

Solihten Update

A Solihten Institute Publication

Onward and Upward but Time for a Change.

The ***Solihten Update*** **Ongoing Resources – Continuing to Move Forward** is a resource that started in the very early days of the pandemic as a way to disseminate information that was coming at us fast and furious. Since then it has evolved into a monthly communication tool designed to be a clearinghouse of resources on a range of topics. While there remains much value in this tool, there are indications that it is time for a change in format. The editor of this publication has some ideas, but this is **YOUR** resource, so feedback would be most appreciated and can be sent to: lauriep@solihten.org. *Thank you!*



Informational Categories:

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Management Resources/Financial Viability

→ **Watch sports to get a new perspective on leadership**

Watching sports -- from yacht racing where the boss is always in charge, to baseball where skilled professionals do their individual part to create a winning team -- can provide leaders with a study in which form of organization fits their company the best, writes Henry Mintzberg, a professor at McGill University in Montreal. A lesson Axios co-founder and CEO Jim VandeHei says he learned from Brad McCarty, the head coach of the men's soccer team at Messiah University in Mechanicsburg, PA, is how focusing on excellence over success can push teams to hone their craft to produce sustainable skills and not be satisfied with mediocre results.

Full Story: [Chief Executive; Axios](#)

→ **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 Institute staff, as well as 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. *No other Center Executive Directors are in attendance for these meetings.*

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

Thursday, March 16, 2023

Topic: *Board Dynamics, Roles, Responsibilities, Boundaries and Ethics*

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 this leadership position on average serve for in two-year terms.

[Board President Roundtable 2023 Activities](#)

→ **What you need to know about the cost and accessibility of mental health care in America?, CNBC**

While [this article](#) was published in 2021, there are still many relevant points that can help us understand the behavioral health landscape in our country. It provides compelling points and links to resources that can be used in grant proposals and community resources.


Employee Retention/Hiring

 **If You Aren't Using LinkedIn Name Pronunciation, You're Missing Out**

Nothing is more core to our identities than our names.

- A 2022 Greenhouse [survey](#) found 43% of people had their names mispronounced in interviews.
- Also, is your name outside the dominant culture? A 2021 UC Berkeley [study](#) found that people with “racial” names get fewer interviews. *We have the opportunity to better prepare to interview potential candidates by learning how to pronounce their names ahead of the interview.* [Continue reading](#)

[Learn how to Record and Display Your Name Pronunciation on your LinkedIn Profile](#)

 **America's offices are now half full. Is this as good as it gets?, The Washington Post**

Office occupancy hit a post-pandemic milestone of 50 percent last week (late January 2023), according to data tracked by Kastle Systems. **Experts think this could be the new normal.**

Continue [reading](#)

