

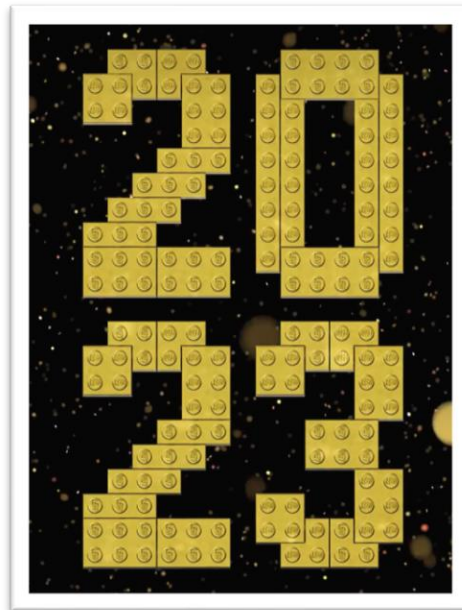
January 5, 2023

Issue #1

Solihten Update

A Solihten Institute Publication

Onward and Upward into a New Year



The monthly format of the ***Solihten Update*** **Ongoing Resources – Continuing to Move Forward** will continue into 2023 with publications on Thursdays (with some exceptions) and is sent to the Inboxes of Executive Directors/CEOs; Center Board Chairs/Presidents; Clinical and Training Directors; Administrative Personnel; and Development Personnel within each Center. Please continue to feel free to distribute this information to other staff members as you see fit. Or you are welcome to request staff members be added to the Institute’s master distribution list by emailing Laurie Pechie, (lauriep@solihten.org).



Please help the Institute staff maintain connections by ensuring we have the most up-to-date contact information for your Center personnel. For instance, has your Board leadership changed to start the year?

Informational Categories:

Management Resources/Financial Viability
Employee Retention/Hiring
Equity and Inclusion
Fundraising in the New Normal
Clinical Focus/Application
Billing: Telehealth Reimbursement
Employee Morale and Soothing Practices
<i>Solihten Update - Lite Archives</i>
<i>Solihten Update Archives</i>
Other

Management Resources/Financial Viability

→ **2023 Board Nominations, Invest in Solihten, A Message from Robert Johnson, President/CEO**

This year is the 51st year of the Solihten Network and one that will be especially important-in the life of the Solihten Institute. In mid-December, the National Board of Directors of the Solihten Institute, staff, and our outside facilitators held a kick-off session for our strategic planning process. This will be a major undertaking as we look at our organizational structure and how we can continue to be adaptive to the current and future behavioral health landscape. We have **a very good Board of Directors**. Still, we are looking for more people around the table with a passion for the work of this Network and a talent for collaborative and creative planning. If **YOU** are such a person (self-nominations are both welcome and encouraged) or **YOU KNOW** of someone who would be a good fit, please take some time to review the packet and its accompanying resource documents.

Click to review the [2023 Solihten National Board Nomination Packet](#), consider communicating with potential candidates and then send us a nomination by **Thursday, January 19, 2023**.

→ **Annual board actions, BoardSource**

[This resource](#) provides a comprehensive list of annual filing requirements, critical board responsibilities, and periodic reminders to review to help your organization stay compliant and operate effectively.

→ **10 Secrets for Managing your Time, Business Management Daily**

Why is it that with all the technology we've developed in the last fifty years... and all the efficiencies we've discovered... we spend just as many hours working as our parents and grandparents did? In this special report, the best of Business Management Daily's advice on dealing with the never-ceasing time crushes that stress us out and make us feel we're getting nowhere. Block out a little time now to read so you can conserve more later!

Click to [continue reading](#)

Employee Retention/Hiring



The Year in Quiet Quitting | The New Yorker

A new generation discovers that it's hard to balance work with a well-lived life.

[Full Story](#)



Solihten Institute Workforce Development Series, All Sessions



The last *Solihten Update - Lite* of 2022 combined all the resources from the four sessions of the Solihten Institute Workforce Development Series with content expert, Robin Eccleston into one place with the hope that you may be able to implement learnings into your personnel plans in 2023.

