

2014 ANNUAL REPORT

SEIZING OPPORTUNITY



BAPTIST COMMUNITY MINISTRIES

EMPLOYERS NEEDING HELP,
YOUTH NEEDING HOPE

In response to the love of God revealed in Jesus Christ and in keeping with our Baptist heritage, Baptist Community Ministries is committed to the development of a healthy community offering a wholesome quality of life to its residents and to improving the physical, mental, and spiritual health of the individuals we serve.

OUR MISSION



2014 BOARD OF TRUSTEES

Seated from left to right: Herschel L. Abbott, Jr., H. Merritt Lane, III, Dianne C. Boazman, John J. Graham, Tina S. Clark, Hans B. Jonassen,
Standing from left to right: Alan M. Ganucheau, Frank Kelly, Patricia M. Prechter, Slade M. Simons, R. Andrew “Drew” Jardine, John S. Hunter
Not pictured: Richard Estrada

MESSAGE TO THE COMMUNITY

Dear Friends,

The year 2014 was a time of reflection for the Board and staff of Baptist Community Ministries (BCM). With a change in executive leadership and only two remaining Founding Trustees, the Board decided that it was timely for BCM to “look back so it could move forward.” A team of local and national consultants was identified to work with the Board and CEO to conduct a thorough review of BCM’s business model to determine its effectiveness and impact in fulfilling its Mission of giving and service in the five-parish area. The consultants conducted over 100 interviews, including current and former Board members, staff, grantees and key civic leaders. Several peer foundations were identified for purposes of benchmarking BCM’s operating and financial practices. An extensive review of grants funded by BCM over the course of 18+ years highlighted: key successes and lessons learned in our work with community partners; strengths and weaknesses in our internal processes; and insights gathered to inform our future work.

At a Board retreat in September 2014, the consultants presented their findings and posed eight strategic questions for Board consideration. During the remainder of 2014, BCM’s cadre of 13 volunteer Trustees engaged in facilitated discussions to address each of these questions. While work remains for both Board and staff, we now have a roadmap to guide our work in 2015 and beyond.

BCM will continue to strive for excellence in its role as a community partner and an agent of change by making grants and providing direct services through our Chaplaincy and Congregational Wellness programs.

In August of 2015, BCM will celebrate its 20th anniversary operating as a health legacy foundation after the sale of Southern Baptist Hospital. This will coincide with the 10th anniversary of Hurricane Katrina, a tragic event that will impact our community for generations to come. We believe the future is bright for Greater New Orleans and, with cooperation among citizens, business, government and the nonprofit sector, we can become a healthier, more vibrant community!

We hope you enjoy reading our annual report to learn more about BCM and, more importantly, about some of the exciting work that is happening in our own backyard.



H. Merritt Lane, III
Board Chair

Merritt Lane



Charles E. Beasley
President & CEO

Charles Beasley

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Helping A Neighborhood Heal

Nine years out from Katrina BCM helps bring healthcare to the Lower Ninth Ward

An Urgent Need

Patient navigators steer chronic ER patients to preventive care

Seizing Opportunity

Engaging employers to reconnect youth and grow the Greater New Orleans skilled workforce

Work & Learn

A bicycle shop provides the training wheels for life

YouthShift

Envisioning a safe, healthy, secure New Orleans for all our children

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John and Suzy Graham: *Lenny Delbert, Sr.*

KID smART: *Zach Smith*

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HELPING A NEIGHBORHOOD HEAL

*NINE YEARS AFTER KATRINA,
A SINGLE CLINIC RETURNS HEALTHCARE
TO LOWER NINTH WARD*

Warrenetta Banks still coordinates volunteers who visit from around the world to help rebuild her Lower Ninth Ward neighborhood from Hurricane Katrina's destruction. "Everybody I knew and everybody my children knew and everybody my parents knew, we lost it all," Banks says.

As she lists her community's loss of houses, schools, churches, fire and police stations, she laments the neighborhood health clinics washed away by the flood. Banks was relieved when Baptist Community Health Services opened on St. Claude Avenue in February 2014. BCM support helped create the only medical clinic in the Lower Ninth Ward.

At the helm of the primary care clinic is Medical Director Dr. Hannah Pounds. Pounds, an internist and Metairie native is joined by New Orleanian Dr. Elizabeth Goodly, a family medicine specialist with pediatric and obstetrics training. The two physicians work with a team of medical and business staff in a clinic that hosted more than 1,000 patients in its first year serving an age range from cradle to grandparenthood.



Doctors Hannah Pounds (left) and Elizabeth Goodly treat patients at the only health clinic in New Orleans Lower Ninth Ward.



The staff of BCHS. "I believe this is the work of God in our city and he's inviting us to take part in it," says Pounds.

"I'm a part of this community, you're a part of this community, and this community is a family."

— Warrenetta Banks

With BCM's assistance, BCHS began providing behavioral health services, and has applied for status as a Federally Qualified Health Center. The designation provides clinics with ongoing federal grants and special payment rates under Medicare, Medicaid, and other programs. Since 2007 BCM has led the establishment of FQHCs in Greater New Orleans to develop neighborhood-based primary care in medically underserved, low-income communities. The facility in the Lower Nine was just one of BCM's efforts to expand neighborhood healthcare in 2014. Its partnerships helped St. Thomas Community Health Center grow to a new location at Columbia Parc in Gentilly, and Access Health Louisiana open a second St. Tammany Parish FQHC in Covington.

In the Lower Nine, Dr. Pounds says the vast majority of patients seek care for obesity, diabetes, and hypertension. Through their diagnosis and treatment at the clinic and the work staff does to engage neighbors at community events, Pounds notices positive results. "I think that we are seeing community members more motivated to prioritize their health and to both seek health care within our clinic but also to pursue a healthier life outside of the clinic," says Pounds. She recalls bumping into a group of patients at a meeting. "Before we could get past our hugs and greetings, they were telling me, Dr. Pounds, I'm walking up to 5 miles a day, I've gone from 1 mile to 5 miles in the morning and I'm feeling so much better."

Banks was one of the neighbors in that encounter excited to tell Dr. Pounds about her walks. She says the doctors of BCHS do much more than monitor her health. "You're not just my patient," she says to describe her physician. "I'm a part of this community, you're a part of this community, and this community is a family."

Pounds believes the Christian clinic helps the community with not just medical, but spiritual care. "We're an organization that's passionate about meeting the physical needs of our neighbors and as an expression of the love of Christ, we build relationships with our patients."

For Pounds and Banks, appointments include prayer. "The first time Dr. Pounds asked me can she pray with me afterwards, I felt like I had that connection" says Banks. "It makes a huge difference." There's another important difference for Banks. When she hosts Lower Ninth Ward rebuilding missions, there's finally treatment in the neighborhood for a volunteer who twists an ankle or gets stung by a bee.



