



Baptist Community Ministries Annual Report 2017

# *Reaching Out to Heal*





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## Our Vision, Mission, and Values

### VISION

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.

### MISSION

In response to the love of God revealed in Jesus Christ and in keeping with our Baptist heritage, Baptist Community Ministries (BCM) invests its human capital and financial resources in the five-parish greater New Orleans region. BCM uses the ways and means set forth below towards achieving its Vision:

**Philanthropy** — 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.

**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.

**Congregational Wellness** — identify partner congregations that will benefit by offering wellness ministries to their faith communities; train volunteer registered nurses and lay health advocates to establish and maintain these wellness ministries.

### VALUES

Baptist Community Ministries is a faith-based Christian organization that:

- Shows unconditional acceptance and compassion to those we serve
- Has reverence for the dignity of each person and the cultural diversity of the community
- Demands responsible stewardship of its charitable assets
- Commits to being accountable to the community

# BAPTIST COMMUNITY MINISTRIES



## Message to the Community

*Reaching Out to Heal*

### Dear Friends,

Teens in crisis seeking help by texting. Increased student achievement despite higher standards. Out-of-school youth programs with triple the impact. Youth leaping grade levels while incarcerated. Pioneering care coordination for primary and behavioral health.

Those are real examples of Baptist Community Ministries' investments at work in 2017 and represent this year's Annual Report theme: Reaching Out to Heal.

We have reached out to our neighbors by making grants to local nonprofits, providing pastoral services in healthcare and law enforcement settings and working with local congregations to develop and sustain wellness ministries.

Over the last 22 years, BCM has invested \$178 million in our five-parish service area. The goal of these collective projects is to work with community partners to create positive outcomes for individuals and families. BCM accepts grant applications twice a year, looking for proven and innovative solutions to problems identified in the community. We also work with the Board to identify multi-year strategic initiatives that include:

*(1) Improving coordination between primary and behavioral health providers*

*(2) Delivering quality programming in school and out-of-school settings*

*(3) Building capacity to connect opportunity youth to the supports they need*

*(4) Identifying opportunities for criminal justice reform*

BCM also makes "in-kind" grants by providing direct assistance through its Chaplaincy Services and Congregational Wellness divisions. BCM has a legacy of providing pastoral care to the community via our 13 professionally trained chaplains who work in five hospitals, two nursing homes and the New Orleans Police Department. Congregational Wellness provides training for volunteer registered nurses and congregational health promoters. Starting with a pilot program in three churches in 1997, the program has now grown to 114 churches.

Throughout our history, BCM has earned a reputation of being a trustworthy and reliable community partner. We remain steadfast in our commitment to be a philanthropic leader in the Greater New Orleans area and to provide quality programming to our most vulnerable residents.

Keep reading. We're confident you will be amazed as you see God's healing hand at work.

With blessings,

**R. Andrew "Drew" Jardine**  
Board Chair

**Charles E. Beasley**  
President & CEO





# Philanthropy

## An Inside Look

### A Legacy of Grantmaking

Since our inception more than 22 years ago, Baptist Community Ministries has awarded over 5,500 grants totaling over \$178 million to over 1,200 organizations. We are humbled by those numbers, and inspired by the people who leverage these grants for the good of our neighbors.

In striving to provide a better quality of life for all people in our region through grantmaking, BCM focuses on four specific zones of interest:

- **Health**
- **Education**
- **Public Safety**
- **Governmental Oversight**

We offer grants to 501(c)(3) nonprofit organizations working within a five-parish region of southeastern Louisiana — Orleans, Jefferson, Plaquemines, St. Bernard and St. Tammany Parishes. Recipient organizations are those whose programming focuses on improving the lives of people who work and live in the region.

### Grant Types

The grants awarded by BCM fall into two categories: open invitation and invitation only. Let's take a look at the specific types within each category.



*Above, L to R: Charmel Gauden, Vice President, Public Safety Grants; Elizabeth Ramoni, Administrative Assistant; Christy Ross, Vice President, Health Grants; Ashley Navarre, Grants Manager; Jennifer Roberts, Senior Vice President, Grants; Patricia Patterson, Grants Management Associate; Alvin David, Program Director, Education Grants*

### Open Invitation

**Transom Grants:** These grants are awarded to organizations for programs that have been screened by BCM program staff and then approved by our Board of Trustees. BCM has biannual application cycles: one in the fall and one in the spring. Who is eligible to apply? Any nonprofit with programming focused on one of our zones of interest — Health, Education, Public Safety, Governmental Oversight — within the five parishes we work. Transom grants must be at least \$50,000 per year for 1-3 years.

**Discretionary Donations:** Awarded to organizations after review by BCM's Board Chair and President & CEO, these grants are typically used to support fundraising and community events. Discretionary Donations are small grants of \$5,000 or less that are reviewed and approved throughout the year.

### Invitation Only

**Strategic Grants:** These are targeted disbursements that enable BCM staff to carry out specific strategies adopted annually by the Board of Trustees as part of our Business Plan.



Staff often partners with eligible organizations and local and national experts to implement Board-approved grantmaking objectives. Current priorities include: Healthcare Service Delivery Integration, Out-of-School Time, Opportunity Youth and Justice System Improvements.

**Opportunity Grants:** Often time-sensitive in nature, these grants support compelling funding opportunities as determined by the BCM Board of Trustees. Some examples are Baptist legacy programs, flood-relief grants and selected capital projects, to name a few. These investments are closely tied to BCM's Vision, Mission and Values.

**Core Funding:** This grant type provides funding to support an organization's general operations over an extended period of time. The Board of Trustees selects a recipient for Core Funding based on the importance of the organization's mission to the community. These grants are rare, and BCM has only one Core Funding grantee at this time.

**Trustee-Advised Donations:** Matching and non-matching grants directed by individual BCM Trustees and Grants Committee Advisors are payable directly to community organizations.

“BCM seeks to leverage our unique strengths to serve as a thought leader, convene partners and responsibly deploy limited resources to build high-quality, equitable and sustainable systems.”

