

# Southeast Arkansas Behavioral Health Community Connector Internship Program



SABHCCIP  
SOUTHEAST ARKANSAS BEHAVIORAL HEALTH  
COMMUNITY CONNECTOR INTERNSHIP PROGRAM

The Goal of SABHCCIP is to develop a cross discipline internship program to support the academic needs of minority students and the behavioral needs of racial and ethnic minorities in Southeast Arkansas and the Delta.



"Promoting, Supporting, and Equipping Now to Empower Later"

# OUR DEEPEST FEAR

Marianne Williamson

Our deepest fear is not that we are inadequate  
Our deepest fear is that we are powerful beyond  
measure,  
It is our light, not our darkness  
That most frightens us.

We ask ourselves  
Who am I to be brilliant, gorgeous, talented,  
fabulous?  
Actually, who are you not to be?  
You are a child of God.

Your playing small does not serve the world.  
There's nothing enlightened about shrinking  
So that other people won't feel insecure around  
you.

We are all meant to shine, as children do.  
We were born to make manifest  
The glory of God that is within us.

It's not just in some us; it's in everyone.

And as we let our own light shine,  
We unconsciously give other people permission  
to do the same.

As we're liberated from our own fear,  
Our presence automatically liberates others.



# PURPOSE AND NEED

Jefferson County, AR, a high needs area with a population of 66,824 as of 2019 with 5.9% of the persons within the county being under 5, scored a 17 on the HPSA scale. Evidence has proven children who display chronic behavior issues such as aggression disruption, and social behavior issues are at a higher risk of continuing these behaviors into adulthood according to American Psychiatric Association. Those facts, coupled with abuse, neglect, and out of home placements with little to no constant interventions leave youth's chances at a disadvantage in becoming productive leaders in their communities when the age of majority is reached and beyond. Arkansas is ranked 1st in teen birth rates at 34.6% according to the National Center for Health Statistics. In a 2015 report of Adolescent Mental Health Facts completed by the US Department of Health and Human Services regarding mental health of youth 9th-12th grade in Arkansas stated males reported 23% and females reported 38% they had experienced depression symptoms. US rated reported 20% and 40% respectively; suicidal thoughts, attempts and related injuries reported 14% males and 23% female with a national percentage of 12% and 23% respectively.

More than 400,000 children live in foster homes in the United States of America currently, approximately 50% of whom become incarcerated within 2 years of "aging out of the system". According to National DHS statistics, about 5% of these youth age out of foster care each quarter and 40% of them become homeless. In 2014, the State of Arkansas claimed more than 8,971 victims of abuse and neglect and encompassed neglect, physical abuse, and sexual abuse. According to statistics, (1) 3,806 children were in out-of-home placements; (2) an estimated 13,000 children (between the ages of 12 and 17) and 159,000 young adults (above the age of 18) were dependent on or abusing illicit drugs or alcohol; (3) more than 6,000 children between the ages of 12 to 17 received treatment for alcohol abuse in the previous year; and (4) more than 8,000 children simply never received treatment for illicit drug use in 2013. An estimated 222 children aged out of a home care program (such as foster care) to emancipation. There were over 14,000 youth between the ages of 16 and 19 who were not enrolled in a school or job setting in 2014. More than 56,000 young adults between the ages of 18 and 24 were not enrolled in school, not working, and who indicated no desire to earn any education higher than a high school diploma. In Arkansas, the number of children who need foster care is staggering and the State is struggling to find adequate help. With close to 5,000 children as wards, the State of Arkansas is currently experiencing a shortage of foster homes. More than 100 of the State's wards reside in Jefferson County and many of these youth are having a difficult time transitioning from DHS custody to adulthood.

According to statistics from the Child Welfare League of America (CWLA), Arkansas has a State poverty rate of 18.9% and has more than 706,000 children under the age of 18. Of these children, the poverty rate is 26.4% for children between the ages of 5 and 17 and 30.1% for children under the age of 3. It was reported that in 2014, at least 10 of children (aged between 10 and 14) and 22 children (aged between 15 and 19) committed suicide. Additionally, 38 reported children under age 19 reported to have been killed by a firearm in 2014 and 35 in 2013. More than 7,900 children under age 19 were arrested in 2014, with 340 of those arrests reported to be violent crimes. In 2013, 681 children were housed in a juvenile correction facility according to the CWLA.

Change is inevitable when integrating behavioral health into systems across the community which affects its workforce, administration, clinical operations and more. Providers who decide to add behavioral health care services in hopes of integrating their system of care are provided with many options to explore. This involves management and delivery of health services so that individuals receive a continuum of preventative and restorative mental health and addiction services, according to their needs. Successful integration involves more than just increasing access to behavioral health services but enhanced referral processes or additional locations of system of care delivery.

There is a constant shortage of behavioral health care providers as well as limited transportation for members of the community who seek and need the services. The Patient Protection and Affordable Care Act (ACA) of 2010 is transforming the delivery of health care services in the United States by emphasizing the triple aim of improved health outcomes, greater access to care, and reduced health care costs. At the same time, more people are living longer with chronic health and behavioral health conditions as the size of the population over the age of 65, and especially over the age of 80, continues to expand. The United States also is becoming increasingly racially, ethnically, and culturally diverse with many individuals facing health disparities and inequitable access to quality services. Due to this changing landscape of health care service delivery, social workers should be involved in all aspects of care, since addressing social needs in health care has been shown to have a significant impact on health outcomes. Social workers are well prepared to address these social determinants of health, and they can play critical roles in reducing non-medical barriers to health care access.

Although social workers do play multiple roles in the health care delivery system at all professional levels, they are not currently consistently integrated into health care teams. The social work profession also faces hindrances in terms of recruitment, retention and retirements. The next generation of social work leaders in health care needs to be prepared to implement the highest quality services and to be effective members of interdisciplinary teams. Social workers at all levels of the profession must be prepared to strengthen the delivery of health care services through evidence-based practice, testing of new practice interventions and policy innovations, and stimulating policy to ensure investment in the social work workforce and our most vulnerable populations.

