

Ardent Grove Foundation
Internship Brochure
2025 - 2026

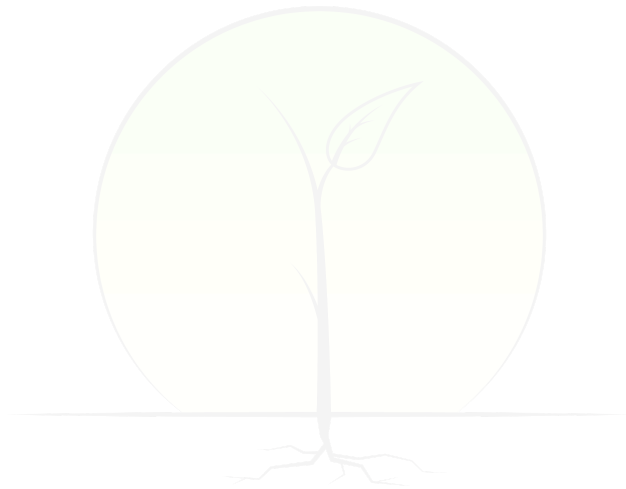


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Mission Statements

The Ardent Grove Mission

Ardent Grove is a non-profit, donor-funded clinic that is rooted in providing accessible, culturally sensitive, trauma-informed, individualized mental healthcare. We believe that the work of therapy is done best in a therapeutic relationship where there is warmth, collaboration, and space to be genuinely heard, seen, and honored. We provide services throughout the lifespan from infancy through adulthood. Our therapists are selected based not only on their areas of expertise, but on what they have to offer as partners in the therapy process – accessibility, professionalism, non-judgement, creativity, insightfulness, and compassion.

The Internship Mission and Aim

The mission of our Psychology Internship Program is to train emerging clinical psychologists to deliver compassionate, culturally attuned, and trauma-informed care within a nonprofit outpatient mental health setting. Rooted in a commitment to social justice and community well-being, our program prepares Interns to serve diverse and underserved populations through high-quality clinical services, interdisciplinary collaboration, and community engagement. We foster professional growth through intensive supervision, didactic training, and a supportive learning environment that emphasizes ethical practice, cultural humility, and responsiveness to systemic barriers affecting mental health. By integrating the values of the nonprofit sector with the rigor of the scientist-practitioner model, we aim to develop clinicians who are not only skilled practitioners but also engaged agents of change in their communities.

Basic Program Information

Type of Program: Clinical Psychology Internship

Department Information:

Name: Ardent Grove Foundation

Web Address: ArdentGrove.org

Clinic Address: 300 S Jackson St, Suite 210, Denver, CO 80209

Phone Number: 303-704-4062

Email: INFO@ArdentGrove.org

Program Officials:

Executive Director: Emily Markley, PsyD

Clinic Director: Shaye Sakos, PsyD

Assessment Director: Sebastian Harvey, PsyD

Infant and Early Childhood Program Director: Campbell Cahill, LCSW

Program Information

Organization Description

The Ardent Grove Foundation is a nonprofit mental health clinic that works to provide high-quality, trauma-informed psychotherapeutic services. We were established as a 501(c)(3) in 2019 and have grown steadily in response to our community's needs since then. Our organization combines a robust three-part model:

- **Community Clinic:** Ardent Grove aims to break down barriers to mental health care by offering affordable, accessible services to all in our Colorado community. As an outpatient mental health clinic, our goal is to provide the highest quality, tailored therapy and assessment services to those in need. Clinic services include Individual, Couples, Family Therapy, Psychological Assessment, EMDR, Play Therapy, Neuro/Biofeedback Training, Sandtray and Ketamine Assisted Psychotherapy Services (adults only). Clinical populations served include those with (but are not limited to) post-traumatic stress disorder and trauma more generally, mood dysregulation and disorders, change of life stressors, attentional difficulties, relationship and family conflict, grief and loss, family stress, parenting concerns, perinatal and postpartum complications, eating disorders, issues related to identity, substance misuse, etc. Clients are seen either through their insurance or on a sliding scale and can be seen in-person or via telehealth.
- **Training Program:** We have a robust training program consisting of six Predoctoral Students, Interns, and two Postdoctoral Fellows. Additional information about the training program will be provided below.
- **Community Outreach:** In addition to our clinic, we provide free community education focused on mental health with the goal of supporting and educating community groups on current and requested mental health topics. We have been honored to present at schools, libraries, parenting groups, and businesses. Past topics have included coping with gun violence, trauma resiliency, stress management and reducing symptoms during the pandemic, grief and loss, perinatal mental health, parenting support, trauma-informed interactions with the public, and when to identify and seek help for mental health concerns.

