



**Office of State Courts Administrator
P.O. Box 104480
2112 Industrial Drive
Jefferson City, Missouri 65110- 4480**

**AMENDMENT 001
RFP NO. OSCA 14-042
TITLE: Specialized Treatment Provider
for Treatment Court
ISSUE DATE: March 5, 2014**

**CONTACT: Russell Rottmann
PHONE NO.: (573)522-6766
E-MAIL: osca.contracts@courts.mo.gov**

RETURN PROPOSALS NO LATER THAN: MARCH 17, 2014

MAILING INSTRUCTIONS: Print or type **RFP Number** and **Return Due Date** on the lower left hand corner of the envelope or package.

RETURN PROPOSAL TO:

(U.S. Mail)
Office of State Courts Administrator
Attn: Contract Unit or
PO Box 104480
Jefferson City Mo 65110 - 4480

(Courier Service)
Office of State Courts Administrator
Attn: Contract Unit
2112 Industrial Dr
Jefferson City Mo 65109

CONTRACT PERIOD: DATE OF AWARD THROUGH JUNE 30, 2015

DELIVER SUPPLIES/SERVICES FOB DESTINATION TO THE FOLLOWING ADDRESS:

VARIOUS LOCATIONS THROUGHOUT THE STATE OF MISSOURI

The vendor hereby declares understanding, agreement and certification of compliance to provide the items and/or services, at the prices quoted, in accordance with all requirements and specifications contained herein and the Terms and Conditions Request for Proposal. The vendor further agrees that the language of this RFP shall govern in the event of a conflict with his/her proposal. The vendor further agrees that upon receipt of an authorized purchase order or when this RFP is countersigned by an authorized official of the Office of State Courts Administrator, a binding contract shall exist between the vendor and the Office of State Courts Administrator.

SIGNATURE REQUIRED

AUTHORIZED SIGNATURE 		DATE March 10, 2014
PRINTED NAME Mrs. Linda Grgurich		TITLE President
COMPANY NAME Pathways Community Behavioral Healthcare, Inc.		
MAILING ADDRESS 1800 Community Drive		
CITY, STATE, ZIP Clinton, Missouri 64735		
E-MAIL ADDRESS lgrgurich@pbhc.org		FEDERAL EMPLOYER ID NO. 43-1032835
PHONE NO. 1-660-885-8131	FAX NO. 1-660-885-3690	

NOTICE OF AWARD (OSCA USE ONLY)

ACCEPTED BY OFFICE OF STATE COURTS ADMINISTRATOR AS FOLLOWS: <i>AS SUBMITTED EXCEPT FOR VIRTUAL COUNSELING</i>		
CONTRACT NO. <i>OSCA 14-042-26</i>	CONTRACT PERIOD <i>July 1, 2014 through JUNE 30, 2015</i>	
CONTRACTS COORDINATOR <i>Ydesbert L. Conner</i>	DATE <i>4-22-2014</i>	DEPUTY STATE COURTS ADMINISTRATOR

Pathways Community Behavioral Healthcare, Inc. dba
Pathways Community Health

Office of State Courts Administrator (OSCA)
OSCA 14-042 Request For Proposal
Specialized Treatment Provider for Treatment Court

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**TITLE: Specialized Treatment Provider
for Treatment Court**

ISSUE DATE: March 5, 2014

CONTACT: Russell Rottmann

PHONE NO.: (573)522-6766

E-MAIL: osca.contracts@courts.mo.gov

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CONTRACT NO.	CONTRACT PERIOD	
CONTRACTS COORDINATOR	DATE	DEPUTY STATE COURTS ADMINISTRATOR

OSCA 14-042 Treatment Court Specialized Service Providers

AMENDMENT 001 TO RFP OSCA 14-016

TITLE: SPECIALIZED TREATMENT PROVIDER FOR TREATMENT COURT

Prospective Offerors are hereby notified of the following changes and/or clarification:

Changes made to the following section:

2.19



**Office of State Courts Administrator
P.O. Box 104480
2112 Industrial Drive
Jefferson City, Missouri 65110- 4480**

RFP NO. OSCA 14-042
TITLE: Specialized Treatment Provider
for Treatment Court
ISSUE DATE: February 24, 2014

CONTACT: Russell Rottmann
PHONE NO.: (573)522-6766
E-MAIL: osca.contracts@courts.mo.gov

RETURN PROPOSALS NO LATER THAN: MARCH 17, 2014

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PRICING PAGE

The vendor must provide firm, fixed prices for the services identified below. Should a contract award be made based upon the vendor's proposal, the prices stated herein shall be legally binding for the entire contract period.

Service Description	Vendor Firm, Fixed Unit Price	Unit of Service
Assessment	\$132.00	Per assessment
Assessment option (Multi-axial)	\$145.00	Per assessment
Assessment update	\$66.00	Per assessment
Case Management/Community Support	\$13.33	Per ¼ hour
Communicable Disease Assessment/Education/Testing	Refer out	Per ¼ hour
Day Treatment	\$98.00	Per day
Detoxification (Social Setting)	\$19.00	Per day
Detoxification (Modified Medical)	Not available	Per day
Early Intervention (Intake)	15.00	Per ¼ hour
Early Intervention (Group Education)	\$2.60	Per ¼ hour
Early Intervention (Motivational Interviewing-Individual)	13.33	Per ¼ hour
Extended Day Treatment	\$25.00	Per day
Family Conference	\$13.33	Per ¼ hour
Family Therapy	\$15.00	Per ¼ hour
Group Counseling (Associate SA Counselor)	3.00	Per ¼ hour
Group Counseling (QSAP)	\$3.00	Per ¼ hour
Group Counseling (Collateral relationship)	\$3.00	Per ¼ hour
Group Education	\$2.60	Per ¼ hour
Group Education (Trauma Related)	\$2.60	Per ¼ hour
Individual Counseling	\$13.33	Per ¼ hour
Individual Counseling (Collateral Relationship)	\$13.33	Per ¼ hour
Individual Counseling (Co-Occurring Disorder)	\$13.33	Per ¼ hour
Individual Counseling (Trauma Related)	\$13.33	Per ¼ hour
Medication Services	\$50.00	Per ¼ hour

Medication: [Medication Assisted Treatment (MAT)]	Cost plus 5%	Per prescription
Missouri Recovery Support Specialist (MRSS)	Refer out	Per ¼ hour
Missouri Recovery Support Specialist Peer (MRSS-P)	Refer out	Per ¼ hour
Relapse Prevention Counseling	\$13.33	Per ¼ hour
Residential Support	\$19.00	Per day
Treatment Court Day	\$13.33	Per ¼ hour
Virtual Counseling (Group)	3.00	Per ¼ hour
Virtual Counseling (Individual)	13.33	Per ¼ hour
Drug/Alcohol Testing: Sample Collection Only (Lab conf. only)	\$8.00	Per test
Sample Collection with 1-panel on-site provided by vendor	\$12.00	Per test
Sample Collection with 2-panel on-site provided by vendor	\$12.00	Per test
Sample Collection with 3-panel on-site provided by vendor	\$12.00	Per test
Sample Collection with 4-panel on-site provided by vendor	\$12.00	Per test
Sample Collection with 5-panel on-site provided by vendor	\$12.00	Per test
Sample Collection with 6-panel on-site provided by vendor	\$12.00	Per test
Sample Collection with 7-panel on-site provided by vendor	\$16.00	Per test
Sample Collection with 8-panel on-site provided by vendor	\$16.00	Per test
Sample Collection with 9-panel on-site provided by vendor	\$16.00	Per test
Drug Testing: Sample Collection and On-Site Test (Kit provided by Treatment Court)	\$8.00	Per test
Drug Testing: Breathalyzer (Equipment provided by vendor)	\$6.00	Per test
Drug Testing: Breathalyzer (Equipment provided by Treatment Court)	\$0	Per test

Evidence Based Program and Practice curriculum being utilized:

Pathways utilizes the following Evidence-Based Practices, depending upon the specific drug court contract: Matrix Model; Moral Reconciliation Therapy; Guiding Good Choices; Dialectical Behavioral Therapy; Motivational Interviewing/MET; Seeking Safety; SOS-Signs of Suicide and Trauma Focused Cognitive Behavioral Therapy.

Which Cognitive Behavioral intervention staff is qualified to deliver:

The Cognitive Behavioral Therapies that Pathways clinical staff members are qualified to provide include the Matrix Model of care.

Please indicate if Medication Assisted Treatment (MAT) is provided. If you do not provide MAT, how and with whom MAT services are arranged and how all services are coordinated.

Pathways offers Medication Assisted Treatment throughout our clinical programs; however, we have referred out to local suboxone and methadone providers, specifically for our Boone County Court partnerships through BJC.

RENEWAL OPTION

The Office of State Courts Administrator shall have the sole option to renew the contract for in one (1) year increments or any portion thereof for a maximum total of five (5) additional years.

Prices for the renewal period shall be requested no later than 90 days prior the effective renewal.

Below is a list of the Judicial Circuits and Counties in the State of Missouri. Check either the applicable counties or the entire Judicial Circuit(s) that your agency shall provide services. Check the appropriate level of service and the applicable gender that shall be provided: DWI, Adult, Veterans, Family and Juvenile.

JUDICIAL CIRCUIT	COUNTY	DWI	ADULT	FAMILY	VETERANS	JUVENILE	MALE	FEMALE
1	Clark							
1	Schuylar							
1	Scotland							
2	Adair							
2	Knox							
2	Lewis							
3	Grundy							
3	Harrison							
3	Mercer							
3	Putnam							
4	Atchison							
4	Gentry							
4	Holt							
4	Nodaway							
4	Worth							
5	Andrew							
5	Buchanan							
6	Platte							
7	Clay							
8	Carroll							
8	Ray							
9	Chariton							
9	Linn							
9	Sullivan							
10	Marion							
10	Monroe							
10	Ralls							
11	St. Charles							
12	Audrain							
12	Montgomery							
12	Warren							

JUDICIAL CIRCUIT	COUNTY	DWI	ADULT	FAMILY	VETERANS	JUVENILE	MALE	FEMALE
13	Boone	X	X	X		X	X	X
13	Callaway	X	X	X		X	X	X
14	Howard	X	X	X		X	X	X
14	Randolph							
15	Lafayette	X	X	X	X	X	X	X
15	Saline		X	X	X	X	X	X
16	Jackson							
17	Cass	X	X	X		X	X	X
17	Johnson		X	X	X	X	X	X
18	Cooper	X	X	X	X	X	X	X
18	Pettis		X	X	X	X	X	X
19	Cole	X	X	X		X	X	X
20	Franklin							
20	Gasconade		X	X		X	X	X
20	Osage	X	X	X		X	X	X
21	St. Louis							
22	St. Louis City							
23	Jefferson							
24	Madison							
24	St. Francois		X	X		X	X	X
24	Ste. Genevieve							
24	Washington		X	X		X	X	X
25	Maries		X	X	X	X	X	X
25	Phelps		X	X	X	X	X	X
25	Pulaski	X	X	X	X	X	X	X
25	Texas				X			
26	Camden	X	X	X	X	X	X	X
26	Laclede	X	X	X	X	X	X	X
26	Miller	X	X	X	X	X	X	X

JUDICIAL CIRCUIT	COUNTY	DWI	ADULT	FAMILY	VETERANS	JUVENILE	MALE	FEMALE
26	Moniteau	X	X	X		X	X	X
26	Morgan		X	X	X	X	X	X
27	Bates		X	X		X	X	X
27	Henry		X	X	X	X	X	X
27	St. Clair		X	X		X	X	X
28	Barton							
28	Cedar		X	X		X	X	X
28	Dade							
28	Vernon		X	X		X	X	X
29	Jasper							
30	Benton		X	X	X	X	X	X
30	Dallas							
30	Hickory		X	X		X	X	X
30	Polk							
30	Webster							
31	Greene							
32	Bollinger							
32	Cape Girardeau							
32	Perry							
33	Mississippi							
33	Scott							
34	New Madrid							
34	Pemiscot							
35	Dunklin							
35	Stoddard							
36	Butler							
36	Ripley							
37	Carter							
37	Howell							
37	Oregon							
37	Shannon							

JUDICIAL CIRCUIT	COUNTY	DWI	ADULT	FAMILY	VETERANS	JUVENILE	MALE	FEMALE
38	Taney							
38	Christian							
39	Barry							
39	Lawrence							
39	Stone							
40	McDonald							
40	Newton							
41	Macon							
41	Shelby							
42	Crawford							
42	Dent							
42	Iron							
42	Reynolds							
42	Wayne							
43	Caldwell							
43	Clinton							
43	Daviess							
43	DeKalb							
43	Livingston							
44	Douglas							
44	Ozark							
44	Wright							
45	Lincoln							
45	Pike							

PATHWAYS' PHILOSOPHY OF TREATMENT COURT TREATMENT

Pathways Community Behavioral Healthcare, Inc. dba Pathways Community Health, a 501(c)(3) private, nonprofit community mental health center, is a leading provider of behavioral healthcare services within Missouri. **Pathways' mission is to enhance wellness in the lives of individuals and communities by instilling hope, building partnerships and supporting recovery.** Our system of care has provided services to Missourians since 1972 and strives to become a center of excellence with the goal of being the provider, partner and employer of choice in each of the communities served. In total, our agency provides services within four, multi-county, service regions throughout Missouri as well as operates an 83-bed residential treatment center located in the Rapides Parish in Louisiana. Pathways employs more than 1,000 employees (including psychiatrists, advance practice nurses, psychologists, licensed clinical social workers, professional counselors, case managers and support personnel). In 2012, 30,118 individuals were served. The vision for the organization is *achieving and sustaining optimal wellness for individuals and communities.*

Regarding this OSCA 14-042 Contract for Specialized Treatment Provider for Treatment Court, Pathways is notifying OSCA that this application is a combination of Pathways Community Health and Family Counseling Center of Missouri, Inc. In 2012, Family Counseling Center merged operations with Pathways and now operates as a division of Pathways. The combination of these two service firms further strengthens the system of care that is operated and offered by Pathways. To achieve efficiencies in administration, organizational and clinical service delivery/consistency, we have decided to consolidate both applications and re-apply under Pathways Community Health.

Pathways builds its court-specific treatment based on the needs of the circuit or county treatment court team. We are committed to the belief that we must equally serve the needs of two clients: the individual referred for assessment and/or treatment and the treatment court team. Our goal is to provide information to the team in such a way as to make treatment intelligible and relevant to the entire treatment court process.

The US Department of Justice, Drug Courts Program Office, has benchmarked Ten Key Components for drug court programs. These are the benchmarks against which drug and treatment court programs are measured. We will define our treatment philosophy as it relates to those components. While relating only those areas of treatment court practice typically done by the treatment provider, please understand that Pathways will assist other treatment court team members with data collection and management, with planning or with needs as requested by the judge or by the team.

1. *Drug courts integrate alcohol and other drug treatment services with justice system case processing.*
 - a. Pathways has been involved in planning and implementing programs in numerous jurisdictions in Missouri. Our preference is to work with the judge, administrator, prosecuting attorney, supervising probation officer, public defender and other key treatment court team members to develop protocols for the system of treatment and treatment plans for individual offenders that are relevant to other issues in the

- case, responsive to the needs of the court and targeted towards avoiding new offenses after the treatment phase is completed.
- b. Checking with drug court team members in ongoing courts in Bates, Benton, Boone, Callaway, Cedar, Cole, Gasconade/Osage, Henry, Lafayette, Pettis, Phelps, Pulaski, Saline, St. Clair and Vernon counties, reviewers will find that we have integrated well with the judges, administrators and other team members in those counties.
2. *Using a nonadversarial approach, prosecutors and defense attorneys promote public safety while protecting participants' due process rights.*
- a. A program with as much ongoing sharing of information as a well-run treatment court presents the opportunities for differing views on balancing public safety and individual rights. Our treatment focus is to work with defense counsel, as well as prosecutors and others, to share only such information as is relevant to the case and in the participant's best interest for recovery. As providers, we offer a thorough orientation to the treatment court program including the types of information that will be forwarded to the team. Participants know going into treatment that information regarding relapses (actual or potential), other criminal offenses, job changes, relationship issues that might stimulate returning to drug use, and other pertinent information may and will be shared with the team in a clinically appropriate and timely fashion.
3. *Eligible participants are identified early and promptly placed in the drug court program.*
- a. Our goal is to provide assessments that are thorough and which can be returned to the team within the guidelines set by the court. We use assessments such as the Addiction Severity Index (ASI) that are objective and include information on alcohol and drug use/abuse, as well as brief psychiatric screening and assessment of areas of life function, including experience of trauma, which may impact the potential participant's ability and willingness to invest in recovery.
 - b. Recognizing that our assessment is only one part of the team's assessment of the prospective drug court participant, we provide information to the team quickly and in a format that assists the team in its overall evaluation of the participant.
4. *Drug courts provide access to a continuum of alcohol, drug and other treatment and rehabilitation services indicated for successful recovery.*
- a. As indicated above, Pathways staff members are trained both in dealing with substance abuse and mental health issues, allowing us to assess and plan/implement treatment for a large spectrum of problem areas.
 - b. Pathways has four adult and three adolescent residential programs allowing referral within our system for many participants requiring more intensive treatment. We also work with other providers around the state to find residential openings when their services are more appropriate to the needs of individuals.
 - c. Pathways maintains a database of AA, NA, Rational Recovery, Reformers Unanimous, Alcoholics Victorious, Procovery and other self-help groups. When appropriate, counselors will work with participants to find groups into which the participant will fit and make a recovery investment.

- d. Pathways has more than 35 years of history of working with primary care providers, probation officers, health departments, educational providers including adult basic education, Division of Children’s Services staff, DYS trackers or case workers, as well as other agencies and providers as needed to provide the best range of services. Pathways policy is to establish and participate in a Recovery Oriented System of Care. That collaborative spirit is evidenced in our treatment court treatment, as it is in other services we provide.
 - e. Assistance in determining need for STD, Hepatitis-C, HIV/AIDS or other health screening can be provided within our drug court programs, with appropriate case management and referral to providers who can screen and follow through with care for infectious/communicable disease or other illnesses related to lifestyle issues.
 - f. Pathways has an ongoing training program to assist its employees in dealing with ethnic, cultural, religious and gender issues. While our mostly rural service area population base is overwhelmingly Caucasian, we find a number our treatment court and other drug treatment consumers come from other backgrounds. Our staff members are equipped to address issues related to diversity and ethnography.
 - g. Pathways recognizes that trauma is pervasive, its impact broad, affecting many life domains; that exposure to trauma increases the risk of a range of vulnerabilities, including to substance abuse and mental health problems; and impacts the individual’s ability to cope and his/her ability to approach helpful relationships including treatment. Being in the forefront of treatment addressing these issues, Pathways is working with the Department of Mental Health as an “Early Adapter” of the new Trauma-Informed Care Initiative. Through this initiative, Pathways’ entire organization, at all levels, is in process of becoming a Trauma-Informed System of Care. In addition to the provision of evidence-based trauma-specific treatment, all Pathways’ staff will be equipped to provide a trauma-informed response within a supportive treatment environment.
 - h. Pathways is in the forefront of transferring research-based best practices into ongoing practice. In our drug-treatment programs, we have implemented the evidence-based practices of relapse management, cognitive behavioral therapy, reduction of harm, and motivational enhancement. In addition, Pathways has been a leader in utilization of medication-assisted treatment, when appropriate. As other modalities or interventions demonstrate similar efficacy, Pathways will implement them.
5. *Abstinence is monitored by frequent alcohol and other drug testing.*
- a. Staff members work with treatment court teams in the selection of testing processes and in maintaining chain of evidence control, evaluating for contamination, dilution or substitution of specimens.
 - b. In various jurisdictions and programs, our staff members use 4- or 5-panel immediate tests with lab confirmation of positives, hair analysis, sweat patches, ETGs, and lab-screened tests. In addition, we utilize a number of specialty drug tests, as requested by the court or as pertinent to the individual participant. We will provide the type of test(s) required by the court within a best-practices model. Positive drug tests will be communicated to the court or probation officer (at the

court's direction) on the same business day, or next business day for after-hours groups.

6. *A coordinated strategy governs drug court responses to participants' compliance.*
 - a. Pathways participates in treatment court staffing and court docket days or other forums in which team members and participants come together to assess compliance and reward successful/positive participant behavior.
 - b. Information that requires sharing at times other than treatment court day (such as dirty urines, knowledge of criminal activity, etc.) will be reported by phone or secure electronic transmission with written follow-up to the agents so designated by the team.
 - c. Pathways will work with other team members to develop sanctions and incentives that are creative, meaningful to the participant and likely to increase the probability of abstinence and a sober lifestyle.
 - d. Pathways maintains a commitment in all its drug/alcohol abuse treatment programs to report information required by the system to adequately evaluate a consumer's legal status. Appropriate releases are signed at the beginning of the treatment process.

7. *Ongoing judicial interaction with each drug court participant is essential.*
 - a. While this is not specifically a treatment issue, we will work with participants to encourage attendance and full participation in treatment court days and other interactions with the treatment court team.
 - b. For years, Pathways has provided treatment data to courts, probation supervisors, Missouri Department of Mental Health and other payers and regulators to give them the information needed to assess our effectiveness and utilization of services. It should be noted that Pathways shares this information as appropriate and only within the limits specified by confidentiality laws.

8. *Monitoring and evaluation measure the achievement of program goals and gauge effectiveness.*
 - a. As a large organization, Pathways maintains records and data of participants from numerous treatment courts and other treatment modalities. All participants sign a release to the treatment court team and Pathways will release such information that is pertinent to fully assess the effectiveness of individual drug court programs, as well as to assist OSCA in developing and maintaining broader cross-jurisdictional data management or benchmarking programs.
 - b. For years, Pathways has provided treatment data to drug courts, probation supervisors, Missouri Department of Mental Health and other payers and regulators to allow them to assess our effectiveness and utilization of services.

9. *Continuous interdisciplinary education promotes effective drug court planning, implementation and operations.*
 - a. Pathways staff members have been on federally-funded drug court planning teams in Phelps, Cole, Vernon and Henry Counties to assist those counties in developing courts, from the conceptualization through policy development into

implementation. It is our commitment to be involved from the beginning of the process, wherever possible, in order to offer what expertise we have as an agency and to develop ongoing working relationships with judges and other team members prior to implementing the treatment court.

- b. We have worked with numerous state and private agencies for years and have established both formal and informal exchanges with them to cross-train our staff with theirs. Ongoing examples of such training include Missouri Department of Corrections substance abuse treatment programs in which cross-training is required. A similar example is the children's system of care initiative that has been developing in the psychiatric services arena for a number of years, in which members of the education, social services, mental health, substance abuse treatment, housing, juvenile justice and other provider communities join to do collaborative planning in the interest of individual families.
- c. Pathways has provided accredited training on relapse prevention, denial management and other evidence-based modalities in the past eight years, with those workshops open to our collaborators in other systems. For the past seven years, we have made available accredited programs in the clinical ethics of substance abuse treatment.

10. *Forging partnerships among drug courts, public agencies and community-based organizations generates local support and enhances drug court program effectiveness.*

- a. Pathways has long trusted that communities know what is needed and what works within their communities. Our governance board draws membership from the medical, business, legal, juvenile justice and education communities. We have local advisory boards in each of the four regions we serve in Missouri that are diverse in drawing community members into the planning process of our internal system of care.
- b. From that faith in community, we will work with the local treatment court teams to envision and implement appropriate advisory teams or steering committees for the courts we serve.
- c. We have found that there is a strong belief among many citizens in our predominantly rural counties that drug offenders should be locked up with no hope of treatment, parole or mercy. We believe that involving the people who play roles in a treatment court participant's life—family, employer, pastor, mentor, etc.—in the process of planning and implementing rehabilitation tends to generate positive public images of what we do, rather than fostering prejudice. When communities see that a neighbor, employee, or friend is one of “those druggies who should be locked up,” and that the participant is in fact developing habits of responsibility, the people in his/her life tend to see the treatment court program as a positive community benefit.
- d. Given the priorities of state and federal legislators and budget planners, community involvement in the funding of treatment courts will enhance the sustainability of such programs. Pathways will assist courts in getting out the message as well as in writing grants to underwrite the cost of the programs in which Pathways operates treatment components.

Pathways' substance abuse treatment philosophy is that there should be a smooth flow of information, documentation and service delivery. The assessment generates a list of problems and strengths which form the basis of the treatment plan. The team, including the consumer, creates a treatment plan using the strengths identified in the assessment to overcome the identified problems with specific interventions and targeted responses. Reports of those interventions and the participant's responses to them make up the content of progress notes. Regularly scheduled treatment court staff meetings reassesses the participant's progress, and are used as a way to determine changes in intensity of treatment. As criteria set in the assessment and treatment planning phases are reached, the intensity of treatment may be stepped down commensurate with the consumer's efforts and progress towards more solid recovery.

PATHWAYS' HISTORY OF DRUG COURT PLANNING AND COLLABORATION

Beginning with its involvement in the establishment of the state's first rural drug court in 1996, Pathways has provided treatment services to drug courts in its service areas for 19 years and many of Pathways' key drug court staff have been involved in drug court programs since their inception. Pathways' extensive treatment experience includes the provision of drug and alcohol treatment, mental health and co-occurring treatment, treatment of offenders, and involvement in programs and organizations addressing reentry, ensuring that Pathways is well-equipped to provide quality treatment court services to meet the multiple, individual needs of the participants.

Gloria Miller, Chief Clinical Officer, a licensed psychologist in Missouri, joined the organization in 1989 and has served in a variety of clinical and administrative capacities in the Pathways organization, including most recently as Vice President of Community Based Services, overseeing all community based programming for Pathways. Her extensive experience and expertise in the field have presented her numerous opportunities for leadership in various groups and organizations throughout the state of Missouri. Having taken the position of Chief Clinical Officer, Miller now oversees all clinical services across Pathways, Royal Oaks Hospital and Family Counseling Center of Missouri systems.

Libby Brockman-Knight, Senior Director of Addiction Recovery and Prevention Services, earned a bachelor's degree in psychology in 1995 from Central Methodist College. After completion of her undergraduate degree, she worked with families and children as a Children's Service Worker for the Division of Family Services for many years before going on to graduate school. Brockman-Knight has earned a Master's of Arts Degree in Counseling Psychology from the University of Missouri-Kansas City, with a mental health emphasis. In addition, she has completed additional graduate work in clinical and counseling psychology from St. Louis University and the University of Missouri – Columbia. She is a member of the American Counseling Association and is a Licensed Professional Counselor in the state of Missouri. From 2003 until 2007, Ms. Brockman-Knight was the Outpatient Clinical Director for Phoenix Programs. During this time period, in addition to the administration of a large outpatient substance abuse program, Brockman-Knight worked extensively in the development of this agency's Adolescent Substance Abuse Treatment and Family Programs. Following her work at Phoenix Programs, she took a position as the Central Region Addiction Recovery Director for Pathways Community Healthcare, Inc. where she oversaw programming and clinical operations for an adolescent residential treatment program and ADA outpatient programs in the Mid-

Missouri Area. Currently, she is the Senior Addiction Recovery and Prevention Director for Pathways Community Healthcare and Family Counseling Center and she continues to work in the development of programs that utilize evidenced based practices and in enhancement of service delivery to consumers with substance abuse or co-occurring issues and their families.

Sylvan Ward, LPC, Director of Addiction Recovery Northwest, currently oversees two residential facilities and the delivery of additional outpatient services. He has been responsible for program development and implementation of evidence-based practices in residential services and continuity of care development in the coordination of residential and community-based service delivery. He has established the delivery of agency training to maintain integrated service care and has insured delivery of treatment services through effective utilization of state, federal and grant financial resources. He serves on numerous local and state committees that are coordinating treatment services shaping future policy.

John Braucher, Director of Collaborative Care, has been involved in the planning, implementation, and development of the adult drug courts in Vernon, Cedar, St. Clair and Bates Counties. In addition, he has been instrumental in the development of a DOC pilot program providing treatment services in a diversion program within the Vernon County jail. Regarding the Vernon County Adult Drug Court, Pathways employs Mr. Stan Ford, CRADC, who has been involved as primary counselor in the Vernon County Adult Drug Court since its inception in 2001.

For many years, Pathways provided outpatient services to DOC's Probation and Parole in Jefferson, Washington, Crawford, Phelps, Pulaski, Cole, Vernon, Pettis, Johnson, Lafayette and Henry Counties. We developed strong working relationships with probation and parole supervisors and officers in managing those contracts and carrying out the day-to-day communication required to do good solid treatment. Currently, Pathways has Probation and Parole contracts to conduct outpatient substance abuse treatment in DOC's Northwest, Southwest and Central regions.

Pathways has the ability to provide adult substance abuse services in 31 offices across the state. In DMH's Service Areas 7 and 8, Pathways provides primary recovery, residential and ATR (PR+) services to adults. In Service Areas 7, 8, 11 and 17, Pathways provides adolescent CSTAR services. We maintain adult residential campuses in Clinton, Columbia, Linn Creek and Warrensburg. We have adolescent residential campuses in Clinton, Columbia and Rolla.

Pathways has numerous counselors, supervisors and administrators who have broad understanding of substance abuse treatment for adults and for adolescents. We have a long history of taking services to the consumer, rather than expecting consumers to drive long distances to a treatment program a county or two away. We have been pioneers in Missouri in integrating substance abuse and psychiatric treatment. We assisted courts in building thriving drug court teams. Bringing that experience to bear, we are a strong ally to judges and community teams wanting to establish treatment courts to serve their counties.

PATHWAYS STAFF QUALIFICATIONS

Pathways has been certified to provide alcohol and drug abuse treatment by the Missouri Department of Mental Health, Division of Behavioral Health (previously the Divisions of Alcohol and Drug Abuse and Comprehensive Psychiatric Services) continuously since 1973. Pathways will maintain this certification throughout the life of this contract. Pathways staffs according to the guidelines in the Consolidated Standards for Psychiatric and Alcohol and Drug Abuse Programs (9 CSR 10-7). Resumes of current staff members who will be providing services under this contract are included in Exhibit B. Furthermore, Pathways encourages staff working in the substance abuse arena to undergo the certification process of the Missouri Substance Abuse Professional Credentialing Board (MSAPCB), and assists staff with the expenses of training, supervision and testing. All personnel working in substance abuse treatment programs work under close supervision of MSAPCB-certified supervisors/counselors who meet the requirements for Qualified Substance Abuse Professional (QSAP) or individuals who are licensed as a professional counselor, clinical social worker or psychologist by the Department of Insurance, Financial Institutions, and Professional Registration, a number of which have completed the MSAPCB three-day Clinical Supervision Training.

Any new staff members hired into this program will provide services consistent with the credentialing requirements. Any organization or individual that subcontracts with Pathways for the purposes of this program must demonstrate that the organization or individual meets the same education, experience and background requirements as stated above. Furthermore, Pathways has a privileging and credentialing process for licensed, certified and other professional staff. Primary source verification is completed on all professional staff members to verify their degrees, professional certifications and professional licensure. We do criminal and abuse background checks on all employees. Falsification of credentials results in immediate termination.

1.0 INTRODUCTION AND GENERAL INFORMATION

This proposal responds to RFP OSCA 14-042 including Amendment #1 for Specialized Treatment Provider for Treatment Court

Pathways Community Behavioral Healthcare, Inc. dba Pathways Community Health (hereinafter Pathways) has a long history of developing and implementing drug court treatment in accordance with drug court teams throughout Missouri. Pathways continues to work with judges, juvenile officers, probation and parole officers, and other agencies throughout the state to conceptualize drug court programs and to operate the treatment programs by providing best-practice models.

Pathways is CARF accredited and certified by the Missouri Department of Mental Health, Division of Behavioral Health (formerly the Divisions of Alcohol and Drug Abuse and Comprehensive Psychiatric Services), to provide CSTAR, Adolescent CSTAR, outpatient and Access to Recovery (ATR) services. Additionally, Pathways is the Administrative Agent for twenty-one (21) counties throughout the state of Missouri, primarily covering the areas in which we propose to provide treatment court services. That designation is from the Missouri Department of Mental Health, Division of Behavioral Health, to provide psychiatric evaluation and medication services, outpatient mental health counseling/ psychotherapy, community support and psychosocial rehabilitation services to youth and adults. This broad range of certification guarantees OSCA that Pathways has the necessary experience to diagnose, and, where needed and funded, to integrate appropriate psychiatric services into the mix for specific offenders. Throughout the areas that Pathways serves, we provide 24-hour crisis coverage including telephone hotline services backed up by face-to-face, after hours' intervention when clinically appropriate. Pathways has developed partnerships with federally qualified health centers in several areas which makes it easier to assist consumers in integrating their mental health and/or substance abuse treatment with primary health care in an affordable setting. Currently Pathways is co-locating services in two federally qualified health centers, Katy Trail Community Health and Community Health Center of Central Missouri, to further enhance the service array offered to potential participants. Pathways is also partnering with two additional FQHC's throughout the state and was recently awarded FQHC designation from HRSA for Henry and St. Clair Counties in November 2013.

Pathways fully understands that the purpose of the program is to establish a contract for various specialized services related to treatment court programs in various counties throughout Missouri. As a current contracted agency with OSCA to provide drug court treatment services, Pathways understands the importance of building upon our previous successes in providing treatment court services throughout our multiple service regions, and will ensure fidelity to programmatic requirements outlined in this Request for Proposal. Pathways further understands that the treatment courts intend to continue providing services at all current geographic locations; however, through the course of this contracting period may elect to contract for services in other counties.

Pathways understands and agrees to all information listed in the Request For Proposal under Section One, number 1.0.1 through 1.2.1.

2.0 PERFORMANCE REQUIREMENTS

Pathways will provide services for OSCA and the treatment courts in accordance with the provisions and requirements set forth in the Request for Proposal. Pathways understands that OSCA and the treatment courts make no specific guarantee of a minimum or maximum number of units of service that may be utilized under this contract.

- 2.0.1 Pathways has been certified by the Missouri Department of Mental Health (DMH), Division of Behavioral Health, as a substance abuse treatment program provider continuously since 1973. Pathways will maintain this certification throughout the life of this contract. Attached to this proposal is a copy of Pathways' Department of Mental Health certificates. Pathways agrees to serve participants referred by the treatment court and who are domiciled in Missouri. Pathways understands and agrees that the treatment court is the sole referral source for this contract and must approve changes, including termination, of any participant in the program. Pathways agrees to offer services in the evenings and/or on weekends and to work with treatment court(s) on the development of provisions for emergency counseling and/or evaluation. Pathways also agrees to participate in any research project or outcome study initiated or required of OSCA or the treatment court(s). Pathways will not connect a personal computer or computing device to an OSCA computer or the network without prior written approval from OSCA.
- 2.0.2 Pathways will provide services from a location within the Judicial Circuit specified on the pricing page. We understand that we are responsible for providing the services described in the Request for Proposal to all participants referred within the awarded county. Also, Pathways understands that OSCA highly desires that we provide services for all counties within a listed Judicial Circuit. Pathways understands that if the organization establishes a program site in the county of an awarded treatment court, then the participant(s) shall be responsible for their own transportation to the program site. If Pathways does not establish a program site in the county of an awarded treatment court, then Pathways shall provide transportation to and from the program site when the participant does not have adequate means of transportation.
- 2.0.3 Pathways understands and agrees that the treatment court shall have the authority to determine the composition of groups for counseling and education purposes for their referrals.
- 2.0.4 If Pathways elects or is required to vacate our current facilities and to secure new or different facilities, we shall notify OSCA and the court(s) at least thirty (30) days prior to the date of the relocation. In this instance, Pathways will provide a facility approved by the treatment court(s).
- 2.0.5 Pathways understands that an evidence-based manualized curriculum is recommended. As a comprehensive healthcare system, Pathways provides/offers multiple evidence-based programs. As listed on the included pricing page, Pathways utilizes the following evidence-based practices: Matrix Model, Moral Reconciliation Therapy, Guiding Good

Choices, Dialectical Behavioral Therapy, Motivational Interviewing/MET, Seeking Safety, SOS-Signs of Suicide, Trauma Focused CBT Therapy.

- 2.0.6 Pathways understands and agrees that any programmatic changes to this contract as a result of statute, rule or regulation, or court order adopted after the proposal receipt, which would materially alter the services to be provided, shall be accomplished by a formal contract amendment.

2.1 Cost Avoidance

Pathways understands and agrees that the treatment court should be the last source of payment for services after all other sources of payment have been exhausted. It is understood that costs for services that can be paid by a third party health insurance carrier, should be billed to that carrier. If a third party payer requires the member to pay any cost-sharing (e.g. co-payment, coinsurance, or deductible), the treatment court shall pay the cost-sharing amounts. It is understood and agreed that the treatment court's liability for such cost-sharing amounts shall not exceed the amount the treatment court would have paid under the price for the service.

- 2.1.1 Pathways has extensive experience in working with third-party health insurance carriers, and agrees to maintain information detailing third party savings. It is understood that OSCA may request this information during the contract period and that such reporting shall include the information on Attachment 2, the "Third Party Savings Report". Pathways shall maintain records in such a manner as to ensure that all money collected from third party resources may be identified on behalf of participants. These records will be made available for audit and review. Pathways will certify that all third party collections are identified and used as a source of revenue.
- 2.1.2 It is understood that Pathways may retain up to one hundred (100) percent of its third party collections if it meets the following conditions: 1) Total collections received do not exceed the total amount of the vendor's financial liability for the participant; 2) There are no payments made by OSCA related to fee-for-service; and 3) Such recovery is not prohibited by Federal or State law.

2.2 Program Services

2.2.1 Assessment

Pathways provides an assessment of each client upon admission, unless referred to the Early Intervention Program. The assessment includes the following for those clients admitted to an outpatient program: 1) An intake process that consists of the initial screening interview to determine the appropriateness for admission, and the administrative and initial assessment procedures related to admission into the program; and, 2) A complete evaluation/assessment of each client for treatment plan development.

Pathways will utilize the assessments preferred by local treatment court teams. Pathways currently utilizes the Addiction Severity Index (ASI). This is the assessment that the Missouri Department of Mental Health requires for its adult programming throughout the

state. Some drug court teams have worked with Pathways to develop assessments that are built around specific needs of their courts. Pathways will provide the flexibility to work with teams to get the information needed by the team. Assessments will provide the information required by the Request For Proposal and within the required timeframes.

2.2.2 *Assessment—Five-Axis Diagnosis*

Pathways understands and agrees that in addition to the above assessment, a multiaxial diagnosis, based on the DSM-IV, to be provided by a qualified diagnostician may be requested. As a premier provider of behavioral healthcare programming for forty plus years, Pathways is well equipped to provide this service with well-qualified diagnosticians, who are trained in both mental health and substance abuse disorders. With Pathways' commitment to the integration of mental health, substance abuse and physical health treatment services, OSCA can be assured that these issues will be given appropriate attention in the assessment, treatment planning and treatment processes.

Pathways staff understand and are familiar with the five axes. Furthermore, Pathways understands and agrees that upon implementation of the DSM-5/ICD-10, we will be expected to render diagnoses in accordance with DBH requirements.

