045



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

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CONWAY COUNTY COMMUNITY SERVICE, INC.
115 WEST CLINTON STREET
HEBER SPRINGS, AR 72543

Dates of Certification: 01/22/2019-06/30/2020

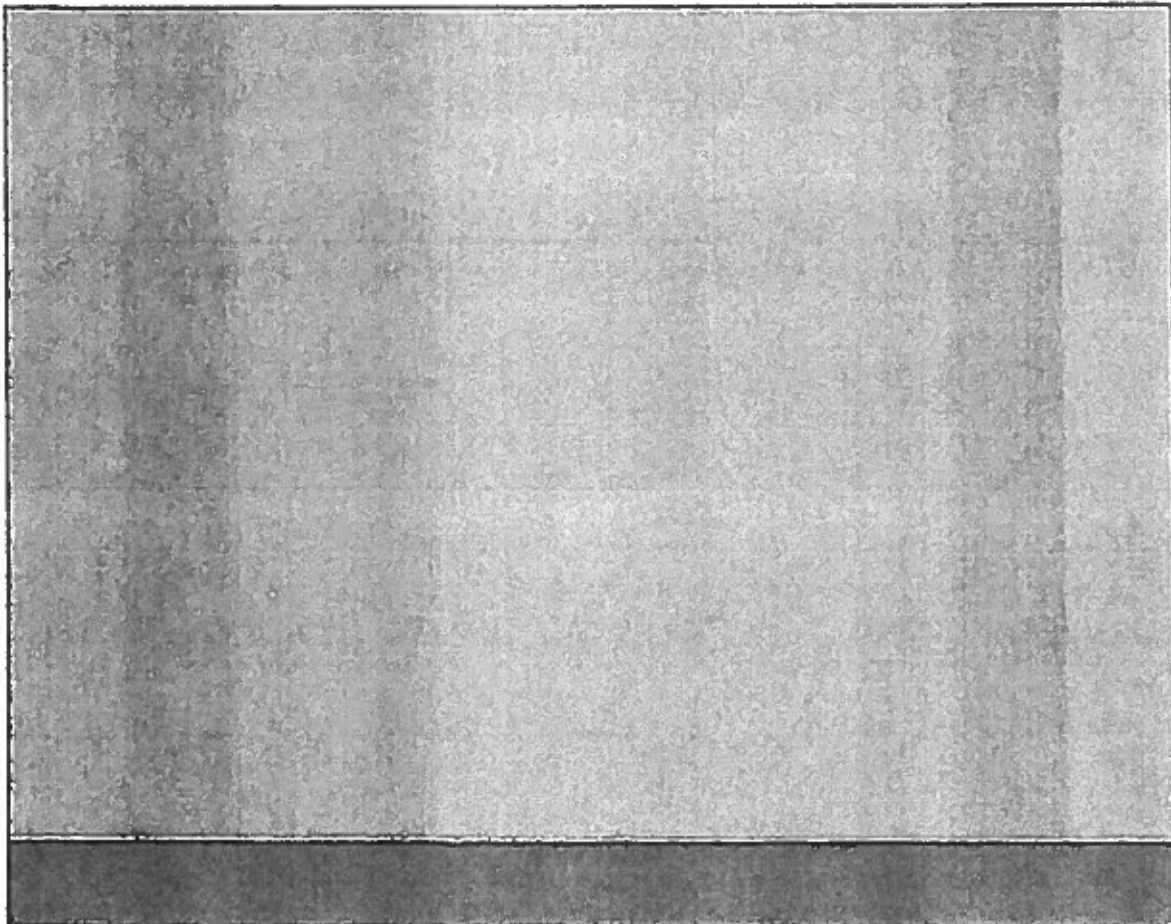
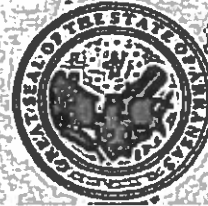
Vendor Number: 11440

BHA License Number: 382



Sherri Proffers, RN

Assistant Director Community Services License and Certification
Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

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Morrilton, AR 72110

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11040

License Number: 041



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

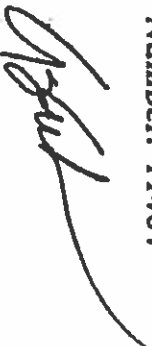
Division of Provider Services and Quality Assurance

This certificate acknowledges the completion of the Arkansas State Certification Process

**CONWAY COUNTY COMMUNITY SERVICE INC.
200 SOUTH PEABODY STREET
MOUNTAIN VIEW, AR 72560**

Dates of Certification: 07/10/2019 - 07/31/2020

Vendor Number: 11464



**Craig Cloud
Director**

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

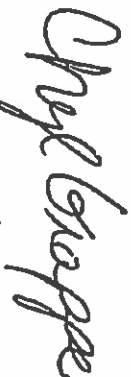
This certificate acknowledges the completion of the Arkansas State Certification Process

Conway County Community Service, Inc.
206 N. 4th Street
Ozark, AR 72949

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11043

License Number: 044



Cheryl Grappe, RN
Nurse Manager

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

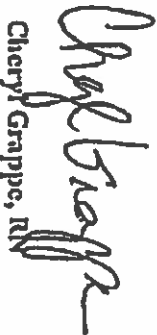
This certificate acknowledges the completion of the Arkansas State Certification Process

Conway County Community Service, Inc.
1415 S. Oswego Avenue
Russellville, AR 72802

Dates of Certification: 07/01/2019 - 06/30/2020

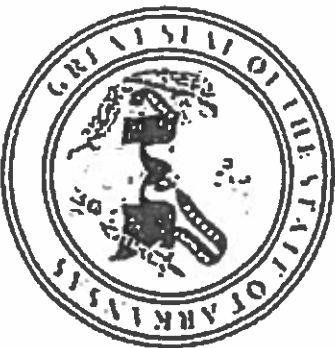
Vendor Number: 11037

License Number: 038



Nurse Manager

Division of Provider Services and Quality Assurance



BEHAVIORAL HEALTH AGENCY

Arkansas Department of Human Services

Division of Provider Services and Quality Assurance

This certificate acknowledges the completion of the Arkansas State Certification Process

**Conway County Community Service, Inc.
1505 S. Oswego Avenue
Russellville, AR 72802**

Dates of Certification: 07/01/2019 - 06/30/2020

Vendor Number: 11041

License Number: 042



Nurse Manager

Division of Provider Services and Quality Assurance



Community Partnership Matrix

Partner	Organization / Agency	Agency Type	County(ies) Served
Judge Terry Sullivan	Judge, 15th Judicial Circuit, Division 3	Judicial System	Conway, Yell, Scott, Logan
Judge Ken Coker	5th Judicial District Juvenile Judge	Judicial System	Pope, Franklin, Johnson
Susan Richards	Johnson County JPO	Judicial System	Johnson
Mike Taff	Franklin County JPO	Judicial System	Franklin
Kristi Roberson	Johnson County JPO	Judicial System	Johnson
Leeanna Brown	20th Judicial District Chief JPO	Judicial System	Faulkner, Van Buren, Searcy
Lekita Thomas	United Family Services	Community Service Organization / Community Based Provider	Perry
Janice Justice	Comprehensive Juvenile Services	Community Service Organization / Community Based Provider	Logan, Scott
Merry Smith	Morrilton Area Chamber of Commerce	Advocacy Organization	Conway
Matt Nowlin	Southern States Millwrights Council, Local 216	Vocational Partner	Stark
Jessica Rohman	University of Arkansas Community College, Morrilton	Secondary Education / Vocational Partner	Conway / Stark
John Ashworth	Virtual Arkansas	Educational Partner	Stark
Gregg Grant	Danville School District	Educational Partner	Yell
Josh Holmes	Connect Church	Faith-Based Partner	Pope
Loren Henton	Arvac, Inc.	Community Service Organization / Subs. Abuse Tx Provider	Conway, Franklin, Johnson, Logan, Perry, Polk, Pope, Scott, Yell
Stephanie Garner	Arvac, Inc.	Community Service Organization / Subs. Abuse Tx Provider	Conway, Franklin, Johnson, Logan, Perry, Polk, Pope, Scott, Yell
Carey McGee	Mayor, City of Hector	Local Government Partner	Pope
Laura Easter	Marlin Township RFD	Local Government Partner	Pope
Laura Easter	Arkansas River Valley Cherokee Church Food Bank and Outreach	Community Service Organization	Pope
Alan Nolan	Adult Ed	Educational Partner	Pope
Megan Selman	Boys and Girls club	Community Service Organization	Pope
David Shirley	Proving Ground gym	Mentoring Partner	Pope
Amy Martin	Choices	Community Service Organization	Pope
Jared Ham	First Baptist Church	Faith-Based Partner	Pope
Phillip Hubbard	Hector Chief of Police	Law Enforcement Partner	Pope
Chief Paterak	Pottsville PD	Law Enforcement Partner	Pope
Patrick Sirbouth	Arkansas State Parks Ranger	Mentoring Partner	Pope
Tim Tripp	West Side Church of Christ	Faith-Based Partner	Pope
Ashley Stillman	Carolyn Lewis Elementary counselor-Conway	Educational Partner	Faulkner
Carle McEnlie	Mt. Vernon-Enola HS counselor	Educational Partner	Faulkner
Maggie Martin	Courtway Middle School counselor/Project Prevent sponsor	Educational Partner	Faulkner
Leanne Mobley	Morrilton HS club sponsor	Educational Partner	Conway
Mary Beth Groce	UofA Extension Agent-Faulkner County	Advocacy Organization	Faulkner
Brannon Watson	Arkansas Golf Center	Community Service Organization	Faulkner
Heather Pakton	Chief Deputy Prosecuting Attorney, 5th JD	Local Prosecutor	Johnson, Franklin
Kelly Hanuska	School District Contact	Peer Support Partner	Johnson
Dorinda Edmisten	Ozark Rape Crisis Center	Advocacy Organization	Johnson
Suzie Griffin	River Valley Economic Development Alliance	Advocacy Organization	Pope, Johnson, Yell
Pat Edmunds	Arkansas Tech Career Center	Vocational Partner	Pope, Johnson, Yell, Conway
Bob Hiegel	Russellville City Architect	Vocational Partner	Pope
Omar Clemmons	Energy, Inc/ Progressive Men's Club	Vocational Partner	Pope
Rachel Jones	Russellville School District Communications Coordinator	Educational Partner	Pope

Richard McCormac	Clinton City Mayor	Local Government Partner	Van Buren
Shari Williding (Amanda Pierce)	Methodist Behavioral Hospital	Behavioral Health Provider	Faulkner
David Napier (Tracy Caldwell)	Youth Home	Behavioral Health Provider	Faulkner
Miranda Curbow	Arkansas Department of Health Community Health Nurse Specialist	Health Organization	Crawford, Franklin, Logan, Setb:
Misty Hawkins	Director of Arkansas River Valley Regional Library System	Local Government Partner	Franklin, Logan, Yell, Johnson
Judy Hicks	Project Prevent Advisor-Charleston High School	Educational Partner	Franklin
Alexis Grandison	Youth Leader for Project Prevent Youth Coalition-Charleston	Educational Partner	Franklin
Cindy Humphrey	Cedarville Counselor	Educational Partner	Crawford
Kim Walter	Dardanelle Middle School	Educational Partner	Yell
Latesa Brown	Pope County DCFS	Community Service Organization	Pope
Denise Joslin	Children's Advocacy Center of Independence County	Advocacy Organization	Independence
Deanna James	Juvenile Probation Officer, Stone County, 16th Judicial District	Judicial System	Stone County
Andrea Ragan	Counseling Associates (Arisa Health)	Behavioral Health Provider	Stone
Brody Prince	Counseling Associates (Arisa Health)	Behavioral Health Provider	Stone
Tina Hill	Conway Behavioral Health	Educational Partner	Faulkner
Kara Blackwell	Special Education teacher	Educational Partner	Stone
Whitney Rudder	Russellville Country Club	Educational Partner	Pope
Paul Zimmerman	Morrilton Country Club	Educational Partner	Conway
Sandra Brown	Center Valley Elementary	Mentoring Partner	Pope
Shana Chaplin	Engage AR	Educational Partner	Statewide
Nathan Griffin	Johnson County Westside School Resource Officer	Educational / Law Enforcement Partner	Johnson
Terry Swain	Juvenile Probation Officer, 16th Judicial District	Judicial System	Independence
Andy Montgomery	Juvenile Intake / FINS Officer	Judicial System	Independence
Mary Eary	White River Academy--Batesville School District	Educational Partner	Independence
Janet Lawrence	Attorney Ad Litem, 16th Judicial District	Judicial System	Independence
Ginger Harper	President / CEO, Heber Springs Area Chamber of Commerce	Advocacy Organization	Cleburne
Jimmy Clark	Mayor, Heber Springs	Local Government Partner	Cleburne
Judge Jerry Holmes	Cleburne County Judge	Judicial System	Cleburne
Chris Brown	Cleburne County Sheriff	Law Enforcement Partner	Cleburne
Brian Halle	Heber Springs Police Department	Law Enforcement Partner	Cleburne
Lisa Pattison	Juvenile Probation Officer, 16th Judicial District (Heber Springs)	Judicial System	Cleburne
Tim Crumpton	Cleburne Co. Baptist Church & Sheriff's Chaplain	Faith-Based Partner	Cleburne
Craig Pinion	Morrilton High School, Assistant Principal	Educational Partner	Cleburne
Heather Laster	Belleville Area Chamber of Commerce	Advocacy Organization	Conway
Anna Via	Leon Millsap Center	Community Service Organization	Yell
Monica Blake	The First Tee of Central Arkansas	Community Service Organization	Faulkner, Conway, Pope

JUDGE TERRY M. SULLIVAN

TRIAL COURT ADMINISTRATOR
Mona Gray
rlgraytca15@outlook.com

CIRCUIT JUDGE
FIFTEENTH JUDICIAL DISTRICT
DIVISION III
P. O. Box 400
Danville, AR 72833-0400
Telephone 479-495-7975; Fax 479-495-2607

COURT REPORTER
Tonya R. Freeman, CCR
P. O. Box 10173
Russellville, AR 72812
Telephone: 479-264-6122
Fax: 479-264-4008
tonyafreemancr@hotmail.com

April 8, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street, Slot W345
Little Rock, AR 72201

To Whom it May Concern:

I write as the Circuit/Juvenile Judge of the Fifteenth Judicial District in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community Based Re-Entry and Vocational and Career Support Services contract. I support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families.

As the Circuit/Juvenile Judge for the past eighteen (18) years in the Fifteenth Judicial District I have worked with Community Services, Inc. (CSI) in their effort to provide services for youth and families at-risk for juvenile justice involvement and observed their involvement in the communities in my district.

I acknowledge specific roles and responsibilities I would expect to be fulfilled in this partnership in the event this proposal is funded, and I expect this partnership to include:

- (a) Forming a genuine partnership to reduce commitment and confinement of youth in our District and assisting CSI in providing an array of quality services to address the individual needs for our youth and their families.
- (b) While commitment to the Division of Youth Services (DYS) in the Fifteenth Judicial District is rare, it is my opinion that future commitments could be further reduced if CSI provides the communities and the Court with an array of juvenile services including day treatment programs, counseling services, mentoring programs for at-risk youth, electronic monitoring services, parenting classes, and most important an adequate number of shelter days easily available to my Juvenile Officers in order to avoid the use of detention centers for at-risk youth.

I look forward to working with Community Service, Inc. (CSI) to provide an array of evidence based services to youth and their families close to home.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Sullivan', with a horizontal line extending to the right.

Terry M. Sullivan
Circuit Judge

TMS/mg
enclosure/s: n/a
cc: n/a



KEN D. COKER, JR.
CIRCUIT JUDGE

State of Arkansas
CIRCUIT COURT – THIRD DIVISION
Fifth Judicial District
Pope, Johnson and Franklin Counties
P.O. Box 297
Russellville, Arkansas 72811-0297
Telephone: 479-968-3869
Facsimile: 479-880-1810

KERRI SEAGRAVES
COURT REPORTER

ERIKA D. EMBERSON
TRIAL COURT ASSISTANT
Email: edb5thecircuit3@yahoo.com

April 2, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Pope County Juvenile Probation Office and the Pope County Circuit Court in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

CSI has been a partner with us since before I became a judge in 1999. They have collaborated with our court and staff to implement the Drug Court program in Clarksville, Arkansas. They have participated in the Advisory Committees in both Pope and Johnson/Franklin Counties. They are implementing MRT classes based on an evidence-based curriculum. They have been responsive to the Juvenile Probation Office's needs for pre-adjudicated electronic monitors. They have opened an additional position for therapist in Clarksville which is currently unfilled, but will be of great assistance to our kids in the future. They helped a partnership between the Pope County Juvenile Probation Office and the Westside Church of Christ to provide a space for our evening reporting center, and they are developing the Family Advocate position in Russellville.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Ken D. Coker, Jr.
Circuit Judge

cc: John Riley
cc: Susan Okroglic

April 3, 2020

Arkansas Department of Human Services
AU; Office of the Procurement
700 Main Street Slot W345
Little Rock, Ark 72201

To Whom It May Concern:

I am writing on the behalf the Johnson County Juvenile Office in support of Community Services, Inc (C51) and for their bid proposal for Juvenile Justice Community Based Re Entry and Vocational and Career Support Service Contract. The Juvenile Office strongly supports this application and C51's focus on providing individual rehabilitative services and sanctions for at-risk youths and families. For several years C51 has been a leader in empowering youths and thier families to ne leaders in their homes, schools, vocations and communities. C51 is helping to get our kids back in the community and be able to hold their heads up high and the community is grateful

In the past and still today C51 does home visits (when applicable) in schools to help out families, have been a great mentor to several kids, C51 is great at the Leadership program with the kids and if the kids need some kind of assistance for leadership C51 is there to help out. When crises hit C51 is great in helping the kids and families at any time.

I know of several time when Keathea Holing (Therapist) has spent long hours to help kids and families in crisis for long hours after normal business hours are done,(if there are normal hours), I have seen the compassion of the CSI workers several times and even tears trying to help.

In Johnson County they are the Community Service Provider and works well with our kids and our office. They have several options for our kids to participate in not only Mental Health and Public Service but C51 also provides an Outstanding Public Service program along with and are now in our Drug Court with us providing Rehabilitation for our juveniles with drug problems, they have the MRT program in which the kids participating are enjoying it and seems to be doing well. CSI and the Juvenile Office has worked well together in the past and have a great relationship. Communication is a great key

I would like to see our CSI be able to get a larger building and more staff to help out the growing population of our youth and family our community without the long hours even though they are willing to help in any area that is needed

We need CSI to continuing to help the kids in our community for Rehabilitation and they are in the middle of it. We are looking forward to working with C51 in their efforts to provide an array of evidence based and the quality services to the youth and thier families so close to home.

Sincerely,
Susan Richards
Juvenile Intake
Juvenile Office



Johnson County

P.O. Box 53
Larksville Ar
72830

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Franklin County Juvenile Service in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

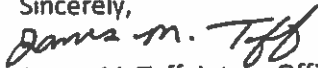
As an organization which partners with us to provide counseling services for juveniles in our system, we consider CSI to be a valuable resource for the youth in our county.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- providing counseling services for Franklin County juveniles who are involved with the juvenile system

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



James M. Taff, Intake Officer
Franklin County Juvenile Services
320 N 2nd St.
Ozark, AR 72949
479-667-4731

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Johnson County Juvenile Probation Office in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which works closely with Community Service, Inc. to ensure that the needs of our at-risk youth are met, we strive to communicate and work in a collaborative manner to provide services for our clients on probation that are referred to Community Services for therapy, community service, MRT program and our recently added Johnson County Juvenile Drug Court. The Juvenile Probation Office also works closely with the Juvenile Justice worker on placing and monitoring of the Electronic Monitors provided by Community Services.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Work closely with members of the juvenile's family as well to provide parenting classes or other needed services.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Kristi Robertson
Juvenile Probation Officer
Johnson County Juvenile Court
215 West Main Street
P.O. Box 53
Clarksville, AR 72830



TROY B. BRASWELL, JR.
CIRCUIT JUDGE

2ND DIVISION • 20TH JUDICIAL DISTRICT
FAULKNER COUNTY JUSTICE BUILDING
510 SOUTH GERMAN LANE

MAILING ADDRESS:
801 LOCUST STREET
CONWAY, ARKANSAS 72034

THAI MCBEE
TRIAL COURT ADMINISTRATOR
thai.mcbec@faulknercounty.org

LEEANNA BROWN
CHIEF OF STAFF
Lbrown@faulknercc.org

LEIGH COFFMAN
COURT REPORTER
leigh.coffman@faulknercounty.org

PHONE: 501-450-4931
FAX: 501-329-4934

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Faulkner County Juvenile Court in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization our mission is to provide intervention to court-involved youth to prevent future delinquency, re-habilitate the juvenile, and empower the family to encourage positive, appropriate behaviors that will help the youth of our community to contribute to society on into adulthood. CSI shares this same goal and compliments our agency nicely to provide the best services to not only our youth but families. Together we are able to accomplish our mission.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Respectfully,

A handwritten signature in black ink, appearing to read "Leeanna Brown".

Leeanna Brown, Chief of Staff
20th Judicial District-2nd Division Circuit Court
Juvenile Division lbrown@faulknercc.org



United Family Services, Inc

P.O. Box 5408
616 Linden Street
Pine Bluff, AR 71611

Phone: 870-534-8826 Fax: 870-534-0350

APR 6 REC'D

April 2, 2020

I am writing this letter in support of Community Services, Incorporated. United Family Services has partnered with Community Services for over ten years in order to provide additional services to youth. As community based providers, we have made a larger impact by working together to provide services such as Casework and Therapy to clients who would otherwise have limited or no resources.

Community Services has been and will continue to be a trusted partner that provides professional services to the youth and families in their communities.

United Family Services will continue to work in conjunction with and support Community Services, Incorporated's efforts to provide services to the youth and families of Arkansas through the Division of Youth Services.

Sincerely,

Lekita Thomas
Executive Director
United Family Services, Incorporated



United Family Services, Inc. prohibits discrimination in employment, educational programs, and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference. The agency complies with all requirements of law and regulations with respect to employment and volunteer participation.



APR 6 REC'D

Comprehensive Juvenile Services, Inc.

1606 SOUTH "J" STREET • FORT SMITH, ARKANSAS 72901 • PHONE 479-785-4031 • FAX 479-785-5354

Sebastian County
1606 South "J" Street
Fort Smith, AR

Crawford County
11 N. 3rd, Suites C & D
P.O. Box 1307
Van Buren, AR 72957

Logan County
Logan County Courthouse
25 West Walnut, Room 34
Paris, AR 72855

**Logan-Scott Counties
Community Service**
P.O. Box 922
Booneville, AR 72927

**Polk-Montgomery
Counties**
606 Pine Street
Mena, AR 71953

**Polk-Montgomery
Community Service**
606 Pine, Room 110
PolkMena, AR 72855

Scott County
Scott County Courthouse
190 West 1st Street, Box 8
Waldron, AR 72958

**Western Arkansas
Youth Shelter**
P.O. Box 48
Cecil, AR 72930

April 3, 2020

Department of Human Services
ATTN: Office of Procurement
700 Main Street, Slot W345
Little Rock, AR 72201

To Whom It May Concern:

On behalf of Comprehensive Juvenile Services, Inc. (CJS), I am pleased to submit this letter of support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. Comprehensive Juvenile Services is in strong support of CSI's application and their focus on helping youth and families in need through the provision of evidence based services to delinquent and at-risk youth who come into contact with the juvenile justice system. CSI's mission is to be a leader in providing quality services to youth and their families that will empower them to attain success in their homes, schools, vocations and communities. It is our belief that their daily commitment to working toward this mission certainly qualifies them as a community-based provider for the Division of Youth Services.

CJS has been a subcontractor for CSI in the provision of services to youth and families in Logan and Scott Counties since 1997. The working relationship between CJS and CSI has been excellent for many years, and we at CJS hope to continue this subcontract arrangement into the future. CJS has often called upon CSI for the provision of day treatment and therapeutic services for CJS youth of Logan and Scott Counties, and have received excellent feedback on the quality of care provided, from the families as well as the 15th Judicial District Juvenile Court. We are proud to be contractually connected to such a worthy organization as Community Service, Inc., and look forward to continuing this excellent working relationship for many years into the future.

Sincerely,

Janice K. Justice
Executive Director

Comprehensive Juvenile Services, Inc.



MORRILTON AREA
CHAMBER OF COMMERCE

April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Morrilton Area Chamber of Commerce in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities, in Conway County and beyond.

The Morrilton Area Chamber of Commerce is an organization of citizens who are investing their time and money in a community development program, working together to improve the economic, civic, and cultural wellbeing of the area. We work with area business, schools, universities, non-profits, and charitable organizations to support their missions and foster partnerships of these entities to develop the livelihood of our city and county.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we commit to support Community Service, Inc. in reducing commitment and confinement of youth, by providing an array of quality services to the youth and their family we will support CSI by assisting them in identifying and networking with potential partners for vocational education and training for youth.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Jerry L. Smith, President & CEO
Morrilton Area Chamber of Commerce
Conway County Economic Development Corporation

April 4, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Millwright Local 216 in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect to form genuine partnership to reduce commitment and confinement of youth, and assist CSI in providing an array of quality services to address individual needs for youth and their families. As an organization which strives to help members of the community learn a good trade and develop the skills needed to be successful, we commit to working with CSI to identify youth who may be appropriate for the Millwright trade and educate youth on the opportunities available to them.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink, appearing to read "Matthew Nowlin", with a long horizontal flourish extending to the right.

Matthew Nowlin
President Millwright Local 216
5215 Kelley Highway
Fort Smith, AR 72904



1537 University Boulevard, Morrilton, Arkansas 72110

1-800-264-1094 | (501) 977-2000 | fax: (501) 977-2123 | www.uaccm.edu

April 7, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of University of Arkansas Community College at Morrilton's Workforce Development and Community Education Department in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

We are an organization which supports the vocational aspect of the grant. Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families such as:

- Collaborating with CSI's support staff
- Facilitating learning about careers and vocations
- Coordinating tours of the workforce training center and visits with faculty regarding technical/vocational careers
- Collaborating on the college enrollment process

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

In service,

A handwritten signature in black ink, appearing to read 'Jessica Rohlman'. The signature is fluid and cursive, written over a horizontal line.

Jessica Rohlman
Director of Workforce Development and Community Education
University of Arkansas Community College at Morrilton
1537 University Blvd.
Morrilton, AR, 72110



VIRTUAL ARKANSAS

Equip. Engage. Empower.

April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Virtual Arkansas in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

Virtual Arkansas has had nothing but positive experiences with CSI since they have begun utilizing our educational services. Virtual Arkansas is an organization that is structured to serve at-risk youth by providing an online learning model which emphasises quality course content, positive relationships, and timely interventions for struggling students.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- provide supplemental educational course offerings and teachers to fill the educational needs of students assigned to CSI.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

John Ashworth
Executive Director, Virtual Arkansas



Gregg Grant
Superintendent
Phone: 479-495-4800
Fax: 479-495-4803

Kim Foster
High School Principal
Phone: 479-495-4810
Fax: 479-4795-4832

Teddy Qualls
Middle School Principal
Phone: 479-495-6852
Fax: 479-495-6853

Kelly Klover
Elementary Principal
Phones: 479-495-4820
Fax: 479-495-4819

Danville Public Schools

P. O. Box 939

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Danville School District in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which has been key in helping Danville students with a wide range of issues including drug counseling and academic tutoring, CSI has consistently served as a partner to provide resources to our most vulnerable students. They also work with our youth and families involved with the juvenile justice department to help get these students back on track and prevent recurring offenses. Danville Schools consider CSI to be an invaluable resource to our students and community.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Providing access at our facilities for counselor and case workers to meet with students during school hours.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Gregg Grant
Superintendent, Danville Public Schools



April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Connect Church in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which daily is ministering to families at risk we are grateful for the relationship we have with CSI. Specifically, we have been able to work together on a Juvenile Council to help bring public transport to our area. With their experience with families missing appointments, their knowledge and ability to look outside the box have been beneficial.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Joshua Holmes
Outreach Director
Connect Church
1108 East L Street Russellville, AR

April 5, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of ARVAC Head Start in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

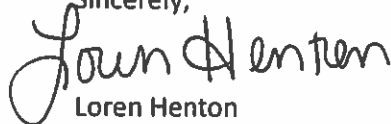
As an organization which provides early childhood education, health and nutrition to low income families, we are on the frontlines serving the most vulnerable population in the community. The partnership with Community Service, Inc. allows us to provide education and information to these families to start prevention efforts at an early age.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- to provide education, training and support services to the families we serve.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Loren Henton
Family Services and Health Coordinator
ARVAC Head Start
2707 E H Street
Russellville, AR 72802



Corway, Franklin, Johnson, Logan, Perry, Polk, Pope, Scott, Yel
Helping People. Changing Lives.

Sandra Cheffer

BOARD PRESIDENT

Stephanie Garner

CHIEF EXECUTIVE OFFICER

P.O. Box 11690 • 2707 East H Street
Russellville, AR 72802
Ph. 479-219-5292
Fax 479-219-5296
e-mail: arvac@arvacinc.org
website: www.arvacinc.org

April 7, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of ARVAC Inc. in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

ARVAC's mission is promotes self-sufficiency and provides pathways out of poverty for individuals, families, and communities. To accomplish this, we offer many services. One of those is helping people who have food insecurity. Once a month ARVAC works with USDA to provide about fifty pounds of food to the seniors who are income eligible. This allows the seniors to live in there home longer and not have to make the decision between food and medicine. To serve the seniors we do, we couldn't do it without our volunteers. ARVAC has many great relationships in the community including with Juvenile Justice program.

The program not only helps ARVAC get the much needed food out to seniors but the kids understand what hard work is and what it takes to complete the job. This is more than doing community service hours, it is having a lasting impact in the community for years to come.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink, appearing to read 'Stephanie Garner', written in a cursive style.

Stephanie Garner
CEO of ARVAC

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of City of Hector, Ar in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which encourages today's youth to be responsible, respectful, productive members of society the City of Hector, AR through a partenship with C.S.I, will provide at-risk juveniles with projects that provide real world, hands on experience that will help them stay on the right path.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Carey McGee
Mayor
City of Hector, AR
P.O. Box 194
Hector, AR 72843

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Martin Township RFD and Pope County Volunteer Fire Departments in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which strives to help keep our communities safe by fire protection, education, and community involvement we have partnered with CSI for the last 14 years. CSI has brought at-risk youth to the Volunteer stations so they could work off their community service hour and at the same time learn that there are other things that they can do with their free time other than acting out such as volunteering or joining an explorer program that some departments have offered in the past. There are a total of 14 volunteer stations in Pope County and CSI has helped most if not all of them in the last 14 years. These departments include Atkins, Dover City, Dover Rural, Baylis, Hatley, Martin Township, Hector, Pottsville, Appleton, Pea Ridge, London, Crow Mtn, Moreland, and Linker Mtn.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Maintain a safe place for youth to complete community service hours and be a good role model for at-risk youth.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Laura Easter
Secretary and Firefighter
Martin Township RFD
15189 SR 7 North
Dover AR, 72837

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Arkansas River Valley Cherokee Church Food Bank and Outreach Center (ARVCC) in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which works towards minimizing any hardships that families may face through food distribution and clothing distribution. CSI at-risk juveniles have been helping ARVCC with sorting and distribution of items for the last 8 years. They are a great help to ARVCC and we look forward to continuing our partnership.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

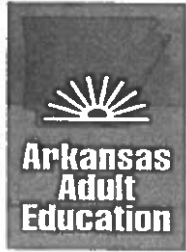
- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Continuing to maintain a safe place where youth can get volunteer hours completed while also learning the value of helping others with their actions.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Laura Easter
Member ARVCC
Arkansas River Valley Cherokee Church Food Bank and Outreach
1791 Crow Mtn. Rd
Russellville AR 72802



Russellville Adult Education Center

P.O. Box 928 Russellville, AR 72811 Phone: 479-968-5244 Fax: 479-968-6081

April 2, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Russellville Adult Education in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which works continuously with out of school youth, Community Service's has always been a beneficial partner in our efforts. Russellville Adult Education assists students with earning their high school diploma and find employment once they have completed their educational goals.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- being in regular communication to determine student needs and help with the best methods to ensure success for each student

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Alan Nolan
Director
Russellville Adult Education

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

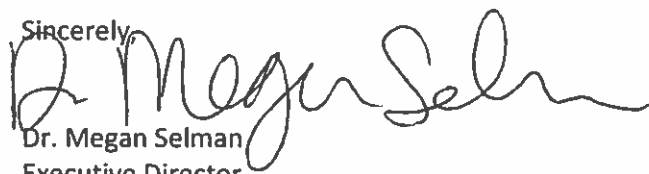
To Whom it may Concern:

I write on behalf of Boys and Girls Clubs of the Arkansas River Valley in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

Community Service, Inc. is an important part of our community, as it rehabilitates and reintegrates the parents and caregivers of many of our low-income/at-risk youth. It allows opportunities for development in the lives of individuals who desire to better themselves and better their families. This program is important to our community and to many children we serve.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink, appearing to read "Dr. Megan Selman". The signature is fluid and cursive, written over the printed name.

