

Quaker Voluntary Service Proposal for Funding from FFA

Date: March 15, 2024

Organization: Quaker Voluntary Service

TIN & Formal organization name: 38-3858580 Quaker Voluntary Service Inc.

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Amount requested: \$54,000-\$90,000 (with interest in partial funding if full funding is not available)

Project title: Site Placement Fee Support

Summary Description (maximum 25 words): Three organizations working with aging populations need support paying the site placement fee to host a QVS Fellow.

1. What is the problem you have identified?

Quaker Voluntary Service partners with community-based organizations interested in hosting a QVS Fellow to increase capacity at the organization. There are three site placements whose work supports aging populations and require financial support. Our site placement fee is on a sliding scale of \$23,000-\$35,000. The bottom end of the scale only partially covers the cost of hosting a Fellow.

We want to work with organizations that support the well being of older adults, however these organizations can't always pay the fee. We'd like support from FFA to cover the cost of the Fellow so more young adults have the opportunity to consider vocations that support the wellbeing of aging populations. **Pendle Hill** is addressing the need aging adults have for meaningful spiritual community, and the challenge of accessing it in old(er) age. **Northeast Emergency Food Program (NEFP)** recognizes that members of the community, including many older populations, are experiencing food and economic insecurity. **Northeast Village PDX (NEV)** found gaps in their efforts to create an inclusive environment for people from diverse backgrounds and seeks to foster a community where everyone belongs.

	Sliding Scale Cost	Site Placement Contribution	Sliding Scale Request from FFA
Pendle Hill	\$23,000-\$35,000	\$0 Non-monetary contributions: staff time, supervision, PH meals provided during the workday	\$23,000-\$35,000
Ecumenical Ministries of Oregon: Northeast Emergency Food Program	\$23,000-\$35,000	\$15,000	\$8,000-\$20,000 Equal to appx. 1/3 of the full site placement fee
Northeast Village PDX	\$23,000-\$35,000	\$0 Non-monetary contributions: staff time and supervision	\$23,000-\$35,000
TOTAL:	\$69,000-\$105,000	\$15,000	\$54,000-\$90,000

2. What is the solution you propose to address the problem?

Funding from FFA will allow organizations working with aging adults to build capacity in areas of their work that they may not otherwise be able to invest in. It will also allow Fellows to explore vocational opportunities that support the wellbeing of aging individuals and communities.

The sites will be able to accomplish new goals and add capacity to existing interventions in the communities they serve. At **Pendle Hill**, the Fellow will grow the organization's outreach capabilities to older adults, including supporting older adults in engaging with Pendle Hill's range of online learning opportunities. At **NEFP**, a Fellow will support the objective of feeding community members, many of whom are older adults, and who would otherwise not have access to healthy food. Beyond food distribution, NEFP works hard to create a friendly and inclusive environment and destigmatize the need for food assistance. The Fellow will also help with collecting data and gathering feedback from clients and volunteers to better meet the needs of the community, including the needs of aging populations served. The QVS Fellow at **NEV** will serve as the Diversity, Equity, Inclusion, and Belonging (DEIB) Coordinator and support the village in developing and implementing a plan for meeting one of their new strategic goals to "Develop a broad understanding of DEIB and the opportunities it presents for NEV's growth and development." Given that NEV depends largely on volunteers, having a Fellow on staff will greatly expand the opportunities they can offer and help the Village ensure the objective is supported and prioritized.

3. What actions will you take?

With funds from FFA, we will be able to place a Fellow at each of the three site placements listed above. QVS City Coordinators will check in regularly with the Fellow and site placement supervisor to: ensure it is a good match for the site placement partner, hear about the ways the Fellow is adding to the capacity of the organization, and learn about how the Fellow is supported and having a fruitful experience.

