

# ARCH Report for FFA 2019-2020

## 1. What problem were you addressing?

Many Friends in New York Yearly Meeting face difficulties in accessing the resources they need to thrive (or even survive) as we grow older. The ARCH program facilitates connections with resources, both spiritual and material. We do this through supporting a network of volunteer ARCH Visitors and staff who offer one-on-one consultations, offering educational workshops and other group experiences, and strengthening the support networks of local meetings.

## 2. What change did you expect to create? What were the desired objectives, outcomes and outputs of the program and progress made toward each during the reporting period?

Our strategic plan of 2017 and grant proposal of 2019 outlined five strategic initiatives.

- Increasing Meeting communities' sensitivity to all aging issues by enhancing their experience of a grounded and loving Friends community
- Expanding our capacity to serve all NYYM Meeting communities that want to utilize the ARCH program for services and/or spiritual accompaniment
- Prioritizing program initiatives based on an in-depth understanding of Meeting communities' needs, and gaps in capacity to meet those needs
- Consolidating fully the operations of the ARCH program into NYYM's framework of operations and budgeting
- Inspiring financial support to achieve our programmatic priorities, with increasingly diverse sources of dependable funding

Our grant proposal of 2020 consolidated our objectives into three areas.

*We seek to make change.*

- By **offering nurture and support to older Friends**, we help to strengthen and invigorate our meeting communities, helping them to be the vibrant multi-generational meetings that can grow and attract newcomers.
- By **illuminating ageist patterns of thought and action** in ourselves and the world around us, we can help to dismantle the intersectional ways that we are injured by discrimination.
- By looking around the corner of our own assumptions about what is possible, we can study new ways to collaborate, streamline, and open up our program, exploring how to **serve more Friends and share in the costs**.

## 3. How did you measure success--both quantitative and qualitative? A chart of objectives, actions, and results is helpful. Include numbers and demographics of people touched by the work. Explain your organization's efforts toward diversity, equity and inclusion.

As the FFA board well knows, measurement of our program is a growing edge for us. As indicated in the terms of our 2020 grant award notification, we have been and are still anticipating working with a consultant to help us design tools to evaluate our program going forward. This effort was delayed in 2020 as we responded to the urgent need to pivot and reimagine our work as the Covid-19 pandemic has unfolded.

The ARCH program now employs seven Local Coordinators who are supervised by the Director. They serve New Jersey, Purchase Quarter, New York City, Farmington-Scipio Region, Northeastern Regional Meeting, Long Island and Prisons. Three of the seven Coordinators were hired in January 2020.

Four ARCH Visitor Trainings were offered remotely in 2019 and the first half of 2020, training 19 and bringing the total number of Friends to participate in the training to date to 174.

ARCH Visitors were offered eight opportunities to gather in groups by region or as a larger group in support of their shared ministry. Before the pandemic these were usually in person gatherings, and since March these have all been via video conference (and are both more frequent and well attended) In addition, the volunteer ARCH Visitor network is supported by many individual referrals, connections, support calls, and shared visits.

Fifteen workshops, presentations, and gatherings reaching 312 people were offered by ARCH staff and Visitors in 2019 and the first half of 2020. Most of these were offered online via video conference during the Covid-19 pandemic, and were responsive to developing needs and concerns such as pastoral care, care teams, advance directives, and grief and loss. A Meeting for Grieving was co-facilitated by ARCH staff and other NYYM Friends at Summer Sessions 2020 that included over 60 people. A template for this meeting was developed and is available to share with Friends widely.

In 2019 we implemented a Visit record reporting tool, and have been working to support Visitors to adopt this reporting method. Since February 2019 90 visits have been recorded. We expect that since this is a new tool that not all Visitors have actively adopted, that these records underreport, and that this is some fraction of the number of actual visits happening, perhaps as few as 25% or less of the total.

Our growing capacity to serve incarcerated Friends is one way we have made efforts toward equity and inclusion. We are actively planning additional training related to cultural literacy as it relates to our areas of focus.

