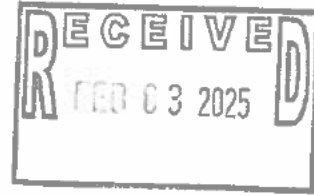


February 3, 2025



To: Board of Mental Health Practice, NH Office of Professional Licensure and Certification
RE: Waiver Request for Inclusion in the List of Board-Approved Supervisors

Dear Board Members,

I am writing to respectfully request a waiver for inclusion in the List of Board-Approved Supervisors. I have been an eligible candidate for licensure as a Clinical Mental Health Counselor (LCMHC) since 2019, and last year, as of June 2024, I officially became licensed as LMCHC. In addition to possessing my LMCHC accreditation, I am also registered as a Master Licensed Alcohol and Drug Counselor (MLADC) and have maintained good standing with the licensing board since 2016. As a fluent bilingual language speaker and interpreter, I recently earned my Nationally recognized certification as a Medical Interpreter, which only broadens my current skillset. Overall, I possess over 15 years of experience in clinical supervision across various settings.

Currently, I serve as the Director of Clinical Services at Farnum Center in Manchester, a position I have held since February 2023. In this role, I provide direct supervisory oversight to a team of 16 clinicians and case managers. Prior to joining Farnum, my career encompassed the following roles and responsibilities:

- **Regional Counselor Supervisor, HCRC (2019-2023):** Supervised 23 counselors distributed across three clinics.
- **Department of Correction Director of Clinical Services, Keystone Hall (2016-2019):** Supervised a team of 18 clinicians and case managers.

Notably, I have been an MLADC-approved supervisor since 2017 and have successfully guided 21 employees toward obtaining their MLADC licenses.

My leadership style emphasizes building trust, fostering mutual respect, and maintaining transparency. I am committed to embodying the core values of integrity, professionalism, excellence, and compassion in all my interactions. I place a high priority on clear communication, ensuring that all clinical department goals and expectations are consistently and honestly conveyed.

My supervisory experience has provided me with a deep understanding of the core domains of effective supervision, including:

- Domain A: Supervisor Competence
- Domain B: Diversity
- Domain C: Supervisory Relationship
- Domain D: Professionalism
- Domain E: Assessment/Evaluation/Feedback
- Domain F: Problems of Professional Competence
- Domain G: Ethical, Legal, and Regulatory Considerations

While I understand the significance that my request for a waiver of inclusion to the Board-Approved Supervisor list holds, I believe the following benefits that would accompany this type of waiver would far outweigh any questions or concerns you may have regarding my unusual petition for your consideration:

1. As one of the select few dually licensed clinicians within the state of New Hampshire who are also bilingual, a waiver for inclusion to the Board-Approved Supervisor list would allow for the expansion of services that could be offered to a wider range of clients as well as for the upcoming generation of much needed clinicians entering the workforce.
2. My professional work experience includes significant time spent in clinical roles offering trauma-based care. The specific skills and knowledge associated with providing trauma-based treatment that I possess are fully aligned with the responsibilities and duties that would be expected of me as Board-Approved Supervisor.

3. For the past five years, Farnum Center has been unable to facilitate the required supervision for license eligible candidates who are pursuing a mental health focused clinical state licensure. These lacking supervision services have caused difficulties with clinical staff member retention (clinicians on track for mental health licensure have previously sought other employment due to their inability to obtain required supervision hours pursuant to their specific clinical licensure focus), therefore causing disruption to Farnum's clinical staffing, frequent changes to clinician visibility and roles, and most importantly, disruptions seen with providing exceptional care for our community of clients pursuant with their needs.
4. Currently at Farnum Center, there are four clinical staff members who are unable to receive mental health clinical supervision that would count toward their licensure requirements, essentially preventing them from individual professional development and advancement toward obtaining licensure. By approving a waiver for inclusion to the Board-Approved Supervisor list not only would my current clinical staff members receive the supervision they require to move forward toward obtaining clinical licensure, but these same provisions would be offered for future clinical staff pursuing a clinical mental health track.
5. The increase of clients presenting for treatment at New Hampshire's residential and outpatient Substance Use Disorder treatment agencies who are diagnosed with co-occurring disorders shows further evidence to support my inclusion to the list of Board-Approved Supervisors holding MLADC/LMCHC licensures. Even though Farnum Center is still working toward their goal of being certified as a fully dual-diagnosis capable treatment facility, our regular demographic of clientele continues to present at alarming rates with mental health specific symptoms and concerns. This escalating trend demonstrates the need in our state to increase the number of license mental health clinicians as well as the need for a clinical work force enriched with licensed staff who are trained and qualified in providing co-occurring substance use disorder and mental health disorder treatment.
6. As the Director of Clinical Services at Farnum Center, I am frequently tasked with the responsibility of assessing if a client is meeting criteria for our offered ASAM level of care programs through review of psychological documentation and evaluating their

current presentation of mental health symptoms. An inclusion into the Board-Approved Supervisor list would give further evidence and support for Farnum's ability to train and strengthen the clinical work force needed in our community as well as enhance our efforts of becoming a recognized dual diagnosis capable treatment facility.

I am confident that my extensive experience, combined with my unwavering commitment to ethical and effective supervision, makes me a suitable candidate for inclusion in the List of Board-Approved Supervisors. I appreciate your time and consideration of my request.

Sincerely,

Amor Irizarry, LCMHC, MLADC
Director of Clinical Services
Farnum Center
140 Queen City Ave
Manchester, NH 03103