4. Describe the population to be served.

At **Pendle Hill** the Fellow will primarily serve older adults who are part of Pendle Hill's extended learning community, more than half of whom identify as Friends. More specifically, the QVS Fellow's focus will be on older adults in Friends Meetings and retirement communities. **NEFP** serves 900 unique families in a typical week. It serves a population of people with a wide variety of backgrounds and experiences. Approximately 30% speak Spanish, 20% Chinese, 20% English, 15% Vietnamese 10% Ukrainian or Russian, and 5% other. A recent survey showed that 53% of clients are over the age of 60. The site is only asking for FFA to fund approximately 1/3 of the cost of a Fellow, given that the population they serve is not fully made up of older adults. **NEV** serves older adults aged 55+ who are aging in place in 18 neighborhoods in Portland using a neighbors-helping-neighbors model. As a member-led program, Villagers play a central role in all aspects of village life, including outreach and recruitment, volunteer coordination, programming, and strategic planning. Currently, NEV has approximately 150 members, and roughly 125 volunteers, half of whom are member-volunteers. 10% of members receive financial support from the NE Community Center's Community Fund. NEV's vision is to foster a vibrant, intergenerational community whose members grow with and rely on each other

as they navigate the opportunities and challenges of aging. While NEV does not have a demographic breakdown of how many members have disabilities such as hearing loss, low vision, and mobility issues, there are a significant number of members dealing with such challenges. With the QVS Fellow's support, they would have the capacity to collect such data.

By approving a grant to QVS, another population served includes those who are considering a vocation centered on supporting older individuals. QVS Fellows are between the ages of 21-30; most are directly out of college and eager to explore vocational opportunities. Oftentimes Fellows enter the program with interest in a few areas but with limited discernment about their career path. Funding from FFA would grant three young adults the opportunity to explore vocational opportunities that serve the aging.

5. Are there partners/collaborators for implementation or funding? Who? Has the solution been tried by other organizations?

The focus of Quaker Voluntary Service is in supporting young adults in their vocational journey. We are thrilled by the opportunity to encourage these young adults to engage in vocations connected to older adults. However, the expertise of QVS staff is based in supporting young people in their journeys; QVS staff do not have expertise in strategies and tactics in regards to serving the aging. *This is why we are working in partnership with the site placements, who have the expertise in the field.*

Pendle Hill is one of many Quaker organizations engaging in online learning. As they navigate the new arena of online education, they are working closely with other Quaker organizations doing the same including Woodbrooke, QREC, FGC, and others. **NEFP**'s work is accomplished in close partnership with the Oregon Food Bank (OFB), which supports more than 90% of the food supply. OFB offers technical assistance and support for the implementation of food distribution programs including guidance on serving specific demographics (language, age, race, ethnicity, gender, ability, etc.). There are more than 100 food pantries in Multnomah County, and nearly 1,500 around Oregon. NEFP represents 10% of the OFB service in Multnomah County and just over 2% statewide, making it the largest by several measures. Food insecure individuals and households are often found at the intersection of multiple facets of disadvantage in our society. At NEFP we distinguish ourselves by emphasizing the dignity of our clients above quantity. We do this through multilingual engagement and maximizing choice for those who visit our pantry. **NEV** is based on the Beacon Hill Village in Boston, MA, which was founded over two decades ago in an effort to provide a positive alternative for older adults who wanted to age in place. Their efforts led to a movement which is made up of over 300 Villages nationwide. The Village Movement seeks to redefine aging and to support adults who are 55+ to maintain their independence and lead meaningful lives. NEV is new to developing their Diversity Equity Inclusion and Belonging (DEIB) initiatives. As a program of the NE Community Center (NECC), with which they merged in January 2023, they are interested in deepening their understanding of racial inequities and cultivating a more inclusive Village community. The Village Manager works closely with the NECC staff to identify ways to embed equity and inclusion in Village operations, and has hosted various programs to raise awareness of DEIB within the Village. The Village to Village Network, a national organization that provides support

to villages, has been providing webinars on DEIB best practices. NEV is excited to be able to be a more integral part of these conversations nation-wide with the support of a QVS Fellow.

