

FAMILY GUIDANCE CENTER

Teresa McCarthy-Wright

Hamburg Area High School


July 22-26, 2019

LOCATIONS


- ▶ 1235 Penn Avenue
Wyomissing, PA 19610
- ▶ 5th & Montgomery Avenue
Boyertown, PA 19512
- ▶ 3570 Old US 22
Hamburg, PA 19526
- ▶ 658D Noble Street
Kutztown, PA 19530
- ▶ Satellite offices: Reading Pediatricians, HASD



MISSION STATEMENT

- ▶ To promote and support the personal and professional growth of adults, children and families in Berks County and surrounding areas by providing quality, culturally relevant counseling and related services that empower people to improve the quality of their lives.
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HISTORY & SERVICES

- ▶ Serving the community for over 115 years
 - ▶ 1967 - 3 agencies merged
 - ▶ Counseling
 - ▶ Children in the Middle, court ordered, custody 12%
 - ▶ Employee Assistance Program 3%
 - ▶ DBT Program Adults (10 years) and Children (new)
 - ▶ Non-Profit
 - ▶ Bi-Lingual
 - ▶ Psychiatrists, CRNP, PA on staff, med checks
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MICELLANEOUS


- ▶ 34 employees
 - ▶ Medical Aid 65%
 - ▶ State audits
 - ▶ Grants
 - ▶ Board of Directors: volunteer, variety of backgrounds, 3 year term, 3 terms maximum
 - ▶ Monthly staff meetings
 - ▶ 90-100 per caseload
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Kimberly McConnell, M.A., L.C.P.

- ▶ Executive Director
- ▶ 15 years at FGC
- ▶ BA Psychology, MA Counseling Psychology
- ▶ Previous experience in partial programs, intake, assessment, referrals, inpatient, clinical manager, outpatient



Metaxia Papademetriou, M.A., L.P.C.

- ▶ Therapist
 - ▶ 4 years at FGC
 - ▶ Telepsychiatry support liaison
 - ▶ Hamburg office
 - ▶ Temple – math program, BA Psychology, MA Clinical Mental health Counseling Immaculata
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Toni Gerhart, M.A., L.P.C.

- ▶ Clinical Director
- ▶ 16 years at FGC
- ▶ Licensing preparation
- ▶ Nursing family influence, didn't do well in chemistry
- ▶ BA Psychology West Chester, MA Clinical Psychology
- ▶ Previous experience: testing, drug/alcohol, outpatient, partial, clients and clinical supervision, documentation, regulations for state and insurance, tracking patients



Ingrid Valerio, MSW, LSW

- ▶ Therapist, bilingual
- ▶ 6 years at FGC
- ▶ BA Psychology City College of NY, minor in Jewish Studies, MSW Kutztown
- ▶ Previous experience: As a teen, worked as entertainment at kids parties, biology interest, paramedic Bronx, autistic care, immigrant children, wrap around, social work, SAP



Linda Ramich

- ▶ Office Manager, Administrative Assistant
- ▶ 3 years at FGC
- ▶ Previous Experience: retail manager, bank teller, medical field



DBT

Monday night - Adolescent Group

Tuesday morning – Graduate Group

Wednesday morning – adult group

Wednesday afternoon – counselor group


- ▶ “Dialectical behavior therapy (DBT) provides clients with new skills to manage painful emotions and decrease conflict in relationships. DBT specifically focuses on providing therapeutic skills in four key areas. First, mindfulness focuses on improving an individual's ability to accept and be present in the current moment. Second, distress tolerance is geared toward increasing a person's tolerance of negative emotion, rather than trying to escape from it. Third, emotion regulation covers strategies to manage and change intense emotions that are causing problems in a person's life. Fourth, interpersonal effectiveness consists of techniques that allow a person to communicate with others in a way that is assertive, maintains self-respect, and strengthens relationships.” (Psychology Today.com)

Fred Indenbaum, ED.S, L.P.C.

- ▶ Therapist
- ▶ 15 years at FGC
- ▶ BA and MA Counseling University of Florida
- ▶ Previous Experience: children, adolescents, couples, and families, businesses training for staff and management, educator, counselor, and administrator in higher education, HR management to military



Cassandra Hartman M.A., L.P.C., N.C.C.

