



**COUNTY OF HENRICO
DEPARTMENT OF FINANCE
PURCHASING DIVISION
CONTRACT EXTRACT
NOTICE OF RENEWAL**

DATE:	April 30, 2024
CONTRACT COMMODITY/SERVICE: <i>(include contracting entity if cooperative)</i>	Larceny Reduction Program Tier I
CONTRACT NUMBER:	2470A
COMMODITY CODE:	952.23
CONTRACT PERIOD:	May 1, 2024 through April 30, 2025
RENEWAL OPTIONS:	Three (3) one-year renewal options through 2028
USER DEPARTMENT:	VJCCCA
Contact Name:	Letta Jones
Phone Number:	804-501-4418
Email Address:	JON245@henrico.us
HENRICO COOPERATIVE TERMS INCLUDED:	Yes
SUPPLIER: Name:	Franklin & Topher, LLC d/b/a Quadrant Family Services
Address:	8401 Mayland Drive Suite B
City, State:	Richmond, VA 23294
Contact Name:	Sean Young
Phone Number:	804-475-2927 office; 804-439-5647 cell
Email address:	
ORACLE SUPPLIER NUMBER:	620999
BUSINESS CATEGORY:	Small Minority
PAYMENT TERMS:	Net 45 days
DELIVERY:	As needed and requested
FOB:	N/A
BUYER: Name:	Eileen M. Falcone CPPB
Title:	Assistant Division Director
Phone:	804-501-5637
Email:	Fal51@henrico.us

This contract is the result of a competitive solicitation issued by the Department of Finance, Purchasing Division. A requisition must be generated for all purchases made against this contract and the requisition must reference the contract number.

CONTRACT # 2470A- Larceny Reduction Program Tier 1
BUYER NAME: Eileen Falcone

Except for the changes provided herein, all other terms and conditions of this contract remain unchanged and in full force and effect. Please check one of the following:

Yes. Renew the contract for an additional one-year period at current contract pricing.

Yes. Renew the contract for an additional one-year period at new contract pricing.
(list below or attach new pricing sheet)

\$ 1900 Per Group

\$ 75 per hour for Spanish Interpretation

No. Do not wish to renew the contract. If no, please provide reason below.

Company Name: Quadrant Family Services

Date: 2/29/24

Signature: 

Title: President/COO

Telephone#: 804-475-2927

Email: quadrantfamilyservices@grajilo.com

SCC#: S6993036



COMMONWEALTH OF VIRGINIA
County of Henrico

**Non-Professional Services Contract
Contract No. 2470A**

This Non-Professional Services Contract (this “Contract”) entered into this 20 day of April 2023 by Franklin & Topher, LLC d/b/a Quadrant Family Services (the “Contractor”), and the County of Henrico, Virginia (“County”).

WHEREAS the County has awarded the Contractor this Contract pursuant to Request for Proposals No. 23-2470-1EMF (the “Request for Proposals”), for Larceny Reduction Program for Henrico County Juvenile and Domestic Relations District Court Virginia Juvenile Community Crime Control Act.

WITNESSETH that the Contractor and the County, in consideration of the mutual covenants, promises and agreements herein contained, agree as follows:

SCOPE OF CONTRACT: The Contractor shall provide the services to the County, for “Tier 1” only, as set forth in the Contract Documents.

COMPENSATION: The compensation the County will pay to the Contractor under this Contract shall be \$1,850 per group session for Tier 1. A “Group Session” is three (3) two-hour weekly Group Sessions – including one (1) eight-hour supervised community service project.

CONTRACT TERM: The Contract term shall be for a period of one year beginning May 1, 2023 and ending April 30, 2024. The County may renew the Contract for up to four (4) one-year terms by giving 30 days’ written notice before the end of the term unless Contractor has given the County written notice that it does not wish to renew at least 90 days before the end of the term.

CONTRACT DOCUMENTS: This Contract hereby incorporates by reference the documents listed below (the “Contract Documents”) which shall control in the following descending order:

1. This Non-Professional Services Contract between the County and Contractor.
2. The General Contract Terms and Conditions included in the Request for Proposals;
3. Contractor’s emails dated March 29, 2023 and Follow Up Questions after Presentations dated February 13, 2023 (**Exhibit A**);
4. Contractor’s Original Proposal dated January 4, 2023 (**Exhibit B**); and
5. The Scope of Services included in the Request for Proposals.

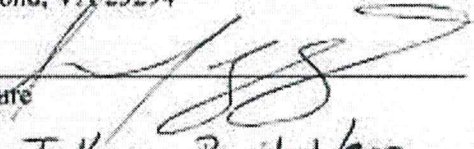
IN WITNESS WHEREOF, the parties have caused this Contract to be duly executed intending to be bound hereby.

Franklin & Topher, LLC d/b/a Quadrant
Family Services
8401 Mayland Drive Suite B
Richmond, VA 23294

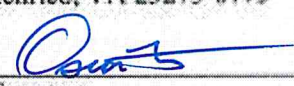
County of Henrico, Virginia

P.O. Box 90775
Henrico, VA 23273-0775

Signature


Sean T. Young President/COO

Signature


Oscar Knott, CPP, CPPO, VCO
Purchasing Director


Date

4/20/23

Date

4/21/23

Approved as to form

 4-20-23
Assistant County Attorney

Falcone, Eileen

From: Sean Young <quadrantfamilyservices@gmail.com>
Sent: Wednesday, March 29, 2023 2:06 PM
To: Falcone, Eileen
Subject: Re: Larceny Reduction Bid Withdrawal

Yes. Confirmed.

On Wed, Mar 29, 2023 at 2:05 PM Falcone, Eileen <fal51@henrico.us> wrote:

And you saw that it could be 6 groups per year not 5

Eileen M. Falcone, CPPB

Assistant Purchasing Division Director

804-501-5637

County of Henrico

Division of Purchasing

PO Box 90775

8600 Staples Mill Road

Henrico, VA 23273-0775



From: Sean Young <quadrantfamilyservices@gmail.com>
Sent: Wednesday, March 29, 2023 1:55 PM
To: Falcone; Falcone, Eileen <fal51@henrico.us>
Cc: Janice Penny <janice@quadrant-ffs.com>
Subject: Re: Larceny Reduction Bid Withdrawal

Good afternoon

That is the correct price for each group.

Sean

On Wed, Mar 29, 2023 at 9:53 AM Falcone, Eileen <fal51@henrico.us> wrote:

Hi Sean

I just noticed I had a typo. I said 5 groups per year but it's actually 6. Each group would be \$1,850 per your email dated March 3, 2023.

Please confirm. Sorry for the confusion.

Eileen M. Falcone, CPPB

Assistant Purchasing Division Director

804-501-5637

County of Henrico

Division of Purchasing

PO Box 90775

8600 Staples Mill Road

Henrico, VA 23273-0775



From: Sean Young <quadrantfamilyservices@gmail.com>

Sent: Wednesday, March 29, 2023 8:33 AM

To: Falcone, Eileen <fal51@henrico.us>

Cc: Janice Penny <janice@quadrant-ffs.com>

Subject: Re: Larceny Reduction Bid Withdrawal

Good morning

RFP 23-2470-1EMF
Larceny Reduction Program for
Henrico County Juvenile and Domestic Relations District Court Virginia Juvenile
Community Crime Control Act
Follow Up Questions after Presentations
February 13, 2022
Firm: Franklin & Topher, LLC d/b/a Quadrant Family Services, LLD

1. You provided four (4) pdf documents when submitting your proposal in eVA. The documents were Part 1,2,3 and a “redacted” Part 1. Both of the Part 1 documents were redacted. Please submit the “unredacted” Part 1 with your responses to the following questions.

See Attached

2. Provide evidence of financial stability such as Firms can provide various forms of evidence of financial stability such as audited financial statements. Firms that are not publicly traded may provide appropriate information that is similar information. Firms can declare this information proprietary and confidential by marking the document as “Proprietary”.

See Attached

3. Provide “unofficial transcripts for all staff who would be assigned to provide services for this contract. This can also be marked “Proprietary”.

See Attached

4. How will Tier 1 and Tier 2 be differentiated. Discuss the agenda and details for each of the weekly sessions for Tier 1 and for Tier 2 as requested by the Scope of Services. Discuss in detail how your approach with be multi-faceted to include educational and accountability based.

See Attached

5. Provide options for both West and East end locations that services would be provided if awarded the contract. Are these locations in compliance with Accessibility for Disabled Persons (“ADA”).

In order to meet the requirement for having groups in the West and East ends of the County, QFS will seek to reserve meeting space at the Henrico County Library. One of the following locations will be used:

- **East End: Varina Library; Fairfield Library**
- **West End: Libbie Mill Library; Tuckahoe Library; Twin Hickory Library**

Backup facilities are Quioccasin Baptist Church in Western Henrico and Elohim Christian Outreach Center in Eastern Henrico. QFS is still working on a partnership with these churches.

All of these facilities are in compliance with Accessibility for Disabled Persons.

6. If a "Spanish" speaking virtual facilitator is required it is still required to have two facilitators present in-person during the session. Can you agree to this? Provide the cost for the Spanish speaking facilitator.

QFS agrees to have two facilitators present in-person during the session when a Spanish speaking facilitator is used virtually. The cost for the Spanish speaking facilitator will be \$70 per hour.

7. Provide copies of current first aid and CPR certifications of staff providing direct services.

See Attached

8. Provide evidence of security background checks for all employees that would be providing services under the terms of the contract should your firm be awarded the contract. See Scope of Services for minimum requirements.

