

# National Christian Counselors Association

## Licensing Program for Christian Counselors



**The policies, fees and requirements outlined in this catalog supersede all previous publications effective July 1, 2014.**

N.C.C.A. materials are proprietary and protected by copyright. The purpose of the N.C.C.A. certification/licensing program is to guard the copyrighted material from unlawful infringement, thus protecting the originality, quality, and integrity of the material from misuse by unholy and unprincipled practitioners.

The N.C.C.A. certification/licensing program is not to be identified nor confused with state licensing in any way. It is intended for a person who wants to practice as a “servant of the Church (Body of Christ)” rather than as an “agent of the state.”

The certification/licensing program developed by the National Christian Counselors Association provides specific credentials for candidates within the Ministry of Counseling.

*We extend an invitation to you to become a member of one of the largest educational and training associations of Christian counselors in the world. Our staff is committed to helping you fulfill the call that God has placed on your life.*

*If you have any questions, please feel free to write or call.*



*Equipping Christians to  
Counsel the Hurting  
Since 1981*



## Thank you for your interest in the National Christian Counselors Association

The National Christian Counselors Association is an educational and training organization for Christian counselors. The Association includes ministers, professional Christian counselors, testing specialists, medical doctors, attorneys and educators. The staff of the Association has committed themselves to the Lord Jesus Christ and believes that counseling is in vain, unless it is founded upon, and directed by, the Word of God.

The N.C.C.A.'s main purpose is to provide quality training for pastors and Christians who feel God's call to counsel. We believe that candidates completing our program will be better equipped to minister to those who are lost and hurting in this world.



*Faith-Based*  
**crisis  
therapy**

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*“The harvest truly is great,  
but the laborers are few.”*

Luke 10:2



# Statement of Faith

## Article One

We believe the Bible is the inerrant, inspired Word of the living God. The Bible is the final authority on all matters of life, faith and practice.

## Article Two

We believe that there is one God, eternally existent in three persons, Father, Son and Holy Spirit.

## Article Three

We believe in the deity of our Lord Jesus Christ, in the virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.

## Article Four

We believe that salvation is an act of God's saving grace by the work of the Holy Spirit in regenerating and converting the hearts of men by His free gift of saving faith.

## Article Five

We believe in the personal return of Jesus Christ, the eternal damnation in a literal hell for the wicked, and everlasting life with the living God for the righteous.

## Article Six

We believe that there is but one head of the Church, the Lord Jesus Christ, and that it is the responsibility of the Church and its institutions to maintain His Lordship over their activities and not submit that right to any individual, corporate body, governmental agency or head of state, as long as we conduct ourselves as ambassadors of Christ and live as lawful citizens.

## Article Seven

We believe that every area of life is to be subject to the Lordship of Jesus Christ. We adhere to a world and life view which seeks to make the Lord Jesus Christ preeminent in all things.

# The Origins of the National Christian Counselors Association

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In 1981, Drs. Richard and Phyllis Arno established the National Christian Counselors Association (N.C.C.A.) as a non-profit corporation in order to conduct research and develop a therapeutic procedure based on Scripture. The procedure would accomplish three essential goals:

- Enable the candidate to learn the system easily and relatively quickly
- Save pastors and Christian counselors precious time in counseling sessions
- Produce effective, positive, and more immediate results with those being counseled

Drs. Arno developed the system over seven years through systematic research with over 5,000 individuals. The counselees sought help for depression, inter/intra-personal conflict, marriage and family dysfunctions and anxiety.

The purpose of the research was to: (1) increase the effectiveness of the N.C.C.A.'s therapeutic procedure; (2) measure the percentage of success within a controlled environment; and (3) develop an accurate clinical testing procedure for initial identification of the counselee's temperament (spiritual genetics). In-depth studies were conducted on all current psychological tests and/or behavioral inventories. For many reasons, the N.C.C.A. selected the FIRO-B, which was developed by Dr. Will Schutz, as its initial measuring device or questionnaire. The N.C.C.A. named its analysis procedure the Temperament Analysis Profile (T.A.P.), which reveals the "hidden problems" that might normally take the counselor seven or eight sessions to identify.

In November 2000 the N.C.C.A. changed the name from the Temperament Analysis Profile to the Arno Profile System (A.P.S.) in honor of its' developers. Presently, over 5,000 pastors and professional counselors rely on the Arno Profile System to aid them in their counseling efforts. These counselors report an accuracy rate of over ninety percent (90%) in identifying an individual's correct (in-born, God-given) temperament.



## How the N.C.C.A. Credentials Help You Personally and Professionally

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Potential counselors often ask about the benefits of the training and obtaining certification or license from the N.C.C.A., and of course the primary benefit is expanding ones knowledge. We believe that the training you receive provides a deep spiritual insight into understanding human behavior and relating to others. This knowledge is both valuable and practicable in every area of life, including your ability to help those who are hurting.

Having N.C.C.A. credentials will help ensure that you are recognized within your community as a qualified Christian/Pastoral counselor. The community can be assured that your credentials are authentic and current.

Other benefits available to N.C.C.A. members include qualifying for professional liability insurance, networking with other counselors and the opportunity to earn continuing education credits at seminars and conferences. In addition, the N.C.C.A. offers assistance to its members with regard to degree transfer work and fulfillment of academic goals.

*I have spent the past 35 years administering all types of psychological tests, personality tests, cognitive tests, etc. (there are not many tools out in the marketplace that I have not used) and I must say I don't know of another tool that is as revealing and useful as the APS for helping people with problems and challenges..*

Henri Benlolo, Ph.D.  
Ocala, Florida

## Advantages of the Arno Profile System

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As a licensure candidate, you will learn the Arno Profile System (A.P.S.) for counseling. The A.P.S. is an easy-to-learn counseling technique used by thousands of lay counselors, professional counselors and pastors throughout the United States and in several foreign countries.

The Christian counselor administers a questionnaire, which takes fewer than ten minutes for the counselee to complete. The questionnaire measures the counselee's needs, natural traits, strengths, and weaknesses according to temperament. These are identified in the computerized Arno Profile System report, providing the counselor with in-depth information and the best way to counsel the individual. The system enables a qualified counselor to identify the counselee's temperament problem swiftly and accurately.

## Who Can Benefit From N.C.C.A. Training?

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The training adjusts to meet the needs of Christians with different goals, including:

- Christians who want to be better equipped to minister to those who need counsel
- Pastors who want to learn how to counsel members of their community who are experiencing problems
- Christians who want to be credentialed and provide pastoral counseling as a part-time or full-time ministry
- Professional counselors who want to become A.P.S. certified and learn a Biblically-based counseling model with proven success

## Christian Certification/Licensing

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As a Christian, each individual must decide if he or she wants to provide counsel as an agent of the state or as a servant of the Church (Body of Christ). If you have a Divine call on your life to counsel and minister to the hurting, then a state license may not provide the best option to fulfill God's calling on your life.

The National Christian Counselors Association licensure is not a state license, not the equivalent of a state licensure, nor a substitute for a state license, rather something **distinctly different**. Most states have regulatory laws governing the practice of psychology. Many of them also legislate the practice of general counseling. The laws vary from state to state. For example, some states have a counselor category called "Licensed Professional Counselor." Therefore, the National Christian Counselors Association requires its counselors to clearly identify their license, e.g., "National Christian Counselors Association Licensed Pastoral Counselor". This helps to ensure that the N.C.C.A. trained counselor is operating within legal and ethical standards, and maintaining the public's trust and confidence as a pastoral counselor and clergy member.

State regulatory laws help to protect the public and ensure professionalism within the counseling profession for very good reasons. The N.C.C.A. strives also to attain a similar goal within the Christian community and, at the same time, operate within compliance with state laws. Because most states still recognize that counseling is one of the responsibilities of the Church and its' clergy.

The major difference between state-licensed professional counselors and Pastoral or Christian counselors, who are licensed by the N.C.C.A. and under the authority of the Church (Body of Christ), is clear and well-defined. Counselors who have been licensed by the state are held to strict ethical standards which mandate an individual's right to be free from religious influence. The state licensed professional counselor in certain states is forbidden to pray, read or refer to the Holy Scriptures, counsel against things such as homosexuality, abortion, etc. Initiating such counsel could be considered unethical by the state. In most states in the U.S., state licensed counselors "must not promote their personal religious beliefs" according to the code of ethics in each respective state. The only time a state licensed counselor can involve religious

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(Christian) principles, morals, activities, instruction, etc., is if the counselee initiates or requests counsel in this area. The state-licensed counselor may not have the education, experience and knowledge of Scripture that the N.C.C.A. counselor provides.

Opposite from that, Pastoral counselors are required to pray, share their faith, read the Holy Scriptures, etc. The fact that Pastoral and Christian counselors do these things creates a clear distinction. We are two distinct professions and govern ourselves accordingly.

As you can readily see, the state governs secular counselors and the Church is responsible to set standards and govern ministers who have devoted their lives to the ministry and to Pastoral counseling.

None of this is to say that the Christian counselor, minister or priest is not permitted to request fees and receive remuneration for the services they render, as long as they remain adherent to the state laws governing such procedures.

