

ARCH 2022 Grant Proposal

Executive Summary

New York Yearly Meeting (NYYM) seeks continuing support from the Friends Foundation for the Aging in 2022 for our Aging Resources Consultation and Help (ARCH) Program. We help build vital Quaker communities where Friends care for one another as we grow older and live with disabilities. We offer empowering workshops, and ongoing support to Quaker individuals and communities that help to deepen trusting relationships, bridge intergenerational divides, and equip Friends with resources and support to accompany each other as we grow older. In 2022, we request \$64,000 in support of our total program budget of \$130,729.

History

NYYM has served the 70+ Quaker meetings in New York State, Northern New Jersey and Western Connecticut for over 325 years. Since its genesis in 2007 the ARCH program has grown into a diverse ARCH network of over 130 Quaker volunteers, seven ARCH staff Coordinators, an ARCH Director, and continues to partner with NYYM's Committee on Aging Concerns (CAC). In 2018 a remote approach to our Visitor training program was launched, which was modified in 2021 to address issues of accessibility and sustainability.

Project Details

The Problem and ARCH's Part of the Solution

Many Friends do not have adequate access to the support we all need to thrive (or even survive) as older and differently abled people. Racial, economic, and social inequity in health care in this country, along with the culture's toxic aversion to growing older and to disability combine to contribute to this situation of inadequate access. This is the problem we seek to address.

NYYM is an organization of faith, and our primary focus is on our faith's commitments to recognize that of God in all people, including ourselves. As an integral part of NYYM we, the CAC and the ARCH staff, discern how the ARCH program is being called to be part of the solution, in light of that commitment. In the process of discernment, we start within ourselves to dismantle the internalized and systemic biases that allow us to normalize the current system of care as adequate. As we plan our program for 2022, we re-commit to the values that ground our faith and our work, and that we believe are in alignment with FFA's values.

We seek to make change through our faith based values of

- **Advocacy** (this takes two forms)
 - Advocating with those we are in community with, to help navigate and connect with options available in the current health care and social services systems, and regarding options in dying and after death. For

- example, assisting Friends with completing advance directives or consulting about housing options.
- Advocating with the larger world for expanded access to what is needed to thrive as we grow older, as we find we need support, and eventually meet life's end. This might include interfacing with the NYS Department of Corrections to bring ARCH programming into prison, or identifying and working to dismantle systemic bias in communities we live in.
 - **Love** - Deepening supportive intergenerational relationships that are sustaining and enriching through mentorship, shared learning, mutual accompaniment, and developing the capacity to listen
 - **Vulnerability** - Growing in our capacity to trust each other and to be worthy of trust across difference by sharing our stories while staying actively curious and open to the multiple truths we carry about the end of life, offering/receiving help, and growing older across cultural and racial differences - key to our work of dismantling the internalized biases that allow normalization of current care paradigms as adequate
 - **Joy** - Transforming what too often is experienced as diminishment, burdensome, shameful, less than, or undesirable about growing old into an embrace of the gifts and opportunities of being an older person through capacity building and lifting up non-Eurocentric cultural norms about growing older

Actions

Empowering Workshops

In the past we offered educational opportunities referred to as training, to confer a qualification of "ARCH Visitor" on participants. As we considered barriers to participation among Friends, we consistently encountered a sense of overcommitment, and a perception that participation in the training would be "taking on another Quaker commitment". At the same time the data collection indicated that the vast majority of participants were themselves older. Based on these two findings the training program has been re-structured as a foundational 4-week workshop in mutual accompaniment (ARCH Foundations Workshop), open to any NYYM Friend, and focused on the process of aging we all encounter. Workshop participants are welcomed into the ARCH network, a community of pastoral care practice with older Friends, where Friends can access support for their own journey of aging, and/or as they accompany others in their journeys.

The ARCH Foundations Workshop focuses on the philosophical and religious underpinnings of the ARCH program: building community, deep listening, mutual accompaniment, mortality, ageism, discernment, vulnerability, trust, identifying our spiritual gifts, and appropriate boundaries. By shortening this program, and inviting participants into a community of practice, this offering is more accessible to Friends with other commitments.