# Thank You to our Sponsors and Grantors



Dreams can be realized with proper planning, support and action



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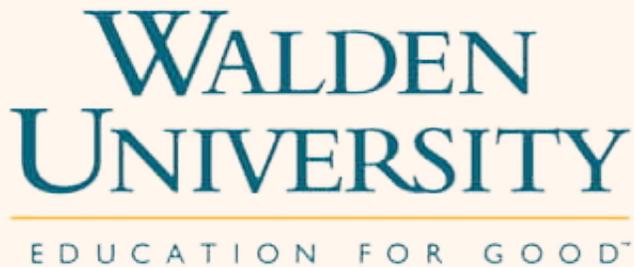
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We are proud to be in collaboration with the following Schools of Social Work:



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School of Social Work



## De'Khorian A. Brown

*2019-2020 Intern*

*De'Khorian is a native of West Memphis, AR who is currently a Digital Entrepreneur and Impact Specialist and a full-time employee for Carti Cancer Center. She plans to attend Walden University to obtain a Masters Degree in Social Work and become a Licensed Clinical Social Worker. Her ultimate goal is to open a private practice for Mental Health Therapy.*

"As an intern at REFORM, Inc., I learned so much. I didn't only learn about business, the community, or my field of choice, I also learned more about myself. I learned to always stay on top of my P's and Q's. My name and my brand is worth far more than anything else. I also learned that anything is possible if I trusted and depended on God to lead me. I learned that even though my field is not the most popular, it's the most needed. I learned that the more you know, the more you grow so always take education seriously and keep going! Taking various trips throughout

the community with Ms. Melrita, I was able to see different things, hear from different points of views, and sit in rooms that one day I know I'll be a part of my own personal journey. Above all, I learned to be thankful and grateful for everything good and bad!

**What I Liked:** I liked pretty much everything about my internship. I loved how it was a family feel, I loved how the office felt like home (it eventually became that for me), I loved how I didn't get tired of being there, I loved how Ms. Melrita always challenged us to think. She threw us in the fire time and time again, even though we were nervous, scared, felt like we couldn't do it, Etc. She constantly put her brand and name on the line for her interns because she knew once we were in the field there was little to no room for error so she allowed us to make mistakes and learn from them while we were there.

**How I Improved Professionally:** When I first started interning at REFORM Inc., I didn't dress the part, I didn't talk the part, And I didn't feel confident in my ability to do certain things. It was my first internship, and honestly I only interned because I needed it to graduate. I was so lackadaisical about most things, I was just ready to graduate. As time progressed I was Eager to do more things, go more places and speak to more people. I fell back in love with the true reason why I wanted to become a social worker in the first place. Constantly being pushed and remembering the end goal I can definitely say even to this day it's helping me in my current profession.

Just do the work. Whatever is being asked of you, do it knowing that you'll grow from it whether you mess up or not. Don't quit on yourself or your goals because God placed you here for a reason. There's a specific number of lives you're supposed to change, so until that number is finished you're not finished! Try to soak up EVERY ounce of knowledge you can because Ms. Melrita knows a lot! ASK QUESTIONS! You don't know what you don't know! And nevvrrrrr be lazy! As Ms. Melrita would say "that'll be the quickest way to get you up out of here." Most of all, I wish each of you so many blessings on this journey and your future. Enjoy!

**"What would you do if you knew you wouldn't fail?"**

*-Unknown*



## Kynnedi Allen

*2018-2019 Intern*

*Kynnedi is a native of Little Rock, AR who is currently studying for her LMSW licensure.*

**What I Learned:** Building professional working relationships in a new city is significant for non-profit organizations. I learned about program implementation on how important it is to network within the community.

**What I Learned About Myself:** I learned that I enjoyed working independently without micromanaging. I am appreciative that Melrita allowed me to work independently. When given a task, I always asked questions for clarification. I excelled through my organizational skills by prioritizing duties by deadline dates.

**How I improved professionally:** My professional growth improved through my networking skills, communication style, and completing a task by the deadline date.

There are endless career opportunities for social workers. Do your research! Remember, what works for other social workers may not work for you, which is fine! Ask questions for understanding. Choose your path and know your salary worth!"

## Jalicia Wyatt, MSW

*2018-2019 Intern*

*Jalicia is currently employed as a Mental Health Substance Abuse Supervisor.*

**What I Learned:** During my internship, I learned how to network within the community and other agencies that may provide support to consumers and the agency's goals. I learned the importance of funding and understanding the purpose of each service provided. .

**What I Learned About Myself:** I learned more of why I desired to seek a career in social work. I also learned how to better separate my personal beliefs and be unbiased;

**How I improved professionally:** I have improved professionally because I am better with taking the initiative to begin a task, speak among groups, interact with diverse populations, and enhance my knowledge for social work.



**"Be the change you wish to see in the world."**

*-Mahatma Gandhi*



## Myrackle Betancourt

*2020-2021 Intern*

*Myrackle is a native of Dallas, TX who is currently pursuing her LCSW and working to open a private practice.*

**What I Learned:** I learned how to start a non-profit organization.

**What I Liked Most:** I liked the flexibility, insight and understanding.

**What I Learned About Myself:** I learned how it's important not to take on more than I can handle at one time.

**How I Improved Professionally:** I learned how to set boundaries.

**"Never stop doing what you love and never stop fighting for what you believe. Your voice matters."**

## Niketta White

*2020-2021 Intern*

*Niketta is a native of Eudora, AR who is currently attending Our Lady of the Lakes University School of Social Work. She plans to receive her LMSW and do therapy work. I love working in a school system and doing therapy with school aged children.*

**What I Learned:** I learned from the internship how to abide by the NASW Code of Ethics as well as how to work with diverse clients. I was also introduced to grant writing and the hard work that is placed into writing grants. I learned how to connect my clients to resources and also how to support them.

**What I Liked Most:** I enjoy being in the field and being hands on with clients. I was able to experience a crisis situation, which I gained the knowledge on how to handle a crisis effectively.

**What I Learned About Myself:** Taking care of myself is something I learned about myself and that it will help me to excel and then I will be able to appropriately and effectively care for my clients.

**How I Improved Professionally:** I have improved professionally by having a good mentor and field instructor, Melrita Johnson, LCSW. Having a good mentor helped me to improve myself. I received good guidance on how to become a great therapist and learned ways to better myself. I am able to advocate for clients and be more vocal.