The N.C.C.A. requires all who are certified or licensed by its Licensing Board of Examiners to:

1. Be credentialed ministers (ordained, licensed or commissioned) whose goal is to evangelize and ease the emotional pain and suffering of humanity. All ministerial credentials are subject to review and may be accepted or rejected upon determination.
2. Provide their service under the authority of a legally organized local church, a national church organization or a 501(c)(3) not-for-profit ministry.
3. Complete specialized training provided by the N.C.C.A.
4. Complete the minimum requirements for continuing education and annual license renewal.
5. Uphold N.C.C.A.'s Code of Ethical Standards.

N.C.C.A.'s published "[Code of Ethical Standards](#)" outlines all of the procedures involved in dismissal, revocation, probation and reinstatement of an individual's membership, certification and/or license and is available for review at [www.ncca.org](http://www.ncca.org).

# Explanation of Ministerial Credentials and Clergy

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## Are you “called” by God to counsel and want to be licensed?

Many individuals who inquire about the N.C.C.A.’s training program are already accountably ordained ministers under the authority of their local church or denomination. These individuals can complete the requirements and be licensed at the corresponding pastoral license for their level of attained education. In many states, they can counsel and accept remuneration for this service (in accordance with state and local guidelines) without being affiliated with any state agency or without being state licensed. Some states do require the clergy counselor to carry out their counseling under the sponsorship of a church or denomination to which they remain accountable. This is because the laws governing counseling in most states exempt “Clergy” from submitting to its (the state’s) authority. You will need to make sure that your ministerial credentials and relationship to your church or denomination meet the requirements of licensing exemption in your state.

What about the others – those individuals who are not credentialed ministers or pastors? The call to counsel is just as real for them. They may not want to be state licensed and most certainly do not want to relinquish their right to represent Jesus Christ in their counseling ministry. They just want to answer and fulfill God’s call on their lives.

Indeed, some are called to the high office of the pastorate. These persons should be credentialed (set aside) by a church or a denomination and approved to perform all the duties of the pastorate, including the dispensation of the sacraments (giving Holy Communion and Baptizing).

However, there are many other types of Ministers or Clergy, for example, Ministers of Music, Chaplains, Ministers of Administration, Missionaries, Youth Ministers, Evangelists, Pastoral Counselors or Bishops. All of these offices are understood by the state and federal government to be “Clergy.”

The Ministry of Counseling is a valid ministry which is instituted by God and is manifest in Jesus Christ, our “Wonderful Counselor.” The call into this ministry is an awesome call which cannot be easily ignored.

Perhaps you are not called to pastor a church or to give Holy Communion or to Baptize. However, if you are called by God into the Ministry of Counseling, we can help you. You do not specifically have to be Ordained; you seek to qualify to be commissioned as a Commissioned Minister of Counseling through your church or denomination. This will help to open the doors for you to accept God's call on your life.

Your local church/denomination may be authorized to commission you as a Commissioned Minister of Pastoral Counseling and we recommend that you speak with your local pastor or church leadership about this possibility.

Please do not reject God's call and His anointing on your life because you are fearful of the words "Clergy," "Ordained," "Commissioned" or "Minister." These precious words refer to those "set aside" for the specific ministry for which God has called you.

Our mission is to help you fulfill your call.

*I have been in the ministry since 1957 and I am a conservative, fundamental Baptist preacher. If N.C.C.A.'s training was not Biblically and fundamentally solid, I would have nothing to do with it. However, I have been privileged to introduce the N.C.C.A. throughout South Korea and the Philippines.*

Rev. W. Louie Carver, Th.D.  
Wichita Falls, Texas

## NCCA Recognized Ministerial Credentialing Fellowships

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The N.C.C.A. believes that the best option for ministerial credentialing for each candidate is the local church where they attend, support and have completed the necessary requirements for ministerial credentials to have been bestowed upon them. The majority of N.C.C.A. members are credentialed ministers through their local church and this assists them as pastoral counselors in many ways.

However, there are instances when the local church is not a viable option and the N.C.C.A. member may not be able to attain their ministerial credentials with them. In such cases, the N.C.C.A. member is required to seek alternatives in order to obtain proper ministerial credentials. Those ministerial credentials must not only meet the requirements of the N.C.C.A., but also any requirements of the state in which the N.C.C.A. member operates that will provide recognition and acknowledgement as a clergy member.

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For this purpose the N.C.C.A. has listed selective ministerial fellowships that may assist you in obtaining acceptable ministerial credentials. Below is the contact information for these organizations. If you do not have ministerial credentials and your local church is not an option, we encourage you to consider these organizations when you research the ministerial fellowship you would like to serve under.

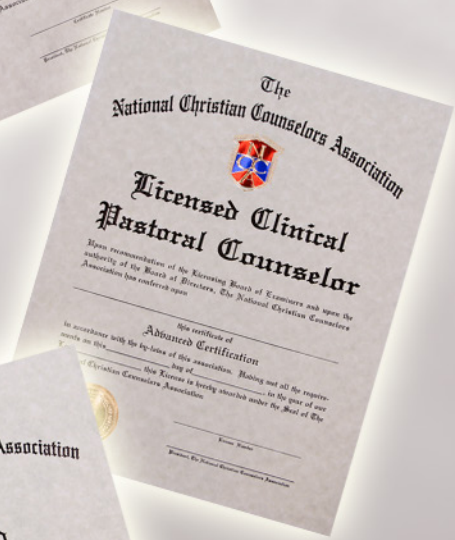
**Paragon Christian Alliance International**  
2149 HWY 139  
Monroe, LA 71203  
866-268-5600  
website [www.paragonchristianalliance.org](http://www.paragonchristianalliance.org)  
email [info@paragonchristianalliance.org](mailto:info@paragonchristianalliance.org)

**International Fellowship Ministries**  
22722 29th DR SE#100  
Bothell, WA 98021  
(425)780-4471  
website [www.ifm7.org](http://www.ifm7.org)  
email [ifm@ifm7.org](mailto:ifm@ifm7.org)

**National Conservative Christian Church**  
8200 Bee Ridge RD  
Sarasota, FL 34241  
(941)379-6222  
website [www.nccchurch.org](http://www.nccchurch.org)  
email [ministry@nccchurch.org](mailto:ministry@nccchurch.org)



# Select



# Your




# Program

*For thou hast  
possessed my reins:  
thou hast covered me  
in my mother's womb.*

*I will praise thee;  
for I am fearfully and  
wonderfully made:  
marvelous are thy  
works; and that my  
soul knoweth right well.*

*Psalm 139: 13-14*



**HOLY BIBLE**

# Program 1 *Certification or License (only)*

## Procedures and Requirements

A minimum of a high school diploma or GED equivalent

## Complete Phase I

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### Courses

Each candidate must complete the following 5 courses:

Basic Christian Counseling

Temperament Theory

Testing/Measurements

Temperament Therapy

Christian Counseling: Integrating Temperament and Psychology

### Additional Requirements

Each candidate must:

- Complete a practicum. This consists of administering the A.P.S. to 10 individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. Written responses to 50 ethical questions posed by the N.C.C.A.'s Licensing Board of Examiners.
  - b. \$50 for first year's annual dues.
  - c. A signed Application for Certification/Membership form.
  - d. a signed copy of N.C.C.A.'s Code of Ethical Standards.

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## Program 1 cont.

Upon completion of Phase I requirements, subsequent review and acceptance, the candidate will qualify to receive:

- a Certified Temperament Counselor certificate and
- a Clinical Member (non-clergy) or Professional Clinical Member (clergy) certificate, membership card and lapel pin

## Complete Phase II

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### Courses

Each candidate must complete the following 3 courses:

Mastering Pastoral Counseling Utilizing Temperament  
Temperament Case Studies  
Counseling the Codependent

### Additional Requirements

Each candidate must:

- Complete a practicum. This consists of administering the A.P.S. to 15 additional individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. A signed application for N.C.C.A. license.
  - b. The Notification and Release Form for Personal National Screening. (This form authorizes the N.C.C.A. to secure a national background check to verify each candidate's history.)
  - c. Submit current ministerial credentials.\*
  - d. A certification / licensing fee of \$100.

Upon completion of Phase II requirements, subsequent review and acceptance, the candidate will qualify to receive:

- Certified Pastoral Counselor (high-school diploma, GED or Associates)
- Licensed Pastoral Counselor (holds a Bachelors)
- Licensed Clinical Pastoral Counselor (holds a Masters)
- Licensed Clinical Pastoral Counselor-Advanced Certified (holds a Doctorate)
- Certified Temperament Pastoral Counselor (Optional) (additional \$39 fee applies)  
Available also if state law prohibits the use of term pastoral license

Annual membership and certification/license renewal is required to maintain valid N.C.C.A. credentials. Membership is currently \$50 per year and license renewal is \$20 per year (total \$70). A signed affidavit verifying continuing education must be submitted annually for license renewal.

The tuition for each Phase I and Phase II course is currently \$292. There is a \$5 processing fee per course plus actual shipping cost added to each order. Candidates are expected to pay for each course when it is shipped. Visa, MasterCard and Discover card accepted.

Clinical Supervisors are to be paid \$50 per hour and every candidate must complete six (6) hours of supervision.

\*All candidates are required to have current ministerial credentials in order to be credentialed as a pastoral counselor by the National Christian Counselors Association. If you do not already have valid ministerial credentials, we recommend you speak with your local pastor or church leadership about attaining these credentials through your local church or denomination. For more information please see page 15.

