



SE™ Today and Tomorrow: A Special Report on Our Organization

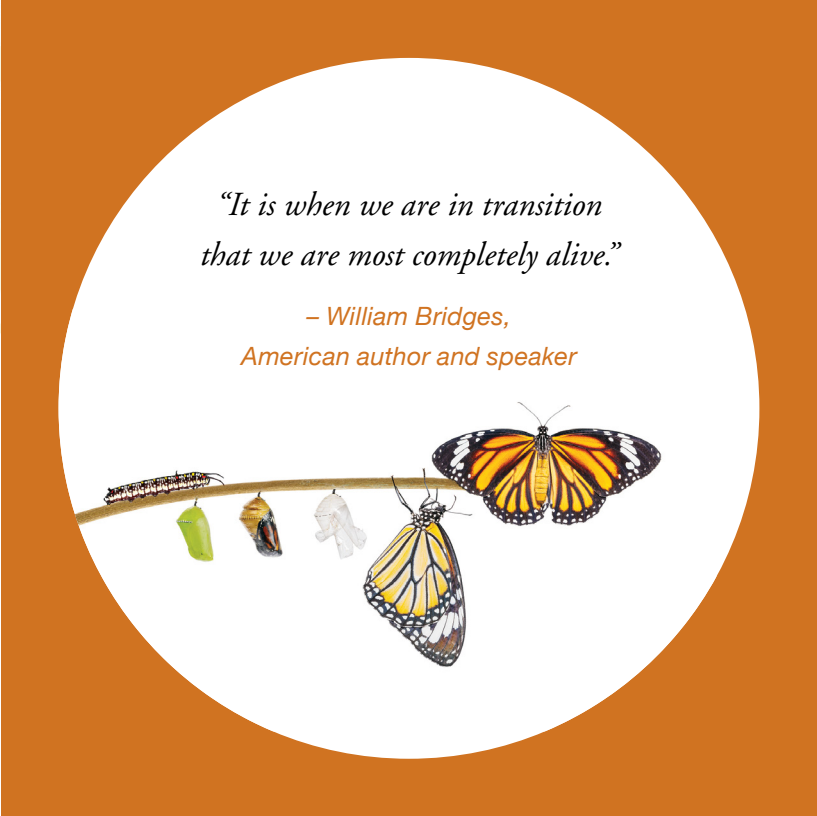
Change is not coming — change is happening now.

3 BIG THINGS WE DID IN 2020

- 1 Moved all our training online in response to COVID-19. At the time of publication, we estimate we will have trained nearly 7,000 students in SE™ in 2020. We trained 6,314 students worldwide in 2019.
- 2 Enhanced our outreach, communications, and governance.
- 3 Established a new Public Health Initiatives program, hired a full-time director for it, created the Crisis Stabilization and Safety program, and took our first steps to develop a formal program to train disaster response professionals and other first responders in SE.

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TRANSITIONS

A MESSAGE FROM REBECCA STAHL, JD, LLM, SEP, BOARD CHAIR



TRANSITION: “a going across or over,” 16th century Latin

As we find ourselves at the closing stretch of 2020, the word transition percolates up more and more. Many of the various definitions of the word “transition” almost always include the words “passing” and “change.” We talk about the transition from adolescence to adulthood and the changes that brings. In music, a transition is passing from one key to another. In writing, it is a bridge that connects two topics or sections to each other. The word transition is used in biology, psychology, physics, chemistry, technology, and gender and sex. Transitions, as verbs, are a process without finality, a process that continues as we grow and change together.


When I joined the Board in 2018, we were unquestionably an organization in transition. Our process of change beginning more than two years ago would have been monumental if we had simply hired a new Interim Executive Director, realigned staff and responsibilities, and strengthened our governance practices. The transition was not complete, nor will it ever be, but the significant changes that happened in the organization brought stability in new ways.

But then came two major events. COVID has upended and unsettled all of us—what is “normal” anymore? For many, this pandemic has unraveled the very foundation of their stability, whether through physical illness or mental illness issues made worse by separation and despair or by making simple, daily occurrences potentially life threatening to ourselves and our loved ones. In the middle of this virus pandemic, the racial pandemic the U.S. and the world had not reckoned with became central to our conversations. As a community dedicated to healing trauma, we find ourselves at the center of these discussions while facing the trauma they are causing in our personal lives as well.

There are many important lessons to be learned and changes to be made because of the intense

global trauma we face right now. We have made many of those necessary changes, and more are to come. We have taken positive steps to become more connected, more transparent, and more inclusive.