## Mia M. Hamilton

*2020-2021 Intern*

*Mia is a native of Hot Springs, AR who is currently working to start her own private practice specializing in Women's Mental Health, Perinatal Mental Health, Women's Reproductive Health and Maternal Mental Health.*

**What I Learned:** I learned to step outside of my comfort zone and professional communication skills.

**What I Liked Most:** I liked the flexibility, Melrita's transparency and willingness to help develop us as interns; not only as student/future clinicians, but also as individuals. She always pushed us to reveal our ultimate potential.

**What I Learned About Myself:** I found my passion for working with women and the importance of maternal mental health. When I initially started the MSW program, I was determined to work with children and youth but through my internship experiences, I've now changed my focus.

**How I improved professionally:** I've improved in my communication and time management skills. I've also seen improvement from me when it comes to being more detailed.

## Tamia Bennett

*2018-2019 Intern*

*Tamia is a native of Little Rock, AR.*

I attended University of Arkansas at Pine Bluff where I obtained my BSW in May 2019. I interned for REFORM, Inc. during my senior year of college. There are a number of things that I learned from REFORM, Inc., due to this internship being so versatile. One of the biggest things that I took from this internship was that there was no such thing as "failing". Whether something works out in the way we intend it to or not, you will always benefit from the experience.

Between grants, organizing paperwork, and preparing for events, there was always something to gain, lose, and learn. This has caused me to become a very optimistic person and has been especially helpful to me in the workplace. While working in a psychiatric facility, I have been sure

to provide my clients with as many helpful options as possible, and to never be afraid to take risks. Oftentimes, I see my clients regress or act out due to being afraid of change, or being afraid that they are going to do something wrong, so I have to be sure to remind them that making mistakes is a part of what will make their journey worth going through.

To any student that will be lucky enough to experience an internship with REFORM, Inc., I want you all to remember: The greatest lesson you will ever learn is right behind that chance you're afraid to take. Failing is what will make that lesson worth every chance you take!





## Rusty Armstrong

*2020-2021 Intern*

*Rusty is a native of Sheridan, AR who is currently working to gain clinical licensure. He wants to travel the country while working either online or traveling contract work, possibly both. He hopes to capitalize on his experience by writing workbooks, treatment manuals, freelance grant writing and possibly creating educational videos.*

**What I learned:** I learned the importance of building connections with people. In this internship, I was exposed to professionals from around the field of Social Work. I go to see and be a part of the teams of students working together to achieve goals. I was made aware of some of the opportunities that are available to anyone with the creativity and courage to put in the work and seize them. I learned to get out of my head by paying more attention to my feelings, that I can

connect with people on a human level, the importance of creativity, and how much I enjoy spending time with my peers (fellow students and interns).

**What I liked most:** I liked how I got to witness Melrita coordinating my fellow interns to provide services after a tragedy happened at one of our local schools. Not only that but she invited us to participate in voluntary community services on multiple occasions.

I was unable to participate in most of these projects, due to my career obligations, but I was able to monitor much of the dialogue through GroupMe. My favorite part was how I could drop Melrita's name to almost anybody in the professional circle, by bragging about whatever it is she happens to be working on, and they would recognize her. I've spent the majority of my time in college as an online student. This has kept me from spending much time with other students. I really appreciated getting out of that zone.

**How I Improved Professionally:** The lesson that has helped me most so far, and I expect will help me more in the future, is eCPR. I was able to use the skills I learned to connect with one of my clients through feelings first to help him process and manage a personal crisis he was struggling with. When my colleagues and supervisor bring up "Mental Health First Aid", I get to show off my eCPR certificate.



## **Crystal Kellybrew**

*2020-2021 Intern*

*Crystal is a native of Dardanelle, AR and is currently working to pursue her LMSW and find a job in the school system*

During my internship, I learned how to start up a mental health and resource center on a local college campus with the help of my supervisor, Melrita. She allowed me to bounce ideas off of her and trusted me enough to construct a website for school.

I like that I am able to have hands on experience and that I am able to see the different aspects of social work. I have been able to talk to clients, participate in planning meetings and construct website information.

From my internship, I was able to learn to trust myself. I kept doubting my abilities, but with the help of my supervisor, I gained confidence in myself. I have improved professionally by becoming better at multitasking and being better organized. I think my biggest takeaway from this internship experience is to always be unbiased.

## **Desiree Dixon**

*2020-2021 Intern*

*Desiree is a native of Pine Bluff, AR and is currently pursuing a BSW from University of Arkansas at Little Rock. Upon graduation she will continue her education towards an MSW degree.*

There is no one thing I've learned. Internship has been an amazing experience. I have had the opportunity to lead, team build, program build, and much more. I like that there is so much support throughout the internship. You never feel alone because we work as a team.

I learned that I achieve more when I stop overthinking and just do.

Sometimes we get stuck in our heads wanting everything to be perfect. As humans, we are meant to make mistakes and learn from them.





## Brittany Ivory

*2020-2021 Intern*

*Brittany is a native of Forrest City, AR currently pursuing a BSW degree from University of Arkansas at Monticello. Upon graduation, she plans to take the state licensure exam to officially become a Social Worker. After obtaining licensure, Brittany plans to start a career as a social worker by finding a job that interests her and can help her develop more knowledge, skills, and experience to become a great social worker.*

At this point, I don't plan to attend graduate school. However, I do plan to become a rental property owner to help expand the housing options without settling for bad neighborhoods and/or areas because many people often do not accept Section 8 Vouchers or assist with low income families from my personal experience. That's where I come in! Hopefully one day everything goes as planned but for now I will continue to hold on to my visions and plans. I hope to become a well-rounded, experienced

and great social worker and also to own at least one apartment complex with a maximum of at least 20 or more units for low income families.

