

Volume 16

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Board Office Hours

The Board Office is closed to visitors;
board staff is currently working remotely,
so please email or leave a voicemail.

Monday	8:30–5 pm
Tuesday	8:30–5 pm
Wednesday	8:30–5 pm
Thursday	8:30–5 pm
Friday	8:30–5 pm
Saturday	Closed
Sunday	Closed

Message From the Board Chair

As we continue our mission to support individuals, families, and communities through compassionate and effective mental health counseling, I want to take a moment to recognize each of you for your unwavering dedication. Your work has a profound impact not just on those you serve, but on the strength and wellness of our communities as a whole.



Dr. Yasmin Gay
Board Chair

Many across the state of North Carolina experience circumstances that lead to mental, social, and emotional distress. As mental health counselors, we are trained and positioned to meet individuals where they are in order to collaboratively address situations with empathy, care, and understanding. Though the work can be complex, challenging, and thankless. I encourage you to remain diligent in your commitment to the healing process, continue to advocate for those who often go unheard, and foster environments that promote wellness, while working as a collective to remove the stigma surrounding mental health!

Equally important to remember is your own well-being. In a profession centered on helping others, we must remember to take care of ourselves. When we care for ourselves, we reinforce the foundation of our profession, which includes compassion, advocacy, resilience, and self-awareness. Practicing self-care is not a luxury; it is a necessity that ensures our ability to serve with energy, clarity, and purpose. I challenge each of you to take the time necessary to refuel, refresh, and revive your soul and being.

In appreciation for being amazingly you,

Best,
Dr. Yasmin Gay
LCMHCS, CCJP, LCAS, CRC, CCTP, MAC, CCS

NCBLCMHC Mission

The mission of the Board under NC GS Article 24 section 90-329 states that it is declared to be the public policy of this State that the activities of persons who render counseling services to the public be regulated to insure the protection of the public health, safety, and welfare.

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ncblcmhc.org

Meet the Board

Dr. Yasmin Gay

Board Chair
LCMHCS
Congressional District 6

Dr. Nicole Stargell

Vice Chair
LCMHC
Congressional District 14

Bruce Garris

Secretary/Treasurer
Congressional District 7

Edward “Neal” Carter

Public Member
Congressional District 1

Dr. Levette Scott

LCMHC
Congressional District 2

Dr. Mark Schwarze

LCMHCS
Congressional District 5

Dr. Vanessa Diggs

Public Member
Congressional District 9



Awareness Months

Awareness is Prevention

June

Men's Mental Health Awareness Month

Men's Mental Health Awareness Month is dedicated to raising awareness, reducing stigma, and encouraging open conversations about mental well-being among men.