2.2.3 *Assessment Update*

Pathways understands and agrees that in the event a treatment court participant has received the assessment from any program operated by Pathways within the past six (6) months, Pathways will administer an assessment update upon admission to programming. Pathways agrees that an assessment update consists of an update of the consumer's assessment and an evaluation to develop treatment recommendation.

- 2.2.3.1 Pathways understands that the assessment and diagnostic update must be administered in accordance with Department protocol, which includes the following requirements: 1) Must be completed by a Qualified Substance Abuse Professional; 2) Will not be completed when consumers transition from levels of services within the same agency; 3) The assessment and diagnostic update shall consist of updating a new face-to-face assessment and diagnostic evaluation completed by a qualified diagnostician as defined in applicable certification standards.

2.3 *Case Management/Community Support*

As our treatment court participants frequently have little ability to utilize community resources to assist them in finding housing, educational/occupational services, health care, transportation and other supports for recovery, Pathways provides appropriate case management to link them to needed and available community supports. Treatment court participants benefit from Pathways' extensive experience and excellence in providing high-quality case management services, utilized to link the participant and/or significant others to community resources, and to monitor services throughout the program. Pathways understands that community support services shall be delivered to those enrolled in a CSTAR program, and that community support consists of specific activities conducted with or on behalf of a person in accordance with an individualized treatment plan. Pathways understands and agrees that transportation services are not to be billed as

case management. Pathways understands that services are provided to maximize an individual's immediate and continued community functioning while achieving and sustaining recovery/resiliency from mental illness and/or substance use disorders. Pathways understands that these services will be delivered in an amount and scope defined by each individual's plan, and not all plans will contain all services.

2.4 *Communicable Diseases Risk Assessment, Education, Testing and Counseling*

Pathways has well-established working relationships with local health departments, physicians, federally qualified health centers, and other qualified healthcare providers in each of the communities it serves, to which we refer participants for testing services for HIV, TB, STDs, and hepatitis. These services may be arranged with the provider of the participant's choice any time during the course of treatment. Pathways will make referral and cooperate with appropriate entities to ensure coordinated treatment, as appropriate, for any participant who tests positive and will arrange individual counseling prior to testing for HIV and post-test for those who test positive for HIV or TB. Pathways refers to the provider of the consumer's choice, but assures referrals will be made to a provider meeting the requirements stated in the RFP and knowledgeable about services and care coordination through DHSS. Pathways' group education for participants and/or significant others includes an educational component and discussion about HIV, TB, STDs and hepatitis, including risk reduction, myths and facts, and risk factors for contracting these diseases.

2.5 *Day Treatment*

Pathways treatment court staff will provide a comprehensive package of services, consisting of a set of individualized, clinical services, which include – but are not limited to – individual and group counseling, group education, family counseling and family group counseling, and therapeutic structured activities designed to achieve and promote recovery from substance abuse/dependence and improve consumer functioning. This will include structured therapeutic activities and group education. Day treatment is delivered in the Community Based Primary Treatment level of care. Extended day treatment will be provided as appropriate. These services include consultative services by a Registered Nurse (RN) for the purpose of monitoring and managing the consumer's health. Pathways will comply with the key service functions as listed in the RFP.

2.6 *Detoxification (Social Settings)*

Pathways provides social setting detoxification, residential support, day treatment, and extended day treatment through its adult residential centers located in Clinton and Warrensburg. These services consists of 24-hour, supervised monitoring, aid, counseling and medication administration, as prescribed, to assist an intoxicated person's withdrawal from alcohol, other drugs, or both, in a safe, humane, and highly effective manner. This level of care is provided by trained staff in a residential setting. Pathways will work with the courts that we serve throughout the state to arrange such treatment as needed within our own programs or in other Department of Mental Health-certified programs throughout the state.

2.7 *Detoxification (Modified Medical)*

Pathways' highly trained staff provides detoxification services consisting of 24-hour, medically supervised monitoring, aid and counseling to withdraw an intoxicated person from alcohol, other drugs, or both, in a safe, humane and effective manner in a residential setting. Residential support consists of 24-hour supervised room, board and structured non-treatment activities. These services include consultative services by a Registered Nurse (RN), under the direction of a licensed physician, for the purpose of monitoring and managing the consumer's health.

2.8 *Early Intervention (Intake)*

Pathways understands that Early Intervention is designed for adult drug court and veterans treatment court participants who score low risk/low need on the RANT (Quadrant 4). Pathways understands that a clinical assessment is not needed for participants who score low risk/low need, however an intake session (consisting of approximately ½ hour) will be needed to schedule classes and gather information.

2.9 *Early Intervention (Group Education)*

Pathways understands that Early Intervention is designed for adult drug court and veterans treatment court participants who score low risk/low need on the RANT (Quadrant 4). Pathways will ensure that group education will consist of approximately ten one-hour to 1.5 hour sessions. Pathways will ensure that groups are comprised of two or more offenders offered over an 8-12 week period with participants able to enter and exit the group at any time during the group topic rotation after meeting program requirements.

2.9.1 Pathways understands that the topics for Early Intervention must include the following: Myth-Busting; Impact of Substance Abuse on Families and Social Relationships; Motivation and Stages of Change; Decision Making and Understanding Criminal Thinking Errors; Life Management and Goal Setting; Anger Management and the Happy Home; Stress Management; What is Recovery; Relapse Prevention for Substance Abuse and Criminal Thinking. Pathways clinical staff understand the descriptions for each topic listed in number 2.9.1 of the Request For Proposal.

2.10 *Early Intervention (Motivational Interviewing – Individual)*

Pathways understands that Early Intervention is designed for adult drug court and veterans treatment court participants who score low risk / low need on the RANT (Quadrant 4). Pathways further understands that this shall consist of two to three Motivational Interviewing (MI) individual counseling sessions. The Individual Motivational Interviewing sessions shall occur at the beginning and end of the 8-12 week early intervention program period. The Motivational Interviewing session provides the opportunity to encourage and reinforce healthy life plans and decisions.

2.11 *Extended Day Treatment*

Pathways understands that we will provide Extended Day Treatment services as appropriate. Pathways further understands that we will provide consultative services by a Registered Nurse for the purpose of monitoring and managing a consumer's health.

2.11.1 Pathways has all key staff employed to provide all services outlined in number 2.11, which include the following key service functions: Evaluation of the participant's physical condition and the need for detoxification service; Obtaining initial patient medical histories and vital signs; Monitoring health status during social setting detoxification; Monitoring general health needs and meeting with court participants about medical concerns; Disease prevention, risk reduction and reproductive health education; Triaging medical conditions that occur during treatment and managing medical emergencies; Conferring with a physician as necessary or advocating for medical services through managed care organizations; Arranging or monitoring special dietary needs for medical conditions; Reviewing medication requirements with participant, educating the individual about the benefits of taking medications as prescribed and monitoring medication compliance; Educating court participants about the medication(s) prescribed to them; Consulting with the physician or pharmacy to confirm prescribed medications; Consulting with participants on use of OTC medication and monitoring their use; Therapeutic injection of medication (subcutaneous or intramuscular); Monitoring lab levels including consultation with physicians, consumers and clinical staff; Coordination of medication needs with pharmacies, clients and families, including the use of indigent drug programs; Monitoring medication side-effects including the use of standardized evaluations and; Monitoring physician orders for treatment modifications requiring patient education.

2.12 *Family Conference*

Pathways will utilize family conferences as one key piece to enlist support of the family in working toward treatment goals. Family conferences involve meeting with the family for activities that may include, but not be limited to: 1) communicating about issues at home that are barriers to treatment plan goals; 2) identifying relapse triggers and establishing a relapse intervention plan; 3) participating in the discharge conference; and, 4) assessing the need for family therapy or other referrals to support the family system. Pathways understands that these services must be provided by a Qualified Substance Abuse Professional or Associate Substance Abuse Counselor.

2.13 *Family Therapy*

Pathways has long recognized that developing family support is one of the keys to participants achieving abstinence and recovery. Working with the team, and with the written authorization of participants, Pathways will identify and include key members in the participant's primary support systems to address and resolve problems in family interaction related to the substance abuse problem and recovery. Pathways provides family counseling that coordinates care with, and enlists the support of, the participant's natural support system. This is accomplished through meetings with family members, referral sources, and significant others about the participant's treatment and discharge plans. Pathways will provide family therapy as a component of the treatment court program. This service will consist of face-to-face counseling and/or education for the primary consumer and one or more members of the same family, and will be designed to address and resolve the family's dysfunction, particularly as it relates to an alcohol and/or other drug abuse problem. Pathways understands that Family Therapy will be provided by qualified staff, unless prior approval has been obtained for others shall include an

individual licensed in Missouri as a marital and family therapist or who is certified by the American Association of Marriage and Family Therapists; or who meets the other requirements as specified in 9 CSR 30-3.110.

2.14 *Group Counseling (Associate SA Counselor)*

Pathways understands that group counseling services will be provided by a trainee that meets requirements for registration, supervision and professional development as set forth by either the Missouri Substance Abuse Professional Credentialing Board (MSAPCB) or the appropriate board of professional registration within the Missouri Division of Professional Registration for licensure as a psychologist, professional counselor, social worker or marital and family therapist. Throughout Pathways extensive system of care, they employ employee trainees that meet requirements from all mentioned professional boards, and are under the strict supervision of licensed personnel.

2.14.1 Pathways understands that group counseling is the goal-oriented therapeutic interaction among a counselor and two or more consumers that is designed to promote client functioning and recovery through disclosure and interpersonal interaction among participating group members. Pathways understands that groups cannot exceed 12 participants and further recognizes that Drug Court best practices recommend groups of 6-12 participants with two facilitators are the most effective.

2.15 *Group Counseling (QSAP)*

Pathways utilizes a structured process of group counseling. Typically, a topic is used as a basis/focus for the group process, which has been shown in both research and in our practice to be more efficacious than open-ended process groups with offender populations. Group counseling is focused on activities that directly relate to the attainment of the goals and objectives in the written treatment plan. Pathways understands that group counseling services will be provided by a Qualified Substance Abuse Professional who demonstrates substantial knowledge and skill regarding substance abuse by being one of the following: A physician or mental health professional, licensed in Missouri and practicing within their scope of work, with at least one year of full-time substance abuse treatment experience; An individual certified or registered through MSAPCB as a substance abuse professional; A provisionally licensed mental health professional in Missouri with at least one year of full-time substance abuse treatment experience.

2.15.1 Pathways understands that group counseling is the goal-oriented therapeutic interaction among a counselor and two or more consumers that is designed to promote client functioning and recovery through disclosure and interpersonal interaction among participating group members. Pathways understands that groups cannot exceed 12 participants and further recognizes that Drug Court best practices recommend groups of 6-12 participants with two facilitators are the most effective.

2.16 *Group Counseling (Collateral Relationship)*

Pathways will offer group counseling (collateral relationships) as a component of the treatment court program. This face-to-face service includes counseling and/or education

designed to address and resolve issues related to codependency and alcohol and/or other drug abuse in the family. These services will be provided to two (2) or more family members, age thirteen (13) or older and/or below the age of thirteen (13) if such family member possesses the requisite social and verbal skills to participate in and benefit from counseling services. Pathways understands that group collateral relationship counseling may be provided by a family therapist or a QSAP for groups that include members aged thirteen (13) years or older. Pathways recognizes that these counseling sessions involving younger children must be provided by Pathways staff members whose qualifications are outlined in 9 CSR 30-3.110, and further agrees that group size shall not exceed twelve (12) members.

- 2.16.1 If two or more members from a family attend the same group counseling session, an invoice will be submitted for only one of the family members. Pathways will ensure that a progress note will be entered into the records of all family members who are active consumers.

2.17 *Group Education*

Pathways utilizes a structured curriculum of group education to provide the general information, which then is discussed and applied by participants in their progress toward the goals of recovery and enhanced social functioning. Typically, a group education topic is used as an introduction of a series of concepts drawn from CBT, relapse prevention, motivational enhancement, and criminal thinking management. The group education curriculum element then is used in a subsequent group counseling session as a guideline for the group process. Pathways understands that group sizes shall not exceed an average of 30 clients per calendar month.

2.18 *Group Education (Trauma Related)*

Pathways will offer trauma-related education within gender-specific groups as a component of the substance abuse treatment program. Curriculum providing recovery and evidence-based models of trauma-related information, focusing on its application along with discussion, will be utilized and will be gender specific. Pathways trained staff will provide nationally recognized, trauma treatment intervention. This service will be directly related to the attainment of the individual's treatment plan goals and objectives.

2.19 *Individual Counseling*

Pathways' individual counselors will work from a Motivational Enhancement and Cognitive Behavioral Therapy (CBT) framework to assist participants in understanding the role that substance abuse has played in their life and in developing plans for a future based on the behaviors, associations and cohorts of recovery rather than drug use. Pathways will address criminal thinking and any ongoing criminal activity that each participant is engaging or struggling with. All counseling will grow from and build on the goals and objectives identified in the individualized treatment plan. All individual counseling services will be provided on a face-to-face basis. The overall goal of counseling is to relieve symptoms and resolve problems related to drug/alcohol dependency that interfere with the client's ability to function in society. Pathways understands that Individual Counseling shall only be performed by a qualified substance

abuse professional, an associate counselor or an intern/practicum student as described in 9 CSR 10-7.110(5). (see 9 CSR 30-3.110 (5)).

2.20 *Individual Counseling (Collateral Relationship)*

Pathways understands that we may provide Individual Counseling (Collateral Relationship) as a component of our substance abuse treatment program. This individual, face-to-face interaction consists of assessment, counseling, and/or education, focused on addressing and resolving issues related to codependency and alcohol and/or other drug abuse in the family, provided to a family member(s) age thirteen (13) or over and/or to a family member(s) under the age of thirteen (13) who possesses the requisite social and verbal skills to participate in, and benefit from, counseling. Pathways provides assurance that if this service is provided, it will be provided by staff who meet requirements as a family therapist or QSAP that has training in family recovery. Pathways further understands that services provided to children under twelve (12) years of age may be provided by staff in accordance with 9 CSR 30-3.110(8).

2.21 *Individual Counseling (Co-Occurring Disorder)*

Pathways recognizes the prevalence of the co-occurrence of substance abuse and mental health problems and, as an organization, has worked assiduously to integrate treatment for those individuals who face the challenges of these dual disorders. Pathways provides co-occurring counseling services that are structured, goal-oriented therapeutic interactions that are designed to identify and resolve issues related to substance abuse and co-occurring mental illness disorders which interfere with the participant's daily functioning.

- 2.21.1 Pathways understands that this service shall be provided in accordance with the Center for Substance Abuse Treatment's publication, Substance Abuse treatment for Persons with Co-Occurring Disorders (TIP 42). Pathways provides co-occurring treatment in accordance with SAMHSA's TIP 42. The treatment plan and services provided will address both substance abuse and mental health issues identified. Clinical documentation of this provided service in progress notes in the participant's record will clearly distinguish this service from Individual Counseling for substance abuse. Pathways understands that all staff members providing this service must be QSAP's that are dually licensed mental health professionals or hold the Co-Occurring Counseling Professional credential from MSAPCB. Pathways has clinical staff with specialized training in co-occurring disorders and who are QSAPs also licensed as mental health providers, or credentialed as CCDP (Co-Occurring Disorders Professional) or CCDP-D (Co-Occurring Disorders Professional-Diplomate). These staff will be utilized to provide this service when it is part of the approved treatment for the individual participant. Such treatment consists of structured, goal-oriented therapeutic interactions focused on identifying and resolving issues related to the co-occurring disorders which interfere with the individual's functioning.

2.22 *Individual Counseling (Trauma Related)*

Pathways is aware of the high prevalence of trauma in our society and its profound impact upon many life domains. Pathways has been cognizant that exposure to trauma increases one's vulnerability to substance abuse and mental health problems and greatly

impacts how one approaches treatment itself. Thus, Pathways chose to become an Early Adopter of the Trauma-Informed Care Initiative through the Missouri Department of Mental Health, the goal of which is to bring all levels of our organization to the point of being a Trauma-Informed System of Care. Trauma-related individual counseling will be provided by a specially trained (or equivalently experienced) licensed mental health professional who is a QSAP. Utilizing evidence-based treatment models such as, but not limited to, TF-CBT (Trauma-Focused Cognitive Behavior Therapy), the treatment will be focused on resolving issues related to psychological trauma, personal safety and empowerment of the client, in the context of substance abuse problems. Pathways accepts the definition of psychological trauma as stipulated in the Request For Proposal.

2.23 *Medication Services*

Pathways recognizes that certain individuals may require medication services as part of their appropriate individualized treatment, in order to be successful in their recovery process. Pathways has been a leader in the state in the development of protocols for and implementation of Medication Assisted Treatment for those consumers who struggle with substance abuse. In addition, Pathways has extensive experience in the provision of services to those who have co-occurring disorders. When appropriate, Pathways will assist the participant in obtaining medical services, including medical assessment, medication services, and medication management and monitoring.

2.23.1 Pathways understands that all services will be provided by a physician or a qualified advanced practice nurse, licensed pursuant to Section 335.016, RSMo.

2.23.2 Pathways understands key service functions of Medication Services provided under this contract may include the following: Assessment of the participant's presenting condition; Mental status exam; Review of symptoms and screening for medication side effects; Review of client functioning; Assessment of the participant's ability to self-administer medication; Participant education regarding the effects of medication and its relationship to the participant's chemical addiction and/or mental disorder and; Prescription of medications when indicated.

2.24 *Medication*

Pathways understands that FDA-approved medications prescribed for substance use disorder to consumers as a component of substance abuse treatment may be provided under the executed contract.

2.25 *Missouri Recovery Support Specialist (MRSS)*

Pathways understands that this designation is for an individual who is not self-identified as being in recovery and has not been awarded MRSS credential by the Missouri Substance Abuse Professional Credentialing Board. Pathways recognizes that an MRSS serves as a mentor to consumers in recovery, and that this service shall include the following: Helping the individual connect with other consumers and their communities at large in order to develop a network for information and support; Sharing lived experiences of recovery, sharing and supporting the use of recovery tools and modeling successful recovery behavior; Helping individuals to make independent choices and to

take a proactive role in their recovery; Assist individuals with identifying strengths and personal resources to aid in their setting and achieving recovery goals; Assist individual in setting and following through with their goals; Support efforts to find and maintain paid, competitive, integrated employment; and Assist with health and wellness activities, teaching, life skills, providing support and encouragements, and helping consumers recognize his/her own potential and set positive goals.

2.26 *Peer Support Recovery Mentor (MRSS-P)*

Pathways understands that this designation is for an individual who is self-identified as being in recovery and has been awarded MRSS-P credential by the Missouri Substance Abuse Professional Credentialing Board. Pathways recognizes that an MRSS-P serves as a mentor to consumers in recovery, and that this service shall include the following: Helping the individual connect with other consumers and their communities at large in order to develop a network for information and support; Sharing lived experiences of recovery, sharing and supporting the use of recovery tools and modeling successful recovery behavior; Helping individuals to make independent choices and to take a proactive role in their recovery; Assist individuals with identifying strengths and personal resources to aid in their setting and achieving recovery goals; Assist individual in setting and following through with their goals; Support efforts to find and maintain paid, competitive, integrated employment; and Assist with health and wellness activities, teaching, life skills, providing support and encouragements, and helping consumers recognize his/her own potential and set positive goals.

2.27 *Relapse Prevention Counseling*

Once participants have committed to a life of abstinence, Pathways' professional counselors will assist them in developing a world view based on relapse management. Pathways will assist participants in defining and coping with high-risk situations, in identifying and appropriately responding to internal and external cues (by recognizing troubling feelings, places, persons, and thoughts) that are triggers to the relapse cycle, and in implementing individualized strategies to reduce the risk of relapse and the duration of relapse, should it occur. Pathways' professional counselors assist the participant in laying a foundation of solid recovery based on the principles of relapse prevention.

2.28 *Residential Support*

Pathways residential support service shall consist of twenty-four (24) hour supervised room, board and structured activities.

2.29 *Treatment Court Day*

Pathways treatment court staff will participate in treatment court staffing and hearings, as required by the treatment court.

2.30 *Virtual Counseling (Group Counseling)*

Pathways understands the use of web-based treatment services to enable clinicians and clients to interact in a group setting from remote locations, in real-time, must be approved

in advance by the DCCC. Pathways has an extensive tele-health network that is capable of providing high quality health services to remote locations throughout Missouri.

2.31 *Virtual Counseling (Individual Counseling)*

Pathways understands the use of web-based treatment services to enable clinicians and clients to interact one-on-one from remote locations, in real-time, must be approved in advance by the DCCC. Pathways has an extensive tele-health network that is capable of providing high quality health services to remote locations throughout Missouri.

2.32 *Drug/Alcohol Testing*

Pathways will work with treatment court teams to provide needed drug and alcohol tests that meet industry standards for observation, processing, and laboratory confirmation.

Pathways will provide same day/next business day notification of positive screens.

Pathways agrees that they will provide on-site drug/alcohol testing on days and times deemed necessary for the treatment court, and that collection shall be observed by a staff member of the same gender as the participant. Tests shall screen for the substance(s) for which the participant has a history of abuse, or is suspected of using. It is understood that secondary confirmation may be required by the court on positives tests. Pathways will ensure that all tests and results will be documented in the clinical record. Testing materials will be approved by the treatment court. Pathways also will ensure that properly calibrated breathalyzers will be utilized for those participants suspected of alcohol intake. For those participants with breathalyzer readings in excess of the statutorily defined limit for DWI, Pathways' staff will take steps to ensure public safety and prevent the participant from putting himself/herself at risk. These steps will include, but not be limited to, notifying law enforcement having appropriate jurisdiction.

Pathways understands that all individuals collecting samples for drug testing must follow the Collector Standards (Attachment 3 of Request For Proposal) and submit a completed Collector Guidance Acceptance form before providing this service.

2.4 Program Service Requirements

2.4.1 *Intake/Assessment*

As required, Pathways will provide a face-to-face intake session with each participant within seven (7) calendar days of the date of referral from the treatment court, unless otherwise amended and/or directed by the treatment court. Any exception will be documented in the client record. Participants scoring low risk/low need and qualify for Early Intervention services do not require an assessment.

2.4.2 Pathways will utilize the assessments preferred by local drug court teams. Additionally, Pathways' assessments, at a minimum, will contain those elements noted in the Request Fro Proposal, including: Be completed by a QSAP; Include all components required of a comprehensive assessment included in DMH certification standards; Screening for history of trauma and current personal safety; Demographic information and presenting problem; Provide presenting situation; Contain substance abuse history; Contain social and family history; Provide medical evaluation of HIV/STD/TB risk and Service needs;

Educational and vocational history; Detailed substance abuse and psychiatric treatment history (date, length of stay, outcome, and name of facility); Recommendation and clinical justification for the level of care for treatment; and Screening for Medicaid, private insurance or other medical benefits. Pathways currently uses the Addiction Severity Index in many of our drug court treatment programs. This is the assessment that the Missouri Department of Mental Health requires for its adult programming throughout the state. Other drug court teams have worked with Pathways to develop assessments that are built around specific needs of the courts. Whatever assessment is used will provide the information required in the Request For Proposal and within the required timeframes. Assessments will be completed by a Qualified Substance Abuse Professional (QSAP). Pathways will provide the flexibility to work with teams to get the information needed by the team.

- 2.4.3 Pathways understands that we may be requested to include a five-axis diagnosis by a qualified diagnostician.

2.5 *Treatment Planning*

As required, Pathways will develop a treatment plan for each participant and will review the document with the treatment court within fourteen (14) calendar days of admission to the program, or sooner if required for certification, and periodically as directed by the treatment court. Pathways will provide required plan updates and periodic updates as directed by the treatment court. The treatment planning component of Pathways' Anasazi Systems Clinical Record will be our default treatment planning tool. If a court has a preferred planning tool, Pathways will work with the court to provide the information requested in treatment planning. The treatment plan will grow from the clinical assessment that we conduct, combined with the information received from other team members, to establish clear objectives and measurable benchmarks for participant performance throughout the court program. We understand and agree that the treatment court has the final authority on the assignment of treatment level, and on approval of any change in treatment level. Pathways will work with court teams to establish guidelines within the plan for referral to residential treatment, psychiatric treatment or other additions to the participant's overall court process. Pathways staff will attend meetings as required and directed by the treatment court.

2.6 *Level of Treatment*

Pathways agrees to provide the required levels of service identified in the Request For Proposal. Furthermore, we recognize that a unit of service is fifteen (15) minutes of face-to-face service.

- 2.6.1 When it is determined that detoxification services are required, Pathways will notify the treatment court and will assist in the referral process for these services, if requested.
- 2.6.2 It is understood and agreed that treatment services will only be provided at the request of the treatment court, and that any exceptions and/or changes to the levels of service must be approved in writing by the treatment court and documented in the participant's treatment record prior to the provision of those services.

2.7 Reporting Requirements

Pathways currently utilizes the Anasazi Systems Clinical Record, which ensures that all progress notes meet reporting requirements, as stated in the Request For Proposal including: Service; Date; Beginning and End Time; Synopsis of Service; and Signature of Service Provider.

- 2.7.1 Pathways provides assurance to OSCA that monthly (or more frequent, if required by the court) written summary reports will be provided to the treatment court. These summary reports will include the participant's attendance, progress and compliance in treatment, recommendations from Pathways clinical providers, summary of materials covered in treatment and drug test results.
- 2.7.2 Pathways understands and agrees that the treatment court will be notified of missed appointments, positive urinalysis, recommended changes in the treatment plan, need for additional services, changes in the participant's family and/or living situation, and incidents involving participants in which threats, assaults, or possible crimes may have occurred.
- 2.7.3 Pathways understands that upon referral, each participant must be evaluated for eligibility of Medicaid benefits, private insurance coverage of any other medical benefits. Pathways recognizes that the DCCC requires treatment provider vendors to submit an OSCA Monthly Medical Benefit Report indicating a summary of the number of participants who have medical coverage through Medicaid, private insurance or other sources as well as the dollar amount submitted for reimbursement. Pathways will provide detailed supporting documentation to the treatment court coordinator on a monthly basis for verification purposes. Pathways understands that supporting documentation should be submitted even when invoices are not submitted.

3.0 CONTRACTUAL REQUIREMENTS

3.1 Entire Agreement

Pathways understands that a binding contract shall consist of: (1) the RFP, amendments thereto, and/or Best and Final Offer (BAFO) requests with RFP changes/additions, (2) Pathways' proposal including our BAFO, and (3) OSCA's acceptance of the proposal by "notice of award."

- 3.1.1 Pathways understands, and agrees, that the contract expresses the complete agreement of the parties and performance shall be governed solely by the specifications and requirements contained therein. Any change, whether by modification and/or supplementation, must be accomplished by a formal contract amendment signed and approved by and between the duly authorized representative of Pathways and OSCA prior to the effective date of such modification. Pathways expressly and explicitly understands and agrees that no other method and/or no other document, including correspondence, acts, and oral communications by or from any person, shall be used or construed as an amendment or modification

3.1.2 Non-Exclusive Agreement

Pathways understands and agrees that the contract shall not be construed as an exclusive agreement. Pathways realizes that OSCA anticipates several contracts will be made in order to provide adequate coverage throughout the state of Missouri.

- 3.1.3 Pathways understands that OSCA reserves the right to award contracts to more than one provider per circuit/county.

3.2 Contract Period

Pathways understands that the contract period shall be as stated on the cover page of the Request for Proposal. It is understood that the contract shall not bind, nor purport to bind, the state of Missouri for any contractual commitment in excess of the original contract period.

3.3 Renewal Options

Pathways understands that OSCA has the right to renew the contract for five (5) additional one (1) year periods, or any portion thereof. Pathways also understands that in the event OSCA exercises the right for renewal, all terms and conditions, requirements and specifications of the contract will remain the same, and apply during the renewal period, pursuant to applicable option clauses of this document. Prices for each renewal period shall be mutually agreed to by both Pathways and OSCA. Pathways understands that OSCA does not automatically exercise the option for renewal.

- 3.3.1 Pathways recognizes that OSCA reserves the right to offer, or to request, renewal of the contract at a price less than quoted, as well as request additional testing for new substances. Attached to this proposal, Pathways has included the pricing page for review by OSCA.

3.4 Price

Pathways has included all prices associated with this contract on the pricing page. Pathways further understands that the state shall not pay, nor be liable for, any other additional costs including, but not limited to, taxes, shipping charges, insurance, interest, penalties, termination payments, attorney fees, or liquated damages, etc.

- 3.4.1 Pricing is consistent with those authorized by the Missouri Department of Mental Health (DMH).

3.5 Federal Funds Requirement

Pathways understands and agrees that this procurement may involve the expenditure of federal funds; therefore, Pathways shall not issue any statements, press releases, or other documents describing projects or programs funded in whole or in part with federal money, unless the prior approval of OSCA has been obtained.

3.6 Invoicing and Payment

Pathways has a State Vendor ACH/EFT through which contract payments may be made via electronic funds transfer (EFT). It is understood and agreed that a unique invoice number must be submitted with each invoice, to enable proper application of payment to the invoice submitted.

- 3.6.1 Pathways will submit a detailed monthly invoice to the treatment court no later than the tenth (10th) day of the month immediately following the most recent month of service. The invoice will itemize the total number of units (quarter-hours/hourly/daily/per test) on the invoice each month. Pricing will be in accordance with the pricing page. A detailed monthly log of all participants and services provided to each participant during the month will be submitted. Pathways will submit an OSCA Monthly Medical Benefit Report (MMBR) indicating a summary of the number of participants who have medical coverage through Medicaid, private insurance or other sources, as well as the dollar amount submitted for reimbursement. Detailed supporting documentation for the MMBR will be submitted to the treatment court coordinator on a monthly basis for verification purposes. This supporting documentation will be submitted even when invoices are not submitted.
- 3.6.2 Invoices submitted by Pathways will include all information requested by OSCA.
- 3.6.3 It is understood and agreed that OSCA will pay Pathways in accordance with the applicable firm, fixed price stated on the Pricing Page for services actually provided.
- 3.6.4 Pathways understands that the payment will not be based on the number of treatment court participants.
- 3.6.5 It also is understood that other than the payments specified on the pricing page, no other payments or reimbursements shall be made to Pathways including insurance, maintenance, licensing, etc.

3.7 Vendor Liability

Pathways understands that we will be responsible for any and all injury or damage as a result of Pathways' negligence involving any equipment or service provided under the terms and conditions, requirements and specifications of the contract. Pathways further agrees to assume the obligation to save the State of Missouri, and the local treatment court, including its agencies, employees, and assigns, from every expense, liability, or payment arising out of such negligent act. Pathways also agrees to hold the State of Missouri, and the local treatment court, including its agencies, employees, and assigns, harmless for any negligent act or omission committed by any subcontractor or other person employed by, or under the supervision of, Pathways under the terms of this contract.

3.7.1 Pathways understands that we will not be responsible for any injury or damage occurring as a result of any negligent act or omission committed by the State of Missouri or the local treatment court, including its agencies, employees, and assigns.

3.7.2 Pathways understands that under no circumstance shall we be liable for any of the following: (1) third-party claims against the state for losses or damages (other than those listed above); (2) loss of, or damage to, the state's records or data; or (3) consequential damages (including lost profits or savings) or incidental damages, even if Pathways is informed of their possibility.

3.8 Vendor Status

Pathways represents itself to be an independent contractor offering such services to the general public and shall not represent itself or its employees to be an employee of the State of Missouri or the local treatment court. Therefore, Pathways will assume all legal and financial responsibility for taxes, FICA, employee fringe benefits, workers compensation, employee insurance, minimum wage requirements, overtime, etc., and agrees to indemnify, save, and hold the State of Missouri and the local treatment court, its officers, agents, and employees, harmless from and against, any and all loss; cost (including attorney fees); and damage of any kind related to such matters.

3.9 Subcontractors

Pathways understands that any subcontracts for the products/services described herein must include appropriate provisions and contractual obligations, to ensure the successful fulfillment of all contractual obligations agreed to by Pathways and OSCA, and to ensure that OSCA is indemnified, saved and held harmless from and against any and all claims of damage, loss, and cost (including attorney fees) of any kind related to a subcontract in those matters described in the contract between OSCA and Pathways. Pathways shall be solely responsible for all legal and financial responsibilities related to the execution of the contract. Pathways further understands that the utilization of a subcontractor to provide any of the products/services in the contract shall in no way relieve Pathways of the responsibility for providing the products/services as described and set forth herein.

3.10 Confidentiality

Pathways understands and agrees that all discussions with Pathways and all information gained by Pathways as a result of our performance under the contract shall be

confidential, and that no reports, documentation, or material prepared as required by the contract shall be released to the public without the prior written consent of OSCA.

- 3.10.1 Pathways will maintain strict confidentiality of all client information or records supplied to the organization by the treatment court. The contents of these records will not be disclosed to anyone other than the treatment court or OSCA and the patient/client or the patient's/client's parent or legal guardian, unless such disclosures are required by law.
- 3.10.2 Pathways assumes liability for all disclosures of confidential information by Pathways and/or Pathways' providers, subcontractors, and employees.
- 3.10.3 Pathways understands that all records processed and created in the performance of services contain personal information that is restricted from release pursuant to state and federal law, specifically Sections 32.057 and 32.091, RSMo. To the extent that Pathways or Pathways' staff has access to any report, return or other information received by OSCA in connection with the administration of the tax laws of the State of Missouri, Pathways and Pathways' staff will comply with Section 32.057 RSMo. Pathways understands that any person making unlawful disclosure of information in violation of such Section shall, upon conviction, be guilty of a Class D felony.
- 3.10.4 Pathways assumes liability for all unauthorized disclosures of confidential information by Pathways and/or any of Pathways' personnel. In the event that records or copies of any such material are to be destroyed, Pathways will accomplish this destruction in a manner prescribed by OSCA and ensure the obliteration of all data, and prevent improper or unauthorized disclosure of personal, restricted information. Pathways understands that shredding of materials shall satisfy this requirement. Pathways will further comply with OSCA policy regarding record retention and destruction.

3.11 Authorized Personnel (Immigrant Responsibility Act)

Pathways understands and agrees that, by signing the Request For Proposal, Pathways certifies the following:

- (A) Pathways shall only utilize personnel authorized to work in the United States in accordance with applicable federal and state laws. This includes, but is not limited to, the Illegal Immigration Reform and Immigrant Responsibility Act (IIRIRA) and INA Section 274A;
- (B) If Pathways is found to be in violation of this requirement or the applicable state, federal and local laws and regulations, and if the State of Missouri has reasonable cause to believe that Pathways has knowingly employed individuals who are not eligible to work in the United States, the state shall have the right to cancel the contract immediately, without penalty or recourse, and suspend or debar Pathways from doing business with the state.

3.12 Assignment

Pathways agrees and understands that in the event OSCA consents to a financial assignment of the contract, in whole or in part, to a third party, any payments made by the

State of Missouri pursuant to the contract, including all of those payments assigned to third party, shall be contingent upon the performance of the prime contractor in accordance with all terms and conditions, requirements and specifications of the contract.

3.13 Insurance

Pathways understands and agrees that the State of Missouri cannot save and hold harmless and/or indemnify Pathways or its employees against any liability incurred or arising as a result of any activity of Pathways or any activity of Pathways' employees related to Pathways' performance under the contract. Therefore, Pathways has acquired and will maintain adequate liability insurance in the forms and amounts sufficient to protect the State of Missouri, its agencies, its employees, its clients and the general public against any such loss, damage and/or expense related to Pathways performance under the contract.

3.14 Property of the State

All reports, documentation and material developed or acquired by Pathways as a direct requirement specified in the contract shall become the property of the State of Missouri. Pathways agrees and understands that all discussions with Pathways, and all information gained by Pathways, as a result of Pathways' performance under this contract shall be confidential and that no reports, documentation, or material prepared as required by the contract shall be released to the public without prior written consent of OSCA.

3.15 Termination

Pathways understands that OSCA reserves the right to terminate the contract at any time, for the convenience of the State of Missouri, without penalty or recourse, by giving written notice to Pathways at least thirty (30) calendar days prior to the effective date of such termination. Pathways shall be entitled to receive just and equitable compensation for services and/or supplies delivered to and accepted by the State of Missouri pursuant to the contract prior to the effective date of termination.

3.15.1 Pathways understands that OSCA may terminate any agreements they may have with Pathways, if the service is deemed to be unsatisfactory or fails to meet goals and objectives of the treatment court. Any termination shall be by giving written notice to Pathways at least thirty (30) days prior to the effective date.

3.16 Transition

Upon award of the contract, Pathways will work with OSCA, and any other organizations designated by OSCA, to insure an orderly transition of services and responsibilities under the contract, and to insure the continuity of those services required by OSCA.

3.16.1 Pathways understands that upon expiration, termination, or cancellation of the contract, Pathways will assist OSCA to insure an orderly transfer of responsibility and/or the continuity of those services required under the terms of the contract to an organization designated by OSCA, if requested in writing. Further, Pathways will provide and/or perform any or all of the following responsibilities: Pathways will delve, FOB destination, all record, documentation, reports, data, recommendations, etc., which were

required to be produced under the terms of the contract, to OSCA and/or to the designee, within seven (7) days after receipt of the written request.

3.16.2 Pathways will discontinue providing services or accepting new assignments under the terms of the contract, on the date specified by OSCA in order to insure the completion of such service prior to the expiration of the contract.

3.17 No Actions, Suits, or Proceedings

Pathways warrants that there are no actions, suits, or proceedings, pending or threatened, that will have a material adverse effect on its ability to fulfill its obligations under this contract. Pathways further warrants that it will notify the state of Missouri immediately if it becomes aware of any action, suit, or proceeding, pending or threatened, that will have a material adverse effect on its ability to fulfill its obligations under this contract.

3.18 Warranty of Vendor Capability

Pathways warrants that it is financially capable of fulfilling all requirements of this contract, that there are no legal proceedings against it that could threaten performance of this contract, and that Pathways is a validly organized entity that has the authority to enter into this contract. Pathways is not prohibited by any loan, contract, financing arrangement, trade covenant, or similar restriction from entering into this contract.

3.18.1 Pathways covenants that at the time of the submission of this proposal it has no other contractual relationships which would create any actual or perceived conflict of interest. Pathways also agrees that during the term of the contract neither Pathways nor any of its employees shall acquire any other contractual relationships which create such a conflict.

3.19 Business Compliance

Pathways is in compliance with the laws regarding conducting business in the state of Missouri. With the signed signature pages of this original document and any amendments, Pathways certifies that it, and any proposed subcontractors presently are in compliance with such laws, and shall continue to be in compliance with such laws, at the time of contract award and throughout the period of the contract. Pathways shall provide documentation of compliance upon request from OSCA. It is understood that compliance to conduct business in the state shall include but not be limited to: registration of business name, certificate of authority to transact business/certificate of good standing, taxes, state and local certifications, licenses and permits, and insurances.

3.20 Audit and Records Clause

Pathways accepts the Request For Proposal's definition of "records" and in accepting a contract with the state, Pathways agrees that any pertinent state or federal agency will have the right to examine and audit all records relevant to the execution and performance of the contract.

