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Marta Wilson, *Member*
Hal Taylor, J.D., *Public Member*
Dr. Sheldon Jacobs, *Member*
Sara Pelton, *Member*

MEETING MINUTES
FRIDAY, AUGUST 16, 2024, at 9:00AM

Teleconference

**Nevada Board of Examiners
For Marriage & Family Therapists and Clinical Professional Counselors
7324 W. Cheyenne Avenue, Suite 10
Las Vegas, NV 89129**

Please Note: The Board may (a) address agenda items out of sequence to accommodate persons appearing before the Board or to aid the efficiency or effectiveness of the meeting; (b) combine agenda items for consideration by the public body; and (c) pull or remove items from the agenda at any time. The Board may convene in closed session to consider the character, alleged misconduct, professional competence or physical or mental health of a person. (NRS 241.020, NRS 241.030).

Action by the Board on any item may be to approve, deny, amend, or table

1. Call to Order, Roll Call, Confirmation of Quorum. Meeting called to order at 9:00 AM.
 - Board members present: Steve Nicholas, Sara Pelton, Marta Wilson (left at 12:13 PM), Jenny Stepp (left at 11:00 AM), Sheldon Jacobs, Lauri Perdue (left at 11:30 AM), Jennifer Ross, Hal Taylor (left at 12:15 PM), John Nixon
 - Staff present: Joelle McNutt, Stephanie Steinhiser, Senior Deputy Attorney General Henna Rasul
 - Members of the public: Lyudmila Feagans, Annette Benneche, Ashley Olson, Donna Wilburn, Frederick Pilot, Jessica Allen, Katherine Unthank, Naomi Wilborn, Janet Nordine, Angel Littlefield, Bruce Harkreader, Ariel Iaruybal, Todnee Boyd, Dorothy Carol Wilkins, Carson Morris, Christina Copeland, Craig Merrill, Deirdre Bonner, Erik Schoen, Heather Dahl-Jacinto, Jaime Clemens, Keyannah Anderson, Laura Fussell, Louise Sutherland-Hoyt, Natacha Chaney, Raquel Rezentes, Roberta Miranda-Alfonso, Engelbert Mittermayr, Anna Marshall, Vera Dunlap, Karla Smith, Diana Saunders, Danielle Washington, Nikki Hall-Terry, Zella Childs, Angel Lash, Brittni Kimble, Taylor Tremayne, Sarah Barnes, Anita Williams, April Nesmith, Bay Bower, Kaitlyn O`Hara, Toni Garguilo, Cara Elliott, Kristina Moore-Swift, Colleen Corkery, Natasha Moharter, Judy Nicholson, Valerie Haskin (Rural Regional Behavioral Health Policy Board, Coordinator), Krishell

Public comment is welcomed by the Board. Persons wishing to provide public comments remotely may access the meeting by telephone at (253) 215-8782 or through the electronic link posted on the agenda. Public comment will be limited to three (3) minutes per person and comments based on

viewpoint will not be restricted. A public comment time will be available prior to any action items on the agenda and on any matter not specifically included on the agenda prior to adjournment of the meeting. At the discretion of the President, additional public comment may be heard when that item is reached. The President may allow additional time to be given a speaker as time allows and at his/her sole discretion. (NRS 241.020, NRS 241.030) Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual, the Board may refuse to consider public comment. (NRS 233B.126)

2. Public Comment

No vote may be taken upon a matter raised during a period devoted to public comment until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020)

- Jennifer: Joelle, you sent out quite a few emails that the Board received written comments. All of us as Board members have received and reviewed those written comments, so thank you very much for sending those out.
- Valerie Haskin: The Rural Regional Behavioral Health Policy Board whom I serve is using their BDR to support the behavioral health licensing boards entering into interstate compacts. This legislative session, we have already been working with the social work board and it was our hope to wait until after this meeting when the MFT/CPC Board would be voting as to whether or not they would want to enter into the counseling compact. If they decided to move forward, then we would go ahead and add that language. Unfortunately, it has come to our attention that Assemblyman Hafen has already submitted a BDR that would enter into the counseling compact. We were not aware of this. I believe that Ms. McNutt has spoken to him, so she has further detail on that item, but I just want to let you know that this was not something that we were aware of, not something that we were moving forward. We will do whatever we can to help support the board in helping this process go as smoothly as possible and I've been working directly with Ms. McNutt on that. So again, sorry for any sort of confusion. We were totally taken aback by that, but we hope that everything works out for the best.
- Naomi Wilborn: I just wanted to speak specifically regarding the licensure compact. A lot of the challenges that military spouses face includes transitions, frequent moving, career disruptions, license portability not only benefits the spouses, but it'll also benefit service members and their families leading to consistency in their providers. I know that some of the Board members are here that were part of the regulations that allowed out-of-state members to transfer in hours but when I moved to Nevada, that wasn't in place at the time, so it's just really difficult. We're trying to get licensed in that whole process and we're having to constantly move states because we don't really have a choice if we're military spouses. So, I just would like to speak on behalf of us today.
- Katherine Unthank: I just want to voice my support for joining the Counseling Compact for a lot of different reasons. I just want to go on record strongly supporting that for the state of Nevada.
- Todnee Boyd: So, I wanted to support the compact. I'm in support of the compact. I am a CPC. I am also former military, and I support what Naomi is saying about the financial impact it has on dependent wives to constantly move every two years and have to apply for a new license in whatever state her spouse, the active-duty member

moves to. Also, I think it would be beneficial that we have unrestricted licensing across state borders for the purpose of continuity of care. Let's say for example, a military member has been deployed and he's away for a year, a year and a half, and he leaves behind his wife and three children. Well, sometimes the wife doesn't want to stay in the local area because there's a lack of emotional support. So, she decides I'm going to move back home to my mom and my dad so I can have additional support. I'm going to move to Connecticut, so she moves to Connecticut from Nevada. It would be great if I could continue providing her care through telehealth because we've established that therapeutic alliance and without compact, she moves to Connecticut, she still needs therapy, but now she has to start over. That's another example of how it would benefit having this compact. Thank you.

- Annette Benneche: I am a licensed professional counselor in Arizona as well as Georgia and a CPC and Nevada. I recently moved to Nevada from Georgia about a year ago, and I see my clients all virtually, so I just noticed that when I look at the compact, Georgia was the first state to do it. So, when I came it was like I'm thinking that Nevada was already in the compact. Arizona is, but not Nevada and Georgia is too. So according to my research, 37 out of the 50 states are members of the counseling compact. 17 of those 37 states you have to do a Juris prudence test, which is great. That's fine. I'm sure we can do that in past those of us who's been doing this practicing as licensed counselors for years. I was just trying to figure out what was the hiccup and why the state of Nevada has not joined the compact as of yet.
- Christie LeBeau: I would like to speak for the counseling compact as I'm sitting in my house, and it's being packed up right now to move to another state. Is the legislature voting for us to join or not? I didn't catch what you said at the beginning.
- Joelle: Assemblyman Hafen did put in a request for legislation to have Nevada join the Counseling Compact. Yes.
- Donna Wilburn: I just wanted to throw in my support for being a part of the counseling compact and my example would be for kids in college who have an established relationship with their therapist and then they go off to college and they have to change therapists so continuity care would be my reason for support.
- Deirdre Bonner: I too support this compact. I have a couple of questions. First one is what is the projected timeframe that if this is approved, how long would that typically take? My other question is if we're entered into the compact in this state, what if we move to another state? Do we have to be now reentered within another state? Of course, if they are part of the compact, how would that work?
- Jennifer: I think a lot of this will be answered when we get to agenda item eight, which will be some more substantive updates and logistical pieces from Joelle and discussion by the Board. So, we'll note the question.
- Angel Littlefield: I'm in support. I've seen it for the college students especially because a lot of times they still have Nevada based insurance because they're still under their parents' insurance. So that's been an issue definitely with the military, but I'm also seeing it a lot with domestic violence. A lot of times they have to leave the state quickly and a lot of times we are their only support or we're their first healthy relationship. So,

to have them start over when they're in such a difficult time, it is so horrific and such a challenge for them. So, I just wanted to throw that one out there.

- Engelbert Mittermayr: I am enthusiastically in support of the compact. Thank you all.
 - Craig Merrill: I'm a domestic violence treatment provider for those that have committed domestic violence and often they will be moving out of state and it's preferable to keep them engaged here instead of having them have to seek another provider, which can also result in long gaps in treatment for them to locate another provider. Thank you.
 - Nikki Hall-Terry: I missed the first part of the meeting, but it sounds like you talking about some type of interstate compact or something for domestic violence. I know we only have a couple minutes. I just wanted to quickly speak to the issue of domestic violence in AR mode. I don't know how many of you have heard about this, but augmented reality is a big thing now. People are spending a lot of time in this space and in this space, there are acts that are being committed against people from those in AR mode, AR mode for domestic violence. It is a gold mine really for the abuser because they can gain access to you at any time, any place. All they need is the camera, location, microphone and a couple other things. I am a survivor of domestic violence in AR mode. You cannot see the scars up front, but you can see them under the lens of the camera. So, I just wanted to put that issue out there because it is an issue and there's people out there getting abused and dying every day and not in the traditional mode that we've seen in our practice.
 - Annette Benneche: I was just going to say I didn't make it clear that I am in support of the compact bill, but I think you all got that because I do work with military members and their spouses and I work with college students and I've also done work with domestic violence, so I am very much in favor of the compact. Thank you all.
3. Discussion, recommendation, and possible action regarding review and approval of minutes from the June 21, 2024, meeting (For possible action)
- Motion to approve minutes from April 19th meeting: 1st Lauri, 2nd Sheldon; No abstentions; Motion approved unanimously.
4. Board consideration of Consent Decree in the matter of Donna Wilburn, Case Nos. NV180502-04, NV20MFT001, NV20MFT007, NV20MFT009 & NV20MFT012 (For discussion/possible action)
- Henna: Okay, so we'll just give them time to review the document. You want to focus beginning on page three, towards the bottom, that's the stipulated facts and conclusions of law. Then the stipulated adjudication, which is the agreed upon discipline, begins on page 13.
 - Jennifer: I think everyone has had a chance to review it.
 - Henna: So, at this point, if you have any questions for myself, for Ms. Wilburn or her attorney, Ashley Olson, now's the time to do that. Also, you may discuss the consent decree amongst yourselves, and then finally, you would then come to decision of whether or not to accept the consent decree or not.