See Attached

9. The program shall consist of each referred juvenile participating in a total of **six (6) hours** of sessions in **Tier One** and **twenty (20) hours** of sessions in **Tier Two** specifically addressing the larcenous behavior broken down into **three (3) two-hour weekly increments for Tier One** and **ten (10) two-hour weekly increments in Tier Two**. A Group will consist of no more than 12 participants.

Tier 1	Total Hours	Total Cost for Tier 1 (This is the total cost for six (6) hours)
Three (3) two-hour weekly Group sessions – including one (1) eight- hour supervised community service project.	6	\$ \$5,040.00
Tier 2		Total Cost for Tier 2 (This is the total cost for twenty (20) hours)
Ten (10) two-hour weekly Group sessions including two (2) eight- hour supervised community service project.	20	\$ 16,800.00

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Introduction and Signed Forms

Quadrant Family Services, LLC

January 5, 2023

Dear Grant Manager,

My name is Sean T. Young, and I am the President/COO at Quadrant Family Services. Our organization has been around for 6 years, and we focus on helping families heal from dysfunction and keeping the family unit together. Throughout our time as a renowned organization, we have collaborated with local government agencies to provide community-based services.

We are seeking a contract with Henrico County to provide a Larceny Reduction under the Virginia Juvenile Community Crime Control Act. QFS has track record of receiving the more difficult cases in the community and discharging services on average within 90-120 days, with 95% success rate. QFS is dedicated to helping you to overcome the challenges of servicing at-risk youth and families. QFS is passionate about educating the community in how to heal from fear, stress, and trauma.

We thank you in advance for the opportunity to be considered throughout this process and for providing organizations like ours with opportunities to help youth move toward a life of purpose and being positive citizens and giving back to their community.

Sincerely,

Sean T. Young

Sean T. Young

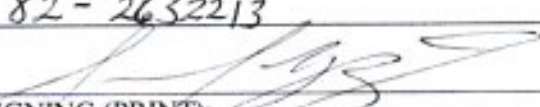


ATTACHMENT A PROPOSAL SIGNATURE SHEET

My signature certifies that the proposal as submitted complies with all requirements specified in this Request for Proposal ("RFP") No. 22-2451-11EMF Larceny Reduction Program Henrico County Juvenile and Domestic Relations

My signature also certifies that by submitting a proposal in response to this RFP, the Offeror represents that in the preparation and submission of this proposal, the Offeror did not, either directly or indirectly, enter into any combination or arrangement with any person or business entity, or enter into any agreement, participate in any collusion, or otherwise take any action in the restraining of free, competitive bidding in violation of the Sherman Act (15 U.S.C. Section 1) or Sections 59.1-9.1 through 59.1-9.17 or Sections 59.1-68.6 through 59.1-68.8 of the Code of Virginia.

I hereby certify that I am authorized to sign as a legal representative for the business entity submitting this proposal.

LEGAL NAME OF OFFEROR (DO NOT USE TRADE NAME):
Franklin & Topher, LLC dba Quadrant Family Services, LLC.
ADDRESS:
8401 Mayland Dr Suite B
Richmond, VA 23294
FEDERAL ID NO:
82-2632213
SIGNATURE:

NAME OF PERSON SIGNING (PRINT):
Sean T. Young
TITLE:
President/COO
TELEPHONE:
804-475-2927
FAX:
804-384-9583
EMAIL ADDRESS:
quadrantfamilyservices@gmail.com
DATE:
1/4/23

ATTACHMENT B BUSINESS CATEGORY CLASSIFICATION FORM

Company Legal Name: Franklin & Topher, LLC dba Quadrant Family Services, LLC.

This form completed by: Signature: [Signature] Title: President/COO

Date: 1/4/23

PLEASE SPECIFY YOUR BUSINESS CATEGORY BY CHECKING THE APPROPRIATE BOX(ES) BELOW.

(Check all that apply.)

- SMALL BUSINESS
- WOMEN-OWNED BUSINESS
- MINORITY-OWNED BUSINESS
- SERVICE-DISABLED VETERAN
- EMPLOYMENT SERVICES ORGANIZATION
- NON-SWaM (Not Small, Women-owned or Minority-owned)

SUPPLIER REGISTRATION – The County of Henrico encourages all suppliers interested in doing business with the County to register with eVA, the Commonwealth of Virginia’s electronic procurement portal, <http://eva.virginia.gov>.

eVA Registered? Yes No

If certified by the Virginia Minority Business Enterprises (DMBE), provide DMBE certification number and expiration date.

_____ NUMBER _____ DATE

DEFINITIONS

For the purpose of determining the appropriate business category, the following definitions apply:

"Small business" means a business, independently owned and controlled by one or more individuals who are U.S. citizens or legal resident aliens, and together with affiliates, has 250 or fewer employees, or annual gross receipts of \$10 million or less averaged over the previous three years. One or more of the individual owners shall control both the management and daily business operations of the small business.

"Women-owned business" means a business that is at least 51 percent owned by one or more women who are U.S. citizens or legal resident aliens, or in the case of a corporation, partnership, or limited liability company or other entity, at least 51 percent of the equity ownership interest is owned by one or more women who are U.S. citizens or legal resident aliens, and both the management and daily business operations are controlled by one or more women.

"Minority-owned business" means a business that is at least 51 percent owned by one or more minority individuals who are U.S. citizens or legal resident aliens, or in the case of a corporation, partnership, or limited liability company or other entity, at least 51 percent of the equity ownership interest in the corporation, partnership, or limited liability company or other entity is owned by one or more minority individuals who are U.S. citizens or legal resident aliens, and both the management and daily business operations are controlled by one or more minority individuals.

"Minority individual" means an individual who is a citizen of the United States or a legal resident alien and who satisfies one or more of the following definitions:

1. "African American" means a person having origins in any of the original peoples of Africa and who is regarded as such by the community of which this person claims to be a part.
2. "Asian American" means a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands, including but not limited to Japan, China, Vietnam, Samoa, Laos, Cambodia, Taiwan, Northern Mariana Islands, the Philippines, a U.S. territory of the Pacific, India, Pakistan, Bangladesh, or Sri Lanka and who is regarded as such by the community of which this person claims to be a part.
3. "Hispanic American" means a person having origins in any of the Spanish-speaking peoples of Mexico, South or Central America, or the Caribbean Islands or other Spanish or Portuguese cultures and who is regarded as such by the community of which this person claims to be a part.
4. "Native American" means a person having origins in any of the original peoples of North America and who is regarded as such by the community of which this person claims to be a part or who is recognized by a tribal organization.

"Service disabled veteran business" means a business that is at least 51 percent owned by one or more service disabled veterans or, in the case of a corporation, partnership, or limited liability company or other entity, at least 51 percent of the equity ownership interest in the corporation, partnership, or limited liability company or other entity is owned by one or more individuals who are service disabled veterans and both the management and daily business operations are controlled by one or more individuals who are service disabled veterans.

"Service disabled veteran" means a veteran who (i) served on active duty in the United States military ground, naval, or air service, (ii) was discharged or released under conditions other than dishonorable, and (iii) has a service-connected disability rating fixed by the United States Department of Veterans Affairs.

"Employment services organization" means an organization that provides community-based employment services to individuals with disabilities that is an approved Commission on Accreditation of Rehabilitation Facilities (CARF) accredited vendor of the Department of Aging and Rehabilitative Services.

**ATTACHMENT D
PROPRIETARY/CONFIDENTIAL INFORMATION IDENTIFICATION**

NAME OF OFFEROR: Franklin + Topher dba Quadrant Family Services

Trade secrets or proprietary information submitted by an Offeror shall not be subject to public disclosure under the Virginia Freedom of Information Act; however, the Offeror must invoke the protections of Va. Code § 2.2-4342(F) in writing, either before or at the time the data or other materials are submitted. The Offeror must specifically identify the data or materials to be protected including the section(s) of the proposal in which it is contained and the pages numbers, and state the reasons why protection is necessary. A summary of trade secrets and proprietary information submitted shall be submitted on this form. The proprietary or trade secret material submitted must be identified by some distinct method such as highlighting or underlining and must indicate only the specific words, figures, or paragraphs that constitute trade secret or proprietary information. Va. Code § 2.2-4342(F) prohibits an Offeror from classifying an entire proposal, any portion of a proposal that does not contain trade secrets or proprietary information, line item prices, or total proposal prices as proprietary or trade secrets. If, after being given reasonable time, the Offeror refuses to withdraw such classification(s), the proposal will be rejected.

SECTION/TITLE	PAGE NUMBER(S)	REASON(S) FOR WITHHOLDING FROM DISCLOSURE
Organization Overview, Qualifications + Experience	8	Company financial information
Resumes	14, 16, 17, 22, 23, 24, 25, 26, 30, 39	Personal Information
	40, 41	
Larceny Reduction Class Outline	42	Proprietary Information

ATTACHMENT C
Virginia State Corporation Commission (SCC)
Registration Information

The Offeror:

is a corporation or other business entity with the following SCC identification number:

56943036 -OR-

is not a corporation, limited liability company, limited partnership, registered limited liability partnership, or business trust -OR-

is an out-of-state business entity that does not regularly and continuously maintain as part of its ordinary and customary business any employees, agents, offices, facilities, or inventories in Virginia (not counting any employees or agents in Virginia who merely solicit orders that require acceptance outside Virginia before they become contracts, and not counting any incidental presence of the Bidder in Virginia that is needed in order to assemble, maintain, and repair goods in accordance with the contracts by which such goods were sold and shipped into Virginia from Bidder's out-of-state location) -OR-

is an out-of-state business entity that is including with this bid/proposal an opinion of legal counsel which accurately and completely discloses the undersigned Bidder's current contracts with Virginia and describes why those contracts do not constitute the transaction of business in Virginia within the meaning of §13.1-757 or other similar provisions in Titles 13.1 or 50 of the Code of Virginia.

