



**Christ Community**<sup>™</sup>  
HEALTH SERVICES

Clinical Psychology Internship  
Training Brochure 2022-2023



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## Philosophy of Care

Christ Community Health Services (CCHS) is a faith-based community of medical, dental and behavioral healthcare providers committed to providing a Primary Care Based Medical Home (PCMH) integrated care ministry to the low-income communities of Memphis, TN. Our Clinical Internship exists to train the next generation of clinical psychologists in the evidence-based skills of population based primary care clinical services and general clinical skill proficiency. Our aim is to cultivate psychologists who are clinically mature, ethically aware of diversity and religious integration, and trauma informed for the provision of excellent psychological care for those who live low-income communities.

CCHS is committed to the holistic health of the communities where we serve. Many of our patients have experienced inter-generational poverty and live at or below the Federal Poverty level. As a Federal Health Qualified Center (FHQC) CCHS has established our clinics in communities that have been depleted of services and resources. We work to build centers of health and healing that uplift and empower people and communities. Our outreach ministries work to deliver service and give hope and healing from a place of love and respect, serving all community members of diverse faith and socioeconomic circumstances in the name of Jesus.

CCHS integrated behavioral health department is an important component of services embedded within our primary care teams. Our Behavioral health consultant (BHC) team members are trained as psychologists, clinical social workers or clinical mental health counselors and are committed to the training of future psychologists to work with underserved populations and communities in a primary care setting incorporating a faith-integrative perspective. Working alongside our BHC team, interns will learn how to diagnose and screen for health behavior concerns and psychological disorders, design problem and strength-based behavior change plans, coordinate treatment planning with medical providers, and increase knowledge of pharmacological treatments.

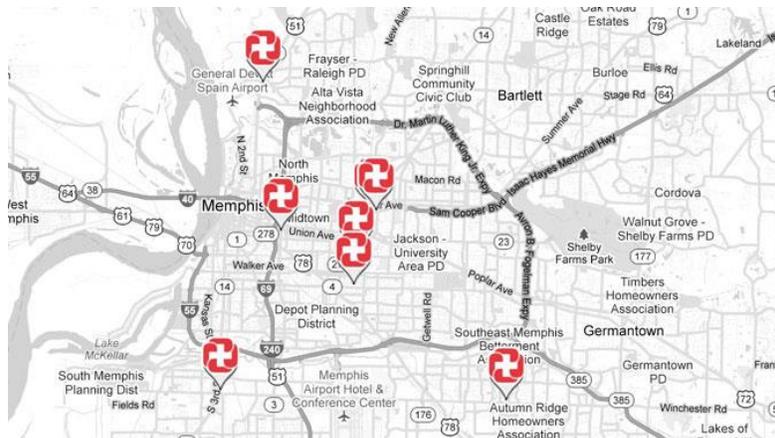
The behavioral health department has been recognized as a PCMH Behavioral Health provider of Distinction for Western TN. The BHC department serves patients across the lifespan, from birth to geriatric care. Common concerns include screening for and intervention for mental health concerns (e.g. depression, anxiety, post-partum adjustment, relational issues, medication-assisted treatment for opioid use disorder); coping with chronic illness; managing life stressors (e.g. poverty, immigration status, community violence, trauma); behavioral change (e.g. weight loss, smoking cessation, medication compliance), and lifestyle change (e.g. physical activity, alcohol use). Consistent with the Primary Care Behavioral Health Consultation Model interns will serve on multidisciplinary health care teams and conduct same-day consults with patients referred by their providers, as well as scheduled brief interventions and group based interventions.



## Internship Setting

CCHS began in as a dream of four medical students who shared a vision of providing healthcare in the name of Jesus to the underserved. The Third Street clinic opened in south Memphis in 1995. CCHS begin to integrate behavioral health into our clinics in 2015. In addition to our BHC services, our clinics offer integrated family medicine, OBGYN care, pediatric care as well as dental, an onsite pharmacy, and medical social work support. CCHS offers clinical training opportunities, preceptorships and fellowships across our service disciplines. Christ Community is one of the largest Christian Health Centers in the nation and the largest primary healthcare provider in Shelby County. Combined, our health centers serve over 57,000 patients with over 162,000 patient visits annually. Our Behavioral health team consists of licensed psychologists, licensed clinical social workers and licensed professional counselors. In the year 2017 approximately 30% of BHC services were provided to uninsured patients.

