

Executive Director Report October 2023

There have been two major conversations floating in the development world this summer. One is the impact of the affirmative action decision on philanthropy, and the other is the use of AI in grantwriting and grantmaking. Regarding affirmative action, my summary is that the Supreme Court decision focused on HOW Harvard was considering candidates more than having priorities, that philanthropy can continue to have funds targeted at specific populations with the focus on an issue. For example, it is fine to give a grant to address oral health for low-income older adults. A foundation can support a scholarship for a Native American to attend a college. Regarding AI, my summary is that AI is here to stay and already in use. It may level the playing field by helping proposals sound more similar, but we need to watch for grantee partners who do not have the resources to use this tool. It may also serve our goal of making the process less time-consuming for the grantee partners while we get the essential information we need, and shifts the focus to defining criteria. I will continue to monitor for ways it can make FFA's work easier. Vu Le has an excellent blog post on this topic: <https://nonprofitaf.com/2023/09/hey-funders-dont-freak-out-about-ai-supported-grant-proposals/>. I also recommend the New York Times series "Can America Age Gracefully?" Here is one: https://www.nytimes.com/2023/09/06/opinion/seniors-home-care-aging.html?unlocked_article_code=d3U5936Kmx8gNejUAKr5N7HAb4oKXa4TiOeayB55kf9imrk4Ratg1yKXLXHbXpTPQYv5B4iZ3lx7TDyDhNQ8aUDtSQpDo-MughN3eyeyDt0M65uoKLMWphUjZVGgaxi19fb8apIND6a9p1taAfrCFCC5q3-RNBNLeAFjcM49j0bHxBjK0cd5hE8yVOcZMVmybHOcgKHdXRXoueRNnOZzOeOVozORPaJYN81NK0eC6VB C8GGoQz-8sAiKPX07zNohke2dY73QWT_Nb-vGgOAYD9cwR60xCSeB39NpnccT-CVKKqabIV6XX_oPtm2Xsfe_r49B0CRMHFdx2l1YRe-kfk&smid=url-share

I read an interesting post by Vu Le who questions the hoops that funders put nonprofits through with financial reports. If you want to read it all: <https://nonprofitaf.com/2023/09/beyond-the-snowflake-report-a-case-against-financial-and-outcomes-accounting-tailored-to-individual-donors-and-funders/> What are we truly seeking from these reports? Can we learn it from reading the 990 and annual report? Do we look at every line item or seek a general sense that the funds were used appropriately? Do we think that our \$15,000 grant will fully fund a staff position or have a huge impact? Does it matter if their fiscal year is September and ours is January? Do we appreciate how much labor goes into creating reports? And then there is the Philanthropy News article saying that funders need to ask more questions to identify risk areas in a proposal so the project doesn't fail.

I attended a Zoom call on grantmaking rubrics hosted by Trust Based Philanthropy. Some are trying to create rubrics to support equity and transparency, there was agreement that power and bias exist even with our best efforts. One suggestion was to create a rubric on key issues followed by discernment. No one finding it easy. As you review proposals you might ask: is it advancing our mission, values and priorities? How large is the impact? Is the budget adequate to support success? As FFA gets into the 3d-4th year another question is whether the organization has a plan to sustain the project after our funding.

I also attended CNJG and NJAAW annual meetings/conferences and I was able to do some site visits during the summer. I participated in PEAK Grantmakers Delaware Valley and GIA Serious Illness and End of Life peer group zoom meetings.

I just returned from the Grantmakers in Aging conference. Take-aways: it is nice to be with 250 people doing the same sector and connecting live. Top issues were cultural responsiveness, equity, housing,

palliative care, the direct care workforce, need for advocacy to see change, collaborations, Multisector State Plans on Aging, Medicare and Medicaid. Trust Based Philanthropy and Family Caregivers. We can be convenors of key players. Recurring themes: dignity, equity, trust, intergenerational. “Nothing about us without us” and “One Away.” Start with “what do you need?” Not much discussion: technology, mission-aligned investing, and power in grantmaking. The highlight was a field trip to Community First! Village, a housing community for formerly homeless people using mobile homes and 200-400’ tiny houses. It reassured me that I have been aware of these key issues. I have specific links for some of our grantee partners and built relationships. A high point was having Nicole Papa from National Church Residences come over and thank me for our support, saying we are her gold standard for grantmakers since we showed we cared about them and tried to help them succeed! It is key to figure out where FFA fits in the larger landscape: geographic, priority issues, grant size. What are the most critical issues you want to address next year? What questions do you want to explore?

