

Healthy
Minds.
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THE
SAMARITAN
CONNECTION

Volume 32 • Issue 2



A Message from Our Executive Director	pg. 1
Samaritan Welcomes New Therapists	pg. 2
One Breath at a Time	pg. 3
Embracing Change Together	pg. 3
Age like Sea Glass	pg. 4
Embrace Aging like Sea Glass	pg. 4
Embracing Suffering, Uncertainty, and Change: Some Perennial Questions for Our Time	pg. 5
Embracing Change After Many Storms, What Clearings May Come?	pg. 6
TeenHope Embracing Change	pg. 7
Integrating the World Within	pg. 8
Clergy & Congregation Care Embracing Change Together	pg. 10
Volunteer Volunteer Coordinator	pg. 11
Generously Give, Faithfully Receive The Benefits of Establishing a Charitable Gift Annuity	pg. 12
Graham Packaging receives 2021 Ethics in Business Award	pg. 13
Samaritan Business Consulting Announces Staffing Changes	pg. 14
Extraordinary Give	pg. 15

A Message from Our Executive Director



As we consider embracing change, one ponders, “how do we embrace something that we intrinsically don’t like?” Indeed, many of us prefer to stay the course, especially if it is “tried and true.” Change involves work. And don’t we work enough! Yet, change is always happening in some way in our lives. Perhaps that is why when given the choice we may often prefer that the thing that we are faced with simply not change at all. Is there a weariness that comes from too much change all at once?

And how do we do a collective work when we are isolated from each other? Even now we don our masks in greater frequency once again. Anticipated events are being cancelled. Times of in-person collaboration are switched to our computer screens. And yes, we are thankful for these screens. They capture much more of the human interaction than a simple phone call. We can see faces! Expressions! Our friend’s unique, mischievous smile when telling a joke. A look of concern from a coworker to an idea that needs more consideration.

But how much is lost! The impromptu bonding over a great story that recently happened to a loved one. The time a team spends processing a concept long after the official meeting is over (on the dot).

I think there is a weariness that perhaps hits all of us from time to time. And now, even more. The measured and at times abrupt changes of life, love and work will not stop because of a pandemic. But all the changes of life now occur in the context of an ongoing situation that is constantly changing. Multiple layers of change enmeshed, moving, impacting, molding, shaping, as this third rock of ours flies around the sun, hurdling through outer space, in a very predictable way.

It seems enough that we could surely throw our hands in the air and declare our need for time and space. Perhaps that is okay. I seek a brief respite yearly in a removed northern wood, with nary a human sound to be heard, a loon letting out a call to kindred birds, an occasional owl reminding the sleepy forest that she rules the night. But even in this ephemeral enclave, I chose to isolate with a small group of others. For me, I prefer to isolate, together, with some of my favorite people.

And so, we press on. We find ways to take care of ourselves. We refresh and reload. We express gratitude for every interaction, on a screen, or in person.

continued on page 2



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Samaritan Counseling Center at
www.sclanc.org

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Samaritan Welcomes New Therapists



Michael Shook, MA, LPC Licensed Professional Counselor

Mike is a licensed professional counselor with a master's degree in clinical mental health counseling from Palo Alto University. He provides counseling for individuals of all ages, couples, and families. He has worked in a variety of settings and with a range of concerns including struggles with anxiety, depression, bipolar disorder, suicidality, burnout, cross-cultural stress, relational & marriage issues, parent/child concerns, behavioral issues, and serious mental illness. Mike's approach to counseling integrates narrative therapy, interpersonal neurobiology, and somatic/body-based approaches to trauma. He strives to be relationally engaged, culturally responsive, and collaborative while honoring the power of spirituality, creativity, and humor in the midst of personal and collective struggle.



Karen Gray, MA, LPC Licensed Professional Counselor

Karen is a licensed professional counselor and also holds a certification as an advanced alcohol and drug counselor. She received her master's in mental health counseling from Lancaster Bible College's Graduate School, and she has experience in outpatient substance-use groups and individual counseling for dual-diagnosis clients. Karen's passion is helping clients become more intentional in improving their overall quality of life by assisting them in addressing areas of possible concern. She works with individuals to help them recognize and address their inner critic and perfectionistic thinking, as well as learning how to recognize and process their emotions. Karen also assists clients in understanding and establishing boundaries in their lives, including addressing codependency concerns. She is especially passionate about helping individuals recognize patterns of behavior that are no longer effective so they can transition to new coping skills with increasing consistency. Karen enjoys working with clients who are struggling with depression and anxiety. In her sessions, Karen uses a combination of both behavioral and insight-oriented techniques, which allows her to use what works best for each individual client. Karen also places an emphasis on collaboration in the therapeutic process, as well as respect for clients' unique life experiences.

continued from page 1

Behind a mask or bare faced. We give grace and empathy. We seek community, as we isolate together. We know change will continue to happen amid our constantly changing milieu. But that is okay. We can't stop it. Can we embrace it? Can we really use this time, this moment, to move forward in a fresh way? To come out on the other side somehow different. Perhaps in a way that makes our collective situation better in the long run.