Dr. Megan Selman
Executive Director

Boys and Girls Clubs of the Arkansas River Valley
PO Box 1477
Russellville, AR 72811

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Proving Ground in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which Provides no cost gym access which includes but is not limited to free gym memberships, fitness and weightlifting instruction and nutrition advice for Clients and families currently involved in the Family Advocate program. This relationship has been successful over the last two years and we intend to continue our relationship with Community Service INC.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Partnering organization will continue to provide service for the foreseeable future as previously agreed.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink, appearing to read 'David Shirley', written over a horizontal line.

David Shirley,
Owner
The Proving Ground
104 E 16th
Russellville, AR 72801

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Choices Pregnancy Resource Center in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which Provides free pregnancy testing, ultra sounds, pregnancy counseling, parenting classes and opportunities to obtain diapers, formula and clothing and other supplies to mothers and families at no cost not only the community but also for Clients and families currently involved in the Family Advocate program. This relationship has been successful over the last two years and we intend to continue our relationship with Community Service INC.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Partnering organization will continue to provide service for the foreseeable future as previously agreed.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Amy Martin
Director of Operations
Choices Pregnancy Resource Center
3312 w. Main Street
Russellville, AR 72801

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of First Baptist Church/The Circle Church/Celebrate Recovery in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which seeks to work with at-risk families to provide training, rehabilitation, and development, we have see the value of being involved with CSI.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Developing programming to assist these youth and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Jared Ham
Missions Pastor
First Baptist Church of Russellville
200 S. Denver, Russellville, AR



HECTOR POLICE DEPARTMENT
PHILLIP L HUBBARD
Chief of Police
chiefhubbard@hectorar.com

P.O. BOX 194 • HECTOR, AR 72813 • 479-280-9737 Office • 479-284-5101 Fax

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write to you as the Chief of Police in Hector, Arkansas in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization, Community Service, Inc. provides juveniles to work in our community and to build positive relationships with the police force by working with Hector Police Department.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Continue working with juveniles to improve relationships and views of the police, as well as maintain a clean and healthy community while providing the opportunity to serve others.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Phillip L. Hubbard

Phillip Hubbard
Hector Chief of Police

April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Pottsville Police Department in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which has had many dealings with CSI, we are and have been impressed with their dedication to juveniles that have went off course and just need guidance and encouragement to start making better decision. Personally, I have seen the great work the case workers do with the juveniles and the mentorship that they provide along with a social outlet in the community. We appreciate the hard work that CSI provides, and we are glad that we can continue our efforts in assisting troubled at-risk youth.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Continue to work in tandem with CSI to better train and ensure that the juveniles do not become repeat offenders and end up in the cycle of needing intervention efforts from the Pottsville Police Department or CSI.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Chief Joseph Paterak
Chief of Police



LT. Scotty Manning
Pottsville Police Department

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Arkansas Department of Parks, Heritage and Tourism in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

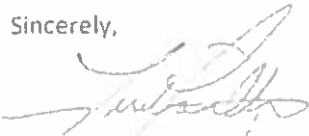
As an organization which I have had the opportunity of working with Dr. Dan Martin's Aikido program for the past 2 years, I believe that this is an excellent program to help build confidants and self-esteem for the youth, to teach them how to focus their energy for a more positive behavior in the lives.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- To Help provide assistants with their commitment, services, and opportunities for youth to work towards a better understanding of themselves and their future.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Patrick Siribouth
Arkansas State Parks Ranger
Arkansas Department of Parks, Heritage and Tourism
1 Capital Mall Suite 4A-0900
Little Rock, AR 72201



April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the West Side Church of Christ in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which is dedicated to outreach to and for at risk youth we support and assist the Pope County Juvenile Advisory Board, River Valley Food for Kids, Freedom House, The Help Network and the Russ Bus among other organizations with the mission of improving conditions for children, youth and families in our area.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Continue to partner with CSI and the Pope County Juvenile Court in providing food and support for the Evening Report Program, offering tutoring and mental health support to young men on probation.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink, appearing to read "Timothy A. Tripp", is written over a faint, larger version of the same signature.

Timothy A. Tripp
Senior Minister
West Side Church of Christ
2300 West C Street
Russellville, Arkansas 72801

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Carolyn Lewis Elementary School in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization, we utilize CSI during our Red Ribbon Week tobacco education program and working with UCA Service-Learning students to educate students on the dangers of tobacco. Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Working with elementary students to educate and inform about the dangers of tobacco.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Ashley Silliman
Counselor
Carolyn Lewis Elementary School
1805 Old Military Drive
Conway, AR 72032



Mount Vernon-Enola School District
MOUNT VERNON-ENOLA HIGH SCHOOL
38 Garland Springs Road
P.O. Box 43
Mount Vernon, AR 72111
(501)849-2221(O) (501)849-3302(F)

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Mt. Vernon Enola High School in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization, we utilized the services of CSI to provide information to our students and staff regarding risky behaviors. We are a rural school district which hinders us from having access to programs of this type that exist in more urban areas. Many of our students are at-risk because of economic reasons and being from a rural area. CSI has been wonderful to come and speak to our students and provide important information regarding these behaviors which they might not otherwise have gotten.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Identifying individuals and families who are in need and help connect them to services in which they might benefit that are provided by CSI.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,


Carie McEntire,
Counselor
Mt. Vernon Enola High School

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Cats for Change at Courtway Middle School in Conway, AR in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As a school counseling team who supports students who are at risk and often exposed to drug abuse in the home, we have partnered with CSI in an effort to educate students on addiction and empower them to make healthy, positive choices for their future.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- implementing addiction prevention curriculum to help students make healthy choices for themselves not only now, but in the future.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Maggie Martin
Counselor
Bob and Betty Courtway Middle School
1200 Bob Courtway Dr., Conway, AR 72032

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Morrilton High School in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which helps our students learn more about their own health and what they can do to take charge of it and make healthy decisions, we have been very pleased with their efforts and on-going commitment to our students here at Morrilton High School. It is difficult to get high school students involved in drug use prevention activities, and they have been very open to trying new things with our students.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- meet with our student group at least once every other month and plan activities to get our students involved in making healthy choices for their lives.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



E. Leeann Mobley
Teacher
Morrilton High School
701 East Harding Street, Morrilton, AR 72110

844 Faulkner Street • Conway, AR, 72034 • (501) 329-8344 • www.uaex.edu

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of University of Arkansas Faulkner County Extension in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which teaches educational program to youth and adults, an audience that includes youth and adults in poverty as well as those that are incarcerated, we are in need of professionals that cover topics that CSI are experts on and can come to speak to those groups of people. We have partnered with CSI for programming in schools, health fairs, and educational sessions for the public, and they have been a vital partnership for us throughout the year.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Provide educational, research-based information that clientele can trust and depend on when they are facing hardships, challenges, and uncertain situations.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,


Mary Beth Groce

Faulkner County Family and Consumer Science Agent
University of Arkansas System Division of Agriculture Cooperative Extension Service





Arkansas Golf Center

5150 John W. Allison Road • P.O. Box 1236 • Conway, AR 72033 • 501-327-0171

Arkansas Department of Human Services

Attn: Office of Procurement

700 Main Street Slot W345

Little Rock, AR 72201

To Whom it may Concern:

Community Service, Inc. (CSI) has a mission of helping youth and families succeed. The Arkansas Golf Center shares in that mission, and is proud to partner with them toward furthering the success of all our youth and families.

The Arkansas Golf Center is state's best all-in-one golf preparation facilities located in Faulkner County Arkansas. The Arkansas Golf Center provides the community an award winning public driving range, 7,000 square foot golf store carrying over a half a million dollars in golf merchandise, a state of the art golf club fitting center and world class golf instruction.

The Arkansas Golf Center wanted to provide a service to golfers of all ages but lacked a junior golf program. In 2015, the Arkansas Golf Center and Community Service, Inc. began discussing an opportunity to partner together to offer a unique junior golf program that would benefit the Arkansas Golf Center members and the community at large. The Arkansas Golf Center now serves as one of CSI First Tee Character Development golf facilities.

The CSI First Tee Character Development program is unique program that teaches the First Tee nine core values (Respect, Courtesy, Responsibility, Honesty, Sportsmanship, Confidence, Judgment, Perseverance, and Integrity) and essential life skills through the game of golf. The program is offered throughout the year through weekly programming both after school and during summer as well as multi-day camps.

The CSI First Tee Character Development Program has been able teach the nine core values and life skills to more than three hundred youth through our partnership. The values that are taught to the participants will have a positive effect as the participants become active members of the Faulkner County Community.

The Arkansas Golf Center and Community Service, Inc. have great working relationship. The Arkansas Golf Center is able to communicate any concerns or problems, and CSI is very responsive to any feedback

We strongly support their bid for proposal for the Juvenile Justice Community-Cased Re-Entry and Vocational Center Support Services contract.

Sincerely,

Brannon Watson

CEO/Owner

Arkansas Golf Center

**JEFF PHILLIPS
PROSECUTING ATTORNEY
FIFTH JUDICIAL DISTRICT**

**HEATHER PATTON
CHIEF DEPUTY**

**STEVE HIGGINS
DEPUTY**

**Seth Bradley
DEPUTY**

**Deidre Luker
DEPUTY**

**P.O. BOX 3080
RUSSELLVILLE, AR 72811
(479) 968-8600
FAX (479) 967-1086**

April 6, 2020

**Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201**

To Whom it may Concern:

I write on behalf of Prosecuting Attorney's Office for the Fifth Judicial District in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

I have personally worked with numerous members of CSI staff over the past years and found that the organization provides excellent leadership and guidance for at risk youth in the juvenile court. I have observed this through their DYS after-care program that supervises youths returning from DYS, through their leadership program that engages youths in positive interactions like visiting with leaders at our state capital building and most importantly through their counseling with individual youths. It has been my experience that CSI is serving our youth in a way that no other government entity or non-profit is able to do.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

**JEFF PHILLIPS
PROSECUTING ATTORNEY
FIFTH JUDICIAL DISTRICT**

- **Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.**
- **To work individually and collectively with CSI to address and protect youths that have been victimized by their parents, guardians or temporary care givers.**

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink, appearing to be 'HP' with a stylized flourish.

**Heather L. Patton
Chief Deputy Prosecuting Attorney, Fifth Judicial
District
100 W. Main
Russellville, AR 72811**

April 7, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street, Slot W345
Little Rock, AR 72201

To Whom It May Concern:

I am writing in support of Community Service, Inc., (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational & Career Support Services. I strongly support and believe in CSI and their focus on providing individualized rehab services and sanctions for at-risk and adjudicated youth and their families. My family and I have personally been involved with the Juvenile Justice side of CSI for almost 10 years and can attest to their commitment to the youth and families but also their community.

My husband and I were foster parents for over 12 years and eventually had children (foster and adoptive) that were mandated by the courts to attend classes, participate in community service, electronic monitoring, etc., and they and our family were treated with respect from our initial intake to our final meeting. The guidelines for the child as to what was expected was clear and concise, as well as what was expected from us as the guardian/parent and CSI. The lines of communication between all parties were amazing!

I would be happy to discuss my family's experience with you should you need additional information. My contact # is [REDACTED]

Sincerely,



Kelly Hanuska

[REDACTED]

Hartman, AR 72840



Ozark Rape Crisis Center

April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I'm writing on behalf of Ozark Rape Crisis Center to offer our support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which provides 24-hour crisis intervention services to victims of sexual and domestic violence, we depend heavily on the services provided by CSI and rely on them as a necessary referral source.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Maintaining our partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Continue to accept referrals from our organization.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Dorinda Edmisten
Executive Director



715 W. Main Suite A
Clarksville, AR 72830
479.754.6869

904 W. Main Street
Russellville, AR 72801
479.219.4314

125 W. Industrial Park Road Suite 2A
Harrison, AR 72601
870.741.4141



RUSSELLVILLE
AREA CHAMBER OF COMMERCE

The Natural Choice

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Russellville Area Chamber of Commerce in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which partners with the Chamber on programs designed to offer skilled trade career choices to all area youth, CSI has helped us in the past three years make an impact on the local workforce. CSI has also supported our programs and events that reach the business community and the quality of life in the region.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Continuation of support for development of local workforce, community, and quality of life.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Suzy Griffin
Vice President Workforce Development
Russellville Area Chamber of Commerce



ARKANSAS TECH
UNIVERSITY
CAREER CENTER

April 3, 2020

2201 South Knoxville Avenue
Russellville, Arkansas 72802

Office: 479-968-5422
Fax: 479-968-7918
www.atu.edu/careercenter

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Arkansas Tech Career Center in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which serves high school students in grades 10-12, we educate and train eligible students in multiple career and technical education programs of study to prepare them for high demand, high wage careers. We coordinate with 19 area high schools to continue serving all students, including the at-risk.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Coordinate with area high schools to continue education during confinement and/or after any offense may have been committed.
- Allow students to continue meeting with required counseling with written doctor notes.
- Allow officers of the court to meet with students while at ATCC privately when necessary.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink, appearing to read "Pat Edmunds".

Pat Edmunds, Director



April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of HTW – Architects, Engineers and Planners, LLC. in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization, CSI has greatly helped members of our personal family during their times of severe need. CSI has also worked tirelessly with our team from local industries, school districts and Chamber of Commerce to connect unemployed people with long term career opportunities in our community. The last few years we produced the "River Valley Skilled Trade Expo" which had 50+ exhibitors and over 2,250 attendees networking with vocations and career opportunities. These Expos would have never happened without CSI's hard work and leadership.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Doing everything we can to help continue the "River Valley Skilled Trade Expo" in the future.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink that reads "Bob Hiegel". The signature is written in a cursive, flowing style.

Bob Hiegel
Principal Architect
HTW – Architects, Engineers and Planners, LLC.
308 ½ West Main Street
Russellville, AR. 72801

Entergy

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Entergy Arkansas LLC. in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which has partnered with CSI as a sponsor in the Skills Trade Expo, which is a type of job fair put on in partnership with the Russellville School District also. Expose's more than two thousand students to skill trade jobs that may be available to them in the future. We also partnered with CSI through volunteerism in a prescription drug take back event in which CSI provided essential support, and background information that helped us generate positive results.

Through this letter, we hope that you highly consider CSI's request. Their invaluable contribution to the River Valley community from counseling at risk youth and providing background information and support with the opioid epidemic that Arkansas also currently faces, is a true asset that I don't believe our community can afford to lose.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Omar Clemons

Customer Service Manager I
Entergy Arkansas LLC.

305 S. Knoxville Russellville AR, 72802

Cell Phone: 479-886-5300



Monday, April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Russellville School District in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization CSI provides us mental health counseling, Day Treatment, substance abuse services, public service work for court-involved youth, parenting classes, group therapy, and mentoring and tutoring when applicable.

Our case managers work with school counselors to maintain client care (if clients are behaving poorly in school etc.). Our therapists have also done suicide assessments.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- CSI case managers work with RSD school counselors to maintain client care (if clients are behaving poorly in school etc.) as well as suicide assessments provided by their therapists.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Rachel Jones, District Communications Coordinator
rachel.jones@rsdk12.net

CITY OF CLINTON

354 Main Street

P. O. Box 970

Clinton, Arkansas 72031

Telephone (501) 745-8110 · Fax (501) 745-6464

Richard W. McCormac
Mayor

Dena R. Malone
Recorder/Treasurer

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the city of Clinton in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We whole-heartedly support this application and their focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. They have been a proven leader in helping youth and their families to be leaders in their homes, schools, vocations, and communities.

The city of Clinton has benefited from this program in the past and wishes to keep this relationship with CSI. Juveniles have enhanced our street department's ability to help our community in clearing of right of ways that often are overlooked due to lack of manpower. The citizens and the CSI youth both benefit from these efforts and have developed a positive relationship with one another.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, our role in this partnership will include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Maintaining an ongoing relationship with all youth and their families. We will help guide and encourage these individuals as they mature and offer additional work as it becomes available.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Richard McCormac, Mayor of Clinton



Methodist
Behavioral
Hospital

April 2, 2020

Methodist
Residential
Treatment
Center

Arkansas Department of Human Services
Attn: Office of Procurement

Methodist
Therapeutic
Group
Homes

700 Main Street Slot W345
Little Rock, AR 72201

Methodist
Emergency
Shelter

To Whom it may Concern:

Methodist
Day
Treatment
School

I write on behalf of Methodist Behavioral Hospital (MBH) in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

Methodist
Therapeutic
Preschool

As an acute care inpatient psychiatric treatment organization, MBH is licensed to provide mental health treatment to children and adolescents in Arkansas, which includes youth at-risk of involvement or currently involved with the juvenile justice system.

Methodist
Counseling
Clinic

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- collaborate to serve youth whom CSI believes may have behavioral health problems and/or substance abuse issues that interfere with their ability to maintain without juvenile justice involvement.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink that reads "Shari Willding, LPE-I". The signature is written in a cursive, flowing style.

Shari Willding, LPE-I
Administrator
Methodist Behavioral Hospital

1601 Murphy Drive
Maumelle, AR 72113
P O Box 56050
Little Rock, AR 72115
Phone 501 803 3388
Fax: 501 803 4272
methodistfamily.org

April 1, 2020

APR 3 REC'D

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201



To Whom it may Concern:

I write on behalf of Youth Home, Inc in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which recognizes the strengths and skills these youth and families have and works to support them and their growth and development.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- In the event Inpatient Residential Treatment is needed for the youth, we will be glad to provide an assessment to ascertain if we are an appropriate program and if so, help with the admission. If not, we will help the family locate an appropriate resource. We provide a number of specific evidence based programs for Youth who have Reactive Attachment Disorders, need Safe Solutions Programming or have Mental Health needs.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

David Napier, CEO
Youth Home, Inc
20400 Col Glenn Road
Little Rock, AR 72210
501.8215500 (phone)

YOUTH HOME, INC.
20400 Colonel Glenn / Little Rock, AR 72210-5323
(P) 501.821.5500 / (F) 501.821.5580
info@youthhome.org / www.YouthHome.org

Nonprofit Agency Accredited by The Joint Commission / "Equal Opportunity Program"

CHANGING LIVES. SAVING FAMILIES.



April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To whom it may Concern:

I write on behalf of Growing a Healthy Charleston, in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which provides education to community members, including at risk youth and their families, Growing a Healthy Charleston has partnered with CSI to provide opportunities for youth and adult education on multiple subjects, including, Human Trafficking, Vaping, Tobacco Use, Social Media Dangers and Internet Safety, Healthy Lifestyle, Nutrition, Cooking, Shopping, Basic Life Skills, and many more.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Provide TA to CSI in regards to meeting the needs of the community, in particular the youth and families they serve.
- Assisting CSI with efforts to educate youth and families in healthy lifestyle choices to benefit healthy, happiness and longevity and improve community inclusion.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Miranda Curbow, RN
Growing a Healthy Charleston
PO Box 1036
Charleston, AR 72933



ARKANSAS RIVER VALLEY
REGIONAL LIBRARY SYSTEM

April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom It May Concern,

I write on behalf of Ashley Curbow in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Reentry and Vocational Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which provides free services to a variety of communities within the Arkansas River Valley, we have found CSI to be a valuable partner for educational and training programming. Because of the extensive work of CSI and staff, I feel our rural areas have become not only healthier but safer.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in the partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families
- Expanding educational opportunities for a variety of age groups and socioeconomic demographics

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality service to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink that reads "Misty Hawkins". The signature is written in a cursive, flowing style.

Misty Hawkins
Director -- ARVRLS Headquarters
501 North Front Street
Dardanelle, AR 72834

Melissa Moore
Superintendent

Alan Anderson
Middle School Principal

CHARLESTON HIGH SCHOOL
P.O. Box 188
305 Dale Bumpers Drive
Charleston, Arkansas 72933

Shane Storey
High School Principal

Bruce Womack
Elementary Principal

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Charleston School District and Charleston High School Project Prevent Youth Coalition in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

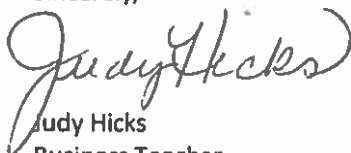
As an organization that consists of both youth and adults, the Charleston School District and Charleston High School Project Prevent Youth Coalition strive to eliminate the use of tobacco products in our community. We strongly discourage our youth from using e-cigarettes or Juul's. Some activities we have participated in include: Red Ribbon Week activities with elementary students by placing stickers on Smarties candies that read "Be Smart, Don't Start," reading tobacco free books to elementary students, creating tobacco-free videos for the film competition Ready. Set. Record. in Little Rock where we have placed for the past three years, and by placing posters around the school.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- continuing support in working with the youth and community on the statistics and effects of using tobacco products and encouraging the youth to stop the use of e-cigarettes or Juul's for their future health.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Judy Hicks
Business Teacher
Charleston High School
Project Prevent Youth Coalition

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Charleston School District and Charleston High School Project Prevent Youth Coalition in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.


As an organization full of hard-working students, the Charleston High School Project Prevent Youth Coalition advocates for the prevention of tobacco product use in the community. The primary goal for our club is to share the harmful effects of e-cigarettes, conventional cigarettes, and other nicotine products. We hope that others can take the information we share and make choices to maintain a healthy lifestyle. Throughout the school year, we have participated in several activities including: setting up a booth at a parent-teacher conference, helping Ashley Curbow present to elementary students, creating tobacco-free videos for the Ready. Set. Record. film competition in Little Rock, placing posters around the high school, and creating stickers saying "Be Smart, Don't Start" for candy handed out to elementary students during Red Ribbon Week.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Educating the community about the detrimental effects of using tobacco products and encouraging them to live a healthy lifestyle.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Alexis Grandison
Charleston High School Student
Charleston High School
Project Prevent Youth Coalition



Cedarville Public Schools

P.O. Box 97
Cedarville, AR 72932
479-474-7220 / Fax: 479-410-1804

April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Cedarville Middle School of the Cedarville, AR School District in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which works very hard to provide all of our students with the opportunities, instruction and ability to develop and practice skills that will aid in their development personally, academically and professionally through high school and beyond. We strive to provide a safe and accessible environment as we work together with the community and partnering organizations for the good of all of our students. We rely heavily on CSI every year and their willingness to provide quality and engaging instruction with their Tobacco Education Presentations that are tailored to different age groups and different sizes of groups from entire grade levels to small group presentations.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- continuing in our effort to provide for our youth quality Tobacco Education as well as developing other presentations as we continue to assess and identify specific needs of our at risk students and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Cynthia Humphrey
CMS School Counselor
Cedarville Middle School

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Dardanelle Middle School in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which partners with us to deliver information to students about the importance of making good decisions throughout their lives, Community Services has always been willing and available to help. At the middle school level, we have the prime opportunity to reach students and shape their lives before they make choices that could have lasting effects on their lives.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Collaborating with educators and parents to enable us to understand the most successful ways to push our children to reach their fullest potential and partake in their best life possible.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Kim Walter
Dardanelle Middle School Counselor
Dardanelle Middle School
2306 North State Highway 7 Dardanelle, AR



Division of Children and Family Services
Pope County

Latresa.Brown@dhs.arkansas.gov

701 N. Denver Ave. Russellville, AR 72801
479-968-5596 xt145 • Fax: 479-968-2102 TDD: 479-
967-1270



4/5/20

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of The Pope County Division of Children Family Services in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities. As an organization which has worked and continues to work with our at-risk youth who have may have histories of maltreatment, trauma, learning problems, behavioral issues and environmental concerns CSI's program will assist us in the job we do every day to serve and protect this vulnerable population.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Pope County DCFS would expect to have CSI continue to work with the youth we serve and continue to partner in providing trainings and support to those vulnerable youth when requested.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink that reads "Latresa Brown FSWS".

Latresa Brown FSWS
Family Service Worker Supervisor
Department of Human Services/Division of children and Family Services

April 6, 2020

To Whom it May Concern:

I am an Advocate/Forensic Interviewer with the Children's Advocacy Center in Independence County and I am writing this letter in support of Community Service, Inc. (CSI). The work CSI does plays an integral role in the success of juveniles trying to navigate the Juvenile Justice System. Not only does staff support the juveniles themselves, they work with the family unit as well. CSI's Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services program allows juveniles to get individualized rehabilitative services and sanctions who are at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which puts youth and families at the center of the work they do, they empower the youth to make the necessary changes to reach their full potential with their family giving them the support they need. CSI partners with other community organizations to make a difference in the lives of youth and families everywhere and they are a huge asset in our community.

Through this letter, we sincerely hope that the partnership with Community Services, Inc continues. We look forward to working with them and their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Due to the COVID-19 pandemic and the request for social distancing, our office is working from home and therefore, have limited home office equipment so this letter of support is being emailed.

Sincerely,

Denise Joslin
Advocate/Forensic Interviewer
Children's Advocacy Center
Independence County
510 E. Boswell
Batesville, AR 72501



Deanna James
Juvenile Probation Officer
16th Judicial District
Mountain View, AR 72560

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To whom it may Concern:

I write on behalf of 16th District Juvenile Office in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which works with CSI on a daily basis to help families fulfill the orders that are set by the courts, and figure out what best for that family bases on their individual issues.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- To have a GOOD working relationship with CSI, our community provider and to be able to assist families we work with to achieve the goals that are set forth for them.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in cursive script that reads "Deanna James".

Deanna James
16th District Juvenile Officer
16th District Juvenile Courts



Services provided by



April 8, 2020

To Whom it may Concern:

I write on behalf of Counseling Associates, an affiliate of Arisa Health, in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As a mental health organization we work closely with CSI by teaming together and providing and ensuring the at-risk youth in our area are getting the necessary and required services as needed to reach their goals.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- working together to keep our at-risk youth safe and working towards the same goal of coming out of the court system and living a full and productive life

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in cursive script that reads 'Andrea Ragan'.

Andrea Ragan
County Support Manager
Counseling Associates / Arisa Health

106 Mountain Place Dr.
Mountain View, AR 72560
(870) 269-4193 phone (870) 269-4199 fax
CRISIS: 1-800-592-9503



COUNSELING ASSOCIATES

April 8, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Counseling Associates Inc (CAI), an Affiliate of Arisa Health in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which works closely with school-based Mental Health Professionals to assist in efficient service provision and connection with community resources to reduce recidivism into the juvenile justice system. CSI works with CAI to address needs of individual youth and their families from an integrated service perspective.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Assist in coordinating connections of community resources to maximize efficiency of service

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Brody Prince, LAC
Mental Health Professional

106 Mountain Place Dr.
Mountain View, AR 72560
(870) 269-4193 phone (870) 269-4199 fax
CRISIS: 1-800-592-9503

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Conway Behavioral Health Hospital in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which relies on CSI to partner with us to assist youth by providing mental health services, we need this organization to be able to continue our efforts to serve these youth.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Continuing to work with CSI to empower youth and their families to be upstanding citizens in their community.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Tina Hill
Business Development Representative
Conway Behavioral Health Hospital
2255 Sturgis Rd.
Conway, AR 72034

April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Mountain View High School in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which works with at risk youth and their families, I have seen this organization to help establish/rebuild existing relationships and create a community of love and discipline that many students do not have. The benefits are just not for the present but will benefit our community and the youth that are receiving services for the long run. I have seen great things from this organization and I can't wait to see more.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Monitoring progress of troubled youth within the school system

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Kara D. Blackwell
Resource Teacher
Mountain View High School
210 High School Drive
Mountain View, AR 72560



Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

Community Service, Inc. (CSI) has a mission of helping youth and families succeed. The Russellville Country Club shares in that mission and is proud to partner with them toward furthering the success of all our youth and families.

The Russellville Country Club is a semi-private golf course located in Pope County Arkansas. The Russellville Country Club was established in 1926 and has continued to serve the community by offering a membership that includes access to a eighteen hole golf course and practice range, club facilities such as tennis courts, swimming pool and club house in which members can enjoy a fine dining experience.

The Russellville Country Club has a very active membership but lacked a junior golf program. In 2014, the Russellville Country Club and Community Service, Inc. began discussing an opportunity to partner together to offer a unique junior golf program that would benefit the Russellville Country Club members and the community at large. The Russellville Country Club now serves as one of CSI First Tee Character Development golf facilities.


The CSI First Tee Character Development program is unique program that teaches the First Tee nine core values (Respect, Courtesy, Responsibility, Honesty, Sportsmanship, Confidence, Judgment, Perseverance, and Integrity) and essential life skills through the game of golf. The program is offered throughout the year through weekly programming both after school and during summer as well as multi-day camps.

The CSI First Tee Character Development Program has been able teach the nine core values and life skills to more than three hundred youth through our partnership. The values that are taught to the participants will have a positive effect as the participants become active members of the Pope County Community.

The Russellville Country Club and Community Service, Inc. have great working relationship. The Russellville Country Club is able to communicate any concerns or problems, and CSI is very responsive to any feedback

We strongly support their bid for proposal for the Juvenile Justice Community-Cased Re-Entry and Vocational Center Support Services contract.

Sincerely,


Whitney Rudder
Clubhouse Manager
Russellville Country Club

MORRILTON COUNTRY CLUB

1000 Country Club Drive Morrilton, AR 72110
501-354-0324

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

Community Service, Inc. (CSI) has a mission of helping youth and families succeed. The Morrilton Country Club shares in that mission, and is proud to partner with them toward furthering the success of all our youth and families.

The Morrilton Country Club is a semi-private golf course located in Conway County Arkansas. The Morrilton Country Club was established in 1928 and has continued to serve the community by offering a membership that includes access to a eighteen hole golf course, club facilities such swimming pool and club house in which members can enjoy a fine dining experience.

The Morrilton Country Club has a very active membership but lacked a junior golf program. In 2012, the Morrilton Country Club and Community Service, Inc. began discussing an opportunity to partner together to offer a unique junior golf program that would benefit the Morrilton Country Club members and the community at large. The Morrilton Country Club now serves as one of CSI First Tee Character Development golf facilities.

The CSI First Tee Character Development program is unique program that teaches the First Tee nine core values (Respect, Courtesy, Responsibility, Honesty, Sportsmanship, Confidence, Judgment, Perseverance, and Integrity) and essential life skills through the game of golf. The program is offered throughout the year through weekly programming both after school and during summer as well as multi-day camps.

The CSI First Tee Character Development Program has been able teach the nine core values and life skills to more than three hundred youth through our partnership. The values that are taught to the participants will have a positive effect as the participants become active members of the Conway County Community.

The Morrilton Country Club and Community Service, Inc. have great working relationship. The Morrilton Country Club is able to communicate any concerns or problems, and CSI is very responsive to any feedback

We strongly support their bid for proposal for the Juvenile Justice Community-Cased Re-Entry and Vocational Center Support Services contract.

