

**ADMINISTRATIVE:**

**Programs attended:** TBP- Help beyond the check; Camden Coalition MLP luncheon, FSA annual meeting, PEAK small funders, NJAAW Caregiver workshop.

The **FSA** meeting was focused on staff recruitment and retention, which I couldn't relate to directly but it was great to see folks in person. I was able to connect some of the Montessori communities and heard a lot of interest in what they are doing.

I learned that recruiting looks very different in the digital age, and that many communities are implementing innovative strategies although they don't work every time or across communities. These included redefining jobs, titles, staff recruiting and retention bonuses, mentoring, pay differentials (shift, area) There was a lot of focus on "cultural fit." Some are forming relationships with local high schools and creating their own training programs.

I learned that several communities are expanding assisted living capacity while shrinking skilled nursing, finding that needed and better care can be provided within the AL services. I also learned that only a small number of communities attend the leadership program because Kendal and Leading Age also offer them.

I learned that FSA has shrunk from 38 members to 28 since 2016, while the number of organizations served rose from 96 to 112. They restructured their fee schedule and began a fee-for-service plan, offering more workshops and consultations for board development, Quakerism, DEI through learning labs and fast take videos, as well as expanding the well-established compliance services. Dues now cover 11% of budget, while all but 1 member have received services. They have initiated a Director of Nursing mentorship program and AiT program in addition to the leadership institute (7) and Internships (8). 44% of the communities have experienced leadership change in the last 4 years. FSA is exploring increasing its commitment to socially responsible investing.

We had a good meeting with **NYYM**, ARCH and Aging Concerns Committee Friends (14 total). Steve opened the meeting with an invitation to share how each person was called to the work and then Kevin Lovelady gave a powerpoint presentation on the ARCH program. Take-aways:

- Kevin is a chaplain. Several on call had experience as MDiv, hospice, social workers.
- It is good to review the original vision periodically, to make adjustments as needed.
- The pandemic ended the focus on 1-1 visits and services. Many original volunteers are now recipients.
- Current services are based on building networks of meaningful connection or mutual accompaniment.
- The model of helper-helpee no longer feels right.
- There are 7 paid regional coordinators, paid for 10-15 hours a month
- Programs include the ARCH foundations workshop (2x/yr), groups connecting people across interests, YM-wide workshops on specific topics, regional support of individuals/meetings, referrals to local services, inside Friends (prison ministry). The foundations workshop explores ageism, what gifts we bring, aging issues (8 hours). 18 enrolled in Fall group, 38 Spring. Opened to NEYM.

- Evaluation is based on stories, experience, how we feel
- *What is mine to do, what is not mine to do*
- *We have known for decades there will be a dramatic misalignment between needs and resources for aging adults; you can't fix a societal program.*
- Being present is a gift, meets a need
- Brooklyn reports that aging is talked about differently, culture change over 15 years.
- Exploring how it works to include NEYM
- It would be hard to sustain ARCH without FFA funding. NYYM feels strong commitment to continuing ARCH
- AS ARCH transitions to a mutual accompaniment model, they can help FFA understand how to support a program that is not focused on concrete services.
- For more information on Foundations program: <https://nyym.org/content/arch>

Board feedback has been positive on the meeting with **Montessori Lifestyle** communities. Clearly the pandemic and workforce issues have delayed their implementation, but the naming of “champions” within the staff have helped them resume. Two expect to reach gold certification this year. The intersection with Quaker values is clear and the approach is popular with residents and families. All 3 communities want to have another peer group meeting, and Kendal Longwood will be invited (learned at FSA that they have also implemented Montessori Lifestyle, FSA will not do peer group so I am initiating) scheduled for May 24.

**Inquiries:** People & Stories- to do group for home health care workers in Bronx homecare agency. NO-Focus is on caregiver, not aging adults. Referred to Friends Village as possible site.

Aging Support Solutions (Tom Caleca) Converted from LLC to non-profit, in “western NJ”, gives talks to senior groups on aging issues. NO- called Quakers a closed organization, seniors are ill-informed, seeking personal income stream. 908-763-2232.

Collington: A Kedal affiliate outside Washington DC (although no mention of Quaker on website), new Foundation director exploring possibilities for funding. Was told about FFA by a resident, is just learning about the network(Kendal, FSA). Also DEI co-leader. Was interested to learn more about FFA.

The top “help beyond the grant” request has been for other sources of funding. I referred grantee partners in Philadelphia to the new Sarah Ralston Foundation, and others to Makenzie Scott’s new \$250K initiative for community-based organizations \$1-5M, and others to the NBC Community Grants program.