— **Jennifer P. Roberts**  
*BCM Senior Vice President, Grants*



**Baptist Community Ministries has awarded over 5,500 grants totaling over \$178 million to over 1,200 organizations.**

## The Hearts and Minds Behind the Grants

Over time, BCM has learned that our community partners value the professionalism, integrity, versatility and commitment that BCM brings to our work. The heritage of Southern Baptist Hospital and the hiring of content experts as lead program staff have contributed to BCM's reputation as a well-intentioned, strong, knowledgeable and influential community partner. Each member of our grants staff relies on his or her area of expertise to provide the Board with insight regarding grantmaking decisions. BCM seeks to leverage our unique strengths to serve as a thought leader, convene partners and responsibly deploy limited resources to build high-quality, equitable and sustainable systems.

This year represented a culmination of learnings gleaned through the creation and care of Southern Baptist Hospital, our 22-year history of grantmaking as Baptist Community Ministries, our talented team of practitioners who bring a combined 60-plus years of experience to the work and stewarding a financial base valued at nearly \$300 million.

Bolstering all of our efforts is an unwavering devotion to improving the physical, mental and spiritual health of the individuals in the communities we serve.





## FirstLine Schools

Transom Grant in Education

### Collaborative Learning: It's Not Just for Students

The five charter schools comprising FirstLine Schools are no strangers to innovation. Witness the Edible Schoolyard program with its hands-on cooking and gardening classes, and NOLA Tech, a career and technical education initiative which has evolved into a citywide career tech program.

*“The collaboration is incredible. The teachers are challenging each other, and there’s much more rigorous thinking.”*

— **Jay Altman**  
CEO of FirstLine Schools

FirstLine’s approach to supporting teachers is equally leading-edge. The transom grant awarded by Baptist Community Ministries, now in its second year, originally was designated for Teacher Prep Day, which offered scheduled times for over 200 teachers to receive professional training, with the end goal of improving student learning and outcomes.



*Above, L to R: Connor Roberts, Social Studies Teacher; Mary Phillips, Science Teacher; Nicholas Herring, Social Studies Teacher Aide; Mattilyn Karst, Social Studies Teacher; Allison Post, Director of Science; Kim Frusciante, Director of Social Studies; Julia Dezen, Manager of Primary Math; Danielle Wright, Science Teacher*

### Teacher Prep Day, However, Has Evolved

“It’s gotten bigger and more sophisticated,” says Jay Altman, CEO of FirstLine Schools, about the initiative now called Professional Learning Time. “Teachers who teach the same subject come together across our four K-8 schools, and through peer feedback and shared expertise, they become better faster.”

### Going Deeper

The urgency for teachers to improve their methods is motivated in part by the more rigorous school standards introduced by Louisiana in 2013. To help students absorb the new material, teachers first needed to develop a deeper understanding of each subject.

The grant, \$450,000 over three years, supports this goal. For example, part of Professional Learning Time involves teachers of the same subject across schools coming together to review and rehearse new lessons with one another. In the recently introduced (and enthusiastically received) Lab Sites, instruc-





*Professional Learning Time involves teachers of the same subject across schools coming together to review and rehearse new lessons with one another.*

tors co-plan a lesson together, then practice teaching the material to small groups of students while being observed by a school leader and a curriculum content director. The entire team later analyzes student learning to determine how to adapt the lesson plan more successfully in their own classrooms.

Over time, the program has become highly customized, with teachers reviewing student assessment data together and determining the best ways to respond to diverse student needs through tutoring and other supports.

## **Culture of Collaboration**

FirstLine's Altman notes, "The collaboration is incredible. The teachers are challenging each other, and there's much more rigorous thinking." The payoff for this teamwork is increased student achievement despite higher standards in English, Math and Social Studies. In

fact, last year FirstLine was the second-highest-performing network of open admissions schools in New Orleans.

FirstLine's finely tuned techniques are a powerful example of how New Orleans can continue to invest in people as the city steps into its next 300 years. Instead of basic, limited professional development experience at the start of a year, FirstLine is leveraging BCM's investment into a continuous learning system year-round, across sites and subject areas. The dynamic methods reflect the way FirstLine values its staff, prioritizing supports for teachers to become better educators for our youth.

## **Moving Forward**

"The next stage of gains has to be about continuing to improve how we prepare to teach our lessons," says Altman regarding the remaining grant period. "We'll be asking, 'What are the moves we need to make in our heads to be better prepared?'"

In other words, FirstLine will continue to push and evolve best practices. At BCM, we look forward to the next wave of results.

*"FirstLine identified that people still really matter."*

**— Alvin David**

*BCM Program Director, Education Grants*







# Jefferson Parish Human Services Authority

*Strategic Grant in Health*

## Centralized Care for Better Patient Outcomes

If you were a person suffering from both depression and diabetes, you would see two different physicians for these conditions. If the doctors do not talk to one another, the burden is on you to fill in the gaps of information, and the risk of receiving contraindicated medications is real. But what if your care could be coordinated so that all your health providers had a complete picture of your health?

*“If we can get care coordination for Jefferson Parish, the model could be replicated across the state.”*

**— Christy Ross**

*BCM Vice President, Health Grants*

That’s exactly what Jefferson Parish Human Services Authority (JPHSA) is working to accomplish with a strategic grant from Baptist Community Ministries. “What’s important to us is the integration of behavioral health with primary care,” says Christy Ross, BCM Vice President, Health Grants.



*Above, L to R: Julie Shaw, LCSW-BACS, Division Director, JeffCare, JPHSA; Nicole Sullivan-Green, MA, LPC, Division Director, Developmental Disabilities Community Services, JPHSA; Rosanna Dichiro, Psy.D., Division Director, Behavioral Health Community Services, JPHSA*

“Behavioral health” is often used interchangeably with the term “mental health,” and includes preventing or intervening in mental illnesses such as depression, anxiety and schizophrenia, as well as substance abuse, gambling and other addictions. When a chronic primary health condition like diabetes or heart disease is added, care becomes extra complicated.