Administrative—working with Marylee on the Audit and 990PF, renewing insurance.

Admiral at the Lake has withdrawn from Kendal Corp.

Midyear reports

FSA: Leadership & Internships- Jane, Susan + Jim: Current leadership cohort has 9 people. Gabby from Friendsview (bilingual champion is one) No plan to change current model, using Desmond conference center in-person. Have scholarship fund for communities that need assistance. 6 completed Internship program over summer. Most successful was reaching out to schools that already partnered with member communities, FSA only did administrative aspects. Penn State starting MA Hospitality program, will require virtual paid internships. No connection with Quaker colleges. No longer doing more than 1 CEO meeting a year-divided into large and small communities. Biggest challenge is labor, in Phila-frontline, outside-professional. Leadership focus on management level, 3 have become CEOs. Feedback is good. Membership # stays steady at 28, new Enzo Kendal opening in CA, Woodstown may not continue—values misalignment. 95 compliance partners can also access resources but not internship. Talked about sustainability-limited funds and allocation, build relationships, increase self-sufficiency. FFA doing discernment- need space for new ideas from new and repeat partners. Not guaranteed renewal—will be transparent if decide.

PSRC: Susan: **LGBTQ group** had 19 at beginning, down to 14 when 5 PA women wanted to start own group. Participated in Pride Fest, plans for a resource directory, speaker series, National Coming Out Day and a holiday brunch. Will do participant survey after a year. Discussed promotion avenues.

Snipes Farm: Jonathan, Nikki & Susan: The **farm produce** to senior housing in Trenton program is winding down. 50 bags were delivered to each of 3 low income senior housing buildings weekly. Trenton Health Team arranged with SNAP to provide educational materials such as nutrition info and recipes. Great appreciation was expressed by residents.

Barclay Friends – C.N.A training Linda & Dave with Susan & Joan. About to start 4th cohort of 6 students. Able to use FFA grant to leverage matching funds. 18 finished, 10 passed test, 5 scheduled, 3 to retake. 8 hired at BF, 2 at other, 14 people of color. Want to expand classes from 3 to 6 weeks, not pay for training time but give people paid work hours. Have a nurse who got certified to teach as champion. Will ask if the pay was the deciding factor.

Beacon Hill Friends House Jennifer and Greg received a very (52 surveys, a remarkable return, many with comments) positive response to their survey of interest in an older adult focused **Vocational Discernment** program. The program has been run in Newberg OR, Richmond IN, Greensboro NC, Haverford at local meetings and the colleges over the past 2 years, with a focus on college students, but many faculty and other older adults commented on how valuable they found it. Common queries: what am I called to do now, what are my gifts, where do I find purpose, where do I fit in now, am I called to do something different from my lifelong vocation? It will be piloted as a hybrid program on October 7. The workbook and workshop materials are being revised and will be reprinted with other funding. Additional funding is requested to support Jennifer and Greg salary and travel to continue this ministry nation-wide. They request help connecting to Quaker retirement communities—I connected them with Pennswood. Beth + Susan

Witness to Innocence – Peer Specialist Trish & Cara with Susan, Conrad, Emily
Have joined world-wide consortium for funding from European Commission- have to work out how much each org gets, grant will be for 7 years. WTI took a larger cut, staff cut time. Have received other grants that help bridge, but hard area to get support. Randall is doing more of the regular check in calls, leaving Cara to do social work. Other consortium partners are interested in copying the model of peer support and social work. Only org. with Exoneree Executive director, over half of staff and half of board. More than 50% of clients are over age 60.

Friends Village -LGBTQ training Chiyo & Karen, Lisa & Susan
Have worked with SAGE consultants; now all staff are trained, website updated, policies, obtained certification. Realized that it isn't so easy with residents so focusing on that now, going slower with some programming. We talked about the signaling—how to convey it goes deeper than a statement on the website. Set back by staff changes.

Ujima Pashi- Period Poverty Sewing Group Ayesha + Maisha, Susan, Conrad + Nikki

The program is going really well. There are 25-30 women (and 1 man) who come on Wednesdays, who have become a community of mutual support. An example of a nurse helping 2 people navigate prescription help was offered. There is a need for more space. Maisha now gives group orientations on other days and has given several presentations (some gave stipends toward their trip). A group gets together on Thursdays to get help with their own projects and students from 2 schools come, with others are interested. They are sending materials to 27 countries and a group will travel to Zimbabwe this fall. also mentioned how participants appreciate food distributions. Over 200 families come to Saturday food distributions.

