

BID RESPONSE PACKET
710-24-010

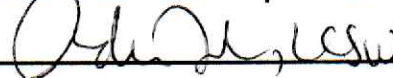
BID SIGNATURE PAGE

Type or Print the following information.

PROSPECTIVE CONTRACTOR'S INFORMATION			
Company:	Collaborative Counseling Associates, PLLC.		
Address:	1015 West 2 nd Street, Ste. 103		
City:	Little Rock	State:	Arkansas
		Zip Code:	72201
Business Designation:	<input type="checkbox"/> Individual <input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> Public Service Corp <input type="checkbox"/> xx Partnership <input type="checkbox"/> Corporation <input type="checkbox"/> Nonprofit		
Minority and Women-Owned Designation*:	<input type="checkbox"/> Not Applicable <input type="checkbox"/> American Indian <input type="checkbox"/> Service-Disabled Veteran <input type="checkbox"/> xx African American <input type="checkbox"/> Hispanic American <input type="checkbox"/> xx Women-Owned <input type="checkbox"/> Asian American <input type="checkbox"/> Pacific Islander American		
	AR Certification #: <u>6320320</u> * See Minority and Women-Owned Business Policy		
PROSPECTIVE CONTRACTOR CONTACT INFORMATION			
Provide contact information to be used for bid solicitation related matters.			
Contact Person:	Andrea Fresh, LCSW	Title:	Owner
Phone:	(501) 246-5008	Alternate Phone:	(501) 442-2293
Email:	andrea@collabcounseling.org		
CONFIRMATION OF REDACTED COPY			
<input type="checkbox"/> YES, a redacted copy of submission documents is enclosed. <input type="checkbox"/> xx 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> , Prospective Contractor agrees and certifies that it does not employ or contract with illegal immigrants. If selected, Prospective Contractor certifies that it will not employ or contract with illegal immigrants during the aggregate term of a contract.			
ISRAEL BOYCOTT RESTRICTION CONFIRMATION			
By checking the box below, Prospective Contractor agrees and certifies that it does not boycott Israel, and if selected, will not boycott Israel during the aggregate term of the contract.			
<input type="checkbox"/> xx Prospective Contractor does not and will not boycott Israel.			

An official authorized to bind Prospective Contractor to a resultant contract must sign below.

The signature below signifies agreement that any exception that conflicts with a Requirement of this *Bid Solicitation* will cause Prospective Contractor's bid to be disqualified:

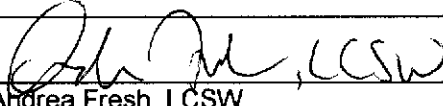
Authorized Signature:  Title: Owner

Printed/Typed Name: Andrea Fresh, LCSW Date: 05/15/2024

SECTIONS 1 - 4 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 the bid solicitation.

Vendor Name:	Collaborative Counseling Associates, PLLC	Date:	05/15/2024
Signature:		Title:	Owner
Printed Name:	Andrea Fresh, LCSW		

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

☐ **xxPROSPECTIVE CONTRACTOR DOES NOT PROPOSE TO USE SUBCONTRACTORS TO PERFORM SERVICES.**

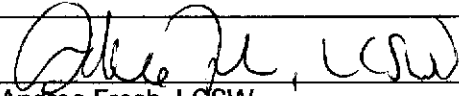
SECTION 2.3 MINIMUM QUALIFICATIONS

Please select one (1) of the following:

- ☐ Completed Structured Analysis Family Evaluation (SAFE) training.
If the prospective Contractor has completed the SAFE training, the Prospective Contractor must submit certificate(s) with bid submission.
- ☐ xx Have **NOT** completed the Structured Analysis Family Evaluation (SAFE) training.

If the Prospective Contractor has not completed the SAFE training, the Contractor must complete the training within thirty (30) business days of the contract start date.

By signature below, vendor agrees to and **shall** fully comply with all requirements as shown in the bid solicitation.

Vendor Name:	Collaborative Counseling Associates, PLLC	Date:	05/15/2024
Signature:		Title:	Owner
Printed Name:	Andrea Fresh, LCSW		

SERVICE AREA(S)

Please select each area in which you can provide services (Refer to Attachment J DCFS Area Map).

- ☐ Area 1
- ☐ Area 2
- ☐ Area 3
- ☐ Area 4
- ☐ Area 5
- ☐ xx Area 6
- ☐ Area 7
- ☐ Area 8
- ☐ Area 9
- ☐ Area 10

DOCUMENTATION CHECKLIST

As outlined in section 2.3 Minimum Qualifications in the solicitation document, please provide the following:

- Active registration from the Arkansas Secretary of State's Office, or other state approved documentation
- Copy of social work licenses for all staff identified to execute the scope of work
- Resumes for all staff identified to execute the scope of work
- SAFE Training certificate (if applicable)
- *Official Bid Price Sheet*
- Organizational chart
- All documents provided in the *Bid Response Packet*
- Copy of Vendor's *Equal Opportunity Policy*
- Signed Addenda, if applicable
- EO 98-04 Disclosure Form (*Attachment A*)



**Arkansas Secretary of State
John Thurston**

State Capitol Building ♦ Little Rock, Arkansas 72201-1094 ♦ 501-682-3409

Certificate of Good Standing

I, John Thurston, Secretary of State of the State of Arkansas, and as such, keeper of the records of domestic and foreign corporations, do hereby certify that the records of this office show

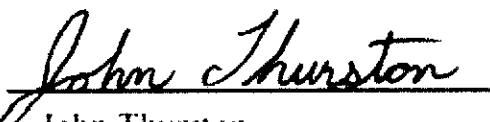
COLLABORATIVE COUNSELING ASSOCIATES, PLLC

authorized to transact business in the State of Arkansas as a Limited Liability Company, filed Articles of Organization in this office May 5, 2017.

Our records reflect that said entity, having complied with all statutory requirements in the State of Arkansas, is qualified to transact business in this State.



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 25th day of July 2023.


John Thurston
Secretary of State
Online Certificate Authorization Code: 5c99c59aa4e793c
To verify the Authorization Code, visit sos.arkansas.gov

Details

For service of process contact the [Arkansas Secretary of State's office](#)

LLC Member information is now confidential per Act 865 of 2007

For access to our corporations bulk data download service [click here](#)

Corporation Name

COLLABORATIVE COUNSELING ASSOCIATES, PLLC

Fictitious Names

—

Filing #

811132653

Filing Type

Limited Liability Company

Filed Under Act

Domestic LLC; 1003 of 1993

Status

Good Standing

Principal Address

701 W 7TH STREET STE 109 LITTLE ROCK, AR 72201

Reg. Agent

ANDREA FRESH

Agent Address

1015 W 2ND STREET SUITE 103 LITTLE ROCK, AR 72201

Date Filed

05/05/2017

Officers

ANDREA FRESH, Incorporator/Organizer

ANDREA M FRESH, Manager

Foreign Name

N/A

Foreign Address



**Arkansas Department of Health
Social Work License Card**

License No.

2117-C

Expiration Date:

1-31-2025

Andrea M. Fresh, LCSW

1408 S. Schiller St

Little Rock AR 72202

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

Tammy Charlton, LCSW

Chair

ANDREA FRESH, LCSW

1408 Schiller Street
Little Rock, AR 72202
(501) 442-2293 CELL

Objective

To obtain a professional position with a dedicated and committed human service and/or community program that will allow me to apply gained knowledge and experience in a practical and caring environment.

Education and Academic Honors

2003 – 2004 University of Arkansas at Little Rock - *Masters of Social Work: Management and Community Practice - Advanced Standing*
2801 S. University Ave. Little Rock, AR 72204

1997 – 2003 University of Arkansas at Little Rock – *Bachelors of Social Work:*
Sturgis/ Friday Leadership Scholar, Deans/Chancellors List, Recipient of the
Arkansas Women Insurance Scholarship
2801 S. University Ave. Little Rock AR 72204

Skills

Counseling

Counseled middle school and high school students in need of mental health services. Provided biopsychosocial assessments, diagnostic services and individualized treatment plans. Individual, group and family counseling.

Counseled persons with disabilities, the geriatric population and their families on home and community based services that are available in their communities. Assisted them in solving conflicts and issues that arise with their services.

Counseled middle school students on personal and academic issues. Identified social and emotional problems that were interfering with academic progress.

Counseled terminally ill patients and their families on end of life issues and palliative care. Conducted groups for families to provide respite care techniques.

Counseled low-income and teenage mothers who were seeking employment and educational opportunities. Helped to identify strengths and needed resources to achieve goals. Provided stress relief and management groups.

Coordinating

Coordinate school based mental health services for middle/high school students. Supervise therapists, case managers and clinical services.