## The Right Grantee

JPHSA treats most of these concerns through its three divisions — behavioral health, developmental disabilities and a primary healthcare center known as JeffCare. With so many health services under one roof, JPHSA was an ideal candidate to receive a one-year grant award of \$60,244 from BCM. The money has been utilized to identify a third-party support firm able to help design a centralized care coordination model. That support firm is currently training the JPHSA staff on how to implement methods of organizational efficiency and effectiveness to centralize care for every patient.

Second-year grant money will be used to create a manual that spells out the details of the program. With a written manual,



other healthcare facilities are able to duplicate the centralized care coordination model.

That's what excites Ross: "If we can get care coordination in place for Jefferson Parish — which has grown since Katrina — the model could be replicated across the state."

Lisa English Rhoden, JPHSA Executive Director, is equally inspired. "BCM's help has pushed us forward in the 'why' of our mission — treating individuals as whole people, not as diagnoses."

## Pure Teamwork

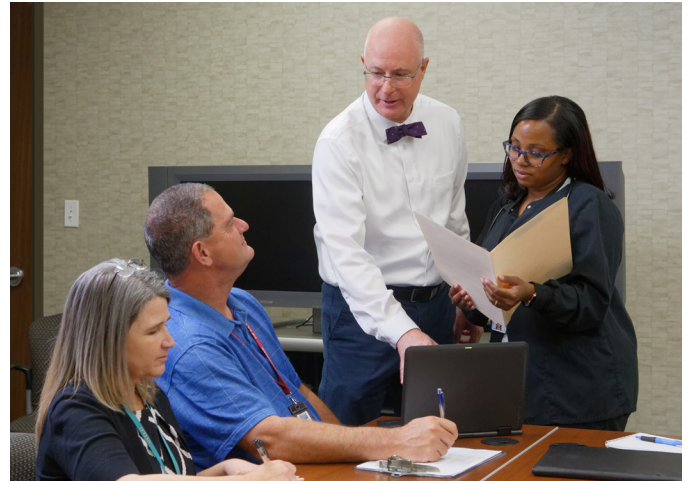
Rhoden credits her JPHSA team for the progress made so far: Julie Shaw, JeffCare Director; Rosanna DiChiro, Behavioral Health Community Services Director; and Nicole Sullivan-Green, Developmental Disabilities Community Services Director. "It is collaboration in the purest sense," Rhoden says. "We all work very hard and very closely with one another to carry out our mission."

The ultimate goal for JPHSA is to move its care coordination model into an "evidence-based practice," which is a program shown to be effective through rigorous scientific research and independent evaluation. The implementation manual currently under development is a big step toward that objective, along with ongoing data gathering.

## Jefferson and Beyond

From BCM's perspective, JPHSA's work toward centralized care coordination wraps around a bold vision: that patients in

Jefferson Parish have the best healthcare options possible, and that one day the same may be true for all of Louisiana.



*JPHSA staff is currently training on how to implement methods of organizational efficiency and effectiveness to centralize care for every patient.*

"BCM's help has pushed us forward in the 'why' of our mission — treating individuals as whole people, not as diagnoses."

— Lisa English Rhoden

*Executive Director, Jefferson Parish Human Services Authority*



# Louisiana Center for Children's Rights

*Transom Grant in Public Safety*

## Treating Kids as Kids: Juvenile Justice Reform Makes Progress

When a young person commits a misdemeanor, many people assume that a trip to jail will deter that behavior. As a society, we tend to believe that kids — and for some reason, black kids in particular — need harsh discipline. However, studies have shown that the opposite is true.

“When you put kids in handcuffs and put them in jail, you’re increasing the likelihood they will have future run-ins with the juvenile system.”

— Ryan Hill

*Development Director, Louisiana Center for Children's Rights*

“Young people tend to have worse life outcomes if they’re involved in the juvenile system,” says Charmel Gaulden, Baptist Community Ministries Vice President, Public Safety Grants. “They tend to be less healthy, less educated and have less economic opportunity.”



*Above, L to R: Harpreet Samra, Social Worker; Michael Grey, Attorney; Ariel Test, Supervising Attorney; Aaron Clark-Rizzio, Executive Director; Hannah Van De Car, Attorney Fellow*

To help transform Louisiana’s juvenile justice system, BCM has long supported organizations like Louisiana Center for Children’s Rights (LCCR), a nonprofit law office that defends young people in juvenile court. The group not only represents youth directly, but having joined forces with Juvenile Justice Project Louisiana in 2015, it also advocates for state and local policies that reduce the number of kids in the juvenile and criminal justice systems.

## Progress is PAYing Off

Since BCM awarded LCCR with a \$170,000 three-year transom grant, LCCR has been instrumental in bringing about the new Policing Alternatives for Youth (PAY) ordinance. PAY mandates that if a juvenile is stopped for any of 11 nonviolent misdemeanors, and if that person has not been stopped within the past year, he or she must be released with a warning. “PAY has the potential to reduce juvenile arrests by up to 30%, or 300 children,” says Ryan Hill, Development Director of LCCR. Nonviolent misdemeanors include theft, criminal trespass and first-time possession of marijuana.

“We need to treat kids as kids in designing responses to their behavior,” explains Aaron Clark-Rizzio, Executive Director of LCCR.



## New School for Young Inmates

Part of LCCR's work is supporting education for children who are in custody. Noticing poor conditions at Youth Study Center — the school within the Orleans Parish juvenile detention center — LCCR collaborated with the Orleans Parish School

**“Year to year, 96% to 98% of kids arrested in Orleans Parish are black children.”**

— **Aaron Clark-Rizzio**

*Executive Director, Louisiana Center for Children's Rights*

Board to secure a major improvement. In 2016, the school was taken over by the Center for Educational Excellence in Alternative Settings, a national nonprofit known for its innovative work with young people in custody. The new Travis Hill School, as the facility is now called, was renamed to honor a local trumpet musician who had turned his life around after making a few wrong turns early in life.

