Professional Disclosure Statement

**Raymond Bryant Jr, LMSW**

**Licenses: 108921 (Texas LMSW), 129282 (Iowa LMSW), 13577 (Kansas LMSW) 3Cs Counseling Center, 43000 W 9 Mile Rd, Novi, MI 48375**

**Direct line: 248.238.8077**

This document is intended to provide information about my professional background and describe certain aspects of the therapeutic relationship. Please read it carefully and feel free to ask any questions you may have.

# Qualifications

In 2018, I obtained a Master of Social Work (MSW) degree from Virginia Commonwealth University with a 3.50 GPA. Prior to this, I earned dual Bachelor of Arts degrees in Psychology and Criminal Justice from North Carolina Wesleyan College in 2016, graduating magna cum laude with a 3.60 GPA. While at Wesleyan, I served as Second Seat Theologian, organizing and leading biweekly Bible study groups on campus.

My fieldwork included an internship at Lutheran Family Services in Richmond, VA, where I served as a Treatment Foster Care Consultant under the supervision of Amy Barbour. During this time, I conducted assessments, facilitated group treatment sessions on life skills, and supported clients through critical transitions. In 2022, I passed the ASWB Masters Exam and earned my LMSW in Texas. Since August 2023, I have been under the clinical supervision of Susan Walker, LCSW-S (Texas License #58396).

Professionally, I have extensive experience providing therapy to children and adolescents in diverse settings. My roles have included serving as a Telehealth Licensed Adolescent Mental Health Therapist at Prairie Ridge Integrated Behavioral Healthcare and as a School Social Worker at Sierra Schools, among others. Across these positions, I have demonstrated expertise in evidence-based modalities such as CBT and SFBT, delivering tailored interventions that have resulted in measurable improvements in client outcomes. I have also led staff development workshops, created preventive mental health initiatives, and collaborated with interdisciplinary teams to foster holistic care.

In addition to my clinical practice, I hold certifications in CPI and First Aid/CPR and am proficient in EMR systems and clinical documentation. I am committed to ongoing professional development and advancing the mental health and resilience of my clients through compassionate, evidence-based care.

# Supervised Practice

My practicum and internship experience, totaling over 900 hours, were completed under the supervision of Amy Barbour, LCSW, at Lutheran Family Services in Richmond, VA. During this time, I conducted comprehensive assessments, facilitated group counseling sessions on grief, stress, and life skills, and supported treatment foster care families through critical transitions.

Post-graduation, I have been supervised by Susan Walker, LCSW-S (Texas License #58396), beginning in August 2023. My training has included regular bi-weekly group supervision sessions, during which I received feedback on clinical case management, therapeutic techniques, and ethical decision-making.

Throughout my supervised practice, I have participated in interdisciplinary team meetings, case consultations, and professional development opportunities to ensure the provision of high-quality, client-centered care. My supervisors have reviewed my case documentation and clinical approaches, providing constructive guidance to enhance client outcomes and compliance with regulatory standards.

This ongoing supervision continues to be instrumental in advancing my clinical competencies as I work toward licensure as an LCSW, allowing me to provide impactful mental health services to diverse populations.

# Counseling Background & Process

My counseling practice, which is dedicated to children, adolescents, and their families, I recognize a profound sense of purpose in addressing the distinct needs of these groups. My eclectic and client-centered approach is fundamental to my methodology, allowing me to tailor interventions based on the unique characteristics and circumstances of each individual. This adaptability not only fosters a strong therapeutic alliance but also cultivates an environment where young clients feel genuinely seen, heard, and understood, ultimately enhancing their engagement in the therapeutic process.

The integration of various therapeutic modalities is a cornerstone of my practice. For example, Cognitive Behavioral Therapy (CBT) has demonstrated significant efficacy with younger clients, as it equips them with the skills to recognize and challenge negative thought patterns. By guiding them through the process of reframing these thoughts into more constructive or realistic interpretations, I help alleviate emotional distress while empowering them with tools for self-regulation. Additionally, I frequently employ Solution-Focused Brief Therapy (SFBT), which emphasizes clients’ strengths and resources, providing motivation and a sense of agency for adolescents who may feel overwhelmed by their challenges. This strengths-based focus fosters resilience and cultivates hope, essential elements for effective therapeutic outcomes.

Understanding the profound impact of trauma is integral to my practice. By employing Trauma-Informed Care principles, I create a safe and supportive space for clients to process their experiences without the risk of re- traumatization. Techniques such as mindfulness and grounding exercises play a vital role in helping clients manage anxiety and emotional dysregulation. Furthermore, I prioritize psychoeducation, equipping clients and their families with knowledge about mental health issues and effective coping strategies. This empowerment is critical, as it enables them to navigate challenges more effectively and fosters a supportive home environment that is conducive to growth. Ultimately, my commitment to creating a nurturing and non-judgmental therapeutic atmosphere is paramount, as it encourages clients to explore their challenges and aspirations with vulnerability, facilitating their personal growth and resilience in an often overwhelming world.