Download [here](#)

Equity and Inclusion

As the Institute continues to address, with intentionality, our lack of diversity within our own leadership ranks, we are looking to provide resources to support affiliated Centers. *If you have additional resources on equity and inclusion, please direct them to [Laurie Pechie](#)*



** Stephen 'tWitch' Boss' death and Black men's mental health during the holidays, USA Today

In general, Black Americans are less likely to seek formal medical care and are also less likely to receive adequate treatment when they do, experts say. This is particularly dangerous for Black Americans because they are living under chronic stress, which experts say humans were not designed to do long term.

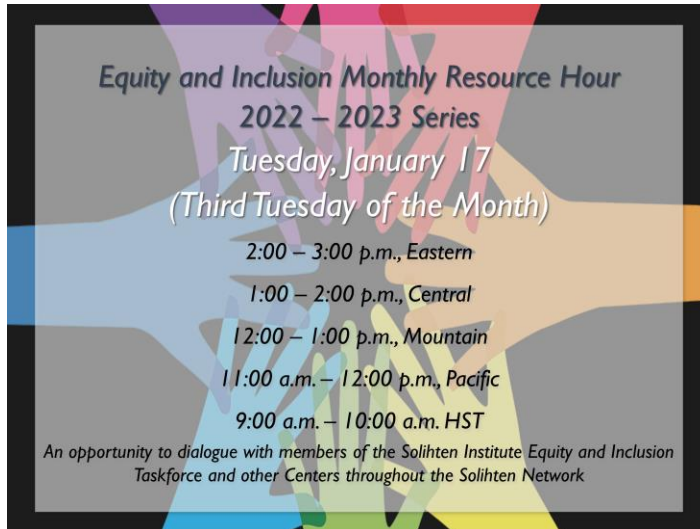
Continue [reading](#)

** **12 Books on Behavioral Health Written By Black People**

[Black Mental Health Alliance](#) with a mission to develop, promote and sponsor trusted culturally relevant educational forums, trainings and referral services that support the health and well-being of Black people, and their communities provides this list of books written as part of their resources.

[Full List](#)

** **Solihten Institute Equity and Inclusion Resource Hour**



Join Zoom Meeting

<https://us02web.zoom.us/j/87613241990>

Meeting ID: 876 1324 1990

Fundraising in the New Normal

- ↳ **Bragging about program-to-admin ratios is a destructive practice that needs to die, NonProfit AF**

I am imploring you: Please, stop mentioning this ratio completely. Like Disco or skinny jeans, this practice has served its purpose and should be allowed to die a graceful death.

[Full Story](#)

- [Imaginative Marketing Campaign](#) about the **importance of overhead** in a Nonprofit Organization

- ↳ **5 Fundraising Trends in 2023**, Philanthropy Today

To keep the money flowing, nonprofits will need to figure out how to attract much-needed fundraisers, respond to changing economic conditions, and learn how to talk to donors from different backgrounds.

Click to [continue reading](#) (free subscription required)

Clinical Focus/Application

* Upcoming Training Opportunities: Parents of Estranged Adult Kids (PEAK): Registration Closing Soon

Complete Packet of Information

(Both Trainings)

Clinical Training

Registration Closing: January 20

Clergy Event

Word Doc for Editing

Registration Closing: January 13

The staff of Solihten Institute is delighted to inform you of exciting training opportunities coming in January/February, 2023!

The Institute is partnering with **Keli Rugenstein, PhD, LCSW-R, LMFT**, Executive Director of Eastern Door Counseling Center, co-director of PEAK, the Parental Estrangement of Adult Kids Support Network, and an individual member of the Solihten Network, to host **two different trainings** on the topic of parental estrangement.

*“Estranged parents often find little help even from sources they have found useful in the past. **Professional counselors tend to view reconciliation with adult children as a necessary element of a successful therapeutic outcome.** They maintain this position although most of the decisions to break the connection and maintain the estrangement are at the initiative of adult children. Many estranged parents complain that social services were “useless” **while the clergy’s urge to be forgiving fell wide of the mark.** A quarter of those who asked advice from a doctor said she or he seemed ill-equipped to provide it.”*

Training Opportunities based on the Above Statement:

- A **clergy specific offering** that you may wish to share with your **community faith partners** to help leaders feel better equipped to support members who are going through this difficult experience. This is an invitation for your Center to co-host the event for clergy in your local community. Additional resources have been provided including: a document with the information needed for your Center to co-host the event, a flyer that you can complete with your Center’s information to use as a Save the Date for your event, as well as supplemental resources from PEAK that may be helpful in your marketing of this offering.
- A **clinical training** that will provide three (3) CE credit hours that will help clinicians support estranged parents on their path toward recovery, which will prepare them for either outcome (reconciliation or recovery). Everyone who completes the training will also have the opportunity to join the PEAK Support Network.