Warrenetta Banks leaves home for her ritual 5-mile walk encouraged by Dr. Hannah Pounds.



Health Guardians gave Dana Toval lodging, medications, and hope.

AN URGENT NEED

HEALTH GUARDIANS REROUTE FREQUENT ER PATIENTS TO PRIMARY CARE

Dana Toval, 45, got her first job at age 15 and she kept on working in retail, state government, and hospitals. Then she got sick. "From the tip of my head to the soles of my feet, it affected every part, every aspect of my body, every fiber of my being," Toval remembers. "I couldn't work; I couldn't even move." Unemployed since the end of 2012, she lived off her savings, but ended up practically homeless.

Without health insurance, when her lupus flared and made her unable to breathe, Toval visited the emergency room. "Twice in the hospital I had to be on oxygen the entire time," she says. Interim LSU Hospital contacted Health Guardians, a program of Catholic Charities of the Archdiocese of New Orleans that helps frequent emergency room visitors move to more consistent, cost effective healthcare, sparing ER resources. Patients with three or more ER visits or two hospital admissions in six months are eligible.

Dr. Elmore Rigamer, medical director for Catholic Charities, helped develop Health Guardians in 2012. "We have an especially big problem here in New Orleans where we have a high rate of uninsured people and their only way of getting access to care very often is going to the emergency room," Rigamer says. "Sometimes they go because they need to but most often they go because they have no other place to go, and they can be assured of being seen and they can get some medicine."

A 2011 Centers for Disease Control survey of adults 18 to 64 showed nearly 80 percent said their top reason for visiting the

emergency room was lack of access to other providers. ER overuse nationwide carries an estimated price tag of \$38 billion a year, according to a New England Healthcare Institute 2010 report. The Louisiana Department of Health & Hospitals says Louisiana ranks third in ER use per capita, and leads the nation in preventable hospital admissions and costs.

"If it's trying to reunite with family, we'll work with you on the social goals, whatever the barrier."

Rigamer says the ER is not the best place for patients to get care. He says they need to see a primary care doctor regularly, be educated about their disease, and learn how to manage it. Health Guardians arranges the care and accompanies clients to the doctor. The extra steps the program takes make it unique in Louisiana, and similar to only a handful of organizations in the nation. "Our goal is to ask them what brings you to the emergency room and whatever in their mind causes them to go ... we address," Rigamer says. He adds it's not only medical reasons. Sometimes they can't get off work during clinic hours, or lack transportation or housing.

Toval views Ben Wortham as her guardian angel. He is one of Health Guardians' patient navigators and social workers helping Toval and about 140 patients a year. He set up Toval in free

temporary housing while others on the team paid for medications and helped provide food and transportation. Once the Guardians help Toval secure disability benefits, Wortham will find permanent housing she can afford. She'll have free drugs and health insurance.

"Her graduating from this program will mean she'll be self-sufficient moving forward," says Wortham. "And she'll always be able to call us and re-enroll if she starts going to the emergency room for anything, but the idea is we were able to set you up to be successful, and that's hopefully going to happen." What separates Health Guardians is it is completely client centered. "Nothing's off the table in terms of what their goals are," Wortham says. "If it's trying to reunite with family, we'll work with you on the social goals, whatever the barrier."

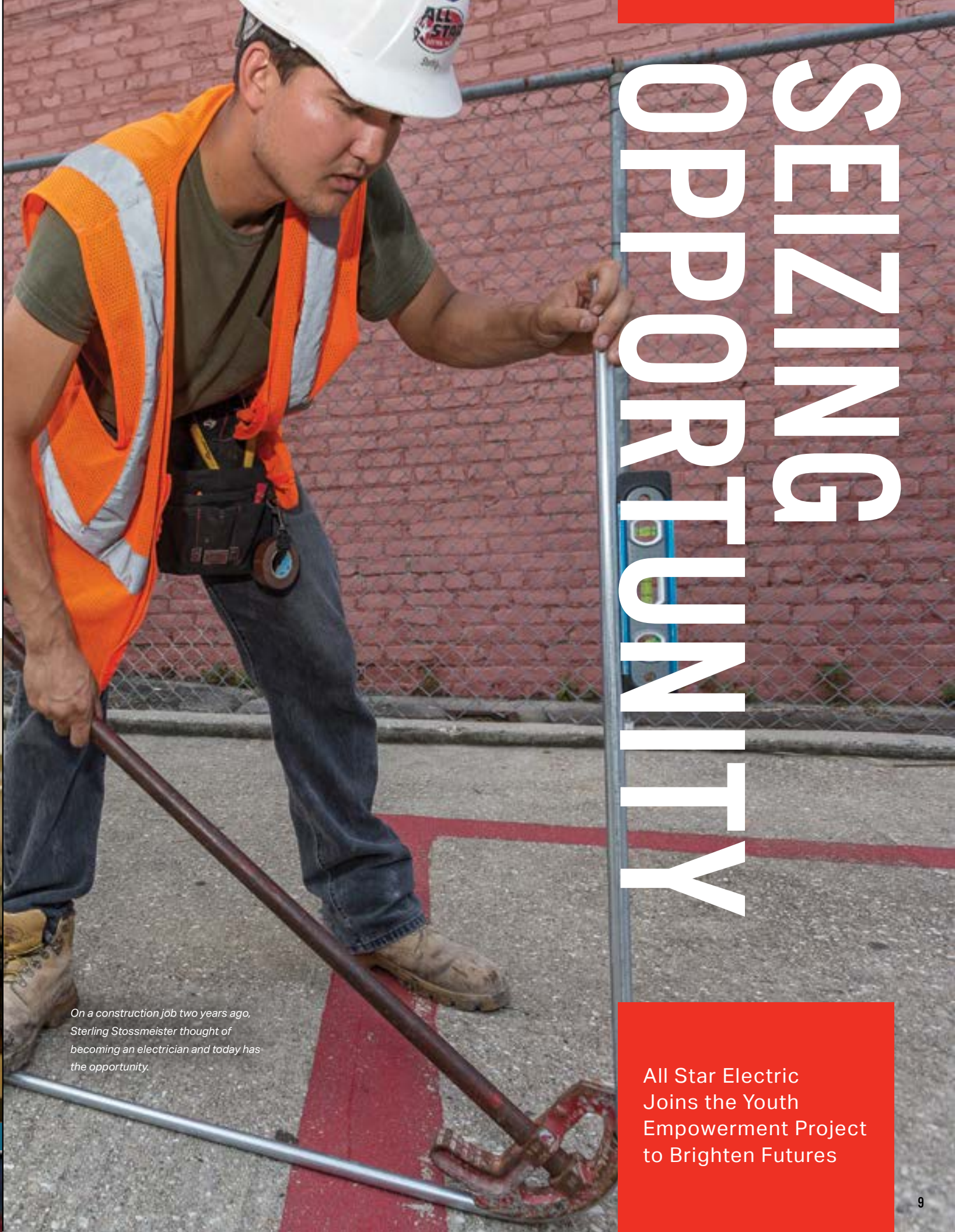
A study done by LSU Interim Hospital tracked 55 patients six months before and six months after their encounter with Health Guardians. Nearly 73 percent decreased their visits to the ER and admissions to the hospital at a savings of \$16,725 per client. The program projects it may expand to as many as 250 patients a year as it partners with Federally Qualified Health Centers around New Orleans.

