



*Counselors Rock!*

# LPCA CONNECTION

Official Publication of the Licensed Professional Counselors Association of Georgia

## Coming to a Town Near You Next Stop, LaGrange, Georgia!



**Valdosta**

On February 25, 2022, LPCA Southern District hosted a CE workshop on Diversity and Ethics including a town hall at Valdosta State University in Valdosta, GA. Speakers included Jessica Millican, Sami Harrell, A.J. Ramirez, and Johnnie Jenkins.



**Savannah**

In November of 2021, LPCA held a conference on the South University campus in Savannah, Georgia. Speakers included Dr. Russell Floyd, Dr. Holli Kelly, and Johnnie Jenkins.



**Macon**

Central Georgia Technical College was the setting as LPCs gathered in Macon Georgia on March 4, 2022, for a day of training and networking. Speakers included Dr. Joseph Wolstencroft, Tonja Lee, and Johnnie Jenkins.

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## PRESIDENT

**Angela Feeser, LPC, CPCS**

We have had a busy few months at the LPCAGA office! Our district representatives have been busy working with our Communications, Professional Development and Continuing Education Committee Chairs to arrange town hall meetings and workshops. If you haven't already, be sure to look on our website to find which district you reside in and who your district chair is

so you can stay informed of events in your area or others close by.

Our President Elect, Bryan Stephens, has been eagerly planning and finalizing all the details for our 2022 Convention. We have a full schedule of presenters, exhibitors and activities at the Great Wolf Lodge. I look forward to seeing you there!

Lastly, HB 972! I think I say this in my sleep. We are making headway. The law revision has not been an easy feat but our fearless Executive Director is standing rooted and firm in support of our profession. Be sure to read the updates on the website.

If you have been looking for an opportunity to get involved, our newly developed Communications Committee, led by Chair Keisha Pou-Buchanan, is looking to add members! If you have creative writing skills and enjoy creative social media then this may be the committee for you! If you are interested please complete the questionnaire <https://forms.gle/pj8sg4gKPinSX9QI8> for consideration.

One of my professional passions is clinical supervision and helping those who will continue to grow and develop our profession. Over the years of providing supervision, I have discovered many ways that help and hinder the supervision process. I believe the supervisor/supervisee relationship, just as the therapeutic relationship with clients, is one of the top two indicators for the supervisee growth as an APC and professional development as an LPC. One thing I do after my APCs achieve their LPC is to keep supportive communication with them through the first year. Sometimes this is a text message, email or even meeting for lunch. At this point our relationship has moved to the label of colleagues, and just as I had the experience of having amazing colleagues, I want to pass that on to them. I asked two of my former supervisees, who are in their first year as an LPC, four questions to help other APCs:

**To Alison Smith, LPC, NCHMCE:**

**What is one thing you would focus on more as an APC?**

"As an APC I would focus on keeping paperwork in order, keeping up with requirements, and creating your toolbox now."

**What helped you prepare to be an LPC?**

"My supervisor (wink) was amazing. She made going through some of the most challenging times in my life seem like a breeze. I know that the work is mostly up to the APC, but your supervisor can make or break that experience of obtaining the goal of LPC. I was blessed beyond measure. Having a supervisor who was wise, gentle, consistent, friendly, ambitious, kind, and hopeful helped prepare me."

**What's been the most challenging as an LPC?**

"I have finally experienced the thing they talked about in grad school "burnout." It's real. Vicarious PTSD is real and can be intense depending on the number of trauma clients. It's challenging creating and holding space for myself through self-care and making time for my family.

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**A pearl of advice for future LPC?**

"Sometimes the smallest step in the right direction ends up being the biggest step of your life. Tiptoe if you must, but take the step."

**To Amber Huddleston, LPC:**

**What is one thing you would focus on more as an APC?**

"Learning to appropriately distinguish and blend modalities through asking questions and seeking understanding from my supervisor."

**What helped you prepare to be a LPC?**

"Working in community mental health. Community mental health is one of the most tiring yet beneficial experiences you can have as an APC. You are presented with a vast population, various disorders that range in severity, and all hands on deck are required by APCs"

**What's been the most challenging as an LPC?**

"During supervision your support is apparent, after LPC is acquired, that support continues to be there, you just have to reach out for it. The most challenging part has been learning to ask for the support I had so readily before. Even after obtaining LPC, many resources still provide help as we continue to grow as professionals."

**A pearl of advice for future LPC?**

"Get into group supervision and take advantage of soaking in a range of experiences."

## IMMEDIATE PAST PRESIDENT

**Tim Robinson, LPC, CPCS, CAS-F, CCTP**

I would like to revisit a legislative victory as I look back from the end of my term in office. The LPCA has been instrumental in getting legislation passed that helps to promote our practice. The ability to diagnose has been an important addition that was an earlier achievement. Why is an accurate diagnosis important?

An accurate diagnosis is essential for many reasons. Diagnosis informs treatment planning. It is also helpful for an individual to make sense of their symptoms when informed of the disorder that they are dealing with. Misleading an individual with an inaccurate or incomplete diagnosis could cause harm.

Secondary gains can benefit individuals with certain diagnoses, such as special school programming. Misdiagnosis could deprive them of these. A correct diagnosis informs other treating professionals regarding expectations when interacting with the client. Inaccurate diagnosing distorts this communication.

A practitioner wants to avoid diagnosing errors because poor practice is an issue addressed by both licensing boards and by third party payors. Finally, an accurate diagnosis can provide a wealth of information regarding demographics, risks and outcomes of the disorder that an individual is struggling with.

Thanks largely to the efforts of the LPCA, as well as individual members, we now share this privilege with other health care providers. The efforts of individual LPCA members has made the difference in achieving our goals. I ask all of you to continue to respond to the calls for action that the LPCA sends out. Your work in contacting legislators has made the difference. Thanks to all of you who have taken the time to heed the call.



## PRESIDENT-ELECT

**Bryan G. Stephens, MA, LPC, NCC, MBA**

### Challenges of Today

*"I wish it need not have happened in my time," said Frodo. "So do I," said Gandalf, "and so do all who live to see such times. But that is not for them to decide. All we have to decide is what to do with the time that is given us."*

— J.R.R. Tolkien, The Fellowship of the Ring

We have heard a lot about how we are living in unprecedented times over the past two years. There is a lot of truth to that. No pandemic has ever been managed with mass lock downs of healthy people. It has been a difficult time and it will take decades to fully understand the effects of what we have all been through. This is indeed a unique time in history. And it is like the past.

There have been significant disruptions in the lives of those who came before us. In our own nation, there have been significant wars abroad, large depressions (not just the "great" one), outbreaks of disease, a Civil War and a Revolution. The times today are unique: facing unprecedented challenges is not.

My favorite book series of all time is the Lord of the Rings. When I was young, I did not realize the power of these works. As an adult, I can see the Christian element that flows through these books. What is amazing is that the passage above is written by a man who watched his friends die in the trenches of WWI.

