



Minutes of Board Meeting April 18, 2024

Present: Jim Whitely, Beth Hudson Keller, Eric Andrews, Lisa Ogletree, Tyler Hoff, Conrad Person, Abigail Meletti (7:15), Nikki Mosgrove, Joan Malin, Emily Sandusky, Susan Hoskins (Executive Director)

Jim welcomed the board and noted a long and challenging meeting ahead with \$535,723 in requests and a target of \$250-300,000 to grant this half. Members were reminded that this is a minimum and that more can be allocated. More will be known about income in October. This target is based on the auditor's estimate from the prior year. It continues to be desired to keep principal intact.

Susan reviewed the **Executive Director report**. PYM has hired a website manager who may work with Sheila on updating the Quaker Aging Resources site-Susan will follow up. All who attended the FSA meeting were proud to hear FFA credited for supporting the innovative programs presented. The Quaker Convening illustrated improved communication and collaboration (Susan was appreciated for her role as a catalyst). The Montessori Lifestyle communities seem to have lost their enthusiasm or been derailed by staffing issues, although The Hickman has achieved gold certification and Kennett and FHRC continue on that path. Sometimes a good program on paper doesn't work out but it's ok to try.

There are many factors that may influence decisions through hidden bias: do we know the staff, have we worked there, do we need this service, negative reactions to faith or writing style, etc. Our grantees address many needs, vary widely, couldn't happen without our funding, especially Quaker programs through an equity lens. Aging 2.0 provides a model for Grand Challenges: Maintaining Independence, Empowering Family Caregivers, Emerging Older Workforce, Care Coordination, Engagement and Social Connection, Generational Inclusion, Brain Health and Aging in Place (but where are housing and food?), similar to Age Friendly Community's 8 domains: housing, transportation, health + community services, social participation, respect + inclusion, communication + information, civic participation + employment, outdoor spaces + buildings. The Seven components of wellness include: physical, social, cognitive, spiritual, emotional, environmental and purpose. These might serve as granting categories if we want broad representation. There is a wide range of issues addressed in this round of proposals.

Susan will be doing an FGC workshop on Aging & Spirituality, including many of the resources FFA has funded. It is considered work-related.

### **Grants- Returning Quaker**

**Barclay Friends** is going through executive transition. Great result from CNA training. Want a Tovertofel but did not submit a request.

The board agreed to hold off on supporting any of the new requests (CARIE, Center for Hope, Harvest Family, Jewish Relief Agency) until the Quaker ones had been considered (priority).

**FSA** ongoing support of leadership and internship programs—After 13 years, this appears to be a long-term commitment but there may be changes with leadership transition. Approved **\$25,000 unrestricted**

**grant for leadership programs** (they can decide where to apply it) for the year with expectation of a report at the end. There may be changes for FSA and Kendal with new leaders. Board open to unrestricted grants but not to multi-year grants.

The **AIT** program was also discussed, pleased to see Kendal and FSA collaborating but sense they could support without FFA. Questions about whether this is the best pathway for CEOs, and whether there is a way to support a current employee in this program. Keep us informed on development. Many doubt the need foundation support; it would be because we want to be in the conversation. The question of whether the program could go forward without our support arose repeatedly tonight.

**Friends Home Kennett** The 3 PYM legacy boarding homes all struggle with old buildings, small spaces and a lower income population. Want to see them succeed. May be good place to start making general operating grants. They were trying too hard to write a proposal that fit FFA's preference for programs, are programs aligned with goals? Approved **\$10,000 general operating support grant** to use to meet greatest need.

**Friends Village** Approved **\$19,000 grant for wifi** on Paxton campus, noting need for staff, residents and programs.

**The Hickman** The proposal for online training was met with great skepticism, especially when it appears that activity staff are trained and credentialed. However there is a desire to support the Hickman. Perhaps the 3 legacy homes can collaborate on training together; Susan can explore at a later date. **\$10,000 general operating support granted.**

**Friends House Retirement Community** Several concerns were expressed about insurance and risk with a woodshop, while an art room was supported. There was appreciation for the engagement of independent residents, and integrating all parts of the community. **\$25,000 approved** for inclusive and resident-led programs but not a power tool woodshop.

