

BID RESPONSE PACKET
710-24-010

BID SIGNATURE PAGE

Type or Print the following information.

PROSPECTIVE CONTRACTOR'S INFORMATION					
Company:	HLH Consultants, LLC				
Address:	PO Box 1166673				
City:	Little Rock	State:	AR	Zip Code:	72216
Business Designation:	<input type="checkbox"/> Individual <input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> Public Service Corp <input type="checkbox"/> Partnership <input checked="" 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 checked="" type="checkbox"/> African American <input type="checkbox"/> Hispanic American <input type="checkbox"/> Women-Owned <input type="checkbox"/> Asian American <input type="checkbox"/> Pacific Islander American				
AR Certification #: _____ * See Minority and Women-Owned Business Policy					
PROSPECTIVE CONTRACTOR CONTACT INFORMATION					
Provide contact information to be used for bid solicitation related matters.					
Contact Person:	H. Lynn Hemphill	Title:	CEO		
Phone:	501-374-5408	Alternate Phone:	501-256-3275		
Email:	HLHconsultants@gmail.com				
CONFIRMATION OF REDACTED COPY					
<input type="checkbox"/> YES, a redacted copy of submission documents is enclosed. <input checked="" type="checkbox"/> NO, a redacted copy of submission documents is <u>not</u> enclosed. I understand a full copy of non-redacted submission documents will be released if requested. <i>Note: If a redacted copy of the submission documents is not provided with Prospective Contractor's response packet, and neither box is checked, a copy of the non-redacted documents, with the exception of financial data (other than pricing), will be released in response to any request made under the Arkansas Freedom of Information Act (FOIA). See Bid Solicitation for additional information.</i>					
ILLEGAL IMMIGRANT CONFIRMATION					
By signing and submitting a response to this <i>Bid Solicitation</i> , 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 checked="" type="checkbox"/> 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: <u>H. Lynn Hemphill</u>	Title: <u>CEO</u>
Printed/Typed Name: <u>H. Lynn Hemphill</u>	Date: <u>5/22/24</u>

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:	HLH Consultants, LLC	Date:	5/22/24
Signature:	H. Lynn Hemphill	Title:	CEO
Printed Name:	H. Lynn Hemphill		

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.**

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.

- ☐ 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:	HLH Consultants, LLC	Date:	5/22/24
Signature:	H. Lynn Hemphill	Title:	CEO
Printed Name:	H. Lynn Hemphill		

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
- ☒ Area 6
- ☒ Area 7
- ☐ Area 8
- ☐ Area 9
- ☐ Area 10

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: _____

☐ Yes ☒ No

IS THIS FOR:

Goods? ☐ Services? ☒ Both? ☐

TAXPAYER ID NAME: HLH Consultants, LLC

YOUR LAST NAME: Hemphill FIRST NAME: Herbert M.I.: L

ADDRESS: PO Box 166673

CITY: Little Rock STATE: AR ZIP CODE: 72210 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.]	Relation
	Current	Former		From MM/YY	To MM/YY		
General Assembly							
Constitutional Officer							
State Board or Commission Member							
State Employee							

☐ None of the above applies

FOR AN ENTITY (BUSINESS) *

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

Position Held	Mark (✓)		Name of Position of Job Held [senator, representative, name of board/ commission, data entry, etc.]	For How Long?		What is the person(s) name and what is his/her position of control?		Position of Control
	Current	Former		From MM/YY	To MM/YY	Person's Name(s)	Ownership Interest (%)	
General Assembly								
Constitutional Officer								
State Board or Commission Member								
State Employee	✓		Extra Help	11/2012	Present	FreEtta Hemphill	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 H. Lynn Hemphill Title CEO Date 5/22/24

Vendor Contact Person H. Lynn Hemphill Title CEO Phone No. 561-374-5468

Agency use only

Agency _____

Number 0710

Name _____

Department of Human Services

Agency _____

Contact Person _____

Contact _____

Phone No. _____

Contract _____

or Grant No. _____

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

ADDENDUM 1

TO: All Addressed Vendors
FROM: Office of Procurement
DATE: May 22, 2024
SUBJECT: 710-24-010 Home Studies

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

☐ Change of specification(s)
☐ Additional specification(s)
☒ Change of bid opening date and time
☐ Cancellation of bid
☐ Other

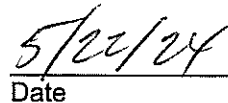
OTHER

- Bid submission date and time changed to: June 5, 2024, 1:00 p.m. Central Time
- Bid opening date and time changed to: June 5, 2024, 2:00 p.m. Central Time

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

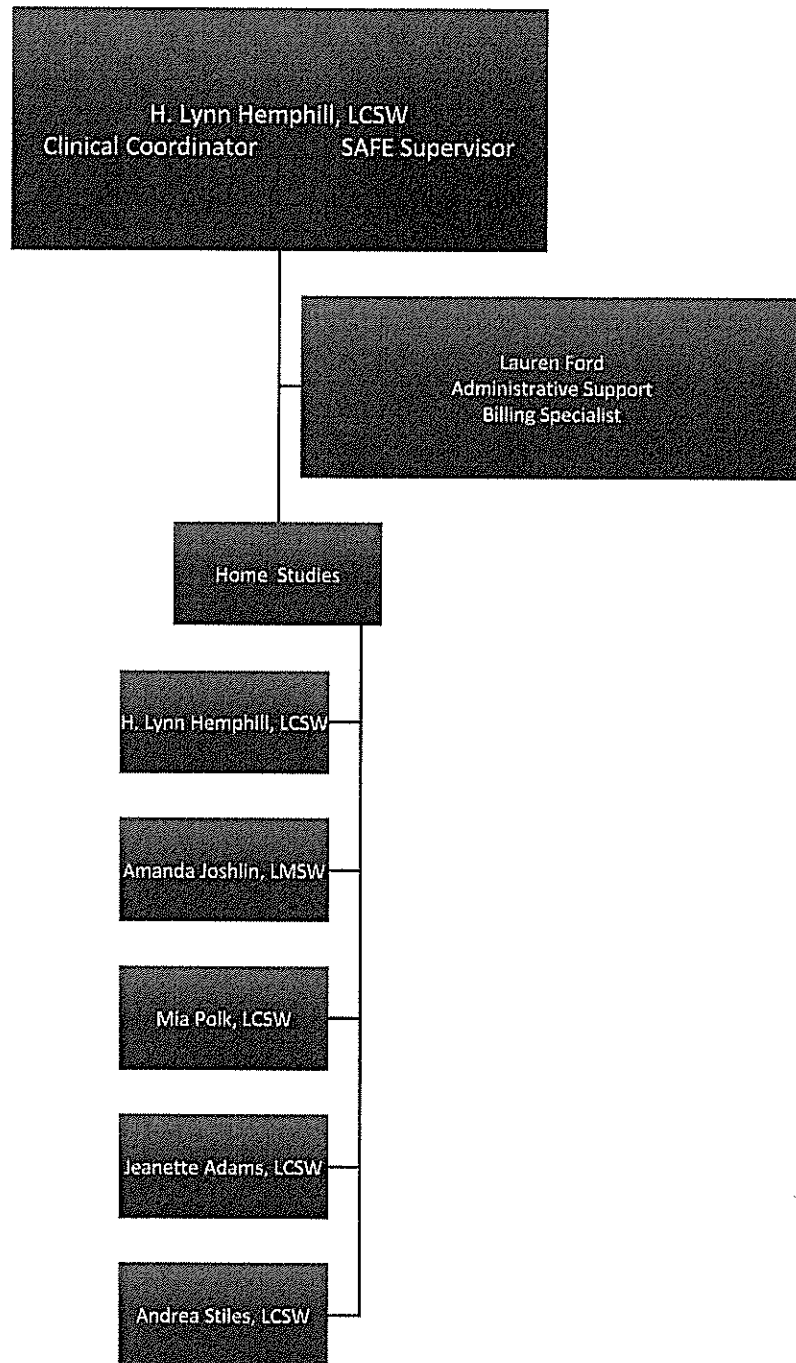
If you have any questions, please contact: Karrie Goodnight, DHS.OP.Solicitations@dhs.arkansas.gov, (501) 320-3906.


Vendor Signature


Date


Company

Project Organization and Staffing





**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


H.L.H. CONSULTANTS, LLC

authorized to transact business in the State of Arkansas as a Limited Liability Company, filed Articles of Organization in this office March 11, 2002.

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 22nd day of May 2024.


John Thurston
Secretary of State
Online Certificate Authorization Code: 9a87b9d7289b767
To verify the Authorization Code, visit sos.arkansas.gov

HLH Consultants, LLC
425 West Broadway
North Little Rock, AR 72214

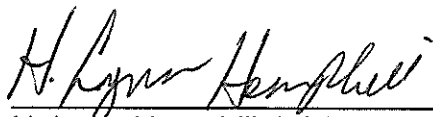
Policy #112-05 Equal Employment Opportunity

Purpose:

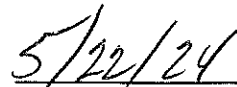
The purpose of this policy is to establish an EEO Program and to ensure that the agency adheres to all Federal EEO laws.

Policy:

1. Individuals seeking employment or services through this agency will not be discriminated against because of their race, color, religion, national origin or creed.
2. This agency will designate an EEO Coordinator who will be responsible for addressing issues related to discrimination and developing special emphasis programs to increase cultural awareness and sensitivity of minority groups in the workplace.
3. HLH Consultants, LLC endeavors to maintain a diverse staff and a culturally sensitive work community that fosters healthy growth and development.
4. The CEO of this company maintains an "open door policy" and is available to discuss issues, as appropriate.
5. Violators of the EEO Practices within this company will be subject to aggressive discipline and possible termination.