*A centerpiece in the N.C.C.A. training is the use of the Arno Profile System. This tool has had profound impact on hundreds of people with whom I have worked. It is the platform for our ministry.*

Dr. Ron Keller, Ph.D.  
Minneapolis, Minnesota

## Program 2 *Combined License & B.A.*

### Procedures and Requirements

Mature Christians who have graduated from high school or hold a G.E.D. may elect to complete the requirements for license and qualify for a B.A. in Christian Counseling.

### Complete Phase I

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#### Courses

Each candidate must complete the following 5 courses:

- Basic Christian Counseling
- Temperament Theory
- Testing/Measurements
- Temperament Therapy
- Christian Counseling: Integrating Temperament and Psychology

#### Additional Requirements

Each candidate must:

- Complete a practicum. This consist of administering the A.P.S. to 10 individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. Written responses to 50 ethical questions posed by the N.C.C.A.'s Licensing Board of Examiners.
  - b. \$50 for first year's annual dues.
  - c. A signed Application for Certification/Membership form and a signed copy of N.C.C.A.'s Code of Ethical Standards.

Upon completion of Phase I requirements, subsequent review and acceptance, the candidate will qualify to receive:

- a Certified Temperament Counselor certificate and
- a Clinical Member (non-clergy) or Professional Clinical Member (clergy) certificate, membership card and lapel pin

## Complete Phase II

### Courses

Each candidate must complete the following 3 courses:

Mastering Pastoral Counseling Utilizing Temperament  
Temperament Case Studies  
Counseling the Codependent

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### Additional Requirements

Each candidate must:

- Complete a practicum. This consists of administering the A.P.S. to 15 additional individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. A signed application for N.C.C.A. license. The Notification and Release Form for Personal National Screening. (This form authorizes the N.C.C.A. to secure a national background check to verify each candidate's history.)
  - b. Submit current ministerial credentials.\*
  - c. A licensing fee of \$100.

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## Program 2 cont.

Upon completion of Phase II requirements, subsequent review and acceptance, the candidate will qualify to receive:

- Certified Pastoral Counselor (high-school diploma, GED or Associates)
- Certified Temperament Pastoral Counselor (Optional)  
(additional \$39 fee applies)

Annual membership and certification/license renewal is required. Membership is currently \$50 per year and license renewal is \$20 per year (total \$70). A signed affidavit verifying continuing education must be submitted annually.

The tuition for each Phase I and Phase II course is currently \$292. There is a \$5 processing fee per course plus actual shipping cost added to each order. Candidates are expected to pay for each course when it is shipped. Visa and MasterCard accepted.

Clinical Supervisors are to be paid \$50 per hour and every candidate must complete six (6) hours of supervision.

\*All candidates are required to have current ministerial credentials in order to be credentialed as a pastoral counselor by the National Christian Counselors Association. If you do not already have valid ministerial credentials, we recommend you speak with your local pastor or church leadership about attaining these credentials through your local church or denomination. For more information please see page 15.

## Complete Phase III

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### Courses

Each candidate must select and complete six (6) advanced courses (listed on pages 45-46).

### Additional Requirements

Each candidate must:

- Upon completion of the required courses, submit the following:
  - a. Written responses to a 500 Question Open Book Equivalency Exam on the Bible (Old and New Testament — KJV)

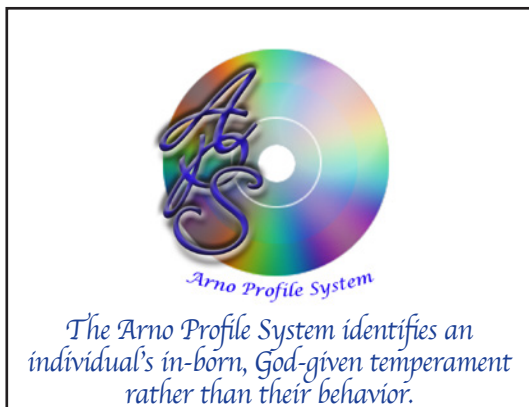


- b. A signed letter authorizing N.C.C.A. to transfer the academic records to the approved college.
- c. Matriculation and transfer fees of \$1500 payable to:  
N.C.C.A. (A surcharge for payment by credit card may apply)

The tuition for each advanced course is currently \$193. There is a \$5 processing fee per course plus actual shipping cost added to each order. Candidates are expected to pay for each course when it is shipped. Visa, MasterCard and Discover card accepted.

After successfully completing all of the requirements for Phase III, the candidate will (assuming everything is in order) receive:

- a Licensed Clinical Pastoral Counselor certificate, card and
- the Appropriate Advanced Certification certificates for selected specialty areas completed and
- a Bachelor of Arts degree in Christian Counseling



## Program 3 *Combined License & M.A.*

### **Procedures and Requirements**

Individuals who already hold a Bachelors degree in counseling or a related/ accepted field may elect to complete the requirements for license and qualify for an M.A. in Clinical Christian Counseling.

### **Complete Phase I**

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#### **Courses**

Each candidate must complete the following 5 courses:

- Basic Christian Counseling
- Temperament Theory
- Testing/Measurements
- Temperament Therapy
- Christian Counseling: Integrating Temperament and Psychology

#### **Additional Requirements**

Each candidate must:

- Complete a practicum. This consist of administering the A.P.S. to 10 individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. Written responses to 50 ethical questions posed by the N.C.C.A.'s Licensing Board of Examiners.
  - b. \$50 for first year's annual dues.
  - c. A signed Application for Certification/Membership form and a signed copy of N.C.C.A.'s Code of Ethical Standards.

Upon completion of Phase I requirements, subsequent review and acceptance, the candidate will qualify to receive:

- a Certified Temperament Counselor certificate and
- a Clinical Member (non-clergy) or Professional Clinical Member (clergy) certificate, membership card and lapel pin

## Complete Phase II

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### Courses

Each candidate must complete the following 3 courses:

Mastering Pastoral Counseling Utilizing Temperament  
Temperament Case Studies  
Counseling the Codependent

### Additional Requirements

Each candidate must:

- Complete a practicum. This consists of administering the A.P.S. to 15 additional individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. A signed application for N.C.C.A. license. The Notification and Release Form for Personal National Screening. (This form authorizes the N.C.C.A. to secure a national background check to verify each candidate's history.)
  - b. Submit current ministerial credentials.\*
  - c. A licensing fee of \$100.

Upon completion of Phase II requirements, subsequent review and acceptance, the candidate will qualify to receive:

- a Licensed Pastoral Counselor Certificate and card
- Certified Temperament Pastoral Counselor (Optional)  
(additional \$39 fee applies)

## Program 3 cont.

Annual membership and certification/license renewal is required. Membership is currently \$50 per year and license renewal is \$20 per year (total \$70). A signed affidavit verifying continuing education must be submitted annually for license renewal.

The tuition for each Phase I and Phase II course is currently \$292. There is a \$5 processing fee per course plus actual shipping cost added to each order. Candidates are expected to pay for each course when it is shipped. Visa, MasterCard and Discover card accepted.

Clinical Supervisors are to be paid \$50 per hour and every candidate must complete six (6) hours of supervision.

\*All candidates are required to have current ministerial credentials in order to be credentialed as a pastoral counselor by the National Christian Counselors Association. If you do not already have valid ministerial credentials, we recommend you speak with your local pastor or church leadership about attaining these credentials through your local church or denomination. For more information please see page 15.

## Complete Phase III

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### Courses

Each candidate must select and complete four (4) advanced courses (listed on pages 45-46).

### Additional Requirements

Each candidate must:

- Upon completion of the required courses, submit the following:
  - a. One copy of a written thesis. This normally consists of 25 individual reports (case studies) developed from the candidate's work with 25 individuals using the A.P.S. reports. A format is provided in the course titled Temperament Case Studies. The thesis has a 100 page minimum.
  - b. A letter authorizing N.C.C.A. to transfer the academic records to the approved college.

- c. Matriculation and transfer fees of \$1500 payable to:  
N.C.C.A. (A surcharge for payment by credit card may apply.)
- d. \$50 made payable to the N.C.C.A. to upgrade the candidate's  
license to the M.A. level of Licensed Clinical Pastoral Counselor.

The tuition for each advanced course is currently \$193. There is a \$5 processing fee per course plus actual shipping cost added to each order. Candidates are expected to pay for each course when it is shipped. Visa, MasterCard and Discover card accepted.

After successfully completing all of the requirements for Phase III, the candidate will (assuming everything is in order) receive:

- a Licensed Clinical Pastoral Counselor certificate, card and
- the Appropriate Advanced Certification certificate for selected specialty areas completed and
- a Master of Arts degree in Clinical Christian Counseling  
note-Additional documentation may be required depending on school selected



*Faith-Based*  
**intervention  
therapy**

## Program 4 *Combined License & Doctorate*

### Procedures and Requirements

Individuals who already hold a Masters degree in counseling or a related/ accepted field may elect to complete the requirements for license and qualify for a Doctoral degree in Clinical Christian Counseling.