At Samaritan, we will continue to walk with individuals, families, companies, congregations and communities, as we grapple with the present moment. Now, next year, and for many years to come. We will face the reality of any given moment. And we will embrace change together.

Steven Schedler, MSW, LCSW, CAADC, CCS
Executive Director



One Breath at a Time

By Michael Shook, MA, LPC

“Slow down...take a deep breathe or two...and notice how you are feeling...”

My family of 5 and I recently moved back to the US after living abroad for over a decade. To be more accurate, my family of 5 was created abroad as I met my wife doing NGO work and all of our children were born outside the US. I often joke that I left the US an existentially confused backpacker and have returned an existentially confused husband and father who no longer has time for backpacking. As you might imagine, we have been through countless changes over the last 6 months since our return, going “home” to a place that doesn’t feel like home.

More than once I’ve woken up at 4am a bit confused about where I am with anxiety up to my neck and worried about one problem or another. (On a side note, if you ever meet a mental health practitioner who denies they experience their own ups and downs, run the other way!) As silly and simple as it might sound, slowing down, breathing and simply noticing how I was feeling has been a crucial piece of maintaining my own well-being and ability to be present to my wife, kids and community. It’s hard to be present to others when you haven’t found time to be present with yourself.

As we move into the Fall with lingering worries and uncertainties about COVID-19 and all the other ups and downs and changes that come with life in the 21st century (and as I continue to struggle with all the changes in my family’s life), let’s not forget to slow down, breathe and notice how we are feeling, approaching our collective well-being one breathe at a time.



Embracing Change Together

By Beth Mull, PsyD, Licensed Psychologist

Change is hard. After all, we are subject to Newton’s first law of motion: “An object at rest stays at rest and an object in motion stays in motion with the same speed and in the same direction unless acted upon by an unbalanced force.” Objects – and people - tend to “keep on doing what they’re doing.” This tendency to resist change in our state of motion is referred to as inertia.

Of course, we are not merely objects. Our minds are a great force that can propel us into change. Or not. Sometimes external forces are so great as to impact our ability to adjust to the changes occurring in our lives. Illness, death, divorce, perceived failure, new responsibilities and roles, or changing dynamics in relationships can all make it difficult to “keep on doing what we’re doing” and can create stress in our bodies and minds. We might then experience feelings of sadness, depression, anxiety and anger.

Adjusting to change is a common reason that people seek counseling services. It can be helpful to talk to a therapist who can serve as a “catalyst of change” by giving one space to express what they are thinking, feeling, and wanting – and to offer new ways of approaching the change that is occurring in their lives. Once equipped with a new perspective and clarity about their situation, possibilities for adjustment to the life changes become clearer. While this process is embraced together, the client maintains the power to continue in the

same direction or to navigate a shift in their path.

If you are feeling stuck in life, consider:

What would you like to start doing?

What would you like to stop doing?

What internal forces (creativity, drive, ideas, goals) are needed to make the change?

Would it be helpful to seek out professional help to make the change?



Age like Sea Glass

I want to age like sea glass.
Smoothed by tides,
but not broken.
I want my hard edges to soften.
I want to ride the waves
and go with the flow.
I want to catch a wave
and let it carry me
to where I belong.
I want to be picked up
and held gently by
those who delight in my
well-earned patina and
appreciate the changes I went
through to achieve that beauty.
I want to enjoy the journey
and always remember that if
you give the ocean something
breakable it will turn it into
something beautiful.
I want to age like sea glass.

~Bernadette Noll



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Embrace Aging like Sea Glass

By Ellen Kanagy, MSW, LCSW

One of the most difficult places to embrace change for many of us is in the aging process. We may say that we want to "age gracefully", or laugh as we say we've earned our gray hair honestly!

It's often easier to say these things when we are feeling fine and able to do the activities we enjoy, but when we encounter a health crisis, take lots of medicines to manage ongoing medical issues, experience major or minor losses, or need to abandon a lifelong dream—the challenge may grow greater with each day. More than once folks in their later years have been heard to say, "Don't get old!" And yet, if we choose to keep living, none of us really has a choice to not grow old! So how can we embrace this process we can't change or control?

As in every stage of life, we can remember our choices. We can choose what we focus on, how we spend our time and energy, how we nurture our relationships and care for ourselves. We can learn new skills, challenge ourselves with new ideas, nourish gratitude, take time to reflect and perhaps heal wounds from our past. We can remember those who did not have the privilege of growing old, whose lives were shortened at younger ages, and the ripples of grief and trauma surrounding those losses.

The author of the poem "Age like Sea Glass," Bernadette Noll, wrote that her words were inspired when walking the beach after losing her sister suddenly at age 57. She wrote, "What I learned from her death was that life is precious and meant to be joyful, full of beauty, and satisfying. Sea glass is kind of like that. Precious. Joyful. Beautiful. And satisfying." (*Taken from an article in the Beachcombing Magazine January/February 2020 issue.*)

"*I want to ride the waves and go with the flow.*" In his book, *The Wonder of Aging*, author Michael Gurian recommends exploring ways to de-stress one's life as one ages. This could include getting more sleep, revising diet to include healthier foods, or making relationship or career changes. Although an entirely stress-free life does not exist, it may be possible to reduce stress and thus also reduce the risks to one's mental and physical health.