July

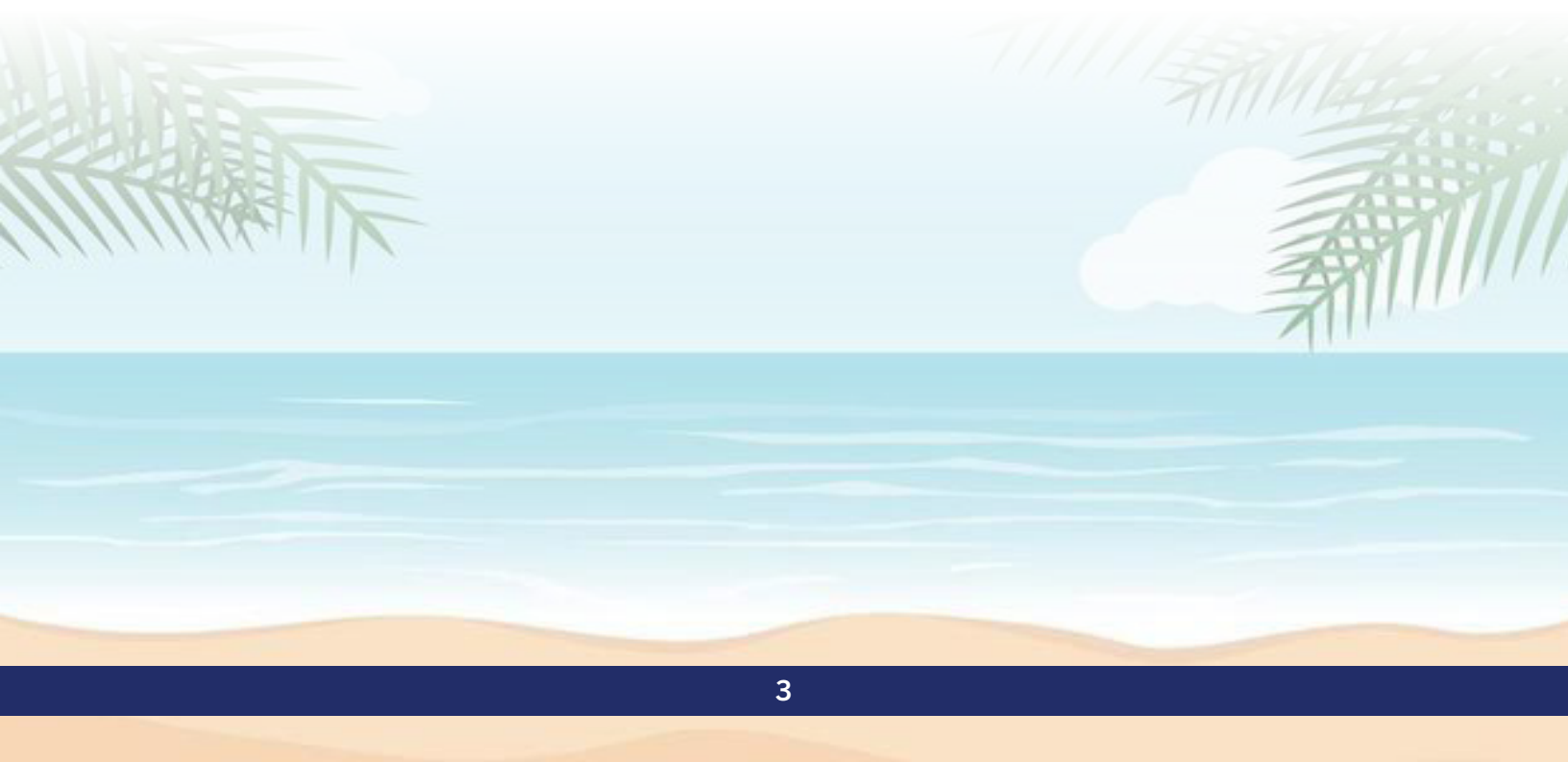
National Minority Mental Health Awareness Month

National Minority Mental Health Awareness Month promotes education, awareness, and support to address the unique mental health challenges faced by racially and ethnically diverse communities.

August

National Wellness Month

National Wellness Month encourages people to prioritize self-care, healthy habits, and overall well-being through mindful lifestyle choices and positive daily practices.



What You Need to Know About Changes for Licensure Requirements!

The North Carolina Board of Licensed Clinical Mental Health Counselors would like to remind you that starting July 1, 2025, there are new requirements for individuals aspiring to become Licensed Clinical Mental Health Counselor Associates. These changes aim to ensure that our counselors are well-prepared as they begin their careers in the profession. Here's what you need to know about these important updates.

After July 1, 2025, applicants are required to complete CACREP-accredited coursework in (a) introduction to clinical mental health counseling with professional issues and ethics; (b) practicum and clinical mental health internship; and (c) appraisal and assessment of mental health disorders with use and application of the current edition of Diagnostic and Statistical Manual of Mental Disorders (DSM), to include psychopharmacology and differential diagnosis. A minimum of three semester hours or five quarter hours in each of these areas is required. One or more courses in internship are required to meet the standards related to internship of the current edition of CACREP at the time of the receipt of application.