6. How will you know your actions are having an impact? How will you measure outputs and outcomes?

On the part of QVS, we will follow the vocational journeys of the young adults placed at these organizations. We keep in touch with Alumni and follow up to see if Fellows who work in these site placements continue to work in a similar field. The City Coordinator also facilitates three evaluations throughout the year between the site supervisor and Fellow.

Pendle Hill will evaluate programming through participant evaluations for each workshop or program. They will measure the number of older adults attending online programs and assess feedback received from older adults on program format, accessibility, and degree to which it meets their spiritual and educational needs. Other metrics include number of first-time older adult participants and geographic diversity of participants. We also intend to track the number of people who view our collection of free resources, and request feedback from users. It is difficult for **NEFP**, and pantries generally, to measure the outcomes of food distribution. The general framework is the Social Determinants of Health, which considers food insecurity to be a critical element of economic stability. If a family receives \$250 worth of groceries during a weekly visit to NEFP, that's roughly \$1,000 per month that is freed up to cover other necessities, such as prescriptions, transportation, clothing, utilities, and housing. Food security, especially when the food is fresh and high quality, raises educational attainment for youth and reduces chronic disease across the years. On the other hand, outputs are fairly easy to measure. NEFP records the volume of food handled every month (average of 200,000 lbs), the number of households served, and the number of individuals in those households. We record zip codes for our clients and conduct frequent surveys on other topics, such as presence of seniors or children in the household or mode of transportation used to access the pantry. **NEV's** goal with the DEIB Coordinator position is to raise awareness of racism, ableism, ageism, and other biases that show up in our society. They have been working on identifying gaps and opportunities to update materials with inclusive language and develop programming that is accessible to people with diverse needs. They will measure success by tracking what changes are made and surveying residents to ensure that the changes are meeting their needs.

Additional information for Trustees during discernment:

We have written a proposal that includes support for three site placement partnerships. QVS staff have spoken with Susan Hoskins about the variety of ways FFA Trustees could discern to support QVS. If FFA Trustees fund the full amount, the grant award would be \$90,000. The minimum funding that would allow all three site placements to host a Fellow is \$54,000. However, you could discern to fund one, two, or three organizations. You could discern to award a certain dollar amount and allow QVS to use the amount in order to best meet the needs. Alternatively, you could discern to award one or two *specific* organizations. QVS is most in need of funding for the organizations in Portland, OR. We have fewer overall site placements for Portland, and thus a higher need for support of these applicants.

Expenses for Three Fellows

Employee Compensation and Benefits	Salary, Taxes, Health Insurance	\$41,118
Fellow and Program Expenses	Rent, Utilities, Fellow Meals, Retreats, Mental Healthcare, etc	\$45,165
Fellow Stipends	Stipends: Personal, Transportation, Food	\$17,969
Equity Support	Black Hair Fund, Transitional Program Completion Stipend, Equity Fund, Loan Support	\$4,296
TOTAL		\$108,548

Full Program Income

Individual and Quaker Contributions	Gifts from Individuals, Meetings, Quaker Groups	\$330,000
Foundations	Grants	\$88,000
Program Revenue	Site Placement Fees, Endowment Income	\$113,454
TOTAL		\$531,454

Full Program Expenses

Employee Compensation and Benefits	Salary, Taxes, Health Insurance	\$564,501
Administration	Accounting, Insurance, Fees, etc	\$28,560
Travel	Accommodations, Meals, Car/Airline Expenses	\$33,550
Generation Operating	Postage, Internet, Meeting Expenses, etc	\$14,075
Fellow Expenses	Stipends, Transportation, Rent, Health Insurance, Medical Expenses	\$201,322
Program	National Orientation, Staff Development, etc	\$29,615
Alumni Outreach	Gatherings, Reunion, Alumni Council	\$47,000
Contract Services	Audit Firm, IT Subscriptions, etc	\$17,825
Marketing and Printed Materials	Advertisements, Brochures, etc	\$6,420
TOTAL		\$942,868