"*I want to catch a wave and let it carry me to where I belong.*" Gurian writes: "Happiness as we age feels like an embrace rather than an avoidance; a source of power rather than a sense of irretrievably sad loss." Practicing appreciation for what we have rather than focusing on what has been lost, putting our energy into the most important things and people in our lives, staying open to meaningful activities and connections, and exploring new spiritual paths or gifts can all lead toward more freedom and also realistic optimism.

"*I want to be picked up and held gently by those who delight in my well-earned patina.*" Finding and joining one or more circles of friends can help reduce stress, and add meaning, hope, love, fun and fulfillment, says Gurian. At the same time, as we age, we can embrace the role of an elder in our society, with wisdom, experience and maturity to share, and model both humility and self-confidence with respect for differences to younger generations.

Aging is not optional for us, although choosing to embrace it and live with it as well as possible can be an option. Like sea glass, we can open to the process and allow it to smooth, soften, carry, hold, and turn us into something beautiful! And perhaps we can even learn to *enjoy the journey!*



Embracing Suffering, Uncertainty, and Change: Some Perennial Questions for Our Time

By Andrew Bland, PhD, Licensed Psychologist



What are your core beliefs about the way the world works?
About the way people are in general?
About the way the people in your life are?
About the way you are in relation to them?
About the fact *that* you are, period—and, also, that one day you and the others in your life will cease to be?

Where do these beliefs come from? What's your story?
What core emotions underlie, or do you associate with, those beliefs?
What needs do the beliefs fulfill in your life? How?
What other ends might they accomplish (or do you hope for them to achieve)?
In what ways have they ever left you feeling disappointed or disillusioned or even let you get in your own way?

Where are you right now, as you think through these questions? (Be mindful to not judge your experience. Just pay attention to what arises in your mind's eye and in your body.)

How do you respond to anxiety?
What are your usual ways of distracting yourself from anxiety?
What has that distraction attained?
What problems has it posed?
What might the anxiety be asking of you?

How comfortable are you when interacting with someone who looks, thinks, or acts differently from you?
How have your core beliefs caused you to judge another person?
How easily can you suspend those beliefs when interacting with others—especially people with whom you strongly agree or strongly disagree?
What curiosity do you have about those people? How do you express it?
What have you been curious about but too reluctant to ask?

Which of your core beliefs have been effective this week, this month, this year?
Which ones may have served you well in the past but have proven to be less relevant now?

Some people deal with uncertainty by clinging to the past and the familiar. Others worry excessively about the future. Still others shoot from the hip because they don't know what else to say or do.
How do you typically deal with uncertainty?
To what extent can you tolerate suffering in your life?
In what ways does suffering invite you to act or feel or think about or relate with others differently? How might it lend itself to the possibility of a more authentic way of being to emerge?

How will you choose to live your life based on having considered these questions?

"Some people deal with uncertainty by clinging to the past and the familiar. Others worry excessively about the future. Still others shoot from the hip because they don't know what else to say or do."



Embracing Change: After Many Storms, What Clearings May Come?

By Judith A. Kennedy, MS, MA, LPC, NCC



Many who pass through the doors of Samaritan do so because of the need to navigate changes,

disruptions, crises at home and in the larger world. With fires consuming the West, floods from unprecedented hurricanes, loss of loved ones and concerns due to covid, and unrelenting social conflict, one might feel all this too much to bear. It may seem the ground beneath our feet is shaken, the foundations upon which we have stood are crumbling.

We question. We engage in multiple distractions. We wonder where we all are headed: family, community, society and world. We yearn for certainty, stability and an end to chaos. It makes sense that despair and even anger is a natural, human response to such times. Yet, how to find a grounding during such uncertainty?

These are times when many find solace in scripture, literature, the arts, poetry and music, in the sermons of their priests, rabbis and pastors. In meditation. In contemplation. In walking, hiking, running and in nature. We ask where we can find our leadings and even callings during these times. How can we find a still center, a time of reflective contemplation, a safe place to voice the unvoiceable?

Perhaps an embrace of the changes and the accompanying despair creates a window to a new perspective. Rather than pushing away the darkness and despair, or getting lost in anger, one might envision new ways of being in the world, redemptive, hopeful and meaningful.

Sometimes we might look to the lives of our great great grandparents and ancestors: to the long arc of human history to find figures and voices of inspiration and guidance.

We might imagine these figures walking with us. We may need to gather in small groups to read about those who have also gone through dark times. To find stories of inspiration and discovery. In such a focus we might break free of destructive historical patterns of behavior and envision new ways to co-create a safer and more humane world which includes the capacity to listen with strength and courage to those who might hold different opinions than ours.