### Complete Phase I

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#### Courses

Each candidate must complete the following 5 courses:

- Basic Christian Counseling
- Temperament Theory
- Testing/Measurements
- Temperament Therapy
- Christian Counseling: Integrating Temperament and Psychology

#### Additional Requirements

Each candidate must:

- Complete a practicum. This consists of administering the A.P.S. to 10 individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. Written responses to 50 ethical questions posed by the N.C.C.A.'s Licensing Board of Examiners.
  - b. \$50 for first year's annual dues.
  - c. A signed Application for Certification/Membership form and a signed copy of N.C.C.A.'s Code of Ethical Standards.

Upon completion of Phase I requirements, subsequent review and acceptance, the candidate will qualify to receive:

- a Certified Temperament Counselor certificate and
- a Clinical Member (non-clergy) or Professional Clinical Member (clergy) certificate, membership card and lapel pin

## Complete Phase II

---

### Courses

Each candidate must complete the following 3 courses:

Mastering Pastoral Counseling Utilizing Temperament  
Temperament Case Studies  
Counseling the Codependent

### Additional Requirements

Each candidate must:

- Complete a practicum. This consists of administering the A.P.S. to 15 additional individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. A signed application for N.C.C.A. license. The Notification and Release Form for Personal National Screening. (This form authorizes the N.C.C.A. to secure a national background check to verify each candidate's history.)
  - b. Submit current ministerial credentials.\*
  - c. A licensing fee of \$100.

Upon completion of Phase II requirements, subsequent review and acceptance, the candidate will qualify to receive:

- a Licensed Clinical Pastoral Counselor certificate and card
- Certified Temperament Pastoral Counselor (Optional)  
(additional \$39 fee applies)

continued next page

## Program 4 cont.

Annual membership and certification/license renewal is required. Membership is currently \$50 per year and license renewal is \$20 per year (total \$70). A signed affidavit verifying continuing education must be submitted annually for license renewal.

The tuition for each Phase I and Phase II course is currently \$292. There is a \$5 processing fee per course plus actual shipping cost added to each order. Candidates are expected to pay for each course when it is shipped. Visa, MasterCard and Discover card accepted.

Clinical Supervisors are to be paid \$50 per hour and every candidate must complete six (6) hours of supervision.

\*All candidates are required to have current ministerial credentials in order to be credentialed as a pastoral counselor by the National Christian Counselors Association. If you do not already have valid ministerial credentials, we recommend you speak with your local pastor or church leadership about attaining these credentials through your local church or denomination. For more information please see page 15.

## Complete Phase III

---

### Courses

Each candidate must select and complete eight (8) advanced courses (listed on pages 45-46).

### Additional Requirements

Each candidate must:

- Upon completion of the required courses, submit the following:
  - a. One copy of a written dissertation. This normally consists of 35 (25 generated for license practicum plus 10 additional) individual reports (case studies) developed from the candidate's work with 35 individuals using the A.P.S. reports. A format is provided in the course titled "Temperament Case Studies." The dissertation has a 140 page minimum.
  - b. A letter authorizing N.C.C.A. to transfer the academic records to the approved college.



- c. Matriculation and transfer fees of \$1500 payable to:  
N.C.C.A. (A surcharge for payment by credit card may apply.)
- d. \$50 made payable to the N.C.C.A. to upgrade the candidate's  
license to the doctorate level of Licensed Clinical Pastoral  
Counselor — Advanced Certified.

The tuition for each advanced course is currently \$193. There is a \$5 processing fee per course plus actual shipping cost added to each order. Candidates are expected to pay for each course when it is shipped. Visa, MasterCard and Discover card accepted.

After successfully completing all of the requirements for Phase III, the candidate will (assuming everything is in order) receive:

- a Licensed Clinical Pastoral Counselor — Advanced Certified certificate, card and
- the Appropriate Advanced Certification certificates for selected specialty areas completed and
- a Doctoral degree in Clinical Christian Counseling  
note-Additional documentation may be required depending on school selected



*Faith-Based*  
abuse  
therapy

# Program 5 *License and 2nd Doctorate*

## Procedures and Requirements

Individuals who already hold an earned Doctorate degree in counseling or a related/accepted field may elect to complete the requirements for license and qualify for a second Doctorate in Clinical Christian Counseling.

## Complete Phase I

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### Courses

Each candidate must complete the following 5 courses:

- Basic Christian Counseling
- Temperament Theory
- Testing/Measurements
- Temperament Therapy
- Christian Counseling: Integrating Temperament and Psychology

### Additional Requirements

Each candidate must:

- Complete a practicum. This consist of administering the A.P.S. to 10 individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. Written responses to 50 ethical questions posed by the N.C.C.A.'s Licensing Board of Examiners.
  - b. \$50 for first year's annual dues.
  - c. A signed Application for Certification/Membership form and a signed copy of N.C.C.A.'s Code of Ethical Standards.

Upon completion of Phase I requirements, subsequent review and acceptance, the candidate will qualify to receive:

- a Certified Temperament Counselor certificate and
- a Clinical Member (non-clergy) or Professional Clinical Member (clergy) certificate, membership card and lapel pin

# Complete Phase II

---

## Courses

Each candidate must complete the following 3 courses:

Mastering Pastoral Counseling Utilizing Temperament  
Temperament Case Studies  
Counseling the Codependent

## Additional Requirements

Each candidate must:

- Complete a practicum. This consists of administering the A.P.S. to 15 additional individuals under the direction of an assigned and approved clinical supervisor.
- Upon completion of the required courses, submit the following:
  - a. A signed application for N.C.C.A. license. The Notification and Release Form for Personal National Screening. (This form authorizes the N.C.C.A. to secure a national background check to verify each candidate's history.)
  - b. Submit current ministerial credentials.\*
  - c. A licensing fee of \$100.

Upon completion of Phase II requirements, subsequent review and acceptance, the candidate will qualify to receive:

- a Licensed Clinical Pastoral Counselor — Advanced Certified certificate and card
- Certified Temperament Pastoral Counselor (Optional)  
(additional \$39 fee applies)

Annual membership and certification/license renewal is required. Membership is currently \$50 per year and license renewal is \$20 per year (total \$70). A signed affidavit verifying continuing education must be submitted annually for license renewal.

The tuition for each Phase I and Phase II course is currently \$292. There is a \$5 processing fee per course plus actual shipping cost added to each order. Candidates are expected to pay for each course when it is shipped. Visa, MasterCard and Discover card accepted.

continued next page

## Program 5 cont.

Clinical Supervisors are to be paid \$50 per hour and every candidate must complete six (6) hours of supervision.

\*All candidates are required to have current ministerial credentials in order to be credentialed as a pastoral counselor by the National Christian Counselors Association. If you do not already have valid ministerial credentials, we recommend you speak with your local pastor or church leadership about attaining these credentials through your local church or denomination. For more information please see page 15.

## Complete Phase III

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### Courses

Each candidate must select and complete four (4) advanced courses (listed on pages 45-46). No dissertation is required for candidates who already hold an earned doctorate.

### Additional Requirements

Each candidate must:

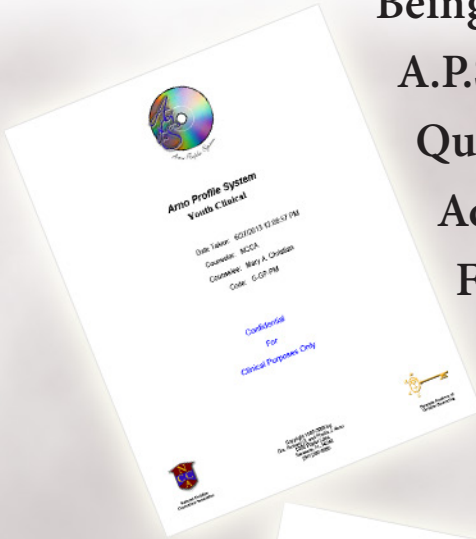
- Upon completion of the required courses, submit the following:
  - a. A letter authorizing N.C.C.A. to transfer the academic records to the approved college.
  - b. Matriculation and transfer fees of \$1500 payable to:  
N.C.C.A. (A surcharge for payment by credit card may apply.)

The tuition for each advanced course is currently \$193. There is a \$5 processing fee per course plus actual shipping cost added to each order. Candidates are expected to pay for each course when it is shipped. Visa and MasterCard accepted.

After successfully completing all of the requirements for Phase III, the candidate will (assuming everything is in order) receive:

- a Licensed Clinical Pastoral Counselor — Advanced Certified certificate, card and
- the Appropriate Advanced Certification certificate for selected specialty areas completed and
- a Doctoral degree in Clinical Christian Counseling  
note-Additional documentation may be required depending on school selected

# Being A.P.S. Certified Qualifies You to Administer Four Types of Biblically-Based Profiles



*Notes:*

# Tuition Fees, Policies and Procedures

The N.C.C.A. requires a \$75 enrollment fee which must accompany the Enrollment Agreement. This is refundable only if the candidate is not accepted into the program for lack of qualifications.

The tuition for all N.C.C.A. Phase I and Phase II courses is currently \$292 per course. There is a \$5 processing fee per course (includes online course) plus actual shipping cost added to each order.

The tuition for all advanced courses is currently \$193 per course. There is a \$5 processing fee per course plus actual shipping cost added to each order.

Candidates are expected to provide the N.C.C.A. with valid credit card information so the tuition can be processed as each course is shipped.

In addition to the tuition, the candidate will be assigned to a clinical supervisor in which may be in his or her geographical area. When assigned, the candidate is required to pay the supervisor directly. The fee for clinical supervision is \$50 per hour for a required minimum of six (6) hours.

