

Solihten Update

A Solihten Institute Publication

Onward and Upward Now Coming on Tuesday

The monthly format of the ***Solihten Update*** **Ongoing Resources – Continuing to Move Forward** is shifting its publication dates to Tuesdays (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).



This Mental Health Month, challenge yourself to examine your world and how it can affect your overall health. Look around, look within – from your neighborhood to genetics, many factors come into play when it comes to your mental health. The 2023 Mental Health Month toolkit from ***Mental Health America*** includes information about how an individual’s environment impacts their mental health, suggestions for making changes to improve and maintain mental well-being, and how to seek help for mental health challenges.

[Download the Toolkit](#)



The link for 2023 Solihten Centers' Annual Statistical Report Questionnaire went out last week from the Survey Department at Employer's Council. Please note that your input is due by Wednesday, June 7.

Questions:

- ↪ Survey process (Center specific link, submission, etc.), Employers Council's Surveys Team: surveys@employerscouncil.org.
- ↪ Data to report in the questionnaire, please reach out by email to LaurieP@solihten.org or by phone at 303.882.4419.

Your timely participation in the process is greatly appreciated.

Informational Categories:

2023 Solihten Annual Conference
Clinical Focus/Application
Billing: Telehealth Reimbursement
Management Resources/Financial Viability
Employee Retention/Hiring
Equity and Inclusion
Fundraising in the New Normal
Employee Morale and Soothing Practices
<i>Solihten Update - Lite Archives</i>
<i>Solihten Update Archives</i>
Other

2023 Solihten Annual Conference

2023 Solihten Annual Conference

39th Annual

WORKING WELL for TODAY and TOMORROW



Matt Bloom, PhD, Associate Professor, Management & Organization in the Mendoza College of Business at the University of Notre Dame **will be a keynote speaker**. Dr. Bloom is the Principal Investigator of the **Wellbeing at Work Program** that studies flourishing among the **helping and caring professions**.

Conference Specifics

Dates: September 7-9, 2023

Thursday Morning – Saturday Early Afternoon

Location: Courtyard by Marriott, Cherry Creek; Denver, CO

Format: Hybrid

Both in-person and virtual attendance options

Clinical Focus/Application

- * **Asian American Experience: The Illusion of Inclusion and the Model Minority Stereotype**, Spring Lecture, Virtual Format; The Albert and Jessie Danielsen Institute at Boston University (**CE Credit Available**)

Wednesday, May 10, 2023

12:00 – 1:30 PM, EDT

11:00 AM – 12:30 PM, CDT

10:00 – 11:30 AM, MDT

9:00 – 10:30 AM, PDT

6:00 – 7:30 AM, HST

Please RSVP to daninst@bu.edu by 5 PM, EDT on May 3, 2023

Click for [More Information](#)

- * **Templeton Grant: We've Got Our Fingers Crossed!**
If you have been following Solihten's efforts to obtain a \$3.5M grant from the John Templeton Foundation for research on Spiritually Integrated Psychotherapy, **we expect to know something on or around July 14**. Solihten Network Centers that participate in this exciting endeavor would enjoy free SIP training and financial incentives for working with clients who are part of the study.

Sub-grants will be awarded for participation ranging from \$30,000 to \$100,000, depending on the number of clinicians participating. If you are interested in more details, contact Steve Duson at steved@solihthen.org.

Billing: Telehealth Reimbursement

- **Zoom WILL REMAIN HIPAA Compliant**

Several news articles were brought to the Institute staff's attention making **erroneous** claims that Zoom would no longer be HIPAA compliant after the Public Health Emergency (PHE) expires on May 11, 2023.

To ensure HIPAA compliance with Zoom:

- Utilize **Zoom Pro** or **Zoom Business** licenses
- Have a signed Business Associate Agreement (BAA) with Zoom,

Centers participating in the Solihthen VideoTherapy Program, you are using Zoom Business Licenses and you have a signed BAA with Zoom (and with Solihthen).

Those **not in the Solihthen VideoTherapy Program** and are using Zoom or another platform (e.g., Doxy.me, Valant), ensure you have a signed BAA on file with that vendor.

If you have questions, please contact Steve Duson at steved@solihthen.org.

