



Arkansas Initiative Programs, Inc.

Bid No. 710-20-0003

Juvenile Justice Community-Based Re-Entry and Vocational
and Career Support

Redacted Copy on Flash Drive

PROPOSAL SIGNATURE PAGE

Type or Print the following information.

PROSPECTIVE CONTRACTOR'S INFORMATION					
Company:	Arkansas Initiative Programs				
Address:	P.O. Box 8318				
City:	Jacksonville	State:	AR	Zip Code:	72078
Business Designation:	<input type="checkbox"/> Individual <input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> Partnership <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"/> American Indian <input type="checkbox"/> Asian American <input type="checkbox"/> Service Disabled Veteran <input type="checkbox"/> African American <input type="checkbox"/> Hispanic American <input type="checkbox"/> Pacific Islander American <input type="checkbox"/> Women-Owned				
	AR Certification #: _____		* See <i>Minority and Women-Owned Business Policy</i>		
PROSPECTIVE CONTRACTOR CONTACT INFORMATION					
<i>Provide contact information to be used for bid solicitation related matters.</i>					
Contact Person:	Markee Baskerville		Title:	Chief Executive Officer	
Phone:	817-903-1904		Alternate Phone:	817-903-1904	
Email:	markeebaskerville@gmail.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: Chief Executive Officer
Use Ink Only.

Printed/Typed Name: Markee Baskerville Date: 04/01/2020

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.

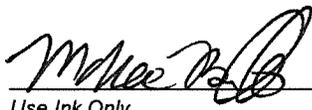
Authorized Signature:  _____
Use Ink Only.

Printed/Typed Name: Markee Baskerville Date: 04/01/2020

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: Markee Baskerville Date: 04/01/2020

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: Markee Baskerville Date: 04/01/2020

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

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

04/01/2020
Date

Arkansas Initiative Programs, 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

04/04/2020

 Date

Arkansas Initiative Programs, 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

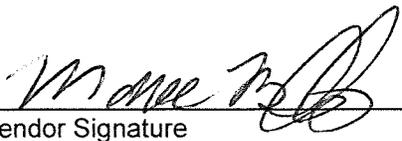
Bid Submission Date and Time: April 16, 2020 @ 1:30pm CST

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

4/08/2020

Date

Arkansas Initiative Programs

Company

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 N/A

TAXPAYER ID NAME: K&C Meck Ministries, Inc. IS THIS FOR: Goods? Services? Both?

YOUR LAST NAME: Baskerville FIRST NAME: Markee M.I.: D.

ADDRESS: P. O. Box 8318

CITY: Jacksonville STATE: AR ZIP CODE: 72078 COUNTRY: USA

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

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

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

Position Held	Mark (✓)		Name of Position of Job Held [senator, representative, name of board/ commission, data entry, etc.]	For How Long?		What is the person(s) name and how are they related to you? [e.g., 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

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

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

Position Held	Mark (✓)		Name of Position of Job Held [senator, representative, name of board/commission, data entry, etc.]	For How Long?		What is the person(s) name and what is his/her % of ownership interest and/or what is his/her position of control?	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 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 *Mark Baskerville* Title Chief Executive Officer Date 04/02/2020

Vendor Contact Person Mark Baskerville Title Chief Executive Officer Phone No. (817) 903-1904

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

Arkansas Initiative Programs, Inc.
Equal Opportunity Policy

Objective

Arkansas Initiative Programs is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to effectuate these principles and mandates. Arkansas Initiative Programs prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, age, national origin, disability status, protected veteran status, or any other characteristic protected by law. Arkansas Initiative Programs conforms to the spirit as well as to the letter of all applicable laws and regulations.

Scope

The policy of equal employment opportunity (EEO) and anti-discrimination applies to all aspects of the relationship between Arkansas Initiative Programs and its employees, including:

- Recruitment.
- Employment.
- Promotion.
- Transfer.
- Training.
- Working conditions.
- Wages and salary administration.
- Employee benefits and application of policies.

The policies and principles of EEO also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Arkansas Initiative Programs.

Dissemination and Implementation of Policy

The officers of Arkansas Initiative Programs will be responsible for the dissemination of this policy. Directors, managers and supervisors are responsible for implementing equal employment practices within each department. The HR department is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations.

Procedures

Arkansas Initiative Programs administers our EEO policy fairly and consistently by:

- Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees.
- Advertising for job openings with the statement "*We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.*"
- Posting all required job openings with the appropriate state agencies.

Arkansas Initiative Programs, Inc.
Equal Opportunity Policy

- Forbidding retaliation against any individual who files a charge of discrimination, opposes a practice believed to be unlawful discrimination, reports harassment, or assists, testifies or participates in an EEO agency proceeding.
- Requires employees to report to a member of management, an HR representative or the general counsel any apparent discrimination or harassment. The report should be made within 48 hours of the incident.
- Promptly notifies the general counsel of all incidents or reports of discrimination or harassment and takes other appropriate measures to resolve the situation.

Harassment

Harassment is a form of unlawful discrimination and violates Arkansas Initiative Programs policy. Prohibited sexual harassment, for example, is defined as unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals.
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Harassment also includes unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Harassment becomes unlawful where:

- Enduring the offensive conduct becomes a condition of continued employment, or
- The conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Arkansas Initiative Programs encourages employees to report all incidents of harassment to a member of management or the HR department. Arkansas Initiative Programs conducts harassment prevention training for all employees, and maintains and enforces a separate policy on harassment prevention, complaint procedures and penalties for violations. Arkansas Initiative Programs investigates all complaints of harassment promptly and fairly, and, when appropriate, takes immediate corrective action to stop the harassment and prevent it from recurring.

Remedies

Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. Arkansas Initiative Programs will promptly, thoroughly and fairly investigate every issue that is brought to its attention in this area and will take disciplinary action, when appropriate, up to and including termination of employment.