The course tuition and clinical supervision fees do not include the cost of the A.P.S. reports. The candidate's cost for the A.P.S. reports is currently \$30 each. The fee for the A.P.S. reports may be passed on to the person being tested. Charging for the A.P.S. report is left to the discretion of the candidate.

Many counselors charge from \$150 to \$300 for comparable reports, therefore, requiring \$50 to \$85 for an A.P.S. report is very reasonable.

If you are working toward a degree, the matriculation and transfer fees for a degree must be paid after all requirements have been fulfilled. The matriculation and transfer fees for a Bachelors degree \$1,500 and the fees for an M.A. are \$1,500. The fees for a Doctorate are also \$1,500.

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This fee is for the awarding of the college degree and is not included in N.C.C.A.'s course/tuition fees. There is a surcharge for payment by credit card which is currently \$75.

After completion of Phase II, a \$100 licensing fee is required with a signed copy of Application for N.C.C.A. License (completed at end of Phase II) along with The Notification and Release Form for Personal National Screening.

## Course Exemption

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Upon written request, exemption from one or more of the standard courses may be awarded. Consideration is based on the individual's academic history as evidenced by documentation (resume and transcripts) submitted N.C.C.A.'s Evaluation Committee PRIOR to enrollment.

## Course Returns

May be applicable with pre-approved consent. Refunds may be awarded upon authorization, but only if course materials are received in a re-saleable condition within thirty (30) days of delivery. Online Courses are not refundable after being accessed.

## Foreign Candidates

Are required to submit all payments with a valid credit card. No foreign checks, money orders or certified checks are accepted.





# Course Descriptions



## Course Descriptions

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The time element involved is approximately 40-50 clock hours per course. This depends on the candidate's own personal academic skills.

All N.C.C.A. courses are provided in written format and are provided as independent home study (distance education).

Final examinations are closed book and require a proctor to ensure the integrity of the training.

## Basic Christian Counseling

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**Author: R. G. Arno, Ph.D.**

This course is formatted as an online video or DVD consisting of four hours of instruction. The instructor will provide the student with an overview of the "Big Eight" (types of secular counseling/therapeutic methods). In addition, the student will be taught the difference between Christian and secular counseling, goals, techniques, and several other important topics, such as the dangers and pitfalls of counseling.

### Course Requirements:

1. Approximately 10 clock hours
2. Suggested time limit four weeks
3. Pass a proctored final exam

# Temperament Theory

---

**Author: R. G. Arno, Ph.D.**

This course is approximately 250 pages in length. The candidate will be provided with an in-depth background of the theory of temperament and provided with the scientific and biblical basis for this theory. This course introduces a fifth temperament and the behavioral patterns of each temperament. The student is required to complete a personal Arno Profile System (A.P.S.) Response Form prior to beginning this course.

## Course Requirements:

1. Approximately 30 clock hours
2. Suggested time limit twelve weeks
3. Complete and submit a personal temperament questionnaire
4. Pass two proctored exams

# Testing/Measurements

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**R. G. Arno, Ph.D. and P. J. Arno, Ph.D.**

This course is formatted as an online video or DVD consisting of one hour of instruction. The instructors will introduce the student to the primary tests used by the N.C.C.A. Samples of “Jane Doe” reports will be provided for the student’s review. After reviewing the training video, the student is required to return a Verification Statement to the N.C.C.A., for course credit. Upon receipt of this instrument, the N.C.C.A. will permit the candidate to continue to the next course.

## Course Requirements:

1. Approximately 3 clock hours
2. Suggested time limit four weeks
3. Submit Verification Statement

# Temperament Therapy

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**Author: R. G. Arno, Ph.D.**

This course is approximately 360 pages in length. The candidate will be taught how to apply the theory of temperament in a clinical setting. An A.P.S. start-up packet is included with this course. The student is authorized to begin administering the A.P.S. at this point.

## Course Requirements:

1. Approximately 30 clock hours
2. Suggested time limit twelve weeks
3. Pass two proctored exams

# Christian Counseling: Integrating Temperament and Psychology

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**Authors: Henry R. Mohn, Ph.D.**

This course is approximately 145 pages in length. In this study the candidate will be introduced to the definition, theory and practice of biblically based Christian Psychology and counseling and how this relates to N.C.C.A.'s counseling model, Temperament Therapy.

## Course Requirements:

1. Approximately 35 clock hours
2. Suggested time limit fifteen weeks
3. Pass one proctored exam

# Mastering Pastoral Counseling Utilizing Temperament

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**Authors: Rev. John W. Luton, M.A.; Richard G. Arno, Ph.D. & Phyllis J. Arno, Ph.D.**

This course is approximately 225 pages in length. The candidate will receive specific information regarding stress, anger and guilt with an emphasis on the need to develop family relationships. This course utilizes the N.C.C.A.'s counseling model, Temperament Therapy.

## Course Requirements:

1. Approximately 36 clock hours
2. Suggested time limit fourteen weeks
3. Pass one proctored exam

# Temperament Case Studies

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**Compiled by Phyllis J. Arno, Ph.D.**

This course is approximately 154 pages in length. The candidate will learn first-hand the counseling model used by the N.C.C.A. members and graduates. These case studies utilize the counseling model taught by the N.C.C.A. and also incorporate other testing instruments.

## Course Requirements:

1. Approximately 35 clock hours
2. Suggested time limit twelve weeks
3. Submit one case study following format

# Counseling the Codependent: A Christian Perspective Utilizing Temperament

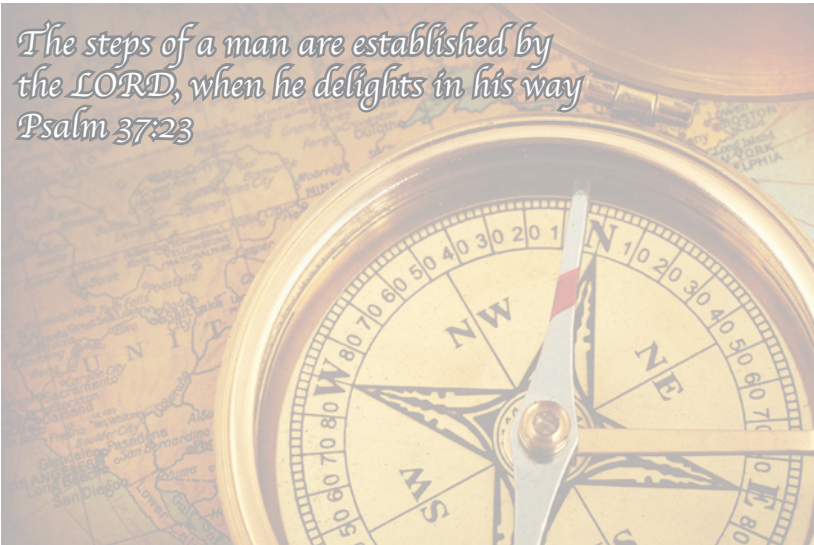
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**Author: Jean M. LaCour, Ph.D.**

This course is approximately 160 pages in length and is accompanied by a study workbook. The candidate will receive specialized training regarding codependency, which incorporates the counseling taught by the N.C.C.A.

## Course Requirements:

1. Approximately 35 clock hours
2. Suggested time limit twelve weeks
3. Pass one proctored exam



# Faith-Based Courses for Advanced Certification

## Integrated Marriage and Family Therapy

1. Marriage and Family Counseling – An Integrated Approach
2. Integrated Temperament Couple Therapy
3. Pre-Marriage Counseling With Temperament
4. The Father-Daughter Connection

## Child and Adolescent Therapy

1. Counseling Families
2. Counseling and Children
3. Counseling Youth
4. Counseling and The Search for Meaning

## Substance Abuse and Addiction Therapy

1. Counseling for Substance Abuse and Addiction
2. Counseling Adult Children of Alcoholics
3. Counseling for Problems of Self-Control
4. Counseling Those With Eating Disorders

## Sexual Therapy

1. Counseling for Sexual Disorders
2. Counseling and Homosexuality
3. Counseling for Problems of Self-Control
4. Counseling for Unplanned Pregnancy & Infertility

## Death and Grief Therapy

1. Counseling the Sick and Terminally Ill
2. Counseling for Anger
3. Joy — In The Midst of Mourning
4. Counseling Families of Children With Disabilities

## Cognitive Therapy and Ethics

1. Cognitive Therapy Techniques
2. Life's Answers Through Counseling With God
3. Quality, Ethics, and Legal Issues In Christian Counseling
4. Making Life Healing Changes

## Crisis and Abuse Therapy

1. Counseling for Family Violence/Abuse
2. Counseling in Times of Crisis
3. Counseling for Anger
4. Counseling the Depressed

## Temperament Therapy

1. Temperament Case Studies
2. Life's Answers Through Counseling With God
3. Living in the Spirit—Utilizing Temperament
4. Counseling the Codependent: A Christian Perspective  
Utilizing Temperament

## Domestic Violence and Intervention Therapy

Applicant must hold a Masters degree or higher, be licensed by the N.C.C.A. and be Advanced Certified in Crisis and Abuse Therapy as well as completing the following five courses:

1. Temperament Case Studies
2. Counseling for Substance Abuse and Addiction
3. Counseling for Problems of Self-Control
4. Counseling Families
5. Counseling and Self-Esteem

## Group Therapy

Applicant must hold a Masters degree or higher, be licensed by the N.C.C.A. and be Advanced Certified in Integrated Marriage & Family Therapy in order to qualify for this specialty area of Advanced Certification. Then, the candidate must complete one additional course entitled Group Therapy.