We might come together even with just one other in the forum of a counseling session to face, voice and accept the crises of our times and ultimately to find ways of being that are emblematic of growth and the sharing of the gifts of our core selves. That does require, doesn't it, that we do not give up in desperation, but rather pause, rest, refill our hearts with new energy and vision that sometimes comes from the least expected people and places.

A distant gaze upon a grey horizon sometimes stills one enough to hear



the words, whisperings and wisdom of distant fathers and mothers, historical figures and the Great Mystery. Perhaps like the old hymn: "Morning has broken, like the first morning; blackbird has spoken like the first bird". As we see many things disrupted and changing, may we not lose faith in new beginnings.

Judith is the author of two chapbooks of poetry entitled, "To See in the Night" and "Salted Wakings".



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Testimonial

by Diane Brandt

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TeenHope Embracing Change



By Valerie Minnich MS, LPC, NCC, CAADC
TeenHope Director/Clinical Director

Change is inevitable, so why is it difficult sometimes? As a mother of four young children, I rely on a consistent routine to get us through day to day living. As time passes, and the family grows, our routine must change and adapt to meet new needs. The transition can be uneasy as things take time to readjust. The same is true for TeenHope. Since its start in 2013, TeenHope has grown tremendously! It is an active, sought out program within Lancaster and Lebanon counties. As the new Director/Clinical Director of TeenHope, I took the time early on in my new role along with the TeenHope management team, to review internal and community feedback of the program. This feedback allowed us to take a deeper look at where we were and where we want to go in future years. Some major changes that we have made and are implementing are to promote accurate, up to date, clinically relevant education and resources to our local community. For the first several years, TeenHope followed FERPA (Family Educational Rights & Privacy Act) guidelines. Moving forward, and in compliance with the rest of Samaritan services, TeenHope will now be following HIPAA (Health Insurance Portability and Accountability Act) guidelines in regard to securing and sharing protected health information.

Continuing with HIPAA compliance, TeenHope has partnered with Advanced Metrics to create a secure digital platform called NavWell to complete the mental and emotional health screenings and case management. Case managers will be trained in HIPAA compliance and within the NavWell system as a part of the new training program. As a new addition to case management, Samaritan and TeenHope proudly offer a novel internship program for master's level students. We are very excited to welcome our first interns this fall from Messiah University and Lancaster Bible College. We are hopeful to add more colleges and Universities in spring 2022. TeenHope continues to serve school age students with mental health education, screening and resources, and we are excited to incorporate training for higher education students to further our mission in serving as many students as possible.

So yes, change can be uneasy and yes, change can be good! One thing that has not changed is that your contribution matters! TeenHope partners with schools and donors to fully fund the program. We rely on the generosity from the community and local partners to keep the program alive. Please consider supporting this amazing educationally-based program and stay tuned for future updates.



Thank you to the funders making the TeenHope digital transition possible!



Individual Donors

For more information or to support TeenHope visit www.scclanc.org/mental-health-wellness/teenhope.



Integrating the World Within

By Lesley Huff, PsyD, Licensed Psychologist



When we hear the phrase “embracing change together”, most of us think about finding connection with various entities within the community around us. Over the past century, psychological theorists have understood the importance of finding connection with the community within ourselves as well. Perhaps thinking of individuals having various entities within themselves brings to mind the more pathological diagnosis of Dissociative Identity Disorder, also referred to as multiple personality disorder. In this case, the various entities are extremely fragmented to a clinically significant extent. Alternatively, it is helpful to understand that a milder lack of integration of these various entities within ourselves is the reality for most of us, rather than the exception.



Psychoanalyst Carl Jung wrote about both our individual and collective unconscious. Within the individual unconscious, Jung proposed that we have various archetypes that make up our psyche, which we must try to integrate, including those that exist in the shadow.

In Object Relations, the psychoanalytic theory in which I am trained, our external relationships and experiences are internalized into “introjects” that guide how we navigate the world.

Internal Family Systems similarly discusses “parts” that are developed internally based on our experiences. In Mindful Self-Compassion, we explore the internalized Self-Critic and Self-Compassion voices.

The field of psychology is gaining a deeper appreciation for how these various “parts” impact our feelings, thoughts, and behaviors, most often outside of our conscious awareness. As Jung stated, “Until you make the unconscious conscious, it will direct your life, and you will call it fate.” When we bring these “parts” into our conscious awareness, the understandable reaction is to want to eject or cut off the “parts” that make us uncomfortable. We view them with judgement and disdain. When trying to drive off these “parts”, it usually sets up an internal battle of wills. However, these “parts”, much to our frustration, do not want to go quietly.

To better understand this dynamic, it is helpful to bring curiosity to why these “parts” came to be in the first place. Across the various psychological theories, there is a common understanding that in our early infancy, we begin to make connections between the behaviors that lead those around us to make us feel safe, and those behaviors that lead us to feel afraid and alone. The observation of how people move towards us in a loving way or away from us in judgement is driven by our survival instincts. We begin to develop a list of acceptable behaviors to maintain, and start setting up an

internal “counsel” to help provide us with feedback on how to adhere to it. This reminds me of the movie “Inside Out” by Pixar, whose studio worked with the Greater Good Science Center to capture the essence of this internal counsel with the characters that represent Joy, Sadness, Fear, Disgust, and Anger, and their related narratives, perspectives, and advice.

