

**DRAFT**



## **After-Action Report / Improvement Plan (AAR/IP)**

### **2025 Los Angeles Wildfires**

**Incident Dates: January 7, 2025, to January 31, 2025**  
**Prepared by: Emergency Network Los Angeles (ENLA)**  
**Date of **Draft** Report: September 29, 2025**

## **After-Action Report / Improvement Plan (AAR/IP) 2025 Los Angeles Wildfires**

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## **Executive Summary**

This report summarizes the coordinated VOAD (Voluntary Organizations Active in Disaster) response to the 2025 Los Angeles Wildfires, where many displaced residents relied on VOAD partners not just for essentials but also for emotional, spiritual, and long-term recovery support.

Operations began as early as January 3, 2025, particularly for government partners (in response to National Weather Service warnings of a potentially dangerous event), and still continue at the time of this report, with many VOAD partners sustaining ongoing support through case management, workshops, telehealth, and resource fairs, as well as participation in long-term recovery groups.

Roughly 70 VOAD partners (nonprofits, community and faith-based organizations, and government agencies) contributed thousands of volunteer hours to food distribution, shelter operations, legal and insurance guidance, emotional and spiritual care, medical care, case management, and other essential services. In addition, VOAD partners provided financial assistance, meals, TAP cards, air purifiers, cleanup items, PPE, clothing, and other much-needed items.

Collectively, VOAD partners reached tens of thousands of households. At the VOAD-led Resource Hub and MARCs alone, approximately 16,000 households were served — receiving nearly \$13.8 million in financial assistance, distributed goods, and/or services. These figures do not capture the full scope of organizational contributions across the response, which are touched upon later in this report. However, these figures do highlight both the breadth of need across Los Angeles County and the significant capacity of VOAD partners to mobilize resources.

VOAD partners emphasized strengths, such as rapid activation, sharing of information, Multi-Agency Resource Centers (MARCs), and the dedication of staff and volunteers. Challenges included survivor fatigue from repeated intake processes, limited surge staffing, lack of centralized service information, and the absence of pre-identified facilities for MARCs and DRCs.

Emergency Network Los Angeles (ENLA), as the Los Angeles County VOAD, played a critical role as convener and coordinator, ensuring that nonprofit and public partners were brought together at daily briefings as well as at key response sites (i.e., MARCs and DRCs). ENLA worked closely with LA County OEM and City of LA EMD Business Operations Center (BOC) to ensure timely, accurate, and consistent information was being disseminated.

Partners credited ENLA with timely mobilization, relationship-building, and serving as a primary resource for information and collaboration. At the same time, feedback pointed to opportunities for growth, including enhanced systems for real-time information sharing, additional training opportunities, and structured planning for donations and spontaneous volunteer management.

To address the challenges of this particular incident and looking forward, the following **corrective actions** are recommended. These recommendations reflect both survey findings and partner debriefs and are intended to strengthen VOAD readiness before the next disaster.

1. **Communication & Coordination** – Centralized, real-time platforms and clearer protocols for sharing information and scheduling.
2. **Resource & Supply Management** – Pre-identified donation plans, public education, and vendor agreements to speed distribution.
3. **Staffing & Volunteer Management** – Sustainable surge staffing and clear systems to integrate spontaneous volunteers.
4. **Operational & Logistical Improvements** – Pre-approved sites county-wide and a set protocol for VOAD-led MARC implementation.
5. **Equity & Survivor Navigation** – Targeted outreach to underserved populations, awareness of and accommodation for cultural differences and language, and accessible and manageable recovery resources for survivors.
6. **Sustainability & Capacity Building** – Dedicated funding, expanded training, and annual exercises to strengthen the VOAD network.

To summarize, the 2025 Los Angeles Wildfires response demonstrated the VOAD's ability to mobilize quickly and deliver meaningful aid at scale. It also underscored the need for stronger systems, sustainable funding, and additional pre-disaster planning to meet the growing complexity of future emergencies.

The lessons learned and recommendations outlined in this report provide a roadmap for strengthening Los Angeles County's VOAD network and ensuring a more resilient community response in future emergencies.

## **Incident Overview**

|                             |   |
|-----------------------------|---|
| Incident Name:              | 2025 Los Angeles Wildfires  |
| Type of Incident:           | Wildfires   |
| Dates of Incident:          | January 7 to January 31, 2025   |
| Dates of Incident Response: | January 3, 2025 (red flag warnings) to present (recovery)   |
| Geographic Area:            | Greater Los Angeles area, particularly, Altadena, Pasadena, Sierra Madre, Pacific Palisades, Malibu, and Topanga  |
| Brief Description:          | The 2025 Greater LA wildfires, a series of catastrophic blazes that erupted in early January, caused significant damage and loss of life across the region. These fires were largely attributed to a combination of factors, including strong Santa Ana winds and dry vegetation. |
| Damage and Impact:          | The fires, particularly the Palisades and Eaton fires, burned over 57,000 acres, forced more than 200,000 people to evacuate, destroyed more than 18,000 homes and structures, and resulted in at least 30 deaths.  |
| Lead Coordinating Agency:   | ENLA, activated by and in coordination with Los Angeles County Office of Emergency Management and City of Los Angeles Emergency Management Department (Business Operations Center)  |
| Participating Organizations | ENLA members and partners, government agencies, and California VOAD (See Appendix A and Appendix B).  |

## **VOAD Mission Objectives**

VOADs are comprised of a combination of community-based, faith-based, and other nonprofit, nongovernmental organizations (NGOs) that work with government partners to mitigate and alleviate the impact of disasters.

ENLA's mission, specifically, is to enhance the capacity of nonprofits, community, and faith-based organizations, government agencies, and the private sector for preparedness, response to, and recovery from disasters in Los Angeles County by facilitating cooperation, communication, coordination and collaboration.

## **Summary of VOAD Disaster Response**

ENLA served as "Incident Commander" for the VOAD during the disaster activation, acting as the primary point of contact for ENLA members and partners.

Activities included but were not limited to:

- Leading the implementation of ENLA's activation plan.
- Organizing and coordinating with ENLA functional committees.
- Liaising with the LA County Emergency Operations Center and municipal counterparts; embedded in EOC when necessary.
- Providing real-time updates and coordination support to ENLA members.
- Serving as Public Information Officer (PIO), managing press and public communications.
- Communicating with community groups, government officials, funders, etc., to coordinate and align efforts.
- Planning and executing Multi-Agency Resource Centers (MARCS) with American Red Cross in the Palisades and Pasadena and coordinating ENLA organizations participating in the Pasadena Resource Hub, led by CA VOAD.
- Leading "hotwash" debriefings following the MARCS.
- Developing and implementing an After-Action Report survey.
- Assisting with communications as disaster response/relief efforts began to transition to long-term recovery.
- Utilizing donor designated funding, ENLA has, to date, awarded \$297,000 in grants to ENLA member organizations and long-term recovery groups (LTRGs) focused on response, relief, and recovery efforts for communities impacted by the Los Angeles Wildfires that erupted in January 2025.