- ▶ Therapist, bilingual
 - ▶ 2 years at FGC
 - ▶ Previous Experience: Outpatient therapy, family therapy 3 and up
 - ▶ MA Clinical Mental Health Counseling Messiah College
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Debra Kemmerling

- ▶ DBT Graduate Group
- ▶ 18 years at FGC
- ▶ BA Psychology PSU, MSW Stony Brook
- ▶ Previous Experience: social work, children and youth



Nancy Corrigan Briggs, MFT, CEAP

- ▶ EAP Coordinator: counseling, referral, policies (harassment, bullying, conflict resolution, violence, crisis intervention)
- ▶ BA Psychology & Social Work IUP, MA Marriage and Family Therapy Hahnemann
- ▶ Previous experience: kids, adult group homes, counseling, SAP, Family Based, EAP



Georgie Hildebrand


- ▶ Intake Coordinator, Billing
- ▶ 35 years at FGC
- ▶ Previous experience: insurance, medical claims
- ▶ Casualty Certificate PSU Berks



Maria Noecker

- ▶ Finance Director
 - ▶ 17 years at FGC
 - ▶ Previous experience: insurance, medical claims
 - ▶ BA Accounting Kutztown
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Marie RYAN, M.S.W., L.S.W.

- ▶ Therapist
 - ▶ DBT Adult
 - ▶ 1 year at FGC
 - ▶ Previous experience: Social Worker, Gestalt-trained therapist
 - ▶ BA Music, MA Social Work Marywood
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Jamie Hogan, M.A., L.P.C., N.C.C

- ▶ Therapist
- ▶ DBT Adult
- ▶ year at FGC
- ▶ MA Community Counseling Alvernia
- ▶ Previous experience: PTSD, depression, anxiety, emotional dysregulation, chronic mental health issues, older adolescents through older adults



John Faunce, L.P.C., C.A.C.

- ▶ Addictions Therapist
- ▶ 10 years at FGC
- ▶ Mental Health Social Services Associates, BA Psychology, Mental Health/Social Services MA
- ▶ Previous experience: Criminal Justice, CHOP, Temple, Prison




Tanja SOTO, M.A., L.P.C., N.C.C.


- ▶ Therapist
- ▶ 2 years at FGC
- ▶ Children In the Middle: Court Ordered
- ▶ MA Clinical Counseling Alvernia, MA Criminal Justice: Applied Behavior Analysis Saint Jose's
- ▶ Previous Experience: Wrap around services in home/school, children, adolescent, Autism, ADHD, Anxiety and Depression.




BENEFITS

- ▶ \$200 per year for outside conference
 - ▶ 4 paid days for outside conference
 - ▶ Relationship with Drexel for continuing education
 - ▶ 401K
 - ▶ Vision, dental, health, life insurance
 - ▶ Sick and Vacation days
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NEW HIRES

- ▶ Masters and Doctorate Level
 - ▶ Internship Available while getting supervised training hours to become licensed therapists
 - ▶ Salary range support staff \$12 - \$20/hr
 - ▶ Salary range therapists \$39k - \$65k
 - ▶ Salary range administration \$55k - \$80k
 - ▶ Bilingual – higher pay
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ASSETS

- ▶ People/employees
 - ▶ Do what's best for clients
 - ▶ Support from staff
 - ▶ Strong leadership
 - ▶ Staff feels like they are listened to, their opinion matters, respected
 - ▶ Longevity of staff
 - ▶ Mission
 - ▶ Non-profit
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CHALLENGES

- ▶ Bilingual
 - ▶ Licensing
 - ▶ Caseloads
 - ▶ Insurance
 - ▶ Services for kids
 - ▶ Stigma of MH
 - ▶ Connecting people with resources
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SKILLS REQUIRED

- ▶ Listening
 - ▶ Empathy
 - ▶ Approachable
 - ▶ Read Between the Lines
 - ▶ Humility
 - ▶ Organization
 - ▶ Help others
 - ▶ Communication with others
 - ▶ Build relationships/connection with others
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TECHNOLOGY