Sincerely,



Paul Zimmerman
President of MCC Board
Morrilton Country Club



Center Valley Elementary
Tami Chandler, Principal

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

Community Service, Inc. (CSI) has a mission of helping youth and families succeed. Center Valley Elementary School shares in that mission, and is proud to partner with them toward furthering the success of all our youth and families.

Center Valley Elementary School is located in Russellville, Arkansas and provides an education to Kindergarten through Fourth grade students. We are part of the Russellville School District, and our motto is "Learners Today...Leaders Tomorrow".

Community Service, Inc. has established the First Tee Character Development Program in Russellville, Arkansas, but wanted to reach more students by partnering with an elementary school to offer a First Tee National School Program. The First Tee National School Program provides curriculum that introduces students to golf and core values during physical education classes. The class is designed to be flexible and allows physical educators to adjust lessons to fit their specific teaching situations in terms of class size, class time, and facility type – indoor or outside, big or small space, etc.

Community Service, Inc. reached out to Center Valley Elementary School about partnering with us to offer our students a National School Program. In the spring of 2018, Community Service, Inc. and Center Valley Elementary School reached a partnership to implement a National School Program. Since this partnership took place an average of three hundred elementary aged students have been taught the First Tee Nine Core Values and Life skills through program each year.

The partnership between Community Service, Inc. and Center Valley Elementary school has seen many benefits on both sides. Center Valley Elementary School has been able to offer their current and futures students an opportunity to learn about the core values and essential life skills through their physical education classes. One of the many benefits Community Service, Inc. has seen has been having Center Valley Elementary School as a community partner as well as being a referral source for their services.

Center Valley Elementary School and Community Service, Inc. have great working relationship. Each year when Center Valley Elementary implements the National School Program, the CSI Character Development coach comes out and assists with the implementation of the program. The elementary school is able to communicate any concerns or problems, and CSI is very responsive to any feedback.

We strongly support their bid for proposal for the Juvenile Justice Community-Cased Re-Entry and Vocational Center Support Services contract.

Sincerely,
Sandra Brown
Sandra Brown
Center Valley Elementary School
5401 AR-124
Russellville, AR 72802
(479) 968-4540



423 Main St., Little Rock AR 72201

April 7, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom It May Concern:

Community Service, Inc. (CSI) has a mission of helping youth and families succeed. EngageAR shares in that mission, and is proud to partner with them toward furthering the success of all our youth and families.

EngageAR oversees all AmeriCorps Arkansas programs and works with the governor – appointed Arkansas Service Commission to ensure national service in Arkansas is meeting the needs of our communities and having impact.

Community Service, Inc. has provided national service through their tutoring and mentoring program since 2018. They have been part of the Arkansas portfolio of national service programs for two years and have applied for a third year. A decision on funding for a third year will be made in July 2020.

The CSI tutoring and mentoring program partners AmeriCorps members with children ages 3-12 who struggle in math, reading and writing. The one-to-one relationship fosters educational growth and valuable mentoring for Arkansas' most needed youth. In their first year more than 75% of the students enrolled in the program increased their academic scores.

EngageAR and the CSI have great working relationship. EngageAR is able to communicate any concerns or problems with the Community Service, Inc. and they are very responsive to Commission feedback.

We strongly support their bid for proposal for the Juvenile Justice Community-Cased Re-Entry and Vocational Center Support Services contract.

Sincerely,

Shana Chaplin 4/7/20

Shana Chaplin, Director EngageAR
Arkansas Division of Higher Education, Arkansas Department of Education

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Coal Hill Police Department in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

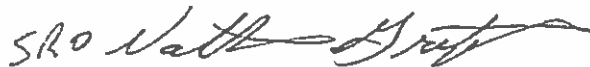
As an organization which I have had the pleasure of working with Dr. Dan Martin's Aikido program for the past 2 years. I believe this program is an excellent way to build up the youth's confidence and self-respect in hopes of redirecting their focus to more positive behaviors.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Continue their commitment to provide opportunities for the youth to work towards a better future for themselves.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Nathan Griffith
Johnson County Westside School Resource Officer
Coal Hill Police Department
304 Oak St. Coal Hill, AR 72832
[Name of partnering organization]
[Address of partnering organization if not in letterhead]

16th Judicial District Circuit Court

Juvenile Division

State of Arkansas

Terry Swaim

Juvenile Probation Officer

368 E. Main Street

Batesville, Arkansas 72501

Cell (870) 612-4881

April 6, 2020

Arkansas Department of Human Services

Attn: Office of Procurement

700 Main Street Slot W345

Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of 16th District Juvenile Court in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As a Juvenile Probation/Intake officer, I come in contact with at-risk juveniles and families across all socioeconomic groups each facing their own set of challenges. It is through collaborative efforts with Community Services Inc. that positive outcomes are experienced by these families. Community Service Inc. offers supportive services which are key in locating resources, securing educational supports, and providing positive encouragement for this at-risk group.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Research and implement new opportunities within the community

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home. Due to the Covid19 social distancing requirements our office is working from home so I will be submitting this letter of support via e-mail.

Sincerely,

Terry Swaim

Juvenile Probation Officer

16th Judicial District

368 E. Main Street

Batesville, AR 72501

16th Judicial District Circuit Court

Juvenile Division

State of Arkansas

Andy Montgomery

Juvenile Intake/FINS Officer

368 E. Main Street

Batesville, Arkansas 72501

Cell (870) 307-1476

April 6, 2020

Arkansas Department of Human Services

Attn: Office of Procurement

700 Main Street Slot W345

Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of 16th District Juvenile Court in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As a Juvenile Probation/FINS officer, I work with at-risk youths and their families through FINS court in Independence County. Through FINS court, families seek assistance meeting goals to strengthen their families or provide services to support at-risk youth juveniles. Community Services Inc. provide valuable services that benefit the whole family as well as the juvenile. Navigating the juvenile court system can sometimes be overwhelming and the services provided by CSI ensure the juveniles have the positive supports in place increase positive outcomes for the family.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- strive to create new accessible opportunities within the communities of the youths we serve.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home. Due to the Covid19 social distancing requirements our office is working from home so I will be submitting this letter of support via e-mail.

Sincerely,

Andy Montgomery

Juvenile Intake/FINS Officer

16th Judicial District

368 E. Main Street

Batesville, AR 72501



**White River
Academy**

BATESVILLE SCHOOL DISTRICT

WRA Director | Mary Eary
meary@gobsd1.org
955 Water Street Batesville
870-793-6831

April 6, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of White River Academy-Batesville School District in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families.

As a school organization, The White River Academy-Batesville School District relies on CSI to provide services to our most at risk students. At White River Academy, we seek to provide an environment that promotes the success of our students. CSI and Mrs. Suzanne Peebles are instrumental in helping our efforts. Mrs. Peebles works tirelessly to find many resources for our students to engage in positive behavioral reinforcement. Mrs. Peebles works to build a relationship with her clients and promotes student engagement both in and out of the school.

We look forward to working with Community Service, Inc. in their efforts to continue their support in our school. Due to the Covid 19 outbreak, I am unable to sign this original document. Please do not hesitate to call me should you have questions.

Sincerely,

Mary J. Eary, EdS
White River Academy Director, 870-805-0669

April 7, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I am Janet Lawrence, the Attorney ad Litem for the 16th Judicial District for Families in Needs of Services cases. I am writing in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. I strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As the Attorney ad Litem which works with Community Service, Inc. (CSI), I find that this organization provides the most comprehensive and in-depth services to my clients. I've been in my position for the last two years and have found the work that Community Service, Inc. does to be invaluable to the positive outcome of my clients. The services provided to my clients by Community Services range from community service to creating and helping implement behavior contracts and charts. These types of services help change the lives and attitudes of clients to keep them from continuing with lives involved in the legal system.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- stop generational cycles of families involved in the court system.

I look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in cursive script that reads "Janet Lawrence".

Janet Lawrence
Attorney at Law
The Law Office of Janet Lawrence, LLC

P.O. Box 120
Greenbrier, AR 72058
(479) 886-6365



Heber Springs Area Chamber of Commerce
110 South 7th Street—Heber Springs, AR 72543
501-362-2444

chamber@heber-springs.com — www.heber-springs.com

April 7, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I am writing on behalf of the Heber Springs Area Chamber of Commerce in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

The Heber Springs Area Chamber of Commerce's mission is to promote and grow business while enhancing the community. The work of Community Services, Inc. is very important to Heber Springs and surrounding communities because it provides an array of quality services that empower and provide guidance and life skills through advocacy, prevention, intervention, education, and treatment.

Through this letter, we acknowledge specific roles we will fulfill in this partnership. Community Service, Inc. is a member of the Heber Springs Area Chamber of Commerce. As such, the Chamber will provide information about and help promote Community Service, Inc. through agreed upon community outreach activities.

The Chamber looks forward to working with Community Service, Inc. and supports their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,


Ginger Harper
President/CEO
Heber Springs Area Chamber of Commerce



City of Heber Springs

1001 West Main Street
Heber Springs, AR 72543

Mayor
Jimmy Clark
501-362-3635

City Attorney
Terry Lynn
501-362-8117

City Treasurer
David A. Gibbs
501-362-8445

City Clerk
Nancy Hurley
501-362-8445

Fire Chief
Jason Robitaille
501-362-5523

Police Chief
Brian Haile
501-362-3661

Park & Rec Director
Stacey Mills
501-362-4901

Public Works Director
Scott Habbley
501-362-5554

Building Inspector
Doug Perry
501-362-8303

COUNCIL
Ward 1
Chris Foster
501-362-8773

Louis Short
910-745-6847

Ward 2
Kasey Griffin
501-206-9866

Paul Muse
501-206-8989

Ward 3
All Sugg
501-365-3232

Paula Sporn
501-887-6922

Ward 4
Sharon Williams
501-362-3400

Jim Lay
501-362-9438

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Joyce Teas, in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which provide an array of quality services that empower and provide guidance and life skills through advocacy, prevention, intervention, education, and treatment by an ethical, competent, multi-disciplinary staff that are dedicated to meeting clients' needs. Programs utilized in Cleburne County are Behavioral Health, Substance Abuse, and Youth Justice.

The Youth Justice program allows youth that have been ordered to perform public service work, complete intervention classes, submit to electronic monitoring or that have been committed to the Division of Youth Services, to receive services from staff that reside in their own communities. Participation in CSI's Youth Justice Program provides these youth with an opportunity to complete their court-ordered services. Participation in this program helps these youth learn skills, feel a sense of pride and accomplishment, and avoid further contact with the juvenile justice system.

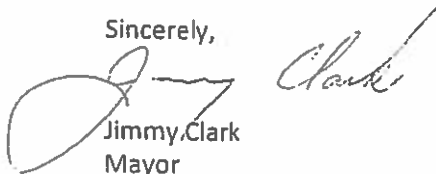
CSI operates these programs through contracts with the Division of Youth Services. Referrals are made by local juvenile courts, DYS, out-of-state- agencies, and personal referrals in some cases. These services are designed to help youth avoid contact, or further contact, with the justice system.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Help with career, vocational, and educational support component for youth served under this contract

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in cursive script that reads "Jimmy Clark". The signature is written in black ink and is positioned to the right of the word "Sincerely,".

Jimmy Clark
Mayor
City of Heber Springs

Office of the
CLEBURNE COUNTY JUDGE
Jerry Holmes
300 West Main Street Heber Springs, AR 72543
501-362-8141 Fax 501-362-4605

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Cleburne County in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Cleburne County Judge
Jerry Holmes



CLEBURNE COUNTY SHERIFF'S OFFICE

914 South 9th
Heber Springs, AR 72543

Sheriff Chris Brown
ph. (501)362-8143
Fax (501)362-7386

"Service with the highest level of integrity, compassion, and respect"

April 7, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Cleburne County Sheriff's Office in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which regularly works with youth and families through the criminal justice system, we value our partnerships with other organizations that are working toward the same goals.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink, appearing to be "CBA", written over a horizontal line.

Sheriff Chris Brown

BRIAN HAILE
CHIEF OF POLICE
(501) 362-3661

HEBER SPRINGS POLICE DEPARTMENT

1001 West Main Street
Heber Springs, Arkansas 72543

TELEPHONE
(501) 362-8291
(501) 362-8292
FAX (501) 362-7296

April 3, 2020

Arkansas Department of Human Services

Attn: Office of Procurement

700 Main Street Slot W345

Little Rock AR, 72201

To Whom it may Concern:

I write on behalf of the Heber Springs Police Department in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations and communities.

As an organization which has relied on the assistance of Community Services, Inc and their work with our Juvenile Intake Officers here in Cleburne County. The Heber Springs Police Department has two School Resource officers in the Heber Springs School District and programs such as this are invaluable to the community and the future of our youth.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this protocol is funded, we would expect our role in the partnership to include:

- *Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

- *Giving youth people-direction is the only way to resolve the problems we are having.

We look forward to working with the Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Brian Haile

Chief of Police

Heber Springs Police Department

922 S. 9th Street



Heber Springs, Arkansas
72543

Lisa Pattison
Juvenile Officer
16th Judicial District
Heber Springs, AR 72543
501-887-6404

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Juvenile Division of the Sixteenth Judicial District, Arkansas in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization, we strive to provide rehabilitation through identifying strengths, building skills, and addressing treatment needs. We attempt to accomplish this by working with and through our community, our treatment providers, and at-risk youth and their families. We have been very blessed to be able to work with the individuals involved with our families, especially those associated with CSI.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- to continue to work with us in identifying additional positive, reinforcing programs and activities for our youth and families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

A handwritten signature in black ink that reads "Lisa Pattison".

Lisa Pattison
Juvenile Probation Officer

Email pattison.juv@gmail.com



CLEBURNE COUNTY BAPTIST CHURCH

Making a Difference...

April 8, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Cleburne County Baptist Church support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which I, as Pastor, have done some personal work as Chaplain of CCSO, mentoring some of the youth of our community. Our church also hosts a "Life Skills" class once a month for those needing mentorship through the juvenile court. We also teach Character classes at our local alternative schools.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

We hope to provide available mentorship for needy youth of our community.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,

Pastor Tim Crumpton (Chaplain: Cleburne Co. Sheriff's Office)
Cleburne County Baptist Church

Cleburne County Baptist Church

1111 South 6th Street
Heber Springs, Arkansas
72543

(501) 362-6052

clebcobapt@yahoo.com

Bro. Tim Crumpton
Pastor

Bro. Jeremiah Hershberger
Outreach Director

Home & Sending Church of:

Andrew Aaron Family
Missionary to Ghana

Russell Aaron Family
Missionary to Zuni & Navaho Indians
New Mexico

Jason Herndon Family
Missionary to Zuni & Navaho Indians
New Mexico

People to People
Medical Missions
Dr. Robert Wilson
Dr. Bernard Kadio
International Medical Missions

Verily, verily, I say unto you, Except a corn of wheat fall into the ground and die, it abideth alone: but if it die, it bringeth forth much fruit.

— John 12:24

April 7, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Morrilton High School in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

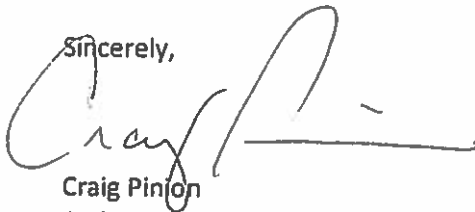
As an organization which is in the business of working extensively with youth and families-at-risk of juvenile justice involvement, the assistance CSI provides is instrumental in helping us to carry out our mission.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Craig Pinion
Assistant Principal
Morrilton High School
701 East Harding Street
Morrilton, AR 72110

April 3, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of Belleville Area Chamber of Commerce in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization which partners CSI, the Belleville Area Chamber of Commerce plans to continue to work with the youth and families at risk of juvenile justice involvement by including them in projects including but not limited to roadside litter pick up, cleaning of the Community Service Center, cleaning of the Belleville Volunteer Fire Department and fire trucks, painting the Belleville Park, cleaning park facilities, involvement with Christmas decorating of the town, involvement of the Belleville Fire Dept 4th of July festivities and many more activities as the needs arise

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- Forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home. Should you have any questions, please feel free to contact me at 479-495-0249.

Sincerely,



Heather Laster, RHIA
Belleville Area Chamber of Commerce

April 1, 2020

Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

To Whom it may Concern:

I write on behalf of the Leon Millsap Senior Activity Center in support of Community Service, Inc. (CSI) and their bid proposal for the Juvenile Justice Community-Based Re-Entry and Vocational and Career Support Services contract. We strongly support this application and CSI's focus on providing individualized rehabilitative services and sanctions for at-risk and adjudicated youth and their families. For 62 years, CSI has been a leader in empowering youth and their families to be leaders in their homes, schools, vocations, and communities.

As an organization we provide socialization and congregate meals for Seniors. We also provide intergenerational activities to keep our Seniors feeling young.

Through this letter, we acknowledge specific roles and responsibilities we will fulfill in this partnership. In the event this proposal is funded, we would expect our role in this partnership to include:

- forming a genuine partnership to reduce commitment and confinement of youth, and assisting CSI in providing an array of quality services to address individual needs for youth and their families.
- Assist the participants with in the garden boxes and other cleaning services in the Center.

We look forward to working with Community Service, Inc. in their efforts to provide an array of evidence-based, quality services to youth and their families, close to home.

Sincerely,



Anna Via, Site coordinator
Leon Millsap Center
P.O. Box 1535
Danville, AR 72833



Arkansas Department of Human Services
Attn: Office of Procurement
700 Main Street Slot W345
Little Rock, AR 72201

Honesty

Integrity

Sportsmanship

Respect

Confidence

Responsibility

Perserverance

Courtesy

Judgement

To Whom it may Concern:

Community Service, Inc. (CSI) has a mission of helping youth and families succeed. The First Tee of Central Arkansas shares in that mission, and is proud to partner with them toward furthering the success of all our youth and families.

The First Tee of Central Arkansas proudly serves children aged 5 to 17 with year round access to a state of the art golf facility and life skills experience. Our life skills experience provides age-appropriate programming that introduces the Nine Core Values and Life skills. The Nine Core values include respect, honesty, responsibility, courtesy, sportsmanship, confidence, judgement and integrity. These values are essential for young people to make positive choices and overcome challenges across all areas of their life. The Nine Core values and Life skills are taught through the game of golf.

The First Tee of Central Arkansas and Community Service, Inc. partnered in 2012 to begin offering the First Tee Life skills experience to youth aged 7 to 12 in west central and north central Arkansas. Through this partnership both organizations saw in an opportunity to reach more youth through the life skills experience.

Both The First Tee of Center Arkansas and Community Service, Inc. have benefited from this partnership. The First Tee of Central Arkansas has been able to expand our catchment area to reach more participants and expand the brand to more people in Arkansas. Community Service, Inc. has benefited from this partnership by providing training to the coaching staff as well as facility access to our participants.

The First Tee of Central Arkansas and Community Service, Inc. have great working relationship. The First Tee of Central Arkansas is able to communicate any concerns or problems, and CSI is very responsive to any feedback.

We strongly support their bid for proposal for the Juvenile Justice Community-Cased Re-Entry and Vocational Center Support Services contract.

Sincerely,

A handwritten signature in black ink, appearing to read "Monica Blake".

Monica Blake
Executive Director, The First Tee of Central Arkansas

Jack Stephens Youth Golf Academy

#1 The First Tee Way • Little Rock, AR 72204 • 501-562-GOLF (4653) • Fax: 501-562-4693 • www.thefirsttee.org

Employee Roster

Name	Title	Qualifications	Years Of Serv	Current Resume	Summary of Roles Related to Required Services
BEERMAN, MEAGAN	Office Manager/Therapist	MS/LAC	1 yr	See Attached	CBT and ILS groups, parenting classes, MH / SA treatment
BROUSSARD, JENNIFER	Days Program Coordinator	BA/MHPP	12 yr	See Attached	ILS groups, Parent Classes, Day Treatment services
CHANDLER, JESSICA	Behavior Specialist	MHPP	4 yr	See Attached	ILS groups, Parent Classes, Day Treatment services
DAVIS, PATRICIA*	Family Support Specialist		2 months	See Attached	Family Support Partner
DORCH, ALEX	Therapist	LMSW	2 yr	See Attached	CBT and ILS groups, parenting classes, MH / SA treatment
DRYE, KELLY	Therapist	BA/QBHP	3.5 months	See Attached	CBT and ILS groups, parenting classes, MH / SA treatment
DURAN, LAWRENCE ARTHUR	JJ Caseworker	MA/LPC	3.5 months	See Attached	ILS groups, Parent Classes, Day Treatment services
EASTER, LAURA	Behavior Specialist	BA/MHPP	14 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
EICHELBERGER, KAYLA*	JJ Caseworker		8 months	See Attached	ILS groups, Parent Classes, Day Treatment services
ESTER, COMEATRIEZE	Days Program Coordinator	BS/MHPP	5 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
FERNANDEZ, BRITTANY*	JJ Caseworker		3 months	See Attached	ILS groups, Parent Classes, mental health case management
FOWLER, MALLORY	QBHP	BA/MHPP	6 yr	See Attached	ILS groups, parenting classes, mental health case management
GARRETT, JESSICA	JJ Caseworker	BS/MHPP	6 yr	See Attached	ILS groups, parenting classes, Day Treatment services
GARRISON, LERONDA	Intervention Specialist	BA/MHPP	10 yr	See Attached	ILS groups, parenting classes, Day Treatment services
GIPSON, KATHY	Director of Clinical Services	MS/LPE-1	27 yr	See Attached	Clinical Director--oversees programming
GRANBERRY, DEBORAH	Office Manager/therapist	MS/LPC	25 yr	See Attached	CBT and ILS groups, parenting classes, MH / SA treatment
HARRIS, JAMES CRAIG	Therapist	MALAC	8 months	See Attached	CBT and ILS groups, parenting classes, MH / SA treatment
HOEHLING, KAETHE	Office Manager/Therapist	MS/LPC	15 yr	See Attached	CBT and ILS groups, parenting classes, MH / SA treatment
JACOT, LORRI	Office Manager/therapist	MA/LAC	20 yr	See Attached	CBT and ILS groups, parenting classes, MH / SA treatment
JONES, MELANIE	Therapist	LPC	1.5 yr	See Attached	Drug screens, case management, electronic monitoring, attends court hearings and completes court-required paperwork
KEAR, JOSHUA	JJIG Caseworker	BA	2 yr	See Attached	ILS groups, parenting classes, mental health case management
KEENE, ERIKA	QBHP	AA/BS/QBHP	3 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
KILLIAN, KERRI	JJ Caseworker	BS	2 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
LONG, PATRICIA	JJ Caseworker	BS	2 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
MALLETT, BELINDA	JPO/JJ Caseworker	BA/CADC	3 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
MARTIN, WILLIAM	Family Advocate	PhD	3 yr	See Attached	Mentoring, transportation, vocational and career support, attends court hearings and completes court-required paperwork, ILS groups / classes, substance abuse intervention classes
METCALF, LINDA	Family Advocate	BS	1.5 yr	See Attached	Mentoring, transportation, vocational and career support, attends court hearings and completes court-required paperwork, ILS groups / classes, substance abuse intervention classes
NESSBITT, RYLEE	JJ Caseworker	BA	3 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
PEEBLES, SUZANNE*	JJ Caseworker	AA	2 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
RIGGIN, KAITLYN	Therapist	MS/LAC	9 months	See Attached	CBT and ILS groups, parenting classes, MH / SA treatment

ROBERSON, KATHY*	Intervention Specialist	MHPP	14 yr	See Attached	ILS groups, parenting classes, mental health case management
RUSSELL, LASHONDA	QBHP	MBA/BS/MHPP/QBHP	3 yr	See Attached	ILS groups, parenting classes, mental health case management
STELL, SANDRA	Therapist	LCSW	18 yr	See Attached	CBT and ILS groups, parenting classes, MH / SA treatment
STRASSLE, PAM	QBHP	MS/MHPP/QBHP	5 yr	See Attached	ILS groups, parenting classes, mental health case management
TAYLOR, SAM	First Tee Coach	BS/CTRS	8 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
TEAS, JOYCE	JJ Caseworker	BS	2 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
THOMPSON, KATELYN	JJ Caseworker	BAMHPP	6 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
TUCKER, JAMES*	JJ Caseworker	QBHP	6 months	See Attached	Case management, ILS groups, parenting classes, MH / SA treatment
TUTTLE, MARK	Office Manager/Therapist	MRC/LPC	24 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning
WALKER, TERRY*	JJ Caseworker	MHPP	10 yr	See Attached	Case management, ILS groups, parenting classes, attends court hearings, court-required paperwork, vocational / career supports, day / evening reporting, transportation, DYS Tx Team Staffings, aftercare planning

*denotes current non-bachelor's level staff

Meagan Newberry

[Redacted]
[Redacted]

Experience

Treatment Coordinator/Clinical Supervisor

Arkansas Community Corrections
Northwest Arkansas Community Corrections Center
Fayetteville, AR

September 2016 – Present

Responsibilities: Chart reviews, clinical supervision, supervisor of facility counselors, performance evaluations, facilitate weekly treatment team meetings, assist in running groups and seeing individual residents when needed by counselors

Substance Abuse Program Leader

Arkansas Community Corrections
Washington County Probation and Parole
Fayetteville, AR

September 2014 – September 2016

Responsibilities: Individual assessments, group therapy, individual counseling sessions, monthly reports, individual and group therapy notes entered in a timely manner

Substance Abuse Counselor

Ozark Guidance Center, Springdale, AR

April 2013 – September 2014

Responsibilities: Individual assessments, Substance Abuse and Anger Management group therapy, individual counseling sessions, individual and group therapy notes entered in a timely manner, re-organized and maintained the Sex Offender Treatment Program, Treatment Representative for Benton County DWI Court

Education

Masters of Professional Counseling

Harding University (Satellite Campus), Rogers, AR

December 2011

**License/
Certification**

Advanced Alcohol Drug Counselor

Expires: December 31, 2019

*Have completed all necessary domain classes for Certified Clinical Supervisor certification and currently awaiting to take the test.

References

Available Upon Request

[REDACTED]

JENNIFER BROUSSARD

PROFESSIONAL EXPERIENCE

- 2007 – Current Ron Hughes Construction L.P. Russellville, AR
Office Assistant/ Construction Coordinator
- Payroll assistant, human resource assistant, materials manager, inventory control, and painting.
- 2005 - 2006 RJO Inc. Russellville, AR
Office Manager
- Payroll, accounts payable, accounts receivable, fuel taxes, human resources, safety assistant, and answer multi-line phone.
- 2003-2005 Hughes Companies Russellville, AR
Office Assistant – Logan Hughes Express Inc., Logan Logistics Inc.
- Evaluate commercial drivers' logs, collections, accounts receivable, accounts payable, fuel taxes, and answer multi-line phone.
- 2002-2003 Leonard's Hardware Russellville, AR
Receiving/ Cashier
- Check in freight, coordinate pricing, assist customers, stock, answer multi-line phone, and manage monies.
- 2001-2002 Arkansas Tech University Russellville, AR
Resident Assistant
- Provided leadership and guidance to female students in co-ed residential dormitory. Enforced rules and regulations set forth by the university.

EDUCATION

- 1999 - 2003 Arkansas Tech University Russellville, AR
Bachelor of Arts in Sociology
- Minor in Criminal Justice

REFERENCES

- Joe Owen [REDACTED]
- Stephanie Lovern [REDACTED]
- Birgit Hughes [REDACTED]

JESSICA CHANDLER

OBJECTIVE:

EMPLOYMENT HISTORY

Arkadelphia Public School District 2006-2009

- Devised lesson plans
- Attended Professional development workshops
- Taught from K-12 Frameworks
- Documented
- Meet with parents

Faulkner County Juvenile Detention Center 2010-2014

- Warrant Verification
- Drug screening
- Billing
- Documenting
- Going to court on juveniles
- Scheduled transport for Juvenile inmates
- Counseled Juveniles
- Some Supervisor duties

Kelly Services 2014-2016

- Taught lessons left by lead teacher
- Lunch, recess, and car duty

- Followed orders of Principle

Arkansas State Military 2016-Present

- Counseling at-risk youth
- Documenting
- Intake procedure
- Performs drill and ceremony
- Over see and direct students

Patricia Davis

[REDACTED]

Education: I received my GED from Petit Jean Technical College in Morrilton, AR. In January of 1986. I enrolled at UACCM in August of 1999 where I studied for 2 years toward an Associates degree in Business: Office Technology.

Work: Currently I am employed as a Shelter Manager/Legal Advocate with The Safe Place, Inc. in Morrilton, AR. I have involved with The Safe Place, Inc. on and off since January 2001.

We have been Therapeutic Foster Parents for almost 20 years. We have dealt with a multitude of behaviors from children of all ages. I have worked with several agencies, such as, counselors, CASA advocates, Attorney Ad Litem and DCFS workers. I have worked with the parents of the foster children to help and encourage them to follow the case plans to get the children back at home.

Conclusion: I have years of experience working in the legal field with attorneys, circuit clerks, and law enforcement. I am very knowledgeable of the domestic and juvenile court process. I have worked with parents with children that have behavioral issues to find resources that can help the child remain with the parent in the home. I enjoy helping to empower the parents and to make them as self-sufficient as they can possibly be. I feel I would be a valuable asset to your program and I am definitely a team player.

Alex Dorch

Objective

Seeking a full-time position in Social Work.

Education

Master's Degree: Social Work

University of Arkansas Little Rock

Concentration: Advanced Direct Practice

Anticipated May 2018

Bachelor of Science: Family and Consumer Science

University of Central Arkansas

May 2016

Experience

Social Work Internship: Concentration Year

Immerse Arkansas | Little Rock, AR

August 2017- Present

- Facilitated group sessions with children to regulate emotions.
- Received Motivational Interviewing training.
- Connected youths in crisis to life skills classes, housing and other resources.
- Assessed and counseled individuals, families, and groups.
- Coordinated a Fall Retreat for Immerse youths.

Social Work Internship: Foundation Year

University of Arkansas Little Rock MidSOUTH

May 2017- August 2017

- Attended Structural Analysis Family Evaluation (SAFE) Training for conducting Home Studies on prospective Foster, Kinship, and Adoptive Applicants.
- Assisted in planning and facilitating MidSOUTH's Summer Conference for Integrated Behavioral Health Studies.
- Developed and conducted a MidSOUTH Internship Exiting Survey.
- Participated in Parent Resources for Information, Development and Education (PRIDE) training program for Foster and Adoptive Parents.

Family and Consumer Science Internship

Faulkner County Cooperative Extension Services | Conway, AR

January 2016- April 2016

- Planned and coordinated Farm Round Up, an educational event for all Faulkner County Elementary schools teaching about healthy lifestyles.

College Bound Leader

Arkansas Transition Services | Conway, AR

June 2015 | June 2016

- Facilitated groups of students with disabilities to provide support and education on any questions or concerns they may have about the college experience.

References

Available upon request

12/13 8:30

KELLY DRYE



I am currently a graduate student at Harding University in the Professional Counseling program. My goal is to become a clinical mental health professional and work as a licensed LAC/LPC when I finish the program. I have experience in the mental health field, but I would like to gain all the experience I can.

EXPERIENCE

AUGUST 2019 – CURRENT

STUDENT INTERN, PRIMECARE MEDICAL CLINIC

I began my internship recently at this medical clinic under the supervision of Christina Martin, LPC-S and Harding University. I am gaining my internship hours in a collective way by shadowing the clinic providers, consulting on medical cases that might include mental health needs, observing and providing co-therapy with my supervisor and the other therapists, and holding my own caseload. I am responsible for scheduling, providing therapy, gaining supervision, documentation, and other job duties that might be required of me.

MAY 2019 – CURRENT

STUDENT INTERN, PEGGY HOLIFIELD

My internship at this site began with observations of Mrs. Holifield with her clients. She is brainspotting certified, and I am working on my certification currently. I began working with my own caseload of pro-bono clients under the supervision of Mrs. Holifield in which I practice intakes, treatment plans, sessions, brainspotting, talk therapy, interventions and techniques, and other therapeutic services. I also attend trainings with Mrs. Holifield. I am scheduled to assist with and attend Phase II brainspotting in November 2019.

