



Lott Carey Baptist Foreign Mission Convention

Gulf Coast Response

August 2005 – June 2011

Dr. Robert G. Murray
President

Dr. David Emmanuel Goatley
Executive Secretary-Treasurer

Rev. Samuel C. Tolbert, Jr.
Gulf Coast Disaster Response Coordinator

August 2011

Table of Contents

- I. **INTRODUCTION** 4
- II. **EXECUTIVE SUMMARY** 5
 - 1. Timeline of Disasters 5
 - i. Hurricane Katrina – August 2005 5
 - ii. Hurricane Rita – September 2005 5
 - iii. Hurricane Gustav – August 2008 5
 - iv. Hurricane Ike – September 2008 6
 - v. BP Oil Spill – April 2010 6
- III. **OVERVIEW OF RELIEF, RESURRECTION, AND RESOURCE CENTERS** 6
 - 1. **Relief Center** 6
 - 2. **Resurrection Center** 7
 - i. Social Service Support 7
 - ii. Mental Health Counseling 7
 - iii. Pastoral Care Ministries 7
 - iv. Child Development Programs – 7
 - 3. **Resource Center** 8
- IV. **HURRICANES KATRINA & RITA** 8
 - 1. **Relief Center** 8
 - Summation of Impact 11
 - 2. **Resurrection Center** 14
 - i. Social Service Support 14
 - ii. Mental Health Counseling 14
 - iii. Pastoral Counseling Ministries 15
 - iv. Child Development Programs 15
 - Summation of Impact 15
 - 3. **Resource Center** 15
 - Summation of Impact 16
- V. **FOUNTAIN PROJECT** 16
 - 1. Family 17
 - 2. Church 17
 - 3. Community 19
 - Summation of Impact 20

VI.	LIVING IN FULL EXPECTANCY	20
	Summation of Impact	22
VII.	HURRICANES GUSTAV & IKE	22
	Summation of Impact	23
VIII.	FORD FOUNDATION GRANT	24
	Summation of Impact	24
IX.	HURRICANE IKE PHASE II & BP OIL SPILL INITIATIVE	25
	Summation of Impact	26
X.	LESSONS LEARNED AND BEST PRACTICES	27
1.	Relief Centers	27
2.	Resurrection Centers	27
3.	Resource Centers	28
4.	Fountain Project.....	28
5.	Living Life In Full Expectancy (L.I.F.E.).....	28
6.	Hurricanes Ike and Gustav	29
7.	Ford Foundation Grant	29
8.	Hurricane Ike Phase II & BP Oil Spill.....	29
XI.	CONTINUED COLLABORATIONS OF MISSIONS	30

I. INTRODUCTION

The devastation caused in the aftermath of hurricane Katrina in 2005 was a traumatizing experience for many people in many ways. The magnitude of the storm was amazing. The destruction that resulted in the engineering failures that caused massive flooding was overwhelming. The inadequate governmental responses were angering. The cost of life and livelihood remain incalculable when one adds to the material loss the emotional, familial, and communal losses. The subsequent damage inflicted by hurricane Rita a few weeks later exacerbated the unimaginable and unbearable suffering that so many endured.

There is, however, a proverb that teaches that one can curse the darkness or light a candle. The Lott Carey Foreign Mission Convention and its creative networks of partners chose to light a candle and leave the cursing to others.

This summary report seeks to offer glimpses of our approach of “helping people rise again.” A report of this nature cannot tell the full story. The complete narrative is too complex and comprehensive to be contained in these few pages. Further, as this report is released a half-dozen years following Katrina, the story of our impact is still being written. We have planted and watered seeds, and God continues to give increase. People who were traumatized by the events and found healing through counseling and referrals are living well and whole again. People who were homeless and hopeless are housed and homeowners. People who were underemployed or unemployed or too discouraged to seek employment have been trained and equipped and certified and employed with livable wages and benefits. We do not claim 100% success. But the victories of which we are part outweigh the defeats. In this, we rejoice!

While several people have played incredible roles in our successful seasons of “helping people rise again” through this disaster response and recovery strategy, we must note the indispensable leadership of Rev. Samuel C. Tolbert, Jr. Among his several roles as pastor, denominational leader, and community organizer, Pastor Tolbert has served as Lott Carey’s Disaster Response and Recovery Coordinator and has ensured that the implementation of the programs and services this report catalogues has been done with integrity and creativity. We thank God for his considerable gifts.

Finally, we are grateful for the overflowing generosity of the Lott Carey global missional community. Our work in places like Guyana, Grenada, Haiti, Jamaica, Mozambique, and Somalia prepared us to develop strategies to respond effectively to the devastations of Katrina and Rita, Gustav and Ike, and the BP oil spill. The generous hearts of the Lott Carey family, however, made it possible to put ideas into action. We thank God for the compassionate and empowering spirit that is alive and well in the Lott Carey community where we have been making the world a better place since 1897. While we recoil to think about another large scale tragedy, we know it will come. We also know that when it comes, we’ll be ready, willing, and able to engage with survivors for “helping people rise again.”

Rev. David Emmanuel Goatley, Ph.D.

II. EXECUTIVE SUMMARY

In our best desire to create environments of safety, order, and structure in our personal and business lives, disasters and emergencies are events that quickly disrupt the best of planning. Since 2005, the United States has experienced several disasters, both natural and manmade, that have changed the landscape of our lives and the social fabric of our communities. Today, it is vital that we are proactive in placing safeguards in our lives, churches, communities, and businesses by creating a disaster relief, response, and recovery plan that will ensure a sense of focus and stability during and after a disaster.

Lott Carey Baptist Foreign Mission Convention (Lott Carey) is committed to providing humanitarian assistance to those affected by disasters. Through its networking and partnership abilities, Lott Carey has been able to generate resources to support families and communities impacted by a disaster with emergency relief, financial assistance, and a range of programs and services designed to help people to recover from a disaster. Lott Carey's motto "*helping people rise again*" has been genuinely enacted over and over again with great success, as countless lives have been restored during very difficult times.

