

Grant Request to Friends Foundation for the Aging from Friends Home in Kennett

August 2022

Executive Summary

Friends Home in Kennett asks Friends Foundation for the Aging to please consider a grant of \$20,000 to help support the beginnings and evolution of a new program - Health & Wellness for Aging Adults.

There have been times when Friends Home residents were angry for having been “shut away” from life by their caregivers. Yet others have said that their times at Friends Home were some of the happiest years of their lives. So, how do we go from the anger and resentment of the first example to the happiness of the second?

It may happen by reinterpreting and reimagining an entire stage of living, initiating the changes at Friends Home that this reinterpreting and reimagining would dictate.

To meet this challenge, Friends Home is developing a new program, Health & Wellness for Aging Adults.

We believe that for this new program to be fully realized we need a specialist to complete the integration of the program into the life on the Friends Home campus. This grant would be used to support a Health & Wellness Coordinator/trainer who will work with residents, but also will train staff in the special techniques and concepts of wellness. A further use of funds, as they become available, will be to bring in outside facilitators to round out our own in-house offerings. The specifics are included with the Program budget.

Amount of grant request

Friends Home in Kennett asks Friends Foundation for the Aging to please consider a grant of \$20,000 to help support the beginnings and evolution of a new program - Health & Wellness for Aging Adults.

The Community Challenge

A few years ago, a concerned staff member at Friends Home, while sitting on our front porch, asked a resident, “You seem angry. What is wrong?” The resident, obviously in distress, replied:
“My family stuck me here to die.”

As we submit this grant proposal, we can't help but think that things would be different today, and as we develop our Health & Wellness Program, we could answer,
“No, they brought you here to live.”

A Pennsylvania State Senator was recently quoted, saying that “My father_ spent five of the happiest years of his life at Friends Home in Kennett.”

So, how do we go from the anger and resentment of the first resident to the happiness of the second resident, and to the recollection of a family member of this happy time. It may happen by reinterpreting and reimagining an entire stage of living, initiating the changes at Friends Home that this reinterpreting and reimagining would dictate, and supporting the effort from the Board to the staff to each resident.

Background

One of the greatest barriers to creating a better, longer life is how we currently conceive of old age. There are those who maintain quite effectively that our concept of old age is a fiction, that it is basically a social construct that originated around 100-150 years ago. This made-up notion of old age, as presented through products and marketing, tells us that it's a time to retire, to withdraw, to stop, to give up and to let go. But in fact, the later years of our lives are a new opportunity for growth and fulfillment, actually an entire life stage, and as such, we need to look at old age differently.

And it's not really about age. It's about function. Residents who are actively engaged seem to be happier, have an easier time socializing with people, and are looking physically healthier. At Friends Home, our goal is to help our residents make the most of their abilities and situations. We will no longer define people by their hardships. That isn't how they define themselves.

Where friends become family

But, in these challenging times, how to offer opportunities to counter any gradual eroding of the physical, the spiritual and the intellectual? And how do we institutionalize this?

Meeting the Challenge

We began to realize that this new approach should recognize our residents' ability to understand, accept, and act upon their capacity to lead a purpose-filled and engaged life. According to the International Council on Active Aging (ICAA), this new approach of ours fits with their concept of "wellness". Again according to ICAA, there are seven dimensions of wellness: emotional, intellectual, physical, vocational, social, spiritual, and environmental. All individuals are a whole and complete person made up of all seven dimensions. Since life, health, and wellness are constantly changing, we need to work toward achieving balance by giving attention to all seven dimensions.

A recent example of how an activity can reach many of these dimensions:

Friends Home regularly puts together backpacks to give free of charge to young area students. The most recent session elicited tears from some participants, as they realized that their efforts were directly affecting the lives of the community outside the walls of Friends Home. Giving residents a chance to do volunteer work gives truth to a new Friends Home catchphrase, "Play, work, volunteer."

Friends Home began by conceiving of our community as a "well" community, a vibrant community where people play, work, learn, socialize, and thrive. And in order for this new concept to take root, we have created our new Health & Wellness for Aging Adults Program.

The focus of wellness is on the creation of health and well-being, not on ill-health and health care. The wellness-based paradigm focuses on ability, as opposed to disability, and provides the chance to create a culture that is both judgment-free and defined by caring rather than cared for.