**Memphis TN** is located along the Mississippi River. Known as the Bluff City or Grind City, Memphis is well regarded for its legacy of music and distinct culinary flavors. The 2017 city population was 652,236, making Memphis the largest city on the Mississippi River, the second most populous city in Tennessee. Greater Memphis is the 42nd largest metropolitan area in the United States, with a population of 1,348,260 in 2017. The city is the anchor of West Tennessee and the greater Mid-South region, which includes portions of neighboring Arkansas and Mississippi. Memphis is the seat of Shelby County, the most populous county in Tennessee.



As one of the most historic and cultural cities of the southern United States, the city features a wide variety of landscapes and distinct neighborhoods. CCHS has established community clinics in the Mid-town (Broad Avenue), Frayser, Hickory Hill, Raleigh, Orange Mound and Whitehaven communities. Our Broad and Hickory Hill clinics offer services in Spanish and English. All clinics offer iPad based interpreter support for clinical services in a variety of languages. Christ Community Health also has three school-based clinics and the Family Solutions Center which focuses on providing family-based counseling services focused on adverse childhood experiences. CCHS has also expanded our services to rural Jackson TN, providing interns with the opportunity to experience telehealth services to rural community patients.

**APPIC Membership:** Christ Community Health Services is a Member of the Association of Postdoctoral and Internship Centers (APPIC) moved from Provisional Status to Full Member in 2022 with our second class of interns.

## Philosophical Aim, Goals and Competencies

The Aim of the CCHS Psychology Internship is to produce practitioner-scholars Health Psychologists competent in the provision of health service psychology and prepared for pursuing postdoctoral specialization in either clinical or health psychology. The Doctoral Clinical Internship exists to equip doctoral psychology students with the clinical skills for evidence based, culturally informed, general clinical psychology and interdisciplinary primary care based health psychology, in the context of serving the underserved in Memphis.

The program assumes an overarching developmental model, initially involving comprehensive orientation, close supervision, and early coverage of core practice issues and gradually transitioning into more independence, where supervision and didactics address more specific and advanced aspects of practice. Interns are expected to enter the year with overall basic level of competence in health service psychology and progress predictably over the course of the training year to an advanced intermediate level of competence by year's end, consistent with readiness for entry-level practice at the completion of the internship year.



CCHS has adopted the following as our overall service commitments for all employees:

**Service:** We are committed to serving our patients, their families and all who enter our doors with grace and compassion just as Jesus Christ would have shown. (Mark 10:45, Luke 6:30-31)

**Excellence:** We strive to provide quality healthcare and excellence to all our patients, regardless of their circumstances, in the context of distinctively Christian service. (Colossians 3:23)

**Faithfulness:** We are faithful in carrying out our responsibility to serve the community and share our blessings with others. (Matthew 24:14-30)

**Unity:** Working to advance the mission and message of Jesus Christ to the community. We share our talents and gifts in our work to provide quality services to the underserved. (1 Corinthians 1:10)

Specifically, the Internship will evaluate trainees in the following areas of competency:

**Research:** As practitioner-scholars, interns will demonstrate an understanding of the complementary relationship between science and practice through actively utilizing and/or contributing to the professional scholarly literature as it applies to direct service provision, Intern will demonstrate that professional activities are informed by scholarly inquiry.

**Ethical and legal standards:** Interns will demonstrate knowledge of and acts in accordance with each of the following: a) the current version of the APA Ethical Principles of Psychologists and Code of Conduct; b) relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels; and c) relevant professional standards and guidelines. Interns will demonstrate the ability to recognize ethical dilemmas as they arise and applies ethical decision-making processes to resolve the dilemmas. Behaves in an ethical manner in all professional activities

**Individual and Cultural Diversity:** Interns will demonstrate understanding of impact of own personal/cultural history, attitudes, and biases on understanding of and interaction with people different from themselves, specifically to recognize the role of socioeconomic and cultural bias in the provision of therapeutic services and address poverty related obstacles to resources and barriers to care in treatment planning. Interns will demonstrate knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service.

