

# **Lutheran Counseling Network**

## **JOB DESCRIPTION**

**POSITION: Full-time Therapist**

**QUALIFICATIONS:**

1. Licensed or certified pastoral counselor, mental health counselor, social worker, marriage and family therapist, or psychologist.
2. Three years post-graduate clinical experience with appropriate supervision.
3. Ability to work within a church setting, to network with pastors and other referral sources. (An understanding of the structure and organization of a local Protestant congregation.)
4. Active involvement in a Christian congregation.

**RESPONSIBILITIES:**

1. Develop and maintain a caseload of clients.
2. Develop a referral network within the professional (church, medical and therapeutic) community for receiving referrals of new clients and for referring clients to other professionals when appropriate.
3. Maintain appropriate clinical and financial records according to LCN procedures and standards.
4. Observe all professional standards of care as a therapist, as defined by AAMFT, AAPC, APA, ACSW or other similar professional organizations.
5. Participate in weekly staff meetings, which include development of community, case consultation, and administrative functions.
6. Perform duties on a network committee that oversees and provides particular administrative functions and tasks.
7. Participate in two annual staff retreats.
8. Perform duties in the satellite as needed or assigned to assure the smooth functioning of LCN.

**SALARY:**

1. Salary is based on fees collected.
2. LCN provides professional liability insurance and state disability insurance.
3. Benefits such as health insurance, pension plans or 401k's, are at the discretion of the therapist.

## **LUTHERAN COUNSELING NETWORK**

### **INFORMATION ABOUT LCN:**

Lutheran Counseling Network is a non-profit organization of dedicated professionals. All LCN staff members have a masters or doctoral degree. Our professional staff observes a strict ethical code of professional conduct. LCN currently has a staff of 13 therapists located in 23 offices in the Puget Sound, between Bellingham and Tacoma.

LCN is an extension of the church's ministry to the community and as such, is endorsed by the Evangelical Lutheran Church in America. We provide therapy for individuals, couples and families as well as group therapy. All of our offices are located in churches. Some staff members participate on managed care panels and bill insurance companies; some do not. Because of charitable contributions, we are able to offer a discounted fee scale to those unable to pay our full fee.

LCN operates on a "community" model that is non-hierarchical and uses consensual decision-making. There is a great deal of individual freedom, yet LCN members are bound together by a commitment to professional excellence and mutual accountability. Because LCN is a non-hierarchical and consensual organization, staff members share responsibility for administrative functions, within the context of community. We have minimal paid administrative staff. Committees handle all the administrative functions.

LCN blends the best aspects of private practice with the best aspects of an agency.

For more information about LCN visit us on our website: [www.lutherancounseling.net](http://www.lutherancounseling.net) or email employment inquiries to [employment@lutherancounseling.net](mailto:employment@lutherancounseling.net).