Please check the following box if you have not checked any of the foregoing options but currently have pending before the SCC an application for authority to transact business in the Commonwealth of Virginia and wish to be considered for a waiver to allow you to submit the SCC identification number after the due date for bids:

Statement of the Scope

Quadrant Family Services (QFS) in submitting this proposal in full understanding of the program requirements. QFS will provide a two-tiered approach to reducing the continued larcenous behavior of juveniles referred by the 14th CSU or by Court order. Service will be for youth ages 12-17 along with their parents. QFS will utilize an evidence-based curriculum that is competency development focused and incorporates strategies for addressing maladaptive behaviors. QFS will provide three weeks of group sessions for participants on Tier One and 10 weeks of group sessions for juveniles on Tier Two. In addition to group sessions participants will be required to participate in a community service project that correlates to "giving back".

QFS will provide services in a manner that utilizes a multi-faceted approach to help group participants be educated about the origin of behaviors and the importance of accepting responsibility for their life decisions. The group sessions will be interactive in nature to engage participants in the learning process.

Organization Overview, Qualifications and Experience

Established in January of 2016, Quadrant Family Services (QFS) provides a host of comprehensive community-based services to help preserve the family unit. QFS at its core strives to provide a high standard of service with a philosophy centered around the Love Based Model. We strive to prevent disruption before it occurs or help the child return to the home setting. The goal is to achieve this by looking at a family focused intervention not a child focused intervention. QFS takes a whole family approach. Our goal is to heal the entire family.

Since 2016 QFS has contracted and/or worked with multiple localities across the Commonwealth of Virginia to help individuals and families move from dysfunction to function. Those localities include Henrico County, City of Richmond, King William County, King and Queen County, Louisa County, Chesterfield-Colonial Heights, James City County, City of Williamsburg, York County, Poquoson, Culpeper County, Stafford County, City of Fredericksburg, Fairfax County, Spotsylvania County, Lancaster County, and Essex County. QFS have serviced high-risk and court involved individuals and families. This will be the first Larceny Reduction Program offered by QFS. However, QFS has a history of providing quality trauma-informed services to the community. QFS was recently awarded a contract through Henrico County VJCCA to provide home based and mentoring services for juveniles and families involved with the 14th CSU. Although QFS has not provided a Larceny Reduction Program in the past, QFS is prepared to take on a project of this magnitude and continue to provide quality and effective services to the citizens of Henrico County.

QFS offers a diverse staff with vast experience in the human services and mental health fields. This experience and knowledge assist team members in helping families heal from fear, stress, and trauma by providing trauma-focused interventions and education. Direct Care Staff are credentialed as Qualified Mental Health Professionals (QMHP) through the Virginia State Board of Counseling. QFS employs multiple Licensed Professional Counselors, who provide supervision to direct care staff. Clinical supervisors are responsible for ensuring direct care staff are providing services which are clinically sound, ensuring the quality and integrity of documentation, and providing guidance with crisis situations. Group facilitators will be comprised of Direct Care Staff who have experience in group facilitation. Please see Appendices for a job description and for evidence of qualified staff.

QFS is a financially stable organization. Over the past three years QFS has made the following revenue:

- 2019 – \$276,370.58
- 2020 – \$199,206.25
- 2021 – \$446,799.50

Service Approach and Implementation

QFS has found that only addressing behaviors does not have a long term impact on one's lifestyle. Therefore, QFS will take a two prong approach in administering the larceny reduction program. QFS will utilize the Virginia Rules program administered by the Attorney General's office to teach program participants about the law.

Virginia Rules is Virginia's state-specific law-related education program for middle and high school students. The purpose of Virginia Rules is to educate young Virginians about Virginia laws and help them develop skills needed to make sound decisions, avoid breaking laws, and become active citizens of their schools and communities. Virginia Rules is built upon the success of Virginia's Class Action Program, initiated in 1996-97 and administered by the Office of the Attorney General since 1998. The Class Action curriculum was designed to be taught by law enforcement officers and focused on the criminal justice system with particular emphasis on how Virginia laws apply to teens. Over the years, hundreds of law enforcement officers and educators successfully collaborated to provide Class Action to hundreds of thousands of students. In Class Action, students not only learned about laws, but also applied what they learned to real life scenarios. Virginia Rules features information and lessons designed for middle and high school students and a website (<https://virginiarules.org>) for use by students, parents, and Virginia Rules instructors. The website also features both online and downloadable versions of the Virginia

Juvenile Law Handbook for school administrators. Instructors access and download lessons with student worksheets, student topical handouts, and supplemental materials.

The following topics from Virginia Rules will be used:

- Family Relationships and the Law
- Property Crimes
- Shoplifting
- Crimes Against Persons

QFS will incorporate material from its Parent Coaching and Adolescent Skill-Building/Therapeutic Mentoring (ASB/TM) programs as therapeutic components to the larceny reduction program. This will allow participants and parents to better understand the impact of fear, stress, and trauma and teach them about emotional regulation and living a principle-centered life. The parent coaching component, in addition to education, offers support to the family and helps them understand where their behaviors originate. There is a process for change and it will occur as parents develop a new norm that recognizes fear, stress and trauma as the main source of behaviors. Parents are given the tools to master their two main jobs of raising children, which is taking care of themselves and teaching their children values and standards. The ASB/TM component is designed for character and spiritual development, life-skills training, anger management, and conflict resolution, and develops naturally supportive relationships in the community and within the family system. Staff operate from the Love and Logic Model using an evidence-based, trauma-informed curriculum.

The following topics will be used:

- Fear, Stress, and Trauma
- Regulation vs. Dysregulation
- Stress Response/Brain Functioning
- Conscious vs. Unconscious Parenting
- Love Based Parenting
- Wants/Reality/Seeking to Control
- Values and Standards
- Secure, Insecure, and Ambivalent Attachment

QFS will partner with Henrico County Parks and Recreation and/or other community organizations to incorporate a community service project component to the program. The community service component will show program participants how their decisions impact not only their life but the lives of their family and community. Community service projects will focus on giving back. Examples of these projects could be:

- volunteer at a community garden
- cleaning a local park/playground/walking trail

- volunteering to feed the homeless
- collecting and distributing toiletries and personal items to those in need
- spending time at a local children's hospital
- habitat for Humanity building projects
- volunteering at a local food bank

As previously mentioned, QFS will utilize the Virginia Rules curriculum provided by the Virginia Attorney General's office. QFS will use Virginia Rules as a framework and will incorporate trauma-informed practices in efforts to help program participants better understand the impact of fear, stress, and trauma on maladaptive behaviors. It is important that juveniles and parents know and understand the origin of behaviors and develop the skill set to operate from a high level of values and standards. Attached you will find curricula material that will be used for each group session. Please see attached a copy of the survey participants will complete at the end of the program.

QFS will provide access to the group sessions in both the eastern and western area of the County. QFS will secure a facility (i.e. church, community center, library) in the eastern area of the County, while utilizing its office in the western area of the County.

QFS understands the importance of community collaboration. QFS will work within its network to connect program participants to positive community connections. Some examples of those role models would be business owners and employers, law enforcement officers, religious and civic leaders, athletes and coaches.

QFS has policies and procedures in place for medical emergencies. A first aid kit will be on site for minor incidents and facilitators will have access to phones to call Emergency Services if needed. QFS does not currently provide delivery of medication. If parents are present, QFS will defer to the parent in administering any medication. If parents are not present, QFS will require parents to administer medication prior to or after the group session. Juveniles will not be allowed to have any medication during group sessions. QFS does not endorse or promote any physical contact with clients. Staff are encouraged and trained to use effective communication skills to de-escalate situations. If the staff member is not able to use verbal redirection they are to remove themselves from the situation. QFS abides by all HIPAA regulations. QFS will not allow for program participants' confidentiality to be breached. Program participants sign a form at the beginning services to declare if they want their image and likeness in any pictures or video recording orchestrated by QFS.

The Program Coordinator for the Larceny Reduction Program will be Sean T. Young, President/COO of QFS. Mr. Young will be the main point of contact.

Pricing / Cost Proposal

QFS will provide the program at \$70 per hour per juvenile. This will cover the cost of materials, office space, and administrative cost. For each juvenile referred it would cost the following:

- Tier 1 –\$420.00 per juvenile referred
- Tier 2 – \$1400.00 per juvenile referred

*Individual Sessions for Spanish speaking families will be at the same rate as mentioned above.

QFS offers to provide a 5% discount if five juveniles are referred to the group at one time and a 10% discount if 10 juveniles are referred to the group at one time.

Exceptions

None

Assumptions

None

Appendices

Attachments as previously mentioned.

POSITION PURPOSE:

This position is responsible for collaborating with and providing a two-tiered Larceny Reduction Program to identified juveniles and their parents. The facilitator will work with the program manager to identify program sites, build partnerships with community agencies, to achieve the objectives of the 14th Henrico Court Service Unit and Virginia Juvenile Community Crime Control Act.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

The facilitator role provides culturally relevant and age-appropriate sex education, adulthood preparation education on topics such as financial literacy, healthy relationships, and healthy life skills to help youth reach their goals for future success.

Facilitator can articulate and present content in a group setting to diverse audiences. Must be able to complete program certification provided by Program Manager and curriculum developer.

