NEW HOPE COUNSELING

Director of Counseling Candidate Profile

Our Story

New Hope's heart and mission is to bring wholeness to the city through restorative counseling. We operate out of the local church to serve a wide range of people in the greater Indianapolis area with professional, confidential counseling.

Our story began in 2012, when a group of church leaders and mental health professionals began work on a proposal to Redeemer Presbyterian Church's leadership for a counseling service that would operate out of the church as a separate entity.

The goal was for a mission into the city out of the church. We did not want a stand alone counseling center that could operate without Redeemer. We did not want an in-house counseling ministry that would operate solely within Redeemer.

That goal took a significant step forward in 2015, when the session voted in favor of the vision for a counseling service that would exist beneath the governance of Redeemer's session, but with a constitutional jurisdiction of its own. New Hope would serve a range of clientele with professional counseling services, counseling that would be aligned with Redeemer's theology but kept strictly confidential, according to Indiana law.

From 2015 to 2018, New Hope established itself through execution of the following steps:

- Successfully filed its non-profit status with the IRS
- Secured support from Redeemer, namely its office space and management staffing
- Created a Board of Directors
- Formed a legal Memorandum of Understanding between New Hope and Redeemer
- Developed its business model, including the professional standards for HIPAA law
- Set up its own accounting system
- Added counselors and staff

Since 2024, New Hope has had eight counselors, five female and three male, who see individuals, couples, children, teens, and families for an array of professional counseling services. Approximately one-third of NH clients come from Redeemer's congregation, and two-thirds come from a wide range of church and non-church backgrounds across Indianapolis and central Indiana.



In 2025, we moved into a wonderful space that is half a duplex owned by Redeemer, on a property immediately adjacent to the church building.

We are amazed, humbled, grateful, and excited that, by God's grace, the goal for a mission into the city out of the church happened and continues to happen.

Our Structure

Our structure reflects our commitment to a two-fold dependency on Redeemer, for theological congruity and financial sustainability, while maintaining clear compliance with state laws of counseling ethics and confidentiality.

New Hope is overseen by a Board of Directors who are vetted by, and who serve at the will of, the Redeemer session. Our by-laws require our board to include a pastor from Redeemer, a ruling elder from Redeemer, a deacon designee from Redeemer, two mental health professionals, and other appointees who have business, financial, and/or legal acumen.

Redeemer's Pastor of Care and Counseling serves part time as the Executive Director of New Hope. The design is that he will not be privy to any client information without a signed release of information from the client. There are two director level positions that report to him, who together oversee all aspects of the organization: the Director of Counseling (DC) and the Director of Operations (DO). These two lateral positions run the organization alongside one another. The DC and DO carry equal weight organizationally, in terms of jurisdiction and decision-making capacity. This structure helps us to offer counseling that has a high clinical standard to it, from an operational system that is well organized in process and consistent in implementation.

We seek to have the majority of our counselors be members of Redeemer or a church affiliated with Redeemer (i.e., another PCA church.) At the same time, we also seek to have some minority of our counselors be active members of non-PCA churches, for the purpose of a moderate range of perspective in the faith.

Our Support

New Hope could not exist without the financial support of Redeemer. Redeemer supports New Hope in four ways:

- Provides rent free access to a large office space in a duplex beside the church (in-kind)
- Pays the salary for the Executive Director, as part of his package as Pastor of Care and Counseling at Redeemer (in-kind)
- Provides $32,000 a year for operating expense
- Provides $46,000 a year to be distributed as scholarships to Redeemer congregants

Our Ideal Candidate

This position is open to male and female applicants. The ideal candidate for this position is an avid follower of Christ Jesus, a member of a PCA church, and someone who values biblical theology and proven psychology. The expectation is that the candidate will be a member of Redeemer Presbyterian Church; however, the hiring committee is open to exceptions to this expectation on a case-by-case basis. He/she holds an MA in Counseling and a professional license, and also has experience and credentialing as a clinical supervisor. He/she is learned in counseling modalities and applies them with case-by-case wisdom that includes a lively commitment to integrating them with the Christian faith. This person's heart is enthusiastic about partnering with the local church, and especially with Redeemer, for missional work into people's lives. Ideally, he/she has proven leadership and management experience and is a coach by nature, also willing to have the hard conversations to help those under him/her in the organization to continue developing professionally. The ideal candidate takes professionalism seriously, both in the big picture and in the detail. At the same time, this person does not take themselves too seriously and is willing to admit fault and correct course. This person balances incorporating others' personalities into the team while still being clear and directive as the leader.