Coordinated with state programs, community organizations and consumers to address gaps and barriers in effective service delivery of home and community based waiver services. Worked with geriatric consumers to address issues in service delivery system.

Coordinated mental health services for middle school students with severe emotional needs. Coordinated support groups to provide services to students. Coordinated parent and family workshops and trainings. Coordinated a student referral system for teachers and staff to identify children with social and/or emotional needs. Coordinated community resources for school use, by creating a resource directory and partnering with community agencies to provide services.

Coordinated resource and funding opportunities that would assist community agencies in eliminating or reducing minority health disparities. Assisted in the coordination of local conferences, health fairs and other health related meetings.

Coordinated resources for low-income and teenage mothers with social or emotional needs. Assisted in securing funds for education, housing, food and or other basic needs.

- **Program Monitoring/Staff Management**

Managed, supervised 30+ staff members in a behavioral health setting. Supervised the overall direction of the agency and monitored all program components.

Assisted agency in obtaining COA National certification. Organized and managed a team consisting of mental health professionals, paraprofessionals and administrative staff in developing program criteria and agency policy and procedure.

Assisted agency in obtaining State RSPMI certification. Developed policy and procedures, created forms and developed clinical/agency mission and vision.

Monitored health department programs to ensure minority health disparities were addressed. Provided technical assistance to programs as it relates to minority health issues. Monitored program activities to ensure that federal guidelines were met.

Monitored Bachelor's level Social Work students during their internship placements. Served as liaison between field site placements and the University.

Participated in program evaluation and community assessment to ensure program compliance with federal guidelines for low-income and teenage parent Head Start program.

- **Database Management and Record Keeping**

Built and maintained personnel supervision files. Conducting bi-weekly staffing and created methods of tracking client data as well as staff competencies.

Built and maintained student database of biopsychosocial assessments, treatment plans, student schedules and progress notes. Keep accurate records of bills for Medicaid and agency.

Maintained a daily log of middle school students referred by staff or walk-in for counseling services. Maintained a database of students receiving services from outside mental health or community programs.

Maintained a database of health department programs and minority health statistics.

Conducted psychosocial assessments on terminally ill patients and their families. Kept case notes on all correspondence with patients and families.

Conducted individual and family assessments for low-income and teenage parents. Maintained a file for parents to monitor achievement of personal goals.

- **Training and Consultation**

Assist with training family practice physicians and primary care physicians in understanding and treating mental illness in their practice. Provide assistance with weekly ongoing consultation calls facilitated by a child and adolescent psychiatrist.

Provide phone consultation and referral services to physicians treating patients with emotional and/or behavioral disturbance.

Trained potential foster and adoptive parents on Foster Pride content utilized by the Arkansas Division of Children and Family Services.

Relevant Experience

05/17 – present	Owner , Collaborative Counseling Associates, PLLC 701 West 7 th Street, Suite 109, Little Rock, AR 72212
04/16 – 07/17	Mental Health Professional , UAMS Psychiatric Research Institute Psych TLC 4301 West Markham Slot#554 LR, AR 72205 (501) 258-5684
11/10 – 12/11	P/T Foster Pride/Adopt Trainer , Midsouth Training Academy – UALR 100 S. University Ave. Ste.100, LR, AR 72205 (501) 296-1920
11/10 – 04/16	Director/Owner , State of the Heart Counseling Services, Inc. 7123 I-30 Ste. 6, Little Rock, AR 72209 (501) 414-0070
11/14 – 10/15	Social Worker , Arkansas Division of Behavioral Health/ DHS 4800 West 7 th Street, Little Rock, AR 72204 (501) 686-9515
11/09 – 11/10	Clinical Director , New Beginnings Behavioral Health Services 34011 Hwy 300 Bigelow, AR 72016 (501) 330-1225
11/08 – 11/09	Clinical Coordinator/Therapist , Therapeutic Family Services of Little Rock 7107 West 12 th Street Suite 201 LR, AR 72204 (501) 663-1837
08/06 – 05/09	Faculty Liaison/Instructor , University of Arkansas at Little Rock 2801 South University LR, AR 72204 (501) 569-3098
02/06 – 08/08	Therapist , Living Hope School-Based 600 McKinley Suite 400 LR, AR 72204 (501) 663-4673
06/05 – 02/06	Social Worker I , Division of Aging and Adult Services – DHHS P.O Box 1437/Slot S530 LR, AR 72203 (501) 682-2441
05/04 – 03/05	Parent Coordinator/Social Worker , Southwest Middle School (LRSD) 3301 South Bryant LR, AR 72204 (501) 447-3400
08/03 – 05/04	MSW Intern , Office of Minority Health – Arkansas Dept. of Health 4815 West Markham Slot 22 LR, AR 72205 (501) 661-2622
05/03 – 08/03	MSW Summer Intern , Arkansas Hospice 2200 Fort Roots Dr. NLR, AR 72114 (501) 257-3400
08/02 – 05/03	BSW Intern , Easter Seals Early Head Start 2701 South Elm LR, AR 72204 (501) 661-1915

Relevant Contract Work

Contract LCSW: Military Family Life Counselor, Magellan - 2015 - present
Contract LCSW: Social Worker, Senior Works - 2017 - 2019
Contract LCSW: Center Mental Health Consultant, Little Rock Job Corps - 2017
Contract LCSW: Social Worker DCFS, Methodist Behavioral Health - 2011
Contract LCSW; Director of Case Management Services, Our House Shelter – 2008
Contract LCSW; Mother Infant Program Social Services Consultant, Arkansas Dept. of Health – 2008
Contract LCSW; Therapist/Counseling DCFS, HLH Consultants – 2008

Additional Skills and License

- Proficient use of Microsoft Word, PowerPoint, Excel, Access, SPSS, Outlook and Explorer
- **Licensed Certified Social Worker**

Community and Board/Association Appointments

- City of Little Rock Community. Housing Advisory Board, For-Profit Corporation Representative
Term: 2021 - 2024
- Friends of Central Arkansas Library Board, At-Large Member Term: 2010 - 2013



Arkansas Department of Health Social Work License Card

License No.

4064-C

Mika Tamara Whitfield, LCSW

3024 Gemstone Cove

Sherwood AR 72120

Expires

12/31/2025

Card bearer is licensed and in good standing

Social Work Licensing Board

Tammy C.

Chair



SOCIAL WORK LICENSING BOARD ROSTER

[Print](#)

Mika Tamara Whitfield

Location: Sherwood, AR**Level:** LCSW**License Number:** 4064-C**Date Issued:** 12/26/2019**Expiration:** 12/31/2025**Disciplinary Action:** no

The data in this website is maintained by the Information Network of Arkansas and is endorsed by the Arkansas Social Work Licensing Board as primary source verification. Each item of data has been provided by Board personnel from the primary source, unless otherwise specified. The Social Work Licensing Board maintains updates to this website once each month after the Board meets. Disciplinary information is located under the Complaints Tab.

No responsibility is assured or implied for error or omissions created or caused by technical difficulties. No one shall be entitled to claim detrimental reliance thereon.

Licensure Level Key:

LCSW: Licensed Certified Social Worker

LMSW: Licensed Master Social Worker

LSW: Licensed Social Worker

PLMSW: Provisional Licensed Master Social Worker

PLSW: Provisional Licensed Social Worker

Mika Gill
3024 Gemstone Cove
Sherwood, AR 72120
(501) 773-4991
Email: gilltmi@aol.com

Objective: To provide therapeutic services by encouraging clients and their families in the field of Social Work/Mental Health.

Education: **University of Arkansas at Little Rock, Little Rock, AR**
August 2009- Master of Social Work
May 2011 May 2011

August 2007- **University of Arkansas at Little Rock, Little Rock, AR**
May 2009 Bachelor of Social Work
May 2009

January 2004- **Pulaski Technical College, North Little Rock, AR**
December 2006 Associate of Arts
December 2006

Experience:

January 2022 **Growing Hope Counseling Cabot, AR**
Present **Therapist**

- Provides individual, family, and group therapy in the clinic, home, and/or school setting.
- Communicates with multidisciplinary team regarding client's treatment.
- Completes required documentation including treatment plans, treatment plan reviews, progress notes, referrals, etc..
- Provides supervision and observations to Mental Health Paraprofessional.
- Provides crisis interventions and stabilization as required.
- Diagnose and utilization of DSM.

July 2015- **Families, Inc. Jacksonville, AR**
January 2022 **Mental Health Professional/Therapist**

- Provides individual, family, and group therapy in the clinic, home, and/or school setting.
- Communicates with multidisciplinary team regarding client's treatment.

- Completes required documentation including treatment plans, treatment plan reviews, progress notes, referrals, etc..
- Provides supervision and observations to Mental Health Paraprofessional.
- Provides crisis interventions and stabilization as required.
- Diagnose and utilization of DSM.