## **After-Action Reporting**

### **Disaster Resource Hub & Multi-Agency Resource Centers (MARC)**

#### ***Pasadena Resource Hub (January 27 – February 1, 2025):***

- ◆ The state VOAD (CA VOAD) partnered with the ENLA VOAD and Kaiser Permanente (KP) to host a six-day resource hub at KP headquarters in Pasadena.
- ◆ More than 40 nonprofit organizations and partner agencies participated.
- ◆ Over 3,200 households registered and participated in the event and an additional 9,500 households were able to receive items and supplies (meal kits, PPE, cleanup kits, air purifiers, etc.) being distributed in the outdoor plaza.
- ◆ The value of financial aid, bulk item distribution, meals, and/or other services provided totaled over \$11.5 million, with \$8.4 million being financial assistance.

#### ***Palisades MARC (March 18 – March 22, 2025):***

- ◆ American Red Cross and ENLA hosted a five-day MARC with the American Legion Post 283 in Pacific Palisades to support survivors of the Palisades wildfire.
- ◆ More than 20 nonprofit organizations and partner agencies participated — offering financial assistance, providing legal and insurance, offering emotional and spiritual care, and distributing supplies (meal kits, air purifiers, PPE, clean up kits, TAP cards, etc.).
- ◆ Over 3,300 households from the Palisades, Malibu, and Topanga communities were invited to make appointments for the event and more than 1,500 households attended the event.
- ◆ Participating organizations provided a total of \$1,885,500 in direct assistance through gift cards and distributed goods to survivors.

#### ***Pasadena MARC (May 12 to May 17, 2025):***

- ◆ American Red Cross and ENLA hosted a six-day MARC with the Church of Jesus Christ of Latter-day Saints in Pasadena.
- ◆ More than 30 nonprofit organizations and partner agencies participated.
- ◆ Over 6,000 households impacted by the Eaton Fire were invited to make appointments for the event, and more than 1,700 households attended.
- ◆ Primary focus was on assistance with long-term recovery (i.e., legal and insurance guidance, restore and rebuild, spiritual and emotional care, grant opportunities, TAP cards, on-site medical care, and blood lead testing), as well as distribution of bulk items, including meal kits, air purifiers, clean-up and hygiene kits, fresh produce, water, clean-up buckets, and tools.
- ◆ The value of assistance, goods, and services rendered was over \$400,000.

## **VOAD Hub/MARC Debriefs**

Event debriefs were conducted virtually on February 21, 2025, March 31, 2025, and May 21, 2025, following each of the three resource center events.

### **Operational Successes**

- MARCs served as highly effective “one-stop shops,” reaching thousands of households with coordinated assistance, emotional and spiritual care, and other essential goods and services.
- The Pasadena Resource Hub served thousands of survivors and provided a high level of direct financial assistance.
  - Lessons learned highlighted the importance of innovations like pre-registration, signage, and volunteer and security onboarding, which improved flow and client experience at future events.
- Limited access to the Palisades MARC presented challenges; however, it also created a more controlled environment. Further, as a trusted community partner, American Legion Post 283 was an ideal location for a MARC.
- The Pasadena MARC highlighted the value of strong partnerships with faith-based hosts and volunteer management through LA Works.

### **Challenges & Areas for Improvement**

- Site Logistics: Need for more space at intake/registration, better accessibility for AFN (Access & Functional Needs) populations, and pre-identification of appropriate facilities across the county.
- Information Sharing: Clients often lacked clear expectations about documentation and eligibility; recommendations included flyers, improved website, and real-time data dashboards.
- Resource Management: Ensuring sufficient supplies and provider availability throughout all days of operation; forecasting demand better.
- Volunteer & Security Management: Standardized volunteer training, clear shift briefings, and stronger security/customer service planning were repeatedly cited needs.

### **Cross-Cutting Lessons**

- MARCs were widely praised for fostering collaboration and providing dignified, culturally sensitive survivor experiences.
- Partners consistently emphasized the need to replicate MARCs earlier and more frequently in future responses — ideally, pre-positioning agreements with multiple host sites to avoid delays.



## After-Action Survey

### Background and Methodology

An After-Action Survey was part of ENLA's After-Action Review process to assess how ENLA and VOAD members worked together during the recent disaster response. The objective of the survey was to gather respondent feedback to help ENLA identify strengths, challenges, and areas for improvement to enhance VOAD response efforts in future emergencies.

This self-administered survey was conducted online, with responses collected from June 27, 2025, through August 13, 2025, resulting in a total of 32 respondents\*. The 32 respondents included representatives from nonprofits, community and faith-based organizations, as well as local government agencies and CA VOAD partners.

*(\*Caveat regarding the AAR Survey Results: 32 respondents is a small sample size. Although some results are presented in terms of percentages, it is important to look at the data through a qualitative, rather than quantitative, lens.)*

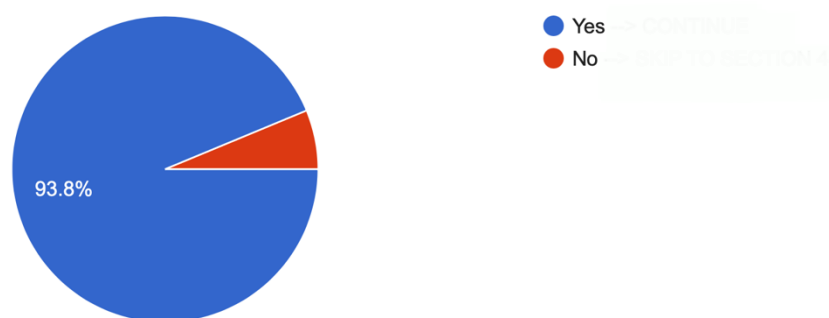
### Detailed Findings:

#### Wildfire Response Participation

Virtually all survey respondents participated, in some fashion, in the 2025 Los Angeles (LA) wildfires response efforts.

Did your organization actively respond to this incident?

32 responses



Most organizations reported their response was still going on, with some indicating that their participation was specific to events (e.g., DRCs, MARCs, pop-ups) and for others, time limited.

