

# ***Solihten Update***

A Solihten Institute Publication

**Onward and Upward: Somehow, it's February.**

January has been a long year

The monthly format of the ***Solihten Update*** **Ongoing Resources – Continuing to Move Forward** continues 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](mailto:lauriep@solihten.org)).

## **Informational Categories:**

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## Management Resources/Financial Viability

### → **Solihten Institute 2023 Board Presidents Roundtable - Overview and Schedule**

One of the most important aspects of what the Solihten Network offers is **connections**. These come in the form of a relationship to the Institute staff members, but also with other role-based personnel from around the country. Over the last number of years, the Institute has worked to broaden the opportunities for personnel-based affinity groups. These meetings are based on the model of Executive Director Leadership Consultation Groups (LCGs), of which many of your Center Executive Directors participate.

This expansion has included a group specifically for Board Presidents/Chairs, which can also be extended to the President or Chair-Elect. The group is facilitated by the Chair of the Solihten Institute, National Board of Directors, Jim Hayes who is also the Executive Director of Mind & Spirit Counseling Center in Des Moines, Iowa, as well as me (Bob Johnson, President/CEO) or at times another Institute staff member. *No other Executive Directors of the Centers are in attendance for these meetings.*

Below is a document that provides additional information including the schedule of the meetings through 2023, please note our first meeting is on:

**Thursday, February 16, 2023**

**4:00 PM EST**

**3:00 PM, CST**

**2:00 PM, MST**

**1:00 PM, PST**

**11:00 AM, HST**

**This year we will be trying a new approach, which is to have a two-year cycle of designated topics based on the fact that many people in your leadership position on average serve for in two-year terms.**

### **Board President Roundtable 2023 Activities**

### → **Six Signs It's Time to Assess Your Board's Performance**

Many board members associate performance assessments with judgment, bias, and the need to defend one's actions. However, without appropriate monitoring and feedback, it is difficult to evaluate whether your board is meeting goals and embracing recommended practices.

This resource describes signs that it might be time for your board to assess its performance, including:

- difficulty monitoring board performance over time
- lack of understanding of board responsibilities
- beginning the strategic planning process

### **Download Here**

### **Additional Resources from Solihten:**

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

- **Board Participation Questionnaire**
- **Board Non-Profit Management**

→ **Board chair and chief executive responsibilities**

A strong partnership between the chief executive and board chair is essential to leading an effective organization.

[Learn more](#)

## *Employee Retention/Hiring*

 **Most State Medicaid Programs Intend to Keep Pandemic-Era Expansions in Telehealth for Behavioral Health Services and Are Adopting Strategies to Address Workforce Shortages in Behavioral Health**

Describes two new Kaiser Family Foundation (KFF) studies, with findings drawn from KFF's Behavioral Health Survey of state Medicaid programs.

- The **first study** explores expansion of telehealth and of the types of providers who may be reimbursed for telehealth delivery of behavioral health services.
- The **second** examines strategies some state Medicaid programs are implementing to address the behavioral health workforce shortage.

 **Remember 'quiet quitting'? 'Quiet hiring' is the new workplace trend of 2023**

Quiet hiring is a strategy companies are using to fill in holes without hiring new full-time employees, according to Emily Rose McRae, senior director of research at Gartner.

Before people get concerned the trend is a just a fancy term for cutting headcount and giving more work to existing employees, McRae said it's more specific than that.

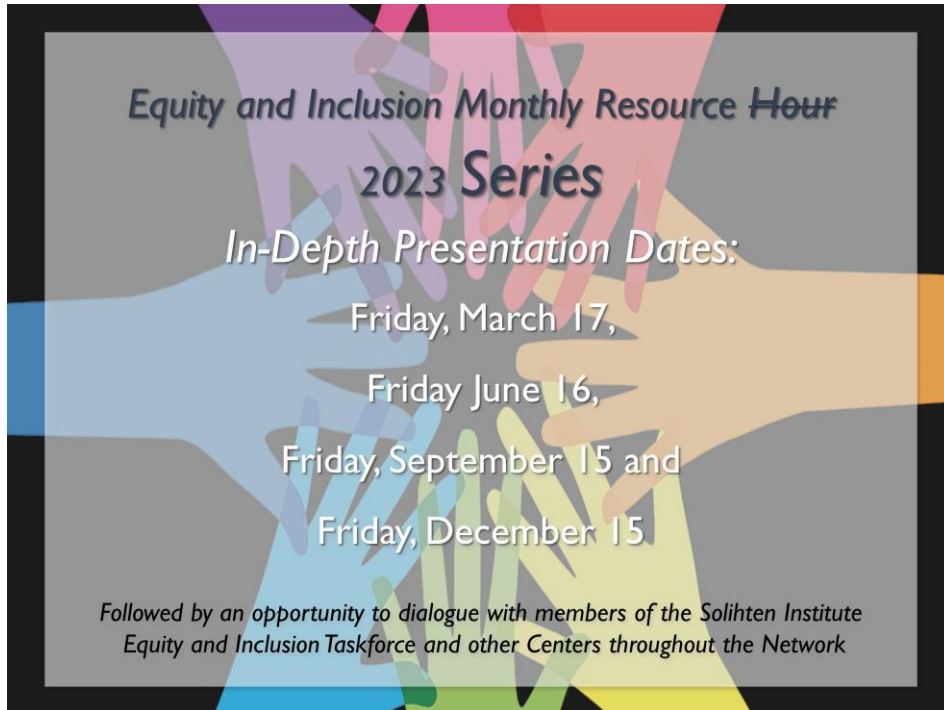
"With quiet hiring, we're talking about **an organization strategically, at a leadership level, looking at the talent they have across the organization and where the critical gaps are** and finding ways to fill those," she said. "It's trying to acquire new skills and capabilities without acquiring new people."