For people who have overused the ER, Wortham says Health Guardians hopes to be the answer. "We try to be that one-stop shop for people who need a little help in navigating." Toval is feeling healthier now, with no returns to the ER or hospital. She gives Health Guardians the credit. "It's taken a big load off of me with the stress that kept me sick," she says. "Me being here has been a true uplift in my life; it has really caused me to want to do more for the next person."

"Our goal is to ask them what brings you to the emergency room and whatever in their mind causes them to go... we address."



Toval meets with patient navigator Ben Wortham.



On a construction job two years ago, Sterling Stossmeister thought of becoming an electrician and today has the opportunity.

SEIZING OPPORTUNITY

All Star Electric
Joins the Youth
Empowerment Project
to Brighten Futures

Jonas Scott wasn't planning to become an electrician. "But the opportunity came, I just took it, and I'm beginning to start liking what I'm learning," he says.

Sterling Stossmeister thought about being an electrician two years ago while working in construction, but could not afford the training. "When this opportunity opened up I just had to take it," says Stossmeister. "It's something I like to do, it's fun, it's fulfilling."

Stossmeister, 23, sought out the Youth Empowerment Project to see what help he could find to better his life. Scott, 24, earned a high school equivalency diploma as a graduate of NOPLAY (New Orleans Providing Literacy to All Youth), the education arm of YEP. He kept in touch with his YEP mentors, who let him know about a new partnership with one of the largest and most respected electrical contractors in Southeast Louisiana.

All Star Electric is known for high-profile jobs ranging from city streetlights to the Superdome. It's also recognized for its culture of giving back to the communities where it works. New Orleans City Councilmember Jason Williams, who funded tools, uniforms, and supplies for participants, brought YEP and All Star together. All Star Electric General Counsel and Chief Operating Officer Jarred Bradley says giving back was the main motivation for teaming with YEP, but not the only one. "We as a business need trained and good workers," Bradley says. "Electrical work is a craft. You can't just learn it from school you have to be actually doing it."

All Star begins the training for its rigorously screened new apprentices at a weeklong boot camp staged at YEP to cover safety and the basics of electrical work. Those who successfully complete boot camp become full-time employees of All Star, working on job sites 40 hours a week and attending twice-weekly classes to work towards certification. At the end of the four-year program apprentices become journeymen. "This certification goes anywhere, and you can be an electrician anywhere with this," says Bradley. "And it's very useful, it's a craft, it's a trade, and it's something that's in strong demand especially now in New Orleans."

Stossmeister and Scott are among the 26,000 people between the ages of 16 and 24 in the New Orleans region known as Opportunity Youth, disconnected from school and work. The same area has a projected 42,000 job openings in the skilled crafts by the year 2020. BCM is among the organizations leading the movement for employer engagement, pursuing pathways to growth industries training, and research and public policy to solve the crisis of Opportunity Youth and expand the Greater New Orleans economy.

All Star's executive team is committed to its mission with YEP but admits there will be growing pains getting all their nearly 400 employees to buy into the program. Bradley says the new trainees

"It's something I like to do, it's fun, it's fulfilling."

— Sterling Stossmeister



Jonas Scott says he is a visual learner, which works out well in his electrician's apprenticeship.



Jonas Scott (left) and Sterling Stossmeister are members of YEP's first apprentice class in its new workforce development partnership with All Star Electric.

don't have what YEP calls the soft skills. "And I think that's really important to build a culture inside of All Star that says, hey, you need to mentor these guys, and bring them along and show them, this is certainly how you build a conduit and connect a piece of wire," Bradley says. "But this is how a team works and how you interact on the job site and those kind of things."

Two of YEP's first participants in the apprenticeships are learning both skills of the trade, and lessons in life from new mentors. "They know that I don't know nothing," says Scott. "But they want me to show I'm willing to learn not just stand around...they want me to show that I want to be here."

"They have a good method," adds Stossmeister. "They even try to put me with different people just to see if I can handle that pressure. A week ago I started at a new site, the four or five days I was there I worked with a different person each day."

Bradley notes All Star hopes to reach out to the construction industry as a whole to use what it's building with YEP as a model. "There's a lot of different trades and a lot of different people who feel the same as Todd Trosclair, our CEO, who wants to give back and who wants to start and have a trained workforce to better New Orleans and make the infrastructure better."

"To be able to have a career and work, that's gold," Stossmeister says, "When I'm done, I ask for something else to do. I'm enthusiastic about it."

"There are a lot of people willing to help me," Scott reflects, "I've just got to be willing to help myself."

"There are a lot of people willing to help me. I've just got to be willing to help myself."

-Jonas Scott

WORK & LEARN

HARD AND SOFT SKILLS PREPARE YOUNG PEOPLE FOR JOBS AND LIFE

Students repair bicycles during 12-week Work and Learn training sessions.

BCM's Luceia LeDoux, Jen Roberts and YEP's Melissa Sawyer at Work and Learn graduation.



Jasmine Brown believes the confidence she gained through Work and Learn will help her succeed in college and career.



Jasmine Brown plans to go to college to become a nurse or social worker. But she's already learned the basic skills she'll need in any profession in a Central City bicycle shop. "They teach you about work ethics...and it helps you survive for the real world," she explains.

Brown is a graduate of the Trafigura Work and Learn Center. BCM has provided the local match to the investment made in YEP by the Switzerland-based Trafigura Foundation. Work and Learn teaches people ages 16-24 bicycle repair, retail sales, customer service, digital media design, and more importantly, how to interact in a workplace and find their voice.

Co-Founder and Executive Director Melissa Sawyer says she never assumes what basics the young people YEP serves may have already learned. "We really try to meet kids where they're at and give them baseline about making eye contact, about shaking hands, about smiling, about greeting people about coming dressed appropriately for work and these are really foundational skills that a lot of us take for granted."

Work and Learn students are paid during their 12 weeks of YEP training. Brown says her time there challenged her to cope with different people and attitudes in a positive way, and built a higher self-esteem. "I think the youth today...needs the support system," she adds.

As Work and Learn prepares to open a snowball stand and healthy juice bar to teach more young people to transition to the workforce, Sawyer stresses the importance of organizations that sometimes give Opportunity Youth the first chance they've ever had to succeed. "If it's not for the groups out here who really care about these kids; that they deserve the opportunity to fulfill their potential, too often, they're not going to get the services and the help they need."