There was a wide range of support provided by organizations responding (N=31), including but not limited to:

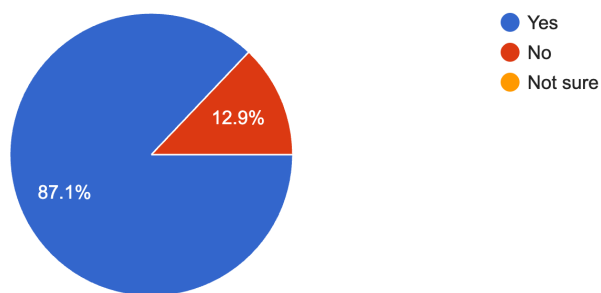
- Disaster-related supplies (41.9%)
- Volunteer coordination (35.5%)
- Debris removal/cleanup (25.8%)
- Rebuild/restore guidance (25.8%)
- Housing guidance/assistance (22.6%)
- Emotional/spiritual care (19.4%)
- Legal and/or insurance guidance (19.4%)
- Shelter operations (19.4%)
- FEMA, SBA, or local government assistance (16.1%)
- Feeding/food distribution(12.9%)
- Financial assistance (12.9%)
- Public health/safety information (12.9%)
- Long-term recovery counseling (12.9%)
- Services/supplies for babies/children (12.9%)
- Household supplies (9.7%)
- Services/supplies for pets/animals (9.7%)

There was also a variety of other goods and services provided; however, these were reported at somewhat lower levels.

Nearly nine in ten respondents participated in a resource fair, recovery event, and/or a MARC.

Has your organization participated in any resource fairs, recovery events, and/or MARCs (multi-agency resource center)?

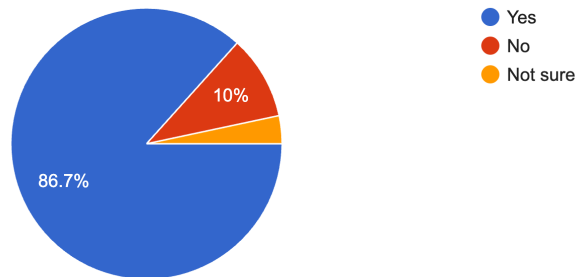
31 responses



Similarly, nearly nine out of ten mentioned that they are still working with wildfire survivors and, as mentioned earlier, their response was ongoing.

Is response ongoing; that is, is your organization still working with wildfire survivors?

30 responses



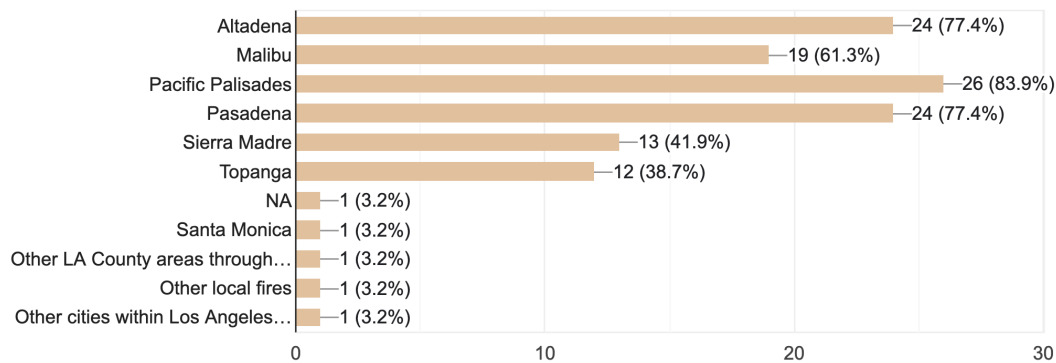
## Service Data

Organizations served anywhere from 150 households to 15,000 households, in response to this incident. The average number of households served per organization, based upon those responding (N=25), was 4,000. The median number of households was 1,025.

The primary locations served were Pacific Palisades, Altadena, and Pasadena, followed by Malibu, Sierra Madre, and Topanga.

Locations served (CHECK ALL THAT APPLY):

31 responses

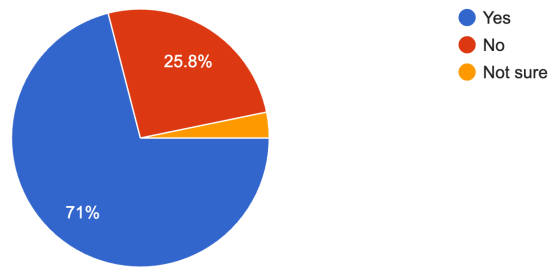


The estimated total value of financial assistance, goods, and/or services provided for this incident per organization (i.e., not limited to the MARCs/Resource Hub) ranged from \$0 to \$11 million dollars. The average, based upon those responding (N=23), was about \$1.45 million. The median was \$151,250.

Seven in ten responding organizations utilized volunteers for this incident.

Did your organization utilize volunteers for this incident?

31 responses

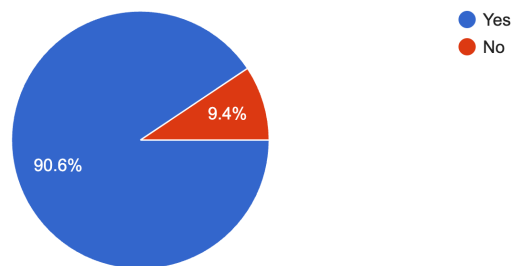


## Coordination & Communication

Nine out of ten organizations reported attending ENLA coordination calls.

Did you attend Emergency Network Los Angeles (ENLA) coordination calls?

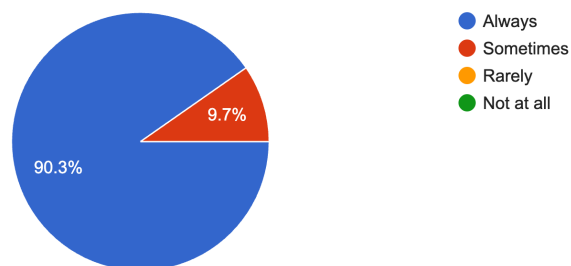
32 responses



The same proportion of respondents, nine out of ten, conveyed that they were able to access timely information from ENLA.

Were you able to access timely information from ENLA?

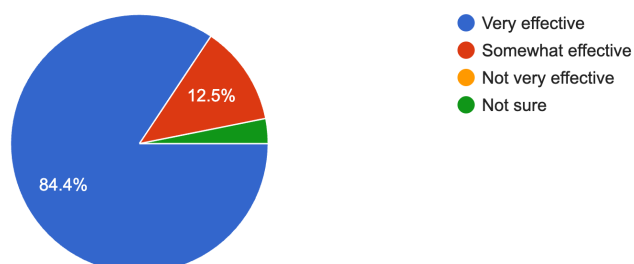
31 responses



Most respondents (eight in ten) felt that communication from and/or with ENLA was “very effective,” although a small portion noted that it was “somewhat effective” or they were “not sure.”

How effective was communication from / with ENLA?

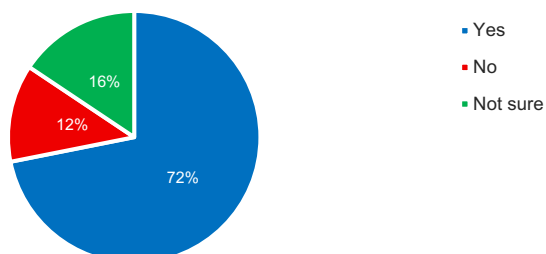
32 responses



Nearly three-fourths of respondents’ respective organizations shared situation reports or updates with ENLA and VOAD partners.