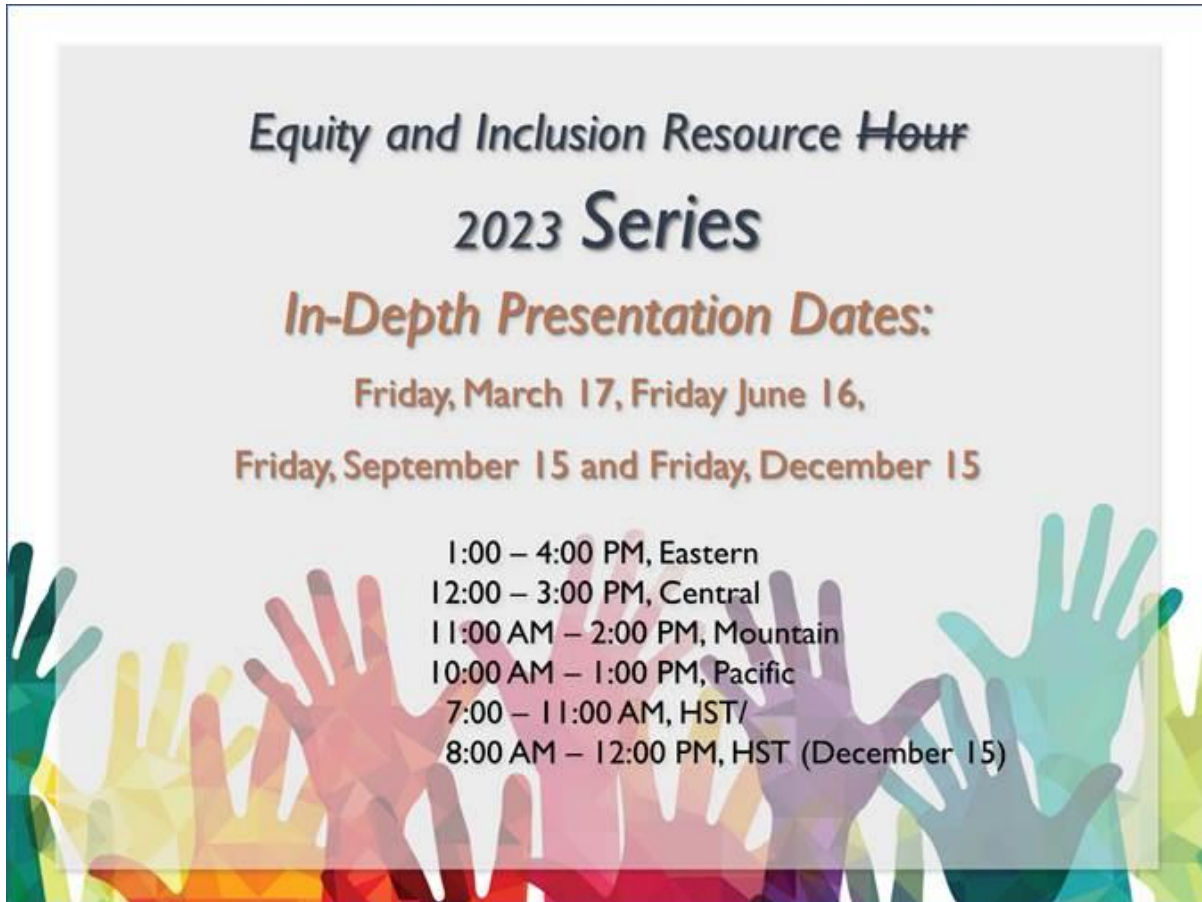
How does this relate to Solihten Affiliated Centers? There is a TREMENDOUS opportunity here to think about new cultural dynamics and expand our hiring beyond geographic boundaries (while still honoring state licensing requirements). We no longer have to all be in the same place to have an effective culture and serve our communities well. The Institute staff is seeking to make this topic one for the upcoming 2023 Solihten Annual Conference. As an organization that has been completely decentralized since 2016, we are glad to be thought partners for you on this journey.

 **If You Want This Job, We Must Interview You Forever, The New Yorker**

Please note [this article](#) is intended to bring humor to a difficult concept, there is still grains of truth embedded here. While there is a lot of merit to the thought of “hire slowly, fire quickly,” it is important to have a strategic hiring process in place so as not to lose out on exciting candidates.

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](#)*



Who Should Attend? ALL are WELCOME; but topics for each session may lend itself to particular audiences. *

*Click for [more, detailed information](#) about the series.

Join Zoom Meeting

<https://us02web.zoom.us/j/84337891373>

Meeting ID: 843 3789 1373

By Phone:

(312) 626-6799 US

Meeting ID: 843 3789 1373

Fundraising in the New Normal

↳ Winnifred L. Stevens Foundation together with Solihten Institute: Developmental Support for School-Based Mental Health Screening and Treatment Grant Opportunity

- [Video: February 14, 2023 Briefing and Q&A for Stevens Grant](#)
- [PowerPoint Presentation used in February 14 Briefing](#)

TO APPLY:

- [Link to Online Application for Funding](#)
- [Budget Template to Complete and Attach to Online Submittal](#)
- [Un-editable .pdf Version of Online Application](#)

Questions regarding the application or the process of applying may be referred to **Steve Duson, Vice President, Solihten Institute:** steved@solihten.org or (713) 628-3239

↳ 75% of U.S. adults do this before donating to charity, Barna

Understanding the mindset of modern givers is crucial for donor-funded nonprofits.

To illuminate this thought process, we asked U.S. adults, “**Before you financially support an organization / charity, do you research it first?**” Seventy-five percent of them responded yes.

When asked where they primarily do their research, the same people report:

- *On the organization’s website (39%)*
- *Viewing their organization ratings (20%)*
- *Talking to close family or friends (14%)*
- *Social media (e.g., Facebook) (7%)*
- *Visit the organization / charity in person (7%)*
- *Talking to a pastor or religious leader (4%)*
- *None of these (8%)*

How might you make it easier for donors to research your organization and potentially make a contribution?