AUGUST 2018 – CURRENT

QUALIFIED BEHAVIORAL HEALTH PROVIDER (QBHP), MID-SOUTH HEALTH SYSTEMS

As a continuation of my previous job at Health Resources of Arkansas, I joined this company when the former closed its doors. I work as a qualified behavioral health provider/community intervention specialist. I work in collaboration with the clients and the therapists to add more services to treatment. Typically, my sessions consist of teaching behavioral skills and life skills to clients of all ages. Along with this, my job duties include all of the duties listed below from the previous job, documentation and record keeping, participating in staff meetings, and assisting with front desk job duties when needed.

MAY 2017 – AUGUST 2018

MHPP/QBHP, HEALTH RESOURCES OF ARKANSAS

I started working with this company as a Rehab Day Specialist working in a summer program with children of many different ages. I moved up to the position of MHPP which has since become titled QBHP. I helped clients reach their treatment goals by assisting with clinical homework from the MHP, keep contact and good relationships with clients, and assist the clients with behavioral factors that contribute to treatment.

MAY 2018 – SEPTEMBER 2018

FRONT DESK ASSOCIATE, SEARCY SWIM CENTER

At the swim center, I worked at the front desk to assist customers with payment, membership agreements, and signing up for activities that the center offers. I assisted the managers with duties that need to be done around the facility and work with scheduling the activities. This position lasted through the summer to provide extra help during the busy season.

AUGUST 2017 – MAY 2018

GRADUATE ASSISTANCESHIP, HARDING UNIVERSITY

I worked in the Office of Graduate Studies at Harding University. In this position, I assisted the workers in the office with projects that needed to be done. My main job duty was to scan files of students to move documents from physical to electronic.

MARCH 2016 – DECEMBER 2017

AFTER SCHOOL TEACHER, KIDZ UNIVERSITY

I cared for children by providing assistance, guidance, and supervision. I helped school age children with their homework and helped improve gross motor skills through activities. I built relationships with students, and I was responsible for communicating with parents about the students' progress.

EDUCATION

MAY 2017

BACHELOR OF ARTS, CENTRAL BAPTIST COLLEGE

I graduated with a degree in Psychology and Counseling with a minor in social services. I graduated with a 3.9 GPA magna cum laude.

DECEMBER 2019

MS/EDS CLINICAL MENTAL HEALTH COUNSELING, HARDING UNIVERSITY

I currently have a 3.94 GPA in my coursework, and I am on track to finish school in December of 2019. My classes are at night or online. I currently work as an intern.

SKILLS

- Typing
- Social media/marketing
- Experience with documentation
- Field experience
- Adobe InDesign
- Microsoft Word/ some Excel

TRAINING/FIELD EXPERIENCE

I have completed an internship at the Domestic Violence Shelter in Faulkner county. I assisted in office work, led children's groups, and assisted in marketing opportunities. I am certified in First Aid and CPR. I have multiple experiences working with children and adults that will help me in any job I obtain. I attended Brainspotting Phase 1 in February 2019 and am scheduled to attend Phase II in November 2019. I am trained in brainspotting and currently working towards certification. I also have worked with some clients in the Harding University counseling clinic, Compassion Clinic, in which I gained some supervised therapeutic experiences. In addition to working with Mrs. Holifield, I am also gaining internship experience this fall from Primecare Medical Center. This is an urgent care clinic that has providers of all types and sees a caseload of patients and also the general public. In this facility, I will

work under the supervision of Christina Martin, LPC. Primecare's mission is to treat clients holistically by incorporating medicine and mental health. I hold my own caseload of pro-bono clients as well as shadowing therapists and medical providers in their treatment of clients.

REFERENCES

Laura Ladd, LAC

[REDACTED] - emailed
Co-worker, Mid-South Health Systems

Peggy Holifield, LCSW

[REDACTED] - emailed
Field-site Supervisor, Peggy Holifield: Brainspotting

Dr. Aaron New

[REDACTED]

Professor, Central Baptist College - emailed

Dr. Marc Fager

[REDACTED] - emailed 12/30
Professor/advisor/ field-site supervisor, Harding University Professional Counseling

Todd Patten

[REDACTED] - emailed 12/30
Professor, Harding University Professional Counseling

L Arthur Duran

Objective

To secure a position that will allow me to use my God given talents and education to help others in dealing with their emotional and family situations. To work on improving the outlook, communication, and daily living skills of people with difficulty dealing with emotional disturbances and poor interpersonal relationships. To assist them in dealing with all aspect of their lives, including family, substance abuse, and personal goals.

Experience

April 15th, 2015 – December 19,2019. Counseling Associates, Inc. Russellville, AR

- **Counselor**
- Provided individual and family psychotherapy, diagnostic assessments, psycho- educational, and crisis interventions with severally emotionally disturbed clients

February 2006 – April, 2015 Community Service INC. Danville, AR

- **Counselor/ Office Manager**
- Provided individual and family psychotherapy, diagnostic assessments, psycho- educational, and crisis interventions with severally emotionally disturbed clients and their families.

August 2005- February 2006 Community Service INC. Russellville, AR

- **Contract Employee**
- Assisting clients to improve their emotional situations by providing clinical services and linking to family and other support providers.

March 2002-July 2005 Center for Individual and Family Services. Mansfield, OH

- **Children Crisis Counselor**
- Provided individual and family psychotherapy, diagnostic assessments, psycho- educational, and crisis interventions with severally emotionally disturbed clients and their families. Provided emergency intervention and linking to appropriate levels of care for clients in acute need of stabilization.

December 2001-March 2002 Center for Individual and Family Services Mansfield, OH

- **Children Counselor**
- Provided individual and family psychotherapy, diagnostic assessments, psycho- educational, and crisis interventions with severely emotionally disturbed clients and their families.

August 1999-December 2001 Center for Individual and Family Services Mansfield, OH

- **Adult Counselor**
- Provided individual and family psychotherapy, diagnostic assessments, psycho- educational, and crisis interventions with severely emotionally disturbed clients and their families. Provided emergency intervention and linking to appropriate levels of care for clients in acute need of stabilization.

- March 1995 -March 1997 Hillcrest Children Home, Hot Springs AR
- **Relief House Parent and Houseparent**
- Provided full time care for children in the home, provided emotional support, and met any needs to come up during time with them. Relief was two days to provide the house parents time off and the last six months had full time responsibility for the children in the dorm.

Education

Central Bible College Springfield, MO, graduated in 1993.

- B.A. in Pastoral Ministries with a minor in counseling

Ashland Theological Seminary Ashland, OH, graduated in 2001.

- M.A. in Pastoral Clinical Counseling

Qualifications

Licensed Professional Counselor in Arkansas

Certified as a Positive Parenting Program provider

References Available Upon Request.

LAURA EASTER

OBJECTIVE

Update my resume

EDUCATION

Arkansas Tech University, Russellville AR

BA in Sociology

- Minor in Criminal Justice

WORK EXPERIENCE

Dover Supermarket

Baker, Cook, and Cashier

- I helped make breakfast, cooked pizza's, and ran the register
- I worked at the Supermarket for about 3 1/2 Years

Robertson House Buffet

Hostess, Cook, and Cashier

- I greeted the customers, cooked, and ran the register
- I worked at the restaurant for about 3 1/2 years

Counseling Associates

Case Manager

- I was a Case Manager at the Transitional Facilities.
- I assisted them with ADIS, monitored their medication, and helped them with any problems they might have
- I worked at CAI from May 2005 - January 2006

Community Services

Juvenile Justice Case Worker

- I started work on January 23 2006

8/6 30



KAYLA EICHELBERGER

EXPERIENCE

OBJECTIVE

To obtain position as a juvenile justice caseworker.

SKILLS

Excellent communication skills
Adaptability and versatility
Self-motivated
Conflict resolution
Team player

JOHNSON COUNTY SHERIFFS OFFICE * DETENTION DEPUTY * FEBURARY 2019 - PRESENT

Maintain a safe and secure environment for the inmates housed, protecting and maintaining confidential legal and personal information, resolving conflict between inmates, accurately processing inmate information on multiple data information systems

RIVER VALLEY MEDICAL CENTER * MEDICAL ASSISTANT * MARCH 2018 - FEBURARY 2019

Work closely with and assist physicians at a busy family practice clinic with duties including but not limited to medication reconciliation, prior authorizations for insurance coverage purposes, minor procedures, maintaining accurate records while observing HIPPA policies

BOST WAIVER * RESIDENTIAL HABILITATION AIDE * FEBURARY 2015 - MARCH 2018

Care for mentally and physically disabled children and adults, following their individual care plans and reporting on achievements within that plan or areas where growth was needed and adjusting the plan with the case worker.

EDUCATION

CURRENTLY ENROLLED • ARKANSAS TECH UNIVERSITY • PN NURSING - BEGINNING MINOR IN SPANISH LANGUAGE

ESTIMATED GRADUATION DATE JANUARY 2021

MAY 2008 • DIPLOMA • CLARKSVILLE HIGH SCHOOL



Comeatrieze Ester

Objective:

To obtain a position with your company where I can utilize my experience and educational background

Qualifications:

Background working with diverse group of people, Function well- independently and as team member, Speaking to the public, Flexible- willing to try new things, Exceptional communication and organizational skills, time management, customer service experience, Proven problem-solving

Education:

University of Central Arkansas, Bachelor of Science in Health Education; May 2010
Morrilton High School; May 2005

Working Experience:

Department of Human Services, November 2010- August 2012; November 2014- Present

Program Eligibility Specialist duties:

Interview clients to determine initial and continuing eligibility of applicants for public assistance programs

Central Baptist College, July 2013- October 2014

Financial aid counselor duties:

Counsel and assist prospective students and families regarding types of aid available
Process FAFSA and award letters

Heritage College, June 2010- November 2010

Financial aid adviser duties:

Counsel and assist prospective students and families regarding types of aid available

Stoby's , April 2003- June 2010

Waitress duties:

Check with customers to ensure they are enjoying their meals

Brittney Fernandez

Behavioral health technician

9:45
~~9:45~~
britfernandez89@gmail.com

Friendly, caring, outgoing and service-oriented individual seeking a challenging and thrilling position.

Work Experience

Behavioral Health Technician

Centers for Youth and Families - Little Rock, AR
November 2017 to Present

Helps nurses with the treatment of patients who have various behavioral problems, such as substance abuse, post-traumatic stress disorder, mental instability and physical and emotional abuse

Resident Assistant

conway human development center - Conway, AR
May 2015 to Present

Responsibilities

Assist residents with everyday life situations

Server

Crackerbarel
September 2011 to July 2014

Consistently praised in customer surveys for friendliness and efficiency. Memorize details of daily specials, seasonal menu items and options. Had to perform well in a fast-paced high stressed work environment. Worked a flexible schedule with holidays/weekends. Anticipate guest needs before being asked. Ability to work for long hours.

Education

Langston University
August 2007 to May 2009

Diploma

Greenbrier High School
September 2005 to May 2007

Additional Information

Qualifications

- Good hospitality skills for presenting food and drinks

- Willing to help people with particular requirements, such as young children or people with disabilities
- Proven record of serving and selling goods to customers
- Good organizational and time management skills
- Able to work efficiently in a team environment
- Good communicator; demonstrated ability to communicate with people from a variety of cultures
- Responsible, realistic, and dependable
- Customer-focused approach
- Dedicated to learning

Mallory Paige Fowler

[REDACTED]
[REDACTED]
(1) 479-393-9401
[REDACTED]

Objective

Seeking an opportunity to expand my knowledge and experience and to assist in the continued improvement of the healthcare field.

Professional Summary

Graduate of ATU with a BA in Health Information Management. Strong knowledge in all areas of health information management such as quality control, rules and regulations, clinical documentation improvement, reimbursement, release of information, and etc.

Skills

- Promotes positive behavior
- Excellent communication skills
- Disciplined, innovative, and ambitious
- Computer Skills (Microsoft Word, PowerPoint, Access, Excel)
- SPSS Statistics Software
- Knowledgeable of EsmartLog
- Knowledgeable of 3M Encoder and Reimbursement System
- Knowledgeable of QuadraMedQuantim Encoder
- ICD-9 coding training
- CPT and HCPCS coding training
- ICD-10 coding training
- Worked with Athens/Cerner PowerChart EHR, HealthPort ROI, Quadramed MPI, and McKesson Deficiency Analysis in lab setting
- Familiar with EPIC thru summer affiliation at Mercy Hospital
- Worked with CareLogic EMR System

Work History

Waitress/Cook 9/2013 to Present
Fowler's Dairy Bar- Danville, AR

- Prepare food
- Responsible for cash register
- Wait tables, clean

Health Information Management Technician 8/2013 to 09/2013
Methodist Behavioral Hospital – Maumelle, AR

- Discharged patients from EMR
- Responsible for follow ups on every patient
- Processed and tracked dictated Discharge Summ., H&P's, & Psychiatric Evals
- Analyze charts for deficiencies, Release of Information, Coding for facesheets

Medical Records Department 6/2013 to 08/2013
Chambers Memorial Hospital – Danville, AR

- Sort through medical records to pull files from 2008 or before
- Responsible for carrying all 2008 or before files to storage

Customer Service Associate 11/2010 to 05/2013
JCP – Russellville, AR

- Worked directly with customers
- Responsible for register and cash flow, pricing team
- Required to stock and do RFID in each department

Flagger 06/2010 to 10/2010
Arkansas Highway and Transportation Department – Danville, AR

- Responsible for flagging traffic and pedestrians
- Responsible for waste on all highways

Education

- Bachelor of Science: Health Information Management Current Arkansas Tech University - Russellville, AR
- Eligible to sit for the Registered Health Information Administrator (RHIA) Exam

Accomplishments

- Tyson Family Foundation Scholarship Fall/Spring 2010, Fall/Spring 2012
- Dean's List at ATU, 2010 and 2011
- Collegiate Scholarship Award ATU 2010
- Associate of the Month, JCP 2011
- Professional Practice, Fall and Spring 2013
- SHIMA Golf Tournament 2012
- HIMSS Scholarship, 2013
- Completed the following courses in Health Information Management and others: Basic Coding Principles, Advanced Coding, Organization and Administration, Systems Analysis for HIM, Principles of Disease, Legal Concepts for Health Fields, Anatomy and Physiology, Current Issues in Health Information Management, Alternative Health Records

Organizations

- Student Health Information Management Association (SHIMA) 2012,2013
- AHIMA 2012, 2013
- ArHIMA 2012, 2013
- HIMSS 2013

References

- Kacy Goebel- [REDACTED] supervisor at JCP
- Regina Spears- [REDACTED], Friend
- Rick Milsap- [REDACTED] Former Boss
- Rhonda May- [REDACTED] Friend
- Amber Bottoms- [REDACTED] HIM Director at Chambers

JESSICA L. GARRETT

OBJECTIVE To obtain full time employment, in an environment that will be fulfilling, rewarding, and would provide an opportunity to excel as an individual within the company.

EDUCATION University of Central Arkansas Conway, AR
Bachelors of Science in Family and Consumer Science
Graduation Date: December 13, 2008
Cumulative GPA 3.33

COMPUTER SKILLS Microsoft Word, Excel, PowerPoint, Outlook, Publisher, Windows Movie Maker

PROFESSIONAL EXPERIENCE

Arkansas Counseling Associates, April 2012-December 2014 (\$12.00-18.75 per/hour)
1100 Bob Courtway Drive Conway, AR 72034
Certified Mental Health Paraprofessional

- Provide Mental Health Paraprofessional Intervention Services for Adults, Adolescence, and Children under supervision of a Licensed Therapist or Social Worker
- Frequent Contact with Parents, Teachers, Principals, and Probation Officers to gather information about clients in the form of Collateral to report back to therapist to help in evaluating progress of treatment goals.
- Assist in obtaining YOQ's and TPR's to keep clients billable, Enter YOQs into Kiosk online.
- Complete paperwork in Credible Online Software
- Work with clients and therapist to monitor and achieve treatment goals written by Licensed Therapist and Social Workers
- Help clients to identify triggers and coping skills, and help them learn to apply necessary functioning for daily living.
- Communicate with therapist weekly on progress of clients through face to face and monthly observations.

Pediatrics Plus Developmental Preschool, October 2010- February 2014 (\$9.00-9.00)
2740 College Ave Conway, AR 72034
Teacher Aid in Pre-Kindergarten/Preschool Classroom

- Creating a positive, nourishing, enriched environment for children with special needs through Creative lessons in subject areas of math, science, language, music, and arts by modifying lessons for children with developmental barriers
- Maintain Educational/Learning Centers
- Billing Sheets-document day treatment/services given throughout the day for each child in the classroom-paperwork is submitted for Medicaid billing.
- Filling out weekly Treatment goals for child, goal is to evaluate and assess development of child in classroom setting based on social emotion, cognitive, daily living and self help (goals are re-assessed every 6 months)
- Created Weekly News Letters to help increase parental involvement and overall development of child functioning
- Handwriting without Tears (State Approved)
- Adventure in Learning Curriculum (State Approved)

Kidz University Inc, June 2008-September 2010 (\$6.25-8.95)

2130 Spring Valley Drive Conway, AR 72034

Teacher in Pre-K classroom/ Assistant Director

Duties as Assistant Director

- Supervising afternoon staff: Making sure cleaning schedule is completed, and making sure staff arrive and leave on time
- Clerical duties: answering phones, receiving cash, credit, debit payments, recording accurate messages
- Frequent parent interaction, along with creating flyers, announcements, and other correspondence/ information to send home to parents
- Recruitment through tours of the facility
- Assist in organizing special events/themes for the month to co-relate to curriculum/theme of the month

Duties as Teacher

- Making lesson plans, conducting daily curriculum, and making sure lessons/activities are age appropriate, Circle time, and Organize special events/themes or other special activities.
- Maintain Educational Learning Centers, classroom Schedules, and overall structure and classroom environment/management

University of Arkansas Cooperative Extension Service Internship, June 2008-December 2008 (0.00)

South Amity Road Suite 200 Conway, AR 72032

Cooperative Extension FACS Department Intern

- Program/Project Development
- Planned and implemented programs in the Faulkner County area for children 5 and up, programs of color me healthy, nutrition, and dental hygiene.
- Assisting with 4-H program in Conway and other Non-Profit Organizations
- Working under the FACS/Agriculture Agents to plan and coordinate the Faulkner County Fair activities or event judging
- Clerical duties: organizing and filing information, printing brochures or pamphlets, and folding
- Creating/ Producing Newsletters for the Department or Special Events

EXTRACURRICULAR ACTIVITIES

Winter Jam Fest, Little Rock, AR (February 2013)

World Vision Volunteer

Made Concert Bags filled with cds, sponsorship items, books, and brochures

Shared information about world vision and the project/goals of world vision, Offered the

opportunity to Sponsor Children in other Countries, Collected paperwork of sponsored families

Received Payments and turned in to the supervising staff

Judah Chorale Chaplain Conway, AR (2012-2013)

Executive Board Member for Judah Chorale Colligate Ministries

Developed Weekly/Bi-Weekly Devotionals, Corporate Prayers, Corporate Fast, and Researched

Song References

Youth Conference Coordinator

St. Mark Missionary Baptist Church Meniffee, AR Pastor David Gober, Jr.

Organizing program activities

Marketing Event (Advertising- Social Media, Word of Mouth, Flyers)

Creating flyers, Creating Programs, name tags, labels, folders, and bookmarks
Designing and Making Bags
Finding and getting materials donated to fill the bag
Working with a small budget to make it last to spread to serve 50-75 people
Contacting Guest Speakers

Phi Upsilon Omicron Secretary, Fall 2007-Spring 2008

Register Student Organization Executive Board Conway, AR
Kept Accurate Records of Meeting Minutes and kept up to date Members and New Initiates Log
Managed a Committee and Organized Lesson Plans for the Volunteer Programs at Women's Shelter

Delta Sigma Theta Sorority, April 2006-2008

Committee Chair of Delta Help Kids Week
Collaborated with a Local Elementary School to put together a week long program
Organized an Arts and Craft Day, Spearheaded an on campus fundraiser solicited students for School Supplies to donate to Haven or Women's Shelter

Vacation Bible School Director, August 2002-2011

Planned and executed Themed Vacation Bible School
Organized dates, schedules, crafts, snacks,
Keep accurate records of money spent out of budget
Advertise the Event
Organize a staff including teacher, and kitchen workers
Organize a teacher/staff workshop
Evaluate VBS and file away all information

Minority Mentorship Program at UCA, August 2005-May 2006

Mentor for two girls, Help with homework, Scheduling/Time Management Development,
Introduced positive extracurricular activities

HONORS

Perfect Attendance Awards in Education as a Professions Class (Spring 2007)
Dean's List
Girls Scout Gold Award

LeRonda Ann Garrison

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Objective: To obtain a position in a professional setting to utilize my current skills in Children Rehabilitation Services.

Experience: Yell County DCFS
Danville, Arkansas 72833
Family Service Worker

October, 2014 to Present

Placed foster children
Called for Placement for foster children
Prepared court reports for court
Composed, typed and filed routine correspondence.

Franklin County DCFS Adoption Specialist
Ozark, Arkansas
Adoption Worker

October 2012 to October 2014

Found children whose goal was adoption forever homes
Took children to events such as Adoption events
Went to court hearings and completed court reports
Composed, typed and filed routine correspondence

Yell County DCFS-Family Service Worker
Danville, AR

October 2007 to October 2012,

Placed foster children and found placement
Composed, typed and filed routine correspondence.
Completed referrals for children and their parents to try to reunify the children with their biological parents

Education: Russellville High School, Graduated in 2002
Arkansas Tech University from August 2002 to August of 2007
Obtained a Rehabilitation Science degree in emphasis areas of
Child Welfare and Social Services

References: Available upon request

Kathy Gipson



Professional Objective:

To utilize my education, training and experience in both a testing and counseling capacity with adults and/or children and adolescents

Education:

1992

University of Central Arkansas, Conway AR
Master of Science
Counseling Psychology

1990

Arkansas Tech University, Russellville, AR
Bachelor of Arts
Psychology, Rehabilitation minor

Professional Experience:

July, 2002-present Community Service, Inc.
Russellville, AR

Lead Clinical Therapist

Responsibilities included: Provide psychological evaluation of mental health disorders in children and adolescents; provide weekly individual and group counseling services to those youth and their families to alleviate problems associated with symptoms; participate in staffings, supervision and meetings; provide support for treatment team; provide coordination of services with other agencies; Supervision of case managers; training, education and consultation; time sheets, oversight of their caseload activities and complete performance evaluations.

March, 2002

Community Service, Inc.
Russellville, AR

Interim Assistant Director

Responsibilities included: managing the overall operation of the office, CSI programs and community outreach; employee supervision and performance evaluations; provided for coordination of services with other agencies; involved in program development, fundraising, public relations/awareness, etc. for the local office; training, education and consultation; assisted in program planning and development, handled financial records and transactions, time sheets and general office duties; Provided technical assistance and information. Interpreted directives; resolved problems within the agency, between offices and with employees; Handled complaints of employees and clients.

Kathy Gipson



**Professional
Experience:**

March, 2000

Community Service, Inc.
Morrilton, AR

Continuous Quality Improvement Coordinator

Responsibilities include: Lead Quality Improvement process; coordinate Quality Improvement committees and teams; conduct necessary reviews and analysis; provide reports as required. Review and recommend any changes in policies and procedures related to compliance with standards, regulations and licensing requirements; lead preparation for surveys and reviews; Monitor all client records for compliance with Community Service, Inc. policies, funding source guidelines; coordinates audits. Assist programs with development of quality standards, customer service, and program evaluation. Collect, analyzes, and report monthly data pertaining to quality performance standards.

April, 1998

Community Service, Inc.
Russellville, AR

Assistant Director

Responsibilities included: managing the overall operation of the office, CSI programs and community outreach; employee supervision and performance evaluations; provided for coordination of services with other agencies; involved in program development, fundraising, public relations/awareness, etc. for the local office; training, education and consultation; assisted in program planning and development, handled financial records and transactions, time sheets and general office duties; Provided technical assistance and information. Interpreted directives; resolved problems within the agency, between offices and with employees; Handled complaints of employees and clients;

December, 1997

Community Service, Inc.
Morrilton, AR

Assistant Director

Responsibilities included: same as above

December, 1993

Community Service, Inc.
Morrilton, AR

Clinical Therapist

Responsibilities included: Provided psychological evaluation of mental health disorders in children and adolescents; provided weekly individual and group counseling and casework services to those youth and their families to alleviate problems associated with symptoms; participated in staffings, supervision and meetings; Provided services and support to agency prevention programs and training classes and socialization programs.

Kathy Gipson

2 Davis Trace
Russellville, AR 72802
79-967-3370 (work)
kgipson@communityserviceinc.com

**Professional
Experience:**

**May, 1993-
July, 1994**

Bock Associates, Inc.
Little Rock, AR

Clinical Assessor

Responsibilities included: evaluation of geriatric patients in nursing home care for continued eligibility for Medicaid reimbursement

**August, 1992-
December 1992**

Chrysalis Associates, Inc.
Little Rock, AR

Psycho-Educational Examiner

Responsibilities included: educational evaluation/assessment in the school setting of children and adolescents in grades one through twelve covering an eight county area;

**January, 1992-
July, 1992**

Professional Counseling Associates
Little Rock, AR

Psychological Intern

Responsibilities included: initial orientation to agency; intake interview and/or psychological evaluation of clients, including completion of psychological evaluation reports; weekly individual counseling sessions and group sessions; weekly staffings and supervision, and monthly clinician meetings

DEBORAH GRANBERRY

15 TIMBERLAKE ROAD
PERRY, AR 72128
[REDACTED]
[REDACTED]

WORK EXPERIENCE:

May 2002 to Present

Clinical Therapist
Community Service, Inc.
100 South Cherokee, P.O. Box 679
Morrilton, AR 72110

Responsibilities:

Individual, group, and family counseling. Conduct interviews for intake process. Attend weekly staff meetings, and maintain the necessary recording in the client case file.

November 1998 to May 2002

Assistant Clinical Director/Office Manager
Community Service, Inc.
100 South Cherokee, P.O. Box 679
Morrilton, AR 72110

Responsibilities:

Individual, group, and family counseling. Conduct Interviews for intake process. Supervise Juvenile Court, Earn It, Day Services Program, PRC, and other counseling staff. Conduct monthly staffings of Earn It, Days, all Juvenile Court cases and ASAP cases.

December 1995

Counselor
Community Service, Inc.
100 South Cherokee, P.O. Box 679
Morrilton, AR 72110

Responsibilities:

Individual, group, and family counseling. Conduct Interviews for the intake process, attend weekly staff Meetings, and maintain the necessary recording in the client case file.

June 1995 to
December 1995

Caseworker
Community Service, Inc.
818 North Creek Drive
Conway, AR 72032

Responsibilities:

Individual and family casework. Conduct interviews for the intake process, attend weekly staff meetings, and maintain the necessary recording in the client case file.

April 1992 to
June 1995

Bookkeeper
Eades Inc.
P.O. Box 563
Morrilton, AR 72110

Responsibilities:
Accounting and Bookkeeping for approximately 500 customers. Billing for services and supplies. Also, kept books for Eades Flower Shoppe. General office duties.

May 1990
April 1992

Dietary Aide
Van Buren County Hospital and Nursing Home
Clinton, AR 72031

Responsibilities:
Assisted in the preparation of meals for hospital and Nursing home patients. Also assisted with cleaning.

May 1987
August 1989

Nurses Assistant
Van Buren County Nursing Home
Clinton, AR 72031

Responsibilities:
Assisted residents with daily activities such as bathing, Eating, and other activities of daily living. Also Measured and recorded vital signs.

EDUCATION:

University of Central Arkansas, Conway, Arkansas
Degree: M.S. in Community Counseling
(December 1995)

Arkansas Tech University, Russellville, Arkansas
Degree: B.A. in Rehabilitation Science (May 1993)
Graduated Cum Laude

Nemo Vista High School, Center Ridge, Arkansas
High School Diploma with Honors (June 1989)

SPECIALIZED TRAINING:

Sex offender training and supervision, Dr. Mark Chaffin and Dr. Karen Worley (1995-present)

REFERENCES:

Available upon request.

J. CRAIG HARRIS

LICENSED ASSOCIATE COUNSELOR (AT906079)

EXPERIENCE

Mental Health Tech - Turning Point Behavioral Health at St Mary's Hospital

May 2016 – Present

Perform behavioral health unit patient care activities. Provide support for patient's therapeutic treatment plan. Direct observation and recording of information pertinent to treatment plans. Reporting pertinent treatment plan information to the nursing staff

Intern Counselor - Counseling Services at University of Arkansas at Little Rock

January 2018 – May 2018

Consult with other professionals and utilize assessment tools to diagnose clients. Develop and follow treatment plans based on client interests, abilities, and needs. Counsel individuals and groups on various behavioral and emotional issues. Assist Disability Resource Center staff in providing accommodations to students with disabilities

Activity Therapist/MHPP - Dayspring Behavioral Health Services

September 2015 – August 2016

Organized, planned, and managed adult day treatment program. Utilized verbal and non-verbal skills that are supportive of program participants and supported a strength-based approach to development of new skills. Provided support, encouragement, and creative learning experiences to support the achievement of program participant's goals. Monitored and assessed program participant's behavior and functioning, and reported pertinent information to clinical staff

EDUCATION

University of Arkansas at Little Rock, Little Rock, AR - May 2018

- Master of Arts in Counseling - GPA: 3.9

University of North Texas, Denton, TX - May 2004

- Bachelor of Business Administration in Marketing

ACCOMPLISHMENTS

- Member of Phi Kappa Phi National Honor Society
- Member of the National Society for Leadership and Success
- Served in U.S. Army Reserves from February 1990 to February 1998
- Top Sales Closer for Massage Envy-Midtown in 2014
- Managed a full-service restaurant for two years
- Licensed as a Master Massage Therapist in Arkansas

Kaethe Hoehling

Objective:

To work with Youth and their Families in order to help them develop strengths and skills and to empower them to become productive citizens of our community

Education:

1996 MS Counseling, Henderson State University, Arkadelphia, AR

1993 BA Psychology, The University of the South, Sewanee, TN

Employment History:

June 2005-current Office Manager & Counselor, Community Service, Inc., Clarksville

Jan 2003-May 2005 Counselor, Safe Schools/ Healthy Students Program: 3 yr Federal Grant Prog/ Contract between Counseling Assoc. of Russellville & Russellville Pub. Sch. Dist.; Work with school counselors, principals, and teachers to serve children and families in need.

1999- Dec 2002 Counselor, Community Service, Inc., Clarksville, Arkansas and Ozark, Arkansas; work with youth and their families referred by Juv. Court, Pub. Sch., DHHS. area Physicians, and Child Development Inc. (Also briefly provided counseling services for Birch Tree Communities)

1998-1999 Counselor, The BridgeWay Hosp., N. Little Rock, AR., Work with Youth and their Families; Ind, Fam, Grp, Counseling, child & adolescent units, inpatient, long & short term treatment

1996-1998 Counselor/ Case Manager, Little Rock, AR., Private Non-profit Agency. Work with Adults with serious and persis. mental illness.

1995-1996 Residence Hall Director, Henderson State University, Arkadelphia, AR. Graduate Assist. Position. Managed Residence Hall, Directed & Counseled Residents, Assisted with operations of Henderson Residence Life Department, Managed Residence Hall Staff

Summer 1995 Camp Counselor, Episcopal Summer Camp, Youth K-12, Direct Drama Program, with additional 2-week segment working exclusively with youth with disabilities

1994-1995 Assistant to Speech Therapist, Arkadelphia Public Schools, Pilot Program.

*** Member Clarksville Kiwanis Club since 2000

Lorri O. Jacot

Objective:

- Obtain employment in the area of counseling youth, families, and/or individuals with special needs.