- Supports the vision and goals of Quadrant Family Services
- Excellent presentation and collaboration skills
- Responsible for data collection during presentations
- Understands group dynamics and engages participation
- Possesses the ability to work with diverse backgrounds and cultures

POSITION FUNCTIONS:

- Schedule and facilitate curricula and engage with youth and parents in community in-person presentations
- Demonstrated ability to interface effectively and build working relationships with diverse community members and agencies
- Demonstrated ability to communicate effectively verbally and in writing
- Ability to meet assigned deadlines
- Must have excellent presentation skills
- Proficient computer skills in MS Office are required
- Maintains effective communication with program leadership, attendees, staff, and volunteers
- Develops and maintains ongoing relationships with program leadership and program attendees
- Maintains strict client confidentiality under the guidelines of HIPAA
- Database use for gathering and submitting participant surveys to evaluator as assigned
- May represent Quadrant Family Services at events that include speaking engagements on behalf of the organization.

QUALIFICATIONS:

- Minimum of one year of professional experience working with youth or young adults in a community health or related field
- Minimum of a Bachelor's Degree in Human Services Field
- Excellent communication skills
- Bilingual Spanish preferred
- Demonstrates excellent organization skills
- Public Speaking skills with the ability to engage target audience
- Comfortable and knowledgeable about community resources
- Prior experience facilitating groups and discussions

COMPUTER & EQUIPMENT SKILLS:

- Have good general knowledge of computer operations
- Proficient in Microsoft Programs: Excel, Word, Power Point
- Use typical office equipment

Jennifer Pegram

4548 Fordham Road Richmond, VA 23236 Phone: (804)878-4144

Email: _____

Professional Profile

Diverse background in Mental Health Support as a Licensed Qualified Mental Health Professional, Advocacy, Medical Terminology, Insurance Claims and Investigations, Education, and Youth Services. As a Licensed Qualified Mental Health Professional, I have proven success in educating and working with adults with dual mental health diagnosis and intellectual disabilities. Involved with actively researching, networking, and linking clients with community organizations, resources, and providers. Successful with earning the trust of clients, while establishing appropriate boundaries and maintaining confidentiality. Have demonstrated excellent communication skills, while serving as an advocate for clients who have difficulty obtaining, and applying for services and other resources. I also possess administrative, human services, education, and customer service skills that would help satisfy the daily needs and operations of your organization. In addition, able to effectively use verbal and written communication skills to communicate with people from diverse backgrounds and different management levels. I am very dependable and have a strong work ethic.

Summary of Qualifications

Mental Health Services

Youth and Human Services

Excellent communication skills and customer service skills

Detail and multitask oriented

Strong computer, internet and administrative skills

Skilled in research and investigation

Excellent analytical, problem solving, conflict resolution and negotiating skills

Strategic relationship and partnership building skills

Skilled in conducting workshops, presentations

RELEVANT SKILLS AND EXPERIENCE

Qualified Mental Health Professional

Outreach Residential Services, 2018-Present

- Provides Mental Health Skill Building Services to include training/support in areas related to independent living skills in the home and community
- Utilize a systems approach to working with clients with serious mental illness and/or dually diagnosed, including working with legal representatives and other professionals
- Provide education, training and reinforcement of activities of daily living skills to adult and or emancipated clients with serious mental illness and/or dually diagnosed
- Prepares written Individual Service Plans, incorporating input from clients, involved service providers, and wraparound team members, identifying problem areas and needs, strategies, goals and objectives.
- Operate as a Disability Advocate on behalf of Clients, while educating, and connecting Clients with community resources
- Demonstrate compassion and empathy while servicing Clients
- Establish appropriate boundaries and maintain confidentiality on a daily basis
- Maintain accurate documentation in accordance with applicable regulations, such progress notes, Quarterly reviews and other documentation related to client's progress and service delivery

- Maintain on-going assessment of Clients progress

We Help Others Counseling Services, 2017-2018

- Provided education, training and reinforcement of activities of daily living skills to adult and or emancipated clients with serious mental illness and/or dually diagnosed
- Prepared written Individual Service Plans, incorporating input from clients, involved service providers, and wraparound team members, identifying problem areas and needs, strategies, goals and objectives.
- Maintained accurate documentation in accordance with applicable regulations, such progress notes, Quarterly reviews and other documentation related to clients' progress and service delivery

United Counseling Services 2017-2018

- Provided Mental Health Skill Building Services to include training/support in areas related to independent living skills in the home and community
- Demonstrated compassion and empathy while servicing Clients
- Maintained accurate documentation in accordance with applicable regulations, such progress notes, quarterly reviews, and other documentation related to client's progress and service delivery

Administrative Assistant

Two Rivers Law Group 2014-2016

- Created new filing and storing system to produce a more efficient work flow
- Created and researched documents in Microsoft Word, Excel, Worldox and Practice Master
- Answer phones and direct calls, and other administrative duties as required

Title I Tutor/Exceptional Education Teacher/Substitute Teacher-Part-Time

Richmond Public School 2013-Present

- Taught Exceptional Education students collaboratively with General Education Teachers
- Developed and enforced IEP's behavioral plans to encourage positive choices
- Conferences with parents to discuss areas of concern and progress of students

Customer Service Representative

Vangent/General Dynamics 2012-2013

- Provided excellent customer service to Medicare Beneficiaries in busy call center environment
- Researched detailed information for Beneficiaries and educated enrollees about process to obtain Medicare Benefits.
- Made referrals and recommendations to supporting agencies, i.e., SSA, Medicaid, etc.

ADDITIONAL SKILLS AND EXPERIENCE

Certified Licensed Qualified Mental Health Professional 6/2017-Present

Computer: Microsoft Office, PowerPoint, Outlook, Internet, Databases, Worldox, Practice Master

Beginners Spanish

LICENSE:

Qualified Mental Health Professional- 2017-2021

EDUCATION:

Courses: Ethics and Boundaries, Trauma Informed Care, Compassion and Resilience

Bachelor of Arts in Communication, Temple University -1992

Course in Special Education, Virginia Union University 2013



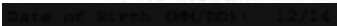
TEMPLE UNIVERSITY

Office of the University Registrar
1801 N. Broad Street
Conwell Hall
Philadelphia, PA 19122

Transcripts are only official when issued with the signature and seal of the University Registrar and contained in a sealed, secure envelope. Only transcripts from the Office of the University Registrar should be accepted.

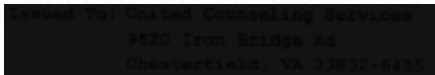


Date Issued: 17-JAN-2018



Student ID: 905636773

Level: Undergraduate



Course Level: Undergraduate

Current Program

Bachelor of Arts

Major : Rhetoric and Communication

Degree Awarded Bachelor of Arts 21-ADG-1992

Primary Degree

Major : Rhetoric and Communication

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS
Institution Information continued:				
IB X052	Intellectual Heritage II	3.00	B+	9.99
SMLS X080	Leisure in Am Culture	3.00	A-	11.01
Ehrs: 6.00 GPA-Hrs: 6.00 Qpts: 21.00 GPA: 3.50		***** TRANSCRIPT TOTALS *****		
TOTAL INSTITUTION		30.00	30.00	102.00 3.40
TOTAL TRANSFER		107.00	0.00	0.00 0.00
OVERALL		137.00	30.00	102.00 3.40
***** END OF TRANSCRIPT *****				

TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

09/86-12/88 Nassau Community College
Ehrs: 58.00 GPA-Hrs: 0.00 Qpts: 0.00 GPA: 0.00

09/89-05/91 University of Delaware
Ehrs: 49.00 GPA-Hrs: 0.00 Qpts: 0.00 GPA: 0.00

INSTITUTION CREDIT:

1991 Fall
Rhetoric and Communication

HSPE 0174	Argumentation	3.00	B-	8.01
HSPE 0180	Persuasion	3.00	B+	9.99
HSPE X082	Campaigns & Movements	3.00	A	12.00
IB X051	Intellectual Heritage I	3.00	B	9.00
Ehrs: 12.00 GPA-Hrs: 12.00 Qpts: 39.00 GPA: 3.25				

1992 Spring
Rhetoric and Communication

HSPE 0214	Conflict + Communication	3.00	A-	11.01
HSPE 0360	Field Research in Comm	3.00	B+	9.99
HSPE 0370	Conversation Analysis	3.00	A-	11.01
HSPE 0376	Grp + Intergrp Comm Proc	3.00	B+	9.99
Ehrs: 12.00 GPA-Hrs: 12.00 Qpts: 42.00 GPA: 3.50				

1992 Summer I

Rhetoric and Communication

***** CONTINUED ON NEXT COLUMN *****

Bhavesh Bambhrolia
University Registrar

16

This officially sealed and signed transcript printed on Burgundy SCRIP-SAFE® security pa with the name of the university printed in small t; across the face of the document. A raised see not required. When photocopied the word CC should appear. A BLACK ON WHITE OR COLOR COPY SHOULD NOT BE ACCEPTED.

TERRY C. DYSICK

P.O. Box 4193
Midlothian, VA 23112

Cell: (804) 398-1614
Email: guidanceinc@yahoo.com

CAREER FOCUS

To work in a capacity where I address dispute resolution, trainings or human resource matters, enhancing and empowering individuals and organizations to improve relationships.

FORMAL EDUCATIONAL BACKGROUND

- Trained facilitator for US Army Sexual Harassment and Assault Response Program as of March 2013.
-
- Colorado Tech University Online, as of Spring 2012. Working towards Masters in Business; focusing on Human Resource Management.
-
- Attended Strayer University Fall of 2006 – Spring 2011 focusing on Business Management.
-
- Also, completed nine (9) credit hours in Rehabilitation Counseling Studies, Fall 1992-Fall 1993 and earned six (6) credits in Criminal Justice Studies, Spring 2001 via Virginia Commonwealth University.

Bachelor of Science Degree in Justice & Risk Administration – Juvenile Delinquency. Completed in August 1989 via Virginia Commonwealth University.