This finding comes from [Meet the Digital Donor](#), the fourth report in *The State of Generosity* series, created with Gloop and a collective of partners. If you’re ready to learn more about the growing number of donors who favor digital giving, we encourage you to pick up a copy of the full report.

Clinical Focus/Application

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

WHO am I as a Spiritually Integrated Psychotherapist?

Friday, April 21

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: Christine Dietz, PhD, LISW, DMin

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](#)

- ★ **Life Lessons and Legos**, Deborah Johnson, MEd Clinical Director, Samaritan Counseling Center of Southeast Texas

In recent sessions with clients ranging from the ages of 5 to 16, I utilized the Legos that were donated from United Way of Orange County to illustrate a lesson about life. Each of the clients have a different story that has impacted their life that range from abuse, abandonment, or suffering the consequences of negative parental choices and the lesson about life is the same. Even though the clients carefully constructed their models and put thought into the color patterns, they often found that the structure would suddenly break or fall apart. They would fix one part of the structure, only to see another part of the structure fall apart. Some clients demonstrated frustration with the Legos and one little five-year-old client wanted to just quit after her structure fell apart several times. However, with encouragement to pursue her goal, she was able to create the camera that she intended to make from the beginning. The final product was not the same as she originally imagined, but she was proud of what she created.

[Read more](#)

Billing: Telehealth Reimbursement

- **Consolidated Appropriations Act of 2023 Allows for Telehealth to Continue**

Federal legislation continues to expand and extend telehealth services for rural health, behavioral health, and telehealth access options, including from the home and audio-only for Medicare beneficiaries, beyond the COVID-19 Public Health Emergency. The Administration’s plan is to end the COVID-19 public health emergency (PHE) on May 11, 2023... from [Telehealth.HHS.Gov](https://www.hhs.gov/telehealth)

[Telehealth.HHS.Gov/Behavioral Health](https://www.hhs.gov/telehealth) contains the most pertinent information stating that the fee structure will remain in place until the end of 2024.

It is also important to note that there may be an overall reduction of fees, but that is a Congressional decision independent of the pandemic

Employee Morale and Soothing Practices

☀ Here's why you should make a habit of having more fun, NPR.org

When was the last time you flew too high on a swing and lost your stomach, or busted out laughing so hard that you started crying?

If it's been awhile since you've had this kind of fun, you're not alone.

A lot of us are still recovering from antisocial habits formed in the pandemic. And these days, events outside of our control are taking a serious toll on our health. Last fall, 76% of adults [surveyed](#) by the American Psychological Association said stress from politics, race relations, violence and inflation has affected their health. They report experiencing headaches, fatigue, depression, nervousness, and exhaustion.

But the antidote may be hiding in plain sight. Two recent books argue that making room for more fun in your life could counteract both the stress and the tendency to escape it by zoning out online.

Click to [continue reading](#)

☀ Action for Happiness Calendar

Mindful March 2023

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY











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|---|---|--|---|--|--|---|
| 6 If you find yourself rushing, make an effort to slow down | 7 Take three calm breaths at regular intervals during your day | 8 Eat mindfully. Appreciate the taste, texture and smell of your food | 9 Take a full breath in and out before you reply to others | 10 Get outside and notice how the weather feels on your face | 11 Stay fully present while drinking your cup of tea or coffee | 12 Listen deeply to someone and really hear what they are saying |
| 13 Pause to watch the sky or clouds for a few minutes today | 14 Find ways to enjoy any chores or tasks that you do | 15 Stop. Breathe. Notice. Repeat regularly | 16 Get really absorbed with an interesting or creative activity | 17 Look around and spot three things you find unusual or pleasant | 18 Have a 'no plans' day and notice how that feels | 19 Cultivate a feeling of loving-kindness towards others today |
| 20 Focus on what makes you and others happy today <small>dayofhappiness.net</small> | 21 Listen to a piece of music without doing anything else | 22 Notice something that is going well, even if today feels difficult | 23 Tune into your feelings, without judging or trying to change them | 24 Appreciate your hands and all the things they enable you to do | 25 Focus your attention on the good things you take for granted | 26 Choose to spend less time looking at screens today |
| 27 Appreciate nature around you, wherever you are | 28 Notice when you're tired and take a break as soon as possible | 29 Choose a different route today and see what you notice | 30 Mentally scan your body and notice what it is feeling | 31 Discover the joy in the simple things of life | | |

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

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

Wow, spring is just around the corner!

