



Values Informing Grantmaking of Friends Foundation for the Aging

Friends Foundation for the Aging is a Quaker foundation that funds innovative and collaborative programs to improve the lives of aging adults. Its values and philosophy flow from the Quaker testimonies of simplicity, peace, integrity, community, equity, and stewardship, providing a prism through which possible grants are viewed. Few proposals are likely to address all of these values, but a proposal that fails to address any of them will not likely be viewed with favor. Please note in your proposal how you will address these values. What these values mean:

- 1. SERVICE TO DIVERSE POPULATIONS** We believe firmly in diversity, equity and inclusion. Thus, we place high value on programs that are explicit in their reach to people of different cultures and races, to people of varied economic means, and to people of different sexual orientations, especially those who are underserved. We also value programs that include opportunities for intergenerational learning. We further believe that an organization's commitment to diversity, equity and inclusion should be reflected in its board, staff and participants/residents.
- 2. POTENTIAL TO CREATE CHANGE** We seek to change systems that are ineffective, unjust or demeaning of older adults and to help build programs and practices that are based on new understandings of the potential of people in the later years of life. Thus, we favor programs that are innovative and impactful, and that hold potential for changing old patterns of care and services. Proposals must offer a means through which the new models or new understandings can be effectively demonstrated and shared so that they can be evaluated for achieving goals and adopted by others.
- 3. LEVERAGING OF RESOURCES** We seek to support initiatives that attract other resources and that can become self-sustaining over time. We are eager to join with other funders in support of proposals, and to work with organizations that steward their resources well and make the most of limited funds. We are especially interested in supporting programs that include strategies for self-sufficiency beyond a developmental or demonstration phase. This could be through new revenue streams, fees and reimbursement, integration into existing budgets or other means. While open to supporting programs for more than one year, grants typically are awarded on a one-year basis.
- 4. COLLABORATION** We believe that the challenges of meeting the needs of older adults, now and in the future, require active cooperation. Thus we are supportive of collaborative efforts among or between service providers and other potential partners. We are particularly interested in programs that draw different kinds of agencies and organizations into collaborative relationships and in proposals that draw on the resources and capacities of varied institutions.
- 5. ENGAGEMENT OF EMPLOYEES AND PARTICIPANTS** We are convinced of the creative potential of people at all levels of organizations when engaged effectively in planning and implementing programs. Thus, we favor proposals that demonstrate such involvement, especially involvement of direct care or front-line staff and of those the program seeks to serve and organizations that provide opportunities for employee support and career advancement. We also seek to nurture leadership potential based in Quaker values in this field.
- 6. CONTINUING ENGAGEMENT OF FRIENDS FOUNDATION FOR THE AGING** We feel led to support innovative work with older adults. We see funding as part of a broader collaboration which includes engaging with prospective grantees to shape as powerful a program as possible. We also seek practical ways of remaining engaged after a grant is made, not only visiting and receiving reports of progress and challenges, but working in continuing partnership with grantees to maximize the effectiveness and impact of their work and as a resource. Open communication is critical to this success.
- 7. INTEGRATION OF SERVICES** We are committed to services that address the fullest possible range of seniors' needs: physical, social, emotional, intellectual, spiritual and purpose. We favor programs that break out of the traditional molds of social service and healthcare delivery, creating new partnerships and solutions.