**What I Learned:** During my internship at REFORM I have learned several things. These lessons range from mental health, grants, program curriculum planning, ways to address certain situations, and that there is more to social work besides working directly with clients. The last lesson I mentioned was the most important for me. In the beginning I was so eager to work with clients that over time I became uninterested with social work all together. I started to question myself on whether I had chosen the right field since I was not getting the chance to witness all the things I was so excited to see in the beginning and hearing my other classmate's stories in my seminar class about their experiences with clients did not help these feelings. However, I continued to push through hoping for a better semester after break. While during my last semester I finally realized that all the behind the scenes material and activities I completed and participated in was necessary and very much needed. If I ever felt like social work was not for me my last semester definitely proved me wrong. After putting everything I learned together from my first semester and my experiences during my last semester I know I am where I belong!

**What I Liked Most:** During my placement I enjoyed attending training and having group supervision meetings every week with the other interns. The group meetings were great because I got a chance to not only meet new people that hold the same interest as me but that I also got a chance to hear others' feedback, stories, and questions to possibly help me out in the future also.

**What I Liked Most:** I improved professionally during my placement by obtaining better communication skills and learning how to properly and professionally introduce myself to others and clients



## Brittany Ivory, cont'd

*2020-2021 Intern*

**What I Learned About Myself:** I learned a lot about myself throughout these ongoing nine months of field placement. However, I would have to say the most important thing I learned about myself was that I can be impatient at times by wanting things to move quickly, how to not let your personal problems interfere with what you're doing, and that I enjoy working with children. Being impatient has brought upon a couple of problems during my internship but it has also helped me realize how to handle things and take accountability for my actions. Going throughout my senior year of college I have always been told that as a social worker you have to leave your problems at the door because it's no longer about you, it's about the client now. This has been hard but also a good experience. In a way I believe it has made me realize just exactly how hard it can be when you're going through your own personal problems and now having to hear someone else's and

assist them. Starting around October of 2020 till the end of the first semester I became really drained and my problems started to get the best of me. It started to show. After having a conversation in my final field visit last semester I knew I had to get it together. My family was going through a hard time dealing with my brother undergoing trial for murder. I believe that one day everyone will have to go through battling situations where they tend to get the best of you but I am honestly glad I went through it now so I can know how to handle myself later on if I ever have to go through this again. I also learned that I enjoy working with children. I remember filling out my placement application saying that I only wanted to work with the older populations and that working with children was my last option. Although, there is still some truth to that these last four months I have had the opportunity to work with one client weekly and it made me realize that working with teens was not as bad as I thought it would be. In the end I enjoyed seeing the client progress and it left an overall great feeling and impact on me. This will make me excel in my future as a social worker by always remaining open to trying new things, to be strong, patient and take accountability for my mistakes. You never know how something is going to turn out until you experience it first-hand!



## **Jeramie Alexander**

*2020-2021 Intern*

*Jeramie is a native of Parkin, AR who is currently pursuing a BSW degree from Philander Smith College. Upon graduation, he plans to enroll at Howard University to pursue a MSW degree.*

I want to work with children to help build them a more professional and safe atmosphere. From this internship I have learned how important social work values play in the lives of each professional. Additionally, I have learned that it is crucial to remain competent at all times. I loved how Ms. Melrita was so interactive with her interns. She made me feel like I was at home at all times. I learned that no matter what you do, you can always make time for what you love. Those who make time for the things they love will pour happiness into the lives of the others.

Beforehand, I was not aware of how critical the boundaries of social work are. Now, as a graduating senior, I am more equipped with the professional tools to act in a social work environment.

## **Background of REFORM, Inc. and Southeast Arkansas College Partnership**

REFORM, Inc., a nonprofit organization located in Pine Bluff, Jefferson County, Arkansas, purpose is to empower transitional independent aged youth and young adults from 10-29 to become leaders and to prepare them with the skills and knowledge needed through education, life skills, mental wellness, and vocational training. REFORM began a partnership with Southeast Arkansas Community College, a 2-year college located in Pine Bluff, Jefferson County, Arkansas, in 2020 through their Counseling and Resources Center in response to the growing need for mental health accessibility and resources for the students, staff, faculty, and communities in Southeast Arkansas. Resources also include substance abuse and case management services with the utilization and supervision of interns from disciplines such as Social Work, Addiction Studies, Marriage and Family Therapy, and Nursing. SEARK has also introduced another initiative in 2020 through the Center for Diversity and Social Justice in which the purpose is to provide education, opportunity, leadership, and resources to mitigate inequality within Southeast Arkansas, to make a positive difference in the lives of the residents.

## **Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP)**

Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) will identify, select, and support the training of ethnic and racial minority graduate students enrolled in accredited institutions, on-site or virtually, across the disciplines of social work and substance use and addictions counseling who will significantly contribute to the behavioral health services needs of ethnic and racial minorities with mental or substance use disorders as well as violence prevention amongst youth by accepting senior year internships at agencies within areas of Southeast and Delta areas of Arkansas. The development and implementation of this specialized internship program will include inter and multidisciplinary trainings for providing optimal behavior health services, including five (5) placements that are focused on trauma-informed care specialization. Master Social Work interns will be placed in sites that serve a clientele of lower socioeconomic, education, and minority ethnicity that impact the way they engage, interpret, and follow through with care, especially when behavioral health issues are at the core of their experiences. Interns will be trained in Mental Health First Aid, Emotional CPR, Play Therapy to span across the life span, Trauma Focused Cognitive Behavioral Therapy, and well as the Trauma Track to specialize in the treatment of ethnic minorities who have experienced trauma. Once interns are trained, they will then train their site placement and community in crisis recognition and intervention which also addresses suicide prevention.

After being trained in Mental Health First Aid and ECPR, interns will then train 100% of staff at their placement and aim to train at least 75% of the clients serviced. Interns will also have training opportunities to train the public and other agencies who encounter the clients they serve. Interns trained in Play Therapy and Trauma will acquire up to 32 contact hours in which they are honored up to seven years should the interns decide to become certified as a Play Therapist or Play Therapist Supervisor.