Licensure: Licensed Associate Counselor in the state of Arkansas

Education:

MASTER OF ARTS IN COUNSELING | UNIVERSITY OF ARKANSAS AT LITTLE ROCK

- Major: Vocational Rehabilitation
- Graduation: December 2013
- GPA: 3.7

BACHELOR OF ARTS | ARKANSAS TECH UNIVERSITY

- Major: Rehabilitation/Behavior Sciences with emphasis in Social Services
- Minor: Vocational Rehabilitation
- GPA: 3.689

Work Experiences:

PROGRAM COORDINATOR/QUALIFIED INTELLECTUAL DISABILITY PROFESSIONAL CONWAY HUMAN DEVELOPMENT CENTER

APRIL 2013-PRESENT

- Supervise a staff of eight employees
- Conduct mid-point and yearly evaluations on employees
- Coordinate Individualized Plans of programming for 32 clients
- Facilitate clients annual reviews
- Communicate with Interdisciplinary Team
- Develop and implement behavioral objectives and long range goals for clients
- Monitor monthly progress notes
- Monitor medical, social, psychological, and service objectives
- Observe clients during training
- Determine whether special staffing on a client is necessary
- Fill in for Team leader as needed

REHABILITATION INSTRUCTOR CONWAY HUMAN DEVELOPMENT CENTER

FEBRUARY 2008-MARCH 2013

- Managed and trained 27 clients with intellectual disabilities
- Created and implemented behavioral learning objectives
- Created and implemented positive behavior strategies
- Documented daily data
- Calculated and documented monthly progress
- Wrote plans of action for lack of training progress
- Wrote evaluation summaries and reports
- Administered and scored a variety of vocational assessments
- Attended annual and special staffings regarding clients
- Gave oral reports
- Corresponded with Intensive Training Team and Guardians
- Wrote behavior reports
- Supervised teacher assistant

COLLEGE EXPERIENCES:

PRACTICUM

ARKANSAS REHABILITATION SERVICES

JUNE 2013-AUGUST 2013

- Built rapport with individuals
- Facilitated intake session
- Determined eligibility for services
- Updated clients regarding status
- Sent referrals
- Provided clients with informative information

PREVENTION INTERVENTION SPECIALIST ASSISTANT (INTERNSHIP)

COMMUNITY SERVICE INC.

SUMMER 2007

- Educated students on effects of health & positive life choices
- Distributed materials about positive behaviors
- Gave oral presentations

EAGLE FRIEND PROJECT

AUGUST 2006

- Weekly meetings with assigned student
- Mentored, tutored, and designed student portfolio

STUDENT DISABILITY SERVICES ASSISTANT (WORK STUDY)

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE AT MORRILTON

JANUARY 2004-JANUARY 2005

- Assisted students with disabilities
- Administered tests
- Provided accommodations

RELATED COURSES/TRAINING:

- Psychopharmacology
- Principles & Techniques of Counseling
- Medical Aspects of Disability, Psychological Aspects of Disability
- Rehabilitation Case Management
- Assessments in Rehabilitation
- Multicultural Issues & Health
- Techniques of Individual Counseling
- Mandated Reporting
- HIPAA
- Prevention Generalist
- CPR
- Crisis Prevention Intervention

VOLUNTEER SERVICES:

MASTER'S TABLE, NON-PROFIT, CHURCH AFFILIATION

2004-2008, 2012

- Served food and distributed clothing to homeless and needy families

AWARDS & HONORS:

- Cum Laude – Honor graduate
- Dean's list for four semesters
- Published author of article in Psychological Reports

REFERENCES:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Melanie Jones



EDUCATION

M.S. in Mental Health Counseling, University of Central Arkansas, December 2016

· GPA: 3.81/4.00

B.A. in Psychology, University of Central Arkansas, May 2014

· Minor in Sociology

· GPA: 3.68/4.00

SKILLS & ABILITIES

Professional

· Licensed Associate Counselor (LAC) – Date of Issue: 02/06/2017; Date of Expiration: 06/30/2020

Communication

- Completed presentations for text anxiety and self-care for college students at UCA.
- Excellent verbal and written skills.

Leadership

- Served as the group facilitator for Health Psychology and Positive Psychology students at UCA.
- Served as Graduate Vice President for UCA Psi Chi International Honor Society in 2014.
- Served as the secretary for Arkansas Mental Health Counseling Association UCA chapter 2015-2015.

Technical

- Expert knowledge of computer software (Word, Excel, PowerPoint, Access, Adobe Acrobat, etc.)
- Knowledgeable with Medicaid billing process.
- Knowledgeable with Titanium and Credible medical record system.

EXPERIENCE

Mental Health Professional | Pinnacle Pointe Behavioral Health Outpatient, Conway, AR

(April 2017 – present)

Provide mental health services including intakes, individual counseling, family therapy, group therapy and crisis interventions for outpatient children, adolescents, and adults. Develop outpatient programs, interventions, collaborates with treatment staff and school professionals.

Melanie Jones



Mental Health Services | New Beginnings Behavioral Health Services, LLC., Little Rock, AR

Mental Health Paraprofessional (December 2016 – January 2017)

- Provide mental/behavioral health interventions for outpatient children and adolescent clients.

Collaborates with client's school staff and guardians to help improve behavioral health.

Mental Health Professional (February 2017 – March 2017)

- Provide intakes, individual counseling, family therapy, and group therapy for outpatient children, adolescents, and adults. Develops outpatient programs, interventions, and handles crisis situations.

Practicum/Intern Counselor | UCA Counseling Center, Conway, AR

January 2016 – December 2016

- Provide individual counseling, couples therapy, and group therapy for university students.
- Responsible for managing cases, conducting intakes, providing crisis on-call intervention services, and mental health screenings/assessments.
- Contributed with outreach and community events to promote and advocate for mental health wellness.

Clinical Therapist Intern (Practicum) | Youth Home, Inc., Little Rock, AR

August 2015 - December 2015

- Practicum therapist working with adolescent females (age 12 – 16) living in an inpatient facility that have been emotionally, physically, and psychologically abused and neglected.
- Working on coping strategies, interventions, and ways to manage their mental disorders before they transition back home through individual and family therapy.

Mentor | Juvenile Career Development Study, Conway AR

March 2015 – June 2015

- Mentored juvenile delinquents
- Helped them explore their values, barriers, career options, and goals for the future

Research Assistant | Juvenile Career Development Study, Conway, AR

January 2015 – May 2015

- Assisted with organizing materials, administering assessments, recruiting student mentors, and evaluating data for research study
- Correspondent for the university and juvenile court for vocational and behavioral intervention
- Gathered participants and data to analyze research findings

JOSHUA B. KEAR

EXPERIENCE

Renewal Ranch Ministries (2012-2018)

Associate Director and Creative Director
75 Lake Dr. Houston, Arkansas

Oversee the Renewal Ranch rehabilitation campus, 30+ residents and 6 campus Staff :
make sure that relationships and responsibilities are being maintained, Oversee all
emergency situations, mediate family interaction and restoration, make sure that residents
are on pace to meet graduation requirements, oversee weekly appointments and
transportation for the men, keep up with probation / parole correspondence and letters/
phone calls to the courts

Freelance Photographer (2006-Current)

Weddings, Events Portraits, and Commissioned Work

Fred's (January 2012- August 2012)

Stockman, Responsible for oversight of Pets and Automotive Departments, Cashier
Ruston, LA 71270

Today's Realty (2010-2011)

Master Carpenter's assistant
Ruston, LA 71270

Freelance Carpenter (2010-2011)

Framing, plumbing, and other odd jobs
North central, LA

Candid Campus Photography (2008-2010)

Traveling Head Photographer for college graduations and Grad fairs
Memphis, TN Jackson, MS Baton Rouge, LA Little Rock, AK Gambling, LA

Hobby Lobby (2007-2008)

Framing Department

Athena Technologies-Columbia, SC (2005-2006)

Field Photographer, Event Photographer

Outdoor Discipleship Ministries Camp (2002- 2006)

Counselor, River Guide, Trail Guide

Kanakuk Kamps- Durango, CO (2001)

Counselor , Photographer



EDUCATION

B.F.A. -FINE ART PHOTOGRAPHY
LOUISIANA TECH UNIVERSITY, 2007 GPA: 3.57

ACHIEVEMENTS

- Licensed and Ordained Minister
- Devoted father of two
- Dale Carnegie Graduate /Received (Outstanding Performance award, Breakthrough award, Human Relations Award, Highest Achievement Award) in Dale Carnegie Course
- Cover Photograph on Petrophysics Magazine (2006)
- Awarded four years TOPS scholarship totaling over 20,000 dollars
- Three Published pin and inks in "Mothers Day Out" book (2002-2003)
- Foreign Missionary

REFERENCES

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

ERIKA KEENE



Human service professional seeking employment in the field of juvenile justice. Eager to apply my training and education in making a positive impact on the lives of at risk youth.

FIELD PLACEMENTS

JUVENILE PROBATION OFFICE, RUSSELLVILLE, AR

January 2017-Present (intern)

- Assist with intake assessments, FINS cases, delinquency cases, and drug court cases. Administer drug screens and keep up to date case notes on clients.

RESTORED LIFE SERVICES, RUSSELLVILLE, AR

August 2016- January 2017 (intern)

- Met with individual clients, facilitated group therapy sessions, put together resources for clients and staff. Provided addiction services and support to adult population.

COMMUNITY SERVICES INC, CLARKSVILLE, AR

May 2016-August 2016 (intern)

- Observed the Courage to Change program, assisted with the Smart Choices, Better Chances program. Facilitated the completion of community service work and aftercare requirements. Assisted with intakes, assessments, individual sessions, and home visits.

WORK EXPERIENCE

WAL-MART D.C. 6082, CLARKSVILLE, AR

November 2010- Present (orderfiller, lift driver)

- Unload, put away, and replenish product for receiving. Ensure quality while processing facility orders. Stack and label orders to be shipped

FRIENDSHIP COMMUNITY CARE, CLARKSVILLE AR

January 2008 -November 2010 (direct care staff)

- Worked directly with client, case manager, and other professionals to help develop individualized plan of care. Assist with activities of daily living. Provided support, transportation, and direction for adults with disabilities.

DEISS' DRIVE INN, LAMAR AR

July 2006 -January 2008 (assistant manager)


- Managed and supervised 10-15 employees. Oversee general operations and developed a managerial style.

VOLUNTEER ACTIVITIES

- Primary School and Pyron volunteer (read to the kids, help with parties, chaperone field trips, supervise and coordinate "water day" and "field day")
- Paint the River Valley (repainted older buildings in pope county area)

EDUCATION

UNIVERSITY OF ARKANSAS COMMUNITY COLLEGE, MORRILLTON AR

- Graduated with an Associate of Arts in general education, 2006, UACCM.
 - Current student at ATU (Russellville campus). Graduate in May 2017 with a major in rehab science and a minor in sociology
- 

Kerri L. Killian

(870) 50-8060

Education:

Bachelor degree in Psychology, emphasis in Industrial/ Organizational Psychology (Human Resources) - 2014

Arkansas Technical University, Russellville AR

Associate of Arts in Teaching, emphasis in Math and Science - 2007

Ozarka College, Melbourne AR

Employment History:

Division of Youth Services Case Manager MHPP III - Health Resources of Arkansas, Melbourne AR

10/15 to Current

Work with juveniles and their families in the court systems assigned by the Juvenile Judge. Coordinate with the Juvenile system and the family in developing a case plan for the client based on the goals provided by the Judge; providing casework management, aftercare, or facilitate community services with the juvenile as needed. Develop and maintain effective working relations with outside agencies in continuing care for the client throughout the process. Assess and address motivational and psychosocial needs. Maintaining case notes and keeping client charts up to date.

Activity Director- White River Health Care and Rehab, Calico Rock AR

11/14 to 6/15

Maintained state long term care standards in activities for the residents. Scheduling activities throughout the community and various community groups for the residents. Provided an outlet for the residents through various activities to ensure they did not become socially isolated. Facility hired a licensed Activity Director; I was no longer needed, as I was not licensed. -Stayed home until began working at HRA.

FINISHING DEGREE DURING THIS TIME-- 7/13 TO 5/14

Billing Coordinator/Out Patient Services/ classroom teacher- Ascent CHS, Mt. Home AR

1/08 to 7/13

Scheduling, Facilitate Out-Patient care from initial referral to discharge. Build documents in excel, word, power point and publisher. Scripts/referrals for patients. Maintained patient charts. Payroll for staff with ADP. Receiving AFMC/RSPMI and entering approvals and codes. Inputting daily billing into Medicaid approved system. Provided trainings for staff. Taught children in a classroom setting as well as 1on1 with cognitive and mental health needs. Prepared weekly lesson plans (thematic units) in staying within state standards. Left to finish degree.

Assistant Director/ Preschool Teacher- White River Preschool, Calico Rock, AR

3/03 to 1/08

Maintained standards for E.C.E.R.S. and quality approval through state. Provided trainings for other staff members. Built excel documents for board to view expenditures. All ordering for food/ supplies. Staff payroll. Worked with children in the classroom setting on their basic learning skills. Prepared lesson plans with thematic units. Left to pursue opportunity at Ascent.

Patricia C. Long

10:00

*Stone
W.*

Professional Summary:

Over 18 years of management experience, supervising over 30 employees. Accounts payable/receivable, producing annual state budgets, payroll responsibilities, scheduling, weekly orders, monthly inventories, familiar with State of Arkansas accounting system, computer skills, including Microsoft office and excel. Familiar with all aspects of operating a State owned facility.

Skills:

Management, leadership, training, operations, time management, computer skills, office equipment, critical thinking, human resources, server training, cooks training, menu planning, special events planning, state budget planning, court case work, juvenile detention coordination, family counseling, individual counseling services.

Work History:

2016-present, MHPPIII Court appointed Case Manager Human Resources of Arkansas/Preferred Family Health-care. Court appointed case management, serve as child advocate within juvenile justice, follow court orders, individual and family counseling. Work with DHS, juvenile court, and families to implement resources and find options for families to re-enter a biological family existence. Finding short or long-term mental health facilities to help children in need. Stay within state and local guidelines to maintain child safety, Mandatory reporter.

2008-2009, Marketing Associate, Ben E. Keith Foods in North Little Rock. Food and supply sales, budgets for routes, restaurants, and schools, Menu analysis and food/supply orders for over 200 restaurants and schools, Maintaining all accounts payable/receivable for all accounts. Set up inventories for new and existing restaurants to provide cost effective menus and food cost.

1998-2008, Restaurant Manager, Department of Parks and Tourism Ozark Folk Center State Park. Managed restaurant, smokehouse, auditorium concession, managed all employees, kept employee records, inventories, orders, operations, budgets, schedules, payroll, accounts payable/receivable, menu analysis, planned menus and special events, kept all maintenance records for all facilities as well as all daily and monthly reports. Produced and implemented server training and restaurant operations manuals for all state park restaurants. Served as President for State Park Restaurant Committee.

1995-1998, Owner operator PJ's restaurant, all aspects of restaurant management and ownership, customer service, all records, budgets, payroll, accounts payable/receivable.

1991-1995, Food Service manager over the Park, Department of Parks and Tourism Ozark Folk Center State Park, managed all park facility food service as well as the trade sales operation, food/supply orders, inventories, accounts payable/receivable, shipping and receiving, outside trade shows, customer service, payroll, daily and monthly reports.

Education: Associate Degrees in Human Services and General Education from Ozarka College, Associate Degree in Criminal Justice from Arkansas Tech University, Bachelor's Degree in Psychology from Arkansas Tech University.

Certifications: Serve Safe Certified, Hospitality and server training instructor for all state park restaurants statewide. Held the president's chair three years for the state park restaurant committee.

Patricia C. Long P.O. Box 673 Mountain View, Ar. 72580 (870)213-8202
patilong7@yahoo.com

Stout 11/27

*Thurs morning
Fri morning*

B. Michelle Mallett

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Education:

2001-High School Diploma - Nemo Vista Public School Systems Center Ridge, Ar. -General Studies

2002-2006- University of Arkansas at Morrilton, Ar-General Studies

2006-2009- Bachelors Degree -Rehabilitation Science focus in Corrections and Social Services Arkansas Tech University, Russellville Ar. 2006-2009

Work Experience:

Arkansas Department of Human Services, Department of Children and Family Services, Family Service Worker, March 2014- Present

Complete case plans, facilitate visitation, complete home assessments, complete investigations, complete differential response assessments, court reporting and testifying, removals and placements of children, drug screenings, etc.

- Arkansas Department of Corrections , Substance Abuse Program Leader

Wrightsville Unit , September 2012 - March 2014

Facilitate groups, carry client case load, facilitate reports for Parole board, registered as a CIT with Mid South for Continuing Education

- Freedom House ADTC/ARVAC, Residential Drug Treatment-Counselor in Training

Russellville Ar, April 2011-July 2012

CIT towards CADAC, Registered with Mid South for Continuing Education, Facilitate Groups, Chemical Free Living, Probation parole, Court Liaison for Freedom House with Judicial Department, RADD Certified

- Starbucks Coffee Company, Store Manager, St Louis, Mo

May 2009-April 2011

Manage Daily Business as assigned, Human Resource Duties (staffing, scheduling, staff building and counseling, customer service training) General Accounting (bank deposits, payroll etc)

- Star Bucks Coffee Company, Barista, Shift Supervisor, Asst. Store Manager

Russellville, Ar, May 2008-April 2011

Manage Daily Business as assigned, Human Resource Duties (staffing, scheduling, staff building and counseling, customer service training) General Accounting (bank deposits, payroll etc)

479-747-1593

Heather Elliott General Manager-Training Specialist

- Arkansas Tech University

Conference assistant/resident assistant

Russellville, Ar

December 2007-May 2008

On Campus Resident assistant, monitor dormitory residents, facilitate group activities, and assist with life style transitions

Office of Residence Life



W. Daniel Martin, Ph.D.

8.30

Experience

Arkansas Nuclear One/Footbridge Department Performance Improvement Coordinator (DPIC) DPIC - Production Arkansas Nuclear One Responsible for implementing continuous improvement programs, including the Corrective Action Program (CAP). Performed daily DPIC duties, including, DPRM and served as DPIC liaison for the work request screening meeting.	2016-2017
Arkansas Nuclear One/CB&I Outage Foreman Housekeeping/Laborer	2015-2016
Arkansas Tech University, Russellville, AR Full Professor and Department Head	2000-2015
Louisiana Tech University, Ruston, LA Assistant Professor	1996-2000

Education

Oklahoma State University, Stillwater, OK Ph.D. in Sociology Graduate Certification in Gerontology	1992-1996
University of Central Arkansas, Conway, AR Master of Science, Sociology	1990-1992
University of Central Arkansas, Conway, AR Bachelor of Science, Sociology	1986-1990

Administrative and Professional Accomplishments

- Guided multi-year curricular reform and growth in an academic department containing five separate programs.
- Composed and presented reports; evaluated programs to identify best practices.
- Directed day-to-day operations of academic department and program.
- Supervised staff composed of professionals, administrators, and student workers.
- Coordinated all aspects of national searches for new faculty and professional hires.
- Provided ongoing mentorship of junior faculty from hiring through tenure process.
- Conducted regular performance evaluations for faculty and professional staff.

- Developed, managed, and reported on annual budget for five programs.
- Obtained funding for visiting lecturers and scholars.
- Managed recruitment and multiple grant budgets.
- Proven track record in design and implementation of research projects.
- Demonstrated publication record.
- Worked productively with chairs of programs and administrators to shape and implement policies.
- Revised major and minor curriculum and developed new associate bachelor and master programs, resulting in the growth of the academic department from 150 to 700 majors.
- Collaborated with colleagues and other departments on cross-curricular and interdisciplinary course offerings.
- Conceptualized and taught courses in Sociological Theory, History of Social Thought, Social Psychology, Sociology of Religion, as well as offered seminars on specialized topics.

Personal Accomplishments

Professional Martial Arts Instructor

8th Degree Black Belt, Judo

8th Degree Black Belt, Aikido

6th Degree Black Belt, Jyodo

6th Degree Black Belt, Ju-Jitsu

References

[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]
[Redacted]

Mike Farmer
Production Superintendent, ANO
479-970-1393

Linda Metcalf

Early Head Start Teacher - Save The Children Headstart



Work Experience

Early Head Start Teacher

Save The Children Headstart - Russellville, AR

May 2016 to Present

- Develop lesson plans adhering to the children's growth and needs.
- Supervise, conduct and interact with children's activities.
- Initiate daily schedule and lesson plans appropriate to children's behavior.
- Ensure a safe and healthy environment for children.
- Serve snacks and meals to children according to guidelines.
- Help children develop good eating habits.
- Instruct and teach children on health and hygiene.
- Discover hidden talents in children and nurture them.
- Maintain and manage records and reports.
- Assist and support parents and staff in nurturing children's talents.
- Do home visits and conferences
- Assist and support parents and staff in nurturing children's talents.
- Do home visits and conferences
- Portfolios
- Teaching strategies
- Assist parent in setting goals

Head Start Lead Teacher

Community Development Institute Head Start Serving - Russellville, AR

April 2014 to February 2016

- Develop lesson plans adhering to the children's growth and needs.
- Supervise, conduct and interact with children's activities.
- Initiate daily schedule and lesson plans appropriate to children's behavior.
- Ensure a safe and healthy environment for children.
- Serve snacks and meals to children according to guidelines.
- Help children develop good eating habits.
- Instruct and teach children on health and hygiene.
- Discover hidden talents in children and nurture them.
- Maintain and manage records and reports.
- Assist and support parents and staff in nurturing children's talents.
- Do home visits and conferences
- Make referrals as needed for educational and for behavioral, maintain folders.

Child Development Inc - Russellville, AR

January 1994 to April 2014

Provide comprehensive Head Start services to families.

Screening and ongoing assessment of child development:

Medical

Dental

Mental health services

Child development and education

portfolio

Family partnerships that focus on setting goals and identifying the responsibilities. Timetables, and strategies for achieving those goals.

Worked primarily without supervision, meeting with supervisor twice a month and conducted group socials twice a month.

Recruited and maintained records for ten family's, with a waiting list.

Home visitor of the year in 2004.

Education

Bachelors in Early childhood education

Arkansas Tech University - Russellville, AR

September 1992 to January 2012

Skills

TEACHING (3 years), CPR (Less than 1 year)

Additional Information

Skills

Early Childhood (10+ years), Child Development, Teaching, CPR

Rylee Nesbitt

EDUCATION

Bachelor of Arts in Rehabilitation Science

Expected December 2017

Arkansas Tech University- Russellville, Arkansas

GPA: 3.8

Dean's List: Fall 2015, Spring 2016, Fall 2016, Spring 2017

Relevant coursework: Ethics, Principles and Techniques of Rehabilitation Science, Juvenile Justice System

PROFESSIONAL EXPERIENCE

Internship

Pope County Juvenile Probation Office

June 2017 to September 2017

- Attended to case load of thirty juveniles age 10-19 of juvenile officer that was on leave for three weeks.
- Created a service matrix spreadsheet to be used by all Pope county juvenile probation officers to compile resources available for at-risk youth in the state of Arkansas.
- Met with juveniles, administered drug screenings, and attended court.
- Worked with the drug court coordinator to assist juveniles on their paths back to drug-free living by giving them assignments, referring to counseling, or to community service work.
- Worked with the prosecuting attorney to make recommendations to the judge for court proceedings, met with appointments, and processed referrals for treatment.

EXPERIENCE

Carhop

Sonic Drive-in- Russellville, AR

June 2016 to July 2017

- Processed payments and counted back change to customers
- Tended to the needs of many different temperaments of customers
- Cleaned and maintained safe food-service conditions in the store

Rylee Nesbitt

Retail Store Associate

Goodwill- Russellville, AR

February 2016 to June 2016

- Put new clothes out on the sales floor daily
- Processed payments, as well as returns and exchanges
- Kept the store in good appearance and maintained a positive work and shopping environment

Maintenance Technician

Mountain View School District- Mountain View, AR

June 2015 to August 2015

Seasonal

- Cleaned and prepared areas to be painted
- Updated and maintained interior aesthetic of all buildings on campus
- Returned areas to previous condition after painting was finished
- Paid close attention to detail and quality of the job being done

COMMUNITY INVOLVEMENT AND LEADERSHIP

- Service Members and Veterans of America member- 2015, Secretary 2016-2017, Fall 2017
 - Participated in numerous fundraising efforts, including for a ruck for suicide awareness in the 2016 Little Rock Marathon
 - Led meetings, maintained up to date information on social media, and arranged speakers for monthly meetings of the chapter
 - Organized and executed military appreciation football, baseball, and basketball games at Arkansas Tech University
 - Participated in community service projects to assist veterans in the River Valley, particularly those on Arkansas Tech University campus to be successful in their college careers

AWARDS AND ACCOMPLISHMENTS

- Graduated high school with honors (3.5 or greater GPA)
- Received the Second Century Scholars scholarship from Arkansas Tech University
- Acquired the Arkansas Academic Challenge Scholarship
- Received Certificate of Appreciation from The Supreme Court of Arkansas for contributions to Supreme Court's Commission on Children, Youth, and Families on the Juvenile Justice Reform Service Matrix Project, for which later compiled the Service Matrix Referral spreadsheet for Pope County Prosecuting Attorney Clayton McCall to be implemented in the Pope County Juvenile Probation Office

Suzanne Peebles

Professional Summary

Highly skilled and dedicated youth advocate with excellent work ethic, commitment to wellness and safety of high risk youth. Adept at explaining complicated standards within legal, mental health, and medical systems to a variety of audiences. Able to handle difficult interpersonal situations with professionalism and sensitivity.

Education

BACHELOR OF SCIENCE | 05-2006 | LYON COLLEGE-BATESVILLE, ARKANSAS

- Major: Business Administration
- Major: Psychology

**ASSOCIATE OF ARTS AND BUSINESS DEGREE | 05-2004 | UNIVERSITY OF ARKANSAS
COMMUNITY COLLEGE**

- Major: Business
- Major: General Education

Skills & Abilities

- Oral and Written Communication Skills
- Judgement and Decision Making
- Case Plan Development and Resource Location/Utilization
- Conflict Resolution and Negotiation
- Crisis Intervention and Planning
- Training and Guidance of Others
- Research and Documentation

Professional Experience

**MENTAL HEALTH PARAPROFESSIONAL III | PREFERRED FAMILY HEALTHCARE/HEALTH
RESOURCES OF ARKANSAS | SEPTEMBER 2008-PRESENT**

- Mental Health Paraprofessional Certification and In-depth Confidentiality and Privacy Training
- Assess priority needs and compile case plan to effectively assist client in meeting goals.
- Conduct assessments in person and by phone to determine types of services needed
- Locate and assist client in application process for local resources
- Effectively served as a liaison between clients and their schools, court personnel, Department of Children and Family Services, educational providers, doctors, and other contacts to help clients who face problems during the course of service

- Assist clients in understanding and implementation of courts' orders and expectations by providing hands-on instruction and written guides as needed.
- Attend all juvenile court hearings in Independence County and maintain good working relationships with various public and private organizations, figures and entities within the community as a representative of the court
- Managed and maintained proper records and information used in the coordination of services
- Established strong relationships throughout the community to provide clients with a large and effective network of resources
- Served on several committees devoted to building strong families and encouraging support from within the surrounding community

2ND GRADE TEACHER | CUSHMAN SCHOOL DISTRICT | AUGUST 2007-MAY 2008

- Established and maintained standards of behavior to ensure maximum learning environment
- Guided and directed students in their academic and social growth. Provided nurturing learning environment to encourage academic progress.
- Communicated with parents to provide them with insight into their child's academic progress, carried out assessments, and prepared progress reports.
- Developed lesson plans and instructional materials according to state standards and regulations for classroom instruction.

10.30

Kaitlyn Riffin

[REDACTED]
[REDACTED]
[REDACTED]

To obtain a job that will prove to be an asset in establishing a future in the field of Mental Health Counseling. I am awaiting my LAC from the Board of Examiners in Counseling.

Work Experience

ABA Lead Therapist

Pediatrics Plus/ Previously Helping Hands, LLC
June 2018 to Present

I was hired in June 2018 as an ABA Lead Therapist with the same duties previously mentioned.

ABA Lead Therapist

Independent Case Management, Inc.
May 2016 to Present

When I began with this company, I held the position of an Applied Behavior Analysis (ABA) Line Therapist. I work with children with autism doing ABA therapy with specific goals based on the ABLLS (The Assessment of Basic Language and Learning Skills). In August of 2017, I was promoted to the position of an ABA Lead Therapist, in which I supervise a Line Therapist implementing the program and specify programming based on the child's needs.

Clinical Intern

University of Central Arkansas College
August 2018 to December 2018

I completed a 40 hour a week internship providing individual, group, couples, and crisis counseling.

Dorcas House/Nehemiah House
January 2018 to May 2018

I held a practicum doing individual and group counseling to clients across both locations once a week.

Methodist Behavioral Hospital
August 2017 to December 2017

I was on the Sub-Acute unit giving individual counseling and co-leading group counseling once a week.

Work Experience

book/apparel cashier

University of Central Arkansas Bookstore
August 2014 to March 2015

for the UCA Bookstore. I was responsible for assisting customers, organizing book returns, receiving book orders and mail, closing the store, counting and balancing the registers, helping with accounting,

sitting in on apparel meetings to order merchandise for the store, and managing social media pages for advertising.

Education

Master of Science in Mental Health Counseling in Mental Health Counseling

University of Central Arkansas

December 2018

Bachelor of the Arts degree in Psychology in Sociology

University of Central Arkansas

December 2015

Associates of the Arts degree

Arkansas State University Newport

May 2014

Skills

Counseling, Microsoft Office, problem solving, Therapy, Mental Health, Documentation, Case Management

KATHY ROBBERSON

QUALIFICATIONS SUMMARY

Highly personable **Mental Health Paraprofessional/ Case Manager** with over nine years of experience in the Mental Health field.

- ◆ Treated internal and external clients in a courteous, helpful, and respectful manner, keeping focused on the client when making decisions.
- ◆ Demonstrated ability to adapt to new ideas and implement changes when needed.
- ◆ Completed Documentation training, Confidentiality training, Defensive Driving, CPR, CPI, Client Advocacy, First Aid, and Cultural Diversity.
- ◆ Provided a good role model through demonstrating independent living skills, social skills problem solving skills.
- ◆ Developed programs that would improve, stabilize, and maintain a recipient's condition or level of functioning.
- ◆ Coordinated activities that would enhance their quality of life, promote wellness and improve functioning.
- ◆ Found creative ways to use technologies, processes, or services that would benefit the Center and its clients.

EXPERIENCE

COUNSELING ASSOCIATES, INC. – Russellville, Ar.

October 1998 to PRESENT

Day Treatment Supervisor

Supervised and managed day to day operations of the day treatment programs in Russellville and Clarksville.

Promoted to supervise 10 employees and 50 clients in daily operations. Recorded client progress or other behaviors observed daily in compliance with Medicaid regulations. Kept accurate records on persons transported, van maintenance, travel logs, time sheets, and petty cash reports. Stayed within budget guidelines annually, and met deadlines of assigned job responsibilities and direct service time.

- Insured safety and welfare of participants while in Day Treatment program.
- Developed program ideas and activities.
- Insured that the Vans were maintained properly.
- Assisted staffing team in developing treatment plans for participants.
- Planned nutritious meals that were in compliance with Food Grant Administration.

...Continued...

KATHY ROBBERSON

Page 2 of 2

Experience Continued

COUNSELING ASSOCIATES, INC. – Russellville, Ar. May 1997 to October 1998

Mental Health Paraprofessional/ Case Manager

- Presented groups designed for the restoration, development and maintenance of communication, social skills, psychosocial interaction, and daily living.
- Documented notes for each client on a daily basis that showed attendance, a summary of services or activities provided, and the level of participation in provided services or activities according to their treatment plan.

COUNSELING ASSOCIATES, INC. – Russellville, Ar. October 1996 to May 1997

Van Driver

- Transported clients to and from day treatment.
- Documented mileage.