1. Timeline of Disasters

Since 2005, Lott Carey has been providing relief efforts to people who have suffered some of the most devastating tragedies in US history.

i. Hurricane Katrina – August 2005

Hurricane Katrina was the first Category 5 hurricane of the 2005 Atlantic hurricane season. Although the storm weakened in intensity, it nearly doubled in size before making landfall as a large Category 3 storm on August 29, 2005, along the Central Gulf Coast near Buras-Triumph, LA. Coupled with the intensity of the storm, the breach of several levees and floodwalls caused about 80% of the city of New Orleans to flood within hours after the landfall with reported depths as great as 20 feet.

ii. Hurricane Rita – September 2005

On the heels of Hurricane Katrina's landfall came Hurricane Rita on Sept. 24, 2005. This hurricane caused a mandatory evacuation of coastal communities in Texas and Louisiana. Though less destructive than Hurricane Katrina, Hurricane Rita caused extensive damage as it roared ashore near the Texas-Louisiana border as a Category 3 hurricane with 120 mph winds.

iii. Hurricane Gustav – August 2008

On August 26, 2008, Hurricane Gustav made landfall and was the second most destructive hurricane of the 2008 Atlantic hurricane season causing serious damage and casualties in Haiti, the Dominican Republic, Jamaica, Cayman Islands,

Cuba, and the United States. On September 1, 2008, Hurricane Gustav struck Louisiana resulting in severe damage and flooding to the State of Louisiana.

iv. Hurricane Ike – September 2008

On September 13, 2008, Hurricane Ike, the third major hurricane of the 2008 Atlantic hurricane season made landfall near Galveston, TX. Due to its size, it caused devastation from the Louisiana coastline to Kenedy County, TX, as well as flooding and damages along the Mississippi coastline and Florida Panhandle.

v. BP Oil Spill – April 2010

The BP oil spill, which occurred in the Gulf of Mexico, is the largest accidental marine oil spill in the history of the petroleum industry. Starting on April 20, 2010, and for three month straight, efforts were made to stop the oil leakage. On July 15, 2010, the efforts were successful as the wellhead was capped. This was notwithstanding extensive damages caused to the marine, wildlife habitats, as well as the Gulf Coast fishing and tourism industry.

III. OVERVIEW OF RELIEF, RESURRECTION, AND RESOURCE CENTERS

Birthered out of an emergency need to assist evacuees during Hurricane Katrina, the Relief, Resurrection, and Resource Center concepts were formed. The focus of these Centers is to maximize human safety and survival, while providing the necessary support and assistance to families, churches, and the community during and after a disaster. In instances, where the public is made aware of a potential emergency or disaster before it happens, a fact finding planning session takes place followed by the proper roll-out of the Centers. In the unfortunate instances wherein an unexpected disaster occurs, these operational centers are easily replicable for emergency implementation by referencing the model's documented procedures, descriptions, and best practices, along with support from the Resource Center. Typically, a local District, Association, State Convention, or judicatory that is in collaboration with a national mission agency or denomination implements these centers in the affected area.

1. Relief Center

The Relief Center is the initial humanitarian standard of operation that is immediately opened following a disaster. This Center is designed to provide basic life support items and services such as shelter, food, clothing, personal hygiene items, and the like for the affected families. The Relief Center can be a 24/7 operation that is typically staffed with a Coordinator that is a volunteer, along with a team of volunteer workers from a local congregation or group of congregations.

2. Resurrection Center

While the basic needs of food, shelter, and clothing are being met, there is still a range of intermediary emergency support services that are needed. The Resurrection Center is a valued dimension that provides social service support, mental health counseling, pastoral care ministries, as well as child development programs. These services are designed to set the foundation for a solid recovery and resurrection process.

- i. Social Service Support – The primary focus is to provide leadership in essential collaborations among institutions and organizations to ensure that the impacted citizens have access to all resources available to them on the local, state, and national levels. Additionally, housing assistance and employment service assistance is provided. Not only is this a critical resource component, but a healing component as well because after the individuals and families understand the financial & human service programs or assistance they qualify for, it eases their mind and releases some fear and anxiety of the unknown. They may then leverage these resources to initiate their own personal efforts to “rise again.”
- ii. Mental Health Counseling – The offering of mental health screening helps the affected persons address issues of depression, anxiety, substance abuse and addiction, stress management and the like. Through the skilled but unobtrusive interviewing techniques of trained mental health professionals, they help the affected persons find constructive channels for their anger and frustration so that they can become better equipped to accept the disaster and begin the necessary steps to healing and restoring their lives. Immediate access to mental health counseling is vital because although the psychological needs may not be present at the onset of a disaster, Post-Traumatic Stress Disorder (PTSD) is among the most common psychological disorder that occurs after a traumatic event and disaster.
- iii. Pastoral Care Ministries – Pastoral Care Ministries offer impacted persons spiritual guidance in processing issues of faith and meaning. After a disaster, there are always a diverse cross-section of people seeking spiritual support and understanding. The pastors are trained to accept and respect social diversity while providing nurture and encouragement that foster spiritual and emotional hope, healing, and wholeness.
- iv. Child Development Programs – Experiencing a disaster can be especially traumatic for children and youth. Children typically look to their parents or adult figures in their lives and mirror their reactions or emotions during difficult times. Depending on the extent of the disaster, the parent may not be able to negotiate their distress or to help children manage theirs either. This service is significant because trained professionals are prepared to provide age

appropriate activities and support that will help children adjust to the stress and distress caused by the disaster. These services include teaching children effective coping strategies through survivor talk, games and exercises, providing educational studies, tutoring, and allowing children play time with toys, art supplies and books; all while offering a safe and stable environment. Additionally, collaboration efforts with local school crisis teams are developed in efforts to ensure a familiar healing process in the aftermath of the disaster.

The Resurrection Center is generally staffed with a Coordinator, Social Service Associate, Mental Health Associate, Pastoral Associate, Child Development Associate, and an Administrative Assistant.

3. Resource Center

During a disaster, not only are families and individuals affected, but in most cases, the church proper is also affected. The Resource Center is designed to support the churches in the partnering District, Association, State Convention, or judicatory by providing comprehensive information regarding the availability of local, state, and national resources, collaborative opportunities, and coordination of mission work with global volunteers, as well as providing on-site training and / or telephone consultation to pastors.