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
Contractor Qualifications	
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
Community Collaborations	
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
Staffing requirements	
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

Bidder's Experience

The K16 Ready Society, formed in 2011, is the umbrella of our organization that also operates under the name Texas Initiative Programs, Inc. Texas Initiative Programs, Inc. works with youth ages 03 to 18 with educational needs, serious emotional disturbances/mental illness, at-risk youth, and juvenile offenders (in this are the ages are 10 to 17) in the counties, schools, and communities that we serve. Texas Initiative Programs, Inc. offers youth with serious emotional disturbances/mental illness, at-risk-youth, and juvenile offenders with face-to-face contacts daily with mentors, intensive case management, and a range of comprehensive community-based services and supports. For our division in Arkansas, Arkansas Initiative Programs, Inc., we are submitting the following list of our current experience for review and consideration:

1. Contracting Agency: [REDACTED]

Contract Name: [REDACTED]

Scope of work performed: To provide a continuum of appropriate services and supports for families with youth who have severe mental illness. We collaborate with juvenile probation officers, judges, case managers and state agencies to provide services to youth and families in the community. Our clients are referred by social workers, schools, juvenile judges and juvenile probation officers to participate in services in lieu of detention, placement or removal from their home. We covered multiple counties throughout the state with the goal to decrease out of home placements.

Time Period of work performed: [REDACTED]

Contract Amount(s): [REDACTED]

Staff Contact(s): [REDACTED]

Bidder's Experience

2. Contracting Agency: [REDACTED]

Contract Name: [REDACTED]

Scope of work performed: To provide a continuum of appropriate services and supports for families with youth who have severe mental illness. We collaborate with juvenile probation officers, judges, case managers and state agencies to provide services to youth and families in the community. Our clients are referred by social workers, schools, juvenile judges and probation officers to participate in services in lieu of detention, placement or removal from the home. We cover Tarrant County with the goal to decrease out of home placements.

Time Period of work performed: [REDACTED]

Contract Amount(s): [REDACTED]

Staff Contact(s): [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

3. Contracting Agency: [REDACTED]

Contract Name: [REDACTED]

Scope of work performed: Through contracting with [REDACTED] we focused on adjudicated youth at risk for out of home placement or youth returning home from residential placement. We provide community-based treatment, reentry, and aftercare programs and services for youth assigned to our program. Some services we provide include assisting paroled youth with re-enrolling in school, finding and keeping employment, obtaining state IDs, completing resumes, completing once a week 1-hour classes, and teaching youth independent living skills in preparation for adulthood.

Time Period of work performed: [REDACTED]

Contract Amount(s): [REDACTED]

Staff Contact(s): [REDACTED]
[REDACTED]

Bidder's Experience

[REDACTED]

4. Contracting Agency: [REDACTED]

Contract Name: [REDACTED]

Scope of work performed: To Provide community-based, non-residential services to non-adjudicated and adjudicated juvenile offenders through our Detention Alternatives Program, Intensive Case Management Program and Mentoring Program design to meet the identified needs of the youth. Some services we provide include assisting youth with re-enrolling in school, finding and keeping employment, obtaining state IDs, completing resumes, completing once a week 1-hour classes, and teaching youth independent living skills in preparation for adulthood.

Time Period of work performed: [REDACTED]

Contract Amount(s): [REDACTED]

Staff Contact(s): [REDACTED]

5. Contracting Agency: [REDACTED]

Contract Name: [REDACTED]

Scope of work performed: Our program targets 15-17-year-old juvenile offenders who are experiencing trouble in school, lack necessary life skills for securing and keeping a job and who need to learn independent living skills in preparation for adulthood. Our program also includes an educational component that will assist the client in completing their education. Our program last approximately 3-6 months, but can be adjusted to fit any time frame.

Time Period of work performed: [REDACTED]

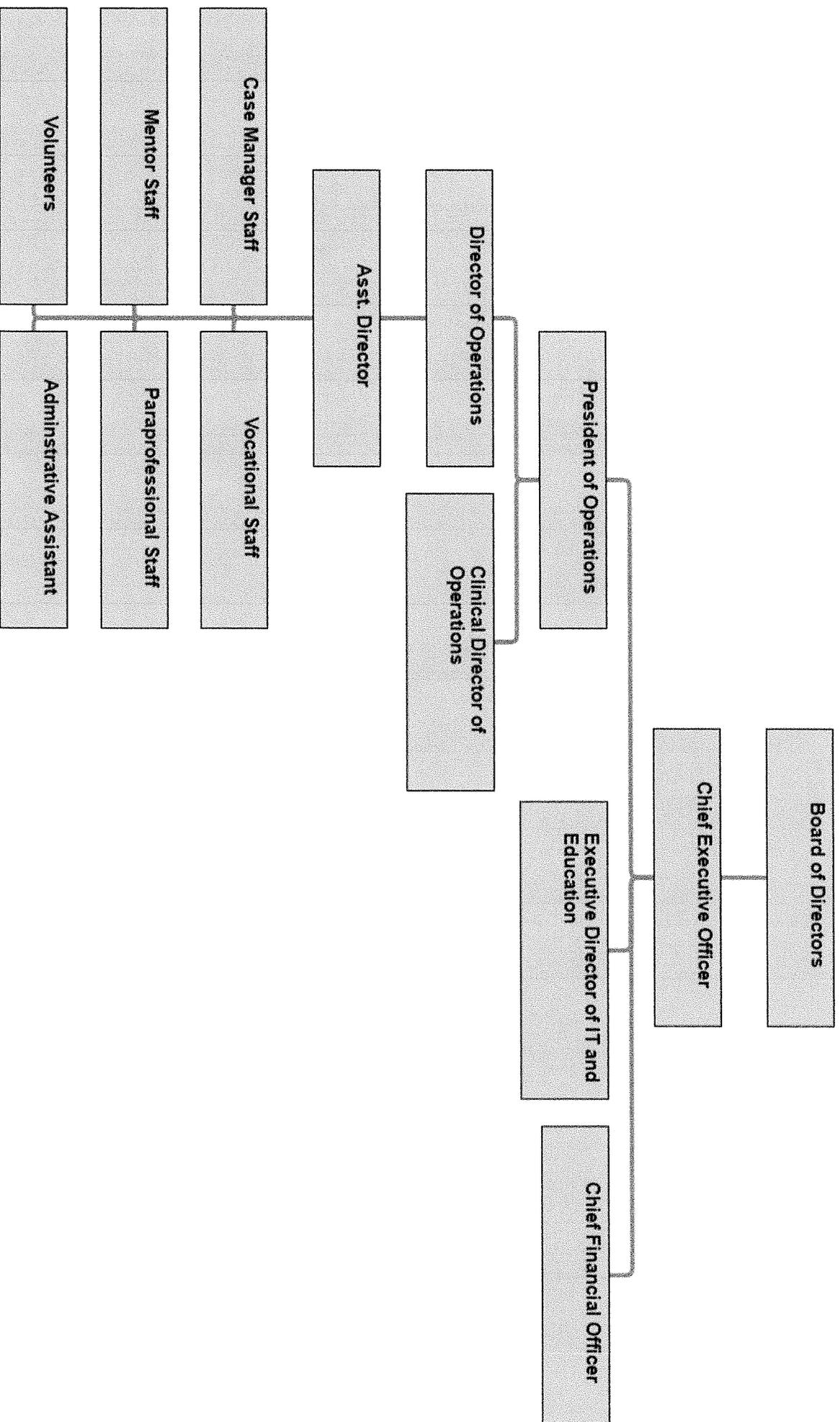
Contract Amount(s): [REDACTED]

