

Q&A April 2023

Barclay Where will candidates come from? Would you train people working at other Quaker communities who want to achieve a CNA certificate? Will there be any continued funding from Kendal?

1. *We expect most of the CNA candidates will come from internal positions at Barclay Friends, although we are open to external candidates and probably as word spreads about the program, we will see more of those.*
2. *We are within easy driving distance of The Hickman and slightly longer distance from the Friends Home in Kennett and Kendal-Crosslands, all Quaker-founded senior living communities. Our program can train staff at any of these organizations, and the graduates will be welcome to take their CNA certificates to acquire positions at any of them. This is a sector-wide urgent need, and we hope this program will have an impact beyond Barclay Friends.*
3. *Although we have not had word yet that the Kendal Foundation will have another round of DEI program funding, we hope to hear of a funding opportunity soon and will apply for continued CNA Training program funding. This program is the best way to align DEI values with the needs of our organization and our residents.*

FHRC 1. How long will Friends House continue to work with CARD?

The Center of Applied Research on Dementia (CARD) has played a key role in the creation of the Montessori Inspired Lifestyles program at Friends House. As more staff are trained and a specialist in gerontology/aging services is hired, we expect to use CARD less and less. CARD will be available for educational updates, training refreshers, and consulting but not nearly as heavily scheduled as they have been during previous certifications.

2. How will having a silver or gold certification have an impact on residents?

In the process of reaching silver and gold levels of certification, residents in health care areas will see improved infrastructure in their neighborhoods; they will benefit from dignified and respectful programs of self-actualization and self-expression; and they will have gained new friendships with volunteers who are advancing the goals of the MIL program. Residents in independent living often want to remain as independent as possible and often in their current home. Gold level certification ensures staff in all areas of our community are resident focused and serving to maintain and restore choice to those who may be experiencing even slight changes of status. Independent Living residents also often want the confidence that our skilled nursing care is certified at the highest levels. Both current residents and prospective residents seek assurances that, when Friends House is their home, dignified memory support is built into all our care and support services.

3. Could you expand MIL Programs to independent living without getting the next level of credential?

Critical to the sustainability of the MIL program is hiring a Gerontology/Aging Services specialist (MIL Champion), which this grant supports. He/she will have the support of numerous volunteers from independent living and staff leadership to effectively mobilize Montessori inspired memory support. The very active members of the Friends House Seniors Association are already aware of neighbors and friends who would benefit from the programs

Monarch Pathways has been advancing. The cooperative work of the specialist and task forces of staff and volunteers are key to the expansion of the program throughout the campus. Indeed, many of the goals of MIL are already routinely met by friends and neighbors respectfully looking out for each other in the light of Quaker values. However, our efforts to expand MIL Programs to Independent Living will be challenged without this Champion. Thank you for your support.

FSA

Do any of the graduates hold mid or higher level leadership positions at Quaker communities? *When reviewing the list of graduates who are still employed at FSA organizations, there are 3 CEO/Executive Directors, 21 who report to CEO/Executive Directors (let's call these Level 2), and 12 who report to Level 2s.*

What % of leadership has gone through the program? *If by "leadership" you mean CEO/Executive Director positions, 3 of 28 (11%) have gone through the program. If you are referring to a broader population such as C-Suite, we would need to get the organization charts of all members to determine the percentage.*

Could we see the budget for this program? *Separate document- posted with proposal.*

Would the program consider doing part on Zoom to reduce cost and possible increase participation? *We've had extensive conversations about this possibility, especially during 2020 and 2021. We sought feedback from graduates of the program as part of our discernment process and ultimately decided that many of the intangibles of the program would be lost if held virtually. One of the underpinnings of the program is allowing people to get away from their work and home environments where there are numerous distractions so they have time to think and reflect. Also, the conditions that support building trust and relationships do not exist in the same way when programs are provided virtually. You could see the relationship and bonds that were built within the 2022 cohort at the at the graduation ceremony, and they had not seen each other in almost five months. These connections are deeper than those formed in the various FSA Peer Groups which are held virtually.*

We had two instances of members of the 2022 cohort who could not participate in individual sessions (3-day session) due to health reasons and joined virtually. They reported that they received and understood the content, but it was not as rich an experience.

Can you include some comments from past participants about the value of the program and its impact on their careers?

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FSA's Leadership Institute helped open my mind to new ways of thinking and behaving. The instructors and curriculum are top-notch! The experience was also the push I needed to pursue an advanced degree.