"This program has made me feel like you can do anything," Brown says, "and I've been really striving to do the best I can."



YOUTHSHIFT

COLLECTIVE ACTION TO CHANGE OUTCOMES FOR YOUNG NEW ORLEANIANS

BCM is investing grant dollars and the brainpower of its education, public safety, and health grantmaking team to help drive a community change initiative to improve the chance for successful lives for all young people in New Orleans.

The initiative is YouthShift, a group of youth-serving organizations which adopted a whole-child, collective-impact approach to improve the academic, social and behavioral outcomes for New Orleanians ages birth to 25.

YouthShift envisions a flourishing New Orleans in which young people, their families and communities are happy, healthy, secure, and empowered. YouthShift aspires for a city where youth are nourished by caring adults, live free of violence, have high quality education options, and gain the skills they need for sustainable careers.

Leaders from 80 child and youth-focused organizations are working together to offer a common vision for the 17 different systems and more than 400 agencies that serve or act on behalf of the 78,000 people in New Orleans ages 25 and younger.



YouthShift participants researched for 18 months to identify 22 New Orleans conditions that are barriers to young people's goals and codified them into six priority areas.

PRIORITY AREAS

1

HEALTH AND WELL-BEING

Physical, behavioral, and social health

2

ECONOMIC STABILITY

Sustainable careers and quality of life for young people and their families

3

LEARNING

Cognitive, vocational, and social-emotional development opportunities

4

SPACE AND PLACE

Physical environment

5

SAFETY AND JUSTICE

Protection and fair treatment

6

YOUTH VOICE

Empowerment and opportunity for young people to participate in decision-making that affects them

Collective Impact is more rigorous and specific than collaboration among organizations. These are five conditions that, together, lead to meaningful results:

1. Common Agenda

All participants share a vision for change that includes a common understanding of the problem and a joint approach to solving the problem through agreed-upon actions.

2. Shared Measurement

All participating organizations agree on the ways success will be measured and reported, with a short list of common indicators identified and used for learning and improvement.

3. Mutually Reinforcing Activities

A diverse set of stakeholders, typically across sectors, coordinate a set of differentiated activities through a mutually reinforcing plan of action.

4. Continuous Communication

All players engage in frequent and structured open communication to build trust, assure mutual objectives, and create common motivation.

5. Backbone Support

An independent, funded staff dedicated to the initiative provides ongoing support by guiding the initiative's vision and strategy, supporting aligned activities, establishing shared measurement practices, building public will, advancing policy, and mobilizing resources.

From YouthShift 101 A Primer on Collective Action for New Orleans Youth.

Source: Kania and Kramer, 2011

“Young people depend on us to create an environment where they can thrive.”

— Nicole Jolly



YouthShift is building a youth master plan to identify the needs of children combining current data and efforts to recommend strategies to improve outcomes. The work is staffed by BCM, a 15-person steering committee, the Forum for Youth Investment, and a backbone organization to help coordinate the work.

“Young people depend on us to create an environment where they can thrive,” says Nicole Jolly, a manager at the Partnership for Youth Development. “I view our role in YouthShift as facilitating data-driven decision-making and setting the table for cross-sector work to be intentional and informed.”

“Just like a master plan helps to ensure a city’s architecture and construction abide by and are attuned to the needs of its citizens, YouthShift will help to ensure that all decisions that affect New Orleans’ young people going forward will operate from a set of collective principles,” adds Cowen Institute Director of Policy Vincent Rossmeier.

“Mapping the community to ensure access, quality, and equity for services to children allows our community to understand existing deficits and pathways to solutions,” says KID smART Executive Director Echo Olander.

The principles of collective impact and YouthShift are already beginning to be operationalized, particularly around data. In spring 2014, the BCM Board of Trustees approved a 3-year grant to The Data Center to publish an annual report card on the status of children and youth in New Orleans to show real-time information on collective efforts to improve outcomes.

The Opportunity Youth Data Sharing Council was created in fall 2014 when 10 organizations working directly with Opportunity Youth (young people ages 16-24 who are disconnected from school and work) decided to develop a performance management framework using the Efforts to Outcomes data platform. OYDSC will be able to improve shared case management data and tell the story of how opportunity youth move toward self-sustainability.

“That’s really what YouthShift is all about,” says Vice President for Education Grants, Jennifer Roberts, one of the key architects of the strategy. “YouthShift offers the community’s ecosystem of providers, practitioners, youth, and families a real roadmap to develop broader partnerships, bigger goals, higher quality programs, better information, and bolder strategies to ensure that children and youth come first in New Orleans.”



“...bigger goals, higher quality programs, better information, and bolder strategies to ensure that children and youth come first in New Orleans.”

— Jennifer Roberts



YOUTHSHIFT STEERING COMMITTEE



The YouthShift Steering Committee convenes every month to put New Orleans youth on pathways to progress.

From left to right, top row: Pam Stevens, Facilitator; Emily Wolff, Broadmoor Improvement Association; Vincent Rossmeier, The Cowen Institute; Larry Pasti, The Forum for Youth Investment; Whitney Soenksen, The Data Center; Michael Smith, Metropolitan Human Services District; Michael Januzzi, Partnership for Youth Development; Chris Gunter, City of NO Health Dept

Middle row: Marti Dumas, United Way SELA/Independent Consultant; Nicole Jolly, Partnership for Youth Development; Mona Flores, JOB1 Youth Center; Jen Roberts, BCM; Taslim van Hattum, LPHI; Kim Tran, New Orleans Public Library

Bottom row: Lynette Bates, UNO TriO Program and Upward Bound; Teresa Falgoust, Agenda for Children; Kathleen Whalen, YEP/Independent Consultant; Sara Massey, Communities in Schools (Not pictured: Echo Olander, KID smART)

OPPORTUNITY YOUTH DATA SHARING COUNCIL



The Opportunity Youth Data Sharing Council is creating a shared data system to link services for Opportunity Youth and measure their effectiveness.

From left to right, top row: Selton Jones, Total Community Action; James Logan, City of New Orleans; Josh Perry, Louisiana Center for Children's Rights; Jim Kelly, Covenant House; Stewart Young, Cafe Reconcile; Isabelle Sun, Covenant House; Dennis Bagneris, Liberty's Kitchen; Matthew Feigenbaum, Cowen Institute; Amy Barad, Cowen Institute; Dave Emond, Liberty's Kitchen; Darrin McCall, Youth Empowerment Project

Bottom row: Melissa Sawyer, Youth Empowerment Project; Nicole Jolly, Partnership for Youth Development; Rachel Gassert, Louisiana Center for Children's Rights; Jen Roberts, BCM; Luceia LeDoux, BCM; Cameron Christy, Delgado Community College; Glenis Scott, Total Community Action

KEEP THE FAITH



BCM's most visible impact on the five-parish Greater New Orleans region is grantmaking to nonprofits to improve the health, education, public safety, and governmental oversight needs of the community. But about 300,000 people each year experience a one-on-one connection with BCM as their lives are touched by chaplains or wellness ministries in local congregations. These men and women are part of The McFarland Institute, an operating division of BCM.