3.20.1 Pathways agrees to retain records relative to the contract for the duration of the contract and for a period of three (3) years following completion and/or termination of the contract. It is understood that if an audit, litigation, or other action involving such

records is started before the end of the three (3) year period, Pathways is required to maintain records for three (3) years from the date that all issues arising out of the action are resolved, or until the end of the three (3) year retention period, whichever is later.

3.20.2 Pathways agrees to fully cooperate with any audit or investigation from federal, state or local law enforcement agencies.

4.0 OFFEROR'S INSTRUCTIONS AND REQUIREMENTS

Pathways understands and shall comply with all requirements as stated in Section 4 of the Request For Proposal, numbers 4.1 through 4.10. Pathways fully understands the order in which the proposal needs to be placed to comply with the requirements of the RFP. Pathways has prepared all necessary information for review by OSCA to determine Pathways capability to fulfill all program requirements.

Employee Bidding/Conflict of Interest

Contractors who are employees of the state of Missouri, a member of the general assembly, a statewide elected official, other political subdivisions or publicly funded institutions must comply with Sections 105.450 to 105.458, RSMo regarding conflict of interest. If the contractor and/or any of the owners of the contractor's organization are currently an employee of the state of Missouri, a member of the general assembly, a statewide elected official, other political subdivisions or publicly funded institutions, please provide the following information.

Name of State Employee, General Assembly Member, or Statewide Elected Official:	Not Applicable to Pathways	
	In what office/agency are they employed?	
	Employment Title:	
Percentage of ownership interest in vendor's organization:	_____ %	

EXHIBIT A

PRIOR EXPERIENCE

The offeror should copy and complete this form for each reference being submitted as demonstration of the offeror and subcontractor's prior experience. In addition, the offeror is advised that if the contact person listed for the reference is unable to be reached during the evaluation, the listed experience may not be considered.

Offeror Name or Subcontractor Name: <u>Pathways Community Behavioral Healthcare, Inc./Family Counseling Center</u>	
Reference Information (Prior Services Performed For:)	
Name of Reference Company:	13 th Judicial Circuit of Missouri
Address of Reference Company: <input checked="" type="checkbox"/> Street Address <input checked="" type="checkbox"/> City, State, Zip	Boone County Courthouse 705 E. Walnut Columbia, Missouri 65201
Reference Contact Person Information: <input checked="" type="checkbox"/> Name <input checked="" type="checkbox"/> Phone # <input checked="" type="checkbox"/> E-mail Address	Michael Princivalli, Court Administrator (573) 886-4060 (573) 573-886-4070 Michael.Princivalli @courts.mo.gov
Dates of Prior Services:	-Present
Dollar Value of Prior Services:	\$
Description of Prior Services Performed:	Adult Drug Court Services in an intensive substance abuse treatment program provided through a partnership with Pathways and the 13 th Judicial Circuit.

As the contact person for the reference provided above, my signature below verifies that the information presented on this form is accurate. I am available for contact by OSCA for additional discussions regarding my company's association with the offeror referenced above:


Signature of Reference Contact Person

3/12/14
Date of Signature

EXHIBIT A

PRIOR EXPERIENCE

The offeror should copy and complete this form for each reference being submitted as demonstration of the offeror and subcontractor's prior experience. In addition, the offeror is advised that if the contact person listed for the reference is unable to be reached during the evaluation, the listed experience may not be considered.

Offeror Name or Subcontractor Name: <u>Pathways Community Behavioral Healthcare, Inc.</u>	
Reference Information (Prior Services Performed For:)	
Name of Reference Company:	15 th Judicial Circuit of Missouri
Address of Reference Company: <input checked="" type="checkbox"/> Street Address <input checked="" type="checkbox"/> City, State, Zip	1101 Main Street Lexington, Missouri 64067
Reference Contact Person Information: <input checked="" type="checkbox"/> Name <input checked="" type="checkbox"/> Phone # <input checked="" type="checkbox"/> E-mail Address	Cindy Heins, Circuit Judge's Secretary (660) 463-5834 cindy.heins@courts.mo.gov
Dates of Prior Services:	1996-Present
Dollar Value of Prior Services:	\$35,000.00
Description of Prior Services Performed:	Provides treatment for alcohol and drug abuse offenders referred by the Lafayette County Circuit Court. Adult Drug Court is 18 months in duration. Treatment services contracted with Pathways Community Behavioral Healthcare, Inc.

As the contact person for the reference provided above, my signature below verifies that the information presented on this form is accurate. I am available for contact by OSCA for additional discussions regarding my company's association with the offeror referenced above:

Cindy A. Heins

Signature of Reference Contact Person

3-7-14

Date of Signature

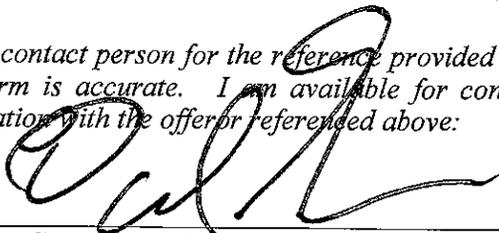
EXHIBIT A

PRIOR EXPERIENCE

The offeror should copy and complete this form for each reference being submitted as demonstration of the offeror and subcontractor's prior experience. In addition, the offeror is advised that if the contact person listed for the reference is unable to be reached during the evaluation, the listed experience may not be considered.

Offeror Name or Subcontractor Name: <u>Pathways Community Behavioral Healthcare, Inc.</u>	
Reference Information (Prior Services Performed For:)	
Name of Reference Company:	19 th Judicial Circuit of Missouri
Address of Reference Company: <input checked="" type="checkbox"/> Street Address <input checked="" type="checkbox"/> City, State, Zip	Cole County Courthouse P.O. Box 1870 Jefferson City, Missouri 65101
Reference Contact Person Information: <input checked="" type="checkbox"/> Name <input checked="" type="checkbox"/> Phone # <input checked="" type="checkbox"/> E-mail Address	Honorable Patricia S. Joyce (573) 634-9178 pjoyce@courts.mo.gov
Dates of Prior Services:	1998-Present
Dollar Value of Prior Services:	\$84,000.00
Description of Prior Services Performed:	Adult Drug Court Services in an 18-month intensive substance abuse treatment program provided through a partnership with Pathways and the 19 th Judicial Circuit.

As the contact person for the reference provided above, my signature below verifies that the information presented on this form is accurate. I am available for contact by OSCA for additional discussions regarding my company's association with the offeror referenced above:



Signature of Reference Contact Person

3/12/19

Date of Signature

EXHIBIT A

PRIOR EXPERIENCE

The offeror should copy and complete this form for each reference being submitted as demonstration of the offeror and subcontractor's prior experience. In addition, the offeror is advised that if the contact person listed for the reference is unable to be reached during the evaluation, the listed experience may not be considered.

Offeror Name or Subcontractor Name: <u>Pathways Community Behavioral Healthcare, Inc.</u>	
Reference Information (Prior Services Performed For:)	
Name of Reference Company:	Cedar County Drug Court
Address of Reference Company: <input checked="" type="checkbox"/> Street Address <input checked="" type="checkbox"/> City, State, Zip	Vernon County Courthouse, 100 W. Cherry, Suite A Nevada, Missouri 64772
Reference Contact Person Information: <input checked="" type="checkbox"/> Name <input checked="" type="checkbox"/> Phone # <input checked="" type="checkbox"/> E-mail Address	Honorable James R. Bickel or David Heumader (Circuit Court Administrator) (417) 667-2525 <u>David.heumader@courts.mo.gov</u>
Dates of Prior Services:	July 2001-Present
Dollar Value of Prior Services:	\$50,000.00
Description of Prior Services Performed:	Provide substance abuse treatment services, served on the initial Drug Court organizing committee and assisted in shaping the vision, goals and programming for the Cedar County Drug Court.

As the contact person for the reference provided above, my signature below verifies that the information presented on this form is accurate. I am available for contact by OSCA for additional discussions regarding my company's association with the offeror referenced above:



Signature of Reference Contact Person

3-4-2014

Date of Signature

EXHIBIT A

PRIOR EXPERIENCE

The offeror should copy and complete this form for each reference being submitted as demonstration of the offeror and subcontractor's prior experience. In addition, the offeror is advised that if the contact person listed for the reference is unable to be reached during the evaluation, the listed experience may not be considered.

Offeror Name or Subcontractor Name: <u>Pathways Community Behavioral Healthcare, Inc.</u>	
Reference Information (Prior Services Performed For:)	
Name of Reference Company:	Department of Mental Health - Division of Behavioral Health
Address of Reference Company: <input checked="" type="checkbox"/> Street Address <input checked="" type="checkbox"/> City, State, Zip	1706 E. Elm Street Jefferson City, Missouri 65101
Reference Contact Person Information: <input checked="" type="checkbox"/> Name <input checked="" type="checkbox"/> Phone # <input checked="" type="checkbox"/> E-mail Address	Mrs. Laurie D. Epple 573-526-8159 Laurie.epple@dmh.mo.gov
Dates of Prior Services:	1991 to Present (Divisions of ADA and CPS)
Dollar Value of Prior Services:	\$43,172,388.41
Description of Prior Services Performed:	ADULT SERVICES: Targeted Case Management, Community Psychiatric Rehabilitation Program (outpatient case management, medication management and psychosocial rehabilitation), Integrated Dual Diagnosis Treatment and Community Crisis Services. CHILDREN SERVICES: Targeted Case Management, Community Psychiatric Rehabilitation Program (outpatient case management, medication management and psychosocial rehabilitation) and Crisis Services. CSTAR (Comprehensive Substance Abuse Treatment and Rehabilitation): Substance Abuse Treatment in Residential and Outpatient Services, Primary Recovery Plus (outpatient substance abuse treatment in conjunction with faith based providers), SATOP, C2000.

As the contact person for the reference provided above, my signature below verifies that the information presented on this form is accurate. I am available for contact by OSCA for additional discussions regarding my company's association with the offeror referenced above:



 Signature of Reference Contact Person

3/12/14

 Date of Signature

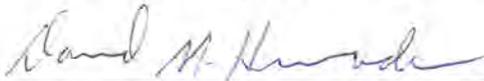
EXHIBIT A

PRIOR EXPERIENCE

The offeror should copy and complete this form for each reference being submitted as demonstration of the offeror and subcontractor's prior experience. In addition, the offeror is advised that if the contact person listed for the reference is unable to be reached during the evaluation, the listed experience may not be considered.

Offeror Name or Subcontractor Name: <u>Pathways Community Behavioral Healthcare, Inc.</u>	
Reference Information (Prior Services Performed For:)	
Name of Reference Company:	Vernon County Drug Court
Address of Reference Company: <input checked="" type="checkbox"/> Street Address <input checked="" type="checkbox"/> City, State, Zip	Vernon County Courthouse 100 W. Cherry, Suite A Nevada, Missouri 64772
Reference Contact Person Information: <input checked="" type="checkbox"/> Name <input checked="" type="checkbox"/> Phone # <input checked="" type="checkbox"/> E-mail Address	Honorable James R. Bickel or David Heumader (Circuit Court Administrator) (417) 667-2525 <u>David.heumader@courts.mo.gov</u>
Dates of Prior Services:	July 2001-Present
Dollar Value of Prior Services:	\$25,000.00
Description of Prior Services Performed:	Provide substance abuse treatment services, served on the initial Drug Court organizing committee and assisted in shaping the vision, goals and programming for the Vernon County Drug Court.

As the contact person for the reference provided above, my signature below verifies that the information presented on this form is accurate. I am available for contact by OSCA for additional discussions regarding my company's association with the offeror referenced above:



Signature of Reference Contact Person

3-5-2014

Date of Signature

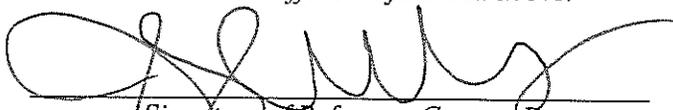
EXHIBIT A

PRIOR EXPERIENCE

The offeror should copy and complete this form for each reference being submitted as demonstration of the offeror and subcontractor's prior experience. In addition, the offeror is advised that if the contact person listed for the reference is unable to be reached during the evaluation, the listed experience may not be considered.

Offeror Name or Subcontractor Name: <u>Pathways Community Behavioral Healthcare, Inc.</u>	
Reference Information (Prior Services Performed For:)	
Name of Reference Company:	28 th Judicial Circuit Juvenile Division (Vernon, Barton, Cedar, Dade)
Address of Reference Company: <input checked="" type="checkbox"/> Street Address <input checked="" type="checkbox"/> City, State, Zip	100 W. Cherry Street, Suite 9 Nevada, Missouri 64772
Reference Contact Person Information: <input checked="" type="checkbox"/> Name <input checked="" type="checkbox"/> Phone # <input checked="" type="checkbox"/> E-mail Address	Jennifer Thomas or Brandi McInroy Jennifer Thomas: (417) 667-5015 - Brandi McInroy: (417) 667-5015 Jennifer.thomas@courts.mo.gov Brandi.McInroy@courts.mo.gov
Dates of Prior Services:	1998-Present
Dollar Value of Prior Services:	\$75,000.00 (Value of Current Services Provided)
Description of Prior Services Performed:	Referrals for targeted case management, individual and family counseling, parent-child interactive therapy.

As the contact person for the reference provided above, my signature below verifies that the information presented on this form is accurate. I am available for contact by OSCA for additional discussions regarding my company's association with the offeror referenced above:



Signature of Reference Contact Person

3.4.14

Date of Signature

EXHIBIT B

PERSONNEL EXPERTISE SUMMARY

(Complete this Exhibit for personnel proposed. Resumes or summaries of key information may be provided)

Personnel	Background and Expertise of Personnel and Planned Duties
<p>1. <u>Elisabeth Brockman-Knight, MA, LPC</u> (Name) <u>Sr. Dir.-Addiction Recovery & Prevention</u> (Title) <u>Administrative Management</u> (Proposed Role/Function)</p>	<p>Currently oversees Programming and Clinical Operations for 23 Drug Court Contracts- both CSTAR and OSCA funded. Extensive experience with addiction services and has been an advocate for recovery. Experience in co-occurring disorders. (See attached resume.) Planned Duties: Administration of all Pathways contracts.</p>
<p>2. <u>Sylvan “Lucky” Ward, LPC</u> (Name) <u>Director of Addiction Recovery NW</u> (Title) <u>Management</u> (Proposed Role/Function)</p>	<p>Ten (10) years experience. Supervises delivery of addiction recovery services in Pathways' NW region, including 2 residential units and 7 outpatient locations, Probation and Parole contracts and 4 drug courts. Member of 4 offender reentry programs. (See attached resume.) Planned Duties: Supervision of treatment courts.</p>
<p>3. <u>John Braucher, LCSW</u> (Name) <u>Director of Collaborative Care</u> (Title) <u>Management</u> (Proposed Role/Function)</p>	<p>Extensive experience in the field of mental health and substance abuse treatment. Oversees several adult drug courts in Pathways' SW region. Also, piloting reentry program in Vernon County jail. Experienced in integrative care. (See attached resume.) Planned Duties: Supervision of treatment court.</p>
<p>4. <u>Darren E. Facen, MA</u> (Name) <u>Director of Adolescent CSTAR</u> (Title) <u>Management</u> (Proposed Role/Function)</p>	<p>Oversees the clinical and administrative operations of adolescent residential and outpatient programs and adult drug courts in Pathway’s Eastern Region. Has extensive experience in administration and management of adolescent residential treatment programs. (Please see attached resume.) Planned Duties: Supervision of treatment courts.</p>
<p>5. <u>Karen Cade</u> (Name) <u>V.P. of Operations Central Region</u> (Title) <u>Administrative</u> (Proposed Role/Function)</p>	<p>Extensive experience in administration and management of Mental health and substance abuse programs for Pathways' Central region. (Please see attached resume.) Planned Duties: Administration/management for region.</p>
<p>6. <u>Deborah McKee, Ph.D.</u> (Name) <u>V.P. of Operations Eastern Region</u> (Title) <u>Administrative</u> (Proposed Role/Function)</p>	<p>Extensive experience in clinical service and clinical management. Key in implementing evidence-based practices and best practices in organization. Instrumental in development of federally funded drug court. (Please see attached resume.) Planned Duties: Administrative/management for region.</p>

EXHIBIT B

PERSONNEL EXPERTISE SUMMARY

(Complete this Exhibit for personnel proposed. Resumes or summaries of key information may be provided)

Personnel	Background and Expertise of Personnel and Planned Duties
<p>7. <u>Alissa Karnes, CRADC</u> (Name) <u>V.P. of Operations Northwest Region</u> (Title) <u>Administrative</u> (Proposed Role/Function)</p>	<p>Oversees administrative operations of behavioral health services in Louisiana programs. Ensures CARF and DHH/OBH contract compliance. Maintains consistent standards and service delivery across program area.</p> <p>(Please see attached resume.)</p> <p>Planned Duties: Administration of all Pathways</p>
<p>8. <u>Donni Kuck, LCSW</u> (Name) <u>V.P. of Operations Southwest Region</u> (Title) <u>Administrative</u> (Proposed Role/Function)</p>	<p>Extensive experience with addiction services. Currently oversees 10 active adult drug courts. Has provided leadership in the field of ADA for over 10 years and been an advocate for recovery. Experience in co-occurring disorders. Chairperson for Missouri Recovery Network Council. (Please see attached resume.)</p> <p>Planned Duties: Administration of all Pathways</p>
<p>9. <u>Pat Roscher, CRADC</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counselor</u> (Proposed Role/Function)</p>	<p>Broad knowledge of addiction and recovery, specializing in relapse prevention from substance abuse and from criminal thinking and criminality. Experience in working with offenders referred through Federal and State Probation and Parole, as well as the Missouri State Drug Court System. CSTAR Counselor. (Please see attached resume.)</p> <p>Planned Duties: Counseling services for treatment court.</p>
<p>10. <u>Charlotte O'Dell, CRAADC</u> (Name) <u>IDDT Counselor</u> (Title) <u>Counselor</u> (Proposed Role/Function)</p>	<p>Nine years experience as substance abuse counselor with additional experience as supervisor. Provides direct care for dually diagnosed individuals in Community Psychiatric Rehabilitation Program including addictions counseling and community support services. (Please see attached resume.)</p> <p>Planned Duties: Counseling services for treatment court.</p>
<p>11. <u>Tonja Martin, CRAADC, SQP</u> (Name) <u>Supervising Counselor</u> (Title) <u>Counselor</u> (Proposed Role/Function)</p>	<p>A substance abuse counselor with 23 years experience, including assessment, counseling, training, and drug court-specific experience.</p> <p>(Please see attached resume.)</p> <p>Planned Duties: Counseling services for treatment court.</p>
<p>12. <u>Jeff Wall, CRADC</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counseling</u> (Proposed Role/Function)</p>	<p>Treatment experience with adult and adolescent populations with substance abuse and mental health issues.</p> <p>(Please see attached resume.)</p> <p>Planned Duties: Provision of counseling services.</p>

EXHIBIT B

PERSONNEL EXPERTISE SUMMARY

(Complete this Exhibit for personnel proposed. Resumes or summaries of key information may be provided)

Personnel	Background and Expertise of Personnel and Planned Duties
13. <u>Whitney Hines, PLPC</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counselor for Treatment Court</u> (Proposed Role/Function)	Seasoned substance abuse and mental health counselor. Experience with all aspects of substance abuse treatment, including assessment, individuals and group counseling, co-Occurring disorders and supervision. (Please see attached resume.) Planned Duties: Provide counseling and assessment services to Treatment Court
14. <u>Robert Wissman, CRADC</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counselor for Treatment Court</u> (Proposed Role/Function)	Substance abuse counselor with Pathways since 2007, with previous experience with juvenile probation, drug education. Education in criminal justice and social work. (Please see attached resume.) Planned Duties: Counselor to treatment court.
15. <u>David Lentz, CRADC</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counselor for Treatment Court</u> (Proposed Role/Function)	Seasoned substance abuse counselor with experience in direct treatment and supervision. Has served as liaison to Probation and Parole and provided a number of specialty group services. (Please see attached resume.) Planned Duties: Counselor to treatment court.
16. <u>Genan Hanning, CCDP</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counselor for Treatment Court</u> (Proposed Role/Function)	Substance abuse counselor with certification as Co-Occurring Disorders Professional. Also, experienced with prevention services. (Please see attached resume.) Planned Duties: Provision of counseling services, including co-occurring counseling.
17. <u>Kelsey Esser, LMSW</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counselor for Treatment Court</u> (Proposed Role/Function)	Counselor providing services to individuals including Drug Court participants. Experience with Substance Abuse, Mental Health and Child Welfare, Individual and Group Counseling. (Please see attached resume.) Planned Duties: Provide counseling and assessment services to Treatment court.
18. <u>Stanley Ford, CRADC</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counselor for Treatment Court</u> (Proposed Role/Function)	Has been drug court counselor for Vernon County Adult Drug Court since its establishment. Well-established relationships with community partners. Seasoned substance abuse counselor. (Please see attached resume.) Planned Duties: Counselor to treatment court.

EXHIBIT B

PERSONNEL EXPERTISE SUMMARY

(Complete this Exhibit for personnel proposed. Resumes or summaries of key information may be provided)

Personnel	Background and Expertise of Personnel and Planned Duties
19. <u>Capri Taylor, LPC, CRAADC</u> (Name) <u>Outpatient Therapist</u> (Title) <u>Therapist</u> (Proposed Role/Function)	Therapist providing outpatient substance abuse treatment services and SATOP. Conducts group counseling sessions. (Please see attached resume) Planned Duties: Therapy/counseling services for treatment court.
20. <u>Lisa Spath, CRADC</u> (Name) <u>Drug Court Coordinator</u> (Title) <u>Counselor</u> (Proposed Role/Function)	Seasoned adult drug court counselor, who has provided substance abuse counseling services to Cole Co. Drug Court since 2001. Also experienced in criminal justice/corrections. Advanced training in marriage and family therapy. (Please see attached resume.) Planned Duties: Counseling and coordination of treatment for treatment court.
21. <u>Gretchen Hessler, LPC</u> (Name) <u>Outpatient Therapist</u> (Title) <u>Therapist</u> (Proposed Role/Function)	Accomplished therapist with experience with substance abuse and mental health disorders, codependency and sexual abuse survivors. (Please see attached resume.) Planned Duties: Therapy services for treatment court.
22. <u>Christopher Anderson, LPC</u> (Name) <u>Substance Abuse Therapist</u> (Title) <u>Counselor</u> (Proposed Role/Function)	Seasoned substance abuse and mental health counselor. Experience with all aspects of substance abuse treatment, including assessment, individual and group counseling, co-occurring disorders, and supervision. (Please see attached resume.) Planned Duties: Provide counseling and assessment services to treatment court.
23. <u>Lucas Taylor, LPC, CRADC</u> (Name) <u>Outpatient Therapist</u> (Title) <u>Therapist</u> (Proposed Role/Function)	Licensed counselor with experience in substance abuse and mental health treatment for individuals & families. Currently, providing therapy for drug court. (Please see attached resume) Planned Duties: Therapy/counseling services for treatment court.
24. <u>Patrick Tetrick, PLPC</u> (Name) <u>Addiction/Outpatient Therapist</u> (Title) <u>Therapist</u> (Proposed Role/Function)	Licensed counselor with experience in facilitating rehabilitation groups; assists in community reintegration process and provides therapy and provides therapy and group services to drug court clients. (Please see attached resume) Planned Duties: Therapy/counseling services for treatment court.

EXHIBIT B

PERSONNEL EXPERTISE SUMMARY

(Complete this Exhibit for personnel proposed. Resumes or summaries of key information may be provided)

Personnel	Background and Expertise of Personnel and Planned Duties
25. <u>Kathileen Grose, LPC, CRAADC, MARS</u> (Name) <u>Director of Addiction Recovery Services</u> (Title) <u>Management</u> (Proposed Role/Function)	Oversees quality and continuity of care for adult and adolescent substance use treatment programs. Recruits, hires and trains Addiction Recovery staff. Oversees all program operations to ensure we contract/certification requirements for DMH, Division of Alcohol and Substance Use, CARF, DOC, and special funding contract guidelines. (Please see attached resume.) Planned Duties: Specialized counseling to treatment court.
26. <u>Bailey Williams, PLPC</u> (Name) <u>Outpatient Therapist</u> (Title) <u>Therapist</u> (Proposed Role/Function)	Licensed counselor with experience in substance abuse and mental health treatment for individuals & families. Currently, providing therapy for drug court. (Please see attached resume) Planned Duties: Therapy/counseling services for treatment court.
27. <u>Sarah Gonzalez, BSW</u> (Name) <u>McCambridge Program Director</u> (Title) <u>Community Support Specialist & Coord.</u> (Proposed Role/Function)	Community Support Specialist with many years of experience in various aspects of service for both substance abuse and mental health issues. Special knowledge of maternity and parenting issues, smoking cessation techniques, community outreach and administration. (Please see attached resume.) Planned Duties: Community Support Services and Educational groups for program participants.
28. <u>Doireann O'Brien, LPC</u> (Name) <u>Family Therapist</u> (Title) <u>Therapist</u> (Proposed Role/Function)	Over 15 years experience providing Social Services. Broad knowledge of Mental Health, Addiction and Resiliency. Experienced in working with Children and Families. (Please see attached resume.) Planned Duties: Therapy services for treatment court.
29. <u>Clarissa Lovell, CRADC, SQP</u> (Name) <u>Outpatient Counselor Supervisor</u> (Title) <u>Therapy services for treatment court</u> (Proposed Role/Function)	Provides supervision for Pathways' NW Region Addiction Recovery team consisting of Outpatient Therapist, Counselor Trainees, and Community Support Specialists. (Please see attached resume) Planned Duties: Counselor to treatment court.
30. <u>Stephen Dittmer, PLPC, RASAC II</u> (Name) <u>Counselor</u> (Title) <u>Counselor</u> (Proposed Role/Function)	Accomplished Counselor with experience with substance abuse, Mental health and Co-occurring disorders. (Please see attached resume.) Planned Duties: Counseling services, including group services for Treatment court

EXHIBIT B

PERSONNEL EXPERTISE SUMMARY

(Complete this Exhibit for personnel proposed. Resumes or summaries of key information may be provided)

Personnel	Background and Expertise of Personnel and Planned Duties
31. <u>Courtney Haynes, LMSW</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counselor for Treatment Court</u> (Proposed Role/Function)	Seasoned substance abuse and mental health counselor. Experience with all aspects of substance abuse treatment, including assessment, individual and group counseling, co-occurring disorders. Extensive knowledge of HIV Education and treatment. (Please see attached resume.) Planned Duties: Provide counseling and assessment services to Treatment court.
32. <u>Tanya Weigand, MSW, LCSW</u> (Name) <u>Central Region Addiction Recovery Dir.</u> (Title) <u>Administrative</u> (Proposed Role/Function)	Extensive experience with addiction services. Oversees 6 active adult drug courts. Has provided leadership in the social service field for over 8 years and been an advocate for resiliency. Experience in substance abuse, Child and Family Counseling, co-occurring disorders, Child Welfare, Delinquency, training and other administrative duties. (Please see attached resume.) Planned Duties: Administration
33. <u>Jennifer Winslow, LPC</u> (Name) <u>Clinical Supervisor</u> (Title) <u>Therapist</u> (Proposed Role/Function)	A Clinical Supervisor with extensive experience in substance abuse counseling, Mental Health, Assessments, and Training. (Please see attached resume.) Planned Duties: Provision of Therapy services for treatment court.
34. <u>Cassandra Damlo, RASAC II</u> (Name) <u>Community Support Specialist</u> (Title) <u>Counselor</u> (Proposed Role/Function)	Currently a counselor with the Osceola Drug Court and Warsaw Recovery Court. Provides assessments, process, education groups and individual counseling. (Please see attached resume.) Planned Duties: Provision of Therapy services for treatment court.
35. <u>Andria McKinzie, CCJP</u> (Name) <u>ADA Counselor</u> (Title) <u>Counselor</u> (Proposed Role/Function)	Counselor with extensive experience in substance abuse counseling, Mental Health assessments. Currently Substance Abuse Counselor with Butler and Warsaw Drug Courts. (Please see attached resume.) Planned Duties: Provision of Therapy services for treatment court.
36. <u>Tracy Frazier, RASAC II</u> (Name) <u>ADA CSTAR Support Specialist</u> (Title) <u>Counselor</u> (Proposed Role/Function)	Provides assessments, process, education groups and individual counseling. (Please see attached resume.) Planned Duties: Provision of Therapy services for treatment court.

<p>37. <u>Janice Hendrix, CRADC, PLPC</u> (Name) <u>Substance Abuse Counselor</u> (Title) <u>Counselor</u> (Proposed Role/Function)</p>	<p>Provides assessments, process, education groups and individual counseling. Mental Health Access Crisis Intervention Team member providing crisis intervention. (Please see attached resume.)</p> <p>Planned Duties: Provision of Therapy services for treatment court.</p>
<p>38. <u>Yolanda Denny, LPC</u> (Name) <u>Therapist</u> (Title) <u>Therapist</u> (Proposed Role/Function)</p>	<p>Certified Reciprocal Alcohol Drug Counselor, Substance Abuse Counselor. Provides assessments, process, education groups and individual counseling. (Please see attached resume.)</p> <p>Planned Duties: Provision of Therapy services for treatment court.</p>
<p>39. <u>Kathleen Carew</u> (Name) <u>CSS – Drug Court</u> (Title) <u>CSS – Drug Court</u> (Proposed Role/Function)</p>	<p>Provides support for assessments, process, education groups and therapy for Drug court. (Please see attached resume.)</p> <p>Planned Duties: Provision of Therapy services for treatment court.</p>
<p>40. <u>Elizabeth Rowden</u> (Name) <u>Outpatient Therapist</u> (Title) <u>Therapist</u> (Proposed Role/Function)</p>	<p>Provides individual counseling to adolescent and adult mental health clients. Provides individual counseling to drug court participants, probation and parole clientele. Please see attached resume.)</p> <p>Planned Duties: Provision of Therapy services for treatment court.</p>
<p>41. <u>Robert James, QMHP</u> (Name) <u>Therapist</u> (Title) <u>Therapist</u> (Proposed Role/Function)</p>	<p>Current provider of Therapy services at Booneville Drug Court. (Please see attached resume.)</p> <p>Planned Duties: Provision of Therapy services for treatment court.</p>

ELISABETH BROCKMAN-KNIGHT, MA LPC

-
- Licensed Professional Counselor with extensive clinical and supervisory experience.
 - Experience in Individual, Family, and Group Counseling as well as assessment and diagnostic skills.

Licensed Professional Counselor# 2005025848

RELEVANT EXPERIENCE

Pathways Community Behavioral Healthcare, Inc. 2012- Present
800 Community Drive Clinton, Mo 64735
(660) 885-8131 Supervisor: Gloria Miller
Licensed Professional Counselor/ Senior Addiction Recovery and Prevention Director

Administrative Experience

- Provide Programming and clinical operations for all Addiction Recovery Services in Missouri and Louisiana.
- Oversee Addiction Recovery Contracts and Budgets for OP and Residential Department of Mental Health, Federal, Drug Court and Insurance Clients
- Oversee Programming and Clinical Operations for 5 Adult Residential treatment programs and 3 adolescent treatment centers.
- Oversee Programming and Clinical Operations for 23 Drug Court Contracts- both CSTAR and OSCA funded. Drug courts include DWI (SROP), Adult, Adolescent, and Breaking the Cycle. Drug Courts served over 5 service areas including Saline, Lafayette, Johnson, Bates, Osceola, Benton, Pettis, Vernon, El Dorado Springs, Cooper, Benton, Cole, Osage, Calloway, Lynn, Gasconade, Pulaski
- Supervision of 6 Regional Addiction Recovery Directors and Prevention Director
- Oversee development and Implementation of C200 Prevention Contract and other Prevention Grants
- Development of Clinical Programs and Policies
- Grant Writing
- Public Relations

Pathways Community Behavioral Healthcare, Inc 2006- 2012
800 Community Drive Clinton, Mo 64735
(660) 885-8131 Supervisor: Donni Kuck –
Licensed Professional Counselor/ Central Region Addiction Recovery Director

Clinical Experience

- Perform Assessments using the GAIN, ASIs, Diagnostic Evaluations and individualized treatment planning based on assessment and diagnosis.
- Facilitate educational, process, trauma and family therapy groups.
- Conduct Individual and Family counseling
- Crisis Intervention

Administrative Experience

- Provide Programming and clinical operations for 5 Outpatient Programs in the Central Region of the state.
- Oversee Contracts and Budget for OP and residential Department of Mental Health, Drug Court and Insurance Clients
- Oversee Programming and Clinical Operations for a 13 bed co-ed residential treatment program.
- Oversee Programming and Clinical Operations for 5 Drug Court Contracts
- Clinical Supervision of 13 Clinicians and facilitation of clinical staff meetings
- Development of Clinical Programs and Policies
- Public Relations
- Development of Drug Court Services

Phoenix Programs, Inc

2003- 2006

409 Vandiver Suite 101 Columbia, Mo 65201

(573) 875-8880 Supervisor: Deborah Beste

Licensed Professional Counselor/ Family Programs Coordinator/Outpatient Clinical Director –

Clinical Experience

- Perform Assessments using the ASI and SASSI, Diagnostic Evaluations and individualized treatment planning based on assessment and diagnosis.
- Facilitate educational, process and family therapy groups.
- Conduct Individual, Couples and Family counseling
- Crisis Intervention

Administrative Experience

- Directed the development of the agency’s Family Programs including the development of co-dependent program and services/
- Clinical Supervision of counselors and facilitation of clinical staff meetings
- Oversee Programming and Clinical Operations for an OP Department of Mental Health PR + Program.
- Clinical Supervision of 13 Clinicians and facilitation of clinical staff meetings
- Development of Clinical Programs and Policies
- Grant Writing
- Community Presentations of Agency Programs

**Metropolitan Organization Countering Sexual Assault
3100 Broadway Suite 400 Kansas City, Mo**

2001

(913) 642-0233 Supervisor: Paul Tamisea
Counselor-In-Training –

Clinical Experience

- Play Therapy
- Facilitate educational, process, trauma and family therapy groups.
- Conduct Individual and Family counseling
- Crisis Intervention

Community Counseling Services Kansas City, Missouri 2000
Graduate Practicum Student/ Counselor-In-Training

Non-For-Profit Counseling Agency Full Service Counseling Agency

Clinical Experience

- Perform Assessments, and individualized treatment planning based on assessment and diagnosis.
- Conduct Individual, Group and Family counseling

Missouri Division of Family Services 1996-1999
101 Furr Street Fayette, Mo 65248
(660) 248-3324 Supervisor: Margaret Stallman
Children's Service Worker – Salary \$26,500/year 40 hours per week

Clinical Experience

- Provided intensive case management services for families with open child abuse or neglect cases.
- Assisted with Placement of children into protective custody or foster care.
- Investigated Child Abuse or Neglect Hotline Reports and provided documentation for court.
- Provided Training for prospective Foster Care Families.
- Conducted observed parental visitation.

EDUCATION

University of Missouri Kansas City, Kansas City, MO
Masters of Arts degree in Counseling Psychology and Guidance/ Specialization
Community Mental Health, December 2002; GPA 4.0

Saint Louis University, Saint Louis, MO
Post-baccalaureate Studies in Clinical Psychology, 1999

University of Missouri Columbia, Columbia, MO
Post-baccalaureate Studies in Counseling Psychology, 1995

Central Methodist College, Fayette MO
Bachelor of Arts degree in Psychology / Minor: Sociology, June 1995

ORGANIZATIONS AND HONORS

- Board Member of Missouri Recovery Network
- Member of Sigma Pi Alpha, Sorority
- Member of Pi Gamma Mu, International Honor Society of Social Sciences, elected 1994
- Member of American Counseling Association
- Licensed Professional Counselor, licensed by the Missouri Committee for Professional Counselors

REFERENCES

Available Upon Request

State of Missouri

**Department of Insurance, Financial Institutions and Professional Registration
Division of Professional Registration
Committee for Professional Counselors
Licensed Professional Counselor**

**VALID THROUGH JUNE 30, 2016
ORIGINAL CERTIFICATE/LICENSE NO. 2006025848**

ELISABETH BROCKMAN-KNIGHT

Lore Heath
EXECUTIVE DIRECTOR

James A. Parker
DIVISION DIRECTOR

Sylvan E. Ward

OBJECTIVE: Director – Addiction and Recovery Services

To work in Missouri coordinating the delivery of mental health and substance abuse services to individuals and families. Work in an environment that provides a wide range of services to the community population.

