



A. Charles Haston

BROTHER'S KEEPER PROGRAM

HOW WE OPERATIONALIZE LOVE FOR ALL MANKIND

"Pure and undefiled religion before God and the Father is this:
to visit orphans and widows in their trouble, and to keep oneself unspotted from the world. James 1:27"



Leadership Guide

Alpha Phi Alpha Fraternity, Inc.



Dear Brothers:

When pastor of the Dexter Avenue Baptist Church, Brother Dr. Martin Luther King, Jr. preached a sermon on the topic “Am I My Brother’s Keeper,” he asked the universal question that had been posed since biblical times. Some years prior to that sermon, on Tuesday, December 4, 1906, the beloved “Seven Jewels” of Alpha Phi Alpha Fraternity responded to that same question on the campus of Cornell University, and since that time thousands of members are reminded of that question as they engage in their individual and chapter efforts to provide support and encouragement to the least of these.

I could not have been more pleased when, in 2008 during my campaign for general president, I learned of one of the most meaningful examples of fraternal love and support from the brothers in Texas, where recently Hurricane Ike had ravaged the area and a sizable population of senior brothers and widows of Alpha



members resided who were in need. This is where the groundwork for the Brother’s Keeper program began, and though it has been around for a number of years, the program had not yet reached the convention floor to be adopted. Understanding the basic tenet and principles of Brother’s Keeper, I saw the program as a natural fit for my platform and vision to return the fraternity back to the basic teachings and philosophies of the beloved founders.

Finally, after the recommendation to adopt the program from the southwestern region’s Vice President Roderick Smothers and the adoption by the board to proceed, one of the highlights of the 104th Anniversary Convention was its adoption. Furthermore, one of the signal highlights of the convention and of my administration was the opportunity to place a 75-year membership pin on the lapel of the inspiration and namesake for the Brother’s Keeper program—Brother A. Charles Haston. With the convention

adopting a new national program, the fraternity was assured that it would continue to remain steadfast to its mission of being servants of all and providing love to all mankind.

I am grateful to Brother Dr. Ronald “Pepper” Peters, whom I appointed as chair of New Initiatives for his inception and creation of this program. A former national chair of programs for the fraternity, “Pep,” as he is affectionately known, has held the fraternity close to its core values with this initiative and by developing the curriculum for the High Chair to Higher Education initiative. He is a valued member of the fraternity, and we thank him for his commitment.

I am pleased to present this first official publication of the program to the fraternal leadership, chapter officers and members for implementation. Yes, we can resoundingly answer Brother King’s question that indeed we are our brother’s keepers.

Fraternally,

Herman “Skip” Mason, Jr.

Herman “Skip” Mason, Jr.
General President

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Dear Brothers:

In the Book of James 1:27, it states: "Pure and undefiled religion before God and the Father is this: to visit orphans and widows in their trouble, and to keep oneself unspotted from the world." Brother's Keeper is a service program developed with the mission of advocating for and improving the quality of life for disabled, mature and ailing Alpha Phi Alpha Fraternity, Inc. brothers, their spouses, widows, and community members. I hope that you will find this Brother's Keeper guide helpful in promoting love for all mankind among our senior and disabled family members in your locality.



I would like to thank all of the people who made major contributions to this program, namely Brothers Greg Brisco, Dwight Colvin, Donald Davis, Willie Davis, Wilbur Jackson, Anthony Harris, Anthony Lewis, Terrance Grant-Malone, Bradley Mitchell, Tarrynce Robinson, Michael Simmons, and Roderick Smothers as well as Dr. Angela Meshack (Alpha daughter) Mrs. Pearl Meshack (Alpha widow). In addition, I would like to give special thanks to four men who, in a major way, mentored me through the developmental process of the Brother's Keeper Program: Brothers Isaac "Uncle Beezie" Bryant, Herman "Uncle Tex" Moten (Omega chapter) and James B. "Dad" Gillespie (Omega chapter), as well as the man whose battle cry empowered me to start this program, Brother A. Charles Haston.

This program guide is dedicated to my lovely and compassionate wife, LeCresha A. Peters, M.D. Thanks for changing my life and helping me to focus on what is really important in life: our correspondence with God's love, our family, and our happiness from within.

Sincerely,

Ron "Pepper" Peters, DrPH
Creator, A. Charles Haston Brother's Keeper Program
National Chairman of New Fraternal Program Initiatives

Brother's Keeper Program History



College brothers fellowship with senior Alpha brother and gain knowledge of Alpha and HBCU histories.

On November 7, 1999, the Alpha Eta Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. held its usually scheduled monthly meeting. The brothers of the Alpha Eta Lambda Chapter had no idea that this meeting would give birth to a new opportunity to provide much needed community service. At this meeting, Brother A. Charles Haston, a 1934 initiate of Alpha Phi Alpha Fraternity, expressed his anger with the manner in which mature brothers were treated in our fraternity. Brother Ron "Pepper" Peters, who at that time served as the Chairman of National Programs, was present at the meeting and extremely touched by Brother Haston's message. Brother Peters thought about the concerns addressed at the meeting and decided that the fraternity needed to give attention to these issues. In a collaborative effort between the Alpha Eta Lambda, Delta Theta (Texas Southern University), Eta Mu (University of Houston) and Xi Kappa Lambda chapters, mature brothers, brothers with disabilities, and their widows were provided with help in varying capacities starting in December of 1999.