H. Lynn Hemphill, LCSW
Chief Executive Officer



Date

**CURRICULUM VITAE
H. LYNN HEMPHILL**

EDUCATION

M.S.W. University of Arkansas at Little Rock, Little Rock, Arkansas, May 1989
B.A. Social Work Major, Cum Laude, University of Arkansas at Pine Bluff,
Pine Bluff, Arkansas, May 1988

HONORS AND AWARDS

Academic Achievement Award, 1985-1988, UAPB
Gladys Turner Academic Scholarship, 1986, UAPB
Academic Social Work Scholarship, 1988, UAPB
Performance Award, 1989, Southeast Arkansas Mental Health Center
Valued Employee Award, 1991, Veterans Administration Medical Center
Performance Award, 1992 - 2011, VA Medical Center
Employee of the Year Award, 1998, Veterans Administration Medical Center

PROFESSIONAL EXPERIENCE

February 2002- Present	HLH Consultants, LLC North Little Rock, Arkansas -Coordinate Program Services -Provide clinical supervision -Facilitate individual, family and group therapy -Provide case management and intensive family treatment services -Monitor TQI activities
August 2000 - August 2005	Foster Parent Trainer at UALR Mid-South Center Little Rock, Arkansas . Facilitated training to prospective parents using Adopt Pride/Foster Pride Curriculum . Evaluated prospective foster parents for Foster Parent Program in Pulaski County . Conducted home visits and preparing home assessments
January 2000 - August 2002	Arkansas Behavioral Health Care Little Rock, Arkansas . Completed intake summaries . Provided assertive short-term and long-term counseling services . Provided case management services . Facilitated adolescent male psychotherapy group
January 1990 - Present	Veterans Administration Medical Center Health Care for Homeless Veterans (HCHV) Program, Little Rock, Arkansas

H. Lynn Hemphill

- . Provide administrative oversight of eight separate homeless projects
- . Provide clinical supervision and consultation to multidisciplinary team
- . Coordinate Veteran services within HUD Continuum of Care initiatives
- . Serve on the Mayor's Challenge for Ending Homelessness Among Veterans
- . Serve as Total Quality Manager for Homeless Programs
- . Coordinate Crisis Call Line for CAVHS

January 1998 -
May 2000

University of Arkansas at Pine Bluff Social Work Field Liaison
Pine Bluff, Arkansas

- . Assisted in development of Education Learning Contracts
- . Designed learning experiences for undergraduate students
- . Conducted field visits and evaluated student learning experiences

January 1994 -
December 1999

Child, Adolescent and Family Guidance Center (Consultant)
Little Rock, Arkansas

- . Prepare intake summaries
- . Provide assertive short-term and long-term counseling services
- . Provide case management services
- . Facilitate adolescent male psychotherapy group

April 1992 -
March 1997

First American Home Health Agency (Consultant)
Cabot, Arkansas

- . Provided consultative clinical supervision
- . Conducted home visits
- . Prepared psychosocial assessments
- . Coordinated and provided case management services
- . Provided grief and supportive counseling

March 1991 -
August 1993

Southwest Employee Assistance Program (Consultant)
Little Rock, Arkansas

- . Prepared intake summaries
- . Provided ongoing individual and family counseling for children, adolescents and adults
- . Conducted alcohol and drug screenings
- . Provided substance abuse counseling

May 1989 -
January 1990

Southeast Arkansas Mental Health Center
The Arkansas Youth Center - Pine Bluff, Arkansas

- . Provided ongoing inpatient therapy sessions
- . Co-facilitated ongoing inpatient psychotherapy groups
- . Coordinated case management services
- . Prepared treatment plans, psychosocial assessments and discharge summaries
- . Participated with multidisciplinary team in treatment and discharge planning

August 1998 -
May 1989

Veterans Administration Medical Center
Special Treatment Section - North Little Rock, Arkansas

- . Facilitated and co-facilitated ongoing inpatient and outpatient psychotherapy groups
- . Prepared treatment plans and psychosocial assessments
- . Participated in weekly treatment and discharge planning with a multidisciplinary team
- . Conducted ongoing inpatient and outpatient individual sessions

3.

H. Lynn Hemphill

. Coordinated casework activities

June 1988 -
August 1988

Youth Home, Incorporated

Little Rock, Arkansas

- . Participated in weekly staffing with multidisciplinary team
- . Conducted ongoing individual therapy sessions
- . Planned and coordinated therapeutic activities
- . Developed single subject design

May 1987 -
August 1987

Central Arkansas Planning and Development District

Lonoke, Arkansas

- . Co-wrote Overall Economic Development Plan
- . Researched various Jobs Training Partnership Act Programs for welfare mothers

May 1986 -
August 1986

Central Arkansas Planning and Development District

Lonoke, Arkansas

- . Developed Follow-up Program for Jobs Training Partnership Act Title IIA participants
- . Coordinated staff development training

May 1985 -
August 1985

Central Arkansas Planning and Development District

Lonoke, Arkansas

- . Developed and conducted Jobs Training Partnership Act Needs Survey for Title IIA participants

PROFESSIONAL MEMBERSHIP

National Association of Social Workers, 1989

National Association of Black Social Workers, 1991

Interagency Council for the Homeless, 1992

Arkansas Coalition for the Prevention of Homelessness, 1992

Central Arkansas Team Care for the Homeless (Board Member), 2009



SOCIAL WORK LICENSING BOARD ROSTER

[Print](#)

Herbert L. Hemphill

Location: Lonoke, AR**Level:** LCSW**License Number:** 829-C**Date Issued:** 7/22/1991**Expiration:** 1/31/2026**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

Certificate of Completion

SAFE FOR SUPERVISORS - Structured Analysis Family Evaluation

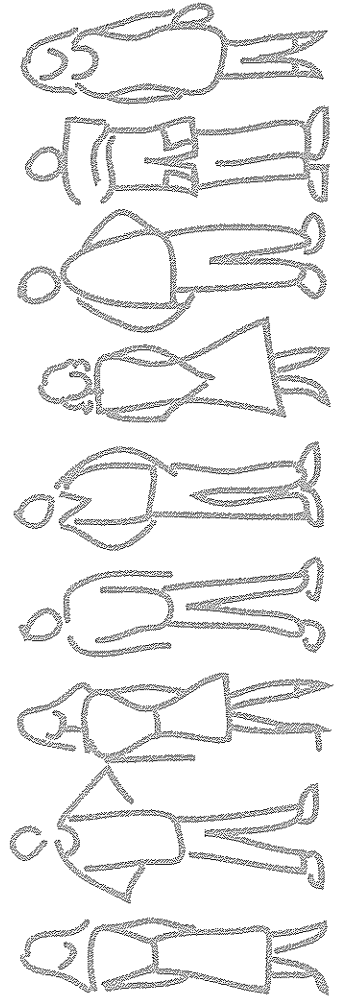
This is to certify that

Lynn Hemphill

_____ has completed 4 hours of SAFE Training and is certified to supervise SAFE Home Studies

May 19, 2011

Date(s): _____



Kelly Castaneda

Kelly Castaneda
Executive Director

Certificate of Completion

SAFE - Structured Analysis Family Evaluation

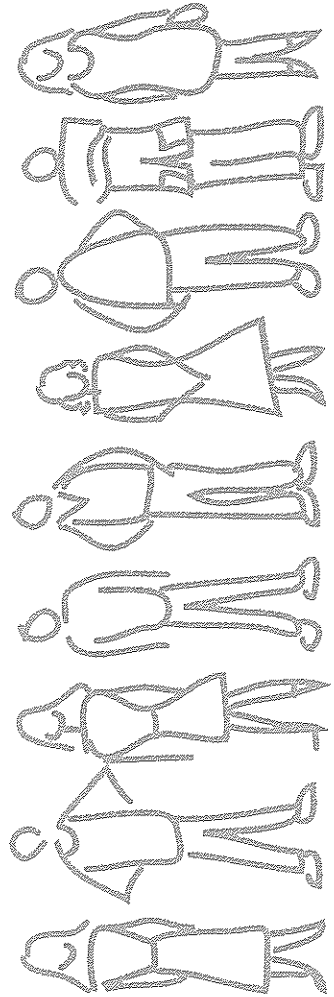
This is to certify that

Lynn Hemphill

_____ has completed 12 hours of SAFE Training and is certified to perform SAFE Home Studies

May 17-18, 2011

Date(s): _____



Kelly Castaneda

Kelly Castaneda
Executive Director

**Amanda M.
Joshlin**

4925 Kerr Station Road
Cabot, AR 72023
501 944 7188

Objective

To obtain a supervisory position that will utilize clinical and therapeutic skills to improve the quality of life for veterans and develop new resources to meet the needs of the veterans and their families.