EDUCATION:

➤ Master of Science Central Missouri State University Major: Psychology	August 2001 Warrensburg, MO 64093 Specialization: Clinical/Counseling Psychology
➤ Bachelor of Science Park University Major: Social Psychology	MAY 1997 Parkville, MO 64152
➤ Associate In Applied Science Community College of the Air Force Major: Security Administration	MAY 1995 Maxwell AFB, AL 36112
➤ Associate of Arts State Fair Community College Major: General Studies	December 1994 Sedalia, MO 65301 Emphasis: Psychology
➤ Associate In Applied Science Community College of the Air Force Major: Personnel Administration	November 1994 Maxwell AFB, AL 36112

CERTIFICATIONS:

<i>National Certified Counselor</i>	#91742
<i>Licensed Professional Counselor, MO</i>	#2001031968
<i>Certified Reciprocal Advanced Alcohol Drug Counselor, MO</i>	#2721
<i>Internationally Certified Advanced Alcohol and Drug Counselor</i>	#820
<i>National Provider Identifier</i>	#1275504540

EXPERIENCE:

<i>Director Addiction and Recovery Treatment Pathways Community Behavioral Healthcare Inc.</i>	<i>Aug2004- Present Clinton, MO</i>
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- ◆ Insure compliance with Federal, State, and Agency policies and directives.
- ◆ Plan, organize, direct and control the delivery of substance abuse services.
- ◆ Management of adult residential ADA program and clinical staff development.
- ◆ Coordinate with State and local agencies on delivery of adult substance abuse services.
- ◆ General supervision of residential staff and consumers.
- ◆ Administrative oversight of adult residential ADA unit budgeting.
- ◆ Coordination with referral agencies and other stakeholders in provision of Adult ADA services

*Drug and Alcohol Clinical Counselor
Pathways Community Behavioral Healthcare Inc.*

*July 2001 – Aug 2004
Clinton, MO*

- ◆ Complete intake on new clients
- ◆ Perform assessment for new clients
- ◆ Screen clients for psychiatric appointments
- ◆ Provide alcohol and drug addiction counseling to co-occurring clients
- ◆ Provide relapse prevention counseling
- ◆ Devise and coordinate a treatment plan for each new client
- ◆ Provide discharge and after care plans
- ◆ Coordinate referral services
- ◆ Provide group sessions in motivational therapy
- ◆ Meet weekly with the treatment team for client's best interest and welfare
- ◆ Diagnose and assess clients using DSM-IV criteria
- ◆ Maintain case files and clinical documentation for each client
- ◆ Provide therapeutic process groups
- ◆ Crisis response counselor
- ◆ Suicide prevention counselor

*Drug and Alcohol Clinical Counselor (Internship)
Pathways Community Behavioral Healthcare Inc.*

*January 2001- July 2001
Clinton, MO*

- ◆ Complete intake on new clients
- ◆ Perform assessment for new clients
- ◆ Provide alcohol and drug addiction counseling
- ◆ Devise and coordinate a treatment plan for each new client
- ◆ Provide discharge and after care plans
- ◆ Provide group sessions in motivational therapy
- ◆ Meet weekly with the treatment team for client's best interest and welfare
- ◆ Diagnose and assess clients using the DSM-IV, Global Assessment of Functioning Scale
- ◆ Maintain case files and clinical documentation for each client
- ◆ Provide therapeutic process groups

*First Sergeant
United States Air Force*

*September 1991 - November 2000
Retired February 2001*

Clinical Related Experience

- ◆ Maintain Random Urinalysis program, insuring proper protocol and chain of custody
- ◆ Perform career counseling to personnel
- ◆ Provide financial counseling to personnel
- ◆ Perform crisis response assessment, intervention, and disposition
- ◆ Chair substance abuse treatment team meeting
- ◆ Member of Family Advocacy domestic abuse intervention team
- ◆ Perform family counseling

- ◆ Perform death notification and grief counseling
- ◆ Perform assessment of personnel and coordinate with agencies to provide appropriate counseling services
- ◆ Perform health and physical fitness counseling

Management Related Experience

- ◆ General supervision of 150-460 personnel on all personal issues
- ◆ Supervise all human resource activities within the unit
- ◆ Coordinate Career Progression Training
- ◆ Training and Implementation of DOD, Air Force and Squadron policy
- ◆ Coordinate all remedial training and disciplinary action
- ◆ Establishment and oversight of award recognition programs
- ◆ Orientation of newly assigned personnel
- ◆ Coordinate discharge action on voluntary and involuntary separation
- ◆ Coordinate legal action as appropriate
- ◆ Coordinate with all units on base-wide personal issues
- ◆ Oversight of squadron safety program
- ◆ Establish morale building functions
- ◆ Management of training and personal records

Security Police

August 1979-September 1991

United States Air Force

PAST POSITIONS, MEMBERSHIPS, ACTIVITIES & AWARDS:

Offender Re-entry Committee – Pettis County	Field Instructor UMKC School of Social Work
Family Affected by Substance Use Coalition – Cass County	Internship site Administrator University of Central Missouri Department of Educational Leadership and Human Development
Family Affected by Substance Use Coalition- Lafayette County	Distinguished Graduate - Park University
Communtiy Partners for Rentry – Johnson & Henry county	President's Scholar - State Fair Community College
Offender Re-entry Committee – Cass County Offender Re-entry Committee – Johnson/Henry County	Chairman of RG Federal Credit Union loan committee
Lafayette/Ray, Clay Carroll counties.	Air Force Sergeants Association
Preceptor University of Missouri, Columbia Nursing School	Vice President of First Sergeant Council

REFERENCES: Available upon request

COMPUTER EXPERIENCE:

Windows Vista/95/98/XP, ME, NT, Office 97/2000/XP/2007, Excel, Powerpoint, Corel
WordPerfect , Netscape, Internet Explorer, Form Flow, Adobe.

MILITARY AWARDS/TRAINING

Military Awards	#
Meritorious Service award	2
Commendation Medal	4
Achievement Medal	1
Outstanding Unit	4
Good Conduct medal	7
National Defense	1
Quality Air Force Strategic Planning Course	
Quality Air Force Criteria Course	
Empowerment Course	
Quality Improvement Awareness course	
First Sergeants Academy	
Senior Noncommissioned Officers Academy	
Noncommissioned Officers Academy	
Defensive Driving Course	
OJT Supervisor's Orientation Course	
Noncommissioned Officers Leadership School	
USAF Supervisor's Course	
Supervisor Safety Training	
Military Typing Course	
Noncommissioned Officers Orientation course	
Advanced Driving Techniques	
Career Development Course for Security Police	
Security Police Specialist Course	

CONTINUING EDUCATION – WORKSHOPS & TRAINING:

Changing Healthcare Landscape

Addiction Technology Transfer Center		Daily Activities Functional Assessment	
University of Missouri KC		(DLA 20)	
May 10, 2013	6 hours	Pathways Community Healthcare	
Treatment Ethics		Jun 13, 2012	3.5 hours
MO Association of Drug Court Professionals		Spring Training Institute	
Apr 5, 2013	3 hours	Missouri Department of Mental Health	
Drug Court Conference		May 31-Jun 1 2013	15 hours
MO Association of Drug Court Professionals		Trauma-Experience	
Apr 5, 2013	13.5 hours	MO Dept of Mental Health	
Current Topics in Supervision of Counselors		Apr 12, 2012	2 hours
MO Mental Health Counselors Association		NIATx Change Leader Academy	
Mar 28, 2013	6.5 hours	NIATx	
Wellness Coach Training		Oct 19-20, 2011	12 hours
Pathways Community Health		Spring Training Institute	
Jan 15, 2013	23.5 hours	Missouri Department of Mental Health	
3.5 hours		May 19-20, 2011	13.5 hours

Cognitive-Behavioral Therapy for Anxiety Disorders

AffectPlus
March 5, 2011 12 hours

Handbook of Solution-Focused Brief Therapy

AffectPlus
February 25, 2011 20 hours

Evaluation and Goal Setting

Essential Learning
February 23, 2011 2 hours

Sexual Harassment Prevention Training for Supervisors 1800

Essential Learning
February 23, 2011 2 hours

Environmental Safety in the Workplace

Essential Learning
January 11, 2011 2 hours

Fire Safety 1800

Essential Learning
January 11, 2011 3 hours

Event/Incident Reporting 1800

Essential Learning
January 11, 2011 1 hours

HIPAA for Mental Health Professionals 1800

Essential Learning
January 11, 2011 1 hours

HIPAA Security Training 1800

Essential Learning
January 11, 2011 1 hours

Infectious Disease 1800

Essential Learning
January 11, 2011 2 hours

Abuse

Essential Learning
January 11, 2011 2 hours

Client Rights 1800

Essential Learning
January 11, 2011 2 hours

Workplace Violence 1800

Essential Learning
January 11, 2011 1.5 hours

Cultural Competence for the DSP - PO 1800

Essential Learning
January 11, 2011 1 hours

Customer Relations 1800

Essential Learning
January 11, 2011 1 hours

Corporate Ethics & Compliance PO 1800

Essential Learning
January 11, 2011 1 hours

Defensive Driving Training

Essential Learning
January 11, 2011 2 hours

Co-Occurring Disorders-1800

Essential Learning
January 4, 2011 3 hours

Documentation 1800

Essential Learning
January 4, 2011 2 hours

Sexual and Workplace Harrassment 1800

Essential Learning
January 3, 2011 2 hours

Addiction Recovery Ethics-Multi-Disciplinary Teams

P Pathways Community Behavioral Healthcare
October 21,2010 6 hours

Solution-Focused Therapy

Essential Learning
July 18, 2010 3 hours

Rapid Medicaid Eligibility

MO Division of Alcohol and Drug Abuse
May 11,2010 3 hours

Recovery Oriented Systems of Care

MO Division of Alcohol and Drug Abuse/SAMSHA
April 15,2010 6 hours

Environmental Safety 1800

Essential Learning
March 16, 2010 2 hours

“3 Day Core Competency Training”

US Department of Health and Human Services
Substance Abuse and Mental Health Administration

February 2-4, 2010 10.5 hours

Integrated Treatment for Co-Occurring Disorders Part 1--EBP

Essential Learning
March 28, 2009 3 hours

Integrated Treatment for Co-Occurring Disorders Part 2--EBP

Essential Learning
March 28, 2009 2 hours

Understanding Borderline Personality Disorder

Essential Learning
 March 23, 2009 2 hours

Cognitive Behavioral Therapy

Essential Learning
 March 15, 2009 2.5 hours

Eating Disorders: Diagnosis and Treatment

Essential Learning
 March 15, 2009 3 hours

Eating Disorders: Overview

Essential Learning
 March 15, 2009 1.5 hours

Panic Disorder Diagnosis and Treatment

Essential Learning
 March 15, 2009 2 hours

Abuse - 1800

Essential Learning
 February 14, 2009 1 hours

Ethics in Substance Abuse

Pathways Community Behavioral Healthcare
 September 23, 2008 6 hours

Integrated Substance Abuse Treatment and Family Therapy

Pathways Community Behavioral Healthcare
 September 5, 2008 6 hours

Motivation and Treatment Interventions in Alcohol Use Disorders

Essential Learning
 August 31, 2008 2 hours

Sleep Problems in Recovering Alcoholics

Essential Learning
 August 31, 2008 1.5 hours

Two New Studies on Addiction Medications

Essential Learning
 August 31, 2008 1.5 hours

Addiction – Biopsychosocial Model-PO

Essential Learning
 August 26, 2008 3 hours

Motivational Interviewing

Pathways Community Behavioral Healthcare
 August 15, 2008 13 hours

Implementation of Matrix Intensive Outpatient Model of Substance Abuse

Pathways Community Behavioral Healthcare
 June 7, 2008 14 hours

Co-Morbidity of Alcohol and Psych Problems

Essential Learning
 April 27, 2008 2 hours

Attachment Disorders: Theoretical & Treatment

Essential Learning
 April 27, 2008 3 hours

Motivational Interviewing

Essential Learning
 April 27, 2008 4 hours

Conflict Management

Essential Learning
 April 27, 2008 2 hours

Co-Occurring Disorders

Essential Learning
 April 27, 2008 3 hours

Dual Diagnosis

Essential Learning
 April 27, 2008 3 hours

What Exactly is OCD for People with IDD?

Essential Learning
 April 27, 2008 1 hours

Understanding Schizophrenia

Essential Learning
 April 26, 2008 3 hours

Schizophrenia: Best Clinical Practices

Essential Learning
 April 26, 2008 1.5 hours

Conduct Disorder and Oppositional Defiant Disorder

Essential Learning
 April 26, 2008 1.5 hours

Attachment Therapy

Essential Learning
 April 19, 2008 1.5 hours

WRAP – One on One

Essential Learning
 April 19, 2008 3 hours

Attachment Disorders & Treatment Approaches

Essential Learning
 April 19, 2008 1.5 hours

Bipolar Disorder

Essential Learning
 April 13, 2008 4 hours

Association for Advanced Training in the Behavioral Sciences	Laban's Addiction Specific Trainings
Sep 3, 2004	June 2003
12 hours	6 hours
Motivational Interviewing: Missouri COSIG	Spring Training Institute
ATTC - UMKC	Missouri Dept of Mental Health
August 3, 17, 2004	May 2003
13 hours	16.25 hours
Addiction Severity Index (ASI) Treatment Planning: Missouri COSIG	Living With Grief: Coping with Public Tragedy
ATTC - UMKC	Hospice Foundation of America
July 27, 2004	April 2003
6.5 hours	2.5 hours
MEDICATION Management: Missouri COSIG	Relapse Prevention Counseling
ATTC - UMKC	CENAPS Corporation
July 8, 2004	December 2002
3.25 hours	20 hours
Crisis Intervention Strategies, 4th Ed.:	Ethics: Whats the Big Deal
CE-credit.com	Pathways Community Behavioral Healthcare
June 8, 2004	November 2002
30 hours	7.5 hours
Dual Diagnosis in Addiction Treatment:	Co-Occurring Disorders and the Addicted Client
Graceland University	Pathways Community Behavioral Healthcare,
April 23, 2004	November 2002
6 hours	7.5 hours
COSIG Leadership Orientation: Addressing Need of Consumers with Co-Occurring Disorders	Group Counseling: Process and Techniques
ATTC - UMKC	Laban's Addiction Specific Trainings
March 25, 2004	September 2002
3 hours	15 hours
Marijuana Conference-Prevention & Advocacy - Dependency Treatment	Cultural Diversity in Counseling
NCADD - ATTC - UMKC	Laban's Addiction Specific Trainings
January 22, 2004	September 2002
5.5 hours	6 hours
Ethics II: What's the Big Deal	Motivational Counseling
Pathways Community Behavioral Healthcare, Inc.	Laban's Addiction Specific Trainings
December 2003	October 2002
7 hours	7 hours
Fundamentals Of HIV Prevention	Dual Diagnosis: Assessment Issues
Development Systems, Inc.	Laban's Addiction Specific Trainings
November 2003	June 2002
12.2 hours	6 hours
Aspirational Ethics	Ethics Training
Laban's Addiction Specific Trainings	Laban's Addiction Specific Trainings
June 2003	June 2002
6 hours	6 hours
HIV/AIDS Training	Addiction Based Treatment Planning
Laban's Addiction Specific Trainings	Laban's Addiction Specific Trainings
June 2003	June 2002
6 hours	6 hours
QPR Suicide Triage Training	Defense Mechanisms and Coping Strategies in Counseling
QPR Institute Training	Laban's Addiction Specific Trainings
June 18, 2003	June 2002
8 hours	6 hours
AIDS Rollercoaster: Counseling the AIDS	Spring Training Institute
	Missouri Dept of Mental Health
	May 2002
	16.25 hours

What's New With Providers

Central Region Offender Treatment Network

March 2002 12 hours

Maximize Your Potential

COMBAT Commission and Graceland

University

March 2002 7.5 hours

Integrating Treatment for PTSD

American Continuing Education, Inc.

October 2001 5.5 hours

Medical Records Documentation

Pathways Community Behavioral Healthcare,
Inc.

October 2001 2 hours

Trauma and Personality Disorders

American Continuing Education, Inc.

October 2001 5.5 hours

Developing Outcomes Monitoring Systems

Addiction Technology Transfer Centers

University of Missouri Kansas City

August 2001 7 hours

**Treatment for Adults with co-occurring
Disorders**

Addiction Technology Transfer Centers

University of Missouri Kansas City

August 2001 7 hours

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name: Ward, Sylvan Edwin
Profession Name: Professional Counselor
Licensee Number: 2001031968
Expiration Date: 6/30/2015
Original Issue Date: 11/17/2003
Address:
Address Con't:
City, State Zip: Warrensburg, MO 64093
County: Johnson
Practitioner DBA Name:
Certification Type:
Classification:

Discipline information is not being listed for this profession. You may contact the board directly to obtain discipline information.

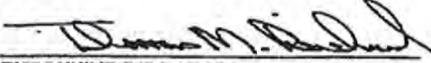
Missouri Division of Professional Registration
3605 Missouri Boulevard
P.O. Box 1335
Jefferson City, MO 65102-1335
573.751.0293 Telephone
800.735.2966 TTY
800.735.2466 Voice Relay
profreg@pr.mo.gov
<http://pr.mo.gov/>

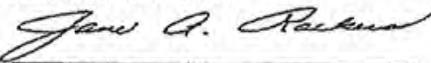
State of Illinois

**Department of Insurance, Financial Institutions and Professional Registration
Division of Professional Registration
State Committee for Social Workers
Clinical Social Worker (LCSW)**

VALID THROUGH SEPTEMBER 30, 2015
ORIGINAL CERTIFICATE/LICENSE NO. 001722

JOHN BRAUCHER


EXECUTIVE DIRECTOR


DIVISION DIRECTOR

Darren E. Facen

EDUCATION

- Present* Currently working on a PhD in Psychology from Capella University, Minneapolis MN, Harold Abel School of Psychology
- 2004* Lindenwood University, St. Charles MO., Graduate; received M.A. in Human Services Agency Management
- 1989* Tarkio College, Tarkio MO., Graduate; received B.A. in Psychology to include 1 year of Counseling Emphasis
- 1986* Army National Guard Academy for Non Commissioned Officers, Neosho MO., Graduate of Primary Leadership Development Course
- 1985* Army Training Center, Fort Jackson S.C., Graduate of Army Business Administration School; received diploma as an Administrative Specialist
- 1984* Cardinal Ritter College Prep. High School, St. Louis MO.: Graduate; receiving High School diploma

PROFESSIONAL EXPERIENCE

2010-2011 *Director of Residential Treatment Services*

Boy's & Girls Town, St. James Mo., providing leadership and oversight of day to day operations of Residential Treatment Programs for emotionally disturbed adolescents on the St. James Campus. Primary duties included providing leadership and direct supervision of each department director, to include Maintenance, Clinical Services, Nursing Services, Residential Milieu and Food Services. Responsible for the implementation of Core Values and overall philosophy as well as the methodology for establishing a culture of care for direct care practices and treatment services. Other responsibilities included marketing, development, strategic planning and financial management of the overall campus budget.

2005-2010 *Residential Treatment Program Services Coordinator*

Butterfield Youth Services, Marshall MO., working as part of the senior level management team, providing oversight, leadership, supervision and management of seven Residential Treatment Programs for severely emotionally disturbed adolescent males and females. Primary duties include the supervision of all facility supervisors, case managers and management aspects of each childcare group living program, development and implementation of overall philosophy and methodology of direct care services, design and refinement of management/leadership development training, supervision and training of all direct care staff and financial management of the overall department fiscal budget.

- 2000-Present Training & Development Specialist
- Independent Consultant: working collaboratively with senior level management and human resources to identify and assess training needs in various non profit organizations providing community based services. Evaluate the effectiveness of training and staff development programs. Design, facilitate and present trainings/workshops as well as prepare other facilitators to train participants.
- 2004- 2010 Adjunct Faculty Member
- Missouri Valley College, Marshall MO.: responsible for teaching Industrial & Organizational Psychology/Social Psychology of Formal Organizations, Social Psychology, Ethics and general Social Sciences.
- 1993-2005 Supervisor of Intensive Care Residence
- Butterfield Youth Services, Marshall MO., supervise and manage an Intensive Care Residential Treatment Facility for severely emotionally disturbed adolescents. Primary duties included management of the budget and physical facility; supervision and training of direct care staff; coordination and implementation of behavior modification programs; treatment planning, admission assessment, and behavioral goal development.
- 2000-2004 Team Development & Challenge Course Facilitator
- Adventure Woods, Kansas City, MO., responsible for planning, preparation, implementation and facilitation of Team Development & Outdoor-Wilderness Challenge Course objectives for various groups ranging from school age groups to corporate business executives. Required training and familiarity of presenting and interpreting various assessment tools such as; personality inventories, leadership skills analysis, interpretive group dynamics and experiential facilitation techniques.
- 1992-1993 Assistant Supervisor of Residential Treatment Program
- Butterfield Youth Services, Marshall MO., responsible for direct care of severely emotionally disturbed adolescents in a residential treatment program. Duties included assisting the supervisor in the management of the physical facility and budget; supervision and training of direct care staff; case management, treatment and behavioral goal development.
- 1989-1992 Residential Youth Care Specialist
- Butterfield Youth Services, Marshall MO., responsible for direct care of severely emotionally disturbed adolescents in a residential treatment program. Performed duties such as development of behavior modification goals; coordination of activities; dispensing psychotropic medications; teaching social skills and basic living skills.
- 1984-1990 Army National Guard
- Administrative Specialist, 129th FA, HHB, Maryville MO., responsibilities included computer data entry, filing, orientation of new recruits; general personnel record keeping and all business administrative aspects of managing a personnel office.

Professional Training & Course Work

Related to Substance Abuse Prevention and Recovery Support

- Completed Substance Abuse Prevention Specialist Training Program(40 contact hours)
ACT Mo & National Council on Alcoholism & Drug Abuse
- Completed Access to Recovery Training(15 contact hours)
Mo. Dept. of Mental Health Division of Alcohol & Drug Abuse
- Completed Foundations of Substance Use, Abuse & Dependence Training(6 contact hours)
Mo. Professional Substance Abuse Credentialing Board

Related to Treatment of Children & Behavior

- Treatment Planning
- Educational Psychology
- Positive Behavior Support
- Criminal Justice
- Understanding Human Behavior
- Child Development
- The Exceptional Child
- ADHD –Signs, Symptoms, Intervention
- Bi-Polar Disorder – Signs, Symptoms, Intervention
- PTSD – Signs, Symptoms, Intervention
- Oppositional Defiant Disorder – Signs, Symptoms, Intervention
- Behavior Modification Techniques
- Behavioral Goal Development
- Abnormal Psychology
- Psychotropic Medications

Related to Supervision & Management

- Situational Leadership
- Conflict Management
- Diversity Awareness
- Dealing With Difficult Employees
- Compassion Fatigue
- Principles of Adult Learning
- Principles and Techniques of Training
- Experiential Learning Model
- Experiential Training Techniques
- Performance Measurement & Evaluation
- Employee Job Satisfaction Assessment
- Training Needs Assessment
- Safe Crisis Management (SCM Certified Trainer)

Professional Coursework Continued...

Related to Human Services & Management

- Leadership & Professional Development
- Team Development Concepts
- Human Service Agency Management
- Financial Management of a Human Service Organization
- Fundraising & Development in Non Profit Organizations
- Grant Writing
- Organizational Psychology
- Organizational Management
- Organizational Development Concepts
- Strategic Planning
- Volunteer Management
- TQM (Total Quality Management)
- Applying Cultural Concepts To Organizations
- Marketing Concepts

COMMITTEES/DELEGATIONS

Board Member of Missouri Mental Health Association of Saline County, Marshall MO. 2006 to 2010. Served a single term as Vice President.

Board Member of YMCA (Salt Fork), Marshall MO. Elected to YMCA Board in 2009

Member of Missouri Employer Committee (MEC), MO. Department of Economic Development , Division of Workforce Development. 2005 to 2007

Member of American Psychological Association for Graduate Students(APAGS) and APA Student Affiliate. 2007 to Present

Member of State Wide Child And Youth Care Certification Board, Missouri Coalition of Children's Agencies, Jefferson City MO. 1993 to 2004

Member of Mar-Saline County Branch NAACP, Marshall MO. 1996 to 2010

Member of Multicultural Awareness Committee (Marshall Public Schools), Marshall . 2005 to 2007

CERTIFICATIONS

Certified Mental Health First Aide, Phelps County Child Advocacy Network, Rolla Mo. 2012

Licensed and Ordained Elder of Church of God In Christ, 2009 to present.

Licensed Minister of Church of God In Christ, 2000 to present.

Certified Child and Youth Care Professional, Missouri Coalition of Children's Agencies, Jefferson City, Mo., 1993

Certified Level 1 Med Aide, Missouri Coalition of Children's Agencies, Jefferson City MO., 1993

Certified Safe Crisis Management Instructor, JKM Training Inc., Carlisle PA., 1993 to 2010

PRESENTATIONS

Consultant (Oct, 2008): *Non Profit Board Development*. Concepts for Effective Services II Catholic Charities, of Kansas City - St. Joseph, Inc.

Facen, D. E. (2008). Presenter: *The Association Between Organizational Stress and the Culture of Care*. Missouri Coalition of Children's Agencies(MCCA), Annual State Wide Conference, Lake of the Ozarks, MO.

Facen, D. E. (2007). Presenter: *Points, Privileges, Consequences...Do Level Systems Really Work ?* Missouri Coalition of Children's Agencies(MCCA), Annual State Wide Conference, Lake of the Ozarks, MO.

Facen, D. E., Harris, B. A. (2006). Guest Lecturer: *Social and Mental Health Issues*. Missouri Valley College, Marshall MO.

Facen, D. E., Harris, B. A. (2006). Guest Lecturer: *Child Abuse and Neglect*. Missouri Valley College, Marshall MO.

Facen, D. E. (2005). Guest Lecturer: *Strategies for Managing Disruptive Behaviors in the Classroom*. William Woods University, Fulton MO.

Facen, D. E. (2004). Guest Lecturer: *Cultural Diversity and Awareness*. William Woods University, Fulton MO.

Facen, D. E. (2003). Presenter: *Team Development Strategies Workshop*. Missouri Valley College, Marshall MO.

Facen, D. E. (2003). Presenter: *Cultural Diversity and Awareness Workshop*. Marshall Public School District, Marshall MO.

Facen, D. E. (2002). Guest Lecturer: *Creating A Positive Team Environment*. Missouri Coalition of Children's Agencies(MCCA), Annual State Wide Conference, Lake of the Ozarks, MO.

Facen, D. E. (2002). Presenter: *Stress Management Workshop*, MVHR Community Action Agency, Marshall MO.

Facen, D. E. (2002). Presenter: *Conflict Management Style Inventory and Assessment Workshop*, MVHR Community Action Agency, Marshall MO.

Facen, D. E. (2001). Presenter: *Conflict Management Workshop*. MVHR Community Action Agency, Marshall MO.

Facen, D. E. (2001). Presenter: *Team Development Strategies Workshop*, MVHR Community Action Agency, Marshall MO.

References:

Carol Raynor, RN, MS, MSN

Keith Bishop, MS, LCSW

John Carton, ACSW

Charles Stephenson II
Power House Ministries/Power House Community Development Corporation

Karen Cade

HIGHLIGHTS:

Dedicated, results-driven senior level executive with over 30 years experience in the not-for-profit field. Proven ability to provide team leadership and develop strategies needed to remain committed to the mission of the organization while maintaining successful business practices. Excellent communication skills, strong work ethic, and collaborative yet decisive management style. Committed to continuous growth and improvement for both staff as well as the agency as a whole. Awareness of current trends and directions in the field of mental health.

PROFESSIONAL EXPERIENCE:

Compass Health

President, Family Counseling Center

Vice President of Operations, Central Region

Columbia, Missouri (travel throughout Mid-Missouri)

February 2012 to Present

- Provides leadership and oversight of the clinical, administrative, and financial operations of the central region of Compass Health
- Performs liaison, public relations and promotional activities for the organization in coordination with the public relations and community development departments
- Assists in program development and strategic planning and ensures efficient use of staff throughout the region
- Ensure consistent culture and positive customer service, troubleshooting complaints and concerns
- Oversees Central Region Advisory Board activities

Family Counseling Center of Missouri, Inc.

Executive Director

Columbia, Missouri

July 2011 to February 2012

Associate Director

Columbia, Missouri

September 1989 to June 2011

- Provide strategic direction, leadership and oversight of all programs in a

not-for-profit agency with a budget of approximately 4 million dollars and 125 employees.

- Directly supervise all Program Directors, Quality Improvement Director, Marketing Director, and Human Resource Coordinator.
- Monitor therapy, treatment, and prevention programs to assure compliance with contracts, certification standards, legal issues, agency policies and procedures, strategic goals, and agency mission.
- Oversee all areas of human resource department including staffing, conflict resolution, State and Federal regulations, and benefits.
- Serve as liaison with Department of Mental Health staff regarding contract and certification issues.
- Other duties include program planning and development, managing and problem solving budgetary issues and concerns, grant writing and reporting, policy development, and working directly with the Board of Directors on both routine and special projects.

Advent Enterprises, Inc.

Columbia, Missouri

1982- 1989

Work Site Manager, 10/86-9/89

- Developed and maintained administrative responsibility for Advent's Supportive and Transitional Employment programs.
- Supervised and trained Employment Training Specialists and served as a liaison between the Division of Vocational Rehabilitation and employers.
- Identified employment opportunities and job-site modifications needed for persons with disabilities to perform job duties.
- Completed annual and quarterly State and Federal program and budget reports.
- Served as a member of the management team.

Employment Training Specialist, 6/86-10/86

Vocational Evaluator, 3/86 -6/86, 1/83-4/84

Work Adjustment Specialist, 4/84-3/86

Assistant Vocational Evaluator, 7/82-1/83

EDUCATION:

Bachelor's Of Educational Studies, Department of Counseling and Personnel Services, University of Missouri-Columbia, August 1982

Rehabilitation Management Certificate Training Program,

University of Missouri, 1987 – 1988

SPECIALIZED TRAINING:

The Grantsmanship Center Training, August 2005
Personnel Law and Update Trainings
Commission on Accreditation of Rehabilitation Facilities (CARF)
Training, June 2010

AFFILIATIONS/GROUPS:

Member, Columbia Area Chamber of Commerce
Member, Women's Network
Past President, Columbia Lacrosse Club
Graduate of Leadership Columbia Program

References available upon request

DEBORAH RETTIG MCKEE, Ph.D.

Work Address: Pathways Community Behavioral Healthcare, Inc.
1450 E. 10th Street
Rolla, MO 65402
(573) 364-7551
debramckee@pbhc.org

Missouri License : 2002021883

Work History

2011- Present

**Vice President of Operations
Pathways Behavioral Healthcare, Inc.
Rolla, MO**

Duties: Responsible for efficient implementation of programs and contracts. Oversight of Human Resource and Facilities issues for the region. Served on Corporate executive team. Responsible for market research, acquisition, and development of new programming and opportunities. Leadership and project management of new initiatives. Full development and increased utilization of tele-health services. Facilitate system wide implementation of electronic medical record. Responsible for charitable fundraising in the Eastern Region.

2010- 2011

**Director of Special Projects
Pathways Behavioral Healthcare, Inc.
Rolla, MO**

Duties: Served on Corporate executive team. Responsible for market research, acquisition, and development of new programming and opportunities. Leadership and project management of new initiatives. Full development and increased utilization of tele-health services. Facilitate system wide implementation of electronic medical record.

2004 – 2010

**Director of Clinical Training and Outpatient Services
Pathways Behavioral Healthcare, Inc.
Rolla, MO**

Duties: Structured and served as clinical director for Psychology Intern and Resident Training Program. Facilitated and structured training programs on empirically validated treatments for clinical staff. Clinical director of all outpatient services in the Eastern Region of large rural community mental health organization. Responsible for 10 offices and more than 16 full time staff members. Supervision provided to psychology trainees and to supervisors of trainees.

2002 – 2004

**Staff Psychologist
Pathways Behavioral Healthcare, Inc.
Rolla, MO**

Duties: Provide outpatient services to clients of the surrounding local community. Services include; assessment, treatment planning, individual therapy, group therapy, family therapy, and behavioral modification.

2001 - 2002

**Postdoctoral Geropsychology Fellows
Milwaukee VA Medical Center**

Duties: Provide services to patients in Long-term care, Palliative care and Geriatric Evaluation and Management (GEM) units. Services include; assessment, treatment planning, individual therapy, group therapy, family therapy, and behavioral management. Additional responsibilities included working with a multidisciplinary team to determine an appropriate plan of care for residents, conducting staff training seminars, and supervision of Master's level clinician. In addition, served as co-facilitator for geriatric outpatient group through the Adult Day Health Program and the staff bereavement support group on the Palliative care unit. (40 hours a week)

2000 - 2001

Predoctoral Intern, Harvard Medical Fellow

**VA New England Healthcare System
Harvard Medical School**

Medical Liaison Psychology Rotation

Duties: Provided psychological services for a 20-bed inpatient spinal cord injury unit, spinal cord outpatients, and general medical outpatients. Services included; assessment, treatment planning, individual therapy, couples therapy, and behavioral management. Worked with a multidisciplinary care team to determine appropriate treatment planning and disposition of inpatients. (Total of 2080 hours required)

Geropsychology Rotation

Duties: Inpatient therapy and assessment provided to residents of a 40-bed skilled nursing home unit diagnosed with a variety of psychological disorders including: bipolar disorder, major depression, schizophrenia, and dementia. Responsibilities included working with a multidisciplinary team to determine an appropriate plan of care for residents, developing behavior plans for residents, conducting staff training seminars, and end of life care coordination. In addition, served as co-facilitator for geriatric outpatient group through the Geriatric Mental Health Clinic.

1999 - 2000

**Graduate Assistant
West Virginia School of Medicine
Department of Behavioral Medicine and Psychiatry
Morgantown, WV**

Duties: Conducted assessment and individual psychotherapy with inpatient and outpatient adults and older adults (age 65 plus) with anxiety disorders, mood disorders, personality disorders, adjustment disorders, substance abuse issues, and chronic pain; couples therapy; inpatient consultations; intake and disposition; clinical assessment of the family caregivers of individuals suspected of having cognitive disorders; clinical assessment of individuals with Alzheimer's disease; provided continued education workshops for senior

center staff on how to administer the Mini-Mental Status Exam (MMSE) and Geriatric Depression Scale (GDS), and on how to assess for family caregiver stress and burden.

1999 - 2000 **Therapist**
Quin Curtis Center Vertical Team
Morgantown, WV

Duties: In patient therapy and assessment provided to individuals with Post Traumatic Stress Disorder and axis I and II comorbid diagnoses.

1998 - 1999 **Consultant**
Hopemont Hospital
Terra Alta, WV

Duties: Inpatient therapy and assessment provided to residents diagnosed with a variety of psychological disorders including: bipolar disorder, major depression, schizophrenia, and dementia. Responsibilities included working with a multidisciplinary team to determine an appropriate plan of care for residents, developing behavior plans for residents, and conducting staff training seminars.

EDUCATIONAL HISTORY

2001

**Doctorate of
Philosophy**

Clinical Psychology
West Virginia University
Department of Psychology
Morgantown, WV

Dissertation:

The framing effect on older adult's medical decisions.
(Chair: Barry Edelstein, Ph.D.)
(Passed: May 4, 2001).

Preliminary
older Examination:
literature.

Health care surrogate decision-making for adults: A critical review of the literature.
(Passed: November, 1998)

1997	Master of Arts	University of Colorado Department of Psychology Colorado Springs, CO
	Thesis:	Evaluation of the multiple influences on the development of children's attitudes toward the elderly. (Chair: Sara H. Qualls, Ph.D.)
1995	Bachelor of Arts	Pennsylvania State University State College, PA Major: Psychology Minor: Business

PUBLICATIONS

Kamel, H. K., Mouton, C. P., & McKee, D. R. (2001). Culture and Loss. In the Hospice Foundation of America (Ed). Living with Grief: Loss in Later Life. Washington D.C.: The Hospice Foundation of America.

Edelstein, B. A., McKee, D. R., & Martin, R. A. (2000). Assessment of Older adults. In S. Whiteborne (Ed). Psychopathology in Later Life. New York: John Wiley and Sons.

Kogan, J., Edelstein, B., & McKee, D. (2000). Assessment of anxiety in older adults: Current status. Journal of Anxiety Disorders, 14, 109 - 132.

Edelstein, B., Kalish, K., Drozdick, L., & McKee, D. (1999). Assessment of depression and bereavement in older adults. In P. A. Lichtenberg (Ed.), Handbook on geriatric assessment, pp. 11 - 58. New York: Wiley.

CONFERENCE PRESENTATIONS

McKee, D. R., (2010, November) Developing a Profitable E-Health Practice. Paper presented at Institute for Behavioral Health Informatics. Open Minds. Baltimore, MD.

Kamel, H. & McKee, D. R. (2002, March). Facing the Challenges of Sexual Expression in the Nursing Home. Paper presented at the American Medical Directors Association Meeting in San Diego, CA.

Black, S., Edelstein, B., Martin, R., McKee, D., Goodie, J., Drozdick, L., & Kalish, K. (2001, July). Decision making across the life span: Preventive versus life-saving medical

procedures. Paper presented at meeting of the World Congress of Behavioral and Cognitive Therapies. Vancouver, BC.

McKee, D. R., Edelstein, B.A., & Martin, R. R. (2000). Suicide Assessment: Development of the Reasons for Living Scale for Older Adults. Poster presented at the Harvard Medical School Millennium Symposium "Future Research Trends/Opportunities in Aging, Boston, MA.

Edelstein, B. A., McKee, D. R., Martin, R. R., Goodie, J. L., Black, A. L., Drozdick, L. W., & Kalish, K. (2000). The roles of experience and knowledge in medical decision-making. Paper presented at the Annual meeting of the Gerontology Society of America, Washington, D.C.

Rankin, E., McKee, D. R., Lau, A. (2000) Use of mentoring to enhance staff detection of psychiatric problems in rural senior citizens. Paper presented at the Annual Meeting of the Gerontological Society of America, Washington, D.C.

Edelstein, B. A., McKee, D., & Martin, R. (2000). Older adults' reasons for living: Development of suicide assessment instrument. Paper presented at the 1st International Conference: Rural Aging: A Global Challenge. Charleston, WV.

McKee, D. R., McNeil, D. W., Weaver, B. D., Zvolensky, M. J., Graves, R. W., & Cohen, S. H. (2000). Oral Surgery Patient Data on the Fear of Pain Questionnaire-III. Poster presented at the International Association for Dental Research, Washington, D.C.

Kogan, J. N., McKee, D. R., Drozdick, L. W., & Edelstein, B. E. (1999). Anxiety assessment and a measure of the self-reported fear in older adults. Paper presented at the annual meeting of the Association for Advancement of Behavior Therapy, Toronto, Ontario, Canada.

McKee, D. R. (1999). Optimizing the care of older adults: What you should now. A roundtable discussion presented at the 33rd annual meeting of the Association for Advancement of Behavior Therapy.

McKee, D. R., Lewis, S. F., Edwards, S., Miele, V., Prahbu, V., Haut, M., Voelker, J., & Kaufman, H. (1999). Cognitive functioning in patients with chronic subdural hematomas. Poster presented at the American Psychological Association, Boston, MA.

Prabhu, V. C., Miele, V. J., McKee, D. R., Lewis, S., Robyn, S. Haut, M., Holt, B. J., Voelker, J. L., & Kaufman, H. H. (1999). Long-term functional and neuropsychological outcome following successful treatment of chronic subdural hematoma in the elderly. Paper presented at the Congress of Neurological Surgeons, Boston, MA.

Weaver, B., McNeil, D., Graves, R., McKee, D., Zvolensky, M., Capehart, K., &

Wilson, J. (1999). Fear of Pain in oral surgery patients. Poster presented at the meeting of the International Association for Dental Research, Vancouver, British Columbia, Canada.

McKee, D., & Edelstein, B. (1998). An examination of the construct validity of the Therapist Behavior Rating Form. Poster presented at the 32nd annual meeting, Association of Applied Behavior Therapy, Washington, DC, November.

McKee, D. R., Knaus, E., & Klebe, K. (1997). Don't say it louder, say it differently: Ways to increase understanding through a model of intellectual development. Poster presented at the Sixth National Conference on Education, Training, and Employment of Graduate Teaching Assistants. Minneapolis, MN, November.

Rettig, D., Segal, D. L., Qualls, S. H., Wacker, H., & Clemente, L. (1997). Relationship between coping and depression in outpatient older adults. Poster presented at the 50th meeting, Gerontological Society of America, Cincinnati, OH, November.

Rettig, D.C., Qualls, S.H., Segal, D.L., Clemente, L., Swisher, P., & Wacker, H. (1997). Senior Life Skills Assessment: Patient Characteristics, recommendations, and outcomes. Poster presented at the 105th annual meeting, American Psychological Association, Chicago, IL, August.

TEACHING EXPERIENCE

2002-2004 **Instructor**
Developmental Psychology
Webster University- Rolla, Missouri

Duties: Designed and taught Course in Developmental Psychology for Master's level students in a Counseling Psychology Program.

2002 **Small Group Leader**
Foundations of Clinical Psychiatry
Medical College of Wisconsin

Duties: Taught two sections of second year medical students in the fall term. Responsibilities included lecturing, supervision of clinical experiences, and grading.

2000 **Instructor**
Treatment of Exceptional Children

West Virginia University

Duties: Taught one section of 40 students in the fall term. Responsibilities included, course development, lecturing, test construction, grading, activity development and implementation.