**May 2011-
June 2015**

Pathfinder, Inc. Jacksonville, AR
Mental Health Professional/Therapist

- Provides individual, family, and group therapy sessions to at risk youth in a high school setting.
- Crisis interventions and stabilization.
- Maintain active caseload.
- Create treatment plans and goals regarding client's diagnosis.
- Diagnose with DSM.
- Evaluate client's progress every 90 days.
- Provide supervision to case manager.
- Progress notes, Treatment Plans, Plan of Care

**September 2014-
February 2015**

Integrity, Inc. Little Rock, AR
Support Living Staff

- Assists with daily living skills to consumers meeting Autism and Mental Retardation diagnosis.
- Provides transportation.

**August 2010-
May 2011**

Arkansas Children's Hospital, Little Rock, AR
Social Work Intern

- Case management.
- Maintains small case load under the direct supervision of a LCSW.
- Progress notes.
- Work with a multidisciplinary team.

**August 2009-
May 2010**

Pulaski County Juvenile Detention Center, Little Rock, AR
Social Work Intern

- Case management and referrals.
- Maintains small case load under the direct supervision of a LCSW.
- Progress notes using SOAP format.

**August 2008-
August 2010**

Methodist Family Health, Little Rock and Maumelle, AR
Social Work Intern and Behavioral Instructor

- Case management
- Maintains small case load under the direct supervision of a LCSW.

- Progress notes.
- Work with a multidisciplinary team.
- Direct care staff to at-risk youth with behavioral/emotional issues.
- Use of family teaching model.

Organizations: Bachelor of Social Work Organization (BSWSO) 2009; Master of Social Work Organization (MSWO) 2009-2011; NASW 2011

Skills/Certifications: Licensed Clinical Social Worker (LCSW), CPR/First Aid, CPI/Non-Violent Crisis Intervention Trained, Microsoft Office including Office, Excel, and PowerPoint

References: Nikia Johnson, LCSW
Growing Hope
(501) 838-7269

Andrea Fresh, LCSW
Clinical Social Worker
(501) 442-2793

Shanice Fuller, LCSW
ACH Social Worker
(501) 358-9625



**Arkansas Department of Health
Social Work License Card**

License No.

7338-C

Expiration Date:

10/31/2025

Shanice M. Coburn, LCSW

4404 Westridge Dr

North Little Rock AR 72116

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

Tammy Chariton, LCSW

Chair

Shanice Coburn

4404 Westridge Dr • North Little Rock, Arkansas 72116 • (501) 358-9625 • Email: dynamicallyesteemed@gmail.com

Professional Profile

Dedicated, goal-orientated, and skilled professional recognized for a strong expertise in advocating for physically challenged, mentally impaired, and neglected children. Currently I am working as Licensed Clinical Social Worker in the outpatient setting. Over nine years of progressive experience working for various non-profit organizations and handling caseloads to better the lives of assigned clients. Outstanding interpersonal communication and problem solving skills in diverse fast paced settings. Particularly adept in the ability to cultivate partnerships with clients in the community in order to provide the highest quality service on a consistent basis. Proficient in Microsoft Word, Excel, PowerPoint, Access, and Outlook.

Education

University of Arkansas at Little Rock, Little Rock, Arkansas

Master of Social Work

Graduation Date: May 2014

University of Arkansas at Little Rock, Little Rock, Arkansas

Bachelor of Social Work

Graduation Date: August 2012

Core Strengths and Skills

Crisis Intervention
Client Mentoring/Coaching
Time Management

Group Counseling
Data Entry
Community Networking

Written & Verbal Communication
Conflict Management
Client Relations Management

Career Profile

Growing Hope Counseling, Cabot, Arkansas

August 2019- Present

Licensed Clinical Social Worker, Contract Therapist

Delivered Results:

- Counsel clients, individually or couple sessions, to assist in overcoming dependencies, adjusting to life, or making changes.
- Develop and implement treatment plans based on clinical experience and knowledge while maintaining all required records and reports.
- Act as client advocates to coordinate required services or to resolve emergency problems in crisis situations.

Dynamically Esteemed, LLC, Conway, Arkansas

April 2019- Present

Founder, CEO

Delivered Results:

- Provide faith-based master classes, webinars, and specialized training to women regarding healing from traumatic and emotional wounds.
- Service individual clients through personalized coaching programs focused on breaking generational curses and creating generational wealth.
- Educate communities regarding financial freedom through visual demonstrations, conferences, and virtual streaming.
- Service black women through faith-based apparel that promote positive mental health from mental healing.

Arkansas Children's Hospital, Little Rock, Arkansas

Jan 2018- Jan 2021

Licensed Clinical Social Worker

Delivered Results:

- Provides thorough and independent clinical assessments using a bio psychosocial model to determine the needs of ACH's diverse, multicultural population.

Shanice Coburn

4404 Westridge Dr • North Little Rock, Arkansas 72116 • (501) 358-9625 • Email: dynamicallyesteemed@gmail.com

- Refer clients, and their family, to community resources as needed & report any incident of abuse or neglect to the Department of Human Services
- Communicates understanding of patient's situation and problems with other team members by obtaining medical and background information from staff, chart review, and computer research
- Acts as the liaison between the medical team, family, and community agency to ensure the patient's needs are met in an effective manner.
- Demonstrates leadership through ongoing education of community or hospital staff such as diagnosis specific education, promoting the role of the medical social worker, facilitating diagnosis specific support/educational/therapeutic groups, hospital staff or medical team education, initiates program planning.

Therapy and Assessment Center, Conway, Arkansas
Licensed Clinical Social Worker

Jan 2018- October 2018

Delivered Results:

- Facilitate counseling to treat individuals experiencing challenges in their emotional health, relationship health, and other behavioral challenges.
- Address mental health and relationships outside of sessions while considering ethical, developmental, and preventive issues involved in the prescribed treatment.
- Refer clients to psychologists and other services to ensure continuity of care for the duration of the therapeutic relationship.
- Educate and involve family members or other loved ones in the treatment process when necessary.

Pathfinder Inc., Jacksonville, Arkansas
School-Based Mental Health Therapist
Delivered Results:

July 2014-December 2017

- Accomplish daily organizational objectives by assisting with individual and group counseling sessions that provide support in areas, such as grief & loss, abuse, anger management, social skills, and medication management
- Refer clients, and their family, to community resources as needed & report any incident of abuse or neglect to the Department of Human Services
- Develop, implement, and modify treatment plans and approaches to comply with changes in clients mental health status
- Facilitate continuing education training to teachers and support staff
- Conduct weekly supervision and monthly observation of mental health para-professional
- Submit progress notes documenting interviews and interactions between clients, school officials, and family members while maintaining client confidentiality.

Pathfinder Inc., Jacksonville, Arkansas
School-Based Case Manager
Delivered Results:

March 2013-July 2014

- Accomplish daily organizational objectives by accepting & processing all referrals for new clients.
- Facilitate daily and weekly conferences with teachers and parent to ensure services are being rendered properly.
- Perform intervention activities with clients based on therapist's goals and objectives.
- Communicate daily reports of clients' academic, social, and behavioral progress to therapist.
- Held accountable for the maintenance of progress notes documenting interviews and interaction between clients, school officials, and family members while maintaining client confidentiality.

Pathfinder Inc., Jacksonville, Arkansas
Mental Health Para-Professional, Intern
Delivered Results:

June 2013-July 2014

- Plan, organize, and lead structured individual and group counseling focusing on client's mental illness and social disabilities that encourage healthy interactions.

Shanice Coburn

4404 Westridge Dr • North Little Rock, Arkansas 72116 • (501) 358-9625 • Email: dynamicallyesteemed@gmail.com

- Gather information about community mental health needs and resources that could be used in conjunction with therapy. Assist families with applying for insurance and other government assisted programs.
- Arrange and coordinate workshops, courses, or training about mental health issues that will enhance the agency's mental health program.
- Evaluate the effectiveness of counseling programs and client's progress in resolving identified problems and moving towards defined objectives.

CASA 20th Judicial, Conway, Arkansas
Court Appointed Special Advocate

June 2012- Present

Delivered Results:

- Maintain daily workflow by advocating for children in foster care who have been abused and neglected by collecting factual information to carry out an objective examination of the case.
- Communicate and collaborate with colleagues to reunify a mother with her 9 children after a period of 18 months as well as successfully reunify children in five other cases.
- Responsible for making recommendations regarding the child's best interest while providing a written court report and testifying at the hearing to the report.
- Accountable for informing the court promptly of important development in the case through appropriate means as determined by court regulations or statutes.
- Utilize effective communication skills by advocating for the child's best interests in the community by interfacing with mental health, educational and other community systems to assure that the child's needs in these specific areas are being met.

