

STATE OF NORTH CAROLINA

BEFORE THE NORTH CAROLINA
BOARD OF LICENSED CLINICAL
MENTAL HEALTH COUNSELORS

IN THE MATTER OF:)
)
Sarah Elaine McCoy Isaacs, LCMHCA,)
Respondent)
No. A16992)

CONSENT ORDER

THIS CAUSE, coming on to be heard and being heard before the North Carolina Board of Licensed Clinical Mental Health Counselors (“the Board”), at its meeting on october 10, , 2024, pursuant to a charge letter issued by the Board on May 18, 2023, which is now pending; and

IT APPEARING to the Board that the Respondent has stipulated to certain facts and to the entry of a Consent Order in conformity therewith;

IT IS HEREBY STIPULATED by the undersigned Respondent and the Board for the purposes of this disciplinary proceeding that:

1. Respondent was at all times relevant to this cause a licensed clinical mental health counselor associate (“LCMHCA”) and is subject to the Board’s jurisdiction pursuant to the North Carolina Licensed Clinical Mental Health Counselors Act, Chapter 90, Article 24 of the North Carolina General Statutes. Respondent was first licensed by the Board on September 17, 2021.
2. Between August 2019 and September 16, 2021, Respondent was:
 - a) employed as a counselor at a private practice in North Carolina;
 - b) seeing clients and providing counseling services to them;
 - c) holding herself out as a counselor to the public and clients;
 - d) was not licensed in North Carolina as a licensed clinical mental health counselor (“LCMHC”) (formerly “licensed professional counselor”) or LCMHCA; and
 - e) engaged in the unauthorized practice of counseling.
3. On or about April 26, 2023, Respondent provided her Professional Disclosure Statement (“PDS”) to the Board. In her PDS, Respondent described her counseling experience as follows: “I have five years of counseling experience, beginning with my internships and practicum as part of my degree requirements.” Respondent cited the period in which she engaged in the unauthorized practice of counseling (as described above) in the description of her counseling experience to the Board and her clients, which was misleading.
4. Between September 17, 2021 and March 3, 2023, Respondent inadvertently engaged in the practice of counseling as a Licensed Clinical Mental Health Counselor Associate (“LCMHCA”) without the required Board approval of a supervisor and supervision contract.

5. Before and after Respondent became licensed as a LCMHA, she made several statements concerning counseling on social media and in a public context which failed to delineate between her personal perspectives and statements as a counselor.

6. Additionally, in one of Respondent's social media posts she explained to her followers how to forge a doctor's note. Such statements are not consistent with the professional standards of a counselor.

7. Respondent's conduct, as set forth above, violated Sections C.2.c., C.3.a., C.4.a., C.4.b., and F.5.c. of the American Counseling Association Code of Ethics (2014), 21 NCAC 53 .0102(a), and N.C. Gen. Stat. §§ 90-340 (a)(5), (a)(7), (a)(9), and (a)(12) of the North Carolina Licensed Clinical Mental Health Counselors Act.

8. The Board and Respondent wish to avoid the time and the costs associated with full litigation of this matter through a contested case hearing and potential judicial review pursuant to Articles 3A and 4 of the Administrative Procedure Act, N.C. Gen. Stat. §§ 150B-38 to 52 ["APA"]. The parties enter into this Consent Order in lieu of those potential proceedings.

9. Respondent understands and agrees that this Consent Order is subject to review and potential approval by the Board and shall be effective only upon approval by the full Board and signature of its Chairperson

10. Respondent further agrees that presentation of this Consent Order to the Board for approval shall not constitute improper *ex parte* communication between the Board and its counsel, or the Board and its staff, nor require the recusal of the members of the Board from consideration of this matter before the full Board, should a hearing be required in this case.

11. If the Board approves and enters the Consent Order, Respondent expressly waives notice of hearing, a hearing, the making of findings of fact and conclusions of law, and all further proceedings before the Board to which the Respondent may be entitled by law.

12. Respondent has read this entire Consent Order and freely and voluntarily acknowledges that there is a factual and legal basis for the findings and conclusions contained in these stipulations and for the terms, conditions, and order set forth herein and agrees that she will not contest any of those matters in any future potential proceedings before, by, against, or involving the Board.

13. Respondent forever releases the Board, and all its members, officials, agents, counsel, representatives, and employees, both past and present, in their individual or official capacities from any and all liability, suits, claims, and causes of action arising prior to or as a result of the execution of this Consent Order.

14. Respondent waives the right to seek judicial review or to otherwise challenge the validity of this Consent Order in any court or before the Board in the future. Respondent understands and agrees that this Consent Order shall be effective only after approval by the full Board and signature of its Chairperson.

15. Respondent was represented by legal counsel, Joshua Walthall and Ian Richardson, in connection with her consideration and execution of this Consent Order. The Board was represented in this Consent Order by The Brocker Law Firm, P.A.

16. This Consent Order contains the entire agreement between the undersigned, there being no agreement of any kind, verbal or otherwise, which varies, alters, or adds to this Consent Order.

17. The Board shall maintain this Consent Order as a public record pursuant to N.C. Gen. Stat. §§132-1 and 90-340(f) and shall provide copies to the American Counseling Association and the National Board of Certified Counselors, and to other agencies or individuals as required by law.