Applicants are required to complete all coursework at a regionally accredited institution of higher education in a program that is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). All coursework must be documented by an official transcript from the university. The official university transcript can come from the same university from which the applicant earned a CACREP-accredited degree. Or, the transcript documenting the coursework can come from a separate regionally accredited institution of higher education in a program that is CACREP-accredited.

Internship experiences must take place in clinical mental health settings. This means aspiring counselors must gain experience in clinical settings that provide substantial opportunities for assessing, appraising, diagnosing, and treating mental health disorders. Some examples of suitable settings include private practices; college counseling centers; community agencies; managed behavioral health care organizations; hospitals; employee assistance programs; specialty treatment centers; vocational rehabilitation centers; marriage, couples, and family practices; addiction counseling sites; and school-based clinical mental health counseling sites.

The type of work performed during these internships is crucial. Aspiring counselors must engage in direct counseling experience (as defined by the Board). This involves activities such as assessing clients to understand their issues, appraising the seriousness of these issues, diagnosing the problems (like identifying depression or anxiety), and providing treatment to help clients improve.

Upon completing their internship and other requirements, applicants must complete the Verification of Graduate Counseling Experience Form. This form is essential for verifying that they have met all the required criteria. The form requires several pieces of information: the name, title, contact information, and signature of the person verifying the experience; the name of the agency where the experience took place; details about the university supervisor overseeing the experience; the name, title, and credentials of the site supervisor; the total hours of individual and group clinical supervision received; whether the experience was a practicum or internship; the beginning and end dates of the experience; and the total number of direct and indirect hours worked, as defined by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). Additionally, for those applying on or after July 1, 2025, it is necessary to describe the type of clinical mental health setting and detail the counseling experience in assessing, appraising, diagnosing, and treating mental health disorders. The form is available on the Board's website at www.ncblcmhc.org.

These new requirements are designed to ensure that new counselors have the right kind of experience and training to effectively support and treat individuals with mental health challenges. By working in appropriate settings and performing clinically sound work, future counselors will be better prepared to meet the needs of their clients. If you're planning to become a counselor, make sure you understand and follow these new rules to be well-equipped for your future career and the licensure application process.

Key Takeaways Regarding 2025 Rule Changes

Where Do You Need to Complete Your Graduate Internship Experience?

When you are training to become a counselor, you need to get experience in specific places called clinical mental health settings. Here are some examples of where you can get this experience. (This is not an exhaustive list, but rather examples of acceptable sites.):

Private Practices
College Counseling Centers
Community Agencies
Managed Behavioral Health Care Organizations
Hospitals
Employee Assistance Programs
Specialty Treatment Centers
Vocational Rehabilitation Centers
Marriage, Couples, and Family Practices
Addiction Counseling Sites
School-Based Counseling Sites

IMPORTANT TO REMEMBER: For your graduate internship experience, you need to do certain types of work. This is called “direct counseling experience.” It means you have to do things like: assess, appraise, diagnose, treat.

Practice of Counseling in North Carolina

Pursuant to N.C. General Statutes § 90-330(a)(3), in the state of North Carolina the “practice of counseling” means holding oneself out to the public as a clinical mental health counselor offering counseling services that include, but are not limited to, the following:

Counseling: assisting individuals, groups, and families through the counseling relationship by evaluating and treating mental disorders and other conditions through the use of a combination of clinical mental health and human development principles; methods; diagnostic procedures; treatment plans; and other psychotherapeutic techniques, to develop an understanding of personal problems; to define goals; and to plan action reflecting the client’s interests, abilities, aptitudes, and mental health needs, as these are related to personal-social-emotional concerns; educational progress; and occupations and careers.

Appraisal Activities: administering and interpreting tests for assessment of personal characteristics.

Consulting: interpreting scientific data and providing guidance and personnel services to individuals, groups, or organizations.

Referral Activities: identifying problems requiring referral to other specialists.

Referral Activities: identifying problems requiring referral to other specialists.

