

Executive Director report 6.21

Administrative:

- Changed process for handling grantee bank info so better protected.
- Exploring internship with Earlham College EPIC program.
- Applied for and received PA tax exempt form, added to handbook online (1j)
- Updated Candid (Guidestar) profile.

Announcements:

Register for FSA Racial Literacy program June 23: <https://www.fsainfo.org/events/day-5-fsa-2021-virtual-annual-meeting-introduction-racial-literacy>

Register for QVS annual supporters briefing:

<https://mail.google.com/mail/u/0/?shva=1#inbox/FMfcgzGkXSTfLWtNIXkSHldjIPQQczTI>

An AFSC mailing asks for donations to support their effort to get relief to Palestinian older adults in Gaza. Should I explore?

Please watch: Report from Friendsview Retirement Community on English Language Learner program for Leading Age Oregon & Washington: <https://vimeo.com/536071997/080e6522c6>

NYYM: Jim and I met with Callie and Jan and heard about their ideas for taking ARCH forward with a new model that enables inclusion of non-ARCH meeting members and the wider community. We also discussed sharing resources in the wider world of Friends.

Articles for further reading:

Philanthropy Network is doing a 1 hour webinar on June 11 on diversifying boards. Let me know if you want to attend <https://mailchi.mp/philanthropynetwork/revisiting-sparx-2020-new-events-resources-to-sustain-the-movement-may-2021?e=cd5d4b0936>

Courageous Philanthropy https://www.peakgrantmaking.org/insights/courageous-practice-change/?utm_source=PEAK+Grantmaking&utm_campaign=dc6c4eaa36-EMAIL_CAMPAIGN_Monthly_March_2021&utm_medium=email&utm_term=0_c620ac67b2-dc6c4eaa36-353566445

Community Health Workers in Senior Housing <https://www.ltsscenter.org/bringing-community-health-workers-to-senior-housing/>

Board giving policies <https://nonprofitaf.com/2020/11/why-we-need-to-drop-the-idea-of-100-board-giving/>

Forward thinking philanthropy: <https://philanthropynetwork.org/news/creating-future-how-philanthropy-can-solve-tomorrow-s-challenges-today>

CNJG program on Trust Based Philanthropy June 8, July 20, Sept 14.

<https://www.cnjg.org/events/summer-learning-series-part-1-purpose-culture-and-values-trust-based-philanthropy>

Resource Sharing: I believe I can support our grantees by sharing information that comes across my desk as well as sharing knowledge.

- Sent info on new Federal Govt Alzheimers.gov site to our dementia program grantees
- Sent info on Community Health Workers in Senior Housing to Trinitas
- Sent info on GIA program on Faith-based support programs to National Church Residences and ARCH
- Sent info on a Philadelphia Foundation grant to Ujima.
- Sent out an introduction to Friends Home Retirement Community, Friends Home & Village, The Hickman and Friends Home Kennett, encouraging them to connect around shared concerns in small, less well-resourced communities. They had their first meeting and formed the Historic Friends Boarding Home collaborative, to meet monthly.
- I have been thinking about how many Quaker organizations have been creating online content for aging adults, without awareness of what each other are doing. Rather than duplicating, is there a way to create a central library or resource sharing? Some is practical, some spiritual. Many Friends do not have Yearly Meeting resources to provide support to aging members. I sent out an inquiry about sharing aging resources to Concord Quarter, ARCH, PYM, Pendle Hill, FGC, Friends Lifecare, Kendal at Home, FHRC to see if there was interest in networking.
- Sent NYT article (from Beth Y) to Trinitas to consider home modifications as a part of Readmission Reduction.
- Exploring an internship possibility with Earlham's EPIC program- all students have opportunities for year-long or summer internships.
- Sent information on next50initiative.org funding opportunity to some of our grantees.

Attended - I think it is my responsibility to attend meetings and read to understand current focus and directions in the aging field and philanthropy. I will summarize key points from recent programs.

- ASA annual meeting. The pandemic brought out of the shadows the extent of ageism in the US and the high level of inequity in many intersecting areas. There is cautious anticipation of potential positive impact of the American Rescue Plan on home and community based services, caregivers, health equity, addressing the digital divide, isolation and loneliness, food insecurity and ageism. There was talk of a shift in focus from individual to societal responsibility. Vaccine and internet access were top-line issues, and all sessions addressed the pandemic and social justice.
- CNJG Narrative & Culture Change- need trust, listen to the people.
- GIA-Engaging Communities in Faith Based Models of Care- role of clergy in advanced illness care and care of caregivers, part of community collaborations.
- CNJG How to Build a Learning Culture II- Example of how Community Fund of S. Jersey created detailed logic model with partners; seemed very complex and time consuming, overbuilt for our needs.
- FSA CEOs. Out of 22 organizations, 6 mentioned funding from FFA! (Kendal at Home, Friends House, Friendsview, Barclay, Friends home Kennett, FSA. Several noted that they are at or near capacity, renovating and building, with hope to "return to normal." Only FHRC mentioned a new model of care, though Kendal at Hanover is delicensing skilled nursing and providing that care

under assisted living and Barclay may expand memory care within personal care. Only 3 mentioned doing DEI work (Barclay, Kendal @ Hanover and Foulkeways). Foulkeways has established a Bridge Council and conducted several listening sessions with staff which will be ongoing. Many noted the adoption of technology and not returning to self-serve dining.