The Pointe, Conway, Arkansas
Behavioral Health School-Based Intern

August 2011-May 2012

Delivered Results:

- Coordinated required services, such as transportation, and resolved emergency problems in crisis situations.
- Facilitated hospital intakes and communicated client needs to hospital staff and the psychiatrist.
- Acted as liaison between school officials, community agencies, and parents to ensure services were delivered accurately and within a timely manner.

UALR/Division of Youth Services, Juvenile Justice, Little Rock, Arkansas
Youth Mentor/Advocate

August 2010-October 2011

Delivered Results:

- Held responsible for heading daily organizational functions that focus on improving client's behavior while in the facility and access of community resources upon reentry.
- Performed weekly contact visits with clients for at least one hour per week and discussed ways to improve self-esteem, worked on goals, and explored different job and educational opportunities.
- Developed strong working relationships and networking with probation officers, community agencies, correctional institutions, psychiatric facilities, and aftercare agencies to plan for helping clients with life adjustments.

Accomplishments and Professional Affiliations

- Dean's list for academic achievement
- Chancellor's List for excellent academic achievement
- Member of the National Association of Black Social Workers
- Officer of the Court, 20th Judicial, Conway, Arkansas
- Licensed Master Social Worker, Arkansas
- TF-CBT Trained, Arkansas
- Licensed Clinical Social Worker, Arkansas
- Women & Children's First, Board Member

Fall 2008-2014

Fall 2010

Fall 2010-Present

Fall 2012-Spring 2015

Spring 2014-Fall 2017

Fall 2016 – Present

Fall 2017- Present

Fall 2017- Present



SOCIAL WORK LICENSING BOARD ROSTER

[Print](#)

Candace A. Baker

Location: Menifee, AR

Level: LCSW

License Number: 5057-C

Date Issued: 12/20/2016

Expiration: 12/31/2024

Disciplinary Action: no

This document is a public record. It is subject to the Arkansas Freedom of Information Act. Any person may request and receive this document. The Arkansas Department of Health is not responsible for the accuracy or completeness of the information contained herein. The information is provided for informational purposes only. It is not intended to be used for legal or other purposes. The information is provided as a public service. It is not intended to be used for legal or other purposes. The information is provided as a public service. It is not intended to be used for legal or other purposes.

Arkansas Department of Health, 1500 North College Avenue, Little Rock, Arkansas 72202-1099. Phone: (501) 682-2000. Fax: (501) 682-2001. Website: www.arkansas.gov

Licensure Level Key:

LCSW: Licensed Clinical Social Worker

LMSW: Licensed Master Social Worker

LCSW-P: Licensed Clinical Social Worker - Professional

PLS: Licensed Professional Counselor - Master's Level

PLS-W: Licensed Professional Counselor - Master's Level - Work

CANDACE BAKER LCSW, ADC

PO BOX 3
Menifee, AR 72107

501-339-3860
cbakerlcsw@gmail.com

Professional Summary

Licensed Certified Social Worker with a experience in private practice, teletherapy, medical, community mental health, corrections and geriatrics. Passionate and motivated with over ten years of experience with mental health and substance abuse populations.

Skills

- Active Listener
- Critical Thinker
- Complex Problem Solver
- Effective Time Management
- Excellent Communicator
- Proven Documentation Compliance
- Independent Judgement Skills
- Team Oriented

Experience

Principal/Therapist April 2018-Current
Sankofa Consulting and Counseling Services Plumerville, AR 72127

- Facilitate individual and/or group therapy sessions, and conducts evaluations for diverse populations.
- Maintain a well-mannered professional relationship with clients.
- Follow all HIPPA and regulatory guidelines, as well as meeting professional ethics requirements.
- Maintain active licensure, including the completion required continuing education.

Licensed Clinical Therapist July 2017-August 2019
Thriveworks Conway, AR 72034

- Counsel clients in individual or group sessions to assist them in dealing with mental or physical illness, unemployment, and/or other psycho-social stressors.
- Document patient information including, session notes, progress notes, recommendations, and treatment plans.
- Counsel individuals, groups, or families to help them understand problems, deal with crisis situations, define goals, and develop realistic action plans.
- Evaluate client strengths, weaknesses, needs, and abilities and collaborate with client and family to formulate an action plan.

*Adult Outpatient Therapist
Counseling Associates, Inc*

*September 2015-December 2017
Russellville, AR 72801*

- Counsel clients in individual or group sessions to assist them in dealing with substance abuse, mental or physical illness, poverty, unemployment, and/or other psycho-social stressors.
- Collaborate with interdisciplinary team to direct client care.
- Document patient information including, session notes, progress notes, recommendations, and treatment plans.
- Attend training sessions to increase knowledge and skills.

*Care Coordinator
Carelink*

*November 2013-September 2014
North Little Rock, AR*

- Maintain knowledge of community services and resources available to clients, and refer as needed.
- Explain policies, procedures, or services to clients using clinical or administrative knowledge.
- Read current literature, talk with colleagues, continue education, or participate in professional organizations or conferences to keep abreast of developments in the field.
- Collect and report data on topics such as patient encounters and services received, making recommendations for change when appropriate.

*Medical Social Worker
Springhill Baptist Medical Center*

*January 2013-November 2013
North Little Rock, AR*

- Collaborate with other professionals to evaluate patients' medical or physical condition and to assess client needs.
- Utilize consultation data and social work experience to plan and coordinate client or patient care and rehabilitation.
- Plan discharge from care facility to home or other care facility.
- Supervise social work students.

*Access to Recovery Provider
State of the Heart*

*May 2012-December 2012
Little Rock, AR*

- Interview clients, review records, conduct assessments, or confer with other professionals to evaluate the mental or physical condition of clients.
- Counsel clients in individual or group sessions to assist them in dealing with substance abuse, mental or physical illness, poverty, unemployment, or physical abuse.
- Collaborate with interdisciplinary team to plan or coordinate treatment, drawing on social work experience and patient needs.
- Modify treatment plans according to changes in client status.

*Mental Health Professional
Dayspring Behavioral Health Services*

*June 2011-July 2012
Morrilton, AR*

- Independently collect information about individuals or clients, using interviews, case histories, observational techniques, and other bio-psycho-social assessment methods.
- Counsel individuals, groups, or families to help them understand problems, deal with crisis situations, define goals, and develop realistic action plans.
- Document patient information including, session notes, progress notes, recommendations, and treatment plans.
- Collaborate with interdisciplinary team to direct client care.

*Substance Abuse Counselor
Center for Addiction Treatment and
Rehabilitation*

*May 2009-April 2010
Little Rock, AR*

- Interview clients, review records, and confer with other professionals to evaluate individuals' mental and physical condition and to determine their suitability for participation in methadone maintenance treatment.
- Provide clients or family members with information about addiction issues and about available services or programs, making appropriate referrals when necessary.
- Participate in peer reviews to evaluate practice.
- Develop client treatment plans based on research, clinical experience, and client histories.
- Counsel clients individually or in group sessions to assist in overcoming dependencies, adjusting to life, or making changes.

*Substance Abuse Program Leader
Arkansas Department of Corrections*

*June 2008-March 2009
Wrightsville, AR*

- Assess individuals' degree of drug dependency by conducting and evaluating outcome of bio-psycho-social assessment.
- Participate in case conferences or staff meetings.
- Conduct chemical dependency program orientation sessions.
- Complete and maintain accurate records or reports regarding the patients' histories and progress, services provided, or other required information.
- Attend training sessions to increase knowledge and skills.
- Supervise or direct other workers providing services to clients.

*Chemical Dependency Tech
MidArk Substance Abuse Services*

*June 2007-July 2008
Little Rock, AR*

- Coordinate counseling efforts with mental health professionals or other health professionals such as doctors and nurses.
- Plan or implement follow-up or aftercare programs for clients to be discharged from detox.

- Provide clients or family members with information about addiction issues and about available services or programs, making appropriate referrals when necessary.
- Confer with family members or others close to clients to keep them informed of treatment planning and progress.
- Follow progress of discharged clients to determine effectiveness of treatments.

Education

*Master of Social Work: Social Work
University of Missouri-Columbia*

*Columbia, Missouri
May 2011*

*Bachelor of Social Work: Social Work
University of Arkansas at Little Rock*

*Little Rock, Arkansas
May 2009*

*Bachelor of Science: Addiction Studies
Treatment
University of Central Arkansas*

*Conway, Arkansas
May 2007*

License/Certification

Licensed Certified Social Worker-5057C

Alcohol and Drug Counselor-1500

*EMDR/IA-Eye Movement Desensitization and Reprocessing(EMDR) Basic Training
completed*



SOCIAL WORK LICENSING BOARD ROSTER

[Print](#)**Mia L. Polk****Location:** Little Rock, AR**Level:** LCSW**License Number:** 2401-C**Date Issued:** 9/2/2009**Expiration:** 9/30/2025**Disciplinary Action:** no

The state of this website guarantees that the information is accurate and is provided by the Arkansas Department of Health. The information is provided for informational purposes only and is not intended to be used for any other purpose. The information is provided for informational purposes only and is not intended to be used for any other purpose. The information is provided for informational purposes only and is not intended to be used for any other purpose.

