



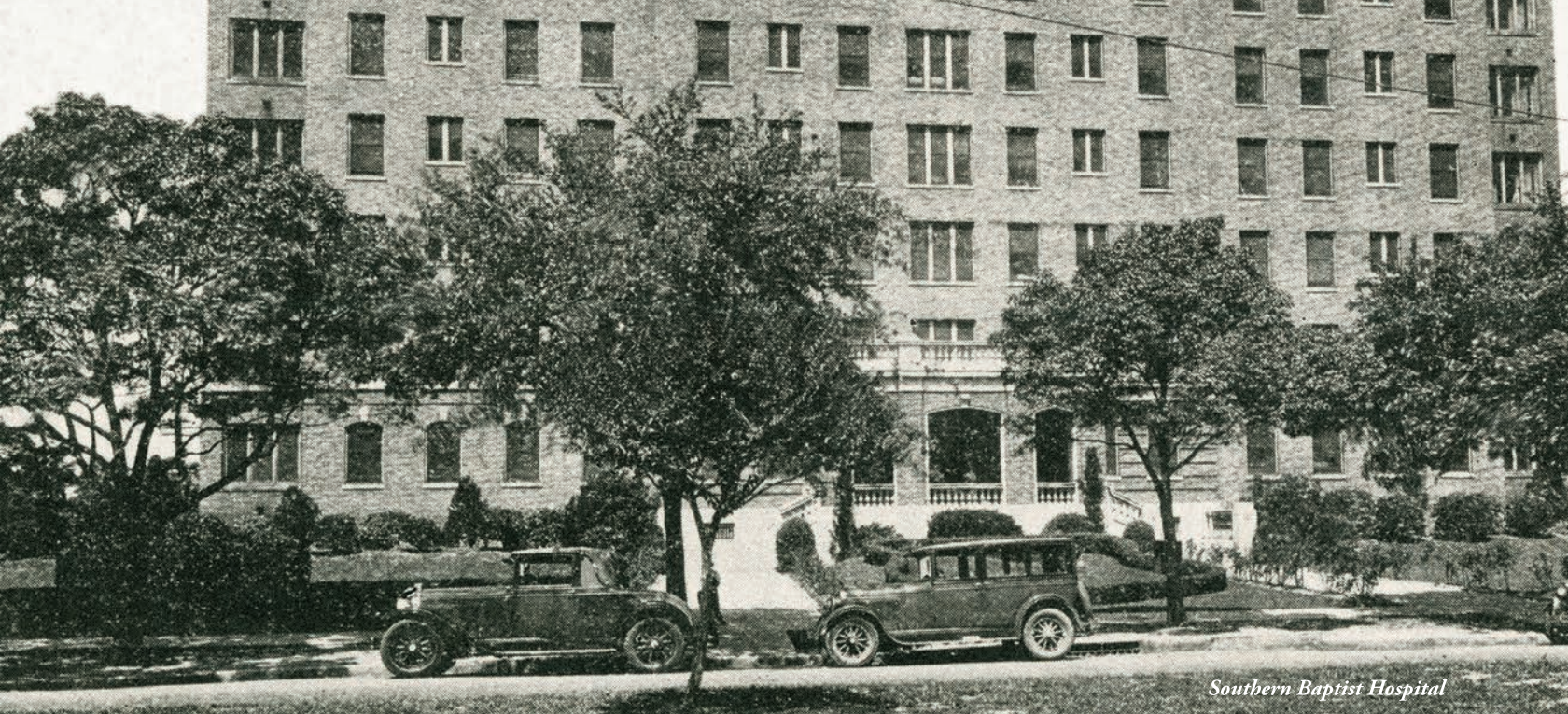
CELEBRATING

20

YEARS

of PHILANTHROPY

BCM



Southern Baptist Hospital

Baptist Community Ministries

A HEALTH LEGACY SPANNING ALMOST 90 YEARS

Baptist Community Ministries (BCM) is celebrating two decades of service to the Greater New Orleans region. But our service to the community actually began in 1926 with the opening of Southern Baptist Hospital. The hospital, a leading regional medical center, was located in the heart of Uptown New Orleans. For several generations the hospital provided excellent healthcare to patients of all faiths.

Due to the changing healthcare landscape in New Orleans, a decision was made to sell the hospital in 1995. The proceeds from the sale were used to create BCM, a faith-based philanthropic foundation. The focus changed from providing direct care to individual patients to making social investments (grants) in local nonprofits to improve the health of the community.

The hospital was also renowned for its pastoral care program, where professional chaplains were key members of the healthcare team. BCM

continues this tradition today with its Chaplaincy Services program. Another direct service program, Congregational Wellness, was added in 1997. Congregational Wellness establishes and maintains Wellness Ministries in local congregations using volunteer nurses and lay health advocates.

Over the past 20 years, BCM has worked diligently to partner with local nonprofits and other organizations in an effort to build a healthier community in the New Orleans region. BCM primarily invests in programs in the areas of Health, Education, Public Safety and Governmental Oversight. BCM believes the community has experienced significant gains in these key areas, particularly in the last 10 years. Although much work remains to be done, BCM is fully committed to continuing its work with community partners in the decades to come.

ON THE COVER: Young people representing organizations participating in YouthShift, the BCM-funded movement to uplift New Orleans youth, gather at Firstline charter schools' Langston Hughes Academy in Gentilly, a YouthShift participant.

Back row from left: Joyce Pittman, *Cafe Reconcile*; Bethany Hebert; Mason Cordova Mejia, *University of New Orleans Uptown Bound Program*; and Travis Hankins

Middle row from left: Langston Hughes students Cory Riley, Essence Smith; and Kani Williams, *UNO Upward Bound Program*.

Kneeling: Langston Hughes students Myriana Green and Dontae McNeil.

Photo Credit: Jeffery Johnston



Dear Friends,

In August of 2015, **Baptist Community Ministries** celebrated its 20th anniversary as a philanthropic organization serving the Greater New Orleans area. BCM remains committed to its faith-based Mission of improving the physical, mental and spiritual health of the individuals we serve in our five-parish region. Over this 20-year span, BCM has impacted the lives of citizens from all walks of life.

BCM uses three primary means to interact with the community:

GRANTS identify ideas and partner organizations that address critical community needs in the areas of Health, Education, Public Safety and Governmental Oversight; support these ideas and partner organizations with financial grants and expert consultation

Almost \$159 million invested in local nonprofits and other community partners to date

CHAPLAINCY SERVICES identify partner organizations that will benefit by offering pastoral care services to their staff and the individuals they serve; deploy professionally trained chaplains to provide pastoral care in these organizations

12 chaplains serving in five local hospitals, two long-term care facilities and the New Orleans Police Department

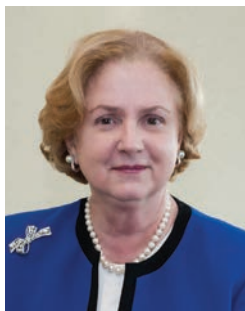
CONGREGATIONAL WELLNESS identify partner congregations that will benefit and offer wellness ministries to their faith communities; train volunteer nurses and lay health advocates to establish and maintain these wellness ministries

94 churches have active wellness ministries, with 55 led by nurses and the remaining 39 led by lay health advocates

We believe that by making grants and providing direct services BCM is able to extend its reach deeper into the community.