EDUCATION

Psychology major /Sophomore • ARKANSAS TECH UNIVERSITY – Russellville, Arkansas

La'Shonda Russell

Substitute Teacher - Kelly Services

[REDACTED]

individual seeking a position as an Mental Health Paraprofessional. I have helpful attitude, and a genuine desire to assist others.

WORK EXPERIENCE

Substitute Teacher

Kelly Services - Little Rock, AR - 2015-09 - Present

- Substituted for K-12 classrooms in all core subjects
- Adaptability and ability to work under pressure.
- Problem analysis and problem solving
- Flexible
- Classroom Management
- Effective communicator
- Creative

Residential Care Assistant

- 2010-05 - 2011-08

Family Services Worker

Children and Family Services - Augusta, AR - 2006-11 - 2008-01

- Conducted child protection investigations including assessing immediate safety needs of children, developing safety plans
- Strong Interpersonal communication skills
- Ensured ongoing management of cases in accordance with agency policy.
- Provided social services and assistance to improve the social and psychological functioning of children and their families
- Developed and maintained effective and therapeutic casework relationships with clients with the objective of reducing risk of harm to children
- Developed a family based service plan to reduce risk to children and address identified child protection concerns based on mandatory assessments contained
- Assessed and made decisions related to family reunification plans for a child in care and implement such plans where appropriate;
- Worked on-call/ and investigations

Life Skills Trainee

Mental Health - Conway, AR - 2002-05 - 2006-11

- Worked with mentally and physically disable adults and children within a community group home
- Collaborated with health service professionals on development of treatment plans
- Assisted clients in formulating daily living, coping and survival skills
- Aided in transition from residential to independent living situation

Human Resource Assistant

Arkansas State University - Beebe, AR - 1999-08 - 2000-08

- Assisted Human Resource Manager with typing, and customer relations
- Adhered to company privacy and confidentiality policies
- Maintained employee personnel files
- Directed calls and messages to appropriate party
- Customer service orientation

EDUCATION

Master's in Business Administration in Healthcare Management

American InterContinental University - Hoffman Estates, IL

Bachelor of Arts in Sociology

University of Central Arkansas - Conway, AR

Associate of Arts in Early Childhood Education

Arkansas State University - Beebe, AR

SKILLS

Filing, Optimization, Scanner, Search Engine, Search Engine Optimization

ADDITIONAL INFORMATION

TECHNICAL SKILLS

• Word Processing, World Wide Web Navigation, E-Mail Management, Scanner Knowledge, Filing, Installing Computer Software, Search Engine Optimization, Website Management Skills

Sandra Stell

[REDACTED]
[REDACTED]
[REDACTED]
sstell@communityserviceinc.com

OBJECTIVE: To obtain a counseling position in a psychological field related to human resource services.

EDUCATION: University of Arkansas at Little Rock, School of Social Work
Little Rock, AR
May, 2002
Masters in Social Work
GPA 3.91

Arkansas Tech University
Russellville, AR
May, 2000
Bachelor of Science in Psychology, minor in Criminal Justice
Summa Cum Laude, 3.89

Sacred Heart School
Morrilton, AR
May, 1996
Honor Graduate, 3.67

LICENSE: Licensed Certified Social Worker (LCSW)

SPECIALIZED TRAINING: Sex Offender Treatment and Supervision, Leslie McCaskill/Treatment Team, Community Service Inc. 2002- Present.

EXPERIENCE:

2002-Present: Community Service Inc., Morrilton, AR
Engage in individual and family therapy with children and adolescents. Conduct interviews for the intake process, attend weekly staff meetings, and maintain files.

2001-2002: Internship at Youth Home, Inc., Little Rock, AR
Work with troubled youth and families. Engage in individual, group, and family therapy. Complete necessary paper work and work with treatment team to meet the client's needs.

2000-2001: Internship at Pulaski County Juvenile Detention Center, Little Rock, AR
Work with incarcerated youth and collaborate with probation officers, teachers, and guards. Engage in individual sessions, complete progress notes, and gather needed resources.

1999-2000: Field Placement at DCFS, Russellville, AR
Work with victims of abuse and neglect. Work with caseworkers and assessors. observe home visits and initial assessments. attend court hearings, and work with files.

1996-2000: Sweeden's Betterburger, Morrilton, AR
Work with the public, handle money, cook, and work on shift teams.

Summer of

2000: Parks and Recreational Program, Morrilton, AR
Summer program for youth of the community. Supervise other workers, coordinate and plan activities, collaborate with town members, and plan outings.

Summer of

1998-2001: Wee Care Day Care Center, Morrilton, AR
Supervise children, plan and coordinate activities, and work as a team member.

Summer of

1999: Field Placement at the Department of Crime and Punishment, Morrilton, AR
Attend court, observe probation visits, and obtain information about the legal system.

REFERENCES:

Dr. Kim Jones
F. A. R. Technical Support, Inc.
(501) 821-9500

Karen Cornwell LCSW
Youth Home, Inc.
(501) 821-9500 ext. 241

Nickie Galloway, LMSW
Youth Home, Inc.
(501) 821-9500 ext. 241

Pam Strassle
[REDACTED]

Career Objective

To obtain a position, in the area of case management, where I can utilize my background in working with people of all backgrounds and my past teaching experience.

"Pam would be a great asset to any organization. She is a highly effective, energetic and outgoing person with a great love for others. As a retired teacher, she has demonstrated her ability to maintain an outstanding work ethic. She is a highly respected retired educator."

Debby Villemez

-An enthusiastic , caring person with a strong commitment to others and their well being.

-Extraordinary commitment to volunteerism within the Conway community.

-Superior communication skills, easily interacts with peers, authority figures and staff.

Education and Qualifications

Bachelor of Science in Education (1984); Major: Elementary Education
University of Central Arkansas, Conway Arkansas

Master of Education (1991) Reading Specialist
Harding University, Searcy Arkansas

Professional Work Experience
(28 years)

Conway Public Schools-Conway, AR Elementary School Teacher	2012-2015
Silpada Jewelry Representative	2014-2015
Searcy Public Schools-Searcy, AR Elementary School Teacher	1999-2012
Des Arc Public Schools-Des Arc, AR Elementary School Teacher	1989-2012
Brinkley Public Schools Elementary School Teacher	1987-1988



SAM TAYLOR

OBJECTIVE

To provide a quality program serving at-risk youth within a community setting.

WORK EXPERIENCE

March 2009- Present Counseling Associates Inc.

Russellville, AR 72801

Day Treatment Supervisor/ Mental Health Paraprofessional

- Responsible for supervision of over twenty-five clients a day, as well as, both a full time and part time staff
- Provide responsible transportation for clients from one facility to another.
- Responsible for implementing programs that allow clients the opportunity to develop new recreational skills and manage their illness.
- Responsible for managing a treatment program that includes staff supervision and developing/implementing a yearly budget.
- Responsible for supervision of a caseload of individuals who receive mental health services.

August 2008 - March 2009

Counseling Associates Inc.

Russellville, AR 72801

Day Treatment Assistant/ Mental Health Paraprofessional

- Responsible for providing and implementing daily programs for individuals with chronic/severe mental illness that will improve stability within the community.
- Responsible for providing transportation from other county's catchment's areas to the day treatment program.

January 2008- April 2008

Little Rock Parks and Recreation Dept.

Therapeutic Recreation Division

Little Rock, AR 72201

Intern

- Responsible for providing daily programs for adults with disabilities an opportunity to participate in community inclusion and improve quality of life
- Responsible for planning and implementing a special event for individuals with physical disabilities that are members of BlazeSports

America.

- Responsible for providing programs to introduce participants to new recreational skills and activities.

EDUCATION/CERTIFICATION

October 2011

NCTRC

- Certified Therapeutic Recreation Specialist

August 2003 to May 2008

Arkansas Tech University

Russellville, AR 72801

Bachelor of Science in Recreation and Park Administration

- Received Degree in May 2008

May 2003

Vilonia High School

Vilonia, AR 72173

High School Diploma

- Received Diploma in May 2003

REFERENCES

[REDACTED] LCSW, Conditional Release Monitor

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Case Manager

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

JOYCE TEAS

**SUMMARY**

I am an experienced MHPP III with excellent client and management skills. I am action-oriented with a strong ability to communicate effectively with technology, professionals, youth and families. I am independently motivated and work diligently and with a high standard of character and integrity.

SKILLS

- Client-focused
- Computer proficient
- Excellent communicator
- Excellent with kids
- Time management skills
- Quick learner
- Positive learning process
- Training and development

EXPERIENCE

1/1987 to 01/ 1999

Technician, Back- up line leader, Safety Officer

Kimberly Clark – Conway, AR

- Provided onsite safety training
- Successfully led key projects which resulted in employee learning center.
- Planned and executed OJT and classroom training for new hires.
- Back up line leader
- Assembly line technician
- Wrote safety manuals

7/2002 to 10-/2004 - Case Manager

White River Rural Health (WRRH) – Heber Springs, AR

- Opened new health care facility for WRRH in Heber Springs; Specialized Neurology
- Managed transferred client charts into data base
- Executed administrative duties
- Managed prescription drug program for the elderly

- Assisted doctor with preliminary duties and scheduling
- Case managed elderly as prescribed by the doctor

10/2004 to 08/2018 - MHPP III

Health Resources of Arkansas – Heber Springs, AR

MENTAL HEALTH PARAPROFESSIONAL: October 2004 – September 2008

- Case managed students at Crossroads Alternative School as a school based MHPP III for at-risk students.
- Worked with students in all five schools in Cleburne County.
- Taught social skills and behavior modification skills for at-risk adolescents.
- Worked closely with therapists to ensure quality client based care for each youth.
- Assisted in all therapeutic group sessions with students and therapists.
- Initiated, provided, and led group sessions with students in budgeting, career orientation, personal hygiene, assisted with ASVAB, hunters education, initiated and executed career day guests and speakers, assisted with FASA, vocational and college applications, provided resources to needy students and their families including Toys For Tots, food pantries, health and wellness programs, and wrap-around services (CASSP).
- Facilitator and coordinator of three children's summer programs sponsored by HRA.

DYS INTERVENTION SPECIALIST: July 2008 – Present

- Coordinate and facilitate all aspects of the DYS program in the 16th Judicial Juvenile Court in Cleburne County.
- Responsibilities include: Coordinating and supervising community service, electronic monitoring, detention, aftercare, interstate commerce, case management, residential treatment, out-of-home placements, and act as a school liaison for families. Knowledgeable of local and state resources. work closely with mental health therapists, drug counselors, professionals, teachers, principals, court officials, state agencies, local resources, and parents for the good and the welfare of all youth.

Education and Training

- 2002 - Graduated with a Bachelor of Science in Speech Pathology

University of Central Arkansas – Conway, AR

- Certified MHPP III

KATELYN FINK

Thomas

[REDACTED]
[REDACTED]
[REDACTED]

PROFESSIONAL EXPERIENCE

SAVE THE CHILDREN, Dardanelle Head Start, Dardanelle, AR, April 2012-Present
Family Services Coordinator

COMMUNITY DEVELOPMENT INSTITUTE, Dardanelle Head Start, Dardanelle, AR, August 2013-April 2014
Family Service Worker
Assist with enrollment. Maintain files and database to run Smart Reports in COPA. Ensure all students' physicals and dental exams are up-to-date. Fill-in on as-needed basis for various positions throughout the center.

KIDS' STUFF, Russellville, AR, August 2012-May 2013
Part-Time Caregiver
Provided care for children aged 2 to 5.

COMMUNITY DEVELOPMENT INSTITUTE, Dardanelle, AR, February 2012-August 2013
Program Aide
Substituted in multiple areas by providing childcare, working in the kitchen, assisting with office duties and performing general upkeep. Aided director with tasks associated with the family service worker position.

CHILD DEVELOPMENT, INC., Dardanelle, AR, February 2010-February 2012
DCC Worker
Provided care for children aged 3 to 5.

PARADISE TENT RENTALS, Dardanelle, AR, May 2006-August 2013
Assistant
Maintained files. Cleaned and set up tents. Performed additional secretarial duties.

EDUCATION AND CREDENTIALS

Bachelor of Arts (2013)
ARKANSAS TECH UNIVERSITY

Certification and Training
CPR; Family Map

Technical Proficiencies
Windows OS, Microsoft Word, COPA

PREVIOUS COMMUNITY SERVICE



YELL COUNTY LITERACY COUNCIL--Dardanelle, AR
Provided care for preschool and elementary school-aged children.

JAMES A. TUCKER



- Maintained subject matter relevancy by attending training sessions, and by meeting with other subject matter experts. Taught statewide required co-parenting material to families who were divorcing in support of Oklahoma House Bill 2249
- Event organizer: was responsible for speaker lineup, advertising, securing venues, creating conference agenda and timeline. Collected RSVPs, distributed and reviewed evaluations, and sent follow up correspondence
- Provided contracted services for 501c3 company: led volunteers, support groups and boys mentoring program

Platt College, Instructor

September 2013 – September 2014

- Instructed students in the Business Communication course and Strategies for Academic Success course

The Office of Faith-Based and Community Initiatives, Admin. Asst. II

December 2011 – March 2013

- Planned events, workshops, and conferences from conception to follow-up
- Monitored program for prisoner re-entry initiative local project, House Bill 101. Monitored \$26,000 for each awardee
- Served as office lead for fatherhood initiative, prisoner reentry initiative, and transition through office restructure; worked with state agencies through partnerships and collaboration; functioned well in stressful situations
- Created newsletters and email marketing; managed and created online conversations, including all social media
- Scanned documents and filed accordingly; arranged, executed and facilitated meetings on various initiatives

UNITED STATES Air Force

October 1992 – September 2011

- Oversaw training of wartime tasks and formal skill level development for 400+ members; rewrote training plan to meet compliance of new format and standards
- Educated 100+ trainers annually and led them through personal/professional development; trained 50+ students in military etiquette, funeral honors, and color guard procedures
- Managed and maintained records of 400+ members through online training records program; used smart board, distance learning, multiple location, video, hands-on and simulated training techniques
- Served as resource for training questions and programs: developed, maintained, organized, conducted and evaluated unit training program; briefed commander and senior leadership monthly in Status of Training meetings
- Communicated with unit leadership, supervisors and members to ensure the training program met unit's needs, maintained positive attitude and increased unit morale by recommending improvements that increased classroom efficiency
- Processed security issues for unit with 1200+ members, increased efficiency of granted clearances
- Supported 40,000 students and over 74,000 Euro-North Atlantic Treaty Organization (NATO) joint jet pilot training flights through delivery of aircraft engine parts and inventory management of supply
- Conducted over 1,000 surveillances for one of the Air Force's largest contracted supply operations with \$75 million in assets
- Provided oversight, analysis, and procedural guidance for \$60.5 million contract

Additional Skills/Qualifications

- Secret security clearance
- Conference and Seminar speaker; able to speak enthusiastically and professionally to groups of various sizes
- Excellent verbal and written communication skills
- Quick and eager learner
- Toastmasters International: served in several leadership roles, including the second highest position in Oklahoma's District 16 serving 1200+ members; award-winning speaker
- Coached youth and adults in public speaking

9:00

James Tucker

Behavioral Health Aide/Care Coordinator - Red Rock Behavioral Health



Work Experience

Behavioral Health Aide/Care Coordinator

Red Rock Behavioral Health

October 2015 to Present

- Works directly with students, families, principal, counselors, teachers and administrative staff within school
- Minimizes time students are out of the classroom for behavioral or mental health issues by equipping students with coping and social skills, teaching ways to show respect to adults and peers, increasing uninterrupted instructional time
- Advocates for students and families during Individual Educational Program or 504 Plans, providing services and changes to the learning environment to meet the needs of the child as adequately as other students
- Provides case management to families in Systems of Care through the Wraparound program; coordinates physical and mental health services through weekly meetings, completing crisis plans and needs assessments for all family members
- Assists families withdrawn from society to rebuild community and family supports for daily living and times of crisis
- Workshop speaker; presenter at Family Network seminars, educating families on parenting, wellness and personality types

Founder and President

Father's Tie

September 2010 to October 2015

- Worked with fathers to maximize their effectiveness, single mothers to minimize the debris of father-absence in their homes, and educated others on the effects of fatherlessness through personal coaching, training, and conference presentations
- Created and delivered workshops/curriculum/handouts for families, custodial and non-custodial fathers, and single mothers; improving healthy and sustainable family relationships; conference and workshop speaker
- Developed partnerships and created various initiatives with organizations to impact a fatherless generation; created and maintained an online presence through website and social media formats
- Maintained subject matter relevancy by attending training sessions, and by meeting with other subject matter experts. Taught statewide required co-parenting material to families who were divorcing in support of Oklahoma House Bill 2249
- Event organizer: was responsible for speaker lineup, advertising, securing venues, creating conference agenda and timeline.

Collected RSVPs, distributed and reviewed evaluations, and sent follow up correspondence

- Provided contracted services for 501c3 company: led volunteers, support groups and boys mentoring program

Instructor

Father's Tie

September 2013 to September 2014

Instructed students in the Business Communication course and Strategies for Academic Success course

Faith-Based and Community Initiatives, Admin

Father's Tie

December 2011 to March 2013

- Planned events, workshops, and conferences from conception to follow-up
- Monitored program for prisoner re-entry initiative local project, House Bill 101. Monitored \$26,000 for each awardee
- Served as office lead for fatherhood initiative, prisoner reentry initiative, and transition through office restructure; worked with state agencies through partnerships and collaboration, functioned well in stressful situations
- Created newsletters and email marketing, managed and created online conversations, including all social media
- Scanned documents and filed accordingly, arranged, executed and facilitated meetings on various initiatives

Unit Training Manager

UNITED STATES Air Force - Tinker AFB, OK

October 1992 to September 2011

October 1992 - September 2011

- Oversaw training of wartime tasks and formal skill level development for 400+ members; rewrote training plan to meet compliance of new format and standards
- Educated 100+ trainers annually and led them through personal/professional development, trained 50+ students in military etiquette, funeral honors, and color guard procedures
- Managed and maintained records of 400+ members through online training records program; used smart board, distance learning, multiple location, video, hands-on and simulated training techniques
- Served as resource for training questions and programs: developed, maintained, organized, conducted and evaluated unit training program; briefed commander and senior leadership monthly in Status of Training meetings
- Communicated with unit leadership, supervisors and members to ensure the training program met unit's needs, maintained positive attitude and increased unit morale by recommending improvements that increased classroom efficiency
- Processed security issues for unit with 1200+ members, increased efficiency of granted clearances
- Supported 40,000 students and over 74,000 Euro-North Atlantic Treaty Organization (NATO) joint jet pilot training flights through delivery of aircraft engine parts and inventory management of supply
- Conducted over 1,000 surveillances for one of the Air Force's largest contracted supply operations with \$75 million in assets

- Provided oversight, analysis, and procedural guidance for \$60.5 million contract

Education

Bachelor of Science in Occupational Education

Wayland Baptist University

Behavioral Health Case Management

Community College of the Air Force

Skills

Secret Security Clearance (10+ years), Award Winning Speaker (10+ years), EXCELLENT VERBAL AND WRITTEN COMMUNICATION SKILLS (Less than 1 year), Mental Health, Behavioral Health

Military Service

Branch: United States Air Force

Rank: E6

Certifications/Licenses

Driver's License

Present

Additional Information

Qualifications

- Secret security clearance
- Conference and Seminar speaker; able to speak enthusiastically and professionally to groups of various sizes
- Excellent verbal and written communication skills
- Quick and eager learner

Associations and Community Involvement

- Oklahoma National Speakers Association
- Toastmasters International: served in several leadership roles, including the second highest position in Oklahoma's District 16 serving 1200+ members; award-winning speaker
- Coached youth and adults in public speaking

MARK TUTTLE



CAREER OBJECTIVE To work as a counselor in a rehabilitation center.

EDUCATION Arkansas State University, Jonesboro, Arkansas
Masters in Rehabilitation Counseling
Arkansas Tech University, Russellville, Arkansas
Bachelor of Science in Psychology, with a minor in rehabilitation
Russellville High School, Russellville, Arkansas

LICENSE Licensed Professional Therapist

EXPERIENCE

- July 1996 to Present
Community Service, Inc. Morrilton, Arkansas
Individual and group therapist, working with children from youth through adolescence and their families. Specialized Training: Sex Offender Training and Supervision – Dr. Mark Chaffin and Dr. Karen Boyd – Worley, UAMS – 1996 – present.
- January 1996 to May 1996
Internship: Crowley’s Ridge Development Council, Inc.
Women’s Recovery Center
Individual and group counseling, lecturing on alcohol and drug education and relapse prevention process, family counseling, outpatient counseling, behavior modification.
- August 1995 to December 1995
Practicum: Crowley’s Ridge Development Council, Inc.
Prevention Resource Center
Conducted drug prevention trainings for teens and adults, assisted with prevention curriculum development and was group leader at state youth conferences.
- June 1994 to August 1994
Crisis Center, Russellville, Arkansas
Duties included monitoring client’s mental health, social skills, and activities of daily living. Also, van driver and recreation planner.
- January 1994 to May 1994
Field Placement: Freedom House, Russellville, Arkansas
Duties include learning the drug/alcohol rehabilitation program, counseling clients one on to one basis supervision male clients in the evening, and answering the phone.
- August 1993 to December 1993
Field Placement: Counseling Associates, Russellville, Arkansas
Duties included helping and teaching children’s groups with emotional and behavioral problems, teaching coping and adjustment skills, and transporting children to/from the program.
- June 1991 to May 1993
Checker: Food-4-Less, Russellville, Arkansas
Duties included checking out purchases and customer service.

1999-2000: Field Placement at DCFS, Russellville, AR

Work with victims of abuse and neglect. Work with caseworkers and assessors, observe home visits and initial assessments, attend court hearings, and work with files.

1996-2000: Sweden's Betterburger, Morrilton, AR

Work with the public, handle money, cook, and work on shift teams.

Summer of

2000: Parks and Recreational Program, Morrilton, AR

Summer program for youth of the community. Supervise other workers, coordinate and plan activities, collaborate with town members, and plan outings.

Summer of

1998-2001: Wee Care Day Care Center, Morrilton, AR

Supervise children, plan and coordinate activities, and work as a team member.

Summer of

1999: Field Placement at the Department of Crime and Punishment, Morrilton, AR

Attend court, observe probation visits, and obtain information about the legal system.

REFERENCES:

Dr. Kim Jones

[REDACTED] k
[REDACTED] 507-8-124

Karen Cornwell LCSW

[REDACTED]
[REDACTED] 550-4-224

Nickie Galloway, LMSW

[REDACTED]
[REDACTED]

R E ' S U M ' E O F
TERRY L. WALKER, SR.

OUTLOOK STATEMENT

My work experience is vast. I have been afforded opportunities that allow me to work confidently in multiple arenas, with varying skills, equipment and levels of responsibility. I am a spiritual, bible-believing man and believe in accordance with the word, that when a man works, that job is a blessing, so therefore he should work as unto the Lord.

EDUCATION

- 1983-1985 University of Central Arkansas, 201 Donaghey, Conway, AR (501) 450-5000
 Major: Commercial Arts
- 1983 Diploma: Newport High School, Newport, AR

EXPERIENCE

- 1993-Present Faith In Depth Christian Center, 1174 Markham St. Conway, AR (501) 336-9890
 Position: Pastor-Guides and instructs congregants in the word of the Lord. Oversee
 All business and financial matters, along with community outreach programs of the Church...
 Outreach program include, but not limited to: The Community Pantry which provides food
 And personal care items for those who would otherwise go without. The Summer Youth
 Program provides a safe, educational environment for underprivileged children from the first
 day school is out until the day before school begins (also held during spring break). The
 Backpack Program provides those children with backpacks and school supplies at the
beginning
 of every school year.
- 2010-Present Community Service Inc., 818 North Creek Dr. Conway, AR (501) 327-9788
 Position: Lead Youth Advocate /Juvenile Justice Case Worker were we help kids in crisis by
 offering intervention services such as DYS Aftercare; the writing of Field Evaluation and
 Aftercare Plans; Electronic Monitoring; Public Service work; Intervention Classes; Intense
 Supervision and Youth Advocate Program.
- 1989-2000 VIRCO, 1265 Bruce St. Conway AR (501) 328-2008
 Beginning position: Press Operator-manufacturing hard plastics. Promotion: Blender-mixed
 Material for hard plastics. Promotion: Material Handler-distribute all pressing house
 materials. Promotion; Lead 1-oversee four to five operators pressing desk tops.
- Experience:
 Forklifts, presses, time cards and administrative operations
- 1988-1989 Wal-Mart #65 (now closed) Beginning position: Lay-a-way associate. Promotion:
Shipping

And Receiving-receive and unload incoming trucks, inventory pricing and stocking.

Promotion:

Hardware Department Manager-store ordering, building displays, stocking and pricing.

STATE OF ARKANSAS

DEPARTMENT OF STATE



George O. Jernigan, Jr., Secretary of State

CERTIFICATE OF INCORPORATION OF DOMESTIC
NON-PROFIT CORPORATION

I, George O. Jernigan, Jr., Secretary of State of the
State of Arkansas, Do Hereby Certify, that

COHEN COUNTY COMMUNITY SERVICE, INCORPORATED

has filed in the office of the Secretary of State, a duly
certified copy of its Articles of Association in
compliance with the provisions of the law, with their
petition for incorporation under the name or style of

COHEN COUNTY COMMUNITY SERVICE, INCORPORATED

they are therefore hereby declared a body politic and
corporate, by the name and style aforesaid, with all the
powers, privileges and immunities granted in the law
thereunto appertaining.

In Testimony Whereof,
I have hereunto set my hand and
affixed my official Seal

This 22nd day of June 1970

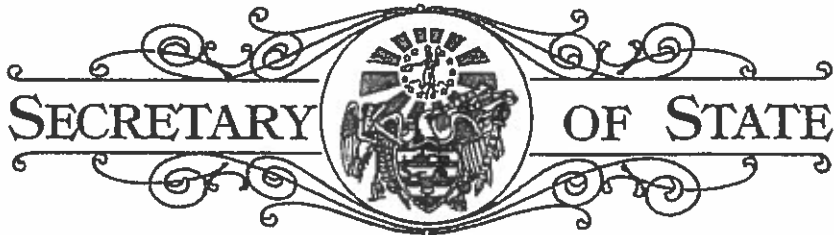
GEORGE O. JERNIGAN, JR.

Secretary of State

By *Suzanne Jernigan*

Deputy

STATE OF ARKANSAS



Mark Martin

ARKANSAS SECRETARY OF STATE

To All to Whom These Presents Shall Come, Greetings:

I, Mark Martin, Arkansas Secretary of State of Arkansas, do hereby certify that the following and hereto attached instrument of writing is a true and perfect copy of

Change of Registered Agent Or Office

of

CONWAY COUNTY COMMUNITY SERVICE, INCORPORATED

filed in this office
May 2, 2014.

In Testimony Whereof, I have hereunto set my hand and affixed my official Seal. Done at my office in the City of Little Rock, this 2nd day of May, 2014.



Mark Martin

Arkansas Secretary of State



Department of the Treasury
Internal Revenue Service

P.O. Box 2508, Room 4010
Cincinnati OH 45201

In reply refer to: 4055256534
Jan. 17, 2017 LTR 4168C 0
71-0386511 000000 00

00017255
BODC: TE

CONWAY COUNTY COMMUNITY SERVICE INC
PO BOX 679
MORRILTON AR 72110-0679

Employer ID Number: 71-0386511
Form 990 required: Yes

Dear Taxpayer:

This is in response to your request dated Aug. 10, 2016, regarding your tax-exempt status.

We issued you a determination letter in July 1982, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c)(3).

Our records also indicate you're not a private foundation as defined under IRC Section 509(a) because you're described in IRC Sections 509(a)(1) and 170(b)(1)(A)(vi).

Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106, and 2522.

In the heading of this letter, we indicated whether you must file an annual information return. If a return is required, you must file Form 990, 990-EZ, 990-N, or 990-PF by the 15th day of the fifth month after the end of your annual accounting period. IRC Section 6033(j) provides that, if you don't file a required annual information return or notice for three consecutive years, your exempt status will be automatically revoked on the filing due date of the third required return or notice.

For tax forms, instructions, and publications, visit www.irs.gov or call 1-800-TAX-FORM (1-800-829-3676).


If you have questions, call 1-877-829-5500 between 8 a.m. and 5 p.m., local time, Monday through Friday (Alaska and Hawaii follow Pacific Time).

0248221235
Mar. 07, 2014 LTR 4168C 0
71-0386511 000000 00
00026220

CONWAY COUNTY COMMUNITY SERVICE INC
PO BOX 679
MORRILTON AR 72110

If you have any questions, please call us at the telephone number
shown in the heading of this letter.

Sincerely yours,



Susan M. O'Neill, Department Mgr.
Accounts Management Operations



May 3, 2017

Susan Okroglic
Interim CEO
Conway County Community Service, Inc.
100 S. Cherokee Street
Morrilton, AR 72110

Richard Klarberg
President & Chief Executive Officer

Markus Trice
Chair, Board of Trustees

Sponsoring Organizations

Alliance for Children and Families

Association of Jewish Family and
Children's Agencies

Catholic Charities USA

Children's Home Society of America

Child Welfare League of America

Foster Family-based
Treatment Association

Joint Council on International
Children's Services

Lutheran Services In America

National Council For Adoption

National Foundation for
Credit Counseling

National Network for Youth

National Organization of State
Associations for Children

Volunteers of America

Council on Accreditation

45 Broadway, 29th Floor,
New York, NY 10006

212.797.3000

Fax 212.797.1428

www.COAnet.org

Dear Okroglic:

It is our great pleasure to inform you that the Council on Accreditation (COA) has approved the accreditation of **Conway County Community Service, Inc.** through **April 30, 2021**. Let me again say how significant this achievement is! It represents the fulfillment of countless hours of hard work and the dedication of many people—most notably your staff and the members of your board and/or leadership. Please extend my congratulations to them.

This formal notification includes a list of programs and services for which **Conway County Community Service, Inc.** is accredited, as well as your Final Accreditation Report (FAR). A plaque attesting to your agency's accredited status will be sent to you shortly.

Your Final Accreditation Report (FAR) is an important and incredibly valuable document. It contains the observations and recommendations of your Peer Reviewer colleagues based on your self-study and site visit. In essence, the FAR provides a unique view of your organization as seen through the eyes of highly experienced professionals. In it you will find a copy of the full accreditation ratings for all Purpose, Core, and Practice standards, identifying the Fundamental Practice standards. It may also contain any noted organizational strengths and areas for opportunities.

Please refer to the Promotional Tool Kit web page to find resources that can assist you with leveraging your organization's COA accreditation to internal and external stakeholders.

Private: <http://coanet.org/accreditation/private-organization-accreditation/promote-your-accreditation>

Public: <http://coanet.org/accreditation/public-agency-accreditation/promote-your-accreditation>

Canadian: <http://coanet.org/accreditation/canadian-organisation-accreditation/promote-your-accreditation/>

At the very least, however, we recommend that you provide relevant excerpts to those members of your staff who are directly responsible for the respective findings. Should you do so, please explain that the report is intended to be *constructive*, and that the goal is to provide specific, tangible examples of how they can make your organization even stronger and even better.

Susan Okroglic
Interim CEO
Conway County Community Service, Inc.

May 3, 2017
Page 2

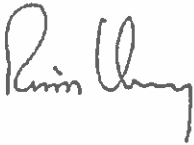
Having said that, you should know that those ratings for which you did not demonstrate implementation should be addressed through your PQI process.

Even though they did not require correction in order to achieve accreditation, they will be made a part of your file and reviewed during your next accreditation cycle. Remember, COA accreditation is not an end in and of itself. Rather, it is a process by which your organization can consistently strive for and achieve new levels of excellence.

Finally, let me say that your relationship with COA does not end with this letter. Ours is a partnership. As such, I would ask that you feel free to share with me your ideas and concerns. Additionally, please feel free to contact Sierra Kraft, Manager of Accreditation Commission, either by email at skraft@coanet.org or by telephone at 212-797-3000, extension 204, if you have any questions. Together we can enrich the lives of children, individuals, and families in need everywhere.