**4. Please note any collaborations that supported your work and/or ways that you leveraged resources. How did this project engage and empower staff from all levels of your organization?**

Significant collaborations this year included a successful and well utilized intergenerational mentorship program offered with the NYYM's Young Adult Field Secretary and Spiritual Nurture Working Group. This program matched "seekers" who are often younger/newer Friends with "mentors" who are often older/more experienced Friends for mutual benefit. Our Local Coordinator for New York City, Mahayana Landowne was our liaison with this project.

In hiring new Local Coordinator for our prison meetings Judy Meikle, collaboration with incarcerated and formerly incarcerated Friends and the NYYM Prisons Committee has increased. Judy has been working with formerly incarcerated Friends to develop a resource for Friends and meetings about transitioning from inside prison worship groups to outside monthly meetings after release.

**5. Please share any unanticipated outcomes or barriers encountered. Indicate any changes in the program's goals, strategies, personnel or timelines and the reasons behind the changes.**

The current pandemic, the state of our economy, and the rising cry for racial justice that has happened in 2020 have required our program to pivot in our approaches, and have also created opportunities for change making. Trainings and workshops planned for the early Spring of 2020 were canceled and postponed. In April, I (Callie) became sick with Covid-19 and had to take off about 2.5 weeks to recover, putting even more things on hold, and also in perspective. One of our Local Coordinators became stranded in Florida for months at the height of the surge in New York. Another had to transform her life to suddenly homeschool her two children. All of us are living and working with trauma and grief in ourselves, and in everyone we work with.

As an ARCH staff team we have taken this opportunity to brainstorm and experiment with new ways of doing our work. Of course, all of the ways we gather now are remote. Very few in person aspects of our work are still safe. At the same time we are recognizing that going 100% online creates other challenges of access, for Friends who are less comfortable with technology, for Friends who are over-saturated with it, and also for Friends with limited access to it due to financial or social differences. In response, we are looking at new ways to create written resources that can be distributed in multiple ways, to recognize new topics of interest and concern related to growing older, to work with those with limited access to technology to develop methods of connection that work for them, and to support meeting communities as a whole so that they can in turn support the older Friends among them.

**6. How do you plan to share and replicate your results?**

In 2019 several preliminary conversations with New England Yearly Meeting leadership on sharing the ARCH program with NEYM were encouraging. The urgent and timely need to respond to the Covid-19 pandemic have sidelined this conversation for now, and we look forward to continuing it when time and resources to do so are less consumed by responding to needs related to the current crisis.

**7. Include a project financial statement (budget and actual) for the reporting period. Please explain significant variances from the original budget and reasons for the variances (with corrective measures if overages), as well as plans for future sustainability.**

Actuals noted below are for 2019 with the budget numbers for both 2020 and 2019 included. Our income was greater than anticipated due to an additional grant from the NYYM's Moser Fund to revise our Quaker Values and End of Life Decision Making Workbook and develop a

new housing workbook (both of which we hope to be able to tackle in the fall of 2020), and additional individual gifts from NYYM Friends. Our expenses were lower than anticipated due primarily to decreased hours for Barbara Spring as she journeyed with cancer and died in June of 2019.

<b>*Actuals are unaudited</b>	<b>2020 Budget</b>	<b>2019 Actual</b>	<b>2019 Budget</b>
<b>Funding Source</b>			
Grants (FFA)	64,000	69,000	64,000
Contributions Aging Concerns	10,000	22,685	2,500
Products and Services Contributions	9,000	1,534	7,500
Total	83,000	93,219	74,000
<b>Expense</b>			
Staff Salary and Wages	85,324	72,045	83,749
Payroll Taxes	6,826	5,079	6,700
Health Benefit	19,594	17,574	20,512
Pension	3,178	3,116	3,115
Travel and Administration	7,160	4,235	9,570
Visitor Training and Enrichment	200	46	3,550
Total	122,282	102,096	127,197
<b>Funds</b>			
Aging Concerns Invested Trust	5,000	4,602	5,000
Aging Concerns Designated Use Fund			
Balance From NYYM Operations	34,282	4,275	48,197

**8. Feedback on your interaction with FFA would be helpful. How have we helped? Made it harder? What else can we do to facilitate your work?**

We are grateful for the feedback and questions we receive through the grant application process each year, and this helps us keep our work focused, responsive, reflective, and effective.

**9. Additional comments:**

Thank you!