Additionally, the Resource Center manages the operations of the Relief and Resurrections Centers, including its human and financial resources. Scheduled reporting and communication methods are implemented to ensure that all Centers are operating most efficiently and pertinent information is being shared between the Centers.

In the affected area, there is only one Resource Center in operation during a disaster. There may be instances where a local Resource Center is not implemented, in those cases all work is done through the Relief and Resurrection Centers, in consultation with pastors in that region. The Resource Centers are typically staffed with a Coordinator and Administrative Assistant.

IV. HURRICANES KATRINA & RITA

1. Relief Center

The initial Relief Center was spontaneously formed to provide immediate support to the people in New Orleans when the mandatory evacuation order was issued. Rev. Samuel Tolbert, Pastor of Greater St. Mary Baptist Church in Lake Charles, LA, and his congregation started the necessary steps to house and feed the evacuees. Living quarters within the church's facilities were set up, trailers were prepared, and volunteers began planning and cooking meals.

Collaboration efforts with other churches within the Baptist Ministers Union of Lake Charles and Vicinity were established and a strategy plan was devised to accommodate the evacuees. There were between 20-35 churches that were a part of this partnership. An invitation was extended to several pastors, friends, & associates in New Orleans welcoming them to evacuate in Lake Charles, LA. Evacuees started arriving in Lake Charles on the evening of Saturday, August 29, 2005, and within a week of Hurricane Katrina making landfall in New Orleans, there were approximately 400-500 evacuees that the partnership of churches in Lake Charles were housing, feeding and providing personal hygiene items for. This does not include the undocumented numbers of persons who were in the homes of members of those churches.

The National Baptist Convention of America, Inc., (NBCA), under the leadership of President Stephen J. Thurston, immediately requested that Rev. Tolbert, General Secretary of NBCA would begin evaluating needs and making recommendations for response. The Relief Centers were expanded through this collaboration. Dr. David Goatley, Executive Secretary/Treasurer of Lott Carey, initiated a call to Rev. Tolbert asking what the immediate needs were and how Lott Carey could be of assistance. Within a few of days, Lott Carey began transporting truck loads of needed supplies and equipment to the church to aid in the relief efforts, as well as distributing communiqués to affiliated churches within the Lott Carey network asking them to follow suit.

Due to the overwhelming response of the evacuees, coupled with the news that the levees had broken and parts of New Orleans was submerged in water, there became an immediate need to re-evaluate the evacuation plan. This was no longer a 2-3 day evacuation as normal; this had now become a devastating life changing catastrophe with no resolve in sight. With so many people stranded and now homeless, a need to establish additional Relief Centers across the Gulf Coast region was imperative. Churches were contacted and additional Relief Centers were opened shortly after Hurricane Katrina's calamitous landfall. These Centers were setup in a partnership with Lott Carey Baptist Foreign Mission Convention, National Baptist Convention of America, Inc., and Louisiana Home & Foreign Missions Baptist State Convention.

Given that a devastation of this magnitude had never been experienced before and there was no disaster preparedness plan to reference, a plan of action had to be instantaneously created, communicated, and revisited on a consistent basis to ensure the effectiveness of the plan.

In the beginning, the challenges that the Relief Centers faced centered on planning and development of processes that would solve the following scenarios:

- How the collection of evacuee's personal information and current needs assessment would be gathered, input into a database, and referenced when appropriate resources were available.

- How to assist evacuees in finding their loved ones that may be housed at a different facility and/or missing.
- How the communication of local, state and national resources would be shared with the evacuees, as well as surrounding partnering churches.
- How the truck loads of emergency supplies would be scheduled for delivery, unloaded, sorted, tagged, housed, and distributed.
- How the donation of clothing items would be received, sorted, tagged, stored, and distributed.
- How the donation of non-perishable food items would be received, sorted, stored, and distributed before the expiration date.
- How the daily meals would be planned, prepared, and served.
- How the housing and eating facilities would be cleaned, secured, and safe.

As the Centers continued to operate, the daily activities shifted from planning phase to the management of people and process phase. A host of volunteers from local churches, residents, and even evacuees from the New Orleans area led the daily operations of the Relief Centers and followed the processes that were set in place. Computer centers were set up in churches to allow evacuees to file FEMA applications, check e-mails in search of family members and to seek out additional resources which were available.

Financial donations, which are the most valuable form on contributing during a disaster, started pouring in to Lott Carey after the hurricane struck. These donations came from churches and individuals in the form of cash, grants, and gift cards to aid in the relief efforts. The outpouring of financial contributions allowed the relief efforts to be implemented and sustained during this time of crisis.

Partnerships were also formed with several agencies to assist with acquiring many immediate and short-term needs of the evacuees. By creating these partnerships, many appliances such as refrigerators, mattresses and box spring sets, microwave ovens, computers and other household furnishings were donated and given to the evacuees. In addition, agencies contacted Lott Carey and Greater St. Mary Church informing them that they heard of the legitimate relief efforts that were taking place and offered to partner by donating goods and services.

Three weeks following the shattering events of Hurricane Katrina and as evacuees were still trying to cope with the distress of feeling displaced and dismayed; the news of Hurricane Rita surfaced along with a mandatory evacuation in some of the Relief Center areas. This evacuation notification posed a major challenge to the current relief efforts that were taking place. A new dimension now surfaced, in that, certain relief efforts such as food and shelter had to continue, while quickly devising a plan to relocate hundreds of evacuees that were already emotionally and physically fragile. In addition, preparations had to be made to safeguard and secure the building facilities in order to minimize the damages from the hurricane.

Temporary shelters were sought out and evacuees were transported to these locations. In most cases, a volunteer from the Relief Center was assigned to each group in order to maintain a much needed communication and support system.

The evacuation order lasted for about 2 ½ weeks before operations of the Relief Centers were able to resume. The Relief Centers that were not affected by Hurricane Rita remained opened and continued to provide relief efforts to the evacuees from Hurricane Katrina.