The services offered ranged from yard work to minor home repairs to painting but also included fellowship and sharing of the rich history of our fraternity through warm conversations. Alpha wives also participated by accompanying the brothers as they visited some of the Alpha widows and learned from them. The spirit of this program was then diffused to chapters in the District of Texas by Brother

Peters and eventually adopted as a state program at the 2001 state convention under the stewardship of District Director Brother Donald Davis. At the 2002 Southwestern Regional Convention in Tulsa, Oklahoma, the southwestern region Senior Brothers' Affairs committee recommended the Brother's Keeper Program for consideration as a regional program for Alpha Phi Alpha Fraternity. Over the next 8 years, Brother Peters diligently traveled to chapters throughout Alphadom promoting the program to become a part of Alpha Phi Alpha Fraternity's national agenda.

On July 23, 2010, at the 90th General Convention in Las Vegas, Nevada, Brother Peters conveyed the Brother's Keeper Program to the general body and following a motion made by Brother Roderick Smothers, southwestern regional vice president, it was unanimously adopted by all delegates as a national program of Alpha Phi Alpha Fraternity, Inc. In addition, it was moved that the program "be incorporated into the membership intake process" as one of its required national service projects and that the program be named in honor of Brother A. Charles Haston. At this convention, 33rd General President Herman "Skip" Mason empowered the fraternity to operationalize the A. Charles Haston Brother's Keeper Program throughout the world of Alphadom.



▲ *College brothers help clean widow's flooded home.*

Statistical Perspective



College and Alumni brothers provide flowers and visitation to Alpha widow.

More than 37 million Americans are age 65 and older. Over the next 40 years, the number of people age 65 and older is expected to double, and the number of people age 85 and older is expected to triple, due, in part, to longer life spans.

According to the U.S. Administration on Aging, the number of Black elders age 65 and older is expected to increase by 128% in the coming decades, compared with 81% for older whites. Unfortunately, many of the same disparities and barriers that plague younger African Americans will continue into old age, when health care can be even more vital to a person's quality of life. These barriers include social determinants that have an effect over a life course, like education, discrimination, tenuous job situations, problematic access to the economic structure, and access to health care.

The African American older population was 3.1 million in 2006 and is projected to grow to more than 10.4 million by 2050. In 2006, African American persons made up

8.3% of the older population. By 2050, the percentage of the older population that is African American is projected to account for 12% of the older population.

In 2006, 50% of Black elderly lived in eight states: New York (9.2%), Florida (6.8%), California (6.5%), Texas (6.3%), Georgia (5.9%), Illinois (5.5%), North Carolina (5.4%), and Virginia (4.3%). In 2006, 52% of older Black men lived with their spouses, 18% lived with other relatives, 4% lived with non-relatives, and 26% lived alone. For older Black women, 23% lived with their spouses, 34% lived with other relatives, 2% lived with non-relatives, and 41% lived alone.

Households containing families headed by Black persons age 65+ reported a median income in 2006 of \$30,775. The comparable figure for all older households was \$39,649. The median personal income for Black men was \$15,731 and \$11,062 for Black women. The comparable figures for all elderly were \$23,500 for men and \$13,603 for women.

The poverty rate in 2006 for Black elderly (65 and older) was 23%, which was more than twice the rate for all elderly (9.4%). Nonetheless, the 23% figure represents a significant decline (from 65% in 1965) in the poverty rate for Black elderly over the past four decades.

The past four decades have seen significant increases in educational attainment among older Americans age 65 and older, including those who are African American. Nonetheless, significant differences still remain when the educational attainment of older African Americans is compared to the overall older American population. From 1975 to 2006, the percent of the overall older population age 65 and older who were high school graduated increased from 27% to 75%, respectively. Among older African Americans, the comparable values were 9% in 1970 and over 55% in 2006. In 2006, 20% of all older persons had attained a bachelor's degree or higher compared to 11% among African Americans.

Statistical Perspective



Brothers help unload truck filled with furniture and clothing for Alpha seniors affected by Hurricane Ike.

Also in 2006, 20% of all older persons had a bachelor's degree or higher. Among the most frequently occurring conditions among Black elderly in 2004–2005 were: hypertension (58%), diagnosed arthritis (46%), cardiovascular diseases (22%), sinusitis (15%), diabetes (23%), and cancer (12%). The comparable figures for all older persons were: hypertension (48%), diagnosed arthritis (47%), cardiovascular diseases (29%), sinusitis (14%), diabetes (16%), and cancer (20%). In 2006, 44% of Black elderly had both Medicare and supplementary private health insurance, whereas 56% of all elderly had both Medicare and supplementary private health insurance.

Elderly who are particularly vulnerable to limitations in activities of daily living are the frail elderly; they are likely to be older, have less education, live alone, have more chronic health problems, and utilize more community services than non-frail elderly. Frail elderly experience some degree of disability

and therefore require greater levels of social support to maintain independence than non-frail elderly. One would assume that the greater the disability, the more social support from family and church the elderly would receive. However, research findings indicate that frail elderly do not receive more support from family or church and may have unmet needs for assistance. In fact, frail elderly may be less likely to feel very close to their families and did not report more frequent family contact than non-frail elderly.