1999 **Teaching Assistant**
Adult Behavior Therapy
West Virginia University

Duties: Responsibilities included providing a guest lecture on behavior therapy and older adults and conducting skill checkouts with first year doctoral students.

1997 -1998 **Instructor**
Introduction to Human Development
West Virginia University

Duties: Taught two sections of 60 students each in both the fall and spring semesters. Responsibilities included lecturing, testing, activity implementation, and grade assignment.

1995- 1997 **Lab Instructor**
Undergraduate Research Methods Course
University of Colorado at Colorado Springs

Duties: Taught the lab requirement of an undergraduate research methods course in psychology for four semesters, six lab sections total. Responsible for lecture, research coordination, discussion, grading, and evaluation.

1995 **Teaching Assistant**
Undergraduate Statistics Course
University of Colorado at Colorado Springs

Duties: Assisted the professor of an undergraduate statistics course. Responsible for grading of assignments and individual tutoring.

6298

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

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3605 Missouri Boulevard
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Jefferson City, MO 65102-1335
573.751.0293 Telephone
800.735.2966 TTY
800.735.2466 Voice Relay
profreg@pr.mo.gov
<http://pr.mo.gov/>

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name: McKee, Deborah Rettig
Profession Name: Psychologist
Licensee Number: 2002021883
Expiration Date: 1/31/2016
Original Issue Date: 9/7/2002
Address: 1450 E 10th St
Address Con't:
City, State Zip: Rolla, MO 65402
County: Phelps
Practitioner DBA Name:
Certification Type:
Classification:
Current Discipline Status: None

Alissa A. Karnes, CRADC

Experience:

Jan. 2011-
Current **Pathways Community Behavioral Healthcare, Inc.**
Director of Addiction Recovery Services in Louisiana

Oversee the administrative operations of behavioral health services in Louisiana programs. Ensure CARF and DHH/OBH contract compliance. Ensure effective contract and resource utilization. Maintain consistent standards and service delivery across agency programs. Explore and develop opportunities for ongoing revenue development.

Oct. 2000-
Dec. 2010 **Pathways Community Behavioral Healthcare, Inc.**
Rolla, Missouri
Director of Adolescent CSTAR Services – Southeast Region

Oversee the clinical and administrative operation of residential and outpatient adolescent CSTAR programs. Supervise subordinate staff and assure DMH contract compliance. Ensure that program adheres to certification requirements for accreditation agencies. Plan, organize, and implement program development. Provide clinical supervision on client cases and offer assistance and guidance with ongoing therapeutic interventions.

Nov. 1999-
Sept. 2000 **Southeast Missouri Community Treatment Center**
Salem, Missouri
Substance Abuse Counselor

Responsible for direct care services to co-ed adult population including group/individual therapy, client education, referral, and coordination of probation and parole services.

Aug. 1998-
Sept. 1999 **Cenla Chemical Dependency Council, Inc.**
Alexandria, La
Program Supervisor

Direct the clinical and administrative operation of a fifty-four bed residential facility for chemically dependent men, women and their children. Direct the activities of subordinate staff to ensure that all operational goals and standards are being achieved. Plan, organize, and implement service delivery. Review cases with staff and provide

assistance and guidance with ongoing therapeutic interventions. Prepare statistical, Quality Assurance, and federal program review reports. Prepare annual performance evaluations of subordinate staff. Screen and hire suitable staff to carry out tasks in support of program goals and objectives.

May 1997-
Aug. 1998 **Mat-Su Recovery Center**
Wasilla, Alaska
Intensive Outpatient Substance Abuse Coordinator

Develop and implement service delivery of Intensive Outpatient treatment program addressing needs of chemically dependent and dually diagnosed clientele. Provide screening, assessment, referral, individual/group counseling to a largely Alaskan native and involuntary client base. Coordinated with Probation and Parole for comprehensive service delivery.

Oct 1990-
April 1997 **Cenla Chemical Dependency Council, Inc.**
Alexandria, La
Program Manager

Directly responsible for the operation of a twenty-four residential facility serving chemically dependent women and their minor children. Supervise and coordinate the activities of subordinate staff. Conduct pre-admission interviews, open and maintain client case records, provide individual/group counseling as well as crisis intervention. Ensure that the facility is operated in accordance with all applicable standards.

Nov. 1989-
Oct. 1990 **Cenla Chemical Dependency Council, Inc.**
Alexandria, La
Program Technician

Direct care services to chemically dependent adults in a nineteen bed co-ed halfway house setting. Supervise resident activities, provide day-to-day assistance with basic life problem solving, and document client activities.

Education:

1984 Graduated Lafayette High School, Lafayette, Louisiana.

Professional Affiliations:

- 1996 Licensed as a Board Certified Substance Abuse Counselor through Louisiana State Board of Certified Substance Abuse Counselors (Lic. # 624) and Louisiana Substance Abuse Counselors and Trainers (Lic. # 595)
- 2000 Received reciprocal Missouri Substance Abuse Counselors' Certification Board Licensure as CSAC II (Lic. # 2349)
- 2000 Member Missouri Adolescent Addiction Providers (MAAP)
- 2010 President of Missouri Adolescent Addictions Providers (MAAP)
- 2006 Certified as a Global Appraisal of Individualized Needs (GAIN) Local Trainer for Pathways' ADA staff

DONNALYN J. KUCK

LICENSURE
1993

Licensed Clinical Social Worker, SWO04424

EDUCATION
1990

University of Kansas, Lawrence, Kansas 66045
Master of Social Work

1987

Northern State University, Aberdeen, South Dakota 57401
Bachelor of Science
Majors: Psychology, Sociology; Minor: Criminal Justice

WORK EXPERIENCE

Feb 2012-present

Vice President of Southwest Operations, Pathways Community Health, Clinton, MO 64735

- Serve as a member of the senior management team and oversee clinical, financial and administrative operations in the region
- Perform liaison, public relations and promotional activities for the organization in coordination with public relations and community development departments
- Develop and strengthen strategic regional partnerships with other organizations
- Assist in development activities (grant writing, investigating new lines of business, develop merger/acquisition opportunities, etc.)
- Participate and provide leadership in strategic planning process
- Ensure efficient use of staff and resources throughout region
- Promote consistent culture throughout the organization
- Act as primary regional troubleshooter regarding constituent concerns or complaints
- Consult with office managers in oversight of front office operations (reception, scheduling, data entry, etc.)
- Participate in CQI process

June 2001-present

Vice President of Addiction Recovery and Prevention Services, Pathways CBH, Inc., Clinton, MO 64735

- Provide clinical and administrative oversight for adolescent substance use services, SATOP, and adult substance use services.
- Provide oversight to prevention programs.
- This position is an expansion of my previous position and retained all of the previous responsibilities.

Dec. 1999-June 2001

Director of Adolescent Substance Abuse Services, Pathways CBH, Inc., Clinton, MO 64735

- Provide clinical and administrative oversight for three Adolescent Substance Treatment Directors who oversee three regional adolescent substance abuse services which include primary recovery (residential), intensive outpatient, and recovery maintenance services.
- Provide clinical direction regarding client records to assure quality and consistency.
- Participate in the development of goals and directions of the organization through the agency strategic planning process.
- Participate in meetings with Department of Mental Health and other entities to provide input and information into the processes which affect the organization's strategies.
- Prepare grants and proposals for new funding sources and perpetuation of existing funding

sources.

- Participate in Continuous Quality Improvement (CQI) Committee to provide input into the overall quality of programming and efficiencies of the organization.
- Oversee the Accreditation Committee with the CQI process whose responsibility it is to assure conformance with the Commission on Accreditation for Rehabilitation Facility (CARF) standards.
- Provide consultation and education to community agencies or groups as requested.
- Develop and cultivate referral sources.
- Provide input for contracts and managed care organization agreements.
- Participate in investigations of events regarding clients and staff.
- Determine staffing needs for program and sites
- Coordinate program certification surveys and billing audits.

July 1998-Dec. 1999

Community Psychiatric Rehabilitation Center (CPRC) Director, Pathways CBH. Inc., Clinton, MO 64735

- Provide clinical and administrative direction to eight Masters Level individuals, and 40 Bachelors Level individuals, serving an eight county area in six offices, working with adults with chronic and persistent mental illness.
- Train and evaluate job performance for Community Support Worker's Supervisors.
- Coordinate with Department of Mental Health staff to provide services for persons in supported housing.
- Participate in development of apartment living program.
- Coordinate program certification surveys and billing audits.

June 1993-July 1998

Community Psychiatric Rehabilitation Center (CPRC) Supervisor/Supported Employment Program Supervisor, Community Counseling Consultants, Clinton, MO 64735

- Supervise eight individuals working with clients who have chronic and persistent mental illness.
- Train community support specialists regarding issues related to the psychiatrically disabled.
- Complete assessments and screenings for CPRC and outpatient counseling.
- Evaluate needs of individuals in nursing homes.
- Implement and supervise Supported Employment Program.

June 1992-June 1993

Family Therapist, Intensive Family Counseling, Shawnee Mission, Kansas 66222

- Provide individual and family therapy to twelve families on a weekly basis utilizing Family Systems Theory.
- Coordinate services for each family.
- Assess needs of families and make referrals accordingly.
- Participate in interagency staffings for each family.
- Participate in agency development through staff meetings.

Aug. 1991-May 1992

Assistant Director of Residential Life/Complex Director, University of South Dakota, Vermillion, South Dakota 57069 Manage a residence hall of 650 students.

- Manage a residence hall of 650 students.
- Supervise, train, and evaluate 16 resident assistants, assistant hall director and full time receptionist.
- Advise Complex Counsel.
- Encourage responsibility of students through an educational disciplinary process.
- Coordinate the residence hall security program and campus escort service including supervising, training and evaluating 28 night watch and 3 supervisor assistants.
- Teach a course for Counseling and Guidance and Personnel Service.

Oct. 1990-Aug. 1991

Counseling Associate, West River Mental Health Center, Spearfish, South Dakota, 57783

- Provide individual, family, and group therapy.

- Participate in agency development through staff meetings.
- Coordinate a case management process in the Northern Hills area children with special needs.
- Attend and participate in an interagency network council for the Northern Hills area.

SPECIAL TRAININGS

Gorski Relapse Prevention Understanding Grief

Powerful Communication

Cultural Diversity

Managing Staff

DSM IV

Implementing a Juvenile Drug Court Sexual Abuse

Motivational Interviewing

1104

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name:	Kuck, Donnalyn
Profession Name:	Clinical Social Worker
Licensee Number:	004424
Expiration Date:	9/30/2015
Original Issue Date:	12/14/1993
Address:	
Address Con't:	
City, State Zip:	Clinton, MO 64735
County:	Henry
Practitioner DBA Name:	
Certification Type:	
Classification:	
Current Discipline Status:	None

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 Jefferson City, MO 65102-1335
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 800.735.2466 Voice Relay
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<http://pr.mo.gov/>

PAT E. ROSCHER**EDUCATION AND TRAINING:**

Bachelor of Arts in Alcohol and Drug Studies – Missouri Valley College, Marshall, Mo., 1998 Honors Graduate
Substance Abuse Traffic Offenders Program – Offender Management Unit, Offender Education Program, Weekend Intervention Program - 2002
National Association of Drug Court Professionals Symposium – June, 2002
Gorski Relapse Prevention Training – December, 2002
Federal Sweat Patch & UA Collection Training – 2001

EXPERIENCE:

Pathways Community Behavioral Healthcare, Inc., Clinton, Mo.: CSTAR Counselor - May, 2001 to Present; Benton Co. Drug Court Counselor – June, 2002 to Present; Adult Residential Counselor Trainee – August, 1998 to May, 2001
Butterfied Youth Services, Marshall, Mo.: Direct Child Caregiver – 1998

CERTIFICATIONS AND MEMBERSHIPS:

Missouri Certified Substance Abuse Counselor – April, 2001
SATOP Qualified Professional – 2002
Pi Gamma Mu Honor Society – Member since 1996

AREAS OF EXPERTISE:

Broad knowledge of addiction and recovery, specializing in relapse prevention, the disease model, 12 step recovery programs, and co-occurring disorders, as well as relapse prevention from criminal thinking and criminality. Experienced in working with offenders referred through the Federal and State Probation and Parole offices, as well as the Mo. State Drug Court System.

**Missouri Substance Abuse Professional Credentialing
Board**

**P.O. Box 1250, Jefferson City, Missouri 65102-1250
573-751-9211, fax: 573-522-2073
help@msapcb.com**

Name	Pat E. Roscher
LEVEL	CRADC
CERTNO	2450
CERTDATE	10/22/2009
STATUS	Active
EXPDATE	10/31/2014
MSAPCB Supervision Number	

[Print This Page](#)

Resume for Charlotte O'Dell

IDDT Counselor, Mid-West Behavioral Healthcare Management, Inc. Pathways CBH, Inc. Warsaw
Transferred December 2009 and currently in this position.

Function: Direct care for dually diagnosed individuals in Community Psychiatric Rehabilitation Program, including addictions counseling and community support services. Confer and assist with telemed and on site psychiatric visits as well as refer clients to our partner in the facility; a medical clinic which provides primary, outpatient care for the low income community. Introduce the vanguard of "Health Care Home" to all participating in programs provided by Pathways and healthcare partners.

Key accomplishment: A paradigm shift from treatment to recovery model of care for those suffering mental illness coupled with substance involvement.

Substance Abuse Professional, Pathways CBH, Inc. Clinton and Warsaw, Missouri 2000 – 2009

Function: Provided individual and group counseling for an outpatient program which served several fund sources; CSTAR – Comprehensive Substance Treatment and Rehabilitation, Department of Corrections – counseling and drug surveillance of locally supervised offenders, US Probation/Parole – counseling and surveillance of Federal offenders, Department of Transportation – assessment, educational and counseling program provision. Substance Abuse Traffic Offenders Program – assessment, education and counseling all levels required by Missouri Motor Vehicle Division.

Key accomplishments: Successfully trained and prepared candidates through the state certification process for substance abuse professionals. Participated as an evaluator for the Missouri certification board.

Community Support Supervisor, Pathways CBH, Inc. Clinton, Sedalia and Higginsville, MO. 1998 – 2004

Function: Completed initial comprehensive assessments for outpatient addiction recovery programs, supervised direct care staff, supervised van drivers and provided in-service training for our treatment team of approximately 20 staff. Maintained a reduced case load for individual counseling.

Key accomplishments: Recruited, interviewed, referred for hire, trained and monitored new hires through the probationary period. Conducted disciplinary actions, released unsuccessful employees, participated in worker compensation hearings, improved procedures and accountability of drivers.

Counselor, Pathways CBH, Inc. Clinton, MO. 1992 – 1998

Function: Counselor for residential addiction treatment for six months. Outpatient individual and group counseling for five years.

Key accomplishments: Certified Substance Abuse Counselor, international reciprocity and DOT credential as Substance Abuse Professional. Along with husband, transferred 200 head cow/calf operation from New Mexico to Missouri; at that time the largest registered Simmental herd in Missouri. Champion bull American Royal Livestock Show, 1998.

Resume, Charlotte O'Dell, page two

Case manager – Counselor, Counseling Associates Incorporated, Roswell, New Mexico 1990 – 1991

Function: Assistant to program director, Community Corrections program – interviewed and assisted with evaluation of minimum security prisoners for early release from NM Department of Corrections. Provided counseling and case management including drug/alcohol surveillance. Maintained contact with local probation/parole officers.

Key accomplishments: Acquired confidence as a promoter of change in the lives of offenders and their families. American Correctional Association-membership

Mimbres River Fruit and O'Dell Simmental, Faywood and Silver City, New Mexico 1985 – 1990

Function: Orchard and ranch management including property, livestock and employee management, organized marketing and financial aspects of both businesses.

Key Accomplishments: Established the brand: Mimbres River Fruit & Developed prize winning livestock.

Children's Psychiatric Hospital, University of New Mexico, Albuquerque, NM 1979 – 1985

Function: Counselor for two age groups; 6-9 and 10-12, following clinical intervention plans, managed and performed daily care, contributed during clinical staff meetings and grand rounds. Unit coordinator and center-wide supervisor.

Key Accomplishments: Administrative: medical/behavioral staff collaborator as center-wide supervisor.

Psychologist Assistant, Jeannette Reed, Albuquerque and Corrales, New Mexico 1972 – 1979

Function: Play therapy and case management in a Special Education Center (K – 9), editorial assistant.

Key accomplishments: Therapy project published as case studies in, **Sand Magic** by Jeannette P. Reed, 1975. C. G. Jung Study Group: Secretary and member.

Education: Bachelor of Arts, Goddard College, Plainfield, Vermont 1975 Major - Psychology
Graduate credits : Guidance & Counseling, Art Education, Management, Clinical supervision training

Interests: Music, Equine breeding and training, Leather craft

Credentials: Certified Reciprocal Advanced Alcohol Drug Counselor 8/9/01 - present

Substance Abuse Professional – 9/17/04- present ICRC – 6/10/94 - present

References:

Will be provided under separate cover.

**Missouri Substance Abuse Professional Credentialing
Board**
P.O. Box 1250, Jefferson City, Missouri 65102-1250
573-751-9211, fax: 573-522-2073
help@msapcb.com

Name	Charlotte S. O'Dell
LEVEL	CRAADC
CERTNO	1785
CERTDATE	4/13/1996
STATUS	Active
EXPDATE	10/31/2015
MSAPCB Supervision Number	18

[Print This Page](#)

Tonja R. Martin BA CRAADC

Employment Pathways Community Behavioral Healthcare, Inc.

2012-2013 Supervising Counselor

Maintain quality and continuity of services.
Facilitated team review and staff meetings.
Staff Supervision.

2012-2007 Substance Abuse Counselor

Individual and Group Counseling

Administer ASI

Administer ASI-MV

Administer DRI

Participate in treatment team meetings with outside agencies.
Referrals to Pathways and other community organizations as needed.

2007-2001 Director of Adolescent CSTAR

Pathways Community Behavioral Healthcare, Inc.

Maintain quality and continuity of services.

Oversees all staff operations.

Directs recruitment, hiring and training of staff.

Assures compliance and coordination with
DMH rules and regulations.

Ensures all certification requirements for DADA,
CARF, and/or other accredited agencies are fulfilled.

Liaison between clients and Juvenile/Probation Officers.

Promotes program activities with local school systems
and community leaders.

Assisted in creation and implementation of Adolescent
Substance Abuse Program.

Peer Review Committee.

2001

Assistant Director

Pathways Community Behavioral Healthcare, Inc.

Served as adjutant to the Director.

Facilitated team review and staff meetings.

Certified Advanced Substance Abuse Counselor.

Trainer for Adolescent Substance Abuse Programs.

Administered assessments for Clinton, Rolla, Jefferson City and Columbia C-STAR Programs.
Peer Review Committee.
Assisted in creation and implementation of Adolescent Substance Abuse Curriculum.
Maintained positive leadership role and support for staff.
Liaison between clients and Juvenile/Probation Officers.

- 1999-1989 Counselor
Pathways Community Behavioral Healthcare, Inc.
- Coordinated admissions for Adolescent C-STAR
Provided clinical review and updates to insurance companies.
Created, provides and facilitated family and client orientation Of Adolescent C-STAR Program.
Performed comprehensive assessments MASCA for Adolescent C-STAR Program.
Created and implemented process and educational groups.
Created and implemented family groups that focused on co-dependency, parent/child relationships.
Referrals to other community, private organizations as needed.
Peer Review Committee
- 1999-1994 Adolescent Counselor
Pathways Community Behavioral Healthcare, Inc.
- 1994-1991 Recreational Therapist
Pathways Community Behavioral Healthcare, Inc.
- 1991-1990 Substance Abuse Counselor Trainee
Pathways Community Behavioral Healthcare, Inc.
- 1990 Residential Substance Abuse Technician
Pathways Community Behavioral Healthcare, Inc.

Education Bachelor of Arts with Major in Recreation
and Leisure Management. May 1988
Rehabilitation, Education and Business, Overall GPA 3.1
Tarkio College
Tarkio, Missouri 64491

Training

MATRIX Training - 2/13/2009.
SATOP Qualified Professional - 12/22/2008.
Counselor Skills Training – 1/24/2007
Midwest Essential Supervisor Skills Training – 5/17/2007.
Federal Patch/UA Training 12/7/2007
GAIN-I Instructor- 1/3/2006
Motivational Interviewing Training – 5/20/2006
CAFAS Training - 7/19/2006
CASAC- 8/8/2001

1117

Missouri Substance Abuse Professional Credentialing Board
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573-751-9211, fax: 573-522-2073
help@msapcb.com

	Tonja R. Martin
LEVEL	CRAADC
CERTNO	1386
CERTDATE	8/8/2001
STATUS	Active
EXPDATE	10/31/2015
MSAPCB Supervision Number	150

[Print This Page](#)

Jeffrey L. Wall, BS, CRADC, Substance Abuse Counselor

Objective

A challenging and rewarding career assisting individuals with the education, skills and insight to appropriately manage mental health, and drug and alcohol addictions, within adult populations.

Summary

- * Individualized treatment of individuals with chemical dependency , and mental health issues.
- * Comfortable with rural settings
- * Experienced with adolescent treatment, adult mental health treatment and insightful with adult chemical dependency.

Education and Certifications

Bachelor of Science, CMSU, 2003, Major in Sociology with Minor in Psychology

Credentialed RASAC II, 2009

Credentialed CRADC, 12/21/2012

Yearly continuing education with Pathways, on file, with relation to position held

Employment History

2009- Present CRADC, Substance Abuse Counselor

Pathways Behavioral Community Healthcare, Incorporated, CSTAR, Warsaw, Missouri, as a Substance Abuse Counselor. This position allows me the opportunity to work with adults who suffer from substance abuse issues, and address minor issues that may occur from co-occurring issues of mental illness. I am learning how to lead educational and process groups with adult substance abuse clients, how to created relevant groups related to substance abuse abstinence, anger management and parenting skills, how to individualize treatment plans to address substance abuse issues in all areas of their lives, and am able to make referrals based on my experience with CPRC to agency offices within and outside of Pathways, in order to address secondary needs of clients in the Warsaw community.

2004-2009 Community Support Services

Pathways Behavioral Community Healthcare, Incorporated, CPRC, Warsaw, Missouri

Transferred to the CPRC Unit at Warsaw, after completing college degree, to work with mentally challenged, adult clients. Worked with individuals to develop plans to increase skills to enhance clients lives, and well-being, within the community. Taught life skills, assisted with communication to medical and social agencies in order to improve the quality of client's lives.

2003-2004 Mental Health Technician

Pathways Behavioral Community Healthcare, Incorporated, Adolescent Unit, Clinton, Missouri

Re-hired with the adolescent unit as an outpatient technician with Level II. Worked with adolescents to meet their needs in developing workable plans to gain and maintain healthy lifestyles. free of chemical abuse in educational group settings.

6/2001-12/2001 Corrections Officer

Missouri Department of Corrections, Boonville Correctional Center, Boonville, Missouri

Completed training with the Department of Corrections and assigned to Boonville to work as a Correctional Officer. Was able to leave the position, in order to devote myself fully to completing my college education, due to my father's death.

1997-2001 Lead Mental Health Technician

Pathways Behavioral Community Healthcare, Incorporated, Adolescent Unit, Clinton, Missouri

Primarily functioned as Lead Tech on the night shift, assisted in assuring the quality of chart material, supervised adolescent inpatient residence, to insure client safety and compliance with rules of the facility. Worked some day and swing shifts and lead adolescent groups. Attended educational seminars for continuing education, per yearly requirements.

1983-1999 Pest Control Operator

Rhodes Extermination, Montrose, Missouri

Pest control operator for a private business that was eventually purchased by my step-father and my mother. I worked for their business and assisted with the operation and sales related to the business, until my personal health issues related to the chemical exposure prohibited my continued work there. I also began attending college while employed with the company and assisted in training new operators in the company.

Volunteer Experience

State of Missouri, Department of Corrections, Division of Probation and Parole, Sedalia, Missouri, 2000-2001

Missouri Substance Abuse Professional Credentialing Board

P.O. Box 1250, Jefferson City, Missouri 65102-1250

573-751-9211, fax: 573-522-2073

help@msapcb.com

Name	Jeffrey L. Wall
LEVEL	CRADC
CERTNO	4860
CERTDATE	12/21/2012
STATUS	Active
EXPDATE	10/31/2014
MSAPCB Supervision Number	

[Print This Page](#)

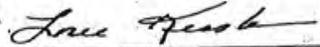
40126

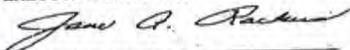
State of Missouri

Department of Insurance, Financial Institutions and Professional Registration
Division of Professional Registration
Committee for Professional Counselors
Provisional License Professional Counselor

VALID THROUGH NOVEMBER 13, 2014
ORIGINAL CERTIFICATE/LICENSE NO. 2012038894

WHITNEY F HINES


EXECUTIVE DIRECTOR


DIVISION DIRECTOR

ROBERT JOSEPH WISSMAN

PROFESSIONAL OBJECTIVE Initial training and experience to become proficient and highly successful in a challenging career field

EDUCATION Bachelor of Science, May 1984
Central Missouri State University, Warrensburg, Missouri
Major: Criminal Justice Administration-Corrections
Minor: Social Work
GPA (Cumulative) 3.02
GPA in major field 3.66
(Earned 100% college expenses)

Certified Reciprocal Alcohol Drug Counselor, April 1996 - current

EMPLOYMENT HISTORY Substance Abuse Counselor, Pathways Community Behavioral Healthcare, Inc., Clinton, Missouri – October 2007 to present.

(Provide substance abuse counseling in individual and group sessions for adults in outpatient treatment. Provide treatment services for Henry County Drug Court participants)

Deputy Juvenile Officer, Cass County Juvenile Court
Harrisonville, Missouri – November 2000 to October 2007

(Supervise and counsel juvenile probationers, prepare petitions and social histories, present cases in Court, conduct drug education and tobacco diversion classes, connect families with community resources, experienced with JIS)

Clerk, (part-time) Seven Stop Convenience Store, Garden City, Missouri – 1995 to 2002.

Sales Clerk, (part-time) “As It Is” Retail/Liquidation Store, Harrisonville, Missouri – 1993 to 1995

Deputy Juvenile Officer, Jackson County Family Court
Kansas City, Missouri – February 1987 to November 2000

(Supervised juvenile probationers, prepared Court reports, presented expert testimony in Court, connected families with needed services, completed Drug Assessments, provided substance abuse counseling, conducted Family Counseling Groups, participated on School Threat Assessment Team, panel member on juvenile certification cases, experience with Family Drug Court)

Deputy Juvenile Officer, Cass County Juvenile Court
Harrisonville, Missouri – June 1984 to February 1987

(Investigated and supervised families involved in child abuse and neglect, supervised and counseled delinquents and status offenders, prepared Court documents, presented cases in Court)

Custodian, Unitog Company, Warrensburg, Missouri
September 1979 to June 1984

Shipper, Unitog Company, Warrensburg, Missouri
September 1973 to September 1979

(Verified and packaged customer orders, mail router)

**EXPERIENCES /
MEMBERSHIPS/
RECOGNITIONS**

Internship Spring 1984
Johnson County Juvenile Office, Warrensburg, Missouri

Sociology Club, CMSU 1984

Eastern Jackson County Youth Court, Executive Board and
Steering Committee member
September 1990 to October 1995

Jackson County Family Court liaison to Blue Springs Youth
Outreach Unit 1994 to 2000

Garden City Optimist Club
1992 to 1996

Garden City Community Development Organization
November 1992 to 1997

Employee of the Year, Jackson County Family Court, 1998

Maintained perfect attendance, February 1987 to November 2000
Jackson County Family Court

Missouri Juvenile Justice Association
1984 to 1987, 2000 to 2007

REFERENCES

Dennis Atherton
Director of Assessment and Development
Jackson County Family Court

James O'Connor
Owner / manager Seven Stop Convenience Store

Beulah Buerge
1100 Casner Circle

Cathelene Winger
Attorney for the Juvenile Office, Cass and Johnson County

Missouri Substance Abuse Professional Credentialing Board

P.O. Box 1250, Jefferson City, Missouri 65102-1250

573-751-9211, fax: 573-522-2073

help@msapcb.com

Name	Robert J. Wissman
LEVEL	CRADC
CERTNO	1794
CERTDATE	4/13/1996
STATUS	Active
EXPDATE	10/31/2015
MSAPCB Supervision Number	460

[Print This Page](#)

David J. Lentz

Education

High School Equivalency

North Central Missouri College, Trenton, MO.

November 1985

Certification

CRADC

June 13, 2009

CSACII

1999 to 2006

Certified Breathalyzer Technician

Certified to Utilize the Drugs of Abuse Patch

Experience

Pathways Community Behavioral Healthcare, Inc.

Outpatient Counselor

(Dec. 2009 to Present)

Outpatient supervisor

(Mar. 1 2011 - present)

Residential supervisor

(Mar. 1 2011 – present)

Inpatient Counselor

(Nov. 2007 to Dec. 2009)

Substance Abuse Counselor and Supervisor

(Jan 1999 to June 2006)

Responsible for supervising outpatient Substance Abuse Counselors/Trainees in Clinton and Sedalia. Also Responsible for maintaining a partial caseload of clientele for substance abuse outpatient services which include, but are not limited to the following duties:

- Individual substance abuse counseling sessions
- Developed Pettis County Drug Court Counselor
- Relapse Prevention Group facilitator for probation and parole (Pettis and Henry Counties)
- Anger Management groups for Adolescent males for the Sedalia Alternative School
- CSATR group therapy sessions
- UA monitoring
- Serve as UA coordinator for the offices in Clinton, Sedalia, Warsaw and Marshall MO.
- Serve as liaison to probation and parole – both federal and state levels

Substance Abuse Counselor

(Aug. 1992 to Dec. 1998)

Responsible for managing a full caseload of clientele for substance abuse outpatient services which included:

- Individual substance abuse counseling sessions
- Relapse Prevention Group facilitator for probation and parole (Pettis and Henry Counties)
- Anger Management groups for Adolescent males for the Sedalia Alternative School
- Youth Intervention Group for Adolescent males for the Sedalia Alternative School.
- CSATR group therapy sessions
- UA monitoring
- On-call crisis intervention
- Serve as liaison to probation and parole – both federal and state levels

Sunrise Center

(Nov. 1986 to June 1998)

Residential Attendant

Responsible for managing and monitoring clients in a residential setting. Duties included:

- Admitting detox and involuntary detentions and primary care residents
- Monitoring progress of detox clients
- Documentation of client progress and activity

- Dispensing medications
- Overnight supervision of clients
- Transportation of clients to AA and NA and other various activities
- Individual Counseling
- Facilitation of Education Groups

Employee of the Quarter

1994

Youth Services Group, Inc.

- Served as volunteer consultant

Missouri Association of Drug Court Professionals

- Member

Holy Rosary School (Clinton, MO)

- PTO member

A complete list of trainings is available upon request; references are available upon request also.

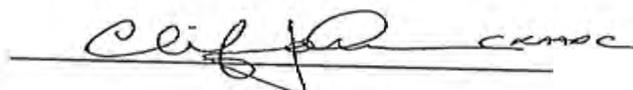
No. 3987

Missouri Substance Abuse Professional Credentialing Board

Hereby Certifies that

David J. Lentz

Continues to meet the standards and qualifications of a
Certified Reciprocal Alcohol Drug Counselor
as determined by the Board.

A handwritten signature in cursive script, appearing to read "Cliff [unclear] CRADC", is written over a horizontal line.

President

Expiration Date: 10/31/2014

SUMMARY OF QUALIFICATIONS

- A self-motivated and organized professional skilled in counseling individuals with drug and alcohol abuse and addiction issues and those with mental health disorders in both a individual and group setting.
- A dedicated and enthusiastic team player, committed to high-quality effort and excellent problem-solving skills to all organizational levels.
- Experience in the design and facilitation of large-scale events and community development activities

EDUCATION

Central Missouri State University, Warrensburg, MO
Bachelor of Science – May 1998 - Magna-Cum-Laude
Major: Rehabilitation Psychology

State Fair Community College, Sedalia, MO
Associates of Arts – May 1997
Major: Psychology/Sociology

INTERNSHIP

Intern (Spring 1997)
Center for Human Services, Sedalia, MO
Assisted with Individual Plans, behavioral programs, skills training, and counseling with program participants. Attended meetings dealing with; Admission, Placement, and Suspension, staff training, and State Certification classes. Assisted in classroom instruction and aquatic therapy at the Children's Therapy Center.

CREDENTIALS

Certified Co-Occurring Disorders Professional 7-2009
SATOP Qualified Professional - Summer 2013

EXPERIENCE

Outpatient Therapist
(September 2008 – present)
Pathways Community Behavioral Healthcare, Inc.
Responsible for providing substance abuse counseling, case management, treatment planning, education, referral, consultation, and documentation for individuals diagnosed with addictions to substances and co-occurring disorders. Provides education and facilitation of groups focused on relapse prevention, mental health and co-occurring disorders, health and wellness, anger management, and other ADA topics. Trained in using the Matrix Intensive Outpatient model of treatment, Federal patch application and removal, Urinalysis collection, documentation and in-house testing.

Prevention and Education Specialist – C-2000 Communities
(February 2005 – September 2008)
Pathways Community Behavioral Healthcare, Inc.
C-2000 Regional Support Center, Clinton, MO
Provided technical assistance and training to C-2000 community coalitions, Education and training to youth and adults in community.

EXPERIENCE
(cont.)

Training in the instruction of...

SAPTS; Substance Abuse Prevention Specialist Training
QPR; Question Persuade Refer, a suicide prevention program for youth and adults.

FFS; Freedom from Smoking, adult smoking cessation program. Also trained and educated community/business/school members both adult and youth in the following programs.

Alcohol and Tobacco Merchant Education

TATU; Teens Against Tobacco Use

FAS; Fetal Alcohol Syndrome

Teen Baseline

General ATOD Education.

Coordinated with Community leaders, School administrators, and Public Service Associations concerning programs and activities relating to prevention of ATOD's and suicide among youth and adults within their communities. Coordinated with the Missouri Department of Mental Health, Alcohol & Drug Abuse Division, and other agencies concerning funding and grants and assisting communities to apply and sustain funding opportunities.

Community Support Specialist

(July 1998 - February 2005)

Pathways Community Behavioral Healthcare, Inc. Clinton, MO
Comprehensive Psychiatric Rehabilitation Services.

Responsible for assisting and educating clients to function in the community in their least restrictive environment.

Provided instruction for Psycho-social Rehabilitation groups.

Coordinated with Community Service Agencies, Public Service Agencies, Medical staff and families to educate and advocate for clients as needed. Observing and documenting behaviors per standards of the Missouri Department of Mental Health.

Program Technician – Adult Unit

(September 1996 – July 1998)

Pathways Community Behavioral Healthcare, Inc. Clinton, MO
Responsible for assisting clients with completing their treatment plans, monitoring vitals of detox clients, observing and documenting behaviors, and admissions and discharges.

Provided educational groups to clients/family in ATOD inpatient setting weekly. Coordinated with counselors and medical staff per treatment objectives and medications.

HONORS

Pathways' Spirit Award – Received 2007

PsiChi, National Honor Society in Psychology

**FORMER
ORGANIZATION
MEMBERSHIPS**

C.O.D.E - Community Organization for Drug Elimination
Clinton, MO

HSAG:TUP – Health Summit Action Group: Tobacco Use Prevention
Sedalia, MO

C.L.E.A.R. – Community Leaders Educating About Resistance
Morgan Co. MO

W.D.A.C. Windsor Drug Advisory Coalition
Windsor, MO

S.T.A.N.D. – Sedalia taking A New Direction
Sedalia, MO

B.C.H.S.C. – Benton County Human Services Council
Warsaw, MO

CHART - Henry County Assessment Resource Team
Clinton, MO

MHAPC - Mental Health Association of Pettis County
Sedalia, MO

MOPS, Mother of Preschoolers
Sedalia, MO

Missouri Substance Abuse Professional Credentialing Board

P.O. Box 1250, Jefferson City, Missouri 65102-1250

573-751-9211, fax: 573-522-2073

help@msapcb.com

Name	Genan Hanning
LEVEL	CCDP
CERTNO	4558
CERTDATE	7/7/2009
STATUS	Active
EXPDATE	4/30/2015
MSAPCB Supervision Number	

[Print This Page](#)

Kelsey C. Esser

Education

Masters in Social Work, University of Missouri, Columbia, Missouri

- Clinical Concentration
- Graduation Date: December 2013
- Coursework completed and Licensure Exam scheduled for October 2013

Bachelors in Social Work, University of Missouri, Columbia, Missouri, December 2011

- Minor in Human Development and Family Studies
- Certificate in Multicultural Studies

Professional Social Work Experience

University of Texas: Harris County Psychiatric Center, Houston, Texas

Intern, June 2013 – October 2013

- Completed psychosocial assessments for children, adolescents and adults with mental illness
- Collaborated with a multidisciplinary treatment team to create and implement treatment plans
- Provided individual, group and family therapy for patients
- Facilitated discharge planning and referred patients to aftercare services
- Completed rotations on specialized units: Mood Disorders, Dual Diagnosis, Forensics

Missouri Alliance for Children and Families, Columbia, Missouri

Specialized Care Manager, January 2012 – May 2013

Intern, August 2011 – December 2011

- Maintained full case load of eight to twelve children and families
- Created individualized care plans for children with severe emotional and behavioral needs in the child welfare system and worked to stabilize client within a less restrictive environment
- Entered in documentation of support related activities in timely manner
- Facilitated Family Support Team and collaborated with multidisciplinary team members
- Utilized wraparound philosophy and arranged client and family support providers

Other Work Experience

Administrative Supervisor, Shaffer and Associates, Columbia, Missouri, September 2009 - January 2012

- Trained employees on company policies and procedures
- Communicated with clients on the status of their accounts and balanced their monthly statements
- Collaborated with other departmental supervisors concerning daily operations

Childcare, Woodcrest Chapel, Columbia, Missouri, October 2009 – September 2010

Sales Associate, Macy's, Columbia, Missouri, November 2008 – August 2009

Nanny, Andrew Tutin Family, Boonville, Missouri, May 2008 – August 2008

Teller, Citizens Community Bank, Blackwater, Missouri, November 2005 – August 2007

Volunteer Experience

MedZou Clinic, March 2011 – December 2011

- Completed assessments and referred clients to appropriate services
- Trained new volunteers on the procedures of the organization

Headstart Child Development, August 2010 – January 2011

- Assisted teachers with daily curriculum and supervised children during free play

Rainbow House, Children's Emergency Shelter, January 2010 – August 2010

- Assisted House Parent in caring for traumatized children and providing crisis intervention
- Organized donations

Cedar Creek Therapeutic Riding Center, June 2009 – August 2009

- Assisted clients of all ages with disabilities in therapeutic riding techniques

Trainings

Infant Adoption Training – Lutheran Family and Children Services, Columbia, Missouri

Suicide Prevention Training – Ask, Listen, Refer, Columbia, Missouri

Satori Alternatives to Managing Aggression (SAMA) Training – HCPC, Houston, Texas

CPR Certified through June 2015

16389

State of Missouri

Division of Professional Registration
Licensed Master Social Worker

VALID THROUGH SEPTEMBER 30, 2015
ORIGINAL CERTIFICATE/LICENSE NO. 2014000938
KELSEY CHRISTINE ESSER

KELSEY CHRISTINE ESSER



Objective: Update Personal File

Related Experience;

Pathways C.B.H. Inc. 1800 Community Drive , Clinton, Mo. 64735

July 12, 1999 to Present.