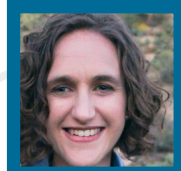
Recently, I saw a cartoon that made me both smile and be slightly awestruck by its simple profundity. A caterpillar and a butterfly are sitting across a table from each other. The caterpillar says to the butterfly: “You’ve changed.” The butterfly responds: “We’re supposed to.” Change through transitions is not always easy. This liminal space can be messy, contradictory, energizing, energy-sapping, beautiful, ugly, peaceful, and rupturing—all at the same time. As an organization whose vision is to transform lives through healing trauma, we are always helping people transition. We can best do that when we examine our own need for change—and then act on it. I encourage you to read about our own transitions, as a community and an organization, in this Special Report. And, as always, please feel free to reach out to us, at listening@traumahealing.org, if you have questions or you simply want to connect.

 Warmly,
Rebecca Stahl, Board Chair 2020-2021



“SMALL STEPS WITH A BIG FOOTPRINT”

A Conversation with Rebecca Stahl, JD, Board Chair, and Michael Changaris, PsyD, Board Immediate Past Chair



Q: You came to the Board at different times and under different circumstances. What were your goals for both being on the Board and chairing it?

MICHAEL: I’ve been involved with the Institute quite a long time. I realized during my time on the Board that my job as Chair was to be a servant of the organization’s vision, values, and purpose and that there was a core group of people who have been doing this work for decades, but often were not supported to help take the Institute to the level it should be. It became clear to me that a collective vision was the only way to move forward. We came together over a new strategic plan, for which we brought in many stakeholders around the organization, and we built structures so that people can put their “voices” into documents, which allowed the documents to really reflect the organization. In the past, I believe the Board was a brain without a connection to the body and the heart of this organization. That is dramatically different now in my opinion. But the Board is still a work in progress. For example, I’m focused on how to infuse this role of past-Chair with some meaning, so that it’s not a blank sheet for those in the future. I *will* say that despite the fact some days as Chair I woke up wondering how we were going to stop this car from going over a cliff, it really has been one of the most profound gifts of my life to be of service to the Institute.

REBECCA: I came on the Board in summer 2018 not really knowing what to expect, but I’m part of another organization made up of mental health professionals and lawyers, so I “speak” that language well. But we lawyers are also

trained very differently than therapists and body workers and we see the world differently. I thought I could help with applying more structure and better decision-making to the existing Board. I suppose you could call that better governance, but I really wasn’t familiar with the word governance as it applies to a non-profit Board. I learned a lot! We are now in a much better place with our governance, our documents, and our decisions, and I accepted the position as Chair for 2020-2021 as both a gift and an honor. I have tried to follow Mike’s lead on servant leadership and believe strongly in his vision.

Q: Why does the theme of “transition” make sense for this report and for SETI going forward?

REBECCA: Well, there’s our pre-COVID transitions and our life-in-the-time-of-COVID transitions, right? A big part of our overall transition has been to pull together a group of people who felt disconnected into one new hub so that every person involved can achieve more. Could this organization have continued on without new leadership and new structures? Yes, it probably could have, but it wouldn’t have done it too well, it wouldn’t have created the space for more connection, and it wouldn’t have grown. We have put a high priority on listening, although we are not totally there yet. But we recognize that just the fact more people are speaking up—even if they feel like they are not 100% “heard”—is a good thing. In the past, I believe some people

It became clear to me that a collective vision was the only way to move forward.

- Michael Changaris



Read About Our Board

felt it was fruitless to even speak up. Then, along came COVID. It forced us to ask the question we should have been asking all along: How can we do things differently and still hold on to what’s really important?

Of course, we made a major transition with COVID’s presence—undertaking the enormous task of taking all the trainings virtual. The staff, faculty, assistants, and coordinators deserve a huge amount of credit for that. As a community, we came together in ways we never have in the past. Yes, we all have Zoom overload, but the silver lining is seeing each other’s faces and talking in person. And now we’re looking at how our world may look post-COVID, which may not be “normal.” Our foundation of having better conversations will help us meet the post-COVID world—however that finally takes shape. I’m also proud of the way our community embraced the goal of becoming better trained and better prepared to confront the issue of social and racial injustice, including in our own organization. We still have much work to do on that issue and we are fully committed to that.