“What impressed me on the Travis Hill School site visit was that people were jumping grade levels while incarcerated,” recalls BCM's Gaulden. By the end of the 2016-17 school year, 79 students had passed their end-of-course exams versus 19 the previous year. Because of this success, Center for Educational Excellence in Alternative Settings has been tapped to take over the school at the Orleans Parish Prison.

“We're trying to ensure kids get the education they need, so they're less likely to drop out of school and go back into the system,” Clark-Rizzio says.

**“This is a really important year for juvenile justice.”**

— **Charmel Gaulden**

*BCM Vice President, Public Safety Grants*

## A Milestone Year

Gaulden notes that 2017 marks 20 years since the breakup of several juvenile justice-based nonprofits that had been housed all together. Now separate and self-sustaining, each is a vital component within a larger ecosystem of change that's gaining traction.



*To help transform Louisiana's juvenile justice system, BCM has long supported organizations like LCCR, a nonprofit law office that defends young people in juvenile court.*





## VIA LINK

*Transom Grant in Health*

### Reaching Out to Help Over Text and Chat

Over the last five years, LaVondra Dobbs and her team at VIA LINK began to notice a dramatic decline in phone calls from youth ages 12 to 22, even on their crisis lines.

"We knew that teenagers have more crisis events [than other age groups]," says Dobbs, CEO of VIA LINK. "They just were not seeking help."

Nonprofit agency VIA LINK provides information, referrals and training to people, organizations and communities. Part of VIA LINK's work is answering crisis calls through 211, the national help and information line.

### Connecting on Teens' Terms

According to Dobbs, university studies reveal that only 5% of teens are willing to pick up the phone and call for help when they're feeling emotional distress. However, if counseling were available by text, they would use it. Knowing that she could get an immediate response from her own two sons by texting, Dobbs wondered: Would teens really text for help when they felt overwhelmed?

The answer was a resounding yes. After a soft launch in 2015, the Crisis Teen Textline generated 38,721 text conversations in fiscal year 2016-17. The first text came from a 15-year-old girl in St. Tammany Parish who had been given a flyer by a friend



*Above, L to R: Victoria Schwandt, Contact Center Director; Derrick Hudson, Contact Center Specialist; LaVondra H. Dobbs, CEO; Rachel Brown, Contact Center Specialist; Clifton Harris, HMIS Director*

of her mother's, Dobbs recalls. Her father had committed suicide and she struggled with depression. Dobbs says the girl continues to reach out via text when things are difficult. "Texting us is a safe, confidential way for teens to talk about their problems," adds Dobbs. Counselors "listen" to youth

*"After Katrina, 80% of our mental health professionals left this area. We found some ways to bridge that gap."*

**— LaVondra Dobbs**  
*CEO of VIA LINK*

and guide them in decision-making, all via texting. VIA LINK captures the cell phone number and zip code of each incoming text, allowing the agency to geo-locate the youth if emergency intervention is needed.



## Investing in a New Approach

Baptist Community Ministries' transom grant to VIA LINK is \$380,000 over three years. "VIA LINK looked at ways they could reach teens and tweens that resonated with how they communicate," says Christy Ross, BCM Vice President, Health Grants. "We're funding their Crisis Teen Textline and Crisis Chat, which we see as novel approaches to a community problem."

- **Studies show that only 5% of teenagers are willing to call a crisis line for help.**

- **In one year, Crisis Teen Textline recorded over 38,000 teen text conversations.**

Crisis Chat was VIA LINK's next step in providing confidential mental health assistance. Launched in summer 2016, Crisis Chat targets adults 25 and older who desire a confidential way to seek help. Dobbs says many of the chats are with people

at their work, people who live with domestic violence — even victims of human trafficking. Over 2,300 people reached out for help through Crisis Chat within the first year.

**"Crisis Teen Text and Crisis Chat are novel approaches to a community problem."**

**— Christy Ross**

*BCM Vice President, Health Grants*



*VIA LINK counselors "listen" to youth and guide them in decision-making, all via text and chat.*

## Coming Soon

Now in the third year of the grant, VIA LINK will focus on launching Text 211, leveraging the help line as a portal for mental health resources and counseling. VIA LINK already fields 211 phone calls for rent and utility assistance, food, shelter, childcare, housing, healthcare and crisis needs. Text 211 will be another way for people to get the help they need. "After Katrina, 80% of mental health professionals left this area and haven't returned," Dobbs says. "We found some ways to bridge that gap."





# Youth Program Quality Initiative

*Strategic Grant in Education*

## Beyond the Classroom: Boosting Program Quality for Our Youth

Since 2014, Baptist Community Ministries has been investing in NOLA-YPQI, a youth program quality initiative designed to raise the caliber of out-of-school time programming throughout New Orleans. The ultimate goal is to create a robust and continuous quality-enhancement system to support better futures for the city's young people.

Research consistently shows that high-quality youth programs are more likely to lead to positive developmental outcomes for children and youth. We know that young people spend time in other places besides school — such as sports, arts and other community activities. BCM asked, “What do our youth organizations have to help them continue to improve?” NOLA-YPQI was born from that question.

## Triple the Impact

In its inaugural year, NOLA-YPQI assisted 15 youth programs. Now in year three, 45 organizations — serving about 5,000 young people — are benefitting from NOLA-YPQI services. Notably, this year's cohort reflects increased diversity across program types, including a program that exclusively serves youth with disabilities, and another focused on youth who are involved in the justice system. It is exciting for BCM to see these specialized programs utilize NOLA-YPQI as a source of their quality improvement support.



*Above, L to R: Angela Herbert White, Coach; Devon Turner, Coach; Andrea Zayas, Founding Executive Director; Alli Womac, Coach; Troy Glover, Coach; Marti Dumas, Lead Coach; Sara Green, Coach*

“BCM is about investing in people, and investing in what can be better.”

— Alvin David

*BCM Program Director, Education Grants*

A powerful manifestation of NOLA-YPQI culture is the “Communities of Practice,” which brings together staff across organizations who wouldn't routinely have the opportunity to connect with each other. In one community, coaches meet monthly with team leaders at participating youth organizations to discuss how programs are progressing and to problem-solve across teams. New communities can be formed to design new youth programs, and this flexibility fosters collaboration over competition.