It is important to understand the values and histories of a culture, as many older minorities have experienced horrendous social injustice, many forms of discrimination, and adversity. Learning a community's history will help in understanding why some Black elders are reluctant to fully embrace health and social services. Minority elders are more likely to live with their families. There are advantages to families taking care of their elders, the downside includes

burdens and the risks of taking on that level of dependency. When families assume this responsibility, they are adhering to many strong cultural values and beliefs, but the cost is that families often have limited resources themselves, sometimes leading to weakening of the families' financial status by absorbing the needs of its elders. Obviously, the biggest cost of growing older is health care. Many health care experts emphasize the need to launch more health promotion campaigns that tap into urban markets, utilize mass transportation, and target "mom-and-pop" shops, barber shops, and beauty salons. However, the main venue for reaching elderly blacks with prevention messages is the church.

Close affective bonds, frequent family contact, and close proximity of relatives have been identified as factors associated with obtaining social support from family among African Americans. Moreover, strong kinship bonds, a strength characterizing many African



Senior Alpha brother Herman "Tex" Moten (Omega chapter) provides flowers to Alpha widow.

American families, may assist families in psychosocial adaptation to disability.

Church involvement and importance of church are significant predictors of support from church members for elderly African Americans. Generally, churches supplement social support provided by families in caring for African American elderly. In other words, the need for assistance, as suggested by health disability, does not predict enhanced church support.

Although the church is an important source of support, it may have limited capacity to provide assistance to elders with substantial needs. Generally, African American elderly turn to formal support services as a last resort, after support from family members and non-family members. These results highlight the need for caution when assuming families and churches in urban African American communities are able to identify and provide support for the most

vulnerable elderly. If you ask a chronically ill person where he or she wants to live, chances are the response will be, "At home for as long as possible." But is that an affordable option? A vast majority of the 44 million family caregivers work to keep an ailing parent or relative out of a nursing home. Caregivers often assume the role after an accident or sudden illness such as a heart attack. Taking care of a parent can be a big financial and emotional responsibility. If an elderly parent needs personal or custodial care, there are several options such as hiring home health care aides (cooking, housekeeping, grocery shopping) or visiting nurses (personal hygiene, medicines, intravenous therapy).

However, Medicare does not pay for these services, and the vast majority of African American elders are unable to pay for these services for extended periods of time.

Another major consideration for implementing Brother's Keeper is to

take care of our brothers and their loved ones during disasters. Hurricane Katrina clearly demonstrated that African Americans cannot rely solely on governmental intervention to help us during times of crisis. In the United States each year, natural hazards cause hundreds of deaths and cost billions of dollars in disaster aid, disruption of commerce, and destruction of homes and critical infrastructure. Although the number of lives lost to natural hazards each year generally has declined, the economic cost of major disaster response and recovery continues to rise. Each decade, property damage from natural hazards doubles or triples.

Earthquakes have the highest potential for causing catastrophic casualties, property damage, and economic disruption. However, more than 75 percent of declared federal disasters are related to floods. This is significant because more than half of the U.S. population lives within 50

Statistical Perspective



Brothers pray for Alpha brother affected by Hurricane Ike.

miles of a coast. Many of these areas, especially the Atlantic and Gulf coasts, are in the direct path of future hurricanes.

Hurricanes bring destructive winds, storm surge, torrential rain, flooding, and tornadoes. A single storm can wreak havoc on coastal and inland communities and on natural areas over thousands of square miles. Additionally, hurricanes often leave an area more vulnerable to subsequent storms. In 2005, Hurricanes Katrina, Rita, and Wilma demonstrated the devastation that hurricanes can inflict, particularly on African American communities.

As seaside populations and development escalate, so does property damage from hurricanes. Recent Atlantic hurricane seasons have been the costliest on record, with losses of \$42 billion in 2004 and in the hundreds of billions in 2005. Research suggests that Americans should brace for more of the same because the Atlantic basin

is in an active period that might persist for decades. Barrier islands and coastal wetlands are the first line of defense for many Atlantic and Gulf coast communities, and many are rapidly eroding.

Since the 1930s, Louisiana has lost about 1,900 square miles of coastal land from subsidence, inundation, and erosion during hurricanes. Hurricane Katrina eliminated more than 100 square miles of wetlands protecting New Orleans. In 2004, Hurricane Ivan eroded Alabama's coast approximately of 40 feet. Since 1953, the Federal Emergency Management Agency (FEMA) has been maintaining statistics on the number of presidential disaster declarations. Each decade, property from natural hazards doubles or triples. The number of presidential disaster declarations has increased dramatically over the past decade, peaking at a total of 75 declarations both in 1996 and 2008. Compare this figure to the decade of the 1980s

when the highest number of declarations was 34 in 1984 and the lowest was 11 in 1988. There have been more than 1,800 presidential disaster declarations since 1953. The top nine states for which national disaster relief has been requested are Texas (83), California (74), Oklahoma (61), New York (56), Louisiana (55), Kentucky (49), Missouri (48), Alabama (48), and Arkansas (47).

Alpha chapters and members who reside in these states, particularly those who live near the coastal regions, are at greater risk when a disaster strikes and, therefore, greater need of assistance through Brother's Keeper. Because these states are scattered across the country, a national initiative is needed such as Brother's Keeper for coordinated planning, organization, and implementation.

Brother's Keeper Objectives and Inclusion Criteria



Brothers provide resources and pray for Alpha family members.