2. Summation of Impact

Relief Centers in Operation		
#	Location	# of Relief Centers
1	Alexandria, Louisiana	3
2	Baton Rouge, Louisiana	2
3	Brookhaven, Mississippi	1
4	Covington, Louisiana	1
5	D'Iberville, Mississippi	1
6	Gulf Port, Mississippi	1
7	Houston, Texas	2
8	Kenner, Louisiana	1
9	Lake Charles, Louisiana	5
10	Natchitoches, Louisiana	1
11	New Orleans, Louisiana	1
12	Shreveport, Louisiana	1
	Total Relief Centers	20

People Serviced by the Relief Centers

Dates: September 2005 through May 2007

#	Description	Total
1	Adult Diapers (Individuals)	109
2	Baby Items (Families)	179
3	Cleaning Supplies (Individuals & Agencies)	905
4	Computers	258
5	Homeless (Families)	29
6	Household Items	10,908
7	Insect Repellent	4,821
8	Insect Repellent (Churches)	153
9	Living Kits	2,457
10	Misc. (snacks, underwear, socks, personal items donated to persons in Armed Forces – Army & Navy)	13,192
11	Personal Care Items	22,461
	Total Served	55,472

Organizations Aided by the Relief Centers

Dates: September 2005 through May 2007

#	Description	Total
1	Agencies	53
2	Churches	41
3	Day Cares	12
4	Funeral Homes (Donated Clothes)	4
5	Hospitals	1
6	Nursing Homes	6
7	Prisons	8
8	Recreation Centers	2
9	Schools (Elementary & High School)	15
	Total Served	142

Relief Center Collaborations and Partnerships

In order to ensure maximum effectiveness, collaborative efforts with the following agencies/organizations were established in order to promote open dialogue and foster resource identification and sharing.

#	Agency / Organization	Outcome	Type
1	Capital One Project	Partnership for 1 st time home owners	Collaboration
2	Church Pulpit Program	Provided pastors to preach in pulpits where a pastor was out ill	Collaboration
3	Louisiana Home & Foreign Mission Baptist State Convention	Provided written processes for evacuating due to disaster	Collaboration
4	Florida Family Grant Program	30 Families received \$1000 each	Collaboration
5	Friend Ships Unlimited	Provided one of their ships used for mission disaster recovery efforts e	Friend Ships Contribution
6	Leland College	Effort to revitalize over 100 acres of a historically Black College Campus for relief space of evacuees in Baker, LA	Collaboration
7	Louisiana Missionary Baptist Convention	Partnered with Lott Carey to provide services to evacuees	Collaboration
8	National Baptist Convention of America, Inc. Int'l	National partnership for Gulf Coast Recovery Strategy	Collaboration
9	National Emergency Grant Program	Provided 10-12 workers paid by the government to work in Relief Centers	Collaboration
10	Red Cross	Provided goods and services to evacuees	Collaboration
11	Salvation Army	Provided short-term shelter for referrals	Collaboration
12	United Way Summer Grant Program	Provided grant money for two summers which serviced 160 children in two summer camps	Collaboration
13	Volunteers of America	Partnered to provide 25 to 30 volunteers from around the country to invest volunteer time in organizing & operating centers in Lake Charles	Collaboration

2. Resurrection Center

While emergency relief efforts were providing shelter and food, people still needed a creative compliment of programs and services to augment the resources made available to them on a short-term basis by government agencies. Subsequently, the concept of the Resurrection Center was formed with a primary focus on providing social service support, mental health support, pastoral counseling support, and child development and support services.

The first Resurrection Center opened at Greater St. Mary Church in Lake Charles, LA about a month after the evacuation orders from Hurricane Rita were lifted. Additional Resurrection Centers in Lafayette, Shreveport, Baton Rouge, New Orleans, Louisiana and D'Iberville, Mississippi were opened in within 6 to 8 weeks thereafter. The Resurrection Centers utilized the strengths and facilities of local faith communities along with employing evacuees that had the requisite training and experience in order to get the Resurrection Centers implemented.

i. Social Service Support

This component focuses on interviewing the evacuees to find out what types of local, state, or national resources and programs they qualified for. After which, they provided assistance in completing the forms and in many cases, computers were made available so the information was processed immediately online.

Financial management consultation services were offered to ensure that the financial assistance evacuees received would be used most effectively. Assistance locating housing and making security deposit payments, along with providing essential furnishings, utilities activation, and rental supplements allowed evacuees to move in to their new home with a peace of mind. Employment assistance inclusive of developing resumes, literacy training, and scholarship assistance for skills training were offered in order to make the evacuees more employable. Additionally, through the network of Lott Carey churches, legal consultation services by out of state volunteer attorneys, who received short term clearance from the Bar Associations in Mississippi and Louisiana, provided free legal consultation services to the evacuees.

ii. Mental Health Counseling

Due to the fact that thousands of people were now experiencing monumental emotional fallouts, Post-Traumatic Stress Disorder (PTSD) became the most common medical issue faced in the aftermath of these hurricanes. Qualified mental health professionals counseled with survivors at the Resurrection Centers. Group sessions were conducted in controlled environments, which allowed groups of people suffering from similar stressful incidents to express their feelings, thoughts and fears, while hearing other people's feelings, thoughts and fears. Lastly, there were individual counseling sessions conducted by mental health professionals that ranged from assessment of needs and therapy, alcohol abuse treatment, substance abuse treatment, domestic violence, anxiety, depression, as

well as crisis management. Due to the magnitude and sensitivity of these mental health services, relationships were established with other crisis counseling and treatment agencies that could provide long term care, if needed. The collective outcome of these efforts was instrumental in releasing trauma, fear, and psychological unrest in the minds of the affected persons.

iii. Pastoral Counseling Ministries

This was a well sought service in all of the Resurrection Centers, as people were found either doubting their faith, and/or in need of the reassurance that they can make it through this crisis. Pastors provided support in helping the evacuees’ process issues of faith and the meaning. Additionally, pastors were instrumental in counseling families and friends who lost a loved one due to suicide, stressed induced illnesses, crimes, drugs, or other tragedies.

iv. Child Development Programs

The children of these hurricanes were also greatly affected, in that, in some cases, they had lost their home, family members, friends and school mates, which had all been stabilizing forces in their lives. The Child Development and Support Services Associates made sure that the environments were comfortable, and offered a sense of safety and stability for the children. There were a mixture of age appropriate activities that took place on a daily basis, ranging from group discussions, tutoring and peer mediation training. Additionally, it was important that the children continued to do children activities; therefore, coloring books, board games, art supplies, and other fun children’s activities were provided.