## **Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP)**

Interns will participate in monthly grand rounds together to process needs and develop a plan of action together with other SABHCCIP cohorts and supervisors. Interns will devote a total of 5 extra hours a month to further their knowledge regarding the area, clientele, and treatment of behavioral health disorders to culminate with a capstone project prior to graduation. SABHCCIP will also develop way to unify the service delivery community partners through the placement of interns, implementation of a wraparound problem-solving approach with clients who tend to be involved with multiple agencies and promote the advantages of the students who intern through the SABHCCIP to remain in this area to continue service delivery to the community. This then creates a pool of potential employees for agencies seeking to fill positions to meet the growing needs of the populations served. The aim is that once these issues are addressed and once interns are immersed into Southeast Arkansas, they become clinicians who are highly trained and will continue to desire to address the need to reduce behavioral health disparities among ethnic minorities in the rural Arkansas related to culturally competent and evidence-based treatment for mental and substance use conditions with a creation of career paths and client satisfaction with services. SABHCCIP's goals are to:

**Goal 1:** Assist at least 90 minority interns with field placements in organizations providing behavioral health services to racial and ethnic minorities to close the health disparity gap over the next four years.

**Goal 2:** Assist minority interns in developing practice skills appropriate to those of a generalist and specialist (trauma) working with individuals and families in racial and ethnic minority communities at the competency of an entry-level mental health professional.

**Goal 3:** Host a master's level mental health training program to support minority interns' development and deepen their skills and knowledge in psychodynamic and trauma services.

**Goal 4:** Develop a directory to connect minority students with organizations to complete academic internship requirements.

**Goal 5:** Cultivate and increase partnerships with agencies and organizations in Southeast Arkansas and the Delta to develop interdisciplinary and multidisciplinary to increase access to mental health services among racial and ethnic communities and to expand this SABHCCIP program to other communities across the State of Arkansas.

## **Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP)**

Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) offers Master of Social Work internships to individuals matriculating through their last year in a master's degree in Social Work from a school accredited by the Council on Social Work Education in the following areas: adult behavioral and mental health, adolescent and transition aged youth, school-based and outpatient services, and non-profit program development that addresses behavioral issues. Interns will also have access to technology integration by being provided with options for distance learning and developing didactic and experiential training activities that address strategies for providing telehealth services and increasing digital health literacy. Staff and interns will establish relationships with community-based partners (e.g., hospitals, crisis centers, state and local health departments, emergency departments, faith-based organizations, first responders, and judicial systems) to provide experiential training, career development and job placement services that assist students in obtaining employment following graduation from the program.

Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) is for talented and ambitious graduating seniors in the field of social work, mental health, or substance abuse fields. The ideal intern is compassionate, has strong interpersonal and listening skills, is sensitive to the complex needs of vulnerable populations, and has a commitment to advancing social justice. Interns must demonstrate knowledge and understanding of the concerns of the population served, especially individuals with mental disorder symptoms or diagnoses, particularly children and adolescents, and transitional-age youth and their families.

SABHCCIP would like to increase the numbers of minority clinicians in these underserved areas that represent the populations served as well. This includes representation of individuals and groups from different racial, ethnic, cultural, geographic, religious, linguistic, class backgrounds, different genders, and sexual orientations in the behavioral health field. For example, according to a 2019 Arkansas Workforce Report by the Arkansas Minority Health Commission, they recognized key outcomes from this fifth annual report of diversity in the Arkansas health care workforce. It stated most workers in health occupations are male including physicians, dentists, optometrists, chiropractors, and podiatrists. Dental hygienists made up 99 percent females, dieticians, 96 percent females, specialty surgeons, 93 percent males, licensed practical nurses, 93 percent females, and speech therapists, 96 percent females which were occupations with less than 10 percent in a gender field.

# TRAUMA INTERN TRACK

The overarching goal of the Southeast Arkansas Behavioral Health Community Connector Internship Program Trauma Services Track is to provide racial and ethnic minorities with highly supervised trauma treatment to help individuals and families recover from traumatic life experiences. Students selected for this trauma track will engage in an extra hour a week of trauma informed case conceptualization supervision. Students will receive an additional two hours a month of trauma-informed specialized training relating to evidence-based and practice-based approaches to effectively treat various types of trauma.

Trauma therapy services are designed to help individuals and families from racial and ethnic minority communities cope with trauma and its connected emotional and behavioral reactions. A combination of effective treatment approaches will be utilized, such as Play Therapy, Cognitive Behavioral Play Therapy (CBPT), NeuroAffective Relational Model (NARM), Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), Brief Psychodynamic Psychotherapy, etc. Students will meet with their trauma-informed supervisor to discuss cases and the needs of individuals and families will be the final determinant in choosing a therapeutic approach used to support trauma recovery. Trauma treatment services open the door to communication and normalize the feelings resulting from traumatic experiences. A traumatic experience can be, but is not limited to:

- Death
- Domestic Violence
- Emotional Abuse
- Foster Care
- Homicide
- Physical Abuse
- Rape
- Sexual Abuse
- Suicide
- Witness to Violence

Benefits to receiving help after exposure to a traumatic event:

- Understanding the impact of what has happened to you.
- Find comfort and learn to take care of yourself.
- Learning positive coping and recovery.
- Getting support from others.

Students selected for a trauma internship will receive trauma-informed supervision, including the use of introspection to enhance the knowledge and skills of the supervisee to provide trauma-informed services.

**Assumptions:** The SABHCCIP will be successful and sustainable as the positive outcomes will have a dramatic increase on service delivery, patient satisfaction, clinician preparedness and satisfaction, reduce clinician burnout, increased agency buy-in, and educate communities and interns on the importance of representation and social work while working with a diverse population.

Stipends (depending on funding availability)

**Stipends (*depending on funding availability*):** Internships stipends of \$10,000 each will help provide the financial resources to support students pursuing a variety of social work specialties within Arkansas rural areas that lack resources and connection to those sources. Internships are designed to augment an individual's graduate training. Internships are available for appointments for one year followed by Fellowship appointments being available for one year. Interns receive the stipend in exchange for their services in addition to receiving training in skill areas including psychosocial assessment and obtaining needed resources for clients, supportive counseling for those individuals who have experienced significant trauma in a variety of contexts. Interns will provide comprehensive support services in the areas of housing, employment, education, life skills, judicial system, mental and physical health for clients in transition to self-sufficiency and advocacy, particularly securing the necessary resources for the underprivileged population facing the widespread discrimination while prioritizes cultural and linguistic competency. We invite and encourage individuals and groups from different racial, ethnic, cultural, geographic, religious, linguistic, and class backgrounds, and different genders and sexual orientations, interested in serving high need and high demand areas to apply.