As our legacy for community service dictates, we must lead by example. We should demonstrate respect for our elders and their families within our own fraternal organization. Many of our elderly brothers have dedicated their lives in service to Alpha Phi Alpha and to their communities. It is out of deep admiration, appreciation, and respect for this body of work that Brother's Keeper has been developed.

Brother's Keeper is a service program developed with the mission of advocating for and improving the quality of life for retired, mature, and ailing Alpha Phi Alpha Fraternity, Inc. brothers, their spouses, and widows. Limitations caused by advanced age place demands on family members, caregivers, and the larger community to ensure the elderly remain independently functional. The goal of Brother's Keeper is to promote dignity and independence among retired and mature brothers, spouses, and widows. This planning guide provides information that may be used to

establish a Brother's Keeper Program within your chapter.

PROGRAM OBJECTIVES

For Alphas and their family members, the Brother's Keeper Program objectives will *Assist*, *Provide*, and *Ensure* via the following seven areas of concern:

1. **Assist in maintaining living environments that are compatible with program participants' levels of functioning**
2. **Assist with property maintenance**
3. **Assist with health care decision making**
4. **Provide companionship**
5. **Provide legal services**
6. **Provide transportation**
7. **Ensure adequate supplies of food, water, shelter, and clothing, with special emphasis on disaster management and recovery**

CRITERIA FOR INCLUSION

Criteria for inclusion include a brother and/or his spouse who are age 60 or older, retired, and/or having a chronic health problem and insufficient resources (e.g., money, family, social support system) to meet basic needs. One of these criteria must be met, and the offer of service must be accepted.

Program Highlights



*Alpha Widows and Seniors
Go to Alpha Formal Ball*

Program Planning



College brothers landscape and repair Alpha widow's fence.

The National Office will provide a template for operation, education, and training on the Brother's Keeper Program. The National Office will also assist in identifying and recommending qualified assistance programs, funding support, and key contacts for the program.

Each participating chapter should elect or appoint a program director to oversee the Brother's Keeper Program. The program director is primarily responsible for organizing the program and mobilizing the brothers to provide the services. Equally important, the program director must clearly understand the needs of seniors and the services available to them.

Aside from companionship, one of the most valuable opportunities for rendering service to seniors is by serving as an information resource. Most seniors, particularly African American seniors, are not familiar with the local elder care services that are available to them.

These services are often free of charge or at a reduced rate and include Meals on Wheels, companionship,

limited medical services, transportation to medical appointments, social activities, participation at senior centers, and more. Once services are identified and initiated for the participant, the Brother's Keeper Program can fill in the gaps between the needs of the participant and the available community services.

To identify your local Area Agency on Aging, go to www.n4a.org/ or contact your county social services department. In most major municipalities, the local government will have a senior services department you can contact as well. Familiarize yourself with the array of services available to seniors in your community. Keep in mind that services for seniors will vary widely from state to state and from county to county.

The program director should appoint a single point of contact for each senior to be served by the program. A single point of contact is vitally important to the success of the program because seniors are often very reluctant to make new acquaintances. It takes time to build trust, and a single

point of contact who also serves as the principal companion provides consistency for seniors. During initial face-to-face contact, the single point of contact should ascertain if the senior has designated a power of attorney. If so, the person who holds power of attorney should be notified and apprised of the goals of Brother's Keeper and the discussions with the senior participant.

The chapter should also establish a planning team to coordinate the program's efforts. The team should consist of a social worker, licensed carpenter or engineer, health care professional (e.g., doctor, physician's assistant, nurse), accountant or financial planner, and an attorney or paralegal. To enhance our national economic development initiative, team members should include non-Alpha members as well. Participation of non-Alpha team members helps to provide community support and endorsement of the program.

Each member of the planning team should pledge to coordinate activities related to one or more of the seven



Alpha brothers model love for all mankind to their children, mentees, and Brother's Keeper recipient.

Brother's Keeper objectives. Each team member should form sub-teams to assist with the accomplishment of the objective(s).

You may enlist the assistance of other brothers to serve on various subcommittees, as needed. See sample organizational chart (Appendix I).

PROGRAM ELIGIBILITY

The program director will coordinate efforts to establish a list of program participants and determine their eligibility for the services offered by the Brother's Keeper Program. An annual needs assessment should be conducted among active brothers, inactive brothers, and widows of deceased brothers. Brothers or their widows may also be referred by other brothers. A typical referral would outline the circumstances of a potentially eligible elder, citing the reasons for the referral and explaining why the writer believes the person would benefit from the services offered. See sample needs assessment (Appendix II).

PROGRAM BUDGET

The program director should establish an annual budget and present it to the chapter so the chapter can set aside funds to support this initiative. Guidelines to consider when establishing a budget are projecting the number of clients served, estimating the average amount of funds needed per participant, prioritizing the expected needs, and setting a per-participant cap on the funds. The funds will be used to purchase supplies for home repairs, home health equipment, food, clothing, and legal services. It is hopeful that brothers will make small donations throughout the year to maintain the program.

Additionally, the National Office will establish a Brother's Keeper fund for disasters and emergencies. The National Office will acquire relief funds and allocate those funds, accordingly, to local chapters affected by the disaster. These funds will be used to assist all members adversely affected by the disaster, with particular emphasis on the

elderly and disabled brothers and their families. The National Office will also be responsible for developing disaster preparedness protocols that include a process for brothers to temporarily house families affected by disasters.