- Ashley Olson: I'm representing Ms. Wilburn in this matter. Good morning members of the Board, we believe the stipulations outlined in the consent decree are both fair and reasonable. It is important to highlight that Ms. Wilburn has proactively addressed the allegations in the complaint, taking significant steps to ensure that any alleged violations do not reoccur. First, Ms. Wilburn has implemented an EHR system to organize and consolidate files. She's updated her intake documents to better illustrate the efforts and made to secure informed consent from both parents and she additionally has attended ethics trainings and trainings for high conflict cases. So, we hope the Board will consider this information and vote in favor of the proposed consent decree. Thank you.
 - Motion to accept the consent decree as written in the matter of Donna Wilburn, Case Nos. NV180502-04, NV20MFT001, NV20MFT007, NV20MFT009 & NV20MFT012: 1st Steve, 2nd John; Hal abstains; Motion approved
5. Review/Decision regarding the following licensees who have petitioned the Board to be Primary Supervisors for Marriage and Family Therapist (MFT) and Clinical Professional Counselor (CPC) Interns: (For possible action)

Supervision Applicant	AAMFT Approved Supervisor/Supervisor Candidate or Approved Clinical Supervisor	University transcript showing 45-hour graduate-level supervision course	Mentor Signature of Supervisory Experience
Leah Gardner	Yes	N/A	N/A
Brittni Mooney	Yes	N/A	N/A
Jaclyn Elo	Yes	N/A	N/A
Tiffany Simonetti	Yes	N/A	N/A
Bria Culp	N/A	Yes	Yes

- Jennifer: I was wondering for Bria; do we need a statement of exactly how many supervised hours were completed in that letter of support or does what we have suffice?
- Joelle: I see what you're saying. So, it just gives timeframes from April to December 2023. It doesn't necessarily say 25 hours or more during that time.
- Jennifer: So, my thought is that a fair assumption would be that between April and December, 25 hours would occur. What I don't want to do is open us up for setting a precedent that then gets us into trouble later. So, input from the board is always welcome. Thoughts from the rest of you about that?
- Marta: I think it would be good to get a new letter.
- Steve: I agree.

- Motion to approve Leah Gardner, Brittni Mooney, Jaclyn Elo and Tiffany Simonetti as Primary Supervisors: 1st Jenny, 2nd Marta; No abstentions; Motion approved unanimously.
- Motion to approve Bria Culp as a Primary Supervisor contingent upon her letter verifying hours: 1st Steve, 2nd Jenny; No abstentions; Motion approved unanimously.

6. Review/Decision regarding the following applicants who have petitioned the Board for approval of prior experience hours from out-of-state: (For possible action)

Applicant	Total Number of Hours	Prior Experience Form	State Verified Hours	Letter from Previous Supervisor
Natacha Chaney	935	Yes	Yes	Yes

- Joelle: The amount of requested hours is correct on your agenda.
- Sara: The only thing that makes me uncomfortable is the estimated 40 hours of personal therapy since we all try to be really precise in tracking. I'm wondering is that part of the 935 hours.
- Jenny: I just did the math and the 935 is not including the estimated hours. I was wondering about that too. So, I'd be comfortable with the 935.
- Joelle: A supervisor letter did come in right before the meeting. Is it okay if I read it to you?
- Jenny: Yes, please.
- Joelle: "To whom it may concern, I'm writing to affirm the employment status and commendable performance of Ms. Natasha Cheney, who has been an employee of mine since 2021. During her time with me, Natasha has consistently met all our requirements set forth for her position and California board requirements. She has demonstrated remarkable reliability and her interactions with clients and with her employer. Natasha works hard to meet her clients where they are at and is a great asset. Natasha's hard work has not gone unnoticed. She has shown a commendable commitment to her role as a therapist and has been a great part of our team." This is written by Christina Whitney, LMFT.
- Marta: I just noticed that in the documentation, the group hours which we tease out for indirect hours is all inclusive in the direct hour status. The question might be to Natasha, what would be the percentage of group hours that you did compared to the couples, the family therapy and the individual hours?
- Natacha Chaney: So, I actually have not done any group sessions. Most of my hours have been with children and couples. I really enjoy couple therapy so most of it has probably been between those two. I have done some family sessions, but I find that it's been mostly children and couples.

- Marta: Thank you.
 - Motion to accept the hours for Natacha Chaney: 1st Marta, 2nd Sara; No abstentions; Motion approved unanimously.
7. Discussion regarding mental health parity and Nevada Psychological Association proposed legislation (Advisement) – Dr. Michelle McGuire
- This agenda item was stricken.
8. Review, discussion and possible action regarding Nevada’s involvement in the Counseling Compact for Clinical Professional Counselors (For discussion/possible action) – Joelle McNutt
- Jennifer: Thank you all for your public comment and our discussion around this item has changed a bit. Joelle, I'm wondering if you can help orient the Board to what it is we need to here.
 - Joelle: I spoke with Assemblyman Hafen, and he put in a BDR to have Nevada enter the Counseling Compact. That does change our discussion a bit. The specific topics we covered in our conversation were that the only way for us to guarantee that someone understands our laws and regulations is through a jurisprudence exam and compact application fees. I explained that our fee structure is opposite of many states in the nation. In the majority of states participating in the Compact, their application fees are much higher than their renewal fees. Our fee structure is opposite. Our reciprocity application fees are nominal, and our renewal fees are higher. We talked about how Nevada’s involvement in the Compact would impact the number of reciprocity applicants from other states and ultimately our operating budget. He mentioned that he could potentially increase our other fees to offset the revenue lost from reciprocity applications. I reached out to CCE regarding a jurisprudence exam, and they can help us develop, construct and offer an exam. Assemblyman Hafen expressed that he would appreciate a letter of support from the Board if you decided today to support the Compact. He also would like someone to testify before the Legislature in support of the Compact.
 - Jennifer: So, I'm trying to do a little math and in the written commentary and the verbal commentary, I think there have been some really powerful points made about accessibility and continuity of care. I think as a Board, what's important for us to understand are the logistics and also the financial implications because what I'm hearing is with the compact fee of 450, if we had a licensee who has Nevada as their home state and they want to join the compact, they're paying their renewal fee for Nevada plus an additional 450 plus an additional, was it \$45 per state they wanted to join?
 - Joelle: The compact commission charges a fee. I'm not sure that fee is set yet, but what they were sharing with us at our conference was it would be a \$35-\$45 fee that goes to the compact commission for every state that that person wants to have privilege to practice. So that goes to the commission for administrative fees and then the compact application renewal is based on the renewal cycle of the state. So, ours would be two years because we have a two-year renewal cycle.

- Jennifer: So, I'm not remembering whose letter it was in our written commentary, but somebody had offered some really insightful thoughts about mental health parity. I'm thinking about what counselors make in Nevada and certain parts of the nation. And so, we're looking at potentially a doubling of what it costs at minimum to practice. I'm also then wondering how that trickles down to our consumers. I guess I have concerns.
- Hal: I just want everybody to be aware that there are good things and bad things about compacts. I don't want to undercut by any means the issue of the compact as a viable and useful tool to provide authority for properly trained professionals to provide those services very often in areas in which are underserved. I'm just saying I think we've got to take a look at our regs to make sure that we're not creating a problem here.
- Steve: I'm going to ask you, Joelle, to walk us through the core standards and requirements for states practitioners to be in the compact. I think we already know that we hold our licensees to high standards and rigor, and it is not an equivalent comparison of what Nevada licensees must demonstrate for licensure here compared to other states. For example, Nevada, we have to do certain CEUs that other states don't. Our diversity CEUs, the quantity of suicide CEUs, and practitioners from other states do not necessarily have to keep those standards. Would you walk us through essentially the core requirements for the CPCs throughout the compact?
- Joelle: Let me pull that up.
- Jennifer: They define approximately 27 out of the 60 credit hours. What we require that they don't includes counseling theories, specifically a pre-practicum or techniques. Interestingly, practicum and internship, a substance abuse course, a couples counseling class, a family systems class crisis and trauma and grief. They don't specify how many postgraduate hours are required. I do have concerns because it's a 60-credit hour counseling degree or related. So, it doesn't actually necessarily have to be a degree in counseling, and they don't actually have to necessarily have had any substantive pre-graduate supervised practice.
- Joelle: I found it. It's in it's in section three and the compact requires licensees to have 60 semester hours or 90 quarter hour master's degree in counseling or 60 semester hours, 90 quarter hours of graduate coursework including the following, professional counseling orientation and ethical practice, social and cultural diversity, human growth and development, career development, counseling and helping relationships, group counseling and group work diagnosis and treatment assessment and testing, research and program evaluation and other areas as determined by the commission. The compact requires the licensees to complete a supervised postgraduate professional experience as defined by the commission. So, what that would mean to me is that all fully licensed independent people, the same people that would be eligible for reciprocity through A CPC reciprocity application, would be eligible to join. Another requirement is that we have a mechanism in place for receiving and investigating complaints about licensees, which we have. So those are the required areas for a person to be eligible to join.
- Steve: So, Joelle, just kind of echoing what you're saying, fully licensed CPCs, LPCs in other states in this compact, would qualify for reciprocity in a streamlined fashion with our current system if we were in the compact, that streamlined a little bit more, correct?

