

Solihten Update

A Solihten Institute Publication

Onward and Upward

The monthly format of the *Solihten Update* **Ongoing Resources – Continuing to Move Forward** has 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).



The **2023 Solihten Annual Statistical Report PDF** continues to be delayed due to an unexpected personnel shift within the vendor who produces the report for the Institute. Fortunately, the Institute staff **DOES have the data** and is happy to provide information upon request around topics such as Executive Director compensation comparisons, information on software in use throughout the Network, projections on counseling delivery methods and more.

If you have any questions, please reach out to your Center’s liaison. And if Laurie Pechie’s hair seems to be on fire, maybe don’t mention the PDF of the Statistical Report.

Thank you for your understanding as staffing continues to be a struggle across all sectors and industries.

2024 Solihten Network Consultation Group Survey



Solihten Institute offers **consultation groups specific to roles** within the organization. Looking ahead to the new year, we are looking to spread the word about these opportunities. We are also seeking your input as to whether the structure is conducive to as much participation as possible.

Your participation in this survey process is very valuable and much appreciated. Please plan to take 1-2 minutes to complete the survey by **Friday, November 17**.

<https://www.surveymonkey.com/r/24SIConsultGroups>

Informational Categories:

Special Topic: Post – Pandemic Work Environments
Management Resources/Financial Viability
Employee Retention/Hiring
Clinical Focus/Application
Equity and Inclusion
Fundraising/Marketing in the New Normal
Employee Morale and Soothing Practices
<i>Solihnten Update - Lite Archives</i>
<i>Solihnten Update Archives</i>
Other

Special Topic: Post – Pandemic Work Environments

Editor's Note: *Over the last number of days, a series of independent resources have come to the attention of Solihnten Institute staff members including the two provided below. Solihnten staff have been completely virtual since 2016 and we are currently comprised of a staff of five people in four states (two in Colorado). Yet, we are still working to 'figure it out' including how we can create our own hybrid work environment while being stewards of our fiscal resources combined with geographic limitations.*

We are all available to be thought partners to you as you work to 'figure out' your own workplace environment.

Zoom conversations suppress brain activity, Yale study finds

Social interactions are the cornerstone of all human societies, and our brains are finely tuned to process dynamic facial cues (a primary source of social information) during real in-person encounters, researchers say. While most previous research using imaging tools to track brain activity during these interactions has involved single individuals, Hirsch's lab developed a unique suite of neuroimaging technologies that allows them to study, in real time, interactions between two people in natural settings.

Click to [continue reading](#)

Working it out: Is hybrid the future of work?

For his report "The Evolution of Working from Home," Steven Davis (a senior fellow at the Hoover Institution at Stanford University) and his coauthors surveyed 30,000 Americans about work, and what they said is: hybrid hits the sweet spot. "What they really like, most people, is working from home two or three days a week," Davis said. "Because that saves on the commute time, it gives them more time with kids and family, it gives them more personal autonomy on how they organize their day. Even things as small as, 'I can have the temperature at the temperature I like!' Most people really like [hybrid]. So, that kind of broke the norm."

Full Story | [CBS Sunday Morning](#) (Report and Narrative)

Management Resources/Financial Viability

→ **Four (4) advantages of prioritizing data when making decisions**

Making data collection and analysis a priority can lend several benefits to nonprofits, including the ability to make objective decisions and being able to make more accurate financial projections, writes Autumn Whitefield-Madrano. A data-intensive approach can improve multiple aspects of donor management and can also help spur interdepartmental communication, Whitefield-Madrano writes.

Full Story: [BizTech online](#)

As a reminder, the Solihten Institute gathered Network Centers in an Outcome Measures Workgroup that was held in September.

Process notes: this session was not recorded to create a safe space for participants to openly discuss both opportunities and challenges related to the implementation or ongoing use of Outcome Measures.

A slide deck with notes that were taken without attributing them to an individual source is available [HERE](#).

There is another meeting scheduled on **Friday, December 8** with a goal of having a speaker who has a good understanding and track record with using clinical outcome measures. Again, no company or tool will be represented. If we are not able to secure such a speaker, the Institute staff will explore other options to create a meaningful session.

→ **Solihten 2023 Board Presidents Roundtable ... A Meeting for CONNECTION**

This year we have implemented a new approach for the Solihten Institute Board President Roundtable, 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 two-year terms.

One of the most important aspects that the Solihten 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 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, the final meeting in 2023 is on:

Thursday, December 14 Evaluations:

Topic: Board Self Evaluation, Executive Director Annual Review

4:00 PM EST

3:00 PM, CST

2:00 PM, MST

1:00 PM, PST

11:00 AM, HST

Board President Roundtable 2023 Activities

Employee Retention/Hiring



Student-Loan Forgiveness: A Nonprofit Perk Often Overlooked

Millions of workers have yet to take advantage of a program that could free them from an average of nearly \$100,000 in debt.

