



Tennessee Board of Licensed Professional Counselors, Licensed Marital and Family Therapists and Licensed Pastoral Therapists Meeting

Friday October 24, 2025

MINUTES

The regular Board meeting of the Tennessee Board of Licensed Professional Counselors, Licensed Marital and Family Therapists and Licensed Clinical Pastoral Therapists was called to order at 09:12 a.m. in the Poplar Room, Ground Floor, Metro Center Complex, 665 Mainstream Drive, Nashville, Tennessee 37243 by Kimberly Speakman, Board President.

Board members present: Kimberly Speakman, LPC/MHSP, Board President
Shelly Steel, LMFT
James Dalton, PhD, LPC/MHSP
Howard Nelson, LCPT, LCSW

Board member(s) absent: Vacant, Consumer Member

Staff present: Candyce Wilson, Board Director
Stephanie Rigney, Board Administrator
Katherine Trawick, JD, General Counsel

CONFLICT OF INTEREST POLICY

Ms. Katherine Trawick read aloud the Conflict-of-Interest policy as well as the public comment policy, she discussed the importance of both policies and the purposes. All Board members stated there were no conflicts of interest for the meetings contents.

FISCAL REPORT

Ms. Kyonzte Hughes-Toombs presented the yearend report for the Fiscal Office. The Board asked if the upcoming compact fees would be allocated into the Board's expenses and output. Ms. Hughes-Toombs acknowledged that at the time the fees are to be charged that expenditure report will change and there are fees coming in and out.

DISCIPLINARY ORDER(S):

Agreed Citation: Ms. Candyce Wilson presented the order below.

Kathryn Riddle – MFT #1951- Ms. Riddles MFT license expired on April 30, 2025. Upon receipt of the reinstatement application the administrative office notated that Ms. Riddle had been practicing on a

lapsed license for a period of 2 months beyond the 60-day grace period offered by the Board to renew the license. The discipline for this order includes 2 civil penalties for \$100 each totaling a payment of \$200. Ms. Steel made a motion to approve the agreed citation for Ms. Kathryn Riddle. Dr. Nelson seconded, and the motion passed.

Richard Sanders – MFT #1325- Mr. Sanders MFT license expired on January 31, 2025. Upon receipt of the reinstatement application the administrative office notated that Mr. Sanders had been practicing on a lapsed license for a period of 2 months beyond the 60-day grace period offered by the Board to renew the license. The discipline for this order includes 4 civil penalties for \$100 each totaling a payment of \$400. Ms. Steel made a motion to approve the agreed citation for Mr. Richard Sanders. Dr. Nelson seconded, and the motion passed.

CONSENT AGENDA

The Board reviewed the information within the Consent Agenda which included Meeting Minutes, Departmental reports from the Administrative Office, Office of Investigations, and the Office of General Counsel as well as the list of newly approved and reinstated licenses to be ratified. Dr. Dalton stated that there were some grammatical corrections to the Meeting Minutes presented, none of the changes were significant to the topics discussed in the minutes. Dr. Dalton made a motion to approve of the Consent Agenda including the grammatical updates to the minutes. Dr. Nelson seconded, and the motion passed.

Total active licensees as of October 23, 2025.

Licensed Professional Counselors	Marital and Family Therapists	Licensed Clinical Pastoral Therapists
Active Licensees: 4772	Active Licensees: 1403	Active Licensees: 22
Temporary Licensees: 705	Temporary Licensees: 326	Temporary Licensees: 1
Certified Prof Counselor: 6	Certified MFT: 5	
MHSP Designation: 4999		
Approved Supervisor: 891		

Listed below is the license status for all professions regulated by the Board from the period of July 17, 2025, through October 22, 2025.

Licensed Professional Counselors	Marital and Family Therapists	Licensed Clinical Pastoral Therapists
New Applications 291	New Applications 119	New Applications 2
Reinstatement Applications 5	Reinstatement Applications 3	Reinstatement Applications 0
New Licenses 166	New Licenses 56	New Licenses 1
New Temporary 97	New Temporary 51	New Temporary 0
Renewed 530	Renewed 162	Renewed 4
90% Online	86% Online	0% Online
Expired 20	Expired 6	Expired 0
Retired License 6	Retired License 4	Retired License 0

All Open Applications

Licensed Professional Counselors	Marital and Family Therapists	Licensed Clinical Pastoral Therapists
In Process 175	In Process 46	In Process 3

Upcoming Meeting Dates: January 16, 2026, April 17, 2026, July 17, 2026, October 2, 2026

DISCIPLINARY ORDER(S) CONT.:

Consent Order(s): Ms. Kristen Moon presented the orders below:

Brynn Burger – Ms. Burger a pre-licensed LPC/MHSP who owned and operated a private practice, committed an ethical violation through for relations with a former client. The discipline for this order included a Cease and Desist letter for owning and operating a practice while not being appropriately licensed, as well as 1 Type A civil penalty totaling \$1000 to be paid within 6 months and costs not to exceed \$2000 to be paid within 6 months.