Program Highlights



▲ **Ike Brother's Keeper efforts**
Brothers of Texas Council of Alpha Chapters help brothers in local area.

Implementation of Program Objectives

Objective 1. Assist in maintaining living environments that are compatible with program participants' levels of functioning



College brothers complete landscaping of Alpha widow's yard.

Prior to service implementation, a survey is administered to assess needs. The survey will assess who needs assistance in making their homes safer and more pleasant places to live while helping them maintain their independence. A home visit should be arranged and conducted to assess the extent of needs. The initial home visit should be made by the designated single point of contact. Upon determining specific needs, the assessment team will develop a plan for providing services. If small repair jobs are needed such as securing railings, changing light bulbs, replacing smoke

detector batteries, or making a sticky drawer easier to open, the coordinator for maintenance of living environments will assemble a team capable of performing these small tasks. Materials needed to accomplish the job will be purchased and a time will be arranged with the single point of contact and homeowner to do the repairs. As needed, adaptations should be made to homes to prevent accidents before they occur. Necessary devices and conveniences, such as increased lighting, grab bars, phone amplifier units, non-slip bath mats, and other safety products should be included to

accomplish Objective 1. Installation and maintenance work should also be provided to safeguard the elderly attempting high-risk tasks. The work should be assigned to capable brothers or to outside contractors as needed.

- **Qualifications:** Must be brother in good standing with chapter
- **Time commitment:** Minimum of five to six hours per month (not including transportation time)
- **Documentation:** Home Repair Log (see Appendix III)

Implementation of Program Objectives

Objective 2. Assist with property maintenance



Alpha Brothers landscape senior brother's home.

Physical and financial limitations and the inability to access available resources may limit the elderly in their ability to maintain their primary residences. Chores such as yard work, home repairs, and painting will become the responsibility of volunteers assigned to the home care team. (If extensive work is needed such as major remodeling, assistance will be provided to help the family member obtain the services of a licensed contractor.) After a review of the needs assessment or upon referral,

teams should be assembled based on the needs of the homeowner and the qualifications of brothers who volunteer to work on this team.

- **Qualifications:** Must be brother in good standing with chapter; major repairs should be performed by a licensed and bonded professional
- **Time Commitment:** Varies based on job requirements
- **Documentation:** Home Repair Log (see Appendix III)

Implementation of Program Objectives

Objective 3. Assist with health care decision making



Brother Victor Narcisse, M.D., provides geriatric health information to brothers at fraternity meeting.

With the advent of managed care, the insurance industry has gone through major revisions. These changes have also affected Medicaid and Medicare. The elderly may need help in making decisions regarding their medical care. Based on the needs assessment, appointments will be scheduled with brothers or the widows of brothers indicating a need for assistance with medical care decision making. The purpose of the appointment is not to provide counseling but rather to interpret information, to provide answers to questions or to help arrange for office visits or hospitalization. When

possible, encouragement regarding the involvement of brothers' or widows' family members should be made.

- **Qualifications:** Must be brother in good standing with chapter or non-member with desired experience in social work/public health or medical field
- **Time commitment:** Minimum of three to four hours per week (not including transportation time)
- **Documentation:** Contact Log (see Appendix IV)

Implementation of Program Objectives

Objective 4. Provide companionship

For African Americans, family is of primary importance. Family networks provide the main source of needed assistance later in life for many Black elderly. In general, Black elderly do not participate in social or recreational activities that are outside the realm of their individual cultural traditions, backgrounds, or experiences. However, they tend to utilize a more diverse pool of helpers, including both extended family and friends. This network and its influence must, in turn, be respected and utilized by outside caregivers and service providers. Increased spirituality, faith in God, and increased participation in religious activities and institutions can also play an important role in providing support for Black elderly.

For someone outside the family to establish and develop a caregiving relationship with a Black elder may require special attention and sensitivity to the elder's unique ethnic and cultural experience, history, and family relationships. At a minimum, the service provider must make efforts toward building a trusting relationship, remembering that non-responsiveness or resistance on the part of the elder may represent a means of effectively evaluating providers and their ability to work with the elder.

Caregivers should help the elder tap into appropriate community-based resources. Caregivers should identify expectations of the elder, find out what they believe is helpful, explore the elder's feelings about getting help, and gather information on the family (nuclear or extended). It is important to



Alpha spiritual team provides encouragement to Alpha mother fighting cancer.

determine who is helpful and who is close to the elder. Identify the strengths of older adults and their families, what resources are available to them, and how they have handled problems successfully in the past.

Caregivers should help the elder explore what he or she wishes to change and acceptable methods for change. Examine external stressors that may be related to the presenting problem, including the impact of racism if appropriate and concerns about racial identity and associated personal conflicts.

Discuss issues of trust openly, directly, and with empathy. Provide the Black elder with accessible psycho-educational health care information and with information related to peer social support groups as needed.

Based on the survey or referral, a volunteer is assigned to provide regular companionship to an elderly brother or spouse in need of company and general social contact. The volunteer should be able to devote a minimum of one hour per week to the person he agrees to visit. Based on need and the availability of the volunteer, weekly visits or phone calls will be scheduled.

The visit should be logged and any additional needs documented and returned to the program director of the chapter's Brother's Keeper Program. This log should be maintained until the arrangement ends.