We are proud to be associated with you and your colleagues. We wish you the very best in your continuing service to persons in your community. *That is the power of accreditation.*

Sincerely,



Richard Klarberg
President and Chief Executive Officer

Attachment



Conway County Community Service, Inc.
 Organization ID: 1977
 Private Standards

Expiration date: April 30, 2021

The accreditation of Conway County Community Service, Inc. includes the following services and associated programs:

Program Name	COA Service Standard(s)	Service Subsections	Address
Counseling, Support, and Education (Prevention)	Community Change Initiatives (CCI)	CCI: Technical Assistance	100 S. Cherokee, Morrilton, AR 72110
Counseling, Support, and Education (Prevention)	Community Change Initiatives (CCI)	CCI: Technical Assistance	1408 E. 8th St., Danville, AR 72833
Counseling, Support, and Education (Prevention)	Community Change Initiatives (CCI)	CCI: Technical Assistance	1505 S. Oswego Ave., Russellville, AR 72802
Counseling, Support, and Education (Prevention)	Community Change Initiatives (CCI)	CCI: Technical Assistance	818 N. Creek Drive, Conway, AR 72032
Day Treatment	Day Treatment Services (DTX)		1505 S. Oswego Ave., Russellville, AR 72802
Day Treatment	Day Treatment Services (DTX)		818 N. Creek Drive, Conway, AR 72032
Therapeutic Foster Care	Family Foster Care and Kinship Care (FKC)		100 S. Cherokee, Morrilton, AR 72110
Therapeutic Foster Care	Family Foster Care and Kinship Care (FKC)		1505 S. Oswego Ave., Russellville, AR 72802
Therapeutic Foster Care	Family Foster Care and Kinship Care (FKC)		818 N. Creek Drive, Conway, AR 72032
Juvenile Justice Case Management	Juvenile Justice Case Management (JJCM)		119 Shake Rag Road, Clinton, AR 72031

Juvenile Justice Case Management	Juvenile Justice Case Management (JJCM)		1408 E. 8th St., Danville, AR 72833
Juvenile Justice Case Management	Juvenile Justice Case Management (JJCM)		203 N. 4th St., Ozark, AR 72949
Juvenile Justice Case Management	Juvenile Justice Case Management (JJCM)		100 S. Cherokee, Morrlton, AR 72110
Juvenile Justice Case Management	Juvenile Justice Case Management (JJCM)		106 Cherokee Lane, Clarksville, AR 72110
Juvenile Justice Case Management	Juvenile Justice Case Management (JJCM)		1505 S. Oswego Ave., Russellville, AR 72802
Juvenile Justice Case Management	Juvenile Justice Case Management (JJCM)		451 Ingram, Clinton, AR 72031
Juvenile Justice Case Management	Juvenile Justice Case Management (JJCM)		818 N. Creek Drive, Conway, AR 72032
Outpatient Mental Health	Services for Mental Health/Substance Use (MHSU)	MHSU: Mental Health Services	119 Shake Rag Road, Clinton, AR 72031
Outpatient Mental Health	Services for Mental Health/Substance Use (MHSU)	MHSU: Mental Health Services	1408 E. 8th St., Danville, AR 72833
Outpatient Mental Health	Services for Mental Health/Substance Use (MHSU)	MHSU: Mental Health Services	203 N. 4th St., Ozark, AR 72949
Outpatient Mental Health	Services for Mental Health/Substance Use (MHSU)	MHSU: Mental Health Services	106 Cherokee Lane, Clarksville, AR 72110
Outpatient Mental Health	Services for Mental Health/Substance Use (MHSU)	MHSU: Mental Health Services	100 S. Cherokee, Morrlton, AR 72110
Outpatient Mental Health	Services for Mental Health/Substance Use (MHSU)	MHSU: Mental Health Services	1505 S. Oswego Ave., Russellville, AR 72802

Outpatient Mental Health	Services for Mental Health/Substance Use (MHSU)	MHSU: Mental Health Services	451 Ingram, Clinton, AR 72031
Outpatient Mental Health	Services for Mental Health/Substance Use (MHSU)	MHSU: Mental Health Services	818 N. Creek Drive, Conway, AR 72032
Substance Use and Abuse	Services for Mental Health/Substance Use (MHSU)	MHSU: Services for Substance Use Disorders	119 Shake Rag Road, Clinton, AR 72031
Substance Use and Abuse	Services for Mental Health/Substance Use (MHSU)	MHSU: Services for Substance Use Disorders	1408 E. 8th St., Danville, AR 72833
Substance Use and Abuse	Services for Mental Health/Substance Use (MHSU)	MHSU: Services for Substance Use Disorders	203 N. 4th St., Ozark, AR 72949
Substance Use and Abuse	Services for Mental Health/Substance Use (MHSU)	MHSU: Services for Substance Use Disorders	100 S. Cherokee, Morrilton, AR 72110
Substance Use and Abuse	Services for Mental Health/Substance Use (MHSU)	MHSU: Services for Substance Use Disorders	106 Cherokee Lane, Clarksville, AR 72110
Substance Use and Abuse	Services for Mental Health/Substance Use (MHSU)	MHSU: Services for Substance Use Disorders	1505 S. Oswego Ave., Russellville, AR 72802
Substance Use and Abuse	Services for Mental Health/Substance Use (MHSU)	MHSU: Services for Substance Use Disorders	451 Ingram, Clinton, AR 72031
Substance Use and Abuse	Services for Mental Health/Substance Use (MHSU)	MHSU: Services for Substance Use Disorders	818 N. Creek Drive, Conway, AR 72032



COUNCIL ON ACCREDITATION

Attests That

**Conway County Community Service, Inc.
Morrilton, AR**

Is

ACCREDITED

Achieving the Highest Standards of Professional Practice for the Services It Provides

Accredited Through

4/30/2021



COUNCIL ON ACCREDITATION

Attests That

**Conway County Community Service, Inc.
Clarksville, AR**

Is

ACCREDITED

Achieving the Highest Standards of Professional Practice for the Services It Provides

Accredited Through

4/30/2021



COUNCIL ON ACCREDITATION

Attests That

**Conway County Community Service, Inc.
Russellville, AR**

Is

ACCREDITED

Achieving the Highest Standards of Professional Practice for the Services It Provides

Accredited Through

4/30/2021



COUNCIL ON ACCREDITATION

Attests That

**Conway County Community Service, Inc.
Danville, AR**

Is

ACCREDITED

Achieving the Highest Standards of Professional Practice for the Services It Provides

Accredited Through

4/30/2021



COUNCIL ON ACCREDITATION

Attests That

**Conway County Community Service, Inc.
Ozark, AR**

Is

ACCREDITED

Achieving the Highest Standards of Professional Practice for the Services It Provides

Accredited Through

4/30/2021



COUNCIL ON ACCREDITATION

Attests That

**Conway County Community Service, Inc.
Conway, AR**

Is

ACCREDITED

Achieving the Highest Standards of Professional Practice for the Services It Provides

Accredited Through

4/30/2021



COUNCIL ON ACCREDITATION

Achieves That

**Conway County Community Service, Inc.
Morrilton, AR**

Including its Outpatient Mental Health Program, Substance Use and Abuse Program and Juvenile Case Management Program
located at 200 S. Peabody, Mountain View, AR

Is

ACCREDITED THROUGH APRIL 30, 2021

Achieving the Highest Standards of Professional Practice for the Services It Provides



COUNCIL ON ACCREDITATION

Attests That

**Conway County Community Service, Inc.
Morrilton, AR**

And its Outpatient Mental Health, Substance Use and Abuse and Juvenile Justice Case Management Programs
Located at 115 West Clinton Street, Heber Springs, AR

Are

ACCREDITED

Achieving the Highest Standards of Professional Practice

Accredited Through April 30, 2021

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2017
Open to Public Inspection

A For the 2017 calendar year, or tax year beginning **07/01/17**, and ending **06/30/18**

B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	C Name of organization <p align="center">CONWAY COUNTY COMMUNITY SERVICE, INC</p> Doing business as Number and street (or P.O. box if mail is not delivered to street address) Room/suite P.O. BOX 679 City or town, state or province, country, and ZIP or foreign postal code <p align="center">MORRILTON AR 72110</p>	D Employer identification number <p align="center">71-0386511</p> E Telephone number <p align="center">501-354-4589</p> G Gross receipts \$ 3,745,112
F Name and address of principal officer <p>JOHN GIBSON P.O. BOX 397, 115 E. BROADWAY MORRILTON AR 72110</p>		H(a) Is this a group return for subordinates? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No H(b) Are all subordinates included? <input type="checkbox"/> Yes <input type="checkbox"/> No If "No," attach a list. (see instructions)
I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527		H(c) Group exemption number ▶
J Website: ▶ WWW.CSIYOUTH.COM		L Year of formation: 1958
K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶		M State of legal domicile: AR

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities: YOUTH COUNSELING AND SUPPORT ACTIVITIES, INCLUDING PREVENTION, INTERVENTION AND TREATMENT SERVICES.		
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	3 Number of voting members of the governing body (Part VI, line 1a)	3	9
	4 Number of independent voting members of the governing body (Part VI, line 1b)	4	9
	5 Total number of individuals employed in calendar year 2017 (Part V, line 2a)	5	80
	6 Total number of volunteers (estimate if necessary)	6	0
	7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
	b Net unrelated business taxable income from Form 990-T, line 34	7b	0
Revenue	8 Contributions and grants (Part VIII, line 1h)	Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)	111,793	110,428
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	4,097,697	3,625,769
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	0	0
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,125	8,915
		4,210,615	3,745,112
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)		0
	14 Benefits paid to or for members (Part IX, column (A), line 4)		0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	2,711,510	2,646,070
	16a Professional fundraising fees (Part IX, column (A), line 11e)		0
	b Total fundraising expenses (Part IX, column (D), line 25) ▶ 0		
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,576,484	1,650,563
	18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	4,287,994	4,296,633
	19 Revenue less expenses. Subtract line 18 from line 12	-77,379	-551,521
Net Assets or Fund Balances	20 Total assets (Part X, line 16)	Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)	1,883,079	1,395,882
	22 Net assets or fund balances. Subtract line 21 from line 20	539,048	603,372
		1,344,031	792,510

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer <p align="center">SUSAN OKROGLIC</p> Type or print name and title	Date <p align="center">PRES/CEO</p>
Paid Preparer Use Only	Print/Type preparer's name JEFFREY S. NUFER	Preparer's signature Date 02/13/19
	Firm's name ▶ SHOPTAW, LABAHN & COMPANY P.A. Firm's address ▶ 915 W. MAIN STREET, SUITE B RUSSELLVILLE, AR 72801	Check <input type="checkbox"/> if self-employed PTIN P00352393 Firm's EIN ▶ 71-0698607 Phone no. 479-967-3600

May the IRS discuss this return with the preparer shown above? (see instructions) Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:

YOUTH COUNSELING AND SUPPORT ACTIVITIES, INCLUDING PREVENTION, INTERVENTION AND TREATMENT SERVICES.

Public Inspection Copy

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ **4,037,660** including grants of \$) (Revenue \$)

PROVIDE A VARIETY OF SERVICES TO YOUTH, INCLUDING COUNSELING, CASEWORK, PSYCHOLOGICAL DIAGNOSIS AND EVALUATION. SERVICES ARE AIMED AT DELINQUENT AND PRE-DELINQUENT YOUTH AND THEIR FAMILIES, BUT ARE AVAILABLE TO ANYONE REQUESTING SUCH SERVICE.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses **4,037,660**

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	X	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		X
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		X
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X		X
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		X

Part IV Checklist of Required Schedules (continued)

		Yes	No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		X
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		X
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		X
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		X
c	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I		X
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	X	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable		
1b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
2b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <i>Note.</i> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
3b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
4b	If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
5b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
5c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
6b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
7a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		
7b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
7c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
7d	If "Yes," indicate the number of Forms 8282 filed during the year		
7e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
7f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
7g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
7h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
9a	Did the sponsoring organization make any taxable distributions under section 4966?		
9b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
10a	Initiation fees and capital contributions included on Part VIII, line 12		
10b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter:		
11a	Gross income from members or shareholders		
11b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
12b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
13a	Is the organization licensed to issue qualified health plans in more than one state? <i>Note.</i> See the instructions for additional information the organization must report on Schedule O.		
13b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
13c	Enter the amount of reserves on hand		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
14b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.	9	
b	Enter the number of voting members included in line 1a, above, who are independent.	9	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
10b			
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		X
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13.	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12b			
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done.	X	
12c			
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	X	
15a			
b	Other officers or key employees of the organization. If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).	X	
15b			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		
16b			

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed: **NONE**
- 18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20 State the name, address, and telephone number of the person who possesses the organization's books and records: ▶

DANITA PEARSON
MORRILTON

P.O. BOX 679

AR 72110

501-354-4589

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
 - List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOHN GIBSON CHAIRMAN	1.00 1.00	X		X				0	0	0
(2) CHARLES PENICK SECRETARY	1.00 0.00	X		X				0	0	0
(3) MARTI WILKERSON MEMBER	1.00 0.00	X						0	0	0
(4) JAN HILL VICE CHAIRMAN	1.00 0.00	X						0	0	0
(5) VONDA CROCKER MEMBER	1.00 0.00	X						0	0	0
(6) CONIE REAMEY MEMBER	1.00 0.00	X						0	0	0
(7) STEPHANIE ELLIS MEMBER	1.00 0.00	X						0	0	0
(8) CHRIS MERRITT, DVM MEMBER	1.00 0.00	X						0	0	0
(9) JOHN BROCK MEMBER	1.00 0.00	X						0	0	0
(10) SUSAN OKROGLIC PRES/CEO	36.00 4.00			X				76,299	0	20,274
(11)										

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a			
	b Membership dues	1b			
	c Fundraising events	1c			
	d Related organizations	1d			
	e Government grants (contributions)	1e			
	f All other contributions, gifts, grants, and similar amounts not included above	1f	110,428		
	g Noncash contributions included in lines 1a-1f	\$	12,742		
	h Total. Add lines 1a-1f		110,428		
Program Service Revenue	2a DYS/JUDICIAL CONTRACT	Busn. Code	1,718,585	1,718,585	
	b MEDICAID		884,557	884,557	
	c DCFS/TFC CONTRACT		478,518	478,518	
	d TOBACCO SETTLEMENT GRANT		168,493	168,493	
	e PREVENTION RESOURCE CENTER		142,345	142,345	
	f All other program service revenue		233,271	233,271	
	g Total. Add lines 2a-2f		3,625,769		
	3 Investment income (including dividends, interest, and other similar amounts)				
4 Income from investment of tax-exempt bond proceeds					
5 Royalties					
Other Revenue	6a Gross rents	(i) Real (ii) Personal			
	b Less: rental exps.				
	c Rental inc. or (loss)				
	d Net rental income or (loss)				
	7a Gross amount from sales of assets other than inventory	(i) Securities (ii) Other			
	b Less: cost or other basis & sales exps.				
	c Gain or (loss)				
	d Net gain or (loss)				
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	a			
	b Less: direct expenses	b			
	c Net income or (loss) from fundraising events				
	9a Gross income from gaming activities. See Part IV, line 19	a			
b Less: direct expenses	b				
c Net income or (loss) from gaming activities					
10a Gross sales of inventory, less returns and allowances	a				
b Less: cost of goods sold	b				
c Net income or (loss) from sales of inventory					
Miscellaneous Revenue		Busn. Code			
11a MISCELLANEOUS INCOME		8,915	8,915		
b					
c					
d All other revenue					
e Total. Add lines 11a-11d		8,915			
12 Total revenue. See instructions.		3,745,112	3,634,684	0	0

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	105,432	94,408	11,024	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,982,713	1,885,280	97,433	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	146,268	138,939	7,329	
9 Other employee benefits	245,774	229,969	15,805	
10 Payroll taxes	165,883	156,898	8,985	
11 Fees for services (non-employees):				
a Management				
b Legal	3,525		3,525	
c Accounting	15,000		15,000	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)				
12 Advertising and promotion				
13 Office expenses				
14 Information technology				
15 Royalties				
16 Occupancy	278,000	277,815	185	
17 Travel	87,421	71,782	15,639	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	22,924	21,599	1,325	
20 Interest	5,180	5,180		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	41,533		41,533	
23 Insurance				
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a FOSTER CARE	305,355	305,355		
b CONSULTANT /PROF SERVICES	224,150	219,228	4,922	
c CASEWORK MANAGEMENT	198,711	198,711		
d EQUIPMENT RENT	113,474	111,194	2,280	
e All other expenses	355,290	321,302	33,988	
25 Total functional expenses. Add lines 1 through 24e	4,296,633	4,037,660	258,973	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest bearing	1,238,224	1	510,604
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	205,909	3	326,449
	4 Accounts receivable, net	260,613	4	399,352
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	52,866	9	23,938
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 446,756		
	b Less: accumulated depreciation	10b 311,217	10c 125,467	135,539
	11 Investments—publicly traded securities		11	
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)		1,883,079	16	1,395,882
Liabilities	17 Accounts payable and accrued expenses	351,282	17	320,578
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	98,721	24	116,609
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	89,045	25	166,185
	26 Total liabilities. Add lines 17 through 25	539,048	26	603,372
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	1,344,031	27	792,510
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	1,344,031	33	792,510	
34 Total liabilities and net assets/fund balances	1,883,079	34	1,395,882	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	3,745,112
2	Total expenses (must equal Part IX, column (A), line 25)	2	4,296,633
3	Revenue, less expenses. Subtract line 2 from line 1	3	-551,521
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,344,031
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	792,510

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
2b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
2c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
3b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No 1545-0047

2017

Open to Public Inspection

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Department of the Treasury
Internal Revenue Service

Name of the organization

CONWAY COUNTY COMMUNITY SERVICE, INC

Employer identification number

71-0386511

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
- 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
- 4 A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state:
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 9 An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4).
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B.
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C.
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E.
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V.
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
 - f Enter the number of supported organizations
 - g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						

12 Gross receipts from related activities, etc. (see instructions) 12

13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

14 Public support percentage for 2017 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2016 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test—2017. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 33 1/3% support test—2016. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2017. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2016. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II.

If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	86,217	112,724	92,149	111,793	110,428	513,311
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	4,087,987	4,134,978	4,470,139	4,098,822	3,634,684	20,426,610
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	4,174,204	4,247,702	4,562,288	4,210,615	3,745,112	20,939,921
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						20,939,921

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
9 Amounts from line 6	4,174,204	4,247,702	4,562,288	4,210,615	3,745,112	20,939,921
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources		397	4,323			4,720
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b		397	4,323			4,720
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)	4,174,204	4,248,099	4,566,611	4,210,615	3,745,112	20,944,641
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2017 (line 8, column (f) divided by line 13, column (f))	15	99.98 %
16 Public support percentage from 2016 Schedule A, Part III, line 15	16	99.98 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2017 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2016 Schedule A, Part III, line 17	18	%

- 19a 33 1/3% support tests—2017. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization
- b 33 1/3% support tests—2016. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization
- 20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI.		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer 10b below.		
b	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		

Part IV Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b A family member of a person described in (a) above?		
c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2 Activities Test. Answer (a) and (b) below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
3 Parent of Supported Organizations. Answer (a) and (b) below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.		
b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4).	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1 Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year		
1	Amounts paid to supported organizations to accomplish exempt purposes			
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity			
3	Administrative expenses paid to accomplish exempt purposes of supported organizations			
4	Amounts paid to acquire exempt-use assets			
5	Qualified set-aside amounts (prior IRS approval required)			
6	Other distributions (describe in Part VI). See instructions.			
7	Total annual distributions. Add lines 1 through 6.			
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.			
9	Distributable amount for 2017 from Section C, line 6			
10	Line 8 amount divided by line 9 amount			
Section E - Distribution Allocations (see instructions)		(i) Excess Distributions	(ii) Underdistributions Pre-2017	(iii) Distributable Amount for 2017
1	Distributable amount for 2017 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2017 (reasonable cause required-explain in Part VI) See instructions.			
3	Excess distributions carryover, if any, to 2017:			
a				
b	From 2013			
c	From 2014			
d	From 2015			
e	From 2016			
f	Total of lines 3a through e			
g	Applied to underdistributions of prior years			
h	Applied to 2017 distributable amount			
i	Carryover from 2012 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4	Distributions for 2017 from Section D, line 7: \$			
a	Applied to underdistributions of prior years			
b	Applied to 2017 distributable amount			
c	Remainder. Subtract lines 4a and 4b from 4.			
5	Remaining underdistributions for years prior to 2017, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2017. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7	Excess distributions carryover to 2018. Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2013			
b	Excess from 2014			
c	Excess from 2015			
d	Excess from 2016			
e	Excess from 2017			

Part VI Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Public Inspection Copy

Schedule B(Form 990, 990-EZ,
or 990-PF)Department of the Treasury
Internal Revenue Service**Schedule of Contributors**▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2017

Name of the organization

CONWAY COUNTY COMMUNITY SERVICE, INC

Employer identification number

71-0386511

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

 501(c)(3) (enter number) organization 4947(a)(1) nonexempt charitable trust not treated as a private foundation 527 political organization

Form 990-PF

 501(c)(3) exempt private foundation 4947(a)(1) nonexempt charitable trust treated as a private foundation 501(c)(3) taxable private foundationCheck if your organization is covered by the **General Rule** or a **Special Rule**.**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.**General Rule**

-
- For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I, II, and III.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization CONWAY COUNTY COMMUNITY SERVICE, INC	Employer identification number 71-0386511
---	---

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	\$ 83,242	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions.)
	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
	\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization CONWAY COUNTY COMMUNITY SERVICE, INC	Employer identification number 71-0386511
---	---

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
1	MISC SUPPLIES AND MATERIALS	\$ 12,742	06/30/18
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2017

Open to Public Inspection

Name of the organization

Employer identification number

CONWAY COUNTY COMMUNITY SERVICE, INC

71-0386511

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

Table with 2 columns: (a) Donor advised funds, (b) Funds and other accounts. Rows include: 1 Total number at end of year, 2 Aggregate value of contributions to (during year), 3 Aggregate value of grants from (during year), 4 Aggregate value at end of year, 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?, 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

Table with 2 columns: Description, Held at the End of the Tax Year. Rows include: 1 Purpose(s) of conservation easements held by the organization (check all that apply), 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year, 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year, 4 Number of states where property subject to conservation easement is located, 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?, 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year, 8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?, 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Table with 2 columns: Description, Amount. Rows include: 1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items. b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items: (i) Revenue included on Form 990, Part VIII, line 1, (ii) Assets included in Form 990, Part X. 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items: a Revenue included on Form 990, Part VIII, line 1, b Assets included in Form 990, Part X.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a Public exhibition
 - b Scholarly research
 - c Preservation for future generations
 - d Loan or exchange programs
 - e Other
- 4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.
- 5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b If "Yes," explain the arrangement in Part XIII and complete the following table:
- | | Amount |
|---------------------------------|--------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII Yes No

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a Board designated or quasi-endowment %
 - b Permanent endowment %
 - c Temporarily restricted endowment %
- The percentages on lines 2a, 2b, and 2c should equal 100%.
- 3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|--------|----|
| (i) unrelated organizations | 3a(i) | |
| (ii) related organizations | 3a(ii) | |
| b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? | 3b | |
- 4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		446,756	311,217	135,539
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				135,539

Part VII Investments—Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments—Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) OTHER PAYROLL LIABILITY W/H & TAXES	101,185
(3) PROVISION FOR CONTRACT ADJUSTM	65,000
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Part XIII Supplemental Information *(continued)*

Public Inspection Copy

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Name of the organization

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2017

Open to Public
Inspection

Employer identification number

CONWAY COUNTY COMMUNITY SERVICE, INC

71-0386511

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990
THE 990 FORM AND RELATED SCHEDULES ARE PREPARED IN DRAFT FORM AND ARE
FORWARDED TO MANAGEMENT TO PRESENT TO BOARD REPRESENTATIVES FOR REVIEW AND
APPROVAL. THE 990 IS FILED WHEN APPROVED BY MANAGEMENT AND THE BOARD.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY
DISCLOSURE IS TO BE MADE BEFORE THE BOARD SO AS TO ALLOW THE BOARD TO
CONSIDER ANY CONFLICT ISSUES PRIOR TO TAKING ANY ACTION REGARDING MATTERS
RELATED TO POTENTIAL CONFLICTS. THE BOARD MEMBER SHOULD PROVIDE A
DISINTERESTED REVIEW OF THE MATTER BEFORE THE BOARD. CONFLICT OF INTEREST
QUESTIONNAIRES ARE EXECUTED AND RETAINED IN THE BOARD MEMBERS FILE.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL
THE BOARD MEETS REGULARLY AND NO LESS THAN ANNUALLY REVIEWS AND APPROVES
THE COMPENSATION PACKAGE OF THE CHIEF EXECUTIVE OFFICER

FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR OFFICERS
AS PART OF THE BUDGET PROCESS, THE BOARD REVIEWS AND APPROVES SUCH BUDGET
MEASURES AS THEY RELATE TO ORGANIZATION COMPENSATION PRACTICES.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION
SUCH DOCUMENTS ARE PROVIDED UPON REQUEST AT THE ORGANIZATION'S MAIN
ADMINISTRATIVE OFFICE DURING REGULAR BUSINESS HOURS. COPIES OF SUCH
DOCUMENTS ARE PROVIDED AS REQUESTED.

**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

OMB No. 1545-0047

2017
Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

CONWAY COUNTY COMMUNITY SERVICE, INC

Employer identification number

71-0386511

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1)					
(2)					
(3)					
(4)					
(5)					

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1) COMMUNITY SERVICE PROPERTIES, INC PO BOX 679 MORRILTON AR 72110 71-0577007	RENTALS	AR	509A	10	N/A		X
(2) PETIT JEAN YOUTH FOUNDATION PO BOX 679 MORRILTON AR 72110 58-1674673	GRANTS	AR	509A	7	N/A		X
(3)							
(4)							
(5)							

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.

(1)	(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate alloc?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1005)	(j) General or managing partner?		(k) Percentage ownership
								Yes	No		Yes	No	
(1)													
(2)													
(3)													
(4)													

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.

(1)	(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Section 512(b)(13) controlled entity?	
									Yes	No
(1)										
(2)										
(3)										
(4)										

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1, if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		X
b Gift, grant, or capital contribution to related organization(s)		X
c Gift, grant, or capital contribution from related organization(s)	X	
d Loans or loan guarantees to or for related organization(s)		X
e Loans or loan guarantees by related organization(s)		X
f Dividends from related organization(s)		X
g Sale of assets to related organization(s)		X
h Purchase of assets from related organization(s)		X
i Exchange of assets with related organization(s)		X
j Lease of facilities, equipment, or other assets to related organization(s)		X
k Lease of facilities, equipment, or other assets from related organization(s)	X	
l Performance of services or membership or fundraising solicitations for related organization(s)		X
m Performance of services or membership or fundraising solicitations by related organization(s)		X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)		X
o Sharing of paid employees with related organization(s)		X
p Reimbursement paid to related organization(s) for expenses		X
q Reimbursement paid by related organization(s) for expenses		X
r Other transfer of cash or property to related organization(s)		X
s Other transfer of cash or property from related organization(s)		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) COMMUNITY SERVICE PROPERTIES, INC.	J	306,665	LEASE AGREEMENTS
(2) PETIT JEAN YOUTH FOUNDATION	C	81,742	GRANTS AWARDED
(3)			
(4)			
(5)			
(6)			

Part VI Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(1) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	
(1)													
(2)													
(3)													
(4)													
(5)													
(6)													
(7)													
(8)													
(9)													
(10)													
(11)													

Part VII Supplemental Information.
Provide additional information for responses to questions on Schedule R. See Instructions.

Public Inspection Copy

Form **4562**

Depreciation and Amortization
(Including Information on Listed Property)

OMB No. 1545-0172

2017

Department of the Treasury
Internal Revenue Service (99)

▶ Attach to your tax return.
▶ Go to www.irs.gov/Form4562 for instructions and the latest information.

Attachment Sequence No. **179**

Name(s) shown on return

CONWAY COUNTY COMMUNITY SERVICE, INC

Identifying number
71-0386511

Business or activity to which this form relates

INDIRECT DEPRECIATION

Part I Election To Expense Certain Property Under Section 179

Note: If you have any listed property, complete Part V before you complete Part I.

1	Maximum amount (see instructions)	1	510,000
2	Total cost of section 179 property placed in service (see instructions)	2	
3	Threshold cost of section 179 property before reduction in limitation (see instructions)	3	2,030,000
4	Reduction in limitation. Subtract line 3 from line 2. If zero or less, enter -0-	4	
5	Dollar limitation for tax year. Subtract line 4 from line 1. If zero or less, enter -0-. If married filing separately, see instructions	5	
6	(a) Description of property	(b) Cost (business use only)	(c) Elected cost
7	Listed property. Enter the amount from line 29	7	
8	Total elected cost of section 179 property. Add amounts in column (c), lines 6 and 7	8	
9	Tentative deduction. Enter the smaller of line 5 or line 8	9	
10	Carryover of disallowed deduction from line 13 of your 2016 Form 4562	10	
11	Business income limitation. Enter the smaller of business income (not less than zero) or line 5 (see instructions)	11	
12	Section 179 expense deduction. Add lines 9 and 10, but don't enter more than line 11	12	
13	Carryover of disallowed deduction to 2018. Add lines 9 and 10, less line 12	13	

Note: Don't use Part II or Part III below for listed property. Instead, use Part V.

Part II Special Depreciation Allowance and Other Depreciation (Don't include listed property.) (See instructions.)

14	Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year (see instructions)	14	
15	Property subject to section 168(f)(1) election	15	
16	Other depreciation (including ACRS)	16	41,533

Part III MACRS Depreciation (Don't include listed property.) (See instructions.)

Section A

17	MACRS deductions for assets placed in service in tax years beginning before 2017	17	0
18	If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here		<input type="checkbox"/>

Section B—Assets Placed in Service During 2017 Tax Year Using the General Depreciation System

(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only—see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
19a 3-year property						
b 5-year property						
c 7-year property						
d 10-year property						
e 15-year property						
f 20-year property						
g 25-year property			25 yrs.		S/L	
h Residential rental property			27.5 yrs.	MM	S/L	
			27.5 yrs.	MM	S/L	
i Nonresidential real property			39 yrs.	MM	S/L	
				MM	S/L	

Section C—Assets Placed in Service During 2017 Tax Year Using the Alternative Depreciation System

20a Class life					S/L	
b 12-year			12 yrs.		S/L	
c 40-year			40 yrs.	MM	S/L	

Part IV Summary (See instructions.)

21	Listed property. Enter amount from line 28	21	
22	Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21. Enter here and on the appropriate lines of your return. Partnerships and S corporations—see instructions	22	41,533
23	For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs	23	

For Paperwork Reduction Act Notice, see separate instructions.

