



FULLER LIFE

Family Therapy Institute



Fuller Life Family Therapy Institute
Information for Potential Board Members
August 2024

Organizational HISTORY

Fuller Life Family Therapy Institute (FLFTI) was founded by Amy Fuller PhD, LMFT-S, LPC-S in 2012 with a dream of offering quality affordable therapy to individuals and families in the Houston community and creating a post-graduate fellowship for developing Marriage and Family Therapists and Counselors pursuing full licensure.

The PROBLEM we address

Effective and compassionate therapy is either too expensive or not covered by insurance. This may lead to people feeling completely alone and hopeless, wondering if anyone can help them. When people do seek treatment, therapists aren't always prepared to provide the best possible therapy. The required clinical experience and weekly supervision after graduating therapy school isn't always enough to equip therapists to become confident, effective clinicians.

Our unique approach to AFFORDABLE THERAPY

We believe everyone deserves access to affordable mental health care and family therapy. Pain doesn't discriminate between those with access to therapy and those without. That's why we created Fuller Life: to offer stellar therapy at rates anyone can afford.

Our postgraduate counselors are trained to become world-class therapists. Since they are in training, this allows us to offer excellent, compassionate therapy at lower rates. We believe therapists should be confident they will be able to provide effective therapy. Since 2012, Fuller Life Family Therapy Institute offers a pragmatic training program that bridges the gap between graduate level education and clinical practice, developing top-notch therapists who are trained to help people heal and even grow from the pain that they carry. What is unique about our program is intense professional training focused on the person of the therapist and four times the required amount of clinical supervision for licensure.

Our therapy assistance partnership program allows us to provide affordable mental health care within local trusted nonprofits, churches and schools, providing vital mental health care to the people they serve.

Our IMPACT

We have grown from two therapists into a team of 12 therapists providing counseling to a wide range of children, teens, adults, couples and families. Since 2012 we have offered over 20,000 hours of reduced-fee counseling, and over 8000 hours of supervision and training at no cost to our resident therapists. Our therapists are individuals committed to a Christ-centered life who are culturally sensitive, ethical, and systemically oriented.

About FULLER LIFE Family Therapy Institute

At Fuller Life Family Therapy Institute (FLFTI), we believe everyone deserves access to professional, compassionate therapy. Founded in 2012, we offer affordable, professional mental health services that help individuals and families overcome emotional and relational pain while training top-notch family therapists in our intensive post-graduate training program. Our mission is to ensure that therapy is accessible to all, regardless of financial barriers, allowing our clients to live their most meaningful lives.

Through our HEART Equity Program and partnerships with local nonprofits, we ensure that those in need receive quality care, with a focus on marginalized populations and the underserved. With the support of our diverse and caring team, FLFTI provides hope and healing so that people can experience growth and live fuller lives.

Our MISSION

Our mission is to train, equip, and empower developing therapists who provide professional therapy to individuals, couples, and families at affordable rates. We are committed to offering affordable, accessible therapy that promotes healing, growth, and transformation, with a focus on making therapy accessible for the underserved or marginalized populations.

Our VALUES

At Fuller Life Family Therapy Institute, we are dedicated to fostering a caring, compassionate, and culturally responsive environment. Our core values guide every aspect of our work:

- > **Compassion:** While holding a non-judgmental respectful stance, we reflect to the client what we observe. The coupling of honesty with respect prompts the client's growth as they navigate personal dilemmas, trauma, and challenges. This creates a strong collaboration and therapeutic alliance.
- > **Cultural Responsiveness:** We are committed to meeting the diverse needs of our community, respecting each client's unique cultural background and experiences, fostering an environment of inclusion and affirmation.
- > **Confidentiality:** We uphold the highest standards of confidentiality, protecting clients' privacy at every level, including personal interactions and secure virtual systems.
- > **Christian-Based Care:** While welcoming individuals from all faiths, our approach is grounded in Christian principles. Prayer is an integral part of our work, and each board meeting begins with prayer for the organization and community. We also maintain a prayer list for the organization and those we serve.
- > **Clinical Excellence:** We are committed to providing the highest standard of care, with our therapists receiving intensive supervision and training—four times the required amount—to ensure clinical expertise. This ensures we graduate truly top-notch therapists who are confident in making a difference in their clients' lives. We also utilize feedback-informed therapy to maintain the quality of care for clients and strengthen therapists' skills.
- > **Collaboration:** We believe in the collaborative nature of therapy, where clients are active participants in their own journey toward wholeness.

We ask our board members to support and embody these values as part of their role. To learn more, please review our [Values Statement](#).

Our VISION

At Fuller Life Family Therapy Institute, our vision is to grow organically as a community of highly skilled clinicians, equipped to provide transformative mental health care to individuals, couples, and families, as well train the next generation of therapists through the Fuller Life Training model.

We envision underserved communities saturated with affordable professional mental health care and highly trained family therapists, ensuring that mental health care is no longer a privilege but a resource available to all.

Through our commitment to excellence, cultural responsiveness, and feedback-informed care, we will continue to grow as a leading institute in family therapy, fostering a collaborative, compassionate space for both clients and therapists.

Our long-term vision is a Houston community—and beyond—where mental health care is affordable, accessible, and integrated into the fabric of family life, contributing to healthier, stronger families and communities.

The ROLE of the BOARD

The Board of Directors serves as an accountability group for Fuller Life Family Therapy Institute (FLFTI), ensuring that we stay true to our mission of providing accessible, culturally responsive mental health care. Board members help ensure FLFTI has the resources, planning, and support necessary to achieve its mission and grow.

Board Composition and RECRUITMENT

The board consists of at least three members, with a goal of having 12 members, and a maximum of 16. The board will strive to reflect the diversity of our therapists and clients. Members serve without compensation except in special cases approved by the board.