- ▶ Credible
 - ▶ Relias – online learning system, HR, HIPA, Fire Safety, Cultural Awareness, Harassment
 - ▶ Vidyo – telecom
 - ▶ Office products
 - ▶ OQ Analyst
 - ▶ Quick Books
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ACTIVITY 1

- ▶ Name: Teresa McCarthy-Wright
- ▶ Unit Title: Occupational Outlook Handbook Research
- ▶ Subject Area: ELA - Library
- ▶ Grade Level: 9-12
- ▶ PA Academic Standards Addressed: 13.2.11 B. Apply research skills in searching for a job.
- ▶ Content Academic Standards Addressed: [CCSS.ELA-LITERACY.W.11-12.7](#): Conduct short as well as more sustained research projects to answer a question (including a self-generated question) or solve a problem; narrow or broaden the inquiry when appropriate; synthesize multiple sources on the subject, demonstrating understanding of the subject under investigation. [CCSS.ELA-LITERACY.W.11-12.8](#): Gather relevant information from multiple authoritative print and digital sources, using advanced searches effectively; assess the strengths and limitations of each source in terms of the task, purpose, and audience; integrate information into the text selectively to maintain the flow of ideas, avoiding plagiarism and overreliance on any one source and following a standard format for citation.
- ▶ Activity: Career Research
- ▶ Visit <https://www.bls.gov/ooh/> and browse occupations.
- ▶ Pick one and explore the topics/tabs. Click on links to find detailed information.
- ▶ Within the occupation listing, scroll down to the section titled, "Job Outlook". Is the occupation you're interested in expected to grow or decline over the coming years? And by how much?
- ▶ Briefly summarize some of the factors that the Bureau of Labor Statistics is predicting the growth/decline.
- ▶ Look at "Earnings" section. What are the median earnings for the occupation you've researched? Starting salaries?
- ▶ Looking at this occupation you're passionate about and knowing more about (a) how available jobs will be within it in the next ten years and (b) how much you're likely to earn, is it still one you'd consider? Explain your answer.
- ▶ After reading the insights of the career-counseling professionals cited in this article and considering your own passions and how they fit with your future job security, do you think you'll pursue your passions first in your career search? Or will you be happy to take a secure, comfortable job? Explain your answer.

ACTIVITY 2

- ▶ Name: Teresa McCarthy-Wright
- ▶ Unit Title: Career Interview
- ▶ Subject Area: ELA - Library
- ▶ Grade Level: 9-12
- ▶ PA Academic Standards Addressed: 13.1.11 C: Analyze how the changing roles of individuals in the workplace relate to new opportunities within career choices.
- ▶ Content Academic Standards Addressed: [CCSS.ELA-LITERACY.SL.11-12.1](#): Initiate and participate effectively in a range of collaborative discussions (one-on-one, in groups, and teacher-led) with diverse partners on grades 11-12 topics, texts, and issues, building on others' ideas and expressing their own clearly and persuasively. [CCSS.ELA-LITERACY.SL.11-12.1.A](#): Come to discussions prepared, having read and researched material under study; explicitly draw on that preparation by referring to evidence from texts and other research on the topic or issue to stimulate a thoughtful, well-reasoned exchange of ideas. [CCSS.ELA-LITERACY.SL.11-12.1.C](#): Propel conversations by posing and responding to questions that probe reasoning and evidence; ensure a hearing for a full range of positions on a topic or issue; clarify, verify, or challenge ideas and conclusions; and promote divergent and creative perspectives.
- ▶ Activity: Interview: Student will identify a person who works in the occupation that they researched and make an appointment to interview that person either by phone or in person.
- ▶ Name of Occupation
- ▶ How did the person chose this career and did he/she have other careers prior?
- ▶ List the duties or tasks involved in this occupation.
- ▶ What special skills are required for this career?
- ▶ Describe the work setting and working conditions.
- ▶ Describe the special requirements for entry into this occupation.
- ▶ List kinds of advancement that may be possible.
- ▶ Name related careers.
- ▶ Would the interviewee enter this occupation again if she/he were your age? Why or why not?