**Professional values, attitudes, and behaviors:** Interns will behaves in ways that reflect the values and attitudes of CCHS and psychology, including integrity, accountability, lifelong learning, and concern for the welfare of others. Interns will demonstrate ability to engage in self-reflection regarding own personal and professional functioning and engages in activities to maintain and improve performance, well-being, and professional effectiveness. Interns will demonstrate openness and responsiveness to feedback and supervision, and use supervision productively. Interns will successfully complete all internship requirements in preparation for licensure

**Communication and interpersonal skills:** Interns will demonstrate professionalism and leadership when working in team settings and use timely and effective written and verbal communication within professional settings. Interns will complete notes on time to facilitate better interdisciplinary care. Interns will demonstrate effective interpersonal skills and develop the ability to manage difficult communication with respect and honesty.

**Assessment:** Intern will demonstrate use of a multi-method approach in assessment and diagnosis, which takes into account contextual factors and strengths in addition to presenting problems. Interns will select assessment methods/instruments that draw from available empirical

literature, collect relevant data using multiple sources and methods/instruments appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the identified patient. Interns will demonstrate ability to accurately administer and score assessment instruments. Interns will demonstrate awareness of strengths and limitations of assessment methods and instruments. Interns will demonstrate current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of patient strengths and psychopathology, and Intern will demonstrate ability to reach accurate diagnoses.

**Intervention:** Interns will demonstrate knowledge of theoretical and empirical bases of psychology and will demonstrate the ability to integrate that knowledge creatively to a variety of clinical situations. Interns will demonstrate the ability to select and apply evidence-based interventions. Interns will demonstrate attention to the effectiveness of selected clinical intervention and adapt intervention goals and methods as appropriate after evaluation.

**Supervision:** Interns will demonstrate understanding of supervision models and/or techniques. Interns will be able to apply knowledge of a supervision model to direct supervision with a psychology trainee or other trainee in a related BH discipline.

**Consultation and interdisciplinary skills:** Interns will demonstrate knowledge and respect for the roles and perspectives of other professions, in both consultation and the setting's team model of care. Interns will demonstrate ability to foster a shared conceptualization of the patient's presenting problems with other involved providers and/or team members. Interns will demonstrate effective communication with other involved team members.

## Application and Selection Procedures

CCHS participates in the National Matching Service (NMS) APPIC Match as program #2509 and all perspective doctoral interns should apply through the APPIC website.

Applicants should submit the following by the APPIC Application Deadline:

1. A cover letter addressing your clinical training goals and interest the BHC model as well as your interest in serving at a faith-based FHQC and PCMH
2. A minimum of three letters of recommendation from psychologists, applicants may submit one non-psychologist recommendation to address their commitment to faith-based service.
3. Applicants may attend interviews in person or via Microsoft Teams and will be scheduled individually with applicants.

Minimum requirements for the training program are as follows:

1. Applicants must be U.S. citizens or have appropriate permissions to work in the United States.
2. At time of application, applicant must be in good standing with an accredited clinical, counseling or combined doctoral program.
3. Applicants must be approved for internship by their school Training Director.

4. Applicants must have completed a minimum of 550 hours of supervised practicum experience by time of application.
5. Applicant must have passed all of their required comprehensive evaluations.
6. Applicant must have completed their dissertation proposal prior to application deadline, and should be expected to graduate upon completion of doctoral internship.
7. Applicants must be able to sign the Statement of Faith of Christ Community Health Services (see last page of this brochure).
8. Consistent with APPIC policy 7b, appointment of interns is contingent on interns satisfying all of the aforementioned aspects of the employment process in a satisfactory manner. Matched interns will be subject to fingerprinting, background checks, and urine drug screens. Match results and selection decisions are contingent upon successful completion of pre-employment screening.
9. Reliable transportation as Interns will work across multiple sites throughout the week.