Employment History

Social Worker-Acute inpatient Medicine (3/00-10/01), Geriatric Rehab(10/01-5/02), Geriatric Primary Care(05/02-03/07), Outpatient Mental Health Clinic(03/07-9/11), HUD/VASH Lead Caseworker-HCHV program(9/11-3/14), Outpatient Mental Health Clinic(3/14-present)

March 2000- present Central Arkansas Veterans Healthcare System, North Little Rock, AR

- Documentation of services, psychosocial assessments, diagnostic assessments, discharge planning, professional letters, home health referrals, assist with applying for Regional Office benefits
- Individual, group and family therapy
- Development and coordination of new programs/treatment options based on the need of the veterans to include but not limited to development of Coping With Chronic Illness group and working with the Suicide Prevention Staff to develop a weekly suicide prevention group which includes research for best practice resulting in a grief therapy group that utilized different modalities of expressing grief through art and writing.
- Coordination of treatment with multi-disciplinary treatment team providing consultations for planning therapeutic interventions for patients and accessing state wide community resources as appropriate.
- Coordinate treatment with other disciplines and recognizes the value of a strong multidisciplinary approach to providing best practice treatment to veterans
- Community resources for patients
- Crisis Intervention
- CFC chair—2008—largest campaign in the state for 2008, worked with The United Way and each service in the VA to coordinate activities and resources for the campaign
- Committee member of the CAVHS Ethics Advisory Committee and Chair of the Ethics Education sub-committee—responsible for development and coordination ethics education for patients, employees and visitors through the hospital PAO and Director's Office.
- Trained in the evidenced based therapeutic interventions of CPT, BFT and ACT
- Provided clinical coverage for MHC including review of all therapy consults and referrals to the clinic and assignment of caseload to appropriate staff
- Field Instructor for graduate students from UALR
- 2007 LDI graduate—completed LDI project related to decreasing no show rates for clinic appointments within CAVHS
- Fellow level mentor through the VHA Mentor program
- EVAL mentor
- Case managed case load of 20-25 Veterans in the HUD/VASH program assisting with various community resources and VA resources to maintain their mental and physical health, assessing for substance abuse and treatment needs related to this and to maintain housing.
- Lead Case Manager assisting in monitoring the day to day activities of the HUD/VASH program to include reports for Mental Health and VISN management,

working with local housing authorities, training and mentoring new employees, monitoring program to ensure it meets CARF, HUD and VISN requirements.

- Responsible for completing HCHV intakes and outreach within the HCVH program.
- Provides LCSW supervision
- Completion of treatment plans in MH Suite
- Member of the Social Work Boarding Committee for the facility
- Member of the MH SWEEPS Committee responsible for development of networking and training among MHS social work staff
- Chaired hospital committee responsible for researching, development of current policy regarding Service Animals on VA policy and education of staff on current policy. Included working with national level management to ensure that CAVHS policy followed Central Office guidelines.
- CPR trainer
- PMDB trainer

Contract Social Worker

April 2007-June 2012 Heartwoods Inc. Alexander, AR

April 2012-present HLH Consulting Inc. North Little Rock, AR

- Completes home studies for adoption for DHS
- Completes Adoption Summaries on foster care children for DHS

Primary Therapist

Nov 1999-March 2000 Professional Counseling Associates-Community Support Program, North Little Rock, AR

- Responsible for providing case management and supportive services to clients that included individual, group and family therapy, home visits/assessments
- Documentation of services, progress notes, social histories, intake assessments, development and implementation of treatment plans, treatment plan reviews
- Coordination of treatment with multi-disciplinary treatment team
- Community Resources for clients
- Crisis Intervention

Intake Coordinator-Needs Assessment and Referral Department

May 1999-October 1999 Charter Behavioral Health System, Maumelle, AR

- Responsible for assessing and determining client needs and coordinating admission to the continuum of services provided by the hospital
- Provided Psychosocial Assessments to treatment teams upon admission
- Coordinate appropriate community resources as needed for clients assessed
- Crisis Intervention
- PRN Therapist for child/adolescent inpatient psychiatric unit
- Appointed Day Manager of Department after 8 weeks of employment—responsible for monitoring and managing day to day activities of department staff consisting of 10 employees; provided weekly and monthly reports to regional and corporate managers

Social Work Intern-Outpatient Mental Health Clinic

8/98-5/99 Central Arkansas Veterans Healthcare System, North Little Rock, AR

- Responsible for individual, marital, family and group therapy with patients

- Documentation of services, professional treatment summaries and letters
- Coordinate treatment with other disciplines providing clinical services
- Presentation to CEU staff
- Community resources for patients

Education

May 1997 University of Arkansas at Little Rock Little Rock, Arkansas

- BA in Sociology with minor in Human Services

May 1999 University of Arkansas at Little Rock Little Rock, Arkansas

- Masters in Social Work

References

References are available on request.



SOCIAL WORK LICENSING BOARD ROSTER

[Print](#)

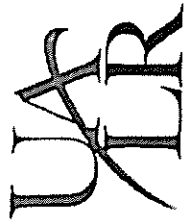
Amanda Marie Joshlin

Location: Cabot, AR**Level:** LCSW**License Number:** 2090-C**Date Issued:** 10/11/2006**Expiration:** 10/31/2024**Disciplinary Action:** no

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Certificate of Attendance

This certificate is presented to

Amanda Weidner

For attendance at

Structured Analysis Family Evaluation (SAFE)

Training

for a total of 12.0 credit hours on

May 18, 2011

MidSOUTH Little Rock

Joe Bryn
Joe Bryn, Director



JEANETTE A. ADAMS, LCSW
131 Tyler Lane
BIGELOW, AR 72016
Cell (501) 215-6548

OBJECTIVE: Contract position using LCSW skills to meet agency goals and objectives.

QUALIFICATIONS: I have completed the mandatory SAFE training (and supervisor training) for home studies. Twenty-four years' experience completing Foster and Adoption Home Studies and Adoption Summaries. Over twenty-two years experience in Social Work setting, including interviewing and assessment, planning and group facilitation with forensic and mental illness population. Experience as a Substance Abuse Counselor and as a Dual Diagnosis Substance Abuse Counselor.

EDUCATION: M.S.W. FROM UALR May 1994
A.S. Chemical Dependency Counseling, 1987
B.S. in Business Administration with Accounting Emphasis

LICENSES: L.C.S.W. , A.A.D.A.C.

WORK EXPERIENCE

**Social Work – Part Time
(1995-Present)**

Part time Social Work Positions

HLH, LLC; Heartwoods, Inc.; Proud Family and Gladney International; Complete Adoption Home Studies for International and State Adoptions. Complete Adoption summaries for children in foster care placement who have had parental rights terminated and are awaiting adoption. Review records, interview families and assess placement options.

**Social Work – Forensic
(2005 – 2016)**

Arkansas State Hospital – Forensic Unit

Develop and facilitate groups for Forensic Patients to educate patients regarding the legal system, mental illness and substance abuse issues that result in ongoing legal, family and social problems. I currently lead 12 groups per week, including: competency, Symptom Management, Anger Management, Act 911, MICA substance Abuse and Chemical Dependency Groups. Complete social histories on inpatient forensic evaluation patients as assigned and coordinate ongoing treatment, discharge and aftercare. Participate in treatment team meetings, assign patients to groups and participate in evaluation process and complete necessary documentation.

**Social Work – 911 Monitor
(12/94 -2005)**

Arkansas State Hospital – ACT 911 Program

Meet with clients on a weekly basis to ensure court ordered compliance with conditions of release. Coordinate services with mental health staff as needed for each client. Report to the court on a regularly scheduled

basis and as needed to request proper modification or advise the court of difficulties or variances.

Primary Therapist
(5/94 – 12/94)

Conway Regional Hospital – Geriatric Psych Unit

Interview clients and family members to complete bio-psychosocial histories, lead group activities, meet with other treating staff to develop and implement an appropriate treatment plan. Provide education to clients and family members concerning mental illness, symptoms and medications, etc.

Social Work Intern
(9/93 – 5/94)

Little Rock Community Mental Health Center

Meet with clients for individual counseling sessions; co-facilitate group therapy in outpatient and day treatment setting. Complete clinical histories, treatment plans and discharges, as necessary.

Social Work Intern
(6/93 – 9/93)

James W. Dennis Developmental Center

Interview family members and clients to explain evaluation process. Complete family social histories. Participate in team staffing to determine child's proper diagnosis and treatment approach.



SOCIAL WORK LICENSING BOARD ROSTER

[Print](#)

Jeanette A. Adams

Location: Bigelow, AR**Level:** LCSW**License Number:** 1215-C**Date Issued:** 8/14/1996**Expiration:** 8/31/2024**Disciplinary Action:** no

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Certificate of Completion

SAFE FOR SUPERVISORS - Structured Analysis Family Evaluation

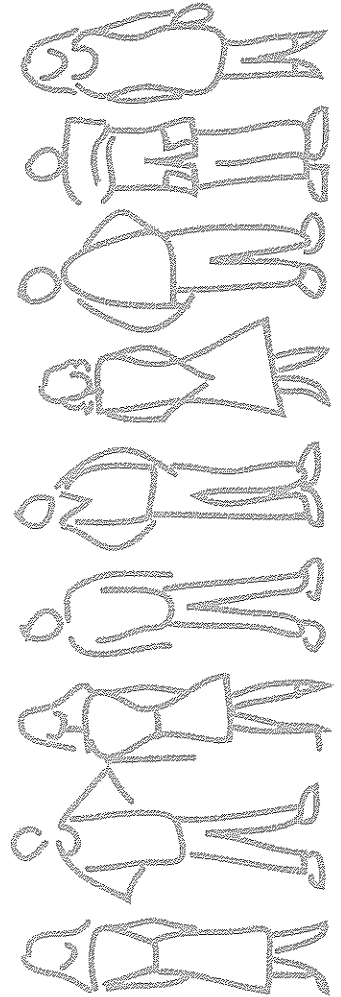
This is to certify that

Jeanette Adams

has completed 4 hours of SAFE Training and is certified to supervise SAFE Home Studies

May 7, 2011

Date(s): _____



Kelly Castaneda

Kelly Castaneda
Executive Director

Certificate of Completion

SAFE FOR SUPERVISORS - Structured Analysis Family Evaluation

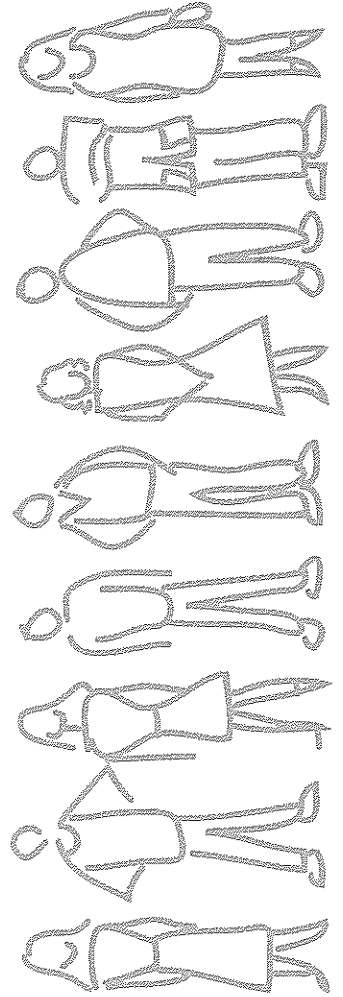
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May 7, 2011

Date(s): _____



Kelly Castaneda

Kelly Castaneda
Executive Director

Mia Polk-Hampton, LCSW

I am eager to contribute to an organization that can use an enthusiastic self-starter who offers an excellent education in social work along with people of all age groups, ethnic, cultural, and socioeconomic backgrounds.