Army National Guard Reserves – (7/93-7/96)

M.O.- Personnel Information System Management Specialist Rank-E-4

ACQUIRED SKILLS

- Sixteen plus years of supervisory experience
- Mental Health First Aid Instructor 02/14
- Certified Restorative Justice Facilitator
- Certified Supreme Court Mediator in Virginia
- Co-Parenting Facilitator
- Child Protective Services (CPS) Certified as of 02/08
- Trained Facilitator for Domestic Violence & Sexual Assault Awareness
- Leadership/ Supervisory Trainer in City government
- Motivational Speaker
- Award winning speaker in Toastmaster (TM) Club 6595, District 66 (01/04-06/07)
- Certified Aquatics Instructor / Water Safety Swim Instructor
- Local Radio Personality (WCLM on 1st Wednesdays)

RECENT PROFESSIONAL EXPERIENCE

Teleperformance

Member Services Representative (05/18 – 08/19)

Supervisor: Electra Phone: 804.205.1533

Receive inbound calls; provide banking transactional services for USAA military related members nationwide. Work with dual computer screens and headset, inputting, adjusting and deleting data, as required. Market USAA banking products.

Chesterfield County Mental Health Support Services

Mental Health Support Counselor (08/16 – 02/2018)

Supervisor: Telma Green Phone: 804.748.1227

Provided daily life-skills support to adult mentally challenged clients in independent living programs. Worked in 3 of Chesterfield's facilities; 2 group homes and one apartment complex where clients had their own apartments. Assisted with cooking, cleaning, baths, medication and required and cultural enhancement off-campus activities.

Ezett Youth and Family Services

Mental Health Support Counselor (03/16 -08/2016)

Supervisor: Clarissa Laws Phone: 804.262.9479

Provided life-skills education, case management, service coordination and financial management skills for adults who were diagnosed with serious mental illnesses to include dual diagnosis, resulting in significant challenges with life activities.

Sexual Harassment/Assault Response and Prevention (SHARP) Mobile Team Trainer (MTT) (03/2013-03/2014)

Supervisor: Cherie Biagas Phone: 703.571.7334

Traveled to various Army Military Installations, as assigned, two weeks per month to facilitate required 80-hr certification training to 250 soldiers (E-6 and above). This training prepared soldiers to respond to potential situations and victims of sexual harassment and/or sexual assault. Administered exams and forwarded recommendations for certification to corporate headquarters.

Guidance, Inc. (08/06-current)

Personal Business 804.398.1614

Provide various mediation services and educational classes for youths and adults. I work collaboratively and via contracts, with agencies involved in promoting individuals, families and communities to healthier existence. Currently, I mediate community referrals, Virginia Juvenile & Domestic Relations Court cases and truancy cases for Richmond Public Schools. Approximately 90% of cases I mediate, result in an agreement. In addition, I serve as a resource consultant. Offer couples coaching, individual life coaching and behavioral management classes.

Program Manager (08/09-12/210)

Positive Beginnings Girl's Therapeutic Group Home

Supervisor: Angela Mason-Blowe Phone: 804.586.5079

Assisted owners of a girls' group home with preparing for opening the facility and aligning the agency with Medicaid licensing requirements. Upon opening, supervised 6 youth counselors and up to 7 residents. Responsible for overseeing medication distribution and documentation. Managed day-to-day operations as it pertained to youth services and their safety.

Stabilization Social Worker (11/07-08/09)

City of Richmond DSS

Supervisor: Arlene Love (Retired) Phone: (804) 646-7140

Positively impacted families toward strengthening and empowering their family system by improving mutual understanding, communication, identifying emotional and psychological needs, living arrangements and financial stability. Main goals are prevention of foster care, preservation of families and the prevention of abuse and/or neglect. Also provided CPS ongoing services; monitoring family behaviors to determine if children needed to be removed. Participated in child studies and frequently appeared before the court with quarterly reports.

Aquatics Aerobics Instructor (02/07-current)

Swim/Water Safety Instructor (01/17-current)

American Family Fitness Center

Swift Creek

Supervisor: Debbie Moore Phone: (804) 687-0420

Facilitate various water aerobic work-outs 1-3 classes per week

Certified since December 2009

Trainer for Human Resources (2000-2004)

City of Richmond

Supervisor: Delores Esparza (Retired) Phone: N/A

Participated in formulating and facilitating a mandatory leadership series training for supervisors and managers in the City of Richmond. Focused on communication skills and coaching and counseling. Also provided training for requirements for the first 100 days of new employees.

Truancy & Diversion Coordinator/Supervisor (08/97-11/07)

Richmond Juvenile Justice Services

Supervisor: Sandra Martin Phone: N/A (Deceased)

Established a Truancy Center for the City of Richmond, Created job descriptions, structured staffing patterns and salaries. Integrated city & private programs and services for youths and families; providing a one-stop-shop for needed resources. Worked with city council staff in their localities to bring attention to truant students and spoke at civic association meetings. Managed general funds and a Title IV-E Grant for business operation and contractual services.

ADDITIONAL PROFESSIONAL EXPERIENCE

**President of Richmond Association of Black Social Workers (RABSW)
(Member since 2009/ President 7/2011-6/2014)**

**Bi-Annual presenter for Virginia's Fall/ Spring Social Worker's Conference
(VASWP/BPRO and POSSESS) since 2012 thru Fall 2014**

Regular Guest Commentator on WCLM 1450 Radio Talk Show, Women on Point (WOP), by Ms. Gloria Taylor Edwards. Presenting 1st Wednesdays of every month as of September 2012 until contract expiration of talk show in 2018. Discussions vary: Relationship Issues, Cultural Differences & Expectations, Political Matters etc.

Toastmaster, Club 6595, District 66 (1/04 – 12/2009)

Feb. 2004, elected Vice Pres. of Public Relations in June 1994

Placed 1st in the Table Topics Contest at the Club, Area & Division Levels

Placed 2nd in the final District Level competition.

Domestic Violence Relief Worker (8/03-10/04)

Henrico Domestic Violence Shelter

Immediate Supervisor: Lisa Fur

Domestic Violence Awareness Trainer /Facilitator (1/2004-current)

Facilitate awareness classes by appointment, for various churches in the communities via

Women's Ministry Programs

Employee Development Trainer (2000-2004)

City of Richmond

Immediate supervisor: Delores Esparza (Retired)

Facilitated training for new employees/ supervisors and seasoned supervisors

Institutional Rehabilitation Counselor Supervisor (5/96 – 8/97)

Hanover Juvenile Correctional Center

Immediate Supervisor: Bernard Vandervall, Institutional Manager (Deceased)

Supervised 5 Rehabilitation Counselors, 2 para-military units, Substance Abuse Unit and a large unit consisting of 30 youths; 24 youth counselors

Institutional Rehabilitation Counselor (6/94 – 4/96)

Beaumont Juvenile Correctional Center

Immediate Supervisor: Germando Harris, Institutional Rehabilitation Counselor Supervisor

Counseled Sex Offenders; 15 residents. Facilitated groups and co-facilitated therapy groups.

References are available upon request.

The Virginia Commonwealth University



Terry Cherise Dyzick

Having fulfilled the requirements of the faculty has been admitted a graduate of the University with the degree of

Bachelor of Science

in the Department of Biological Sciences on the twenty sixth day of September 1988

Richard P. Dyzick

Edmund S. McCall

HOPE HARRIS

SUMMARY

Improving the quality of life and wellbeing of others is my passion and my pursuit. With experience through community-based work, and my profession training, I am well prepared for advancing my career in the mental health field by working with adults to provide education, training, counseling, advocating, care coordination, and assisting people to help solve problems is required.

EDUCATION

Human Services -Substance Use certificate program (transfer)
J. S. Reynolds' Community College 2010 - Richmond, VA

Bachelor of Science in Interdisciplinary Studies-Minor in Psychology
Liberty University 2015- Lynchburg, VA

Masters in Adult Education Program 2021
Strayer University - Richmond, VA

RELEVANT EXPERIENCE

Richmond Behavioral Health Authority, Richmond Virginia 4/4/2022-Current

Substance Use Case Manager -SUD

The core service provided by substance use disorder (SUD) Case Management Services includes assisting individuals with accessing treatment and support for their substance use needs, co-occurring mental health issues, and/or medical needs as well as accessing supports related to employment and housing. Individualized, person-centered treatment planning. Coordination of services, on-going assessment of needs, monitoring of services and supports, and supportive counseling. Referrals and linkages to resources such as transportation, housing, vocational and employment programs, and medical & dental care. Collaboration with treatment providers (such as a psychiatrist or medical professional) to monitor needs and progress

Quadrants Family Services, Richmond, Virginia 11/1/2020-Current
<https://www.quadrant-ffs.com/about-us>

To provide comprehensive services through adolescent skill building/mentoring, parent coaching, parent education/co-parenting and mediation, to improve the character and integrity of the client and preserve the family unit. We educate the community on the psychology of regulation, to gain a deeper understanding of fear, stress and trauma which is the root cause of problematic behaviors to heal the family. Quadrant Family Services strives to provide a high standard of services through a philosophy of love-based relationship.

Parent Coach

Provide parenting education to families impacted by traumatic circumstances. Training families to review and implement more effective parenting skills by learning skills, attempt skills, failing and then adapting. Meeting a minimum of five hours weekly in the client's home. Effort to promote examining the cause of maladaptive behaviors and corrective those behaviors which restores families to healthier state of being.

YCAPP Inc. Richmond, Virginia 8/1/2017-2/1/2020

The New Y-Capp Inc. (THE NEW Y-CAPP INC.) is a behavioral health agency in Richmond, Virginia. Behavioral health centers are responsible for assuring the delivery of community based mental health, mental retardation, substance abuse and/or behavioral health services to individuals with those disabilities.

Case worker

- Developed confidential service plans and other documentation required.
- Assisted consumers in developing independence by increasing their basic living skills.

