



March 14, 2023

Susan W. Hoskins, LCSW, Executive Director
Friends Foundation for the Aging
P.O. Box 1081
Langhorne, PA 19047

Dear Susan,

Attached please find a request for \$4,086 in funding from Friends Village. The request seeks to implement a staff training program that builds cultural competency regarding the older adult LGBTQ+ community.

Thank you for the opportunity to submit this application, and for the time and consideration given by you and the Board of Friends Foundation for the Aging.

Sincerely,

N. Chiyo Moriuchi

N. Chiyo Moriuchi
CEO/Executive Director
Friends Home & Village

I. Executive Summary

Friends Village is an independent living and personal care community, built on Quaker values, with a focus on purpose, community, wellness, and kindness. We believe that older adults may grow and thrive at any age or stage of ability. We strive to offer them the resources to do so by keeping pricing accessible and by providing meaningful programming in a safe and caring environment. Friends Village is in Newtown, Pennsylvania, just 12 miles south of New Hope, Pennsylvania and Lambertville, New Jersey. These neighboring cities are widely acknowledged for their LGBTQ+ populations and LGBTQ+ friendly communities and are a part of the Friends Village prospective market.

Current estimates indicate that there are 3 million LGBTQ+ older adults living in the United States today, with projected growth to 7 million in 2030. Individuals in this population segment are twice as likely to be single and living alone, and four times less likely to have children than their non-LGBTQ+ counterparts, creating increased risk for loneliness and isolation.

A long history of discrimination has shaped the perspectives of aging members of the LGBTQ+ community. Fear of discrimination and victimization often inform their decisions for seeking medical or long-term care, and for joining older adult living communities.

Older adult LGBTQ+ advocacy and services group, Sage, reports that sexual orientation and gender-based discrimination has meant:

- About two-thirds of LGBTQ+ older adults have experienced victimization at least three times in their lives.
- LGBTQ+ older adults have received inferior, neglectful healthcare or have been denied healthcare altogether. This often discourages them from seeking healthcare, increasing risks for prolonged illness and suffering.
- 48 percent of LGBTQ+ couples experience adverse treatment when seeking senior housing; trans individuals experience adverse treatment at even higher rates.
- 34 percent of LGBTQ+ older adults fear having to re-closet themselves when seeking senior housing.
- Older LGBTQ+ couples often experience discrimination when seeking rental housing and senior housing by property managers, staff, other residents, or service providers.

Friends Village is requesting \$4,086 to fund training through SageCARE, a program of Sage. SageCARE training provides education that builds awareness of the issues facing older adults within the LGBTQ+ community and teaches the best practices for supporting these individuals.

Through SageCARE, Friends Village seeks to create a sustainable staff training program, and to develop and implement policies and practices that further a culture of LGBTQ+ sensitivity and competency.

A portion of the funds requested will be allocated to adding SageCARE certification logos to our printed marketing materials.

II. Project Details

The training plan will happen in two phases.

Phase 1 will begin with training the Friends Village Leadership Team in two steps.

- In **Step 1**, SageCARE will provide 75 minutes of online content that covers:
 - A quick review of key terminology
 - An interactive timeline of the LGBTQ+ experience
 - Updated statistics on the concerns of LGBTQ+ older adults and health disparities
 - Information about creating environments that are more inclusive for transgender residents
 - A review of legal protections that apply to LGBTQ+ people in senior living settings
 - A review of organization best practices and policy changes
- In **Step 2**, the Leadership Team will attend one 90-minute live-webinar training creating a timeline and setting goals related to the best practices.

The Leadership Team will be considered trained once they have completed steps one and two.

Phase 2 will begin training for Friends Village staff outside of the Leadership team. In this step, SageCARE will provide licenses for its 1-hour online training “Creating Inclusive Communities for LGBTQ+ Older Adults” to Friends Village via its learning management system (LMS). Training objectives include:

- Learn about the unique needs of LGBTQ+ older adults.
- Learn an overview of the various rights and protections extended to LGBTQ+ residents.
- Learn other best practices for creating communities welcoming to LGBTQ+ older adults, their loved ones, and their caregivers.

Incentives and celebrations will be offered to staff as positive reinforcement for training completion and practice of newly acquired skills.

At the end of the year, we will evaluate the benefits of the training and certification as well as our own efforts to build policies and practices. We will review staff turnover, resident profiles, and market perception. Less costly retraining and onboarding expenses will be built into future operating budgets.

At the end of training, we will receive SageCARE certified logos and window clings for use in marketing and promotional materials, allowing us to build awareness of our commitment to creating an LGBTQ+ culturally competent community.

III. How the Project addresses DEI and how it aligns with FFA Values.

By engaging SageCARE’s services, Friends Village strives to bring some measure of balance to the inequality experienced too often by LGBTQ+ older adults who seek care, community, and understanding. Educating first the Leadership team, then staff, we hope to build a foundation that



reinforces understanding of the unique issues faced, while giving staff the skills needed to best support LGBTQ+ residents. Friends Village also seeks to create a culture that promotes tolerance among its non-LGBTQ+ residents. We aim to advocate for greater understanding, acceptance, and care while making Friends Village a known culturally competent community among LGBTQ+ older adults.

IV. Project Budget

SageCARE training for Friends Village Leadership (8) staff (27), 1-year subscription	\$2,986
Incentives and Celebrations (27 staff members)	\$600
Marketing Materials, updated to include SageCARE logo (brochure, promotional package, price sheet)	\$500
TOTAL	\$4,086

V. IRS Determination Letter

Please see attached.

Department of the Treasury

Organization EIN Number:
23-1365330



Internal Revenue Service
Washington, DC 20224

Date: JAN 29 1971 In reply refer to: T:PS:T:BP

Mr. T. Sidney Cadwallader, 2nd
 16 South Main Street
 Yardley, Penna. 19066

Dear Mr. Cadwallader:

This is in response to your January 5 letter concerning the tax exempt status of the Friends Boarding Home of Bucks Quarterly Meeting.

Our records disclose that on July 23, 1935, we issued a ruling letter to the Friends Boarding Home of Bucks Quarterly Meeting, Newtown, Pennsylvania, in which it was granted exemption from Federal income tax as the type of organization described in section 103(6) of the Revenue Act of 1932 (which corresponds to section 501(c)(3) of the Internal Revenue Code of 1954).

Unfortunately, we are unable to provide you with a copy of the ruling letter, inasmuch as the correspondence and related documents pertinent to the exemption have been destroyed pursuant to our disposal program.

The name of the Home appears on page 204 of our latest "Cumulative List" of organizations described in section 170 (c) of the 1954 Code (organizations contributions to which are deductible), revised to December 31, 1968.

We trust that this letter will be helpful for your purposes.

Sincerely yours,

A. L. O'Connell

Chief,
 Technical Services Branch

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To	MARY ANN BROOKS	From	KEVIN JENSEN		
Co./Dept.		Co.	BURTON & BROWSE		
Phone #		Phone #	215-345-6272		
Fax #	215-968-1049	Fax #	215-345-9554		