17 Bentley Circle
Little Rock, AR 72210
(501) 786-6757
mia_hampton@att.net

PROFILE

Motivated, personable business professional with multiple college degrees and a successful track record of successful clinical practices. Talent for quickly mastering clinical concepts and skills. Diplomatic and tactful with professionals and nonprofessionals at all levels. Accustomed to handling sensitive, confidential records. Demonstrated history of producing accurate, timely reports and meeting stringent Medicaid and insurance guidelines.

Flexible and versatile—able to maintain a sense of humor under pressure. Poised and competent with demonstrated ability to easily transcend cultural differences. Thrive in a deadline-driven environment. Excellent team building skills.

EDUCATION

Emerson High School, 400 Church St, Emerson, AR 71740 — *Diploma*

1994

UALR, 2801 S University Ave, Little Rock, AR 72204 — *Bachelor's of Speech Pathology*

1995-2000

UALR, 2801 S University Ave, Little Rock, AR 72204 — *Master's of Social Work Degree*

2006

WORK EXPERIENCE

***UALR-Student Support Specialist**

August 2019 - Current

(501) 569-8942

Provide resource coordination/therapeutic interventions for CEHP students

MSW clinical supervisor

***HLH Consultants-Safe Study Contractor**

January 2018 - Current

(501)374-5408

QUALIFICATIONS

Licensed Clinical Social Worker.

10+ Years Experience providing direct services to clients w/ Mental Illnesses/behavioral issues.

8 years of Case Management experience

10+ years experience in managing staff

Knowledgeable of community resources

Familiar with JACHO/CARF /COA accreditation procedures and policies.

REFERENCES

Mrs. Melissa Beans-Minor
Arkansas VA

(501)952-1420

Ms. Terrell Thompkins
PAT Center

(501)213-9809

Complete (SAFE) evaluations related to applicant information and feasibility to placement.

-7 years experience (SAFE Certified)

Elite Home Health— *Social Worker*

March 2018 – August 2019

(501) 233-3333

- ❖ Assists patients and families in coping with problems resulting from severe or long-term illness, and with difficulties in recovery and rehabilitation.
- ❖ Assess, diagnose, and treat patient's mental and social conditions.
- ❖ Counsel individuals and/or families and update case records.
- ❖ Resource coordination
- ❖ Treatment team consultation.

Humana — *Field Care Manager*

MARCH 2015 - JANUARY 2018

(501) 482-8143

- ❖ Developing a professional care plan from the assessment findings and in collaboration with support persons and medical team to ensure the facilitation of the provision of the best care.
- ❖ Act as a liaison to families as well as with collateral clinicians, professionals, and agencies.
- ❖ Conducting assessments to identify problems, eligibility for assistance and need for services.
- ❖ Thorough and timely documentation of initial and ongoing assessments and outcomes.
- ❖ Participate in case conferences with other disciplines providing care.
- ❖ Observes infection control practices and uses standard precautions.
- ❖ Resource coordination within Humana programs and local community networks.

State of the Heart Counseling Services — *Group Therapist*

DECEMBER 2010 - MARCH 2015

(501) 414-0700

- ❖ Development of policies and procedures within agency.
- ❖ Development of clinical forms-Contributing /Assisting in accreditation
- ❖ process for JACHO/COA
- ❖ Practice evaluation.
- ❖ Completing Intake of new Admissions.
- ❖ Ensuring adherence with LMHP expectations in accordance to DBHS.
- ❖ Access to Recovery coordination/management.
- ❖ Resource Coordination/Collaboration with other entities in the community.
- ❖ Development of policies and procedures within agency.
- ❖ Development of clinical forms-Contributing /Assisting in accreditation
- ❖ process for JACHO/COA
- ❖ Practice evaluation.
- ❖ Completing Intake of new Admissions.
- ❖ Ensuring adherence with LMHP expectations in accordance to DBHS.
- ❖ Access to Recovery coordination/management.
- ❖ Resource Coordination/Collaboration with other entities in the community.

UALR MidSOUTH, 415 N McKinley St, Little Rock, AR 72205
— Safe Study Contractor

DECEMBER 2013 - 2015

(501) 296-1920

- ❖ Review training/historical information provided by applicants related to adoption/foster/provisional placements.
- ❖ Conduct interviews of applicants and collaterals.
- ❖ Complete (SAFE) evaluations related to applicant information and feasibility to placements.

People Advocating Transition, 620 S Laurel St, Pine Bluff, AR 71601— Clinical Therapist

DECEMBER 2010- SEPTEMBER 2011

(870) 534-4900

- ❖ Individual, Family, and Group Therapy (Using CBT, Solution Focused, and Family Systems Therapy as Guide)
- ❖ Managing and Supervising Case managers-Collaborate with

other entities in the community.

- ❖ Periodic review of care/YOQ compliance.
- ❖ Servicing individuals and adolescence with Serious Emotional Disturbances and Families.
- ❖ Crisis Intervention/Stabilization
- ❖ Completing Intake of new admissions.
- ❖ Development of Rehabilitative Day Treatment Program, policies and procedures.

New Beginnings Behavioral Health Services, 1 Lile Ct, Little Rock, AR 72205 — Intake Coordinator

OCTOBER 2008 - DECEMBER 2010

(501) 663-1837

- ❖ Biopsychosocial Assessments.
- ❖ Discharge Planning.
- ❖ Developing Treatment Plan in collaboration with treatment team/patient.
- ❖ Family Therapy (Using Systems and Supportive Therapy).
- ❖ Individual Therapy (Using CBT and Play Techniques as Guide).
- ❖ Resource Coordination.
- ❖ Prepare progress notes.

Methodist Family Health Day Treatment, 1600 Aldersgate Rd # 200, Little Rock, AR 72205 — Therapist

OCTOBER 2007- AUGUST 2008

(501) 661-0720

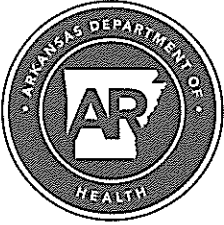
- ❖ Crisis Stabilization/Intervention
- ❖ Resource and referral coordination.
- ❖ Compile/maintain clinical records in compliance with agency guidelines.
- ❖ Discharge Planning.
- ❖ Case Management
- ❖ Prepare progress notes.
- ❖ Individual Therapy (Using CBT, Supportive Therapy, and Solution Focus as Guide)
- ❖ Group Therapy

Professional Counseling Associates, 9110 Geyer Springs Rd, Little Rock, AR 72209 — Outpatient Clinical Therapist

JUNE 2006 - OCTOBER 2007

(501) 568-4294

- ❖ Participate in Emergency Services.
- ❖ Case Management.
- ❖ Developing Treatment Plan in collaboration with treatment team/patient.
- ❖ Biopsychosocial Assessments.
- ❖ Facilitated Individual/Group/Family Therapy.
- ❖ Discharge Planning.
- ❖ Resource Coordination.



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

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Certificate of Completion

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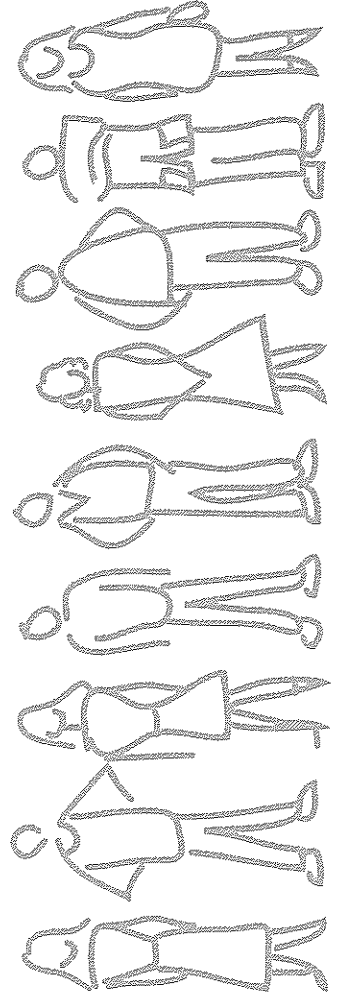
This is to certify that

Mia Polk-Hampton

_____ has completed 12 hours of SAFE Training and is certified to perform SAFE Home Studies

March 26-27, 2013

Date(s): _____



Kelly Castaneda

Kelly Castaneda
Executive Director

Andrea Stiles

19 Pecan Lane
Cabot, AR 72023
870-897-4361
andreastiles79@gmail.com

Career Goal: To obtain employment in the mental health field where my experience and expertise can be utilized to help and assist others grow and learn