- Cheryl Proska, Marketing Director, Friends Life Care Partners

The FSA Leadership Institute is a program that offers impact to everyone that attends. For me, the program engrained a calm and fair sense of leadership. I learned ways to approach a conversation or situation with the process and workflow in mind verses a person or “who did it” mentality. In the workplace today, helping the team to feel connected and appreciated encourages an open and collaborative perspective – which leads to improved care. I also learned strategies to facilitate meetings that produces results verses going round and round. Lastly, I learned to take time to reflect on my leadership style and to be aware of how I impact those around me – in a positive or negative way. I now take time to think about my role – intentional time designed to give thought to goals and outcomes. I feel I learned to practice both thought and servant leadership from the FSA Leadership Institute. It was a gift.

- Ann Patterson, VP of Health Services, Broadmead

I attended the FSA Leadership Institute in 2014. At that time I was serving as administrative support for the Board of Directors and CEO at Pennswood Village with much resident interaction. I was moving in these in-between spaces with a global view of the community, and I found it very interesting. From the first session of the Leadership program I was introduced to valuable tools that were instantly useful on the job. Those tools helped me learn to be a better listener, design meetings that resulted in successful community activities with input from all stakeholders, and plan with intention. Also invaluable are the networking relationships with colleagues I met along the way. The program invited me to delve deeply into my own personal style and identify qualities within myself that have served me well in my leadership journey. Today I serve as the Director of Communications, still working closely with the CEO and the Board of Directors. In addition, I now have direct reports in the Administration and Communications Department and serve on the organization’s leadership team. What surprised me the most about this program was the deep reflection that caused me to look at my work life and job satisfaction and additionally it led me to make some positive decisions about my personal life in areas that were holding me back. I have become a cheerleader for the program and look for individuals on staff that would be good candidates for the program. This program gives back to participating communities and fosters the Quaker values and principles we espouse.

- Linda Krause, Director of Communications, Pennswood Village

The skills and tools I refined at the FSA Leadership Institute are woven into my practice daily. I have changed my approach to problem solving from what seems logical to me, to what best serves the organization as a whole to inform my practice. That often means I slow down, listen attentively, seek the feedback and participation at all levels of the organization, build consensus around the identified issue and advance our practice as a team. As more of my colleagues graduate from the FSA Leadership Institute, the benefit has grown into having colleagues with the mindset to come prepared and hold their opinions lightly so that they will be open to hearing from others and we have a new shared motivation and focus. We are better leaders, but we have also learned to be better attendees and that has made surprising progress for our organization. Thank you for the opportunity to share my experiences.

- Kate Roberts, Senior Director of Care Coordination, Friends Life Care Partners

The Senior Living sector can be a challenging and complex working environment. In the not-so-distant future, the industry will have a tremendous demand put on its existing leadership capacity as our veteran leadership begins to retire along with their fellow "baby boomers." The next generation of leaders must be prepared to fill this gap by providing leadership firmly based on a collaborative, values-driven model.

As a newly hired leader for a non-profit Quaker-Inspired continual care retirement community, I was allowed to attend the Friends Services Alliance Leadership Institute. It was a transformative experience for me. The program helped me develop a leadership style rooted in collaboration and listening skills rather than managing and delegating. It reinforced that authentic and effective leadership is relational, not transactional, and that values and authenticity are paramount.

Before attending the Leadership Institute, I understood these principles, at least in theory. The program allowed me the space to lean into them and develop a leadership style that is both comfortable and effective for me while solidifying my desire to continue a career serving the senior population.

- Adam Day, Director of Facilities Operations & Strategic Development, Foxdale Village

I believe a leader should be continually pursuing opportunities for growth and development and the Leadership Institute provided just that. The sessions provided an opportunity for self-reflection on the effectiveness of my personal leadership style and opportunities to further enhance my management skill set. There are times when I have shared information from the sessions with my staff or others within the Organization who may benefit from the teachings. It was an overall great experience and I continue to recommend to others within our Organization to participate if they have availability.

- Abby Loftus, CFO, Medford Leas

As someone who leads a complex organization, I am always looking for new approaches to how to work. Learning to be proactive and genuinely collaborative is what the FSA Leadership Institute has taught me. The knowledge I received is not just for the workplace but can easily be applied to all areas of life involving people coming together for a common goal. What you gave me in the Institute were simple and well-supported skills that anyone can employ to make a tangible difference in their work and life. Having gone through the Institute, I now make sure we have a member of my team attend each year.

- Dan Murray, CEO, Pennswood Village

Another piece of info that does not directly relate to your questions, but I think is relevant – we went through the process of having our program reviewed by Phila College of Osteopathic Medicine's (PCOM) M.S. in Organizational Development and Leadership program. Anyone who completes the Leadership Institute will be awarded 6 credits of advanced standing if they enter the Master's program or can receive a certificate for the credits to be applied at another accredited institution. There have been 6 alums of the Leadership Program who have now graduated from the PCOM program with their Master's degrees (4 are still employed at FSA organizations) and 1 alum who applied the credits at a different graduate program she was enrolled in at Univ. of Maryland Baltimore County.

