

MOBILIZATION IN A TIME OF CRISIS

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Welcome to the Staff
Meeting!



CRISIS RESPONSE



Crisis

危機

Danger

Opportunity

CRISIS: IS ANY EVENT THAT IS EXPECTED TO LEAD TO AN UNSTABLE AND DANGEROUS SITUATION AFFECTING AN INDIVIDUAL, GROUP OR WHOLE ORGANIZATION.

- Produce significant stress
- Traumatic change to an individual cognition and emotional level
- Turning point for better or worse
- Instability

Decimation
of the
Pipeline

Record
number of
Minors at the
Border

Afghan Crisis
Fall of Kabul

Ukrainian
Crisis

LIRS' SITUATION



CRISIS MANAGEMENT IS THE PROCESS BY WHICH AN ORGANIZATION DEALS WITH A MAJOR EVENT THAT THREATENS TO HARM THE ORGANIZATION, ITS STAKEHOLDERS, OR THE GENERAL PUBLIC



PLANNING IS VITAL - HAVE A FRAMEWORK

DON'T CREATE FROM SCRATCH – FRAMEWORK MEANS – PLUG, PLAY AND ADJUST

OPERATIONAL: WHAT WE DO, WHO DOES IT, AND WHEN IT IS DONE.

COMMUNICATIONS: WHAT DO WE SAY, WHO SAYS IT, HOW DO WE GET THE MESSAGES OUT

Act.

Donate.

Advocate.

Pray.

Teach.



COLLABORATIVE CONSTRUCT

- Programs
- Development
- Advocacy
- Comms

ADAPT MODEL THEOLOGY

ALL HUMAN BEINGS ARE CALLED TO ONGOING CONVERSION OF THE HEART THROUGH GOD'S GRACE – DISCIPLES ARE ASKED TO SEEK THE GRADUAL MOVEMENT TOWARD A COMPLETE TRANSFORMATION OF ONE'S BEING **AND LIVING**.

HEBREW WORD *SHUV*, WHICH MEANS TO TURN BACK OR RETURN THE KEY TERM IN THE NEW TESTAMENT IS THE LATTER, TOGETHER WITH ITS NOUN FORM *METANOIA*. THIS TERM SIGNIFIES NOT SIMPLY A CHANGE OF MIND (AS IN CLASSICAL GREEK) BUT A CHANGE OF HEART.

ALTHOUGH CONVERSION IS BASICALLY A CHANGE IN ONE'S RELATIONSHIP TO GOD, THIS SPIRITUAL CHANGE ENTAILS A TRANSFORMATION IN SOCIAL ATTITUDES AS WELL.

CONVERSION IS PRIMARILY A SPIRITUAL EVENT, BUT IT HAS PROFOUND IMPLICATIONS IN THE SECULAR OR PUBLIC SPHERE OF PEOPLE'S LIVES.

GOD INVITES EACH OF US ACCORDING TO OUR GIFTS AND OUR CIRCUMSTANCES TO SEEK JUSTICE AND LIVE LIVES OF SERVICE TO THE MOST VULNERABLE, AND WE CAN ANSWER THIS CALL IN MANY WAYS. THE GOOD NEWS IS WE ARE NOT IN THIS ALONE. WE HAVE GOD AND ONE ANOTHER.

GATHER

GUATEMALA X 2022

We invite you to *gather* with friends, family, and community to learn about and celebrate the people and culture of Guatemala through education, activities, and more!

DOWNLOAD THE TOOLKIT

- **Act:** Host *Gather: Guatemala 2022* with your friends, family, and community.
- **Donate:** Purchase a special coffee mug or tote bag on our new online store or donate directly to support our [Welcome Centers](#), which provide special assistance to asylum seekers.
- **Advocate:** Urge your representatives to rebuild and restore a humane and just asylum process.
- **Pray:** Lift your voice for our neighbors who seek safety and protection with guided prayers.
- **Teach:** Learn about the history and culture of Guatemala and the challenges that push families and individuals to leave their homes in search of safety and opportunity.



HOW TO HELP AFGHAN REFUGEES

A year after the Taliban took over Afghanistan, our Afghan neighbors still need our support.

For two decades, the U.S. Government worked with hundreds of thousands of Afghan allies to serve the U.S. mission as interpreters, translators, cultural advisors, drivers, NGO employees, human rights activists, and more. Because of their service to the U.S. mission, our allies and their families soon became the targets of anti-American violence.

While more than 75,000 Afghans were evacuated through Operation Allies Refuge, tens of thousands more remain in harm's way. We must continue to protect and advocate for those at risk, including translators, human rights activists, journalists, LGBTQIA+ people, and religious and minority groups.