This reorganization has allowed for the development of follow-along workshops on topics including advanced directives, trauma & resilience, pastoral care & dementia, and aging in prison, in different formats, and allowing for a variety of facilitators now that the new framework

has been set up. These topical ARCH Workshops are available to anyone regardless of whether they have completed the ARCH Foundations Workshop, broadening the program's reach, and allowing Friends to choose what to focus on according to their own needs and interests.

We plan to continue to revise and reimagine the workshops in additional ways in 2021-22:

- **As correspondence courses** that could be utilized by those who don't have access to a computer and also could be adapted for incarcerated Friends
- **Exploring asynchronous learning technologies** (such as Friends General Conference's Spiritual Deepening E-Retreats Platform) for Friends who do have internet access but for whom synchronous timing is not available (e.g. due to timezone, work schedule, or other commitments)
- By **re-examining the entire curriculum for racist and ageist patterns of language, assumptions about older people, and cultural norms that center on Whiteness and privilege**. This effort is one of continual seeking and transformation. Examples of such assumptions and norms include assuming that older people are less adept with technology, or that all Friends have equal access to the internet, email, or the capacity to volunteer their time.

The pandemic has curtailed the personal contact, congregating, and travel that has made in-person workshops possible in the past. Since March of 2020 ARCH workshop offerings have transitioned completely to online and remote formats. In 2021 ARCH staff are working to **expand the ways to deliver this workshop content** both on and offline. In 2022 we will continue to develop new stand-alone written materials and plan to increase the number of remote interactive experiences that inspire and inform through personal engagement. We look forward to resuming in-person workshops when it is safe and appropriate to do so, but we also plan to continue offering remote workshops. All our programming is offered without charge to participants, who are encouraged to contribute to the ARCH program as led.

Ongoing Support to Friends and Quaker Communities

The ARCH network flourishes when Friends can easily connect to support and resources. ARCH Coordinators are the conduit for connection to the support our program offers. They organize geographically proximate members of the ARCH network to connect to each other and the needs in their area. They continue to connect Friends with particular areas of interest or concern such as aging while incarcerated or cognitive differences. Coordinators also make direct referrals between older Friends, the ARCH network and NYYM's Quaker communities. ARCH staff consult each other in their respective areas of expertise (pastoral care, family dynamics, psycho-social development, grief & loss, etc.). This expands their capacity to make effective referrals and interventions, as they draw on the particular gifts of their colleagues.

Our commitment to fostering loving intergenerational relationships extends beyond how we care for our oldest - into how we care for each other at every age. Advance directives and care teams are needed as much by new parents as by older people.

Easier access helps people to thrive, and thriving people make stronger more resilient communities, and **stronger more resilient communities are better able to offer one another care as we grow older**. For this reason we will continue to explore how to expand our reach while maintaining our vision of communities that effectively support older Friends. To this end, we are already planning a new series for “second-thirds” ages 35-59ish with Powell House for the fall of 2021 that will touch on caring for aging parents as well as life transitions, and intergenerational learning.

We have an ongoing commitment to supporting and being supported by incarcerated Friends. This has required us to examine how to be in relationship across the boundaries of prison walls, and has required us to listen to the lived experience of current and former members of NYYM’s prison worship groups so as to understand how to embody the ARCH ministry of mutual accompaniment between Friends inside and outside of prison.

Partnerships

We have continued to explore new ways of **servicing more Friends and sharing the costs**. With our proven track record providing ARCH workshops online, we are less bound by geography. We recognize how many of the concerns and blessings we experience with growing older are shared among Friends everywhere.

Our model of supporting volunteers with proximate ARCH Coordinators could be expanded to include ARCH Coordinators employed by other yearly meetings that those organizations could hire, but who could collaborate with NYYM’s ARCH staff for programmatic support. This could offer other yearly meetings a way to meaningfully support members of an ARCH network in their area without the expense of a full, or even half time employee.

Though the pandemic put a pause on this exploration, conversations with Friends in New England Yearly Meeting (NEYM) on this possibility are ongoing. The need to hear from Friends directly about where they find themselves, the nature of their concerns related to growing older, and what they feel would benefit their community are key inputs from which to develop potential future partnerships that could have the greatest impact.