Pendle Hill: Pendle Hill's Strategic Plan and Vision

Questions: Is there a Pendle Hill strategic plan?

Please provide more explanation about what the “Collaborative Curriculum Tool” is.

Pendle Hill remains rooted in our [vision and mission](#). As Pendle Hill emerges from the pandemic, the Board of Trustees and staff are working in close collaboration to develop a strategic business plan guided by this vision and mission. This is an initial phase of our next iteration of strategic planning, tailored to our current moment of transition out of our COVID closure. As part of this process, the Board is currently discerning and analyzing key metrics, including those associated with compensation. For our educational programs, this strategy includes focusing on what we can uniquely provide and turning towards collaboration wherever possible, especially with other Friends institutions. The “Collaborative Curriculum Tool” is part of that vision. During the pandemic, many communities dramatically increased online programs. Quaker institutions list their own programs on their own event webpages, such as [AFSC](#), [FCNL](#), [FGC](#). Yearly Meetings (and Monthly Meetings) also list a mix of in-person and online program on events pages, such as the calendar maintained by [Philadelphia Yearly Meeting](#). The [Quaker Religious Education Collaborative](#) also hosts a compelling collection of online programming. Our sister organization, Woodbrooke, has recently made the shift to close their physical center, and has an [impressive array of online programming](#). Other individual Friends also offer online programming, such as Emily Provance’s current [consultations on the life cycle of Meetings](#), or [Marcelle Martin and Hilary Burgin’s Nurturing Faithfulness program](#), hosted by New England Yearly Meeting and Woolman Hill. The vision of the online curriculum tool is to work in collaboration with these partner organizations to compile a curated listing of online offerings that speak to Pendle Hill’s key themes of faith and practice, prophetic witness, and creative exploration. This would allow older Friends and others seeking online community to have a single portal to explore a range of options.

Audience

Question: Have you done any market research to be sure that their proposed free programs will be utilized by older adults?

As note in last year’s report, for our online programs, 86% of attendees are over the age of 55, and 69% are over the age of 65. If we were to receive the requested funding from FFA, we would prioritize working with other FFA grantee partners in building both the curriculum tool and our own offerings in order to focus on programming that would meet identified needs of older adults.

Outreach

Question: How can we help people learn about these programs?

Please explain the specific kinds of publicity that will cost \$8,000.

FFA could be invaluable in helping us identify other FFA partners and publicity opportunities that would best reach older adults, and we welcome further conversation with FFA about the best use of these outreach funds. For example, we would be particularly interested in using some of the publicity funds to cover the cost of flyers and other outreach materials that could be utilized by other FFA grantees.

Independently, Pendle Hill plans to use the publicity funds for the production of outreach materials for mailings and relational outreach to Quaker retirement communities, as well as for other targeted mailings throughout the year focused on reaching older adults. (Our targeted mail in full color runs about \$1/piece.) In addition, we would place ads for our free online resources in major Quaker publications including Quaker Life (\$610/full page ad) and Friends Journal (\$1000/back cover ad). We are currently in conversations with Friends in Quaker retirement communities and other older Friends to solicit other ideas of how best to target the publicity material to make it accessible to older adults.

Sustainability

Question: Will participants be added to the potential donor list?

Yes. Pendle Hill is continuously seeking new ways to invite participants into our community and its sustainability. All Pendle Hill program participants are added to our database. They are then included in Pendle Hill mailings including invitations to participate in future relevant programs and invitations to

sustain the financial viability of our community. In addition, long-term and loyal donors (who tend to be older) are included in efforts by the Advancement Office to invite participation as planned gift donors.

Ujima Do you need another Serger? *We thought it might be helpful to buy another Serger since demand has increased and the program is expanding its work*

Camden- of the 132 patients served since July 2022, what number were aged 60 and over? *Of the 132 patients, 10% (n=13) were over 60 years of age.*

Jaisohn- Please clarify Jaisohn Wellness Center, Community Wellness Plaza- are these the same and located at ALC in MontCo? Are you also providing medical services at this location? Are you able to receive any CMS reimbursement for services?