Some specialties are not included in the roster. Some specialties are not included in the roster. Some specialties are not included in the roster. Some specialties are not included in the roster.

Licensure Level Key:

LCSW: Licensed Clinical Social Worker

LMSW: Licensed Master Social Worker

LISW: Licensed Independent Social Worker

PLSWS: Provisional Licensed Clinical Social Worker

PLMSW: Provisional Licensed Master Social Worker

Mia Polk-Hampton, LCSW

17 Bentley Circle
Little Rock, Arkansas 72210
(501) 786-6757
mia_hampton@icloud.com

PROFILE

Motivated, personable business professional with a successful track record of case management, clinical practice, leadership, community outreach, project development, and assessment/evaluation. Talent for quickly mastering clinical/non clinical concepts and skills while fostering community partnerships. Accustomed to handling sensitive, confidential records. Demonstrated history of producing accurate, timely reports and meeting agency and embedded deadlines. Flexible and versatile-able to maintain a sense of humor under pressure. Poised and competent with demonstrated ability to easily transcend cultural differences. Extensive experience in engaging marginalized communities and resource coordination.

QUALIFICATIONS

Licensed Clinical Social Worker- (number 2401-C)

- 18+ years of experience providing direct care services to clients with mental health conditions, housing/food insecurity, medical needs, and social/environmental needs (including veterans).
- 18+ years of assessment and case management experience.
- 18+ years of community partnership/collaboration.
- 10+ years of experience providing support and services to individuals and families that are challenged to cope with terminal, acute, or chronic illness as well as housing insecurity.
- 15+ years of providing evidenced-based treatment.
- 10+ years of administrative experience and program management.
- 20+ years of leadership experience.
- 10+ years of clinical supervision experience.
- 10+ years of community education experience.
- 18+ years of experience in discharge planning.
- 18+ years of partnering with historically excluded populations.
- Knowledge of continuum of care process approach related to senior living and individuals with lifelong disabilities (active adult communities, independent living communities, assisted living residences, skilled nursing/extended care facilities).

-
- Knowledge of data safekeeping and confidentiality guidelines.
 - Knowledgeable of mental health issues (related to co-occurring disorders and trauma).

EXPERIENCE

University of Arkansas at Little Rock, Little Rock, Arkansas - Student Support Specialist (College of Business, Health & Human Services)/MSW Field Instructor-40 hours

August 2019 - PRESENT

- Develop and maintain relationships within the community to facilitate low cost or free support services.
- Oversee process and distribution of emergency funds available through the college for housing insecurity needs, etc. .
- Provide assessment/evaluation, crisis counseling and case management services to students (including veterans) covering academic, housing, social, career, emotional and related issues, making appropriate referrals as needed (on and off campus partnerships).
- Facilitate training to promote student success.
- Track student usage of both internal and external resources and referrals, including follow up data: Assess the implementation of CBHHS early intervention and support programs and related activities to determine success and identify areas in need of improvement.
- Coordinate with the UA Little Rock Care team to assist with existing campus services.
- Assess the implementation of early intervention and support programs and related activities to determine success and identify areas in need of improvement in terms of retention initiatives.
- Supervise and mentor an administrative graduate assistant for student support.
- Supervise and mentor MSW graduate intern.
- Generate reports on retention initiatives and student outcomes.
- Work closely with students who are on academic probation in coordination with all CBHHS academic units.
- Maintain internal and external referral systems for tutoring, mentoring, financial management, counseling, and health services.

Southern Counseling Inc., Memphis, Tennessee-SAFE Home Study

Contractor-10 hours

2019-Current

- Review training/historical information provided by applicants related to adoption/foster/provisional placements.
- Conduct interviews of applicants and collateral.
- Complete Structured Analysis Family Evaluation (SAFE) Home Study related to applicant information and feasibility to placements.

Elite Home Health, Little Rock, Arkansas - Social Worker-25-40 hours

March 2018 - August 2019

- Facilitated patient placements to appropriate care level.
- Provided rehabilitative and supportive casework geared toward restoring patients to their optimum level of social and health adjustment (including veterans).
- Conducted community and home visits.
- Partnered with families and providers in identifying appropriate levels of care (referral to memory care, long term care facilities, rehabilitation, hospice care, etc.).
- Helped patients utilize the resources of their families and the community. This may be accomplished by either referring the patients to resources, or acting as an advocate on behalf of the patients in their dealings with other health and welfare agencies.
- Participated in a multidisciplinary team approach to care.
- Consulted with the physician and other members of the health team for the purpose of assisting them to understand significant social, emotional, and environmental factors related to the patient's health problems.
- Attended case conferences.
- Acted as a consultant to other agency personnel.
- Assisted patients and their families with personal and environmental difficulties, which predispose them toward illness or interfere with obtaining maximum benefits from medical care.
- Prepared clinical/progress notes on the day of the visit; provides summaries if indicated.
- Participated in staff development and revision of the physician's plan of treatment.

**Humana, Remote Position, Chicago, Illinois (Remote work position) -
Field Care Manager-40 hours**

March 2015 - January 2018-40 hours

- Developed a professional care plan from the assessment findings and in collaboration with support persons and medical team.
- Completed home visits to assess member functioning and identify appropriate interventions.
- Acted as a liaison to families as well as with collateral clinicians, professionals, and agencies.
- Participated in case conferences with other disciplines.
- Timely documentation of initial and ongoing assessments/outcomes.
- Resource coordination within Humana programs and local community networks.
- Observed infection control practices and uses standard precautions.

**State of the Heart Counseling Services, Little Rock, Arkansas-Co
owner and Group Clinician-40+hours**

December 2010-March 2015

- Developed policies and procedures within the agency.
- Reviewed process for COA.
- Ensured adherence with LMHP expectations in accordance with the Division of Behavioral Health Services (DBHS).
- Resource coordination/collaboration with other entities in the community.
- Access to Recovery coordinator.
- Completed intake assessments and identified necessary levels of care.
- Facilitated group sessions.
- Supervised and mentored MSW interns.

**JA Little Rock Midsouth, Little Rock, Arkansas-Safe Study Contractor-
10 hours**

December 2013-2015

- Reviewed training/historical information provided by applicants related to adoption/foster/provisional placements.
- Conducted interviews of applicants and collateral.
- Completed Structured Analysis Family Evaluation (SAFE) Home Study related to applicant information and feasibility to placements.

People Advocating Transition-Clinical Therapist-40 hours

December 2010-September 2011

- Provided clinical supervision to case managers.
- Discharge and Transition planning.
- Participation in interdisciplinary team meetings.
- Provided consultation and education to school officials, staff, and parents.
- Completed assessments/evaluations.
- Facilitated individual, family, and group therapy (using CBT, Solution Focused, and Family Systems Therapy as a guide).
- Conducted community and home visits.
- Crisis intervention and stabilization.
- Periodic review of care/YOQ compliance.
- Development of Rehabilitative Day Treatment Program, policies, and procedures.

New Beginnings Behavioral Health Services-Clinical Therapist-40 hours

2008 to December 2010

- Serviced children and adolescents with Serious Emotional Disturbances.
- Established Treatment Plan and Periodic Reviews in collaboration with the treatment team/patient.
- Completed Biopsychosocial assessments.
- Collaborated with schools and other community stakeholders.
- Participation in interdisciplinary team meetings.
- Participated in the accreditation process for COA.
- Managed and supervised case managers.

Methodist Family Health-Day Treatment Clinical Therapist-40 hours

2007 to 2008

- Completed Mental Status Evaluation and Bio-Psychosocial assessments.
- Developed Master Treatment Plans and Treatment Plan Reviews.
- Facilitated psychoeducational group therapy sessions.
- Completed individual and family therapy.
- Served as a liaison between the agency and community services.
- Worked with family and referral contacts for continued services.