MICHAEL: Part of what makes an organization strong is not necessarily that everything is “right,” but that it has a structure and processes that can pivot quickly to reflect the environment and the needs of the community. In January 2020, I used the word “stable” to describe the transition work our organization and community had done in the last 18 months. But then the cards got thrown everywhere with COVID. What we had that we didn’t have before was resilience and responsiveness, coherent teams and collaborative approaches, policies not just personalities. We trusted each other and we knew we could pivot. I feel like we were on a much firmer footing to face COVID than we would have been in the past.

Q: Talk about some of the major accomplishments of 2020.

REBECCA: In one week, we canceled all the upcoming trainings and suddenly found ourselves in a precarious position, especially financially. But that same week, Sonja Cole and her team set up a standing weekly call to figure out: What next? The message was essentially: If we stick together, we’ll figure this out. We had faculty, coordinators, assistants, staff, and several Board members on these calls, and eventually we transitioned into a fully functioning online training and educational operation. Several lead assistants attended and came back with notes on what worked and what didn’t. It took a lot of courage to step out and say we are going to move all of our training online—and we will learn from it. I couldn’t name them all but there were dozens of people involved in pulling this together and they are all heroes in my book.

The message was essentially: If we stick together, we’ll figure this out.

- Rebecca Stahl

MICHAEL: Behind the scenes, there was much hard work, most of it unrecognized, to keep the Institute afloat. A financial team worked together to look at what loans, financial support, or government assistance we could get, how to stay in legal alignment on those, how to navigate the possible forgiveness of this money, and so on. The situation was fraught with confusion and complexity. Just ask any small business owner who was seeking financial relief. I’m not sure in the past we could have pulled that together—we might have been fracturing, even frozen, rather than working together.

(continued...)

Q. Let's discuss some of the new activities underway and what your longer-term goals are for them.

MICHAEL: Research is a big priority for the immediate future. SE is currently considered evidence-supported, but not evidence-based. Much more research is critical, because without it we won't be able to get our foot in the door in the "power centers" of trauma treatment and infrastructure. As just one example: All of the 9,500 employees of the San Francisco Public Health Department are trained in trauma because the city decided to adopt a trauma-informed approach to public health. One of my dreams would be for the Institute and SE practitioners to have a seat at every table, so to speak, that wants to build trauma-informed systems and processes. As clinicians, we can see the good outcomes, but to validate SE as a treatment we must have research to back it up.

We've had several randomized control trials using SE that are both quite positive, but we need dozens more. One of these studies resulted in the International Society for Traumatic Stress Studies (ISTSS), a major player in the world of trauma treatment, elevating SE from a "promising treatment" to an "emerging evidence-based treatment." We established a Research Committee, which I chair, and also established the Peter Levine Somatic Experiencing Research Awards, which will award two scholarships in early 2021 to support those engaged in SE research. More research will certainly give us a seat at the table in organizations such as the American Psychological Association (APA). I believe we have people in our community that could easily be in leadership positions within APA and I think it would be valuable to APA to have our input on SE for their members. And with more research supporting the benefits of SE, we can help our SE

practitioners find leadership roles in their local public health structure and professional associations they belong to, which will give us a broader base of acceptance.

REBECCA: More public outreach, to various audiences, is already underway and will be a priority. For the general public, we need to focus on "explaining the science." All of us have seen what SE can do for traumatized people, so we need a very consistent outreach to explain SE to people and how it can help them. We've already started outreach to other professionals, including first responders and disaster relief professionals, through the initial work of our public health initiatives team. As a lawyer, I would love to see outreach to explain how our community can fit into the legal world.

It's very important to me and the Board that we maintain the improved transparency and ability for the SE community to have a voice in the organization—that is something we cannot let wither.

- Rebecca Stahl

We're implementing ethics documents and a grievance process and have established a Diversity, Equity, and Inclusion Committee and a Scholarship and Review Committee. It's very important to me and the Board that we maintain the improved transparency and ability for the SE community to have a voice in the organization—that is something we cannot let wither. Today, when we make a decision, it really takes a village because of the new feedback loops for more voices to be heard by more people in a way that can be a constant part of our decision-making. Did I mention fundraising? It is very clear that to reach our true potential of helping more people, we will have to do more fundraising. If we raise more



[Read About Our Board](#)

money, we could provide some level of financial support for our training assistants and offer more scholarships. In fact, the ideas are limitless if we have the financial ability to fund those ideas. It will require "big picture and big dollar" fundraising so that we can say "We're making a big difference in the world." Just think about our current COVID situation—think if we could reach tens of thousands of people *right now*.