Jaisohn Wellness Center:

- *Partner with the Advanced Living Communities at their Schwenckfeld Manor site (you visited this site).*
- *Leased by Jaisohn Center.*
- *No medical center operation.*
- *We currently have Jaisohn LIFE Academy or senior center like programs (ESL, line dancing, singing class, mindfulness exercise, social services, etc.).*
- *This program has been growing with seniors who are 1/3 in the waiver program whereas 2/3 of these seniors are not in the waiver program and really appreciate this center. Today, we were asked to have our singing class perform for their overall ALC residents in May.*
- *Many meetings for the Asian American Coalition for Health and Human Services are held here today.*
- *In partnership with the MontCo Office of Public Health, PPE and rapid test kit distributions are made at this location today for Asian American communities and other underserved communities such as nearby small African American churches and Latino population.*
- *NO CMS reimbursement for any of the above services.*
- *Most of the above services will be maintained at this site in 2023 and we need multiple grant support.*

Jaisohn Community Wellness Plaza:

- *MontCo ARPA grant for \$5.25 million received for this building space and its current budget is \$7.25 million.*
- *This will be located around the Lansdale/Upper Gwynedd Township area, which has >14% Asian American population.*
- *Hope to have 40,000-45,000 ft2 space:*
 - *Have our central staff move to this site*
 - *Have our Lansdale medical center/primary care operation at this site, whereas the Philadelphia medical center and a part of our social service remains at the Jaisohn Center-Philadelphia.*
 - *Have home health care (skilled) operation*
 - *Have home care operation*
 - *Have mental health counseling operation*
 - *Hope to lease ~10,000 ft2 for other preventive care operations (pharmacy, blood work, optometry, podiatry, pain management, etc.) for the "One-Stop" shop senior services*

- Plan to have Asian "multi-language" social service/navigation operation (Korean, Chinese)
- Plan to have senior adult day care operation (with CMS reimbursement but we need its license and will need to build it up over time to be profitable. Ultimately, I would hope this operation will fund the senior center operation below.)
- Plan to have AAPI sensitive senior center operation but with a new model format for this community. Most of the above highlight (blue) programs from the Jaisohn Wellness Center will be moved although we may need to keep some of them to accommodate limited mobile seniors.
 - My expectation is that our expanded senior center programs at this new site in 2024 will need multiple grant support.

JFCS- How do you do mobile groups? Are travel expenses all covered by mileage reimbursement? Demographics of population served? *For the mobile groups, they will be held at various locations in the community including subsidized housing properties like Federation Housing which are for those 62+ and William Way LGBTQ community center where they already have senior programs and seniors who are present. Our staff will receive mileage reimbursement for their travel, we reimburse at the federal rate of \$0.625/mile. When possible, we may also use our JFCS bus to help with transportation and we do have a Uber Health account but will use that sparingly due to cost.*

The demographics for this program are those in the Greater Philadelphia Area (5 County) who are 60+. We do not have any other eligibility criteria for this program. We do collect demographic information such as age, income, household size, race, ethnicity, religion, and others, we can report on this information in our final report.

Kindersmile- your org mission doesn't say anything about seniors. How does this program support your mission? Is there no way to get help from DoH? Last time you limited participation to the uninsured. Will that be the case again? *KinderSmile Foundation was founded in 2007 with the focus on increasing oral care access to children in marginalized communities. Our mission statement was created at that time, and mentions children and their families.*

In 2020, when we expanded our services to the medically-underserved City of Trenton, the benefactor asked us to include dental services for adults. This decision was made due to the lack of oral care access for adults, specifically in Trenton, which is designated a Health Providers Shortage Area by HRSA and the CDC, receiving a grade of 25 when the worst possible grade is a 26 for dental services. At that time there was only one provider who accepted Medicaid patients, with limited access to uninsured. Currently in Trenton, there are Henry J Austin and KinderSmile Community Oral Health Center Trenton, that are the only two dental providers for this underserved community of over 85,000 residents.

During the first year of opening, we noticed many seniors presented to our dental home ineligible for Medicaid. It was then we decided to mirror our Perinatal Health & Wellness Program and create Smiles for Seniors to address the oral health inequities for this growing population. This program supports our mission because we are increasing oral education and access to those in low-income communities.

We were invited to meet with the Murphy administration most recently, to discuss the broken oral health care system. Our goal is to implement oral health policy so children & adults can benefit from adequate access to oral health care. There are currently no grants with NJDOH supporting seniors. We are in close contact with the Department.

Yes, this grant will target uninsured seniors. Most seniors present with Medicare assuming it will cover dental care, but unfortunately, it only covers limited services such as examination and cleanings. There are no benefits for comprehensive services. Many of our seniors at KSCOHC Trenton are partially or fully edentulous and require full or partial dentures that are very costly and not affordable for most of them.