Form **4562** (2017)

Form **990**

Return of Organization Exempt From Income Tax

OMB No 1545-0047

Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

2018
Open to Public Inspection

A For the 2018 calendar year, or tax year beginning **07/01/18**, and ending **06/30/19**

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization
CONWAY COUNTY COMMUNITY SERVICE, INC

D Employer identification number
71-0386511

Doing business as
 Number and street (or P.O. box if mail is not delivered to street address) Room/suite
P.O. BOX 679

E Telephone number
501-354-4589

City or town, state or province, country and ZIP or foreign postal code
MORRILTON AR 72110

G Gross receipts \$ **4,078,062**

F Name and address of principal officer
JOHN GIBSON
P.O. BOX 397, 115 E. BROADWAY
MORRILTON AR 72110

H(a) Is this a group return for subsidiaries? Yes No
H(b) Are all subsidiaries included? Yes No
 If "No" attach a list (see instructions)

I Tax-exempt status: 501(c)(3) 501(c) () (insert no) 4947(a)(1) or 527

J Website: **WWW.CSIYOUTH.COM**

K Form of organization: Corporation Trust Association Other ▶

L Year of formation **1958** **M** State of legal domicile **AR**

H(c) Group exemption number ▶

Part I Summary

Activities & Governance	1 Briefly describe the organization's mission or most significant activities YOUTH COUNSELING AND SUPPORT ACTIVITIES, INCLUDING PREVENTION, INTERVENTION AND TREATMENT SERVICES.			
	2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.			
	3	Number of voting members of the governing body (Part VI, line 1a)		
	4	Number of independent voting members of the governing body (Part VI, line 1b)		
	5	Total number of individuals employed in calendar year 2018 (Part V, line 2a)		
	6	Total number of volunteers (estimate if necessary)		
	7a	Total unrelated business revenue from Part VIII, column (C), line 12		
7b	Net unrelated business taxable income from Form 990-T, line 38			
Revenue	8 Contributions and grants (Part VIII, line 1h)		Prior Year	Current Year
	9 Program service revenue (Part VIII, line 2g)		110,428	136,323
	10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		3,625,769	3,895,600
	11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)			-843
	12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		8,915	46,139
			3,745,112	4,077,219
Expenses	13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)			0
	14 Benefits paid to or for members (Part IX, column (A), line 4)			0
	15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		2,646,070	2,817,704
	16a Professional fundraising fees (Part IX, column (A), line 11e)			0
	b Total fundraising expenses (Part IX, column (D), line 25) ▶		0	
	17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		1,650,563	1,797,128
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)		4,296,633	4,614,832	
19 Revenue less expenses Subtract line 18 from line 12		-551,521	-537,613	
Net Assets or Fund Balances	20 Total assets (Part X, line 16)		Beginning of Current Year	End of Year
	21 Total liabilities (Part X, line 26)		1,395,882	877,888
	22 Net assets or fund balances. Subtract line 21 from line 20		603,372	622,991
		792,510	254,897	

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

Signature of officer: *Susan Okrogljic* Date: **3/2/2020**

SUSAN OKROGLJIC PRES/CEO

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name: **JEFFREY S. NUFER** Preparer's signature: _____ Date: **02/27/20** Check self-employed PTN **P00352393**

Firm's name: **SHOPTAW, LABAHN & COMPANY P.A.** Firm's EIN: **71-0698607**

Firm's address: **915 W. MAIN STREET, SUITE B** Phone no: **479-967-3600**

RUSSELLVILLE, AR 72801

May the IRS discuss this return with the preparer shown above? (see instructions)

Yes No

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission

YOUTH COUNSELING AND SUPPORT ACTIVITIES, INCLUDING PREVENTION, INTERVENTION AND TREATMENT SERVICES.

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2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code:) (Expenses \$ 4,137,649 including grants of \$) (Revenue \$ 3,895,600) PROVIDE A VARIETY OF SERVICES TO YOUTH, INCLUDING COUNSELING, CASEWORK, PSYCHOLOGICAL DIAGNOSIS AND EVALUATION. SERVICES ARE AIMED AT DELINQUENT AND PRE-DELINQUENT YOUTH AND THEIR FAMILIES, BUT ARE AVAILABLE TO ANYONE REQUESTING SUCH SERVICE.

4b (Code:) (Expenses \$ N/A including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ N/A including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O.) (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 4,137,649

Part IV Checklist of Required Schedules

- 1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A
- 2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?
- 3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I
- 4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II
- 5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III
- 6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I
- 7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II
- 8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III
- 9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV
- 10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V
- 11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.
 - a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI
 - b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII
 - c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII
 - d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX
 - e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X
 - f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X
- 12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII
- b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional
- 13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E
- 14a Did the organization maintain an office, employees, or agents outside of the United States?
 - b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV
- 15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV
- 16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV
- 17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)
- 18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II
- 19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III
- 20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H
- b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?
- 21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II

	Yes	No
1	X	
2	X	
3		X
4		X
5		X
6		X
7		X
8		X
9		X
10		X
11a	X	
11b		X
11c		X
11d		X
11e	X	
11f		X
12a	X	
12b		X
13		X
14a		X
14b		X
15		X
16		X
17		X
18		X
19		X
20a		X
20b		
21		X

Copy

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 27? If "Yes," complete Schedule I, Parts I and III		X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J		X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		X
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? If "Yes," complete Schedule L, Part II		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part III		X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		X
b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV		X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV		X
29 Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	X	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I		X
34 Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	X	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI		X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

	Yes	No
1a Enter the number reported in Box 3 of Form 1099. Enter -0- if not applicable		
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	2a 99		
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	X	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account or other financial account)?		X
b	If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		
d	If "Yes," indicate the number of Forms 8282 filed during the year		
	7d		
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12		
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders		
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)		
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
c	Enter the amount of reserves on hand		
14a	Did the organization receive any payments for indoor tanning services during the tax year?		X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		X

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year. If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.		
1b	Enter the number of voting members included in line 1a, above, who are independent.		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		X
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
8a	The governing body?	X	
8b	Each committee with authority to act on behalf of the governing body?	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.		X

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?		X
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		X
11b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13.	X	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
12c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done.	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
15a	The organization's CEO, Executive Director, or top management official	X	
15b	Other officers or key employees of the organization	X	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

- 17 List the states with which a copy of this Form 990 is required to be filed **NONE**
- 18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain in Schedule O)
- 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20 State the name, address, and telephone number of the person who possesses the organization's books and records **▶**

DANITA PEARSON
MORRILTON

P. O. BOX 679

AR 72110

501-354-4589

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
 - List the organization's five current highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
 - List all of the organization's former officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
 - List all of the organization's former directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.
- List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) JOHN GIBSON CHAIRMAN	1.00 1.00	X		X				0	0	0
(2) CHARLES PENICK SECRETARY	1.00 0.00	X		X				0	0	0
(3) VONDA CROCKER MEMBER	1.00 0.00	X						0	0	0
(4) CONIE REAMEY MEMBER	1.00 0.00	X						0	0	0
(5) CHRIS MERRITT, DVM MEMBER	1.00 0.00	X						0	0	0
(6) JOHN BROCK MEMBER	1.00 0.00	X						0	0	0
(7) HEATHER NELSON MEMBER	1.00 0.00	X						0	0	0
(8) SUSAN OKROGLIC PRES/CEO	36.00 4.00			X				105,552	0	15,000
(9)										
(10)										
(11)										

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
1b Sub-total							105,552		15,000	
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)							105,552		15,000	

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **1**

	Yes	No
3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **0**

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

		(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns	1a				
	b Membership dues	1b				
	c Fundraising events	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	136,323			
	g Noncash contributions included in lines 1a-1f		\$ 45,833			
	h Total. Add lines 1a-1f		136,323			
Program Service Revenue	2a DYS/JUDICIAL CONTRACT	Busn. Code	2,213,997	2,213,997		
	b MEDICAID		738,694	738,694		
	c DCFS/TEC CONTRACT		327,636	327,636		
	d TOBACCO SETTLEMENT GRANT		164,334	164,334		
	e PREVENTION RESOURCE CENTER		122,272	122,272		
	f All other program service revenue		328,667	328,667		
	g Total. Add lines 2a-2f		3,895,600			
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)					
	4 Income from investment of tax-exempt bond proceeds					
	5 Royalties					
	6a Gross rents	(i) Real				
		(ii) Personal				
	b Less: rental exps.					
	c Rental inc. or (loss)					
	d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities				
		(ii) Other				
		b Less: cost or other basis & sales exps.		843		
		c Gain or (loss)		-843		
	d Net gain or (loss)		-843	-843		
	8a Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18	a				
b Less: direct expenses	b					
c Net income or (loss) from fundraising events						
9a Gross income from gaming activities See Part IV, line 19	a					
b Less: direct expenses	b					
c Net income or (loss) from gaming activities						
10a Gross sales of inventory, less returns and allowances	a					
b Less: cost of goods sold	b					
c Net income or (loss) from sales of inventory						
Miscellaneous Revenue		Busn. Code				
11a RECOUPMENT RECOVERY			40,000	40,000		
b MISCELLANEOUS INCOME			6,139	6,139		
c						
d All other revenue						
e Total. Add lines 11a-11d			46,139			
12 Total revenue. See instructions.			4,077,219	3,940,896	0	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 2				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	101,000	90,395	10,605	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	2,228,047	1,970,553	257,494	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	287,823	273,905	13,918	
10 Payroll taxes	200,834	179,551	21,283	
11 Fees for services (non-employees):				
a Management				
b Legal	2,435		2,435	
c Accounting	15,600	14,923	677	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)				
12 Advertising and promotion				
13 Office expenses				
14 Information technology				
15 Royalties				
16 Occupancy	291,894	286,045	5,849	
17 Travel	111,586	104,826	6,760	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	37,266	35,620	1,646	
20 Interest	10,937	10,937		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	62,497		62,497	
23 Insurance				
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a CONSULTANT /PROF SERVICES	251,582	249,151	2,431	
b FOSTER CARE	209,907	209,907		
c CASEWORK MANAGEMENT	198,711	198,711		
d EQUIPMENT RENT	114,006	113,035	971	
e All other expenses	490,707	400,090	90,617	
25 Total functional expenses. Add lines 1 through 24e	4,614,832	4,137,649	477,183	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest bearing	510,604	1	331,176
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	326,449	3	21,117
	4 Accounts receivable, net	399,352	4	344,728
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	23,938	9	59,409
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 436,505		
	b Less: accumulated depreciation	10b 315,047	135,539	10c 121,458
	11 Investments—publicly traded securities		11	
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)		1,395,882	16	877,888
Liabilities	17 Accounts payable and accrued expenses	320,578	17	325,665
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties	116,609	24	186,276
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D	166,185	25	111,050
	26 Total liabilities. Add lines 17 through 25	603,372	26	622,991
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	792,510	27	254,897
	28 Temporarily restricted net assets		28	
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
33 Total net assets or fund balances	792,510	33	254,897	
34 Total liabilities and net assets/fund balances	1,395,882	34	877,888	

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	4,077,219
2	Total expenses (must equal Part IX, column (A), line 25)	2	4,614,832
3	Revenue less expenses Subtract line 2 from line 1	3	-537,613
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	792,510
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	254,897

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
1	Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		X
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

OMB No 1545-0047

2018

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 or Form 990-EZ

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

CONWAY COUNTY COMMUNITY SERVICE, INC

Employer identification number

71-0386511

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i).
- 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).)
- 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii).
- 4 A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state:
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in section 170(b)(1)(A)(iv). (Complete Part II.)
- 6 A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v).
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 8 A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.)
- 9 An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:
- 10 An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.)
- 11 An organization organized and operated exclusively to test for public safety. See section 509(a)(4).
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
 - a Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B.
 - b Type II. A supporting organization supervised or controlled in connection with its supported organization(s) by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C.
 - c Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E.
 - d Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V.
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
 (Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2017 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test—2018. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 33 1/3% support test—2017. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
17a 10%-facts-and-circumstances test—2018. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
b 10%-facts-and-circumstances test—2017. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization <input type="checkbox"/>		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions <input type="checkbox"/>		

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II.
If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 GAs, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	112,724	92,149	111,793	110,428	136,323	563,417
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	4,134,978	4,470,139	4,098,822	3,634,684	3,941,739	20,280,362
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	4,247,702	4,562,288	4,210,615	3,745,112	4,078,062	20,843,779
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						20,843,779

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
9 Amounts from line 6	4,247,702	4,562,288	4,210,615	3,745,112	4,078,062	20,843,779
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	397	4,323				4,720
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	397	4,323				4,720
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)	4,248,099	4,566,611	4,210,615	3,745,112	4,078,062	20,848,499

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

15 Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f))	15	99.98%
16 Public support percentage from 2017 Schedule A, Part III, line 15	16	99.98%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2017 Schedule A, Part III, line 17	18	%

- 19a 33 1/3% support tests—2018. If the organization did not check the box on line 14, and line 15 is more than 33 1/3% and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization
- b 33 1/3% support tests—2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization
- 20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

Part IV Supporting Organizations

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2)		
3a Did the organization have a supported organization described in section 501(c)(4) (5), or (6)? If "Yes," answer (b) and (c) below.		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
4a Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable) Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document)		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI.		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ)		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.		
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.		
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer 10b below		
b Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		

Part IV Supporting Organizations (continued)

- 11 Has the organization accepted a gift or contribution from any of the following persons?
- a A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?
 - b A family member of a person described in (a) above?
 - c A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in Part VI.

	Yes	No
11a		
11b		
11c		

Section B. Type I Supporting Organizations

- 1 Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.
- 2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.

	Yes	No
1		
2		

Section C. Type II Supporting Organizations

- 1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).

	Yes	No
1		

Section D. All Type III Supporting Organizations

- 1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?
- 2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).
- 3 By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.

	Yes	No
1		
2		
3		

Section E. Type III Functionally-Integrated Supporting Organizations

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)
 - a The organization satisfied the Activities Test. Complete line 2 below.
 - b The organization is the parent of each of its supported organizations. Complete line 3 below.
 - c The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)

2 Activities Test. Answer (a) and (b) below.

- a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.
 - b Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.
- 3 Parent of Supported Organizations. Answer (a) and (b) below.
- a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? Provide details in Part VI.
 - b Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in Part VI the role played by the organization in this regard.

	Yes	No
2a		
2b		
3a		
3b		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3.	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6, and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1.	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3.	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI). See instructions	
7 Total annual distributions. Add lines 1 through 6.	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required-explain in Part VI). See instructions.			
3 Excess distributions carryover, if any, to 2018			
a From 2013			
b From 2014			
c From 2015			
d From 2016			
e From 2017			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
4 Distributions for 2018 from Section D, line 7.			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c Remainder. Subtract lines 4a and 4b from 4.			
5 Remaining underdistributions for years prior to 2018, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
6 Remaining underdistributions for 2018. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7 Excess distributions carryover to 2019. Add lines 3j and 4c.			
8 Breakdown of line 7.			
a Excess from 2014			
b Excess from 2015			
c Excess from 2016			
d Excess from 2017			
e Excess from 2018			

Part VI Supplemental Information. Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

Public Inspection Copy

Schedule B
(Form 990, 990-EZ,
or 990-PF)
Department of the Treasury
Internal Revenue Service

Schedule of Contributors

OMB No. 1545-0047

2018

▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.
▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization

Employer identification number

CONWAY COUNTY COMMUNITY SERVICE, INC

71-0386511

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust not treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

- For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33¹/₃% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule-A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.
- For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the General Rule applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year

▶ 5

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF)

Name of organization CONWAY COUNTY COMMUNITY SERVICE, INC	Employer identification number 71-0386511
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Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$ 5,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions)
2		\$ 6,500	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions)
3		\$ 110,833	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input checked="" type="checkbox"/> (Complete Part II for noncash contributions)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

CONWAY COUNTY COMMUNITY SERVICE, INC

Employer identification number

71-0386511

Part II Noncash Property (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions)	(d) Date received
3	MISC SUPPLIES AND MATERIALS	\$ 45,833	06/30/19
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	

**SCHEDULE D
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Name of the organization

Employer identification number

CONWAY COUNTY COMMUNITY SERVICE, INC

71-0386511

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶

4 Number of states where property subject to conservation easement is located ▶

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

- 1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.
- b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:
- | | |
|---|------|
| (i) Revenue included on Form 990, Part VIII, line 1 | ▶ \$ |
| (ii) Assets included in Form 990, Part X | ▶ \$ |
- 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:
- | | |
|---|------|
| a Revenue included on Form 990, Part VIII, line 1 | ▶ \$ |
| b Assets included in Form 990, Part X | ▶ \$ |

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a Public exhibition
- b Scholarly research
- c Preservation for future generations
- d Loan or exchange programs
- e Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?

Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

Yes No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

- c Beginning balance
- d Additions during the year
- e Distributions during the year
- f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?

Yes No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g column (a)) held as:

- a Board designated or quasi-endowment ▶ %
- b Permanent endowment ▶ %
- c Temporarily restricted endowment ▶ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations
- (ii) related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		436,505	315,047	121,458
e Other				

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10c.) ▶ 121,458

Part VII Investments—Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments—Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) OTHER PAYROLL LIABILITY W/H & TAXES	86,050
(3) PROVISION FOR CONTRACT ADJUSTM	25,000
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	111,050

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	4,078,062
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
	a Net unrealized gains (losses) on investments	2a		
	b Donated services and use of facilities	2b		
	c Recoveries of prior year grants	2c		
	d Other (Describe in Part XIII.)	2d		
	e Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	4,078,062
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
	a Investment expenses not included on Form 990, Part VIII, line 7b	4a		
	b Other (Describe in Part XIII.)	4b	-843	
	c Add lines 4a and 4b		4c	-843
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)		5	4,077,219

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	4,615,675
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
	a Donated services and use of facilities	2a		
	b Prior year adjustments	2b		
	c Other losses	2c		
	d Other (Describe in Part XIII.)	2d		
	e Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	4,615,675
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
	a Investment expenses not included on Form 990, Part VIII, line 7b	4a		
	b Other (Describe in Part XIII.)	4b	-843	
	c Add lines 4a and 4b		4c	-843
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)		5	4,614,832

Part XIII Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

PART XI, LINE 4B - REVENUE AMOUNTS INCLUDED ON RETURN - OTHER

ASSET DISPOSAL LOSS NETTED TO INCOME \$ -843

PART XII, LINE 4B - EXPENSE AMOUNTS INCLUDED ON RETURN - OTHER

ASSET DISPOSITION LOSS NETTED TO INCOME \$ -843

Part XIII Supplemental Information (continued)

Public Inspection Copy

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No 1545-0047

2018

**Open To Public
Inspection**

Department of the Treasury
Internal Revenue Service

- ▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
- ▶ Attach to Form 990.
- ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

Employer identification number

CONWAY COUNTY COMMUNITY SERVICE, INC

71-0386511

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990 Part VII line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ()	X	1	45,833	
26 Other ▶ ()				
27 Other ▶ ()				
28 Other ▶ ()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?

b If "Yes," describe the arrangement in Part II

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

b If "Yes," describe in Part II

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31		X
32a		X
33		

Part II Supplemental Information. Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

Public Inspection Copy

SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047

2018

Open to Public
Inspection

Department of the Treasury
Internal Revenue Service

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

Name of the organization

CONWAY COUNTY COMMUNITY SERVICE, INC

Employer identification number

71-0386511

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990
THE 990 FORM AND RELATED SCHEDULES ARE PREPARED IN DRAFT FORM AND ARE
FORWARDED TO MANAGEMENT TO PRESENT TO BOARD REPRESENTATIVES FOR REVIEW AND
APPROVAL. THE 990 IS FILED WHEN APPROVED BY MANAGEMENT AND THE BOARD.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY
DISCLOSURE IS TO BE MADE BEFORE THE BOARD SO AS TO ALLOW THE BOARD TO
CONSIDER ANY CONFLICT ISSUES PRIOR TO TAKING ANY ACTION REGARDING MATTERS
RELATED TO POTENTIAL CONFLICTS. THE BOARD MEMBER SHOULD PROVIDE A
DISINTERESTED REVIEW OF THE MATTER BEFORE THE BOARD. CONFLICT OF INTEREST
QUESTIONNAIRES ARE EXECUTED AND RETAINED IN THE BOARD MEMBERS FILE.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL
THE BOARD MEETS REGULARLY AND NO LESS THAN ANNUALLY REVIEWS AND APPROVES
THE COMPENSATION PACKAGE OF THE CHIEF EXECUTIVE OFFICER

FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR OFFICERS
AS PART OF THE BUDGET PROCESS, THE BOARD REVIEWS AND APPROVES SUCH BUDGET
MEASURES AS THEY RELATE TO ORGANIZATION COMPENSATION PRACTICES.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION
SUCH DOCUMENTS ARE PROVIDED UPON REQUEST AT THE ORGANIZATION'S MAIN
ADMINISTRATIVE OFFICE DURING REGULAR BUSINESS HOURS. COPIES OF SUCH
DOCUMENTS ARE PROVIDED AS REQUESTED.

Name of the organization

Employer identification number

CONWAY COUNTY COMMUNITY SERVICE, INC

71-0386511

FORM 990, PART IX, LINE 24E - OTHER EXPENSES

DESCRIPTION

Public Inspection Copy
 TOT/PROG SERVICE MGT & GENERAL FUNDRAISING

PROGRAM SUPPLIES

\$ 82,240 \$ 2,741 \$ 0

BAD DEBT PROVISION

\$ 80,000 \$ 0 \$ 0

EQUIPMENT REPAIR

\$ 73,044 \$ 1,456 \$ 0

EQUIPMENT

\$ 8,863 \$ 57,688 \$ 0

NETWORK CONNECTIONS

\$ 42,998 \$ 0 \$ 0

ADVERTISING

\$ 42,035 \$ 390 \$ 0

TELEPHONE

\$ 36,219 \$ 2,035 \$ 0

OFFICE SUPPLIES

\$ 20,459 \$ 1,353 \$ 0

MISCELLANEOUS OTHER EXP.

\$ 8,032 \$ 4,388 \$ 0

INSURANCE

\$ 0 \$ 8,060 \$ 0

AGENCY MEMBERSHIP

\$ 4,681 \$ 3,115 \$ 0

POSTAGE

\$ 657 \$ 4,002 \$ 0

Name of the organization

Employer identification number

CONWAY COUNTY COMMUNITY SERVICE, INC

71-0386511

PRINTING EXPENSE

\$	1,725	\$	1,480	\$	0
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PROFESSIONAL SERVICES

\$	2,707	\$	0	\$	0
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SUBSCRIPTIONS

\$	35	\$	168	\$	0
----	----	----	-----	----	---

JANITORIAL

\$	0	\$	136	\$	0
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RECLASSIFY OTHER INS

\$	-2,694	\$	2,694	\$	0
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RECLASSIFY OTHER MISC G&A

\$	-911	\$	911	\$	0
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TOTAL

\$	400,090	\$	90,617	\$	0
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FORM 990, PART XI, LINE 9 - OTHER CHANGES IN NET ASSETS EXPLANATION

ASSET DISPOSAL LOSS NETTED TO INCOME	\$	843
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ASSET DISPOSITION LOSS NETTED TO INCOME	\$	-843
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**SCHEDULE R
(Form 990)**

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

▶ Attach to Form 990.

Department of the Treasury
Internal Revenue Service

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

Name of the organization

CONWAY COUNTY COMMUNITY SERVICE, INC

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income
(1)			
(2)			
(3)			
(4)			
(5)			

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity (# section 513(c)(1) organization)
(1) COMMUNITY SERVICE PROPERTIES, INC PO BOX 679 MORRILTON AR 72110 71-0577007	RENTALS	AR	509A	10
(2) PETIT JEAN YOUTH FOUNDATION PO BOX 679 MORRILTON AR 72110 58-1674673	GRANTS	AR	509A	7
(3)				
(4)				
(5)				

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

DAA

Schedule R (Form 990) 2018 **CONWAY COUNTY COMMUNITY SERVICE, INC 71-0386511**

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" or because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related unrelated excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets
(1)						
(2)						
(3)						
(4)						

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp S corp or trust)	(f) Share of total income
(1)					
(2)					
(3)					
(4)					

Schedule R (Form 990) 2018 **CONWAY COUNTY COMMUNITY SERVICE, INC 71-0386511**

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

- a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity
- b Gift, grant, or capital contribution to related organization(s)
- c Gift, grant, or capital contribution from related organization(s)
- d Loans or loan guarantees to or for related organization(s)
- e Loans or loan guarantees by related organization(s)

- f Dividends from related organization(s)
- g Sale of assets to related organization(s)
- h Purchase of assets from related organization(s)
- i Exchange of assets with related organization(s)
- j Lease of facilities, equipment, or other assets to related organization(s)

- k Lease of facilities, equipment, or other assets from related organization(s)
- l Performance of services or membership or fundraising solicitations for related organization(s)
- m Performance of services or membership or fundraising solicitations by related organization(s)
- n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)
- o Sharing of paid employees with related organization(s)

- p Reimbursement paid to related organization(s) for expenses
- q Reimbursement paid by related organization(s) for expenses

- r Other transfer of cash or property to related organization(s)
- s Other transfer of cash or property from related organization(s)

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transacti

	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved
(1)	COMMUNITY SERVICE PROPERTIES, INC.	J	306,665
(2)	PETIT JEAN YOUTH FOUNDATION	C	110,833
(3)			
(4)			
(5)			
(6)			

Schedule R (Form 990) 2018 CONWAY COUNTY COMMUNITY SERVICE, INC 71-0386511

Part VI Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Pa

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measure or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

	(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	Org all Ye
					Yes	No			
(1)									
(2)									
(3)									
(4)									
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									

Part VII

Supplemental Information.

Provide additional information for responses to questions on Schedule R. See Instructions.

Public Inspection Copy

Form **4562**

Depreciation and Amortization
(Including Information on Listed Property)
▶ Attach to your tax return.

OMB No 1545-0172

2018

Department of the Treasury
Internal Revenue Service (99)

▶ Go to www.irs.gov/Form4562 for instructions and the latest information.

Attachment Sequence No **179**

Name(s) shown on return

CONWAY COUNTY COMMUNITY SERVICE, INC

Identifying number
71-0386511

Business or activity to which this form relates

INDIRECT DEPRECIATION

Part I Election To Expense Certain Property Under Section 179

Note: If you have any listed property, complete Part V before you complete Part I.

1	Maximum amount (see instructions)	1	1,000,000
2	Total cost of section 179 property placed in service (see instructions)	2	
3	Threshold cost of section 179 property before reduction in limitation (see instructions)	3	2,500,000
4	Reduction in limitation. Subtract line 3 from line 2. If zero or less, enter -0-	4	
5	Dollar limitation for tax year. Subtract line 4 from line 1. If zero or less, enter -0-. If married filing separately, see instructions	5	
6	(a) Description of property	(b) Cost (business use only)	(c) Elected cost
7	Listed property. Enter the amount from line 29	7	
8	Total elected cost of section 179 property. Add amounts in column (c), lines 6 and 7	8	
9	Tentative deduction. Enter the smaller of line 5 or line 8	9	
10	Carryover of disallowed deduction from line 13 of your 2017 Form 4562	10	
11	Business income limitation. Enter the smaller of business income (not less than zero) or line 5. See instructions	11	
12	Section 179 expense deduction. Add lines 9 and 10, but don't enter more than line 11	12	
13	Carryover of disallowed deduction to 2019. Add lines 9 and 10, less line 12	▶ 13	

Note: Don't use Part II or Part III below for listed property. Instead, use Part V.

Part II Special Depreciation Allowance and Other Depreciation (Don't include listed property. See instructions.)

14	Special depreciation allowance for qualified property (other than listed property) placed in service during the tax year. See instructions	14	
15	Property subject to section 168(f)(1) election	15	
16	Other depreciation (including ACRS)	16	62,497

Part III MACRS Depreciation (Don't include listed property. See instructions.)

Section A

17	MACRS deductions for assets placed in service in tax years beginning before 2018	17	0
18	If you are electing to group any assets placed in service during the tax year into one or more general asset accounts, check here	▶ <input type="checkbox"/>	

Section B—Assets Placed in Service During 2018 Tax Year Using the General Depreciation System

(a) Classification of property	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only—see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
19a 3-year property						
b 5-year property						
c 7-year property						
d 10-year property						
e 15-year property						
f 20-year property						
g 25-year property			25 yrs		S/L	
h Residential rental property			27.5 yrs	MM	S/L	
i Nonresidential real property			39 yrs	MM	S/L	
				MM	S/L	

Section C—Assets Placed in Service During 2018 Tax Year Using the Alternative Depreciation System

20a Class life	(b) Month and year placed in service	(c) Basis for depreciation (business/investment use only—see instructions)	(d) Recovery period	(e) Convention	(f) Method	(g) Depreciation deduction
b 12-year			12 yrs		S/L	
c 30-year			30 yrs	MM	S/L	
d 40-year			40 yrs	MM	S/L	

Part IV Summary (See instructions.)

21	Listed property. Enter amount from line 28	21	
22	Total. Add amounts from line 12, lines 14 through 17, lines 19 and 20 in column (g), and line 21. Enter here and on the appropriate lines of your return. Partnerships and S corporations—see instructions	22	62,497
23	For assets shown above and placed in service during the current year, enter the portion of the basis attributable to section 263A costs	23	

For Paperwork Reduction Act Notice, see separate instructions.

DAA

THERE ARE NO AMOUNTS FOR PAGE 2

COMMUNITY SERVICE, INC.

POLICY AND PROCEDURE

DATE: December 21, 1999

REVISION DATE: 1/27/03, 07/14/08, 03/07/12, 06/04/14, 07/27/16, 01/12/17

SUBJECT: STAFF DEVELOPMENT - INDEX # HR - 41

This Policy and Procedure was developed in order to outline our policy on procedures to ensure proper staff development.

This Policy and Procedure will be briefed to all current and future employees. File in the Administrative Procedures Manual, in Index Number sequence.

Every effort will be made to ensure that each staff member, both administrative and direct support, functions at the highest level possible. To accomplish this, CSI prepares incoming staff to fulfill their roles, offers supportive supervision, and provides all employees with ongoing opportunities for continued learning and professional development. This may include continuing education workshops and seminars and in-service training as it relates to an employees particular area or license requirements.

STAFF DEVELOPMENT PROGRAM

CSI will review and/or update the staff development program each year. This program will be based on the annual assessment of agency training needs prior to the end of the calendar year and will include specific expectations regarding training times for each CSI job category. This will occur in the annual Quality Improvement (QI) Team meeting and will be noted in the meeting minutes maintained by the Director of Corporate Compliance who will be responsible for updating the QI Training Calendar. In addition, the QI Training Calendar may be revised throughout the year as unmet training needs are identified.

Individual staff development needs and requests, which go beyond the Staff Development Program, should be discussed by the employee with his/her immediate supervisor. Specific areas identified as training needs may be included in the employee's annual performance evaluation (CS-20). Performance evaluations may require at least one job-related education and training opportunity during the year either onsite or offsite (regardless of position). All employees are expected to fulfill the continuing education requirements of their respective professions or licensure. Copies of licensure/certification renewals must be forwarded to the HR Department as proof of this training.

The Annual QI Training Calendar may include, but is not limited to:

1. CSI Policies and Procedures
2. CPI Training (8 hours) for all new direct service staff
3. Annual CPI Refresher Training (All direct service staff)
4. Annual CPR Training
5. Basic First Aid Training (every 2 years)
6. Annual OSHA Required Safety Training(All Staff)
7. Cultural Diversity Training
8. QBHP Training (40 hrs) for new Paraprofessionals
9. Annual QBHP Refresher Training (requires 8 hrs of various in-service)
10. Crisis Intervention Training
11. Parenting Techniques
12. Substance Abuse Treatment
13. Mandated Reporter/Duty to Warn (All Staff)
14. Confidentiality and Client Rights (All Staff)
15. Ethics
16. Client Satisfaction and Feedback
17. Continuous Quality Improvement
18. Assessing and Meeting needs of clients
19. Leadership Skills
20. Teamwork and Problem-Solving
21. Brief and Solution Focused Therapy
22. Sex Offender Specific Training
23. Case and Cause Advocacy
24. Trauma-Informed Care

These topics are not necessarily inclusive and may not necessarily be presented each year unless it specifically states that it is an annual requirement. The annual needs assessment by the QI Team will determine which topics will be included from this list or add other topics that may not be on this list. In addition, staff may submit training requests through their supervisor or any QI Team member. Again, ALL staff, including administrative staff, are required to attend all training unless the training topic specifically excludes them. Staff may occasionally be exempted from in-service training by their supervisor based on demonstrated competence in the subject area or because the subject does not apply to their position. However, ALL exemptions should be noted on the training record (CS-147).

For any person who misses a required training, the supervisor is responsible to assure that the staff member receives the appropriate training materials and submits a Meeting Minutes/Training Record (CS-147) documenting such.

Training documentation (CS-147) will be maintained in a separate training folder in the Morrilton Office.

SUSAN OKROGLIC
President/CEO