- Joelle: So, our reciprocity process and laws are very generous in the sense that they get expedited application processing and the only difference between the reciprocity laws that we currently have, and the compact are two. First, if you're in the compact, your home state is responsible for your FBI background check and vetting that you have a clear license and good standing. Reciprocity applicants have to wait eight to 10 weeks for the Nevada Department of Public Safety to process their background check. So compact applications will go through eight to 10 weeks faster, than I can process a reciprocity application. The other caveat that we have in our language right now is that if a person has disciplinary action in another state, they're ineligible for reciprocity licensure at all. Through the compact, they do have a stipulation where if a person has adverse action, they have a two-year waiting period where their privileges are revoked and then they are able to enter back into the compact after a period of two years. So those are the differences between our current process now and the compact process. In the compact, you could be issued a privilege to practice number as fast as the system will allow it. So, during renewal season, I can process a renewal in two and a half minutes. So, in two and a half minutes someone could get a privilege to practice in Nevada versus having to wait for their background check to come back from the Department of Public Safety.

- John: A couple of observations. First, our own licensure language says graduate degrees and fields related to mental health. So, our own language allows for variation in degrees. We've certainly licensed people with psychology degrees who've had to take supplemental coursework, but I don't want us to assume that we have additional restrictions that aren't there to begin with. Secondly, some of this argument would've made sense before the reciprocity mandate. Now that we have the reciprocity mandate, all you need is a license in another state, and you can be licensed in Nevada. We do not review the qualifications that they've met in order to receive that license. So, I think that any argument about those differences is academic because we already do that. Now, I would even argue that this actually puts some minimum educational requirements in place that do not exist in our reciprocity statute. I think the jurisprudence idea is a good one. I think we need that. Seeing some of these adverse actions that we've had. I think having some sort of continuing education requirement for Nevada law is really a long time overdue. And so, I would see that as a good thing in terms of upping our game. In terms of the fees, remember this will be a voluntary thing. I think that's not a legitimate argument either because it's voluntary for one thing and that \$450 gateway cost opens the door to a number of other states. One thing that impressed me with the comments that came in is that this serves our licensees as well in terms of their ability to expand the services we provide.

- Jennifer: I have thought about that as well. I think there's so many benefits to that. I also wonder how many Nevada providers will then focus their practice in states that reimburse higher or that charge that they can charge more in a private market, right? If I can practice in Manhattan and charge double, then maybe I don't see anybody in Nevada anymore. I think about the possibility in both directions, maybe more good than bad. We don't get to make a choice about this necessarily, but more rather whether we are writing a letter of support and what is contained in that.

- John: I think keeping in mind our fundamental charges, which is the protection of the public, service to the public, service to our licensees in the foreground.

- Marta: I know you were loosely talking to Assemblyman Hafen about compact fees and coming up with \$450. You also mentioned other fees. I'm wondering if those other fees could cover the office staff that we have now, additional data information that has to be collected for the compact. We might have to add things to our data collection now and

that's going to cost money to have somebody come in and make those changes. Are we going to need an additional person who basically manages the compact within the office? Would those additional fees include being able to pay for that person? Do we need bigger office space to accommodate that or is our office space now big enough to accommodate that? I think it's inevitable that our nation is moving in that direction. I know the MFTs are now starting to talk about a compact, and so that's going to be coming into our state soon. So those are just thoughts that I have. I think it's inevitable. So, I approve it because I think we need to be a part of what's progressive and what's coming into the world for all of our licensees, and we want to just be prepared for them and have the infrastructure as ready and capable as we possibly can have. But would those other fees then pay for the rest, not just the reciprocity that we would lose, but the rest of what has to happen to set this up to make it effective and successful?

- Joelle: As far as office staff and things like that go, I think we might be okay, but that remains to be seen. We will have more office space because we are moving and into a bigger space. So, I think that we would be okay in terms of that. We'll just have to see how everything shakes out. To John's point, this is a voluntary thing and so I don't anticipate that all of our reciprocity active licensees will join the compact. So, we'll just see. I don't know what the level of engagement will be. Judging by public comments that we received, I think it's highly favored in the community.
- John: Let's say we get into it and after two to three years, whatever we decide, that this is just not good for us, for whatever reasons, can we pull out? Is there any provision for that?
- Joelle: Here's what I do know. I do know that it requires legislation and a bill to get in and I think it would require legislation and a bill to get out. I don't know how easy it would be to have someone support a bill to take us out, so we're not stuck. I don't know how hard that process would be.
- Steve: What would be the process of a Nevada CPC applying for the compact and then getting privilege? It's not the same as license to practice in all these states, but it is a privilege to use their Nevada license to practice in these states. What does that look like? And on the other side, what does it look like from somebody from another state to apply with their license for the privilege to practice in Nevada? What would be the Nevada requirements that they would have to satisfy in order to have that privilege?
- Joelle: So, let's say we have a compact applicant from Georgia who wants privilege to practice in the state of Nevada. So that person would have to pay a compact application fee for Nevada to join the compact and get privilege to practice here. What that means for people that are out-of-state is they are responsible for the CEUs and the continual renewal of their license in their home state. So, then we a compact applicant from the state of Florida with privilege to practice and she sees a client in Nevada and that client in Nevada is harmed in some way. Since the treatment occurred with our state lines, it is our jurisdiction. That client could file a complaint with our office and then we would investigate that complaint and work with the state of Florida. If there is an allegation that a client's been harmed, we could remove privilege to practice in Nevada until the investigation has commenced and everything is closed. If a fully licensed CPC in Nevada wants to join the compact, they would need a license that is current and in good standing and pay the compact application fee for each state they want privileges in and renew those privileges on the renewal cycles of the various

states. Each compact application that is submitted also has an administrative fee that goes to the Compact Commission.

- Steve: That was very helpful, thank you.
- Joelle: In every state a person wants to practice, there's a state fee and a compact fee.
- Steve: Who establishes the Nevada state fee?
- Joelle: The state sets the fee is how it is written in the language and hopefully the Board will have some influence on what that is.
- Steve: So, if this keeps moving forward, that's something else for us to work on. One more comment to Marta's earlier point, of course it would increase the volume of the complaints to process for our office folks.
- Sheldon: I know you mentioned the administration fee for the Compact Commission. Does that fee come up every time for renewal?
- Joelle: I'm not sure about the fee for renewal. I looked on the compact website and it says the administrative fee will be added to each request.
- Jenny: We've had some good beginning discussions here. Am I understanding that is what got submitted by Assemblyman Hafen or do we even know what he submitted? That's making me feel really uncomfortable.
- Joelle: There is no language yet. It is being written now. Bill draft request #120 is reserved.
- Jenny: Okay, that is important to me. As much as possible I would like to be involved. In fact, the Compact Commission states that we would have a Board member sit on that commission as well. So, this is going to require our involvement.
- Joelle: We are still involved. We're just not going to be involved in the way that we thought we were because the legislation has already been submitted. We do still have ability to provide feedback or recommendations to Assemblyman Hafen. There will be a member from Nevada on the Compact Commission. So, we will be abreast of what's happening there. So, we will be involved. It just will look differently than originally we had planned because now we are working with someone else.
- Jenny: I think that is so important because there are going to be these logistics. I'm sure everybody on the call is waiting with bated breath to find out if we support this idea. It was so clear from all the feedback. Everyone who submitted feedback was so excited and wholly supporting. There was only one person who presented some possible cons and even they said ultimately, they would support this and would like to see this happen. This is happening anyway. This is the way that we're going. I want to wholeheartedly embrace and feel really solid on what the plans are, how we'll be involved. So, I just wanted that on record that I know this is the way we're going, and I want to do it enthusiastically but also very clearly and very diligently.
- Steve: This is our opportunity to suggest because of course this is happenings. There's a bill being submitted and it's an easy to vote. If you think of the folks in the Assembly

and Senate committees, let alone the full membership, this is really easy to vote for. It's our opportunity to offer suggestions so that folks who are going to have the privilege to practice in Nevada can demonstrate competency and knowledge of Nevada. To endorse with our suggestions is I think where we should go.