- I also attended the first FSA speaker program, which was on neuroscience, mindfulness and racism. Due Quach gave her theory on moving from reactive responses to mindful ones when we are activated. I do not know how many attended, but am not sorry we didn't pay for it.
- Philanthropy Network reflections on justice and Building a Transformative Future—based on presentation by Vu Li at Sparx conference. 3 parts: vision, approach, network. What is the problem and what is your approach to solving it? What processes do you use? Which voices do you listen to? How did you get to current practice—is it transformational? What could you do differently? Next steps.
- PEAK annual conference- programs on redefining impact, engaging + investing in community, vision for philanthropy, best practices for working remotely, intention meets action, building trust with communities, beyond diversity, community connections, accountability, assessing effectiveness thru DEI lens, driving DEI. Affinity groups: Delaware Valley, Small Funders. All of the programs centered equity and inclusion as well as trust-based philanthropy. What would the US look like without racism? What is being asked of us at this moment? How can we be change-makers? 4 V strategy: vision, voice, victory and values. Board should focus on how proposals fit their strategic goals, not lengthy write-ups. Make it easier for grantees by simplifying applications, making reports oral, doing the work of getting to know the communities and organizations, listen to what they need, be flexible for new small organizations, mentor, build collaborations among funders and grantees, build trust over years, amplify power of communities, find and fill gaps. It won't go "back to normal." Move from extractive to regenerative practices. DEI is a practice, not a task. Be a change agent; stop talking start doing. Many ways to support grantees, not just grants: advocacy, fundraising, connections. Need flexible capital. Look at investments and payouts. One program focused on reporting grants to Candid (Guidestar) so that accurate data could be analyzed. Report outline: What do you want us to know about your work over this last period, what strategic questions are you grappling with, how can we help? Summary: https://www.peakgrantmaking.org/insights/three-transformative-takeaways-from-peak-grantmakings-spring-workshop-series/?utm_source=PEAK+Grantmaking&utm_campaign=de5b84e66b-PEAK+Weekly+6.4.21&utm_medium=email&utm_term=0_c620ac67b2-de5b84e66b-353566445&mc_cid=de5b84e66b&mc_eid=8cdb340d6a
- FSA annual meeting. Priorities for this year are: increasing revenue, values & value, leadership sustainability. Reports on past year: production of videos, new website and interaction platform, risk management, learning labs and diversity workshops. Virtual platform allowed for more frequent programs and higher attendance. Robin Somers added to the FSA board. FSA Impact (annual) Report <https://www.fsameeting.org/impact>
- Serious Illness & End of Life Funders (GIA) on Racial Disparities. Created a very useful database of resources for members. Focus on trust, barriers, empower community leaders, use equitable approach, listen to community, just start, be flexible, be a mentor.
- CNJG conference: Human work: that which humans must do, needs different education. *Charity* is using power and funds to respond to emergencies, *philanthropy* is proactive, changing

the conditions and root causes under the crises. Leadership role, can be more strategic toward long-term change. Must change practices and policies to serve grantees, based in values, not have them serve grantmakers with privilege and power. Trust, simplify, get to know, general operating funds... Relational and transformative not transactional. Need time and space for personal and organizational learning, strategic thinking. Our work is that of reparations-repairing, redistributing resources to where needed. Discussions on work in pandemic, guaranteed income, virtual vs in-person work.

- Philanthropy Network ED peer group. Discussed challenges of responding to racial inequities.
- Philanthropy Network- Setting the Table- move to new structures that don't perpetuate inequity.
- Friends Fiduciary update- presentation by Martin Grosskopf, AGF manager on their strategy.
- NJAAW conference – welcome to Cathy Rowe, new ED. Focus on what are we ourselves doing to prepare for aging. NJ committed to being an Age Friendly state. 23.4% of NJ residents are 60+. Virtual senior centers.

SUMMARY: The first thing to note is that *all* of the organizations we belong to are talking about the effects of the pandemic and racial justice. The focus on racial equity has illustrated how inequitable things are and shown pathways for philanthropy to take a leadership role to influence change: general support for Black (and other minority)-led and emerging organizations, building trust, advocacy, simplifying requirements for grantees, listening to communities tell us what they need, flexibility. Moving from transactional to relational interactions. Change requires time for strategic thinking not just tasks. Grantmaking is reparations work.

As I have thought about how to use our extended retreat time together, I return to these queries:

- How can board members be more involved in identifying granting opportunities? In knowing about the work we support?
- What problem is FFA trying to address? What approach will FFA take to address that problem? Who do we need to listen to? How will we know that we have been transformational/had impact?
- What strategic priorities and issues does FFA want to address this year?

The pandemic is encouraging the aging field to look for new models of living and care that provide opportunities for social interaction in smaller clusters. It also illustrated that people are able to use electronic communication when options are reduced, which will likely affect how we attend conferences and workshops going forward as well as how services are provided. The pandemic also illustrated that grantmaking needs to be flexible and quick-response.

I came away from the ASA conference thinking about how central the digital divide is to all of the social determinants of health: social interaction, access to telehealth (and vaccines), education and information, exercise and creative expression. The Recovery Act may provide broadband access nationwide, but it will take time and doesn't address hardware and training. Is this a focus area of interest?

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5.28.21