Looking forward, we are very optimistic about the future of Greater New Orleans. We see evidence that the nonprofit sector is beginning to embrace the concepts of social entrepreneurship and collective impact. This “innovative thinking” will positively affect both the quality of service delivery and the ability to financially sustain programs. BCM will be fully engaged with our community partners as they strive for organizational excellence.

We hope you enjoy reading our Annual Report to learn more about BCM and, more importantly, to “hear” the stories about the lives being touched by some of the programs of which we are a part.



Dr. Patricia M. Prechter
Board Chair

Patricia Prechter



Charles E. Beasley
President & CEO

Charles Beasley

MESSAGE TO THE COMMUNITY



BCM Sparks Major Initiative to Uplift New Orleans Youth

Baptist Community Ministries has evolved to become more strategic in creating and leading positive change, moving from grantmaker to community partner. A prime example of this progress is its support of YouthShift, a bold movement to improve the lives of New Orleans youth.

Since 1995, BCM has provided grants to excellent nonprofit organizations that share its Mission. BCM's expert, experienced staff use tools such as data and proven best practices to support positive impacts and build organizational capacity in community nonprofits.

"We're not about picking winners, we're trying to build a structure for community change," explains Luceia LeDoux, BCM Senior Vice President for Grants. "We understand that the quality of the program is key, not just the largesse of funding. In many cases, the parts are all here, what's needed is a vision."

A major example of BCM's work as visionary is YouthShift, a collaboration of more than 200 local nonprofit organizations working together to achieve positive change for the 78,000 young people ages 25 and under in New Orleans.

New Orleans children and youth have long faced major challenges. Currently, more than one in three live in poverty. Births to teen mothers and infant death rates are higher than national averages. Strikingly, 20 percent of 16- to 24-year-olds are unemployed, and 18 percent don't work or go to school. (Statistics from The Data Center Youth Index 2015.)

Starting in 2011, a group of community leaders who work with youth came together in frustration to consider how to make their work more impactful. From these conversations, YouthShift was born, and it soon grew into a movement with BCM emerging as its anchor funder.

BCM has supported YouthShift with technical assistance, backbone support and expertise since its inception. Says Jennifer Roberts, BCM Vice President for Education Grants, and a leader in YouthShift's steering committee, "In order to best serve our youth and create opportunities for them to be successful, we had to come together with a common vision and set of solutions to which all nonprofit organizations and agencies working with and on behalf of young people could contribute. BCM support bought time, space and expertise for organizations to come together and hammer out collective goals and possibilities for collaboration that could best serve the young people in New Orleans."

Read *A Call for Connection*, YouthShift's roadmap to improving the lives of New Orleans youth at nolaYouthShift.org



Dr. Anthony Recasner, Chief Executive Officer, Agenda For Children, stirs up enthusiasm for YouthShift.



Jennifer Roberts, BCM Vice President of Education Grants, and New Orleans Health Dept. Director Charlotte Parent at the launch of the publication *A Call for Connection*.

YouthShift HAS MADE IMPRESSIVE PROGRESS.

YouthShift identified community priorities by engaging hundreds of leaders, community members and youth themselves. They determined what “big picture” youth issues needed solutions. After several months of focus groups, meetings, interviews and data analyses, hundreds of “local conditions” were whittled to a list of 22 priorities organized into six priority areas—health and well-being, economic stability, learning, space and place, safety and justice and youth voice. Hundreds of nonprofit leaders and youth-serving agencies were then asked: How do we improve outcomes in these six areas?

This led to the creation of a major publication, *A Call for Connection*, a roadmap and rallying cry for organizations to collaborate on solutions to increase opportunities and outcomes in these areas. *A Call for Connection* proposes five priorities for nonprofit organizations and agencies: emphasizing youth and community voice in programming, acquiring better data from which to make decisions, improving program quality, integrating policy agendas for collective voice and building backbone supports for community organizations so that they can be more effective. The next step is for teams to identify an action plan for each area.

“Young people don’t live in schools or programs—they live in communities,” says Roberts. “This means that all programs that affect young people need to be coordinated and aligned and moving in the

same direction to best support that child’s development. We aren’t just building capacity of organizations or young people—we’re building the capacity of the systems that serve them to ensure that every interaction between an adult and a young person is quality.”

Thus, in September, BCM kicked off the first-year pilot of the New Orleans Youth Program Quality Initiative. This gives organizations and agencies that work with youth comprehensive ways to assess their program quality, plan for improvement and participate in coaching and training to achieve measurable progress in the day-to-day ways in which their staff interact with young people. It also hits all five YouthShift recommendations mentioned in the publication *A Call for Connection*.

Roberts expresses the enthusiasm shared by the movement’s leaders. “All young people should have champions, and YouthShift seeks to leverage the city’s wealth of youth programs to build a bridge for youth to make their way to a happy, healthy and secure adulthood. By improving the way we as adults work with and for young people, we can bridge the gaps so many New Orleans youth face.”

BCM’s approach to grantmaking can be based on Jeremiah 29:11, as relevant to 21st century New Orleans as it was in ancient times.

“I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future.”



YouthShift Steering Committee members from left are: Kim Tran, Michael Smith, Emily Wolff, Michael Januzzi, Kirsten Breckinridge, Sara Massey, Nicole Jolly, Lynette Bates, Jen Roberts, Larry Pasti, Teresa Falgoust, Taslim van Hattum, Erika Wright, Hamilton Simons-Jones, Pam Stevens, Paulette Carter, Tony Recasner

How to Transform a Community? Connect Youth to Education, Jobs

BCM PARTNERS WITH NONPROFITS TO LEAD THE WAY

Some of the most challenging young people to reach in the New Orleans area are disconnected from school and jobs. New Orleans has an extraordinary high number--more than 26,000--of youth ages 16 to 24 in this limbo.

Baptist Community Ministries has long recognized the importance of young people in this demographic to uplifting the entire community. If youth slip through the proverbial cracks at this age, they become vulnerable to many other problems.

Young people in this situation are known as **opportunity youth**. "These young people all need a variety of services related to stabilization, education, training, job readiness and job placement and retention," explains Luceia LeDoux, BCM Senior Vice President for Grants. "In other words, it's a time when youth determine the futures of themselves and their families."

BCM is a partner in the EMPLOY collaborative (Employment and Mobility Pathways Linked for Opportunity Youth), a cross-sector collaborative working to coordinate and align policies and practices on behalf of and in conjunction with opportunity youth. The aim is to create an environment in which all New Orleans young people are able to realize their educational and employment potential. Included in the EMPLOY partnership are a number of BCM transom grantees that work directly with opportunity youth providing education, job readiness, training and placement supports.

Working alongside its grantees, BCM has developed a strategy and plan to connect providers through the planning, implementation and utilization of a shared data system, custom built on the Efforts to Outcomes (ETO) platform, created by Social Solutions Group of Baltimore, Maryland. This partnership, the **Opportunity Youth Data Sharing Council (OYDSC)**, is fiscally sponsored by BCM, and managed by a network administrator on behalf of the partner organizations.



