



FFA Board Meeting Minutes February 11, 2021

Present: Eric Andrews, John Cooley, Tyler Hoff, Beth Hudson Keller, Abigail Meletti, Nikki Mosgrove, Lisa Ogletree, Conrad Person, James Whitely, Beth Yingling; Susan Hoskins, ED. The meeting was called to order at 6:30 pm with worship.

EDUCATION: The meeting began with an education session about Ziegler LinkAge Fund II with their staff Lisa McCracken, John Hopper and Katie Schmitz. They presented a power point explaining the funds, the investment approach and fund performance followed by an overview of trends they observe in the Senior Living and Care sector. Investing in Ziegler LinkAge Fund II has provided FFA an opportunity to use a portion of its investment assets to invest directly in development of creative solutions in the Aging Services sector. (notes separate)

After a short break, Jim welcomed the board back. He spoke of the need for timely responsiveness from board members when asked for consideration of a question or response to a meeting invitation.

Executive Director

Susan lifted a few questions from her report:

- NJ Age Friendly initiative- trustees requested monitoring
- Board involvement in telephone reports- trustees are interested in being included. Susan to send out notice of calls when scheduled
- The survey of other FGC yearly meetings indicates that many have no paid staff and care of aging Friends is done at the monthly meeting level. A few have had a session on aging at Annual Sessions and a few have a relationship with a nearby retirement community.

Susan requested discussion and guidance to provide focus for her efforts. She asked:

How do the crises of the past year have an impact on FFA's grantmaking?

How are we called to respond in the short and long term?

Trustees supported her sense that as Quakers we have a responsibility to respond, and vision that FFA's grants should all advance equity and justice. Discussion focused on concerns about vaccine distribution equity and vaccine mistrust. Non-digital seniors are at a particular disadvantage as all registration is online; assistance is needed. Some senior centers or residences could offer to host vaccine clinics. Community Health Workers and trusted healthcare professionals could do outreach in their communities. Prisons and detention centers are at risk. It is expected that the current mismatch between supply and demand will ease in coming months.

Susan will reach out to grantees that already serve higher risk people. She will also reach out to the Black Doctors COVID-19 Consortium in Philadelphia (a non-profit). She will also enquire whether any FSA communities are offering vaccine clinics for surrounding communities. Please send other suggestions for outreach.

Awareness of the consequences of isolation and loneliness have grown during the pandemic, with a related concern about availability of behavioral support services. There was not time to explore this further tonight.

Grants

Pendle Hill LOI for collaboration with Woodbrooke for blended worship and programs: DEVELOP further, broaden the vision. It may not work for isolated aging adults, especially those not on the internet. Questions about budget, sustainability, collaboration with other retreat centers.

Woolman Hill LOI for support of capital project for accessibility. After recognizing that FFA generally does not do capital, the importance of accessibility was affirmed so the board would consider a grant application for this purpose. DEVELOP further with more detail on programs, collaboration, how many older adults attend/would attend.

Alzheimer's Association of Delaware Valley Outreach to BIPOC and LGBTQ: DECLINED-felt very general, should have been doing already, not innovative, other sources of support. *We should focus our grantmaking to organizations that others are unlikely to support. Who are we cutting out that we have loyalty to support.*

Kendal at Home virtual programs for members to combat isolation: INSUFFICIENT INFO Should have been doing already, how much requested, collaborate with Friends Lifecare, demographics of population.

One Roof Chicago planning for community center. DECLINED Out of geographic area, not Quaker, no advance conversation, intriguing idea but very vague, conceptual. Stay in touch when past the vision stage.

FSA requesting \$5000 for speaker fee at April annual symposium for Due Quach (Calm Clarity.org) on neuroscience and mindfulness for Diversity, Equity, Inclusion. DENIED There was skepticism that a one hour lecture on this topic would effect change in the communities. Programs like FSA courageous conversations more likely to give people a safe place to talk about equity and justice and support each other in effecting lasting change. Open to discussion on other ways to support DEI work.

ARCH has done some analysis of over 100 responses and 2 years of data. Finding it very informative. Planning revision of End of Life Planning booklet and creation of one on Housing. May be useful to other meetings (see note about outreach to FGC Yearly Meetings).

Finance

- Eric requested and received APPROVAL of having the 990 and Financial Report shared via electronic document with paper copies to the Executive Director and Treasurer only.
- He noted that the year-end balance sheet indicates that the Foundation's assets were higher at the end of the year than the beginning, despite \$479,800 in grants awarded. The Profit & Loss aligns with the budget.
- He also explained that in 2018 the Board approved Susan moving to a Vanguard SEP IRA for her retirement plan. In response to questions from Marylee, the auditor, he completed the IRS 5305-SEP form which outlines the Plan, stating that an employee must be 18 years old, having worked at

FFA for at least 1 year, and does not include employees covered by collective bargaining, non-resident aliens, or people receiving less than \$450 in compensation. Contributions from FFA are made directly to Vanguard, not through payroll. The form is filed at the organization, not at Vanguard or the IRS. A copy will be provided to Marylee Evangelista. This was APPROVED by the Board.

Governance

Lisa reported that the Governance Committee met twice since the October Board Meeting. Minutes are posted on the website.

- Helped to plan the education session for this meeting, settling on access to Ziegler's wide-ranging expertise as a good option.
- Adopted a succession plan for the Executive Director, in case of a change in leadership, planned or unplanned, long-term or short-term. The board APPROVED this plan.
- Adopted a Technology and Communications Policy as recommended by our accountant. We ask for your approval. The board APPROVED this policy.
- Checked with our new board members about committee assignments. Since both are working during the day, they do not wish to be members of committees at this time. Abigail will be included in the mailings for Finance Committee and Nikki for Governance. They are welcome to attend committee meetings at any time.
- Adjusted the wording for the Board Evaluation form so it will only ask that you evaluate the most recent Board meeting. It will be sent by Survey Monkey and have room for comments. In connection with the annual meeting in June, we will do a more extensive board self-evaluation.
- Board feedback on the website posting of meeting materials was very positive.
- Sharing of board bios was appreciated.

Consent:

- October 2020 minutes were approved.
- The Executive Director self-evaluation and goals were posted under this meeting for reference.

Susan announced that The Hickman will undergo another executive change. She also asked that members pass along the copies of the Friends in0020 the City book.

The meeting was adjourned at approximately 9:50 pm

Susan W Hoskins LCSW, Executive Director