Work Experience:

Families, Inc. Counseling Services

August 2017 - Present
June 2002 - June 2005

Mental Health Professional

- Provide individual and family therapy services to children, adults, and geriatrics
- Complete intakes/diagnose, progress notes, and treatment plans within 24 hours of service delivery
- Schedule and maintain consistent contact with 65+ clients
- Credentialed with AR BCBS, Medicare, Blue Advantage, Health Advantage, Qualchoice, Lifesynch, Humana, New Directions, Wellcare, MediPak, Tricare, Cigna, AR Health and Wellness, Municipal Health, and CIP/United Healthcare

Families, Inc. Counseling Services

June 2005 - August 2017

Clinical Director

- Directly supervise 60+ staff members and oversee over 1,800 clients
- Responsible for the hiring and termination process
- Regularly audit charts
- Conduct monthly staff meetings
- Organize continuing education days
- Conduct yearly staff evaluations
- Report directly to CEO

HLH Consultants

August 2011 - Present

Social Worker

- Interview children who will be placed up for adoption
- Interview families/individuals who would like to foster/adopt children
- Complete Adoption Summaries and Home Studies

Education:

Master of Arts in Social Work

May 2002

Bachelor of Arts in Social Work

May 2001



SOCIAL WORK LICENSING BOARD ROSTER

[Print](#)

Andrea Stiles

Location: Cabot, AR**Level:** LCSW**License Number:** 1931-C**Date Issued:** 3/8/2005**Expiration:** 3/31/2025**Disciplinary Action:** no

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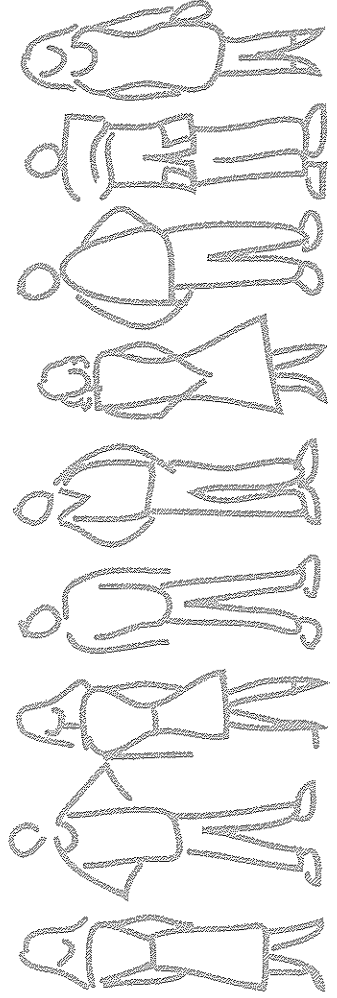
This is to certify that

Andrea Stiles

_____ has completed 12 hours of SAFE Training and is certified to perform SAFE Home Studies

November 14-15, 2012

Date(s): _____



Kelly Castaneda

Kelly Castaneda
Executive Director

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	\$ 800.00	\$380,800.00
2	Home Study Update	215	\$ 400.00	\$86,000.00
ANNUAL GRAND TOTAL				\$466,800.00

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: H. Lynn Hemphill

Date: 5/22/24

Signature: H. Lynn Hemphill

Title: CEO

Vendor Name:

HH CONSULTANTS LLC

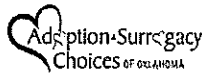
Rate Justification
For
Home Study and Home Study Update

HLH Consultants, LLC is a current home study provider for Arkansas Department of Human Services. Since 2020, our agency has completed full home studies for DHS at a rate of \$800.00 per home study. For this contract initiative, we are proposing the same rate of \$800.00 per home study. This rate includes travel time to and from the family's home, face to face time (4 hours per study) and administrative costs associated with the service such as transportation, gasoline, equipment, postage coupled with time needed to type and edit each document. Market analysis of home study rates in surrounding states (Oklahoma; Texas; Missouri; Mississippi; Tennessee; Florida and Louisiana) revealed that the average cost per home study ranges from \$1,000 to \$3,000.

HLH Consultants, LLC is proposing a rate of \$400.00 for updating a home study. As described above, this rate covers all of the costs and activities associated with completing the updated home study.

Attached please find documents to support proposed rates for the home study and home study update.

Toll-free: 800-898-6028 | OKC Local: 405-755-1999 | Tulsa Local: 918-447-7777 | Text: 405-201-6643 | Email



THE HOME STUDY PROCESS FOR ADOPTIVE PARENTS



For many parents hoping to adopt, the home study process may seem intimidating. But fear not! Although it may seem daunting, home studies are a critical first part of the adoption process. They are designed to make certain the baby will end up in a loving environment.



Before proceeding with adoption, the state must corroborate any claims that your family is prepared for a new member.



Everyone wants to ensure the best possible outcome for the child. The home study process for adoptive parents eliminates doubts regarding the child's safety. It guarantees that the child will be placed in a happy home.



STEP 1: RECOGNIZING THE LAW



When considering adoption, most prospective adoptive parents are fueled by exhilaration and excitement. Your mind is occupied by daydreams of your child: cradling a baby in your arms, having tea parties with your toddler, or teaching your teenager how to drive. It's important to keep these dreams alive. Nevertheless, your eagerness to adopt may prevent you from acknowledging the importance of playing by the rules. No matter how enthusiastic you are, you can't skip the paperwork. Home studies are federal law and cannot be ignored.

Still think the home study process isn't for you? Home studies are required for virtually every single type of adoption. Fortunately, Adoption Choices of Oklahoma provides methodical home studies for domestic adoptions. These home studies are conducted with caution and vigilance, triple checking that your home is suitable for a new baby. Once you accept the utter significance of this inspection, the faster you can wrap up the administrative requirements and meet your new child.

STEP 2: CHOOSING AN AGENCY

To make your home study process less formidable, take it one step at a time. The first step is crucial; starting with an agency in mind will only make it easier on you. When you decide on

an agency, you can calculate the home study requirements that apply to you. Some adoptive parents make the mistake of immediately launching into a random home study. Most times, they end up in unbelievably frustrating scenario: after filling out endless documents, going through multiple interviews, and completing a time consuming home study, they are rejected. This refusal is often because their specific home study doesn't match up with their agency or state's prerequisites. To avoid wasting precious time or money, make sure to start by picking an agency.

Adoption Choices of Oklahoma charges \$1100 for a domestic home study. The home study through us is secure and thorough. It's promised to work in any state with an Adoption Choices Agency — Colorado, Nevada, New York, and more.

STEP 3: THE APPLICATION

Before your home study, you must first fill out an application for the agency. This application asks essential questions in an attempt to envision your home. It also aims to get a grasp on your personality; or more importantly, whether you are a good candidate for adoption. The application asks a variety of questions, so make sure to give the agency a genuine understanding of who you are. You are asked about your personal background, as well as your family history. The agency also hopes to weed out unwanted applicants: those who are mentally or financially ill prepared to protect a child.

Finally, the application poses open ended questions that gage your commitment to the child. Why did you decide to adopt? How will you brace yourself for future issues with your child? Do not fret — you don't have to be perfect. The agency just wants to know if you're ready for parenthood, and whether or not you'll be completely and unconditionally dedicated to your child's well-being.

To fully comprehend your persona, the application goes in depth with an autobiographical sketch. These questions prompt you to exhibit an intimate side of yourself — everything from your childhood to your relationships to your religious beliefs. The agency doesn't just want a two dimensional portrait of you. Instead, they want to extensively examine every aspect of who you are. Furthermore, they want to certify that you're ready for the next chapter in your life. Are you serious about adoption? Can you accept both the joy and the difficulties that comes along with this process? Are you truly prepared for your entire life to change? If you answered yes to all of these questions, you're ready for the next step.

STEP 4: BACKGROUND CHECK

Background checks verify that you're in good standing with the federal government. As long as you're a law-abiding citizen, you have nothing to fear. You will need to submit FBI fingerprints, as well as undergo an inspection from the Oklahoma State Bureau of

Investigation. In some adoptions, the agency confirms the child's safety through CANIS — the Child Abuse and Neglect Information System Search. Additionally, the Adam Walsh Child Protection and Safety Act was signed into law in 2006. By implementing an organized national registration for sex offenders, this act protects vulnerable children by preventing abuse before it happens. Checking for child abuse is a key component of the adoption process, and adoption agencies across America are committed to safeguarding any child from harm.

STEP 5: YOUR HEALTH

To take care of a child, you must first be capable enough to take care of yourself. It's hard to keep up with any kid's boundless energy, not to mention supervising a rambunctious toddler! A doctor will be able to check if you're physically competent to continue with the adoption process. Moreover, your mental health cannot be overlooked. As they grow, your child may rely on you for support with their emotional problems. Any young kid faces school bullies and insecurities. Adopted children sometimes face even more adversity, especially when coping with their past. Through any hardship they encounter, you must be there to guide them through the pain. However, you can only perform your parental duties if you're in a good headspace to do so. Your mental stability is just as important as your physical health, if not more so.



STEP 6: YOUR TRAINING



Until now, you may think that the purpose of the adoption process is for the agency to learn about you. That's only half of it! In reality, you must also learn new things. Each potential parent must complete mandatory online training and acquire the knowledge it takes to handle an adopted child. This may seem overwhelming, but don't be frightened. Online adoption training teaches you the expertise you need to raise your child. It covers a number of topics: everything from a child's potential attachment issues to medical risks for domestic adoptions. Most prospective parents are also required to master CPR. Just in case you're ever faced with an emergency situation, you will know how to stay calm and collected and avoid any disasters.