PRAISE FROM OUR PARTNERS

"This will completely change the way organizations work together to better serve youth across our partnership network. This shared data collection system will give us the infrastructure and tools necessary to formalize our existing, informal partnerships and be more effective,"

— *Melissa Sawyer, Co-Founder and Executive Director, Youth Empowerment Project.*



OYDSC focuses on improving program quality and case management in the seven nonprofit partner organizations already working with opportunity youth. The new data sharing and performance management initiative is designed to streamline processes and maximize data-sharing among partner organizations. This enables organizations serving the same young person to ensure services are aligned and unduplicated.

The goals are to establish seamless, consistent intake and referral processes and a common Performance Quality Improvement plan across programs. By providing data on patterns and processes of youth disconnection and reconnection across providers, the initiative gives organizations the ability to make data-driven decisions on a larger scale than would be possible as single entities.

Jennifer Roberts, BCM Vice President for Education Grants, emphasizes the importance of program quality to BCM's youth development strategy. "By sharing assessment data and a clear referral system, organizations can better coordinate. This shared data will help them determine the most appropriate services for each young person, while also assessing the effectiveness of these services."

Partners in OYDSC share the excitement. Nicole Jolly, Program Manager at The Cowen Institute at Tulane University (and OYDSC data administrator), says, "Together, OYDSC is improving each organization's ability to use data in decision-making and to better understand the population they serve at micro and macro levels."

More prospective partners are showing interest. The City of New Orleans is building an ETO platform that aligns with OYDSC's. This platform includes the Nola For Life programs that target youth most at risk of killing or being killed, and the city's Reentry Initiative, Total Community Action's Gang Violence Reduction Strategy and Ceasefire New Orleans.

OYDSC is just getting started in its efforts to reconnect our community's all-important "opportunity youth." Watch for more progress to come.

PARTNERS IN REACHING OUT TO RECONNECT YOUTH

Leading organizations that work with opportunity youth have joined BCM in OYDSC.

- Delgado Community College's Accelerating Career Education (ACE) Program
- Café Reconcile
- Covenant House New Orleans
- Earn and Learn Apprenticeship Program, Cowen Institute at Tulane University
- Liberty's Kitchen
- Louisiana Center for Children's Rights
- Youth Empowerment Project

How Are New Orleans Youth Really Doing?

BCM FUNDS RELIABLE ANSWERS FROM THE DATA CENTER

Almost 44 percent of New Orleans children under 18 live in poverty. 24 percent did not get at least one hour of physical activity in the last week. Teen birth rates--39 per 1,000 females ages 15 to 29--exceed national rates of 31 per 1,000 females in this age range.

On the positive side, New Orleans students are doing better on school performance tests, rising from 22 to 28 percent on one "mastery" measure in third to eighth grades. High school graduation rates are improving, too, from 54 percent in 2004 to 73 percent in 2014.

These are some of the illuminating facts from the new publication, *The New Orleans Youth Index 2015*, produced by the highly respected local nonprofit, The Data Center, and funded by a three-year transom grant from Baptist Community Ministries.

The Youth Index is "big data" for a big project. It gives the BCM-funded YouthShift initiative the data needed for its plan to transform the lives of children and youth in need. It was intentionally co-released in late 2015 with *A Call for Connection*, YouthShift's latest publication. Both reports represent BCM's commitment to make a real difference in the lives of the region's children and youth.

The Youth Index serves as a valuable resource to anyone interested in an accurate look at local youth and their challenges. It breaks new ground in comprehensive, precise and current data reporting.

"The first step in any planning effort is development of a baseline. The Youth Index provides that baseline to YouthShift," says Vicki Mack, MHA, PhD, Senior Research Fellow at The Data Center and principal author of *The Youth Index*. "It is a statistical snapshot of the well-being of New Orleans children and youth in the 22 areas identified by the community as important to the success of young people. It is designed to inform the development of strategies that can improve their academic, social and behavioral outcomes."

This new publication builds on The Data Center's previous, widely cited reports that called attention to the high child poverty rate in New Orleans and effects of post-Katrina educational reforms on local students.

Dr. Mack adds, "The future of any society depends on its ability to foster the health and well-being of the next generation. In New Orleans, how successful we are in raising that next generation is a collective concern."



Founded in 1997 with support from BCM, The Data Center, formerly known as the Greater New Orleans Community Data Center, is an independent resource for data serving southeast Louisiana. It is most well known for tracking recovery of the region through publication of The New Orleans Index series developed in partnership with the Brookings Institution. It works as an objective partner to bring reliable, thoroughly researched data to conversations about building a more prosperous, inclusive and sustainable region.

HOW ARE NEW ORLEANS CHILDREN DOING?

Health and Well-being

In 2010, 13 allegations of abuse and neglect per 1,000 children were reported in New Orleans, compared to 23 per 1,000 children in Louisiana. Overall, New Orleans fares better than the state on this indicator.

Economic Stability

In 2014, 43.8 percent of New Orleans children under 18 were in poverty, a much higher percentage than the 27.9 percent in the state as a whole and the 21.7 percent in the U.S.

Learning

In 2015, 56 percent of New Orleans third graders scored at basic or above on the Partnership for Assessment of Readiness for College and Careers (PARCC) test of English language skills. Statewide, 63 percent scored at basic or above.

Space and Place

In 2014, 220 homeless children under 18 lived in the New Orleans area. Most, 162, lived with at least one adult, while 58 had no adult present. Overall, in Louisiana, 733 homeless children lived with at least one adult, and 127 had no adult present.

Safety and Justice

New Orleans schools are more likely to suspend students out-of-school compared to all other parishes. The higher rates of out-of-school suspensions have been consistent for several years. In 2013, 87 percent of New Orleans suspensions were out-of-school suspensions compared to 39 percent in all other parishes. Similarly in 2012, 86 percent of New Orleans suspensions were out-of-school suspensions compared to 41 percent in all other parishes.



▲ Allison Plyer, Executive Director of the New Orleans Community Data Center, which produced the BCM-funded The New Orleans Index 2015.

The Youth Index data indicators are based on literature developed by the respected Forum for Youth Investment.

They Include:

- Children and youth succeeding in school.
- Children introduced to the concepts of work, youth and young adults ready for work.
- Children and youth making healthy choices.
- Children and youth having positive relationships with peers and adults.
- Children and youth contributing to their community.

CHECK OUT THE YOUTH INDEX DATA

Curious about local children and youth?

Read the groundbreaking BCM-funded report at datacenterresearch.org



Rethinkers find their voices by sharing their stories. From left are Youth Food Justice Coordinator Chika Konda, Arianna McKnight, Ron Triggs, Executive Director Karen “KG” Marshall, Ashton Peters and Kelvin Arzu.

BCM Helps Youth Find Their Voices, Find Their Way

YOUTH VOICE, THE PARTICIPATION OF YOUNG PEOPLE IN DECISION-MAKING PROCESSES THAT AFFECT THEM, IS A PRIORITY FOR YOUTHSHIFT.