18. This Consent Order shall constitute disciplinary action against the license of Respondent, pursuant to N.C. Gen. Stat. §90-340(a) and (b). Respondent understands that this Consent Order may have adverse consequences in other contexts, which shall not be the basis for reconsideration of its terms in the future.

19. Respondent agrees to service of the fully executed Consent Order to the following address or email she provided to the Board and waives service by any other method: 2502 Walden Woods Drive, Apex, NC 27523; sarahemccoy@gmail.com.

Based upon the record and the foregoing stipulations,

NOW, THEREFORE IT IS HEREBY ORDERED as follows:

I. Respondent shall complete a minimum of 2,000 hours of supervised clinical mental health practice beginning on April 28, 2023. Hours completed under Respondent's former supervisor (K.B.), who was not Board approved at the time, will not be counted toward this requirement. Hours completed under Respondent's current supervisor (N.H.) or a subsequent supervisor will be counted if the following supervision criteria are satisfied:

- a. The supervisor is approved by the Board pursuant to Administrative Rules 21 NCAC 53 .0702 and 21 NCAC 53 .0801 to supervise Respondent's professional practice, prior to the beginning of supervision;
- b. The supervised experience shall be completed at a rate of no more than 40 hours per week (one hour of individual supervision per 40 hours of professional practice);
- c. Respondent shall provide a copy of this Consent Order to her supervisor. The supervisor shall confirm the receipt of the document in the first supervision report. The supervisor shall file quarterly reports and a final report with the Board. Respondent is responsible to ensure the supervisor submits the quarterly reports to the Board no later than January 30, April 30, July 30, and October 30 for the previous quarter;

- d. The supervisor shall report to the Board any type of impairment that may impact Respondent's ability to practice clinical mental health counseling within three (3) business days of determining, observing, and/or being notified of the impairment, as well as in quarterly reports and a final supervision report; and
- e. Respondent shall bear any costs and associated expenses of the supervision.

II. Within ninety (90) days from the date of the Consent Order, Respondent shall complete the courses approved in advance by the Board in the following areas: Social Media for Mental Health Professionals and Foundations of Clinical Supervision. These courses shall total 9 CE hours. This coursework requirement shall be in addition to the continuing education coursework required for all licensees under the Board's Administrative Rules. All costs associated with this continuing education requirement shall be borne by Respondent. Upon successful completion of this continuing education coursework, Respondent shall submit a certificate of completion provided by the continuing education sponsor to the Board.

III. Respondent shall undergo two (2) years of clinical mental health counseling by a licensed mental health professional (the "Counselor"). The Counselor shall determine the frequency of clinical mental counseling, but it shall not be less than once per month. Respondent shall notify the Board about her selection of the Counselor in writing. Respondent shall provide a copy of the Charge Letter and this Consent Order to her Counselor and shall bear any costs and associated expenses of the counseling. After the two (2) years of counseling, Respondent shall ensure that Counselor prepares and submits to the Board a summation of treatment report including a risk assessment and the Counselor's opinion regarding Respondent's fitness to practice clinical mental health counseling.

IV. Respondent shall maintain separate personal and professional websites, social media profiles/accounts, or other online presences and shall post information related to the practice of counseling exclusively on her professional sites and accounts.

V. Respondent shall keep the Board apprised of her current address, phone number, and email and notify the Board of any change to that contact information no later than ten days after it becomes effective.

VI. The Board recognizes that the conditions, limitations, or requirements set forth in this Consent Order may present Respondent with certain practical difficulties. The Board concludes that each one is necessary to ensure public protection and it does not intend to modify or eliminate any of the conditions, limitations, or requirements set forth herein based on such potential difficulties.

VII. Respondent must satisfy the conditions in Paragraphs I-V, in addition to satisfying all other licensure requirements in effect at the time, to be eligible to apply for a full licensure as a licensed clinical mental health counselor ("LCMHC"). The 2,000 hours of supervision set forth in Paragraph I are in addition to the minimum number of supervision hours required to qualify for full licensure. If Respondent satisfies all conditions in this Consent Order and meets all other licensure requirements in effect at the time, this Consent Order will not prevent her from obtaining a full licensure as a licensed clinical mental health counselor ("LCMHC").

VIII. The Board shall retain jurisdiction of this matter and Respondent to enforce the provisions herein or enter orders as necessary in the future.

IX. Respondent's failure to abide by any provision of this Consent Order, if proven true by a preponderance of the evidence following notice and an opportunity for hearing, may result in the suspension, revocation, or other disciplinary action against Respondent's license, including seeking an injunction in Superior Court, at the Board's discretion.

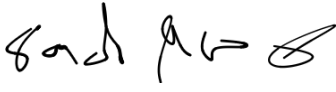
This the 10th day of ~~october~~, 2024.

CONSENTED TO BY:

NORTH CAROLINA BOARD OF LICENSED
CLINICAL MENTAL HEALTH COUNSELORS

BY:	Signed by:  <small>E414DBD989A3497</small> Dr. Yasmin Gay, LCMHCS Board Chairperson	10/14/2024 <hr/> Date
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RESPONDENT:

 <hr/> Sarah Elaine McCoy Isaacs	<hr/> Date
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