If you're adopting through Adoption Choices of Oklahoma, you must also read an inspiring book: *Bridges Out of Poverty*. This novel gives you the tools you need to connect with your child's birth parents, as well as gain a deeper empathy for your child.

These skills are all necessary for any adoptive parent, and both you and your child will benefit greatly as you apply what you learn to your ever-evolving relationship.

STEP 7: RECOMMENDATIONS

In most occasions, you won't be the only one looking out for your child. Your child will be welcomed into a whole new community — friends, family, colleagues, and even neighbors will

have to adjust to someone new entering their life. That's why recommendations are so important. Sometimes, loved ones know you better than you know yourself. The people close to you can vouch for your kindness, compassion, and capabilities. Adoption Choices of Oklahoma asks for three reference letters from (non-related) members of your inner circle. These letters describe you from a fresh, candid perspective, and they help the agency's evaluation.

STEP 8: POST PLACEMENT

Post placement is a specific period of time: from when a child is placed with their prospective parents to when the adoption is finalized. During this time, caseworkers will contact your family and reports will be conducted on the well-being of the child. This final step concludes that everything's perfect for you to accept the child as a permanent member of your family.



DON'T PANIC!



At first, the home study process may seem terrifying. But when you take a step back, you realize that it's only eight simple steps. Don't forget that adoption agents are there to help. Adoption Choices of Oklahoma prides itself on being non-judgmental. The home study can be a learning experience; together, the caseworker and adoptive family can make the home an admirable and pleasant place for the child grow up. When all is said and done, the agency wants nothing more than to give the children what they deserve: a loving family, a positive environment, and a place that they feel proud to call their home.



ADOPTION CHOICES OF OKLAHOMA

If you are currently in the process of adopting a baby and have any questions or concerns, feel free to contact, Adoption Choices of Oklahoma. You may visit our website here or call 405-794-7500 (Oklahoma City) or 918-982-6220 (Tulsa).

SUPPORT ADOPTION CHOICES



Adoption Choices, Inc. is partnering with Crowdrise, a fundraising website for nonprofits, to help our adoptive parents and birth parents with much needed financial assistance. We understand that expenses keep clients from fulfilling their dreams. Both with birth parents making a plan for adoption, and with adoptive parents growing their family. It is our mission to provide financial assistance through grants and scholarships, awarded annually in November, in honor of National Adoption Month. Funds assist adoptive parents with matching and

placements, adoption finalization and helping birth mothers improve their lives through higher education — and much more.

However, we can't do it alone. Please read up on our programs and donate money where you are able. Your donation will make a huge impact.

ABOUT THE AUTHOR



Kenneal Patterson is a sophomore at Northeastern University in Boston. She is currently studying Journalism and Political Science, with a minor in Global Health. She is honored to work with Adoption Choices, and hopes that her journalism will inspire others to be more empathetic and kind. She thinks that writing can convey important messages of hope and love, and wants to share these messages with others.

Kenneal spends her summers at home in Golden, Colorado, with her many cats and dogs. She is eternally grateful to those who read her work!



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ADOPTION CHOICES OF OKLAHOMA

We are a licensed Oklahoma adoption agency that provides counseling and guidance to women experiencing an unintended pregnancy and connects expectant mothers choosing adoption with adoptive families for their children. We have helped hundreds of women in Oklahoma City, Tulsa, Lawton, and surrounding areas successfully plan their children's future.



CONTACT US

800-898-6028 (Toll-Free)

405-201-6643 (Text)

Email

ACCESSIBILITY

Accessibility Statement

501(C) (3), Not for Profit, Licensed
Adoption Agency

OFFICE LOCATIONS

OKLAHOMA CITY

2301 Westpark Dr., Norman, Oklahoma
73069

405-794-7500 (Office)

TULSA

36 E. Cameron St. Tulsa, OK 74103

918-982-6220 (Office)

**Modern Adoption | Positive Choice
Adoption**

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LET'S TALK »

how much does it cost to adopt a child in tennessee?

Adoptions • Family Law Aug 8 • Written By David Otten

overview of adoption in tennessee

Adoption in Tennessee is a legal process through which the parental rights of the biological parents are terminated, and a new set of legal parents are selected for the child.

The Tennessee Department of Children's Services (DCS) is responsible for regulating the adoption process for children in the state's foster care system, and works to ensure that each child who is placed for adoption finds a permanent home that meets their emotional, physical, and intellectual needs. For private adoptions, an agency will typically be involved, and must ensure the appropriateness of the home and that the adoption is in the child's best interests.

To adopt a child in Tennessee, individuals or couples must be at least 18 years old and pass a background check, home study, and parenting classes. Tennessee encourages the adoption of children by relatives, including grandparents, step-parents, and other family members. The adoption process in Tennessee can be lengthy and complicated, but it is an incredible gift to give to a child.

importance of understanding adoption costs

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in Tennessee before beginning the process.

Adoption expenses can vary depending on the type of adoption, agency fees, legal fees, travel expenses, and other costs, so it's crucial to research and understand these costs to avoid any surprises later on. Being prepared for adoption expenses can help families make informed decisions about their adoption journey and create a realistic budget.

Additionally, Tennessee offers financial assistance programs for adoptive families, such as the Adoption Assistance Program, which can help alleviate some of the costs. Ultimately, understanding adoption costs in Tennessee can help eliminate financial stress and allow families to focus on the joy and fulfillment of bringing a child into their home.

understanding adoption costs in tennessee

application and home study fees

In Tennessee, adoption application fees typically range from \$50 to \$250, depending on whether the adoption is through a private agency or the state's foster care system. In addition to the application fee, prospective adoptive parents are required to undergo a home study, which assesses their ability to provide a safe and stable home for a child.

Home study fees vary widely depending on the agency or provider chosen and can range from \$1,000 to \$3,500. It is important for prospective adoptive parents to do their research and budget accordingly, as these fees can quickly add up. Some agencies may offer fee waivers or sliding scales based on income, so it is worth exploring all options. While these fees can be costly, they are a necessary part of the adoption process to ensure that children are placed in safe and loving homes.

agency fees

Adoption in Tennessee can be an expensive process, with fees ranging from a few thousand dollars to tens of thousands of dollars. The cost depends on various factors, such as the type of

In addition to standard fees, such as home study and legal fees, Tennessee adoption agencies may charge additional fees for services such as post-placement supervision and counseling. It is important to research and compare fees from multiple agencies before choosing one, as well as to inquire about possible financial assistance or grants.

Here, it is important to contact agencies and determine which is the best fit for you and your family. Most are more than happy to discuss their pricing and fee structure with prospective adoptive parents.

medical and counseling expenses

In Tennessee, adoptive parents are responsible for covering the medical and counseling expenses of their adopted children. This means that any medical assessments, treatments, and therapies that the child requires must be paid for by the adoptive parents.

Counseling services may also be necessary to help the child adjust to their new home and family, and these costs will also fall to the adoptive parents. It is important for families considering adoption in Tennessee to carefully consider the potential expenses involved, as medical and counseling costs can be significant depending on the needs of the child.

In addition, you may be required to pay for some expenses for the birth mother if you are adopting a newborn. Specifically, birth mothers are entitled to an attorney, counseling for a year, birth-related medical expenses, and financial assistance with housing, utilities, maternity clothes, food, and transportation during the last 90 days of their pregnancy and 45 days following birth - all at the adoptive parents' expense.

factors influencing adoption costs

type of adoption

Adoption costs can vary greatly depending on the type of adoption being pursued. International adoptions tend to be the most expensive due to travel costs, legal fees, and agency fees. Domestic

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foster care system is typically the least expensive option as there are minimal agency fees and legal fees are paid for by the Department of Children's Services.

Other factors that can influence adoption costs include legal fees, home study fees, and travel expenses. It is important for prospective adoptive parents to carefully consider their budget and explore all financial resources available to them, such as adoption tax credits and employer adoption benefits. Additionally, researching and comparing different adoption agencies can help prospective parents find the most cost-effective approach to adoption.

adoption agency or attorney fees

In addition to caring for a new child, prospective adoptive parents must also consider the fees paid to the adoption agency who matches the parents with a child, and their attorney who handles the legal work.

Agency fees vary from agency to agency, but most application fees and home studies will cost around \$2,500 or \$3,000. On top of that, prospective adoptive parents will need to hire an attorney to complete the legal work, which can range from a simple relative adoption to a lengthy and expensive battle to terminate parental rights. Because most attorneys bill by the hour, it's difficult to estimate fees; however, adoptive parents should expect at least \$2,000 in legal fees.

cost considerations and financial assistance

understanding the potential financial burden

Adopting a child in Tennessee can be financially challenging. Adoptive parents should carefully consider their financial situation and develop a realistic budget for the adoption process and raising a child. Financial assistance and tax credits may be available to help offset the costs. It's crucial to fully understand the potential financial burden before embarking on the adoption process.

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There is a federal tax credit available in most adoptions. You can find [information directly from the IRS here](#).

Importantly, the tax credit is not available in the following adoptions:

- Adoptions in connection with surrogacy arrangements;
- Stepparent adoptions; and,
- Adult adoptions.

So long as you are not adopting a spouse's child, an adult, or a child born out of a surrogacy agreement, you may be eligible to claim a tax credit for qualified expenses, including reasonable and necessary adoption fees, court costs and attorney fees, traveling expenses (including amounts spent for meals and lodging while away from home), and other expenses that are directly related to and for the principal purpose of the legal adoption of an eligible child.

