

Job Title: Licensed Professional Counselor (Full-Time)

Location: Friendship-West Baptist Church, Dallas, TX

FLSA Status: Exempt

About Friendship-West

Friendship-West Baptist Church is called to be a game-changing Christian movement, connecting people to Jesus Christ and fighting for justice, while creating the beloved community. Our mission is creatively making disciples whole on the cutting edge, making a difference spiritually and socially. We live out our motto by equipping changed people to change the world.

Rooted in this vision, we serve not only as a church but as a refuge, a voice for justice, and a catalyst for healing in our community.

Friendship-West Baptist Church is a Christ-centered ministry committed to transforming communities and advancing social justice through discipleship, compassion, advocacy, and service. We exist to equip believers, strengthen families, empower young adults, youth, and children, and address systemic challenges confronting our community.

We are seeking a compassionate, highly skilled, culturally competent Licensed Professional Counselor to provide pastoral-aligned clinical support to individuals and families who are navigating emotional, relational, and life challenges.

Position Summary

The Licensed Professional Counselor will provide professional counseling services rooted in Christian care and trauma-informed practice. This role supports the emotional, mental, relational, and spiritual well-being of the church and surrounding community. The counselor will address a broad spectrum of needs including grief, anxiety, marital and family challenges, trauma, domestic and sexual abuse, self-esteem struggles, financial stress, food insecurity, unemployment-related strain, youth identity concerns, crisis intervention, and emotional distress related to social-justice and community trauma.

The counselor will also collaborate with ministry leaders, support pastoral care programs, and develop educational programming that fosters mental health wellness and Christian wholeness.

Key Responsibilities

Clinical Counseling & Care

- Provide confidential, trauma-informed individual, couple, youth, children, senior, and family counseling
- Conduct intake evaluations, treatment planning, and clinical documentation

in compliance with state and ethical guidelines

- Offer crisis intervention, grief and loss support, and short-term stabilization care
- Maintain a clear referral pathway for cases requiring specialized or intensive services
- Maintain strict confidentiality and ethical boundaries

Ministry & Congregational Support

- Coordinate with pastoral care, youth, children, discipleship, and social justice ministries
- Facilitate support groups (grief, coping skills, marriage support, domestic violence awareness, etc.)
- Provide mental-health education and spiritual-care workshops for congregation and staff
- Consult with ministry leaders around emotional, behavioral, and situational needs within the church community

Community Impact & Social Justice

- Support counseling needs related to trauma stemming from economic inequity, violence, injustice, and systemic oppression
- Partner with Faith Formula Human Services, OAM, Pastoral Care, Discipleship and Justice ministries to ensure holistic wrap-around support
- Maintain resource lists and partnerships with community mental health and social-service providers

Professional Practice

- Maintain all required licensure, continuing education, and ethical standards
- Uphold the mission and values of Friendship-West in all practice and teachings
- Participate in staff meetings, trainings, and pastoral-care initiatives

Qualifications

Required

- Master's degree in counseling, Psychology, Social Work, or related field
- Active LPC, LCSW, LMFT, LPC-S, or equivalent license in Texas
- Minimum 4 years' clinical counseling experience
- Proven experience working with diverse, multicultural, and underserved communities
- Demonstrated trauma-informed care and crisis counseling training
- Ability to integrate psychological principles with Christian faith and

compassion

Preferred

- Experience in church-based, nonprofit, or community mental-health setting
- Training in spiritual care, pastoral counseling, or chaplaincy
- Knowledge of children and youth development, family systems, and community trauma
- Familiarity with social-justice and liberation-psychology frameworks
- Bilingual (Spanish/English proficiency desirable but not required)

Personal Attributes

- Deep empathy, spiritual maturity, and professional integrity
- Cultural humility and commitment to equity and justice
- Collaborative spirit with strong communication and relational skills
- Confidential, ethical, emotionally grounded, and mission-driven
- Heart for serving people with dignity and grace
- Strong committed work ethic

Schedule & Compensation

- **Full-time, onsite role**
- Competitive salary based on experience
- Benefits package available
- Some evening/weekend work is needed for special ministry needs

How to Apply

Submit résumé, cover letter, statement of Christian counseling philosophy, and three professional references to:

Mission-Aligned Closing Statement

At Friendship-West, we believe mental health is a ministry. We serve a God who heals wounds seen and unseen. If you are called to walk alongside God's people as a vessel of restoration, hope, and wholeness, we invite you to apply.