EDUCATION

University of Arkansas at Little Rock-*Master of Social Work, 2006*

University of Arkansas at Little Rock - *Bachelor of Science, Speech Pathology, 2000*

CURRENT VOLUNTEER ORGANIZATIONS/RELEVANT INTERNSHIP EXPERIENCE

2021-Present, Salvation Army Ad Hoc Committee

**2021-Present, Garrett Lee Smith (GLS) Campus Suicide Prevention
Committee**

2021-Present Child Welfare Interdisciplinary Committee

2017-Our House Volunteer

2005-Arkansas Cancer Research Center (Social Work Intern)

**2004-Professional Counseling Associates, Ambulatory Care (Social
Work Intern)**

REFERENCES

Dr. Shannon Collier-Tenison

UA Little Rock, CBHHS Associate Dean

2801 S. University Ave.

Little Rock, Arkansas 72204

(501) 772-5355

Ms. Melissa Minor, LCSW

Central Arkansas Veterans Healthcare System

Psychosocial Rehabilitation and Recovery Section Manager

8832 Trail Creek Dr.

Sherwood, AR. 72120

(501) 952-1420

Ms. Chicketta Jackson

UA Little Rock, CBHHS Director of Student Services

2801 S. University Ave.

Little Rock, Arkansas 72204

(501) 269-3942



SOCIAL WORK LICENSING BOARD ROSTER

Print

Nikia Johnson

Location: North Little Rock, AR

Level: LCSW

License Number: 7929-C

Date Issued: 5/7/2019

Expiration: 5/31/2025

Disciplinary Action: no

The Social Work License is granted to individuals who have met the requirements for licensure as set forth in the Arkansas Social Work License Act, Chapter 101, Subchapter 1, of the Arkansas Code, Annotated, 2012 Supplement. The license is issued by the Arkansas Social Work Licensing Board, which is composed of the Board of Social Work, the Board of Social Work, and the Board of Social Work. The license is issued to individuals who have met the requirements for licensure as set forth in the Arkansas Social Work License Act, Chapter 101, Subchapter 1, of the Arkansas Code, Annotated, 2012 Supplement. The license is issued to individuals who have met the requirements for licensure as set forth in the Arkansas Social Work License Act, Chapter 101, Subchapter 1, of the Arkansas Code, Annotated, 2012 Supplement.

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Licensure Level Key:

1. Certified Social Worker

2. Licensed Social Worker

3. Licensed Clinical Social Worker

4. Licensed Clinical Social Worker - Board of Social Work

5. Licensed Clinical Social Worker - Board of Social Work

Nikia Johnson

1001 Gina Circle Jacksonville, Ar. 72076 • (501) 838-7269 • Email: NikiaJohnson.nsj@gmail.com

Objective

To enhance my social work skills while working towards obtaining the Clinical Social Work Licensure.

Education

University of Arkansas at Little Rock
Master of Social Work
Graduation date: May 2016

University of Arkansas at Little Rock
Bachelor of Social Work
Graduation date: May 2012

Career Profile

DaVita Dialysis

October 2016 – Present

Licensed Master Social Worker

Responsibilities:

- ◆ Complete initial, 90 day, annual, and unstable psychosocial assessments
- ◆ Serve as a resource to patients and caregivers
- ◆ Assist patients with completing the Kidney Disease Quality of Life Survey and review the results with the patients
- ◆ Collaborate with the interdisciplinary team to complete patient care plans
- ◆ Manage assessments to ensure the interdisciplinary team completes all assessments by deadline
- ◆ Provide chair side counseling as needed
- ◆ Conduct home room meetings/trainings for staff members
- ◆ Make referrals for kidney transplant upon patient's request
- ◆ Facilitate the ESRD support group

UAMS, PRI STRIVE

May 2016 - October 2016

Provisional Licensed Master Social Worker

Responsibilities:

- ◆ Completed biopsychosocial assessments with new patients using the DSM V
- ◆ Completed Treatment Plan Reviews
- ◆ Conducted individual, group, and family therapy
- ◆ Used theoretic practices for treatment: cognitive behavior therapy, problem solving, systems theory, and conflict management
- ◆ Collaborated with psychiatrists' for medication management
- ◆ Created tasks for the MHPPs to provide services to clients and their family
- ◆ Served as a resource to students and families

Nikia Johnson

1001 Gina Circle Jacksonville, Ar. 72076 • (501) 838-7269 • Email: Nikiajohnson.nsj@gmail.com

Succeed After School Program

August 2015 - January 2017

Student Counselor (volunteer position)

Responsibilities:

- ◆ Organized and directed a variety of groups for middle school age children
- ◆ Maintained attendance data for grant report
- ◆ Supervised the student workers by maintaining time sheets, reviewing corrective action plans, and monitoring progress during probationary period

Central Arkansas Veteran Affairs Hospital

August 2015 - May 2016

Community Living Center, Social Work Intern

Responsibilities:

- ◆ Completed psychosocial assessments
- ◆ Discharge planning
- ◆ Co-led psychoeducational groups that focused on Estate Planning, Advance Directives, and coping through lifespan changes
- ◆ Discussed end of life planning by assisting with advance directives and living wills.
- ◆ Provided case management services
- ◆ Completed core competencies to fulfill school requirements

UAMS, Adult Sickle Cell Program

September 2014 - May 2015

Social Work Intern

Responsibilities:

- ◆ Assisted the interdisciplinary team with developing the Adult Sick Cell Program
- ◆ Completed biopsychosocial assessments
- ◆ Collaborated with interdisciplinary team
- ◆ Assisted LCSW in developing and facilitating sickle cell support group
- ◆ Provided community resources per patient needs
- ◆ Completed core competencies to fulfill school requirements

Pathfinder Inc., School Based

August 2011 – August 2015

Mental Health Paraprofessional

Responsibilities:

- ◆ Provided case management services
- ◆ Assisted LCSW with group therapy and new client intakes
- ◆ Met weekly billing as required
- ◆ Created case plans with clients that were congruent with their Master Treatment Plan
- ◆ Documented and reported client's behaviors, progress, and/or regression for medication management
- ◆ Coordinated group outings for students
- ◆ Maintained supervision logs

References Available Upon Request



SOCIAL WORK LICENSING BOARD ROSTER

Print

Gertrude Terrell Thompkins

Location: Little Rock, AR

Level: LCSW

License Number: 5902-C

Date Issued: 4/30/2013

Expiration: 4/30/2025

Disciplinary Action: no

Licensure Level Key:

[illegible]

Abstract The purpose of this study was to determine whether there were differences in the prevalence of risk factors for coronary artery disease between men who had been exposed to asbestos and those who had not. A case-control study was conducted among men aged 60 years or older who had been employed in asbestos-related occupations before age 60. The cases were men who had died from coronary artery disease between 1978 and 1982. The controls were men who had died from causes other than coronary artery disease during the same period. Data were obtained from death certificates, medical records, and interviews with family members. The results showed that the prevalence of risk factors for coronary artery disease was higher among men who had been exposed to asbestos than among those who had not. This suggests that exposure to asbestos may increase the risk of developing coronary artery disease.

[illegible]

1983, 1984, 1985, 1986, and 1987. The first three years were

Phyllis Cole, *University of Illinois at Chicago*

GERTRUDE TERRELL THOMPkins

1618 Cherry Brook Drive

Little Rock, AR 72211

(501) 231-9809 cell

(501) 353-2667 home

QUALIFICATIONS

- ❖ **Licensed Clinical Social Worker- (number 5902-C)**
- ❖ **Licensed Alcohol and Drug Abuse Counselor-(number 420-L)**
- ❖ **17+ years of experience providing direct services to clients w/ Serious Mental Illnesses**
- ❖ **17+ years of case management experience**
- ❖ **5 years of mental health program development and administrative experience**
- ❖ **8+ years of leadership and clinical supervision experience**
- ❖ **10+ years of collaborating with community resources within the state of Arkansas**
- ❖ **Knowledgeable with JACHO/COA accreditation procedures and policies**
- ❖ **Leadership and creativity skills in designing individualized approaches to manage the complex needs of SMI**
- ❖ **Knowledgeable of mental health issues surrounding traumatic experiences, dual diagnosis and treatment modalities**
- ❖ **14 years of experience providing evidence-based treatment**
- ❖ **8 years of recovery practices utilizing the 10 Components of Recovery**

EDUCATION:

University of Arkansas at Little Rock

Little Rock, Arkansas

May 2007 Graduate - Master of Social Work Degree

May 2005 Graduate – Bachelor of Social Work Degree

December 1998 Graduate

BBA-Human Resource Management/ Industrial Relations

WORK HISTORY:

Central Arkansas Veterans Health System

October 2021 to Present

Senior Lead Social Worker-40 hours

- **Coordinate services through the VA continuum of Care serving as primary advocate on behalf of Veterans, to ensure comprehensive service delivery and linkages through the HUD-VASH catchment area in rural and central Arkansas**
- **Linking and referring Veterans to VA Medical Center, Veterans Benefits Association and other community resources**
- **Verifies Veteran status in determining eligibility for VA care benefits**
- **Exhibits leadership in conducting psychosocial assessments to determine needs of Veterans and family members**
- **Active participant in treatment planning process with other disciplines; ensures the development of appropriate discharge planning in collaboration with other disciplines**
- **Collaborate with treatment team members in providing comprehensive health care services to Veterans**
- **Provides consultation and education to Veterans and family members on community resources, advance directives, social security, retirement, or other financial benefits available for income maintenance**
- **Demonstrates a high level of skill in independent practice as evidenced by working off-site in the community to support the needs of Veterans**