I would dearly like it if we lived in a time with that kind of optimism and energy. I wish that my children were not entering into the world as it is. But that is not for me to decide. All I can do is decide what I am going to do with the times I live in. Like a fish in a pond, there is no way for me to move to a different pond; I must swim where I am. Every moment I spend wishing things were different is a moment I am not engaging with life. This is not to say wishing things were different is wrong. I mean, if it is OK for Gandalf, it must be OK for me. However, Gandalf does not dwell on it, he lets the feeling go and then decides what he will do.

I am not a subscriber to the faith that all things were "meant to happen" but I firmly believe that we are able to choose how we respond to events, and get to choose what we will do with them. The times today are strange and not what we would have wanted. How will we respond?

## Live In-Person Trainings Accepted by the Licensing Board

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<http://www.YourCEUs.com>

## EXECUTIVE DIRECTOR

Gale Macke LPCA@LPCAGA.org

## Legislative Updates

### HB 972

A critical bill addressing the increased demand for mental healthcare providers in Georgia passed the GA House of Representatives on March 15, 2022. It will now go to the GA Senate. This "cleanup" of O.C.G.A. 43-10A, (licensing requirements) has been a long five-year project. HB 972 is essential to update and streamline the Georgia statute regarding LPC licensure requirements, bringing the standards up to our PC Compact licensure law so that Georgia retains a seat on the National Compact Council. This will balance the educational requirements, increasing from 48-hour programs to 60-hour programs, and reducing the DWE/Supervision requirement from three years to two years. Basically, it is the same time frame as the current EdS requirement, which is 60 hours and two years. Aubrey Villines, a practicing attorney who is also one of our four lobbyists, is one of the original drafters of the law. Our sponsors include Rep. Dave Belton who carried the PC Compact legislation for us in 2021, along with Representatives Matt Gambill, Patty Bentley, Allen Powell, J. Collins, and Mack Jackson.



LPCA's 2021 Legislator of the Year, GA Representative Dave Belton, and LPCA Lobbyist Aubrey Villines

### Senate Bill 403

On March 3, 2022, our Georgia Senate unanimously passed Senate Bill 403 that could lead to teams trained in dealing with mental health crises responding to emergency calls typically handled only by police officers. The goal is to respond to people suffering from mental health issues in a manner that doesn't result in them getting sent to jail or possibly injured by officers who aren't adequately trained in these types of matters. The bill was sponsored by State Senator Ben Watson.

There are currently six similar programs operating in Chatham, Cobb and Athens-Clarke counties, that have experienced a drop in the number of arrests of those with mental health issues. In Chatham County, MH professionals and plainclothes officers in unmarked cars respond to a 911 call for someone having a psychotic breakdown.

The bill's passage comes as legislators, including House Speaker David Ralston, have made mental health issues a priority this session.



State Senator Ben Watson stressed that a jail is not a mental health facility.

### HB 1013

Another piece of legislation, HB 1013, was approved by a House committee on March 2, 2022. Its goal is to expand access to mental health services in Georgia by, among other things, requiring insurance companies to cover mental health care the same way they cover physical health care and establishing state grants for outpatient treatment.

### PC Compact Licensure Act

On March 9, 2022, both Florida and Alabama passed the PC Compact Licensure Act joining Georgia and Maryland.

In an unanimous vote, the Alabama House of Representatives and Senate passed the PC Compact Legislation. The bill's sponsor, Alabama Senator Andrew Jones is a strong supporter of the counseling profession and the military. This legislation allows Alabama LPCs to practice among compact states.

Also in an unanimous vote, the Florida House of Representatives and Senate passed legislation to enact the Counseling Compact. The bill's sponsor, Florida Senator Ana Marie Rodriguez, and members of the Florida Counselors Association testified in support of the Compact.

The PC Compact states will create the National Compact Committee to create additional eligibility requirements. It will provide for a coordinated licensure information system, joint investigations, and disciplinary actions

### LPCA Office Announces New Staff Member

Donna Kubis began working for LPCA in August of 2021 and loves being a part of the wonderful LPCA staff. She remarks that she really enjoys meeting many of our members.

Donna grew up outside of Chicago and has lived in the Atlanta area for over twenty years. She and her husband have two beautiful



children.

She's a little over half way through a Masters program studying to become an LPC. She enjoys being outside with her family, long walks with her dog, yoga, and traveling.



## SOUTHERN DISTRICT

**A.J. Ramirez, EdD, LPC, CPCS**



On February 25, 2022, our Southern District hosted a LPCA training and townhall meeting on the picturesque campus of Valdosta State University. Approximately fifty counselors from our southern region gathered for a day of training and fellowship. Many local clinicians expressed satisfaction in having a face-to-face Continuing Education opportunity.

Jessica Millican, LAMFT, and Sami Harrell, LAMFT, presented a workshop entitled: *Creating Safe Space for Diverse Dialogue: Considerations for Clinicians*. I was honored to present *Ethical*

*Considerations of Culture, Race and Family*. A town hall advocacy training was presented by Johnnie Jenkins, LPC, CPCS, RPT-S.

Throughout the day attendees were able to get a few breaks to step outside into the gorgeous South Georgia spring weather.

I would like to thank our sponsors, Turning Point and Hillside for providing breakfast and lunch to our attendees.



Johnnie Jenkins



Jessica Millican and Sami Harrell



The Valdosta event was well attended.

## CENTRAL DISTRICT

**Joseph Wolstencroft  
MDiv, PhD, LPC, CPCS**



Central Georgia Technical College was the setting as professional counselors gathered in Macon, Georgia, on March 4, 2022, for a day of training and networking. The day started for approximately sixty attendees with a workshop that I presented entitled, *Why Do I Do What I Do, When I Know*

*What I Know?* It was not about exploration of concepts alone; it was about answers, and a model which counselors can incorporate into their own work with clients, marriages and families. Our campus hostess, Tonja Lee, LPC, CPCS, began the afternoon with a dynamic presentation on *The Ethics of Cross-cultural Supervision*. The day was wrapped up by Johnnie Jenkins, LPC, CPC, with the townhall meeting presentation on advocating for your profession.

LPCA would like to thank our sponsors Anchor Hospital and Hillside for providing breakfast and lunch.



Tonja Lee



Day of Training and Networking at Central Georgia Technical College



## NORTHERN DISTRICT

**Britney Turk, PhD, LPC, C-DBT, RA-HMCT, CIMHP**

Hello everyone! I hope you've had a good start to the new year! In district news, we had a great turnout to my biofeedback trainings. I am also looking forward to seeing you all at the LPCA 34th Annual Convention and Regional Conference that this year will be held at the fabulous Great

Wolf Lodge in LaGrange, Georgia. If you missed my trainings, I will be providing another biofeedback training at the convention. Come check it out! More information is located on the LPCA website.

Please let me know if you have specific concerns about our district. If anyone is interested in hosting a continuing education event or wanting to widen their referral network, please let me know at [britneyallencounseling@gmail.com](mailto:britneyallencounseling@gmail.com). Also please let me know of any continuing education topics you would like to know about and I will try my best to organize a CE.

As this is my last year as your district chair, I want you all to know it has been a honor and a pleasure. I hope you all will welcome Eleanor, our new district chair, just as you have welcomed me!