Hope Harris • [REDACTED]

- Attend agency training for clinical development and support to maintain agency standards. * Advocating for consumers to protect their human rights while developing consumer ability to cope with bipolar depression, OCD, anxiety disorders, and other mental health disorders.
- Collaborating with various agencies to accommodate needs of the client.
- Supporting consumers while they improve behaviors which results in conflict, aggression, isolation, etc.

Ultimate Outcome Therapeutic Services Richmond, Virginia

3/2009-8/2017

A private or public agency usually under local government jurisdiction, responsible for assuring the delivery of community based mental health, intellectual disabilities, substance abuse and/or behavioral health services to individuals with those disabilities. Services may range from companion care, respite, transportation, community integration, crisis intervention and stabilization, supported employment, day support, prevocational services, residential support, therapeutic and supportive consultation, environmental modifications, intensive in-home therapy and day treatment, in addition to traditional mental health and behavioral treatment.

Behavioral Health Worker

- Developed confidential service plans and other documentation required.
- Assisted consumers in developing independence by increasing their basic living skills.
- Attend agency training for clinical development and support to maintain agency standards. * Advocating for consumers to protect their human rights while developing consumer ability to cope with bipolar depression, OCD, anxiety disorders, and other mental health disorders.
- Collaborating with various agencies to accommodate needs of the client.
- Supporting consumers while they improve behaviors which results in conflict, aggression, isolation, etc.

Guiding Young Minds Richmond, Virginia

10/ 2005 -1/2011

Mental Illness Community Based Residential Treatment Facility:

A home-like residential facility providing psychiatric treatment and psycho / social rehabilitative services to individuals diagnosed with mental illness.

Support Staff

- Provides direct supervision to adolescent males 13-16years/ 16-21years.
- Perform documentation daily required by DMAS and crisis support in the facility.
- Supported appropriate behaviors by redirected, problem-solving, and motivation.
- Provided transportation& advocacy with doctors, courts, schools, and employers.
- Facilitated discussion groups to develop males IL skills for discharge.
- Utilizing age-appropriate disciplines to redirect behaviors and alter behaviors.

INTERNSHIPS AND VOLUNTEER WORK

Rubicon Inc. McTavish Street

6/2007 - 12/2007

Rubicon Inc, located in, Richmond, Virginia, is an addiction treatment facility that can help those who need addiction help, get the guidance, treatment, and counseling needed. Rubicon Inc has caring addiction recovery professionals who are devoted to assisting addicts in overcoming addiction and addictive behaviors.

Intern

Rubicon Inc. McTavish Street Richmond, Virginia 23219

- Substance Abuse /Outpatient Therapy
- Participated in weekly Staffing and Supervision.
- Performed drug testing for client.
- Participated in assessments and treatment planning.
- Administrative activities and clerical work.
- Facilitated group session for clients.

RELEVANT COURSEWORK

Helping Across Cultures
Child -Parent Community Relations
Psychology 30 credit hours cognate

Adult Learning Theory
Leadership and Organizational
Organizational Training

CERTIFICATIONS/LICENSES

Hope Harris • [REDACTED]

- Virginia Driver's License
- QMHP-Adult certification
- ASAM certificate 13.0
- VCU -Case Management/Case Coordinator training web- based modules
- First Aid/CPR -current
- Medication Aide

Janice Penny

1017 Anton Trace
Mechanicville, VA 23111
04-456-2247
penny05@gmail.com

EXPERIENCE

Vice President/ Director of Programs - Quadrant Family Services

January 2020- Present

- *Create, implement, and supervise services provided by QFS.
- *Employee development - hire, train, and support staff members.
- *Seek opportunities to support the community through philanthropy and collaboration with other service providers.
- *Assist with marketing and expansion.
- *Create and maintain the budget necessary for this position.

Qualified Mental Health Provider, Quadrant Family Services

May 2016- Present

- *Parent Coach - Created and implemented individualized treatment plans with goals and objectives to reflect each family's needs. Completed monthly progress reports, participated in FAPT meetings with local DSS, and attended court as required. Provided trauma-informed care.
- *Intensive Care Coordinator
- *Adolescent Skill Builder/ Mentor

Court Appointed Special Advocate- Hanover CASA

October 2011-December 2013

- *Conducted interviews to gather information necessary to make placement and service recommendations to the court for children and their families.
- * Served as an active advocate on behalf of children involved in the court system.

EDUCATION

Radford University, BS- Political Science, Public Administration, Psychology

August 1995-December 1999

SKILLS

Licensed through the Virginia Board of Counseling- QMHP Adults and Children.

Extensive trainings through employment and volunteer experiences including the fields of Substance Abuse and Sexual Assault, Child Abuse and Neglect, and Education: preschool, special education, and grades K-12.

Sean Young

President and Chief Operating Officer-Quadrant Family Services



To obtain a leadership capacity as a service provider, empowering youth and families.

Authorized to work in the US for any employer

Work Experience

President and COO

Quadrant Family Services • Richmond, VA
July 2020 to Present

The President/COO is the face of Quadrant Family Services, responsible for the overall leadership and strategic planning. The President/COO has the responsibility to carry out the mission and is responsible for the overall management and operation of all aspects of the organization. The President/COO focuses on long-range goals, strategies, plans and policies routinely exercising discretion and independent judgment in the performance of job duties. The President/COO is accountable for the overall programmatic and fiscal integrity of the organization.

Parent Coach/Therapeutic Mentor QMHP A/C

Quadrant Family Services • Richmond, VA
November 2016 to Present

Parent Coaching / Therapeutic Mentoring services for CSA funded individuals. Parent Coaching / Therapeutic Mentoring services include the following:

- Role playing
- Skill acquisition in the community
- Teaching and practicing coping skills
- Relaxation strategies
- Teaching replacement behaviors
- Increasing communication skills
- Practicing conflict resolution strategies
- Experiential practice of new skills in the community
- Social skills training
- Development of treatment plans

Family Services Specialist I -- CPS Investigations Unit

Chesterfield Colonial Heights Department of Social Services
January 2019 to July 2020

- Counsel individuals and groups regarding time management, parenting, budgeting, personal goal setting, health, and safety issues, problem solving;
- Plan, conduct, prepare materials, coordinate speakers/facilities for education and training groups;
- Intervene with customers in crisis situations;

- Provide emergency services;
- Provides emotional support to individuals/families, validate customer concerns while emphasizing personal responsibility and exploring options with customers;
- Monitor customer participation/compliance with policy suspending benefits when necessary;
- Educate internal and external customers on program components, policies, and procedures
- Communicate orally, in writing, and electronically with internal and external resources to coordinate services;
- Document all case-specific contacts and activities, secure supporting materials, complete all forms, documents and enter required information into documentation systems.

Director of Residential Services QIDP

Visions Family Services - Petersburg, VA
October 2015 to November 2016

Provide administrative oversight for the Residential Services program for adults with Intellectual Disabilities.

Establish and manage the budget, standard operating procedures, and compliance in accord with State and Federal Regulations.

Responsible for the hiring and training of staff.

Program Manager, Therapeutic Day Treatment

Civitas Health Services - Richmond, VA
June 2014 to October 2015

Provide administrative oversight for the Therapeutic Day Treatment program.

- * Maintain the day-to-day operations of the program, ensuring that all program needs are met in a timely fashion and according to all regulations.
- * Supervise staff, ensuring they have the resources and training necessary to complete their work duties and carry out program objectives.

In-Home Counselor- QMHP-C

Attachment and Trauma Institute - Richmond, VA
June 2010 to May 2014

Qualified Mental Health Professional-Child)

- * Provide individual and family counseling to youth at-risk of being removed from the home through effective interventions in the home, school, and community.
- * Develop individual service plans, goals and strategies; identifies appropriate resources; counsels clients and makes necessary referrals. Supervise cases, monitors progress and compliance with court orders, and ensures safety and well-being of clients.
- * Prepare legal documents; initiate legal actions, such as motions, notices, petitions, and hearings; testify in court and provides written reports, service plans, case histories, and other documents for judicial or administrative review.

Investigator, Child Protective Services

Dept. of Social Services
March 2011 to April 2014

Performed complex and difficult tasks to ensure the protection of children and manages the delivery of services to abused and/or neglected children and their families.

- * Investigated complaints of neglect and/or abuse of children. Exercises emergency removal authority with approval.

* Developed service plans which include referrals to other resource providers as necessary. Participate in court presentation of cases.

Social Worker

Dept. of Social Services - Richmond, VA
May 2008 to August 2010

Provide case management to families that are referred by the CPS Hotline or by the Juvenile Court System who are at-risk of out of home placement. Coordinates services provided by other agencies, such as individual or family counseling, educational programs, medical care, mental health care, probation monitoring, substance abuse treatment, and law enforcement intervention.

* Formulate service plans, goals and strategies; identifies appropriate resources; counsels clients and makes necessary referrals. Supervise cases, monitors progress and compliance with court orders, and ensures safety and well-being of clients.

* Prepare legal documents; initiate legal actions, such as motions, notices, petitions, and hearings; testify in court and provides written reports, service plans, case histories, and other documents for judicial or administrative review.