- Jenny: I would absolutely recommend the jurisprudence exam. That would be a nice thing for us to have and that's just one of the fees and one of the steps that we would need the hoop to jump through. So, I would absolutely include that.
- Marta: I would like a little more clarification on who determines the home state because I know that it's going to increase some disciplinary issues and it's important just to have an understanding.
- Joelle: The home state is defined as the member state that is the licensee's primary state of residence. The licensee's home state is where they live and then for complaints, it's where the treatment has been provided. So, I wrote down from my notes where the treatment occurs at the time rendered is who holds the jurisdiction over any disciplinary or adverse action. It is my understanding from Assemblyman Hafen that he would appreciate a letter of support, if the Board does support participation in the Counseling Compact and someone representing the Board's to testify before the Legislature.
- Henna: The letter support on behalf of the Board would be drafted by the Executive Director and incorporates the Board's position and then the chair would sign that letter. However, anyone can go testify, but if there's a single person that the Board wants to designate, in addition to the Executive Director, then they would need to vote to allow that person to speak on behalf of the Board.
- Hal: I would simply suggest that the letter contains some simple language that says we'll approve subject to approval of final language of any administrative regulations, statutes, et cetera.
- Steve: I totally appreciate that. It seems to me that joining this compact, the language is pretty standardized and I'm wondering if we vote to support this, can we add that we support joining the compact and that we would like a jurisprudence exam as part of the application for Nevada?
- Sara: I had a few points I wanted to make. I think as thorough as we can be, there will always be ripple effects and unintended consequences that come out of this, and one might be liability insurance rates will increase for licensees. Also, I am a little concerned about losing providers for our home state where we already have a shortage if we become perceived as more strict or more expensive, somebody coming out of university might choose to move out of Nevada. So, I am worried about the number of providers we could be losing from this.
- Jennifer: In response to your question John, about how do we get out of it if we needed to, there is legislation that would need to pass. So, line 668 of the document on page 25, we would have to enact a statute and then six months after enactment is when we could. I think to your point Sarah, it'll be a minute until we see what the outcome is and then probably quite a bit of time to work our way out of it. So, to whatever degree we have control over the statutory language going in, I would love to be able to include

that in our letter of support to ask for whatever we can ask for to help protect Nevadans in the process. Other thoughts from board members?

- Steve: I support joining the compact with the qualifier of a jurisprudence exam. I don't know where everybody else stands though, but if we're going to get this agenda item moving, I support it with some additional language.
- Lauri: I feel the same.
- John: I agree to it. Whether or not we join the compact, I still think a jurisprudence exam is a necessary thing and it can be created, administered by a third party.
- Jennifer: So is it fair to say that the Board as a whole is expressing support for joining the compact with the caveats that we would like inclusion of a jurisprudence exam, that we would like some say over associated fees because we have a responsibility to make sure that our Board office is capable of handling not only the data but the influx of potential disciplinary matters that may be increasing, and that we would like the opportunity to review the proposed language before it's enacted. Is that a fair summary of what I'm hearing?
- Sheldon: I see both sides of it. I just have some concerns with providers and losing providers. We were already in a state where we lack providers and I was hoping that Dr. McGuire was able to present today because when it comes to insurance companies, it can be difficult sometimes to get reimbursed and the issue there. I don't think it's that black and white. I think there's, again, I see both sides of it. To the point regarding the exam, I like that idea. I guess my concern with that is though we're in a time where we have so many of our licensees that are having a hard time passing the national exam. So here we're talking about another exam. I have supervisees who've haven't been able to pass the exam 5, 6, 7 times and these are very capable, very tactful, skilled, experienced therapists here that can't even and get license in our state. So here we're talking about another exam. I come before all of you just in terms of ensuring that we look at everything and I think we've always done a good job of that.
- Steve: Joelle, can you let us know what you found out about the development cost and outline of a jurisprudence exam?
- Joelle: I reached out to CCE regarding composing and administering the exam. There are four formats. The cost of the exam would be on the licensee, and it is \$100.00.
- Hal: I think most of the members of the Board are generally in favor of joining the compact, that there's real value to it. We don't want to get into the discussion of the exam now so that we don't move this thing forward. So, I'm going to suggest that we simply say we support entering the compact and being active in the review of the final language.
- Steve: I think it is wise that we hope to review the language. Ultimately the Assemblymen and the folks who are writing the bill do not have to give us that opportunity. I wonder is this the opportunity for us to suggest in our letter of support that we hope if we hope for a jurisprudence exam. So that it could be written into the language as it's now clarified moving forward.
- Joelle: I could draft the letter and put it on the agenda for next month.

- Steve: I think a generic letter that we then give mild critique to could happen during a Board meeting.
 - Motion to endorse the Counseling Compact for Clinical Professional Counselors and authoring a letter of support: 1st Steve, 2nd John; No abstentions; Motion approved unanimously.
9. Review, discussion, and possible action to approve the Casey Neilon auditing contract (For discussion/possible action) – Joelle McNutt
- Joelle: Casey Neilon has been our auditor for the last two years and this is a continuation of that contract.
 - Jennifer: I'm guessing from a budget perspective it fits right in.
 - Joelle: I budget \$21,000 for the audit each year. This contract proposes terms of \$17,850 and 18,750 which are below the budgeted amount, so we are fine there.
 - Motion to approve the Casey Neilon contract: 1st Jennifer, 2nd Sheldon; No abstentions; Motion approved unanimously.
10. Report from President (Advisement)
- Jennifer: No report.
11. Report from Treasurer (Advisement)
- Lauri: Joelle and I have been working together as she is looking for new office space and that's really the only big thing with the budget is just making sure that whatever rent she comes up with fits into the budget and so far, so good. It looks like we might have a winner on this last one.
12. Report from Executive Director (Advisement)
- Joelle: I attended a meeting with all the Executive Directors held by the Office of Boards, Commissions and Councils Standards through the Department of Business and Industry last week and we were informed that there will be proposed legislation to reform Boards. The state of Iowa recently went through similar reform, and it passed in April of this year. So, we are going to continue to watch what happens. I did talk with Dr. Sanchez and Ms. Haag afterward and let them know that my goals are to efficiently and expeditiously license people so that they can take care of people in our communities and contribute positively to workforce development. I will continue to do that until someone tells me otherwise.
 - Hal: Thank you for doing that.
 - Jennifer: I have to acknowledge all of the work that has gone in from all of you that have been Board members for a really long time, working tirelessly to create a Board that is well-functioning, productive and doing the important work that needs to be done. I got to come into such a well-functioning group of people. It makes me really sad and worried that we're being impacted by perhaps other Boards that don't function the way that you all have figured out how to function together. This, I think in combination with

trying to navigate joining the interstate compact, might prove to be really messy. We have to be prepared to do our job to the best of our ability with whatever power we get for however long we have it.

- John: I wanted to just add my appreciation for Joelle and for all that you've done to keep it together and for the rest of the Board that we are in many ways a model Board. I've been here a long time. I came in when counseling was really under the thumb of it. It was a real inequity between the licenses and there is really now a feeling of comradery and of a single profession with two specialties and it really feels good to be part of that.
- Steve: I also anticipate that there will be strong objection and opposition if we think about the Boards that would be wrapped into a Behavioral Health Board.
- Marta: My heart feels heavy right now. I was a part of early discussions when managed care came into effect and it trickled down to affect us as clinicians and how we provide treatment and services to our clients and if I can just go on to say then, policies and procedures, one size does not fit all. We know as we've gone through disciplinary processes that one size does not fit all. There are variables and extenuating circumstances that need to have a voice of reason and compassion executing something that's going to affect somebody's life. But I do believe that it's going to be inevitable and that we need to still, to the best of our ability as we do as therapists, advocate and take care of our clients in the best way that we can. We need to, with the power and with the compassion that we have, say we're going to take care of the state of Nevada, the public, as best as we can until we can't do it anymore. That's just coming from of my heart.
- Joelle: I will give you all more information as this all unfolds. The Board office is going to move to N. Rainbow Blvd. It will be a little bigger than what we have now, and all services will be included such as utilities and cleaning. So, for next month, I will revise the budget, and that budget is going to include revisions for moving costs, updated rent costs, and then this year they increased the cost of our health insurance, so I have to add some more money to medical insurance. I have included the productivity spreadsheet for your review.
- Sheldon: I had quick question on the floor plan that you provided us. What is in the middle?
- Joelle: That area is an open area that has data drops around the perimeter so the admin desks will go in that space.
- Sheldon: What is the cross street on Rainbow?
- Joelle: I believe it is Washington.

13. Report from Senior Deputy Attorney General Henna Rasul (Advisement)

- Henna: No report.

14. Discussion regarding future agenda items and possible future meeting dates

- Jennifer: I see that we have a future meeting already scheduled for September 20th and I also have a note to hold it for a hearing. Is that still applicable?
- Joelle: Yes, I would recommend all day, from 9:00am to 5:00pm.

15. Board member comments

- Sara: Dr. Ross, you did a great job chairing your first meeting.

16. Public comment

No vote may be taken upon a matter raised during a period devoted to public comment until the matter itself has been specifically included on an agenda as an item upon which action may be taken. (NRS 241.020)

- Naomi Wilborn: I just wanted to share some information from the Counseling Compact, section six. It specifically mentions active-duty military personnel or their spouses. So, it says active-duty military personnel or their spouses shall designate a home state where the individual has a current license in good standing. The individual may retain the home state designation during the period of the service member on active duty subsequent to designating a home state. The individual shall only change their home state through application for licensure in the new state or through the process outlined in section five. I just wanted to mention that because, I believe, it was Marta that had asked about the military spouse having to select their new state, the state that they're ordered to ask that home state, which would defeat the purpose of the compact because then we would just have to continuously change our home state every time we got order and apply for that state licensure, like the new state or the new state. So, I just wanted to bring that portion of the compact to you all's attention. Thank you.