## WESTERN DISTRICT ANNOUNCES NEW CO-CHAIR

On January 21, 2021, LPCA hosted a Board of Directors Meeting at the LPCA office. This board meeting was special for our district with the swearing-in of Eleanor Wassenberg as our new Western District Co-chair. Other matters discussed were LPCA's pending legislation, HB 972, and updating the CPCS policy regarding, among other things, ethics complaints, and mentoring new supervisors. Also discussed were new programs developed by Janesta Nairn, Continuing Education Chair, and Keisha Buchanan, Communications Chair.

The new policies are available on the LPCA website at [www.lpcaga.org](http://www.lpcaga.org).



**Eleanor Wassenberg, APC**



**Gale Macke, Bryan Stephens, Eleanor Wassenberg, Megan Boyd, Corey Milsap, and Janesta Nairn**

## ATLANTA DISTRICT

**Joanna Goulding, APC, NCC, CBTS**

### The Legislative Process

The legislative season is upon us! Are any of you confused about this process? In talking with several colleagues, there are likely many of us who lack a detailed understanding of this process, and how we can be part of it. I consulted with our lobbyist Julianna McConnell to provide a summary



for you of this legislative process and how it affects us as LPCs. Julianna has been a lobbyist for thirty years. She has worked to build connections and relationships that benefit LPCs. This year she was one of two lobbyists inducted into the lobbyist hall of fame for the state of Georgia. Her firm was selected by James Magazine as one of the top ten outstanding government relations firms. The LPCA was also listed as one of the top fifteen associations in the state of Georgia. Below I will provide you a summary of this legislative process, and how we can be a part of it as LPCA members.

Our lobbyist Julianna, and the LPCA leadership work together to identify a need that would positively impact LPCs. The lobbyist helps identify a legislator (180 house members, 56 senators) to author the bill. The legislator works with the legislative counsel (assigned by the state) to develop the legal language for the bill before it is introduced. They can also recruit other legislators to sign off on it before it is introduced.

The bill is then drafted and introduced to the house or senate. The bill is assigned to a committee and approved by that committee. LPCA members serve as advocates as the bill is moved through this process. The next step is passing the bill to the RULES committee, the final committee. They will put the bill on the calendar for the house vote on it. Most bills die in committee and are never heard of again.

As an organization, we then need to advocate again to the legislators to encourage them to vote for our bill. After it goes through the house it then goes through the same process with the senate. If the senate makes any changes, it has to go back to the house for the house to agree on the changes. If the house and senate vote on the bill without any changes, it goes to the governor to be signed or vetoed within forty days. The majority of the bills die in the process. The LPCA has done a great job of advocating for bills. The easiest way to advocate is to email or call the legislators directly.

An example of this process was when the need was identified to change the statute, or law, to include the word "diagnose" in our scope of practice. Another example is a bill to change legislation so that LPCs could issue a 1013, the involuntary transport of a patient to a facility for evaluation. The most recent was the passing of the compact bill. We were the first state in the nation to pass the LPC Compact Bill!

There is currently an effort to clean up the language of the statute for LPCs, removing outdated or unhelpful information. This will strengthen the reputation and status of LPCs, properly illustrating what it takes to become an LPC and what we are capable of doing. The goal is to enhance the role of LPCs. Watch for email updates from the LPCA alerting us of who to contact and when to advocate. I hope we can work together as members and colleagues to advance our profession.



## Georgia College Counseling Association Annual Conference

**Kelly Moselle**  
LPCA Director of Administration and Member Services

LPCA recently had the opportunity to attend and exhibit at the 29th Annual

Georgia College Counseling Association Conference, *Unity and Transformation through Social Justice*. This annual conference draws counselors who work in campus counseling centers from around the state (and the country) for several days of training, networking and much needed laughter. I presented two workshops during the conference: *Anger Management* and *Engaging Recovery Through Medication Assisted Treatment*.

The Georgia College Counseling Association (GCCA) sprang to life during the summer of 1992 with the purpose of organizing Georgia's college counselors. Today, GCCA is a professional membership organization composed of professional practitioners employed in the counseling facilities of Georgia's public and private institutions, colleges and universities. Most of these professionals are certified and/or Licensed Professional Counselors and applied psychologists providing direct personal, educational and career counseling to the students, faculty and staff at their respective institutions of higher learning.

GCCA advocates and promotes professionalism, offers continuing education through its annual conference and regional workshops, promotes state licensure and national certification, provides crisis intervention network support, fosters networking with colleagues, hosts a website, discussion list, and newsletter, governs through a leadership council dedicated to serve the members' professional needs, and otherwise promotes the profession of college counseling.



LPCA's Impressive Exhibit at the 29th Annual Georgia College Counseling Association Conference



## Dr. Moffatt Appointed to Georgia Composite Board by Governor Kemp

Dr. Gregory Keith Moffatt, LPC, long standing member of LPCA in the Atlanta District, was appointed by Georgia Governor Brian Kemp to serve as a member of the Georgia Composite Board of Professional Counselors, Social Workers, and Marriage and Family Therapists for a term expiring February 15, 2025.

Dr. Moffatt has been in private clinical practice for twenty five years. During that time he has worked with individuals, families, couples, adolescents, and children. He holds an MA in counseling and a PhD from Georgia State University in educational psychology. He is a professor of psychology at Point University where he has served for over twenty years and he taught as a part-time instructor at Georgia State University and Psychological Studies Institute. Dr. Moffatt is a Diplomate with the American College of Forensic Examiners, a member of both the Georgia Association for Play Therapy and the International Association for Play Therapy, a member of the American Academy of Experts in Traumatic Stress and is nationally Board Certified in Traumatic Stress specializing in child abuse.

Dr. Moffatt has published many articles, including a regular newspaper column on family and children's issues for "The Citizen," a newspaper distributed in Fayette County, Georgia. Dr. Moffatt is the author of numerous books on aggression and violence. *Blind-Sided: Homicide Where it is Least Expected* (Praeger Publishing, 2000) and *A Violent Heart* (Praeger Publishing, 2002) both address violent behavior, the development of aggression, homicide, and homicidal profiling. His book entitled *Wounded Innocents and Fallen Angels* (Praeger Publishing, 2003) addresses child abuse, sexual abuse, child abduction and child neglect. It also addresses aggression committed by children: homicide, sexual assault, vandalism/arsen, and paricide. He authored a parenting book entitled *A Parent's Journey: Parenting From Conception Through Adolescence* (Praeger, 2003). He has also written *Handcuffed: A Friendship of Endurance* (Publish America, 2008) and *Stone Cold Souls: History's Most Vicious Killers* (Praeger, 2008). His most recent book is *Survivors* (Greenwood, 2010), an inspiring description of surviving trauma.

