



Dear Applicant,

Thank you for considering the Fuller Life Family Therapy Institute's training program as you seek to further your career in Marriage and Family Therapy or Counseling. The commitment to join an intensive training program like Fuller Life propels students forward in their professional development. FLFTI offers its team members a rigorous postgraduate training program and a practicum opportunity for graduate students. Our aim is to prepare therapists for clinical excellence with long-lasting career benefits and support.

Fuller Life Institute is a 501c3 nonprofit organization providing educational and charitable services to the community. We invite you to read about our [core values](#) and founding principles on our website.

Our program demands much of its participants. To get the most from training team members must be open to challenges. Each therapist is an active participant in our group practice and clinical supervision, executes business components of the practice, and possesses a desire to be the best therapist possible to ensure excellent clinical care. The mission of our training team is to provide a learning environment where developing therapists experience meaningful growth through ever-increasing personal and professional differentiation, clinical practice, personal study, clinical supervision and training.

Real-life benefits for practicum students include the following:

- opportunity to gain clinical hours for completing clinical experience requirements
- a clinical team approach for support and training supplementation
- experience in a private practice model within an established professional environment
- a turnkey fully HIPAA-Compliant experience
- consistent didactic training with an emphasis on pragmatic applications of therapy
- an integrated faith-based approach when appropriate within therapy/training context
- the opportunity to provide affordable services to the community
- ongoing clinical supervision with video feedback and group therapy
- the potential to continue in our program as a resident therapist post-graduation

### **For Resident Therapists:**

We welcome applications for those seeking to complete their LPC or LMFT Associate clinical hours in a training setting with a strong emphasis on enhanced clinical excellence. Resident therapists graduate with their LPC or LMFT requirements met, a post-graduate certificate in Marriage and Family Therapy, business experience equipping them for success in private practice and at least 4 clinical specializations.

### **For Student Therapists:**

We do usually have 2 student therapists on our team, although space is usually limited for student therapists. Setting up a practicum student with our organization involves a significant investment in an individual. For this reason, we only accept practicum students needing at least one year of experience or a total of 300 direct clinical hours.



## Application Requirements

### Online Application:

Once submitting the training interest form, you will receive an email with a link to our portal and a therapist application. Please complete the information stating where you are in the process of therapist training.

### References:

Provide at least two professional references with your application regarding your clinical knowledge, skills, and potential. Preferably, upload two letters of reference via the online portal or ask your reference to email the letters of reference to [leadership@fullerlifefamilytherapy.org](mailto:leadership@fullerlifefamilytherapy.org). Please let the individuals know they may receive a call or email regarding the reference if letters are not received.

### Transcripts:

Provide unofficial transcripts from both your graduate and undergraduate programs along with your application. Transcripts can be uploaded to the portal or sent to: Fuller Life Family Therapy, Attn: Clinical Director, 4545 Bissonnet, Suite 289, Bellaire, TX 77401 or scanned and attached to email. Your application will not be complete until FLFTI receives your transcripts.

### Resume:

Upload a copy of your professional resume along with the application.

### Additional Items Requested:

Should you be selected to be invited to interview please know additional items will be requested:

- Therapeutic approach questionnaire
- [VIA strengths assessment](#)



## Non Discrimination Policy:

FLFTI does not discriminate in the admission of students, the provision of services, or in employment on the basis of age, culture, ethnicity, gender, gender identity, physical ability, nationality, race, religion, or sexual orientation. In congruence with our core value of Cultural Diversity, FLFTI fosters understanding and respect for differences in our training program, clinical services, and employment practices. We value students, faculty, and board members who will add to the diversity of our program and services provided.

Fuller Life is founded upon Christian principles and incorporates spiritual practices into the training program such as prayer, an annual retreat, and creating space for therapists to wrestle in supervision with the intersection of faith and clinical work with the aim of creating a spiritually nurturing environment. As a professional therapy organization, we engage with clients with compassion and without judgment, affirming and valuing each person, understanding the complexities and intersections of their faith, identity, sexuality, and other complex systems.

We welcome your interest in the program. You will receive an email with a link to the online application. You will be asked to upload the following into our secure portal: your professional resume, at least 2 letters of recommendation and unofficial transcripts. Send questions about the application process to [leadership@fullerlifefamilytherapy.org](mailto:leadership@fullerlifefamilytherapy.org).

Your application will be reviewed by our leadership team. If you are selected, you will be contacted to come in for a conversation, meet our team and evaluate if we are a good fit. We look forward to hearing from you!