Continue [reading](#)

## 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](#)*

### \* \*\* **NEW FOR 2023: Equity and Inclusion SERIES**



The Equity and Inclusion Taskforce of the Solihden Institute Board of Directors has developed a new structure for the **Equity and Inclusion Resource Hour SERIES**. Beginning in March, this offering around Diversity, Equity and Inclusion will be an in-depth presentation and group discussion on a topic of interest, which will then be followed by two, monthly opportunities for small group discussion. We hope this will be a good balance of education, awareness, and community building, combined with forward action implementation. More information will be coming soon!

### \* \*\* **What Does Equality Look Like? Girls Have the Answer**

Girls and young women feel undervalued, undermined, and underestimated – this is not new. From an early age, young girls are forced to reckon with harmful stereotypes and harsh gender norms. But today's girls are redefining what it means to be authentically represented across politics, media, business, and all corners of daily life. They are demanding that our institutions recognize their power and build safe, inclusive, and sustainable pathways to participation.

**Update** Editor's Note: What I found to be particularly interesting about this piece was the discussion around stock images that come up during a routine Google Images search. Once you become attuned to it, you may recognize that it is predominately white, male images or caricatures of that persona. When choosing images for Center marketing materials, it is worth considering whether your community is truly represented.

Solihten offers a range of images that are available for use by Affiliated Centers:  
<https://solihten.org/protected-pages/marketing-overview/photo-bank/>

From the article, *in addition to encouraging more diverse submissions, Unsplash made changes to its algorithm by adding diversity tags to the accepted images, which will cause more inclusive photos to be featured to combat the societal biases that Artificial Intelligence perpetuates in search results.*

Click to [continue reading](#)

**\*\*<sup>\*</sup> New Book from DEI Consultant a Wake-Up Call-to-Action for Corporate Culture**

*Inclusion Uncomplicated: A Transformative Guide to Simplify DEI* by national diversity, equity, and inclusion expert Dr. Nika White is now available.

Written in her signature conversational and straightforward style, Dr. White's *Inclusion Uncomplicated* is a guide that thoughtfully clarifies the muddy discourse around diversity, equity, and inclusion to give businesses the visibility and action items they need to make DEI not just a sensible bottom-line priority, but an ethical duty. Importantly, Dr. White's writing expands the scope of responsibility from organizations to individuals as well, explaining that we all have a duty to make an impact within our spheres of influence.

[Learn More](#)

Order the Book, [Bookshop.org](#)

## ***Fundraising in the New Normal***

↳ **AmazonSmile gone, but there are other giving options**

Amazon recently closed its decadelong "AmazonSmile" initiative that provided 0.5% of qualifying purchases to charity. David Hessekiel, founder of Engage for Good, suggests alternatives to link charitable giving with purchases, including iGive, which reported a 600% surge in enrollments after Amazon's announcement, and ShopRaise, which allows up to 10% donations from purchases from more than 1,200 businesses.

**Full Story:** [Forbes](#)

↳ **How to Unlock More Gifts: New Research Says Enhancing Psychological Well-Being Is Key**

Impact isn't the only thing big donors care about; they often want to be part of a large community, says a new study of people with at least \$1 million in assets.

[Continue reading](#) (Free Subscription Required)

↳ **Spring Into Event Season with These Five Tips**

Looking for a way to expand your nonprofit's reach this spring? Events are a great way to interact with and engage more donors. Ninety-five percent of nonprofits run at least one event each year, and half of them host at least one auction as part of that event. Here are **five tips** for hosting seamless events this spring.

[Click for the list](#)

## Clinical Focus/Application

### \* Solihten Institute's Spiritually Integrated Psychotherapy, One Class at a Time:

#### WHEN Can I use Spiritually Integrated Psychotherapy with Children and Families?

##### Friday, February 24

- 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: Lucinda Nightingale, MA, LMFT**

#### 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!**

### \* Pull Up a Screen to Hear Dr. Lisa Miller (AGAIN!)

##### Thursday, March 23

- 10:00 – 11:30 AM, Eastern
- 9:00 – 10:30 AM, Central
- 8:00 – 9:30 AM, Mountain
- 7:00 – 8:30 AM, Pacific

Since 2014, Samaritan in Appleton, Wisconsin, **Creating Hope** has aspired to bring people together to learn about the impact spirituality can have on mental health and healing. It is a highly respected nexus of science, healing, and spirituality.