#### **UPDATES:**

Barclay Friends said that they didn’t receive enough funds to do the AIT program, but an update from FSA says that they plan to do one this year. Linda of Barclay notes that it is focused on providing salary during the placement, not schooling, and that they want to provide experience in several member communities. She hopes they can rotate the hosting each year.

The Hickman saw the implementation of Gold Level Montessori lifestyle as an 18 month project, so they still have funds left and will wait until the Fall cycle to reapply.

New England Yearly Meeting got a late start on hiring and starting the ARCH replication program. They will wait until Fall to reapply.

Friends Lifecare enjoyed the “Random Acts of Kindness” program using the last of the IRIS funds that they will continue on their own.

Christine from FHKennett thanked me for suggesting they connect their most recent proposal for wellness programming with their Montessori work; they have been invited to present at a conference later this year.

Kendal Crosslands announced they are leaving the Kendal affiliation, as Chandler Hall did last year. Public documents focus on the \$1.5M membership fee. There have been several top Kendal Corp. administrator transitions in the past year. I wonder if others will leave, and what the impact will be on FSA. Interesting times.

I referred our Philadelphia grantee partners to the Sarah Ralston Foundation, and several report that they applied. Ralston reports receiving 35 proposals.

Friends Journal reports that Woodbrooke is discontinuing all residential programs and pivoting to all virtual.

## **MID YEAR CONVERSATIONS**

**ARCH-** Met with FFA board on 3.31.23- notes above.

**AFSC-** Major restructuring at AFSC, now 1 of 3 strategic priorities is immigration, hybrid model of thematic and local community response. Adding community advisory committees. Community needs growing, hiring is hard, advocacy challenging. Jonnelle has 7 continuing and 5 new senior clients, down 1 team member. SW Intern did a survey of staff coping with trauma, identified areas to work on. Other key funder is pulling back to focus on NYC—not sure of future. Suggested connecting with LISC, creating “navigator” role. Discussed possibility of reduced funding/break-encourage to look for other options.

**ARTZ-** ARTZ has just finished the second conversation book created by their Dementia CarePartners group to use art as a way of connecting. ARTZ is struggling due to reduced funding. Developing partnership with Center in the Park as their NW Phila hub. Susan envisions a third element of this project, to create a training manual so their approach can be implemented in skilled nursing, adult day care/PACE, senior centers. Focus is more on home health aides and families (Nurse Partners does good job of training staff in these areas, not just health care). Possibly creating arts kits (idea came from our innovation grant) which could be sold, developed to be culture specific. Need to be clear what the problem is and how they know it is effective, based on last 3 years of work.

**Trinitas** – CHW Nieli has 6-7 clients. She checks vitals, does shopping, keeps company to alleviate depression and reduce readmissions (whole program reduction 35% to 7%), 1-2 times a week. She enjoys this so much she is attending online college toward becoming a social worker. Trinitas merger ongoing, new CEO. Are using reduced funds to keep position going for 6 months rather than finding other sources. Have reapplied to Grotta but no others, must take case for program to VP of Nursing Mary. Note: Grotta will not fund again, agree that it is time for hospital system to take on.

**Center in the Park** – Proud that they were only center in Phila that was able to continue in home support (of 5) Have served 264 people in NW Phila, largely helping with benefit applications, utility/rent assistance, modest home repairs, some personal care. 1 staff x 11 hours, probably can increase due to long-time vacant director of social service position. \$7500 emergency fund has helped many. LGBTQ group going strong. Used AARP grant to convert office to café. Using Self Directed Volunteer Network and COMPASS grants to improve marketing and programs.

**Baltimore YM** – The book (A Tender Time: Quaker Voices on the End of Life) is being edited + proofed. They have been in conversation with Pendle Hill about publishing and distributing. I was enthusiastic about this collaboration. Patti will be doing workshops at 3 yearly meeting summer sessions. The book will be available by the end of the year.

**Brightside Manor**- Will be part of May Zoom

**JFS Atlantic**- Pilot program with Atlantic Homeless Alliance learned that while many people present with housing issues, they also have other issues that can be addressed, which help stabilize budgets. It is also helpful to be able to provide ongoing care coordination. There is one dedicated care coordinator with 9 recipients and 5 in the intake process. Long waitlist for subsidized housing, increased # of homeless across NJ; fallout from termination of assistance programs. Sustainability- always looking, helps to have connection with County. Will measure how many sustain housing, improve budgets, connect with resources. See this as a replicable pilot for whole state.