BCM chaplains minister to the men and women behind the badge and offer spiritual support to hospitals and nursing homes

FROM CRIME SCENES TO HOSPITAL BEDS, CHAPLAINS OFFER COMFORT

The dedicated team of 12 highly trained board certified chaplains made almost 82,000 contacts in 2014 through their work in hospitals, nursing homes, and with the New Orleans Police Department.

A squad of four serves as spiritual helpers to all eight districts and headquarters. The chaplains work in their assigned districts, attend roll calls, ride-alongs with officers, and are ready for duty 24/7 for spiritual support on crime scenes. They've stood over bodies, ministered in the streets, and performed funerals and weddings for officers and their family members and baptized their children.

"Our ministry is different," says Faith Berthey, "we have to earn trust in a close knit society." Two of the police chaplains are former first responders themselves, Joe Cull, a veteran firefighter, and June Wilder, a law enforcement officer for two decades. All the chaplains say officers let them know their presence at crime scenes is invaluable.

"We listen to their needs and process through emotions," says Brian Cleveland. "We are a spiritual presence there," says Wilder. "We don't judge them." Berthey adds, "The police can be human beings with the ministers."

At a session at the New Orleans Police Academy, the chaplains welcomed new recruits to let the future officers know who the chaplains are and what they do. Cull projected onto a classroom



Chaplains (left to right) Joe Cull, Faith Berthey, June Wilder and Brian Cleveland wear the NOPD badge and serve the men and women in blue.

screen a presentation titled "New Orleans Police Confidential" (set to the Pink Panther theme song).

"It is my hope that the presentation helps convey that not only are we professionally trained but we are also personable, approachable and available to the recruits and officers," Cull explains.

One slide showed a sample of the help chaplains offer: relationship issues, job stress, on-scene support, prayer upon request, spiritual support. "We don't work for NOPD," Berthey assured the class, "What you tell us stays with us."

A team of eight chaplains ministers to patients and their loved ones, and staff at hospitals and nursing homes. The chaplains serve at West Jefferson Medical Center, Children's Hospital, Touro Infirmary, Tulane Medical Center, Interim LSU Hospital, Covenant Nursing Home and Uptown Health Care Center.

Debra Guidroz, assigned to region's only Level 1 trauma center at ILH, calls the chaplains' work a "ministry of presence." For Guidroz, her most important role is caring for families of the wounded. "Our job is to love strangers," she says.

A chaplain's job also involves support for the medical team. "They use me as a sounding board to talk about struggles and grief," says Allen Mitchell, chaplain for Children's Hospital. "Doctors are usually glad chaplains are with them," Mitchell says. He recalls the time a surgeon stopped in the middle of an operation to make sure the nurses assisting him could receive communion.



Chaplain Joe Cull kicks off a presentation at the NOPD Academy.

"Our job is to love strangers."

-Debra Guidroz

Sometimes a hospital chaplain is a patient’s only non-medical contact. James Hightower, The McFarland Institute Vice President, Chaplaincy Services, recalls watching Mitchell playing with a sick child of incarcerated parents for 15 minutes. “Play is their work,” says Mitchell. “It’s how they get a concept of God.” Hightower adds “Allen demonstrates the love of God with the kids, and tries to make that connection with them.”

Rene Dorsey, chaplain at Covenant Nursing Home and Uptown Health Care Center, is sometimes the only person without a stethoscope or tray of pills to visit his patients.

“The ministry is easy because I don’t poke, prod, coerce, so they love me,” he says of the senior citizens he serves. “I pray with residents, talk about the weather; I have no agenda; it’s their space and I respect it.” His patients also understand part of his role is helping them prepare for their passing, something he describes as like losing a friend.

But not everyone recognizes what healthcare chaplains do. Barbara Duke, oncology chaplain at West Jefferson Medical Center, recalls visiting a 12-year old patient who didn’t get it. Duke explained the job as “faith therapist.” Duke adds, “Everybody has some type of spirituality.”



Healthcare chaplains (front left to right) Jane Mauldin, Allen Mitchell, Barbara Duke (back left to right) Royce Ballard, Rene Dorsey, Zac Ritchie, Debra Guidroz (Not pictured: Jennie Thomas)



Allen Mitchell says chaplains are a sounding board for the medical team.



Rene Dorsey ministers to senior citizens in nursing homes.



Barbara Duke: chaplains are faith therapists.

LABOR OF SORROW AND JOY
ONE STORY FROM A HOSPITAL CHAPLAIN’S MINISTRY



I got a call to labor and delivery. A young couple who were very excited about their baby had the terrible news that their baby died during the delivery. It was a shock and a great sadness to them. I stayed with them for a couple of hours as they held the baby and loved the child and entrusted the baby’s spirit to God. We said a blessing to the baby and prayed together. I truly felt God’s spirit and love in the room through the tears.

As I was leaving their room that afternoon they said we trust God will help us again to have a child. And I said when you do, and I too trust that God will bless you someday with a living child, please let me know so that I can come celebrate with you.

Approximately one year later I got a call to the labor and delivery unit. As usual I expected bad news because when the chaplain is called to labor and delivery it is usually to support a family who is suffering a loss. However this morning to my incredible delight I was ushered into the room of the same sweet young couple who looked up at me with broad grins.

“Chaplain, the mother said, please come meet our daughter.” And she lifted up to me a pink healthy beautiful little baby girl. We laughed and cried together and they asked me to say a prayer and a blessing for their daughter.

Their faith once again strengthened mine as together we prayed to God who is with us in sorrow and in joy.

Jane Mauldin
Chaplain
Touro Infirmary

BODY AND SOUL

TRAINING
NEW ORLEANS
CONGREGATIONS
TO MIX WELLNESS
WITH SPIRITUALITY

In a network of 87 churches in Greater New Orleans, BCM wellness ministry leaders guide members of their congregations to blend health, healing and wholeness, integrating spirituality and wellness.

“That’s the difference between our program and other community health programs in the area,” says Frances Hawkins, Vice President of Congregational Wellness.

The staff of CW trains registered nurses and lay health volunteers as wellness ministry leaders in their own congregations. Since 1997 when the program started, 500 wellness ministry leaders have been trained and have encouraged their fellow congregants to follow healthier lifestyles. Twenty new lay persons and eight nurses became wellness ministry leaders in 2014.

The CW volunteers do not treat patients in the churches. Instead faith-based community nurses and lay health advocates take a spiritual approach to teaching health, nutrition and exercise to congregants and helping them access appropriate resources and care.