Organizational Impact

The Clinic

In 2024 we proudly served 380 clients, 215 (56%) of whom used Medicaid to access our services. We provided 5,250 clinical sessions including therapy and assessment. Our average hourly private-pay rate for these services was \$38 among our training staff and \$65 for our licensed clinical staff, with 38% of all private-pay session rates at \$25 or under. 94% of our private-pay clients utilized scholarship rates for our services. To continue our mission of making mental health care accessible to all, we proudly began accepting an additional region of

Medicaid, Rocky Mountain Health Plan, as well as our first private insurer, Optum/United Healthcare.

The Training Program

2024 brought another cycle of incredible clinical trainee graduates as well as six new training clinicians and two postdocs. To date, we have trained 33 Doctoral Students and 5 Postdoctoral Clinicians. We have funded 42 EMDR trainings for our Clinicians and conducted over 170 didactic sessions with our trainees! Ardent Grove remains one of the only training opportunities to learn and utilize EMDR. This year we also rolled out specialty trainings in the areas of Infant and Early Childhood Care, Eating Disorder Care through our partnership with the Eating Disorder Foundation, and advanced-EMDR consultation.

Community Engagement

Since 2021, Ardent Grove has led over 25 trainings, support sessions and workshops across Colorado! Partners have included: Colorado Housing and Finance Authority, For Love and Babes - Mom Support Groups, Community Table, Connecting Mamas New Mom Group, Broomfield Public Library System, Push Revolution Podcast, The Nursing Nook, Westerly Creek Elementary School, DU Morgridge College of Education, & Safe Spaces Summit. We were also thrilled to participate in community events including Denver PRIDE and the Underground Music Showcase, as well as host our second annual fundraiser at Nocturne Jazz and Supper Club.

Internship Description

We are seeking two Interns for our one-year training program slated to start in September (start date is negotiable prior to September). This full-time, one-year internship position is structured to meet all requirements for APPIC membership including the completion of 1500 hours of supervised internship experience. Interns will be provided with training and practice in administering culturally sensitive therapeutic and assessment services to a diverse population of people including adults, children, families, and couples. The program emphasizes the importance of using a trauma-informed lens to treat a multitude of symptoms and diagnoses, and also to support various life stressors and circumstances. Interns will further develop their knowledge and clinical skills in assessing and treating clients with approximately 15-20 hours of clinical intervention per week. Interns will be required to attend weekly staff/consultation meetings, weekly supervision, and regular didactic trainings. Interns will also be required to maintain contact and consult with outside sources on client care. Participation in community outreach activities will also be available.

Training will focus on several components including conducting assessment and individual, couples, and family outpatient therapy and engaging in regular clinical supervision and consultation. There may be opportunities for Interns to supervise one or two pre-doctoral practicum student therapists. If the Intern is involved in providing supervision of students, they will also receive supervision of supervision for support of oversight of the practicum student therapist(s). The Intern will learn to implement a variety of theoretical orientations,

interventions, and ways of conceptualizing clients including utilizing Eye-Movement Desensitization and Reprocessing (EMDR) techniques to clients in therapy sessions. It is of utmost importance that the Intern works to infuse all clinical and administrative responsibilities with multicultural awareness and humility.

Training Philosophy

We are deeply invested in our Interns and we value what each of them uniquely bring to the table. We both honor and appreciate their experiences and clinical judgments, and we truly hope to create an environment that feels safe for self exploration, growth, mistake-making, and learning. Our overall goal is to facilitate the growth of each individual Intern in a developmentally appropriate way through experience-based learning and multi-layered support. Our organizational philosophy is based on the idea that healthy therapists do the best clinical work. We warmly welcome feedback as well and consider your thoughtful input on our program to be a gift in our ever-evolving process of continuing to build a better Ardent Grove! For information about Due Process and Grievance Procedures, please reference the Training Manual.