Sometimes our internal “parts” develop in response to traumatic events or relationships. When we grow up with a punitive or abusive caregiver, we can internalize a version of them as a “part.” In psychoanalytic terms, we refer to this as “identifying with the aggressor.” We internalize an equally punitive or abusive voice or “part” that in essence keeps us in line before the external caregiver can react to our behavior. If we can judge ourselves first, we can avoid the external judgment, and as a result keep ourselves safe, or so we believe.

In both my clinical work and the Change Through Compassion classes, I observe people becoming more mindfully aware of their “parts”. I also watch as their natural inclination is to try and reject the “parts” that cause them pain. As more internal spaciousness is created by fostering mindfulness and self-compassion practices, as well as reflection and recognizing that it is a common human experience, people are able to begin considering these “parts” with less fear and judgement. Together, we can begin to explore that these “parts” have been created to try and be helpful, in the best way they know. Since most of them were developed in early childhood, their approaches are often rudimentary, rough, and reflect black or white thinking. In the Change Through Compassion program, we explore how the Self-Critic “part” tries to keep us safe by using fear and a sense of worthlessness, whereas our Self-Compassion “part” uses a desire for us to be well. The next step is to try and separate out the intention of this “part” from the method it is using. In doing so, we have more space to allow our hearts to perhaps soften a little towards even the most painful “parts”. We can recognize that the “part’s” intention is not to hurt us.



“...there is a common understanding that in our early infancy, we begin to make connections between the behaviors that lead those around us to make us feel safe, and those behaviors that lead us to feel afraid and alone.”

"Everyone likes to feel seen, heard, and validated, even our internal "parts". Rather than picking a fight with them, we can learn how to honor their intentions, while recognizing our right and ability to set a boundary of what is or is not acceptable treatment."



Everyone likes to feel seen, heard, and validated, even our internal "parts". Rather than picking a fight with them, we can learn how to honor their intentions, while recognizing our right and ability to set a boundary of what is or is not acceptable treatment. We can say, "thank you for your input," while not falling into the belief that this "part's" perspective is reality. There is a wonderful video called "Compassion for Voices: a Tale of Courage and Hope" narrated by Eleanor Longden. In this video, a man named Stuart hears a series of voices or "parts" that tell him to give up, that things are too much, and call him names. Stuart begins therapy to try and foster compassion towards these "parts". In doing so, he develops a more integrated and compassionate self that engages the "parts" by telling them that he wants to understand them and help them feel safe. He thanks the "parts" for trying to help him by letting him know when he is scared, etc. He assures the "parts" that he does not want to get rid of them, but rather wants them to learn how to work together instead. At the end, Eleanor Longden states that the voices or "parts" are all part of the family, but they are no longer running the show.

When we begin to explore our "parts" it can be helpful to see where they show up in our bodies, such as a tightness in the chest, emptiness in our stomach, etc. We can then slowly turn towards a "part" while supporting ourselves with compassion practices, such as placing a hand on the heart. It can be helpful to imagine the "part" as a character and even give them a name. By doing so, it can give us a bit of space from the "part" and its message. Sometimes I invite people to imagine the "part" as an even younger version, since that is usually when it was first created. We can be curious about what or who the "part" represents. With this reflection, we can begin to try and look beyond the painful methods being used, such as judgement, name calling, etc., in order to be curious about how this "part" is trying to be helpful.



Becoming more transparently aware of our "parts" can be a painful process, and will bring up feelings of grief, sadness, guilt, shame, fear, and even anger. Proceeding gently is an important aspect of the work. In the Change Through Compassion program, we say "how we practice is just as important as what we practice." By finding the gentlest path towards our "parts" we can begin the journey to "make the unconscious conscious", as Jung urges us to do, while also beginning to develop a way to be kinder and wiser with ourselves.

In the end, our hope is to invite the various "parts" to take their seat as a member of our internal counsel, with our compassionate self seated at the head. Every "part" may not always be able to influence our decisions, choices, and behaviors. At the same time, welcoming them to be "part of the family" enables us to "embrace change together".





Clergy & Congregation Care Embracing Change Together

By David Miron, Clergy & Congregation Care Coordinator

When I first thought about the theme for this newsletter, “Embracing Change Together,” I was not sure what I could share as an example from the Clergy and Congregation Care Program. And then the lightbulb went on: Everything the program does is Embracing Change Together!

Clergy Groups

The Clergy and Congregation Care program has been facilitating clergy groups for more than 20 years. An ecumenical gathering of three to six clergy, these groups provide a place for participants to embrace change; to share their discomfort with what is; to discuss their plans for what they would like; and to share their ambiguity and, sometimes, anxiety during the limited time between what was and what will be. It is embracing change together!