3. Summation of Impact

People Served By Resurrection Centers Dates: September 2005 through January 2007		
Item #	Description	Total
1	Social Services	2,213
2	Mental Health	2,802
3	Pastoral Counseling	5,006
4	Child Development & Social Services	5,756
	Total Served	15,777

4. Resource Center

The formation of the Resource Center came out of a need to check on pastors and their churches after the hurricanes to find out the extent of damage to their churches, and to provide them with information regarding the availability of resources on the local, state, and national levels. The follow up with these pastors continued on a weekly basis, and

spreadsheets were created which tracked the status of churches, including if they were still closed or if they had re-opened for Sunday worship services.

Additionally, the Resource Center managed and supported the operations of the Relief and Resurrection Centers, including the coordination of truck deliveries, management and tracking of financial and in-kind donations, as well as supervising personnel.

5. Summation of Impact

Operations / Projects Managed By Resource Centers		
Dates: November 2005 through January 2007		
#	Description	Total
1	Managed Human Resources Within the Relief Centers	32
2	Managed Human Resources Within the Resurrection Centers	29
3	Managed Projects Assisting Pastors, Associations & Churches	81
	Total Managed	142

V. FOUNTAIN PROJECT

Timeframe: January 2007 to March 2010

The Fountain Project is the bridging project that allowed the recovery efforts to be sustained and long term nurturing opportunities to be developed for the people in the Gulf Coast. Heretofore, the focus had been on providing immediate relief efforts and helping people to rise again through the programs and services offered in the Relief, Resurrection, and Resource models. While these efforts were tremendously effective in getting people to a point of stability after the disaster, there was still a need for sustainability and ongoing support. Although the need was present, the financial assistance needed to implement such a plan was not available.

A breakthrough came when Fountain Baptist Church in Summit, NJ, under the leadership of Rev. Dr. Michael Sanders, a former president of Lott Carey, requested that Dr. David Emmanuel Goatley develop and submit a proposal of what it would take to deepen response efforts for those devastated by the hurricanes. A proposal totaling \$1 million was submitted which detailed comprehensive strategies to empower families for stronger living, equip churches for effective ministry, and enable communities to access broad arrays of resources for development. Fountain Baptist Church donated the funds, which was a true sacrifice for the church, as they put their building project on hold in efforts to provide financial assistance to a much needed cause.

The components of the Fountain Project provide a holistic approach to the long-term recovery of those affected by Hurricanes Katrina and Rita in order to achieve measureable and impactful outcomes in the three (3) areas of family, church, and community.

1. Family

This area focuses on empowering families for stronger living by creating opportunities to strengthen their earning capacity, resulting in immeasurable benefits to their families.

The immediate recognizable need was to assist people in finding employment because businesses that were damaged during the hurricane had not re-opened. This resulted in a surplus of unemployed people. Additionally, many newly unemployed workers did not possess the skill set required to qualify for the job opportunities that were available.

Through the Fountain Project, several job training initiatives were launched including the offering of a \$2,000 educational scholarship to people in the Gulf Coast region for training in nursing medical fields such as phlebotomy, EKG technicians, nursing and nursing assistant.

In order to expand the training initiatives, without incurring additional training dollars, a partnership was established with a local labor union that provided construction technologies training for no cost. Students were taught the skills of general construction work, concrete practices & procedures, OSHA-30 Hour, scaffold safety, craft orientation, first aid/CPR and hazardous waster operations.

Additionally, life management skills workshops were conducted with the goal of equipping students with basic life skills that would enable them to become more successful in the work place. The areas of concentration were on interpersonal skills development, decision making, coping & self management, finance management, and employment.

A partnership was also developed with Experience Works, a program that allows seniors 55 years of age or older, who are unemployed with little or no income, an opportunity to update their job skills while earning a wage at a business within their community.

2. Church

After Hurricane Katrina, ministries had to change their strategies on how they do ministry in order for it to be relevant to the new spiritual needs and concerns of the people. Although the missional priorities of touching lives with the transforming love of Christ remains the same, the methodology of how it is implemented had to change.

Under the Fountain Project, a ten (10) month Pastoral Consultation Program was developed, which focused on helping pastors to be strengthened, refreshed, and equipped for doing ministry differently. The ten (10) month program centered on the areas of a) Nurture; b) Worship; and c) Missions.

a. Nurture

During a crisis or disaster, the church often becomes an institution that people seek for emotional, financial, and spiritual support. However, rarely do people realize that the pastor has possibly endured their same experiences and may be in need of the same type of support. This segment allowed pastors to understand the dynamics and factors related to pastoral wellness. Pastors were encouraged to slow down and take time to focus on their health, family, and their personal lives. In doing this, pastors found that they were better equipped to meet the needs of their people because they were physically, emotionally, and mentally refreshed. Further, pastors were coached to recognize signs of stress in others, to learn suitable intervention strategies, and to refer people to appropriate resources for additional counseling or therapy.

b. Worship

After a disaster, the spiritual needs of a church congregation changes dramatically as people will grow in their faith, return to their faith, or seek the meaning of faith for the first time. The worship segment of the Pastoral Consultation Program consisted of facilitating consultations for visioning, planning, implementing, monitoring, and evaluation through biblical, theological, and practical seminars and workshops appropriate to the new post-disaster contexts of congregants and communities.

c. Missions

Pastors attending the Pastoral Consultation Program were direct recipients of mission efforts from people around the world. They were able to witness firsthand how the financial and in-kind contributions enabled them to make it during a devastating period. The focus of this segment was to encourage pastors and their churches to become more mission minded by providing humanitarian assistance to those affected by future disasters.

Additionally, grant writing sessions were conducted which provided pastors an opportunity to write a grant proposal outlining the vision and strategy for their ministry in the aftermath of the hurricanes. About ten (10) pastors from the Louisiana Home & Foreign Missions Baptist State Convention combined their grant submissions in a collaborative effort to purchase a 25-acre, 17 building camp in Colfax, LA that would broaden the opportunity to do missions and ministry. In total, 35 seed grants were awarded in the sum of \$10,000 each, including the pastors who combined their grants to purchase the camp which has since been named Fountain Pines Baptist Camp.