Finding one’s voice means more than the ability to speak confidently. For children and youth, it can mean they understand that they have valuable ideas to express, they are worthy of respect and have a place in the world.

Young people need help in finding their voices. A Baptist Community Ministries-funded organization, Kids Rethink New Orleans Schools (Rethink), has encouraged youth voice for nearly a decade. Rethink was created in the summer of 2006 with 20 youth who worked to ensure youth would have a strong voice in how the schools would be rebuilt post-Katrina. Rethink has since grown to serve 125 students through connections with more than 30 schools.

Rethink supports youth in becoming skilled, confident leaders through the process of analyzing their educational experiences. Rethink achieves this work through a variety of innovative programs including after-school clubs, a food justice collective, internship opportunities and more. Arianna McKnight, 18, University of New Orleans urban studies student who has been part of the organization since soon after it began, sums up what it has meant to her. “I like the opportunities to reach out to other youth and tell our stories.”

Eighth grader Ron Triggs, 13, who attends Edgar Harney Spirit of Excellence Academy, says, “Rethink helped me develop more as a person, become more open-minded and look at other perspectives.”

RETHINKERS FOUNDATIONAL BELIEFS

- The lives and experiences of young people are important.
- Young people’s ability to deconstruct their experience and create a new narrative is important.
- Young people are experts in their own reality which means that they have the capacity to both learn and teach in ways that are transformative.
- What young people have to say is important.
- Intergenerational solidarity and collaboration are important.



BCM funds Rethink with a transom grant in the area of public safety. BCM Program Director for Public Safety Grants, Charmel Gaulden, explains, “Rethinkers develop as leaders who can navigate conflict, problem solve and build positive peer interactions. These are some of the skills critical to ensuring young people are able to maximize educational opportunities and avoid the criminal justice system.”

Rethink Executive Director Karen “KG” Marshall says the organization first started working with middle schoolers. “As the young people grew, we grew to serve them with programs for older youth.” Rethink now has programs specifically for 10-14-year-olds, programs for ages 15-25 as well as a youth internship program. Rethinkers learn how to organize and become involved in issues important to them. Rethink clubs meet after school to work on issues such as bullying, school discipline, food access and juvenile justice. An award-winning HBO documentary features a group of Rethinkers who became advocates for healthier school lunches.

Finding voice is central at Rethink. The organization uses the Rethink Circle, from Native American and African customs, which invites all members to sit together as equals and offer their thoughts, opinions and stories. As its leaders point out, this simple yet profound process helps Rethinkers practice respect, equality, deep listening and strong communication skills. Says Marshall, “The dialogue of the circle is a way we hold shared power. We believe young people have the right to speak about things that are important and affect them.”

Rethinking things in a new way is a skill that will stick with youth as they develop. Rethinker Ashton Peters, 16, who attends Life of Christ Academy, says he has learned how beneficial participating in decision-making has been. “Rethink has helped me become more responsible, and also got me to look closer at problems and how I could help make things better.”



BCM Program Director for Public Safety Grants, Charmel Gaulden, and KG Marshall.



A Rethinkers foundational belief: what young people have to say is important.

Rethink's mission is to support youth of color in becoming thoughtful and capable leaders through the process of rethinking their experiences in their own school communities and taking action to make systemic improvements.



Students at Homer Plessey Community School learn that nutritious food can be delicious through Volunteers of America's Fresh Food Factor program, funded by BCM. Photo courtesy of Volunteers of America.

BCM Sets the Table

FRESH FOOD FACTOR NOURISHES KIDS FROM INSIDE OUT

Baptist Community Ministries remains committed to helping local children grow healthier and succeed in school.

A good starting place to help reach these goals is feeding kids healthier diets.

Volunteers of America Greater New Orleans, local affiliate of a national nonprofit human services organization, agrees. In 2013, Volunteers of America started its Fresh Food Factor program to turn the tables on highly processed school lunches full of empty calories. Supported by a BCM health transom grant, Fresh Food Factor recognizes the importance of good nutrition to a child's energy, health and optimum school performance, especially for youngsters who may not get a balanced diet at home.

"We first began the Fresh Food Factor with a simple but intriguing question. What might happen if we would serve children in Greater New Orleans a fresh and healthy meal each school day?," explains James LeBlanc, President/CEO, Volunteers of America Greater New Orleans. "This year, we will serve 1.4 million healthy meals and snacks to area school children. We believe our meals will have a profound impact on the health of these children and overall community health for years to come."

As an alternative to commercial food suppliers, Fresh Food Factor follows a holistic service model that focuses first on students. Meals are packed with nutritious fruits and vegetables--and prepared daily at Volunteers of America's new 8,000 sq. ft. commercial kitchen in a renovated Tchoupitoulas Street building. Though Fresh Food Factor steers clear of the frozen pizza and salty fries that may dominate many school lunches, it serves foods that appeal to young palates.

▼ From left: **Christy Ross**, BCM Program Director for Health Grants; **Luceia LeDoux**, BCM Senior Vice President for Grants and **James LeBlanc** Volunteers of America President/CEO at Fresh Food Factor kitchens on Tchoupitoulas Street. Photo Credit: Nijme Rinaldi Nun



Feeding children healthy diets supports BCM's strategies to uplift youth in our region. Fresh Food Factor shares goals with YouthShift, the comprehensive initiative funded by BCM to transform child and youth services in the region. In fact, YouthShift's first priority area is child health and well-being. Better nutrition can help address problems of the nearly 44 percent of New Orleans children under 18 living in poverty. *(Statistics from The New Orleans Youth Index 2015.)*

"Volunteers of America's continued commitment to the people of this region is clearly exhibited through the Fresh Food Factor. Their efforts provide the nutritious fuel kids need in order to learn and to lead healthy lifestyles," explains Christy Ross, BCM Program Director for Health Grants.

Fresh Food Factor serves youth on several levels. First, it gives them the balanced diet they need to stay energized in school. It also teaches kids that a healthy lifestyle begins with good eating habits, and that nutritious food can taste good. And it looks ahead to help prevent obesity, diabetes and other health problems that occur at high rates in our region.

Along the way, Fresh Food Factor may also instill a love of fresh pineapple or spinach salad in a child who never tasted these foods before. In just a couple of years, Fresh Food Factor has steadily increased the numbers of schools and meals served. Volunteers of America hopes to cook up more excitement about this program and bring more fresh food to local youth.

▼ Cooking up meals from scratch are, from left, Volunteers of America Vice President of Resource and Business Development **Al Kohorst**, staff members **Amicia Bailey** and **Chasity Porter**, **James LeBlanc** and Fresh Food Factor Assistant Director **Jim Zelaya**. Fresh Food Factor Program Director is **Lawrence Dodds**. *Photo Credit: Nijme Rinaldi Nun*



Crossroads NOLA: Connecting Children to Families

BCM FUNDS NEW ADVOCATE FOR OUR MOST VULNERABLE YOUTH



◀ Crossroads NOLA Executive Director **Anna Palmer**, left and Director of Operations **Mandi Wallis** hold photos of children in foster care who are eligible for adoption.
Photo Credit: Nijme Rinaldi Nun

Who speaks for the 400 children in foster care in the New Orleans region? Innocents all, these children were removed from their parents because of abuse or neglect. They remain among the most vulnerable in our community.