Research Activities: designing, conducting, and interpreting research with human subjects.

The “practice of counseling” does not include the facilitation of communication, understanding, reconciliation, and settlement of conflicts by mediators at community mediation centers authorized by G.S. 7A-38.5.

Understanding Business Formation for LCMHC's in North Carolina

If you're a Licensed Clinical Mental Health Counselor looking to form a business entity in North Carolina, it's essential to understand the legal requirements and limitations set by the North Carolina Board of Licensed Clinical Mental Health Counselors (NCBLCMHC). Here are key points to consider before establishing your practice.

Frequently Asked Questions Regarding PLLC:

Can an LCMHCA Form a PLLC With an LCSW?

No. As an LCMHCA, you may only form a Professional Corporation (PC), Professional Limited Liability Company (PLLC), or Professional Association (PA). If forming a business entity with another professional, they must be another LCMHCA or Licensed Clinical Mental Health Counselor (LCMHC). Other professions, such as Licensed Clinical Social Workers (LCSWs), cannot be included.

Can I Form a Standard LLC Instead of a PLLC, PA, or PC?

No. North Carolina does not permit Limited Liability Companies (LLCs) for regulated professional services. Any business entity providing licensed mental health services must be a PLLC, PC, or PA.

Which Business Structure Should I Choose?

The choice between PC, PA, or PLLC depends on asset protection and tax considerations. Consult with an accountant or tax professional to determine the best option for your practice.

Professional Corporation (PC) / Professional Association (PA): Corporations providing professional services, regulated by a licensing board.

Professional Limited Liability Company (PLLC): A specialized form of LLC permitted under North Carolina law, governed by an Operating Agreement instead of Articles of Incorporation.

Already Have an LLC in Another State? Here's What You Need to Do:

If you are licensed in North Carolina and want to expand your practice, you must submit:

- * a certificate of Registration Application to the NCBLCMHC.
- * Form PLLC-01 (Application for Certificate of Authority for a Foreign PLLC).
- * proof of good standing from the original state of registration.

Can My Spouse Be a Business Owner If They're Not Licensed?

Yes! At least one incorporator must be a licensed professional, but non-licensed individuals (such as a spouse) can be included as owners.

What If My Business Partner Is an LCSW?

Each profession must apply separately. If you submitted a Certificate of Registration Application that included an LCSW, the NCBLCMHC will only issue the certificate to you. The LCSW must obtain a separate Certificate of Registration from their own licensing board.

For more information, visit the North Carolina Board of Licensed Clinical Mental Health Counselors website or consult with a legal or tax expert to ensure compliance with state regulations.

Does your license expire this June?

SAVE TIME BY RENEWING ONLINE!

The 2025 license renewal window opens on Jan. 1

Licensure renewal procedures apply to LCMHC Associates, LCMHCs, and LCMHC Supervisors. Renewals may be submitted as early as Jan. 1 of the renewal year.

All licensees shall complete requirements before renewal can be issued.

Deadline for receipt of renewal is June 20 of the renewal year.

You must renew prior to June 30 to avoid a lapse.

**Click Here to
Renew Now** 

Tip: Add a recurring event to your phone's calendar to remind you when renewals are due.

Be sure to keep your contact information updated to avoid missing important emails from the board.

Accessing your Counselor Gateway

Check the status of your renewal, view your supervision documents, and manage your contact information via the Counselor Gateway Online Portal.