Goals and Objectives

1. Develop Competence in Clinical Assessment, Diagnosis and Intervention
 - Provide individual, group, couples, and/or family therapy using evidence-based approaches.
 - Formulate effective treatment plans based on case conceptualization and diagnosis.
 - Demonstrate flexibility in treatment approaches to meet diverse client needs.
 - Evaluate and modify interventions based on client progress and feedback.
 - Demonstrate proficiency in conducting diagnostic interviews and comprehensive psychological assessments.
 - Accurately integrate test data, clinical observations, and collateral information.
 - Communicate assessment findings effectively in oral and written formats.
 - Utilize culturally informed assessment practices.
2. Demonstrate Ethical and Legal Standards in Professional Practice
 - Apply APA Ethical Principles and Code of Conduct in clinical practice.
 - Recognize and appropriately respond to ethical dilemmas.
 - Understand and follow relevant legal and regulatory standards (e.g., HIPAA, state law).
 - Seek consultation and supervision appropriately when ethical concerns arise.
3. Develop Cultural and Individual Diversity Awareness and Competence
 - Demonstrate cultural humility and sensitivity in all professional activities.
 - Recognize how cultural identities (client and therapist) influence assessment and intervention.
 - Integrate cultural considerations into case conceptualization and treatment planning.
 - Engage in ongoing self-reflection regarding personal biases and worldviews.
 - boundaries.

5. Strengthen Skills in Supervision and Consultation

- Understand models and practices of clinical supervision.
- Provide constructive peer feedback or participate in layered supervision.
- Demonstrate effective consultation with other professionals in multidisciplinary settings.
- Collaborate respectfully and productively with other service providers.

6. Cultivate Research and Scientific Thinking in Practice

- Integrate scientific literature into clinical decision-making.
- Evaluate the efficacy of interventions using outcome data and feedback.
- Engage in program evaluation, quality improvement, or scholarly activities as appropriate.
- Maintain a commitment to lifelong learning and evidence-based practice.

7. Promote Equity and Inclusion in Community Mental Health

- Provide services that reflect a commitment to equity, inclusion, and justice.
- Recognize and address systemic barriers to care impacting clients from marginalized communities.
- Engage in community outreach or psychoeducation efforts as part of the clinic's mission.
- Reflect critically on personal biases and privilege in clinical and professional roles.

Internship Curriculum

1. Each intern will see a caseload of clients (for a 40-hour a week position, this is about 15-20 sessions weekly).
2. Each trainee also has the opportunity to participate in assessment, typically one assessment at a time from start to completion, although more opportunities for assessment are available if there is interest.
3. Caseloads are tailored to each individual trainee's area of interest. Areas of comfort and discomfort are explored in supervision as are themes of professional boundaries. Courses of treatment are collaborated upon within supervision. Supervision is also a place to discuss professional and administrative issues.
4. Each intern engages in the following weekly supervision activities: 2 hours of individual supervision, if providing supervision for predoctoral students, 1 hour of supervision with student and 1 hour of supervision of supervision, 1 hour of assessment supervision, 2.5 hours of group supervision and didactics, and 2 hours of additional didactics including twice-monthly EMDR case consultation and weekly Eating Disorder consultation and didactic.
5. Additional elective training opportunities include twice-monthly Ketamine Assisted Psychotherapy consultation and didactic, once-monthly Child and Family didactic, and twice-monthly Psychodynamic consultation and didactic.
6. Our calendar of weekly didactics covers specialty topics and are led by community experts in their fields. Full calendar of weekly didactics provided below.
7. Basic EMDR Training is funded for each intern (a cost of about \$1,600).

8. We provide other non-clinical opportunities for our trainees including involvement in aspects of interest in our nonprofit such as marketing, fundraising, community partnerships and presentations, etc.
9. With regard to the larger organization, Interns play an important role at Ardent Grove. They are a valued member of the training and clinical teams, contribute to the mission of Ardent Grove, and, as emerging professionals, have the opportunity to explore and expand upon their own personal and professional growth.