A relatively new organization called Crossroads NOLA has emerged as a strong voice and faithful advocate for foster children. Funded by Baptist Community Ministries with a community health grant, Crossroads NOLA successfully recruits foster and adoptive parents and supports foster children and parents through a growing network of local churches.

A shortage of foster families remains a stubborn long-term problem in Louisiana. Numbers of foster children continue to increase for many reasons, including a rise in heroin addiction in rural areas.

Explains Crossroads NOLA Executive Director Anna Palmer, “Statewide, on any given day there are 4,800 children in foster care and only 2,200 certified foster families. We want to flip that script.” The lack of foster families means children are often moved around geographically and can go from family to family rather than experiencing the stability of one foster home. Only foster teens live in group homes.

How does Crossroads NOLA flip this script? While only the state Department of Children and Families can formally certify foster parents and place abuse or neglected youngsters, Crossroads NOLA actively assists this process. Its staff recruits foster parents, guides parents through the certification process, promotes adoption for foster children eligible for permanent homes and generally spreads the word

▶ Meet a foster family recruited and supported by Crossroads NOLA. Andrew and Allye Crosby, with daughters Ruby and Lucy, welcomed a foster infant.

"Asking a family to foster a child is a big ask."
Crossroads NOLA supports families who say yes
and enlists others in its church network to help.

among its church network about the joys of fostering and adoption children in need. In 2015, the organization recruited about 15 new foster families and grew its network of about 35 local churches that care for foster families in innovative ways.

"When you ask a family to foster a child, it's a big ask," says Palmer. She points out that while recruiting foster families is a primary goal, there are other ways to make a difference, including offering meals and support for foster families, serving as a court-appointed advocate for children or making a financial gift. The organization has a wide array of educational material and videos designed to raise awareness about the challenges foster children face.

A church network is the foundation for their efforts. Beginning as a First Baptist Church ministry, Crossroads NOLA partners with churches that have similar faith doctrines, following the Biblical directive to care for the orphan and the child in need. Partner churches agree to host a Crossroads NOLA recruiting event to raise awareness about foster care ministry. From there, the ministries differ by congregation.

Early on, Crossroads NOLA saw that by affiliating with the Louisiana Baptist Children's Home and adding a social worker to their staff, they could be more effective in easing the certification process for foster families and acting as advocates. This has worked well, giving parents a personal resource and shortening what can be a daunting process.

Single persons as well as married couples can foster a child. Requirements include being 21 and older, good mental and physical health and the willingness to love and protect a child in great need.

SIX WAYS TO LOVE CHILDREN IN FOSTER CARE

Crossroads NOLA offers these options to congregants in its partner churches.

- Become a certified foster parent or a foster-to-adoption parent.
- Become a family partner.
- Serve as a court-appointed special advocate to support foster children in the court system.
- Provide meals to foster families.
- Volunteer for special projects to support foster families.
- Become a financial partner.



Heart Gallery Promotes Adoption For Eligible Foster Children

Helping to find adoptive parents for children whose parental rights have been terminated is part of Crossroad NOLA's ministry.

Visit crossroadsnola.org/heart-gallery to meet some of these children.



BCM Chaplains, from left, Barbara Duke, Allen Mitchell, Joe Cull, June Wilder, Dr. James Hightower, Jane Mauldin, Brian Cleveland, Debra Guidroz, Tina Balentine, Royce Ballard, Philip Peavey and Rene Dorsey gather at University Medical Center, one of the hospitals they serve. Faith Berthey is not shown.

BCM Chaplains Share God's Presence In Places Of Great Need

'THE CHAPLAIN'S JOB IS TO LEAVE NO ONE UNBLESSSED'

Chaplains are in the DNA of Baptist Community Ministries. Since its founding, BCM has served the New Orleans region with chaplaincy services. In hospital rooms, intensive care units, crime scenes and police precincts, Board-certified BCM chaplains made 62,070 contacts to people in crisis last year. Their message: *God is with you, even now.*

In the 13 years Allen Mitchell has been Chaplain at Children's Hospital in New Orleans, no two days have been the same.

There are common daily threads. Mitchell visits throughout the hospital, including in specialty units and three critical care units which serve extremely ill children and their families. He goes to the hematology-oncology unit, where children often endure long hospital stays. He answers call after call for help and spiritual support from patients, families and staff. He reaches out to people of all faiths or no faith.

Yet, every patient has a unique story and unique needs.

Mitchell's approach is, first, be present and listen. "As chaplains, we're the support people need in crisis," he says. "We're there at the most challenging moments of a person's life. We seek to be a visible, tangible reminder of God's presence at times when their whole world has turned upside down. People tell you what they need. We journey with them hand-in-hand."

That journey often takes BCM chaplains to places of greatest loss. Mitchell says chaplains must go into the "valley of the shadow of death" to support others. The deepest valley for Mitchell is ministering to children who have been abused. "We have learned to be comfortable in very uncomfortable situations. This means that we maintain a non-anxious presence, bringing peace and a calming influence that can help de-escalate tense situations. Our goal is to manage our emotions so we can help."

Children may seek a safe place to voice their fears, while families may simply need support for the burdens of caring for a sick child. Many times, people need to tell their stories. Others ask Mitchell to help them find comfort in their own religious rituals, which he does with the help of volunteer chaplains from various faiths. The chapel off the hospital lobby contains a Muslim prayer rug, and Mitchell regularly arranges for Catholic communion and priestly visits.

Doctors, nurses and other staff, whose work days are high stress, often need a chaplain as well. Mitchell says, "I help them unburden themselves so they can do their jobs."

Mitchell first came to BCM for chaplaincy training after completing seminary in Michigan. His goal was to become a correctional chaplain, but he found his place serving young patients. "I look at this hospital like it is the four walls of a church. For some, I am the shepherd, for others I'm like their pastor." Whatever a day may bring, Mitchell works to show that God's love is stronger than illness, fear and even death.

Last year, BCM chaplains made 62,070 ministry contacts in the following areas:

HOSPITALS	41,643
NURSING HOMES	5,868
NOPD	14,559

WHEN MAJOR CRISIS HITS, BCM CHAPLAINS RESPOND

Last June 20, when New Orleans Police Officer Darryl Holloway was killed by a prisoner, making national and local news, one of the first calls over police radio was “has the chaplain been notified?”

By the end of that tragic day, six of 12 BCM chaplains were involved in comforting other officers, family members and a grieving community, reaching out with prayers and presence. The four BCM New Orleans Police Department chaplains--Faith Berthey, Brian Cleveland, Joe Cull and June Wilder--and BMC hospital chaplains Debra Guidroz and Zack Ritchie ministered to so many coping with shock and tragedy.

BCM Vice President of Chaplaincy Services Dr. Jim Hightower believes that calling the NOPD chaplains so quickly speaks to the respect and influence they have earned through years of faithful, compassionate ministry. BCM chaplains cover NOPD’s eight districts and headquarters and always are on call to minister to officers and victims at crime scenes. They help police officers cope with the stress of the job and offer spiritual support and help with personal issues.