Did your organization share situation reports or updates with ENLA and VOAD partners?

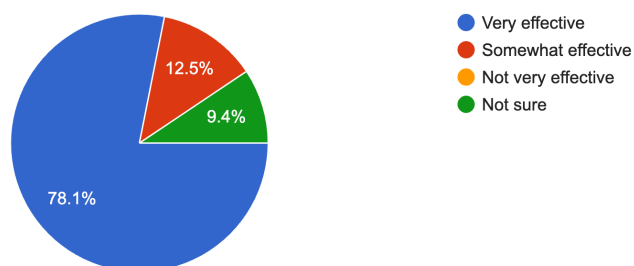
32 responses



Just under eight in ten respondents thought ENLA was “very effective” at coordinating VOAD activities in response to this incident. Similar to the communications rating, a small proportion noted that ENLA was “somewhat effective” or they were “not sure.”

How effective was ENLA at coordinating VOAD activities in response to this incident?

32 responses



## **Strengths**

According to responding organizations, aspects of ENLA's response that went well included:

1. Coordination and Collaboration:
  - a. Multi-agency coordination (government, CBOs, FBOs, NGOs)
  - b. Coordination between ENLA and state-level VOADs
  - c. Facilitating collaborative spaces for sharing best practices, aligning resources
  - d. Integration of nonprofits into long-term recovery
2. Communication
  - a. Clear, timely, and consistent communication
  - b. Daily updates and wildfire calls with accurate information
  - c. Open lines of communication between partners and with the public
  - d. Use of multiple channels (meetings, email, calls)
3. Resource Organization & Delivery
  - a. Planning, organization, and execution of the MARCs
  - b. Coordinating providers and resources to make them more accessible for survivors (DRCs, MARCs, resource fairs)
  - c. Connecting volunteers through LA Works and other platforms
4. Leadership & Support
  - a. Strong leadership at ENLA
  - b. Willingness of ENLA and member agencies to “step up” and provide economic support, goods, and services
  - c. Frontline presence during disaster response
5. Flexibility & Adaptability
  - a. Ability to pivot to changing needs and demands
  - b. Adjusting communications and meeting frequency as needed
  - c. Balancing structure with adaptability in response efforts
6. Trauma-Informed & Culturally Sensitive Approach
  - a. Consideration of emotional and psychological needs of survivors
  - b. Delivery of services with empathy and cultural awareness
  - c. Reaching marginalized communities not always served in traditional emergency response

Aspects of their organizations' response that went well:

1. Coordination & Partnership
  - a. Partnerships with ENLA/VOAD members and government agencies
  - b. Coordinating with partner organizations for resource distribution
  - c. Strengthening and deepening existing organizational relationships
2. Communication & Information Sharing
  - a. Effective emergency communications and public updates
  - b. Hosting daily meetings to share updates internally and externally
  - c. Providing accurate, timely information to communities and partners
3. Volunteer Mobilization & Management
  - a. Rapid recruitment and deployment of volunteers
  - b. Maintaining volunteer engagement over time
  - c. Providing volunteer leadership at MARCs and community events
4. Service Delivery & Resources Provided
  - a. Distribution of supplies (e.g., PPE, disaster buckets, hygiene kits, water, food, clothing)
  - b. Legal resources and financial assistance (cash cards, grants)
  - c. Supporting multiple operations (e.g., EOC, DRC, MARC) simultaneously
  - d. Supporting shelter operations, environmental health assessments, and clean-up guidance
5. Flexibility & Adaptability
  - a. Quickly adapting to changing needs and community questions
  - b. Maintaining flexibility to meet survivors where they are (geographically and situationally)
  - c. Pivoting event formats to address urgent disaster needs
6. Trauma-Informed & Community Centered Approach
  - a. Boots-on-the-ground engagement with affected communities
  - b. Providing wraparound services at MARCs and pop-up recovery centers
  - c. Incorporating dignity, cultural sensitivity, and emotional support into services
7. Special Initiatives & Innovation
  - a. Creation of family-friendly recovery pop-up centers
  - b. "Hire a Survivor" Job Fair to promote long-term recovery through employment
  - c. Launching programs for mental health support of survivors and providers

## **Areas for Improvement**

Challenges organizations faced during this wildfire response included:

1. Resource & Supply Limitations
  - a. Running out of supplies (water, food, hygiene items, buckets, etc.)
  - b. Limited capacity for specific needs (e.g., large animal transport)
  - c. Difficulty securing affordable/pro bono specialized services
  - d. Financial constraints for staffing and direct assistance to families
2. Staffing & Volunteer Management
  - a. Staffing shortages, need for knowledgeable personnel
  - b. Managing influx of unaffiliated volunteers without pre-planned integration channels
  - c. Difficulty sustaining volunteer engagement over time
  - d. Need for additional volunteers for specialized tasks (e.g., Emotional & Spiritual Care table)
3. Coordination & Communication Challenges
  - a. Late or insufficient notice of LAC/DRC/MARC schedules, limiting mobilization time
  - b. Gaps in coordination for long-term recovery transition to formal case management
  - c. Need for better systems to communicate with affected populations and businesses
  - d. Being outside the LA area made coordination harder
4. Operational & Logistical Issues
  - a. Managing and processing donations (items and funds) was overly resource-intensive
  - b. Rolling out new distribution systems during active response
  - c. Balancing ongoing organizational commitments with new disaster demands
  - d. Serving mixed shelter populations (survivors and existing unhoused)
5. Population-Specific Challenges
  - a. Survivors without internet or transportation facing barriers to follow-up services
  - b. Housing insecurity and displacement, lack of available temporary and permanent housing
  - c. Serving diverse and unfamiliar urban populations
6. Strategic & Structural Gaps
  - a. Need for sustainable funding and staffing models between disasters
  - b. Lack of disaster-specific readiness for some organizations (e.g., “not designed for this type of event”)
  - c. Need for pre-established disaster volunteer engagement plans



Comments on what ENLA could do better:

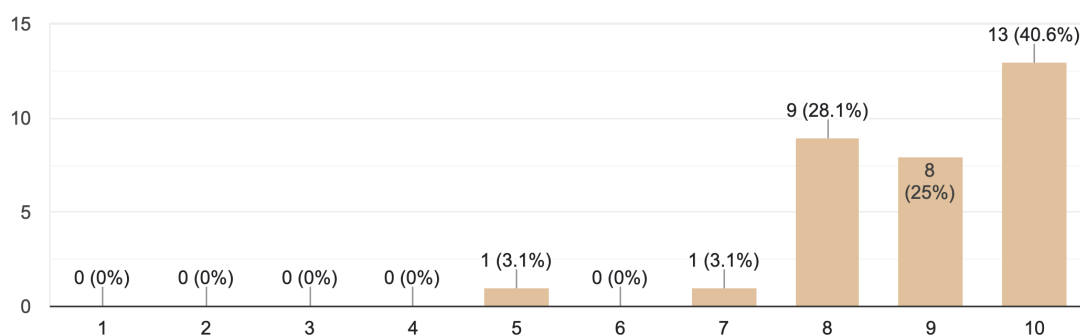
1. Donations Management & Public Education
  - a. Provide education to media on donation challenges (e.g., what happens to items after collection)
  - b. Pre-plan which nonprofits will accept donations, what items are needed, and publicize early in the disaster to channel goodwill toward useful items
2. Communication & Coordination
  - a. Better dissemination of protocols (e.g., Palisades access pass process)
  - b. Create a centralized, live resource-sharing platform (Google Sheet, dashboard, Slack) for all VOAD partners to post active services and locations
  - c. Maintain an updated shared calendar and contact list with specific services provided by agencies
  - d. Additional follow-up to ensure partner agencies who commit to MARCs or DRCs actually participate and stay for the full event
3. Outreach & Inclusion
  - a. More targeted outreach to organizations serving small businesses, renters, undocumented survivors, and those unable to access current resources
  - b. Earlier formation of sector-specific working groups (housing, financial, health) to troubleshoot in real time
4. Event Timing & Logistics
  - a. Reduce delays between MARCs
  - b. Identify potential MARC locations in advance
  - c. Ensure facilities have better parking, on-site restrooms, and comfortable amenities (e.g., lunch, drinks, snacks)
  - d. Hold multiple events over a few weeks to reach more survivors
  - e. Consider smaller MARC events for shorter periods, depending on disaster scale
  - f. Seek more control over event space to avoid constraints from host sites
5. Organizational Capacity
  - a. Expand ENLA's operational team
  - b. Pursue consistent funding and support
  - c. Continue building relationships with elected officials and positioning ENLA and the VOAD as the key non-governmental safety net
  - d. Host an annual summit/conference for strategy sharing, training, and workshops

## Overall Rating of ENLA

Over nine in ten respondents rated ENLA an “8,” “9,” or “10” on fostering the 4 Cs of Emergency Management— Cooperation, Communication, Coordination, and Collaboration. With “1” being the lowest rating and “10” being the highest, the average rating was 8.94.

Thinking about this incident, how would you rate ENLA overall on fostering the 4 Cs of Emergency Management – Cooperation, Communication, Coordination, and Collaboration?

32 responses



Partner feedback generally highlighted ENLA’s strong communication, collaboration, and coordination efforts, but also noted there was room for improvement.

*“One of the key strengths of ENLA’s response was its emphasis on collaboration and coordination across multiple sectors. The ability to quickly mobilize member organizations and partners allowed for a more streamlined and equitable delivery of resources to impacted communities. Communication was clear and consistent, and the regular updates helped us stay informed and aligned in our efforts.”*

*“What stood out the most was the compassion and inclusivity demonstrated by the ENLA team. They created space for both long-standing and new VOAD members and even non-member partners to report what we were seeing on the ground. That open line of communication allowed for real-time updates, smarter resource distribution, and a more unified response across agencies.”*

*“Clearer role definitions and coordination protocols early in the response would help reduce confusion, duplication, and survivor fatigue. A brief orientation or onboarding, database for field partners on local VOAD structure, key contacts, and current gaps would be especially helpful when new orgs or staff rotate in.”*

## **Lessons Learned/Best Practices**

Key lessons learned to improve future VOAD response:

1. Invest in Preparedness & Coordination
  - a. Establish relationships, communication protocols, and scenario-based plans before disasters occur
  - b. Identify potential MARC/resource center locations in advance to prevent delays
  - c. Maintain a consolidated, easily accessible list of organizations and shared resources
2. Build Sustainable Capacity
  - a. Secure ongoing funding for dedicated disaster recovery staff positions
  - b. Encourage volunteerism in the early response phase and maintain engagement into long-term recovery
  - c. Strengthen ENLA's leadership structure to ensure continuity
3. Leverage Network Strength
  - a. Continue fostering a strong, inclusive VOAD network that welcomes new and existing partners
  - b. Identify and involve key contacts early on to ensure quick activation.
  - c. Use real-time feedback from partners on the ground to inform resource distribution
4. Improve Communication & Unified Operations
  - a. Maintain consistent messaging and "march in step" to avoid duplication or siloed efforts
  - b. Explore unified command coordination with neighboring VOADs and alignment from state to local levels
  - c. Consider hosting focused briefings for government officials—especially from smaller cities—who cannot regularly attend VOAD meetings
5. Ensure Inclusive, Equitable Response
  - a. Prioritize outreach to underserved groups and those with access & functional needs (AFN) from day one
  - b. Expand resources for immigrant communities and renters
6. Enhance Survivor Navigation & Continuity of Care
  - a. Coordinate intake, communication, and follow-up to help survivors navigate complex assistance systems
  - b. Establish and maintain trauma-informed, layered support
7. Plan for Financial & Logistical Support
  - a. Consider creating an emergency fund for immediate survivor needs
  - b. Establish strategies to transition partners smoothly from response to long-term recovery

Organizations that “tried something new or different” during this response reported the following approaches:

1. Established a Business Operations Center (BOC) as the main coordination hub and point of contact with ENLA
2. Streamlined victim enrollment process
3. Used instant digital payment cards
4. Adapted typical delivery model by taking a more flexible, field-based approach
5. Maintained contact with survivors after initial contact
6. Invested in additional staff capacity
7. Ensured multiple trained representatives instead of relying on a single point person
8. Worked with pharmacies for medication refills without prescriptions and staffed a doctor/nurse booth at the DRC for prescription access
9. Hosted a successful job fair linking survivors with employment and resources

### **Future Capacity Building**

Below is a summary of suggested trainings, tools, and/or improvements that organizations noted would help them in future disasters:

1. Strengthen Training & Exercises
  - a. EOC basics
  - b. Scenario-based/tabletop exercises
  - c. Donations/volunteer management
  - d. Trauma-informed care
2. Improve Coordination & Role Clarity
  - a. Clear points of contact and defined partner roles
  - b. Pre-agreed MOUs
  - c. Onboarding for new members
3. Expand Preparedness
  - a. Dedicated VOAD communication channels plus backup systems
  - b. City-level emergency funds for rapid aid
4. Enhance Community & Partner Engagement
  - a. Stronger relationships with local community and faith-based organizations and external/state partners
5. Centralize Resource & Case Management Systems
  - a. Shared digital tools (with offline options)
  - b. GIS-based case management
  - c. Reduced duplication of services for survivors

## **Additional Partner Feedback**

Respondents shared some final thoughts, feedback, and success stories. What follows is a sampling of their comments:

### **Collaboration & Coordination:**

*"We deeply appreciated the level of collaboration during this response. The MARCs and pop-up events were very effective entry points for connecting with survivors, especially those who didn't know where else to turn or who were unaware of the resources available. The structure allowed multiple organizations to complement each other's efforts without overwhelming the community and fostered a highly synergetic environment. I would love to see this continue as we face future disasters and we are happy to help to whatever capacity is in our power. Thank you all for everything that you do!"*

### **Organizational Leadership & Support:**

*"Very thankful for the timing of ENLA's revitalization. Had this occurred five years earlier, I don't think ENLA's response posture and integration into long-term recovery would have been as strong. I am very grateful for all the work that Lauren and the non-profits did during this disaster and it exemplifies this region's resilience."*

*"The ENLA Team, associated members both established and new, did and continue to do a fantastic job supporting affected folks trying to get on the road to recovery!"*

### **Survivor-Centered, Compassionate Approach:**

*"For respect to the victims, our staff didn't ask questions related to the incident; however, some of the victims started to share with us about the situation they're facing due the wildfires. Every single staff member was empathetic with them and took the time to listen, and when some of them requested extra support, we're able to provide information about resources available and direct them to the other tables during the events, or shared links on the website."*

*"It is very hard to hold space for all the pain and suffering that has come out of this disaster, especially knowing the journey is far from over. It is also an honor to do this work and see glimmers of humanity and kindness throughout it all. There is a realization that we cannot do this work without human connections and a community coming together and believing we can get through this. Especially on the days when that seems an impossible thing."*

## **Corrective Action Plan Recommendations**

Based on survey findings and lessons learned from the 2025 Los Angeles Wildfires response, the following corrective actions are recommended to strengthen ENLA and VOAD readiness, coordination, and service delivery in future disasters.

### **1. Communication & Coordination**

- a. **Action:** Launch a centralized, live, digital platform (with offline backup options) for VOAD resource sharing, event calendars, and active service updates.
- b. **Action:** Improve advance notification for MARC/DRC scheduling by pre-identifying facilities and securing agreements with site hosts.
- c. **Action:** Conduct regular orientation for new partners and elected officials to clarify roles, protocols, and expectations.

### **2. Resource & Supply Management**

- a. **Action:** Develop a pre-identified donations management plan, including designated agencies to accept specific items and a public education campaign on “what to give.”
- b. **Action:** Establish a standing resource inventory system to track critical supplies (water, food, hygiene kits, PPE) and partner capacity.
- c. **Action:** Pre-negotiate agreements with vendors and logistics partners for rapid procurement and distribution.

### **3. Staffing & Volunteer Management**

- a. **Action:** Create a volunteer integration protocol for spontaneous / unaffiliated volunteers, including pre-screened roles and leadership structures.
- b. **Action:** Develop a “volunteer reserve” roster trained in disaster roles to supplement organizational staff shortages.
- c. **Action:** Secure sustainable funding for surge staff positions during disaster activation.

### **4. Operational & Logistical Improvements**

- a. **Action:** Develop a set protocol for MARC implementation, to include use of reservations, registration, security, organization attendance, and volunteer management.
- b. **Action:** Identify and pre-approve multiple MARC sites across the county, with adequate parking, restrooms, and accessibility.
- c. **Action:** Explore more frequent, possibly smaller, MARC-style events early on, to increase survivor reach.

## **5. Equity & Survivor Navigation**

- a. **Action:** Strengthen targeted outreach to renters, undocumented survivors, the unhoused population, and those with access and functional needs (AFN).
- b. **Action:** Be cognizant of cultural differences and provide appropriate translation services where needed.
- c. **Action:** Develop a user-friendly survivor navigation system (intake, case management, follow-up) to improve continuity of care.

## **6. Sustainability & Capacity Building**

- a. **Action:** Secure dedicated funding streams to support ENLA operations and long-term recovery staffing.
- b. **Action:** Expand trauma-informed care training for staff and volunteers.
- c. **Action:** Establish annual multi-agency exercises, including scenario-based trainings and cross-training between VOAD partners.
- d. **Action:** Host an annual VOAD summit for strategy alignment, training, and network-building.

## **Appendices**

Appendix A: ENLA Membership Roster

Appendix B: Hub/MARC Participants

Appendix C: After-Action Report Questionnaire on VOAD Response

Appendix D: Acronyms

Appendix E: Unmet Needs Summary (LARCRO) → **TBD**



# APPENDIX A\_ENLA MEMBERSHIP ROSTER

| Name of Organization                                       | Nonprofit Org or<br>Govt. Partner |
|--|-----------------------------------|
| 211 LA   | Nonprofit Org                     |
| African Communities Public Health Coalition                | Nonprofit Org                     |
| Alpha Miracle Foundation                                   | Nonprofit Org                     |
| American Humane Society                                    | Nonprofit Org                     |
| American Red Cross   | Nonprofit Org                     |
| Baby2Baby  | Nonprofit Org                     |
| BAPS/BAPS Charities  | Nonprofit Org                     |
| Buddhist Tzu Chi Foundation                                | Nonprofit Org                     |
| California Grief Center                                    | Nonprofit Org                     |
| California Southern Baptist Disaster Relief (CSBC)         | Nonprofit Org                     |
| Christian Church (Disciples of Christ) PSW Region          | Nonprofit Org                     |
| Church of Jesus Christ of Latter-day Saints                | Nonprofit Org                     |
| Church of Scientology                                      | Nonprofit Org                     |
| Church World Service (CWS)                                 | Nonprofit Org                     |
| Coalition For A Safe Environment                           | Nonprofit Org                     |
| Community Disaster Preparedness Foundation                 | Nonprofit Org                     |
| Community Organized Relief Effort (CORE)                   | Nonprofit Org                     |
| Community Recovery Team                                    | Nonprofit Org                     |
| Compton Veterans (The Veterans Activists)                  | Nonprofit Org                     |
| D'Andre D. Lampkin Foundation                              | Nonprofit Org                     |
| Didi Hirsch Mental Health Services                         | Nonprofit Org                     |
| Eagle Vision Outreach                                      | Nonprofit Org                     |
| Eastern LA Regional Center (ELARC)                         | Nonprofit Org                     |
| Global Emergency Relief, Recovery, & Reconstruction (GER3) | Nonprofit Org                     |
| Global Empowerment Mission (G.E.M.)                        | Nonprofit Org                     |
| Habitat for Humanity of Greater LA                         | Nonprofit Org                     |
| Harbor Regional Center                                     | Nonprofit Org                     |
| Hope on Union: United University Church                    | Nonprofit Org                     |
| Hope the Mission   | Nonprofit Org                     |
| I Did Something Good Today Foundation                      | Nonprofit Org                     |
| ICNA (Islamic Circle of North America) Relief              | Nonprofit Org                     |
| Immanuel Presbyterian Church                               | Nonprofit Org                     |
| Institute for Sustainable Development                      | Nonprofit Org                     |
| Islamic Relief USA   | Nonprofit Org                     |
| IsraAID  | Nonprofit Org                     |
| ITDRC (Information Technology Disaster Resource Center)    | Nonprofit Org                     |
| Jewish Family Services                                     | Nonprofit Org                     |
| Jewish Federation Los Angeles                              | Nonprofit Org                     |
| Karsh Family Social Service Center                         | Nonprofit Org                     |
| L.A. Works   | Nonprofit Org                     |