Job responsibilities include, but are not limited to providing drug court services including assessments, member of the panel in making decisions of the drug court, individual counseling and group counseling. Also, am qualified to do all levels of SATOP and perform the DRI II and DMU services. I have been involved in drug court since its onset in Vernon Co. on July 17, 2001. I have had a positive influence on the judge and the panel during this period.

Burrell Center CSTAR Springfield , Mo (January 1994 – July 12 1999)

My job responsibilities consisted of, but not limited to< Level II and Level III Individual and group counseling, Intake Screening, Assessment, Client Records Charting, Treatment Planning, and coordination with the Greene County juvenile office in regards to client participation and activities.

Education:

Pittsburg States University Graduate School (1992) I have 18 credit hours towards a Masters degree.

Mo. Southern State University(1990 – 1991) Bachelors degree in General Studies (emphasis in Psychology.

LICENSURE;

Missouri Substance Abuse Professional Certification Board

CRADC Certificate # 1319 SATOP Certification # 845

Other Experience

Certified provider of Gorski Relapse Prevention CINAPS Group, MRT Certified Facilitator.

**Missouri Substance Abuse Professional Credentialing
Board**
P.O. Box 1250, Jefferson City, Missouri 65102-1250
573-751-9211, fax: 573-522-2073
help@msapcb.com

Name	Stanley E. Ford
LEVEL	CRADC
CERTNO	1319
CERTDATE	4/8/1995
STATUS	Active
EXPDATE	10/31/2014
MSAPCB Supervision Number	75

[Print This Page](#)

Capri A. Taylor

Education

2005-2008 Masters of Arts in Counseling Psychology, Bowie State University Bowie, Maryland

2003-2005 Bachelors of Science in Psychology, Central Missouri State University Warrensburg, Missouri

Experience

03/2013-Present, *Outpatient Therapist*, Pathways Community Health, Inc. Marshall Mo.

Provide outpatient substance abuse treatment services, work with SATOP participants, Provide ASI-MV clinical interviews, complete intake assessments/ triage, and conduct group counseling, and make interagency and community referrals as needed.

08/2012-Present, *Adjunct Psychology Professor of Psychology*, State Fair Community College, Sedalia, Mo.

Instruct a general psychology course on campus twice a week.

2012-03/2013, *Certified Substance Abuse Counselor*, Community Resource Services, Sedalia Mo.

Worked mostly with the ATR III program, provided substance abuse counseling, and individual substance dependency assessments such as the SASSI. Provided masters level general counseling, assisted in running the office assisting with the multi-phone line system, fax machine, and clients as needed.

2012- 2012, *Recovery Coach*, Recovery Lighthouse, Sedalia, Mo

Provide substance abuse counseling to individuals. Assist clients in getting their life back in order by helping them do things like get into school, construct resumes, set goals, and connect them to needed community resources. Also lead Matrix groups and conduct intakes into the program using instruments such as the ASI-MV and the GPRA.

2011- 2012, *Counselor/ Resource Coordinator*, Community Resource Service, Sedalia, Mo.

Completed needs assessments with individuals returning back to the community from prison or jail. Based on the needs assessment assisted the client in meeting their needs with local community recourses. Provided masters level counseling.

2007-2008, *Resource Coordinator*, Community Counseling Services, Sedalia, Mo

Completed an internship and was then hired on with the company. Provided parenting skills classes, individual counseling, preformed needs assessments at the local jail to assist the adjoining company, Community Resource Services, which also worked with identifying the needs of individuals returning back to the community both from jail and prison. Assisted individuals in job searches and resume preparation. Made referrals to other community support agencies and support groups. Helped with grant searches on occasion, creating and updating databases, answered phones, and preformed customer service.

1999-05/2005, *Jewelry Sales*, Big K-mart, Sedalia, Mo

Ordered, sold, and stocked jewelry and item such as perfume and makeup located around the counter. Although I spent most of my time in the jewelry department, I was also trained in many different areas including customer service. I also had many opportunities to train new associates.

2003-2004, *Secretary*, Pettis County Health Center, Sedalia, Mo.

Prepared and filed charts, made appointments, made copies, and answered phones.

2003-2004, *Secretary*, Women Infant Child program, Sedalia, Mo.

Scheduled appointments, answered phones, filled charts, distributed vouchers, and sent out reminders.

Other Experience

2007-2008, Intern, Pathways Community Health, Inc.

Along with completing my internship at Community Counseling Services, I also interned with Pathways with the substance abuse treatment program. I spent time working with and observing the drug court and SATOP program. Attended group sessions for both programs, sat in on counseling sessions, and attended court once a month with the drug court program.

Credentials

- 02/07/2014 Licensed Professional Counselor, (LPC)
- 09/19/2012, Certified Reciprocal Advanced Alcohol Drug Counselor (CRAADC)
- 01/11/2013, SATOP Qualified Professional (SQP)

References

Professional references provided from employers and colleges upon request.

Alisha Mantonya

From: Whitney Nolasco
Sent: Wednesday, November 20, 2013 11:24 AM
To: Alisha Mantonya
Subject: FW: Discipline Verification

Whitney Nolasco

To: Whitney Nolasco
Subject: RE: Discipline Verification

Morning!

Well the number you gave me isn't for Capri Taylor.

The number for Capri Taylor is **2011035690** and that one has no discipline actions against it. Issued 10/24/11 and expires 10/28/14.

Greg

Sent: Wednesday, November 20, 2013 10:57 AM
To: Roach, Greg
Subject: Discipline Verification

Hi Greg,
Can you please verify disciplinary action for the following PLPC?

Capri Taylor #2001025168

Thanks!

Whitney Nolasco
Pathways CBH Inc.\Royal Oaks Hospital\FCC of Missouri Inc.
Credentialing Coordinator
1800 Community Drive
Clinton, MO 64735
Phone: 660-890-8069
Fax: 816-318-3454

LISA SPATH

OBJECTIVE

To obtain a responsible position in the field of social services which requires utilization and integration of my skills in education, counseling, and program design and implementation.

EDUCATION

CENTRAL MISSOURI STATE UNIVERSITY – Warrensburg, Missouri
M.S. In Criminal Justice Administration/Corrections – 1986.
B.S. In Criminal Justice Administration/Corrections – 1982.

FLORIDA STATE UNIVERSITY – Tallahassee, Florida
Ph.D. In Marriage and Family Therapy, course work completed.

PROFESSIONAL EXPERIENCE

9/01 – Present

DRUG COURT COORDINATOR

Pathways Behavioral Healthcare – Jefferson City, Missouri.
Conduct substance abuse assessments, develop curriculum for psychoeducational groups. Provide urine drug screen analysis. Develop treatment and relapse prevention plans with clients. Liaison between Pathways Behavioral Healthcare and the Drug Court Team; including the judge, prosecuting attorney, public defender, probation officer and the court administrator. Maintain documentation.

10/00 – 09/01

EDUCATIONAL SUPPORT COUNSELOR

Crider Center for Mental Health – Wentzville, Missouri
Provided crisis and educational support counseling to High School students and their families. Conducted specialty groups, provided referrals, liaison with on-site school personnel. Completed assessments and clinical documentation.

8/97 – 9/00

ADDICTION TREATMENT UNIT MANAGER

Corrections Corporation of America – Quincy, Florida
Supervised a three level drug treatment program at Gadsden Correctional Institution. Responsible for supervision of staff, interns, and 268 inmates. Developed curriculum for substance abuse programs and cross training for correctional staff.

Lisa Spath Page Two

Completed monthly and quarterly reports. Conducted administrative and clinical staff meetings. Ensured program operated in accordance with State licensure requirements and American Correctional Association Certification.

1/95 – 9/00

DOMESTIC VIOLENCE COUNSELOR

New Hope Interventions Program

Prepared and conducted psycho educational group counseling sessions for court ordered and Volunteer domestic violence perpetrators. Completed monthly evaluations of client's progress.

5/96 – 8/97

CLINICAL SUPERVISOR

Askhet Center for Human Development – Tallahassee, Florida

Supervised a drug treatment program at Jefferson Correctional Institution. Responsible for supervision of staff, interns, and 72 inmates. Conducted group and individual counseling sessions. Responsible for coordinating services between Department of Corrections and Askhet Center for Human Development. Provided weekly training to Department of Corrections staff. Completed monthly and quarterly reports. Coordinated services between the drug treatment program, library services, and the prison education department. Completed administrative and clinical documentation. Conducted administrative and clinical staffings. Ensured that the program met state licensure and American Correctional Association Certification requirements.

3/97 – 5/97

PROGRAM COORDINATOR

DISC Village, Inc. - Tallahassee, Florida

On-site supervision of staff and interns. Prepared and conducted educational and/or therapeutic group counseling sessions. Provided individual counseling sessions. Prepared and facilitated parent support group meetings. Liaison with on-site school personnel. Responsible for administrative documentation's (monthly and quarterly reports) and clinical documentation (psychosocials, treatment plans, progress reports, admission screening and discharge reports.)

11/95 – 2/96

ADDICTION RECEIVING FACILITY SUPERVISOR

DISC Village, Inc. Tallahassee, Florida

On-site supervision of staff and interns. Conducted comprehensive assessments. Provided individual and family

counseling sessions. Prepared and facilitated educational and/or therapeutic group counseling sessions. Coordinated services with families, medical personnel, and auxiliary agencies to determine client's needs and make appropriate referrals. Responsible for administrative documentation (monthly and quarterly reports) and clinical documentation (biopsychosocials, progress notes.) Facilitated staff meetings, training, and clinical staffings.

1/95 – 11/95

DRUG TREATMENT CENTER SUPERVISOR

DISC Village, Inc. - Tallahassee, Florida

Supervised a drug treatment program at Jefferson Correctional Institution. Responsible for supervision of staff, interns, and 72 inmates. Conducted group and individual counseling sessions. Responsible for coordinating services between Department of corrections, and DISC Village, Inc. Provided weekly training to Department of Corrections staff. Completed monthly and quarterly reports. Coordinated services between the drug treatment program, library services, and the prison education department. Completed administrative and clinical documentation. Conducted administrative and clinical staffings.

9/94 – 12/94

FAMILY PRESERVATION WORKER

Belefaire Jewish Children's Bureau, Cleveland Ohio

Provided case management and in-home family therapy with families in crisis. Coordinated services between Cuyahoga County Department of Child and Family Services, Juvenile Court, school systems, and auxiliary agencies. Completed clinical documentation.

9/93 – 8/94

PROGRAM COORDINATOR

DISC Village, Inc. - Tallahassee, Florida

On-site supervision of staff and interns. Prepared and conducted educational and/or therapeutic group counseling sessions. Provided individual counseling sessions. Prepared and facilitated parent support group meetings. Liaison with on-site school personnel. Responsible for administrative documentation (monthly and quarterly reports) and clinical documentation (psychosocials, treatment plans, progress reports, admission screening and discharge reports.)

- 9/92 – 7/94
DOMESTIC VIOLENCE COUNSELOR
New Hope Interventions Program – Tallahassee, Florida
Prepared and conducted psychoeducational group counseling sessions for court ordered and volunteer domestic violence perpetrators. Completed monthly evaluations of client's progress.
- 8/90 – 9/93
FAMILY COUNSELOR/RESIDENTIAL COUNSELOR
Capital City Youth Services – Tallahassee, Florida
Provided individual, group, and family therapy. Supervision of runaway shelter including staff, residents, volunteers, and interns. Maintained documentation of all shelter records. Assessed the status of clients' needs and made appropriate referrals. Liaison between the shelter and law enforcement agencies, Department of Health and Rehabilitative Services, and the community. Provided crisis telephone counseling and made appropriate referrals. Participated in clinical staffings and training. Testified at court hearings.
- 8/88 – 12/90
TEACHING ASSISTANT
Florida State university – Tallahassee, Florida
Designed curriculum and taught Family Relationships and Life Development at the college level. Topics included: Interpersonal Relationships (dating, marriage, sexuality, contraception, pregnancy, parenthood, communication, conflict, and power) and Family Change and Crisis (death, divorce, addictions, and abuse.) Coordinated students' academic status with the Athletic Department and the Veterans Administration Office.
- 9/88 – 8/89
GRADUATE ASSISTANT – Tallahassee, Florida
Judicial Office – Florida State University
Scheduled and conducted alcohol group counseling sessions. Assisted in interviewing and selection process for lower court student judicial hearings board. Maintained student records on computer database. Duties were also expanded to assist in the orientation department with student mail outs, filing, reservations confirmation, and answering students' and parents questions regarding the orientation process.

9/88 – 7/89

FAMILY CONSULTANT/PARENTING TRAINER
College of Human Science – Florida State University
Provided low-income families with parent training. Instructed parents in budgeting, nutrition, non-abusive disciplining, and communications skills. Networked with community agencies offering family resources. Provided case consultations for the Department of Health and Rehabilitative Services.

7/82 – 7/88

PROGRAM COORDINATOR/FAMILY CONSULTANT
17th Judicial Circuit Juvenile Court – Warrensburg, Missouri
Designed and implemented a diversionary program. Organized and led group and family therapy programs. Designed and implemented a group counseling program for the school system in Cass County and Johnson County, Missouri. Wrote a grant renewal application to continue funding. Maintained records and statistics on program effectiveness. Worked as a liaison between the Juvenile Office and the community (school system, law enforcement agencies, the Missouri Division of Family and Youth Services.) Organized and directed group activities which enhanced program functioning.

5/89 – 8/91

PRACTICUM
Florida State University – Tallahassee, Florida
Conducted individual and family therapy covering a diverse range of issues.

1/85 – 6/85

FAMILY THERAPY TRAINING
Missouri Division of Youth Services – Tallahassee, Florida
Trained in systems Theory and conducted family therapy for delinquent and status offenders and their families.

No. 3002

Missouri Substance Abuse Professional Credentialing Board

Hereby Certifies that

Lisa K. Spath

Continues to meet the standards and qualifications of a
Certified Reciprocal Alcohol Drug Counselor
as determined by the Board.



President

Expiration Date: 10/31/2015

Above is a 5x7 mini certificate to be displayed with your large certificate. This mini certificate indicates your renewal/expiration date. This certificate will be replaced after each renewal.

Gretchen Hessler

PROFESSIONAL EXPERIENCE

Individual and Couple Counseling March 1999-Present
*Pathways Community Behavioral Healthcare/FOCUS,
Individual and Couple Counseling*

Individual and Couple Counseling March 1995-February 1999
*FOCUS; Family Oriented Counseling Services, Inc., Rolla, MO
Contract work with FOCUS; Family Oriented Counseling Services, Inc.*

Private Practice, Individual and Family Therapy August 1992-February 1999
*Rolla, Missouri
Contract work with Department of Family Services, Houston, MO
Boystown: Chemical dependency groups
St. James and Rolla High School (Contract): Individual and special issues groups*

Private Practice, Individual and Family Therapy January 1988-April 1990
*Rolla, Missouri
Individual, Couple, Family Therapy, and Experimental Groups
Part-time consultant counseling at St. James High School*

Stress Center April 1985-December 1988
*Phelps County Regional Medical Center, Rolla, MO
Psychiatric and chemical dependency therapist and case manager*

EDUCATION

*B.S., Michigan State University, East Lansing, MI
Major: Education
Concentration: English*

COMPLETED GRADUATE STUDIES

*M.A., Michigan State University, East Lansing, MI
Counseling and Educational Psychology
State of Missouri Licensed Professional Counselor*

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name: Hessler, Gretchen M
Profession Name: Professional Counselor
Licensee Number: 000281
Expiration Date: 6/30/2015
Original Issue Date: 3/18/1988
Address:
Address Con't:
City, State Zip: Rolla, MO 65401
County: Phelps
Practitioner DBA Name:
Certification Type:
Classification:

Discipline information is not being listed for this profession. You may contact the board directly to obtain discipline information.

Missouri Division of Professional Registration
3605 Missouri Boulevard
P.O. Box 1335
Jefferson City, MO 65102-1335
573.751.0293 Telephone
800.735.2966 TTY
800.735.2466 Voice Relay
profreg@pr.mo.gov
<http://pr.mo.gov/>

CHRISTOPHER E. ANDERSON

EDUCATION

Ph.D-Counseling and Human Development-University of Iowa, Iowa City IA, May 2002.

Non degree graduate work-Counseling-University of Missouri-St. Louis, St. Louis, MO, August 1994-May 1996.

M.A.-Counseling, Michigan State University, East Lansing, MI, March 1985.

B.A.-Psychology (Sociology minor), Elmhurst College, Elmhurst, IL, May 1983.

LICENSURE AND CERTIFICATIONS

Certified Secondary Social Studies Teacher-Missouri

Licensed Professional Counselor-Missouri, 12/14/1994-present

Certified Reciprocal Alcohol Drug Counselor-Missouri, 1/23/1995-present

National Certified Counselor-4/20/1990-present

Certified Clinical Mental Health Counselor-7/13/2003-present

Approved Clinical Supervisor-5/28/2009-present

WORK EXPERIENCE

Maryville University, St. Louis, MO, Adjunct Faculty, 3/10-12/12

-Assumed all responsibilities for teaching undergraduate courses in Psychology at 4 year university. Courses taught: Human Development across the Lifespan, Abnormal Psychology, Human Sexuality, Personality Theories, Mental Illness and Society, General Psychology

Pathways Community Behavioral Healthcare, Owensville, MO. Outpatient Counselor, 9/03-present

-Provided mental health therapy to clients in community mental health setting.
-Provided crisis intervention services.
-Provided individual/group counseling to mental health/substance abuse clients. on state and federal probation/pretrial services, and drug/dwi court, .
-Performed trainings and community outreach on aspects of mental health and substance abuse treatment.
-Provided clinical supervision to staff and interns.

Arkansas State University, Department of Psychology and Counseling, Jonesboro, AR, Instructor/Assistant Professor. 8/01-5/03.

- Assumed all responsibilities for teaching undergraduate courses in psychology and graduate courses in counseling programs.
- Served on departmental committees, faculty search committee, comprehensive exam committees.
- Courses taught-General Psychology, Psychological Testing, Drug and Alcohol, Counseling Practicum, Theories and Techniques in Counseling

University of Iowa, Division of Counseling, Rehabilitation and Student Development, Iowa City, IA. Graduate Research and Teaching Assistant, 8/97-7/01

- Held a variety of teaching and research jobs while pursuing doctoral education.
- Projects included research on clinical aspects of working with clients with cooccurring mental health and substance use disorders.
- Taught courses in counseling and supervised counseling practicum students
- Counseling clients in inpatient psychiatric and substance abuse units, and research involving counseling gifted students.
- Taught interviewing and communication skills courses to medical students

Merit Behavioral Care, St. Louis, MO. Clinical Care Manager-3/93-8/97.

- Provided telephone counseling, career counseling, crisis intervention, and alcohol and drug counseling services in employee assistance program setting.
- Served on 24 hour crisis on call service.
- Conducted telephonic utilization management and clinical reviews of mental health and substance abuse cases in managed mental health care setting.
- Performed all duties involved in managed mental health care.
- Supervised counselors in training for state licensure.

Comtrea, Inc. Festus, MO. Screening/Crisis Therapist, 7/90-3/93.

- Performed mental health and substance abuse screenings in community mental health center.
- Did brief counseling, crisis intervention, group counseling, and substance abuse counseling,
- Trained graduate practicum/internship students on how to perform mental health and substance abuse screenings.
- Served on 24 hour crisis intervention rotation.

Southeastern Illinois Counseling Centers, Inc. Olney, IL. Chemical Dependency/ Mental Health Counselor. 10/88-7/90.

- Did individual and group therapy with mental health and substance abuse clients in rural community mental health center.
- Performed case management services to clients with chronic mental illness.
- Served as chairman of education committee.
- Served on 24 hour mobile crisis intervention service.
- Provided disaster relief counseling in elementary and high schools.
- Did community outreach on aspects of mental health care.

Orchard Lake Schools, Orchard Lake, MI. School Counselor. 8/86-8/88.

- Served as school counselor for grades 9-12 high school.
- Taught career education classes and human development classes.
- Taught ACT preparation course.
- Performed academic advising, personal, and career counseling.
- Assisted students in using technology for career and college advising.
- Facilitated substance abuse education groups.
- Organized class schedule for teachers and students.

REFERENCES

Dr. Deborah McKee

David Duncan

Linda Cannon

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name: Anderson, Christopher E
Profession Name: Professional Counselor
Licensee Number: 001751
Expiration Date: 6/30/2015
Original Issue Date: 12/14/1994
Address:
Address Con't:
City, State Zip: Valley Park, MO 63088
County: St. Louis County
Practitioner DBA Name:
Certification Type:
Classification:

Discipline information is not being listed for this profession. You may contact the board directly to obtain discipline information.

Missouri Division of Professional Registration
3605 Missouri Boulevard
P.O. Box 1335
Jefferson City, MO 65102-1335
573.751.0293 Telephone
800.735.2966 TTY
800.735.2466 Voice Relay
profreg@pr.mo.gov
<http://pr.mo.gov/>

Lucas Paul Taylor

QUALIFICATIONS

- Provisionally Licensed Psychological Counselor (PLPC), passed National Counselor Exam January, 2012 (Pending LPC 3-2014)
- Certified Reciprocal Alcohol and Drug Counselor (CRADC) through Missouri Substance Abuse Professional Credentialing Board, Oct. 2013
- Qualified Moral Reconciliation Therapy (MRT) group facilitator

WORK HISTORY:

Pathways Community Health, November 2011 to present Outpatient Therapist

- Conduct individual therapy sessions with adults and adolescents.
- Conduct weekly group education and therapy sessions including a 12 week curriculum on anger management.
- Theoretical orientations: cognitive-behavioral, REBT, person-centered, motivational interviewing.
- Treatment of mental health issues including depression, anxiety, adjustment disorders, life transitions, identity, self-concept, etc.
- Treatment of substance use disorders includes education, case management, identification of risks/triggers, relapse prevention, etc.

Lafayette County Drug Court Counselor, February 2012 to present

- Provide individual and group therapy for an extended time period to identified criminal offenders in a diversion program.
- Cooperate with treatment team including Assistant Circuit Judge, Missouri State Prosecuting Attorney, Probation Officer, and Sheriff's Department

Kansas City Free Health Clinic, August 2010 to May 2011 Mental Health Therapist

- Clinical supervisor: Paul Linville, LPC.
- Conducted intake assessments and individual therapy for adult clients.
- Worked with clients of diverse cultural and ethnic backgrounds.
- Completed 233 direct client contact hours.
- Documented client progress using a variety of case notes and reports.
- Created and implemented treatment plans.
- Participated in weekly case consultation with supervisor and colleagues.
- Met clients' individual needs by collaborating with medical professionals including case managers and psychiatrists.
- Co-facilitated Men's Treatment Group for mental health concerns.
- Helped design a treatment group for clients with co-occurring substance abuse/dependency and mental health problems.

**Community Counseling and Assessment Services, UMKC
January 2010 to August 2010**

Counselor

- Clinical supervisors: Shu-Fen Shih: PhD and Arnold Abels, PhD.
- Two semesters completed, 50 direct client contact hours.
- Conducted intake assessments for adult and adolescent clients.
- Worked with clients of diverse cultural and ethnic backgrounds.
- Documented client progress using a variety of case notes and reports.
- Created and implemented treatment plans.
- Participated in weekly case consultation with supervisor and colleagues.

EDUCATION: **Master of Arts, Counseling and Guidance--Mental Health, 2011**
University of Missouri- Kansas City GPA: 3.98

Bachelor of Science, Psychology, 2008

Evangel University, Springfield, MO

- Graduated Magna Cum Laude after three years: GPA: 3.89

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

Missouri Division of Professional Registration
3605 Missouri Boulevard
P.O. Box 1335
Jefferson City, MO 65102-1335
573.751.0293 Telephone
800.735.2966 TTY
800.735.2466 Voice Relay
profreg@pr.mo.gov
<http://pr.mo.gov/>

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name:	Taylor, Lucas P
Profession Name:	Professional Counselor
Licensee Number:	2012019908
Expiration Date:	6/30/2015
Original Issue Date:	6/20/2012
Address:	
Address Con't:	
City, State Zip:	Blue Springs, MO 64015
County:	Jackson
Practitioner DBA Name:	
Certification Type:	
Classification:	

Discipline information is not being listed for this profession. You may contact the board directly to obtain discipline information.

Patrick Tetrick

EDUCATION

Masters of Science- Clinical Counseling
Central Methodist University; Sedalia, MO

May 2013

Bachelor of Arts-Psychology
University of Missouri; Columbia, MO

May 2010

Provisional Licensed Professional Counselor

Licensure
2013042527

November 2013

PROFESSIONAL EXPERIENCE

Addiction Technician / Outpatient Therapist
Pathways, Columbia, MO

May 2011-January 2012; August 2013-Current

- Ensured the safety and health of clients
- Aided clients in the rehabilitation process
- Assisted in community reintegration process
- Facilitated rehabilitation groups
- Provided therapy for clients

Youth Care Specialist

November 2012-Current

Children's Foundation of Mid-America, Columbia, MO

- Ensured the safety and health of clients
- Assisted clients with Dialectical Behavior Therapy and Mindfulness
- Planned recreational outings for clients.
- Assisted in community reintegration process

Counselor in Training

August 2012-April 2013

Wakonda Family Institute, Columbia, MO

- Facilitated ADHD boys group
- Provided therapy for clients

Community Support Specialist

February 2012-October 2012

Hope Center, Fulton, MO

- Collaborated with clients in the process of making treatment plans
- Assisted clients with transitional placement
- Supported clients in obtaining Medicaid and Social Security

PROFESSIONAL ASSOCIATIONS

American Counseling Association

September 2011-Current

SKILLS

Microsoft Office
First Aid Certified
Class E license

Anasazi
PC/MAC experience
Medication Administration Certified

CPR Certified
Carelogic
IQ Testing

Alisha Mantonya

From:
Sent: Tuesday, December 03, 2013 9:21 AM
To: Alisha Mantonya
Subject: RE: PLPC Verification

Issued 11/22/13 and expires 11/21/15.

To: Roach, Greg
Subject: RE: PLPC Verification

Thanks, Greg! Hope you had a great Thanksgiving! Can you please let me know when it was issued?

Sent: Tuesday, December 03, 2013 9:33 AM
To: Alisha Mantonya
Subject: RE: PLPC Verification

Morning, I'm back from Thanksgiving. I'm sorry for the delay in responding to you.

There is no discipline against this provider.

Greg

Sent: Monday, December 02, 2013 1:01 PM
To: Roach, Greg
Subject: PLPC Verification

Hi Greg,
I need to verify a PLPC for Patrick Tetrick #2013042527.
Thank you,

Alisha Mantonya
Human Resources Assistant
Compass Health
1800 Community Drive Clinton, MO 64735
660-890-8081 phone 816-318-3354 fax

This email message is for the sole use of the intended recipients(s) and may contain confidential, proprietary or privileged information. Any unauthorized use, disclosure or distribution is prohibited. If you are not the intended recipient, please reply to the sender by e-mail and destroy/delete all copies of the original message, enclosures and attachments.

Kathileen G. Grose

Professional Education

University of Missouri – Kansas City

Master of Arts in Counseling & Guidance-2003

Park University - Parkville, MO

Bachelor of Arts Degree-1991

Professional Licensing and Certification

LPC-License Professional Counselor

CRAADC-Certified Reciprocal Advanced Alcohol
Drug Counselor

MARS-Medication Assisted Recovery Specialist

SQP-SATOP Qualified Professional

PROFESSIONAL EXPERIENCE

Director of Addiction Recovery Services

- ❖ Oversee quality and continuity of care for adult and adolescent substance use treatment programs.
- ❖ Direct recruitment, hiring and training of Addiction Recovery staff.
- ❖ Oversee all program operations to ensure they meet contract/certification requirements for DMH, Division of Alcohol and Substance Use, CARF, DOC, and special funding contract guidelines.
- ❖ Facilitate communication and provide community outreach to all referral sources.
- ❖ Strategic planning team member working to improve organizational and operational functions; evaluating policies and procedures, treatment efficacy, program trends, staff performance and quality of services activities.
- ❖ Facilitate educational presentations to schools, community and civic groups.
- ❖ Actively participate as a company representative in community coalitions, Missouri Re-entry Programs, and other community groups.
- ❖ Provide direct supervision to staff seeking certification and licensure.

Supervising Therapist

- ❖ Provide direct supervision to Outpatient Therapist, Certified Counselors and Community Support staff.
- ❖ Insure quality control, compliance, manage electronic medical records, monthly billing, quarterly reports; with a goal of exceeding standards for timelessness and compliance with agency, state and federal guidelines.
- ❖ Facilitate monthly staff meetings for the NW Addiction Recovery region.
- ❖ Manage day-to-day staff operations to insure safety of consumers and provide clinical oversight.
- ❖ Act as a liaison with other department staff and outside referral sources.
- ❖ Actively participate as a company representative in community coalitions, Missouri Re-entry Programs, and other community groups.

Outpatient Therapist – Substance Use and Mental Health Treatment

- ❖ Provide intake assessments and make treatment recommendations for adolescents and adults.
- ❖ Assist consumer/family in development of treatment plan, implementation of plan and help consumer/family work for successful completion of the plan.
- ❖ Provide therapeutic interventions, psycho-education, addiction /recovery, Co-occurring disorder and Mental Health therapy services by way of individual and family therapy as well as group education and group counseling for adolescents and adults.
- ❖ Provide crisis assessment and intervention in the office, in the local domestic violence shelter and as a member of the after hours crisis team.
- ❖ Provide case management service and make client referral for additional services to enhance effective treatment.
- ❖ Facilitate communication as a liaison with the legal community, Family Support Division and schools regarding client/family participation and treatment progress.
- ❖ Maintain timely written documentation of all services provided.

Professional Employment History

Pathways Community Health, Inc. – 8/2005 to Present Time

Ozanam-Cornerstones Of Care - 8/2003 to 8/2005

Hope House, Inc. – 8/2003 to 1/2006 (Part Time)

Crittenton Behavioral Health, Inc. 11/1999 to 8/2003

Activities and Awards

Park University Deans Honor List, 1990-1991

Graduated Summa Cum Laude & Departmental Honors, 1991

Housing Chair-Cass County Cares – Division of CCCDPR, 2011 to Present

National Certified Counselor

State of Missouri

Department of Insurance, Financial Institutions and Professional Registration
Division of Professional Registration
Committee for Professional Counselors
Licensed Professional Counselor

VALID THROUGH JUNE 30, 2015
ORIGINAL CERTIFICATE/LICENSE NO: 2003030538

KATHILEEN G GROSE

Lance Geash
EXECUTIVE DIRECTOR

Jan P. Racker
DIVISION DIRECTOR

Bailey N. Williams

Education

Avila University 2009-2012
11901 Wornall Road
Kansas City, MO 64145
Program: Master's of Counseling Psychology
GPA: 4.0

Rockhurst University 2005-2009
1100 Rockhurst Road
Kansas City, MO 64052
Major: Psychology
Minor: Communication Science and Disorders
Overall GPA: 3.58

Experience

Professional Experience

Saint Luke's Child Care Center
PRN October 2007-May 2009
Teacher I May 2009-August 2010
Teacher II November 2011-present
Kansas City, MO

- Responsible for the care and well-being of children, expected to uphold the values of the Child Care Center, and provide age-appropriate activities for the children

Crittenton Children's Center
Behavioral Health Tech August 2010-November 2011

- Provide care for children and adolescents on an acute inpatient psychiatric unit. Responsible for observing, reporting and recording patient behaviors and implementing behavior interventions according to their specific treatment plan

Internship Experience

Child Abuse Prevention Association (CAPA)
Counseling Intern May 2011-May 2012
Independence, MO
Supervisor: Karen Costa

- Provided trauma-focused counseling to individuals, families, couples, and groups. Completed intake assessments and developed treatment plans.

AmeriCorps Member
August 2011-May 2012
Independence, MO
Supervisor: Melody Morgan

- Served the community by counseling individuals, families, and groups; providing educational presentations; and participating in service activities.

Division of Social Services, Children's Division
Practicum Student August 2008-December 2008

Kansas City, MO

Supervisor: Mindy Schneider

- I had the opportunity to go on home and school visits to see children that have been removed from their home for various reasons. I went on numerous investigations to try and discover exactly what happened. I attended court cases and adoption planning meetings. I also had the chance to go out with a newborn crisis assessor. Overall, I have become familiar with how the state works and what services they provide people.

Certifications

Child and Adolescent Certificate

Passed the National Counselor Examination (NCE) October 2012

References

Melody Morgan

AmeriCorps Program Supervisor

Dr. Steven Sirridge, PhD

Professor of Psychology

Karen Costa

Clinical Director

Child Abuse Prevention Association

State of Missouri

Department of Insurance, Financial Institutions and Professional Registration
Division of Professional Registration
Committee for Professional Counselors
Provisional License Professional Counselor

VALID THROUGH SEPTEMBER 30, 2015
ORIGINAL CERTIFICATE/LICENSE NO. 2013036404

BAILEY N WILLIAMS
KATHLEEN GROBE-2003030538

[Signature]
EXECUTIVE DIRECTOR

[Signature]
DIVISION DIRECTOR

Sarah M. Gonzalez

- Work History**
- March 5, 2012- Present**
Community Support Specialist Supervisor, RASAC I I
McCambridge Center/Compass Health
Columbia, MO
 - June 6, 2006- March 5, 2012**
Assistant Program Director, McCambridge Center/Family Counseling Center
Columbia, MO
 - July 6, 2004-June 6, 2006**
Resource Manager, McCambridge Center/Family Counseling Center
Columbia, MO
 - December 11, 2001-July 6, 2004**
Community Support Worker, McCambridge Center/Family Counseling Center
Columbia, MO
 - May 21, 2001-December 11, 2001**
Counselor Assistant, McCambridge Center/Family Counseling Center

- Education**
- Bachelor of Social Work
Pittsburg State University
Pittsburg, KS
December 2000

[References are available upon request.]

Applicant Profile

DOIREANN O'BRIEN

Employment History

Employer: FRDC

Location: Fulton, MO

Title: Therapist

Date(s): 06/2008 - 09/2013

Description: Provide assessment, counseling management, and run groups.

Employer: Alternative Community Training

Location: Columbia, MO

Title: Behavior Therapist

Date(s): 07/2006 - 05/2007

Description: Behavior Therapist for adults with developmental disabilities.

Employer: Universtiy of Missouri

Location: Columbia, MO

Title: Child Psychotherapist

Date(s): 02/2003 - 02/2005

Description: Child psychotherapist

Employer: Southern Boone Co Schools

Location: Ashland, MO

Title: School Counselor

Date(s): 07/2000 - 06/2002

Description: Create and implement Missouri Comprehensive Guidance Program Curriculum for 380 K3 students. Duties include weekly classroom visits, small group and individual counseling,

and consultation with teachers, administrators, and parents.

Employer: Bureau of the Census

Location: Columbia, MO

Title: Supervisor (Crew Leader)

Date(s): 04/2000 - 07/2000

Description: Crew leader and trainer. Responsible for training several groups of 20 to 25 enumerators. For the final group, responsible for management of crew, including management, monitoring their records and their field performance.

Employer: Audrain Medical Center, Arthur Center

Location: Mexico, MO

Title: Counselor, Educator

Date(s): 02/1997 - 11/1999

Description: Counselor, Jefferson City office, work with day treatment and outpatient programs. Office manager, counselor, Moberly. Crisis management, counseling, and public relations. Counselor, educator, Columbia. Secondary at risk adolescent day treatment.

Employer: Datastorm Technologies, Inc.

Location: Columbia, MO

Title: Product Consultant

Date(s): 07/1996 - 10/1996

Description: One of 40 hired to contact existing customer base to promote new software products. Consistent sales figures in top 10% or better, despite being among the third group trained out of four.

Employer: Counseling and Educational Consultants

Location: Columbia, MO

Title: Executive Director

Date(s): 06/1994 - 10/1997

Description: Contracted with Medicaid, DFS, and State Department of Social Services to provide inhome family therapy, parent education, consultation, and referral services to families referred

by DFS for child abuse and neglect.

Employer: Mid Missouri Mental Health Services

Location: COLUMBIA, MO

Title: Counselor

Date(s): 08/1993 - 06/1994

Description: Outreach to flood affected families. Case management, resource referral, therapy.

Education

School: University Of Missouri At Columbia
Location: COLUMBIA, MO, UNITED STATES
Degree: Masters
Date(s): 12/01/1985
Major: Education, General

School: University of Missouri Columbia
Location: COLUMBIA, MO, UNITED STATES
Degree: Bachelors
Date(s): 05/01/1981
Major: Psychology, General

School: Division of Professional Registration
Location: Jefferson City MO, ,
Degree: Additional Ed Accomplishment
Date(s):
Major:

School: Missouri Division of Professional Registration
Location: Jefferson City, MO, ,
Degree: Additional Ed Accomplishment
Date(s):
Major:

School: University Of Missouri At Columbia

Location: , MO,
Degree: Additional Ed Accomplishment
Date(s):
Major:

Skills/Tools

- Addiction Counseling
- Administrative Assisting
- Business Management Work
- Calculator
- Cashier
- Child Care
- Communication Work
- Computer Literate
- Copy Machine
- Counseling Work
- Family Counseling
- Fax
- French
- General Office
- Human Resources
- Insurance
- Internet Knowledgeable
- Local Driving
- Management
- Medical Terminology
- Medication Dispensing
- Microsoft PowerPoint
- Microsoft Word
- Psychology Work
- Rehabilitation Counseling
- Sales
- Supervision
- Telemarketing

Ten Key

Windows

Licenses/Certifications

Massage Therapy

Licensed Professional Counselor

Teaching

Additional Skills & Accomplishments

GRADUATED CUM LAUDE

OPERATED OWN BUSINESS

MUSIC PRODUCTION AND EDITING-RELEASED SEVERAL MUSIC CD'S

ESTABLISHED ANNUAL MUSIC FESTIVAL

TOP SALES TEAM HONORARY BACHELOR'S OF SALES & BUSINESS MGMT

COORDINATED HOME REMODELING PROJECTS

SALES ACCOMPLISHMENTS: #1/40 ON MY TEAM IN SOFTWARE SALES

WROTE SALES TRAINING MANUAL FOR FORMER EMPLOYER (BOOK FAIRS)

#1/125 ON MY SALES TEAM (EDUCATIONAL BOOKS)

5 YEARS' SALES CONSISTENT TOP 5% OUT OF 5000

PRESIDENTS CLUB AWARD-RECRUITED & TRAINED TOP SALES TEAM

State of Missouri

Division of Professional Registration
Licensed Professional Counselor

VALID THROUGH JUNE 30, 2016
ORIGINAL CERTIFICATE/LICENSE NO. 001391
DOIREANN MARIE O'BRIEN

DOIREANN MARIE O'BRIEN





CLARISSA LOVELL

PROFILE

Hard working, team orientated individual who values professional growth and overall organizational success. Through creative innovation and community support is able to achieve growth in program achievement. Superior communication skills, easily interacts with colleagues and community members.