One of the CW’s faith-based initiatives, the Strategies To Trim and Reduce (STAR) Project was started as a pilot in 2011. STAR has demonstrated resounding benefits in educating congregants and engaging them in health promotion activities that have resulted in enhancing their knowledge and skills in blood pressure control and weight reduction. The overarching goal has been to incorporate healthy living into daily routines that influences changes in lifestyle. The program is conducted over a 13-week period, two hours per week. Spirituality continues to be a focus combined

with addressing the body systems, nutrition, exercise and stress management. Forty churches have participated in the project, 106 wellness leaders have been trained and over 400 congregants and community residents have attended the classes.

Carol Joshua, a registered nurse for nearly four decades, is a church nurse at Branch Bell Missionary Baptist Church. She says fellow congregants appreciate the CW program. “There’s a scripture that says our people perish from a lack of knowledge and what we try to do is bring that knowledge to the congregation to improve the overall health,” she says. “With the African-American congregation we identify certain things that seem to plague us like diabetes, high blood pressure, obesity. So those are the things we try to address.”

One way to combat those ailments is the STAR Project. About one-fourth (28) of Joshua’s fellow congregants signed up, and 93 percent who joined finished the program. Among the STAR congregants in all of the participating churches, 72 percent lost weight, averaging around four pounds per person and blood pressure was lowered for about a third of the participants.

Joshua saw some dramatic examples in her church. One woman lost 43 pounds during the 13-week program. Joshua says another had blood pressure so high she suggested she go to the emergency room. “She would not go to the emergency room, but the next day I followed up with her with a personal telephone call and I found out that her diet was just loaded with salt,” Joshua recalls. “That very day I told her, now if you just eliminate the salty snacks... we’re going to see a dramatic decrease in your blood pressure.” Joshua’s sodium warnings, plus her encouragement to the woman to refill her medications, resulted in a significant improvement in

just one week and a return to normal range by the end of the STAR sessions. Joshua was happy to report she presented the woman with a trophy.

Gwen Robinson has served as a lay wellness ministry leader nearly four years at the Shiloh Christian Fellowship Baptist Church. She says her fellow church members are eager to try STAR.

“Usually they’re excited. They’re just glad we have something at church to help themselves and we have fun doing it,” she says. Robinson credits her CW training with helping her church members make meaningful changes. “McFarland is wonderful. All the things they give me, I can direct people to resources, a lot of resources, something they wouldn’t normally know about.”

“Our programs are really ministries within their congregations, connecting the dots to ensure wellness. They focus on and establish a safety net to address their needs and the needs of the community,” says Hawkins. “The ministry leaders are not compensated monetarily, but the rewards they receive are priceless. To them, this labor is a ministry, a true calling.”

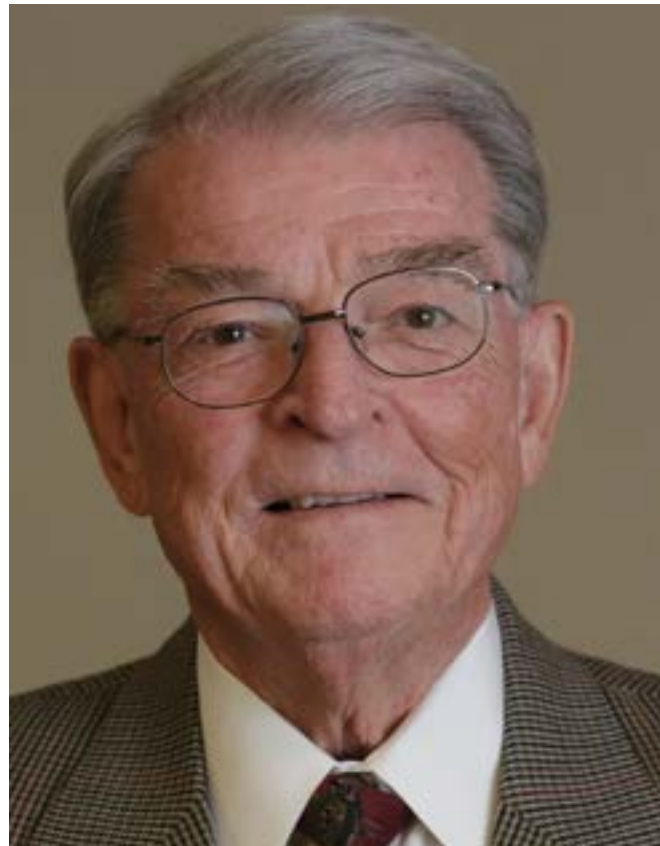
Wellness ministry leader Gwen Robinson during training for CW’s weight loss project STAR.



Frances Hawkins, (left) Lay Health Coordinator Lisa Collins, and Vanessa County, Program Manager



BCM SALUTES FOUNDING TRUSTEE JOHN GRAHAM AS A STRATEGIC, TALENTED LEADER



John Graham smiles when he recalls his 26 years of service on the board of Southern Baptist Hospital and BCM. The successful lawyer, business owner, and civic volunteer was among the first non-Baptists invited to join as the hospital recruited New Orleans area leaders to address its economic challenges in the 1980s. Graham helped steer the strategic planning that led to the merger with Mercy, the sale to Tenet Healthcare, and the birth of BCM as a new foundation to invest the proceeds in our community.

“What we concluded was that we didn’t want to feed the people of New Orleans exclusively, we wanted to teach them how to fish,” Graham says. “That biblical adage became one of the benchmarks which we used to determine what we wanted to be and from that came the conversation, what is it we should be doing?”

“Those were some very difficult decisions to deal with,” says Gordon Reische, chairman of the hospital board when his friend Graham joined. “And throughout those times, John listened, smiled, and suggested solutions. He was a very good listener, and his talent as a lawyer and an oil and gas man resulted in good solid decisions.”

Graham views his time with the organization as four distinct phases. “The imagining phase is that period when we looked at the problems that Southern Baptist Hospital had, realized that we probably weren’t going to successfully solve them, and our job was to imagine a new future,” Graham remembers. Then came the missioning phase to address the needs of the community that



John and Suzy Graham walking outside their home in Covington, La. “As we discuss strategic issues, how do we address problems in the city, she’s always there to provide me some very good advice.”

could only be solved by strategic grantmaking. Graham says next was evolution, a time of growing BCM’s governance, staff, and processes. “We evolved from a quiet behind-the-scenes organization to one with high visibility in the community, extreme credibility in the community, and the ability to access and leverage outside funds.”

Graham’s mandatory retirement from the board at age 75 came during what he calls the advocacy phase started in 2005 following Hurricane Katrina. “We realized that our resources and that of our fellow foundations in the city were just not adequate to address the needs of the city even if we focused on strategic grants,” he said. “We would have to engage the public and the public fisc; that meant Baton Rouge and that meant Washington and that meant our national funders and to do that, we had to become an advocate for some of these causes, and we have.”