## Family Systems

1. The Fine Art of Mentoring
2. Life Coaching-Temperament
3. Life Coaching-Family Systems
4. Life Coaching-Seeking Effectiveness

This certification consists of one paper back book, also available online, and three macro video lectures. Upon completion of this course the candidate must complete a reflections paper that will serve as the final exam.



*The path of the righteous is level;  
you make level the way of the righteous.  
In the path of your judgments,  
O Lord, we wait for you;  
your name and remembrance  
are the desire of our soul.  
My soul yearns for you in the night;  
my spirit within me earnestly seeks you.  
For when your judgments are in the earth,  
the inhabitants of the world learn righteousness.  
Isaiah 26:7-9*

# Accreditation

The N.C.C.A. is fully accredited by the Accrediting Commission International (A.C.I.) as a Comprehensive Accredited Member with Honors. This level of recognition is only attainable by institutions that have been accredited through A.C.I. for at least ten years, had at least two on-site visits and send at least one representative annually to the A.C.I. Conference on Accreditation. The N.C.C.A. is honored to hold this recognition through A.C.I. For further information regarding N.C.C.A.'s standing, please contact A.C.I. at:

telephone: 877-244-1989

website: [www.accreditnow.com](http://www.accreditnow.com)

Member of the Better Business Bureau of West Florida. Please contact them at:

website: [www.bbbwestflorida.org](http://www.bbbwestflorida.org)

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National Christian Counselors Association

[www.ncca.org](http://www.ncca.org)

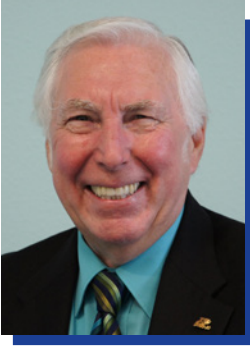
E-mail at: [NewInquiry@ncca.org](mailto:NewInquiry@ncca.org)



# Licensing Board of Examiners

This group of professionals from diverse fields of expertise assisted in establishing and promoting the criteria for credentialing members, which is currently utilized, representing the continual high level of integrity and professionalism to which the National Christian Counselors Association strives to maintain.





**Richard G. Arno, Ph.D.**  
**Sarasota, FL**

- B.A. Shaw University**
- M.A. Valley Christian University**
- D.Psy. Faith Theological Seminary**
- Ph.D. Andrew Jackson University**
- D.D. Jacksonville Theological Seminary**

Dr. Richard G. Arno is the Founder of the National Christian Counselors Association. He served six years as the Director of Counseling for C.B.N.'s 700 Club. Dr. Arno was a United Methodist minister for eight years before his appointment to C.B.N.

He was elected to Who's Who in Leading American Executives in 1991 and has been awarded several honorary doctorates and citations which include the Eagles Award and the Award of The Good Shepherd. Dr. Arno serves as the Bishop of The National Conservative Christian Church and he has personally authored a book titled: "A Touch of Grace."



## Phyllis J. Arno, Ph.D.

Sarasota, FL

**B.A. Faith Christian College**

**M.A. Whitefield Theological Seminary**

**Ph.D. Andrew Jackson University**

Dr. Phyllis J. Arno is the President of The Sarasota Academy of Christian Counseling. She was a private legal secretary for a law firm for over 20 years prior to going into the ministry full time.

She conducted research for, as well as developed, the Arno Profile System, which is the S.A.C.C. and the N.C.C.A.'s temperament identification inventory.

She is the administrator for the N.B.C.C.T. and appoints Clinical Supervisors for N.C.C.A. direct students.

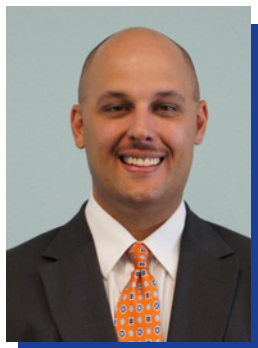
Dr. Phyllis is ordained by Faith Outreach Center Ministerial Fellowship, Tampa, Florida.

Dr. Phyllis is the editor of "The Messenger," N.C.C.A.'s bi-monthly newsletter and "The Enlightener," S.A.C.C.'s bi-monthly newsletter. "Temperament Corner," a column in these newsletters that features temperament topics, is written by Dr. Phyllis.

In addition, Dr. Arno is the co-author of several textbooks including "Creation Therapy," and she has also authored two books titled "Temperament Corner" and "Temperament Corner II."

She holds a B.A., an M.A. and a Ph.D. and was awarded a Doctor of Letters honores causa from Cornerstone University in June, 2003.

She was elected to The Heritages Who's Who in 2010.



**Rev. Steven M. Baran, D.D.**

**Sarasota, FL**

**B.A. Calvary Theological  
Seminary**

**M.A. Cornerstone University**

**D.D. Pillsbury College &  
Seminary**

Rev. Steven M. Baran currently serves as President of the National Christian Counselors Association. He has piloted many projects since his arrival into leadership with the N.C.C.A. including the transition to the state of the art ministry headquarters, direction and development of the Arno Profile System Online, as well as the creation and implementation of most online member services that include newsletters, mal-practice insurance, payments, license renewal and course completion to name a few.

Rev. Baran earned his Bachelor's of Christian Ministry Administration through Calvary Theological Seminary, Master of Arts in Christian Education through Cornerstone University and Pillsbury College & Seminary honored Rev. Baran with a Doctor of Divinity.

Rev. Baran brings his extensive life experience to the ministry. He served for three years as Captain of the Westland Police Explorers, a volunteer group dedicated to the improvement of community relationships between citizens and law enforcement. Rev. Baran also served as Union Steward for Local 25 Teamsters, Detroit, MI. Additionally his management experience in retail sales, outside sales, insurance planning (licensed in Florida and Michigan) have brought new avenues to share the Gospel of Jesus Christ with the secular work force.

Rev. Baran and his wife of eleven years Erin, reside in Sarasota, FL with their two Children Mara Kelley Baran and Noah Michael Baran.

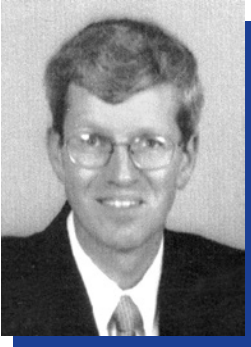


**Donald W. Struble, D.B.A.**  
**Sarasota, FL**

<b>Under Grad</b>	<b>Rollins College</b>
<b>Under Grad</b>	<b>Florida Southern College</b>
<b>B.B.A.</b>	<b>Cornerstone University</b>
<b>Grad St.</b>	<b>Alexander Hamilton Institute</b>
<b>M.B.A.</b>	<b>Cornerstone University</b>
<b>Dr.B.A.</b>	<b>Cornerstone University</b>

Rev. Struble is the Senior Pastor of the National Conservative Christian Church. He also serves as a management consultant to many churches and ministries. He has a background in banking, finance, and accounting, and was, for a number of years, a Senior Vice President of a \$150 million Federal Savings and Loan Association. He is the founder of the largest banking computer center in Florida, as well as a seminar speaker, and teaches on “The Behavior of Christian Stewardship” and organizational management.

In addition to serving as the Senior Pastor of the National Conservative Christian Church, Rev. Struble is currently the Executive Director of National Church Management Services, a consulting and administration firm for ministries and non-profit organizations. He is a member of the Christian Management Association, the American Institute of Professional Bookkeepers, the Religious Conference Management Association, the American Academy of Ministry, and the National Association of Evangelicals.



## Mark Renner, M.D.

Titusville, FL

**B.A. Augustana College**

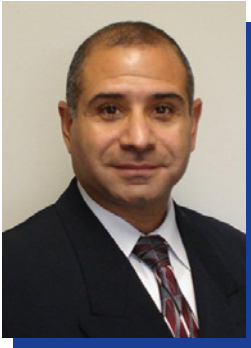
**B.S. Medicine - Univ. of South Dakota  
School of Medicine**

**M.D. Univ. of South Dakota  
School of Medicine**

Dr. Renner is a licensed physician in Florida and South Dakota. He has served on the faculty of the U.S.D. School of Medicine, Department of Psychiatry and is Board Certified in general psychiatry with added qualifications in geriatric psychiatry through the American Board of Psychiatry and Neurology. He has practiced psychiatry at a VA hospital, a community mental health center and area private hospitals. In addition, he has served as a consulting psychiatrist for a seminary and a Christian counseling center in South Dakota.

Dr. Renner has been A.P.S. Certified and licensed by the N.C.C.A. as an Advanced Certified Licensed Clinical Pastoral Counselor. He is a full-time staff member of the Center for Christian Counseling & Training in Titusville, Florida.





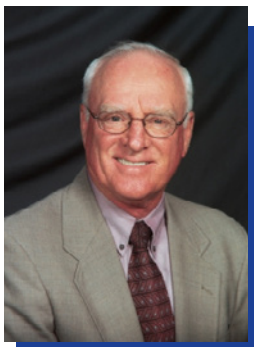
## Rev. Dr. Mario Garcia, Jr.