Spiritual Direction, Coaching and Consulting

Sitting across from or with a spiritual director, coach or consultant – or meeting virtually – individuals are able to have someone walk alongside in their journey, making changes that help them to live into who they want to be or achieve their goals. It is embracing change together!

Congregation Assessment Tool Process

Each person shares a unique perspective to generate a vivid picture of the congregation, including their strengths and the areas requiring attention. Now the congregation is better prepared to discern what changes, if any, they want to make and “Embrace Change Together”.

You Are Not Alone

If there is one message that the Clergy and Congregation Care program has to share, it is that you are not alone, whether you are a clergy person, lay leader, church council, vestry or congregation.

You might say, “Well, of course we are not alone, God is with us,” and yes, absolutely. Often, however, we have difficulty seeing or feeling God’s presence by ourselves. We get caught up in our own system of thought or behavior or sometimes we languish in self-doubt or fear. God, often working through others, reminds us that we are not alone. That we can, and often must, embrace change and do it together.

Together we take stock of the resources God has provided, the circumstances in which we are involved, and work together to discern where God is leading us as an individual, a group and a congregation.

“If there is one message that the Clergy and Congregation Care program has to share, it is that you are not alone, whether you are a clergy person, lay leader, church council, vestry or congregation.”

Moving Forward Together

The experience of the pandemic has shaken up our patterns of life and our ways of being together. This disruption has given us, collectively, an opportunity such as we have not had for perhaps a millennium.

It is an opportunity to consider new and different patterns and ways of living that may lead to more integrated and healthy individual and communal lives, together. One final thought, it seems that it is common for clergy and congregations to feel as though they are in competition with other congregations. The truth is that there is not a scarcity of people and resources.

So I encourage you to go the next step, beyond recognizing you are not alone, to make a point of collaborating with others, both within your congregation, and with other congregations and members of the community.

Let us embrace change together!



Volunteer Volunteer Coordinator!



Fran Stadel has been a loyal supporter of the Samaritan Counseling Center and a Silent Samaritan since 2001. In 2011, Samaritan saw

the need for a volunteer coordinator and members of the Development Committee immediately thought of Fran, who had recently retired.

“As I worked on the Development Committee, I could see all the staff time it took for Samaritan mailings and thought we could gather some volunteers. I knew we needed someone to coordinate the effort. Fran (Stadel) had just retired from her accounting work at Charter Homes and I knew how organized she was. I ran the idea by our Director of Development, Anita Hanna, and the Chair of Development, Judy Sandt, and we invited Fran to sit and brainstorm how it would work. Fran took it on and flew with it, doing an amazing job!” – Linda Peacock, Development Committee member and volunteer.

Over the years, many have had the opportunity to work with Fran as volunteers for Samaritan. Each of them can attest that she is a master of smooth operations! She would also have the conference room organized, with plenty of supplies at the ready. She would have jobs broken down so that volunteers could do what interested them – folding and stuffing letters, or sealing and stamping envelopes, or sorting by zip code. She kept things moving and made sure the job was done on time!

“Fran always did her homework ahead of time for any job she tackled as a volunteer at the Samaritan Counseling Center. She was easy to work with and always knew how things ought to be, and was willing to work to make them that way. I could always count on her for any specific directions and materials we needed for each job. And as a bonus, she never lost her sense of humor. Fran was a natural planner/organizer who approached her “volunteer” job in a “professional” way.” – Donna Thomason, volunteer.

From all of us – especially the Development Committee and staff –

THANK YOU to Fran for her hard work, her dedication, and more than a decade of service as Samaritan’s Volunteer Volunteer Coordinator!

And as we say goodbye to Fran, we welcome Ann Musser who has stepped in as our new Volunteer Volunteer Coordinator. She has volunteered



for several years for Samaritan and has worked with Fran on many occasions. Ann is, in Fran’s words, “an A-Team volunteer”! Ann became a Silent Samaritan in 2015, she attended an informational lunch about Samaritan in 2017 and began volunteering on a regular basis. She joined the Silent Samaritan luncheon planning committee in 2018 and agreed to take on the role of Volunteer Volunteer Coordinator in 2021.

We look forward to welcoming back our volunteers as it becomes safe to do so. We will start slowly and build back up. We are very thankful to work with Ann as she leads the effort into the future. Welcome Ann!



Training & Leadership Development



Human Resource Consulting & Executive Search



Coaching for Leadership, Career & Performance

ONE LIFE RATE

Age	Rate
65	4.2%
70	4.7%
80	6.5%

TWO LIFE RATE

Age	Rate
65, 68	3.9%
72, 75	4.5%
85, 87	6.8%

Legacy Giving: Other Ways to Give

Gifts by Bequest

A gift to Samaritan can be included in your Will. This type of gift can be a specific dollar amount, a percentage of your estate, or Samaritan Counseling Center can be named as a remainder of your estate after all specific bequests are fulfilled.