This approach mirrors, in many ways, the culture of our successful Montessori Living Program, in that we encourage our residents to do for themselves, thinking of the mantra, "Do for me – take from me."

Implementation Plan for the Health & Wellness Program

But the challenge remained: How to implement this new focus?

First, we developed an 8-point action plan that goes beyond theory and deals with real-life situations.

Here are some of the parts to that plan:

- Build wellness into all programs and across all departments for all residents, providing seamless support for wellness across the full spectrum of services, and get residents involved in their own wellness.
- Continue to tie together the objectives of our Montessori Program with this new Program, with coordinated goals and activities.
- Shift staff roles from designing and delivering large group programs to the role of 'engagement coach' with the purpose of helping each client to live the life that they chose to live
- Produce programming that relies on just a few simple factors, like: Was it an experience? Did it put a smile on my face? Do I want to do it again?

This new Program will be under the direction of the Community Life Department, and collaboration between the Health & Wellness activities and the other work of the Department, as well as the activities of the Montessori Living Program, will be crucial.

Funding Plan and Use of Funds

We believe that for this new Program to be fully realized we need a specialist to complete the integration of the Program into the life on the Friends Home campus.

This grant would be used to support a Health & Wellness Coordinator/trainer who will work with residents, but also will train staff in the special techniques and concepts of wellness. Some funding would be directed to additional specific training and certifications for this new position.

A further use of funds, as they become available, will be to bring in outside facilitators to round out our own in-house offerings. The specifics are included with the Program budget.

We will be submitting grant requests to other funding agencies to help support this new initiative, at least for the first year to give it time to become well established. In fact, we have already submitted some, but we have no indication which ones will be successful. We believe that the mission of this new Program will be well-received by potential funders, especially the cost of the outside facilitators, which will be an easily identified use of funds that should resonate with smaller foundations.

After that, if the program proves its worth, it will be primarily funded through our operational budget and through grant funds as they are received. The equipment expense and some certifications will be for the first year only.

The Next Challenge – How to Measure Success or Change

Next, in order to measure the effectiveness of the program, we are constructing a scale of accomplishment for each of the seven wellness dimensions - please see the attached scale as a first draft. When a resident decides to participate in the Program, an initial interview will be held to establish a rating for each wellness dimension. There will be ample opportunity for the resident to reflect on their thoughts on wellness, and on the seven dimensions. This will ensure that the resident is fully involved in the process and the concept.

Then, from time to time, the ratings for each dimension for each resident will be updated with additional interviews. As we progress with the Program, those intervals will become apparent. Too many conferences would be self-defeating, while too few will not give the resident a sense of accomplishment and progress. It would also cloak the relative success of the Program from the administration.

If our residents can understand their own seven dimensions, and their place on the scales, they will have the means to choose wellness as their new lifestyle and to thrive, not just survive.

Again, collaboration between those responsible for the programmatic activities of the Community Life Department will be very important as the implementors will need to meet as a group as needed to determine plans of action to move residents up the scales of the dimensions.

Going Forward

This is a new Program, and as it continues to evolve, we intend to begin outreach to caregivers in our local community, and to the community of our peers who are providing senior living services in the area. Becoming a wellness-centric organization involves a commitment at every level, and we will be happy to share our experiences with other providers.

Friends Home strives to offer the best support possible to our residents, who are among the most vulnerable and frail in our society. Being of modest means should not mean that they are deprived of any treatment or opportunity.

Brief statement of organization history and competence for this project.

Friends Home in Kennett has operated continuously since 1898, when local members of the Religious Society of Friends founded it to serve the needs of older adults among them. Throughout its history, the Home has offered older adults a safe, comfortable, peaceful place to live in community. We are grateful for the support from Friends Foundation for the Aging in helping us to begin two other successful ongoing programs that have made significant differences in the lives of our residents – the Montessori Lifestyle Program and the Performance Arts Program. We believe that we can duplicate that success with your support.

Please also address how the project aligns with FFA values

Here are some of the more relevant alignments

POTENTIAL TO CREATE CHANGE We seek to build programs and practices that are based on new understandings of the potential of people in the later years of life.