Q. What one word comes to mind when you think about the transition of the last 18 months?

MICHAEL: Trust. When I think about that word, it means that small things can have a big footprint—and that it feels very natural to take those small steps because of the level of trust among people. When it came to the realization that we needed to shut down our in-person training, we moved ahead aggressively based on trust—a belief that the staff, faculty, Board, and other stakeholders would move together to do the right thing because we trusted each other.

REBECCA: I'm going to answer this one from a very personal standpoint—it's stability. I had a lot of change in my personal life, moving across the country and starting a new job, and I knew that what would remain stable in my life was the Institute. I like to think that our community feels that way—that regardless of COVID, or organizational changes, or racial trauma that came to the surface, the Institute was there for them as a foundation, because we could *turn to each other*. None of us in our community has the single right answer to the question "What's next?" What we can do is listen, and learn, together. And that will bring us even more stability for 2021 and beyond.

SE

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- Michael Changaris

THE STRATEGIC PLANNING WORK GROUP

"The Strategic Planning Work Group embraced the history and successes of the Institute's 26 years as well as the frustrations voiced in a 2019 member survey. We started with a 48-hour weekend meeting, followed by a community comment period, and several months re-writing the entire Somatic Experiencing® vision, mission, and strategies for the next decades. The scope and ambition of the project, along with detailed strategies and dates for implementation, was breathtaking. It gave me a deep respect for the management team and staff — all working to make SE available to more diverse members of our world community. Now, 18 months later, in a pandemic, a world economy under stress, and social justice conversations front and center, this vision is becoming reality. Anti-racism training, professional ethics, BIPOC scholarship funding, assisting guidelines — we're working towards of all these, and at a time when revenue is down and the entire training system has pivoted to online. This agility and dedication to making SE accessible, responsive to BIPOC, and more known to the general public inspires me."

- Suzie Wolfer, LCSW, SEP

WE ARE STEPPING OUT:

“We can’t think our way out of this. We must act our way out.”

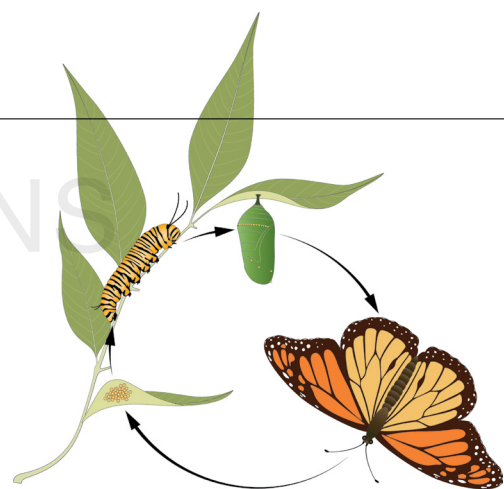
In June 2020, the Board issued a statement on racism and racial injustice in the *SE Today* newsletter. In it, the Board said “The SE Institute, as a worldwide training organization, has not done enough to interrupt the ways in which systems keep Black Indigenous People of Color (BIPOC) out and the ways in which systems do not change because the rules we establish inevitably exclude people without access. We have been trying to make change. We have been trying to listen more. We have been trying to create new opportunities. But in the immortal words of Yoda, ‘Do or do not. There is no try.’ We, at the Institute, must do better.”

We are working hard to continue to do better. We recognize that transformational change around diversity, systemic racism, and oppression that prevents equality of opportunity is not transactional—we must be, and stay, in “good relationship” about this work, which must

be sustained, and even disruptive. We must recognize that if we don’t speak up and don’t take action, we are co-conspirators in systemic racism and a lack of diversity and inclusion. It takes a series of small steps—and those steps eventually shine a light on a better path for long-term change.

Milestones:

- A new BIPOC Scholarship Fund, seeded with \$25,000, was established in July 2020
- In July 2020, the Board expanded to seven members and added more diversity with new Board members Sabia Wade and Sergio Ocampo
- In October 2020, a new Diversity, Equity, and Inclusion Committee, Scholarship Development and Review Committee, and Training Evaluation Workgroup were added.
- The Global Culture Committee was established to create a collaborative organizational culture to support the Board’s strategic plan. The Committee is charged with developing a plan to create a dynamic structure to inspire and manifest collaboration among stakeholders globally.