17. Adjournment

- Meeting adjourned at 12:23 PM.

Written Public Comments Submitted

From: Randi Charbonnet

Sent: Sunday, August 11, 2024 6:18 PM

To: mft bd2

Subject: Re: Upcoming Board Meeting: Public Comment

I think enacting this compact in Nevada would be extremely beneficial for clients to provide overall better access to care, and also for continuity of care. I have had several clients who had to be referred/discharged from my caseload simply because they moved and I was not licensed in their state. Many of them chose to stop therapy entirely because they didn't want to "start all over" with trying new therapists until they found the right fit again.

I also think it would help us as a profession by being a united front. Many professionals look down on the CPC license (citing Social Workers and MFTs are the "better" license), so unified standards adopted nationally enhances our credibility as a profession.

Sent from my iPhone

From: Mika Perkins
Sent: Sunday, August 11, 2024 4:44 PM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

Hi Joelle,

I will not be able to attend the meeting in person or virtually, so I wanted to offer this comment on why I'm in favor of the compact and want to implore board members to advocate for this legislation:

The Counseling Compact legitimizes our work as therapists on a national scale. By creating a standardized set of regulations that states can adopt, it acknowledges the rigorous training and professional standards we adhere to as counselors. This not only strengthens the credibility of our profession but also elevates the status of mental health services in the broader healthcare landscape. Moreover, the Compact significantly expands our reach as counselors. Many of us encounter clients who move between states or live in areas where access to qualified professionals is limited. By participating in this Compact, we can continue providing consistent care to our clients regardless of their location, ensuring that those in need of our services can access them without unnecessary barriers. The Counseling Compact also opens doors for greater collaboration and professional growth. Imagine the possibilities of working with colleagues in different states, sharing resources, and learning from diverse perspectives. This level of interconnectedness can enhance the quality of care we offer and contribute to our own development as practitioners.

From: Linda Arrossa
Sent: Monday, August 12, 2024 6:51 AM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

I would like to comment on licensure from another state. I am licensed in Idaho as a Licensed Clinical Professional Counselor and a Licensed Marriage and Family Counselor. My licensure for LCPC started in 1996 and my LMFT started in June 2003. I have trained and taken many, many courses over the years that I have been counseling. When I applied to Nevada, they stated that I would have to take additional courses for my LMFT. I have been in practice for 28 years and I would like the Board in their meeting to consider these things when licensing. I know there is a need for more counselors in Nevada and not granting reciprocity for someone already licensed and practicing in an adjoining state is curious to me. I would like to see more cooperation between the state licensing boards as I know how great the need is.

Thank you for considering this information for the Marriage and Family meeting.

From: Heather Doll
Sent: Monday, August 12, 2024 6:59 AM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

Good morning!

I am currently residing in Nebraska and licensed in Nebraska and Nevada. I am very hopeful for the counseling compact and what it can provide for so many clients and patients across our country. I have been working as a counseling professional for going on 8 years now and have had to say goodbye to several clients over the years who have moved out of state. Not only would the counseling compact provide a continuity of care for counselors to continue seeing clients who have established care, but would also make finding a counselor much easier. With the approximately 36 states that have already joined the counseling compact, I hope Nevada considers to join as well!

From: Alice Wilson
Sent: Saturday, August 10, 2024 7:55 AM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

Hello Joelle,

I am very happy to hear from you regarding the Counseling Compact opportunity. We learned about this through Capella and prayed that Nevada would join. This gives CPC the flexibility to help clients in other states.

Hopefully the board will allow interns to practice outside of Nevada through the Counseling Compact program to obtain hours towards their full license.

There is a critical need for mental health services across the country. Unfortunately the profession is limited by regulations constraints. Please include interns since we already have primary and secondary supervisors, and the Counseling Compact would cover them. I look forward to hearing the great news.

From: Alexander Linderman
Sent: Friday, August 9, 2024 4:09 PM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

Good afternoon Joelle,

Thank you for including me in this important initiative. I am fully in support of the Counseling Compact and the potential legislation that would allow Nevada to join it. This move would be a significant step forward in enhancing the flexibility and mobility of Clinical Professional Counselors, ultimately benefiting both counselors and the clients we serve.

I believe that joining the Counseling Compact not only legitimizes our work as mental health professionals across the United States but also allows us to reach more individuals who need support and guidance. Many people are in need of a good counselor to help them

navigate their challenges, and this Compact will enable us to provide consistent and accessible care across state lines.

Please consider this email my formal written comment in favor of Nevada joining the Counseling Compact. I appreciate the opportunity to contribute and look forward to the outcomes of the meeting.

Thank you for your efforts in organizing this important discussion.



From: Ammie Carr, LPC
Sent: Friday, August 9, 2024 2:54 PM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

To the esteemed members of the State of Nevada Board of Examiners for Marriage Family Therapists & Clinical Professional Counselors,

I am writing to express my strong support for Nevada's adoption of the National Counseling Compact. This initiative is not only a progressive step for the counseling profession but also a critical move to enhance access to mental health care for clients across our state.

The National Counseling Compact provides a streamlined process for licensed professional counselors to practice across state lines, ensuring that our highly qualified professionals can respond to the growing demand for mental health services. This is particularly important for Nevada, where rural and underserved areas often struggle with a shortage of mental health providers. By joining the Compact, Nevada will enable counselors to serve these communities more readily, reducing wait times and ensuring that clients can receive the care they need when they need it.

For therapists, the Compact offers the flexibility to expand their practice without the burdensome requirement of obtaining additional licenses in each state they wish to serve. This not only benefits counselors who may have clients in multiple states, but it also enhances their professional mobility and opportunities for growth. I, myself, am a resident of Texas with licenses in TX, AZ and NV who obtained these licenses to help address the mental health shortage across the country and can personally attest to the burdensome processes to get this accomplished. There are currently some states I cannot even obtain my license in, such as CA, FL and NY due the lack of reciprocity offered there, despite my 10 years of independent licensing experience. What a missed opportunity! Additionally, this professional flexibility can lead to a richer, more diverse counseling workforce in Nevada, bringing a variety of perspectives and expertise that ultimately benefits the clients they serve.

Moreover, the adoption of the Compact will allow Nevada to remain competitive in attracting and retaining top talent in the field of mental health. As more states join the Compact, therapists will increasingly seek out locations where they can practice with ease and efficiency. If Nevada is to remain a leader in providing comprehensive mental health services, aligning with this national initiative is essential.

In conclusion, adopting the National Counseling Compact is a vital step toward improving access to quality mental health care for all Nevadans. It empowers our counselors, supports our communities, and

strengthens our state's commitment to mental health. I urge the Board to support this initiative and take the necessary steps to ensure Nevada joins the National Counseling Compact.

Thank you for your consideration.

From: Erin McGinty Fort
Sent: Friday, August 9, 2024 2:43 PM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

Hi there,

I fully support joining the Counseling Compact. Many companies, especially those with telehealth components, are gravitating toward licensed psychologists because they have PsyPACT. This lessens the burden on companies to credential multiple providers, in multiple states, so it reduces workloads for the company and requires less resources (staff, therefore money). If a CPC's home state is not part of the Compact, then they are not able to take advantage of the Compact, even if they are licensed in another state that is a part of the Compact.

So, not being a part of the Compact has direct implications for professional counselors' career opportunities and abilities to remain competitive with other disciplines.

I appreciate the invitation to offer feedback, and your time and consideration.

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From: Marvin Lucas
Sent: Friday, August 9, 2024 1:51 PM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

I'm am supportive for NV joining NCC.

.....

From: Brittany Davis
Sent: Friday, August 9, 2024 1:12 PM
To: mft bd2 **Subject:** Re: Upcoming Board Meeting: Public Comment

Dear MFT Board and Compact Committee

I appreciate the opportunity to discuss the Counseling Compact and its significance for my practice as a licensed professional counselor. I wholeheartedly support this initiative, as it offers numerous benefits not only for my professional development but also for the clients I serve.

The Counseling Compact facilitates greater mobility for counselors, enabling us to practice across state lines without the burden of obtaining multiple licenses. This streamlined process enhances our ability to

5.18.21 ADA Compliant Joelle McNutt

provide timely and effective services to individuals in need, particularly in situations where access to mental health care may be limited. Moreover, the compact promotes a standardization of practice and regulatory requirements among member states, which ultimately contributes to a higher quality of care.

By participating in this agreement, I can expand my reach and collaborate with colleagues in different states, enriching my professional experience and enhancing my skills. In summary, the Counseling Compact is a vital step toward improving access to mental health services while supporting the professional growth of counselors. I am enthusiastic about the opportunities it presents for my practice and the positive impact it can have on the communities we serve.

Thank you for considering my perspective on this important matter.

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From: Sharon Baysinger
Sent: Monday, August 12, 2024 12:48 PM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

Yes, please include Nevada in the compact. It is past time for this.

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From: Ron Toft
Sent: Tuesday, August 13, 2024 12:01 PM
To: mft bd2
Subject: Re: Upcoming Board Meeting: Public Comment

To Joelle McNutt and the Board,

Thank you for sincerely addressing this impactful topic and allowing the us the opportunity to speak into it as well. Unfortunately, I am unable to attend the meeting in person so I wanted to write in and express my full support of joining the Counseling Compact in the strongest terms. I believe that this is the future of the profession and one of the most effective ways to ease the public's access to care, as well as allow CPC's in Nevada to remain competitive in a rapidly evolving field.