Education

Masters of Divinity in Pastoral Care and Counseling

Virginia Union Univ - Richmond, VA
September 2008 to December 2010

None in Clinical Social Work Practice

Virginia Commonwealth Univ - Richmond, VA
August 2007 to December 2010

None in Family-Centered Practice

Univ. of Georgia - Gwinnett, GA, US
August 2006 to May 2007

Bachelor of Arts in Sociology

Morehouse College - Atlanta, GA
August 2000 to May 2005

Skills

- Microsoft Office (10+ years)
- Supervisor (4 years)
- Workshop Facilitation (10+ years)
- Microsoft Excel
- Mental Health (9 years)
- Documentation
- Management

- Published Author (10+ years)
- Community Engagement (10+ years)
- Case Management (10+ years)
- Public Speaking (10+ years)
- Individual / Group Counseling
- Child & Family Counseling
- Child Protective Services
- Mental Health Counseling

Certifications and Licenses

Qualified Mental Health Professional Adults and Children

July 2019 to Present

License Numbers: 0732006493 (Adult) and 0733005823 (Child)

Justin Keith Huerkamp, LPC, CSOTP

Curriculum Vitae
April 2019

Home address/phone
9475 Greenhill Ct.
Richmond, VA 23294
(601) 506-2122
Email: Justin.huerkamp@pathways.com

EDUCATION

August 2003 **Master of Science in Counseling and Psychology, Magna Cum Laude**
to
July 2005 Mississippi College, *Clinton, Mississippi* (CACREP accredited)

August 1999 **Bachelor of Science in Psychology**
to
May 2003 Mississippi College, *Clinton, Mississippi*
Major: Psychology; Minor: Sociology

LICENSE AND CERTIFICATIONS

Licensed Professional Counselor, License # 0701005711
Issued: 01/07/2014
Expires: 06/30/2019

Safety Care Instructor
Issued: 5/25/2016
Expires: 5/25/2019

Certified Sex Offender Treatment Provider #0812000797
Issued: 2/26/2018
Expires: 6/30/2019

Trauma Focused Cognitive Behavioral Therapy (in the process of obtaining certification)

CURRENT EMPLOYMENT

November 2018
to
Present **Outpatient Therapist, Richmond Wellness Center**
Richmond, Virginia

Setting/Population: Outpatient counseling office providing therapy to youth and adults with various mental health concerns. Clients include individuals aged 3 and up who present with behavioral problems, and various other forms of mental unhealth including but not limited to Post Traumatic Stress Disorder, Attention Deficit Hyperactivity Disorder, and various Mood Disorders.

Duties: Provide direct care to clients. Therapy provided is Trauma Informed Care. This includes family centered therapy along with reality therapy, solution focused therapy, brief therapy, gestalt therapy, and cognitive behavioral therapy, and Trauma-Focused CBT.

November 2018

to **Outpatient Therapist and Clinical Supervisor, Family Preservation Services**
Present Richmond, Virginia

Setting/Population: Outpatient counseling office providing therapy to youth and adults with various mental health concerns. Clients include individuals aged 3 and up who present with behavioral problems, and various other forms of mental unhealth including but not limited to Post Traumatic Stress Disorder, Attention Deficit Hyperactivity Disorder, and various Mood Disorders, juveniles who have committed sexual harm. Providing supervision for qualified individuals, Residents in Counseling, who are obtaining supervision to be a Licensed Professional Counselor.

Duties: Provide direct care to clients. Therapy provided is Trauma Informed Care. This includes family centered therapy along with reality therapy, solution focused therapy, brief therapy, gestalt therapy, cognitive behavioral therapy, Trauma-Focused CBT, treatment in the Sexual Harm Program and Relapse Prevention Program. Provide weekly supervision to Residents in Counseling.

November 2018

to **Outpatient Therapist and Clinical Supervisor, Integrated Health Services**
Present Richmond, Virginia

Setting/Population: Outpatient counseling office providing therapy to youth and adults with various mental health concerns. Clients include individuals aged 3 and up who present with behavioral problems, and various other forms of mental unhealth including but not limited to Post Traumatic Stress Disorder, Attention Deficit Hyperactivity Disorder, and various Mood Disorders. Treatment for youth and juveniles who are in the YSB program for youth who exhibit sexualized behaviors. Providing supervision for qualified individuals, Residents in Counseling, who are obtaining supervision to be a Licensed Professional Counselor.

Duties: Provide direct care to clients. Therapy provided is Trauma Informed Care. This includes family centered therapy along with reality therapy, solution focused therapy, brief therapy, gestalt therapy, cognitive behavioral therapy, Trauma-Focused CBT, treatment in the Sexual Harm Program and Relapse Prevention Program. Provide weekly supervision to Residents in Counseling.

OTHER CLINICAL EXPERIENCE

Clinical Director (April 2014 – December 2018)
Family Preservation Services – Richmond Region
Richmond, Virginia

Setting/Population: Intensive In-home family therapy, Mental Health Skill Building clients, BTS Services, youth with various forms of trauma, youth who have committed sexual harm. Clients include individuals aged 3 and up who present with behavioral problems, and various other forms of mental unhealth including but not limited to Post Traumatic Stress Disorder, Attention Deficit Hyperactivity Disorder, and various Mood Disorders. Counselors supervised include Intensive in-home counselors, BTS counselors, Mental Health Skill Building counselors and counselors providing other home based services

Duties: Responsible for supervision and coordination of all clinical programming. Supervises all direct care staff and administers all related clinical process functions. Perform liaison functions with referring agents and am responsible for quality management of all clinical functions. Performs all related duties in collaboration with the Regional Director's focus on productivity and viability of the region. Coordinates with the referring agent, the treatment team, and the client/family to supervise and monitor the treatment goals and objectives for all cases. Supervises the processing of referrals and assignment of cases. In collaboration with the Regional Director, investigates and mediates complaints and/or concerns between staff and client/families, staff and referring agents, and collateral sources. Develops and facilitates staff training and in-service programs to maintain contract and regulatory requirements. Participates in developing and monitoring programs, policies, procedures and practices in keeping with FPS and community standards, as well as with Contract and Licensure requirements. Recruits, screens, trains, supervises, and evaluates clinical staff. Provides direct services to clients and families as appropriate or assigned. Conducts clinical assessments on children and families, and prepares assessment report in timely manner. Therapy provided is Trauma Informed Care. This includes family centered therapy along with reality therapy, solution focused therapy, brief therapy, gestalt therapy, and cognitive behavioral therapy. Currently sees around 6 outpatient clients per week for Trauma Focused Cognitive Behavioral therapy and also juveniles who have committed sexual harm and are in the Sexual Harm program or in the Relapse Prevention program.

Clinical Supervisor and Intensive In-Home Therapist (July 2013 – April 2014)
Compass Counseling Services of Northern Virginia
Fredericksburg, Virginia

Setting/Population: Intensive In-home family therapy and Mental Health Support clients. Clients include individuals aged 7 to 21 who present with behavioral problems, and various other forms of mental unhealth including ADHD, PTSD, ODD. Counselors supervised include Intensive in-home counselors, and Mental Health Support counselors.

Duties: Supervise up to 10 Intensive In-Home and Mental Health Support counselors. Supervision occurs on a weekly basis and includes individual and group supervision. Responsible for reviewing staff Case Notes, Treatment Plans, monthly Progress Reports, and Magellan (previously Kepro) extensions. Conduct two or more therapy sessions per week with clients in their home setting. Therapy provided is family centered therapy along with reality therapy, solution focused therapy, brief therapy, gestalt therapy, and cognitive behavioral therapy. Also conduct assessments, produce Treatment Plans, attend IEP meetings, FAPT meetings, communicate with the court system and schools. As an LPC, review assessments and diagnosis performed by LMHP-e's.

Clinical Supervisor (August 2011 – July 2013)
Attachment and Trauma Institute
Richmond, Virginia

Setting/Population: Office setting with Intensive In-Home and Mental health Support counselors.

Duties: Supervise up to 10 Intensive In-Home and Mental Health Support counselors. Supervision occurs on a weekly basis and includes individual and group supervision. Responsible for reviewing staff Case Notes, Treatment Plans, monthly Progress Reports, and Kepro extensions. Responsible for completing the Local Human Rights Committee (LHRC) quarterly and annual reports and attending the quarterly LHRC meetings. Other duties include maintaining a weekly hours report keeping track of hours worked for all employees, attending FAPT and court when needed, staying in contact with referral sources, and staffing new cases. Also responsible for maintaining advertisement for the company for new hires and scheduling and conducting interviews. Attend a weekly management meeting with other supervisors, Quality Assurance, and the Clinical Director to make appropriate plans for staffing and other management issues.

Intensive In-Home Therapist (September 2007 – July 2011)
Attachment and Trauma Institute
Richmond, Virginia

Setting/Population: In home family therapy and Mental Health Support. Clients include trauma victims, behavioral problems such as ADHD, ODD, PTSD, and various other forms of mental unhealth.

Duties: Conduct two or more therapy sessions per week with clients in their home setting. Therapy provided is family centered therapy along with reality therapy, solution focused therapy, brief therapy, gestalt therapy, and cognitive behavioral therapy. Also conduct assessments, produce Treatment Plans, attend IEP meetings, FAPT meetings, communicate with the court system and schools. Other duties include teaching statistics, advising on research, and conducting research.

Therapeutic Day Treatment Specialist (November 2010 – July 2011)
Middle Peninsula Northern Neck CSB
King William, Virginia

Setting/Population: Therapeutic Day Treatment. Clients include children diagnoses with ADHD, ODD, PTSD, PDD, and other behavioral problems.

Duties: Conduct two or more therapy sessions per day with clients in a school setting. One individual when appropriate and one group setting per day. Therapy provided includes reality therapy, solution focused therapy, brief therapy, gestalt therapy, and cognitive behavioral therapy. Also conduct assessments, produce Treatment Plans, attend IEP meetings, FAPT meetings, communicate with the court system and schools.

Psychometrist, Neuropsychology Laboratory (October 2005 – July 2007)
University of Mississippi Medical School
Department of Psychiatry and Human Behavior
Jackson, Mississippi

Setting/Population: Neuropsychology practice within the University medical center. Patients included children, adolescents, adults, and older adults. Presenting problems included ADHD, dementia, traumatic brain injury, and various other neuropsychological and behavioral problems.