Life Insurance

While there are many different types of life insurance, the principle of making a charitable gift remains the same. If you name Samaritan Counseling Center as a beneficiary of a life insurance policy, a relatively small present gift will ultimately provide a much larger gift in the future.

Charitable IRA Distribution Gifts

Required minimum distributions from your IRA are required again in 2021. If you were born before June 30, 1949, you must take a required minimum distribution at age 70-1/2 years old. If you were born after June 30, 1949, you can wait until age 72 years old. If you direct your IRA manager to send your distribution directly to a 501(c)(3) charitable organization, you can make your gift to charity and avoid income tax on the distribution.

As always, we strongly encourage you to consult your own financial advisor to determine which gift vehicle is right for you. If you have questions, please contact Anita Hanna, Director of Development at ahanna@scclanc.org or 717-560-9969, extension 244.

Generously Give, Faithfully Receive The Benefits of Establishing a Charitable Gift Annuity

By Nikki Shingle, Everence Regional Director



As a supporter of the Samaritan Counseling Center, you have first-hand knowledge of the positive impact your support makes in our community. You make it possible for individuals, families and children to receive the mental health services they need. You help people receive career coaching when they are financially strapped. You support our local clergy and congregations. And you make it possible for the TeenHope program to screen thousands of local middle and high school students for anxiety, depression and suicide risk.

But although you *want* to give more, you may also be concerned about preserving your income for whatever challenges might lie ahead. After all, an important part of your stewardship plan is preserving the necessary assets to pay for any care you may need down the road.

If you long to give more generously but want to preserve and protect much-needed income, too, establishing a Charitable Gift Annuity (CGA) might be the right path for you.

Here's how CGA's work:

- You provide a gift of \$10,000 or more to Everence® and name Samaritan Counseling Center or another charity as the beneficiary.
- You receive an immediate tax deduction for a portion of your gift's value.
- Depending on your age and other factors, you receive guaranteed, fixed payments for life. You can elect to receive these on a monthly, quarterly, or annual basis. Even better, a portion of these payments are also tax-free.

Your gift may entail further tax savings if you use appreciated securities to fund your gift.

Establishing a Charitable Gift Annuity is a smart and meaningful way to increase your philanthropic commitment to Samaritan Counseling Center. If you would like to receive a no-obligation, confidential illustration with your personalized rate, payment information, and projected tax deduction, please reach out to Elyse Kauffman, Everence Charitable Consultant, at elyse.kauffman@everence.com or 717-653-6662, or Anita Hanna, Samaritan Counseling Center Director of Development at ahanna@scclanc.org or 717-560-9969, extension 244.

Advisory services and securities may be offered through a third-party registered investment advisor or registered broker-dealer that is not affiliated with Everence Trust Company. Investments and other investment-related and/or securities products are not NCUA or otherwise federally insured, may involve loss of principal and have no credit union guarantee.



Graham Packaging Receives 2021 Ethics in Business Award

Graham Packaging received the 2021 Ethics in Business award at Samaritan Counseling Center's 14th annual awards banquet in July. The event also included a keynote address from Jan Bergen, former CEO and president of Penn Medicine Lancaster General Health.

Lisa Santin, executive vice president of human resources at Graham, accepted the award at the event and expressed her gratitude for the process and the opportunity to be chosen as the award recipient.

"Through this process, we've learned a lot about ourselves. We've learned that there's things we do really well; there's things that we could do better; and there's things that we want to start doing. We learned a great deal, and we're thrilled with the outcome. Absolutely thrilled," said Lisa.

She also shared her appreciation for her team members at the event and those who assisted in the Ethics in Business review, mentioning that they did a lot of work to pull everything together for the review process.

Graham Packaging is an international leader in the design, manufacture and sale of custom, value-added and sustainable food, beverage, household and automotive containers. The company's headquarters are located in West Hempfield Township, and it produces more than 16 billion container units annually.

Vetting the Final Nominees

The 2021 Ethics in Business awards program had five final nominees: Bomberger's, Graham Packaging, HairDirect, Lancaster Works and Longview Structures.

The selection of Graham as the award recipient came after the strenuous review process that has been established by Samaritan Counseling Center and its organizational development department, Samaritan Business Consulting.

The first step of the process includes each nominee providing documents to Samaritan such as financial statements, employee handbooks, organizational charts, and internal communication tools.

The second step is the administration of a comprehensive online survey where employees provide anonymous feedback about the culture of ethics within the company.

For the third step, trained site visitors conduct half-day in-person or virtual visits with employees at the final nominee companies.

After all three steps are completed, site visitors use the documents provided, the employee survey and the site visit to compile comprehensive reports. An anonymous selection committee of leaders within the Lancaster County business community receives these reports, discusses the nominees and decides on the award recipient.

The selection committee noted that each of the candidates this year was exceptional and well-qualified for the award. All five of the 2021 nominees were honored at the July event ceremony at Lancaster Country Club.

At the end of the event, Graham Packaging was announced as the award recipient through a video that showcased their facilities and included employees sharing feedback about the company.