The Board discussed the severity of the rule violation and stated that the discipline needs to reflect that severity. The discipline for owning an operating a practice while not being appropriately licensed should reflect civil penalties per month, the discipline for the ethical violation should reflect continuing education course(s) in ethics. For Ms. Burger specifically, the discipline should reflect continuing education for ethics, 2 years’ worth of civil penalties, and remain under supervision in an appropriate setting for a period of time so as to verify that the supervision received is adequate to training necessary for licensure. The Board stated that the hours earned while owning and operating the private practice will not count towards licensure and requested that the Office of Investigations open a complaint against the supervisor for allowing Ms. Burger to proceed with owning and operating a practice while not being independently licensed.

Dr. Dalton made a motion to deny the Consent Order for Ms. Brynn Burger as the Board would like to see it amended. Dr. Nelson seconded, and the motion passed.

John Monroe – Temp. LPC/MHSP 4847 Expired – Mr. Monroe was under a previous Board Order which required him to obtain continuing education credits. At this time, he has not earned those credits and this order is a voluntary surrender of that expired temporary licensure.

The Board notated that the document presented had a date in 2024. Ms. Moon stated that she would take the order back to Mr. Monroe to correct the signature date upon contingent approval from the Board. The Board notated a typo within the order stating she not he, the date the state received the document, and the language to reflect LPC/MHSP temporary license.

Ms. Steel made a motion to approve the consent order for Mr. John Monroe with the changes discussed. Dr. Nelson seconded, and the motion passed.

H. Edward Stone – LPC/MHSP #833 – Dr. Stone had been supervising MFT supervisees while not holding the license which the law stated was needed for an MFT supervisor. Dr. Stone was under the impression that his AAMFT approved supervisor certificate was enough to be able to supervise. The discipline for this order includes 1 Type A civil penalty totaling \$1000 to be paid within 12 months.

Dr. Dalton made a motion to approve the consent order for Dr. H. Edward Stone. Dr. Nelson seconded, and the motion passed.

Elizabeth Zagatta-Allison – MFT #1203 – Ms. Zaggatta-Allison was found to have practiced on a lapsed license for a total of 12 months. The discipline for this order includes 10 Type B civil penalties for \$200 each totaling \$2000 to be paid within 12 months and costs not to exceed \$500 to be paid within 3 months.

Ms. Steel recused herself from the discussion as she knows Ms. Zagatta-Allison.

Dr. Dalton made a motion to approve the consent order for Ms. Elizabeth Zagatta-Allison. Dr. Nelson seconded, and the motion passed.

Petition(s) for order of Modification: There were no orders for modification to be presented.

Order(s) of Compliance: There were no orders of compliance to be presented.

Final Order(s): There were no final orders to be presented.

Letter(s) of Reprimand: Ms. Kristen Moon presented the orders below:

Lucille Martin – LPC/MHSP #6287 - Ms. Martin was given a portion of ownership with the company she was working at prior to obtaining an independent licensure with this Board. The discipline for this order was a letter of reprimand.

The Board discussed that this letter is not severe enough as Ms. Martin did own a part of the company prior to being independently licensed, they would like to see a Civil Penalty per month that Ms. Martin owned a part of the company, time under a practice monitor for 1 year, and that the Office of Investigation needs to open a complaint against the supervisor.

Ms. Steel made a motion to deny the letter of reprimand for Ms. Lucille Martin Burger as the Board would like to see formal discipline. Dr. Nelson seconded and the motion passed.

CONSIDERATION OF APPLICANTS

Ms. Speakman stated that the Board had previously stated that an applicant who is not in person will not have their reviewed and taken up until they are present in person.

Theresa Smallwood– Ms. Smallwood was not present, the Board will take up her file review at the January 16, 2026, meeting.

Joyce Hamilton– Ms. Hamilton was present in person for the review of her application for consideration. Ms. Hamilton was licensed in Texas in 2002, and Louisiana in 2020, and at that time Texas did not require a national exam to be taken and passed and Louisiana accepted her for licensure without it. Ms. Hamilton is requesting the Board approve her for licensure without the NCE or NCMHCE.