OUR PHILOSOPHY OF COUNSELING

Biblical theology is the foundation of our psychology; our counseling perspectives begin and end with what Scripture says about God and humanity.

Scripture reveals the living God, who eternally exists in the glorious and beautiful holiness of the Trinity. He is the only maker and the only redeemer of humankind. He bestowed his image on all humans at creation, giving them the earth on which to build cities and cultures that flourish according to God's design. Anything and everything that is good and true comes from him. At the fall, every human rejected this path, choosing instead to follow God's enemy, in his deadly myth of self-rule. This event opened the world to sorrow and sin.

By the Incarnation, God redeemed all who would call upon his Son for salvation. Christ Jesus is the only mediator between God and humanity. With his cross and resurrection, he cancelled the debt of sin and broke its ultimate power over God's people. At his ascension, he poured the Holy Spirit out upon the generations of the Church, in order that they would be the first fruits of an earth being restored. Through their lives, Christians are gradually being sanctified to become what they have already been declared to be, the sons and daughters of God.

Without the Holy Spirit, the Church cannot withstand the forces of the world that are set against God's renewal of all things. The Spirit is the spirit of wisdom, of understanding, of counsel and of might, of knowledge and delight in the fear of the Lord.

The Scripture foretells an embodied return of Christ the King to his earth, to consummate history and inaugurate an eternal era where God will dwell in his fullness with his people, and sin and sorrow will be no more.

What do we mean that this sweeping story is the foundation of our counseling?

For NH counselors, these five things are defined by the realities that Scripture tell about:

1. Dignity
2. Sources of truth
3. Community
4. Problems
5. Change

Dignity

The *imago Dei* asserts that humans are created in God's likeness. The Bible teaches that this pertains to the non-Christian as well as to the Christian. New Hope actively offers its services to any person who wants to come. We reject the view that counseling the non-Christian is "pre-evangelism." We view counseling the non-Christian as an opportunity to meet them where they are, to work within their value system as much as we are able, and to find alignment with them against the problems they are facing.

Further, NH consistently affirms every place of creational goodness we can point to within our clients. It is true that every action, every thought, and every longing experienced by our clients (and by us) is tainted by the Fall. But at the very same time, we consistently cultivate any of our clients' thoughts, actions, and longings that reflect their godly inheritance (e.g., the desire to be loved, to have agency, and to have meaning). We reject the parts of any framework (e.g., "the idols of the heart") that might truncate a God-given desire for biblical expressions of an individual's desire for authority and affection.

We believe Scripture clearly teaches that people are a body-soul nexus. Thus, as counselors, as we interact with people's minds and hearts, we also interact with their brains and their bodies. We reject the notion that things like anti-depressants, EMDR, breathing techniques, or medical models of treating mental health are somehow inherently sub-biblical. We believe that withholding the wise use of such things denies the reality and goodness of our embodied createdness and how sin affects the whole of who we are.

Sources

A. *Truth*

We believe that all truth is God's truth. We reject the counseling mindset that would, in our view, treat the Bible as a comprehensive textbook on soul care. We are not only free to access the knowledge of psychological theories and techniques when counseling others, we believe we are obligated to do so—to seek to access all truth—and to apply those theories with biblical wisdom, affirming what is true and correcting what is error.

At the same time, we also reject the counseling mindset that would, in our view, set psychological truth up as its own domain "beside" the domain of theological truth, with the goal in mind to integrate them. This concept risks a category mistake (i.e., setting the two domains up as equals). We believe instead that biblical theological truth undergirds the domain of psychological truth. Biblical theology is the bedrock of psychology: whatever we recognize to be true in psychology, we recognize it to be true precisely because it arises out of biblical anthropology. Similarly, biblical theology supplies us the telos of human flourishing: whatever we recognize to be true about the goals of being human, as they are narrated in psychology, we recognize them to be true when they adhere with the biblical vision of humanity.