# APPENDIX A\_ENLA MEMBERSHIP ROSTER

|  |               |
|--|---------------|
| LA Emergency Preparedness Foundation                           | Nonprofit Org |
| Labor Community Services Los Angeles                           | Nonprofit Org |
| LAIT911  | Nonprofit Org |
| Legal Aid Foundation of Los Angeles (LAFLA)                    | Nonprofit Org |
| Lions Clubs International - Multiple District Four             | Nonprofit Org |
| Los Angeles Region Community Recovery Organization (LARCRO)    | Nonprofit Org |
| Los Angeles Regional Food Bank                                 | Nonprofit Org |
| Los Angeles Urban League                                       | Nonprofit Org |
| Lutheran Social Services - Southern California                 | Nonprofit Org |
| Medical Mission Adventures                                     | Nonprofit Org |
| Mercy Chefs Inc.   | Nonprofit Org |
| Neighborhood Legal Services of Los Angeles County (NLSLA)      | Nonprofit Org |
| Operation BBQ Relief   | Nonprofit Org |
| Operation HOPE, Inc.   | Nonprofit Org |
| Parents Anonymous Inc.   | Nonprofit Org |
| Pow Wow on Parade  | Nonprofit Org |
| Power of Sight Foundation                                      | Nonprofit Org |
| PPE Unite  | Nonprofit Org |
| Presbytery of the Pacific                                      | Nonprofit Org |
| Project Angel Food   | Nonprofit Org |
| Reach Out WorldWide  | Nonprofit Org |
| San Gabriel/Pomona Regional Center                             | Nonprofit Org |
| SBP (St. Bernard Project)                                      | Nonprofit Org |
| Service Center for Independent Life                            | Nonprofit Org |
| Shepherd Church  | Nonprofit Org |
| Southern California Nevada Conference UCC                      | Nonprofit Org |
| Southwest California Synod Evangelical Lutheran Church in Amer | Nonprofit Org |
| Statewide California Earthquake Center                         | Nonprofit Org |
| Team Rubicon   | Nonprofit Org |
| Thai Community Development Center (CDC)                        | Nonprofit Org |
| The Dream Center   | Nonprofit Org |
| The Salvation Army   | Nonprofit Org |
| ToolBank Disaster Services                                     | Nonprofit Org |
| TurnOut  | Nonprofit Org |
| UMCOR  | Nonprofit Org |
| United American Indian Involvement                             | Nonprofit Org |
| United Policyholders   | Nonprofit Org |
| Volunteers of America - Los Angeles                            | Nonprofit Org |
| Watts Community Development Corporation                        | Nonprofit Org |
| West Angeles Community Development Corporation                 | Nonprofit Org |
| West Valley Counseling Center                                  | Nonprofit Org |
| CAL OES  | Govt. Partner |
| City of Downey   | Govt. Partner |
| City of LA Dept. of Recreation & Parks                         | Govt. Partner |

## APPENDIX A\_ENLA MEMBERSHIP ROSTER

|  |               |
|--|---------------|
| City of LA EMD                                   | Govt. Partner |
| City of Rancho Palos Verdes                      | Govt. Partner |
| City of Santa Monica                             | Govt. Partner |
| Federal Emergency Management Agency (FEMA)       | Govt. Partner |
| LA County Dept. of Public Health (DPH)           | Govt. Partner |
| LA County Dept. of Public Social Services (DPSS) | Govt. Partner |
| LA County Office of Emergency Management (OEM)   | Govt. Partner |
| State Council on Developmental Disabilities      | Govt. Partner |
| State of CA Dept of Social Services              | Govt. Partner |

## Appendix B: Organizations and Agencies Participating at Resource Hub and/or MARCs

| <b>Participating Nonprofits, Community &amp; Faith-Based Organizations, and Government Agencies</b> |
|---|
| 211 LA  |
| Acts of Mercy International   |
| Altadena Library  |
| Alter Care Line   |
| American Red Cross  |
| Assistance League of Pasadena   |
| Baby2Baby   |
| Bet Tzedek  |
| Better Neighbors Project  |
| Buddhist Tzu Chi Foundation   |
| Cal Nevada UMC  |
| California Fire Foundation  |
| California Southern Baptist Disaster Relief   |
| Catholic Charities of Los Angeles   |
| Children's Disaster Services  |
| CHIRLA  |
| Church of Jesus Christ of Latter-day Saints   |
| Church of Scientology   |
| Church World Service (CWS)  |
| Community Bridges   |
| CORE (Community Organized Relief Effort)  |
| Didi Hirsch   |
| Dylette Family Foundation   |
| Emergency Network Los Angeles (ENLA)  |
| Federal Emergency Management Agency (FEMA)  |
| Friends of Disabled Adults and Children   |
| GiveDirectly  |
| Global Empowerment Mission (GEM)  |
| Habitat for Humanity Greater Los Angeles  |
| Habitat of Humanity - San Gabriel Valley  |
| Hope Animal-Assisted Crisis Response  |
| Hope Crisis Response Network (HCRN)   |
| HOPE Worldwide  |
| ICNA Relief   |
| I Did Something Good Today (IDSGT)  |
| IILA-Metro  |
| Islamic Relief USA  |
| IsraAID   |
| Kaiser Member Services  |

## Appendix B: Organizations and Agencies Participating at Resource Hub and/or MARCs

| <b>Participating Nonprofits, Community &amp; Faith-Based Organizations, and Government Agencies</b> |
|---|
| LA County Dept. of Public Health  |
| LA Region Community Recovery Organization   |
| LA Regional Center  |
| LA Regional Food Bank   |
| LA Works  |
| Legal Aid Foundation of Los Angeles   |
| Lions Clubs International   |
| Los Angeles Regional Food Bank  |
| Los Angeles Urban League  |
| Lutheran Church Charities   |
| Marin COAD  |
| Medical Mission Adventures  |
| Mosaic  |
| Neighborhood Legal Services of LA County  |
| Operation BBQ Relief  |
| Operation Hope  |
| Public Counsel  |
| Samaritan's Purse   |
| Small Business Administration (SBA)   |
| Team Rubicon  |
| The Hurt Help Group   |
| The Salvation Army  |
| ToolBank USA Disaster Services  |
| United Methodist Committee on Relief (UMCOR)  |
| United Policyholders  |
| United Way  |
| US Army Corps of Engineers  |
| USACE   |
| West Valley Counseling Center   |
| World Central Kitchen   |
| Wylie Center  |

# After-Action Questionnaire: VOAD Response

## Why We're Asking for Your Input

This survey is part of our After-Action Review process to assess how VOAD members worked together during the recent disaster response. Your feedback will help us identify strengths, challenges, and areas for improvement to strengthen coordination in future emergencies. Responses will be summarized in a final After-Action Report; however, individual organizations will not be identified or attributed by name in the report unless permission has specifically been provided. Also, please note, some questions require a response; others do not -- for example, all open-ended questions are optional. We value your time but would appreciate your answering as many questions as possible. Please complete this survey by July 14, 2025.