The chaplain’s job is to leave no one unblessed,” Dr. Hightower says. “We continue the chaplaincy legacy that extends back over the decades to Southern Baptist Hospital, which trained so many chaplains serving throughout the world.”



◀ **BCM Chaplain Allen Mitchell**, who serves Children’s Hospital, shares hugs with patient **Braydin LeBlanc**, age 7.
Photo Credit: Matt Esnicios

BCM Creates Local Church Nurse Movement: Health Outcomes Improve

‘PEOPLE ARE THIRSTING TO BE WELL’

One of the most beneficial health movements in New Orleans is centered in an unlikely place—local churches.

And why not? As the ministry of Jesus demonstrated, healing the physical body is linked to spiritual health. Churches are ideal places to educate people, especially those reluctant to visit a doctor, about ways to stay healthier.

In 1997, these ideas lead Baptist Community Ministries to start its faith-based Congregational Wellness program, one of BCM’s direct services to communities. Unique in the region, this initiative works in churches to improve community health through innovative and spiritually guided approaches. Congregational Wellness has grown and currently has 94 active churches of various denominations, where BCM-trained church nurses and lay health leaders serve as educators, advocates, resource persons and encouragers. Their efforts have cut emergency room visits, reduced the number of medications needed by participants and improved general health outcomes among congregants. Many more churches and communities have been impacted by this initiative.

Church Nurse Pamela Woodridge, MSN, RN, FCN, spreads healthy energy at Beacon Light International Baptist Cathedral in Lakeview, which joined Congregational Wellness in 2010 as it worked to rebuild from Katrina. Woodridge leads a 30-member health and wellness ministry, coordinated by a cabinet of eight, at Beacon Light, with a growing congregation of more than 1,500. Beacon Light leader Bishop Darryl S. Brister has welcomed the wellness ministry because he says it supports the church’s goals for health improvement of its members.

Woodridge says, “People are thirsting to be well. Our team helps in many different ways. For this congregation I’m an RN, counselor, resource person, mentor, liaison and more. Church members want information. For example, they see others with cancer, and they want to know how to help prevent it. They want to know how to transition to healthy aging.”

Woodridge and other team members are enthusiastic, whether presenting a breast cancer awareness fair, answering health questions from fellow church members, presenting healthy meals or dispensing hugs. The team offers wellness programs monthly. Beacon Light also took part in Congregational Wellness’s STAR (Strategies To Trim and Reduce) program, designed to reduce obesity and lower blood pressure, with great success.

Beacon Light’s wellness activities are replicated throughout other congregations. “We believe God’s blessings of health are for everyone, regardless of race, creed, ethnicity, income or access,” says BCM’s Vice President of Congregational Wellness, Frances Hawkins, MN, RN. “Our goal is to get churches to operate as groups, which spreads the impact of greater wellness throughout the community.

Congregational Wellness’s staff has nurtured the program as it has grown and prospered. Keys to success include the mandatory training for Wellness Ministry Leaders and a “customized health profile report” which determines what interventions each congregation needs most. Churches must meet specific criteria and submit monthly reports to receive BCM’s grants and support.

▼ Church Nurses, from left, **Stephanie Cox**, LPN, and **Pamela Woodridge**, MSN, RN, FNC, greet church member **Florence Smith**. *Photo Credit: Jeffery Johnston*





At far left, BCM Vice President of Congregational Wellness Frances Hawkins and Sharon Burel, far right, at Beacon Light International Baptist Cathedral with Bishop Darryl S. Brister. Thanks to BCM, teams work together to promote better health among congregations. *Photo Credit: Jeffery Johnston*

Approaching its 20th anniversary, Congregational Wellness continues to strive toward a healthier future by reaching more churches and members with these life-changing ministries.

GROWTH OF CONGREGATIONAL WELLNESS

- Since the inception of the Church Nurse Education Program in 1997 and the development of the Lay Health Advocate Program in 2004, BCM trained 36 registered nurses and 200 health lay leaders.
- To reduce obesity, Congregational Wellness started the STAR (Strategies To Reduce and Trim) project in 2011. This 13-week faith-based initiative has impacted more than 800 persons, who showed a significant 62 percent reduction in weight loss and 43 percent reduction in blood pressure.

HOW CONGREGATIONAL WELLNESS PROGRAMS HELP

- Train registered nurses to become Church Nurses, recognized by the American Nurses Association (ANA) as Faith Community Nurses
- Visiting, praying with sick persons
- CPR, first aid, safety training
- Smoking cessation programs
- Health screenings
- Medical referrals for care
- Life planning classes for adolescents
- Healthy meal planning
- Importance of physical activity
- Medication counseling

BOARD OF TRUSTEES



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Chair



R. Andrew "Drew" Jardine
Vice Chair



Frank Kelly
Secretary / Treasurer



John S. Hunter



Hans B. Jonassen



H. Merritt Lane, III



Tom Callicutt



Tina S. Clark



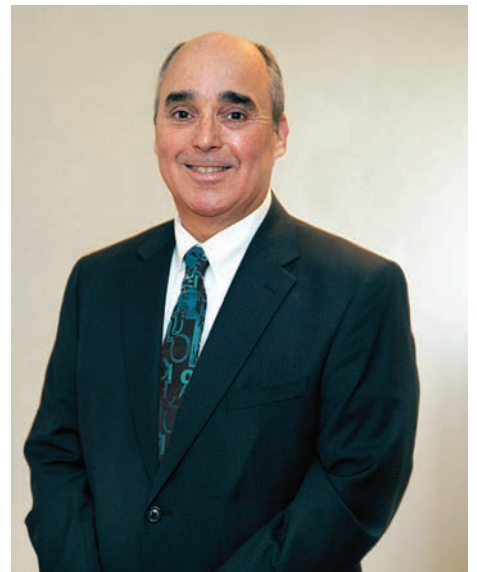
Alan M. Gauchau



Dianne McGraw



Slade M. Simons



James W. Tucker

{ Herschel L. Abbott, Jr. and Richard Estrada are not shown. }

Total Active Grants \$21,076,000

AS OF SEPTEMBER 30, 2015

EDUCATION

Boys Hope Girls Hope of Greater New Orleans – On Course for College Program
Bricolage Academy – Creating Innovators Program
Choice Foundation – LOOP Programming in Choice Foundation, FirstLine, RENEW, and NOLA College Prep
College Track New Orleans – On the Right Track: Creating a College Going Culture in New Orleans
Delgado Community College – Adult Education eLearn: Scaling Distance Learning and Education Technology in Adult Education
Education Pioneers – Launch & Expansion of New Orleans Fellowship & Alumni Programs (FY 2014-2016)
Jefferson Chamber Foundation Academy – JCFA-East Academic, In-Class Tutors
KID smART – THINK smART
Kingsley House – Educare of New Orleans
Louisiana Endowment for the Humanities – Improving and Expanding Kindergarten Readiness in Orleans Parish
Louisiana State University Health Sciences Center – The Science Youth Initiative
New Orleans Military/Maritime Academy – Technology Enhanced STEM Education
New Schools for New Orleans – 50,000 High-Quality Seats
Nonprofit Knowledge Works – The New Orleans Youth Index
Playworks Education Energized – Reducing Bullying and Improving Children’s Social Competence in Low - Income Schools
Policy Institute for the Children of Louisiana – Increasing Access to High Quality Early Childhood Education
Puentes New Orleans, Inc. – Escalera NOLA and Educational Advancement for Latinos in the New Orleans Metro Area
Reconcile New Orleans – Building Hope, Changing Lives, Scaling Impact
Single Stop USA – Increasing Retention and Graduation at Delgado Community College
Teach for America Greater New Orleans – Special Education Cohorts Project
The Posse Foundation – Posse New Orleans Program
Tulane University – Grow Dat Youth Farm
University of New Orleans – WWNO - WYES Education News Initiative