As a CPC Intern (and a relatively new one at that), one of the few advantages I have to offer my colleagues is a fresh perspective on where the field appears to be headed. I started my Master's program at the beginning of the COVID pandemic and watched how quickly things had to change for psychotherapy, and how quickly people adapted. Furthermore, I am certain that AI will change the game for therapists within the next decade. Demand for our services is higher than it has always been, and will only increase as younger generations age up. Mental health services are getting more legislative attention than they have in decades. In this rapidly changing environment, greater flexibility, not less, will help us to survive and thrive.

The Counseling Compact, if absolutely nothing else, will give CPC's a fantastic recruiting advantage over the other helping professions trying desperately to cover the ever-increasing mental health need in our society. As a professional who believes that we (along with MFT's) are uniquely positioned and trained to best address that growing need, we simply should not allow this opportunity to slip past us.

From: Kendra Forney

Sent: Tuesday, August 13, 2024 8:52 PM

To: mft bd2

Subject: Re: Upcoming Board Meeting: Public Comment

I was licensed as an LPC in the state of GA. When I moved to NV there was not reciprocity for my LPC license. I was required to complete an additional masters level class and sit in front of an interview board in order to get my CPC license. With the Counseling Compact, I would again have a licensure problem since I have allowed my LPC license to lapse. Reciprocity is very important, in my opinion, but there should be a period to be grandfathered in with those of us who have completed the hours, the courses, and that have worked or are working in the field.

.....
From: Hattie Williams

Sent: Thursday, August 15, 2024 7:46 PM

To: mft bd2

Subject: Re: Upcoming Board Meeting: Public Comment

To Whom It May Concern,

I am licensed counselor in the State of Nevada, and North Carolina. I am writing to encourage legislation that will allow Nevada to Join in on The Counseling Compact. Joining in on the Compact will allow Nevada counselor will improve continuity of care when clients or counselors travel or locate.

Being able to provide my client's the care that they need while traveling to Nevada has made a big difference for me.

Thank you

From: Dr. Keith Fairclough

Sent: Friday, August 16, 2024 7:34 AM

To: mft bd2

Subject: Urgent: The Necessity of Nevada Joining the Counseling Compact

Good morning State of Nevada Board of Examiners for MFT and CPC,

I hope this message finds you well. I am writing to you today to discuss a critical issue that has far-reaching implications for our state's mental health landscape—the necessity of Nevada joining the Counseling Compact. As a state, we are facing an increased demand for mental health services, and it is imperative that we take proactive measures to address this growing need effectively. By joining the Counseling Compact, Nevada stands to gain numerous benefits that will enhance our mental health services, increase access to diverse counselors, and bolster the business opportunities for our therapists and counselors.

Addressing the Increased Need for Mental Health Services:

The demand for mental health services in Nevada has surged, driven by various factors including the ongoing pandemic, economic uncertainties, and societal pressures. Joining the Counseling Compact will significantly expand access to qualified mental health professionals, ensuring that our residents receive timely and effective care. This move will help alleviate the current strain on our mental health system and provide much-needed support to those in crisis.

Increasing Access to BIPOC Counselors:

Diversity in mental health care is paramount. By joining the Counseling Compact, Nevada can attract a more diverse pool of counselors, including those from Black, Indigenous, and People of Color (BIPOC) communities. This increased access will allow clients to connect with counselors who understand their unique cultural and social contexts, leading to more effective and empathetic care. It is crucial that our mental health services reflect the diversity of our population.

Enhancing Business Opportunities for Nevada Therapists and Counselors:

Joining the Counseling Compact will open up new business opportunities for Nevada-based therapists and counselors. By making it easier for out-of-state counselors to practice in Nevada, we can create a more competitive and dynamic market. This influx of professionals will encourage innovation and collaboration, ultimately benefiting both providers and clients.

Increasing Counselor Profitability:

With the streamlined reciprocity process that the Counseling Compact offers, counselors will be able to expand their practice across state lines without the need for additional licensure in each state. This increased portability will allow counselors to serve a larger client base, thereby enhancing their profitability. The ability to practice in multiple states will also provide financial stability and growth opportunities for our counselors.

Streamlining the Reciprocity Process for Out-of-State Counselors:

The current licensure process for out-of-state counselors to practice in Nevada can be cumbersome and time-consuming. By joining the Counseling Compact, we can streamline this process, making it more efficient and less bureaucratic. This will encourage highly qualified counselors from other states to bring their expertise to Nevada, enriching our mental health services.

Improving Counselor and Therapist Portability Across the Nation:

The Counseling Compact facilitates the portability of licenses, allowing counselors and therapists to practice in multiple states with ease. This flexibility is particularly beneficial for counselors who move frequently due to personal or professional reasons. By joining the Compact, Nevada can ensure that our

counselors maintain their practice and continuity of care for their clients, regardless of geographical changes.

Stabilizing Continuity of Care for Our Clients:

One of the most significant benefits of joining the Counseling Compact is the stabilization of continuity of care for clients. When counselors move out of state, clients often face the disruption of their therapeutic relationship, which can be detrimental to their progress. The Compact will allow counselors to continue serving their clients seamlessly, ensuring that their therapeutic journey is uninterrupted.

In conclusion, joining the Counseling Compact is a necessary step for Nevada to address the increased need for mental health services, enhance access to diverse counselors, and create new opportunities for our therapists and counselors. It will streamline the licensure process, improve portability, and stabilize the continuity of care for our clients. I urge you to support this initiative and help us build a more robust and inclusive mental health system in Nevada.

Thank you for your attention to this important matter. I look forward to your support and collaboration in making this a reality.



August 9th, 2024

State of Nevada Board of Examiners for Marriage Family Therapists & Clinical Professional Counselors
7324 West Cheyenne Ave. Suite #10 Las Vegas, Nevada 89129

SUBJ: Public Comment on the Counseling Compact

To the members of the Nevada Board of Examiners for Marriage and Family Therapists and Clinical Counselors,

My name is Dr. Madeline Clark, LCPC-S (#CP5576-R), LPC (VA), NCC, CCMHC, ACS and I am writing to make a public comment regarding the Counseling Compact. Thank you for giving Nevada’s counselors this opportunity to comment about this important opportunity. As a licensed clinical mental health counselor, counselor educator, and military spouse, the Counseling Compact is something that I find critical to the further professionalization of counseling, increasing mental health access, and support of counseling students and military families with equitable opportunities in the workforce.

As a professional counselor, I have lived and worked in three states, Virginia, Ohio, and now, Nevada. I have directly experienced the challenges associated with licensure portability, waiting weeks and even years to obtain a professional license to practice due to bureaucratic rigidity.

When moving from Virginia to Ohio as a fully licensed counselor who had completed a 4000- hour residency, the state of Ohio told me I did not have reciprocity due to a) not being licensed for five years and b) not taking a 4-credit hour course in diagnosis (I took the three-credit hour version, which is aligned with CACREP standards). Ohio said if I took the course again, and was re-supervised for 3000 hours, I could be licensed. The course they wanted me to take was a course that I *taught* at the University of Toledo, and still teach at the University of Nevada, Las Vegas (UNLV). My personal story is just one of thousands, where well qualified counselors are barred from licensure due to these misalignments. Thankfully, and gratefully, I was licensed in Nevada by reciprocity shortly after moving here last year.

As you are aware, Nevada is one of the nation’s poorest performing states regarding mental health. Not only in our urban counties such as Clark and Washoe, but especially our rural and frontier counties, which

are incredibly under-served by mental health professionals. Nevada has a desperate need for mental health providers, and the compact may be a way to increase access to Nevadans in greatest need.

The Compact will also be valuable to two other groups very important to me: my counseling students and military spouses. For example, if a student moves to another state they generally have to re-apply for licensure. Experienced licensed practitioners may not be able to obtain licensure in a different state without overcoming a number of obstacles in the new state, including obtaining additional coursework, licensing exams, or supervised clinical practice hours (see my anecdote above). Since many of our students are from many of our closely bordering states (Arizona, California, Utah) the compact will not only ease this burden but also increase interest in our program at UNLV. These same licensure challenges apply to military families (another group to which I belong). With the presence of a great number of active military members and their families in Nevada at various duty stations, such as a Nellis Air Force base, becoming a member of the Compact will also ease the burden of military spouses licensure within states. Ultimately, I believe the Compact will increase licensure portability for licensed counselors while allowing state regulatory agencies to better protect consumers through the sharing of licensure information. The Counseling Compact respects each state's authority to regulate the profession within their state. Each counselor must abide by the laws and rules of the state in which they are practicing, including adhering to that state's scope of practice.

I believe the Counseling Compact will increase licensure portability, ease the burden on counseling students and military families, continue to allow state regulatory agencies to protect consumers, and help alleviate Nevada's mental health crisis. The compact will be a benefit to counselors and consumers alike in Nevada by:

- Increasing counselor mobility for counselors who meet uniform licensure requirements,
- Increase access to mental health counseling for clients,
- Ensure seamless continuity of care for counselors who move to other states,
- Allowing military personnel and spouses to maintain their credentials when relocating, and
- Strengthening the current system of state licensure.