MOW *How do you know that people are eating all the fresh produce you provide if they are limited in their ability to cook? Is produce organic? Is it grown locally (avocados, mangos?) Using Asprocolas Acres they are not certified organic, and the produce will be locally sourced with a few exceptions. We rely on our surveys for our seniors to tell us what they eat and what they are able to prepare themselves. Below are some highlights of the responses from our Winter Survey and I have attached a listing of all the responses when asked about the produce: The extras - are always a great joy and blessing. It's like frosting on the cake. Thank you all for these extras. Weekend meals are outstanding and a real treat; I am eating more fruits and vegetables due to meals provided by MOW; Yes, especially like the daily fruit items and would like more yogurt; Yes, Enjoy the fruits; Yes, I sometimes can't afford; No, Very little fruit delivered; more watermelon, fruits; More fruit and juice variety possible like grapes, under-ripe bananas, pineapple; fruit provided is too little.*

Rise- *How are you delivering without Door Dash? Demographics on those served? How many will be repeat participants? What is the # of meals that are included in the monthly food box deliveries? Currently, we are using DoorDash for our food box deliveries. However, in case DoorDash is not available in the near future, we will either encourage some clients to come and pick up their monthly packages or we will recruit volunteers to deliver the packages. This may result in fewer delivery locations and the ability to serve some clients best.*

In addition to the information provided in the final report, the individuals we serve are low-income seniors who range from 60 to 89 years of age. Most of them are single, either widowed, divorced, or separated. 18 people, 37% of our participants, are expected to repeat. We have set a program limit of two years for each participant, capping the program at 40% participation. Each monthly food box includes one full meal consisting of a main dish, protein, and vegetables. Some months, we may also include additional items like baked apples.

Vonzella *1. can you describe in more detail what the digital arts program will be?*

Digital art therapy group sessions will utilize ipads and art based applications to introduce older adults to both digital devices, and the creative process of creating digital art projects. The program will serve as a multi-fascited objective which includes increasing the older adults comfort level with technology, sense of cognition, all while addressing their social emotional, and psychological well-being. In a society with the rising presence of technology it also explores the adaptation of contemporary art practices in the field of art. Through Digital Art Therapy older adults are taught to use slow deliberate movements while creating art that can help with restoring some motor functions to seniors struggling with physical disabilities or ailments. Through the therapuetic digital art it may also help alleviate some pain as the older adults are focusing on their art and not their pain. Lastly Digital art therapy promotes Digital Inclusivity for older adults. Through digital inclusion older adults are not only gaining access to digital devices(Ipads) also to knowledge of to use and operate the devices effectively and correctly, in addition to exposing them to digital literacy.

3. *What is the projected number of participants you expect to serve:*

Between Vonzella's Crown Intergenerational Therapeutic Arts sessions, our home bound seniors, and seniors housed in Senior buildings we are looking to realistically service anywhere between 20-60 older adults on a rolling bases. The Ipad will be housed at Vonzella's Crown home office. When servicing our home-bound seniors (whom have already been identified) a family member will request to schedule an appointment for a private art session in the home Vonzella's crown will provide the use of the Ipad and Digital Art instructor,

4. Will Participants be able to take something home:

Absolutely after the participants digital art project is finished it will be able to be downloaded and saved on a flash drive and printed.

5. Would you need printers?

We have a printer to print digital art projects.

Witness to Innocence What will you do if support is reduced from grants as well as EC?

While it is never certain that grants will be approved, we are receiving quite a bit of help from our allies and supporters and we are working diligently to diversify our funding streams, We are already seeing an increase in our individual donor base, including some large donors, and have some new grant opportunities for which we are well qualified. We are confident/hopeful that we will receive enough to stay afloat in this new reality for us. Even though we expect to receive funding from them again, we are planning for a reduced allotment as we are applying to them as part of a consortium of death penalty groups worldwide and there is only so much to go around. This adjustment period is not easy for us, but our hope is that by cultivating a more diverse pool of funders, and building and engaging our base of individual supporters, we will build a healthier and more sustainable organization. Because of the stability of the United Nations funding, and that the trend generally is that our direct exoneree services are most popular with donors, we are confident that at the very least we can sustain all or most of our social work and peer support services even in the worst case scenario.

Are the peer specialists able to offer support to families as well as exonerees?

The peer specialists provide support to exoneree family members on an emergency basis, but because their training and focus is on supporting exonerees, family members aren't independently part of their caseloads. In addition, we will always provide holistic support to family systems to support the needs of our exoneree members. In this way, the peer specialists support families while holding exoneree clients at the center of the care structure.

Can you give expected timeline for EC and UN grant restoration?