IN THEIR WORDS:

“We have new flexibility because of our online trainings. That opens the doors wider to diversity in a different way, and not just racial diversity—other people, such as the hearing or visually impaired who may have a hard time sitting through a four-day, eight-hour a day training, can take advantage of this flexibility. The technology makes it easier for us to create space for people who can do only two hours a day, for example. There are so many more possibilities that we aren’t even aware of yet. We’re hoping that our community will come to us and say, ‘What about this idea?’”

– Krysti Giese, Managing Director of Operations

IN THEIR WORDS:

“Years of cultivation and collaboration between the Institute and EASE has in the last 18 months evolved further and matured. I find there is a deepening of relationship between our organizations, with more common ground and collective purpose. EASE represents a wide culture of diversity of 17 European member states. Each has its own unique languages, needs, and structures for delivering Somatic Experiencing to their communities. The invitational approach by the Institute’s Board and staff has been both essential and welcomed. It is my experience that the Institute has a strong commitment and clear directive to include both the interest of, and inspiration from, Europe and the global SE community. This receptive attitude is key to developing a worldwide organization supporting a culture of healing.”

– Kari Elise Slinning, Board Chair, European Association of Somatic Experiencing (EASE)

WE ARE SPEAKING OUT:

“We don’t intend to lose the moment.”

We heard you —on underrepresented voices, misunderstandings, and missed opportunities. During Town Halls and other forums, some of your questions were pointed —and painful. You challenged, asked for explanations, recommended specific actions, aired your disappointments, asked for more accountability. We gave you honest answers—even if the answer is “we’re still working on it.” We’re in conversation inside the Institute, as well. Staff exchanged and shared resources and opportunities for our own education. In October and November, members of our faculty, Board, and staff participated in an anti-racism training program facilitated by Victor Lee Lewis, SEP, and Patti Digh. Together, Board, staff, faculty, coordinators, and assistants have conversations addressing these pressing issues, as often as once a week. Board, staff, and faculty have committed to personal work and additional professional development to strengthen understanding and awareness of DEI, anti-racism, and overall training issues.

We heard you in Town Halls and other forums, and we’re [still listening](#). Because we don’t intend to lose the moment. Our conversations allow for connection to more people in the community and better relationships that are more personal and sustainable.

Milestones:

- More than 600 people participated in our new Town Halls, held in April, June, July, and September.
- Common Town Hall themes and questions: decisions (who and why) on including or excluding BIPOC; better public outreach and advocacy; improving committee participation and processes for faculty advancement; process for grievances; next steps for equity and justice, including within the Institute; ways to better address cultural differences.
- We added a new Diversity and Anti-Oppression Resources section on our website. As of November 30, the section had 9,448 user interactions.
- Our newsletter, *SE Today*, began issuing twice-monthly. It always includes a link, “Do You Have a Story to Share?,” inviting members of our community to get in touch to share stories that would serve to advance SE worldwide and can serve as the foundation for future conversations.
- Our social media presence is strong and growing. We have 95,000 followers on Instagram, 47,000 on Facebook, and 9,750 on LinkedIn. Our YouTube channel has 11,900 followers and, as of the end of November, we’ve had 763,510 views of our media on YouTube.



IN THEIR WORDS:

“This was the first year we had regular meetings with our colleagues who are international organizers. In the past, we didn’t have that, so in terms of building a better community, this has been huge. Because most of them also had to switch to online training, we really were going through the same thing at the same time—it was a uniting force. And the worldwide recognition and embrace of the social and racial justice movement strengthened our sense of community. While we were trying to make strides in the area of better inclusion and diversity, all of a sudden, we had to do far more than just think about it and take small steps. We all felt called to action.”

– Ana Paula Bastian, Director of Legal Affairs and International Relationships

IN THEIR WORDS:

“Because of COVID, 2020 was certainly a challenging year, but there were some ‘gifts’ associated with the challenges. We are now having regular conversations with different parts of the community that weren’t happening before. The conversation started out as a need—how do we figure out how we’re going to move our training from a live, in-person experiential training to an online training? It was a huge collaboration with faculty, coordinators, organizers, assistants. And now that we have figured out how to do that, we’ve continued those conversations as ways to get feedback.”

– Sonja Cole, Managing Director of Professional and Community Development

WE ARE REACHING OUT:

“We have a tremendous opportunity to demonstrate global resilience in the face of the mental health pandemic that is already touching many of us.”—SETI Op-Ed, September 2020

Who needs to know more about the benefits of SE? Everybody.