Management Resources/Financial Viability

→ **Solihthen Institute 2023 Board Presidents Roundtable - Overview and Schedule**

One of the most important aspects of what the Solihthen Network offers is **connections**. These come in the form of a relationship with 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 Solihthen 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, the next meeting is on:

Thursday, May 18, 2023

Topic: Meeting Planning and Effectiveness

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

...In thinking about board cycles:

→ **Have Confidence in Your Calendar, BoardSource**

There are a number of annual actions your board should take so that you are in legal and financial compliance, and to help evaluate your organization's performance. From tax forms to participating in board retreats, explore this resource to better understand the frequency and timing of necessary board activities as you plan the rest of your year.

Take Action to Chart Annual Actions

Employee Retention/Hiring

👉 **Most of the country's missing workers are no longer missing**

Americans are returning to work, bolstering the economy and easing concerns that many who had retired or moved to the sidelines during the pandemic might never return.

With 83.3 percent of workers between the ages of 25 and 54 back in the labor force, rates not seen since the Great Recession, the job market continues to defy expectations amid economic headwinds. U.S. employers added 253,000 jobs in April, sending the unemployment rate to a post-pandemic low of 3.4 percent, according to data released Friday by the Bureau of Labor Statistics.

[Full Article](#) | Washington Post



What is the *Geriatric Millennial* trying to accomplish? Well hopefully infusing a little bit of humor into a difficult situation, but also with at least initial support from an interesting book, [The Millennial Whisperer](#), shed some light on finding success in intergenerational workplaces.

Do you have a question for the *Geriatric Millennial*? If so, please send it to lauriep@solihnten.org

Dear, Geriatric Millennial,

One of the many byproducts of the pandemic that we are feeling around our shop is **an exacerbation of the “Grass is Greener” complex**. As someone who has been doing this work for quite some time with great satisfaction, I am stumped as to how to help our folks feel motivated but also content here. It’s rather exhausting for me. Any thoughts?

Singed, Tired in Tacoma

Dear Tired in Tacoma,

Knuckles to commiserating around the exhaustion, but let’s see what we can do about spending more time in the space of satisfaction. This brings up an important point from Chris Tuff of *The Millennial Whisperer*, who has a **70/30 rule for his employees** “...70% of your job should give you energy and get you fired up (inside your passion area) ... [combined with] the reality that 30% of your job will always kind of suck.”

From where I sit, however, there are going to be times where those percentages slip, slide, or become totally inverted. This is something to be mindful of because if the bad days outnumber the good days that is a whole other set of circumstances that deserve their own column.

Going back to your question about motivating your employees. First, we should not assume that our employees understand this “rule.” This is particularly important for someone who is relatively new to the professional workforce, as it may be a baseline perspective that could help them throughout their career.

Another opportunity for leaders – especially leaders of Millennials – is to evaluate our own EQ, which also helps our employees to focus on theirs as well. In 2017, the Levo Institute polled Millennials on the key elements around career development and professional success, “... 87% of Millennials revealed a **strong connection between their motivation to help the company succeed and the emotional intelligence of that company’s leaders.**”

It is important to remember that what motivates one employee, or what elicits *your passion, as the leader*, may not be the same for your employees – regardless of generation. Instead, as leaders rather than making decisions *for individuals* based on our own information, we need to delve deeper to better understand what would help our employees shift to more days of the 70+% passion and 30% (or lower) work that just stinks. If there are changes that can realistically be made for this employee, move forward! Yet, there may be unrealistic expectations at work that cannot possibly be met. In which case the individual may need to seek employment elsewhere. And if that happens, that is okay, because you really tried. Do not allow yourself to turn into a pretzel; remember we **cannot be everything to everybody**.

Geriatric Millennial

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](#)*

*** ** What Covid-19 Vaccination Efforts Taught Philanthropy About How to Close the Racial Health Gap**

Think back to the early days of the Covid-19 vaccine rollout.

Many Black people in the United States were initially hesitant to get the shot and faced greater barriers to accessing it than the general population. [Data](#) from February 2021 showed less than 6 percent of Black people had received the vaccine compared with more than 60 percent of their white counterparts.

Now consider the picture today. In just one year, starting in the summer of 2021, Black adults went from among the least vaccinated groups to among the [most vaccinated](#). Coronavirus [death rates](#) are now lower for Black people than they are for white people.

How did public-health leaders disrupt decades-old racial health disparities to produce this successful outcome for Black adults?