The UN Voluntary Fund for Victims of Torture (UNVFVT) grant was approved for this year, and we will be receiving those funds any day now. We have applied to UNVFVT for next year already (the timeline for the UN grants is quite long) and we should know by next February whether we have been approved.

We have applied as a co-applicant (along with the World Coalition Against the Death Penalty and other groups) for the first phase of the EC restructuring of death penalty abolition grants, which is to form a funding partnership. We expect approval for that this month. All groups decided to work together rather than compete for the funds, and we are cautiously very optimistic that our consortium will be approved. The next phase will be to provide our program plan- WTI will have a significant role as the only group composed of and serving death row exonerees. Once the program plan is approved, the last phase is the funding application (early summer). We don't expect funds to be disbursed until fall or winter and will likely know more specifics of that timeline soon.

Beacon Hill If we were able to only support one of the projects in our proposal, we would prioritize the Vocational Discernment project. This project is already a proven part of BHFH's work (with our initial iteration focused on young adults). We know that this project speaks to the condition of many older adults in our immediate community — residents, members of Beacon Hill Friends Meeting, and others — and that they would benefit from specific tailoring of this curriculum to the questions, needs, and community orientation, and vocational context of older adulthood.

Will there come a time when tech support is not necessary? Our short answer is “no” — although this project is much less about just providing tech support *to* older adults than it is about accompanying older adults through the work of shifting their relationship to new technology, of which tech support is one piece.

The specific details of what constitutes “tech support” will shift over time as technology (and the way we use it) continues to change, and change more rapidly. Guides for using any particular software or type of technology often quickly become out of date or no longer necessary. This phenomenon also means that we can expect that many of the technological systems that support us now will change faster than it is easy for humans to adapt to, especially as we age. Our proposed Digital Pastoral Care Program is about developing a container of peer, spiritual support around technological change.

This will always include some element of coming up with answers to current problems; for example, we anticipate questions from participants about how to navigate the latest feature in Zoom, or within a new update to an iPad's operating system. However, the core purpose of the proposed program is to explore what kind of facilitated “container,” rooted in Quaker process and peer support, might best help aging adults face the challenge of continued technological change, accompanied by peers. Welling Hall, and BHFH as an institution, bring strong gifts to this type of work.

Other organizations will learn about our resources in part through our direct outreach to their staff, leveraging direct personal relationships we have built, and asking them for support and connections in spreading them further. We will also use our existing communication networks, through social media, our own 1,000-person email list, and the email distribution lists of organizations we share strong connections with and those of monthly, quarterly and yearly meetings we connect with.

BHFH is well-networked with staff of other Quaker organizations, especially those in the northeast who are working in similar fields. This is part of what has made the expansion of our public programming over the last three years so successful. Jennifer Newman — current Program Director and incoming Executive Director at BHFH — has regular conversations with staff of Pendle Hill, Pennington Friends House, New England Yearly Meeting, Friends General Conference, Philadelphia Yearly Meeting, Friends Committee on National Legislation, and more. We have frequently been asked for advice and support by these colleagues based on our extensive experience running hybrid programs (hundreds of events in the past three years) — and we have further collaborated on specific programming with many of these organizations.

We have already taken the Vocational Discernment workshop to more than 10 Quaker organizations, colleges, Meetings and other groups across North America. We have a track record of successfully collaborating, and this funding would allow us to continue doing so.

Will there be support from any other source/BHFH? Yes. BHFH will provide additional support to both of these projects out of its operational budget, including staff time, use of institutional technological

resources (such as our databases, program platforms, survey software, in-space hybrid event equipment), and use of our physical space. The Vocational Discernment project in particular also builds on the support BHFH has already provided in developing and refining the curriculum and workbook over time, and in developing expertise in facilitating the workshops. Additionally, we are pursuing funds from Obadiah Brown's Benevolent Fund to cover pieces of expanding our Vocational Discernment workbook for a general audience and printing costs this funding round.

How will you measure success? For the vocational discernment project, success will look like:

- Having at least three new contributors, from diverse racial and economic backgrounds, provide new workbook content of perspectives and reflection activities geared toward aging adults.
- Successfully hosting at least 5 pilot workshops for participants ages 55+, including one on-site at Beacon Hill Friends House and 4 more at other locations or online.
- Because this is a pilot workshop, success will also look like receiving extensive, constructive feedback from participants — through questions at registration (a pre-survey) and post-event surveys — that supports us to make further improvements to the curriculum and the workshop model to better achieve our desired outcomes and impact for participants.
- Our goal for successful participant experiences in these workshops is for them to feel like they have gained clarity on next steps around the vocational questions they bring into the workshops, and report that they felt comfortable, heard, and supported by the curriculum and the workshop format. We will measure this goal against the qualitative evaluations provided by participants.