Miami, FL

- B.S.** Regents College
- M.B.A.** Golden Gate University
- M.Div.** Liberty Theological Seminary & Graduate School
- J.D.** University of Miami School of Law
- Ph.D.** Psychology, Capella University  
Post Doctor Certificate Neuropsychology,  
Fielding Graduate University
- Th.M.** Liberty Theological Seminary & Graduate School

Rev. Garcia at age seventeen enlisted in the United States Army as a private and retired as a Captain. During his tenure he served as a recruiter, guidance counselor, aviator, acquisition manager and professor of military science and leadership at the University of Puerto Rico. His accomplishments in military, civilian and ministry service earned him one of the most prestigious awards our society bestows upon young men and women. In 1990, the Junior Chamber of Commerce honored him as one of the Ten Outstanding Young Americans in Humanitarian Service and subsequently he was honored as The Outstanding Young Person of the World in Moral Leadership. Additionally, Rev. Garcia was elected into the 1992 Who's Who Among Hispanic Americans, and in the 1999 Who's Who Among Law Students.

He received his ministerial credentials with the General Council of the Assemblies of God in 1987 and was ordained in 1993. Rev. Garcia is currently an Adjunct Professor of Counseling at Liberty University, Liberty Theological Seminary & Graduate School, and Ashford University. Rev. Garcia is an International Representative and Certified Pastoral Member of the Sarasota Academy of Christian Counseling. Rev. Garcia is a Licensed Mental Health Counselor, Florida, MH8740, and Supervisor in Florida; member of the Florida Bar Association, American Bar Association, and Certified Family Mediator by the Florida Supreme Court. He currently serves as Lead Pastor of Christ Center Church in South Miami, Florida and is a Staff Chaplain with Vitas Innovative Hospice Care. He is married to Wanda I. Garcia; they have three adult children and five grandchildren.



## James Hinkle, D.Min.

Dickson, TN

- B.A.** David Lipscomb University
- M.A.** Harding Graduate School of Religion
- D.Min.** Fuller Theological Seminary

Dr. James Hinkle is a retired professor of Bible and Human Relations at York College of York, Nebraska. He served for 12 years as family minister and director of the Family Life Counseling Center. After retiring in 2010, he now serves as pastor of the Burns Church of Christ, guest lecturer at South Pacific Bible College in Tauranga, New Zealand and Athens Institute of Biblical Studies in Athens, Greece. He is a Licensed Clinical Pastoral Counselor Advanced Certification and a Professional Clinical Member of the N.C.C.A.



## Richard Glenn, Ph.D.

Hatboro, PA

- B.S.** Delaware Valley College
- M.A.** Eastern Baptist Theological Seminary
- M.Div.** Eastern Baptist Theo. Seminary
- D.Min.** Pittsburgh Theo. Seminary
- Ph.D.** Evangelical Theo. Seminary

Dr. Glenn serves as the Executive Vice President and Chief Administrative Officer of St. Thomas Health Services in Nashville, Tennessee. He is a state licensed Clinical Professional Counselor, a Fellow with the American Association of Integrated Medicine and a Certified Diplomate with the American Psychotherapy Association and the College of Pastoral Counseling. In addition, Dr. Glenn is a Licensed Clinical Pastoral Counselor Advanced Certification with the N.C.C.A. and an Adjunct Professor at Vanderbilt University in Nashville, Tennessee.



**Randall J. Pannell, Ph.D.**

**Virginia Beach, VA**

**B.A. Baylor University**  
**M.Div. Southwestern Baptist  
Theological Seminary**  
**Ph.D. Southwestern Baptist  
Theological Seminary  
Certificate, Instituto de  
Lengua Espanola**

Dr. Pannell has been a part of N.C.C.A. since 1993. He is a Professor and the Associate Dean of Academics for the Regent University School of Divinity, and Academic Director for Turning Point Ministries International.

Dr. Pannell is an ordained Vineyard minister and an N.C.C.A. Licensed Clinical Pastoral Counselor. In addition to teaching at Regent University, he is an Associate Pastor of Lighthouse Vineyard Community Church. Dr. Pannell has lived and taught several years in both Central and South America and continues with a ministry to Latin ministers and pastors. He has been associated with Turning Point Ministries International since 1984 and has pastored Southern Baptist, Evangelical Presbyterian and Vineyard churches. He has authored several books, most notably, *A Word from the Lord Just for You*, and several articles both in English and in Spanish.



## Charles E. Graham, Ph.D.

Columbia, SC

**B.A.** Faith Baptist Bible College  
& Theological Seminary

**M.A.** Faith Baptist Seminary

**Ph.D.** Faith Baptist Seminary

Dr. Graham is an ordained Missionary Baptist minister and a South Carolina State Licensed Marriage and Family Therapist with a private practice in Columbia, South Carolina. He is a Vietnam veteran and was awarded the Purple Heart. Dr. Graham is an N.C.C.A. Advanced Certified Licensed Clinical Pastoral Counselor and a Professional Clinical Member of this association. In addition, he is a Board Certified Clinical Supervisor with the N.B.C.C.T.



## Roger J. Boehm, Ph.D.

Titusville, FL

**B.A.** Bethany Bible College

**M.Min.** Bethany Theological Seminary

**D.C.C.** Bethany Theological Seminary

**Ph.D.** Bethany Theological Seminary

**Ph.D.** Cornerstone University

Dr. Boehm is the Executive Director of the Center for Christian Counseling and Training in Titusville, Florida. Dr. Boehm has served as senior pastor of several Southern Baptist churches in the North Central United States and Florida. He specializes in Dissociative Identity Disorders (MPD) and Satanic Ritual Abuse and has taught nationally and internationally on these subjects. He is an N.C.C.A. Advanced Certified Licensed Clinical Pastoral Counselor, a Diplomate in the N.B.C.C.T. and a Board Certified Clinical Supervisor.



**Elizabeth A. Fordyce, Ph.D.**

**Parkersburg, WV**

- B.A.      Glenville State College**
- M.A.      Marshall University**
- C.A.S.    Marshall University**
- Ph.D.     Cornerstone University**

Dr. Fordyce served as a Certified School Psychologist in the public school system in Ohio, West Virginia, and Florida from 1985 to 1995. She currently teaches and serves as a private consultant with adults and children promoting physical, emotional, and spiritual wellness. In addition, Dr. Fordyce is an N.C.C.A. Advanced Certified Licensed Clinical Pastoral Counselor and a Professional Clinical Member of this Association.



**Michael Lea, Ph.D. C.Psy.D.**

**Prince Frederick, Maryland**

- B.A.            St. Mary's College of Maryland**
- M.A.            Bowie State University**
- Ph.D.            Cornerstone University**
- C.Psy.D.        Cornerstone University**

Dr. Lea is the Congregational Care Pastor with Chesapeake Church in Huntingtown, MD. He is the founder of Chesapeake Christian Counseling Center, and President of Calvert Christian Training Academy. He is a Licensed Clinical Pastoral Counselor Advanced Certification, and a Professional Clinical Member of the N.C.C.A. He is a Licensed Clinical Professional Counselor in Maryland, and a National Certified Counselor with the National Board of Certified Counselors.

Dr. Lea is the author of *Counseling Youth (NCCA)* and *So You Think You are Married* (Westbow Press).



## **Apostle Bishop Eddie Montgomery, Ph.D.**

**Baltimore, MD**

**B.A. Family Bible Seminary**

**M.Div. Family Bible Seminary**

**D.Min. Wilbur Henry Waters College**

**D.Div. Baltimore College of Bible**

**D.Th. American Bible Institute & College**

**Ph.D. California Coast University  
(Management)**

**Ph.D. C.E. Graham Bible Seminary**

**Ph.D. University of Family Bible**

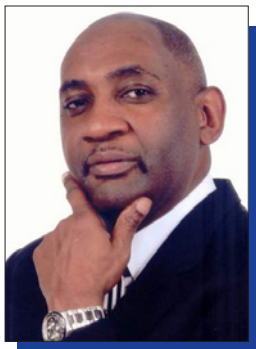
Apostle Bishop Eddie A. Montgomery, Ph.D. is the Bishop and Chief Executive officer of Family Bible Ministries Worldwide, Inc., Senior Pastor of Family Bible Church Fellowship, President of the University of Family Bible Institute, College, and Seminary and the Presiding Prelate of the International Honorable Sacred College of Apostles and Bishops, Inc. He is also an International Representative and Certified Pastoral Member of the Sarasota Academy of Christian Counseling, a Diplomat Member of the National Board of Clinical Therapist, a Board Certified Clinical Supervisor and a Professional Clinical Member of the N.C.C.A. In addition, he is a Licensed Clinical Pastoral Counselor with Advanced Certification and Advanced Certified in the ten areas of Advanced Certification offered through the N.C.C.A.



**O. Quinn Nyman, Ph.D.**  
**Shreveport, LA**

**B.A. Louisiana State University**  
**M.A. Louisiana Tech. University**  
**Ph.D. Cornerstone University**

Dr. Nyman is the Director of the Pastoral Care Department for Willis Knighton Health System and helped establish the Department of Behavioral and Addictive Medicine at Willis-Knighton. He served as the Vice-President of the Governor's Committee on Education for Drug Free Schools for the state of Louisiana and is an N.C.C.A. Advanced Certified Licensed Clinical Pastoral Counselor. Dr. Nyman serves as a resource for reporting on social and counseling issues for newspaper, television and radio and is a popular conference speaker throughout several southern states.