<https://www.facebook.com/reel/982310592881853?sfnsn=mo&mibextid=09CTed>

Pendle Hill Virtual programming Frances + Francisco, Jim & Susan

Frances spoke enthusiastically about a new collaboration with Earlham Quaker Leadership Center, FCNL, AFSC, Woodbrooke, Religious Education Collaborative, Pendle Hill and Librarians at Swarthmore and Haverford about how to collect and share the resources they are developing. Much has changed since the days of books in a library. They are at the early stage of developing relationships. She also mentioned wanting to build relationships with Quaker retirement communities; Susan noted that the

people to contact are the resident Quakerism committees and agreed to help identify them. Ads have been placed in Friends Journal and Quaker Life.

Participation rates in online programs increased during the pandemic and have fallen some since, while in-person programs are slowly growing. Staffing challenges have led to reduced programming, partially addressed by volunteers, a QVS fellow, new Friend in Residence and Artist in Residence. People join from all over the US, about 100 per program, 400 for Cary lecture; reading groups 25-40. First Monday Lectures (free, sponsored by FFA) are popular and can be viewed later on Youtube.

Kindersmile Senior Dental Michal Herman COO with Emily + Susan

Program in Trenton going well, would like to be able to serve more. Want to take prevention and education programs into community. Have added screenings from mobile diagnostic company to clear people medically so they can proceed with dental care. Half of patients are Black, half Hispanic. Also serving undocumented parents of child patients. Created a documentary which will be shown Oct 21 in Hamilton and Nov 9 in Montclair. [PPT attached.](#)

Friends House Retirement Community Montessori Lifestyle Phil+Ann, Susan+Lisa

Montessori program set back by need to replace NHA and DON who were not supporting the program and it was affecting staff. Need to have champions and experienced leaders. Still expect to achieve gold and demonstration site by 6.30.24. Staffing and census have improved, so can continue Montessori from operations. Want to do better staff development. Talked about sabbatical year.

Friends Home in Kennett Christine & Susan: The Montessori champion on staff left, leaving a gap during the summer. A new person has been hired who has Montessori experience, but the goal of achieving Gold status is now November. Christine was very grateful for our challenge to pursue health and wellness in a Montessori framework. She is presenting on this at a conference next month, after several months of looking at how to merge the 7 principles of Montessori with the 7 principles of wellness. One great achievement was partnering with the YMCA for fitness; residents love going there and interacting with others, the equipment and the health resources. A therapist comes once a month to do a group. They are partnering with Longwood Gardens and strengthening the nutrition offerings with a food committee. They are hosting Western Quarter later this month, Brenten does Bible study and they are engaged in community service. They will skip this grant cycle and return in the Spring.

Quaker Convening on Aging – It was very exciting to hear about the projects that have begun, with a sense that more communication and collaboration is happening. Definitely more support and energy than the first meeting! See separate notes.

I sat in on a zoom with the **Assisted Living Program** coalition (includes Bright Side Manor + JCHC). Focus was on the frustration that so many clients are being terminated from Medicaid which means they can't receive services. One also reports that some residents are reluctant to say they need help, some staff resist change, and some current caregivers fear this program will threaten their jobs.

***Question:** would FFA fund building and ground improvements that support programs, such as pathways or Montessori-friendly open floor plans, colors and patterns, lighting, furniture, sound control signs, greenery...?*

Question: Which Spring cycle grantees should be considered for reduced funding then a sabbatical year? It makes more sense for me to know this and work with them on options rather than their having to complete an application which will be denied.

Policy change: I recommend this policy update for clarity: FFA Trustees may submit for reimbursement of reasonable and necessary expenses related to attending board meetings, **representing the organization**, or relevant education (such as travel, overnight, conference fees, electronic and print materials) as consistent with IRS rules. **Mileage will be reimbursed at the business rate for education and representation, and at the volunteer rate for attending board meetings. Alternatively, one might choose to deduct expenses on personal tax returns.** Documentation (receipts) should be submitted to the Executive Director within two months of the event, **and no later than December 31.**

Amount available for granting per Marylee: As for the tax numbers, in 2022 you were required to give \$653,604 if you reduce that by the other expenses (\$139,419) that leaves \$514,185. Next year you will have carryover excesses of \$113,278 leaving \$400,907 that you had to distribute in grants. Since these numbers are based on FMV of assets, and I expect that the fair market value for 2023 will be higher than 2022, I would build in a bit of excess and go with giving at least \$450,000 or even \$500,000. We can discuss on Monday if you like!

Susan W Hoskins, Executive Director