Staff Contact(s): [REDACTED]

Bidder's Experience

[REDACTED]

[REDACTED]



Arkansas Initiative Programs, Inc. Organizational Chart

CITY OF **SHERWOOD**

VIRGINIA HILLMAN YOUNG, MAYOR

Mayor's Office

2199 East Kiehl Avenue

P.O. Box 6256

Sherwood, AR 72124-6256

Phone: 501-835-6620

Fax: 501-835-0528

April 8, 2020

Arkansas Department of Human Services
Juvenile Justice Community-Based Re-Entry and Vocational and Career Support

RE: Bid No, 710-20-0003

Dear Office of Juvenile Justice and Delinquency Prevention:

I understand that the Arkansas Initiative Programs, is seeking a letter of support for their juvenile community-based re-entry program. As the Mayor, I understand the importance of providing community-based re-entry services to our youth. I fully support this project's intent to plan and implement a comprehensive community-based program in this region of Arkansas. My understanding is that the program is designed to provide comprehensive services and to provide pro-social services/activities for youth in communities to reduce negative outcomes for those youth at-risk of further permeating into the juvenile justice system.

I believe and encourage community stakeholders to invest in our youth because that is an investment in our nation's future. Carefully structured, well-run community-based mentoring programs have been proven for years to have a positive effect on the social, behavioral, and academic outcomes of at-risk youth. For these reasons, I am a strong supporter of adequately funding the juvenile justice community-based re-entry services and supporting the Arkansas Initiative Programs' goal in being a part of that program.

Sincerely,


Virginia R. Young

Cara Meckfessel, APRN
1301 Wilson Road
Little Rock, AR 72205

4/01/2020

Arkansas Department of Human Services
Juvenile Justice Community-Based Re-Entry and Vocational and Career Support

RE: Bid No, 710-20-0003

Dear Office of Juvenile Justice and Delinquency Prevention:

I understand that the Arkansas Initiative Programs, is seeking a letter of support for their juvenile community-based re-entry program. As a Psychiatric Nurse Practitioner, I understand the importance of providing community-based re-entry services to our youth. I fully support this project's intent to plan and implement a comprehensive community-based program in this region of Arkansas. My understanding is that the program is designed to provide comprehensive services and to provide pro-social services/activities for youth in communities to reduce negative outcomes for those youth at-risk of further permeating into the juvenile justice system.

I believe and encourage community stakeholders to invest in our youth because that is an investment in our nation's future. Carefully structured, well-run community-based mentoring programs have been proven for years to have a positive effect on the social, behavioral, and academic outcomes of at-risk youth. For these reasons, I am a strong supporter of adequately funding the juvenile justice community-based re-entry services and supporting the Arkansas Initiative Programs' goal in being a part of that program.

Sincerely,

Cara Meckfessel, APRN, PMHNP-B.C.



April 09, 2020

Arkansas Department of Human Services
Juvenile Justice Community-Based Re-Entry and Vocational and Career Support

RE: Bid No, 710-20-0003

Dear Office of Juvenile Justice and Delinquency Prevention:

I understand that the Arkansas Initiative Programs, is seeking a letter of support for their juvenile community-based re-entry program. As the Director of The Center of Health and Wellness and former Gibson County TN, Juvenile Court appointed mental health counselor. I understand the importance of providing community-based re-entry services to our youth. I fully support this project's intent to plan and implement a comprehensive community-based program in this region of Arkansas. My understanding is that the program is designed to provide comprehensive services and to provide pro-social services/activities for youth in communities to reduce negative outcomes for those youth at-risk of further permeating into the juvenile justice system.

I believe and encourage community stakeholders to invest in our youth because that is an investment in our nation's future. Carefully structured, well-run community-based mentoring programs have been proven for years to have a positive effect on the social, behavioral, and academic outcomes of at-risk youth. For these reasons, I am a strong supporter of adequately funding the juvenile justice community-based re-entry services and supporting the Arkansas Initiative Programs' goal in being a part of that program.

Sincerely,

A handwritten signature in black ink that reads 'Buster'.

Dr. Buster Lackey, PhD, LPC
Executive Director
Certified Court Mediator
C-DBT, C-TMH, Thanatologist
Crisis Intervention Team/Hostage Negotiator-
North Little Rock Police

3801 JFK BLVD. Site C * North Little Rock, Arkansas 72116

501-712-4333 Office/Fax

Markee D. Baskerville
817-903-1904
Markeebaskerville@gmail.com

OBJECTIVE

Seeking a quality environment where my knowledge and various experiences can be shared and enrich others. Also, I am looking for an opportunity where I can improve my skills and professional performance abilities.

EDUCATION

Capella University, Minneapolis, MN PhD in Public Safety, Specialization in Criminal Justice	Expected 2022
University of Phoenix, Phoenix, Arizona M.S. in Administration of Justice and Security	2011
University of Texas at Arlington, Arlington, Texas B.A. in Criminology and Criminal Justice Areas of Concentration: Criminology, Criminal Justice, Psychology Minor: Psychology	2002
Tarrant County College, Fort Worth, Texas Associates in Arts Areas of Concentration: Criminal Justice	2000

PROFESSIONAL EXPERIENCE

Texas Initiative Programs, Fort Worth, Texas 2014-Present
Chief Executive Officer/Mandt Trainer /Grant Writer (2014-Present)

- Essential job functions consist of providing overall leadership and support to all organizational leadership and staff.
- To provide services to referred clients with juvenile justice and mental health problems from our referral authorities.
- To have a working knowledge of State, County and local rules and regulations for services provided.
- To have a strong knowledge of the day-to-day operations of the organization's services, as it relates to contract compliance, service delivery, and the client intake/referral process Advocacy/Mental Health Services.
- To coordinate/facilitate classes and trainings for employees on various topics assigned.
- To complete and plan program policy and activities for the organization.
- Act as the liaison between the program and the probation department, parole department, police department, social servicing agencies, juvenile courts hearings, and juvenile detention hearings.
- To maintain effective relationships with participating agencies, organizations and community businesses.
- Write, Complete and review the program's grants for funding and program expansion.
- To negotiate multi-year contracts from agencies and programs interested in utilizing our services on a state, county, or municipal level.
- To conduct research for our program to determine quality and areas for performance improvement.
- To Travel when necessary.