EDUCATION

Northwest Missouri State University
Bachelors Degree in Children and Family Studies

- ♦ Graduate 2005
- ♦ Alumni Tri-Sigma Sorority

EXPERIENCE

Pathways Community Health ♦ Raymore, MO
Outpatient Counselor Supervisor, July 2011 – Current

- ❖ Missouri Substance Abuse Professional Credentialing Broad Certified Supervisor, Certified Reciprocal Alcohol and Drug Counselor (CRADC), and SATOP-Qualified Professional (SQP).
- ❖ Provide supervision for the Northwest Region Addiction Recovery team consisting of Outpatient Therapist, Counselor Trainee's, and Community Support Specialist.
 - ❖ Develop and oversee training and maintaining program requirements
 - ❖ Provide training for Counselor Trainees on the 12 core functions of being a Certified Alcohol and Drug Counselor
 - ❖ Coordinate with Director on an as needed basis
 - ❖ Co-Chair monthly team meetings with Director
- ❖ Review documentation and charts for quality of care and accuracy with program requirements
 - ❖ Insure safety and security of team and clientele.
- ❖ Staff clinical decisions with Counselors and Community Support Specialist in managing clients needs
 - ❖ Assist in seeking care for crisis situations and make the suitable referrals.
 - ❖ Promoting positive atmosphere in work place supportive of team growth
 - ❖ Monitor and track company standards within team

Certified Substance Abuse Counselor, September 2010 – July 2011

- ❖ Provide individual counseling, group education, group counseling, community support assistance, and case management to clientele on caseload.
- ❖ Managed caseload of an average of 70 clients with ensuring remaining in program standards.
 - ❖ Assessed, screened and developed collaboratively with client on their treatment that included wellness planning.
 - ❖ Completed documentation in the required timelines
- ❖ Maintained certifications with continuing professional growth with attending trainings
 - ❖ Collaborated with team members and supervisor concerning needs of services if needing to make appropriate referrals.

Preferred Family Healthcare ♦ Kirksville, MO

Prevention Coordinator, June 2008 – August 2010

- ❖ Delivered provided curriculum to kindergarten through Twelfth grade students
- ❖ Developed additional curriculum materials/resources to fit the needs of the students
 - ❖ Focused on bullying prevention, character development, healthy lifestyles, building healthy relationships, and drug education
- ❖ Invested additional time in ensuring teachers felt supported and saw the role as a resource
 - ❖ Mentored high school students on educational opportunities and building career goals
 - ❖ Ensured budget was maintained and promoted cost savings through creative innovation
 - ❖ Solicited for donations from community to benefit program
- ❖ Served as a community advocate for youth and teen healthy lifestyles through the development of community dances, back to school drives, and SMOKEBUSTERS events

Associate Counselor, July 2005 – June 2008

- ❖ Counseled and managed an adolescent caseload of combined inpatient and outpatient treatment avenues
 - ❖ Worked with adolescent dual diagnosis population
 - ❖ Established a positive relationships with 9 school districts
 - ❖ Lead groups on developing Recovery skills that also included new additions of Music Therapy and Creative Writing
 - ❖ Successfully maintained records of client and accounting records
 - ❖ Outpatient team leader for weekly team meetings and organizer of the Outpatient treatment team
 - ❖ Supported fellow co-workers and aided in problem solving
 - ❖ Ensured success of program through working on-call weekends (Bi-Monthly)
-

No. 3305

Missouri Substance Abuse Professional Credentialing Board

Hereby Certifies that

Clarissa A. Lovell

Continues to meet the standards and qualifications of a
Certified Reciprocal Alcohol Drug Counselor
as determined by the Board.

A handwritten signature in cursive, appearing to read 'Clifford', is written over a horizontal line. To the right of the signature, the letters 'CKMPC' are printed.

President

Expiration Date: 10/31/2015

Above is a 5x7 mini certificate to be displayed with your large certificate. This mini certificate indicates your renewal/expiration date. This certificate will be replaced after each renewal.

Stephen E. Dittmer, P.L.P.C., RASAC II

EDUCATION

Lincoln University Jefferson City, MO

M.Ed in Guidance Counseling (May 2009)

Columbia College Columbia, Missouri

Bachelor of Arts in Human Services (July 2007)

PROFESSIONAL CREDENTIALS

Provisionally Licensed Professional Counselor (P.L.P.C.)

RASAC II certification from Missouri Addiction Counselors Association in February, 2011

Professional Member, American Counseling Association

PROFESSIONAL TRAINING

Missouri Association of Drug Court Professionals 14th Annual Conference March, 2012

National Center for DWI Courts Planning Training for New DWI Courts August, 2011

Grant Writing for Self-Sustaining Nonprofits. Office of Stewardship-Diocese of Jefferson City.
August, 2009

Extensive Continuing Education focusing on addiction-related issues via Missouri Substance Abuse Professional Credentialing Board, Family Counseling Center, and Pathways Behavioral Health.

HUMAN SERVICES EXPERIENCE

Family Counseling Center, Fulton, MO (2011-present); Therapist

Clientele consisting of Drug/DWI Court participants, Department of Corrections and sliding scale clients. Responsibilities include: Individual and Group therapy; initial intake and clinical assessments/diagnoses; case management; developed a successful addiction treatment program for Drug/DWI Court participants. Initiate structured treatment plans/periodic reviews with clients. Ensure accurate and timely reports for Department of Mental Health, Drug/DWI Court and Department of Corrections. Represent Family Counseling Center with District 26 Probation and Parole officers.

Wakonda Family Institute, Columbia, MO (2010-2011)

Therapist at free clinic serving indigent clients in Central Missouri

Salvation Army Emergency Lodge Jefferson City, MO (2001–2002); Shelter Monitor

Salvation Army Harbor House Columbia, MO (1995–1996); Shelter Monitor

Ensured safety and well-being of residents of shelter. Performed general psychosocial and medical intake evaluations. Assisted in employment searches and secured employment for residents at Jefferson City location via personal and professional networking contacts. Established Men's Recovery Dormitory

Program at Columbia Salvation Army in 1995 as an alternative to traditional treatment center programs. It is still in operation to this day.

MARKETING AND SALES EXPERIENCE

Horizon Business Forms

Jefferson City, MO. (2002-2005); Owner

Marketed and sold business forms, stationary, checking products, and software compatible forms for small to medium-sized businesses in Missouri. Maintained all financial records for the business.

Designed, ordered and arranged delivery from multiple manufacturers' to clients while maintaining fair profit.

Harding Glass

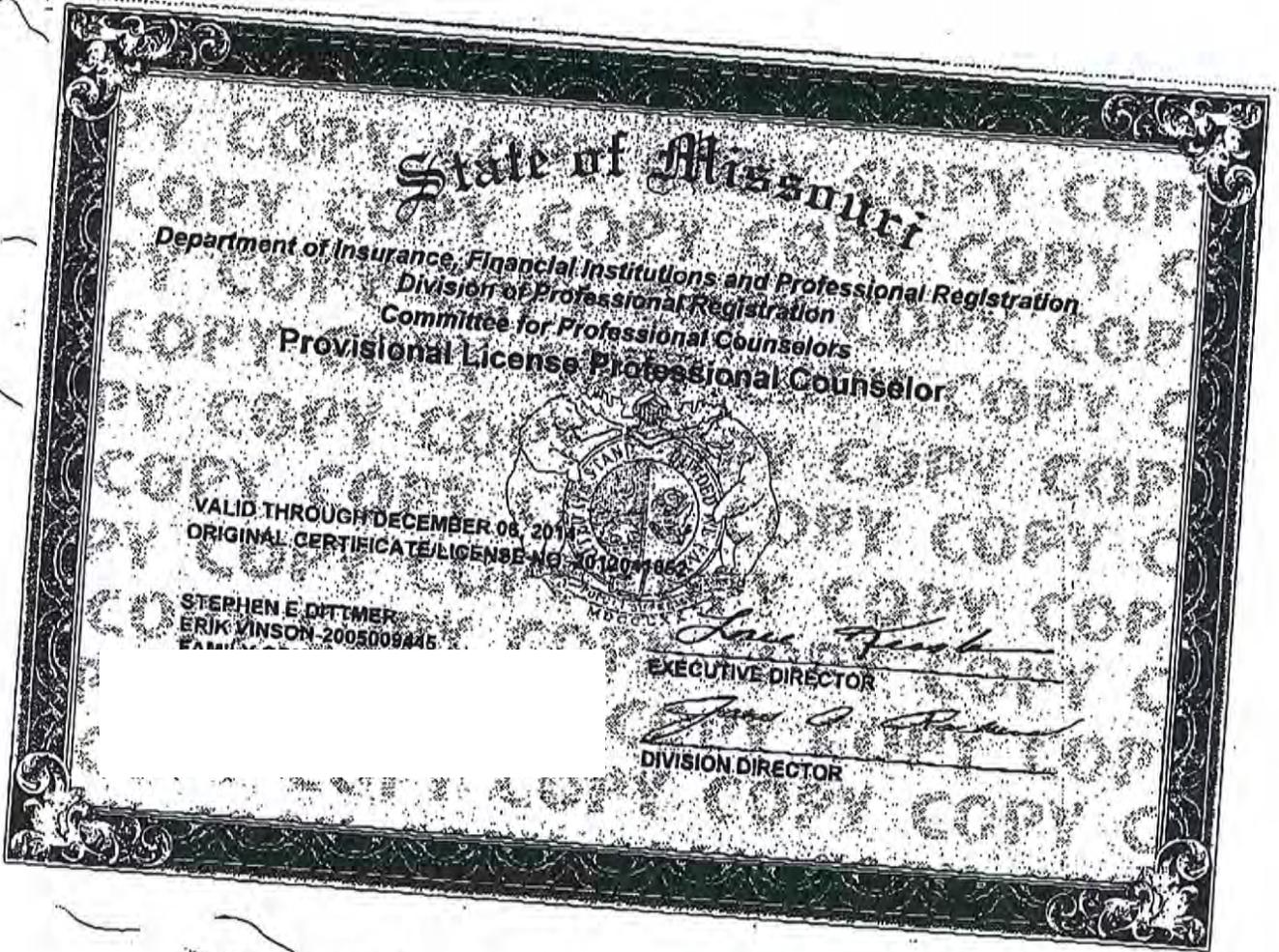
**Columbia/Jefferson City, MO (1998-2001) Central Missouri Sales Manager / General Manager
Jefferson City Store**

Marketed and sold glass replacement products and services to car dealerships, insurance agencies, and construction companies. Supervised eight employees, analyzed profit/loss margins, and responsible for business generating in excess of \$30,000.00 per month.

MILITARY EXPERIENCE

United States Air Force Shaw AFB, SC 29152 (1980-1984) Honorable Discharge

40096



COURTNEY A. HAYNES, LMSW

EDUCATIONAL BACKGROUND

Master of Social Work

University of Missouri, Columbia, MO

Graduation Date: May, 2013

GPA: 4.0

Course work: Addiction Treatment, Group Counseling, and Family Therapy

Bachelor of Arts in Theater

Bennington College, Bennington, VT

Graduation Date: May, 1997

Concentration: Theater as a Vehicle for Social Change

LICENSES

Missouri Licensed Master Social Worker

Issue Date: August 20, 2013

Missouri Division of Professional Registration

License # 2013031034

Recognized Associate Substance Abuse Counselor

Issue Date: February 14, 2013

Missouri Substance Abuse Professional Credentialing Board

Counselor# 7238

Certified HIV Oral and Rapid Testing Counselor

Missouri Department of Health and Senior Services

Issue Date: November 22, 2011

Counselor# 970

CLINICAL EXPERIENCE

Substance Abuse Therapist

McCambridge Center

Columbia, MO, May, 2013-Present

January 2013-May, 2013 (Field Placement)

Provide individual therapy and process group facilitation to inpatient and outpatient clients with substance abuse diagnosis and co-occurring disorders. Provide bio-psycho-social interventions and treatment plans for individuals. Utilize documentation standards for DMH contracted agency. Teach psycho-educational courses on family issues and addiction's affects on the brain. Attend weekly team meetings, clinical case discussions, and individual supervision. Collaborate with psychiatrists, medical providers, DFS case managers, and probation and parole officers as appropriate. Supervised by Robin McCartney, MSW, LCSW and Jennifer Winslow, M.Ed.

HIV Educator (Field Placement)

Columbia/Boone County Department of Public Health and Human Services

Columbia, MO, January 2012-May 2012

Perform biopsychosocial assessments and brief counseling for clients during HIV testing.

Provide prevention education for clients. Perform outreach presentations for various populations including area high schools, correctional facilities and rehabilitation centers.

Plan, market, and implement testing events within prioritized populations. Supervised by Dustin Hampton, M.Ed.

"Popular Opinion Leader" (POL) Group Facilitator

Nebraska AIDS Project (NAP)

Omaha, NE, June 2009-July 2011

Group facilitator in HIV and STD prevention using a Center for Disease Control effective behavioral intervention (EBI). Provided outreach programming to various community members over a two year period. Met and maintained goals for the program. Supervised by Gary Winningham.

COMMUNITY VOLUNTEER

Community Resource Counselor

MedZou, Student Run Free Health Care Clinic

Columbia, MO, November, 2011-May, 2013

POL Advisory Board Member

Nebraska AIDS Project

Omaha, NE, June 2009-August 2011

Assisted with setting up community level HIV peer education intervention. Helped design goals, developed incentive systems to encourage participation, and recruited participants. Attended quarterly board meetings to assess program needs and ensure goals were being met.

State of Missouri

Department of Insurance, Financial Institutions and Professional Registration
Division of Professional Registration
State Committee for Social Workers
Licensed Master Social Worker

VALID THROUGH SEPTEMBER 30, 2014
ORIGINAL CERTIFICATE/LICENSE NO. 2013031034

COURTNEY ALEXIS HAYNES

James A. Pickens
EXECUTIVE DIRECTOR

James A. Pickens
DIVISION DIRECTOR

Tanya Weigand, MSW, LCSW
Substance Abuse Experience

- Direct work with Dual Diagnosis (Mental Illness/Addiction) adult clients while employed at Advent Enterprises beginning in 1997.
- Co-Morbidity of Mental Health and Substance Abuse throughout career in Child Welfare/Social Work. Trained to complete thorough Assessments, complete referrals for Substance Abuse Treatment throughout Missouri for Youth/Family members, monitor Treatment being provided, and promote successful sobriety outcomes.
- Therapeutic Services (Assessment, Diagnosis, Counseling and program referrals) to Adolescents and Adults with Alcohol and Drug issues via private practice, Affinity Counseling, LLC. Also provide services to family members including Education and Counseling to promote resiliency.
- Direct Participation and Referrals-Support Groups:
 - Open Meetings for AA/NA (multiple locations)
 - Al-Anon Meetings (multiple locations)
 - Have referred many clients to AA/NA, Al-Anon and Alateen meeting throughout Missouri
- Training/Education:
 - THIQ and the Disease Concept of Alcoholism Training/ Additional Research
 - Valley Hope (Booneville MO)
 - Medical Monitored Detox program
 - Family program
 - Patient program-Residential
 - Brief experience with Outpatient (Telehealth)
 - The Neurochemistry of Addiction, Ruthie R. Andrews, LPC, RSAP (COMTREA, Inc.)
 - The Impact of Trauma, Patsy Carter, Ph.D (Missouri Department of Mental Health)
 - Mental Health First Aide USA Training
 - Treatment of Adolescents With Substance Use Disorders (U.S. Department of Health and Human Services)
 - Comprehensive Case Management for Substance Abuse Treatment (U.S. Department of Health and Human Services)
 - Addiction Counseling Competencies, The Knowledge, Skills, and Attitudes of Professional Practice (U.S. Department of Health and Human Services)

Tanya Weigand

EDUCATION

Licensed Clinical Social Worker—State of Missouri
March 2011

Masters of Social Work
Nonprofit Management and Leadership Certificate
University of Missouri-St. Louis, Missouri
August 2006 GPA 3.707

Bachelor of Social Work
Columbia College, Missouri University of Missouri-Columbia, Missouri
May 2000 GPA 3.675 Cum Laude 01/1994-12/1994 and 8/1995-3/1996

EMPLOYMENT

Affinity Counseling LLC, Columbia, Missouri
Owner/Therapist 10/2011-present

Missouri Alliance for Children and Families, Jefferson City, Missouri
Case Management Supervisor 11/2008-present
Case Manager 8/2007-11/2008

Supervision of Case Managers and College Interns in Multiple Circuits throughout Mid-Missouri; Specialized Case Management/Therapeutic work with children and families with severe needs in the home, school and community; Multidisciplinary Team Facilitation/Participation, Evaluation of Individualized Care Plans; Wraparound philosophy; Court and Fostering Court Improvement participation; Fiscal Responsibility of over \$300,000/ monthly; Training/Presentation; Advocacy; On-call responsibilities; Knowledge of Missouri foster/adoptive care system and Social Services

Catholic Charities-Marian Hall Residential and Villa Maria Center (CSCY), St. Louis, Missouri
Residential Coordinator 12/2006-8/2007

Oversee two sites providing Residential and Emergency shelter to adolescent females, Maternity program for expectant adolescents, Parenting services for those with children, Management of Youth Care Staff Supervisors and Youth Care staff, Program development, Staff Development/ Trainings, Budget knowledge, Title I program, Participation in merger activities

Catholic Charities- St. Joseph's, PARTNERS Agencies, Marian Hall Services, Father Dunne's Newsboys Home, St. Louis, Missouri
Graduate Practicum 6/2005-8/2006

Budgeting/Fiscal management, Fund Raising, Grant writing, Contract bids with Children's Division, Human Resource, Staff Management, participation with PARTNERS Agencies (collaborative effort for Foster Care Case Management contract), Movement towards Merger of four Catholic Charities Children's Agencies, Co-facilitate Trainings about Wraparound and Case Management; Individual, Group and Family Therapy, Supervision of FST meetings/etc.

Catholic Charities- St. Joseph's Home and Family Support Services, St. Louis, Missouri
Child and Family Specialist 10/2003-12/2006

Contracted Case Management with Missouri Alliance, Family reunification/preservation, Wraparound philosophy, Family and Youth Support Group Facilitation, Employee training and development, Training and Resource Manual development, Court participation, Individualized care plan development, Multidisciplinary team facilitation, Advocacy, Community Trainings, Child Abuse/Domestic Violence prevention, clinical work with inner-city children/families, on-call responsibilities, knowledge of Missouri Social Services

Missouri Alliance for Children and Families, St. Louis, Missouri
Case Manager 2/2002-10/2003

Rainbow House -Regional Child Advocacy Center, Columbia, Missouri
Resource Assistant 5/2000-12/2000

Schedule and assist Doctors with SAFE/CARE exams, Child Abuse Investigations, Multidisciplinary teamwork, Direct practice with children and families, Development and organization of resource library, Statistical Maintenance and Analysis, medical room/office inventory, extensive computer skills, Production of brochures, pamphlets, resource manual and other supplemental materials, Newsletter contribution, Fundraising participation, Administrative duties, Facility tours, Community Presentations and Outreach, knowledge of Missouri Social Services

Rainbow House -Emergency Shelter, Columbia, Missouri

Relief House Parent 12/1999-12/2000

Direct care of children (infancy-age 18), Volunteer Development, Administrative duties, Family Reunification/Preservation, Behavior Modification

Columbia Public School System, Columbia, Missouri
Substitute Teacher 9/1999-5/2000

Advent Enterprises, Inc., Columbia, Missouri
Employment Consultant 10/1997-9/1999

Knowledge of Developmental Disabilities and Mental Illness, Assessments and Reports, Training and Supervision of individuals served, Advocacy

Trainings/Workshops:

- Managing Emotional Mayhem/Conscious Discipline Training-Woodcrest (Fall 2012)
- Leadership Summit-Woodcrest (2011 and 2012)
- DISCOVER -Spiritual Gifting (Summer 2012)

Achievements:

- Development of On-Call Protocol and Training (Fall 2012)
- Leadership Team-Woodcrest Chapel (2011-present)
- Financial Peace University Facilitator/Group Leader (2011-present)

- System of Care Summit-12th Circuit. Presentation of Substance Use/Abuse of Alcohol, Drugs, Prescription and Synthetic Drugs, Warren County Police Department

- **Basic Knowledge/Experience:**

- SATOP programs
- Faith-Based Recovery Program (Woodcrest Chapel)
- Co-Dependency
- 12-Step Programs
- DWI laws/common consequences

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name: Weigand, Tanya Wyonne
Profession Name: Clinical Social Worker
Licensee Number: 2011010752
Expiration Date: 9/30/2014
Original Issue Date: 4/19/2011
Address: 2403 Corona Rd.
Address Con't:
City, State Zip: Columbia, MO 65203
County: Boone
Practitioner DBA Name:
Certification Type:
Classification:
Current Discipline Status: None

Missouri Division of Professional Registration
3605 Missouri Boulevard
P.O. Box 1335
Jefferson City, MO 65102-1335
573.751.0293 Telephone
800.735.2966 TTY
800.735.2466 Voice Relay
profreg@pr.mo.gov
<http://pr.mo.gov/>

Jennifer D. Winslow M Ed LPC

EDUCATION

State of Missouri Licensed Professional Counselor-LPC

May 2012

Master of Education-Counseling Psychology: Career Counseling and Development emphasis

University of Missouri: Graduation Date: May 2009

Bachelors of Art-Psychology

Westminster College: Graduation Date May 2007

PROFESSIONAL EXPERIENCE

Clinical Supervisor, McCambridge Center; Family Counseling Center; Columbia Missouri

Supervisor: BethAnn Berhorst

April 2013- present

- Perform all of the essential functions of a substance abuse counselor
- Perform supervision of counselor responsibilities on an ongoing, full time basis including:
One on one supervision for CSAC I and counselor trainee one hour face to face per week
- Develops and oversees trainings and practicum requirements
- Assists counselor/trainees in certification process providing documentation of-providing training and development of counselor staff
- Assign consumes to counselors
- Coordinate with technician supervision on training and development of substance abuse technician staff
- Chair weekly staff treatment team meetings and insure documentation of agenda items covered and consumer treatment reviews
- In the absence of Program Director, maintain quality and continuity of services and manage staff operations Coordinate with outside agencies on consume issues related to the promotion of treatment and recovery
- Insure safety and security of consumes and staff
- Provide clinical guidance on all consume treatment issues

Substance Abuse Therapist, McCambridge Center; Family Counseling Center; Columbia Missouri

Supervisor: Robin McCarthy

December 2009-April 2013

- Provided professional group, family, and individual counseling sessions for clients in overcoming substance dependency in a residential women and children facility.
- Maintained complete and accurate case files including timely assessment reports, wellness plans, progress reports, and discharge records.
- Gave educational presentations to schools, civic groups, related agencies, and co-workers as assigned.
- Developed and maintained working relationships with potential referral and funding sources such as Department of Mental Health, On Track Court, Mental Health Court, Drug Court and Probation and Parole as needed.
- Provided weekly supervision to practicum students as assigned.
- Assessed and diagnose clients within agency policies and procedures.
- Set measurable goals and objectives to create client centered wellness plans.
- Collaborated with treatment team to ensure that client needs are met.
- Served as Supervising Counselor in the absence of Clinical Director.

Team Leader, Jumpstart/AmeriCorps, University of Missouri, Columbia Missouri

Supervisor: Christine Bennett

August 2007-May 2009

- Led 10 college students to provide educational activities to young children through one-to-one relationships.
- Coached team members by modeling developmentally appropriate practices, conducting observation, providing feedback and communicating to families and teachers.

- Facilitated well-organized team planning meetings.
- Led curriculum pilot session plans within the classroom.
- Received intensive training and professional development in early childhood theory and practice, language and literacy development, leadership skills and communication with families.

Youth Specialist II, Department of Social Services; Division of Youth Services; Fulton Treatment Center, Fulton, Missouri
Supervisor: Shawna Helton **July 2009-December 2009**

- Served as a youth supervisor with responsibility for the safety, personal conduct, care, and therapy of the youth during a shift.
- Received advanced in-service training under guidance of experienced staff members.
- Implemented group and individual treatment plans.
- Interacted critically and constructively with other staff members to develop and apply successful treatment techniques.
- Prepared reports regarding each client's adjustment and progress.
- Maintained client records.

SUPERVISED COUNSELING EXPERIENCES

Practicum Counselor, Career Center, University of Missouri, Columbia, Missouri **January 2009-May 2009**
Individual Supervisor: Mendoza, Monique Marie, M. Ed. *Group Supervisor: Norm Gysbers, Ph.D.*

- Provided individual counseling to students and community members. Client's presenting issues included challenges related to poverty, work-family role conflicts, the combination of personal mental issues and career development, job market re-entry, career transitions, etc.
- Utilized holistic approach by incorporating career counseling theories, interpersonal, psychodynamic and positive psychology.
- Conducted assessments such as SDS, StrengthsQuest, Discover, Insight inventory, Career Transition Inventory and Missouri Card Sort, approximately 20 times.
- Received individual supervision to ensure personal growth and competence.

Practicum Counselor, Career Development Center, Central Methodist University, Fayette, Missouri **January 2009-May 2009**
Individual Supervisor: Linda Lorenz, M. Ed. *Group Supervisor: Norm Gysberg, Ph.D.*

- Provided individual counseling to student athletes, as well as, the general population. Client's presenting issues included challenges associated with self-exploration, job market entrance, exploration of options post graduation.
- Conducted seminars on strengths and the applicability of strengths in personal and professional development.

Practicum Counselor, Columbia Hickman High School, Columbia, Missouri **August 2008-December 2008**
Individual Supervisor: YunHong He, M.Ed. *Group Supervisor: Kathleen Boggs, Ph.D.*

- Provided individual counseling to high school student. Client's presenting issues included career and college exploration, goal setting, personal, emotional, and social factors.
- Conducted assessments through Missouri Connections, identifying client's values and skills.
- Received individual supervision to ensure personal growth and competence.

40066

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name:	Winslow, Jennifer D
Profession Name:	Professional Counselor
Licensee Number:	2011026182
Expiration Date:	6/30/2015
Original Issue Date:	8/9/2011
Address:	
Address Con't:	
City, State Zip:	Columbia, MO 65203
County:	Boone
Practitioner DBA Name:	
Certification Type:	
Classification:	

Discipline information is not being listed for this profession. You may contact the board directly to obtain discipline information.

Missouri Division of Professional Registration
 3605 Missouri Boulevard
 P.O. Box 1335
 Jefferson City, MO 65102-1335
 573.751.0293 Telephone
 800.735.2966 TTY
 800.735.2466 Voice Relay
profreg@pr.mo.gov
<http://pr.mo.gov/>

CASSANDRA DAMLO

WORK EXPERIENCE

6/2011 – Present **Pathways Behavioral Health Care** **Warsaw, Missouri**

ADA Community Support Specialist

- Engage clients in substance abuse services
- Assist clients with identifying community resources
- Ensure communication and coordination of care among other agencies (i.e. courts, probation, FSD, etc.)
- Daily case management for clients to ensure their needs are met (employment, housing, educational advancement, access to medical care, etc.)
- Educate clients in group settings on various topics related to recovery from alcohol/drugs
- Document all contact with clients and other service providers in accordance with state and agency requirements
- Participate on inter-agency teams (such as drug court)
- Conduct random drug testing

12/2007 – 5/2009 **M.C. Dean, Inc.** **Dulles, Virginia**

Recruiting Assistant

- Process employment applications and initiate background checks
- Process offer letters and rejection letters
- Ensure communication between potential employees, recruiters is maintained throughout the entire job offer and hiring process
- Assist education department with scheduling courses for M.C. Dean employees
- Assist in maintaining various on line job postings on several different web sites, including colleges
- Maintain central database for all M.C. Dean employees including all training experience, licenses, date of hire, etc.

8/2003 – 12/2007 **Wadena County Social Services** **Wadena, Minnesota**

Chemical Dependency/Vulnerable Adult Social Worker

- Conduct substance abuse assessments
- Obtain collateral contact information to ensure clients are giving accurate information during the assessment process
- Determine financial responsible of treatment costs for each client and arrange for payments through state and/or insurance as appropriate
- Match clients with most appropriate treatment facility while ensuring referral, start date and transportation are also arranged for the client
- Document everyday activities with clients according to state requirements; keep paperwork filed and orderly
- Prepare monthly reports for the state

No. 7530

Missouri Substance Abuse Professional Credentialing Board

Hereby recognizes that

Cassandra L. Damlo

has met all the standards and qualifications required of an
associate substance abuse counselor as determined by the
Credentialing Board and is hereby conferred the title of

Recognized Associate Substance Abuse Counselor II

Awarded on July 22, 2013



Cleef Johnson

President

Alicia Danberg

Secretary

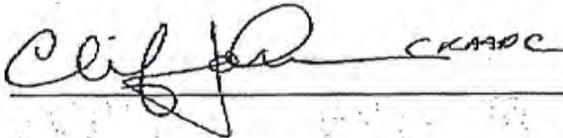
No. 7530

Missouri Substance Abuse Professional Credentialing Board

Hereby Certifies that

Cassandra L. Damlo

has met the standards and qualifications of a
Recognized Associate Substance Abuse Counselor II
as determined by the Board.



President

Expiration Date 10/31/2014

Above is a 5x7 mini certificate is to be displayed with your large certificate. This mini certificate indicates your renewal/expiration date. This certificate will be replaced after each renewal.

No. 7530

Missouri Substance Abuse Professional Credentialing Board

Hereby certifies that

Cassandra L. Damlo

has met all the standards and qualifications
required of an alcohol drug counselor
as determined by the Credentialing Board and is
herby conferred the title of
Recognized Associate Substance Abuse Counselor II
Awarded on 7/22/2013

Cliff Johnson
President
Alicia Ozenberger
Secretary

Andria McKinzie

Objective

To further my profession in substance abuse with a prosperous organization whose focus and mission is to administer quality and current treatment to the client, and professional skills and knowledge towards career and organizational growth.

Qualifications

- Able to handle confidential information and establish trust with clients.
- Possess excellent verbal and nonverbal communication skills through training, education, and teaching.
 - Educated and experienced in the use of many computer systems.
 - Efficient in time management, skilled in problem solving, organizational planning.
 - Effective in handling high pressure, multiple tasks, stressful and demanding situations.
 - Willing to take initiative and work without supervision and effectively motivate others to achieve goals.
 - Highly effective in promoting a positive, productive work environment.
 - Perceptive and sensitive listener, skilled in assessing needs.
 - Poised and self-confident in dealing with a wide variety of culturally diverse people.
 - Dependable, honest individual taking pride in accomplishments.

Work Experience

2011 to present

Pathway Compass Health

ADA counselor

2008 – 2010

Management and Training Corporation (MTC), East Texas Treatment Facility

Assistant Program Director

2000 – 2008

Clyde M. Johnston Unit, Substance Abuse Felony Punishment Facility

Licensed Chemical Dependency Counselor

1986 – 1998

Owner/Manager

Residential property management, real estate acquisition, selling, construction

Education

Certified Corrections Manager

MTC accredited

1999—2000

Tyler Junior College-Addiction and Drug Abuse

2003

Licensed Chemical Dependency Counselor

1997

Louisiana Tech University- Masters- Industrial/Organizational Psychology

1995

Louisiana State University- Bachelors- Psychology

Missouri Substance Abuse Professional Credentialing Board
P.O. Box 1250, Jefferson City, Missouri 65102-1250
573-751-9211, fax: 573-522-2073
help@msapcb.com

Name	Andria McKinzie
LEVEL	CCJP
CERTNO	6145
CERTDATE	2/16/2011
STATUS	Active
EXPDATE	4/30/2014
MSAPCB Supervision Number	

[Print This Page](#)

No. 6145

Missouri Substance Abuse Professional Credentialing Board

Hereby recognizes that

ANDRIA THIEBAUD

has met all the standards and qualifications required of a
substance abuse professional as determined by the Credentialing
Board and is hereby conferred the title of

Certified Criminal Justice Addictions Professional

Awarded this 16th day of February, 2011



Kevin Sobush CSACT, CCTP
President

Professori atpae CCTP
Secretary

Tracy Frazier MA

Objective: To obtain a position in the social services field.

Employment History:

Pathways Community Behavioral Healthcare Sept 2012 to present

Community Support Specialist

I work with as advocate for clients in the ADA CSTAR program. I locate resources as needed, offer emotional support and education on mental illness and substance abuse. I facilitate groups of education and therapy four days a week at three different offices.

Pathways Community Behavioral Healthcare July 2009 to April 2012

Substance Abuse Counselor RASAC II

I counseled individuals at the residential unit and outpatient services with chemical dependencies. I facilitated educational and therapy groups for addiction and dual diagnosis clients. I conducted one on one therapy sessions. I completed daily progress notes, treatment plans and char reviews.

Austen-Dooley Company May 2008 to July 2009

Qualified Developmentally Disabled Professional

I served as the QDDP for four homes with medically critical developmentally disabled individuals. I had 16 individuals. I oversaw all medical, financial, social and daily needs. I supervised 20-25 employees, including a home with ventilation patients and nursing staff 24 hours. I reviewed MARS, monthly, yearly and daily documentation. I wrote personal care plans and monthly reviews for all individuals.

Pathways Community Behavioral Healthcare Sept 2002- May 2008

Community Support Specialist

I served as an advocate for mentally ill adults in the community. I located resources as needed, offered emotional support and education on mental illness to a caseload of 17-20 individuals. I encouraged natural supports and instilled self confidence in those with mental illness. I completed daily progress notes, monthly reviews and yearly treatment plans. I facilitated a group on social skills for those with mental illness.

Education:

University of Central Missouri

MA in Sociology 2006

Missouri Southern State University

BA in Sociology 2000

Missouri Substance Abuse Professional Credentialing Board

P.O. Box 1250, Jefferson City, Missouri 65102-1250

573-751-9211, fax: 573-522-2073

help@msapcb.com

Name	Tracy R. Frazier
LEVEL	RASAC II
CERTNO	5057
CERTDATE	9/4/2009
STATUS	Active
EXPDATE	10/31/2014
MSAPCB Supervision Number	

[Print This Page](#)

JANICE HENDRIX

EDUCATION

Master of Science in Psychology, Emphasis in Clinical Mental Health Counseling, Pittsburg State University, Pittsburg, KS, date of graduation July 2012.

Bachelor of Science in Psychology, Emphasis in case management, Pittsburg State University, Pittsburg, KS, date of graduation December 2009.

COUNSELING AND CAREER EXPERIENCE

Pathway's Behavioral Healthcare, 320 N Mac Blvd, Nevada, MO 64772, Tel: 417-667-2262, 2011-present.

- Substance Abuse Counselor providing individual and group counseling including treatment planning.
- Clinical Triage including assessment and diagnostic impressions to determine appropriate program placement.
- Mental Health Access Crisis Intervention team member providing crisis intervention for emergency/hotline services.
- Community Support Specialist in Community Psychiatric Rehabilitation Center linking clients with community resources.
- Integrated Dual Diagnosis Specialist providing group and individual counseling for clients diagnosed with co-occurring disorders.

Pittsburg State University, Pittsburg, KS 66762, Tel: 620-235-4500, 2010-2012.

- Family and Group Counseling in the Truancy Diversion Program including treatment planning and development planning.

US Bank Home Mortgage, 221 W Cherry St, Nevada, MO 64772, Tel: 417-667-3333, 2009-2011.

- Temporary employee.
- Registration Help Desk performed customer service duties and locking of broker and correspondent loans based on current market rates.
- Compliance Specialist reviewing of mortgage loans for compliance and fraud based on federal guidelines.
- Trainer providing group customer service training for employees.

Community Behavioral Health, 801 S Ash, Nevada, MO 64772, Tel: 417-667-8352, 2009-2010.

- Comprehensive Substance Treatment and Rehabilitation Substance Abuse Counselor providing intensive group and individual outpatient counseling.
- Comprehensive Substance Treatment and Rehabilitation Community Support Specialist

linking clients with community resources.

TFI Family Services, Inc., 3101 N Michigan, Pittsburg, KS 66762, Tel: 620-231-1069, 2009.

- Fieldwork for undergraduate degree in psychology. Performed duties in the family resource division working with foster families and children.

Conway Truckload, 4701 E 32nd St, Joplin, MO 64801, Tel: 417-623-5229, 2008-2009.

- Night and Weekend Dispatcher communicating with truck drivers and responding to telephone calls and computer messages from vendors and drivers.

US Bank Home Mortgage, 221 W Cherry St, Nevada, MO 64772, Tel: 417-667-3333, 1993-2008.

- Manager managing staff of 50 employees in several departments in mortgage loan servicing.
- Departments covered included real estate taxes, adjustable rate mortgages and loan modifications, help desk and customer service, registration and locking rates for broker and correspondent lenders, home equity line of credit, government insuring, fraud and compliance, quality control audits and pooling collateral documents for sell to investors on the secondary market.

HONORS AND AWARDS

- Pittsburg State University Bachelor of Science graduated Summa Cum Lauda, 2009.
- Pittsburg State University Dean's List for Academic Achievement, 2008-2012.
- Women's Leadership Council Scholarship, 2009.
- Beta Sigma Phi Scholarship, 2009.
- Kappa Delta Scholarship, 2009.
- Pittsburg State University Psychology and Counseling Department Scholarship, 2008 and 2009.

PROFESSIONAL LICENSURE, CERTIFICATES AND ORGANIZATIONS

- Provisional Licensed Professional Counselor with Missouri Division of Professional Counselors, 2013 to present.
- Missouri Certified Wellness Coach Trainer, 2013 to present.
- Missouri Substance Abuse Professional Credentialing Board, Clinical Supervision Certification, 2013.
- National Board Certified Counselor, 2012 to present.
- International Certification and Reciprocity Consortium, 2012 to present.
- Missouri Mental Health Counselor Association, 2012 to present.
- Missouri Substance Abuse Professional Credentialing Board, Certified Reciprocal Advanced Alcohol Drug Counselor Certification, 2012 to present.
- Missouri Substance Abuse Professional Credentialing Board Recognized Associate Substance Abuse Counselor Certification, 2009-2012.
- American Counseling Association, 2011 to present.

- Missouri Addiction Counselors Association, 2010 to present.
- Psi Chi International Honor Society, 2009 to present.
- Kappa Delta Sorority, 2006-2008.
- Beta Sigma Phi Gamma Mu Chapter – Recording Secretary, 2006 to 2009.