BCM President & CEO Charles E. Beasley considers Graham a mentor, first as his employer in the oil and gas industry at Graham Resources, then as a board member as Beasley moved to the nonprofit sector at BCM. “When John walks in a room there’s just a certain presence, and that exudes leadership,” Beasley says. “He wasn’t satisfied with giving money away in the most charitable sense. He wanted to make strategic investments in the community.”

Graham’s departure leaves Hans Jonassen as the last remaining Founder serving on the BCM Board of Trustees. “He’s strategic,

he’s a quick study, he’s a great communicator,” Jonassen says of Graham. “He brought so many talents to this board that made this organization so much better than it would have been without him.”

Trustee Herschel Abbott, Jr. believes Graham will be remembered most for his dedication to strategic thinking. “John has always urged the board to think about the major problems and how we can have impact on those problems for the benefit of the city, not just for today, but for tomorrow and the long term.”

Graham credits his accomplished civic activist wife Suzy for her counsel over the years as he confronted strategic issues. As he chaired the first grants committee of BCM, she gave him advice based on her experience as Grants Chair for the Greater New Orleans Foundation.

Graham completes his service with gratitude to his partners on the board and staff of BCM. “We have enormous leadership in the organization which is now making a profound difference in the community.”

TOTAL ACTIVE GRANTS
\$20,333,000
AS OF SEPTEMBER 30, 2014

HEALTH

- Access Health Louisiana - FQHC/SBHC Collaborative Initiative
- Access Health Louisiana - Planning Grant to Develop a Model Care-Based Program to Reduce Childhood Obesity
- Catholic Charities Archdiocese of New Orleans - Health Guardians: Care Coordination Business Model
- Childhood and Family Learning Foundation - Coordinated School Health
- Childhood and Family Learning Foundation - Coordinated Care for the Whole Child
- Crossroads NOLA - Foster Care & Adoption Initiative
- Louisiana Public Health Institute - Improving Maternal & Child Health through Interpregnancy Care for High Risk Mothers
- Louisiana Public Health Institute - Assessing & Aligning St. Tammany Parish Behavioral Health Services
- Louisiana Public Health Institute - Assessing Impact of the Affordable Care Act on Louisiana
- New Orleans Health Department - Health Care for the Homeless Evaluation
- New Orleans Women's Shelter - Planning Grant Funding Request
- Second Harvest Food Bank of Greater New Orleans - Public Assistance Center
- Sisters of Mercy Ministries - Project Fleur-de-Lis (Part 2)
- St. Thomas Community Health Center - St. Thomas Community Health Center Population Health Management System Project
- St. Thomas Community Health Center - Columbia Pare Healthy Families Initiative
- Tulane University - Faces and Voices of the Community: Inspiring Moms to Breastfeed Through Social Support
- 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 - \$300,000.

EDUCATION

- Boys Hope Girls Hope of Greater New Orleans - On Course for College Program
- Choice Foundation - LOOP Programming in Choice Foundation, FirstLine, RENEW, and NOLA College Prep
- City Year, Inc. - Whole School, Whole Child
- Jefferson Chamber Foundation Academy - JC FA-East Academic, In-Class Tutors
- KID smART - School Reform through Comprehensive Arts Integration Best Practices
- Kingsley House - Educare of New Orleans
- Liberty's Kitchen, Inc. - Liberty's Kitchen Youth Development Program
- Louisiana Endowment for the Humanities - Improving and Expanding Kindergarten Readiness in Orleans Parish
- 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
- Reconcile New Orleans - Educating for Success: Improving and Expanding Job Readiness and Retention Services
- The Foundation for the Louisiana State University Health Sciences Center - The Science Youth Initiative
- 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.

PUBLIC SAFETY

- 24th Judicial District Attorney - Restorative Justice Pilot Program in Pre-Trial Juvenile Diversion
- Bard Early College in New Orleans - Disconnected Youth Initiative
- 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
- 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
- MICAH Project - Justice for All, Not Justice for Some Initiative
- New Orleans Bayou Steppers Social Aid and Pleasure Club - Victim Allies Project
- 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 - Blueprint for Fully Integrated Justice Information System/MOTION Replacement
- 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 Program Rebuilding New Orleans - REbuild Program Reforming Employment Build Program

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

GOVERNMENTAL OVERSIGHT

- Court Watch NOLA - Painting a More Complete Picture of Judicial Effectiveness
- Greater New Orleans Educational Television Foundation - Reshaping a Greater New Orleans: Criminal Justice
- 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)
- Nonprofit Knowledge Works
- United Way of Southeast Louisiana