# MISSION STATEMENT

## **Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP)**

Southeast Arkansas Behavioral Health Community Connector Internship Program will develop relationships with community partners and agencies, and Schools of Social Work to provide host sites for minority Master Level Social Work intern students to provide them with hands-on field experience while applying classroom knowledge skills to practice settings where there are predominantly underserved and marginalized clients with the hopes of acclimating the interns with the community to gain a lasting career in the Southeast and Delta areas of Arkansas.



Dreams can be realized with proper planning, support and action



## **Bachelor and Master Level Social Work (and other disciplines as described) Intern Description, Duties and Responsibilities**

The job description of a social worker involves offering assistance to people to enable them to endure and rise above their challenges.

Direct-service social workers are involved in giving support to people and resolving problems or changes in their lives, including but not limited to coping with the death of a loved one, adoption of a child or someone diagnosed with a terminal ailment.

Social workers often work with various groups of individuals such as the elderly, children, people with mental health challenges, people with developmental disabilities and persons struggling with addiction.

However, a lot of them concentrate exclusively on particular clients. The category of the work varies with the setting.

Some specialize as hospital social workers, and others as school social workers, or family social workers. Social work involves working with clients, their families, friends, as well as other organizations such as local authority departments, probation service units, schools and the police. Social workers develop relationships with their clients and assist them in living a more successful life within their environment. This is usually achieved by helping them discover answers to their problems.

### Social Worker Job Description (MSW/BSW)

Social workers depending on their area of specialization are usually employed by health centers, private nursing homes, local education authorities and charities.

Below are some of the important duties, tasks, and responsibilities that make up the job description of a typical social worker:

- Appraising clients' circumstances, needs, predicaments, and inner strength in order to establish explicit objectives
- Establish/create procedures to help the client enhance their total well-being and cope with their circumstances
- Give assistance to clients in the area of adjusting to new changes and challenges like unemployment, medical disorders or divorce
- Organize resources for the use of the client and introduce them to the appropriate support groups

# JOB DESCRIPTION

- Support clients in receiving fundamental needs like social services, food stamps, medical services and child welfare
- Acknowledge emergency cases or critical issues and situations like a natural disaster or child abuse
- Follow-up and record improvements or services provided to ascertain progress in client's condition
- Offering quality guidance, counseling and advice to clients
- Forming an affiliation with colleagues, relations and other professionals
- Making appearance in court and helping out in court cases when necessary

## **MSW/BSW Social Work Intern Position**

The most common requirement to be eligible to work as a social worker is a bachelor's or master's degree in social work and licensed in the State they will practice. As an intern, you will practice the above and below knowledge, skills and abilities under the supervision of a Licensed Social Worker. You must be enrolled in an accredited Social Work program to internship as a Social Work intern on both levels.

Notwithstanding, professional qualification at degree level in courses such as sociology, psychology, rehabilitation services, addiction studies and other related field may be accepted for entry level positions by small community agencies as an intern but not labeled as a Social Work intern.

Also, in clinical jobs and health settings, a master's degree in social work is a valuable prerequisite. Other skills required for social work include:

- Emotional maturity, unprejudiced and sensitivity to clients and their problems
- Significant ability to set margins and agree with the boundaries of what can be achieved within a particular time
- Effective listening skills and ability to ask related questions per time
- Ability to manage information verbally conveyed and which is essential to the counseling aspect of social work
- Be conscious of body language and social forms of cultural behavior
- Capacity to give a self-appraisal of performance with a view to improving on it
- Efficiency in organizing, managing and prioritizing the analytical aspects of social work in providing purposeful services to clients
- Ability to reach a compromise and work effectively with multiple parties
- The ability to successfully pass a drug screen
- The ability to pass a criminal, central and all other required background checks requested

# JOB DESCRIPTION

- If applicable, have professional liability insurance
- Be of good character
- Consider your image at all times including off the grounds of your internship, on social media and in all areas of your life
- And other duties as assigned

## **Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) Internship Application**

Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) aim is to identify, select, and support the training of ethnic and racial minority graduate students enrolled in accredited institutions, on-site or virtually, across the disciplines of social work who will significantly contribute to the behavioral health services needs of ethnic and racial minorities with mental or substance use disorders by accepting senior year internships at agencies within areas of Southeast Arkansas and the Delta. This aim will address the need to reduce behavioral health disparities among ethnic minorities in the rural Arkansas related to culturally competent and evidence-based treatment for mental and substance use conditions. Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) target populations include ethnic and minorities in rural Arkansas in need of mental health and ethnic/racial minority graduate level students who have declared their major Social Work and are in their senior graduating year. To meet our goal, each year of the project, the Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) will:

- Increase the number of master's level trained professionals providing behavioral health services to underserved populations by supporting master's level interns.
- Increase the number of Memorandum of Agreements with agencies across Southeast Arkansas and the Delta to provide sites for identified students.
- Provide quality training and support to increase interns' knowledge, skills and abilities by providing stipends to students, hosting an orientation workshop that will include an introduction to Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP), providing at least monthly trainings/ webinars focused on practitioner skill-based content and interdisciplinary project discussions, hosting weekly Grand rounds to provide didactic training and mentoring experiences on multidisciplinary collaboration to solve issues within the community that affect the identified population and transitioning into careers specific to providing behavioral health services for ethnic and racial minorities, complete 1 internship project per agency/intern to be completed by identifying a need and developing a system/program to solve the identified problem, and complete 25 additional hours each month in their placements to gain extra knowledge of the population, the field and the skill of being an efficient and effective Social Worker.
- Engage with community agencies of underserved racial and ethnic minority populations using behavioral health services-based interdisciplinary collaboration by facilitating collaborations between interns and interdisciplinary community project teams.
- Expand and maintain the infrastructure necessary to implement, sustain, and improve effective behavioral health services for underserved populations by implementing an annual social media campaign/strategy for program visibility and Fellow engagement and conducting at least two recruiting presentations in various regions.