Tarrant County Advocacy Program, Fort Worth, Texas
Assistant Director (2005 – 2014)

2005 - 2014

- Essential job functions consist of providing services to juvenile offenders on probation within Tarrant County, Hood County, Johnson County and Somerville County
- To have a strong working knowledge of juvenile justice laws for Texas.
- To assist the Director with daily operations such as supervisory duties, direction, and trainings to new and current employees.
- Have a strong knowledge of the day-to-day operations of the program/unit, as it relates to contract compliance, service delivery, and the client intake/referral process Advocacy Services.
- To coordinate/facilitate classes and trainings for clients and employees on various topics assigned.
- To complete intakes, plan program activities for employees, clients and families, completing family discharge meetings, and completing client satisfaction surveys.
- Checking the status of clients in detention and interviewing clients while in detention.
- Act as the liaison between the program and the probation department, parole department, police department, social servicing agencies, juvenile courts hearings, and juvenile detention hearings.
- Completing all necessary documentation/ files in my charge and complete administrator responsibilities and maintain effective relationships with participating agencies, organizations and community businesses.
- Attending and sitting on an advisory board for meeting about the program and its services to the community.
- To Travel when necessary and work some nights and weekends to provide 24/7 crisis support to caseloads.
- PC usage is frequent, and I possess considerable knowledge and experience in the application/operation of software programs that go beyond basic word processing. Work involves the development of PC Spreadsheets, presentations, and graphic materials.
- To teach classes for the clients on various topics assigned.
- Facilitating groups and youth family outcome measurement Entry/Discharge surveys assessments.

Grantham University
Adjunct Instructor-Criminal Justice (2012-2014)

2012-2014

- Essential job functions consist of teaching in the Grantham University's College of Arts and Sciences part-time.
- Teaching courses in the Associates and Bachelor's Criminal Justice degree programs. Courses include: Introduction to Criminal Justice, Introduction to Criminology, Juvenile Justice, and Corrections. Excellent organization skills and written/verbal communication, computer literate
- Have implemented a student-centered instructional philosophy.
- To have a strong working knowledge of online education delivery systems (Grantham University used the ANGEL learning management system and the Blackboard learning management system)

SPECIALIZED TRAINING

Profession Development course for understanding Veterans in Transition-Grantham University	2013
Professional Grant Writing Development/Training-Grant Writing USA	2012
Missouri Western State University Regional Community Policing Institute, Gangs 101	2011
Mandt System: Building Healthy Relationships, Communications & Conflict Resolution	2011, 2013, 2017, 2019
Safe City Commission/Department of Justice, Gang and Youth Violence and Awareness	2010, 2013
Youth Advocate Programs, Inc., Supervision of Sexual Offenders in the Community	2009, 2012
Texas Department of Family and Protective Services, Forensic Interviewing Training	2007
The Shaken Baby Alliance, Advanced Techniques in Joint Child Abuse Investigations	2007

Markee D. Baskerville
817-903-1904
Markeebaskerville@gmail.com

PUBLICATIONS

The North Central Texas Council of Governments (2015). *Tarrant County Criminal Justice Community Plan*. Retrieved from <https://www.nctcog.org/nctcg/media/CriminalJustice/Plans/Tarrant-2015.pdf>

CERTIFICATIONS

Certified Mandt Instructor- 2019-2021

Texas Department of Family and Protective Services, Basic Skills Development for Child Protective Services-Core-2007

Texas Department of Family and Protective Services, Basic Skills Development for Child Protective Services-Investigations- 2007

(Adult Child and Infant) CPR, Automatic Defibrillator and First Aid, AHA Certified-2015-2019

Teacher Certification-Generalist Grades 4-8- 2008

Certified Youth Advocate, Pennsylvania State University Certified Program- 2006

COMMUNITY INVOLVEMENT

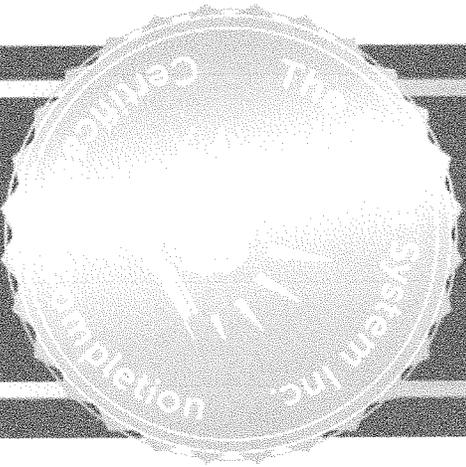
Program Advisory Committee (PAC) Member for Vista College- Criminal Justice Program	2018, 2020
Volunteer on the Committee for a poverty study through Tarrant County Juvenile Justice	2016
A member of the Tarrant County Criminal Justice Planning Group Subcommittee	2014
A member of the Tarrant County Disproportionality and Disparities Advisory Committee	2014
Youth Advocate Programs Tarrant County Advisory Board Committee Member, Fort Worth, Texas	2010 –2014
Independent reader/assessor of nominees for The Gates Millennium Scholars (GMS) Program	2013
Presenter/Speaker at Seasons of Change Teen Summit	2012-2013

PROFESSIONAL ORGANIZATIONS

Alpha Phi Sigma Criminal Justice Honor Society, Eta Theta Chapter	2010 -Present
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VOLUNTEER EXPERIENCE

Seasons of Change, Inc. Arlington, Texas	2012-Present
Arlington Charities, Arlington, Texas	2006 –Present
Mission Arlington, Arlington, Texas	2006 -2008



This certificate is awarded to

Markee Baskerville

for having satisfactorily completed the requirements for the Relational / Conceptual / Technical Instructor Course

The above person is certified by The Mandt System as an instructor to teach only the Relational / Conceptual / Technical Skills student courses, as described in Mandt standards until the expiration date indicated below. This certified instructor is authorized to train only those individuals employed by the facility or agency indicated below. Under no circumstance is the above person certified to teach, train or certify others in any of The Mandt System instructor courses. When the above person's certification expires, that person is no longer authorized to teach any of The Mandt System courses and must discontinue teaching The Mandt System until re-certified.