**Interfaith Caregivers** – This has been a rebuilding year. Leadership transition with Carla as interim ED now. Have 15 new and trained volunteers. Also new care receivers. 15% increase in transportation requests to church, doctors, groceries. Hired a PT person in November to focus on building minority participation, starting with churches in Trenton. Shilo Baptist Church, Catholic church. Just got approved to hire PT Hispanic liaison. Using Federal grant \$ to cover. Digital: got 7 tablets from County (after almost 1 year) but no programs or training yet.

**SOWN**- Currently 2 hybrid and 10 phone groups, meet weekly, doing more single session special topics. Impact of reduced funding in PA and with PCH. Work with HCBS and CHC(Community Health Choices) as well as senior centers. Increasing outreach. Importance of addressing isolation. No special groups (LGBTQ, Parkinson's, Spanish). No changes.

**JCHC** – will be part of May Zoom

**Friends Home in Kennett** – participated in February zoom-Montessori. “Recently a foundation offered funding that included a challenge: develop ways that the Montessori Lifestyle could ‘inform’ all our activities...First we needed to stop treating daily activities as separate programs. We now consider them all part of an umbrella approach to senior care...Tracey has extended the concept into other avenues, most recently community partnerships and collaborations.”(Winter newsletter)

PS: Three interesting articles this week:

The Senior Living Industry is on the verge of crisis (Phila Inquirer Apr 5, p A15) “Our current eldercare infrastructure is woefully insufficient to accommodate the vast medical needs of the population boom.” “Aging Boomers are unprepared for the significant financial costs of staying alive and well. Families are struggling to manage the medical needs of older parents or grandparents, both from a financial and a

caregiver standpoint. And these challenges are only magnified for the poor. According to research from the Insured Retirement Institute, 45% of boomers have no retirement savings and more than a quarter of those who do have less than \$100,000.”

Being “Socially Frail” comes with health risks for older adults (Kaiser Health News, in Philadelphia Inquirer Apr 9, p G2) Social frailty is a corollary to physical frailty, a set of vulnerabilities shown to increase risks...They don’t have close relationships, can’t rely on others for help, aren’t active in community groups or religious organizations, or live in neighborhoods that feel unsafe... This way of thinking about older adults’ social lives, and how they influence health outcomes, is getting new attention from experts...” It went on to identify a need for a reliable social frailty index while many geriatricians are asking their own set of questions. It ended with this index, developed in Japan: Do you go out less frequently now than last year? Do you sometimes visit your friends? Do you feel you are helpful to friends or family? Do you live alone? Do you talk to someone every day?

And from a New York Times focus group where the young reporter was surprised to find that so many of the participants were very active and not isolated or lonely at all.

[https://www.nytimes.com/interactive/2023/04/10/opinion/older-americans-focus-group.html?unlocked\\_article\\_code=Eodk12BB5xJqX--Z1J-IVgRXd0-XdXiRQADs54APMT\\_PzulSlw8qfgOw-F3vklmI9WY\\_zlBz1uNH0z6yAT4A8sXb0VUPuP636C13hF-Vcbgo3Tw655afWf4ljWJI\\_2cotJHy4vedt9Z8J1jCgUZI3hELr1fIXvIhYmMrckWwLMPBIOp-Ah5Z5JxyH2WWTbO\\_MTkVLIPCXYMi8Zs6xY\\_d8sR29Kk0uGArGE1gn1lkJ5DFzxn8fksQgBXJmE-JYUkeeV3jjENg49eTeeZCroq65KLNeaZJrdlKM5X2Fjt10KwYzlrO1T9h5dKgxAthEZn6vYqTVUv1qgwBkXvwcZNXpsppDrH3VUfuCRlv8hfHXlryOiAZsA&smid=url-share](https://www.nytimes.com/interactive/2023/04/10/opinion/older-americans-focus-group.html?unlocked_article_code=Eodk12BB5xJqX--Z1J-IVgRXd0-XdXiRQADs54APMT_PzulSlw8qfgOw-F3vklmI9WY_zlBz1uNH0z6yAT4A8sXb0VUPuP636C13hF-Vcbgo3Tw655afWf4ljWJI_2cotJHy4vedt9Z8J1jCgUZI3hELr1fIXvIhYmMrckWwLMPBIOp-Ah5Z5JxyH2WWTbO_MTkVLIPCXYMi8Zs6xY_d8sR29Kk0uGArGE1gn1lkJ5DFzxn8fksQgBXJmE-JYUkeeV3jjENg49eTeeZCroq65KLNeaZJrdlKM5X2Fjt10KwYzlrO1T9h5dKgxAthEZn6vYqTVUv1qgwBkXvwcZNXpsppDrH3VUfuCRlv8hfHXlryOiAZsA&smid=url-share)