Offers of acceptance will be made in agreement with the guidelines developed by the Association of Psychology Postdoctoral and Internship Centers (APPIC). APPIC Match Policies are available on the APPIC website (<http://www.appic.org/>). Applicants must register with the National Matching Service (<http://www.natmatch.com/psychint>) in order to be eligible to match to our program. This internship site agrees to abide by the APPIC Policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant. We will offer appropriate guidance to all applicants during the application process.. Prior to beginning the internship year, it will be necessary for applicants selected for the internship training program to complete paperwork (e.g., Declaration for Federal Employment and Application for Health Professions Trainees) and training modules as directed. During the training year, interns are responsible for adhering to the policies and procedures of the Psychology Training Program and the Psychology Section



## Clinical Assignments/Caseloads

Interns completing their primary rotation at CCHS will be trained in the Behavioral Health Consultant model (BHC), a psychological approach to population-based clinical health care that is simultaneously co-located, collaborative, and integrated within the primary care clinic. The training year will be divided into 25 week major rotations, and four 12 week minor rotations. Interns will have a major rotation supervisor and a minor rotation supervisor throughout the

training experience. They may also elect to learn a specific theoretical intervention under the supervision of qualified training supervisors.

Interns will be assigned alternating major rotations (six shifts or 24 hours a week) in Cognitive Behavioral/Motivational Interviewing (CBT-MI) based Primary Care Consultation, and one rotation in Focused Acceptance and Commitment Therapy (FACT) based Primary Care Consultation. Each major rotation is for a six-month appointment to learn the BHC model for services across the lifespan. Additionally, interns will have opportunity to work with the training committee to choose four “minor” rotations (two shifts/ or 8 hours a week) in areas of specialty interest or needed experience which will rotate every twelve weeks and may be located at the primary rotation clinics or other CCHS clinics allowing specific training in a chosen area of specialized training. All clinics are located within twenty minutes of the other clinics so that travel will not be a burden for interns. Potential minor rotations include: HIV Care, Metabolic Disorders, Women’s Health, Refugee/Immigrant Care, Family/Parenting Support, Medication Assisted Therapy for Opiates, Trauma Focused Family Interventions. All interns will also have opportunity to learn telehealth services to our rural and school based clinics.

Interns will have opportunity for comprehensive and focused assessment, individual and group based interventions, and supervision of a master’s prepared behavioral health student. One shift a week will be devoted to training seminars. One four hour shift a week will be allowed for professional development, dissertation work or assessment reports. Interns will have opportunity to provide a minimum of twelve hours a week of direct service care hours, and most weeks will provide fifteen to twenty hours of direct service care. Interns will have the opportunity to complete a minimum of two comprehensive assessment batteries each semester, and will have opportunity for experience in primary care based assessment of autism, dementia, ADHD, and other primary care assessment needs.

## **Internship Orientation**

During the first week of training, Trainees are introduced to the structure, policies and procedures of Christ Community Health, and the clinical training program. Learning opportunities are described to the entire Trainee group in a series of meetings, and during individual appointments to Trainees specifically interested in a particular placement.

## **Training Seminars**

Trainees will have opportunity to participate in weekly one hour didactic seminars on topics such as Biopsychosocial Aspects of Chronic Disease, Impact of Trauma/Adverse Childhood Experiences on Lifetime Health, Perinatal and Postpartum Mental Health, Memory Screening/ADHD Screening, Smoking and Health Behaviors and Chronic Pain. Trainees will also alternate for biweekly Assessment seminar and Spiritual Health Integration Seminars.

**Supervision:** The lead psychologist at the primary site rotation will provide a minimum of two hours of supervision weekly. The minor rotation supervisor will also provide a minimum of one hour of supervision weekly. One hour of weekly group supervision will also be provided.

**Case Conference:** Interns will present one assessment case and one intervention case to the training committee at the conclusion of each major rotation. Successful completion of these presentation is required for successful completion of the rotation.

**Supervision of Supervision:** When available, Interns may supervise a clinical case by a master's prepared psychology, counseling or social work student and will be provided weekly supervision of supervision.

