



Board Retreat June 5, 2021

Present: Jim Whitely, Eric Andrews, Beth Yingling, Beth Hudson Keller, Tyler Hoff, Lisa Ogletree, Conrad Person, John Cooley, Abigail Meletti, Nikki Mosgrove, Susan Hoskins (ED). Held on Zoom. The meeting opened and closed with worship.

- I. The day began at 9 am with presentations by 4 grantees: AFSC, ARTZ Philadelphia, Witness to Innocence, Ujima Friends Peace Center. Each organization brought an administrator and a person engaged in program implementation. They illustrated the range of (often under-served) populations served by FFA grants including immigrants, exonerees, people with dementia and women in North Philadelphia. They demonstrated the creative ability of these organizations to pivot during the pandemic so they could continue to serve their clients, and the additional benefit of creating caring communities in promoting vaccine in otherwise reluctant groups. The programs also created leadership opportunities for people within those communities and formed partnerships to implement their programs, seeking input from the communities served to identify the problems and potential solutions. Our grantees utilize a range of care coordination models: traditional social work, community health workers, peer specialists, and pastoral care. The energy that built in the room as the presentations and discussion ensued was palpable, and they were already exchanging resources.
- II. All grantee representatives exited Zoom after their presentations and related discussion (11 am) and after taking a very short break the board meeting continued with a generative and strategic discussion. Jim reminded the board that Richard Chait defines 3 key board responsibilities: fiduciary, strategic and generative, and invited thinking outside the box. A rich discussion ensued.
 - The old care model of “retirement to death” and moving to continuing care communities does not fit many aging adults today who remain active and live in their own homes.
 - The list of aging issues (sent with meeting materials) illustrates the range of issues FFA could address.
 - Many expressed a preference for not narrowing the focus. We have actually broadened.
 - Specificity when it leads to impact. Connect to bigger picture in society (disparities of income, technology, health...)
 - FFA can be nimble, can take risks, was able to respond to pandemic crisis and to begin to address racial equity.
 - Trust based philanthropy begins with asking grantees and community members what they need. Are we listening?
 - Movement toward “mutual aid” bottom-up model, away from a power model.
 - Grantmaking is giving from power and beneficence while philanthropy addresses underlying causes of problems and empowers communities for lasting change. Another way this is being discussed is transitioning from transactional to relational interaction with grantees.
 - Ageism still has large impact.

- Appreciation for support received by Ujima during IRS status resolution. Appreciate the links sent for more education opportunities. Generative process is ongoing. It was noted that FFA has come a long way from the early grants to CCRCs.

LUNCH break (12-1 pm) After lunch, the board continued with the generative and strategic discussion.

- The hour-long break was appreciated, especially on Zoom
- “Neighborhood-centered” is a new way of thinking.
- Board members can be more engaged in identifying grant opportunities and mid-year verbal check-ins. Like today’s session (especially visuals) it increases familiarity.
- Year-end written reports will continue to be required, but do not need to be onerous. LOIs should also be kept short and simple; don’t ask for a lot of work on a detailed LOI if it will be rejected.
- How many proposals are rejected? *
- Like current blend of repeats + new, receiving proposals + doing outreach. Currently manageable and effective.
- Good to have an exit strategy after several years: 1 year full, 1 year half, then none.
- What can we support that an organization can’t do without this grant?
- Can an organization leverage our grant to get larger ones?
- Ask ourselves same questions as grantees: what is the problem we see, what can FFA do to address it, who do we need to listen to, how will we know we have been transformative/had impact?
- Top issues- board likes being open to what comes in, and these areas are possible focus areas.
 - Family caregivers will be providing more care, need support, resources, education, training.
 - Mental health is a focus now, includes loneliness and isolation, depression and anxiety.
 - Technology- even with universal broadband, hardware and training are needed. People need accurate and reliable information and support. Can we help multiple organizations with one set of consultants? Tech concierge. Partner with corporations. Explore what grantees need. Reduces isolation and supports aging in place. People seek community.
 - Aging in Place home modifications. Need safe place. Lost this when My Way closed. Look into other organizations providing this.
 - Live arts- support collaborations between senior communities and arts organizations.

III. Board business meeting

A. **Executive Director report**-Susan.

- i. The Grantee Feedback form was APPROVED and will be sent to current grantees this summer. QVS has placed a fellow in the Boston program, so funds will be sent.

B. **Governance Committee**- Lisa Ogletree

- i. **The board unanimously approved the reappointment of the following officers to another one-year term:**
 Jim Whitely- President
 Eric Andrews- VP and Treasurer
 Beth Yingling - Secretary

ii. The board unanimously approved the reappointment of the following trustees to another three-year term:

Lisa Ogletree, Conrad Person, Abigail Meletti

iii. Officer Job Descriptions were APPROVED

iv. Beth Yingling has notified the committee that she will leave the board at the end of her current term in June 2022. Governance will work on naming a new secretary with overlap for orientation. Beth was appreciated for her 31 years of service to the board.

v. Conflict of Interest forms- please sign and email to Susan.

vi. Board self-evaluation- please sign and return to Susan who will share with Governance.

vii. New meeting date schedule distributed. Note change of time for October.

C. Finance Committee- Eric Andrews

i. Committee met with JP Morgan managers. Currently holding more than \$11 Million, continues to grow, maintaining 60:40 split.

ii. Committee met with Friends Fiduciary and attended shareholder update. \$3.6 million held. Can consider putting a portion in the new Green Impact Fund and/or using this to fund ZLA investment—further discussion needed.

iii. Committee met with Ziegler LinkAge to better understand that fund and to learn about Fund III, which FFA has been invited to invest in (\$375,000). Eric is reading the materials and will call a special finance meeting to consider, then a special board meeting for a decision as this is time-sensitive. It is riskier, invests in aging-related innovative technology companies, return is uncertain. Could ask about DEI commitments by them and the companies they invest in. May begin to get returns on Fund II as begin to make payments on Fund III. Finance Committee will meet soon to discuss further and make a recommendation to the full board.

D. Grants – Susan

i. Met with EPIC program directors at Earlham who expressed an interest in partnering to encourage students to consider careers in aging services through EPIC internships and externships. No LOI was received but the board supported receiving a proposal. Susan will follow up.

ii. AFSC is seeking donations for Palestinian elderly in Gaza. Individuals were encouraged to follow up if led, but FFA will not make a contribution.

E. Consent Agenda – Minutes APPROVED.

The meeting closed at 3:05 PM

Susan W Hoskins LCSW, Executive Director

*Analysis of current grants:

- Total 24
- 3 were the result of my specific outreach

- 1 was a board recommendation
- 14 were prior grantees-- I know one was an idea of Warren's, and 1 either Deb or I started.
- 6 are members of FSA--I see some of them at meetings.
- 1 is from someone who was a grantwriter for a Quaker org, moved to another organization and applied.
- 4-5 found us through web searching.
- Last year we also had 11 mini-grants to organizations we had funded before and some new, 8 are also funded for a bigger project.
- I believe 2 were declined after LOI was presented to the board.

Subsequent to this meeting, the Finance Committee met by Zoom on June 9, 2021 and made the decision to recommend to the full board that Friends Foundation for the Aging invest in the ZieglerLinkAge Fund III. This was approved unanimously by the board via email on June 10 and 11.

Susan W Hoskins LCSW, Executive Director