

CHESTER COUNTY COMMUNITY FOUNDATION

GRANT PROPOSAL SUMMARY SHEET

One page only. This page will be shared electronically with Grant Panel Members & Fund Advisors.

Note: If Philanthropy Network's Common Grant Application is used, CCCF's **Summary Sheet MUST accompany application.**

To obtain an electronic version of this application, visit www.chescocf.org

Date Jan 17, 2023

Contact Information

Organization Name: Camphill Village Kimberton Hills
Address: 1601 Pughtown Road, Kimberton PA 19442

Phone: 610-935-0300

Website: camphillkimberton.org

Year Incorporated: 1993

FEIN: 23-2258345

ED/CEO Name: Felicity Jeans

ED/CEO E-mail:

felicity@camphillkimberton.org

Board Chair Name: Patrick Boova

Board Chair Approval (check here):

Primary Contact Name: Robert Martin

Primary Contact E-mail: martin@bard.edu

Organization Information:

Field/s of Interest:

Arts, Culture & Humanities

Environment/Animal Welfare

Education

Health

Human Services

Religion

Mission: Our Mission is to create and maintain a land-based community together with adults with special needs. Inspired by Anthroposophy, members of the community support one another to contribute to the wider society through biodynamic agriculture, social, cultural, and educational endeavors.

Geographic Area Served: Northern Chester County

Describe Population Served & Annual Number of People Served: Adults with Developmental Disabilities (41 residential)

Annual Budget \$2,757,309

6 # of Full-Time Equivalent Paid Staff

79.5 % of budget for program expenses

10 # of Board Volunteers

12 % of budget for administrative expenses

0 (Covid) # of Active Non-Board Volunteers

8.5 % of budget for fundraising expenses

100 (Covid) # of Volunteer Hours

100 % total

Top 3-5 funding sources: Program Fees, Individual Donations, Food Sales from our Farms

Is this grant proposal for: Capacity Building or General Operating ?

If Capacity Building Proposal, the focus is:

Mission, Vision & Strategy Governance & Leadership Partnerships & Collaborations

Fundraising, Development & Marketing Technology Other: _____

Grant Amount Requested from the Community Foundation: \$15,000

Proposal Summary: We request \$15,000 to expand care for seniors aging in place at Camphill Village Kimberton Hills. We propose to provide the dedicated services of the equivalent of one additional full-time CVKH co-worker. Even as new and younger villagers come to CVKH, the community has adapted to the aging of its population in many ways: for example, by creating Serena house for elder care, by extensive renovations to Sycamore house, and by changing the daily rhythm of community life to suit the elders residing in the community. Additional support is now very much needed. The cost of supporting one new short-term co-worker is approximately \$15,000 per year, and we respectfully request this amount.

II. CHESTER COUNTY COMMUNITY FOUNDATION

*Provide clear, concise information. 3 pages maximum.
Nonprofit's history, goals, key achievements & distinctiveness*

1. Camphill Village Kimberton Hills -Seniors Aging in place.

Founded in 1972, Camphill Village Kimberton Hills is part of the international Camphill Movement. Developed by Karl Koenig, M.D. in 1940, the first Camphill village was started in Scotland. Camphill now includes over 100 independent communities in more than 20 countries on four continents. The communities value service, sharing, spiritual nourishment, and recognition of each individual's gifts, and offers a model of renewal for the wider society. Camphill communities include children, youth and adults with developmental disabilities, as well as those with societal and personal vulnerabilities. Dr. Koenig and the Camphill movement were inspired by Anthroposophy, the work of Rudolf Steiner, Ph.D. (1861-1925), an Austrian scientist, philosopher, and educator. Anthroposophy is a contemporary path of self-transformation which enables people to be in the world in a fuller way and to contribute to healthy social and ecological endeavors. Anthroposophy embraces a view of the human being which recognizes the spiritual nature and wholeness of individuals, regardless of handicapping conditions.

CVKH recently celebrated its 50th birthday with an all-day event that included a conference on the theme, "The Work and Art of Living Together: An Intentional Community and the Community Around It". The Conference brought together major figures in the field of regenerative agriculture, a scholar from the field of intentional community studies, and past and present members of our own community to share ideas on the history and future of CVKH. A key part of the celebration was recognition of nine "Community Partners", including the Chester County Community Foundation, that have made significant contributions to our region and with whom CVKH is proud to collaborate.