COMMUNITY OR CIVIC ORGANIZATIONS

- American Red Cross, Crisis Training Member
- American Cancer Society, Heartland Division Relay for Life, Treasurer Committee
- Business Women’s Leadership Council Member
- Vernon County United Way, Community General Committee
- Vernon County Meals on Wheels Volunteer
- Cottey College Women Symposium, Treasurer

REFERENCES

Dr. Chris Spera, Assistant Professor, Department of Psychology and Counseling, Pittsburg State University, Pittsburg State University, Pittsburg, KS, Tel: 620-235-4501,

Dr. Don Ward, Professor, Department of Psychology and Counseling, Pittsburg State University, Pittsburg, KS, Tel: 620-235-4530,

Carrie Mason, Operations Manager, US Bank Home Mortgage, 221 W Cherry, Nevada, MO, Tel: 417-667-3333,

State of Missouri

Division of Professional Registration
Provisional License Professional Counselor

VALID THROUGH MARCH 24, 2015
ORIGINAL CERTIFICATE/LICENSE NO. 2013008878
JANICE M HENDRIX

JANICE M HENDRIX



Alisha Mantonya

From:
Sent: Monday, April 08, 2013 8:10 AM
To: Alisha Mantonya
Subject: RE: Discipline

Morning,

Sorry I didn't return your e-mail on Friday but I was out getting a medical procedure done.

There are no discipline actions against this provider.

Issued: 3/25/2013
Expires: 3/24/2015

Greg

From: Alisha Mantony
Sent: Friday, April 05, 2013 8:49 AM
To: Roach, Greg
Subject: Discipline

Hi Greg,
I'm needing to know the issue date and info. for Janice Hendrix, PLPC #2013008878?
Also, I need the discipline status for Tammy Cox, LPC #2004023530

Thank you and have a great weekend!! Finally some warmer weather! ☺

Alisha Mantonya
Human Resources Assistant
Compass Health
1800 Community Drive Clinton, MO 64735
660-890-8081 phone 816-318-3354 fax

This email message is for the sole use of the intended recipients(s) and may contain confidential, proprietary or privileged information. Any unauthorized use, disclosure or distribution is prohibited. If you are not the intended recipient, please reply to the sender by e-mail and destroy/delete all copies of the original message, enclosures and attachments.

Yolanda Denny

Education:

California Paramedical and Technical College, Long Beach, California, 1994.
Emphasis: Alcohol and Drug studies

Rio Hondo College, Whittier, California 1993
Emphasis: Basic psychology

Continuing Education:

Missouri Association of Drug Court Professionals 15th Annual Conference 2013
Ethics Training 6 hour yearly training
Psychotherapeutic Approach to Antisocial Personality Disorders 2012
Mental Health and Treatment and Health Training 2012
Missouri Department of Mental Health's Spring Training 2012
Dialectical Behavior Therapy 2011
Additional continuing education provided upon request

Professional Experience:

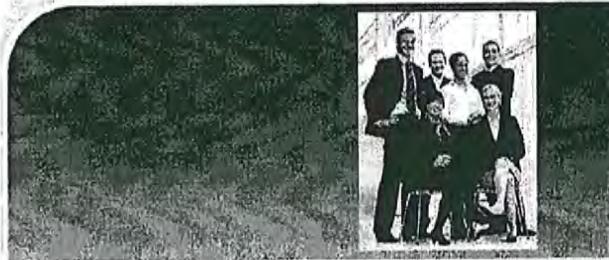
Certified Reciprocal Alcohol Drug Counselor certified by Missouri Substance Abuse Professional Credentialing Board since 2008 to present
Certified Alcohol Drug Abuse Counselor II certified by California Association of Alcoholism and Drug Abuse Counselors 1997-2010
Substance Abuse Counselor, Family Counseling Center of Missouri, Jefferson City. Provide: Individual, family, co-occurring group, group process, education group's, treatment planning 2008-present.
Drug Court Counselor, Pathways Community Behavioral Health, Jefferson City, Missouri. Provide: Individual, family, education, process groups 2013-present
DUI Counselor, Anderson and Associates Counseling Services, Murrieta, California Provided: Assessments, process, education groups and individual counseling 2003-2008
Anger Management and Substance Abuse Counselor, Trinity Children and Family Services, Anza, California. Provided: Substance Abuse and Anger Management counseling services for boys group home. 2002-2004

Substance Abuse Counselor, College Hospital (Psychiatric), Cerritos, California.
Provided: Assessments, treatment planning, individual and group counselor 1995-2002

Domestic Violence Facilitator, American Family Alliance, Long Beach, California.
Provided: Domestic Violence group education 1995-1998

Domestic Violence Facilitator, Psychological and Counseling Services, Long Beach, California. Provided: Domestic Violence group education 1995-1996

Missouri Substance Abuse Professional Credentialing Board
P.O. Box 1250, Jefferson City, Missouri 65102-1250
573-751-9211, fax: 573-522-2073
help@msapcb.com



[Career Ladder Diagram](#)

[Fees](#)

[Trainings](#)

[Links](#)

[Items for Sale](#)

[Reciprocity Info](#)



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[Employment Opportunities](#)



MSAPCB DATABASE SEARCH TOOL

Search our provider database by last name or certificate number.

Name	LEVEL	CERTNO	CERTDATE	STATUS	EXDATE	MSAPCB Supervision Number
Yolanda Denny	CRADC	3680	2/27/2007	Active	10/31/2014	

inNET Innovations

© 2007 All Rights Reserved.
If you are having problems with our site contact info@innetinnovations.com.

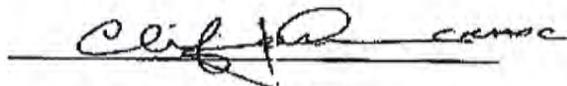
No. 3680

Missouri Substance Abuse Professional Credentialing Board

Hereby Certifies that

Yolanda Denny

Continues to meet the standards and qualifications of a
Certified Reciprocal Alcohol Drug Counselor
as determined by the Board.



President

Expiration Date: 10/31/2014

Missouri Substance Abuse Professional Credentialing Board

**P.O. Box 1250, Jefferson City, Missouri 65102-1250
573-751-9211, fax: 573-522-2073**

help@msapcb.com

Name	Yolanda Denny
LEVEL	CRADC
CERTNO	3680
CERTDATE	2/27/2007
STATUS	Active
EXPDATE	10/31/2012
MSAPCB Supervision Number	

[Print This Page](#)

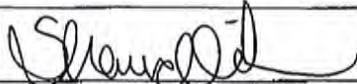
Primary Source Verification

Provided By:
 Missouri Substance Abuse Professional Credentialing Board
 P.O. Box 1250
 Jefferson City, MO 65102-1250

Date of Request:	✓	January 13, 2011
Requestors Name, Address & Telephone Number:	✓	Shauna Kammerich
Requestors Fax #:	✓	573-875-5851

Individuals Name (Please Print):	✓	Yolanda Denny			
SSN or Credentialing Number:	✓	3680			
Credential(s) Held (please circle):	✓	RASAC I	RASAC II	CADC	<u>CRADC</u>
		CRAADC	CCJP	RSAP	RSAP-P
		MSAPA	CRPS	MACSAPP	MRSS
		CCDP	CCDP-D	SQP/SQP-R	SQI/SQI-R
Original Credentialing Date:		2/27/2007			
Expiration Date:		10/31/2012			
Active Credential		<u>Yes</u>		No	
Sanctions/Disciplinary Actions		Yes		No	

Areas marked with a ✓ are required of the requestor and all other areas will be filled out by MSAPCB.

Person Verifying:	
Date Verified:	1/26/11

By signing this release I am allowing the requestor to obtain my current status with the Missouri Substance Abuse Professional Credentialing Board.

Yolanda Denny Name 1/18/11 Date

KATHLEEN J. CAREW

Date: January, 2012

I am a retired public servant seeking a part-time position.

QUALIFICATIONS: My thirty plus years of public service has provided me with a broad range of training and experiences. I have prepared and presented training in-house, to other agencies and for the public. I received a grant to fund and prepare a "roll call" training video of police handling of juveniles produced with the Missouri State Highway Patrol that was used statewide. I served as the Police Juvenile Officer for 25 years. I initiated and managed: (a county-wide inter-discipline) Community Resource Council; (departmental) Career Development; Research, Analysis and Development, (departmental) Safety committee; and a Juvenile Fire Setters Program (in conjunction with the Jefferson City Fire Department). I researched and developed several city ordinances in use today. As senior detective, I reviewed, analyzed, investigated, coordinated, and supervised criminal cases. For two years I served as a special investigator at the Cole County Prosecutor's Office. I have specialized and unique training experiences gained at the national level. I attended an intense/comprehensive management course at the School of Public Administration at the University of Southern California. I also attended three, national level, management/policy courses presented by the Federal Law Enforcement Training Center. I represented the Jefferson City Police Department on panels and boards. I am self-motivated, adaptable, and dependable.

EDUCATION

1980	M.S. Criminal Justice Administration, Central Missouri State University
1973	B.S. Sociology, Central Missouri State University

EMPLOYMENT

1973	Investigator, Jefferson City Police Department. Responsible to review, evaluate, coordinate criminal investigations, to protect and preserve crime scenes, to testify in court, to co-ordinate inter-agency investigations, and to provide training, represent the Department.
2002	Retired.
2003	Program Representative, Missouri State Department of Public Safety, Juvenile Justice and Delinquency Prevention Unit. Responsible to monitor, audit, and assist programs funded by Federal grants. Program ended, taken out of budget.
2004	Investigator I, Missouri Attorney General's Office, Medicaid Fraud Control Unit. Investigated complaints of Medicaid fraud and elderly abuse. Promotion to Investigator III.
2005	Investigator III, Missouri Department of Health and Senior Services, Office of Special Investigations. Investigated elderly abuse/financial exploitation. Facilities Specialist, Missouri Department of Health and Senior Services. Establishing and maintaining licensing (health and safety) requirements of licensed childcare facilities. Position cut in State Fiscal Emergency
2006	School Safety and Prevention Officer, New Bloomfield R-III School District. Coordinate safety/prevention programs and deal with problems of all nature. Position eliminated 5/2010 due to budget restraints.

CATHLEEN J. CARREW

Personal References:

Judge Pat Joyce
Cole County Courthouse

Roger Schroeder, Chief of Police
Jefferson City Police Department

Ms. Julie Trammell, Athletic Director
New Bloomfield R-III High School

LIZ ROWDEN

OBJECTIVE:

- Clinical social work position within an agency working with individuals to help them with substance problems seeking a determined, hardworking, and organized professional with strong communication, problem solving, and leadership skills.

EDUCATION:

- *Master's in Social Work*, University of Missouri May 2012
- *Bachelor's in Social Work*, Avila University May 2011
- *Bachelor's in Criminology and Justice Studies*, Avila University May 2011

RELEVANT EXPERIENCE:

- *Outpatient Therapist. Family Counseling Center* Feb. 2013-June 2013
 - Provide individual counseling to adolescent and adult mental health clients
 - Use a play therapy model within counseling sessions
 - Complete intakes and screenings
 - Provisionally diagnose clients based on mental health diagnoses
- *Outpatient Counselor. Pathways Community Behavioral Healthcare* Nov. 2012- present
 - Provide individual counseling to drug court participants and probation and parole clientele
 - Participate in multi-disciplinary team to provide comprehensive services to clients based on counseling and legal needs
 - Lead group therapy and educational groups
 - Complete intakes and screenings to determine client's eligibility to participate in the programs
 - Provisionally diagnose clients based on substance abuse and mental health diagnoses
 - Provide case management services
 - Perform random drug tests
- *Community Support Specialist, Pathways* Jul. 2011-Feb. 2013
 - Manage a caseload of 15-20 clients
 - Provide case management services
 - Provide education regarding substance abuse issues
 - Arrange aftercare for participants
 - Provide support and advocacy in the home and community
 - Teach life skills and helpful strategies
 - Respond to crisis interventions

- *Intern. Pathways Community Behavioral Healthcare* Jan. 2012-May 2012
 - Observe groups and individual substance abuse counseling sessions
 - Co-lead adolescent groups
 - Complete intakes and screenings for adult clients
 - Manage a caseload of 4 clients doing brief therapy

- *Intern. Jackson County Family and Juvenile Drug Court* Aug. 2010 – Apr. 2011
 - Managed a caseload of 4 clients
 - Completed all screenings and intake paperwork of new clients
 - Helped write a grant for funding through OSCA
 - Presented testimony to judge on clients
 - Worked on a research team to identify a control group to track success

- *Volunteer, MOCSA, Kansas City, MO* Sep. 2009 - May 2010
 - Worked as on-call hospital advocate
 - Attended 40 hours of trainings on sexual assault and working with victims

- *Volunteer, Michael Prenger Family Center, Jefferson City, MO* May 2009 - July 2009
 - Shadowed an MSW Case Manager employed in a juvenile residential home

OTHER WORK EXPERIENCE:

- *Avila Ambassador.* Avila University, Kansas City, MO Aug. 2009 – May 2011
- *Front-desk Worker.* Avila University, Kansas City, MO Aug. 2008 – May 2011
- *Daycare Teacher.* Bailey's Learn and Play, Loose Creek, MO Apr. 2008 – Jan. 2011
- *Nanny.* Terry Siebes, Overland Park, KS Aug. 2008 - Dec. 2010
- *Sales Associate.* Old Navy, Jefferson City, MO May 2006 - Apr. 2008
- *Housekeeper.* Westphalia Retirement Center, Westphalia, MO Nov. 2005 - Apr. 2006

COMMUNITY INVOLVEMENT:

- St. Joseph Catholic Church, Westphalia, MO Aug. 1997 - May 2008
- Harvester's Food Bank, Kansas City, MO Aug. 2008

ACTIVITIES AND HONORS:

- Summa Cum Laude Graduate May 2011
- Outstanding Social Work Student of the Year Award, Avila University Apr. 2011
- Ariston Award Finalist Apr. 2011
- Member, Kappa Gamma Pi Honor Society Apr. 2011-Present
- Member, Delta Epsilon Sigma Honor Society Apr. 2011-Present
- Who's Who Among Students in American Universities and Colleges Apr. 2011
- Social Work Honor Society, Phi Alpha - Xi Lambda Chapter Apr. 2010 - Present
- Speaker, Student Scholar Day Apr. 2010
- Vice President, Avila Student Ambassadors Aug. 2009 - May 2011
- Member, Avila Social Work Club Aug. 2009 - May 2011
- Vice President, Avila Criminology Club Aug. 2010 - May 2011
- Editor and Contributing Writer, Social Work Newsletter Oct. 2009 - May 2010
- Avila University Dean's List every semester

SKILLS

- CPR/First Aid Certified
- Proficient in Anasazi Computer Program
- Proficient in Missouri JIS program
- Word process at 68 words per minute
- Possess a Class E Driver's License

RELEVANT TRAININGS/MEMBERSHIPS

- National Association of Social Workers (NASW), Member
- "Why do they act that way? A survival guide to the adolescent brain" training
 - Led by Dr. David Walsh
 - Attended on February 9, 2011
- Working With Angry and Resistant Youth: Strategies for Fostering Motivation, Self-Discipline, and Resilience
 - Led by Dr. Robert Brooks
 - Attended on September 11, 2012
- Missouri Juvenile Justice Association Conference
 - From Hurting to Healing for Justice Involved Girls
 - Attended October 24-26, 2012
- Play Therapy and Beyond
 - Led by Paul White, LCSW
 - Attended March 21, 2013
- Missouri Association of Drug Court Professionals Conference
 - Attended April 3-5, 2013
- Moral Reconciliation Therapy Training
 - Hosted by Correctional Counseling, Inc.
 - Attended April 29-May 3, 2013

REFERENCES

- *Dr. Carol Snively, MSW Program Director, University of Missouri*
 - Phone: 573-882-0675; Email: snivelyc@missouri.edu
- *Ms. Lindee Petersen-Wilson, Director of Field Experience, Professor, Avila University*
 - Phone: (816) 501-3648; Email: Lindee.Wilson@avila.edu
- *Ms. Penny Clodfelter, Jackson County Family and Juvenile Drug Court Program Manager*
 - Phone: (816) 435-4757; Email: Penny.Clodfelter@courts.mo.gov

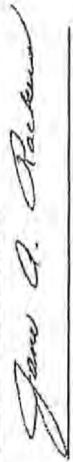
State of Missouri

Department of Insurance, Financial Institutions and Professional Registration
Division of Professional Registration
State Committee for Social Workers
Licensed Master Social Worker

VALID THROUGH SEPTEMBER 30, 2015
ORIGINAL CERTIFICATE/LICENSE NO. 2012029333

ELIZABETH ANN ROWDEN


EXECUTIVE DIRECTOR


DIVISION DIRECTOR

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name: Rowden, Elizabeth Ann
Profession Name: Master Social Worker
Licensee Number: 2012029333
Expiration Date: 9/30/2015
Original Issue Date: 8/21/2012
Address:
Address Con't:
City, State Zip: Westphalia, MO 65085
County: Osage
Practitioner DBA Name:
Certification Type:
Classification:
Current Discipline Status: None

Missouri Division of Professional Registration

3605 Missouri Boulevard
P.O. Box 1335
Jefferson City, MO 65102-1335
573.751.0293 Telephone
800.735.2966 TTY
800.735.2466 Voice Relay
profreg@pr.mo.gov
<http://pr.mo.gov/>

Robert James

Team leader

A LCSW (license number SW 005403) who has 17 years of experience providing individual, family and group therapy in a variety of challenging settings. Five years as a Qualified Mental Health Professional (QMHP) at a level III Correctional facility. Managed a caseload of 110+ offenders. Conducted individual and group therapies. Group frequently consisted of 25+ offenders. Groups included Cognitive Behavioral Therapy, Grief, Depression, Anger Management, and 2 self developed groups utilizing experiential therapies and the principles of psychodrama. Five years of experience as the treatment team leader in a residential unit providing individual/group/family therapy for 10 residents. Trained, hired and supervised child care workers in group process, behavioral management principles, and developmental needs.

WORK EXPERIENCE

Team leader

MHM - January 2008 to July 2013

Jefferson City, M o

Provided individual, family and group therapy.

Team leader designed and implements individualized behavioral management program.

Developed individualized treatment plans in consultation with a multi-disciplinary team.

Assisted offenders with holistic aftercare planning

Managed caseload of 110 + offenders

Facilitated groups of 25 + offenders

Groups: anger management, cognitive behavioral therapy, depression, anxiety, dual diagnosis, meditation/imagery

Developed 2 experiential groups utilizing principles of psychodrama/roleplay

Produces weekly case notes, quarterly reports and treatment plans in a timely manner.

Taught/trained conflict resolution/nonviolence.

Provided individual and group therapy to offenders in a medium security prison.

Primary Therapist

Mid-Mo - Columbia, MO - January 2005 to January 2008

Responsibilities

completed all tasks associated with social services in a psychiatric setting. These include but are not limited to assessment/diagnosis by multidisciplinary team; psychosocial assessment by lcsw, collecting collateral information regarding mental status of consumer, individual counselling, daily group therapy, aftercare assistance, completing timely daily and weekly case notes, assisting with aftercare needs

New Homestead Treatment Team Leader

Butterfield Youth Services - Marshall, MO - January 1998 to January 2005

Clinical team leader supervising clinical aspects of treatment in a residential setting with a case load of 10 residents.

Provided individual, group, and family therapy for the residents

Managed family contacts, resident outings, liaison with a wide array of community providers, and coordinated aftercare planning upon release from the residential unit

Trained and clinically supervised childcare workers on their performance in this setting
produced treatment plans, clinical notes, and quarterly reviews of the clients

Clinical Therapist

Provisional LCSW - January 1996 to January 1997

EDUCATION

MSW in Social Work

University of Missouri - Columbia, MO
1993 to 1996

Bachelors of Arts in Political Science

Truman State University - Kirksville, MO
1991

Jay Nixon, Governor
John M. Huff, DIFP Director
Jane A. Rackers, Director

Detail

Primary Source Verification

The licensee search function of this website provides data extracted from our database and constitutes a Primary Source Verification.

Licensee Name:	James, Robert, Jr.
Profession Name:	Clinical Social Worker
Licensee Number:	005403
Expiration Date:	9/30/2015
Original Issue Date:	8/25/1998
Address:	
Address Con't:	
City, State, Zip:	Boonville, MO, 65238
County:	Cooper
Practitioner DBA Name:	
Certification Type:	
Classification:	

Current Discipline Status: None

Missouri Division of Professional Registration
3605 Missouri Boulevard
P.O. Box 1335
Jefferson City, MO 65102-1335
573.751.0293 Telephone
800.735.2966 TTY
800.735.2466 Voice Relay
profreg@pr.mo.gov
<http://pr.mo.gov/>

EXHIBIT C

AFFIDAVIT OF WORK AUTHORIZATION

Comes now Linda Grgurich as President first being duly sworn on my oath
(NAME) (OFFICE HELD)

affirm Pathways CBH, Inc. is enrolled and will continue to participate in a federal work
(COMPANY NAME)
authorization program in respect to employees that will work in connection with the contracted services

related to OSCA 14-042 for the duration of the contract, if awarded, in accordance with
(RFP NUMBER)

RSMo Chapter 285.530 (2). I also affirm that Pathways CBH, Inc. does not and will not knowingly
(COMPANY NAME)
employ a person who is an unauthorized alien in connection with the contracted services related to

OSCA 14-042 for the duration of the contract, if awarded.
(RFP NUMBER)

In Affirmation thereof, the facts stated above are true and correct (The undersigned understands that false statements made in this filing are subject to the penalties provided under Section 285.530, RSMo).

Linda Grgurich
Signature (person with authority)

Linda Grgurich
Printed Name

President
Title

3-14-14
Date

Subscribed and sworn to before me this 14th of March, 2014. I am
(DAY) (MONTH, YEAR)

commissioned as a notary public within the County of OSAGE, State of
(NAME OF COUNTY)

Missouri, and my commission expires on 6-25-15.
(NAME OF STATE) (DATE)

Mary J. Perrey
Signature of Notary

March 14, 2014
Date

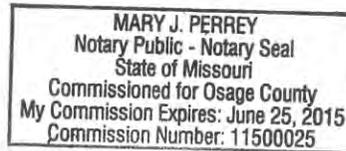


EXHIBIT D

MISCELLANEOUS INFORMATION

Outside United States

If any products and/or services bid are being manufactured or performed at sites outside the continental United States, the bidder MUST disclose such fact and provide details in the space below or on an attached page.

Are products and/or services being manufactured or performed at sites outside the continental United States?	Yes <u> </u>	No <u> X </u>
Describe and provide details:		

EXHIBIT E

**Certification Regarding
Debarment, Suspension, Ineligibility and Voluntary Exclusion**

Instructions for Certification

1. By signing and submitting this proposal, the prospective recipient of Federal assistance funds is providing the certification as set out below.
2. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective recipient of Federal assistance funds knowingly rendered an erroneous certification, in addition to other remedies available to the Federal Government, the Department of Labor (DOL) may pursue available remedies, including suspension and/or debarment.
3. The prospective recipient of Federal assistance funds shall provide immediate written notice to the person to whom this proposal is submitted if at any time the prospective recipient of Federal assistance funds learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
4. The terms "covered transaction," "debarred," "suspended," "ineligible," "lower tier covered transaction," "participant," "person," "primary covered transaction," "principal," "proposal," and "voluntarily excluded," as used in this clause, have the meanings set out in the Definitions and Coverage sections of rules implementing Executive Order 12549. You may contact the person to which this proposal is submitted for assistance in obtaining a copy of those regulations.
5. The prospective recipient of Federal assistance funds agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the DOL.
6. The prospective recipient of Federal assistance funds further agrees by submitting this proposal that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions.
7. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may but is not required to check the List of Parties Excluded from Procurement or Nonprocurement Programs.
8. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
9. Except for transactions authorized under paragraph 5 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is suspended, debarred, ineligible, or voluntary excluded from participation in this transaction, in addition to other remedies available to the Federal Government, the DOL may pursue available remedies, including suspension and/or debarment.

**Certification Regarding
Debarment, Suspension, Ineligibility and Voluntary Exclusion**

OSCA 14-042 Treatment Court Specialized Service Providers
Lower Tier Covered Transactions

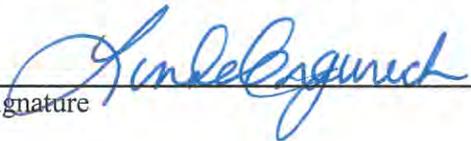
This certification is required by the regulations implementing Executive Order 12549, Debarment and Suspension, 29 CFR Part 98 Section 98.510, Participants' responsibilities. The regulations were published as Part VII of the May 26, 1988, Federal Register (pages 19160-19211).

(BEFORE COMPLETING CERTIFICATION, READ INSTRUCTIONS FOR CERTIFICATION)

- (1) The prospective recipient of Federal assistance funds certifies, by submission of this proposal, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
- (2) Where the prospective recipient of Federal assistance funds is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this proposal.

Linda Grgurich, President

Name and Title of Authorized Representative

Signature 

Date 3-14-14

A Three-Year Accreditation is awarded to
Pathways Community Health

for the following programs and services:

- Case Management/Services Coordination: Integrated DD/Mental Health (Adults, Children and Adolescents)*
- Community Housing: Integrated: AOD/MH (Adults)*
- Community Integration: Integrated: AOD/MH (Adults, Children and Adolescents)*
- Court Treatment: Alcohol and Other Drugs/Addictions (Adults)*
- Crisis Intervention: Mental Health (Adults, Children and Adolescents)*
- Detoxification: Alcohol and Other Drugs/Addictions (Adults)*
- Health Home: Comprehensive Care (Adults, Children and Adolescents)*
- Outpatient Treatment: Integrated: AOD/MH (Adults, Children and Adolescents)*
- Prevention: Alcohol and Other Drugs/Addictions (Adults, Children and Adolescents)*
- Residential Treatment: Alcohol and Other Drugs/Addictions (Adults)*
- Residential Treatment: Integrated: AOD/MH (Adults, Children and Adolescents)*
- Community Employment Services: Employment Supports*
- Community Employment Services: Job Development*
- Employment Planning Services*
- Governance Standards Applied*

This accreditation is valid through
June 2016

The accreditation seals in place below signify that the organization has met annual conformance requirements for quality standards that enhance the lives of persons served.



This accreditation certificate is granted by authority of:

Kayda Johnson
Chair

CARF International Board of Directors

Brian J. Boon, Ph.D.
President/CEO
CARF International



STATE OF MISSOURI
DEPARTMENT OF MENTAL HEALTH

1706 EAST ELM STREET
P.O. BOX 687
JEFFERSON CITY, MISSOURI 65102
(573) 751-4122
(573) 751-8224 FAX
www.dmh.mo.gov

August 14, 2013

Mel Fetter, CEO
Pathways Community Behavioral Healthcare, Inc.
1800 Communications Drive
Clinton, MO 64735

Dear Mr. Fetter:

Enclosed is a certificate from the Missouri Department of Mental Health, Division of Behavioral Health. The Division recognizes your accreditation from CARF International for certification of your mental health, substance abuse treatment, prevention, and SATOP programs. As per *9 CSR 10-7.130(5)(E)*, organizations that have obtained full accreditation under behavioral healthcare, compliance status from the department shall be for a period of time equal to the length of the accreditation received from the accrediting entity. Therefore, the enclosed certificates support Pathway's certification effective October 1, 2013—September 30, 2016.

Please be advised that the Division must be notified of any changes in your accreditation status. Also, as established in the standards you are required to notify the Division within seven days if the agency is sold, leased, discontinued, moves to a new location, changes directors or changes services offered. Notification of above listed changes to include changes in agency's name, agency sites, telephone numbers, emails, and staff contacts must be made using the Organization Address Change Form, which can be found at <http://dmh.mo.gov/docs/ada/OrganizationAddressChangeForm.pdf>.

Sincerely,

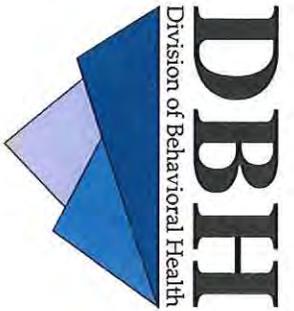

Nora K. Bock, MS, LPC
Director of Community Treatment
Division of Behavioral Health

NB/cb

Enclosure

cc: Julie Inman, Southeast Regional Executive Officer
Denise Norbury, Western/Southwestern Regional Executive Officer
Jodi Haupt, Central Regional Executive Officer
George Norman, Western/Southwestern District Administrator
Scott Giovanetti, Eastern/Southeastern Chief of Adult Community Operations
Connie Kirbey, Western/Southwestern Chief of Adult Community Operations
Brooke Dawson, Central Chief of Adult Community Operations
Melody York, Southeast Chief of Children's Community Operations

Bonnie Neal, Western/Southwestern Chief of Children's Community Operations
Melissa Smyser, Central Chief of Children's Community Operations
Rhonda Turner, Certification Manager
Susan Blume, Manager of Service Implementation and Evaluation
Mark Rembecki, SATOP Director
Angie Stuckenschneider, Director of Prevention and Mental Health Promotion
Marta Nolin, Asst. Director, Substance Abuse Services, Division of Offender Rehabilitative Services, DOC
Tim Larimore, Governing Body President, Pathways Community Behavioral Healthcare, Inc.



Department of Mental Health
Division of Behavioral Health

Certifies that



Pathways Community Behavioral Health

is in compliance with certification standards for:

Substance Abuse Traffic Offender Program (SATOP)

in the following programs:

- ◆ Offender Management Unit (OMU)
- ◆ Offender Education Program (OEP)
- ◆ Weekend Intervention Program (WIP)
- ◆ Clinical Intervention Program (CIP)
- ◆ Youth Clinical Intervention Program (YCIP)



Certificate Number

1622

October 1, 2013 through September 30, 2016

Certification Date



Steve Reeves, Deputy Director



Having demonstrated compliance with certification standards for organizations providing substance abuse treatment,



Pathways Community Behavioral Healthcare, Inc.

is fully certified by

The Department of Mental Health
Division of Behavioral Health

to provide the following services:

Outpatient:

- Community-Based Primary Treatment
- Intensive Outpatient Rehabilitation
- Supported Recovery

CSTAR

- General Population
- Women and Children's
- Adolescent

- Prevention-Primary
- Compulsive Gambling
- Residential Treatment



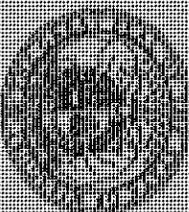
1622

Certificate Number

October 1, 2013—September 30, 2016

Date


Deputy Director



State of Missouri

Department of Mental Health Certification

The Missouri Division of Behavioral Health certifies that

Pathways Community Behavioral Healthcare, Inc.

is in compliance with the standards established for

MENTAL HEALTH PROGRAMS

October 1, 2013 through September 30, 2016

Certified Programs:

Community Psychiatric Rehabilitation for Adults
Community Psychiatric Rehabilitation for Children and Youth
Assertive Case Intervention
Outpatient Mental Health

Certificate Number:

1621

Missouri State Auditor

DEFINITION OF SERVICES

Adult Substance Abuse Treatment utilizes an individualized, holistic approach to recovery. Adult Substance Abuse Treatment Services include outpatient counseling or an intensive residential program providing comprehensive services that treat all aspects of substance abuse in a safe, comfortable and healthy environment.

Adolescent Substance Abuse Treatment incorporates three different levels of treatment including an intensive residential component, intensive outpatient services and supported recovery. (*We have a responsibility to provide these services in Carroll, Chariton, Rhandolph, Howard, Cooper, Moniteau, and Saline counties, but we don't currently have those services available in those locations.)

Adult Psychiatric Services includes outpatient therapy, psychiatry, community psychiatric rehabilitation (CPR) for Severely Mentally Ill (SMI) adults.

Children's Psychiatric Services includes outpatient therapy, psychiatry, Community Psychiatric Rehabilitation (CPR) for Severely Emotionally Disturbed (SED) youth.

Supported Employment (ACES) is designed to help individuals with disabilities find and keep good jobs. Individuals with disabilities include neighbors, friends, family and community members who want and can work, but who require assistance to find the right job. ACES is designed to match an employee with an employer in a mutually beneficial relationship.

Intensive In-Home Services (IIS) provides four to six weeks of intensive counseling and support services to families who have a child that is at immediate risk of being removed from their home and placed in foster care or other alternative care. Referrals from this program are generated by a hotline call due to abuse or neglect. As an intensive intervention short-term program, the main goal of IIS is to protect children and keep families together. Licensed therapists work with the family to remove the risk of harm, rather than remove the child.

Corrections includes the following programs, but check with each office location for availability: Drug Court, Family Drug Court, Adolescent Court, Outpatient Substance Abuse Treatment for State Probation and Parole.

Prevention Services offers a wealth of resources to help with the prevention of substance abuse and education on a variety of topics for youth and adults. Some of our programs include suicide prevention, community development to prevent youth substance abuse, and education services to prevent domestic violence.

ACI (Access Crisis Intervention) Pathways has a strong commitment to responding to mental health/substance abuse crises of area residents. Alleviating a crisis is a difficult task at best, and may need professional assistance.

1-888-279-8188

Johnson, Cass & Lafayette counties

1-800-833-3915

Bates, Benton, Camden, Cedar, Cole, Crawford, Dent, Gasconade, Henry, Hickory, Maries, Miller, Laclede, Osage, Pulaski, Phelps, St. Clair and Vernon counties

PATHWAYS OFFICE LOCATIONS

BELTON
(816) 322-4332

BUTLER
(660) 679-4636

CAMDENTON
(573) 317-9100

CLINTON
Corporate Office
1800 Community Drive
Clinton, MO 64735
(660) 885-8131
(660) 885-2393 fax

COLUMBIA
(573) 449-4770

CUBA
(573) 885-1607

ELDON
(573) 392-1828

EL DORADO SPRINGS
(417) 876-5314

FARMINGTON
(573) 756-6101

HARRISONVILLE
(816)380-5167

JEFFERSON CITY
(573) 634-3000

LEBANON
(417) 532-7102

LEXINGTON
(660) 259-3898

MARSHALL
(660) 831-0908

NEVADA
(417) 667-2262

ODESSA
(816) 633-5921

OSAGE BEACH
(573) 348-5331

OWENSVILLE
(573) 437-2959

RAYMORE
(816) 318-4430

ROLLA
(573) 364-7551

SALEM
(573) 729-6222

SEDALIA
(660) 826-5885

WARRENSBURG
Community
(660) 747-7127

Recovery Center
(660) 747-1355

WARSAW
(660) 428-1280

WAYNESVILLE
(573) 774-3121

WINDSOR
Royal Oaks Hospital
307 N. Main
Windsor, MO 65360
(660) 647-2182
(660) 647-2217 fax

www.pathwaysonline.org
www.royal-oaks-hospital.org

Pathways enhances wellness in the lives of individuals & communities by instilling hope, building partnerships & supporting recovery.



Pathways Community Health is a not-for-profit community mental health center providing a full continuum of services with locations in Missouri and Louisiana.

Our focus is achieving and sustaining optimal wellness for individuals and communities. We do this by providing accessible mental health, alcohol and drug treatment, and prevention services. Services are based on each individual's need and utilize the most cost-effective and affordable methods of care.

We believe in . . .

- * Integrity and excellence
- * Open communication
- * Courage, hope and self direction
- * Healthy partnerships
- * A culture of dignity, respect and diversity
- * Accessible services
- * Effective treatment
- * Positive outcomes
- * Leadership
- * Effective use of resources
- * Freedom from fear, stigma and barriers
- * Organizational growth

Office Locations

Call us today! 1-888-403-1071

MISSOURI

Butler (660) 679.4636

Camdenton (573) 317.9100

Clinton (Corporate Office)

1800 Community Drive/Clinton/MO/64735

(660) 885.8131/(660) 885.2393 (fax)

Columbia

Residential (573) 449.4770

Outpatient/Tele-psychiatry (573) 442.1690

Cuba (573) 885.1607

Eldon (573) 392.1828

El Dorado Springs (417) 876.5314

Harrisonville (816) 380.5167

Jefferson City (573) 634.3000

Transitional Services (573) 634.8142

Lebanon (417) 532.7102

Lexington (660) 259.3898

Linn Creek

Cedar Ridge Treatment (573)346.6758

Marshall (660) 831.0908

Nevada (417) 667.2262

Odessa (816) 633-5921

Owensville (573)437.2959

Raymore (816) 318.4430

Rolla (573) 364.7551

Salem (573) 729.6222

Sedalia (660) 826.5885

Warrensburg

Outpatient Office (660) 747.7127

Community Services (660) 747.2286

Recovery Center (660) 747.1355

Warsaw (660) 428.1280

Waynesville (573) 774.3121

LOUISIANA

Pineville (318) 484.6400

** for more information about our services
visit us online at www.pathwaysonline.org*

a member of the Compass Health Network

Healthier Lives Together

Pathways
COMMUNITY HEALTH

pathwaysonline.org



Addiction Recovery Services

Pathways utilizes an individualized, holistic approach attractively. Adult Addiction Recovery Services include outpatient counseling or an intensive residential program providing comprehensive services that treat all aspects of addiction recovery in a safe, comfortable and healthy environment. Adolescent Addiction Recovery Services incorporates different levels of treatment, including an intensive residential component, intensive outpatient services and supported recovery.

24-Hour Crisis Services

Pathways has a strong commitment to responding to mental health/addiction recovery crises of area residents. Alleviating a crisis is a difficult task at best, and may need professional assistance. Pathways provides a 24-hour hotline, face-to-face crisis intervention and next-day appointments with a professional. Hotline numbers are as follows:

1.888.279.8188

Johnson, Cass & Lafayette counties

1.800.833.3915

Bates, Benton, Camden, Cedar, Cole, Crawford, Dent, Gasconade, Henry, Hickory, Maries, Miller, Laclede, Osage, Pulaski, Phelps, St. Clair and Vernon counties

Mental Health Services

Pathways' comprehensive mental health services range from brief individual, group or family counseling to manage issues such as depression and anxiety to long-term recovery support for adults with serious mental illness and children with serious emotional disturbances. Long-term recovery support and assistance includes medication management, case management, illness management skills development and psychosocial rehabilitation services.



Call us today! 1-888-403-1071

"Our name is indicative of our role to help others travel the path leading to improved health, contentment and achievement."

Developmental Disabilities

Our focus is providing the best service coordination for people who have Developmental Disabilities. Service coordinators will assist with goal setting, care team formation, care discussions and make regular visits. Service coordinators will lend support in deciding who might be able to best help meet goals.

Prevention & Education

Pathways offers a wealth of resources to help with the prevention of substance abuse and education on a variety of topics for youths and adults. Some of our programs include community development to prevent youth substance abuse, education services to prevent domestic violence, suicide prevention and education regarding healthy relationships.



Office of State Courts Administrator



Guideline Acceptance Form OSCA 14-040

I verify I have read and will abide by the Missouri Collector Guidelines. I further understand failure to follow these guidelines may result in the termination of my contract with the Office of State Courts Administrator and the court.

I understand I will provide a completed background check at my expense, which will include, but may not be limited to: employment history and references, fingerprint checks for open and closed federal and state criminal records and Sex Offender Registry. I will also register with the Family Care Safety Registry.

Stephanie McFadden SMcFadden 4/23/15
Collector Printed name Signature Date

The treatment court approves this person as a collector for our circuit. This approval does not mean the judiciary will be liable for their actions in performance of these duties.

Boh A. Blington 20th 04-28-15
Drug Court Judge/Coordinator Circuit Date