# Professional Boundaries

Our therapeutic relationship is professional, not social. Maintaining clear boundaries is essential to ensure a positive therapeutic outcome. While sessions may involve discussing personal matters, the focus remains on therapeutic goals. This professional distance allows for a safe space where clients can explore their thoughts and feelings without the complications of a friendship. Consistent adherence to these boundaries helps build trust and fosters an environment conducive to healing and growth.

# Limits to Confidentiality

I prioritize the confidentiality of my clients as a core aspect of our therapeutic relationship. However, there are specific situations in which I may be required to disclose information:

1. If I believe that a child, elderly person, or individual with disabilities is at risk of abuse or neglect.
2. If there are concerns that you may pose a danger to yourself or others.
3. If I am compelled by a court order to provide information.

While I will do my utmost to safeguard your privacy within these limits, please understand that our conversations will be recorded in your clinical file, which you have the right to access at any time.

# Public Encounters & Personal Invitations

If we happen to cross paths in public, I will respect your space by not initiating any contact unless you feel comfortable doing so. This decision is rooted in my desire to uphold your privacy and ensure that you feel secure in our interactions. Additionally, I prefer to maintain a certain distance by not accepting personal invitations to events. This helps me to create a clear boundary that fosters mutual respect. Ultimately, my aim is to create an environment where you feel at ease and in control of any communication between us.

# Gifts

I refrain from accepting gifts that have monetary value to maintain professional boundaries. This practice helps me avoid any potential conflicts of interest. Upholding ethical standards is essential in my work.

# Length of Service

Therapy sessions generally last between 45 to 60 minutes and are conducted on a weekly basis, tailored to meet your specific needs. Although the length of therapy may vary, most clients find that consistent attendance over a period of 6 to 12 months yields the most benefit. If you decide to conclude therapy, a final session is advisable to develop an aftercare plan.

# Fees & Terms of Payment

This practice requires you to maintain a valid credit, debit, or Health Savings Account (HSA) card on file, as well as an insurance card, if applicable. Your payment card will be charged for the amount due at the time of service and for any fees incurred unless alternative arrangements have been made with the practice in advance. It is your responsibility to keep this information current, including updating any changes to your payment or insurance details, or if your account lacks sufficient funds to cover these charges.

You are required to pay session fees at the time of service and may choose to pay additional fees for services provided outside of scheduled sessions (refer to the fee schedule below). The costs associated with treatment are detailed in this professional disclosure statement, as well as in the clinician's marketing materials, including the practice's website, [www.3CsCounselingCenter.com.](http://www.3CsCounselingCenter.com/) It is advisable to confirm with your insurance provider in advance whether any or all of these fees will be covered.

3Cs accepts select insurance plans and can establish private pay arrangements. Most debit and credit cards are accepted, and cash payments can be processed via PayPal. Any alternative payment methods must receive prior approval.

3Cs is committed to making mental health services affordable and accessible to everyone. Sliding scale fees and payment plans are available for individuals facing financial difficulties, and we can discuss scheduling arrangements that may reduce out-of-pocket expenses (e.g., limiting sessions to 30 minutes or meeting less

frequently). Please communicate any financial concerns or changes in advance whenever possible, so we can collaboratively devise a viable solution and prevent any disruption in care.

## 2025 Fee Schedule (Subject to Change):

 Intake Session (53+ minutes): $150

 Individual Session (53+ minutes): $135  Couples Session (53+ minutes): 175

 Family Session (53+ minutes): $190

Payment is due at the time of service. Accepted methods include credit, debit, and HSA cards. Sliding scale fees and payment plans are available for those in financial need. Please discuss any concerns in advance to avoid disruptions in care.

# Attendance

Consistent attendance is absolutely essential for making meaningful progress. To help ensure that everyone can benefit from their scheduled sessions, we kindly ask that any cancellations be made at least 24 hours in advance. This policy allows us to accommodate other clients effectively and maintain a smooth schedule.

Please be aware of the following policies regarding cancellations:

 For late cancellations made less than 24 hours before the session, the full session fee will apply.

 In the case of no-shows, where a client fails to attend without prior notice, the full session fee will also be charged.

Following a second no-show, the clinician reserves the right to close a client's file due to inactivity. Once a file is closed, any returning client will be subject to the standard intake fee during their first session upon re- engagement. For further details, please refer to the section titled "Closing Files After Missed Sessions" below.

Regarding balance accrual, it is essential to communicate with your provider if you are temporarily unable to pay for your sessions. This will allow you to explore alternative payment options and arrangements. If a payment plan is not established promptly and a balance begins to accumulate, a 10% interest charge will be applied after 30 days of delinquency or following three missed sessions, whichever occurs first. This interest will be applied to the total outstanding balance. Additionally, after 45 days of delinquency or five missed sessions, whichever comes first, the clinician reserves the right to close the client's file and forward the outstanding balance to collections.