Sincerely, The Fuller Life Team

Fuller Life Family Therapy Institute ATTN: Clinical Director  
4545 Bissonnet, Suite 289  
Bellaire, TX 77401  
[leadership@fullerlifefamilytherapy.org](mailto:leadership@fullerlifefamilytherapy.org)



## Resident Therapist Job Description

Resident Therapist will provide the following services (30 hours/week):

### **THERAPY:**

- Provide marriage and family therapy and counseling to clients at the Fuller Life group practice office on a sliding scale fee structure. The goal is to schedule 20 sessions each week and complete 17 hours.
- Manage practical aspects of counseling such as scheduling, answering phone calls, working with referrals, and managing fees.
- Maintain all appropriate paperwork both clinically and administratively (5 hours per week).
- Uphold the highest professional and ethical standards of care and personal lifestyle reflecting the core values of Fuller Life.

### **TRAINING:**

- Participate in weekly group supervision to ensure quality care to clients. Present one current case each week in individual supervision and one case monthly in group supervision (3 hours/week).
- Over the course of residency, complete at least 4 live supervision hours and 8 audio/video feedback supervision hours.
- Participate in didactics covering relevant clinical topics (4 hours/month, 1 per week). Devote personal time to professional development through continuing education, reading, etc. Complete the Fuller Life Reading List over the course of residency.
- Research one topic per month and write a professional article/blog post with resources.
- Choose 4-6 areas of specialization over the course of residency and make presentations during didactics to the group.
- Participate in annual spiritual retreat and bi-annual valuations process.

### **TEAM TASKS:**

- Participate in marketing to further extend the reach of Fuller Life. Resident therapists write one blog monthly and make one face-to-face networking contact with community resources each month (2 hours per week).
- Participate in monthly team meetings to address business-related concerns.
- Manage one component of the group's marketing efforts (6-month rotation through marketing, Scoop.it, newsletter, AdWords).
- Assist in administrative tasks: straighten the office, answer the phone, update the clinical intake log, and maintain confidential procedures consistent with HIPAA.

### **Resident Therapist Weekly Summary of hours:**

- 20 hours providing therapy
- 4 hours clinical/administrative paperwork/phone calls
- 3 hours supervision
- 2 hours per week in team tasks (blog or networking)
- 1 hour per week didactics

Therapy hours not spent seeing clients are devoted to professional development or networking to increase the referral base.



### **Fuller Life will provide the following to the Student/Resident Therapist:**

1. Weekly group and individual supervision with case processing within a collaborative approach. We will maintain a 50% ratio of Individual and group supervision.
2. Didactic clinical training from current and classic leaders in the field of therapy with opportunities to process material as a group. The Resident therapist will graduate with a post-graduate certificate in marriage and family therapy.
3. Opportunity to learn extensive marketing skills with support of team and experienced clinicians.
4. Clients streamed from website and local referrals from the team's investment in pooled marketing.
5. Class A office space for practice provided by the team's investment in pooled resources.
6. A turnkey fully HIPAA compliant group practice with existing policies and procedures to ensure the quality of training experience and excellence in clinical treatment.
7. Collaborative approach to training and practice. Resident therapists are encouraged to be active participants with ownership in the growth, development and management of the organization.
8. Resources for client growth within various topics from our scoop it pages and extensive catalog of handouts.

### **Compensation**

Clinical Resident Therapists are independent contractors with Fuller Life and 60% of all earnings from the previous month are released to the resident therapist by the 10<sup>th</sup> day of the month. Fuller Life operating and overhead expenses are covered with the remaining 40%. Therapists submit the therapy training log containing a summary of monthly hours prior to being paid.

Fees for therapy services by resident therapists are set according to the group's sliding scale. The sliding scale ranges from \$50-\$95 per session based on the annual household income and the number of people living in the home. Residents set the fee with clients directly during the phone intake. Residents are paid 60% of the fee paid for services offered and 40% of fees support the operations and overhead of Fuller Life.

Resident compensation can vary from month to month and is highly dependent on residents marketing efforts, time management and availability. If a resident completes 15 hours of therapy per week with an average pay of \$50 per session, monthly stipend would be \$1800 with annual stipend at \$21,600. Completing 20 hours of therapy a week with an average pay of \$50 per session would result in monthly stipend of \$2400 and annual stipend of \$28,800. The time and energy put into personal marketing can dramatically impact the resident's personal take home pay. However, the real compensation lies in the completion of clinical hours resulting in full licensure.

Fifteen direct client hours a week ensures completion of required hours in 2 years.