The Board discussed the need for information on the TX exam being equivalent to the NCE or NCMHCE at the time to be able to consider the license, as well as a need for additional education as the review shows a total of 57 credit hours, and many of them do not meet the counselor education requirements. The Board stated that confirmation letter from TX that the exam she took was equivalent to the NCE or NCMHCE is needed as well as educational courses to meet the 60-credit hour requirement.

Dr. Dalton made a motion to allow Ms. Joyce Hamilton’s application to remain open for 90 days to submit additional documentation. Dr. Nelson seconded and the motion passed.

Ruth Juneau— Ms. Juneau was present for the review of her application for approval. The Board reviewed the application at the July 18, 2025, meeting and had concerns about the lack of proof for supervisor K. Reynolds to qualify as a supervisor.

The Board discussed the new information provided as well as the breakdown of the hours earned in a time period which would equate to a total of 8.26 hours of contact for every calendar day for 183 days straight. The Board stated that the hours with Ms. Reynolds are unacceptable as she has not proven to qualify according to the rules and that she may need to adjust her rolling time clock to allow for the 4-year time to meet qualifications of licensure.

Dr. Dalton made a motion to allow Ms. Ruth Juneau to withdraw the application for upgrade, to resubmit the application at a later date and that the supervision from October 12, 2021, to count through October 12, 2026, as long as all other requirements are met at that time. Ms. Steel seconded and the motion passed.

Kimberly Pritchett— Ms. Pritchett was not present, the Board will take up her file review at the January 16, 2026, meeting.

Dr. Dalton made a motion to table the discussion for this application until January 16, 2026. Dr. Nelson seconded, and the motion passed.

CORRESPONDENCE

Paige Landry – Ms. Landry had requested for a 2-year extension for supervision hours due to the extreme circumstances as the information provided to the Board stated for her and her family. The Board discussed the number of hours that Ms. Landry has earned and how long she needs to earn the remaining hours for licensure.

Dr. Dalton made a motion that the experiential and supervision hours for Ms. Paige Landry, which were completed under Joshua Zello TN LPC/MHSP #3039 and Michelle Richardson Pinkerton TN MFT #1177 from September 2022, through October 24, 2025, count as being completed within the acceptable time period toward the LPC/MHSP license as long as all other requirements for licensure are completed by October 24, 2027. Upon receipt of an application, if all hours required did not meet the October 24, 2027, requirements Ms. Landry would be required to submit proof of a 2–4-year time period with all hours required meeting the rolling time clock as stated within the Boards rules. Ms. Steel seconded, and the motion passed.

Michelle Rucker- Ms. Rucker had requested a 1-year extension to earn supervision hours due to health and relocation circumstances. Ms. Rucker started supervision on 3/1/2022, the 4-year rolling clock would end on 3/1/2026. The Board discussed the timeframe what date the 1 year would end to ensure appropriate time to earn the hours needed to gain an independent license.

Ms. Steel made a motion to approve the request for a 1-year extension so long as the hours required are earned on or before 3/1/2027 and all other requirements are otherwise met. Dr. Nelson seconded, and the motion passed.

Lindsay Turner- Ms. Turner requested approval of the hours earned under LCSW Paige Marcantel. The Board reviewed the file at July 18, 2025, Board meeting and requested more information to verify that Ms. Marcantel was required to sign off on the hours earned toward licensure. The Board discussed the need for a verifying letter from TL Holt as to who the licensure supervisor was and what hours were earned for licensure with Mr. Holt. The discussion continued on with the emails from the supervisor

saying she would sign, then later stating she wouldn't sign due to ethical violations. The Board has requested further documentation to substantiate who was the licensure supervisor and how many hours were earned, this will be reviewed at the January 16, 2026, Board meeting.

Connie Barbour- Ms. Barbour requested a waiver of in-person CEUs for 2025 and 2026 due to health restrictions. The Board discussed the request and the letters provided to them by the licensee, as well as the changes to the rules that are in the process of being approved.

Dr. Dalton made a motion to allow Ms. Connie Barbour to obtain CEUS for 2025-2026 licensure cycle so long as they are live virtual trainings in place of the in-person. Ms. Steel seconded, and the motion passed.

TLPCA Represented by Dr. Peter Wilson- Dr. Wilson presented a list of questions to the Board to be answered for the supervisors within TN to use as guidance when providing supervision.

“Will we need to be designated as a “secondary” supervisor for people who are in our group but not one of our supervisees for whom we are the primary supervisor?”

Board discussion stated if you are running a group and have group members who you are not supervising individually, you would be considered an “additional supervisor”. The supervisee in this case is expected to let their primary supervisor know that you are providing group supervision and the primary supervisor should coordinate services with you. When it comes to verifying the supervisees’ hours, you would only report the supervision hours that you have provided. There is no way for the Board to designate an additional or secondary supervisor.