## From Pilot to Intermediary

NOLA-YPQI is transitioning from a pilot project closely supported by BCM to a more community-based initiative. Andrea Zayas was recently hired as the Founding Executive Director





“Everything the intermediary does and will do is toward building a stronger sense of ‘We.’”

— **Andrea Zayas**

*Founding Executive Director,  
New Orleans Youth Development Intermediary*

*Through Lunch & Learn, participants not only receive tangible information about specific policies that impact youth, but they also engage in meaningful conversations with their colleagues and with city policy makers.*

of the newly created New Orleans Youth Alliance, a youth development intermediary that houses NOLA-YPQI as its first signature program. As the intermediary moves forward, plans include adding other types of supports, such as practice-driven learning, shared best practices and expanded networking opportunities for youth workers.

In her short tenure, Andrea has already secured grants from new supporters beyond BCM and has launched a Lunch & Learn series that brings together youth workers and policy makers. “Youth workers aren’t often seen as intellectuals, and we want to engage their expertise fully,” says Zayas.

Through Lunch & Learn, participants not only receive tangible information about specific policies that impact youth, but they also engage in meaningful conversations with their colleagues and with city policy makers. Zayas adds, “Everything the intermediary does and will do is toward building a stronger sense of ‘We’ within the community of youth-serving organizations.”

## **Improving Life Outcomes**

The newly formed intermediary presents an opportunity to honor the hard and real work youth workers provide every day by treating them as the community assets they are. BCM believes that if workers are fully supported, and programs are fully resourced, over time we will see changes in life outcomes of our city’s youth, which is what matters the most.





## Chaplaincy Services

*Spiritual Care and Emotional Support*

### Prepared to Serve

The Chaplaincy Services Division of Baptist Community Ministries comprises 13 professional chaplains and one vice president. Each of these chaplains, including the vice president, is credentialed with professional status through a board certification process with either the Association of Professional Chaplains or the National Association of Catholic Chaplains. Both organizations set high standards of qualifications which must be met before an individual is even allowed to apply for certification.

The process may take six to 18 months and includes a list of 31 competencies which must be met through written essays and verbatims. Once the written portion of the application process is completed and submitted, he or she must then meet a committee of three to five professional chaplains to further demonstrate how the required competencies are met. After an individual successfully concludes the board certification process and is afforded professional status, he or she must maintain that status by completing 50 hours of continuing education each calendar year.

### Caring Across Faiths, Cultures and Crises

Professional chaplains understand that no one is immune to crisis or trauma. Therefore, they dedicate themselves to providing the best possible spiritual care and emotional support to those in need — regardless of their circumstances,



*Above, L to R: Rene Dorsey; Allen Mitchell; Jane Mauldin; Karen Heserot; Debra Guidroz; Joe Cull; Faith Berthey; Tina Balentine; June Wilder, BCM Vice President, Chaplaincy Services; Philip Peavey; Brian Cleveland; Barbara Duke; not pictured, David Watson and Royce Ballard*

“Our chaplains are willing to meet people where they are physically, emotionally and spiritually.”

— June Wilder, DMin, BCC

*BCM Vice President, Chaplaincy Services*

faith, tradition or cultural background. They are willing to meet people where they are physically, emotionally and spiritually. For this reason, BCM chaplains are assigned to several different venues across the New Orleans metropolitan area.

- Chaplains Allen Mitchell and Barbara Duke serve at Children's Hospital

- Chaplain Jane Mauldin serves at Touro Infirmary

- Chaplain Tina Balentine serves at Tulane Medical Center main campus and Lakeside Women's Clinic in Metairie, LA



• *Chaplains Debra Guidroz and Philip Peavey serve at University Medical Center*

• *Chaplains Royce Ballard and Karen Haserot serve at West Jefferson Hospital*

• *Chaplain Rene Dorsey serves at Uptown Health Care and at Covenant Home*

• *Chaplains Faith Berthey, Brian Cleveland, Joe Cull and David Watson all serve the New Orleans Police Department*

Each healthcare chaplain reports to an on-site supervisor at his or her assigned ministry site concerning issues unique to that location. These chaplains minister to hospital staff, patients and family members daily, making regular rounds through the facility and responding to emergency calls as they arise.

The New Orleans Police Department has no Spiritual Care Department, so the Vice President of Chaplaincy Services also serves as the Director of Pastoral Care for the NOPD. These chaplains spend the majority of their time ministering to the officers (and their family members) on and off duty. Time is spent accompanying officers on regular patrol ride-alongs, attending roll calls and community meetings, and responding to crime scenes where chaplains minister to victims of crime and their families.

## Reaching Out Together

On occasion, the police chaplains and the healthcare chaplains work together in their respective ministries when



*BCM chaplains minister to hospital staff, patients and family members daily, making regular rounds through the facility and responding to emergency calls as they arise.*

multiple victims are involved in a single incident, or when a police officer is wounded or killed in the line of duty. The police chaplains initially respond to the crime scene but will relocate to the hospital once the scene is cleared. In a case of officer injury, the police chaplains' first priority is to attend to the officer and his or her family.

BCM is humbled every day to employ a team of chaplains who bring the love of God to people in difficult and dire situations, and to serving His purposes.





## Congregational Wellness

*Teaching Churches to Embrace Healthy Living*

### Two Decades of Helping Humanity Heal

Baptist Community Ministries' Congregational Wellness ministry, celebrating its 20th year, continues to promote ongoing transformation of the faith community into a source of health and healing. This faith-based program collaborates with churches to educate members on healthy lifestyles using innovative and spiritually guided approaches. Three premier programs have been key within our community:

- *The Church Nurse Education Program*
- *Congregational Health Promoter Program (formerly LHAP)*
- *Strategies to Trim and Reduce (STAR) Project*

“Activities have increased to 350 annually, with 44,000 individuals touched through the Congregational Wellness ministry’s partnerships.”