## Kelly Moselle is "Anchored In!"

On January 24, 2022, LPCA Director of Administration and Member Services, Kelly Moselle, was acknowledged at the Quarterly Southeastern Professional Liaison Association meeting at Anchor Hospital in Atlanta. De McKee, Anchor Director of Business Development, read the following poem by Ella Wheeler Wilcox in Kelly's honor:



### Two Kinds of People

*There are two kinds of people on earth today;  
Just two kinds of people, no more I say.  
Not the sinner and saint, for it's well understood  
The good are half bad and the bad are half good.  
Not the rich and the poor, for to rate a man's wealth,  
You must first know the state of his conscience and health.  
Not the humble and proud, for in life's little span,  
Who puts on vain airs, is not counted a man.  
Not the happy and sad, for the swift flying years  
Bring each man his laughter and each man his tears.  
No; the two kinds of people on earth I mean  
Are the people who lift and the people who lean.  
Wherever you go you will find the earth's masses  
Are always divided in just these two classes.  
And oddly enough, you will find, too, I ween,  
There's only one lifter to twenty who lean.  
In which class are you? Are you easing the load  
Of overtaxed lifters who toil down the road?  
Or are you a leaner who lets others bear  
Your portion of labor and worry and care?*

His award had the following inscribed: "Your dedication to the community is an inspiration to us all. Thank you for being *Anchored In.*"

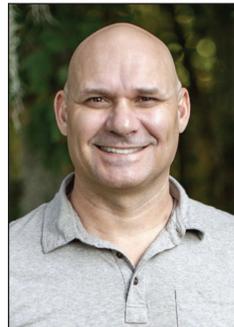


Kelly Moselle, LPCA Director of Administration and Member Services with Rochelle Johnson, Anchor Hospital Business Development Account Manager

## Well, This is a Quandary... Navigating Ethical Dilemmas in Professional Counseling



**Dr. Julia Whisenhunt**  
LPC, NCC, CPCS  
LPCA Ethics Co-chair



**Dr. Tommy Black, LPC**  
LPCA Ethics Co-chair

### An Uphill Battle

Navigating ethical dilemmas can sometimes feel like an uphill battle. Professional counselors face ethical dilemmas daily, but certain situations are ripe with challenges and can seem overwhelming. Further, at times, it can be difficult to decipher whether a dilemma is an ethical or a legal matter. In this article, your LPCA Ethics Committee Co-Chairs present some friendly reminders for navigating these ethical dilemmas. Although we hope this article is helpful for both new and experienced professional counselors, please note that the information contained herein should not be construed as legal advice.

### Barriers to Ethical Decision-Making

There are several factors that can interfere with the ethical decision-making process. At an agency level, some authors suggest working in emotionally restrictive organizations that "disfavor the experience and expression of emotions can inhibit moral intuition and moral awareness" (McManus, 2018, p. 164). When faced with issues of ethics, it is also possible for one to experience denial or difficulty perceiving oneself and/or others as unethical in conduct (Werhane et al., 2013); one may otherwise conceptualize this as a form of rationalization. Even when there is a clear sense that an ethics violation has been committed, some individuals may experience something similar to bystander apathy, wherein they expect someone else to address the issue and assume it is being handled (Werhane et al., 2013). Other factors at the individual level may include having a dogmatic, narrow thinking pattern (Werhane et al., 2013), an overreliance on authority figures' judgment (Werhane et al., 2013), being overworked (Werhane et al., 2013) or impaired (Breakey, 2017), and making decisions based in emotion or intuition, such as when experiencing cognitive overload (Werhane et al., 2013). Additionally, in crisis situations, there may simply be limited time during which to thoughtfully examine the situation prior to responding (Myer, Whisenhunt, & James, 2021). Whatever the obstacles to ethical decision-making, it is incumbent upon professional counselors to identify those challenges and respond in a professional manner, guided by best practice. The first step in that process is becoming familiar with and referring to professional codes of ethics.

### Importance of Reviewing the Code of Ethics

It certainly goes without saying, but we will say it, just in case. The first step in addressing an ethical dilemma is to consult our professional code of ethics. Most of us use the American Mental

Health Counselor's Association (AMHCA, 2020) Code of Ethics, the American Counseling Association (ACA, 2014) Code of Ethics, and/or the American School Counselor Association (ASCA, 2016) Ethical Standards for School Counselors. Most ethical standards are based on the six core professional values of (1) autonomy, (2) nonmaleficence, (3) beneficence, (4) justice, (5) fidelity, and (6) veracity (ACA, 2014). Although ethical standards for the profession continue to evolve and address a variety of practice issues, in the absence of a specific code that addresses a given ethical dilemma, it is wise to refer to the six core professional values and allow them to guide the decision-making process. However, in most dilemmas, multiple ethics codes may apply. We have found that looking at the situation globally and considering the fundamental issues, rather than focusing on the fine details, can help counselors determine applicable codes of ethics when specific codes that directly address the dilemma are not available.

### Reviewing Relevant Law

Most professional counselors are not attorneys and not trained in law. However, there are many ethical dilemmas that require us to be familiar with relevant law. In such cases, it is necessary to refer to the Official Code of Georgia - Annotated (O.C.G.A.). One means of doing that is through Lexis Nexis, which offers web-based access to the O.C.G.A. It is important to note that simply conducting a web search for relevant Georgia law is not an effective means of obtaining the most current law. State law is updated regularly and, as such, it is necessary to utilize Lexis Nexis to access current versions of the law. Although ethical dilemmas in counseling do not frequently involve application of federal law, it is prudent to consider relevant federal law when considering legal implications. Additionally, some ethical dilemmas may require the professional counselor to access the Rules and Regulations of the State of Georgia for the Georgia Board of Professional Counselors, Social Workers, and Marriage Therapists. Unfortunately, many laws and rules can be confusing for professional counselors who are not trained in the legal language. As such, additional consultation with an attorney or other professionals may be necessary.

### Utility of an Ethical Decision-Making Model

Professional codes of ethics mandate that we use an established model for ethical decision-making. Although one single model is not endorsed or preferred over another, it is important professional counselors utilize an established model to guide their ethical decision-making and document the rationale for their chosen course of action. The model the authors prefer was created by Corey et al. (2015). The following are the steps in this model, cited directly from (Corey et al., 2015, pp. 21-24):

1. **Identify the problem or dilemma.**
2. **Identify the potential issues involved.**
3. **Review the relevant ethics codes.**
4. **Know the applicable laws and regulations.**
5. **Obtain consultation.**
6. **Consider possible probable courses of action.**
7. **Enumerate the consequences of various decisions.**
8. **Choose what appears to be the best course of action.**

Not only does the act of completing an ethical decision-making model require counselors to examine the dilemma from multiple perspectives, and thereby potentially limiting the effects of tunnel vision, completing

an ethical decision-making model requires counselors to consult relevant ethics codes and law, and seek appropriate supervision and/or consultation. These are critical steps in the process of navigating ethical dilemmas and engaging in these steps can provide justification or rationale for the chosen course of action.

### The Power of Supervision and/or Consultation

As previously mentioned, seeking supervision and/or consultation is an important and often overlooked part of the ethical decision-making process. Naturally, due to their responsibility to clients and inherent vicarious liability, supervisors should be kept abreast of all ethical dilemmas. It is worth mentioning, though, that not all consultations are created equal. When navigating dilemmas that involve specialized professional issues, it is prudent to consult with an expert in the respective issue(s). Further, although it may be easier to seek consultation from colleagues with whom we tend to agree, the most effective consultations can come from colleagues who have a different perspective or way of navigating difficult situations. Seeking consultation from others who may challenge the counselor's way of thinking can help to reduce tunnel vision and entertain alternative courses of action.