**Ethics:** All Interns will be expected to abide by the current version of the American Psychological Association's Ethics Code, by the ethics and rules of the Tennessee Board of Psychology and the employee conduct expectation as revealed in the current version of the Christ Community HealthCare employee handbook. Copies of policies are available for review if requested.



## Primary Care Based Behavioral Health Sample Weekly Schedule

**Monday: 7:45-5:00 Third Street Clinic (Minor Rotation)**

**7:45-8:00 Morning Devotions/Huddle**

**8:00-1000: Medication Assisted Opiate Group**

**10:00-12:00 PCBH Handoffs/Consultations**

**12:30-3:30 PCBH Handoffs/Consultations**

**3:30-4:30 Supervision for Minor Rotation**

**4:30-5:00 Notes**

**Tuesday: 7:45-5:00 Raleigh Clinic (Major Rotation)**

**7:45-8 Morning Devotions/Huddle**

**8:00-12:00 PCBH Handoffs/Consultations**

**1:00-2:00 Clinical Supervision for Major Rotation**

**2:00-4:00 PCBH Handoffs/Consultations**

**4:00-5:00 Notes**

**Wednesday: 8:00-5:00 Frazier Clinic**

**8:00-9:00 Report Writing/Notes Closing**

**9:00-10:00 Supervision of Practicum Student**

**10:00-12:00 Didactic Seminar**

**12:30-1:30 Group Supervision**

**1:30-2:30 Report Writing/Notes closing**

**2:30-3:30 Supervision of Supervision**

**3:30-5:00 Report Writing/Notes**

**Thursday 7:45-5:00 Raleigh Clinic (Major Rotation)**

**7:45-8 Devotions and Huddle**

**8:00-10:00 Scheduled Assessments**

**10:00-12:00 PCBH Handoffs/Consultations**

**12:30-3:30 PCBH Handoffs/Consultation**

**3:30-4:30 Major Rotation Supervision**

**4:30-5:00 Notes Closure**

**Friday: 7:45-12:00 Raleigh Clinic (Major Rotation)**

**7:45-8:00 Devotion and Huddle**

**8:00-12:00 PCBH Handoffs/Consultation**

**Afternoon: Dissertation Writing, Research**



## Salary and Benefits

**Training Stipend** Doctoral interns are contracted employees who will begin employment in the fourth week of July and will complete employment on July 31st of the following calendar year. Interns will receive an annual salary of \$25,000.00 plus benefits. Stipend will be paid bi-weekly in equal amounts.

**Medical Insurance** Christ Community offers medical insurance to all permanent employees who work at least 30 hours per week. Details of the plans and options may be found in the Benefit Booklet that is provided to you when you are hired and posted on The Hive. The Company offers medical and dental coverage for eligible employees and their eligible dependents. These programs are administered by a major medical insurance carrier. An employee contribution for coverage will be deducted from your salary based on your benefit selections. The Company's benefit package is contributory; that is, you are responsible for a portion of the premium for your medical and dental benefits (about 25%) and CCHS pays a portion (about 75%). All other benefits are voluntary and are completely paid by you. Your contributory cost is deducted from your paycheck.

**Waiting Period** Full-time employees are eligible to participate in and receive coverage through the various insurance programs offered by the Company on the first of the month following date of hire. You must enroll in benefits within 30 days of your employment date.

**Dental Insurance** The company offers a dental plan for eligible employees. Dental insurance is packaged with the medical insurance and cannot be purchased separately. Please refer to the Benefits Booklet and/or the dental Summary Plan Description for an explanation of the plan benefits and limitations.

**Life Insurance** Eligible employees are automatically enrolled in a group term life insurance program. Enrollees may designate or change the beneficiary for this policy at any time. The Company pays the premium for this program. The face value of this benefit is \$15,000.

**Supplemental Life Insurance** Eligible employees may purchase supplemental life insurance for themselves at group rates. Supplemental life insurance is a voluntary benefit and is employee-specific. Enrollees should refer to the Benefit Booklet and/or plan SPD for eligibility requirements, plan limitations and additional information.