You should consult with a tax expert if you are interested in claiming the credit.

the role of an attorney in the adoption process

Although an attorney can be (in some cases) another major expense in the adoption process, hiring one will be some of the best money you'll spend. An adoption attorney can help guide you through the process and ensure you follow all the rules along the way. Here's why you should always hire an attorney.

Because the end goal of adoption is to add a child to your family, there are many laws and statutory requirements that you must follow, or else risk your adoption being invalid. An adoption attorney will advise you and ensure that you remain in compliance with the adoption statute and that you don't run afoul of the rules.

On top of giving you advice, your attorney will also draft all of the necessary adoption paperwork (which can be pretty arduous). In the simplest adoptions, you will need to file at least a Petition and an Order, both of which require specific statutory language to be valid. If your adoption is more complicated, you may be required to terminate another parent's rights meaning service of

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An attorney in East Tennessee will generally charge by the hour, anywhere from \$150-450/hour. On top of that, you'll be required to deposit a retainer fee, which can be non-refundable depending on the attorney. Most agreed adoptions will run between \$2-3,000.00 in attorney's fees, whereas a contested adoption (where the biological parents fight the termination of their rights) can cost upwards of \$30-40,000.00. It all depends on the circumstances of your case, and there's no way to accurately estimate the final bill.

the bottom line

The bottom line in adoption cases is that they vary widely in cost. Factors that will determine how expensive an adoption will be include: the type of adoption, the experience of the attorney, and the disposition of the opposing party.

Generally, the least expensive will be a state-subsidized adoption, because the state pays for legal fees.

The most expensive type will be an international adoption or a heavily contested adoption. In the former, your money will mostly be spent on agency fees and travel fees. For the latter, most of your money will be spent on legal and attorney fees for litigation.

Agreed adoptions, especially stepparent adoptions, will run you around \$2-3,000.00 for everything.

If you're interested in finding out more, book a consultation and give us more information about your goal! We'll be able to give you a rough estimate on cost, timeline, and everything else you need to know to finalize your adoption.

adoption • family law

< **how to open probate in tennessee** **stepparent adoptions in tennessee: a comprehensive guide** >

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OTTEN LAW, PLLC

PO Box 32211

Knoxville, TN 37930

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HOME ADOPT

The Texas Adoption Home Study [What You Need to Know]



Have you considered adopting? If you've done much research into adoption you may already know that getting a home study <https://www.childwelfare.gov/pubPDFs/f_homstu.pdf> for adoption in Texas is an important step on your journey.

Getting a home study for adoption in Texas <<https://www.americanadoptions.com/texas-adoption/texas-adoption-home-study>> is required because it assesses your home life to ensure the safety and well-being of the adoptee. It also determines your family's emotional readiness to adopt.

However, the home study can be intimidating if you're not sure what to expect, so it helps to know more about the Texas adoption home study requirements <https://terryandrobertslaw.com/blog/adoption-home-studies-what-you-need-to-know/> .

Some prospective adoptive families work directly with agencies that specialize in home studies https://www.1-800-homestudy.com/professional/agency_search?hsState=TX exclusively. One of the benefits of working with American Adoptions is that we are a full-service adoption agency <https://adoptionagencies.com/adoption-agency-information/best-adoption-agencies/#:~:text=Full%E2%80%90Service&text=This%20means%20that%20everything%20you,of%20t> , so you won't have to find a separate home study agency.

We can guide you through getting a home study for adoption in Texas and help keep the process as stress-free as possible. To learn more about the home study services offered by American Adoptions, you can get free information here https://www.americanadoptions.com/adopt/free_info/ .

What's an adoption home study, and what's its purpose <https://www.childwelfare.gov/topics/adoption/adoptive/home-study/> ? What are the benefits of working with American Adoptions to fulfill the Texas adoption home study requirements? This guide will explain everything you need to know about the home study process.

What is an adoption home study in Texas?

Regarding the home study for adoption, requirements in Texas are established in the state's adoption laws. The home study determines your family's readiness to adopt and provides an assessment <https://www.adoptuskids.org/adoption-and-foster-care/how-to-adopt-and-foster/getting-approved/home-study> of your home life. It's also used to determine if your home is a fitting match for the potential adoptee.

Getting a home study for adoption in Texas establishes that you're ready to accept the responsibility of adoption. It's a necessary part https://www.americanadoptions.com/adopt/home_study#:~:text=Home%20studies%20are%20requir of the adoption process, and it must be thorough. Adoption home studies document that:

- The physical environment in your home is safe and includes reasonable accommodations for the child.
- You can provide a safe and nurturing environment for a child or siblings.
- You don't need further support or assistance.
- Adequate financial resources are available to care for the child.
- There are no concerns in the background history of the caregiver(s) or household member(s) that disqualifies them from providing care to a child.

Getting a home study for adoption in Texas is an early step <https://www.americanadoptions.com/adopt/preparing-for-home-study> in your adoption

journey. Texas adoption home study requirements are comprehensive, and, as a result, the process can be time-consuming <https://www.americanadoptions.com/adopt/hs_qa> to complete.

For example, satisfying Texas adoption home study requirements can take up to six months. However, once completed, your family becomes eligible to adopt under most circumstances.

Texas adoption home study costs <[https://www.adoptuskids.org/adoption-and-foster-care/how-to-adopt-and-foster/getting-approved/home-study#:~:text=Being%20prepared%20for%20any%20associated%20home%20study%20costs&text=If%20can%20differ,While%20foster%20care%20home%20studies%20aren%20t%20expensive,the%20cost%20of%20private%20or%20international%20adoption%20home%20studies%20can%20run%20from%20\\$1%2C000%20and%20\\$3%2C000.](https://www.adoptuskids.org/adoption-and-foster-care/how-to-adopt-and-foster/getting-approved/home-study#:~:text=Being%20prepared%20for%20any%20associated%20home%20study%20costs&text=If%20can%20differ,While%20foster%20care%20home%20studies%20aren%20t%20expensive,the%20cost%20of%20private%20or%20international%20adoption%20home%20studies%20can%20run%20from%20$1%2C000%20and%20$3%2C000.)> can differ. While foster care home studies aren't expensive, the cost of private or international adoption home studies can run from \$1,000 and \$3,000.

Why Working with American Adoptions for Your Home Study Makes Sense

We know that working with the right professional home study organization is an important part of fulfilling the Texas adoption home study requirements. The home study process <<https://www.childwelfare.gov/topics/systemwide/laws-policies/statutes/homestudyreqs-adoption/>> for private domestic adoptions is straightforward, but it's good to have an experienced guide.

American Adoptions is fully licensed <https://www.americanadoptions.com/adopt/hs_states> to perform adoption home studies in Texas. If you're already working with our agency for placement, getting a home study for adoption in Texas will be a smooth and streamlined experience.

Even if you're working with another adoption agency <<https://www.americanadoptions.com/texas-adoption/texas-adoption-home-study>>, we can still perform your home study. With nearly three decades of experience working with prospective adoptive families, we can seamlessly guide you through the Texas adoption home study requirements.

Many American Adoption specialists are adoptive parents themselves, so they've been through the home study process. They know how to satisfy the Texas adoption home study requirements, and they'll help remove stress from the experience.

If you'd like to learn more about American Adoptions' home study services, you can get free online information here <https://www.americanadoptions.com/adopt/free_info> .

What are the 4 steps in the Texas adoption home study process?

Your perception may be that the home study is a form of interrogation. But, in reality, there's nothing to fear. The Texas adoption home study requirements are in place to protect everyone involved and ensure the adoptee's safety.

The home study <https://www.childwelfare.gov/pubPDFs/f_homstu.pdf> is designed to gather information about your family and home. It's not meant to be an invasion of your privacy. The goal is to ensure a successful adoption experience for everyone.

Step 1: Finding a Provider

Your initial step is finding the best home study provider <<https://www.americanadoptions.com/blog/how-to-choose-a-home-study-professional/>> for your needs. If you're working with American Adoptions for placement, getting a home study for adoption in Texas is easy. Consult with your adoption specialist to learn how to start the process.

If you're working with American Adoptions for placement and would prefer to use another home study agency to meet the Texas adoption home study requirements, there are a few more steps you should take.

Research each option thoroughly by reading reviews and getting recommendations. Once you've selected a service, you can request a home study application. The application will tell you what items and documents you should provide to meet Texas adoption home study requirements. Once the application is returned, you'll be assigned a home study professional to start the process.

Step 2: Gathering Home Study Documentation

Once you've gathered your documents, you can assemble a portfolio or dossier <<https://adoption.org/documents-contained-dossier-2>> for the home study social worker. You should give the portfolio to your home study professional when they first visit your home.

Here are some of the documents and information needed to meet Texas adoption home study requirements:

- **Background checks:** A Texas adoption background check <<https://www.childwelfare.gov/topics/systemwide/laws-policies/statutes/background/>> is required before each adoption. Some felonies, such as violent crimes, child abuse, and drug crimes, may impact your eligibility to adopt.

- **References:** Your home study professional will learn about your family from your friends and associates. Letters of reference <https://www.parents.com/parenting/adoption/facts/all-about-adoption-home-studies/#:~:text=References%20help%20the%20social%20worker,of%20one%20negative%20ref> from people you know are important. You will need to provide up to five references, and your provider will contact them directly.
- **Financial records:** Tax returns, pay stubs and other forms of income documentation are part of the Texas adoption home study. You don't need to be rich to adopt, but you must have the resources <https://www.americanadoptions.com/blog/how-much-income-do-you-have-to-make-to-be-able-to-adopt/#:~:text=The%20Financial%20Requirements%20of%20Adoption&text=In%20general%2C9> to accept financial responsibility for a child.
- **Autobiographical info and family narrative:** The home study professional needs to learn about you through a biographical narrative. This is a chance for you to detail your life experiences, employment history and adoption motivations.