## David C. Penn, Ph.D.

Country Club Hills, IL

- A.A. Rochester College**
- B.A. Rochester College**
- M.Ed. City University**
- M.R.E. International Theological Seminary**
- M.A. University of Nebraska**
- Ed.S. University of Missouri**
- Ed.D. California Coast University**
- Ph.D. Northwestern Theological Seminary**

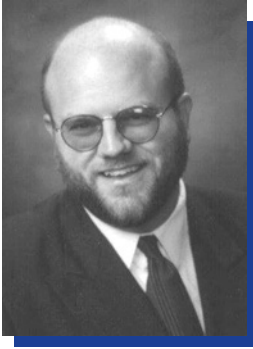
Dr. David C. Penn is the founder and director of Imani Counseling Services, Inc. He has been with the N.C.C.A. since 1996. He is a Board Certified Clinical Supervisor and Diplomate of the National Board of Christian Clinical Therapists. In addition, Dr. Penn is a Licensed Clinical Pastoral Counselor with Advanced Certification, a Licensed Temperament Therapist, and a Professional Clinical Member of the N.C.C.A. He is also a Licensed Christian Meditational Therapist.

Dr. Penn is also a public school principal in the South suburbs of Chicago, Illinois. He is licensed in the states of Illinois and Tennessee as a “No Child Left Behind” Social Science educator and administrator. His endorsements include United States History, World History, Political Science, African American History, Geography, and Economics. He recently graduated with honors from Abilene Christian University and received a Superintendent endorsement from the state of Illinois.

Dr. David C. Penn is a member of Phi Delta Kappa and Delta Epsilon Tau Honor Society and former Vice-President of Phi Alpha Theta Chapter of the University of Nebraska. Dr. Penn is certified by the National Board of Christian Professional and Pastoral Counselors (NBCPPC) and the National Association of Cognitive-Behavioral Therapists (NACBT) as a Cognitive-Behavioral School Counselor.

Additional professional affiliations are held with the American Counseling Association (ACA); American Association of Christian Counselors (AACC); International Association of Biblical Counseling (IABC); and the Southern Africa Association of Pastoral Work (SAAP) in Pretoria, South Africa. Areas of specialization for Dr. David C. Penn include Adolescent Issues, Education and Teaching, Religious Issues, School Psychology, Social Science Skills, and Sports Psychology.





**Thomas D. Schwartz, D.Min.**  
Fairview, OK

- B.A. Southwestern Oklahoma State University**
- M.Ed. Southwestern Oklahoma State University**
- M.Div. Phillips Theological Seminary**
- D.Min. American Christian College & Seminary**

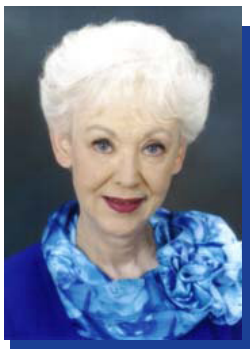
Dr. Schwartz is the Senior Pastor of the Central Christian Church (Disciples of Christ) in Fairview, Oklahoma. In addition, Dr. Schwartz is the Founder and President of Thomas Schwartz Ministries and is licensed by the N.C.C.A. as an Advanced Certified Licensed Clinical Pastoral Counselor.



**Lonnie W. Smith, Ph.D.**  
High Point, NC

- B.A. Radford University**
- M.S. Radford University**
- Ph.D. The Union Institute and University**

Dr. Lonnie Smith is the Minister of Eastside Church of Christ in Winston Salem, NC. He is also an online Adjunct Professor at Liberty University and an Adjunct Professor for South University. He does contract therapy for The Children's Home in Winston Salem, NC. He is a member of the American Association of Christian Counselors and is an N.C.C.A Advanced Certified Licensed Clinical Pastoral Counselor. In addition, Dr. Smith was selected as a Top Counselor in Winston Salem, NC by the International Association of Healthcare Professionals. He will be spotlighted in the renowned publication, The Worldwide Leaders in Healthcare.



**Arlene Rose Taylor, Ph.D.**

**Napa, CA**

**B.S. Loma Linda University**

**M.S. Columbia Pacific University**

**Ph.D. Columbia Pacific University**

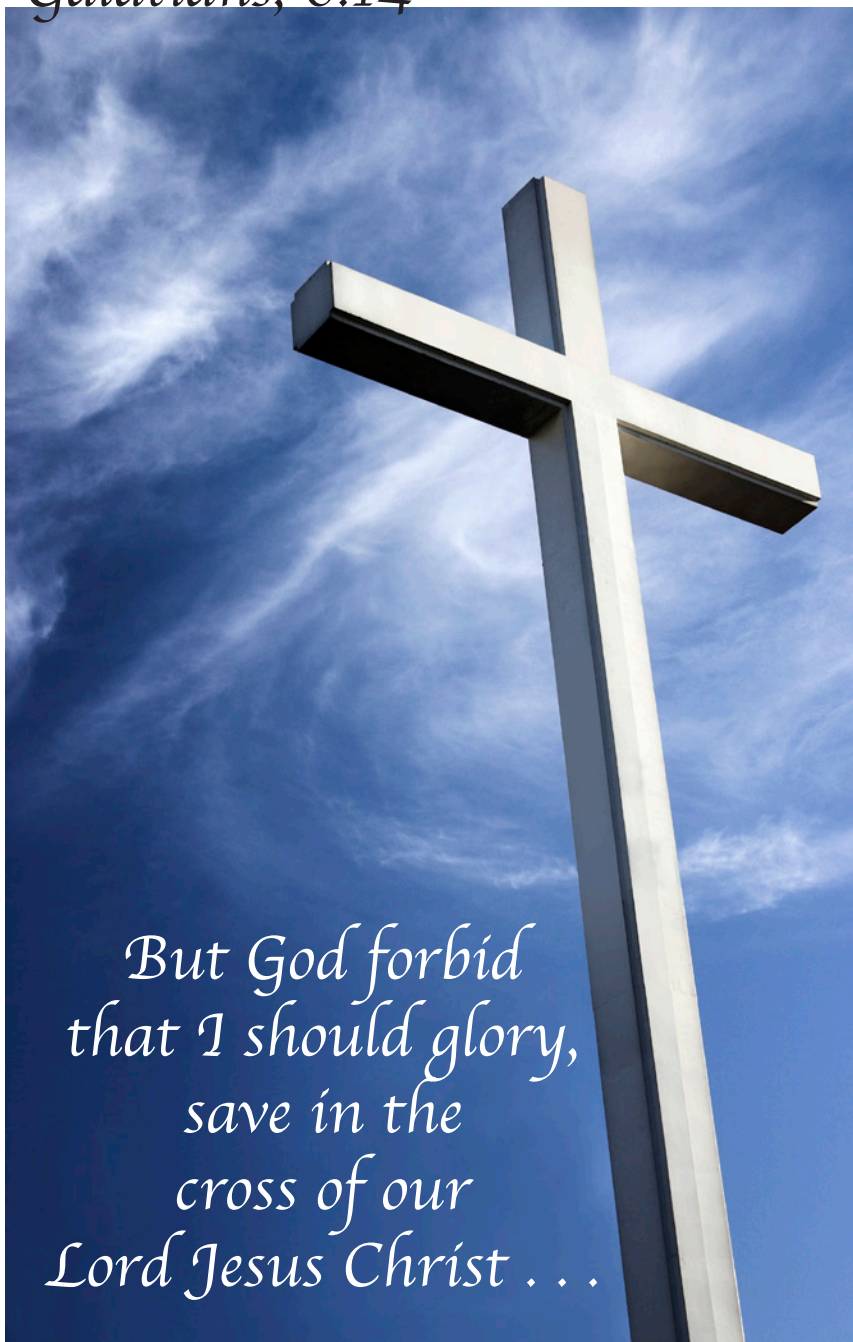
**Ph.D. Evangelical Theological Seminary**

Dr. Taylor is founder and president of Realizations Inc, a non-profit corporation that engages in brain-function research and provides related educational resources including books and DVDs. An N.C.C.A. Advanced Certified Licensed Clinical Pastoral Counselor and a Board Certified Clinical Supervisor with the N.B.C.C.T., Taylor is also a Professional Clinical Member of the N.C.C.A.. A brain-function specialist, Taylor is licensed to administer and interpret the Benziger Thinking Styles Assessment. Sometimes referred to as the brain guru, Taylor is a sought-after presenter who speaks to thousands of people at conferences internationally. She presents practical brain-function information in entertaining, educational, and empowering ways, specializing in simplifying this complex topic of brain function with the goal of helping individuals learn to thrive by design. [www.arlenetaylor.org](http://www.arlenetaylor.org)

*The Arno Profile System helps me to get to the heart of the matter and it offers a wonderful structure for the counseling relationship.*

Dr. Walter Cooper  
Rocky Mount, North Carolina

*Galatians, 6:14*



*But God forbid  
that I should glory,  
save in the  
cross of our  
Lord Jesus Christ . . .*

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*“The harvest truly is great,  
but the laborers are few.”  
Luke 10:2*

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