Nominations Open for 2022 Ethics in Business Awards

Nominations for next year's 2022 Ethics in Business awards are now open! Any company, nonprofit or organization based in Lancaster County is eligible to be nominated. The award is based on five criteria: integrity, fairness and justice, life-enhancing, sustainability and transparency.

To nominate a local company you admire, go to sccclanc.org/ethics-in-business-nomination.



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The award is based on five criteria:

- integrity
- fairness and justice
- life-enhancing
- sustainability
- transparency



Our Services

We are currently in the process of exploring new training classes around diversity and inclusion, as well as other areas. But all of our services continue to revolve around the goal to create healthy individuals and healthy organizations.

Outside of our new offerings, our list of services includes:

- Human resource consulting, which includes a comprehensive review of your current program, like an HR audit, as well as solutions to specific needs.
- Retained and executive searches to save your organization time while finding the right person for your organization.
- Career transition and outplacement services, which assist individuals searching for a new job, considering a career change or looking to grow within their current organization through assessments and one-on-one coaching.
- Executive and performance coaching to help improve leadership skills, specific performance issues in the workplace, work-life balance and more.
- Leadership development and training with ready-to-run public seminars like Supervising For Success and skills such as customer service, conflict resolution, team building and communication. We also provide Leadership 360 assessments and individual coaching.
- Retirement coaching, which ensures individuals are prepared for the transition in six key lifestyle areas.
- Life coaching to help identify areas of growth and set practical goals resulting in a greater sense of fulfillment and purpose, and a well-balanced life.

Samaritan Business Consulting Announces Staffing Changes



As the center's organizational development division, we've seen our fair share of change over the last few years, as have many of our clients.

In 2021, embracing change within Samaritan Business Consulting presented itself in the form of Director of Consulting Jim Weischedel's transition from his leadership role to the position of an independent consultant position.

Jim will continue to provide his valuable human resource knowledge and expertise, as well as administering AVA assessments, and Leadership Selection and Development Reports, within this consultant position.

Until a new director of consulting is hired, Marketing & Administrative Coordinator Bethany Georgia is assuming the role of interim coordinator. Any inquiries about services, rates, proposals and programs can be sent to her at bgeorgia@scclanc.org or discussed by phone via SBC's direct line at 717-560-2805.



Meet Teresa Greatti, our new consultant!



Teresa is a highly experienced leader in the field of human and organizational performance. She has enjoyed a 25-plus year career researching and implementing human performance with a focus on being able to understand, predict and monitor the idea of human reliability.

In her work at Progress/Duke Energy and General Electric, Teresa introduced and nurtured human and organizational improvement initiatives and culture, and developed and delivered classroom, virtual, and e-learning training for large remote workforces. She has also partnered with key customers to build training and practical application of error reduction, issue frequency and event severity.

Teresa has a bachelor's degree in organizational and management development and has completed some graduate studies in psychology at the University of the Sciences in Philadelphia.

Interested in speaking with Teresa about human and organizational performance or leadership training? Reach out to her directly at tgreatti@scclanc.org.

Interested in serving as Samaritan's Director of Consulting?

The director of consulting services leads internal team members and independent consultants in the mission to develop individuals and strengthen organizations through training, coaching, human resource consulting, and professional search services. The director also oversees the consulting services of the Clergy & Congregation Care team.

In this role, the director provides strategic vision, oversees programs and operations, and builds and maintains relationships with community leaders, partners, and supporters. Additionally, he or she serves as a revenue-producing consultant and is part of the Samaritan management team.

With the combination of fixed hours for program oversight and development and revenue-producing consultation, up to full-time hours are available. Full-time benefits would include health insurance and access to a retirement savings plan.

Qualified candidates must have at least a bachelor's degree from a four-year college or university and ten years related experience, or the equivalent combination of education and experience. Additionally, the ideal candidate must have strong leadership, communication, collaboration, strategic thinking, vision development and budget management skills.

If you are interested in pursuing this position, please review the full job profile and details on how to apply at scclanc.org/employment.

MARK YOUR CALENDARS FOR Extraordinary Give November 19, 2021



10 YEARS!
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On November 19, donate online at ExtraGive.org and your generous gift will go even further thanks to the Stretch Pool and Prizes from the Community Foundation and our extraordinary sponsors.
Help us go the EXTRA mile together!

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COMMUNITY
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WEALTH ADVISERS

 HIGH
FOUNDATION

You are cordially invited to ...

EXTRAORDINARY THANKS

on Friday, November 19, from 3 to 6 p.m.



An open house at Samaritan with refreshments, opportunities to interact with staff and more to celebrate ExtraOrdinary Give and the support of donors like you.
Learn more at [scclanc.org/event/extraordinary-thanks](https://www.scclanc.org/event/extraordinary-thanks).



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SEA GLASS GALA – MAY 5, 2022

Please join us on Thursday, May 5, 2022 to welcome back the *Sea Glass Gala!* We took a break in 2021, but we'll return with outstanding food, Fire in the Glen Irish band, new raffle items and all the fun you remember.



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