LEVERAGING OF RESOURCES We seek to attract other resources (see Funding Plan) and we are hopeful that this Program will become self-sustaining over time.

CONTINUING ENGAGEMENT OF FRIENDS FOUNDATION FOR THE AGING We have relied on the guidance and partnership of FFA to shape a program that is as powerful as possible

INTEGRATION OF SERVICES Our Program is designed to address the fullest possible range of seniors’ needs: physical, social, emotional, intellectual, spiritual and purpose.

Friends Home in Kennett				
Health & Wellness Program Budget				
	Salary and benefits	Profess. affiliation - certs.	Equipment and materials	Contracted services
Salary and benefits	\$41,325			
Equipment and Materials				
(Much of this equipment would be for "Open Gym", a new unstructured but supervised time)				
Weight Wagon (\$579) – Great for transporting equipment efficiently			\$579	
Ballet Bars – 2-10 Foot Barres (\$1,200) – Great tool for balance exercises			\$1,200	
Mirrors- 3 custom sizes (\$2,500) – Best for recognition of body awareness			\$2,500	
Contracted services and instructors - est. \$75 per session - all dimensions				
Physical - Mixed Exercise - Tai Chi, Dance, Yoga, Pilates - one session per week				\$3,900
Physical - Weekend Exercise Instructor - 100 sessions				\$7,500
Physical - YMCA membership @\$40 per month, 10 residents				\$4,800
Emotional - Group counseling \$150 hour-they do not take insurance, as needed app. 25 sessions				\$3,750
The next 5 dimensions (below) will be covered through collaboration with the Community Life Team, and with the Montessori Living Program. No budgetary impact on the H&W Program.				
Intellectual				\$0
Social				\$0
Vocational				\$0
Spiritual				\$0
Environmental				\$0
Other - Neurological issues (Parkinsons) sessions, as needed - app. 25 @ \$75				\$1,875
Memberships, Certifications, and Professional Development				
NASM Personal Training Certification (\$1,000)		\$1,000		
NASM Wellness Coach (\$3,500)		\$3,500		
ICAA Membership (\$239 Annually)		\$239		
Category totals	\$41,325	\$4,739	\$4,279	\$21,825
Subtotal Health & Wellness Program Costs -	\$72,168			
Administrative Overhead - 15%	\$10,825			
Total Program Costs	\$82,993			

Friends Home in Kennett			
Health & Wellness Inventory			
Resident Name			
(Perhaps a 1-5 scale with notes)	Date 1	Date 2	Date 3
Emotional Wellness			
Do I express my feelings and emotions clearly to create balance in life;			
Do I have any mental health issues?			
Do I manage my stress.			
Do I plan meditation, yoga, or tai chi into my daily schedule.			
Intellectual Wellness:			
Do I engage in creative pursuits and intellectually stimulating activities to keep my mind alert and interested			
Have I taken some new courses,			
Do I participate in the Performance Arts activities			
Do I work on mind puzzles and games.			
Do I participate in some Montessori activities			
Physical Wellness:			
Do I eat a healthy diet			
Do I exercise regularly,			
Do I get adequate sleep			
Do I follow doctors' orders, and care for my body			
Do I keep walking, running, gardening, golfing, playing tennis			
What physical activities do I enjoy doing. Dancing?			
Vocational Wellness:			
Do I contribute my unique skills and talents when working with others			
Can I find myself a new job, or special task around campus			

Can I volunteer in a way that is personally meaningful and rewarding.			
Can I volunteer/work off campus			
Social Wellness:			
Do I stay connected.			
Do I work hard at maintaining healthy relationships			
Do I enjoy caring for others, while letting others care for me			
Do I make lunch dates			
Do I join clubs			
Am I on social media			
Do I make Zoom calls with family and friends.			
Do I care for others while letting others care for me			
Spiritual Wellness:			
Do I strive to live with meaning and purpose			
Am I guided by my own personal values			
Do I work to connect to a larger world			
Have I used faith-based activities, mindful practices, meditation, yoga, and time in nature, as a means to connect			
Environmental Wellness:			
Will I continue to reduce, reuse, and recycle.			
Can I donate unused items			
Do I keep a clean and tidy free-living space			
Can I create beautiful, sustainable outdoor spaces			
Have I worked in our local walking paths and gardens			