

EXHIBIT: POSITION DESCRIPTION

Position descriptions are created as needed. Any positions for which position descriptions are not created are considered “At Will” and operate under a verbal position description.

Positions at The Company include:

- Provider of Religious Based Counseling (aka. Counselors)

Position Descriptions (10/28/2024)

Provider of Religious-Based Counseling (aka. Counselors)

Direct Report

Counselors report to the Operations Director.

Position Summary

Counselors are responsible for providing outstanding religious-based counseling services to the clients of The Company, in keeping with The Company's Standards of Practice and Code of Ethics. Counselors are also responsible for supporting their colleagues as part of a treatment team and promoting the practice of The Company's in the community.

Compensation

Reference Contract and Benefit Schedule for details.

Tasks

- Provide counseling services within the scope of your competency, referring when appropriate.
- Communicate to supervisor and/or team as appropriate significant treatment issues, challenges, or incidents.
- Maintain records according to industry standards.
- Engage in personal growth and continuing education.
- Support your colleagues through case consultation and sharing of professional insights and experience.
- Participate in team training.
- Promote your professional practice and that of your colleagues as opportunity arises within the community.
- Contribute to the promotional efforts of the center, including professional writing, publication, and speaking.
- Cooperate with the Director, Clinical Supervisor, and Operations Director in furthering the Vision and Mission of The Company.
- Maintain records for case management of clients receiving services

Performance Measures

- Satisfaction reports from clients.
- Number of clients served, number of sessions billed, and average session fee, total revenue generated

- Subjective evaluation of Director, Clinical Supervisor, Operations Director, and Guide.
- All clinicians must be available for the number of Direct Client Care Hours (client counseling) agreed upon in their contract. Including the peak hours agreed upon.
- All counselors are required to attend, with video on, the weekly team meeting, currently held at 11-12:45 am CT each Wednesday, weekly Squad meeting, and scheduled 1:1s with their Guide, Supervisor, and the Operations Director.

It is a requirement for employment that counselors provide services in accordance with the informed consent documents of The Company.

Employee agrees to provide religious-based counseling in accordance with the “Informed Consent to Christian Counseling” section of The Company’s informed consent documents, as amended from time to time.

Informed Consent To Christian Counseling

Informed consent is an important ethical concept. The principle says that clients should be made aware of relevant matters involved in counseling so they may grant permission for the treatment with full knowledge. In accordance with good informed consent it is important that you know:

MyCounselor.Online provides religious-based, specifically Christian, counseling online.

As providers of religious-based counseling, the services we provide require no government licensure at the state or federal level.

Religious based counseling is not regulated by the government by virtue of the free exercise clause of the first amendment to the U.S. Constitution.

State-Licenses

Although not required for providing religious-based counseling, MyCounselor.Online believes the education and experience standards for mental health state licensure are valuable benchmarks for the training of counselors. Thus, our internal certification process is built to meet or exceed the mental health state-licensure requirements in all 50 states. We also encourage and facilitate our counselors in pursuit of licensure in the states they physically reside.

Regardless of what state licensures employees may hold, the counsel provided through their employment with MyCounselor.Online is religious-based counsel protected under the free exercise clause of the first amendment to the U.S. Constitution and is not in capacities related to their state-license.

Terms

The terms, counsel, counseling, therapy, religious-based counseling, faith-based counseling, and Christian counseling, as used by MyCounselor.Online, are interchangeable and refer to the delivery of religious-based counseling provided to you in accordance with your free exercise of religion.

The terms counselor and therapist are also used interchangeably and refer to employees of MyCounselor.Online who provide religious based counseling services to clients and who may or may not be state-licensed mental health providers. Our use of the adjective 'professional' is intended to communicate the quality of professionalism our counselors provide services with and is not a reference to state-licensure.

Value Neutral Counseling

At MyCounselor.Online we do not believe value-neutral counseling is possible. We believe the counseling relationship is an intensely human interaction. One where the personality, character, beliefs, and values of the professional and client influence the therapeutic process.

The questions asked or not, interpretations made, the framing of thoughts, feelings, and actions are all influenced by the perspective of the professional. To pretend a value-neutral stance is to deny the reality of these influences in a way that we believe is deceptive and unethical.

Ethics and Statement of Faith

At MyCounselor.Online we believe disclosure of our values and beliefs as well as how they influence the way we do therapy is a matter of informed consent.

A detailed explanation of the statement of faith and ethics we adhere to at MyCounselor.Online can be found in these documents available on our website:

- [Focus On The Family Statement of Faith](#)

- [American Association of Christian Counselors Code of Ethics 2014](#)

The briefest summary of our beliefs and values as they affect our counseling practices is:

We believe the Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe.

Consent to Christian Counseling

In signing this document and accepting services from MyCounselor.Online you acknowledge your intent to receive religious-based counseling in accordance with the free exercise of your religion. Further, you grant permission for MyCounselor.Online to provide services in accordance with the principles of Christian Counseling as defined in the Focus on the Family Statement of Faith and the American Association of Christian Counselors Code of Ethics 2014.