**Critical Illness and Accident Insurance** Critical Illness and Accident insurance are offered to employees to help them cover expenses in the event of covered illnesses or accidents. These are voluntary benefits and are entirely employee-paid.

**Workers' Compensation Insurance** to provide for payment of your medical expenses and for partial salary continuation in the event of a work-related accident or illness, you are covered by workers' compensation insurance, provided by the Company and based on state regulations. The amount of benefits payable, as well as the duration of payments, depends upon the nature of your injury or illness. However, all medical expenses incurred in connection with an on-the-job injury or illness and partial salary payments are paid in accordance with applicable state law.

**Paid Time Off** Interns will have major holidays (see below) and up to two weeks of paid time off which can be used at the interns discretion for sick leave, childcare/family care responsibilities, travel for postdoctoral or graduate program training responsibilities. Any additional leave for health other reasons must meet requirements for FMLA and may require intern to work longer than the initial contracted calendar year in order to complete requirements of the training program. **Holiday Pay** Employees are entitled to the following paid holidays if they are working the week of the holiday:

New Year's Day  
Birthday of Martin Luther King, Jr.  
President's Day  
Good Friday  
Memorial Day  
Juneteenth  
Independence Day  
Labor Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Eve  
Christmas Day

**Family and Medical Leave** Christ Community Health Services complies with the federal Family Medical Leave Act. Family Medical Leave is unpaid time off work for up to 12 weeks during a rolling-calendar year for any employee who has worked for at least one year and who has worked at least 1,250 hours during the previous 12 month time period. Interns who take family medical leave should be advised that it will require an extension of their contract in order to complete required hours for graduation from the training program.

## Affirmation of Mission Statement:

While Christ Community Health does not require doctoral interns to be believer of Christian faith, it is important that prospective interns understand the mission and culture of the agency. All staff are asked to affirm while training and employed they will act in ways congruent with the values of Christ Community.



## Mission and Values

### Mission Statement

**Christ Community Health Services exists to provide high-quality healthcare to the underserved in the context of distinctively Christian service. We recognize that Jesus Christ is the true healer of individuals and their communities and the source of our ability to serve.**

We understand this mission to mean the following:

- Healthcare ministry is an expression of Christ's three-fold ministry to preach, teach and heal which He enables His church, the body of Christ, to do by power of the Holy Spirit.
- The gospel is expressed in our clinics as we offer Christ's healing, show Christ-like love and compassion, pray with patients in order to acknowledge God as healer, and offer Christ's gospel of salvation.
- We are an extension of the local church, united in the Body of Christ and a bridge from our patients to the local church community.
- God has a special place in his heart for the underserved and marginalized and mandates the Body of Christ to show special concern for those who are underserved and marginalized regardless of any external factors such as race, sexuality, origin, religion, or nationality. Our motivation to serve is to be faithful to God's command, to express gratitude for God's great love for us, and to tangibly serve Christ as He counts what we do as being done for Him.
- I will support the mission of this organization by doing my best to perform my role in the mission.

### Values:

- **Faithfulness** (Matthew 24:14-30) - I commit to be faithful in my work. I will carry out my responsibilities. I will be faithful with the blessings God has given me by blessing my co-workers and all around me.
- **Unity** (1 Corinthians 1:10) - I commit to work effectively with others to advance the mission of Christ Community Health Services. Every person has been given unique talents and gifts that can be used to meet and minister to the needs of our patients, and I will use my gifts and role for the good of the mission God has entrusted to us.
- **Service** (Mark 10:45; Luke 6:30-31) - I commit to serving the needs of our patients, their families, my co-workers, and all people I encounter. I am here to minister to all and show the same compassion, grace, and kindness God has shown me.
- **Excellence** (Colossians 3:23) - I commit to strive for excellence in the care and services we provide. I will do my very best in my role to provide high quality health care services to the underserved in the context of distinctively Christian service.

By signing you are stating that you have read and agree to the mission of Christ Community Health Services and commit to the values.

If at any point you no longer affirm the mission or values, please inform the person to whom you report.

Signed by: \_\_\_\_\_ Date: \_\_\_\_\_