<https://portal.ncblcmhc.org/>

To watch video tutorials on how to navigate the application process, access documents, and complete forms, visit

www.ncblcmhc.org/Resources/Tutorials

The screenshot shows the website of the North Carolina Board of Licensed Clinical Mental Health Counselors. The header includes the board's name and logo, navigation links for Board Info, Licensure, Complaints, Laws & Codes, and Resources, a red 'Portal' button, and a search bar. A breadcrumb trail shows 'Home > Video Tutorials'. The main heading is 'Video Tutorials'. Below this, a paragraph states: 'In preparation towards your journey for licensure, here are some videos on how to navigate the application process, access documents, and complete forms found in the licensure portal.' Under the heading 'General', there are three video thumbnails, each titled 'Counselor Gateway Tutorial'. The first video is 'Placing requests' (03:23), the second is 'Sending online form requests' (03:15), and the third is 'How to submit requests' (00:34). Each video player includes a play button, progress bar, and controls. The third video's description lists topics: 'Prior to initial licensure, for: • License Verification • Supervisor Certification • Supervisor Supervision • Complete Copy of Licensure File'.

Guiding the Way: What Every LCMHCS and Qualified Supervisor Needs to Know

If you are thinking about becoming a Licensed Clinical Mental Health Counselor Supervisor (LCMHCS) in North Carolina or have recently been approved to provide supervision, this guide is for you. Supervision is more than an upgraded license; it is a responsibility to help shape future counselors and ensure our profession stays strong and ethical. Here is a simple breakdown of what you need to know to become and stay approved as a supervisor.

To be approved by the North Carolina Board of Licensed Clinical Mental Health Counselors (NCBLCMHC), you must have 5 years of full-time counseling experience, complete 45 hours of clinical supervision training, and submit a supervisor application and application fee. Your supervisor status must be renewed every 2 years, and you must complete 10 hours of continuing education in clinical supervision every cycle to remain in good standing. This is all outlined in N.C. General Statute §90-336 and 21 NCAC 53 .0210. These laws and rules define not only how to become an LCMHCS but also what your responsibilities are once you are approved. Supervisors play a key role in protecting the public and mentoring new counselors.

As a supervisor, you are expected to ensure that your supervisees follow all ethical rules and legal guidelines, submit supervision reports on time, and notify the Board of any concerns related to safety or ethics. You must also have a signed, board-approved supervision contract on file for each LCMHCA you supervise and keep supervision records for at least 7 years.

It is important to understand that the Board's supervision contract supersedes any other agreement that may exist in a supervision relationship. Supervisors cannot withhold supervision documentation due to administrative issues or unpaid fees. Supervisors are also required to provide any supervision-related documents requested by the Board and be available for consultation with the Board and its committees regarding the LCMHCA's competence. Failing to do so may result in disciplinary action.

Accurate and timely documentation is key. Issues in the supervision relationship should be clearly and consistently documented in quarterly reports, not just in the final supervision report. If issues only appear at the end, it can raise concerns. Supervisors should also be able to recognize and separate administrative issues (such as attendance or payment) from clinical issues that could affect competent practice. Only clinical concerns that impact safe and effective care should be considered when deciding whether to recommend someone for licensure. Supervisors must submit all required documents, including quarterly and final reports, for every supervisee, no matter how long the supervision lasted or how many hours were completed. There are no exceptions to this requirement.

Guiding the Way: What Every LCMHCS and Qualified Supervisor Needs to Know - *Continued*

There are a few frequent questions and misconceptions we often hear from applicants. One of the biggest questions is whether a counselor with many years of experience can supervise without going through the Board's approval process. The answer is no. Regardless of your experience, you must be officially approved to supervise. Another question is whether LCMHCs or interns can be supervised under this license type. Only LCMHCA licensees under an active supervision contract can be supervised unless otherwise ordered by the Board. Every supervisee must have their unique supervision contract filed with the Board.

There are also a few myths we should clear up. One myth is that supervising interns at your job counts toward licensure hours. However, only Board-approved supervision counts. Another myth is that you do not need to keep records once supervision ends. Those records must be retained for 7 years.

Being a supervisor is serious work. It is more than just signing paperwork. You are helping shape the ethical standards and professional growth of new counselors. Done well, it is also one of the most meaningful roles you can hold in the profession.

For full guidance, forms, and answers to frequently asked questions, visit www.ncblcmhc.org. If you are unsure about anything, it is always best to check with the Board. It is better to be clear than to assume.