Fountain Pines Baptist Camp, which is located about 175 miles north of the Gulf of Mexico, will become the permanent headquarters used for the coordination of future disaster recovery efforts. A staging area for receiving and distributing supplies, resident quarters for relief workers, and a technology center for providing command and control of relief efforts would be housed at this location. When not used for disaster related

activities, the Fountain Pines Baptist Camp will offer opportunities for summer camps and retreats for boys and girls, retreats for men and women, leadership training, pastoral retreats, convention headquarters and archive center, along with on site recreational vehicle parking.

Additionally, under the Fountain Project, a 2-day Pastor and Wife's Retreat was held in Woodworth, LA. This retreat gave couples an opportunity to discuss some of the universal challenges that the pastoral family may have during and after a disaster. Qualified marriage counselors spent time with the couples doing exercises and giving them the necessary tools and strategies to support and enrich their marriage, even during a difficult time.

3. Community

Developing sustainable and affordable housing, redeveloping neighborhoods and communities stricken by the hurricanes, along with promoting self sufficiency through home ownership are key components to the re-stabilization of communities in the affected Gulf Coast regions. The formation of the BJ Maxon Community Development Corporation (CDC), a 501(c) 3 corporation, in Lake Charles, LA, enables a statewide African American Christian community to participate in developing these communities with a sensitivity shaped by holistic commitments to resilience and adaptation strategies for the future. While the B.J. Maxon Community Development Corporation was being established, the Greater St. Mary Community Development Corporation, also in Lake Charles, LA, was issued a \$63,000 grant by the Fountain Project to purchase an eight (8) acre tract of land for a future homeowner housing development for low to moderate income families. The Greater St. Mary Community Development Corporation collaborated with a local tax credit developer as a non-profit sponsor to construct over 200 homes.

4. Summation of Impact

Fountain Project Impact Report			
#	Activity	Number of Sessions/Events	Number Served
1	BJ Maxon CDC/GSM CDF	1	80 Families
2	Grant Assistance Referrals	10	10
3	Hurricane Disaster Assistance	73	150 Families
4	Financial Assistance to Churches	1	30
5	Fountain Pines Baptist Camp	5	1760
6	Job Fairs	3	30
7	Job Skills Training – Construction	1	8
8	Job Orientation Workshops	2	25
9	Pastor & Wives Retreat	1	36 Couples
10	Provided Referrals, Community Development & Administrative Support to Churches	80	80 Churches
11	Referrals to Recovery Agencies	350	350
12	Resurrection Church Model	11	32
13	Scholarships	21	21
14	Stafford Foundation	1	5
15	Support the Children Summer Camp: Mental Health Therapy Social Community Wellness Education Outreach Care for Caregivers	8 13 8 1	2596

VI. LIVING IN FULL EXPECTANCY

Under the Fountain Project, Lott Carey partnered with the African-American Catholic Congregation to implement a program entitled Living In Full Expectancy (L.I.F.E.), that was designed to provide employment readiness skills to survivors of Hurricanes Katrina and Rita that had relocated to the Lafayette, Louisiana region.

Data used by the Lafayette Department of unemployment and workforce development noted that the Lafayette Community had an unemployment rate for the community at large, of less than 3%. However, those directly impacted by Hurricanes Katrina and Rita had a 61% unemployment rate. Data provided by the Louisiana Family Recovery Grant and FEMA noted that many people that relocated to Southwest Louisiana after Hurricanes Katrina and Rita had limited skills for the diverse labor market. Many

employers were willing to hire Katrina and Rita impacted citizens; however, the aforementioned challenges prevented employment opportunities from taking place.

The goal of the L.I.F.E. program was to identify 100 unemployed or underemployed persons and provide the necessary resources, training, and counseling services to make them employable citizens. The program was structured wherein each participant met with an employment coach to confirm their qualifications and to review the program's guidelines and expectations; including the passing of a drug test, along with a skill set and competency assessment. Additionally, each participant received a psycho social assessment from a qualified mental health associate.

The results of the psycho social assessment indicated the following:

- 32 participants indicated they had missed work before due to domestic violence.
- 95% had issues related to stress, under employment and low self esteem.
- 80% indicated they had been employed with three (3) or more jobs at or below minimum wage.
- 32% indicated they had no high school education.
- 90% were computer illiterate and / or did not know how to complete a resume.
- Over 50% confessed that at one time they used drugs recreationally to get through the stresses of urban living.

The program anticipated that participants would still be suffering from the effects of Hurricanes Katrina and Rita; therefore, they provided mental health and pastoral care services to ensure the participants were properly strengthened both mentally and spiritually, which is an important foundation in order to be successful in the workplace.

The program also provided services such as resume writing, how to complete employment applications, understanding the interviewing process (including what to wear and proper communication techniques), along with basic job etiquette techniques. Additionally, the employment coach and social worker worked with the participants to get them enrolled in vocational training opportunities in the construction technology and nursing fields.

Once participants obtained employment, a follow through process with the employer was initiated to monitor how the participants were performing. This proactive process proved to be beneficial in that the feedback indicated problems with tardiness, conflict with authority, disrespectful conversations, lack of self motivation and missing work due to family illnesses. The employment coach was able to speak with the affected participants and provide effective methods to help them rectify these concerns so that they could maintain their jobs.

The program yielded greater results than initially anticipated. Not only did participants find traditional employment, but entrepreneurs were birthed from this program and agreed to hire other graduates from the employment readiness program.