- **Qualifications:** Must be brother in good standing with chapter
- **Time commitment:** Minimum of one hour per week (not including

Implementation of Program Objectives

Objective 5. Provide legal services



Brother Judge Andrew Martin, Esq., informs brothers about developing living wills and medical directives.

Assistance will be provided, as requested, in creating legal documents such as wills, trusts, and durable power of attorney affidavits. The needs assessment will identify family members needing legal services. An appointment will be scheduled at the home of the member or the office of the individual providing the service.

LIVING WILLS AND MEDICAL DIRECTIVES

Brother Andrew Martin Esq., of the Southwestern Region Brother's Keeper Legal Services Committee, provides free living wills and medical directives (estimated value \$1,300.00) to all senior brothers at district conventions. In addition, he

provides these services to working-age brothers at a minimal cost.

- **Qualifications:** Must be brother in good standing with chapter or non-member with experience in legal profession as attorney or paralegal
- **Time Commitment:** Varies based on legal needs
- **Documentation:** Legal Services Log (see Appendix V)

Implementation of Program Objectives

Objective 6. Provide transportation



College brothers provide transportation and food shopping support to community senior.

Volunteer assignments will be determined based on needs assessment results, referrals, and the proximity of transportation needs. Transportation needs include, but are not limited to, chapter meetings, church, shopping, and so forth. Transportation volunteers will also provide assistance to and from the vehicle.

- **Qualifications:** Must be brother in good standing with chapter possessing current, valid driver's license and auto insurance
- **Time Commitment:** Two to four hours per need, one or more days each month
- **Documentation:** Food, Clothing, and Transportation Log (see Appendix VI)

Implementation of Program Objectives

Objective 7. **Ensure adequate supplies of food, water, shelter, and clothing, with special emphasis on disaster management and recovery**



Brothers provide a truck load of food, water, furniture, and clothing to Alpha seniors affected by Hurricane Ike.

In 2005, Hurricane Katrina decimated New Orleans and surrounding areas. The response (or lack thereof) to the victims, most of whom were African American, taught us many lessons, the most important of which suggests that we must take care of our own people. We cannot rely on the American government to adequately provide for the health and welfare of our people when disaster strikes. During a disaster, one of our first priorities should be to take care of our own brothers and their families, particularly the elderly brothers.

If the needs assessment determines that the nutritional and/or clothing needs are unmet, a home visit will be conducted to determine the extent of

the need. To reduce feelings that may result from embarrassment or pride, the team making the home visit should consist of no more than two people. They should go to the home to assess the food, water, and clothing status. If it is determined that a medical condition such as hypertension or diabetes exists, this will impact food-purchasing decisions. If allowed, the team should inventory the status of food, water, and/or clothing and create a shopping list.

Because the food needs in general that are being purchased or donated for elderly or infirmed brothers may be similar, this will allow for the purchase of non-perishable foods in bulk. Bi-weekly visits should be made to

brothers to provide foods purchased. Clothes should be purchased bi-annually to meet needs in fall/winter and spring/summer. These services should continue indefinitely or until it is determined that they are no longer needed.

- **Qualifications:** Must be brother in good standing with chapter
- **Time commitment:**
Approximately 6 hours per month for store and home visits
- **Documentation:** Food, Clothing, and Transportation Log (see Appendix VI)

