

Director report 2.24

Kendal at Oberlin has a new CEO, Seth Velinsky.

I updated our Candid profile to Platinum level.

You have asked to know what some of the current conversations are about. Chronicle of Philanthropy featured their top issues of 2024:

https://www.philanthropy.com/package/trends2024-kit?utm_source=iterable&utm_medium=email&utm_campaign=campaign_8952612_nl_Philantrophy-Today_date_20240205&cid=pt&source=&sourceid=&sra=true

One topic has been whether funders can give race-based grants.

https://www.philanthropy.com/article/the-next-test-of-the-supreme-courts-affirmative-action-decision-race-based-foundation-grants?utm_source=iterable&utm_medium=email&utm_campaign=campaign_8901392_nl_Philanthropy-Today_date_20240130&cid=pt&source=&sourceid=&sra=true

Another topic continues to be Trust Based Philanthropy-- simplifying, and addressing the power imbalance between funders and grantee partners. The folks at the Memphis Music Initiative made this humorous video about all of the challenges nonprofits face when dealing with bad funder practices. https://youtu.be/LwWdLR_GiBk?si=wu01U4XnxfMKvOqL

Did you read this article https://www.nytimes.com/2024/01/17/us/boston-schools-jobs-hospitals-bloomberg.html?unlocked_article_code=1.Ok0.adaA.9q3f9QRu3kyk&smid=url-share about Bloomberg supporting partnerships between high schools and hospitals to train staff? Sounds a lot like the program that Friendsview Manor in Oregon started about 5 years ago, funded by FFA, and which continues with funding from Yamhill County. Friendsview continues to initiate creative programs to boost workforce. These include:

- Onsite ESL classes for employees
- ELF- matching employees and volunteer residents to support English language
- Continue high school to credentialing and employment track
- Promotion of employees from housekeeping and dining into healthcare, paid for training.
- Offering ELL classes in community, partner with libraries.
- They are considering offering a caregiver skills class in the community. Many CNAs were family caregivers first.

I then reached out to Barclay Friends to see how their internal C.N.A training programs were going. Linda replied “ *We have had much success recently hiring Culinary team members from the local High Schools. It becomes a self-perpetuating recruitment tool, as high school team members end up referring their friends to work here. Our CNA program has been such a success that we currently do not have job openings for CNAs here. So, we made the decision to*

offer only one class this year, towards the end of Spring or early Summer. Our most recent class was a total success, and all the students passed their exams and are now certified."

Lisa and I joined the Montessori grantee convening. All 3 communities have achieved bronze certification and aspire to achieve gold in the next year. There have been many set-backs including Covid, transitions of administrators and front line staff and multiple demands on staff time. At the end of the meeting, much appreciation was expressed for convening this group. CARD (the training consultants) do not have peer meetings. Everyone left with renewed dedication to the goal and ideas they could take back to their communities. One part of the conversation touched on relationships with their local meetings, revealing a range of levels of connection and of understanding Quakerism.

I met with Julia (Taub Fdn) and Renie (Grotta Fund) to share ideas on how to support the ALPs programs and AI and to catch up. It is clear that the ALPs programs are struggling; first with getting State recognition, but now resistance from staff, residents and the Managed Care Organizations that must approve care and payment. How can we help? Possibly convening key people at State and Leading Age? So many needs, hard to know where to focus. Discussed AI- no one using it yet, hearing concerns. Possible topic at CNJG meeting. Also multi-sector plan on aging as topic for CNJG aging and health affinity group which hasn't met in years.

A few reports were received between October's meeting and the year-end (Trinitas, AFSC, Brightside, BYM). I posted these under the October meeting as they were Fall cycle grantees who did not reapply this fall.

Kindersmile proudly announced that their film, ***Toothache: The Painful Truth About Oral Health Inequity*** was selected for the prestigious 22nd Annual Garden State Film Festival.

Here are some additional questions that have arisen for me over the past year or two. I hope we can address some of them now and in May as part of our looking forward which will give me clearer guidance for how to manage FFA's grantmaking. I'd also like to hear your questions.

- What is the right balance between Quaker and other organizations?
- How long should we fund a program?
- What is the right size for our grants?
- Do you want to consider GOS (general operating support) grants with a restriction that they be used for aging programs but without specifying a program? When?
- Would you consider making "capital" grants? Under what circumstances?
- What information do you seek in an application and report? Are there ways to simplify what is requested?
- What does "impact" look like?
- How can board members participate in finding potential grantee partners?
- Are there focus areas FFA should be centering on?
- How might unconscious bias arise in FFA grantmaking?

Susan W Hoskins, Executive Director 2.7.24