Click to continue reading, [The Chronicle of Philanthropy](#)

*The **Geriatric Millennial** also talked about this [very topic](#) in the June 2023 issue of the **Solihnten Update** as a potential benefit to talk about with Center staff.*



How to communicate your value at work without bragging

Learning to keep track of and communicate your successes and value to a company can make a big difference in whether you're considered for prime projects or promoted. "Many employees are passed by or completely overlooked simply because senior management doesn't know how valuable they are or [know that] employees are looking for more responsibility," writes executive coach Joel Garfinkle, [who offers four tips for increasing your recognition -- and helping you feel more valued](#). [From a Center Leadership perspective, do your employees feel valued?]

Full Story: [SmartBrief/Leadership](#)

Clinical Focus/Application

Editor's Note: As difficult events continue to fill our world, an understanding of trauma from a broader lens may prove beneficial.

★ **A cultural framework for generational trauma**

More recently, clinicians and researchers have recognized that individual traumas such as interpersonal violence (IPV), domestic violence, sexual violence, emotional abuse/neglect, or deprivation can also contribute to the intergenerational transmission of trauma. In other words, trauma does not have to be experienced at a community level to affect later generations. Any individual trauma can disrupt a generational system in ways that travel through time.

Click to continue reading from [Counseling Today](#)

✳ **Generational trauma: Uncovering and interrupting the cycle**

Ashlei Petion, a licensed professional counselor (LPC) and assistant professor of clinical mental health counseling at Nova Southeastern University in Florida, noticed a common pattern in the counseling work she did with adolescents during her master's internship.

Her young clients would often talk in sessions about challenges and friction at home, but whenever Petion looped the clients' parents into the discussion, they said they were simply parenting their child in the same ways their own parents had done with them.

Petion said she heard this over and over, and it made her realize that the challenges that her adolescent clients were facing were "bigger than the client who was sitting in front of me," she says. "It's part of their entire family and, in turn, their culture."

Full Story from [Counseling Today](#)

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](#)*

✳✳ **DE&I Resources for Your Workplace**

Perspectives+, Paycor's online knowledge library designed to help you **drive change, empower colleagues, and foster new leaders.**

✳✳ Explore **Perspectives+** for resources available to you (feel free to share with others in your Center!), including their latest article, [Empowering Hispanic Workers: An Essential Strategy for Today's HR Leaders](#)

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

Equity and Inclusion Resource Hour

2023 Series Final Offering

Friday, December 15

**Hiring, Management and Conflict
Across Differences**

1:00 – 4:00 PM, Eastern

12:00 – 3:00 PM, Central

11:00 AM – 2:00 PM, Mountain

10:00 AM – 1:00 PM, Pacific

8:00 – 11:00 AM, HST



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

NEXT SESSION: Friday, December 15: Hiring, Management and Conflict Across Differences

*HR Personnel or anyone with those responsibilities

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/Marketing in the New Normal

↳ **Rethinking Perpetuity: Resetting Endowment Expectations After the Pandemic**

With endowments, let's rethink 'forever' and explore new, flexible ways to ensure your nonprofit organization's longevity and effectiveness.

[Full Story](#) | Blue Avocado

↳ **How Youth Philanthropy Programs Empower Teens**

Danielle Segal, Executive Director of Honeycomb, writes about how youth philanthropy programs empower teens—and cultivate the next generation of giving.

Click to [continue reading](#)

Employee Morale and Soothing Practices

⚙️ Action for Happiness Calendar

New Ways November 2023

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
			1 Make a list of new things you want to do this month	2 Respond to a difficult situation in a different way	3 Get outside and observe the changes in nature around you	4 Sign up to join a new course, activity or online community	5 Change your normal routine today and notice how you feel
6 Try out a new way of being physically active	7 Be creative. Cook, draw, write, paint, make or inspire	8 Plan a new activity or idea you want to try out this week	9 When you feel you can't do something, add the word "yet"	10 Be curious. Learn about a new topic or an inspiring idea	11 Choose a different route and see what you notice on the way	12 Find out something new about someone you care about	
13 Do something playful outdoors - walk, run, explore, relax	14 Find a new way to help or support a cause you care about	15 Build on new ideas by thinking "Yes, and what if..."	16 Look at life through someone else's eyes and see their perspective	17 Try a new way to practice self-care and be kind to yourself	18 Connect with someone from a different generation	19 Broaden your perspective: read a different paper, magazine or site	
20 Make a meal using a recipe or ingredient you've not tried before	21 Learn a new skill from a friend or share one of yours with them	22 Find a new way to tell someone you appreciate them	23 Set aside a regular time to pursue an activity you love	24 Share with a friend something helpful you learned recently	25 Use one of your strengths in a new or creative way	26 Try out a different radio station or new TV show	
 27 Join a friend doing their hobby and find out why they love it	28 Discover your artistic side. Design a friendly greeting card	29 Enjoy new music today. Play, sing, dance or listen	30 Look for new reasons to be hopeful, even in tough times				

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 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 Series*. The Equity and Inclusion Taskforce of the Solihten Institute National Board of Directors sponsors this offering.

-  **A.23 2023 DEI Series, March 22
-  **B.23 2023 DEI Series, Session Two, June 1
-  **C.23 2023 DEI Series, Session Two Resources, June 9

- ☀ D.23 Juneteenth, June 14
- ☀ F.23 Upcoming Education and Training, October 3
- ☀ G.23 State of the Solihten Institute

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