## **Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) Internship Application**

- By year two through four of the project, Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) will implement an on-line database to be used for efficient tracking of Interns for continuation of supports, networking, job securing related activities and to track the progress and utilization of skills learned during the placement of each intern who successfully completes the program, and to track the data of the programs implemented at each community site.
- Include at least 32 hours of Play Therapy training and supervision hours.
- Intern will receive a stipend of \$10,000, dispersed evenly bi-weekly from the first day of internship until the last day of internship. This stipend is to offset financial burdens incurred by some students who are matriculating through a MSW graduate program. *(Disclaimer: please check with your financial aid office at your institution prior to accepting this award to gain information on the potential impact it will have on your grants and loans.)*
- (optional) At least 5 internship placements will have an opportunity to choose a trauma informed track where they will receive specialized training and supervision to address the needs of racial and ethnic minority individuals and families affected by trauma.

### **Application Materials:**

- Fellowship Application Form
- Resume
- Graduate School Transcript (unofficial)
- 3 Professional Letters of Reference
- Two page discussion of your professional history and goals

### **Methods of Submission**

- All materials must be submitted together as a single PDF file
- Application PDF files should be sent to:

**Attn: Melrita M. Johnson, Licensed Clinical Social Worker  
Mental Health Services Coordinator  
Southeast Arkansas College Counseling and Resources Center  
reformarkansas@yahoo.com**

## Minimum Requirements

- Master Level Intern of Social Work from an accredited program entering senior year with an emphasis or concentration in Advanced Direct Practice (ADP) or Management and Community Practice (MCP)
- Intern agree to complete all aspects of the specialized experiential training.
- Intern is willing to work at least one (1) year in the Southeast and Delta area of Arkansas post-graduation pending there is availability for employment.

## Demographic Information

**Name (First & Last):**

**Address:**

**Home Phone:**

**Mobile Phone:**

**Email Address:**

**Languages:**

**Ethnicity (optional):**

**Major**

**Date of Expected MSW Degree:**

**Institution Attending**

**Address**

**Telephone**

# SOCIAL WORK | Internship and Fellowship Application

**School of Social Work Director**

**Advisor**

**Internship Coordinator**

**Clinical Interest(s) - Check all that apply and rank in order of preference**

CHECK

**Advanced Direct  
Practice (ADP)**

**Management and  
Community Practice  
(MCP)**

**Interested in Trauma  
Track**

RANK

## **Application Requirements:**

**Completed  
Application Form**

**Resume**

**Certified Graduate  
School Transcript**

**3-5 Letters of  
Reference**

**2 Page Discussion of  
your Professional  
History & Goals**

**2-4 Page Sample of  
Clinical Writing**

**INSTRUCTIONS:** Applications must be submitted electronically. Compile this form and all supporting documents into **ONE PDF FILE**. Submit as an **email attachment with the subject line *Application***. Name the file as such: LastName FirstName SABHCCIP [e.g. SmithJohnSABHCCIP]

**SUBMIT ALL MATERIALS TO:** reformarkansas@yahoo.com

# MEMORANDUM OF AGREEMENT

## MEMORANDUM OF AGREEMENT

BETWEEN

REFORM INC.

and

SOUTHEAST ARKANSAS COLLEGE

Counseling and Resources Center

Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP)

AND

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This agreement made this \_\_\_\_\_ day of \_\_\_\_\_ between Reform, Inc.  
the Southeast Arkansas College (hereinafter called the "College" and \_\_\_\_\_  
of \_\_\_\_\_ (hereinafter called the Agency")  
CITY/STATE

### WITNESSETH THAT:

**WHEREAS**, the College has established a collaborative agreement with School of Social Work Master Level program for qualified students preparing for Social Work careers, and

**WHEREAS**, the Agency recognizes the need for providing the community with an adequate Licensed Master Social Work intern member or suitable alternative to the College, and

**WHEREAS**, the contracting parties are desirous of cooperating to furnish a field practicum to students of social work enrolled in Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP).

# MEMORANDUM OF AGREEMENT

**NOW THEREFORE**, it is mutually agreed by and between said parties, as follows:

The Agency shall accept social work students of Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) for field practicum experiences, and provide the following:

1. Opportunity for students to observe and practice in the client service areas and other areas of the various departments of the Agency.
2. The College shall plan field practicum hours, days, and places of assignment of students in cooperation with the designated Field Instructor of the Agency or the designated representative.
3. It is the intent of the parties to comply with the applicable requirements regarding confidentiality of clients. Students are required to follow any and all agency policies regarding confidentiality of clients. Although cases may be processed within the confines of the field practicum class held at the College, no identifying information may be released regarding any client. Additionally, the College shall advise students of the importance of complying with all relevant state and federal confidentiality laws including HIPAA.
4. The students are subject to training/onboarding requirements of the Agency and will attend any such training if it is required as a course of orientation to the Agency. In addition, students are subject to such procedures as drug testing, criminal, central, adult background checks, TB test, fingerprints, etc., if it is a requirement of the Agency as part of their onboarding process. This will be at the expense of the student, the University or the Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP).
5. Students are required to provide proof of malpractice insurance prior to entering any field practicum placement to the Social Work Field Education Director as well as maintaining that insurance throughout the entirety of their field practicum placement.

# MEMORANDUM OF AGREEMENT

IT IS FURTHER AGREED THAT:

## 1. Agency Responsibilities Include:

- a. The agency must value the graduate student as evidenced by active participation in the student's learning contract and field experiences.
- b. Provide the student with an initial orientation to the agency at the beginning of the field placement.
- c. Arrange for the Field Instructor to have regular supervision time with the student, at least one hour per week.
- d. Allow adequate time for a minimum of three visits by the Social Work Field Education Director during the semester.
- e. The agency must allow time for the Field Instructor to attend Field Instructor meetings and trainings which are directly related to the assurance of ongoing quality of the field practicum experience, and consistency with the Social Work Program goals and objectives.
- f. Both the agency and the Field Instructor must be committed to making a fair assessment and evaluation of the student's progress and achievements as related to the learning contract and development of professional competencies and practice behaviors.
- g. The Field Instructor must be committed to completing required paperwork within the required time frames, i.e., learning contracts and mid-term and final evaluations.
- h. Provide quality training and support to increase interns' knowledge, skills and abilities by providing stipends to students, hosting an orientation workshop that will include an introduction to Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP).
- i. Provide and/or allow at least monthly trainings/ webinars focused on practitioner skill-based content and interdisciplinary project discussions.
- j. Host and/or allow student to attend weekly Grand rounds to provide didactic training and mentoring experiences on multidisciplinary collaboration to solve issues within the community that affect the identified population and transitioning into careers specific to providing behavioral health services for ethnic and racial minorities.