Frequently Asked Questions

- **Can I supervise without Board approval if I have years of experience?**

No. You must be approved by the Board, regardless of your professional background.

- **Can I supervise if my license is inactive or on hold?**

No. Both your LCMHC license and your LCMHCS status must be active to provide supervision.

- **Does intern supervision at work count toward licensure hours?**

No. Only supervision under a Board-approved LCMHCA supervision contract counts.

- **Can I supervise more than one LCMHCA at a time?**

Yes, but you must have a separate Board-approved contract for each supervisee.

- **What if my supervisee didn't complete many hours with me?**

You must still submit all required reports, including a final report, even if the hours were minimal.

- **Can I withhold documents because my supervisee didn't pay me?**

No. Supervisors cannot delay or deny required documentation due to payment or administrative issues.

- **What happens if I only document problems on the final report?**

This may raise concerns with the Board. Issues should be recorded consistently across all quarterly reports.



Don't Miss Important Messages About Your License!

Reminder to LCMHSs!

Quarterly Supervision Reports (QSRs) **MUST** be submitted in a timely manner. Doing so helps to ensure that supervision is properly documented and that your supervision contract was approved.

QSRs cannot be submitted by the supervisee; they must be submitted by the supervisor.

Quarterly report due dates are:

Q1 (Jan. 1—March 31) report must be submitted by April 30

Q2 (April 1—June 30) report must be submitted by July 31

Q3 (July 1—Sept. 30)..... report must be submitted by Oct. 31

Q4 (Oct. 1—Dec. 31) report must be submitted by Jan. 31

The Board does not require the submission of hours on QSRs.

All hours are to be reported to the Board on Final Supervision Reports (FSRs).

Note:

All supervisors are required to submit QSRs and FSRs. Parties agree to submit these documents as a part of the supervision contract submitted to the Board. These documents must not be withheld for any reason.

Issues that may arise during the supervision relationship must be reported on QSRs and submitted to the Board.



What's New

2025 Renewal Clarifications for LCMHC Supervisors

Currently, LCMHC Supervisors must submit an additional 10 contact hours of continuing education focused on clinical supervision. This is in addition to the required 40 hours, bringing the total to 50 hours of continuing education.

Starting with the 2025 renewal cycle and moving forward, LCMHC Supervisors will only need to submit a total of 40 contact hours. However, of those 40 hours, 10 must be related to clinical supervision. There are no changes to the approved providers, content areas, types of activities, or documentation requirements.

What Has Changed?

Previously, LCMHC Supervisors had to complete 40 contact hours plus 10 additional hours specific to supervision, for a total of 50. Beginning with 2025 renewals, this has been reduced to 40 hours total, with 10 hours specifically focused on supervision.

What Has Not Changed?

- approved continuing education providers
- required content areas for CEUs
- types of activities to meet requirements for supervision
- documentation requirements to demonstrate supervision has occurred
- requirement to meet the minimum continuing education in order to renew

Mark Your Calendars 2025

September 5

Board **Hearing**

October 16-17

Board **Meeting**

Please visit

ncblcmhc.org/boardinfo/calendar
to view the full board calendar.



Just for Fun!

Puzzles are a healthy way to relieve stress, reduce anxiety, improve focus, and relax.

Mental Health Word Scramble

Take a quick brain break! Unscramble the following words related to mental health, counseling, and wellness. Can you get them all?

1. YAXNIET
2. CUBESJT
3. TOSPUPR
4. NMSIDNLEUFS
5. REGCOUANE
6. LNRUOESCO
7. IYTCVAIT
8. AANBLCE
9. RHTPAEY
10. WELNSLES

Hint: All words relate to mental health, counseling, and wellness.

Good Luck!

Answer Key

**1. ANXIETY 2. SUBJECT 3. SUPPORT 4. MINDFULNESS 5. ENCOURAGE
6. COUNSELOR 7. ACTIVITY 8. BALANCE 9. THERAPY 10. WELLNESS**