Resources have also been provided for this training: a document with the information about an opportunity to get free admission for yourself (or your Center), a marketing piece that includes registration and cost information, as well as the supplemental resources from PEAK that may be helpful in sharing this opportunity with others.

You may have questions after you have read the attachments. Please contact:

Laurie Pechie
lauriep@solihnten.org
(303) 882-4419

Fonda Latham
fondal@solihnten.org
(903) 330-005

★ **Solihten Institute's Spiritually Integrated Psychotherapy, One Class at a Time:**
What are interventions in spiritually integrated psychotherapy?

Friday, January 20, 2023

1:00 – 3:00 pm, Eastern

12:00 – 2:00 pm, Central

11:00 AM – 1:00 pm, Mountain

10:00 AM – 12:00 pm, Pacific

8:00 AM – 10:00 am, HST

Faculty: *Carol Pitts, MDiv, PhD, LPC, LMFT, CPCS, AAMFT Approved Supervisor, AAPC Diplomate* and *Doug Stephens, ThM, EdD, LCSW, LMFT, AAMFT Approved Supervisor*

★ **The a-la-carte offerings are ideal for:**

- Supervisors and clinicians who want to augment their competencies in SIP.
- Supervisors and clinicians who want to learn about using SIP with specific populations.
- Clinical and Training Directors who want to lay the groundwork for religious/spiritual competencies for their teams.
- Therapists and supervisors outside the Solihten network who want an introduction to practicing SIP.
- Therapists who want to gain knowledge without time and expense involved in the full SIP/ATSIP courses
- Non-clinicians who are interested in learning more about SIP.

Click for more information including the [SPRING CONTENT SCHEDULE, FACULTY, PRICING, AND REGISTRATION](#) for this exciting new opportunity!

Billing

- **Note: Mental Health Access Improvement Act (S. 828/H.R. 432), also known as the Medicare Reimbursement Law**

As of December 23, 2022, the **American Counseling Association** is reporting that this legislation [has passed both chambers](#) and is on its way to President Biden to be signed into law.

“The Mental Health Access Improvement Act will close the gap in federal law that prevents licensed professional counselors from being recognized as Medicare providers. The legislation is expected to give Medicare beneficiaries immediate access to more than 225,000 additional licensed mental health professionals and to help close the widening treatment gap.”

As they were initiated, these two bills appeared to include Licensed Marriage & Family Therapists. However, at this time the Solihten Institute has not found anything to corroborate this information that they bill have been passed, nor are the specifics including newly approved credentials understood. More information will be shared once that information becomes available with this new Congress.



Telehealth Reimbursement from a previous edition of the *Solihnten Update*

There have been several conversations, and some speculation, about the current and future status of **telehealth reimbursement for behavioral health services**.

Solihnten Institute staff has continued our work in researching the landscape, and as is often the case with reimbursement rates, the answers may feel as clear as mud. As a result, we offer the following information with the following caveats: there are some direct points in the resources below, while others appear to be open to interpretation. For instance, one of the looming questions is **How long will Medicare continue to pay for behavioral health teletherapy at the current rate?** Often what Medicare approves or disapproves becomes the guideposts for other insurance companies. It is the Institute staff's assessment that the documents leave room for interpretation of the answer for that question. One senior policy analyst reported to the Institute staff that she understands the Medicare and HHS documents below to say that Medicare coverage for behavioral health telehealth will continue undisturbed through 2023. There are other sources, however, that are less certain that CMS will continue coverage as it is for all of 2023. **As with any billing information from the Institute, your Center is encouraged to seek out additional guidance on a local level as there is variance across states and third-party payors.**

There are some key elements in the resources that do appear to be clear:

- The PHE that put the waivers in place were renewed again in October. The orders can only be renewed 90-days at the time.
- Once the PHE ends, the HHS website states there will be a 151-day transition period. There are some PHE standards that have already been declared permanent and others that will return to the pre-COVID standards. The details around the different PHE standards can be found here on [Telehealth.HHS.GOV](https://www.hhs.gov/telehealth)
- Telehealth for behavioral health will continue to be covered by Medicare. The criteria may or may not change over time.