# Miscellaneous Fees

 **General Letter Writing Fee (single page)**: $35 for service coordination and similar non-legal matters.

##  Proof of Diagnosis/Evaluation Letter (single page): $50.

 **Emotional Support Animal Letters**: Requires a full assessment; $125.

## Legal/Court-Related Matters:

 **Mandatory Attendance Verification**: No fee.

 **Character Letters**: $50 per letter.

 **All Other Personalized Letters**: $50 per letter.

 **Formal Court Appearances**: $275 per hour, plus travel expenses for current clients.

Court and court-related appearances (e.g., mediation, depositions, attorney meetings, and other in-person engagements) are billed at a discounted rate of $275 per hour for current clients, reflecting a 63% discount from the clinician's standard expert witness fee.

If you require assistance with a court-related matter, please inquire about these services well in advance to ensure adequate preparation and support.

For past clients, court-related matters are billed at a reduced rate of $375 per hour, which is 50% of the regular expert witness fee.

For all other letters, please inquire for specific pricing.

## Your Responsibilities Regarding Insurance Coverage

Before commencing therapy, it is essential to verify the following details with your insurance company:

 The distinction between covered and non-covered services under your policy.

 Whether your benefits include coverage for the specific type of therapy you will be receiving.  Confirmation of coverage for both in-person and telehealth sessions.

 Information regarding your deductible, coverage limits, and any applicable co-pays or coinsurance.

## Closing Files After Missed Appointments

As previously stated, a lack of engagement significantly hinders progress. However, life can be unpredictable, and unforeseen circumstances may arise. Therefore, it is essential to make every effort to contact the practice in advance if you need to cancel or reschedule.

Should you find it necessary to cancel or reschedule an appointment, please reach out to me at 248.397.5075 or 3CsCounselingCenter@gmail.com at least 24 hours in advance to avoid incurring an additional fee.

According to 3Cs' policy, if I do not receive communication from you within 48 hours after a second missed appointment, your file will be closed, and services will be considered complete. Fees for missed sessions will be charged.

If communication is received within the 48-hour timeframe, the fee will still apply; however, the session may either be rescheduled based on the clinician's availability, or the next session will remain on the calendar if the clinician's schedule is full. Should no-shows persist after this point, the file will be closed, regardless of client communication.

## General & Emergency Communication

With your consent, I may utilize text or email for communication with you. Please be aware that these methods are not secure. Although 3Cs Counseling Center has a signed Business Associate Agreement (BAA) with Google Workspace to ensure HIPAA compliance, we cannot guarantee complete confidentiality. Therefore, please refrain from sending any information you wish to keep strictly confidential, including personal health information (PHI), via email or text.

Additionally, if your message requires immediate attention, please do not communicate through email or text. Instead, contact us directly at 248.397.5075.

In case of a crisis or emergency, please dial 988 or 911, or proceed to the nearest hospital emergency room.

## Effects of Counseling: Risks & Benefits

Embarking on a counseling journey is a courageous endeavor, one that often presents challenges. This process may reveal levels of awareness that can lead to psychological discomfort as you navigate through them. The intensity of this experience varies from person to person, and the journey of change can indeed be arduous. However, progressing at your own pace can yield significant benefits. It is important to remember that you have the right to decline participation in any therapeutic techniques, and I encourage open and honest communication about your feelings whenever possible.

Given the inherent complexities of counseling, it is challenging to predict specific therapeutic outcomes or to estimate the timeframe required for clients to achieve their individual goals. That said, clients who approach the change process with an open mind, consistently attend sessions, and actively engage in working on their goals outside of therapy often experience the most substantial benefits.

## Use of Diagnosis

Certain health insurance companies offer reimbursement for counseling services, while others do not. Generally, most insurers require a formal diagnosis of a mental health condition, indicating that you must have a recognized "illness" in order to receive reimbursement. Although this requirement may not be ideal, it is essential for your insurance to cover the services provided.

It is important to note that not all conditions for which individuals seek counseling qualify for reimbursement. If you believe a qualifying diagnosis applies to your situation, you are encouraged to discuss this with me. Please be aware that any diagnosis made will be recorded in your permanent insurance records and may impact your insurance costs and long-term insurability.

## Complaints

While clients are encouraged to address any concerns directly with me, you have the option to file a complaint against my practice with the organization listed below if you believe I am in violation of the American Counseling Association Code of Ethics, the National Board of Certified Counselors Codes of Ethics, or the International Certification & Reciprocity Consortium (IC&RC) Code of Ethics. Please ensure that the address and phone number provided below are used solely for this purpose.

## Michigan Department of Licensing and Regulatory Affairs

Bureau of Professional Licensing Investigations & Inspections Division

P.O. Box 30670

Lansing, MI 48909

**Phone:** 517-241-0205

## Client Acknowledgment

By signing below, you acknowledge that you have read and understood the terms and conditions outlined in this agreement. Your signature confirms your acceptance of all the provisions contained herein.

## Client Signature:

**Date:**

Thank you for your cooperation and trust in our services.