For the Digital Pastoral Care project, we will measure success through levels of participant enrollment and through their qualitative feedback on the effects of the experience on their relationship to new technology. Our goal for a successful initial series of cohorts is to have an average of 7 or more people per cohort, in three or more cohorts. We will also assess – using registration questions (a pre-survey), mid-cohort evaluation, and post-cohort evaluation – the extent to which participants feel a) that the model was supportive to them in navigating technological change, b) that they are more able to navigate technological change in their daily lives as a result of participation in the cohort, and c) that they would recommend participation in a Digital Pastoral Care cohort group to a friend.

Can you be more specific about who you will reach? Can you give quantifiable targets in this regard?

For both of these projects, we hope to reach similar audiences: People over the age of 55, from across multiple branches of Friends, and others who do not identify as Quakers but who have some interest in or openness to Quaker thought and practice.

Our plan is to leverage publicity from other Quaker organizations and meetings to help us achieve diversity of race, age, economic status, disability, sexual orientation and gender identity, and more with our programs. Running the programs without cost to participants will help us focus on doing outreach.

Our targets, for both proposed projects, are: Reach out to every yearly meeting in North America, as well as FGC, FUM, and at least 20 additional Quaker organizations or monthly or quarterly meetings, including at least 5 different Quaker retirement communities. Our goal is to include participants from every time zone in the continental US and to incorporate different perspectives from different regions of the country.

What is the problem you are addressing and what impact do you expect for Part 1 (Vocational Discernment for Older Adults)? Aging adults have gifts and leadings they can bring into retirement and

later stages of adulthood — yet there are few spaces or forms of support to help them discern what they are called to do next in a way that is sensitive to their generational context and needs.

As one example: Lou and Rudy were two participants from an earlier iteration of our program who live in North Carolina. They are both in their late 70s and full of life and ambition. They were inspired to hear about the workshop we were facilitating for students at Guilford College and wondered what similar support might open for them as they dreamt about their own desire in retirement: to turn a property they owned into a retreat center. These two Friends were looking for support in navigating their questions and attended our workshop at their Meeting to explore this question. They told us afterward that our workshop created the space that they needed to further dream and some next steps to get them going.

The core problem that our Vocational Discernment program seeks to engage is the lack of clear support and supportive space for older adults to consider that fruitful, meaningful vocation can still be part of their future, not just their past.

PYM – Are you getting Scattergood funds again? Has this project been approved by PYM? How are you selecting content? Is there any funding coming from PYM? Will you post material from other Quaker organizations? Please provide current and target web traffic data. *No application has been made to Scattergood for this project. Yes, PYM through the General Secretary has approved this project. My supervisor of the Community Engagement Team is the Director of Programs and has been involved in the planning of the application.*

PYM will provide in-kind support of Community Engagement Associate for Special Projects to lead 4 interviews, Community Engagement Team-Tech Support, Director of Communications for assistance with Marketing Plan/Promotion, Overhead

Yes, PYM will review, and post material related to aging Quakers from other Quaker organizations within the United States and internationally. Examples would be from Pendle Hill pamphlets entitled “Plain Talk” and “One Caregiver’s Journey With Dementia”. QAR Analytics [AnalyticsQuakerAgingResources.zip](#)

Snipes- How are you addressing the concerns raised by MOW last year—variety? *Last year MOW wanted more fruit in the shares. We are vegetable growers, so the shares are comprised of PCO/USDA certified organic vegetables.*

How many participants also receive Meals on Wheels? Jonathan has a call in to their Executive Director and is waiting for a response to answer this question. I didn’t want to hold up the rest of our responses, so I am sending the rest now.

How will you select who gets the produce in each building? Trenton Housing Authority advertises to all residents that shares will be available. On distribution day they are distributed on a first come first serve basis.

How are you measuring success? We receive feedback from the director of the Trenton Housing Authority and from residents. We ensure all bagged shares are clean, properly packed and sorted, delivered by a refrigerated van on the day and time agreed, and are picked up.

Will you have nutrition info or recipes related to the produce? Yes, recipes will be included in the shares.