Training Resources

1. Supervised Clinical Experience:

- Interns provide direct clinical services (e.g., individual, family, and group therapy; psychological assessment) to a diverse outpatient population, including children, adolescents, adults, and families.
- Supervision includes case discussion, review of recorded sessions, role-playing, and feedback on clinical documentation. Interns receive at least four hours of supervision per week, including:
 - Two hours of individual supervision by a licensed psychologist.
 - One hour of group assessment supervision.
 - Two additional hours of group supervision, peer supervision, or multidisciplinary case consultation.

2. Psychological Assessment Training:

- Interns gain hands-on experience conducting assessments relevant to outpatient care (e.g., diagnostic clarification, learning disabilities, trauma-related evaluations).
- Training includes:
 - Selection and administration of measures
 - Scoring and interpretation
 - Integrative report writing
 - Feedback sessions with clients and referral sources

3. Didactic Seminar and Training Series:

- Interns participate in weekly didactic seminars designed to build core competencies. A list of topics are included in the Didactic Overview section below and is subject to additional topics related to specific interest areas and needs of the training cohort. Guest speakers, case presentations, and interdisciplinary panels may be integrated.

4. Case Conferences and Team Meetings:

- Interns attend regular team meetings with the training cohort and licensed staff, which are opportunities for case presentations and feedback, collaborative treatment planning, understanding systems of care and social service navigation. The focus is placed on real-world problem-solving and interdisciplinary communication.

5. Program Development and Community Engagement Opportunities:

- Interns may participate in or lead activities such as the following, which serves to help interns build skills in systems thinking, advocacy, and community-based intervention. Support from marketing and licensed clinical staff is provided as needed:

- Psychoeducational workshops or support groups for clients and the community.
- Outreach to local schools, shelters, or community centers.
- Development of new clinical programming aligned with agency needs and intern interests.

6. Reflective Practice and Professional Development:

- Interns engage in ongoing self-assessment and reflective practice to enhance personal and professional growth. Activities may include:
 - Professional development exploration in group and/or individual formats
 - Identity and cultural exploration seminars
 - Goal-setting and competency reviews at midyear and end-of-year

7. Evaluation and Feedback:

- Interns receive formative and summative evaluations at regular intervals to assess progress in core competencies. This is formally conducted at the mid-year and end-of-year points in the training year.
- Feedback from interns is also solicited to improve training quality and support mutual learning.
- Evaluation is guided by clear benchmarks aligned with APA profession-wide competencies.
- Interns will have the opportunity to review their evaluations with supervisors and make edits or adaptations if needed.

Training and Supervisory Staff

All staff involved in the training and supervision of Interns are licensed and uphold the highest standards of ethical practice and licensure as outlined by the APA and the Colorado Department of Regulatory Agencies. Initial background checks are completed on each staff member and staff members are additionally cleared on a monthly basis with reference to the Medicaid Exclusion Lists. Staff at Ardent Grove meet weekly for a 1-hour staff meeting to promote coherence and support one another, and for an additional 1-hour supervision consultation meeting for the purpose of addressing any programmatic and/or supervisory concerns. It may be possible for the Intern to be supervised by a Postdoctoral Fellow. If this is the case, the Postdoctoral Fellow will receive appropriate supervision of supervision by a licensed staff member. Licensed Staff at Ardent Grove involved in the Internship Program include:

EXECUTIVE DIRECTOR: Emily Markley, PsyD

CLINIC DIRECTOR: Shaye Sakos, PsyD

ASSESSMENT DIRECTOR: Sebastian Harvey, PsyD

INFANT & EARLY CHILDHOOD PROGRAM DIRECTOR: Campbell Cahill, LCSW

Location of Internship

Our in-person clinic is located at 300 S Jackson Street, Suite 210, Denver, CO 80209. Individual offices are available to all clinicians for at least part-time in-person work. Group and assessment

space is available as well. All of our clinicians including the Interns will work in a hybrid format and they will therefore need to have access to a confidential working environment at home.

