

Friends Foundation for the Aging

New Grant Proposal Form

Limit 4 pages

Date: 09/14/24

Organization: Friends Homes, Inc.

TIN & Formal organization name: 56-0754599; Friends Homes, Inc.

Contact name, phone, email: Carson Spering - 336.458.0353 - cspering@friendshomes.org

Amount requested: \$8,000

Project title: Friends Homes Employee Scholarship Program

Summary Description (maximum 25 words): Friends Homes is requesting a grant in the amount of \$8,000 for scholarships for team members pursuing higher education opportunities.

Please answer the following questions clearly and concisely.

1. What is the problem you have identified?

Founded by the North Carolina Yearly Meeting of the Society of Friends (Quakers) in 1958, Friends Homes is a non-profit organization meeting the needs of over 700 senior adults aged 62 and over in Greensboro, NC by providing attentive care for those who have entrusted us with their lives and retirement. Friends Homes provides an environment that fosters independence and a sense of wholeness, health, and security so that each resident may continue to engage in a fulfilling life at a fair cost. Our residents enjoy the freedom of independent living and the peace of mind that comes with having access to assisted living, skilled nursing, and memory care, all on our connected Greensboro campuses: Friends Homes Guilford and Friends Homes West. As a non-profit organization, Friends Homes ensures that residents will not need to leave their homes if they exhaust their financial resources due to no fault of their own and cannot continue to pay for care.

“Friends Homes was chartered in the late 1950s from a vision of then Superintendent of North Carolina Yearly Meeting (FUM), Seth B. Hinshaw, to provide a place of comfortable care for retirees whose life of service to the Religious Society of Friends had left them without the financial resources to provide that level of care for themselves” shares Max Carter, William R. Rogers Director of Friends Center and Quaker Studies (Emeritus), Guilford College. “When the first units were finally constructed in the late 1960s, indeed, Friends Homes offered such an important service, and many retired pastors, missionaries, religious education directors, and Quaker service workers found a hospitable and supportive community in which to live out their lives.”

It is important to note that Friends Homes welcomes people of all faiths, beliefs, and traditions. You do not have to be Quaker to live or work at Friends Homes. In addition, we are dedicated to the letter and spirit of the Equal Housing Opportunity Act. Residents and staff enjoy a spirit of camaraderie, cooperation, and support in a friendly and welcoming community.

As part of our commitment to enhancing the quality of life for our residents, we hire and train effective team members who are invested in their care. Despite the commitment from our Board of Trustees to pay all employees a living wage, the cost of higher education has left many potential students without the ability to pay their tuition. To thank team members for their hard work and exceptional care, two residents at Friends Homes made donations to establish an employee scholarship program, a first for our organization. This program, established in the Spring of 2024, supports team members at Friends Homes who wish to pursue higher education at accredited universities, colleges, and trade schools.

A grant from Friends Foundation for the Aging in the amount of \$8,000 would bolster our new employee scholarship program, allowing us to award an estimated 4-6 additional scholarships to deserving team members this upcoming Spring. This grant will have an immediate and lasting impact on our employees by allowing them to pursue educational opportunities that they may be unable to afford otherwise, and as a result equipping them to better serve our residents.

“As a retired academic from Guilford College, I have often been called on to offer programs at Friends Homes and I have maintained long friendships with residents I have known in the community long before they moved there.” Max added. “I am grateful for the opportunity Friends Council on Aging is offering Friends Homes and hope that their application is successful.”

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

In the Spring of 2024, the employee scholarship program’s task force, consisting of leadership team members and residents who were former educators, received and reviewed eight anonymous applications from employees at our Friends Homes West and Guilford campuses. Applications were reviewed anonymously, ensuring awards would be distributed objectively in order to benefit employees. Friends Homes enjoys and benefits from a diverse team of staff members from various backgrounds and cultures. The task force’s goal was to guarantee that by reviewing applications anonymously, all team members would receive equal consideration, reinforcing our commitment to equality that we made to our team members and residents.

Although the task force reviewed eight applications this year, additional team members indicated they plan to apply next year. Unfortunately, without a grant from Friends Foundation for the Aging, we do not expect to be able to distribute the same number of scholarships this Spring. Your grant would ensure we can award scholarships to four team members who would not receive a scholarship due to a lack of available scholarship funds.

3. What actions will you take?

In the Spring of 2025, the scholarship selection task force will reopen the scholarship application form to all full-time Friends Homes employees. All scholarship applications will continue to be reviewed anonymously, and applicants will have the opportunity to share their life stories and what they hope to achieve through their studies with the selection task force. Once the application deadline passes, the employee scholarship task force will meet to discuss the submitted

applications and select award winners. Award winners will then be asked to attend a scholarship award ceremony where they will receive their scholarship with family members and residents in attendance.

4. Describe the population to be served.

The Friends Homes team consists of approximately 450 full-time employees serving over 700 senior adults aged 62 and over in Greensboro, NC. These team members provide attentive care to meet the needs of our residents throughout all levels of care who have entrusted us with their lives and retirement. As a Life Plan Community, Friends Homes has a wide range of positions that are filled by a diverse set of staff members, some of whom come from underserved areas of our community.

Of the approximately 450 full-time employees, 21% are male and 79% are female. While 57% of our team members identify as Black or African American, 27% identify as White, 9% identify as Hispanic or Latino, 3% identify as Asian, 1% identify as Native American or Alaska Native, and 3% declined to identify or identified as two or more races.

Additionally, of the four anonymously selected scholarship recipients from this past Spring, two identified as Black or African American, one identified as Hispanic or Latino, and one identified as White. One of our scholarship recipients, Josee, joined our team two years ago after moving to the U.S. from Rwanda to obtain her associate's degree in nursing.

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

While the employee scholarship program is new to Friends Homes, other Life Plan Communities in our network have long-standing employee scholarship programs, many of which we referenced while building our own. Our employee scholarship task force is committed to growing the program, and in the last year, our leadership team has worked with two Friends Homes residents to establish scholarship funds. The residents at Friends Homes are committed to investing in the futures of our team members. As we distribute more scholarships, we will be able to highlight additional team member stories during our conversations with potential donors. A grant from Friends Foundation for the Aging would help the employee scholarship program gain momentum as we move into its second year.

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

Each year, the employee scholarship task force will review a historical summary of scholarship awards that have been previously distributed. The 2024 scholarship awards supported team members seeking degrees in the fields of nursing and culinary arts, and each team member is attending a local accredited university or college. Although applicants are not required to work at

Friends Homes for a certain period of time after receiving a scholarship, we are proud to share that all of our scholarship recipients continue to work with us, bringing their newly developed skills and knowledge to work with them each day. The hard work and efforts of our scholarship recipients have not gone unnoticed, with one recently receiving a promotion to supervise our Guilford campus' main dining room. Each scholarship awarded will be considered a successful investment into the lives and passions of our team members.

Include a simple **program budget** in the same pdf with expected income and expenses (eg. staff, program supplies, travel, etc)

Attach a copy of your **IRS determination letter**. We may also look at your website, your Guidestar (Candid) profile and your IRS Pub 78 non-profit status or plan a site visit. Please make sure these are up-to-date.