Thank you again for the opportunity to submit my comments regarding licensure and I look forward to supporting the board's efforts as it relates to the Counseling Compact.

Warm Regards,



Madeline Clark, PhD, LCPC-S, LPC (VA), NCC, CCMHC, ACS
Associate Professor of Counselor Education, UNLV Henderson, Nevada

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A Reluctant Endorsement of Nevada Joining the Counseling Compact

I speak today to share that I have serious reservations about the Counseling Compact and its likely effect on Nevada. However, I will conclude my remarks by endorsing passage of the Compact with the hope that this Board may warn lawmakers of its potential impacts.

1. My first concern is regarding the economic reality of supply and demand.

America's demand for mental health has never been higher and the supply of providers - while increasing - continues to be insufficient. The classic capitalistic formula is that with high demand and low supply compensation should be strong. Of course, through the complex relationship between insurance companies and lawmakers, mental health providers defy that logic.

According to the Bureau of Labor Statistics the salary of the average Counselor is \$53,000¹ which is less than the minimum salary advertised for a McDonald's restaurant manager². After 7 years of higher education and three years of post-graduate internship, Counselors make \$30,000 less than a first year Registered Nurse³.

In its most recent annual industry survey, the American Counseling Association revealed that 34% of Counselors hold at least two jobs to survive⁴. In Nevada it's embarrassingly common to see our colleagues selling real estate, teaching yoga, walking dogs, or selling beauty products to make ends meet. No licensed healthcare professional should have to supplement their high demand skill with pizza deliveries or the income of a spouse. But the reality is that many therapists do.

As Nevada becomes a more expensive place to live we shall doom the therapists who are licensed here if we introduce the labor supply of 49 other states. The sudden injection of an infinite competitor market will plummet the already dire compensation of therapists, especially since more than half of all licensed therapists are not in network with our state's low paying insurances and rely on their market value to earn a living.

An objection to this concern might be that under the Compact, Nevada's therapists will be able to access the markets of other states, nullifying the problem. But this ignores the fact that according to

¹ [Bureau of Labor Statistics - Counselors](#)

² [McDonalds Glassdoor](#)

³ [Bureau of Labor Statistics - Nurses](#)

⁴ [ACA Workforce Survey 2024](#)

the Bureau of Labor Statistics, Nevada has a location quotient of 0.52 (half as many therapists as the national average per capita), which is the lowest supply of any state in the nation⁵. This means that when the Compact is signed Nevada's neighbor states (most of which exceed the national average) will have access to Nevada's high demand low supply market, while our therapists join our neighbor's well supplied markets which don't need us.

You may think me unfeeling to observe that Nevada has a need for mental healthcare and yet criticize the Compact's ability to address this need, but this brings me to my second point.

2. My second concern is regarding relieving insurance companies and government leaders of responsibility.

The central cause of the subsistence living of our profession has been the criminal disobedience of federal requirements by insurance companies. According to a 2022 report jointly issued by the Departments of Labor, Treasury, and Health and Human Services, not one of the 156 private insurance companies in America was found to be obeying the law to compensate mental health professionals equitably⁶.

Despite this egregious flouting of federal law, the government issued minimal consequences, at most occasionally requiring an insurance caught destroying therapists' livelihoods to return funds stolen from them, often long after that clinic had gone bankrupt. The report conclusively found that the costs of breaking the law are far cheaper than the costs of obeying it.

Meanwhile therapists are poor. We don't have lawyer money and cannot afford justice. Our only hope is the citizen legislature elected to protect the community. Yet despite mental health being perhaps the only bipartisan issue of our time, and despite the budget neutral solution of requiring profitable insurance companies to simply obey the law, the problem has gone unsolved.

The Counseling Compact represents a golden opportunity for our lawmakers to permanently ignore the problem. Insurances will rejoice as Nevadans get an endless supply of cheap therapists who won't bill insurance. The public outcry which once rang in the ears of the legislature will finally be silenced, and Nevada's local licensed therapists will go extinct.

⁵ [Bureau of Labor Statistics Location Quotient Counselors](#)

⁶ [MHPAEA 2022 Report to Congress](#)

However, as promised, I endorse Nevada joining the Counseling Compact.

Of course you wonder why, and the answer is simple: it is rational. Soon therapists across the nation will have the freedom to live where they choose. Soon, patients across the nation will have the right to see the providers they want without the arbitrary restriction of state borders.

The Counseling Compact is an idea whose time has come, even if it was conceived in a time before venture capitalist internet companies began chewing through providers and patients in an endless hunger for profit⁷.

The Counseling Compact is going to increase Nevada's access to therapists, but eventually the only

5.18.21 ADA Compliant Joelle McNutt

therapists we will have access to won't live in Nevada.

The Counseling Compact is a bridge carrying us toward the freedom we deserve, but it is built upon neglected and unsturdy foundations, which I fear if not remedied immediately will cause our profession's collapse.

I appeal to the Board of Examiners to advocate for the Nevada Legislature to join the Counseling Compact and in the same action to fully address the profession killing violations of the healthcare insurance industry.

Respectfully,

Dr. Jim Jobin, LCPC-S, LCADC-S

About Dr. Jim Jobin

Jim Jobin is a Licensed Clinical Professional Counselor Supervisor and a Licensed Clinical Alcohol and Drug Counselor Supervisor. His doctorate is in Integrated Behavioral Health from Arizona State University, his Masters degree is in Marriage and Family Therapy from Liberty University. Dr. Jobin teaches at UNLV's Clinical Mental Health Counseling Program, UNR's Center for Application of Substance Abuse Technologies, and is Clinical Faculty at UNLV's multidisciplinary mental health training clinic, The PRACTICE. Dr.

Jobin has served two terms as a member of Nevada's Behavioral Health Policy and Advisory Board appointed by Governors Brian Sandoval and Steve Sisolak, is the former President of the Nevada Counseling Association (NCA) and former President of the National Alliance on Mental Illness Southern Nevada (NAMI).



August 14th, 2024

RE: Counseling Compact

I am STRONGLY in favor the Counseling Compact.

Nevada has a shortage of active therapists, especially therapists that have FORMAL specialized training (children, play therapy, emdr, IFS, specific trauma modalities, Couples work, etc.).

Nevada ranks the worst state for mental health, UNR 2022 report.

Being part of the compact will allow Nevadans to have access to more therapists. It will also allow therapists in other states that have specialized training to be accessible to Nevadans.

With any new policy or program, there will be growing pains, but if we are focused on mental health care for Nevadans, this compact is positive, essential step in improving the mental health status of Nevada.

Providers who are concerned and upset about insurance reimbursements and treatment of providers are valid, but unrelated to this compact. It is a scarcity mindset that joining the compact will take business away from Nevada therapists.

Christie LeBeau

Marriage and Family Therapist state intern
Nevada License MI0606
AAMFT Approved Supervisor

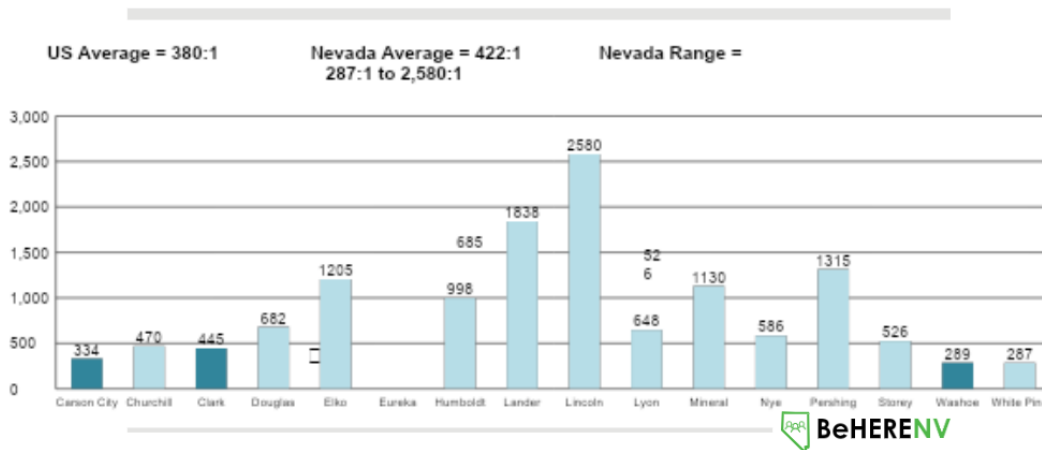
August 15, 2024

Dear Board of Examiners for CPCs and MFTs,

As a professional counselor with over 20 years of experience, a state-approved clinical supervisor, academic instructor, and researcher with a doctorate in Counseling, I am writing with great excitement and strong support for the Counseling Compact. As of May 2024, 36 states have enacted the compact, with legislation pending in six other states. By joining the interstate Counseling Compact, Nevada would send a clear message that we are also committed to upholding high standards in academic training, supervision hours, exams, and licensing on a national level, further strengthening our reputation in professional counseling.