An encouraging word from CMS for 2023 is that several policies are being proposed that relate to Medicare telehealth services. This includes making several services which are temporarily available as telehealth services for the PHE available through CY 2023 on a Category III basis, which will allow more time for collection of data that could support their eventual inclusion as permanent additions to the Medicare telehealth services list. These policies can be reviewed on the [Calendar Year \(CY\) 2023 Medicare Physician Fee Schedule Proposed Rule Fact Sheet](#).

The Physician Fee Schedule (PFS) proposed rule is one of several proposed rules that reflect a broader Administration-wide strategy to create a more equitable health care system that results in better accessibility, quality, affordability, and innovation.

President Biden announced a [strategy to address our national mental health crisis](#) as part of the Administration's Unity Agenda to help ensure that every American gets the behavioral health care they deserve. Earlier this year, CMS issued their own [Behavioral Health Strategy](#), seeking to adopt a data-informed approach that [removes barriers to care](#) and services and promotes person-centered behavioral health care, including emotional and mental wellbeing.

Keep in mind that you will still need to **research around what insurance companies are doing in your state**. Solihnten Institute staff has noted a varied ongoing utilization of telehealth throughout the Network, as well as how state plans are reimbursing it.

We have seen a spectrum that had some states planning to cut off telehealth reimbursement a year ago all the way to the opposite extreme in which continuous coverage was firmly in place.

In previous editions of the *Solihnten Update*, the [Public Health Institute's Tool: Telehealth Policy Finder](#) has been shared, but we are bringing it forth again as they have made functional changes to explore what states are doing with their telehealth practices. We encourage you to review it, especially if you have not done so lately.

Telehealth is here to stay; the only question is how it will be reimbursed and what, if any, criteria for that reimbursement will entail.

Helpful Resources from the Center for Connected Health Policy (CCHP), Fall 2022

- [State Telehealth Laws and Reimbursement Policies, Summary Chart](#)
- [State Telehealth Laws and Medical Program Policies, Summary Report](#)
- [Infographic, State Telehealth Laws and Reimbursement Policies](#)
- [State Summary Chart, Telehealth Laws and Reimbursement Policies](#)

There will no doubt be shifts in the telehealth landscape until things settle into strong coverage around virtual behavioral health care accessibility throughout the country.

Employee Morale and Soothing Practices

⚙️ **Podcast: Breathing Under Water, Falling Upward, and Unlearning Certainty, Part 1 of 2 - Brené Brown with Fr Richard Rohr**

*I flew to Albuquerque, New Mexico, to spend the day with Father Richard Rohr. We laughed, I cried a little, we laughed some more, and I told him why his work pisses me off sometimes. He thoroughly delighted in that last part. In Part 1 of this special two-part series recorded at the Center for Action and Contemplation, we focus on his writing in *Breathing Under Water: Spirituality and the Twelve Steps* and just a few of the quotes—on spirituality, suffering, gratitude, and grace—that have changed and rearranged me over the years.*

Listen [here](#)

⚙️ **Join the Go Outside 23 in 23 Challenge, Gretchen Rubin**

“Go Outside 23 in 23”—go outside for 23 minutes a day in 2023.

We chose this challenge because so many good things happen when we go outside. Going outside boosts our physical and psychological health, gives us more time in nature, and helps us mindfully appreciate the moment and our senses. For instance:

- Going outside often encourages us to move more
- Getting sun in our eyes helps regulate our circadian rhythm, boosts mood, fosters calm, and improves sleep (especially early morning sun)
- Being outside helps us get vitamin D
- We often engage with others when we're outside, so we're less isolated
- Spending time outside is linked to improved concentration, creativity, and clarity
- Being in [nature has many physical health benefits](#)

- Going outside helps us to be mindful of the present moment and our five senses—obviously, this is of special interest to me!

As you consider joining the challenge, if you'd like to learn more about the value of going outside, check out...

- [Spending at least 120 minutes a week in nature is associated with good health and wellbeing](#)
- [13 remarkable health benefits of getting outdoors](#)
- [11 scientific benefits of being outdoors](#)

If you go outside for 23 minutes per day for 365 days, that's 8,395 minutes or about 140 hours outside. Imagine how invigorated you'll feel by that time outside!