15 TX 184122 T 0921

Mandt ID#

Texas Initiative Programs, Inc.

Name of Organization

09/30/2021

Instructor certification expires on the above date.
Recertification is required every two years



3.70 CEUs



The Mandt System
P.O. Box 831790 Richardson, Texas
75083-1790

<http://www.mandtsystem.com>
P: (800) 810.0755 | P: (877) 205.2821

Amber Nicole Wilson, LCSW, LCDC

Cell (972) 965-2072
Ambernwilson85@gmail.com

SUMMARY:

Hard-working and compassionate mental health professional with exceptional skills in counseling, teaching and critical thinking. Committed and highly dedicated with over 15 years of experience assisting children and families with diverse needs and backgrounds. Eager to learn new skills and to make a lasting difference wherever it is needed.

EDUCATION:

The University of Texas at Arlington
Master of Social Work
Bachelor of Social Work

May 2013- August 2014
January 2011- May 2013

Cedar Valley Community College
Associate of Arts with an Emphasis in Early Childhood Education 2004-2007

PROFESSIONAL LICENSES:

Licensed Clinical Social Worker
Licensed Chemical Dependency Counselor

December 2017- Present
May 2016- Present

RELEVANT SKILLS & KNOWLEDGE:

Individual, Group
& Family Therapy
Critical Thinking
Attention to Detail
Organization

Skills Training
Mental Health
Assessments
Treatment & Safety
Planning

Crisis Intervention
Prioritizing Needs
Rapport Building
Patience &
Kindness

WORK EXPERIENCE:

Clinical Director of Operations at Texas Initiative Programs, Inc.
Ft. Worth, Texas

January 2018- Present

- Supervised mentor program for at-risk youth with mental health and behavioral issues
- Completed clinical supervisions and monitored program operations including staff paperwork and compliance with services
- Ensured that crisis intervention and safety planning is being conducted appropriately
 - Reference: Markee Baskerville (817)903-1904

Quality Management Specialist at North Texas Behavioral Health Authority
Dallas, Texas

October 2017- Present

- Conducted audits for substance use and mental health providers
- Worked collaboratively with providers to ensure that standards of care are being met
- Developed and implemented tracking and monitoring tools and addressed any identified quality of care concerns appropriately with providers

Counselor at Turtle Creek Recovery Center
Dallas, Texas

August 2015- September 2017

- Counseled adults with co-occurring mental health and substance use disorders
- Facilitated individual, group and family therapy as well as psycho-educational groups

Amber Nicole Wilson, LMSW, LCDC

Cell (972) 965-2072
Ambernwilson85@gmail.com

- Completed assessments, treatment/safety plans, crisis intervention, and stabilization
 - References: Jackie Mahoney (214)718-4430 & Rachel Rossiter (214)394-6533

Community Living Specialist at Youth Advocate Programs, Inc.

Arlington, Texas

July 2013- August 2015

- Counseled and mentored at-risk youth with mental health and behavioral issues
- Conducted crisis intervention and safety planning
- Taught social and coping skills to help prevent youth from being re-institutionalized
- Trained in Mandt self-defense and Strengthening Families
 - References: Kim Garrett (817)774-6098 & Vickie Gibson (682)802-0950

Intern at Dallas County Public Defender's Office- Mental Health Division

Dallas, Texas

January 2014- August 2014

- Provided case management to adult criminals with mental health and legal issues
- Performed mental health assessments, built rapport and advocated for clients
- Assisted attorneys, caseworkers and judges with legal documentation
 - Reference: Stella Lee (409)351-2978

Intern at Child Protective Services- S.A.V.E. Program

Hurst, Texas

August 2012- May 2013

- Assisted families with children at-risk of abuse and neglect
- Conducted home visits, safety plans and allocated resources such as food and clothing
- Developed and lead Child Abuse Awareness presentations in elementary schools
 - Reference: Jennifer Cook (817)896-3424

VOLUNTEER EXPERIENCE:

Side Walker at Wings of Hope Equine, Cleburne, Texas *January 2015-August 2015*

- Assisted children with disabilities in therapeutic horseback riding

Team Runner at Back on My Feet, Dallas, Texas *August 2013-January 2014*

- Went running with homeless people to help build their self-esteem

Family Mentor at International Rescue Committee, Dallas, Texas *March-July 2013*

- Welcomed and mentored refugees and allocated donations

Youth Mentor at Kid's Club, Duncanville, Texas *March 2010-May 2011*

- Mentored and played outdoor games with at-risk youth in their community

CONTINUING EDUCATION CERTIFICATE



Amber Wilson

Attended the 12 Credit Hour Course

Trauma Focused - Cognitive Behavioral Therapy

January 9-10, 2020

Presented by: Susana Rivera, Ph.D.

in collaboration with

The Centralized Training Infrastructure for Evidence Based Practices
and
UT Health San Antonio

Course approved January 2020

Centralized Training Infrastructure for Evidence Based Practices is an approved Continuing Education Provider by the TX-SW Texas State Board of Social Work Examiners - Provider 7490, Exp 04/30/2020

This CEU certificate is also valid for Licensed Professional Counselors and Marriage and Family Therapists.



UT Health
San Antonio

Certificate of Training



TEXAS
Health and Human Services

This certifies that

Amber Wilson

Has completed to satisfaction

Trauma Focused - Cognitive Behavioral Therapy

Granted on: January 9-10, 2020

Presented by:

Susana Rivera, Ph.D.

In collaboration with

UT Health San Antonio Department of Psychiatry & Behavioral Sciences

and

Centralized Training Infrastructure for Evidence Based Practices

Marcus Baskerville

bxpoet79@gmail.com

EDUCATION

Texas A&M Commerce

Doctorate of Educational Administration

Commerce, Texas
February 2012 – Present

University of Phoenix

Master of Arts in Education/Administration and Supervision

Phoenix, Arizona
December 2008 – August 2010

University of Texas at Arlington

Bachelor of Science in Exercise Science

Arlington, Texas
August 2000 – August 2004

Tarrant County College

Associate of Arts in General Studies

Arlington, Texas
August 1997 – May 2000

EXPERIENCE

Assistant Principal

Faith Family Academy- Oak Cliff

August 2017-Present
Dallas, Texas

- Facilitation and management state and local testing programs (TELPAS, STAAR, ITBS and all surveys)
- Providing leadership and direction to staff with regard to the ongoing evaluation and improvement of educational programs, including curricular and extra-curricular activities.
- Organization and maintenance of systems for accurate and complete record-keeping and reporting for all student activities, attendance and records as required by law.
- Coordination of the work of school staff and school district program leaders to develop and implement instructional programs and teaching practices.
- Organization and conducting of PLC meetings with teachers for continuing development of instructional techniques.