DanceVP Do you have a mission statement? *Here is our mission and artistic vision: Dances For A Variable Population's mission is to promote strong and creative movement among older adults of all abilities, enabling them to build creativity, improve their mental and physical health, strengthen social connections and enhance quality of life. Our artistic vision is to make participatory dance experiences and professional dance performances accessible to older adults throughout New York City, and to train teaching artists in our method to expand our impact across New York State and beyond.*

Grounds for Sculpture will all participants need to be mobile? *We take participants on walks in the grounds based on preferences, stroll, walk, fast walk. The walks are on paved paths that loop through the grounds and for those who wish to they can utilize a scooter, wheelchair or other device, cane etc. GFS has wheelchairs and scooters available for rent to the general public, if a senior from the Trent Center needed such assistance, we would include the use in the program access.*

Harvest Family Is everyone able to come to the Center or do you need to deliver some? *we want to encourage folks to come to the event, its really not just about the produce but also to break isolation and look at wellness as a whole...plus of course the chance to meet up with other seniors, the nutritionist, the yoga/stretching instructor, etc. and also access other financial supports, if needed, none of which they get if they stay home.*

Our goal is to help them get to us, I have 2 driver volunteers willing to pick up from different parts of the county, and we also plan to offer travel vouchers in the form of gas cards for anyone who has a barrier because of the cost of travel.

We also have a good relationship with a woman who owns her own taxi service, and she speaks Spanish, too, so that's a plus, and drives a minivan. If there are a few people at one senior housing center or low income center, we can send her van and its relatively cheap.

If someone is homebound, to be honest, that's more of the role for one of our 4 Community Health Workers (CHW), so it will be separate from this program and we can fund through the CHW grant for a home visit. Between Meals on Wheels and the delivery service from our big local food pantry, produce delivery most likely wont be an issue.

Lutheran Settlement Can you provide a budget just for this program? *Personnel \$92,222; programs (incl instructors) \$30,350; operating \$3750, indirect \$12,632. Swb note: this looks like whole program budget, not just the coaching component.*

PSRC

How do you know there is interest in this group?

PSRC initiated both the Aging Gaily and Forever Young groups at the start of 2023. To date we have 17 participants in the Aging Gaily group. Thus far the group is about equal in gender with about 12% racial diversity among the group. The group has already doubled in size since its initial meeting using mostly word of mouth, publicity through the Bayard Rustin Center, and local Facebook pages.

Will Forever Young meet after work hours?

Forever Young is meeting twice a month, once virtually and once in person for an activity agreed up by the member.

When you state the goal of increasing diversity by 20%, what aspects of diversity are you focusing on?

PSRC's overall goal is to increase diversity across the board for through all of our activities to better reflect the changing diversity of central New Jersey. Forever Young currently has nine members, one-third of which are from diverse racial groups – Asian, Indian, Hispanic. As a supportive social-engagement group the topics of discussion have so far been pretty broad – from finding resources for specific service available in the area, to brainstorming what 'retirement' looks like, as well as health and family issues.

What strategies are you using to attract diverse people to the Forever Young group?

To-date PSRC has used our newsletter, eblasts, and message board announcement to promote this group. The group leader, Billi Charron, has also utilized social media through Facebook. Additionally, our proposal included funding for marketing through local publications, although we have not yet done so as the groups have just gotten underway and are already expanding in participant numbers.

Are the groups peer led or by staff?

Both groups are staff led. Aging Gaily meets once a month, Forever Young meets twice monthly. Billi Charron spends approximately three hours per-group in preparation, leadership, and follow-up documentation.

What does percentage/per fee mean in budget?

I included the percentage of staff time or fee in the budget to show the corresponding level of effort commensurate with our budgeted amount. In the case of this proposal's budget we have only asked for a bit less than a third of the total staff time associated with this project since funding has also been requested (or granted) from the Rummel and Mathey Foundations and PACF.

How will you evaluate success?

As with other PSRC programs and support groups, success is measured by the groups participation levels – either growth or diminishment over time, its relevance to the topic – do the participants feel they are benefiting from the information or activities, group companionship, and hopefully, do group members begin participating in other PSRC programs.

If only 1 got funded, which is the priority?

In this proposal, PSRC has only asked for a fraction of the total cost of running these two new groups. PSRC has long recognized the need to increase participant diversity both racially and in age to ensure that there is a continuous pipeline of new PSRC participants – so we feel strongly that both groups represent vital new cohorts. However, if we were to choose one support group over the other PSRC would select Aging Gaily as our priority because of the importance of providing a safe and supportive dynamic group for this cohort.

Comments:

FSA- little new creative input, is this best way to nurture leadership, move to brokerage position for internships, AiT program is going forward. What about GOS and let them distribute it.

PSRC- LGBTQ great idea, good partnership with Rustin. Forever Young: more of a marketing tool to bring in younger but no strategy for other diversity.

Camden Coalition- seems larger scale than FFA projects.

Beacon Hill- How do Quaker communities find out about programs and support being offered? How can they combine efforts? How do they learn what is needed?

Food programs- how to sustain them after grants. Which most cost-effective?

JFCS- funded for several years. Take 1 year off?