### Resources for Ethical Decision-Making

As members of LPCA, you have access to consultations with the Ethics Committee. Additionally, AMHCA and ACA offer free ethics consultation services for members and ASCA hosts an online community for the discussion of ethical dilemmas. Most malpractice insurance carriers also offer free consultations for members, and this preemptive consultation can be an excellent resource in situations that are likely to involve litigation.

### When to Seek Legal Consultation

The line between ethics and law can often seem a bit blurred, but legal consult is suggested in any case that may involve litigation or in situations for which professional codes of ethics do not provide enough guidance. Many counseling agencies and professional counselors choose to have an attorney on retainer for such consultations. For those who do not have built-in access to an attorney, most attorneys offer individual paid consultations to navigate specific situations.

### Conclusions

All professional counselors face ethical dilemmas, big and small, on a regular basis. Although counselors may repeatedly encounter certain situations that involve ethical decision-making and feel particularly confident in addressing those ethical matters, it is wise to refer to the Code of Ethics and O.C.G.A., seek appropriate supervision and/or consultation, and engage in an ethical decision-making process to ensure that decisions are both informed and rooted in best practice. In this article, the authors have discussed common barriers to ethical decision-making, summarized the importance of referring to current codes of ethics and relevant law, described an established ethical decision-making model, highlighted some of the benefits of supervision and/or consultation in the decision-making process, and provided reminders of various resources related to navigating ethical dilemmas. It is our hope that the content herein can serve as a succinct and friendly reminder regarding the importance of using an ethical decision-making procedure to guide decisions while recognizing the intersection of ethics and law.

## Naming and Taming Elephants in the CE Classroom

Dianne Kelly, LPC, CPCS

### It's Continuing Education Season!

CE requirements are a legal minimum set to ensure that clinicians remain competent, ethical and up-to-date in our practices. As a clinician and provider of CEs, I look forward to CE season! I see it as an opportunity as much as an obligation to grow and learn, and to share knowledge by facilitating CE courses.



There are two sides to every CE workshop: the attendees and the provider. On the provider side, we endeavor to make course content useful, applicable, appropriate for adult learners and engaging. Course evaluations tell us how we did and are used to make adjustments. Attendees don't receive an evaluation but perhaps we should. One component that providers may overlook in course design is the impact of attendees' behavior and how it may contribute to or detract from the learning objectives and the group milieu.

The pandemic struck during the last CE biennial season. That February, I attended a highly sought after ethics course that still sticks with me two years later. Although the content was good what was most memorable were the classroom dynamics. I was struck by the attendees' behaviors and the apparent struggle of the provider to exercise good classroom management.

As a fellow CE provider, I silently remarked to myself as the workshop ended, "Wow! That was a tough crowd!" Every possible classroom disruption had been on display. Some of the issues were the result of poor classroom management. But, much of it was just professional adults behaving badly!

Since 2020, I have transitioned to providing and attending virtual CE courses. Virtual classroom management can be even more difficult. I offer this article naming the bad behavior elephants in the CE classroom as an opportunity for self-reflection for CE attendees and as a help to providers on how to tame these elephants.

### Let's Name Some Elephants!

Here are four ways to behave badly at an in-person CE workshop and as a bonus, two ways to behave badly at a virtual CE workshop both with tips for classroom management for providers.

**Elephant #1:** Arrive late, noisily and with a purchased cup of coffee and a sandwich. Nothing says "I didn't even try to get here on time" more than arriving late with a Starbucks cup or Dunkin Donuts bag, and then proceeding to a seat that makes an indiscrete entrance impossible.

**Trainer Classroom Management Tip:** Plan for late arrivals. Emphasize in the registration that late arrivals will not receive their CE certificates. Initially, only set materials up in the first three-fourths of the classroom. This will force-fill the seats up front. Put the materials out in the back quarter of the room about five minutes before the course begins. Additionally, have an assistant direct the seating of late comers.

**Elephant #2:** Arrive ridiculously early, spread out your personal effects and make your backpack comfortable in its own chair. Bring all the creature comforts of your office to the classroom. Loudly transact business calls once you're settled. As people start arriving and ask about the seat next to you where your backpack is resting move your backpack to the seat on your other side.

**Trainer Classroom Management Tip:** Don't make attendees act as the heavies on this. Watch for it and call it out by making a general announcement about inanimate objects occupying seats. This usually does the trick. Put it on the welcome slide: fill in from the front, only humans in seats and elephants sit on the floor.

**Elephant #3:** Lead a munity against the instructor because you know more and better. Monopolize the Q & A segments for your own needs including 1:1 supervision and case consultation. Stand and deliver three to five minute soliloquies covering everything you think the class needs to know.

**Trainer Classroom Management Tip:** As helpful, move around to place that participant in your blind spot and call on other people. Establish at the beginning of the class a time-limit on shares. Shut it down without shutting them out. Listen for gems, lift those gems up as appropriate but politely redirect the class to the course objectives as planned. If the behavior persists:

- Resist the urge to get into a debate.
- Move topics to a parking lot.
- Hold a respectful sidebar with the participant during the next break.

**Elephant #4:** Either don't do the course evaluation or give all high or all low scores. Providers do not benefit from either. Fill out the evaluation constructively.

**Trainer Classroom Management Tip:** Ask good questions on the evaluation. What are you really looking for feedback on? Ask about that. I think you know if the room temperature which you can't control anyway was too hot or too cold. Ensure participants that you can handle the feedback. If all else fails and attendees are simply not completing the evaluation, do a one for one exchange: give out CE certificates as they pass in their evaluations (you still may get all fives or all ones).

*continued on page 12*



## The Early Years Matter

EveLyn Wedge, MS, MA, LPC, NCC, CPCS

*Have you often found that the seeds of your clients' dysfunctional thought and behavior patterns were sown in their early childhood?*

As the research continues to grow supporting the critical importance of the first five years of a child's life, the field of infant and early childhood mental health is a fascinating area to explore. Already an LPC in private practice, I became interested in the field by chance when I signed up for an infant mental health workshop series. A reading assignment for the workshop was titled *Ghosts in the Nursery: A Psychoanalytic Approach to the Problems of Impaired Infant-Mother Relationships* (Fraiberg et al., 1975, p.387-422). I felt goosebumps reading this brilliant piece in which the author so eloquently described intergenerational trauma that cycles through families repeatedly. Recognizing this pattern in my own family and in the many families of the clients I worked with, I felt that I had found a new calling.

Engaged and captivated, I decided to begin a course of study that would steer me to a new career path with the driving motivation to provide help when it may matter the most. Thanks to over fifty years of research in the field, we know significantly more about what young children need to achieve the milestones of their functional-emotional developmental capacities in infancy and early childhood. The very young can better develop their abilities for self-regulation, attunement, joint attention, and reciprocal communication when parents or caregivers provide a secure emotional foundation. Resilience and the capability to develop and maintain healthy relationships throughout life are cultivated in the early relationships with emotionally nourishing and supportive caregivers. Another important consideration is that children are born with unique abilities and challenges. Identifying any differences early on that may cause them to face complex challenges later is crucial to providing the earliest intervention possible.