[Click to find out](#), what philanthropy [and other leaders in the field] can learn from the experience?

✳️ **Equity and Inclusion Resource Series**, Solihnten Institute



☆ [Equity and Inclusion Resource Series Overview](#)

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

**Session One, March 17: Models for Equitable Leadership,
Advancing Equity in Your Center**

Madeline McNeely, MEd

Resources

👉 [Video Recording \(Didactic Content Only\)](#)

The session also included breakout groups and full participant participation, which was not recorded due out of respect for those involved.

↪ [Participant Agenda](#)

↪ [Solihnten Equity in Org Slides](#)

NEXT SESSION: Tuesday, June 6: *Racial Identity Development in Clinical Practice: Supervision Across Identity Differences*

Natashia Slack-Trusclair, MA, LPC

*Clinical staff **registration and processing fee is required for CEs:**

<https://tinyurl.com/DEISeriesClinicalSI>

Objectives:

- Transform thinking around DEI efforts from a stand-alone item to an embedded way of being in all that we do as individuals and organizations.
- Develop learning cohorts within Centers to apply what they have learned to ensure best practices in center structures, behaviors, and heart & mind practices.
- Transform Center culture through the application of DEI principles.

Fundraising in the New Normal

↳ **How Some Fundraisers Are Using ChatGPT Technology to Do Their Jobs Better**

The chatbot can automate mundane, time-consuming tasks like writing social-media posts, drafting thank-you notes to donors, and completing grant applications.

[Continue reading](#)

↳ **In-Kind Giving: Moving from Old Pianos to Meaningful Connections**

The congregation where I got married had 17 pianos. They'd been donated over the course of nearly a hundred years, and when it was time to relocate to a new building, the pianos were a complete pain to dispose of: nobody wants an old piano, perhaps pointing to some of the motivation for their donations in the first place.

The specter of a regiment of old pianos is what may come to mind for leaders in congregations, schools, and religious nonprofits when the topic of "in-kind donations" arises, but there is reason to consider how and why it may be a net positive to welcome and even invite gifts in kind.

[Read the full article](#)

↳ **Winnifred L. Stevens Foundation together with Solihnten Institute: Developmental Support for School-Based Mental Health Screening and Treatment Grant Opportunity. **Application Deadline: May 31, 2023****

➤ [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.

Employee Morale and Soothing Practices

⚙️ **Action for Happiness Calendar**

Meaningful May 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 Do something kind for someone you really care about	2 Focus on what you can do rather than what you can't do	3 Take a step towards an important goal, however small	4 Send your friend a photo from a time you enjoyed together	5 Let someone know how much they mean to you and why	6 Look for people doing good and reasons to be cheerful	7 Make a list of what matters most to you and why
8 Set yourself a kindness mission to help others today	9 What values are important to you? Find ways to use them today	10 Be grateful for the little things, even in difficult times	11 Look around for things that bring you a sense of awe and wonder	12 Listen to a favourite piece of music and remember what it means to you	13 Find out about the values or traditions of another culture	14 Get outside and notice the beauty in nature
15 Do something to contribute to your local community	16 Show your gratitude to people who are helping to make things better	17 Find a way to make what you do today meaningful	18 Send a hand-written note to someone you care about	19 Reflect on what makes you feel valued and purposeful	20 Share photos of 3 things you find meaningful or memorable	21 Look up at the sky. Remember we are all part of something bigger
22 Find a way to help a project or charity you care about	23 Recall three things you've done that you are proud of	24 Make choices that have a positive impact for others today	25 Ask someone else what matters most to them and why	26 Remember an event in your life that was really meaningful	27 Focus on how your actions make a difference for others	28 Do something special and revisit it in your memory tonight
29 Today do something to care for the natural world	30 Share a quote you find inspiring to give others a boost	31 Find three reasons to be hopeful about the future				

ACTION FOR HAPPINESS Happier · Kinder · Together

⚙️ **My Version of Spring Cleaning, Jen Hatmaker**



And *there's more* in the blog post!

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 Tuesday 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.



**A.23 [2023 DEI Series](#), March 22

Solihten Update Archives

Prior issues of the ***Solihten Update*** 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

**Shoutout to everyone who can still
remember their childhood phone
number but can't remember the
password they created yesterday.**

You are my people.