Duties: Conduct two or more comprehensive neuropsychological evaluations per week, consisting of administering and scoring mental status exams, intelligence tests, achievement tests, attention tests, memory tests, self-report measures, and interview. Teach psychiatry and psychology residents to administer psychological and neuropsychological tests and train psychology residents in performing bedside evaluations. Assist with Small Groups Training in mental status examinations and interviewing skills to third year medical students and preparing

testing for psychiatry residents. Participate in groups to develop research ideas. Maintain, organize, and update the neuropsychological database.

Selected Tests/Interviews Administered and Scored: WAIS-III, WISC-III, WJ-III Achievement, WJ-III Cognitive Abilities, DRS, DRS-2, CVLT-II, WMS-III, WRAT-III, WCST, Graphesthesia, finger tapping, Trails, BDI-II, STAI, HVOT, Stroop, Stroop-Children Line Bisection, JLO, MMSE, Test of Everyday Attention, TEA-Childrens Version, Rey figure, COWA, Digit Vigilance Test, ACT, WURS, WMT, PAI, Boston, PPVT-III, CVLT-C, WRAML, VMI, NEPSY, Children's Depression Inventory, and Gray Oral Reading Test, among others.

Mental Health Therapist (August 2005 - October 2005)

Region 8 Mental Health and Retardation Center

Brandon, Mississippi

Setting/Population: Outpatient community mental health center. Clients included adults, children, and adolescents. Clients presented with a wide variety of issues including depression, anxiety, schizophrenia, OCD, ADHD, and other mental illnesses.

Duties: Provided individual, family, and couples therapy.

Psychiatric Technician (2003-2005)

St. Dominic Behavioral Health Center

Jackson, Mississippi

Setting/Population: Inpatient adult mental health hospital.

Duties: Worked with counselors, nurses, and psychiatrists on the mental health inpatient units, assisting in a wide variety of group treatment settings including treatment teams. I also held one-on-one therapy sessions with patients on an as needed basis.

Clinical Assistant (2001-2003)

St. Dominic Behavioral Health Center

Jackson, Mississippi

Setting/Population: Inpatient adult chemical dependency unit.

Duties: Worked with counselors on the Chemical Dependency Unit, assisting in a wide variety of group treatment settings. I also conducted Big Book Studies and Meditation groups with patients.

PROFESSIONAL AFFILIATIONS

American Mental Health Counselors Association (AMHCA), 2003-present
Mississippi Counselors Association, 2005-2007
National Board of Certified Counselors, 2005-2014

SELECTED HONORS AND AWARDS

Psi Chi National Honor Society in Psychology (2001)
 Leadership Scholarship, Mississippi College (1999)

PUBLICATIONS AND PRESENTATIONS

Peer-Reviewed Articles

- O'Bryant, S. E. O., Gavett, B., O'Jile, J. R., Humphreys, J. D., **Huerkamp J. K.**, Smitherman, T. A., et al. (in press). Clinical utility of Trial 1 of the Test of Memory Malingering (TOMM). *Applied Neuropsychology*.
- Smitherman, T. A., **Huerkamp, J. K.**, Miller, B. I., Houle, T. T., & O'Jile, J. R. (2007). The relation of depression and anxiety to measures of executive functioning in a mixed psychiatric sample. *Archives of Clinical Neuropsychology*, 22, 647-654.

Poster Presentations

- Miller, B., **Huerkamp, J.**, Schumacher, J., & O'Jile, J. (2006). *SSRIs and cognitive performance in patients with dementia*. Poster presented at the 35th Meeting of the International Neuropsychological Society, Portland, OR.
- Wickwire, E., Miller, B.I., Schumacher, J., O'Jile, J., & **Huerkamp, J.** (2006, November). *The Relation between Insomnia and Cognitive Functioning among Middle-Aged Adults*. Poster presented at the annual convention of the Association for Advancement of Behavior Therapy, Chicago, IL.
- Bonner, K., Fucher, E., Heard, G., **Huerkamp, J.K.**, Owens, T., & Spires, T. (2005). *Development of the Cross Cultural Sensitivity Scale*. Poster presented at annual poster presentations at Mississippi College, Clinton, MS.

Paper Presentations

- Huerkamp, J.K.** (2003, April). *Birth Order's Relationship to Spirituality, Self-Esteem, Optimism, and Interests*. Honors paper presentation at Mississippi College, Clinton, MS

EDITING AND REVIEWING

Ad Hoc Reviewing:

Archives of Clinical Neuropsychology
American Journal of Alzheimer's Disease and Other Dementias
Cephalalgia
Journal of the American Geriatrics Society
Journal of Clinical Psychology
Neuropsychiatry, Neuropsychology, & Behavioral Neurology

GRADUATE CLINICAL EXPERIENCE

Graduate Intern, St. Dominic Counseling Center (August 2004-July 2005)

Jackson, Mississippi

Setting/Population: Outpatient treatment center of children, adolescents, and adults referred by various sources including Department of Human Resources, psychiatrists, and self. Presenting complaints were varied and included abuse/neglect, severe behavioral problems, suicidality, depression, and anxiety. (40 hours/week)

Duties: Conducted one or more comprehensive psychological evaluation per week, usually consisting of a clinical interview, mental status exam, intelligence test, achievement test, attention test, memory test, and self-report measures among others. An integrated report was written for each evaluation and recommendations for follow up were given. Also saw multiple individual therapy clients per week.

Selected Tests/Interviews Administered: WAIS-III, WISC-III, MMPI-2, MMPI-A, WIAT-II, CMS-III, WMS-III, Trails, WRAT-III, CVLT-II, WCST, BDI-II, BAI, CPT, TOMM, SCID, VMI Connors, Gordon, and others.

Supervisor: Criss Lott, Ph.D., Licensed Psychologist; Bill Scruggs, MS., Licensed Professional Counselor

Graduate Intern, Outpatient Alcohol and Drug Treatment (August 2004-July 2005)

St. Dominic Behavioral Health Center

Jackson, Mississippi

Setting/Population: Intensive Outpatient treatment for adults with chemical dependence. (4 hours/week)

Duties: Provided bi-weekly group therapy with a co-therapist to adult clients.

Supervisors: Criss Lott, Ph.D., Licensed Psychologist; Bill Scruggs, MS., Licensed Professional Counselor, Ron Waddle, CADAC.

Graduate Intern, National Screening Days

St. Dominic Counseling Center

National Anxiety Disorders Screening Day (October 2004)

National Depression Screening Day (November 2004 and May 2005)

Duties: Assisted in multiple screenings for anxiety and depressive disorders within the community. Administered and scored screening questionnaires, provided feedback regarding risk level for the various disorders, and provided referrals when warranted.

Supervisors: Criss Lott, Ph.D., Licensed Psychologist; Bill Scruggs, MS., Licensed Professional Counselor

ADMINISTRATIVE AND LEADERSHIP EXPERIENCE

Graduate Program Committee (2004)

Mississippi College

Duties: This committee is responsible for evaluating the graduate mental and behavioral

health psychology program and proposing/implementing modifications to that program for the Council for Accreditation of Counseling and Related Educational Programs (CACREP) accreditation. I served on this committee with the Director of the Graduate Psychology Program, other psychology professors, a member of the counseling community, and one other graduate student.

TEACHING EXPERIENCE

Graduate Teaching Assistant

Mississippi College

Fall Semester 2003 to Spring Semester 2005

Description: Assisted professors in teaching courses including Learning Psychology, Psychological Statistics, and Experimental Psychology. During this time, I planned and started up a *beta* fish lab for undergraduate students in the Learning Psychology class to teach concepts of behavioral training. I also was responsible for presenting lectures twice weekly for Psychological Statistics and once weekly for Learning Psychology in the absence of the professor. I designed and graded quizzes and tests for these classes and for the Fish Lab. Delivered lectures on all aspects of Learning Psychology and on different aspects of conducting research.

Supervisor: Bill Wheeler, Ph.D.

Guest Lecturer

Testing and Measurements (Graduate-level)

Mississippi College

May 2006, June 2006, May 2007

Description: Lectured graduate students on different neuropsychological tests and provided demonstrations as to how some of the various tests are administered.

REFERENCES

Megan Hall, Psy.D
CSOIP Supervisor
Family Preservation Services
Fredericksburg, VA
540-710-5810
Megan.hall@pathways.org

Jennifer Huffman
Supervisor (former)
Attachment and Trauma Institute
Richmond, VA
804-938-5437

Laura Reed, LCSW
Regional Director,
Family Preservation Services
Richmond, VA
804-231-1350
laura.reed@pathways.com

Susan Mayes
Program Director (former)
Attachment and Trauma Institute
Richmond, VA
804-212-7814



Virginia Department of Health Professions License Lookup

Current as of 06/23/2021 11:53

License Information

License Number	0701005711
Occupation	Licensed Professional Counselor
Name	Justin K Huerkamp
Address	[REDACTED]
Initial License Date	01/07/2014
Expire Date	06/30/2022
License Status	Current Active
Additional Public Information*	No

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* "Yes" means that there is information the Department must make available to the public pursuant to §54-1-2400.2 H of the Code of Virginia, please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

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Virginia Department of Health Professions License Lookup

Current as of 06/23/2021 11:55

License Information	
License Number	0812000797
Occupation	Sex Offender Treatment Provider
Name	Justin K Huerkamp
Address	[REDACTED]
Initial License Date	02/26/2018
Expire Date	06/30/2022
License Status	Current Active
Additional Public Information*	No

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* "Yes" means that there is information the Department must make available to the public pursuant to §54.1-2400.211 of the Code of Virginia. please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

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