University of Arkansas at Little Rock

January 2021 to October 2021

Student Support Specialist-40 hours

- Coordinate with existing campus services, including the Advising and Support Centers, Health Services, Student Affairs, etc. to ensure students are aware of and are utilizing available services and programming
- Develop and maintain relationships within the community to facilitate low cost or free support services
- Work with the Care Team in the distribution of emergency funds and resources to students referred to the Care Team
- Track students who are at risk of academic distress and develop interventions to support student academic status and success
- Assess the implementation of early intervention and support programs and related activities to determine success and identify areas in need of improvement in terms of retention initiatives
- Attend/Participate in professional development summits/conferences/committees on issues relating to food insecurities, homelessness and prevention, shelter programs, community resources to assist at-risk individuals and families
- Provide advice to students covering academic, social, career, and related issues, making appropriate referrals as needed
- Work collaboratively with Counseling Services to best serve students, including referrals and participation in weekly clinical staffing meetings
- Maintain internal and external referral systems for tutoring, mentoring, financial management, counseling, and health services
- Provide both group and individual academic coaching consistent with office coaching standards

PAT Center

January 2011 to Present

Mental Health Professional-20 hours

- Complete clinical documentation through the use of a computerized record system
- Complete Bio-Psychosocial assessments
- Develop Recovery/Treatment Plans and updates
- Conduct community and home visits
- Provide crisis intervention
- Participate in interdisciplinary treatment team meeting
- Provide mental health education to school officials, staff, and parents
- Provide clinical supervision to case managers
- Discharge and Transition planning

State of the Heart Counseling Services

December 2010-May 2016

Co-owner/Finance Officer-20 hours

- After-school program development for children with behavioral challenges and SMI
- Accounting of all incoming and outgoing expenses, revenue, billings
- Preparation of business local, state, federal, taxes and payroll
- Developed and implement a financial management system, budget analysis
- Administrative oversight of incoming revenue and outgoing spending
- Development of proposals for grants, to include foster and adoption home studies for the Arkansas Department of Human Services and Access to Recovery (ATR) for substance abuse case management
- Development of policy and procedures to maintain Medicaid compliance
- Provided clinical supervision to college students (interns)

New Beginnings Behavioral Health Services **April 2008 to December 2010**
(Formerly known as Therapeutic Family Services of Little Rock)

Therapist-40 hours

- Complete clinical documentation through the use of a computerized record system
- Complete Bio-Psychosocial assessments
- Development of school-based policies and procedures, including Outpatient Day Treatment Program
- Participate in interdisciplinary treatment team meetings
- Key personnel in accreditation process for COA
- Development of clinical forms
- Servicing individuals with adolescence with Serious Emotional Disturbances and Families
- Discharge /Transition Planning
- Developing Treatment Plan in collaboration with treatment team/patient
- Individual, Family and Group Therapy (Using CBT and Structural Therapy as a Guide)
- Managing and Supervising Case managers- Collaborate with other entities in the community

Stuttgart Inspirations IOP Counseling Center **June 2007 – February 2008**

Therapist-40 hours

- Served on interdisciplinary treatment team coordinating patient care for elderly and mentally and/or physically challenged patients
- Facilitated psychoeducational group therapy sessions in an Intensive Outpatient Geropsychiatric Facility
- Complete clinical/ progress documentation
- Conducted individual therapy
- Completed Mental Status Evaluation and Bio-Psychosocial assessments
- Developed Master Treatment Plans and Treatment Plan Reviews
- Submitted weekly patient progress/regress report to nursing home

Centers for Youth and Families

January 2005 to June 2007

Case Manager/MSW Intern-40 hours

- Served on an interdisciplinary team coordinating patient care
- Conducted individual, family, and group therapy sessions
- Monitored client's behavior in the home and school on a weekly basis
- Offered on-going support and guidance to individual clients and families through telephone contacts, on/off site, crisis intervention, and collateral services
- Served as role model to clients
- Served as liaison between agency and community services
- Maintained an active caseload of clients
- Documented all activities and maintained progress reports

Senior Services Arkansas Stepping Stone August 2003 to January 2005

Therapeutic Foster Care Case Manager-40 hours

- Conducted regular visits to foster family and client in home and school
- Participated in interdisciplinary treatment team meetings
- Served as liaison between client, DHS, foster parent and biological parent when applicable working toward permanency of reunification, adoption or independent living
- Prepared weekly and monthly progress reports
- Attended judicial review hearings
- Worked with family and referral contacts for continued services
- Accessed, retrieved, processed and input case records in a data base in a timely and organized manner

VOLUNTEER ORGANIZATIONS

2019 – Present Feed Arkansas Kids: Put together Care Baskets and distribute them to needy families within the LRSD, NLRSD and PCSSD

2000 – 2006 RAIN Care Partner: Trained to care for individuals diagnosed with AIDS or that are HIV positive

1998 – 2003 Watershed Corporation Volunteer: Put together 'Care baskets' for needy families

1996-1998 Sherman Park Community Center Volunteer: Served as a mentor to at risk youths

1994 – 1998 NAACP Local Board Member: Served on the local and state chapter advocating any and all injustices committed toward individuals or groups that were being oppressed

1997 Coordinator of the Little Rock Town Hall Meeting on Africa: Assisted with welcoming African delegation to LR and served as liaison by showing delegation the sites of LR

1993 – 1995 United Way Priorities and Allocations Committee Volunteer – served on several boards that determined how monies would be allocated to the different organizations.



SOCIAL WORK LICENSING BOARD ROSTER

[Print](#)

Crystal Lisha Anderson-Akins

Location: Little Rock, AR**Level:** LMSW**License Number:** 2664-M**Date Issued:** 10/25/2011**Expiration:** 10/31/2025**Disciplinary Action:** no

The data in this website is maintained by the Information Network of Arkansas and is endorsed by the Arkansas Social Work Licensing Board as primary source verification. Each item of data has been provided by Board personnel from the primary source, unless otherwise specified. The Social Work Licensing Board maintains updates to this website once each month after the Board meets. Disciplinary information is located under the Complaints Tab.

No responsibility is assured or implied for error or omissions created or caused by technical difficulties. No one shall be entitled to claim detrimental reliance thereon.

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LMSW: Licensed Master Social Worker

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PLSW: Provisional Licensed Social Worker

CRYSTAL L. AKINS, LMSW

8508 SHELLEY DR., LITTLE ROCK, AR

(501)744-1986

CLAKINS81@GMAIL.COM

OBJECTIVE

Striving to serve people who are facing life challenges, social inequalities, and traumatic circumstances.

QUALIFICATIONS

- Excellent analytical skills with the ability to analyze situations accurately and effectively
- Proficiency in being organized, decision making, and verbal/written communication skills
- In depth knowledge of DSM-V mental health diagnostic criteria
- Good understanding of all therapeutic approaches

EDUCATION AND LICENSURE

- Joe T. Robinson High School (Diploma) – May 1999
- Langston University (Bachelor's in Agriculture Business) – May 2004
- University of Arkansas at Little Rock (Master's of Art in Gerontology) - May 2011
- University of Arkansas at Little Rock (Master's in Social Work) - May, 2012
- Licensed Master Social Work – (October 2013)

WORK EXPERIENCE

Schoolbase Mental Health Therapist

University of Arkansas for Medical Sciences (STRIVE Program)

October 2012—current

- Provide Individual, family, and group therapy
- Provide psychoeducation's with patients and their families
- Complete individualized assessments and diagnosis according to DSM-V
- Complete patient treatment plans
- Complete and conduct weekly case management collaboration documentation
- Conduct homevisits
- Complete patients progress notes and reports
- Complete monthly frequency of patient care services reports for school district
- Organize and schedule weekly patients therapy appointments
- Present patient case presentations
- Collaborate with Psychiatrists
- Utilize cognitive behavioral therapeutic skills
- Maintains patient confidentiality



Equal Employment Opportunity Policy

Collaborative Counseling Associates, PLLC (CCA) follows the Equal Employment Opportunity Commission laws and regulations to ensure equal opportunity employment. CCA has a strong commitment to equal opportunity in the workforce and believes in treating people with dignity and providing equal employment and advancement opportunities for all. The agency values the unique contributions that each employee brings to his/her role within the agency and considers the variety of perspectives and backgrounds that exist within the agency as a competitive advantage in the marketplace. CCA is committed to treating all employees fairly, without regard to any characteristics that have no bearing on job performance.