Many people from educators, administrators, medical professionals, counselors, social workers, occupational therapists, and child advocates are working in public agencies and the private sector to provide a better future for the young children of Georgia. I am excited to share that through the work of numerous dedicated individuals, Georgia now has an infant mental health association as of the end of last year. The Georgia Association for Infant Mental Health (GA-AIMH) is housed at Georgia State University's Mark Chaffin Center for Healthy Development (in the School of Public Health). The vision of GA-AIMH is for all of Georgia's infants and young children to be safe and nurtured through consistent, caregiving relationships to reach their fullest potential. In addition, GA-AIMH recently joined 32 other states and two international countries as a member of the Alliance for the Advancement of Infant Mental Health. Membership in the Alliance brings to Georgia their endorsement program, created by the Alliance, for culturally sensitive, relationship-focused practice promoting infant and early childhood mental health. You can access resources and learn more about GA-AIMH and the Alliance on their websites: <https://clid.gsu.edu/ga-aimh/> and <https://www.allianceaimh.org/>. Feel free to contact me at [theearlyyearsmatter@gmail.com](mailto:theearlyyearsmatter@gmail.com) with any questions or comments.



## Help is Here! The National Counselors Exam

Johnnie L. Jenkins, III, MA, LPC,  
RPT-S, CPCS, ACS

In the state of Georgia if you have a Masters from a CACREP school, you can start the process of obtaining licensure after you pass the National Counselors Examination (NCE).

LPCA provides a prep course to assist you in passing the NCE. The classes usually are on Saturdays from 9AM—5PM and last one day. Topics covered include Human Growth and Development, Social and Cultural Diversity, Helping Relationships, Group Work, Career Development, Assessment, Research, and Ethics.

The National Counselors Exam prep workshop is full of tips and tricks on preparing to pass the exam. As your instructor, I spend weeks making sure all the materials are updated, organized into three inch thick notebooks, and ready for each monthly NCE prep workshop event. The pass rate for those taking the workshop is 99%. To ensure that everyone passes the exam, you may attend again at no charge.



February 12, 2022, NCE Prep Workshop  
Tais, Jennifer, Kelle, and Catherine



## Suicide: The Preventable Death

**Keisha P. Buchanan, EdD, LPC, CPCS  
Communications Director Chair**

Recently, there has been several high profile suicides that gained national attention revitalizing the discussion of mental health and suicide prevention. According to the

American Foundations of Suicide Prevention, the national suicide rate has decreased by 5%. This decrease shows that preventative methods and awareness of this epidemic works but there is still a lot of work to be done for these rates to continue to decrease. Suicide is the twelfth leading cause of death in the United States and the tenth cause of death in the state of Georgia. Additionally, in 2021 at least 67 adolescents under the age of 18 died by suicide, according to the GBI Child Fatality review. 172 reports of first responders who died by suicide in 2021 and 28 deaths this year have been reported to Bluehelp.org, an organization that collects suicide data on all first responders. These numbers are also down from previous years. Research has shown that there is not a singular cause for suicide nor is it specific to any one culture or gender. Talking about suicide, providing support and access to supportive services and reducing access means to assist the individual in causing harm to themselves can save lives.

### Know the Warning Signs and Risk Factors

Do not be afraid to have a conversation with a client, friend, loved one, colleague or even a stranger. Promote healthy discussion on mental health, stress reduction and reducing the stigma that strong individuals do not require check-ins. Follow the leading research and researchers on the prevention of suicide. Join the local chapter of AFSP, to be a part of the change by volunteering to teach prevention awareness courses, sign up for a walk or advocate for the cause. The National Suicide Prevention Lifeline provides the following warning signs to be aware of:

- Talking about wanting to die or to kill themselves
- Looking for a way to kill themselves, searching online or buying a gun
- Talking about feeling hopeless or having no reason to live
- Talking about feeling trapped or in unbearable pain
- Talking about being a burden to others
- Increasing the use of alcohol or drugs
- Acting anxious or agitated; behaving recklessly
- Sleeping too little or too much
- Withdrawing or isolating themselves
- Showing rage or talking about seeking revenge
- Extreme mood swings



These warning signs may be common knowledge for some and a reminder for others; however, it should be equally known like the code of ethics. Mental health professionals play an intricate role in reducing the stigma of mental health and preventing suicide. Our role extends far beyond the counseling setting. Will you advocate, post prevention tips on your social media accounts, and engage in the conversation?

### 988 vs. 911

Did you know that 988 is the new three digit code that will allow callers to have access to the suicide prevention line via text, chat or call? 988 will help to ease the number of calls placed to 911, enlisting the services of public safety agencies. Calling this number will route callers to the nearest crisis center in their geographical location, connecting the caller to a trained counselor. Lifeline has over 180 crisis centers in the United States. Having this dedicated line for mental health crises should reduce response times, the stigma of seeking mental health services and ease the process for those in distress. Additionally, 988 has a designated option for veterans in crisis. This number will be available across the nation July 16, 2022. In Georgia, calls will be answered by GCAL. For more information about the new 988 number, visit <https://suicidepreventionlifeline.org/current-events/the-lifeline-and-988/>.

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- <https://bluehelp.org/the-numbers/>
- <https://afsp.org/story/suicide-prevention-advocates-storm-the-capitol-for-change-in-atlanta>
- <https://gbi.georgia.gov/CFR>
- <https://suicidepreventionlifeline.org>
- <https://suicidepreventionlifeline.org/current-events/the-lifeline-and-988/>
- <https://dbhdd.georgia.gov/be-dbdd/9-8-8-georgia>

## Naming and Taming Elephants in the CE Classroom

*cont. from page 10*

Virtual courses require no less of providers or attendees. Here are the two virtually specific elephants.

**Virtual Elephant #1:** Leave your camera off and don't participate in the engagement opportunities.

**Trainer Classroom Management Tip:** Address participation expectations as a part of accepting registrations and at the start of the workshop. Have everyone turn on their cameras as a part of an icebreaker. Be sure to incorporate regular engagement components where you stop screensharing to engage with everyone "face-to-face."

**Virtual Elephant #2:** Shop, exercise, vacuum or otherwise demonstrate that you're multi-tasking during the course.

**Trainer Classroom Management Tip:** Use humor to point it out softly but send a note to the person about expectations if the movement becomes too much of a distraction.

### Elephants Named are Elephants Tamed!

Kudos to the trainers out there. Training seasoned professionals, especially for required courses, is tough. CE attendees should assume that trainers are well-prepared and ready to facilitate. And as attendees, we need to show up on time, ready to learn and engage with the material. Additionally, we should be self-reflective about how our behavior may impact the learning space. Lastly, please honestly fill out the evaluation and as I always say in my courses, **"chew the meat and spit out the bones."**

## Becoming the New Guy Why Being Sober Isn't Enough

**Eddie Capparucci, PhD, LPC, C-CSAS, CPCS**

"Why should I believe him," Brenda asked me about her husband, who told her he had not watched pornography for more than nine months. "Tell me why I should trust his man just because he tells me he's no longer watching it. I have heard him make these claims many times, only to have my heart broken again and again because he was lying."