ANNUAL AWARDS RANGE FROM \$50,000 - \$200,000

HEALTH

Access Health Louisiana – Planning Grant to Develop a Model Care-Based Program to Reduce Childhood Obesity
Baptist Community Health Services – The BCHS Healthy Lower 9th Initiative
Catholic Charities Archdiocese of New Orleans – Health Guardians: Care Coordination Business Model
Childhood and Family Learning Foundation – Coordinated Care for the Whole Child
Crossroads NOLA – Foster Care & Adoption Initiative
Liberty's Kitchen, Inc. – Healthy Future Initiative
Louisiana Public Health Institute – Assessing Impact of the Affordable Care Act on Louisiana
Louisiana Public Health Institute – Building Neighborhood Assets: Launching the 7th Ward Community Center
New Orleans Women and Children's Shelter – Shelter, Transition Services and Aftercare for Homeless Women and Children
Partnership for Achieving Total Health – Analytical Impact Evaluation of GNO Health Care Quality Improvement Program
Recovery School District – New Orleans Therapeutic Day Program
Second Harvest Food Bank of Greater New Orleans – Public Assistance Center
Sisters of Mercy Ministries – Project Fleur-de-lis (2)
South Broad Community Health – Opening the South Broad Community Health Center
St. Thomas Community Health Center – St. Thomas Community Health Center Population Health Management System Project
St. Thomas Community Health Center – Columbia Parc Healthy Families Initiative
St. Thomas Community Health Center – STTCHC EPSDT Coordinated Care Program
Tulane University – Bridging the gap: Early childhood mental health consultation to pediatric providers
Volunteers of America/Greater New Orleans, Inc. – Fresh & Healthy Program

ANNUAL AWARDS RANGE FROM \$50,000 - \$250,000

PUBLIC SAFETY

24th Judicial District Attorney – Restorative Justice Pilot Program in Pre-Trial Juvenile Diversion
Bard Early College in New Orleans – Fostering Access to Higher Education for Disconnected Youth
Covenant House – Rights of Passage: A University for Street Kids
Good Work Network – Restorative Justice in New Orleans Schools and Juvenile Courts
Juvenile Justice Project of Louisiana – Reduce School-Based Referrals to Court
Kedila Family Learning Services – Pre Work-Force Program
Kids Rethink New Orleans Schools (Rethink) – The Student Restorative Justice Project
Louisiana Center for Children's Rights – The Reentry Project: Intensive Reintegration Support for New Orleans Youth
Louisiana Green Corps Inc. – Orleans Parish Youth Construction and Conservation Corps
MICAH Project – Justice for All, Not Justice for Some Initiative
New Orleans College Preparatory Academies – Drop Out Prevention Project- NOCP/YEP Collaborative Pilot
New Orleans Family Justice Alliance – NOFJC Training Center
New Orleans Police and Justice Foundation – Orleans Parish Information Sharing & Integrated Systems Initiative (OPISIS)
Office of the Independent Police Monitor – New Orleans Community - Police Mediation Program
Southeast Louisiana Legal Services Corporation – Collaborative One-Stop Civil Legal Aid for Family Violence Victims and Children
Vera Institute of Justice – New Orleans Pretrial Supervision Services
Youth Rebuilding New Orleans – REbuild Program - (Reforming Employment build program)

ANNUAL AWARDS RANGE FROM \$50,000 - \$150,000

GOVERNMENTAL OVERSIGHT

CBNO/MAC (Committee for a Better New Orleans/Metropolitan Area Committee) – Civic Responsibility Project

Court Watch NOLA – Painting a More Complete Picture of Judicial Effectiveness

Court Watch NOLA – A One-Stop Shop for Reliable and Relevant Data on New Orleans' Courts

Greater New Orleans Educational Television Foundation – Reshaping a Greater New Orleans: Criminal Justice (Part 2)

Justice & Accountability Center of Louisiana – Justice and Accountability Center

Loyola University of New Orleans – Workplace Justice Project of Loyola Law Clinic

New Orleans Office of Inspector General – OIG Justice System Funding Evaluations

ANNUAL AWARDS RANGE FROM \$50,000 - \$150,000

CORE FUNDING

Bureau of Governmental Research Inc. (BGR)

Metropolitan Crime Commission of New Orleans (MCC)

ANNUAL AWARDS RANGE FROM \$50,000 - \$250,000.

OPPORTUNITY GRANTS

Ochsner Clinic Foundation – Ochsner-Baptist Neonatology Unit

The National World War II Museum – Liberation Pavilion Chapel and Exhibition

Crescent City Schools – Akili Academy - Blended Learning Initiative

Innocence Project New Orleans – Orleans Parish Conviction Accuracy and Integrity Project

Tulane University Cowen Institute – Aspen Institute/ Social Innovation Fund Matching Disbursement

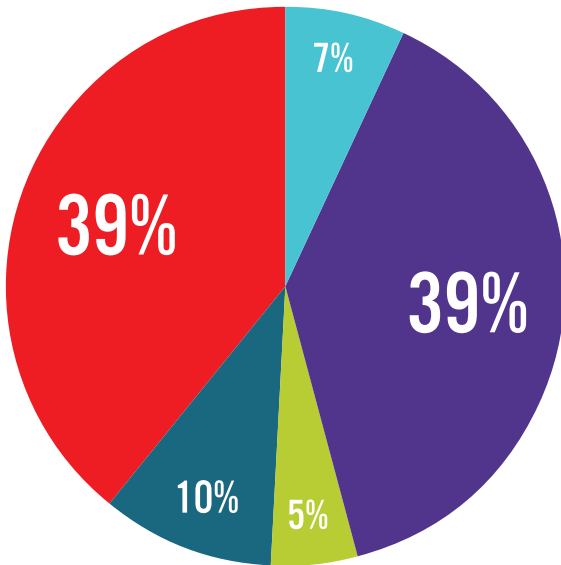
ANNUAL AWARDS RANGE FROM \$100,000 - \$300,000

Financial Highlights

BCM engaged an investment consultant and several money managers to implement the investment policy adopted by the Board. Over time, the Board has approved changes to the asset allocation strategy. The charts below show the composition (by asset class) of the BCM portfolio at inception and as of September 30, 2015.