Our 2020-2022 strategic plan included this key priority: *Position SE as a leading best practice for healing trauma through certification, research and public awareness.* In 2020, we began an outreach program to major media, related professional groups, and the public. In September, we wrote and distributed our first-ever op-ed on SE, positioning it as a significant therapeutic healing modality during the time of COVID-19, for both healthcare professionals and individuals alike. Outreach to other mental health professionals and to the public included the [Crisis Stabilization and Safety Program \(CSS\)](#), including the SCOPE tool and a series of videos done by practitioners that walk through the SCOPE exercises. Our public health initiatives team is working on an SE

Disaster Relief training program, which will offer disaster team deployment models, field training for using the CSS toolkit, and support sessions for frontline workers. We are also developing advocacy connections with federal and state governmental agencies and establishing relationships with public health agencies and first responder organizations. A significant initiative begun in 2020 is a renewed focus on research and outreach to those in the field of mental health research. Research into SE will continue to build a case that establishes it as an evidence-based technique to treat PTSD and other trauma. This research is pivotal in encouraging peer referrals, increasing SE’s visibility as a standard of care for PTSD, and broadening insurance reimbursement options for clients and practitioners.

IN THEIR WORDS:

“SETI has stepped up and out in amazing ways since the pandemic began, following a new openness for organizational change and service. It began a series of conversations to reach SE practitioners throughout the globe as shutdowns forced isolation. These served to bring together the far-flung community to explore not only the trauma of the pandemic for clients, but also for practitioners as well. The Institute also moved to confront the crisis for first responders by establishing a COVID-19 Working Group, which then became a Disaster Response Working Group, an acknowledgment that this is but one crisis we will face that requires SE tools. And then the epic assault on Black Americans received a commensurate response from the Institute as it dedicated new staff to this evolving crisis. The best organizations innovate and evolve. SETI surely stands among them. I am proud to be both a practitioner and a member of the Disaster Response Working Group.”

– Beth Ellen Cole, SEP and Somatic Coach

IN THEIR WORDS:

“I can’t wait to be ‘boots on the ground’ with the CSS program. Providing a framework for direct interventions in crisis/disaster response for impacted populations and responders holds great potential in reducing, even preventing, long-term stress effects. This will be a win for the SE Community.”

– Diana Akeret, SE COVID Response Workgroup member, New Jersey-based FEMA USAR responder, and SE Assistant/SEP.

Milestones:

- As part of the Institute’s increased emphasis on furthering research into SE, a new Research Committee, chaired by Michael Changaris, PsyD, and chair of the Board for 2019-2020, was established. Initial areas of focus include an overall research agenda for the Institute, a mentor program to support community members conducting SE research, and creation of grants and a funding database, among other things.
- In February 2020, the Board announced the new Peter Levine Somatic Experiencing Research Awards, designed to encourage new research from the academic and practitioner communities. The first recipients will be announced in February 2021.
- As a feature of our COVID-19 response efforts, we launched the Crisis Stabilization and Safety program, which includes the SCOPE tool, a practical resource that offers simple, yet deep, practices to interrupt stress activation. SCOPE is available in English and Japanese and will soon be available in Spanish.
- The Toolbox also included videos and peer-to-peer short programs. Since introduction, the CSS videos have been viewed 3,089 times. The Toolbox was presented to nearly 4,000 writers, editors, columnists, and producers as part of our media outreach.
- Outreach in 2020 included new markets, such as the Physicians Assistants for Global Health conference, hosted by Yale University and the American Association of Physician Assistants. SE tools were also presented to Public Health Directors and COVID-19 task forces in 50 states, to a Robert Wood Johnson Foundation conference, and to pastoral and emergency management teams responding to hurricanes in Alabama and Florida.



2020

OUR NUMBERS:*

SE

“Where does the money come from? Where does it go?”

These are common questions about transparency of “financials” for any organization, whether non-profit or for profit. They are fair, and the answers to them are essential for our community to have trust and confidence in us and to get better clarity on our financial condition. We hope the information following gives you both the big picture and some of the small details. We believe you will recognize in our financials both “tomorrow’s money”—the need for re-investment in the Institute for the future — as well as “today’s money”—the funds expended on a routine basis for critical operating expenses. Unlike a traditional 501(c)3 non-profit, our revenue comes from tuition, as opposed to donations, and funds the entire organization. Our expenses include direct costs for training, as well as scholarships, curriculum updates, and intellectual property royalties, and overhead, or indirect costs, including staff, technology, and professional development, among other things.

We fully understand your need to know “where does the money go?” As always, we are grateful for your support. All financials are audited by an independent, outside audit firm and are as of fiscal year-end 2019. Our “transition story” discusses 2020 for a full picture of the activities and accomplishments of the Institute.