# MEMORANDUM OF AGREEMENT

## 2. Student Responsibilities Include:

- a. Be at work during the assigned work hours.
- b. Telephone the Agency/Field Instructor when an absence or tardiness is unavoidable.
- c. Be prepared to make up any time missed.
- d. Be aware that work assignments must be completed within the established time frames.
- e. Be prepared to complete the entire 480 required hours (240 hours each semester).
- f. Be familiar with policies which govern employees within the agency and comply with said policies. This is flexible depending on the University and ASWB during COVID-19.
- g. Accept responsibility for all necessary documentation (i.e., time sheets, travel logs, case documentation).
- h. Comply with all rules of confidentiality, both formally written and informally understood within the standards of ethical practice.
- i. Dress professionally and appropriately for the job assignment.
- j. Take responsibility for personal learning experiences (i.e., use Field Instructor's supervision time wisely, comply with time requirements for documentation of learning contract, etc.) and actively initiate learning experiences without waiting for agency staff to provide all learning needs.
- k. Comply with agency policy and procedures.
- l. Complete all assignments listed in the field practicum syllabus.
- m. Comply with the standards explicitly stated in the student termination policy, as stated in the \_\_\_\_\_ Social Work Field Practicum Handbook.  
UNIVERSITY
- n. Complete 1 internship project per agency/intern to be completed by identifying a need/deficit and developing a system/program to solve the identified problem.
- o. Complete 25 additional hours each month in their placements to gain extra knowledge of the population, the field and the skill of being an efficient and effective Social Worker.
- p. Read over and agree to the attached job description of a MSW Intern.
- q. Drug and Smoke Free- No drugs, alcohol and/or smoking are allowed at any time in any buildings and/or grounds of field placement or University.

# MEMORANDUM OF AGREEMENT

3. Program Responsibilities include:
  - a. Be at work during the assigned work hours.
  - b. Visitation to field placement sites a minimum of three times during the semester, including, but not limited to: initial visit to confirm the learning contract; a mid-term evaluation visit; and a final evaluation visit prior to the end of the semester.
  - c. The Social Work Field Education Director, the Social Work Program Director, and additional faculty as indicated will be available to Field Instructors for consultation.
  - d. Consultation with students on a regularly scheduled basis in order to assess the student's progress and to evaluate the continued appropriateness of the learning contract.
  - e. The Social Work Field Education Director, in consultation with the Social Work Program Director, will investigate student-agency complaints and grievances. Once initiated, investigations are to be completed and resolved in a timely manner based on the limited time frame for completion of the required 480 hours (240 per semester).
  - f. The Social Work Field Education Director will serve as the student's primary advocate during the field practicum experience.
  - g. The Social Work Program faculty and Field Instructors will assist field practicum students in preparing for employment and/or advanced training.
  - h. Develop and maintain ongoing training/continuing education of Field Instructors.
  - i. The Program, its employees, agents and representatives agree to keep confidential from third parties all student "education records," as defined by the Family Educational Rights and Privacy Act of 1974, 20 U.S.C. § 1232g ("FERPA"), in its possession. The Program further agrees that disclosure of student education records will only be made in accordance with the provisions of FERPA. The obligations of this paragraph shall survive the expiration of termination of this Agreement.
  - j. Anti-Discrimination- No MOA will be completed with any agency who allows discrimination against any employee, client or intern because of race, color, ancestry, national origin, religious creed, physical disability, medical condition, marital status, sexual orientation, gender, or age.

# MEMORANDUM OF AGREEMENT

The term of this Agreement shall be effective upon its execution for one year, commencing on this \_\_\_\_\_ day of \_\_\_\_\_ of, in the year of \_\_\_\_\_. This Agreement shall automatically renew for additional one-year terms, unless one or both parties elect not to renew it as provided below. Either party may decline to renew or may cancel this Agreement only after written notice to the other party of that intent. Written notice of the intent not to renew or to cancel this agreement shall be made not less than ninety (90) days prior to the beginning of the next academic semester. In no event may non-renewal or cancellation take effect until the end of the current academic semester. Written notice of non-renewal or cancellation of the Agreement should be addressed to:

Melrita M. Johnson, Licensed Clinical Social Worker  
Southeast Arkansas College  
Counseling and Resources Center Mental Health Services Coordinator  
1900 Hazel Street  
Pine Bluff, Arkansas 71603

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their respective authorized officers as of the day, month, and year as stated in the first paragraph of this Agreement.

## **AGENCY**

By: \_\_\_\_\_  
Agency Chief Executive Officer

Date: \_\_\_\_\_

## **SOUTHEAST ARKANSAS COLLEGE**

By: \_\_\_\_\_  
President, Southeast Arkansas College

Date: \_\_\_\_\_

# MEMORANDUM OF AGREEMENT

By: \_\_\_\_\_  
LCSW, Mental Health Services Director, Southeast Arkansas College

Date: \_\_\_\_\_

*Southeast Arkansas College is committed to providing educational opportunities to all qualified students, and will not discriminate on the basis of race, sex, color, national origin, disability, or age in any of its policies and programs.*



**SABHCCIP**  
**SOUTHEAST ARKANSAS BEHAVIORAL HEALTH**  
COMMUNITY CONNECTOR INTERNSHIP PROGRAM

For additional information about Southeast Arkansas Behavioral Health Community Connector Internship Program (SABHCCIP) you may write or call:



Dreams can be realized with proper planning, support and action

**REFORM, Inc.**

807 West 6th Street Pine Bluff, AR 71603

Office: 870-510-4981

Cell: 870-519-9482

PO BOX 2077 Pine Bluff, AR 71613

[www.reformincarkansas.org](http://www.reformincarkansas.org)

[reformarkansas@yahoo.com](mailto:reformarkansas@yahoo.com)



**SEARK COLLEGE**  
**COUNSELING AND**  
**RESOURCES CENTER**

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