⚙️ Action for Happiness Calendar

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 Find three things to look forward to this year	2 Make time today to do something kind for yourself	3 Do a kind act for someone else to help brighten their day	4 Write a list of things you feel grateful for and why	5 Look for the good in others and notice their strengths	6 Take five minutes to sit still and just breathe	7 Learn something new and share it with others
8 Say positive things to the people you meet today	9 Get moving. Do something active (ideally outdoors)	10 Thank someone you're grateful to and tell them why	11 Switch off all your tech at least an hour before bedtime	12 Connect with someone near you - share a smile or chat	13 Take a different route today and see what you notice	14 Eat healthy food which really nourishes you today
15 Get outside and notice five things that are beautiful	16 Contribute positively to your local community	17 Be gentle with yourself when you make mistakes	18 Get back in contact with an old friend	19 Focus on what's good, even if today feels tough	20 Go to bed in good time and allow yourself to recharge	21 Try out something new to get out of your comfort zone
22 Plan something fun and invite others to join you	23 Put away digital devices and focus on being in the moment	24 Take a small step towards an important goal	25 Decide to lift people up rather than put them down	26 Choose one of your strengths and find a way to use it today	27 Challenge your negative thoughts and look for the upside	28 Ask other people about things they've enjoyed recently
29 Say hello to a neighbour and get to know them better	30 See how many people you can smile at today	31 Write down your hopes or plans for the future				

Happier January 2023

ACTION FOR HAPPINESS **Happier · Kinder · Together**

Solihten Update - Lite Archives

New in 2022, the **Solihten Update - Lite** is being distributed in addition to the full monthly version, **Solihten Update: "Ongoing Resources – Continuing to Move Forward"** that is usually sent on the first Thursday of each month and covers a range of resources and a lot of information. **The Lite edition focuses on a single topic** and is published on a rolling basis driven by the content needs for

work of the Solihten Network. It will be sent to the Inboxes of Executive Directors/CEOs; Center Board Chairs/Presidents; Clinical and Training Directors; Administrative Personnel; and Development Personnel within each Center. Please feel free to distribute this information to other staff members as you see fit.

**Denotes resources from the *Equity & Inclusion Resource Hour*, which is held on the Third Tuesday of each month (except June - August) at 2:00 PM, Eastern. The Equity and Inclusion Taskforce of the Solihten Institute National Board of Directors sponsors this offering.

- ☀ 12.27P [Solihten Update Lite – Workforce Development Series](#), Full Series, December 27
- ☀ 11.21O [Parents of Estranged Adult Kids \(PEAK\) Training](#), November 21
- ☀ 09.28N [Workforce Development Series, Session Three](#), September 28
- ☀ 09.21M [Annual Statistical Report - 2022 \(2021 Data\)](#), September 21
- ☀ 08.29L [CMS Public Comment Period](#), August 29
- ☀ 07.13K SAC Registration Closing Soon, July 22
- ☀ 06.20J [IRS Raises Mileage Rate for Rest of 2022](#), June 20
- ☀ 06.09I [SAC Reservations and Registration](#), June 9
- ☀ 05.26H [Workforce Development Series, Session Two Substitute](#), May 26
- ☀ **05.23G [Measuring the Immeasurable. Are we Looking at the Wrong Things?](#), May 23
- ☀ **F.22 [Improving Cultural Competency for Behavioral Health Professionals. A Center Program's Experience](#), April 27
- ☀ E.22 [Workforce Development Series, Session One](#), March 29
- ☀ **D.22 [Employee Supervision Across Racial Lines](#), March 16
- ☀ **C.22 [Equity and Inclusion Supervision through the Lens of DEI](#), March 7
- ☀ B.22 [HIPAA Compliant Marketing and Social Media Workshop Resources](#), February 22
- ☀ A.22 [No Surprises Act](#), February 1

The Solihten Update Archives

All prior issues of ***The Solihten Update*** that have been published since 2020 can be found in the member resources section of the Solihten Institute website: <https://solihten.org/protected-pages/training-and-education/updates-ongoing-resources/>

Each Center has a personalized log-in that has been provided to the Center Leadership. That information is available from ***Steve Duson***.

Other

May this be the year
you ease in instead of rush in,
the year that you measure success
by how you feel instead of
how much you get done
and the year that the
bag of clothes you want to donate
makes it out of the the
trunk of your car ♥

bemorewithless.com