Step 3: Completing In-Home Interview

The next step in getting a home study for adoption in Texas is the in-home interview. The in-home interview is required by the Texas adoption home study requirements. It allows the home study professional to inspect your home to ensure it's safe and orderly.

The home study may examine things like:

- If there fences around pools
- Presence of adequate fire escape routes on all floors of the home
- If the home is well-kept and devoid of squalor
- Whether firearms are safely locked away securely
- Whether the windows are screened

If areas of improvement are identified, your provider may offer feedback on upgrading safety in the home to meet Texas adoption home study requirements. Remember, your home study provider is your ally <https://www.americanadoptions.com/adopt/home-study-checklist>. Any advice offered during your Texas adoption home study should be taken constructively.

Texas adoption home study requirements also include an in-home interview https://www.1-800-homestudy.com/home_study/article_view/article_id/3967. It gives your provider a chance to learn about your life and adoption motivations. Prospective parents are usually interviewed <https://www.americanadoptions.com/adopt/home-study-questions> both together and separately. When the interview is done, your home study professional will compile your home study record.

Step 4: Finishing the Post-Placement Visits

Getting a home study for adoption in Texas doesn't just include the part before placement. There will be several post-placement visits <<https://consideringadoption.com/adopting/legal-process-of-adoption/how-do-post-placement-visits-work/>> from your home study provider, too.

Texas adoption home study requirements mandate these post-placement visits. The frequency of these visits can vary. Your first post-placement visit <<https://www.americanadoptions.com/adoption/post-placement-adoption-visits#:~:text=What%20Happens%20During%20Post%2DPlacement,occur%20during%20a%20particula>> usually occurs within 30 days of placement. The others (up to six) may take place at any time until the adoption is finalized.

The post-placement visits assess whether the child is adjusting to your lifestyle and home. If the adjustment is slow, your home study provider may offer additional resources for you or the adoptee to accelerate the process.

What's Next?

Getting a home study for adoption in Texas is required as part of the adoption process <https://www.americanadoptions.com/adopt/the_domestic_adoption_process_step_by_step> . Everyone in an adoption benefits from the home study because it protects the adoptee and ensures your family is prepared to accept a waiting child. It also helps prospective adoptive parents get ready for the responsibility of adoption.

If you're already working with American Adoptions for placement, we offer a full range of services <<https://www.americanadoptions.com/adoption/adoption-services>> and can perform your home study. Even if you're working with another agency for placement, we'd be happy to serve you in getting a home study for adoption in Texas.

To learn more about how we can help you meet the Texas adoption home study requirements and to get free online information about our home study services in Texas, click here <https://www.americanadoptions.com/adopt/free_info> .

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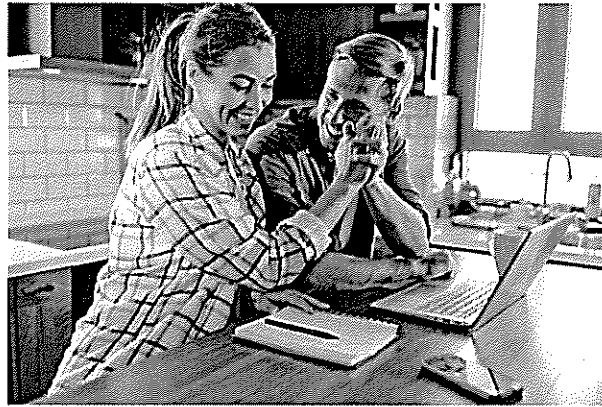
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Adopt a Baby in Mississippi

HOME STUDY FOR ADOPTION IN MISSISSIPPI

Adoption is an incredible path filled with joy, hope, and an abundance of love. At the heart of this journey is understanding the adoption requirements. One critical aspect of this process is the home study for adoption in Mississippi.

In this article, we'll guide you through the essential details of a home study in Mississippi, ensuring you are well-prepared for this

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vital step on your adoption journey.

[Contact us online](#) to get more free information now about your adoption home study questions in Mississippi.

WHAT IS A HOME STUDY FOR ADOPTION IN MISSISSIPPI?

A home study is an essential step in the adoption process, aimed at assessing the suitability of your ability to adopt. It involves a comprehensive evaluation of your home and family life to ensure a safe and loving environment for the child.

The home study process consists of four general steps:

- **Step 1:** Find an adoption home study provider.
- **Step 2:** Complete the home study application.
- **Step 3:** Meet with a social worker for interviews and the home inspection.
- **Step 4:** Complete the home study report.

Fill out our [online contact form](#) to get more free information now about home studies for adoption in Mississippi.

ADOPTION HOME STUDY REQUIREMENTS IN MISSISSIPPI

To ensure that you are qualified and prepared for this incredible journey, there are several steps to go through for a home study for adoption in Mississippi. By following these steps, you'll be well-prepared for your home study and the broader adoption process.

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In order to meet the home study requirements, here are three general steps you'll have to go through:

- **Step 1:** Document review.
- **Step 2:** In-home visit.
- **Step 3:** Interviews.

Contact us online to get more free information now about the home study for adoption in Mississippi and its requirements.

HOW DO I GET A HOME STUDY FOR ADOPTION IN MISSISSIPPI?

The home study for adoption in Mississippi can be completed with the support of an adoption agency, and this can offer you a comprehensive approach to the entire adoption process.

By partnering with a full-service, national adoption agency, you'll benefit from:

- The shortest average wait times.
- Complete financial protection.
- A 100% success rate.

An adoption agency can guide you, provide resources, and make the home study for adoption in Mississippi as smooth as possible.

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When finding an adoption agency to help complete your home study for adoption in Mississippi, you should ask about the following aspects of the process:

- Interview(s)
- Background checks
- Writing of the home study
- Cost of the home study
- Post placement services
- Home study updates
- Domestic vs. International home studies

Fill out our online contact form to get more free information now about how you can get a home study for adoption in Mississippi.

WHAT DOES AN ADOPTION HOME STUDY COST IN MISSISSIPPI?

Generally, the adoption home study costs in Mississippi range from \$1,000 to \$3,000. Keep in mind that this is a one-time expense on your adoption journey.

Understanding the typical costs of an adoption home study in Mississippi is crucial for your adoption. The cost can vary, but some factors that influence it include:

- The state where you live.
- The type of adoption you choose.
- Whether you choose to use an adoption agency's home study services.

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Contact us online to get more free information now about adoption home study costs in Mississippi.

ADOPTION HOME STUDY QUESTIONS IN MISSISSIPPI

We understand that getting ready for the adoption home study questions in Mississippi can be nerve-racking. However, preparation is key.

Here are some categories of questions that you may encounter, and can prepare for, during your home study:

- **Motivation:** Why do you want to adopt?
- **Childcare and Parenting:** How will you handle parenting challenges?
- **Family Dynamics:** How will your family support the adoption?
- **Child Safety:** What steps will you take to ensure a safe environment?

Preparation is your ally. Familiarize yourself with these categories and this general adoption home study checklist in Mississippi, and you'll be ready for the home study interview:

- Home study forms and documents
- Adoption home inspection checklist
- Family member interviews

Fill out our online contact form to get more free information now about your adoption home study questions in Mississippi.

GET FREE INFO

Ready to get started? Contact an adoption agency now to get free information.

GET FREE INFO

From: [H. Hemphill](#)
To: [DHS OP Solicitations](#); hlhconsultants@gmail.com
Subject: 710-24-010
Date: Monday, June 24, 2024 3:59:23 PM

Good Afternoon,

I am responding to Ms. Karrie Goodnight's request for HLH Consultants, LLC to provide a final bid for DCFS Solicitation # 710-24-010. We would like to keep our bid of \$800.00 per home study and \$400 per home study update. Based on market research in surrounding states, the average cost for a home study ranges from \$1,000 to \$3,000.

Thank you for considering our bid, and please feel free to contact me if you have any questions. I can be reached at (501) 256-3275.

Sincerely,

H. Lynn Hemphill, LCSW

From: [HLH Consultants](#)
To: [Karrie Goodnight](#)
Subject: Re: 710-24-010 Home Studies Clarification
Date: Friday, June 28, 2024 8:48:46 AM

[EXTERNAL SENDER]

Good Morning Karrie,

I spoke with Mr. Hemphill and he stated that he would love to add area 3 to his list of counties to serve.

If you have any questions or concerns feel free to reach out to me.

Thanks,

Lauren

Sent from my iPhone

On Jun 26, 2024, at 2:04 PM, Karrie Goodnight
<Karrie.Goodnight@dhs.arkansas.gov> wrote:

Due to the circumstance mentioned below, you can bid on service area 3 if you like. Please let me know as soon as possible if you would like to add this area.

<image001.png>

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)

<[image002.jpg](#)>

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protected by state/federal laws. If you are not the intended recipient,**

please let the sender know, and delete the message/attachment(s) from your system.

From: HLH Consultants <hlhconsultants@gmail.com>
Sent: Wednesday, June 26, 2024 10:13 AM
To: Karrie Goodnight <Karrie.Goodnight@dhs.arkansas.gov>
Subject: Re: 710-24-010 Home Studies Clarification

[EXTERNAL SENDER]

Karrie, I was out sick with pneumonia but back today from home are you still needing coverage for Area 3?

Sent from my iPhone. Please excuse any typos.

Lauren Ford
(She/Her/Hers)
Administrative Assistant
O. 501.374.5408 **C.** 501.414.7309

On Fri, Jun 21, 2024 at 3:50 PM Karrie Goodnight
<Karrie.Goodnight@dhs.arkansas.gov> wrote:

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,

<image001.png>

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

[<image002.jpg>](#)

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