B. *Application*

We practice a variety of counseling modalities on our team; our aim is for this diversity to wisely reflect the varied facets of psychological truth. We show deference to each other in the moderately different ways we approach case conceptualization and treatment planning with our clients, knowing that no single paradigm is comprehensive.

We seek a clear professionalism in our services. We require a master's level education in counseling, and we view the credentialing processes, as provided by the state or a recognized credentialing body, as necessary endeavors to pursue. The majority of our team are licensed

therapists, and all of our team is committed to ongoing professional development. We expect adherence to applicable professional codes of ethics (i.e., ACA, AAMFT, NASW, or AACC), and membership with at least one of these organizations.

C. *The local church*

We recognize the local church to be essential to the individual believer's life. The many instances of church wounds, some of which are severe, does not displace the crucial place that the local church, along with its leadership, holds in the life of individual believers.

We do not view counseling as Christian discipleship. While we embrace the truth that all of life is discipleship, we clearly delineate counseling from discipleship. Counseling is a professional service, for clients seeking specific guidance, that is offered by practitioners who are credentialed in mental health services. Discipleship is a ministry of the local church, where leaders provide biblical guidance about following Jesus in all of life. It is fruitful when there is overlap between these two domains, but they are distinct from one another.

Community

The Holy Trinity is the first and only perfected community. We believe that every client we serve is both deserving of and in need of community. We work against isolation and rigid self-reliance that prevents them from being known and loved in a community. We guide our clients to do what they can to have trusted friends who share the truth in love with them. To this end, we set ourselves up as counselors to not be the super-expert or guru in the client's life, but to be a guide who supports them in accessing the other resources God places in their lives.

Similarly, we work together as counselors in community, seeking our colleagues' friendship and input. The counseling profession, ironically, is an isolating trade, and thus we actively seek a reality of teamwork and partnership with one another and with other practitioners and associations in the field. Our structure of two team meetings most months and ongoing consultation even for experienced clinicians reflects this commitment to community.

Problems

We view every Christian as a saint, a sufferer, and a sinner, simultaneously. What this means in a counseling process is that every client who is a believer is simultaneously (a) working out God's redemptive hand in his, (b) suffering from the trials of this life, and (c) contributing to what is wrong in the world with his own individual sinfulness.

There is no such thing as a simple problem. Every issue or symptom or question a client presents is part of a larger complex of things. In Christian theology, the "implacable enemies of the soul" are the world, the flesh, and the devil. People seek counseling for a host of reasons, and the interplay of those three enemies is always at hand. Thus, as counselors, we seek, in our own limited ways, to attend to all three fronts as we battle for more of God's goodness on behalf of our clients. We reject platitudinal answers, but we are held fast by the truth that God is sovereign over the lives of our clients.

We regularly keep these realities clearly in mind as we work with our clients: there are times when the lines between mental health and willful sin are very murky; often times people's maladaptive behaviors clearly trace back to sins committed against them; spiritual warfare is an ongoing reality wherein unseen enemies seek to thwart God's work in people's lives; Christ is now King, but these battles are not over yet.

Suffering is part of this broken life. There are many times when our goal as counselors is to bring

comfort to those who are suffering and to try to alleviate that suffering. At the same time, we worship a God who suffered and who is present in our suffering, to the point that he has promised to work inside that suffering to bring about his purposes. Our counseling holds space for suffering to be turned by God into the fruit of growth in the calling of Christ Jesus.

Change

Theories abound in the counseling profession for how people change for the better. We believe there is not one "theory of change" that adequately comprehends all of what is involved in the process of change.

The Holy Spirit is the primary agent of change. We believe this regardless of whether the client identifies as a Christian, believing that the Scriptures teach that the Holy Spirit is often actively involved in the lives of non-believers, seeking to draw them to God. The correct modality of intervention or treatment can be present, the clear-minded and warm-hearted skill of the clinician can be present, even the desire and insight of the client can be present, but positive and lasting change only occurs when the Holy Spirit activates the change.

That said, we believe change happens when our clients experience the truth in love over time in the context of a trustworthy relationship. Our counselors seek to be an immanent presence of hope and help, with a humble acceptance of their own inability to make the client change.