CCA's goal is to achieve and maintain equal employment opportunities. It is the responsibility of all to conform to the letter and the spirit of all applicable Civil Rights Laws.

Collaborative Counseling Associates, PLLC is an Equal Opportunity Employer and is in compliance with Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, the Genetic Information Nondiscrimination Act of 2008 as amended, the Equal Pay Act of 1963, and employs without regard to sex, race, color, national origin, religion, age, handicap or status as a disabled veteran. It is further the policy of Collaborative Counseling Associates to encourage vendors, contractors, affiliating institutions and others doing business with Collaborative Counseling Associates, to observe the principles of Equal Employment Opportunity. CCA will furthermore take affirmative action to ensure employees and applicants will receive equal treatment regarding employment, promotion, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rate of pay or other forms of compensation, and selection of training, including apprenticeships.

Additionally, it is the policy of the CCA to maintain a work environment free from discrimination based on race, color, religious creed, national origin, gender, sexual orientation, age, disability, genetic information, veteran/military status, marital status or other status protected by federal or state law, with regard to any term or condition of employment.

Employees are directed to bring any violation of this policy to the immediate attention of their supervisor or the director. Any employee who violates this policy or knowingly retaliates against an employee reporting or complaining of a violation of this policy shall be subject to immediate disciplinary action, up to and including termination. Complaints brought under this policy will be promptly investigated and handled by the director with due regard for the privacy and respect of all involved.

If an individual believes that their complaint has not been handled in a proper manner they may contact the Equal Employment Opportunity Commission by calling 1-800-669-4000, 1-800-669-6820 (TTY) or by email at info@eeoc.gov.

Contract Number _____

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 Collaborative Counseling Services, PLLC

IS THIS FOR:

Goods? ☐ Services? ☒ Both? ☐

TAXPAYER ID NAME: 30-0425155

YOUR LAST NAME: Fresh

FIRST NAME: Andrea

M.I.: M

ADDRESS: 1015 W 2nd Street, Ste. 103

CITY: Little Rock

STATE: Arkansas

ZIP CODE: 72201

COUNTRY: USA

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

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

Position Held	Mark (✓)		Name of Position of Job Held [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.]	
	Current	Former		From MM/YY	To MM/YY	Person's Name(s)	Relation
General Assembly							
Constitutional Officer							
State Board or Commission Member							
State Employee							

☒ None of the above applies**FOR AN ENTITY (BUSINESS) ***

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

Position Held	Mark (✓)		Name of Position of Job Held [senator, representative, name of board/ commission, data entry, etc.]	For How Long?		What is the person(s) name and what is his/her % of ownership interest and/or what is his/her position of control?		
	Current	Former		From MM/YY	To MM/YY	Person's Name(s)	Ownership Interest (%)	Position of Control
General Assembly								
Constitutional Officer								
State Board or Commission Member								
State Employee		✓	IT Director	01/09	04/19	Brian Staggars	0	N/A

☐ None of the above applies

Contract Number _____
Attachment Number _____
Action Number _____

Contract and Grant Disclosure and Certification Form

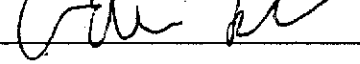
Failure to make any disclosure required by Governor's Executive Order 98-04, or any violation of any rule, regulation, or policy adopted pursuant to that Order, shall be a material breach of the terms of this contract. Any contractor, whether an individual or entity, who fails to make the required disclosure 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 Owner Date 05/15/2024
Vendor Contact Person Andrea Fresh Title Owner Phone No. (501) 246-5008

Agency use only

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

OFFICIAL BID PRICE SHEET

710-24-0010 Home Studies

All costs must be included in the unit price. Costs not included in the unit price below are not billable under a contract established from this solicitation. Bidder must submit a printed copy of the completed official bid price sheet with bid submission.

Quantities are estimated for bidding purposes only and may increase or decrease. Consideration will only be given to those that bid all line items.

Instructions: Enter the unit price for each line item. Extended amounts and the annual grand total will auto-calculate.

ITEM	DESCRIPTION	ESTIMATED QUANTITY	UNIT PRICE	EXTENDED AMOUNT
1	Home Study	476	\$ 1,000.00	\$476,000.00
2	Home Study Update	215	\$ 500.00	\$107,500.00
ANNUAL GRAND TOTAL				\$583,500.00

AUTHORIZATION SIGNATURE

By my signature below, I certify that the aforementioned statements are true and correct and that I accept the Terms and Conditions as presented in this bid, and that I am authorized by the respondent to submit this bid on his/her behalf.

Printed Name: Andrea Fresh, LCSW

Date: 05/15/2024

Signature:



Title: Owner

Vendor Name: Collaborative Counseling Associates, PLLC.

From: [Karrie Goodnight](#)
To: [Andrea Fresh](#); [DHS OP Solicitations](#)
Subject: RE: 710-24-010 Home Studies Clarification
Date: Monday, June 24, 2024 8:15:22 AM
Attachments: [~WRD0000.jpg](#)
[image001.png](#)
[image002.jpg](#)

Received. Thank you, Andrea.



Karrie Goodnight

Division of Shared Services/Office of Procurement

Solicitation Team Lead

P: 501.320.3906

C: 501.813.7082

Karrie.Goodnight@dhs.arkansas.gov

[Humanservices.arkansas.gov](https://humanservices.arkansas.gov)



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From: Andrea Fresh <andrea@collabcounseling.org>
Sent: Friday, June 21, 2024 9:35 PM
To: DHS OP Solicitations <DHS.OP.Solicitations@dhs.arkansas.gov>
Subject: Fwd: 710-24-010 Home Studies Clarification

In regards to the email request below, I would like to be included for service area 3 as part of my initial submission. If you have any questions please feel free to contact me.

Andrea Fresh, LCSW
Owner/Therapist
Collaborative Counseling Associates, PLLC.

1015 W 2nd Street Suite 103
Little Rock, AR 72201
501.246.5008 office
501.507.0675 cell
501.421.0107 fax

www.collabcounseling.org

[Hope Dealer's](#)

<https://link.tubi.tv/zsjTTPvf3zb>

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----- Forwarded message -----

From: **Karrie Goodnight** <Karrie.Goodnight@dhs.arkansas.gov>

Date: Fri, Jun 21, 2024 at 3:50 PM

Subject: 710-24-010 Home Studies Clarification

To: DHS OP Solicitations <DHS.OP.Solicitations@dhs.arkansas.gov>

Dear Potential Vendor,

DHS requests service coverage for all counties in the State of Arkansas for Home Studies. With that, please clarify whether you would like to include service area 3 as part of your submission. Please provide a response via email by 2:00 pm CST, June 24, 2024 at DHS.OP.Solicitations@dhs.arkansas.gov. If you have any questions, please feel free to give me a call.

Thank you,



Karrie Goodnight

Division of Shared Services/Office of Procurement

Solicitation Team Lead

P: 501.320.3906

C: 501.813.7082

Karrie.Goodnight@dhs.arkansas.gov

Humanservices.arkansas.gov



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From: [Andrea Fresh](#)
To: [DHS OP Solicitations](#)
Subject: Fwd: 710-24-010 Price Only Discussion
Date: Monday, June 24, 2024 3:20:16 PM
Attachments: [image001.png](#)
[image002.jpg](#)
[BID PRICE SHEET BEST and FINAL 710-24-0010 Home Studies.pdf](#)

Please see our bid adjustment rate for Home Studies 710-24-0100, based on the pricing of the previous contract awarded.

Andrea Fresh, LCSW
Owner/Therapist
Collaborative Counseling Associates, PLLC.
1015 W 2nd Street Suite 103
Little Rock, AR 72201
501.246.5008 office
501.507.0675 cell
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----- Forwarded message -----

From: **Karrie Goodnight** <Karrie.Goodnight@dhs.arkansas.gov>
Date: Mon, Jun 24, 2024 at 8:09 AM
Subject: 710-24-010 Price Only Discussion
To: DHS OP Solicitations <DHS.OP.Solicitations@dhs.arkansas.gov>

Dear Potential Vendor,

After review of your pricing for home studies and home study updates, DHS requests the best and lowest price you can offer for these services. Bidders are not required to submit lower pricing and may submit a written response stating their bid remains as originally submitted. If you choose to submit a lower price, please specify pricing for both home studies and home study updates. Pricing cannot be increased. Please provide a response via email by 4:00 pm

CST, June 24, 2024, at DHS.OP.Solicitations@dhs.arkansas.gov. If you have any questions, please feel free to give me a call.

Thank you,



Karrie Goodnight

Division of Shared Services/Office of Procurement

Solicitation Team Lead

P: 501.320.3906

C: 501.813.7082

Karrie.Goodnight@dhs.arkansas.gov

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