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

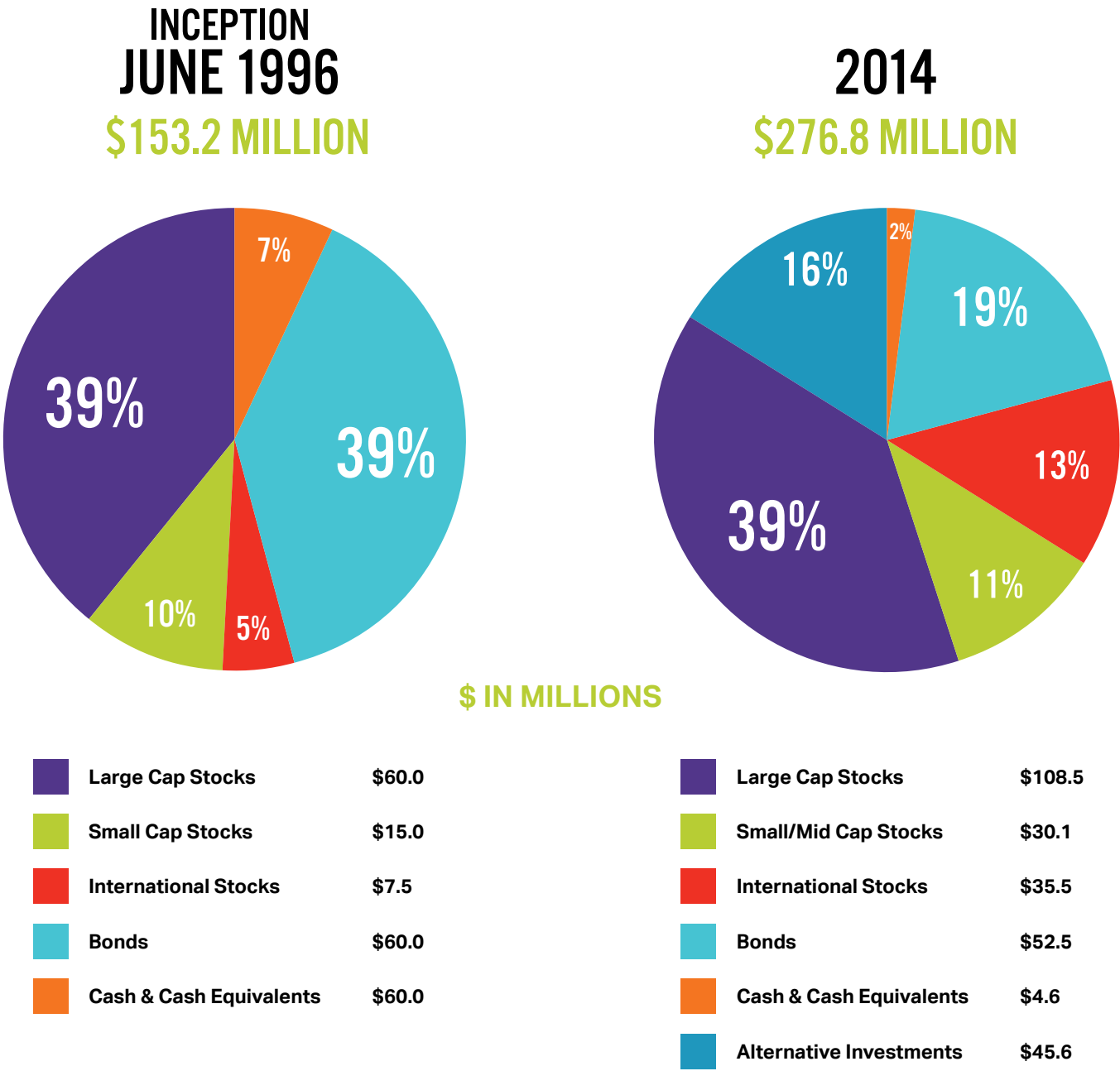
OPPORTUNITY GRANTS

- Algiers Charter School Association - McDonogh 32 Charter School - Blended Learning
- Collegiate Academies - Sci Academy - Blended Learning
- New Orleans Police and Justice Foundation - New Orleans Police Department Recruiting Campaign - A Joint Project with the City of New Orleans
- Ochsner Clinic Foundation - Ochsner-Baptist Neonatology Unit
- School Leadership Center of Greater New Orleans
- Success Preparatory Academy - Blended Learning
- The National World War II Museum - Liberation Pavilion Chapel and Exhibition

ANNUAL AWARDS RANGE FROM \$25,000 - \$200,000.

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, 2014.



GRANTS

	\$ IN MILLIONS	
	2014	Since Inception
Strategic	\$1.6	\$25.7
<ul style="list-style-type: none">Target the long-range goals of BCM's annual Business PlanImplemented by program staff using community nonprofits and expert consultants		
Opportunity	\$0.9	\$50.7
<ul style="list-style-type: none">Compelling funding opportunities that do not meet process criteria of other grant types		
Transom	\$5.1	\$55.0
<ul style="list-style-type: none">Encourage the development of new ideas and nurture innovative solutions to community problemsGenerated through unsolicited grant proposals twice a year		
Core Funding	\$0.4	\$11.2
<ul style="list-style-type: none">By invitation onlyMission of the grantee is considered extremely important to the community by the BCM Board		
Trustee Advised Donations (TADs)	\$0.3	\$4.8
<ul style="list-style-type: none">Donations made at the suggestion of BCM's volunteer Trustees and approved by the Board		
Discretionary Donations	\$0.1	\$1.6
<ul style="list-style-type: none">Small grants; grant requests of \$5,000 or lessTypically in support of fundraising events		
	\$8.4	\$149.0

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 13 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.

H. Merritt Lane, III – *Chair*

Patricia M. Prechter – *Secretary/Treasurer*

Herschel L. Abbott, Jr.
Dianne C. Boazman
Tina S. Clark
Richard Estrada
Alan M. Ganucheau
John J. Graham
John S. Hunter
R. Andrew “Drew” Jardine
Hans B. Jonassen
Frank Kelly
Slade M. Simons

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.

Kim M. Boyle
Janice M. Foster
Kenneth E. Pickering
Kim Sport

McFARLAND INSTITUTE COUNCIL

The Board established an advisory Council to support the Mission of The McFarland Institute. The Council promotes the ministry of BCM's two direct service programs, Chaplaincy Services and Congregational Wellness. The Council also provides fundraising support, including the annual Spring Garden Party event.

Slade M. Simons – *Chair*

Charles E. Beasley – *ex officio*
John D. Becker
David Birdsong
E. Christian Blessey
Dianne C. Boazman
Bobby Brannon
Philip S. Brooks
Nancy H. Calhoun
Elizabeth “Dee” Clubb
G. Price Crane
Morrell “Mo” S. Crane, Jr.
Gay Cunningham
Richard Estrada
Kenneth J. Faust
Jean C. Felts
Michael W. Flores
Alan M. Ganucheau
Veronica Gillispie
Sidney J. Hardy
Rufus C. Harris III
C. Allen Hennesy
Bruce Hoefer, Jr.
John S. Hunter
R. Andrew “Drew” Jardine
Dennis Kay
H. Merritt Lane, III, *ex officio*
Gregory P. Muro
J. Chris Nungesser III
Ernest L. O’Bannon
Sharon A. Perlis
Roy A. Perrin, Jr.
Kenneth E. Pickering
Holly S. Popham
Robert B. Richardson
Jerry J. St. Pierre
Robert J. Sanders
W. Nelson Shepherd
Flora B. Shoaf
David S. Thomas, Jr.
John J. Weiler
W. J. Wilkinson
Jonathan Wolfson
Charles E. Young, *ex officio*

STAFF

ADMINISTRATION

Charles E. Beasley – President & CEO
Laurie DeCuir – Senior Vice President & CFO
Julaine Anderson
Antoinette Collins
Nina Hebert
Jo Laxton
Lisa Pike

GRANTMAKING

Luceia LeDoux – Vice President, Public Safety & Governmental Oversight Grants
Jennifer Roberts – Vice President, Education Grants
Elizabeth Scheer – Vice President, Health Grants
Ashley Navarre

FUND DEVELOPMENT CONSULTING INITIATIVE

Charles E. Young – Senior Consultant
Patricia Patterson

THE McFARLAND INSTITUTE

CHAPLAINCY SERVICES

James Hightower – Vice President
Royce Ballard
Faith Berthey
Brian Cleveland
Joe Cull
Peggy Day
Rene Dorsey
Barbara Duke
Debra Guidroz
Jane Mauldin
Allen Mitchell
Zachary Ritchie
Jennie Thomas
June Wilder

CONGREGATIONAL WELLNESS

Frances Hawkins – Vice President
Sharon Burel
Lisa Collins
Vanessa County
Peggy Day
Courtney Roberts

McFARLAND INSTITUTE COUNCIL

Charles E. Young – President
Patricia Patterson



BAPTIST COMMUNITY MINISTRIES

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