Women like Brenda have every right to question the sincerity of their partners, especially if there has been a history of lying, deceit, and gaslighting. It is challenging for them to forget the painful falsehoods and give their partner yet another opportunity.

So how do you know if your partner is on the road to recovery from his struggle? I believe you need to see the 'new guy' in your relationship.

"It's so hard to believe he is telling me the truth when I see so many of the same behaviors," said Kelly of her husband Carl, who used to spend endless hours late at night webcamming with escorts. "He's not online late at night anymore, but still lies about small things, he doesn't help me around the house, he never talks, and the phone is always in his hand. He is the same guy, except he says he's no longer chatting with women. Sorry, but I don't buy it."

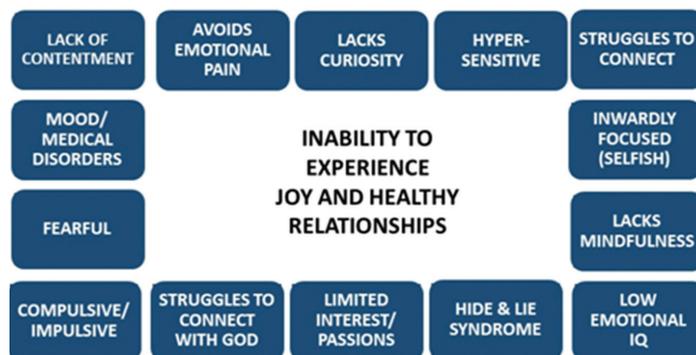
Carl may no longer be engaged in video chatting, but he is the same guy who was unfaithful to Kelly. It's no wonder she doesn't trust him when he says he has changed. Because except for removing the destructive online behavior, he has done nothing to change and become the man she would like him to be. Being sober isn't enough.

### The Blind Spots So, what is going on here?

In my private practice, where I work exclusively with men struggling with sex/porn addictions, I have identified significant character deficiencies that I believe plague all of these men. Looking at the chart below, you can see 14 key issues that prevent men from becoming the 'new guy' and experiencing rewarding and joyful relationships.

The characteristics I have identified are outlined in the chart below.

### Relational Blind Spots



Blind Spots obstruct individuals from recognizing and repairing numerous factors impacting their ability to participate in healthy relationships. These relationship obstacles develop when a child does not receive the essential nurturing tools to cultivate strong and healthy relationships.

### Where it Goes Wrong

For example, if a parent does not teach a child how to deal with emotional distress in a healthy manner, as an adult, that man will find it impossible to sit with any emotional discomfort. Instead, he will seek to escape his negative feelings by utilizing unhealthy outlets to avoid experiencing emotional pain.

Another example would be a child who receives little positive reinforcement and praise but instead endures consistent criticism. As an adult, this individual may be hypersensitive to any perceived criticism making him extremely defensive and difficult to get along with. What is most troubling about Blind Spots is most men are unaware of their existence and the damage they cause.

Based on my work with this client population, I estimate 90% of men who struggle with compulsive sex and pornography behaviors display at least six of these characteristics, which lead to issues in cultivating and maintaining healthy relationships.

As children, a vast majority of these men did not learn how to emotionally connect, which led to their inability to be attuned to others; identify and express emotions; regulate moods; be empathic; trust others; and deal with emotional distress. Without this critical guidance, these individuals were left to determine on their own how to cope with emotional pain and provide themselves with comfort.

So, without vast worldly experience and thinking that is more emotionally-based, they came up with a simple solution to this dilemma – "I won't think about it." So, they distracted themselves with too much television, fantasy play, food, etc. And today, as adults, they still run from emotional pain with destructive behaviors such as compulsive sex, porn, food, gambling, alcohol, drugs, and more.

### They are emotionally immature—not all at their own doing—and struggle to love.

*Dr. Eddie Capparucci is an LPC certified in treating sexual and pornography addiction. He and his wife, Teri, have a private practice working with men struggling with sexual and pornography addictions and their wives dealing with betrayal. He is the creator of the Inner Child Recovery Process for the treatment of sexual and pornography addiction. This unique treatment method helps individuals get to the root issues of their addiction and provides them with the tools and insight to manage the disorder. You can read more about why men struggle to love in his latest book, Why Men Struggle to Love, available on Amazon.*

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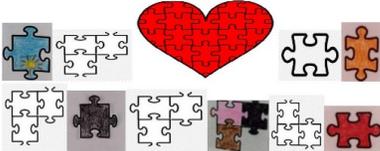
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 President@LPCAGA.org.*

***We look forward to welcoming you on board!***

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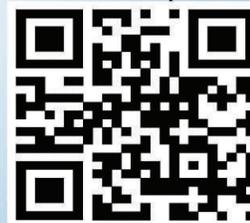
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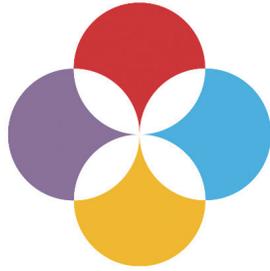
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**SUPERVISION TOWARD LPC LICENSURE**—experience with diverse populations including teens, adults, family and couples counseling; gay/lesbian and multicultural issues. Supervision style is Interpersonal Process Recall. **Ruby Blow**, MA, LPC, NCC, **www.DevelopmentCounts.com**, **404-642-3738**, **Ruby@DevelopmentCounts.com**.

**KENNESAW SUPERVISION FOR LICENSURE AND INTERNS.** Allison Williams, MA, LPC, CPCS. Developmental model supervision to aid the supervisee in identifying growth areas and encouraging progress towards confidence in your skills. I especially can help supervisees in integrating faith with counseling clients who experience issues with trauma, teens, women's issues, anxiety, depression, and OCD. Contact **Allison** for a free 30 minute insight call to determine if it's the right fit at **800-910-5060**. **BrokenChainsIntl.com**. **allison@brokenchainsintl.com**.

**SUPERVISION FOR LICENSURE OFFERED IN CARROLLTON.** West Georgia area as well as Marietta. Individual and group, using a developmental model. Experience with diverse populations and affordable rates. Contact **Curt Morrison**, **770-262-6376**, **cm4698@gmail.com**.

**CLINICAL SUPERVISION FOR LPC OFFERED IN COLUMBUS, GA AREA.** Supervisor is experienced in clinical mental health services. Individual and group using a developmental model. Member of the LPCA Registry of Professional Counselor Supervisors. Contact **Vivian Jones**, LPC, NCC, CCMHC, CPCS, **706-718-7076**, **rainbowofcare@gmail.com**.

**INDIVIDUAL AND GROUP SUPERVISION OFFERED IN VALDOSTA, GA,** through small group and individual sessions. I practice from a systemic perspective which includes collaborative, postmodern, and narrative therapy approaches. Contact **A.J. Ramirez**, EdD, LPC, NCC, CPCS, at **leaftherapyservices@gmail.com** or **229-834-5986**.

**TELE-SUPERVISION.** **Timothy Hutchinson**, PhD, LPC, MAC, CPCS, is now offering supervision via tele-supervision or face-to-face. Located in Baxley, GA. Pricing varies on circumstance. For more information, please direct correspondence to **southernounselingservices@gmail.com**.