**Friendsview Retirement Community** has done innovative work with the immigrant and surrounding community to address staffing concerns. The model seems replicable and have impac, both within Oregon and outside. Excited to have it highlighted at Leading Age conferences. **\$30,500 was approved** with enthusiasm. Conrad provided a resource that may help them.

**Pendle Hill** and **QVS** were discussed together. There was interest in Pendle Hill creating an ADA compliant website that could be replicated by others. It is understood that spiritual programs are different from social services, and they fill a need for many older adults, and that the QVS fellow is critical to Pendle Hill's success. Pendle Hill is also struggling while providing a valued service. QVS would like 3 sites supported but can't do with available funds; the other 2 in Portland OR. **\$30,000 was approved for Pendle Hill and \$25,000 for a QVS fellow at Pendle Hill.**

**Ujima** has grown significantly, especially the part that is our focus, the community of women who sew together. There is a possibility of increased PYM support and space ahead and funding from several sources. It would be nice to see a QVS fellow placed here. Need better budget understanding. **\$35000 was approved** for PASHI.

**Returning Non-Quaker**

**Center in the Park** was approved a **\$30,000** grant to continue the home care support program. The board wants to see a full budget and other income, and will probably ask them to begin to step back.

**Center for Modern Aging** was approved a grant of **\$2500** to continue LGBTQ programs. They will probably do the program regardless.

**Jewish Family & Community Services** was commended for their success in securing other sources of funding for the hoarding program, but not approved for a grant.

**Kindersmile** has done very well in securing funding and partnerships to provide dental care and identifying the need for medical clearance. It is not clear if there is other funding for the senior programs (no). A grant of **\$15,000 (\$20,000 if no other support)** was approved for this year, stepping back to a sabbatical year after that. Proud that we helped them get a foothold in Trenton.

**Rise** was granted the **\$10,000** requested to add health information to current ELL services. Conrad offered a resource for available printed materials.

The **Snipes Farm** proposal led to discussion of several concerns including addressing hunger vs organic supplements, direct vs indirect granting, and whether there are other ways to address root causes. Members balked at per-bag cost of \$25. No grant was approved.

**Witness to Innocence** was approved **\$25,000** to continue the peer specialist, with hope that they can secure alternative funding in years ahead. Final year then sabbatical.

## **New**

**Center for Hope Hospice** was deferred last time; Susan & Jim visited and were impressed by their vision. In light of the number of requests, they were deferred again as it does not seem that the program will cease without our funding.

**CARIE, Harvest Family and Jewish Relief Agency** were not considered as all funds were committed.

**Finance** – Eric reported on the recent Finance Committee meeting which was primarily a review of the portfolio with Amelia from JPMorgan. The new sustainable accounts are doing well. Fees on those accounts are higher. Withdrawals are made from the primary account. We agreed last meeting to take the NYYM grant from the Friends Fiduciary account (currently \$4M). Tyler will be appointed Assistant Treasurer at the annual meeting. The committee approved the recommendation to continue the practice of annual audits based on information Susan and Tyler shared. The current estimate for the minimum available to grant (+ expenses) is \$500,000, based on last year's financials, and we will know better estimates in October.

**Governance** – Lisa reported:

Abigail Meletti has indicated that she will not reup for another term when her term concludes in June. Her work and family obligations take priority at this stage of her life. We are grateful to Abigail for her service, especially since she brings the perspective of someone working in the field of aging.

The Governance Committee will have a committee meeting before the May 11 annual meeting.

- We will discuss the characteristics we are looking for in a new board member to replace Abigail. This person will be a Quaker since we are an 80% Quaker board, so please let Lisa know if you have suggestions for candidates.
- We will pull together any bylaws changes to bring to the annual meeting.
- We will assign people to committees, so if you want to change your committee assignment, please let Lisa know. As you know, you are always welcome to attend Governance or Finance Committee meetings even if you aren't assigned as a member.
- If requested, we will provide support to move forward with strategic considerations at the May meeting led by Conrad. It was agreed not invite grantees to report this year.

Susan asked for feedback on the shortened applications, reports and process. Feedback was positive, noting also some movement toward general operating grants and acknowledging an understood commitment to NYYM and FSA (although leadership changes may affect that) without making multi-year grants. Executive summaries are very helpful.

Susan W. Hoskins Executive Director