1. Summation of Impact

Living In Full Expectancy (L.I.F.E) Client Training		
#	Area of Training	Total
1	Construction New Technology Training	40
2	Lafayette Economic Development Authority Board	20
3	Certified Nursing Assistant Training	15
4	Business Development	2
	Total Trained	77

Living In Full Expectancy (L.I.F.E) Client Placement		
#	Client Placement Location	Total
1	FurnitureTek	50
2	Joe Ellis Construction	41
3	NorComm	28
4	Road Construction Crews	35
5	Parish Government	22
6	Retail and Janitorial Positions (Part-time)	49
	Total Placed	225

VII. HURRICANES GUSTAV & IKE

In response to the devastating effects that Hurricanes Ike and Gustav had on the impacted communities in Texas and Louisiana, Lott Carey, using the replicable Relief, Resurrection, and Resource models, provided assistance to the impacted persons in those areas by opening Centers in Texas City and Galveston, Texas. Partnerships were launched between Lott Carey Baptist Foreign Mission Convention, National Baptist Convention of America, Inc., and the General Baptist Convention of Texas, while using Louisiana Home & Foreign Missions Baptist State Convention as a consultant to ensure the effectiveness of the replication process.

Additional collaboration efforts between Louisiana Home & Foreign Missions Baptist State Convention and Friend Ships Unlimited, a mission ministry that collects, transports & distributes goods around the world using ships, joined efforts in sending a 180 foot

ship to Galveston, TX. The ship housed, fed, and was the base for volunteers from Louisiana and other states, in this short-term missional assignment.

Under the Hurricanes Ike and Gustav initiative, churches and families in Louisiana, adopted churches and families in Texas, with the goal of providing moral, financial, and spiritual encouragement.

1. Summation of Impact

People Serviced by Relief Centers Dates: October 2008 through May 2009		
#	Description	Total
1	Baby Items	211
2	Bibles	2
3	Blankets	4
4	Books	2
5	Christmas Tree	1
6	Cleaning Supplies	120
7	Clothes	869
8	Food	895
9	Food Fair	981
10	Food Fair Distribution	2804
11	Gift Cards / Phone Cards	154
12	Household Items	67
13	Paper Products	18
14	Personal Care	105
15	School Supplies	4
16	Shoes	179
17	Thanksgiving Dinner	215
18	Towels	2
19	Toys	2
20	Turkey	16
21	Water/Milk/Juice	92
	Total Served	6,743

People Served By Resurrection Centers
Dates: October 2008 through May 2009

#	Description	Total
1	Social Services	1,160
2	Mental Health	Not Activated
3	Pastoral Counseling	361
4	Child Development & Social Services	Not Activated
	Total Served	1,521

VIII. FORD FOUNDATION GRANT

Lott Carey was awarded a \$75,000 grant from the Ford Foundation to extend the workforce initiative of helping people in the Gulf Coast region move from being discouraged unemployed people, to qualified employable workers. The project provided a program to strengthen the capacity to integrate workforce training with community social support and mental health services in Calcasieu Parish, Louisiana.

Project goals and key indicators of success were defined in order to measure the effectiveness of this project.

Project Goals:

1. To enroll at least 25 students in construction technology training.
2. To enroll at least 25 students in a nursing assistant training program.
3. To assist students who need support to find job openings and prepare for interviews.
4. To provide mental health counseling or life skills coaching to students who indicate the need for this support.

1. Summation of Impact

Enrollment Goals vs Actuals

Area	Enrollment Goal	Actual Enrollment	Difference
Construction Technology	25	24	-1
Asbestos Removal Training	0	1	1
Nursing Assistant Training	25	16	-9
EKG Training	0	2	2
Nursing Program	0	5	5
Phlebotomy Training	0	33	33
TOTALS	50	81	+ 31

Key Indicators of Success:

1. 100 people who fit in one of more descriptors of discouraged workers will be enrolled in workforce training.
2. 75% of enrollees will complete their workforce training.
3. 85% of enrollees will be able to access the social support needed to complete their training.
4. Documentation of a replicable model of workforce training with community social support and mental health services.

Project Success Rate (Based on Key Indicator of Success Rate of 75%)			
Field	Actual Enrollments	Completion Number	Project Success Rate
Construction Technology	24	16	88%
Asbestos Removal Training	1	1	125%
Nursing Assistant Training	16	16	125%
EKG Training	2	2	125%
Nursing Program	5	5	125%
Phlebotomy	33	30	120%
TOTAL	81	70	118%

IX. HURRICANE IKE PHASE II & BP OIL SPILL INITIATIVE

While Hurricane Ike and BP Oil Spill were different types of disasters, and occurred 18 months apart, the effect that these catastrophes had on people, churches, and economy in the Gulf Coast region was the same. The commonalities centered on lack of resources, mental health issues, lack of housing and jobs.

The Hurricane Ike Phase II and BP Oil Spill initiative focused on providing pastors from Southeast Texas and Plaquemines Parish, LA with post disaster support, modeling the Pastoral Consultation Program from the Fountain Project, wherein the areas of focus continue to be nurture, worship, and mission. This time however, the ministry is being provided to two (2) different states at the same time. Through these monthly consultation sessions, pastors learned proper nurturing strategies for self-care and offering pastoral care to families and congregations living through traumatic community disasters. Additionally, they learned how to strategically alter their worship so that it is relevant to the needs of the people, while proclaiming the good news of Jesus Christ. Under the mission consultation, information and training was provided to equip ministries in doing missionary work locally, nationally, and globally in efforts to touch lives with the transforming love of Christ.

Louisiana Home & Foreign Missions Baptist State Convention coordinated a summit which with pastors, political leaders, and various organizations and agencies within the community which gave pastors a forum to express their needs and concerns. After which, professionals from the various organizations and agencies were given an opportunity to address the pastors concerns, provide immediate solutions and/or create a course of action plan based on the assessed needs. The formation of two (2) Community Development Corporations (CDC) in Plaquemines Parish, LA and Galveston, TX was initiated in order for these pastors to be strategically positioned in future disasters to receive, manage, and disburse goods and services.

Additionally, Lott Carey Baptist Foreign Mission Convention sponsored a Pastors and Wives' Retreat, free to charge to the couples, with the concentration on caring for the marriage in the mist of caring for the needs of the church and community.