“Any idea if current supervisees who are getting supervision from an LCSW or LMFT will need to move to an LPC-MHSP once the rule goes into place?”

Board discussion stated that the definition approved supervisor says that applicants who begin supervision after January 1, 2026, all supervision must be done by an LPC or LPC/MHSP depending on the license being pursued. The Board went on to discuss a policy to be drafted to assist with this specific question.

“If there are supervisors who are currently supervising more than 12 individuals, will they be allowed to continue with the supervisees with whom they have been working, or will they need to refer some of their supervisees to other supervisors?”

Board discussion stated that there will be supervisors within Community Mental Health Clinics that will have more than 12 supervisees due to the type of facility. This specific limit is for those supervised and working toward independent licensure. For the supervisors who are only practicing as a supervisor with more than 12 supervisees, the Board will require that they present a letter before the Board for review to make a determination on approval or denial of more than the 12-supervisee threshold.

“I completed my supervision training earlier this year while the Approved Supervisor Designation applications were on hold. When will the applications for approved supervisor designation go back into place?”

Board discussion stated that a supervisor does not currently need to hold the Approved Supervisor designation to supervise, only that they will need to provide proof they qualify to each supervisee. The change within the rules will allow for an application to be processed and a fee of \$50 to be charged with the application as a one-time fee.

“Please address CEU requirements for keeping approved supervisor status.”

Board discussion stated that a supervisor will need to provide proof of updated supervisory CEUs for the entire time they were supervising that person on top of the regular 12-hour CEUS required to qualify as a supervisor.

“If a supervisee is under supervision at a company and the clinical supervisor leaves the company can the supervisee identify a new primary supervisor?”

Board discussion stated that the supervisee can identify a new primary supervisor so long as they follow the Boards process for changing the supervisor.

“When one begins supervised practice, the Board must approve the supervisor and the supervisory agreement or employment contract. How do we do that?”

Board discussion stated that the current process is to receive the information about the supervisor’s identity in the office with the application, but that no formal approval is currently required to start supervision.

CONDUCT NEW BUSINESS

Counseling Compact Update:

Ms. Speakman provided the update for the Counseling Compact, stating that the compact has begun accepting applications to issue privileges for the states of Arizona and Minnesota. Other states are working on updating licensure systems and other items to be compliant with the compacts fees, rules and processes to be able to start receiving applications for privileges. Tennessee has requested access to the testing for the databank to move forward with training and be ready for applications to come in.

Upcoming Conferences:

Ms. Rigney provided the list of approved conferences from the July 18, 2025, Board meeting, those approved were AMFTRB Conference, Gavel to Greatness webinar, AASCB Conference, and the Counseling Compact Annual meeting.

Modification of Forms

Ms. Connie Crossley and Ms. Melody Cline with the TNAMFT presented the work they and Ms. Steel had worked on to amend the Supervised Post-Masters Experience policy and form that would be used at current as well as the updated one for after January 1, 2026.

Policies to Amend:

Postgraduate hours earned outside of Tennessee: The Board discussed the policy draft provided by Ms. Speakman that explained how someone would count hours from other states, countries potentially, and military/ military spouses. Dr. Dalton made a motion to approve of the policy Post Graduate hours earned outside of Tennessee. Dr. Nelson seconded, and the motion passed.

Continuing Education Policy: The Board discussed the changes within the Psychology rules to compare how to phase in the change for Continuing Education. Ms. Wilson discussed the potential changes and how the supervisors submitting would change versus certain topics such as suicide training remaining the same. The Board mentioned the changes being 20 CEUs with 10 in person or doing all 40 CEUs according to the new rule draft, not picking and choosing what they want to

complete. The Board discussed Ms. Speakman draft a policy clarifying the change and how the Board expects the change to effect licensees.

MFT Verification of Supervised Post-Masters Experience form: Ms. Steel reviewed the changes listed within the current rule draft and explained the language used. Ms. Steel made a motion to approve the MFT policy on supervision for licensure. Dr. Dalton seconded, and the motion passed.

The Board reviewed and discussed the changes for the supervision policy to be active as of January 1, 2026. Ms. Steel made a motion to approve the MFT policy on supervision for licensure to go into effect January 1, 2026. Dr. Nelson seconded, and the motion passed.

Board Conversation: The Board had open discussion about the upcoming Board meetings in person for January and July versus virtual for April and October, as well as the applicant interviews.

Dr. Dalton made a motion to adjourn the meeting, Ms. Steel seconded, and the motion passed.
Meeting Adjourned.