— **Frances L. Hawkins, MN, RN**  
*BCM Vice President, Congregational Wellness*



*Above, L to R: Vanessa County, Program Manager; Lisa Collins, Lay Health Program Coordinator; Frances Hawkins, BCM Vice President, Congregational Wellness; Damian Woods, Data Analyst; Sharon Burel, Nurse Manager*

### Church Nurse Education Program (CNEP)

CNEP trains registered nurses to begin health ministries in their churches. Through the Foundations of Faith Community Nurse (FCN) Curriculum, nurses learn:

- *Concepts of healing and wholeness of mind, body and spirit*
- *The functions and roles necessary to promote health and wellbeing*
- *The intentional care of the spirit as a core component*

Sixty-four churches have been led by registered nurses to complete the 38-hour course. They now stand equipped to provide health guidance and education within their churches, focusing on prevention, awareness, referrals and access to care.

### Congregational Health Promoter Program (CHPP)

CHPP is a wellness training program for lay people who are not registered nurses. Church members, community health advocates, ministry leaders and social workers are given resources and techniques to teach others how to make



lifestyle changes by accessing both medical and community sources. Fifty lay-led churches have completed the 24-hour training and continue working with progressive and disadvantaged communities.

Through both CNEP and CHPP, we have trained 557 leaders who volunteer across various denominations in the New Orleans metro area.



*Since the STAR Project began in 2011, we have focused on addressing weight loss, blood pressure control and improving congregants' quality of life.*

### **Strategies to Trim and Reduce (STAR) Project**

Since the STAR Project began in 2011, we have focused on addressing weight loss, blood pressure control and improving congregants' quality of life. Seventy-five churches have participated in the STAR Project and nearly 1,000 participants have benefited. Significant improvements have been noted in the areas of weight reduction, blood pressure, medication adherence, increase in exercise, healthy eating habits and feelings of confidence and empowerment.

This year, STAR engaged two congregations which collaboratively translated the manual into Vietnamese and Spanish. The project was well received and more than half of the participants experienced weight reduction.

Additionally, through the Congregational Wellness church network, programs are conducted to address current events, such as Active Shooter Training, Emergency Preparedness and Stop The Bleed.

Over the last 20 years, annual activities conducted have increased to 350, with 44,000 individuals touched through the Congregational Wellness ministry's partnerships with other community organizations, health ministries and universities.

- *This year, the STAR manual was translated into both Spanish and Vietnamese for local congregants.*
- *75 churches have participated in the STAR Project and nearly 1000 participants have benefited.*
- *64 churches have completed the 38-hour Church Nurse Education Program.*
- *557 leaders across denominations have received training through CNEP and CHPP.*

As New Orleans heads into its tricentennial celebration, Congregational Wellness will continue "Reaching Out to Heal," addressing the spiritual dimensions of health and pursuing a better quality of life for all churches and the communities they serve.



# Financial Highlights

## Investment Position

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, 2017.

## Financial Results

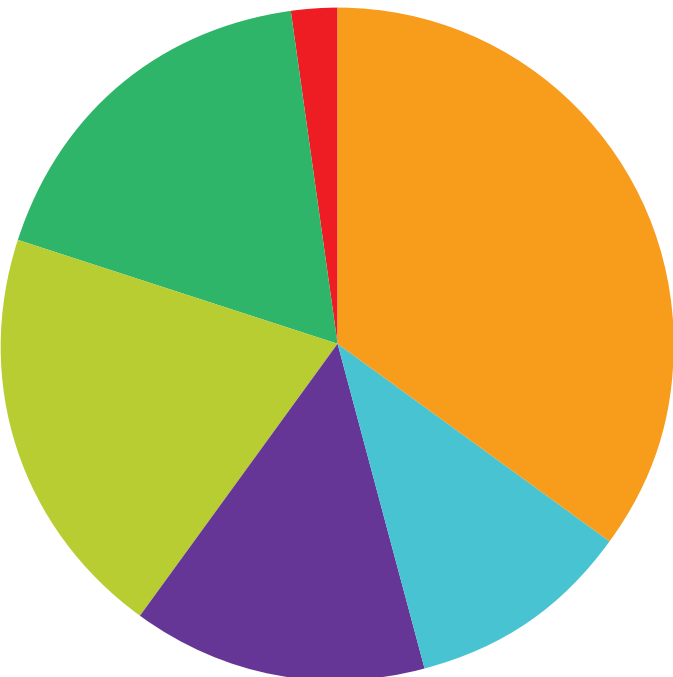
For more information about BCM's financial results, audited financial statements and tax returns can be accessed through our website at [www.bcm.org/about/financial](http://www.bcm.org/about/financial).







Inception June 1996 (Dollars in Millions)



|  |                         |                |
|--|-------------------------|----------------|
|   | Large Cap Stocks        | \$60.0 / 39%   |
|   | Small Cap Stocks        | \$15.0 / 10%   |
|   | International Stocks    | \$7.5 / 5%     |
|   | Bonds                   | \$60.0 / 39%   |
|  | Cash & Cash Equivalents | \$10.7 / 7%    |
|  | Total Portfolio         | \$153.2 / 100% |

September 30, 2017 (Dollars in Millions)



|   |                         |                |
|---|-------------------------|----------------|
|  | Large Cap Stocks        | \$99.3 / 35%   |
|  | Small/Mid Cap Stocks    | \$32.3 / 11%   |
|  | International Stocks    | \$39.4 / 14%   |
|  | Bonds                   | \$55.9 / 20%   |
|  | Alternative Investments | \$52.5 / 18%   |
|  | Cash & Cash Equivalents | \$6.2 / 2%     |
|   | Total Portfolio         | \$285.6 / 100% |