Administrative Liaison (6th Grade Administrator Intern)

Irving ISD- Sam Houston Middle School

July 2016- August 2017
Irving, Texas

- Served as part of the school's leadership team as a behavioral/academic facilitator and provider of a comprehensive system of supports for students with high risk behavior through the district's response to intervention model.
- Facilitated and managed state and local testing programs which resulted in zero testing irregularities.
- Conducted walkthroughs through the PDAS evaluation system and used the collected data to formulate instructional plans for teachers.

Dean of Students

Irving ISD- Sam Houston Middle School

July 2015- July 2016
Irving, Texas

- Served on the leadership team as a facilitator and provider of a comprehensive system of supports for students with high risk behavior through the district's Response to Intervention model, utilizing proactive and preventive measures to ensure academic and behavioral success of students, which resulted in a decrease in behavior and an increase in academic success.
- Provided professional development and mentored teachers in their knowledge and skills with addressing classroom behavior management. Led continual efforts to engage students in learning and building positive relationships that promote student success.
- Co-created and coordinated and behavior intervention plan through the RTI process that monitored student progress through qualitative and quantitative measures. Participated in Student Success Plan (SSP) meetings to provide recommendations regarding adjustments to student behavioral and academic intervention plans

Executive Director of IT and Educational Services

Texas Initiative Programs, Inc. (TIPS Inc.)

January 2014- Present
Fort Worth, Texas

- Develop / Ensure Implementation of Security Strategies – Cyber Attack Prevention / Securing Sensitive Data / Timely Response to Security Incidents, etc.
- Maintain / Grow the Security Program – Addressing Changing Threats / Advancements in Technology, etc.
- Assess / Improve IT Security Policies / Procedures / Standards for Overall Effectiveness
- Implement / Maintain IT Risk Management Program
- Direct / Lead Improvements to Disaster Recovery / Business Continuity Plans

Marcus Baskerville

bxpoet79@gmail.com

- Develop Emergency Response Procedures for Potential Risks / Disaster Scenarios, etc.
- Lead Security Engagements / Implementations of Security Controls (Internal / 3rd Party) – Network Security Vulnerability Scanning / Penetration Testing / Web Application Security Assessments / Data Loss Prevention, etc.
- Lead Security Projects – Establishing Goals / Task Assignments / Deadlines / Cost / Issue Tracking / Project Statuses, etc.
- Maintain Vulnerability Management / Remediation Programs
- Coordinate Participation in Regulatory / Compliance Audits – Support Internal / External Security Audits
- Created and implemented workshops and sessions on academic and vocational programs for the nonprofit educational side.
- Lead specialized training for staff to engage youth and adult learners over financial aid resources, tutoring services, and outside supplemental educational resources.
- Speak over special topics pertaining to education and career paths.
- Conducting trainings on academic programs and career portfolio development sessions.

CERTIFICATIONS

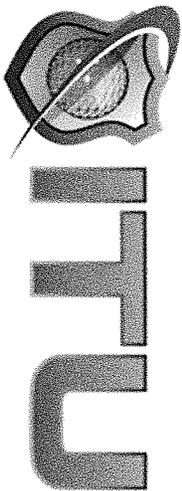
- CompTIA's Network+ N10-006
- CompTIA A+ 220-901
- CompTIA A+ 220-902, and
- CompTIA SY0-401: Security+ which validate technical competency in networking administration and support.
- Texas Principal Certification (EC-12)
- Texas Special Education Certification (EC-12)
- Texas Generalist Certification (4-8)
- Instructional Leadership Development Certification (ILD)
- Texas Teacher Evaluation and Support System (T-TESS)
- Texas Alliance of Black School Educators member
- Texas Superintendent Certification- Cleared to take the certification test
- Academic Volunteer- Texas Initiatives Programs, Inc. (TIPS Inc.)
- Texas A&M Commerce Doctoral student, anticipated graduation December 2020

Certificate of Completion

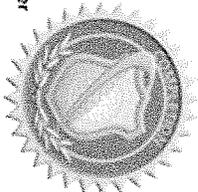
This Certificate is presented to
MARCUS BASKERVILLE

on this day of
November 28th, 2017

in completion of all requirements for
CompTIA A+ 220-902



Debbie Logerquist
Debbie Logerquist, Student Services Manager

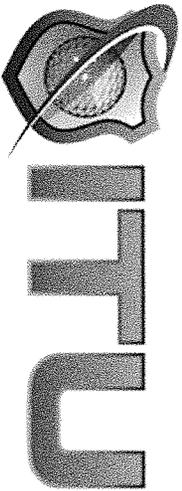


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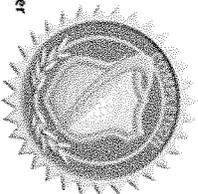
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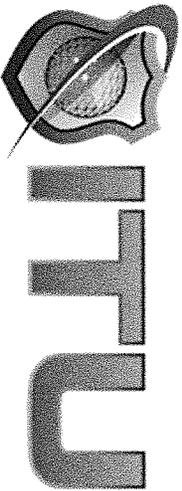


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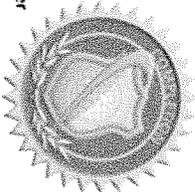
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MARCUS BASKERVILLE

on this day of
November 27th, 2017

in completion of all requirements for
CompTIA SY0-401: Security+



Debbie Logerquist
Debbie Logerquist, Student Services Manager

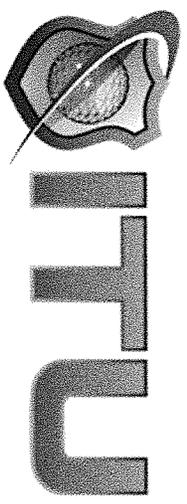


Certificate of Completion

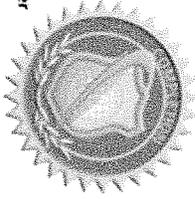
This Certificate is presented to
MARCUS BASKERVILLE

on this day of
November 27th, 2017

in completion of all requirements for
CompTIA Network+ N10-006:



Debbie Logerquist
Debbie Logerquist, Student Services Manager



Bruce Stewart

North Little Rock, AR
0512brustew@gmail.com
682-244-8638

A driven individual who possess the ability to learn quickly through an open mind and the study of details to always strive for Excellence.