Training Equipment

At this time, Ardent Grove clinicians utilize personal computers for all Ardent Grove work including seeing clients via telehealth. The following HIPAA compliant tools will be provided for each Intern:

- Therapy Notes (electronic medical record and patient portal)
- Outlook (Intern email)
- Zoom (telehealth platform)

In addition, Interns have access to the following materials while at Ardent Grove:

- Assessment kits, interpretive guides, scoring tools
- Sandplay equipment
- EMDR buzzers and light bars
- Play Therapy and Art Therapy supplies
- Office materials such as for printing, faxing, mailing, etc.

Clerical Support

Ardent Grove partners with virtual assistants for the role of Inquiry Manager and Medical Billing. The Intern and virtual assistants will be mutually made aware of how to contact one another. The Medical Biller is responsible for submitting and tracking insurance claims, as well as verifying insurance coverage. In the event that there is an issue that needs to be addressed with regard to billing, the Medical Biller may reach out to the Intern directly for problem solving. The Intern is always welcome to consult supervision for assistance or guidance if needed. Interns are responsible for the following as clinicians at Ardent Grove:

- Directly communicating with clients and associated personal contacts
- Communicating with relevant members of a client's treatment team
- Obtaining and maintaining required documentation including Disclosure Statements, ROIs, Treatment Plans, Progress Notes, relevant data collection such as a PHQ-9 when needed, etc.
- Weekly billing and charging of clients who are Private Pay
- Scheduling with all clients and/or with all other necessary parties such as supervisors

Didactic Overview

Weekly didactics are led by experts in the field both locally and nationwide. Typically, the first two-thirds of the academic training year consist of didactic topics that are pre-set by the training program, as they are considered essential for the experience of being an Ardent Grove Intern. The remaining one-third of the didactic topics are solicited by the training staff so that

topics can feel as comprehensive and tailored to the unique needs and wishes of each training cohort. In general, the following topics are represented in the Didactic Calendar:

- Trauma-informed Care and Safety Planning
- Neurofeedback
- Trauma and Substance Use
- Couples Therapy and Gottman Methods
- Therapeutic Assessment
- Selected Projective Assessment Measures
- Sandplay Therapy
- Neurodivergence in Therapy
- Sex and Intimacy in Therapy
- Autism 101
- Perinatal Mental Health
- Professional Identity Development
- Power and Control in Couples Work
- Termination
- Grief and Loss
- Expressive Arts Therapy
- ADOS
- Birth Trauma
- Pain Management
- Men's Mental Health
- Children's Mental Health
- Somatic Psychotherapy
- Relational Work



Salary and Benefits

SALARY: \$40,000

PTO: 120 hours max accrual, used for personal time off and sick leave.

HOLIDAYS: 10 annual holidays are honored in addition to PTO.

BENEFITS (May be subject to change. We will communicate any such changes in as timely a way as possible with the interns):

- EMDR Basic Training stipend (\$1,500 value)
- Medical, Dental and Vision Insurance (approx. \$200/month employer contribution)
- Employer provided Short-Term, Long-Term, and \$50,000 Life Insurance policies
- Bereavement and Parental Leave
- Eligibility for FMLI leave and participation in PSLF program

Qualifications

- Must have completed formal coursework and practicum training required for a degree-granting program in professional psychology (clinical, counseling, or school).

- Must be able to come into the office setting (located in Denver) for a portion of the week.
- Must be team-oriented and collaborative.
- Must be an inclusive practitioner and have an ability to exhibit cultural humility.
- Must exhibit a passion for providing mental health services to Medicaid populations and the community.
- Must be willing to train in EMDR techniques and utilize them throughout tenure.
- Must demonstrate tact, initiative, resourcefulness, professionalism, enthusiasm, and a non-judgmental attitude.
- Training/experience with diverse populations and multiculturalism is a plus.

How to Apply

Please submit your CV, Cover Letter, and the contact information for at least two references (letters of recommendation are not encouraged) to ExecutiveDirector@ArdentGrove.org. Please let us know if you have any additional questions. Thank you for your interest!