**COUNSELING IN MARIETTA, GA OR TELESUPERVISION.** Collaborative, collegial clinical supervision for licensure or consultation for fully-licensed therapists. Focus is on the development of the therapist as well as the well-being of the client. Group or individual supervision is available. For further information, contact **terriabraham@mariettacounselingcenter.com**.

**OFFERING INDIVIDUAL AND GROUP SUPERVISION TO ASSOCIATE LPCs.** Group supervision available every 1st Saturday, 11:00 am – 1:00 pm. Cost \$50 for 2 hours of supervision. Individual supervision offered weekly at an agreed upon time. Rate of \$60/hr or \$200 per month. Want free supervision? Depending on experience, you may be able to take on a small caseload of clients. Contact **Victoria Shedrick** at **706-373-2744** to learn more.

**CLINICAL SUPERVISION FOR LPC AND LMFT LICENSURE, PLAY THERAPY CERTIFICATION, ADDICTIONS CERTIFICATION, AND SUPERVISION.** (AAMFT-approved Supervisor, CPCS, RPT-S, CCS, LPC, LMFT) I have 25 years of experience and can offer individual time for clinical staffing with effective, experiential, integrative interventions with CE opportunities. **Shannon M. Eller**, LPC, LMFT, CPCS, AAMFT-Approved Supervisor, RPT-S, CAADC, CCS. Contact **shannoneller@comcast.net** or call **770-468-7424**

**IN-PERSON AND VIRTUAL CLINICAL SUPERVISION.** **Amy Robbins**, LPC, CPCS, provides authentic and lively clinical supervision in Kirkwood. Having supervised since 2003, Amy provides a wealth of wisdom and grounding. Two different supervision groups per month. Contact **amyrobbinslpc@gmail.com** or **www.amyrobbinscounseling.com**.

**INDIVIDUAL AND GROUP SUPERVISION OFFERED IN VALDOSTA, GA,** through small group and individual sessions. I practice from a systemic perspective which includes collaborative, postmodern, and narrative therapy approaches. Contact **Dr. A.J. Ramirez**, EdD, LPC, NCC, CPCS, at **leaftherapyservices@gmail.com** or **229-834-5986**.

### PLACE YOUR SUPERVISION AD HERE!

To submit your ad go to:  
<https://www.lpcga.org/advertise-with-lpca>  
or call the LPCA office at **770-449-4547**.

## OFFICE SPACE FOR RENT

**ALPHARETTA.** One full-time unfurnished and three part-time furnished office space available for licensed professionals. Located just south of the center of Alpharetta. Opportunity for referrals to build or expand a practice. Office rooms are 11' x 11.6' and 7.6' x 9.10' with 9'+ ceilings. \$400–550/mo. Consultation group. Handicap accessible. Rent includes utilities, phone, fax, copier, confidential voicemail, WIFI, credit card terminal. Contact **770-240-8363** or **cdfiab@aol.com** for information.

**DALLAS.** Dallas Family Counseling, an established practice near Dallas Hwy. and Macland Rd. (on the Cobb/Paulding line) has single office space for rent. Rent is \$550 per month and includes cleaning, utilities, free parking and use of waiting area. Therapists on insurance panels will benefit from immediate referrals from the practice. Option of furnished/unfurnished. Call **770-445-6358** or e-mail **dfcc@mindspring.com** for more information.

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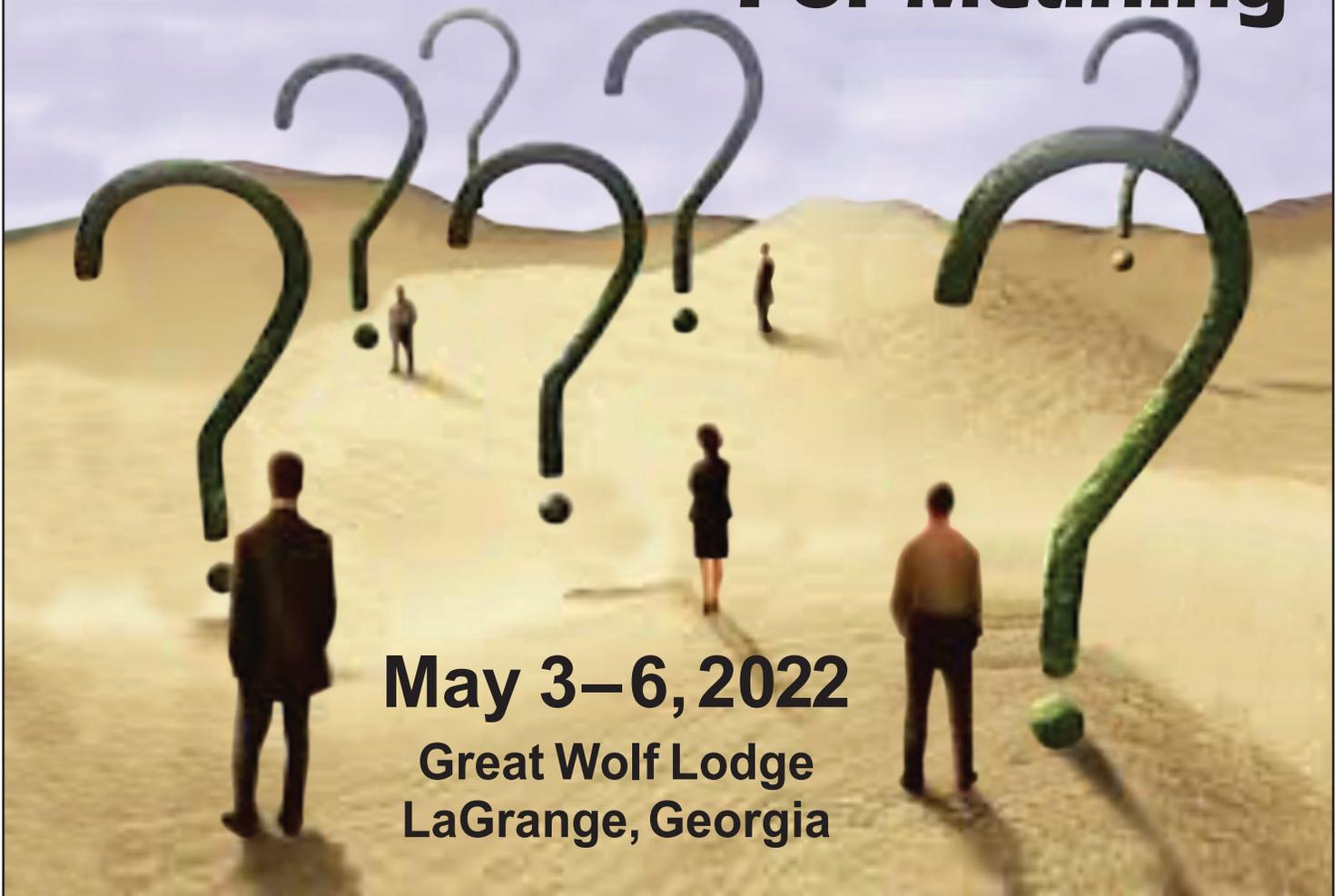
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# Mapping the Search For Meaning



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