We seek board members who are passionate about mental health and committed to supporting our mission. Our recruitment process ensures that new members are fully aligned with our values and ready to contribute. The steps are as follows:

1. *Interest and Application:*
Interested candidates complete and submit an online board application.
2. *Initial Conversation:*
The Governance Committee reviews the application, and if approved, two board members invite an initial conversation with the candidate about board membership.
3. *Observation:*
After the initial conversation, the Governance Committee member or Executive Director provide a recommendation to the full board. The candidate is then invited to observe a board meeting.
4. *Board Invitation:*
After the meeting, the board votes on the candidate's membership. If the candidate is approved, they are formally invited to join the board
5. *Commitment:*
New members agree to serve an initial term of one year, followed by an optional commitment to serve an additional three-year term.
6. *Orientation:*
New board members go through an orientation process with the Executive Director/Board Chair and Governance Committee.

What is **EXPECTED** of Board Members?

Board members are expected to:

- > Attend monthly 90-minute virtual board meetings with a 90% attendance.
- > Participate in strategic discussions and provide input on key decisions.
- > Help raise awareness and resources by supporting fundraising efforts, including giving meaningfully according to personal capacity.
- > Join team activities such as holiday parties, retreats, and outreach events when possible.
- > Engage in gratitude efforts, including calling donors or writing thank-you cards.
- > Prepare for and actively participate in board and committee meetings.
- > Be knowledgeable about FLFTI's mission, programs, and needs.
- > Serve in leadership roles or take on special assignments.

What are Board member's **RESPONSIBILITIES**?

- > Define FLFTI's Mission and Purposes:
Review, revise, and communicate FLFTI's mission to ensure clarity and alignment in all activities.
- > Support and Evaluate Leadership:
Ensure the Clinical and Administrative Directors have clear job descriptions and provide regular feedback on their performance.
- > Ensure Effective Organizational Planning:
Translate FLFTI's mission into measurable goals and support the team in achieving them.
- > Ensure Adequate Resources:
Each board member plays a role in securing resources by raising awareness and participating in fundraising efforts.
- > Manage Resources Effectively:
Oversee budgeting and financial decisions to protect FLFTI's assets and ensure financial sustainability.
- > Enhance Reputation:
Act as ambassadors for FLFTI, representing the organization in the community and enhancing its reputation.
- > Maintain Accountability and Integrity:
Ensure adherence to legal and ethical standards across the organization.
- > Recruit and Develop New Members:
Actively recruit new board members, ensure proper orientation, and assess individual and collective board performance.

Fundraising and Financial Support

Board members are expected to:

- > Give meaningfully according to personal means.
- > Use their personal networks to support fundraising efforts, such as end-of-year campaigns or events.
- > Participate in major events like fundraising galas, when possible.

Avoid Conflicts of Interest

- > Act in the best interest of FLFTI, avoiding any potential or perceived conflicts of interest.
- > Disclose any conflicts of interest to the board and recuse yourself from related decisions.

COMMITTEE Engagement

Board members are expected to serve on at least one committee (meeting virtually at least six times annually). Each committee focuses on a key aspect of FLFTI's success:

- > **Governance Committee:** Oversees board recruitment, orientation, and bi-annual board assessment. Organizes the annual board and team retreat and ensures professional development for members.
- > **Program Committee:** Ensures the delivery of high-quality programs and services, evaluating program effectiveness and working closely with staff to align offerings with FLFTI's mission.
- > **Finance Committee:** Develops and monitors the fiscal budget, ensuring financial transparency and sustainability. Oversees the management of FLFTI's financial assets.
- > **Development Committee:** Leads fundraising efforts, creates strategies for financial growth, and builds donor relationships to ensure the organization's financial stability and sustainability.

Agreement to SERVE

Each new board member is asked to sign an *Agreement to Serve*, confirming their understanding and support of Fuller Life's mission and values. By signing, members commit to:

- > Actively participating in board meetings and strategic planning efforts.
- > Giving an annual donation that is meaningful to them personally.
- > Supporting the organization's core values and participating in prayer during meetings.
- > Serving an initial one-year term, with the option to continue for an additional three-year term.
- >

Conflict of Interest Policy

Maintaining the integrity and trust of our decision-making process is vital. All board members are required to sign our Conflict of Interest Policy, ensuring transparency and objectivity in their role. This policy requires members to disclose any potential conflicts between personal or business interests and FLFTI's mission. In cases of conflict, members are expected to recuse themselves from related discussions and decisions.

THANK YOU!

We sincerely thank you for your interest in joining the Fuller Life Family Therapy Institute Board of Directors. We are excited about the possibility of working together to further our mission and make a lasting impact on our community. If you have any questions or need additional information, please don't hesitate to contact us at board@fullerlifefamilytherapy.org. We look forward to the opportunity to connect with you and discuss how you can contribute to the future of Fuller Life.



See information on our current board here.



See our current outcomes here.



INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: **OCT 15 2m**

FULLER LIFE INSTITUTE
C/O FULLER LIFE FAMILY THERAPY
4545 BISSONNET STE 289
BELLAIRE, TX 77401-3003

Employer Identification Number:
45-4267651
DLN:
17053322332003
Contact Person: MS. TRUSTY ID# 31657
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
December 31
Public Charity Status:
170(b)(1)(A)(vi)
----- --Form-9-9-0 -- R:-equire-d.
Yes
Effective Date of Exemption:
March 30, 2012
Contribution Deductibility:
Yes
Addendum Applies:
No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

For important information about your responsibilities as a tax-exempt organization, go to www.irs.gov/charities. Enter "4221-PC" in the search bar to **view** Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, which describes your recordkeeping, reporting, and disclosure requirements.

Sincerely,

Director, Exempt Organizations