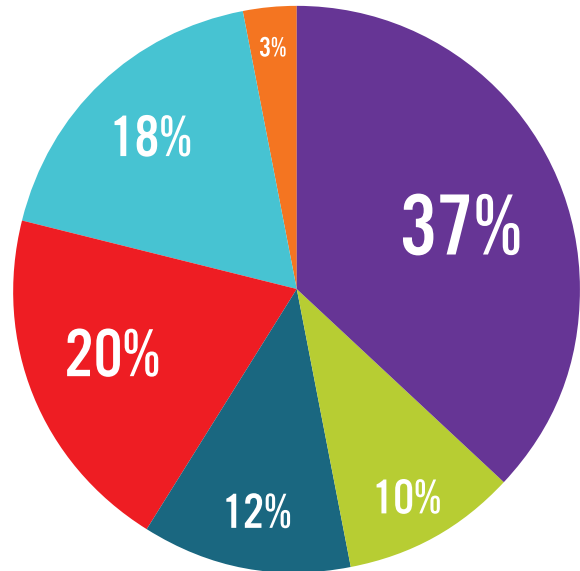
Inception June 1996

\$153.2 MILLION














2015

\$265.3 MILLION



\$ IN MILLIONS

	Large Cap Stocks	\$60.0
	Small Cap Stocks	\$15.0
	International Stocks	\$7.5
	Bonds	\$60.0
	Cash & Cash Equivalents	\$10.7

	Large Cap Stocks	\$97.3
	Small/Mid Cap Stocks	\$27.6
	International Stocks	\$32.1
	Bonds	\$53.3
	Cash & Cash Equivalents	\$47.8
	Alternative Investments	\$7.2

Grants

STRATEGIC

Target the long-range goals of BCM's annual Business Plan
Implemented by program staff using community nonprofits and expert consultants

OPPORTUNITY

Compelling funding opportunities that do not meet process criteria of other grant types

TRANSOM

Encourage the development of new ideas and nurture innovative solutions to community problems
Generated through unsolicited grant proposals twice a year

CORE FUNDING

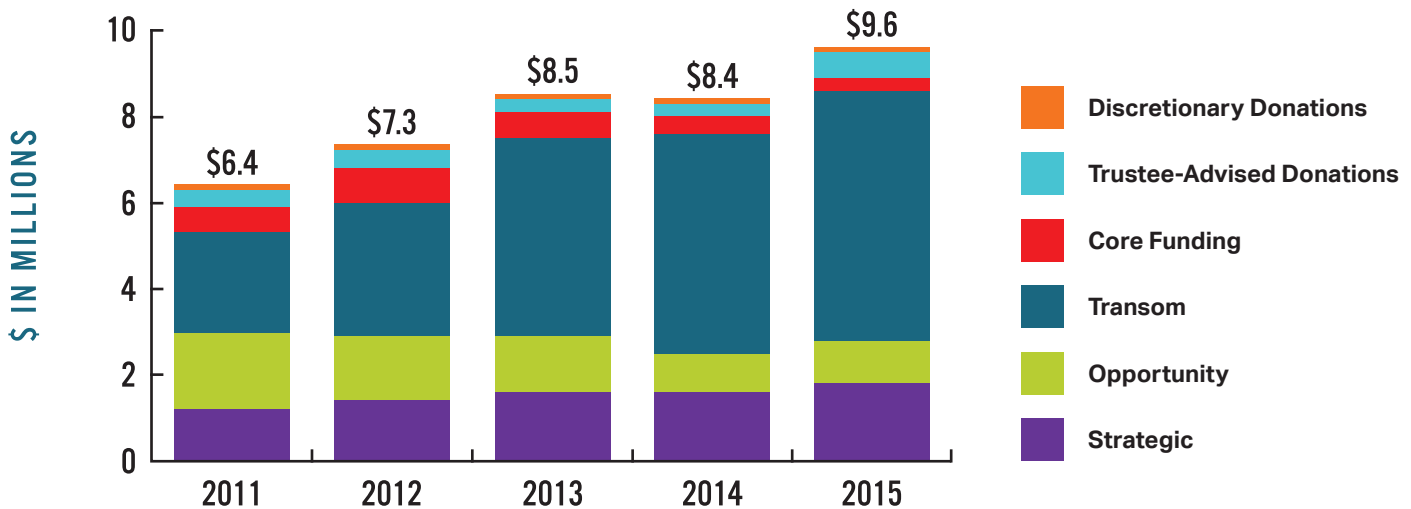
By invitation only
Mission of the grantee is considered extremely important to the community by the BCM Board

TRUSTEE-ADVISED DONATIONS (TADs)

Donations made at the suggestion of BCM's volunteer Trustees and approved by the Board

DISCRETIONARY DONATIONS

Small grants; grant requests of \$5,000 or less
Typically in support of fundraising events



INCEPTION TO DATE

TOTAL



FINANCIAL RESULTS

For more information about BCM's financial results, audited financial statements and tax returns can be accessed through our website at www.bcm.org/about/financial.

Volunteers

BOARD OF TRUSTEES

Baptist Community Ministries is governed by a Board comprised of 14 local community civic leaders who volunteer their time and professional expertise to oversee the business and affairs of BCM as guided by its Mission, Vision & Values.

Patricia M. Prechter - *Chair*

R. Andrew "Drew" Jardine - *Vice Chair*

Frank Kelly - *Secretary/Treasurer*

Herschel L. Abbott, Jr.

Tom Callicutt

Tina S. Clark

Richard Estrada

Alan M. Ganucheau

John S. Hunter

Hans B. Jonassen

H. Merritt Lane, III

Dianne McGraw

Slade M. Simons

James W. Tucker

GRANTS COMMITTEE ADVISORS

The Board invites four nontrustee members of the community to serve as Advisors to the Grants Committee. Advisors are recruited to bring additional perspectives on a broad range of community issues, which add significant value to the grantmaking process. Advisors are voting members of the Grants Committee.

Page Brooks

Janice M. Foster

Kenneth E. Pickering

Anthony Recasner

Staff

ADMINISTRATION

Charles E. Beasley - *President & CEO*

Laurie DeCuir - *Senior Vice President & CFO*

Julaine Anderson

Antoinette Collins

Nina Hebert

Lani Nakamura

Lisa Pike

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Jennifer Roberts - *Vice President, Education Grants*

Charmel Gaulden - *Program Director, Public Safety Grants*

Christy Ross - *Program Director, Health Grants*

Ashley Navarre

Patricia Patterson

Elizabeth Ramoni

CHAPLAINCY SERVICES

James Hightower - *Vice President*

Tina Balentine

Royce Ballard

Faith Berthey

Brian Cleveland

Joe Cull

Rene Dorsey

Barbara Duke

Debra Guidroz

Jane Mauldin

Allen Mitchell

Philip Peavey

June Wilder

CONGREGATIONAL WELLNESS

Frances Hawkins - *Vice President*

Sharon Burel

Lisa Collins

Vanessa County

Pat Thomas

Damian Woods

BAPTIST COMMUNITY MINISTRIES

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New Orleans, LA 70130-3245

PHONE: 504-593-2323

FAX: 504-593-2301

www.bcm.org

— CELEBRATING —
20
YEARS
— of PHILANTHROPY —