Relying on individual states to determine their own standards has proven to be inconsistent and frustrating, particularly for professionals who wish to relocate and still practice. The Counseling Compact offers a solution for practicing across state lines, ultimately benefiting both practitioners and the communities they serve. Additionally, this compact supports the expansion of the mental health workforce, potentially increasing the number of available providers for our Nevadans, especially in communities where the current ratio of mental health providers is a dismal 1 to 422 or worse:

Ratio of Population to Mental Health Providers in Nevada



Reproduced with permission from Dr. John Packham. Source: Centers for Medicare and Medicaid Services/National Provider Identification File (2021) from the 2022 County Health Rankings and Roadmaps. * = No mental health providers in 2020

Nevada would greatly benefit from welcoming professionals with specializations in areas such as children's treatment, as well as those who bring diversity in language, culture, and other specialized modalities and served populations. Joining the compact will also allow for

greater flexibility for Nevada-based providers, enabling them to continue care with their clients who may reside in multiple locations, if therapeutically recommended.

While there are managed care challenges to consider, joining this network will provide us with opportunities to collaborate with other states on reimbursement solutions, rather than operating in isolation. I strongly believe that the Counseling Compact will enhance the quality and accessibility of mental health care in Nevada.

Thank you for your consideration.

Sincerely,
Roberta Miranda-Alfonzo, PhD, CPC, LCADC, NCC, ACS



Dear Board of Examiners,

As we consider the Counseling Compact, it's essential to recognize the profound impact it will have on our vulnerable populations. I will focus on three areas that I have most frequently observed. Victims of domestic violence often need to relocate quickly, sometimes crossing state lines, to ensure their safety. The compact would allow these individuals to maintain continuity in their mental health care with their trusted counselor, offering stability during a tumultuous time in their lives with the person who may be their first or only support. By enabling counselors to continue supporting their patients regardless of where they move, we provide a crucial lifeline that can be the difference between ongoing recovery and starting over from scratch.

Additionally, the Counseling Compact is particularly beneficial for military families, including spouses who frequently move due to deployments or reassignments. The transient nature of military life can make it challenging for spouses to establish long-term therapeutic relationships. This compact will empower military spouses to receive consistent mental health care with their chosen counselor, no matter where their service takes them. It acknowledges their sacrifice by making sure they receive the support they need, regardless of their location.

Finally, the compact also serves students who leave home for college. Transitioning to a new environment is stressful, and many students struggle with anxiety, depression, and other mental health challenges during this time. Often, these students are still insured under their parents' Nevada-based insurance plans, which would likely turn into out-of-pocket for counseling services in another state—a burden that is not always feasible for a college student. The ACA's Code of Ethics emphasizes the patient's right to choose their therapist and to maintain continuity of care. By allowing students to stay with their trusted counselors even when they move out of state, the compact supports this fundamental right and helps ensure that students continue to receive effective and accessible care. Joining the Counseling Compact will make Nevada a leader in providing comprehensive, patient-centered mental health care, while respecting the autonomy of our residents regardless of where life takes them.

Angel Littlefield M.S.,
Licensed Clinical Professional Counselor

Board of Examiners for MFRs & CPCs

Joelle McNutt, Executive Director RE:

Counseling Compact

Dear Board Members,

Thank you for taking up this issue, I wholly support Nevada's involvement in the Counseling Compact. As you can see in the materials before you, our state continues to trail well behind the national average for counselors per capita. This leaves our citizens woefully under-resourced and this interstate compact should help alleviate that deficiency by inviting more counselors from other states to practice here. Providing more robust options will help everyone.

Furthermore, at present juncture even our Nevada-licensed clinicians are inhibited from providing continued care when our own Nevada-resident patients travel. Examples include, without limitation: military service members, veterans, and their families; college students; survivors of domestic and sexual violence; and businesspeople. Care continuity should not be jeopardized simply due to geopolitical borders when, ostensibly, the clinician's skills and competence are unaffected due to a patient traveling outside of Nevada.

In 2015 the Nevada legislature explicitly stated in NRS 629.510 that telehealth services are not only equivalent in their efficacy as in-person services, but are sometimes specifically indicated to be more effective. As you are all likely aware, voluminous research over the past 10 years - and certainly in the last three - has continued to emerge in support of this assertion, such that it has become common knowledge even among laypeople.

Finally, in March 2020 then-Governor Sisolak issued Directive 011, which waived licensing requirements in order to facilitate care to Nevada citizens during the emergency declaration, allowing out-of-state licensees to practice here with a simple registration. For more than two years this directive stood in effect and no harmful outcomes materialized because of it. Nevada proved the concept and successfully executed it and in fact, the orders nested within Directive 011 probably should have been codified into administrative law.

National reciprocity for mental health practitioners is long overdue. Although not a perfect solution, this is a necessary step and I request that the Board authorize Nevada's membership in this compact.

Jake Wiskerchen

Marriage and Family Therapist
National Certified Counselor

August 15,2024

State of Nevada Board of Examiners for Marriage Family Therapists & Clinical Professional Counselors

7324 West Cheyenne Ave. Suite #10 Las
Vegas, Nevada 89129

Dear State of Nevada Board of Examiners for Marriage Family Therapists & Clinical,

The CACREP accredited counselor education program at the University of Nevada, Las Vegas, is thrilled to offer its full support for the implementation of the Counseling Compact in the state of Nevada. It is imperative that we reduce obstacles for licensed practitioners to reduce barriers to mental health practice that are already present in Nevada, where we rank as one of the lowest states in the nation in access to mental health services.

The CACREP-accredited clinical mental health counseling program currently has 10 full-time faculty and over 80 students and countless alumni. Our program at UNLV prepares students to meet the educational requirements as clinical mental health counselors in most states.

However, this does not guarantee an easy pathway for a licensed counselor to practice in a state other than where they obtained their degree. Often, licensed practitioners face roadblocks that include delays, requirements to take extra coursework, differing post-graduation supervised hours requirements, different licensing exams, and other hidden delays. This not only impacts the counselor themselves, but also the clients that they will potentially be serving.

The Counseling Compact will reduce these barriers, increasing mobility for counselors who meet the requirements of the compact. For example, those in the military and their partners will have a clear path to licensure when they have to move to different parts of the country, often multiple times. As we start our doctoral program in Counselor Education this fall, we have begun to recruit high quality applicants from around the country. Nevada's inclusion in the compact will allow these students, if they are qualified, to easily transition to the Nevada LCPC. Other unique benefits of the compact are specifically related to consumer protections; compact member states will be better able to communicate any ethical or licensure violations, suspensions, or penalties. This will alleviate bad actor practitioners from losing licensure in one state and seeking it in another.

Some individuals may express concerns that the compact will allow individuals who don't professionally identify as counselors to enter the profession. This is a misunderstanding, and individuals who only qualify for licensure in the compact member states will be able to apply for reciprocity through the compact. In fact, we have already seen multiple states (such as New York) increase the rigor of their counseling license (increased hours, added a course in diagnosis) to maintain parity with the rigor of other compact states, just to be included in the compact.

We are excited to support inclusion of the state of Nevada in the Counseling Compact. This will benefit the students that graduate from our clinical mental health counseling program, possible doctoral students we admit, and the clients and communities that they serve.

Thank you,

Heather Dahl-Jacinto, PhD, NCC, ACS
Associate Professor

Counselor Education Program Coordinator, University of Nevada, Las Vegas

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Would like to first thank the Board for the opportunity to speak on this matter. Much like many clinicians that worked during the pandemic, the experience of rendering services to clients during a time of uncertainty and having temporary flexibility of continuing services with clients that travelled out of state, was an eye-opening experience that fostered the need of change within the national level. Having the conversation for Nevada to become a part of the National Counseling Compact Act is truly a step in the right direction.

On the website for the National Counseling Compact Act, it stated that MFTs are not included due to differences of course work and examination. Because MFTs are not included in the Compact Act, it's important for us to be proactive in creating dialogue to bridge the P in this area and to encourage the Board to consider creating some form of initiative of inclusivity for practitioners that may have gone in the route of receiving licensure for marriage and family therapy in understanding the importance of systems that have *also* completed counseling coursework if a National Compact Act for MFTs will not be created in the nearest future.

At the University that I obtained my master's degree, for example, the title of both the program as well as the plan changed to specializing in general marriage and family counseling/therapy to recognize certain hurdles MFTs may face without including counseling within the description. As students, we were also given the opportunity to sit for the NCE examination as well. At the time, I declined not seeing the benefits of taking the NCE exam along with the MFT exam; however, had there been an incentive in place to encourage MFTs to complete the NCE exam for opportunities such as this, it would have been a different story.

For MFTs that have an opportunity to sit for the National Counselor Exam, the National Board of Certified Counselors Exam, or the National Clinical Mental Health Counselor Exam and have taken counseling coursework, I propose the Board make an inquiry with creators of the National Compact Act on behalf of MFTs or increase discussions with legislation to create a section such as LMFT proxy to counseling associate/mental health counseling or LMFT with a Counseling Designation that has a criteria that recognizes such efforts and experiences within both sectors of rendering therapy and counseling for the opportunity to be a part of the National Counseling Compact Act.

Things we need to consider at a large is the increase of accessibility of misinformation to the public on social media platforms from those who are not professions that follow a code of ethics, have not taken the rigorous coursework and examinations, and do not have a duty to do no harm. There needs to be a stronger unified front in place to tackle growing forms of misleading information spread to the public faster than clinicians are becoming LPCs and LMFTs.

When such natural disasters occurred such as the pandemic. it was not just LPCs assisting clients during a time of difficulty but also MFTs as well. Should MFTs with counseling experience who have worked with and alongside clinical professional counselors and have received supervision from LPCS not be included in this discussion of the National Compact Act or in what ways do we start to harness efforts of visibility and inclusivity?

Shayteria Williams