– Michael Changaris, Finance Committee Chair, and Erik Ladewig, CPA, Interim CFO

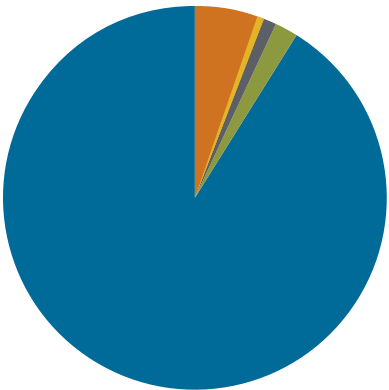
THE “BIG PICTURE”:

Total Revenue and Support: \$5,421,116

Total Expenses: \$5,492,296

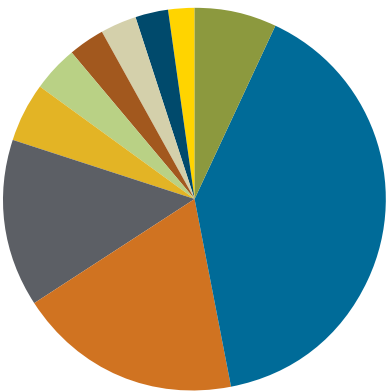
* Numbers are for fiscal year-end 2019. Our 2020 numbers will be available in summer 2021 and will fluctuate due to COVID.

REVENUE AND SUPPORT BY TYPE 2019



- Training, Lectures & Workshops, Net:
\$4,936,738 (91%)
- Membership & Practitioner Registry Fees:
\$309,158 (6%)
- Other:
\$31,821 (1%)
- Contributions:
\$13,230 (<1%)
- Investment Return, Net:
\$130,169 (2%)

EXPENSES 2019



- Personnel Costs: (Staff, Faculty, Coordinators)
\$2,199,411 (40%)
- Professional Fees: (Legal, management consulting, accounting, curriculum development)
\$1,034,804 (19%)
- Facility Rental:
\$764,534 (14%)
- Intellectual Property Royalties:
\$303,564 (5%)
- Travel:
\$205,759 (4%)
- Bank & Credit Card Fees:
\$176,338 (3%)
- Media:
\$148,023 (3%)
- Training & Education Program:
\$197,521 (3%)
- Rent:
\$94,288 (2%)
- Other:
\$368,054 (7%)

FIVE IMPORTANT NUMBERS TO KNOW:

- | | | |
|---|-------------|--|
| 1 | \$2,199,411 | Compensation for 18 staff, 15 faculty, and 48 program coordinators in North America |
| 2 | \$764,534 | Facility rental costs to conduct 155 in-person SE training modules in 2019 |
| 3 | \$55,856 | This ongoing investment in our website resulted in 275,749 user visits, with 63% being from the U.S. and 37% from outside the U.S. |
| 4 | \$109,342 | Amount of scholarships we awarded in 2019. In 2020, we awarded \$158,795 in training program scholarships, a 45% increase. |
| 5 | \$184,454 | Training and education program development, including translation of manuals, other on-site expenses, and CEU expenses |

WHAT'S NEXT?

In 2021, we're focused on undertaking a new fundraising initiative for long-term sustainability of the Institute. We're modernizing and upgrading our SE curriculum, creating new workgroups to support inclusive and collaborative governance, developing several white papers on updating standards, compliance, and ethics, and expanding faculty advancement opportunities in North America and around the world.

We're also changing our name — to **Somatic Experiencing International** — and will have a new logo and brand identity.

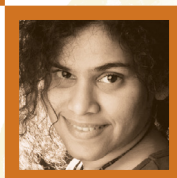
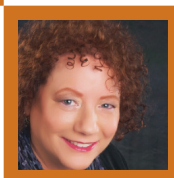
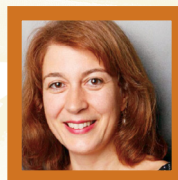
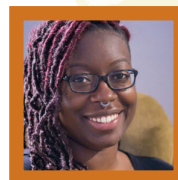
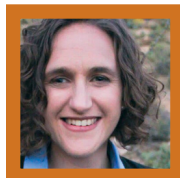
We'll celebrate these milestones and moments — and more — in the years ahead.