**Incident Name: 2025 Greater LA Wildfires (includes Eaton Fire, Palisades Fire, etc.)**

**Response Dates: January 7, 2025 to present**

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\* Indicates required question

## SECTION 1: ORGANIZATION INFORMATION

1. Organization Name \*

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2. Primary Contact Name & Title \*

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3. Email Address \*

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## Section 2: Response Participation

4. Did your organization actively respond to this incident? \*

*Mark only one oval.*

☐ Yes --> CONTINUE

☐ No --> SKIP TO SECTION 4

5. Dates of Response Operations

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6. What types of support did your organization provide? (CHECK ALL THAT APPLY.)

*Check all that apply.*

- ☐ Shelter operations
- ☐ Feeding/Food distribution
- ☐ Financial assistance
- ☐ Emotional or spiritual care
- ☐ Medical, dental, or optical care
- ☐ Legal or insurance guidance/assistance
- ☐ Employment guidance/assistance
- ☐ Housing guidance/assistance
- ☐ FEMA, SBA, or local govt. assistance
- ☐ Public health/public safety information
- ☐ Long-term recovery counseling
- ☐ Disaster case management
- ☐ Services and/or supplies for babies/children
- ☐ Services and/or supplies for pets/animals
- ☐ Household supplies
- ☐ Disaster-related supplies such as hygiene kits, PPE, cleanup kits, tools, air purifiers
- ☐ Donations management
- ☐ Volunteer coordination
- ☐ Debris removal and/or clean-up guidance and/or services
- ☐ Rebuild and/or restore guidance and/or services
- ☐ Other: \_\_\_\_\_

7. Is response ongoing; that is, is your organization still working with wildfire survivors?

*Mark only one oval.*

- ☐ Yes
- ☐ No
- ☐ Not sure

**Section 3: Service Data**



8. Total number of households served in response to this incident to date:

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9. Locations served (CHECK ALL THAT APPLY):

*Check all that apply.*

☐ Altadena

☐ Malibu

☐ Pacific Palisades

☐ Pasadena

☐ Sierra Madre

☐ Topanga

☐ Other: 

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10. Estimated total value of in-kind goods/services provided:

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11. Did your organization utilize volunteers for this incident?

*Mark only one oval.*

☐ Yes

☐ No

☐ Not sure

#### **Section 4: Coordination & Communication**

12. Did you attend Emergency Network Los Angeles (ENLA) coordination calls? \*

*Mark only one oval.*

☐ Yes

☐ No

13. Were you able to access timely information from ENLA?

*Mark only one oval.*

☐ Always

☐ Sometimes

☐ Rarely

☐ Not at all

14. Did your organization share situation reports or updates with ENLA and VOAD partners? \*

*Mark only one oval.*

☐ Yes

☐ No

15. How effective was communication with ENLA? \*

*Mark only one oval.*

☐ Very effective

☐ Somewhat effective

☐ Not very effective

☐ Not sure

## Section 5: Strengths

16. What aspects of ENLA's response do you think went well?

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17. What aspects of your organization's response do you think went well?

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## Section 6: Areas for Improvement

18. What challenges did your organization face during this response?

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19. What could ENLA do better next time?

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20. Thinking about this incident, how would you rate ENLA on fostering the 4 C's of Emergency Management -- Cooperation, Communication, Coordination, and Collaboration? \*

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| ☆ | ☆ | ☆ | ☆ | ☆ | ☆ | ☆ | ☆ | ☆ | ☆  |

## Section 7: Lessons Learned / Best Practices

21. What did you learn from this incident that could improve the VOAD's (ENLA and partners) response to future emergencies or disasters?

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22. Is there anything new or different that your organization did in response to this incident that you would recommend to other VOAD partners? If so, record below. (If not, answer "n/a".)

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### Section 8: Future Capacity Building & Final Thoughts

23. What trainings, tools, or coordination improvements would help your organization in future disasters?

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24. Any additional comments, feedback, or success stories you would like to share?

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## **Appendix D – Acronyms**

**AAR/IP** – After Action Report/Improvement Plan  
**BICEPP** – Business & Industry Council for Emergency Preparedness & Planning  
**BOC** – Business Operations Center  
**Cal OES** – Governor of California’s Office of Emergency Services  
**CBO** – Community-based Organization  
**CEOC** – County Emergency Operations Center  
**CHP** – California Highway Patrol  
**CWIRS** – Countywide Integrated Radio System  
**DMAC** – Disaster Management Area Coordinator  
**DPH** – Department of Public Health (Los Angeles County)  
**DPSS** – Department of Public Social Services (Los Angeles County)  
**EOC** – Emergency Operations Center  
**ENLA** – Emergency Network Los Angeles  
**EMD** – Emergency Management Department (City of Los Angeles)  
**EVC** – Emergency Volunteer Center  
**FEMA** – Federal Emergency Management Agency  
**FBO** – Faith-based Organization  
**GMRS** – General Mobile Radio Service  
**IA** – Individual Assistance  
**IC** – Incident Commander  
**IS** – Independent Study  
**LA** – Los Angeles  
**LACOA** – Los Angeles County Operational Area  
**LADOT** – Los Angeles Department of Transportation  
**LADWP** – Los Angeles Department of Water and Power  
**LAFD** – Los Angeles Fire Department  
**LAPD** – Los Angeles Police Department  
**LARCRO** – Los Angeles Region Community Recovery Organization  
**LAWA** – Los Angeles World Airports  
**LTRG** – Long-term Recovery Group  
**MARC** – Multi-Agency Resource Center  
**NIMS** – National Incident Management System  
**NGO** – Non-governmental Organization  
**NVOAD** – National Voluntary Organizations Active in Disaster  
**NTS** – Non-traditional Shelters  
**OA** – Operational Area  
**OEM** – Office of Emergency Management (Los Angeles County)  
**SCVOAD** – Southern California Voluntary Organizations Active in Disaster  
**SEMS** – Standardized Emergency Management System  
**SPA** – Service Planning Area  
**VAL** – Voluntary Agency Liaison  
**VOAD** – Voluntary Organizations Active in Disaster