Program Evaluation

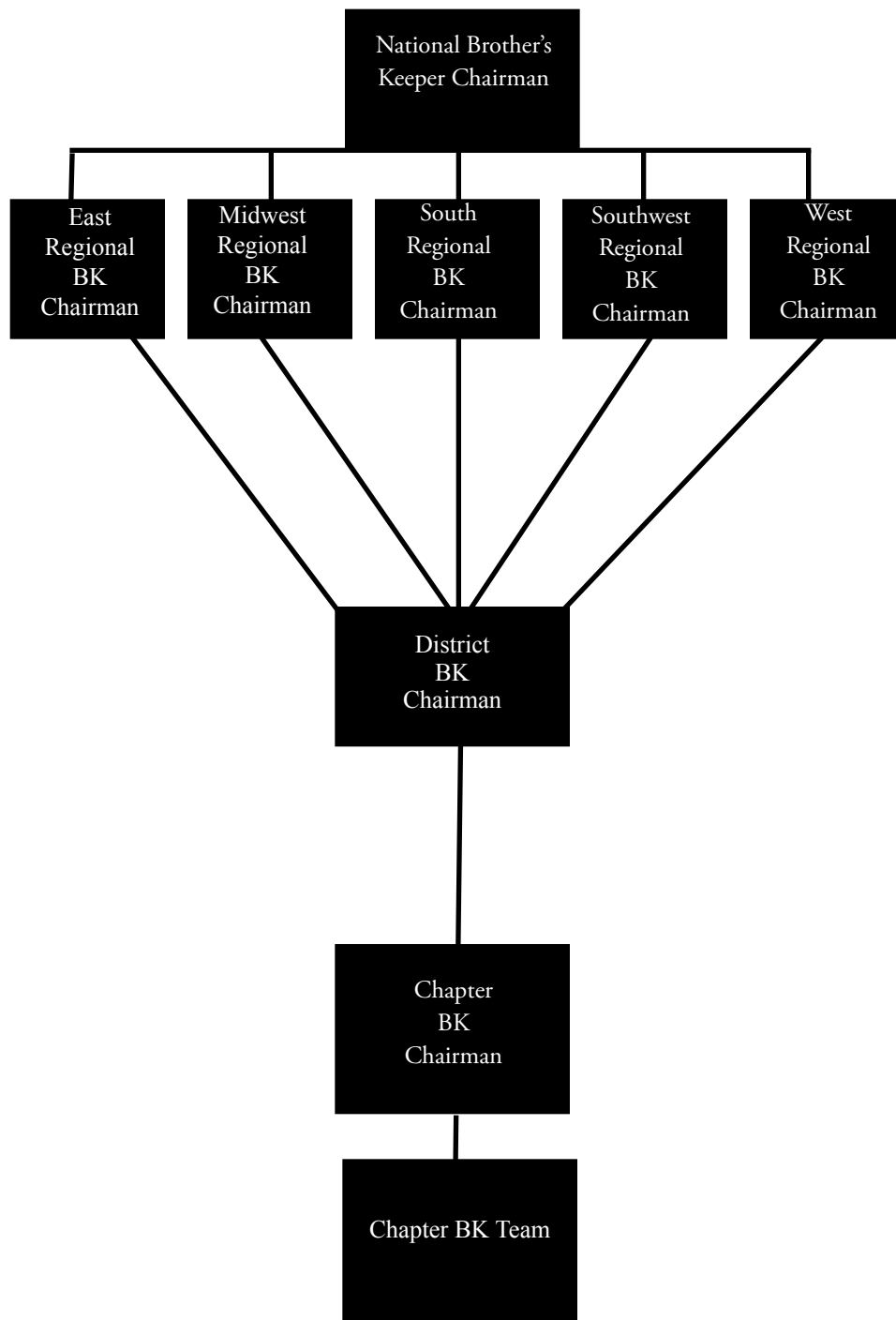
Th e log sheets will serve as your implementation evaluation. The program director will evaluate the program by conducting quarterly assessments of the volunteers. Volunteers will have an opportunity to offer feedback on their efforts and complete the volunteer quarterly process evaluation (see Appendix VII). Th e satisfaction of the services provided to brothers or widows should also be assessed (see Appendix VIII). This satisfaction

survey should be completed annually or when the provision of services ends. These results should be reported to each chapter and will be included in the annual report.

A member from each chapter versed in statistical evaluation should tabulate the results and provide a quarterly report to the chapter. At the end of the year, an annual report should be sent to the National Office (see Appendix IX).

Appendix I

Brother's Keeper Program (BK) Organizational Chart



Appendix II

Needs Assessment

- | | |
|---|---|
| <p>1. Are you at least 60 years of age?
Yes No</p> | <p>8. Do you need help making health care decisions?
Yes No</p> |
| <p>2. Do you have a chronic health problem such as heart disease or diabetes that limits your activities?
Yes No</p> | <p>9. Would you like someone to visit with you or to call you once a week?
Yes No</p> |
| <p>3. Are you retired?
Yes No</p> | <p>10. Do you need transportation to chapter meetings?
Yes No</p> |
| <p>4. Do you need help buying food or clothing?
Yes No</p> | <p>11. Do you need help making repairs to or in your home?
Yes No</p> |
| <p>5. Are you an Alpha Phi Alpha fraternity member, the widow of a fraternity member, or the spouse of a living member who is unable to complete this form?
A. Alpha B. Spouse C. Widow</p> | <p>12. Do you need legal services such as writing a legal or living will, probate of an estate, or similar?
Yes No</p> |
| <p>6. Are you able to perform activities of daily living such as bathing, cooking, or combing your hair?
Yes No</p> | <p>13. Would you allow your brothers to provide assistance to you if it is needed?
Yes No</p> |
| <p>7. Do you need help to make it easier to use or get around in your home?
Yes No</p> | |

Name _____

Address _____

Phone _____ Email _____

Appendix III

Home Repair Log

Please complete a separate form for each home repair job completed for the Brother's Keeper Program. Please obtain the signature of the person for whom the repairs are being made. This form should be returned to your Brother's Keeper Program director before beginning the job.

Homeowner's name _____

Address _____

Need(s) identified _____

How need(s) identified (referral or survey) _____

Date of personal inspection _____

Inspection made by _____

Description of property needs _____

Materials needed _____

Job to be performed by _____

(Brother's Keeper volunteers or contractor – please name if applicable)

Estimated start date _____ Estimated completion date _____

Estimated cost \$ _____ Signature of homeowner _____

Person completing form: _____

Name (please print)

Signature

Homeowner _____

Name (please print)

Signature

Date

Date

At the completion of the job, all receipts will be turned in to the Brother's Keeper Program director.

Appendix IV

Contact Log

Please complete this form when performing tasks (personal visits or telephone calls) related to the Brother's Keeper Program. This form should be returned to your Brother's Keeper Program director at the end of each quarter (April 1, July 1, October 1, January 1 for the quarter preceding the new year).

Date	Type of Contact (Telephone or Personal)	Start Time	End Time	Person Contacted	Needs Identified

Name (please print)

Signature

Date

Appendix V

Legal Services Log

Please complete a separate form for each person to whom legal service is provided from the Brother's Keeper Program. Please indicate the name of the person for whom the service is provided. The services are being provided without charge, but please indicate below the estimated cost of the services you are providing. This form should be returned to your Brother's Keeper Program director at the completion of each service request.