Team tasks are paid for Resident Therapists at \$25 per hour. Residents may complete up to 12 team task hours per month (4 in team task, 4 in networking and 4 in blog or resource creation.) This could increase the monthly take home pay \$300 or annual pay by \$3600.



### Non-Financial Compensation:

- Resident therapists receive 6 hours of group supervision and 6 hours of individual supervision monthly at no charge (based on 45 min supervision hour)
- 4 hours of clinical supervision is provided weekly as a part of the program. The traditional cost of supervision is \$150 per hour. If paid out of pocket this would be a \$1600 value per month or \$19,200 annually.
- Additionally, Fuller Life will often cover fees for specialized training of residents desiring to work toward certification in a particular mode of therapy. The board will appropriate funds for resident training/certification, as funds are available.

### Requirements:

1. Purchase and maintain liability insurance
2. Maintain professional licensure
3. Personal membership in at least one professional association
4. Keep a log of all activities, including direct and indirect hours
5. Uphold ethical guidelines and licensure laws
6. Read and adhere to the Fuller Life Handbook Policies and Procedures.

### Structure of Residency:

Residents are categorized as Associate Resident Therapist (year 1) and Senior Resident Therapist (year 2). The structure is not based on actual time in the program but with the number of clinical hours achieved toward clinical licensure and meeting specific training requirements.

When an LPC Associate has reached 750 direct and 750 indirect hours they will advance to Senior. LMFT Associate therapists advance when they have 750 direct (375 relational) and 750 administrative hours. **Senior therapists have seniority when setting the block schedule and choice of therapy rooms.**

Senior therapists will have completed half of the live and audio/video supervision requirements as well as presented at least 2 specialization presentations during didactics.

### Clinical Supervision:

Residents are supervised by Amy Fuller PhD, LMFT-S, LPC-S or another Fuller Life Supervisor. Dr. Fuller serves as the volunteer Clinical Director of Fuller Life Family Therapy Institute. Potential resident therapists will be provided with Dr. Fuller's Philosophy of Supervision upon request. Dr. Fuller is an AAMFT Approved Supervisor. For questions, please contact Dr. Fuller at (832) 848C0870 or by email [amy@fullerlifefamilytherapy.org](mailto:amy@fullerlifefamilytherapy.org).

### Application:

Persons interested in a clinical residency position are asked to complete the online application and upload the following to the application portal: professional resume, two letters of reference, and transcripts plus any additional items.



## Clinical Practicum Internship Details

Clinical Practicum Student Therapists will provide the following services:

### **THERAPY:**

- Provide marriage and family therapy and counseling to clients at the Fuller Life group practice office on sliding scale fee structure. The number of hours will vary based on availability of clients and required number of hours for practicum. This is determined at the outset of the internship.
- Manage practical aspects of counseling such as scheduling, answering phone calls, working with referrals and managing fees.
- Maintain all appropriate paperwork both clinically and administratively.
- Uphold the highest professional and ethical standard of care and personal lifestyle reflecting the core values of Fuller Life.

### **TRAINING:**

- Participate in weekly group supervision to ensure quality care to clients.
- Present one current case each week in individual supervision and one case monthly in group supervision with dialogue, video and case writeup.
- Participate in didactic hour each week covering relevant clinical topics. This may involve some additional study or reading, reflection or assignment related to the topic.
- Devote personal time to professional and personal development through education, reading, etc.
- Complete all required orientation tasks and training for the administrative systems used by our team.

### **TEAM TASKS:**

- Participate in monthly team meetings to address business related concerns, ensure quality care for clients and effectively manage team tasks.
- Join in various activities related to enhancing team relationships, skill development, networking, or business management whenever possible...i.e...group valuations twice annually, an annual retreat, frequent training or networking opportunities together.
- Assist in administrative tasks: straighten office, answer phone, update clinical intake log, and maintain confidential procedures consistent with HIPAA.

### **Compensation**

The practicum experience is unpaid. Session fees for practicum student therapists are reduced compared to our resident therapists (LMFT Associates or LPC Interns). The sliding scale ranges from \$40-\$95 per session based on the client's annual household income and the number of people living in the home. Therapists set the fee with clients directly during the phone intake.

### **Requirements:**

1. Purchase and maintain liability insurance OR provide documentation that malpractice is covered by your academic institution
2. Collaborate with the academic institution to ensure requirements are met and documented.
3. Personal membership in at least one professional association
4. Keep a log of all activities, including direct and indirect hours
5. Uphold ethical guidelines and licensure laws
6. Read and adhere to the Fuller Life Handbook Policies and Procedures.