Outputs/Outcomes/Measurements

We anticipate completing at least **two ARCH Foundations Workshops and 10 topical workshops in 2022, which would serve a minimum of 50 Friends**. As of July 2021 thirteen Friends have participated in the new ARCH Foundations Workshop this year; an additional eight topical workshops are either planned or were already offered. As part of our effort to cultivate the gifts of leaders among us, most of the topical workshops have been/will be led by either ARCH Coordinators or other facilitators from the ARCH Network, and the Foundations Workshop have been/will be team facilitated by the Director and two ARCH Coordinators.

Our goal is **to maintain our current number of Friends active in the ARCH network**, approximately 130 in NYYM.

One strategy to maintain engagement includes revising and **adapting the ARCH workshops to new modalities** such as a correspondence course. In 2021 we have already experimented with offering an asynchronous workshop on housing as part of NYYM’s Summer

Sessions. Further experimentation with modalities will likely be a multi-year undertaking, with a goal of offering at least one new modality by the end of 2022.

In support of an ongoing exploration of a multi-generational whole meeting approach to embracing a range of different abilities and the needs of older people, **we'll develop one workshop and one written resource in collaboration with children, young adults, parents, and/or middle aged people specifically** that draws on the experience or expertise of older people. Planning is already underway for a workshop on The Future of Quakerism and Quaker Leadership as part of this exploration.

We continue to explore cross-yearly meeting collaboration in support of aging concerns. Questions surrounding insurance and legal issues and how this would fit into the overall faith and practice of NYYM, need to be answered.

Progress on adapting the current program to new modalities, developing programs using a multi-generational whole meeting approach, and learnings about cross-yearly meeting collaborations would be included in a written report at the end of 2022.

Sustainability Strategy

A primary strategy for the ARCH program has always been to remain financially nimble. The budget detailed here leverages available funds from multiple sources to achieve our goals. At the same time we acknowledge that our program relies on funding from FFA. Over the years we have explored different ways that we could attract additional funding, and have found ways to supplement our budget, however replacing the funding we receive from FFA is not realistic. If grant funding were no longer available, our program would be drastically reduced.

The long term sustainability of the program also depends on mindful cultivation of future leadership and succession planning. By continuing to develop a group of part time ARCH staff Coordinators, we are developing ARCH workshop facilitators who can continue to promulgate the program's methods and processes.

Replicability

We continue to develop strategic partnerships and collaboration partners to help us sustain our thriving program. Building on our experience with sharing our weekend in-person ARCH training retreats both with NEYM in 2014 and with Concord Quarter of Philadelphia Yearly Meeting in 2018, we continue to explore the potential to partner with other Friends meetings and organizations in a more ongoing way. Recent collaborations with Quaker Organizations like Powell House on the Second Thirds Series and with Friends General Conference's Spiritual Deepening E-Retreat on Building a Meaningful and Connected Life have created opportunities to increase the diversity of viewpoints from which we encounter growing older. Rather than simply sharing our experience so that others could replicate our program, we can invite others into collaborative partnerships, developing cost-sharing mutually beneficial relationships across organizations.

Budget 2022

Actuals are unaudited	2022 Budget	2021 Budget	2020 Actual	2019 Actual*	2018 Actual*
Funding Source					
Grants (FFA, Moser)	64,000	64,000	64,000	69,000	69,000
Contributions Aging Concerns	20,000	20,000	20,043	22,685	2,980
Products and Services Contributions	1,000	1,000	160	1,534	4,735
Total	85,000	85,000	84,203	93,219	76,715
Expense					
Staff Salary and Hourly Wages	88,806	89,259	87,625	72,045	82,013
Other Wage Expenses	9,307	9,354	7,131	5,079	7,818
Health Benefit	20,645	18,876	14,544	17,574	19,990
Pension	3,971	3,247	3,311	3,116	2,805
Travel and Administration	6,525	3,500	1,452	4,235	4,096
Workshops & Network Support	500	200	153	46	2,860
Total	129,754	124,437	114,216	102,096	119,582
Funds					
Aging Concerns Invested Trust	5,000	5,000	4,573	4,602	4,670
Aging Concerns Designated Use Fund					16,838
Balance From NYYM Operations	39,754	34,437	25,440	4,275	21,359

Budget Narrative

Our budget includes columns for previous years, indicating a similar pattern of spending for most major expenses of our program: primarily staff. Significant differences include an increase in travel costs in anticipation of renewed mobility as the Covid-19 pandemic allows.