2. Funding request

Description of key initiatives

The key initiative for which we seek support is the increase in short-term co-worker support in Serena house, our elder-care house, equivalent to the efforts of one new full-time person. With the requested funding, CVKH will recruit and retain one new short-term co-worker, but rather than assigning that person full-time to Serena house, parts of the time of four co-workers will be directed to activities at Serena house.

A short-term co-worker at CVKH works approximately 8 hours per day for six days per week, i.e., for about 48 hours per week. Under our proposed initiative, one fourth of the available hours of each of four co-workers will be directed to activities at Serena house, so Serena house will have in effect the services of a new full-time co-worker. This arrangement is based on our experience that the co-workers enjoy the variety of working in a number of different workshops and activities, so we will not ask any one short-term co-worker to devote full-time to Serena house.

Specific needs & issues to be addressed

As the population of CVKH ages, more and more attention must be given to their special needs. There is simply more to be done each year to support the well-being of our older villagers, who will remain at CVKH when possible to the ends of their lives, even as they continue to participate in the community workshops. Much of this support is provided in Serena House, a residence specially designed for the elderly. This support includes:

- Basic nurse-aide work, i.e., help with bathing and dressing
- Assistance with exercise programs established by a physical therapist
- Assistance with end-of-life care, supported by experienced long-term co-workers
- Meal preparation and cleaning up
- Cleaning of living spaces
- Miscellaneous support activities, including simply spending time together

The current cadre of short-term co-workers is simply not large enough to handle the increased workload, so we need to enlarge that cadre. Failure to do so leads to burn-out among the short-term Co-workers and creates special difficulties for short-term co-worker retention. This is a particularly important point. CVKH attracts caring, empathetic, idealistic young short-term co-workers who throw themselves into the community life with enormous energy and commitment. They are unlikely to place limits on their involvement and responsibilities until they have gone too far, experiencing high levels of stress and burn-out. It is the responsibility of the more experienced, long-term co-workers of CVKH to establish limits and boundaries that will help the short-term co-workers avoid these difficulties.

When retention rates among short-term co-workers fall, the effect is particularly problematic for eldercare – that is why this proposal focuses on increasing the pool of these co-workers so that the workload can be better distributed. When short-term co-workers leave, new ones must be recruited; turn-over is more frequent. The reason this is especially difficult for elder-care is that elder-care requires specific training, more so than for most other CVKH workshops. Almost all the support services mentioned above in the bulleted items require special training. Improved retention will lessen the need for training new recruits, thus freeing up time for providing care for the elderly.

Why it is important to fund this now

It is important to meet the needs described above now, because the initial group of Villagers who joined CVKH as young adults at or near the time of its founding, fifty-one years ago, have reached advanced age - no surprise! - around the same time. The second reason is that the COVID-19 pandemic led to a marked decrease in the number of available short-term co-workers. Fear of contracting the virus and visa and travel restrictions kept potential volunteers at home, and concern for bringing the virus into CVKH led the community to reduce the numbers it would accept.

How impact & results will be demonstrated

Based on the above, a good measure of the impact of our initiative will be the change in retention rates for short-term Co-workers in the first two or three years. An increase in the retention rate will confirm our belief that our strategic increase in the human support for eldercare will lead to disproportional enhancement of that care. Another important measure of impact and results will be a questionnaire about job satisfaction. We will compare the results for the short-term co-workers involved in elder care with those in the general pool. It is our expectation that short-term co-workers will have a very positive experience – with far less burnout – under the arrangement proposed here, where the workload is shared by many people. We will see if the questionnaire confirms this expectation.

III. ATTACHMENTS

E-mail or mail this support information

1. Copy of 501 (c) (3) federal tax-exempt letter
 2. List of Board of Directors, with their affiliations
 3. Most recent annual report & financial statement, audited if available
 4. Itemized organizational operating budget with actual results for prior fiscal year & current fiscal year to date
 5. If capacity building initiative, itemized budget (including external consultant’s proposal, if applicable)
 6. Current strategic plan. If your nonprofit does not have a current strategic plan, explain why.
- Use this form @ www.chescof.org to apply online for grants from all Community Foundation Funds.
 - **Email proposals to grants@chescof.org**
 - Proposals are considered “complete” when CCCF has **confirmed** receipt of the **Grant Proposal Summary Sheet, Narrative & Attachments**.
 - Proposals are shared electronically and online with Fund Advisors, Donors & Grant Panels.
 - Per IRS Regulations, applicants **must be** charitable, tax exempt organizations with 501(c)(3) certification & **cannot** be individuals.

Please contact Grants Administrator Kevin Baffa at
(610) 696-8211 grants@chescof.org with questions.