Person requesting service _____

Type of service requested _____

How service was requested (survey or referral) _____

Volunteer providing service _____

Meeting date _____

Meeting location _____

Service provided _____

Duration of meeting _____

Estimated cost of services \$ _____

 Volunteer's signature

 Date

Appendix VI

Food, Clothing, and Transportation Log

Please complete this form when performing tasks related to the Brother's Keeper Program. Please obtain the signature of the person to whom the goods are delivered. This form should be returned to your Brother's Keeper Program director at the end of each quarter (April 1, July 1, October 1, and January 1).

Date	Beginning Mileage	Departure Time	Destination (Meeting Site)	Purchases Made	Amount Spent	Time of Delivery	Received By (signature)

Name (please print)

Signature

Date

Appendix VII

Volunteer Quarterly Process Evaluation

TO BE COMPLETED BY BROTHER'S KEEPER PROGRAM DIRECTOR

Please tabulate the forms you have collected to prepare this report. Upon its completion, it should be sent to the National Office.

1. Please provide a narrative description of your Brother's Keeper Program.

2. Please describe how many brothers, spouses, and widows were served in the past quarter.

3. Describe how the seven Brother's Keeper objectives were met within your chapter expounding on the services that were provided.

4. Provide demographic information on the brothers and sisters served by your program.

5. Describe the lessons learned during the past quarter.

Person completing form: _____

Chapter: _____

Date: _____

Location: _____

Appendix VIII

Satisfaction Survey

Dear Brother's Keeper Participant:

To help us serve you better, we are asking you to complete this survey. Your answers will help us to improve the services we provide. You do not need to place your name on the survey. Your responses will remain confidential, but should you desire to have someone contact you, please tell us how we may contact you at the bottom of the survey. Please return your completed survey to: 2313 St. Paul Street, Baltimore, MD 21218-5211.

1. What services have you received from the Brother's Keeper Program?
 - A. Food, shelter, or clothing help
 - B. Changes to my home to make it easier to get around
 - C. Help making medical care decisions
 - D. Visits and phone calls
 - E. Transportation to meetings
 - F. Large repairs to my property
 - G. Legal help
2. How often during the past 12 months did you receive this service?
 - A. One to three times
 - B. Four to six times
 - C. Seven to nine times
 - D. Ten or more times
3. How helpful did you find the services provided?
 - A. Very helpful
 - B. Somewhat helpful
 - C. Don't know
 - D. Not too helpful
 - E. Not helpful at all
4. How many people provided the services to you within the past twelve months?
 - A. One brother
 - B. Two brothers
 - C. Three brothers
 - D. Four brothers
 - E. Five or more brothers
5. How much do you feel the brothers understood what you needed?
 - A. Absolutely
 - B. Somewhat
 - C. Not sure
 - D. Not at all
6. What do you think we should do to make the Brother's Keeper Program better?

Appendix IX

National Office Annual Report

Please complete this form for the services you have provided during the current calendar year. This form should arrive in the national office by January 31.

	Total number served	Age range of family served	Demographic data (# of brothers, spouses, widows)	Cost of services	Man hours expended	Miles traveled	Delineation of services provided (may use separate page)
Objective 1: Improve living environment			Brothers: Spouses: Widows:				
Objective 2: Property maintenance			Brothers: Spouses: Widows:				
Objective 3: Health care decision making			Brothers: Spouses: Widows:				
Objective 4: Companion-ship			Brothers: Spouses: Widows:				
Objective 5: Legal Services			Brothers: Spouses: Widows:				
Objective 6: Transportation			Brothers: Spouses: Widows:				
Objective 7: Ensure supplies			Brothers: Spouses: Widows:				

Person submitting form: _____

Date: _____

Telephone: _____

E-mail: _____

Chapter: _____

President: _____

Address: _____

POSTCARD

Thank you for your time!

If you would like for us to contact you, please complete the attached postcard and return it to:

2313 St. Paul Street
Baltimore, MD 21218-5211

Dear Brother's Keeper National Director:

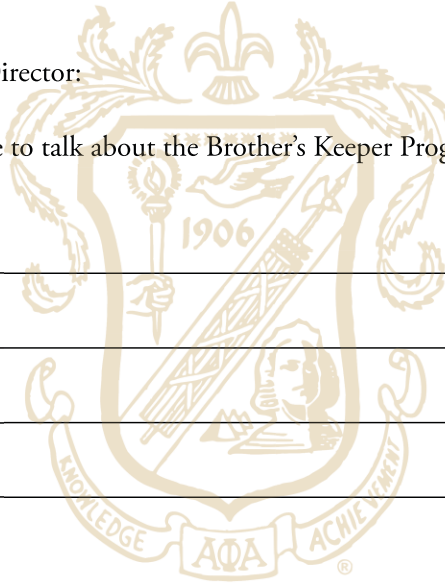
I would like for you to contact me to talk about the Brother's Keeper Program.
My contact information is below.

NAME _____

ADDRESS _____

CITY, STATE _____

ZIP CODE _____



A. Charles Haston

BROTHER'S KEEPER PROGRAM

HOW WE OPERATIONALIZE LOVE FOR ALL MANKIND

"Pure and undefiled religion before God and the Father is this:
to visit orphans and widows in their trouble, and to keep oneself unspotted from the world. James 1:27"

Leadership Guide

2313 Saint Paul Street, Baltimore, MD 21218