Grant Types

- Strategic

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

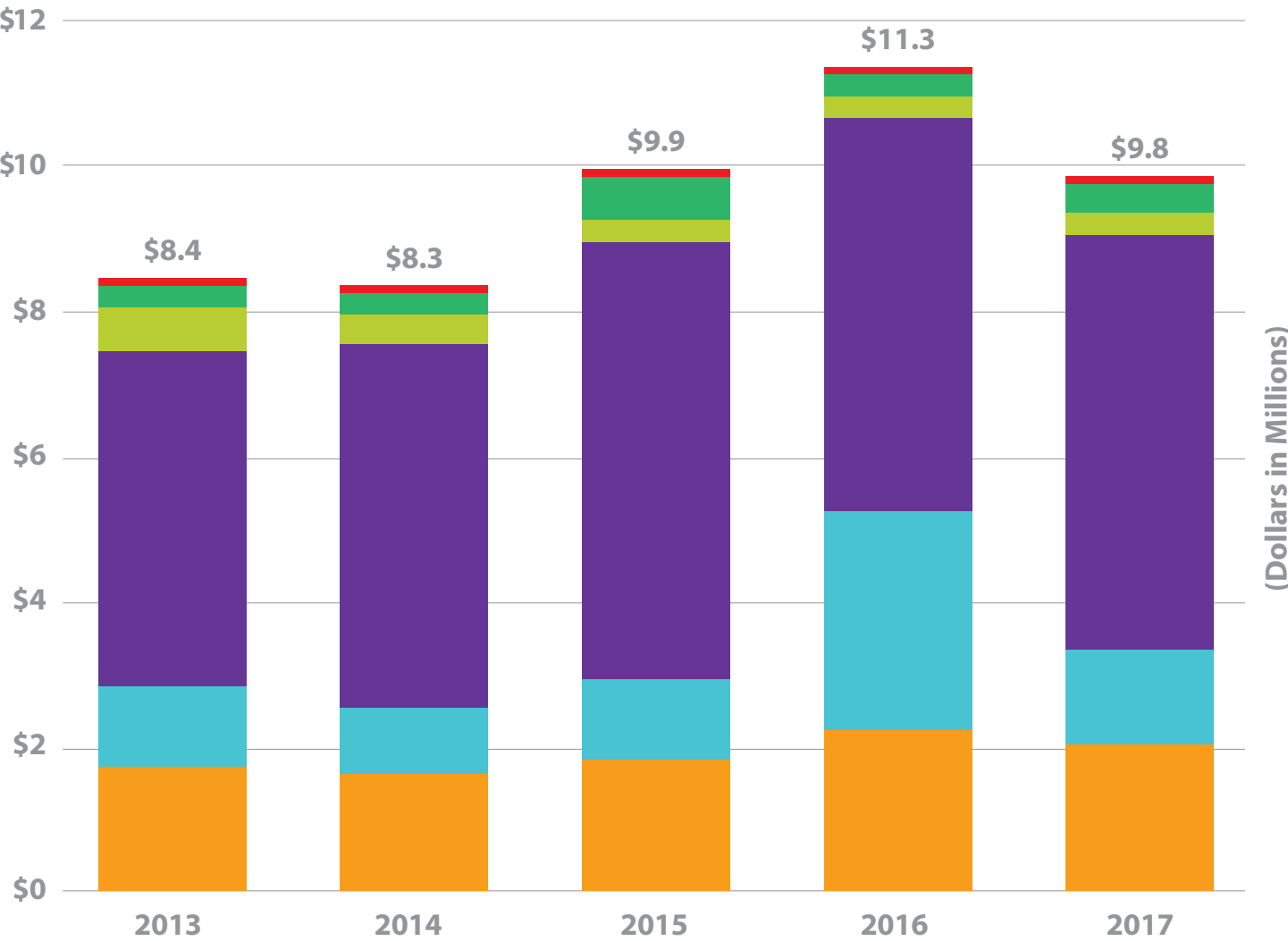
  - Compelling funding opportunities that do not meet process criteria of other grant types
- Transom

  - Encourage the development of new ideas and nurture inventive solutions to community problems
- 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 Trustees and approved by the BCM Board
- Discretionary Donations

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





## Board of Trustees

### Volunteers

#### Board of Trustees

R. Andrew "Drew" Jardine, Chair; Frank Kelly, Vice Chair; Slade Simons, Secretary/Treasurer; Page Brooks; Tom Callicutt; Tina S. Clark; Richard Estrada; Alan M. Ganuchau; John "Jack" S. Hunter; Dianne McGraw; Jill Nalty; Patricia "Pat" M. Prechter; Anthony "Tony" Recasner; James "Jim" W. Tucker; Guy Williams

#### Grants Committee Advisors

Morrell S. Crane; Kathleen Nettleton; Kenneth E. Pickering; Nathalie Simon

### Staff

#### Administration:

Charles E. Beasley, President & CEO; Laurie DeCuir, Senior Vice President & CFO; Julaine Anderson; Antoinette Collins; Leslie McPherson; Lani Nakamura

#### Philanthropy:

Jennifer Roberts, Senior Vice President, Grants; Charmel Gaulden; Christy Ross; Alvin David; Ashley Navarre; Patricia Patterson; Elizabeth Ramoni

#### Chaplaincy Services:

June Wilder, Vice President; Tina Balentine; Royce Ballard; Faith Berthey; Brian Cleveland; Joe Cull; Rene Dorsey; Barbara Duke; Debra Guidroz; Karen Hesperot; Jane Mauldin; Allen Mitchell; Philip Peavey; David Watson



*Seated L to R: Slade Simons, Secretary/Treasurer; R. Andrew "Drew" Jardine, Chair; James "Jim" W. Tucker; Richard Estrada; John "Jack" S. Hunter; Dianne McGraw*

*Standing L to R: Jill Nalty; Tina S. Clark; Alan M. Ganuchau; Frank Kelly, Vice Chair; Page Brooks; Tom Callicutt; Anthony "Tony" Recasner; Guy Williams; Patricia "Pat" M. Prechter*

#### Congregational Wellness:

Frances Hawkins; Vice President; Sharon Burel; Lisa Collins; Vanessa County; Damian Woods