Work Experience

Realtor

Mckimmey Associates, Realtors - North Little Rock, AR
February 2020 to Present

Prospect, represent and inform candidly and with clarity to the customer for their ability to receive value on Land.

Accounting/Sales/Customer Service

Global Manufacturing Inc. - Little Rock, AR
January 2020 to Present

Accounting: Accounts Receivables.

Sales: Quote current prices and sell to distributors.

Customer Service: Trouble shoot for older and current customers.

Give information on product and services to older and current customers.

Assistant Manager

A-1 Grass, Sand and Stone - Cedar Hill, TX
April 2018 to June 2019

- Check Inventory, Orders/Deliveries, Inspect overall environment.
- Check monies collected and all receiving receipts in order and filed.
- Greet, inform employees of any necessary changes, and set the goals for the day.
- Ensure communication from Manager to Employees is clear, informative, instructive, and direct.
- Ensure Employees maintain an elevated standard of customer service from the beginning to the end of the sales process.

Assistant Manager

JoS. A Bank - Dallas, TX
April 2012 to January 2013

- Check Inventory/Orders, Inspect overall environment.
- Check monies collected and all receiving receipts in order and filed
- Greet, inform employees of any necessary changes, and set the goals for the day.
- Ensure communication from Manager to Employees is clear, informative, instructive, and direct.
- Ensure Employees maintain an elevated standard of customer service from the beginning to the end of the sales process.

Director of Sales

La Quinta Inns & Suites - Waxahachie, TX
October 2010 to April 2011

- Inspect property, environment, and overall sales/customer experience
- Manage, chart, and improve customer's needs daily, weekly, and monthly
- Market, advertise, and build relationships with old, current, and new members
- Market, advertise, and build relationships with the City, Local Business, and the Community

- Manage and Evaluate daily, weekly, and monthly goals
- Manage and Evaluate Property desired results competitively in the region

Sales Consultant

Vandergriff Toyota - Arlington, TX
January 2008 to February 2010

- Check Inventory, Promotions, and other incentives for customers
- Follow-up with old and current customers
- Actively pursue, introduce, and build relationships with new customers
- Maintain a high standard of customer service while fact finding, determining, and achieving the desired results to meet the customer's needs
- Ensure customer service through the purchasing process
- Walk with the customer and answer any questions after purchase
- Follow- up and ask for referrals

Project Manager

Video Voice Data Communications - Dallas-Fort Worth, TX
February 2007 to 2008

- Check Product, Product Knowledge, Promotions, and Incentives to meet customer needs
- Greet Team and answer any questions they may have
- Discuss, Instruct, and Train Team on Product and Product knowledge
- Instruct, Replay, and Pitch sales techniques and strategies to build relationships and meet customer's needs
- Set daily, weekly, monthly, and quarterly goals
- Ensure Team maintains a high standard of customer service throughout the day
- Discuss results, goals, and solutions

Education

Tarrant County College

Economics
1998 to 2000

Skills

- Management
- Scheduling
- Training
- Inventory
- Customer Service Skills
- Team Building
- Word

Certifications and Licenses

SalesPerson Pre-License

September 2019 to Present

Mid-South Real Estate Academy
3801 John F. Kennedy Blvd.
North Little Rock, AR 72116

SalesPerson Pre-License (Certificate of Completion)

Course Approval Code: PR00000556
Course Completion Date: September 22, 2019
Course Location: North Little Rock, AR
Course Format: Classroom
Classroom Hours:60(Sixty)

Realtor

January 2020 to December 2020
Arkansas Real Estate Commission
• License# SA000871

Volunteer Experience

At-Risk Youth Advisory Board Member

Texas Initiative Programs
2016-2018

William David Lackey

(Buster)

4412 Dawson Drive

North Little Rock, AR 72116

(501) 626-5199

Busterlackey5@gmail.com

Education

Central Arkansas Christian School

North Little Rock, AR. 72118

H.S. Diploma

Union University

Jackson, TN.

B.S.

Major: Psychology

Minor: Religion

Freed-Hardeman University

Henderson, TN

M.S.

Counseling

Jacksonville Theological Seminary

Jacksonville, FL

Ph.D

Christian Psychology

M.A. Christian Education

Arkansas Fire Academy

Camden, AR

Emergency Medical Technician

Fire Fighter I

Incident Command

Hazardous Material

Mount Ida College

National Center of Death and Dying

Newton Centre, MA

Certified Thanatologist

Hendrix College

Leadership Institute

Conway, AR

Certificate of Completion

Harvard University

Graduate School of Education Leadership Institute

Boston, MA

Certificate of Completion

Arkansas Alternative Dispute Resolution Commission

Mediation Training

Certificate of Completion

Arkansas License

Arkansas Licensed Professional Counselor

Arkansas License Funeral Director

Arkansas License Emergency Medial Tech.

Arkansas Certified Law Enforcement P/T 11 CLEST

Number

P19

22157

11234

6967-5875

Status

Active Exp. 6/2021

Active Exp. 12/31/2020

Retired

Active

Work Experience

2019- Present

National Alliance for Mental Illness – Arkansas

Title: Executive Director

- Serve as Chief Executive Officer
- Serve as Chief Advancement Officer
- Serve as Chief Public Information Officer all marketing and PR campaigns
- Work with local, state and federal elected officials
- Accountable for creating an environment and culture that focuses on fulfilling the organizations mission, vision and values
- Effectively manage contract negotiations
- Handled all Human Resource Issues
- Collaborated with multiple behavioral health agencies and hospitals on Mental Health issues
- Advocate to protect and expand access to timely and effective mental health treatment and services in Arkansas.
- Advocate to ensure insurance marketplace reforms include mental health and substance use disorder coverage at the same level (parity) as other health conditions in every health plan.
- Advocate to reduce legal and other barriers that prevent access to timely and effective services for individuals with mental illness and their family member and/or caregivers.
- Advocate to improve the criminal justice system's response to individuals with mental illness and increase diversion efforts from criminal justice to community services and behavioral health inpatient units.