As a community of people dedicated to changing lives, we know that we are doing that, one life at a time. *Change isn't coming — it's happening. Change through the steps of transition at the Institute is also happening now. We look forward to all of you being on this continuing journey with us.*

Warmly,

Rebecca, Michael, Michele, Monica, Sangeeta, Sabia, and Sergio

2020-2021 Board of Directors



2020–2022 STRATEGIC PLAN

Approved by Board of Directors January 18, 2020

SE

STRATEGIC PLAN

MISSION:

Support trauma resolution and resilience through culturally responsive professional training, research, education and outreach in diverse global communities.

VISION: *Transforming lives through healing trauma.*

CORE VALUES:

- **SUPPORT:** Foster and nurture hope and empowerment.
- **COMPASSION:** Lead with empathy and understanding.
- **EXCELLENCE:** Deliver quality professional education in a spirit of innovation, creativity and research.
- **COMMUNITY:** Cultivate trust and safety through acceptance, equity, inclusion, and unity.
- **VITALITY:** Inspire new possibilities and restore resilience through increased organizational capacity and self-regulation.

STRATEGIC PRIORITIES 2020-2022:

- 1 **Position SE as Leading Best Practice for Healing Trauma**
Position SE as a leading best practice for healing trauma through certification, research and public awareness.
- 2 **Establish a Collaborative Organizational Culture**
Create a dynamic structure that inspires and manifests collaboration among all stakeholders globally to foster a vibrant, supportive, and inclusive organizational culture.
- 3 **Create an SE Professional Association**
Create a dynamic global, inclusive, and diverse professional association to serve Somatic Experiencing Practitioners, students, and affiliated groups.
- 4 **Establish Comprehensive Governance Systems**
Create and develop key committees comprising board, faculty, organizational leadership and SE community members to develop policies, procedures, and ongoing organizational structure.
- 5 **Activate Fundraising and Donor Management Programs**
Create and develop a plan, advisory board, and case statement to begin active and sustained solicitation of funds from individual, corporate, and foundation donors to support the work of the SE Institute and spread the mission and benefits of Somatic Experiencing worldwide.

SPECIAL THANKS: WE COULDN'T HAVE DONE IT WITHOUT YOU!

That is the truth, and we are deeply grateful for the hard work put in by so many people:

FACULTY: Around the world, you are training people of various backgrounds and experiences in how to use SE to benefit others. Taking training online in 2020 was a monumental task and we are deeply grateful. We appreciate the additional untold hours you provide to help us improve the standards, quality, and professionalism of our work.

ASSISTANTS: Hundreds of you worldwide are our unsung heroes. Your ongoing contributions of thousands of hours of direct support make our trainings special. You are a core force to a caring and connected community.

COORDINATORS AND INTERNATIONAL ORGANIZERS: In 38 countries and counting, you bring a powerful combination of knowledge of SE and community outreach that makes training possible to thousands interested.

STAFF: You have gone above and beyond during two challenging years and shown us your best. We are inspired by your love and care for the SE community.

Finally, a very special thanks to Dr. Peter Levine, our founder, for his long-time work and collaboration with us, helping to bring SE to the world.

With our thanks,

The 2020-2021 Board

READ MORE ABOUT OUR FACULTY, STAFF, AND PETER LEVINE [HERE](#).



IN THEIR WORDS:

"Awareness of issues of racial trauma and the trauma that results from marginalization in its many forms has been one of the issues that the SE community has faced this past year. Many, many members raised their voices to speak out about how the Institute needed to find better ways to support a more diverse student group and find ways to bring the SE training to previously underserved communities. The Board created community conversations to listen to those voices and bring what they heard back to staff and faculty. As a faculty member of Japanese-Canadian ancestry, I felt challenged, in a positive way, to work with the Institute to respond to those voices. I was supported by the Institute to participate in training for faculty, staff, and board around race and privilege issues. I have joined a diverse group of people who are offering their expertise and experience to the new Diversity, Equity, and Inclusion committee, committed to diversifying the organization on all levels. Many of us have been involved in numerous conversations about the need for more diverse faculty so that we can bring a deeper understanding of how trauma impacts different people in different ways, and how to make the classroom safe for folks from all different backgrounds and life experiences. As a member of InterFAC, the committee responsible for international faculty development, we take seriously the need for faculty from the countries where SE is taught who can teach in the languages native to those countries.

I feel like the Institute is working diligently towards diversity, equity, and inclusion. There have been and will continue to be places where the Institute falls down or falls behind. And I hope that the SE community will continue to speak up and make us aware of our failures. I feel hopeful about the systemic changes that we are working toward."

– Dea Parsanishi, SE Practitioner and Faculty Member