



HOLOS INSTITUTE

Holistic Counseling and Ecopsychology Programs

Dear Prospective associate,

Warm greetings from the Holos Institute family! We are a nonprofit counseling center and training institute with over twenty-five years of providing high quality counseling services and unique public programs to the diverse communities of the Bay Area.

Thank you for your interest in our Associate Program. We offer a rigorous clinical training held within a warm and accepting community for MFT, PCC and ASW Associates who want to work in a private practice-like setting. Our program is holistically-oriented, meaning we value the integration of traditional western psychotherapeutic approaches with the varied healing practices found across disciplines and among the world's cultures, all aimed at providing effective counseling services that care for the whole person with a consideration of their place in a broader system.

Holos clinics are located in the inner Richmond district of San Francisco and the Rockridge neighborhood of Oakland. Associates who are interested in nature-based therapy have the unique opportunity to work outdoors with clients in the abundant natural areas of the Bay Area. We support our associates in developing their unique skills, refining their voice as psychotherapists, and developing sound private practice marketing models. Advanced associates at Holos have opportunities to publish writing, co-lead groups, and present at public events, such as our conference. Most associates stay at Holos until they are licensed and some remain in our community after licensure.

Currently, we accept new associates on a rolling admission, meaning you are welcome to apply at any time, however we encourage start dates of January, May, and September for best cohort experiences.

The Holos Institute Vision and Ecopsychology

Holos Institute was founded in 1991 as a counseling center specializing in ecopsychology and inspired by the powerful healing that nature immersion experiences offered people struggling with addiction. Currently, Holos has two branches: the public programs institute and the counseling centers. Our public programs institute is dedicated to the development of the field of ecopsychology through workshops, trainings, and an upcoming certificate program in Ecopsychology. The counseling centers offer an opportunity for associates interested in the theory of ecopsychology to hone their skills as holistically oriented psychotherapists. While the associateship program is centered around the life of the counseling centers, some associates choose to complement their clinical training by participating in public programs.

Ecopsychology best describes the philosophical framework of Holos Institute. It is a systems approach to healing in which the human mind and body are considered in their relationship to the whole web of life. Ecopsychology offers a theoretical ground for deeper understanding of human problems and practical approaches for healing and transformation.

While Holos associates are expected to have a desire to hold their clinical work in this way, previous experience is not necessary and we embrace a multitude of theoretical frameworks, including psychodynamic, somatic, expressive arts, etc. It is our intention that the program support associates to view their work with a broad ecopsychological lens while developing their expertise along a path that is unique to them.

Our twice monthly clinical seminars aim to offer the associates both clinical, theoretical and sometimes very practical information. Most seminars are offered through the lense of ecopsychology bit some are more pragmatic and generic.

Some recent clinical seminar topics in the realm of ecopsychology include:

- *“Working with the Wheel of the Seasons”, “Taking the Clinical Container Outdoors”, and “An Ecopsychological Clinical Framework” with Jan Edl Stein, MFT*
- *“Eco-Somatic Approaches to Trauma” with Shai Lavie, MFT*
- *“Expressive Arts Ecotherapy” with Mireya Marcet Alejo, MFT*
- *“Mapping the Psyche: An Approach Based on Bill Plotkin’s Work”, with Laura Parker, MFT*
- *“Awakening our Ecological Selves” with Jolie Elan, MA*

Additional seminars have included:

- *“Tracking the Storyteller: Working with Non-Verbal Communications” and “Hakomi Interventions for Working with Shame” with Susan San Tara, MFT*
- *“AEDP Basic Principles” with Jennifer Edlin, MFT*
- *“Jung, Corbin, and Approaches to the Imaginal” with Richard Stein, MD*
- *“Hakomi Basics and Hakomi for Couples” with Rob Fischer, MFT*
- *“Mindfulness Approaches to Working with Addictions” with Julie Murphy, MFT*
- *“Marketing a Practice” with Sige Wiseman, MFT*
- *“Creating Workshops and Groups” with Jan Edl Stein, MT*

Further seminars include practical issues such as practice building, creating group programs, and in-depth examinations of professional self presentation.

How is the associateship structured?

For the first six months, clinicians are called **Junior Associates**. Junior associates are supported by the Holos community to take the initial steps in building strong practices and defining themselves as psychotherapists. As a Junior associate, you will receive:

- Office space to see individuals, couples, youth, families, groups (SF, Oakland, or both)
- Biweekly group supervision in SF
- Bi-weekly individual supervision with a Holos supervisor, as needed
- Bi-weekly or monthly (monthly in summer months) clinical training seminar
- Additional training sessions focused specifically on practice development
- Intake line referrals and a dedicated webpage on the Holos Institute website
- Business cards and Holos Institute marketing materials
- Start-up support for marketing and practice visioning
- Quarterly day-long retreats and other community-building events

Junior associates are considered volunteers during the first six months and are strongly encouraged to enter Holos with an active caseload, however this is not required. Junior associates are expected to meet half of the approximate \$1400 per month operating costs associated with the associateship. Holos will cover half of these costs in good faith that the new associate will build a sustainable practice within the first 6 months. The associate’s portion of the fee may be offset by any client fees collected. To successfully meet the quota, associates work closely with their Holos supervisor and administrative team to shape a marketing plan that best matches their personality, skill level, and networking capacity. We want our associates to succeed!

Senior Associate are employees of Holos Institute and have the opportunity to earn a monthly income. Clinicians are eligible for Senior associate status after six months if their practice is generating enough client fees to offset actual operation expenses plus at least minimum wage for their hourly work. Current Senior associates earn a net income in the range of \$15.00 - \$45.00 per hour, depending on caseload and client fees. In addition to the above benefits, Senior associates receive

- Individual supervision according to need
- Community and individual support to navigate and complete the licensing process
- Opportunities to publish writing and present at public events
- Support for crafting workshops and ongoing therapeutic groups.

Application Process

To learn more, ask questions, and begin the application process, please be in contact with our Administrative Director, Sara Shmee, at sara@holosinstitute.net. Our application consists of a cover letter, resume, two references (this may be letters of reference but it is also perfectly fine to list two

reference contact info), and completed questionnaire, which you can find on our website. Once we have received your application materials and feel that you may be a good fit with the Holos community, we will schedule in-person interviews.

Thank you again for your interest in our associateship program!

Warmly,

Jan Edl Stein, Clinical Director
Sara Shmee, Administrative Director
www.holosinstitute.net