We meet the client with our presence in several ways: we mourn with our clients over good things they have lost; we hope for our clients when they face hopelessness; we tell our client the truth (from biblical theology, from psycho-education, from our firsthand knowledge of them); we offer advice to our clients and do not hold it against them if they do not follow through. Although we may or may not regularly pray with our clients, we regularly pray for them and for ourselves as we seek to guide them.



228 E 15th St, Indianapolis, Indiana
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NEW HOPE
COUNSELING

Job Title: **Director of Counseling (DC)**
Reports to: **Executive Director (ED)**
Direct Reports: **Counselors (for all counseling items)**
Hours/Week: **25 hrs/wk + 15 hrs/wk**
Salary: **$110,000 ($45,000 + caseload)**
PTO Hours: **3 Weeks (cannot be scheduled during DO's PTO)**

As the DC at New Hope Counseling, you'll devote most of your time to overseeing a team of counseling professionals and managing the organization alongside the Director of Operations (DO); the remainder of your time will be direct clinical work with NH clients. This role is ideal for an experienced mental health clinician who excels at both leadership and therapy.

Primary Areas of Responsibility:

1. Leadership & Supervision
   - *A. Organization Leadership: management, promotion, and recruitment*
     - Honor and cultivate the spirit of partnership with Redeemer's leadership
     - Promote the presence of New Hope as a vital place for professional counseling
     - Promote to Redeemer, other churches, and other organizations in the city of Indianapolis
     - Alongside the DO, maintain alignment between NH's counseling philosophy and NH's counseling policies and practices
     - Work with the DO in recruiting qualified, gospel-centered staff counselors
     - Oversee, and regularly lead, workshops to be offered at Redeemer by NH staff
     - Sustain familiarity with and adherence to applicable professional code of ethics (i.e., ACA, AAMFT, NASW, or AACC) and maintain membership with at least one of these three organizations
     - Sustain familiarity with and adherence to Indiana state licensing guidelines
   - *B. Team Building & Professional Development*
     - Cultivate the counselors as a team through intentional development of their professional bonds with one another
     - Lead/coordinate working retreats focused on team building (half-day)
     - Facilitate monthly team training, leading the majority of them directly
     - Promote the ongoing professional development of each counselor
   - *C. Case Supervision*
     - Support each counselor in faith integration, case conceptualization, treatment planning, applicable ethics, and professional growth
     - Provide weekly, scheduled and on-call, clinical supervision to pre-licensed counselors and scheduled and on-call clinical consultation to licensed counselors
     - Alongside the DO, monitor staff's certifications and compliance, including but not limited to HIPAA, CEUs, licensure status, and compliance with handbook standards

2. **Clinical Client Work (15 total hours per week)**
    - Maintain a small to moderate counseling caseload at New Hope
    - Assess client needs, develop treatment plans, maintain timely documentation
    - Practice client-centered care that aligns with New Hope's counseling philosophy

Qualifications (Required)

- Alignment with New Hope's mission, values, and philosophy
- Good-faith subscription to the Westminster Confession of Faith
- Master's Degree in Counseling
- Licensed Mental Health Professional (e.g., LMHC, LCSW, LMFT)
- At least 3–5 years of clinical experience post-licensure
- Strong theoretical knowledge of contemporary counseling modalities
- Minimum two years of clinical supervision experience, plus documentation of supervision-specific continuing education or commitment to pursuing such in first year at New Hope
- Excellent leadership and management skills

How to Apply:

If you sense the Lord may be calling you to explore this role, please prepare a cover letter, CV/resume, and please provide written responses to the following questions (please limit your answers to 2-3 pages):

1. What drew you to counseling?
2. How do you see the relationship between the gospel and counseling?
3. Assuming you have led and overseen people in the workplace before, what have you found most life-giving and most challenging in that endeavor?
4. Is there anything you would like us to know or understand about your situation as we process your candidacy?

Please submit all materials as PDFs using the following naming format:
Firstname Lastname_ CV Resume
Firstname Lastname_Cover Letter
Firstname Lastname_Questions

Submit applications and candidate recommendations to megan@newhopeindianapolis.org

We ask that you join us in praying for the Lord's provision, wisdom, and guidance as we seek the Director of Counseling.

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