### Total Active Grants

**\$31,734,324 as of September 30, 2017**

### HEALTH

**Annual awards range from \$50,000 – \$245,000**

**Baptist Community Health Services** – *The BCHS Healthy Lower 9th Initiative*

**Catholic Charities Archdiocese of New Orleans** – *Health Guardians: Care Coordination Business Model*

**Children's Hospital** – *School Kids Immunization Program (SKIP)*

**City of New Orleans** – *Health Care for the Homeless Uniformed Patient Referral System*

**Crossroads NOLA** – *Foster Care & Adoption Initiative*

**Crossroads NOLA** – *Greater New Orleans Collaborative for Children*

**Health & Education Alliance of Louisiana** – *Coordinated Care for the Whole Child*



**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*  
**NAMI St. Tammany** – *Peer Run Drop-In Center*  
**New Orleans Women and Children's Shelter, Inc.** – *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*  
**South Broad Community Health** – *Opening the South Broad Community Health Center*  
**St. Thomas Community Health Center** – *STCHC Primary and Behavioral Healthcare Integration Project at Community Health Center (CHC) and School – Based Health Center (SBHC) Sites*  
**St. Thomas Community Health Center** – *STTCHC EPSDT Coordinated Care Program*  
**Tulane University** – *Bridging the gap: Early childhood mental health consultation to pediatric providers*  
**Tulane University** – *Tulane Center for Autism and Related Disorders (TCARD)*  
**University Medical Center New Orleans** – *UMC Trauma Recovery Clinic*  
**VIA LINK** – *VIA LINK for the 21st Century*  
**YMCA of Greater New Orleans** – *Preventing the Little Whittle*  
**YMCA of Greater New Orleans** – *Comprehensive Study of Autism Spectrum Disorder (ASD) Resources in the Greater New Orleans Region*

## EDUCATION

**Annual awards range from \$50,000 – \$250,000**

**4Point0 Schools** – *The Power of Entrepreneurship in Education Reform*  
**Bricolage Academy** – *Creating Innovators Program*  
**CASA New Orleans** – *Transitioning Foster Youth Programming*  
**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*  
**Educare New Orleans** – *Educare New Orleans*  
**Education Pioneers** – *Launch & Expansion of New Orleans Fellowship & Alumni Programs (FY 2014-2016)*  
**Educators for Quality Alternatives, Inc.** – *School Replication*  
**FirstLine Schools** – *Teacher Prep Day*  
**KID smart** – *THINK smART*  
**Leading Educators Greater New Orleans** – *Leading Educators Teams Fellowship*

**Louisiana Endowment for the Humanities** – *Increasing School Readiness in Greater New Orleans*  
**Louisiana Outdoor Outreach Program** – *Outdoor Adventure Experiences for Greater New Orleans Public School Students*  
**New Schools for New Orleans** – *Next Generation Teacher Pipeline for New Orleans*  
**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*  
**St. Michael Special School** – *Exploration Academy: Continued Vocation and Transition Development for Adults with Special Educational Needs*  
**Teach for America Greater New Orleans** – *Special Education Cohorts Project*  
**The Posse Foundation, Inc.** – *Bringing College Access, Completion and Career Opportunities to New Orleans Area Youth*  
**Thrive New Orleans (formerly St. Roch CDC)** – *Launch NOLA: Helping underserved, urban entrepreneurs start and grow their own small business.*  
**unCommon Construction** – *unCommon Construction Apprenticeship Program*  
**Young Aspirations - Young Artists, Inc.** – *Leadership and Life Skills Training for YAYA Guild Members*  
**YouthForce NOLA (formerly Educate Now!)** – *YouthForce NOLA: A Career Readiness Initiative for New Orleans Youth*  
**Choice Foundation** – *LOOP Programming in Choice Foundation, FirstLine, RENEW, and NOLA College Prep*  
**Louisiana State University Health Sciences Center** – *The Science Youth Initiative*  
**Nonprofit Knowledge Works** – *The New Orleans Youth Index*  
**Tulane University** – *Grow Dat Youth Farm*

## PUBLIC SAFETY

**Annual awards range from \$50,000 – \$170,000**

**Covenant House** – *Rights of Passage: A University for Street Kids (2016 – 2019)*  
**Greater New Orleans Educational Television Foundation** – *Reshaping a Greater N.O.: Public Affairs/Community Projects Initiative*  
**Kedila Family Learning Services** – *Pre Work – Force Program*  
**Kids Rethink New Orleans Schools (Rethink)** – *rethink ypar*  
**Louisiana Center for Children's Rights** – *Safe, Smart, Cost – Effective and Fair: Structural Juvenile Justice Reform in New Orleans*

**Louisiana Green Corps Inc.** – Orleans Parish Youth Construction and Conservation Corps

**MICAH Project** – Justice for All, Not Justice for Some Initiative

**New Orleans Family Justice Alliance** – NOFJC Training Center

**New Orleans Police and Justice Foundation** – Orleans Parish Information Sharing & Integrated Systems Initiative (OPISIS)

**New Orleans Police and Justice Foundation** – Reducing waste and promoting fact-based decision making in the Orleans Parish criminal justice system.

**Next Generation International** – The First 72+

**Office of the Independent Police Monitor** – New Orleans Community – Police Mediation Program

**Southeast Louisiana Legal Services Corporation** – Public Housing Youth Reentry Project

**Youth Rebuilding New Orleans** – REbuild Program – (Reforming Employment build program)

**Youth Service Bureau of St. Tammany** – Crossroads Delinquency Intervention Expansion

#### **GOVERNMENTAL OVERSIGHT**

**Annual awards range from \$50,000 – \$150,000**

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

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

**Justice & Accountability Center of Louisiana** – Justice and Accountability Center

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

#### **CORE FUNDING**

**Annual award \$250,000**

**Bureau of Governmental Research Inc. (BGR)**

#### **OPPORTUNITY GRANTS**

**Annual awards range from \$60,000 – \$563,000**

**Baptist Community Health Services** – BCHS Expansion

**Greater New Orleans Foundation** – GIVENOLA Day 2017

**New Orleans Baptist Ministries** – Tornado Relief Grant

**Ochsner Clinic Foundation** – Ochsner – Baptist Neonatology Unit

**The Idea Village** – New Bienville Society Project

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

**Vera Institute of Justice** – Jail Population Reduction Project



**Baptist Community Ministries**

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