


One:12 Vision

Starting Points



Our Mission Simplified

Helping individuals, couples, and families discover lasting change

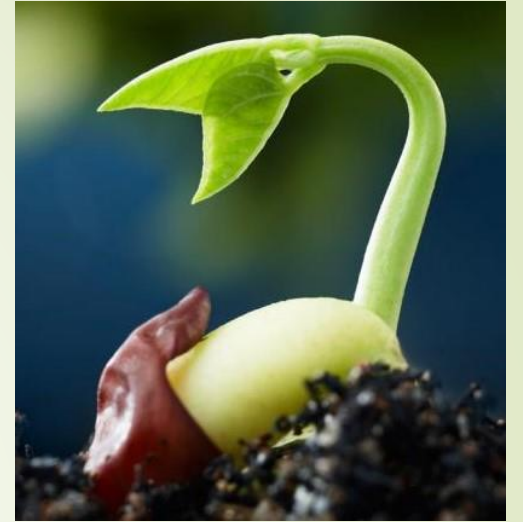


At One:12, we value:

- ▶ **Excellence** in all that we do. Excellence honors God, and we seek to live it out in how we care for our clients and steward our responsibilities.
- ▶ **Care** for each other and our clients. This can be seen in how we seek to show love and grace for each other in Christ.
- ▶ **Courage** as we engage and endure difficulty, risk, and the unknown. We practice courage through being vulnerable, trusting, and authentic with each other.
- ▶ **Diversified unity** by connecting as a team through celebrating each member's uniqueness. We share a faith that binds us together, and our diversity enhances our creativity and provides new understanding and approaches to the clients we serve.

Our Vision of S.E.E.D.

- Serving clients excellently by
- Equipping counselors and STEM team members thoroughly
- Engaging the community enthusiastically
- Developing leaders diligently






Serving our Clients – the Phases of our Counseling Process

4Es

- Extinguish the crisis
- Equip with skills
- Excavate the root issue
- Engender health



Goals of 4Es = *5/10/20/30*

- By the 5th session - Extinguish the crisis
- By the 10th session - Equip with skills - (1st order change)
- By the 20th session - Excavate the root issue - (2nd order change)
- By the 30th session - Engender health



One:12's focus in serving clients

One:12 helps Couples, Children, and Individuals with a variety of issues.

Each of our counselors specializes, or **Majors**, in one of these areas, which One:12 financially supports.



One:12's focus in serving clients

As counselors grow in their *Major*, they are also encouraged to explore a second client focus, or their ***Minor***.

A counselor's *Major* and *Minor* at One:12 shapes the majority of their case load.



Major and Minor breakdown

A One:12 counselor's caseload could
break down to:

Major (main specialty) = approx. 45%

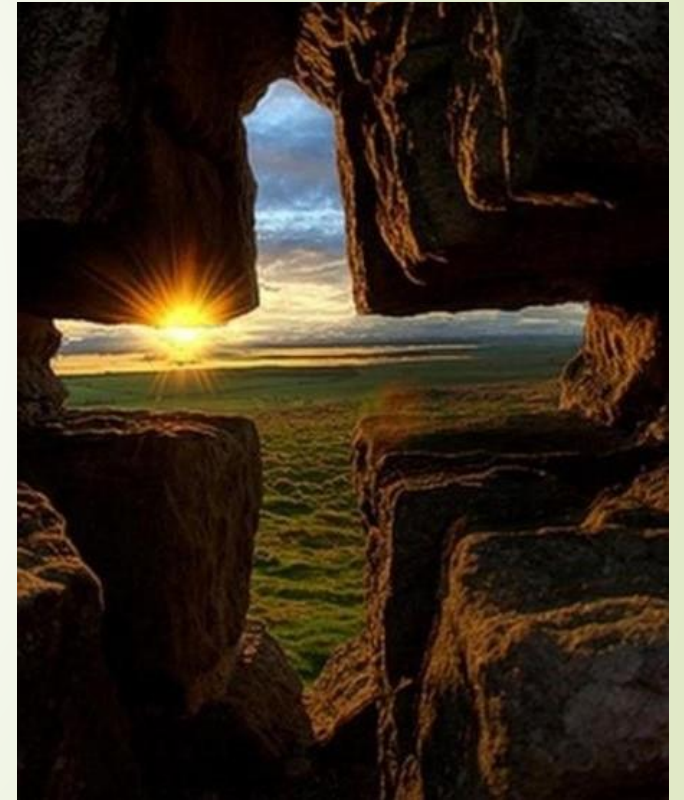
Minor (additional specialty) = approx. 30%

Other Clients = approx. 25%

One:12's starting point in Faith

- We desire to be both authentic in our Christianity and respectful of our clients' perspective as we engage faith meaningfully.

Counseling is only helpful if it is also meaningful for our clients.



One:12's Desire for Community

- We desire to connect with each other as we walk out our calling as counselors. In our shared faith, we want to celebrate together as well support and pray for each other during hard times.





One:12's S.T.E.M. Team

- **S**upporting clients and counselors – *Administrative Assistant and Connection Coordinator*
- **T**raining & Equipping our team – *Clinical Director, Supervisor, Owner*
- **E**xpanding our connection with community partners – *Connection Coordinator*
- **M**anaging One:12 – *Office Manager, Owner*



Equipping One:12's team - Cultivation

- **Sight 101** – Team Development
 - Connect as a Team
 - Incorporate One:12's vision
 - Commune spiritually
 - Share weekly information



Equipping One:12's team - **Cultivation**

- **Supervision** – Counselor Development
 - Develop comprehensive understanding of clients
 - Integrate One:12's vision with counselor's clinical approach
 - Process clinical dynamic



Equipping One:12's team - **Cultivation**

- **Consultation** – Skills Development
 - Answer clinical questions
 - Sharpen clinical skills
 - Discuss our role as counselors



Equipping One:12's team

- **Foundational Support** - One:12 desires to help our team support themselves and their families by providing:
 - Competitive pay
 - Time off
 - IRA
 - Professional insurance
 - Continuing education financial assistance




Engaging Community

- ▶ We desire to build friendships with others who seek to serve our community. Together we can serve our community better.
- ▶ These friendships will also be places of support and understanding in the challenges that come with serving.
- ▶ Engaging our neighbors will also naturally foster new ways to carry out our vision as we seek to find creative approaches to serve our clients.



Developing Leaders

- ▶ We desire to nurture our team members so that they are able to equip others.
- ▶ This allows us to own our vision together and to participate in honing and expanding it for our clients.
- ▶ Our goal to develop leaders also gives our counselors an avenue to grow beyond licensure.
- ▶ As we nurture leaders, we grow a community of counselors that can carry out our calling together and challenge each other to practice healthiness and share each other's burdens.



Developing Leaders – Our Leadership Tiers

Missional Leadership

- ▶ An entry point into leadership that allows team members to serve as point person for carrying out an “area of passion” within One:12
- ▶ “Areas of passion” can further how we **S**erve our clients by extending the reach of One:12’s services (e.g. seminar coordinator), or **E**quip counselors by edify and enrich the team internally (e.g. care coordinator), or **E**ngage the community in partnership (e.g. community outreach)

Focal Leadership

- ▶ Support Missional Leadership
- ▶ Participate in discussion of expanding One:12’s vision
- ▶ Co-facilitate discussions of One:12’s vision and how it can be implemented for One:12 team members