1. Summation of Impact

People Served by Hurricane Ike Phase II & BP Oil Spill Initiative		
Dates: November 2010 through June 2011		
#	Description	Total
1	Hurricane Ike Phase II and BP Oil Spill Summit	30
2	Pastors and Wives Retreat	18 Couples
3	Nurture Pastoral Consultation Segment	5
4	Worship Pastoral Consultation Segment	15
5	Missions Pastoral Consultation Segment	15
	Total Served	101

Programs and Projects Provided During	
Hurricane Ike Phase II & BP Oil Spill Initiative	
Dates: November 2010 through June 2011	
#	Description
1	Hurricane Ike Phase II and BP Oil Spill Summit
2	Pastors and Wives Retreat
3	Nurture Pastoral Consultation Segment
4	Worship Pastoral Consultation Segment
5	Missions Pastoral Consultation Segment
6	Formation of Plaquemines Parish Community Development Corporation
7	Formation of Issachar Community Development Corporation, Galveston , TX

X. LESSONS LEARNED AND BEST PRACTICES

The overall outcome of these projects were deemed successful. However, as with any project, it's important to take a retrospective look and see what the lessons learned were and seek best practice methods which could be implemented the next time.

Major challenges faced and lessons learned are as follows:

1. Relief Centers

- **Challenge:** Managing receipt of cargo deliveries became a challenge because sufficient manpower was not always available during evening and night deliveries.

Lessons Learned: The deliveries should be scheduled (as much as possible) and an on-call rotation schedule with volunteers should be implemented so that there is always enough manpower available.

- **Challenge:** Unloading the 18 wheelers of cargo and supplies by hand was extremely tough on the volunteers and slowed down the process of completion.

Lessons Learned: Whenever there are 18 wheelers delivering multiple truck loads of cargo or supplies; the rental, purchase, or donation of a pallet jack and fork lift is necessary for safety reasons, as well as time management.

- **Challenge:** There were a massive receipt of non-perishable food items donated and because there is no set format for expiration dates, some dates could not be determined.

Lessons Learned: Make a list of the specific items that are needed, request that they have a minimum of a 6 month expiration window, and are packaged by groups (ex: can goods, boxed snacks, etc.).

- **Challenge:** Evacuees came to the Relief Centers desperately seeking assistance in finding their family members and other loved ones that could be at surrounding Relief Centers and/or missing.

Lessons Learned: The utilization of a software tracking system would allow the evacuees contact information and Relief Center location to be inputted and shared on a secured network between the Centers. This would also allow spontaneous reports to be generated reflecting persons served.

2. Resurrection Centers

- **Challenge:** When establishing multiple Resurrection Centers, it is difficult to train the staff and manage the effectiveness of the Centers when they function across a wide geographic area.

Lessons Learned: Replication of the model needs experienced oversight management for greater impact and stewardship of resources. Ongoing coordination that is always active should be established and with the advancement of technology, assistance could be provided remotely.

- **Challenge:** There were an overabundance of persons seeking services offered at the Resurrection Centers and the Coordinator and respective Associate managed the process of taking care of these persons.

Lessons Learned: Training qualified volunteers to assist the Associates with light assignments, research and follow up would allow for the respective Associate to have a greater opportunity to focus on the assisting the individuals / families impacted. Additional funding for interns would also increase human resource capacity with greater reliability

3. Resource Centers

- **Challenge:** Obtaining listings of local churches, damages encountered, programs and funding availability, along with checking on the pastors well being can become challenging when there are more than 20 churches affected.

Lessons Learned: Getting the local Association, Organization, State Convention, or appropriate judicatory involved in assisting with these services along with marketing the availability of these services would make this process more effective. Further, early preparation and continuing education prior to disasters striking will enhance effectiveness and efficiencies of implementation.

4. Fountain Project

- **Challenge:** Some of the projects implemented had a greater demand of participation than the funding dollars allowed.

Lessons Learned: Researching ways to leverage the initial funding by finding collaborative efforts and / or funding would allow for more persons to be served.

5. Living Life In Full Expectancy (L.I.F.E.)

- **Challenge:** One of the biggest challenges the program encountered was finding participants who could pass the drug screening and psychological assessment. Seventy-two (72) potential participants did not pass these testing's and were referred to qualified agencies for proper treatment, counseling, and/or services.

Lessons Learned: When there is a high probability that people may not be able to pass the initial drug screening and/or psychological assessments, a follow up employment readiness program should be implemented that rewards them upon successful completion of the treatment.

6. Hurricanes Ike and Gustav

- **Challenge:** When implementing Relief, Resurrection, and Resource Centers in other states, it is difficult to manage the level of additional support these Centers may need.

Lessons Learned: By using technology more efficiently, better orientation sessions, training and knowledge transfer can take place using a web-based program. In addition, scheduling regular conference calls among all Coordinators will ensure open lines of communication, leading to an even more effective operation.

7. Ford Foundation Grant

- **Challenge:** When recruiting persons for workforce training programs, the focus is concentrated on getting the unemployed or underemployed persons to take advantage of the programs. Sometimes they are eager to participate and other times they may be too discouraged to complete the training.

Lessons Learned: Establishing relationships with a broader network of training or educational institutions to work with the unemployed and underemployed is essential. Recruiting partner institutions should be done as aggressively as recruiting discouraged, underemployed, and unemployed participants.

8. Hurricane Ike Phase II & BP Oil Spill

- **Challenge:** Getting and keeping active participation with pastors from across state lines became challenging when the activity planned was taking place in the other state.

Lessons Learned: Using technology such as Webcasting, would allow pastors to meet at a local church in their area and participate in the sessions without having to travel across state lines. Additionally, facilitators from out of state may also be able to facilitate some training without incurring traveling expenses. Additionally, including pastors and some of their congregational lay leaders in the sessions would allow the leaders to assist in the healing efforts with the congregation and the pastors would not be solely responsible.

XI. CONTINUED COLLABORATIONS OF MISSIONS

Lott Carey Baptist Foreign Mission Convention has touched the lives of people in the Gulf Coast region and in August 2012, Lott Carey's Annual meeting will be held in the Gulf Coast area of New Orleans, LA. This meeting will be co-hosted by Louisiana Home & Foreign Missions Baptist State Convention and the American Baptist General Convention of Texas. Together there will be short-term mission projects launched in various areas of New Orleans that week in collaboration with local social service agencies. This project will give a chance for those who were recipients of mission, to be transformed into those responding to the call of mission.