This year's offering is Dr. Lisa Miller presenting on the Neuroscience of Spirituality, and .15 CEU credits are available from UW-Oshkosh for only \$30!



#### PRESENTATION OUTLINE

1. The science of innate spirituality and its developmental windows.
2. The protective benefits of spirituality against depression, addiction, and suicide.

3. Developmental Depression; depression as a “knock at the door” for spiritual awakening and growth.
4. The possibility when struggling with PTSD for PTSG (post traumatic spiritual growth).
5. The association between spirituality and character strengths and virtues.
6. Using the blueprint of spiritual development for interventions and institutional growth.

[More information, including registration](#)

★ **A Rural Therapist and School Program Address Teen Mental Health**

Molly McCartney, MSW, LICSW, is a clinical social worker with a private practice in Thornton, West Virginia. McCartney recalls a recent active shooter threat serious enough to lock down a local school and send police officers into the building. After the incident, where thankfully no one was injured or killed, McCartney received calls not only from her own clients but from teenagers and families she hadn't worked with previously.

“I still to this day have teenagers that will bring that up and talk about how they felt when the doors were locked and cops were banging on the door,” McCartney said. “They were genuinely in fear of their life.”

McCartney, a certified trauma therapist who works with foster and adoptive families as well as biological families, **has noticed an increase in stress and anxiety in her service area and pointed to a variety of contributing factors, including poverty, substance use (either the teenager or a family member), exposure to inappropriate content through technology, and threats of school shootings.**

[Read more](#)

★ **You may feel secondary trauma from mass shooting coverage. Therapists discuss ways to cope**

By consuming news of each mass shooting, we are experiencing what experts call secondary and collective trauma. And as our bodies are sending us signals, experts suggest that we start to pay attention.

Read in [Los Angeles Times](#)

## **Billing**

• **ATTENTION: Older Americans with Medicare; You Can Access Counselors Beginning January 2024 Medicare Law Passes**

On December 23, 2022, Congress passed the Mental Health Access Improvement Act (S.828/H.R.432) and was signed into law by President Biden. **This bill allows LPCs and MFTs to enroll as providers in the Centers for Medicare and Medicaid Services as Medicare providers.** Now that the bill has passed, [the American Counseling Association (ACA)] has moved to program implementation. As we move closer to 2024, ACA will provide several resources to help you make informed decisions for yourself and your clients.

Click to [Download the FAQ](#)

This resource is designed to guide professional counselors and help them prepare for program enrollment.



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**

### ⚙️ **Tips for Going Outside in Cold or Wet Weather**

On the *Happier with Gretchen Rubin* podcast, [She and] Elizabeth challenged [them]selves and listeners to “Go Outside 23 in ‘23”— go outside for 23 minutes a day in 2023.

That time outside can include any activity, from hiking up a mountain, to walking across a parking lot, to sitting on your front stoop.

Great 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.

But weather conditions can make it tough to go outside when it's too cold, rainy, windy, or hot, or if air conditions are bad.

We asked listeners and readers, “What hacks and strategies do you use, to get outside for 23 minutes when the weather is bad?” We got many great suggestions.

[Read more](#)

### ⚙️ **This teacher created a mental health check-in chart for her students and now teachers around the world are doing the same**

Castillo said her students chose to write their names on the back of the post-its and trust one another to not invade privacies.

**The options are, "I'm great", "I'm okay," "I'm meh," "I'm struggling," "I'm having a hard time and wouldn't mind a check in" or "I'm in a really dark place."**

The last two statements merit a check-in with Castillo and a follow-up conversation with the counselor or the school psychologist on campus, Castillo said.

## Continue reading

### ⚙️ Action for Happiness Calendar

**Friendly February 2023**

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1. Send a message to let someone know you're thinking of them	2. Ask a friend how they have been feeling recently	3. Do an act of kindness to make life easier for someone	4. Invite a friend over for a 'tea break' (in person or virtual)	5. Make time to have a friendly chat with a neighbour	6. Get back in touch with an old friend you've not seen for a while	7. Show an active interest by asking questions when talking to others
8. Share what you're feeling with someone you really trust	9. Thank someone and tell them how they made a difference for you	10. Look for good in others, particularly when you feel frustrated with them	11. Send an encouraging note to someone who needs a boost	12. Focus on being kind rather than being right	13. Smile at the people you see and brighten their day	14. Tell a loved one or friend why they are special to you
15. Support a local business with a positive online review or friendly message	16. Check in on someone who may be struggling and offer to help	17. Appreciate the good qualities of someone in your life	18. Respond kindly to everyone you talk to today, including yourself	19. Share something you find inspiring, helpful or amusing	20. Make a plan to connect with others and do something fun	21. Really listen to what people say, without judging them
22. Give sincere compliments to people you talk to today	23. Be gentle with someone who you feel inclined to criticise	24. Tell a loved one about the strengths that you see in them	25. Thank three people you feel grateful to and tell them why	26. Make uninterrupted time for your loved ones	27. Call a friend to catch up and really listen to them	28. Give positive comments to as many people as possible today

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

## Solihten Update - Lite Archives

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*. 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*

Imagine working in an office with these kind of people.