2015- Present

The Center Health and Wellness

Title: Clinical Director/COO

- Serve as Chief Executive Officer
- Serve as Chief Advancement Officer
- Serve as Chief Public Information Officer all marketing and PR campaigns
- Work with local, state and federal elected officials
- Accountable for creating an environment and culture that focuses on fulfilling the organizations mission, vision and values
- Effectively manage contract negotiations
- Contract Afterhours Emergency Services Screener with Professional Counseling Assoc.
- Consult with North Little Rock Police as Crisis Negotiator

2011- 2015

Arkansas Department of Human Services/ Division of Child Care and Early Childhood Education

Title: State Health and Nutrition Administrator/USDA State Director

- Overseen all federal Health and USDA programs (90 + million-dollar operation)
- State wide recruitment and retention of program participants
- Collaborated with the Arkansas Hunger Legislative Caucus
- Partnered with the Arkansas Hunger Alliance developing state strategic plans
- Handled all Human Resource Issues
- Develop training classes for all programs
- Worked with Governor appointed State Commission
- Worked with FBI, IRS, US Marshalls Office and Postal Inspector to identify and prosecute fraud

- Worked in conjunction with the Governor of Arkansas hunger programs to feed 95,000 kids by 2015 in the Summer Feeding Program and increased senior adult feeding sites by 25%.
- Led the consolidation of two federal program units to create the Health and Nutrition Unit
- Oversee state wide operation with 49 fulltime staff
- Overseen all marketing and PR campaigns
- Overseen all Federal and State provider trainings
- National lecturer for Share Our Strength Foundation and USDA
- Liaison for DHS to AR Department of Education

July 10 – September 2011

Osceola Charter School

Title : Superintendent

- Oversaw the day to day operations of the school system and all staff
- Oversaw all maintenance/construction and operations projects and staff
- Staff and student recruitment and retention
- Recruited students for UALR concurrent credit program
- Overseen the closing and merging of school into Osceola School District

July 06- July 2010

Academics Plus Charter School/ Maumelle, AR /

Title: Principal/Administrator

- Oversaw the day to day operations of the school system and all staff
- Oversaw all maintenance/construction and operations projects and staff
- Staff and student recruitment and retention
- Recruited students for UALR concurrent credit program
- Taught Criminal Justice Classes and Law Enforcement Classes
- Taught Fire Science classes
- Collaborated with UALR to develop concurrent credit classes
- Counseled with students on College Academics
- Grew school from 220 students to 659 students
- Increased teachers and staff from 20 to 66
- Created a cash reserve of 1.1 million

2003- 2007

Pulaski Technical College/ North Little Rock, AR /

Title: Adjunct Instructor (Part-time)

- Taught college level courses in the Humanities Department (Ethics, Philosophy and Psychology)
- Taught both on campus and through distance learning internet WebCT programs

2000-2005

- **Robert Wood Johnson Foundation - Wake Forest University** **Title:** State Mentor
- (Arkansas, Mississippi, Tennessee, and Louisiana)
- Winston-Salem, North Carolina
- Served as mentor to non-profit Executive Directors in a 7-state area for the 100 Million dollar Program, provided technical assistance to non-profit Executive Director and Board of Directors.
- Conducted grant writing classes
- Published several articles and trainings for the foundation
- Oversaw and reviewed incoming grant applications to the foundation
- Conducted training to non-profit Board of Directors

October 2002 – March 2005 **Independent Living Services/Conway, AR/**

Title: Director of Development/Safety & Security

- Serve as Chief Advancement Officer
- Responsible for research and submission Grants and fundraisers for the non-profit
- Raised over 8 Million in grants and fundraising
- Led a development team of 14 full and part-time staff
- Director of Safety and Security for the agency and multiple locations and resident housing areas
- Overseen marketing and outreach for the non-profit
- Developed and led annual fund raising campaign
- Overseen all trust and wills for the non-profit.
- Assisted people who wanted to set up a trust or large donation to the non-profit.
- Overseen the sale of donated vehicles, boats or RV's or property.
- Overseen the gift shop used as fundraising and outreach tool. The shop sold paintings, and note cards made by the agencies clients with developmental disabilities.

Volunteer and Community Service

- 2011- Present **Arkansas Children's Hospital – Natural Wonders Partnership**
- 2010-2018 **Palestine Cemetery, Board of Director**
- 2008- Present **North Little Rock Police Department**
Crisis Negotiations Unit Member – Unit Advisor
- 2006 – Present **St. Vincent Hospital Community Advisory Board** - Sherwood
- 2006 – 2007 **Kaleidoscope Kids Board of Director Member**
Served on the fundraising and grants committee
- 2000-2008 **Conway Human Development Center-Volunteer Council Member**
Elected to two –terms as Board President
- 2002-2005 **Arkansas Hospice Board of Director Member**
Chairman of the Conway Advisory Board
- 2005- 2008 **Arkansas Faith In Action State Coalition Founding Board Member** - Chairman
- 2002-2005 **Conway Police Department Reserve Police Officer** -Administrator
- 2003-2005 **Association of Professional Fundraisers – Arkansas Member**
- 1999 -2006 **American Red Cross**
Emergency Medical Technician – Little Rock Chapter
Mass Care Operations- Conway Chapter
CPR/Instructor - Jackson Chapter (1992-1996)

Awards

- 2001 Nominee for the Arkansas Division of Volunteerism Community Service Award
- 2001 Proclamation for “Buster Lackey” Day, Conway, Arkansas by Mayor Tab Townsell
- 2003 Awarded the Key to the Frontier (City) for Fort Smith, Arkansas by Mayor Ray Baker
- 2003 Proclamation for “Buster Lackey” Day, Fort Smith, Arkansas by Mayor Ray Baker
- 2005 Awarded a Certificate of Commendation for outstanding service as Reserve Police Administrator by Police Chief Randall Aragon, Conway Police Department

Arkansas State Board of Examiners in Counseling

101 East Capitol Avenue, Ste 202

Little Rock, AR 72201



William David Lackey
4412 Dawson Drive
North Little Rock, AR 72116

Date 7/2/2019
For LPC
License # P1904049



Arkansas State Board of Examiners in
Counseling

Licensee: William David Lackey

License: P1904049

LPC

Effective: 7/2/2019 Expires: 6/30/2021

CHAIR OF THE BOARD *William Lackey*

Payor William Lackey

Date 7/2/2019

Receipt No. 1058

Item	Licensee	License No	Type	Amount
1157	William David Lackey	P1904049	LPC	\$300.00
Total				\$300.00