At the same time, our new Afghan neighbors in the United States need our support as they build their new lives in the United States. Finding suitable housing and meaningful employment remains a challenge for many, and a lack of permanent status means that the lives of those who entered the U.S. through humanitarian parole hang in the balance. Keep reading to learn how you can make a difference.

More than
15,000

Afghan Allies supported by LIRS since 2009



ACT FOR AFGHAN REFUGEES

Since we launched our Afghanistan-focused volunteer portal, LIRS and our partners have received tens of thousands of volunteer applications, and we cannot thank you enough!

We are still calling for volunteers to support our new neighbors. At LIRS, we believe in the Long Welcome – the work we do is about more than simply getting our allies out of Afghanistan and into the United States. The work of welcome is providing the support, compassion, and community that our allies need once they arrive in the United States. One of the best ways to continue supporting the long welcome for Afghans is through employment. Learn more about our resources for companies and organizations at our [Employment Resource Page](#).

As we see our new Afghan neighbors move into the next stages of resettlement, we continue to connect volunteers with our local affiliates and partners. To find out if we have an office near you, you can visit our [Local Offices Page](#).

DONATE TO SUPPORT AFGHAN REFUGEES

Now that the initial resettlement period is coming to an end, we invite you to invest in the futures of our Afghan neighbors through the New American Cities program. Your gift will support employment, education, and advancement opportunities for immigrants and refugees. Finding meaningful employment is essential to economic empowerment and integration. Your gift will ensure our new neighbors are given the chance not only to survive, but to thrive.

REQUEST TODAY



ADVOCATE FOR AFGHAN REFUGEES



URGENT: PROTECT AFGHANS WHO HAVE BEEN LEFT BEHIND

Join us in calling upon the Biden administration to create new pathways of protection and provide robust humanitarian responses for the Afghans who have been left behind.

ACT NOW

The tens of thousands of Afghans who have arrived in the U.S. need a pathway to real and lasting safety.

Most Afghans brought to the United States through Operation Allies Refuge entered the country on humanitarian parole, which only temporarily allows people fleeing danger to remain in the U.S. These Afghans will need to find another safety before their parole expires.

Currently, one pathway available to newly arrived Afghans is asylum, a paperwork-intensive process with years for that have prevented thousands of people from finding safety in the U.S. In order to make successful asylum claims, Afghans will be asked to provide proof that a person would face violence in their home country – in relation to the Americans, with women's rights groups, with reporting on corruption, and more. These documents are the same as Afghans were advised to destroy in order to escape or elude the Taliban during the evacuation.

The only viable pathway to protection for Afghans is the passage of the recently introduced *Afghan Adjustment Act*, which would provide our new Afghan neighbors with access to a more streamlined and efficient lawful permanent process. This legislation echoes adjustment acts that Congress historically passed for every other generation of U.S. immigrants.

To ensure that Afghans find real, lasting safety in the U.S., Congress must pass the Afghan Adjustment Act, which will fulfill our promise of protection for our allies and new neighbors.

CONTACT YOUR LEGISLATORS

To learn more about our Advocacy efforts, visit our [SIV Advocacy page](#).



PRAY FOR AFGHAN REFUGEES

A Prayer of Christian Faith

Gracious God,

You call us to show hospitality to strangers. Guard the Afghan translators and helpers who worked with the US military and still remain in danger. Hide them and their families under the shadow of your wings. Open our hearts and strengthen us to advocate for their safety and help.

Strengthen our country to be a faithful friend to the Afghan families that are in need of protection. May we honor our commitment and grant those who have made the United States home lasting safety and stability. May we seek peace as the mission for our families and communities. May we live as faithful friends in the world.

AMEN

An Interfaith Prayer

All human hearts seek lasting peace.

As we live in this broken world, we uplift the challenges and heartache Afghan allies and their families have faced. Open our hearts and strengthen us to advocate for their protection.

May the United States honor its commitment to the many Afghan allies who put their lives at grave risk to support US troops. May we fulfill our promise of protection for our allies and new neighbors.

As we are woven together through the interconnectedness of all people, we pray for peace, protection of human lives, and harmony in the world.



TEACH

LIRS has a number of resources available to help you learn more about the the evacuation, Afghanistan, and the stories of the people behind the headlines.

One Year Later: The Long Welcome for Afghan Evacuees

One year ago this week, Afghanistan fell under Taliban control, prompting a historic evacuation that brought 75,000 Afghans to the United States. Join Lutheran Immigration and Refugee Service (LIRS) on August 18, 2022 at 11 a.m. ET to learn more about this large-scale resettlement effort, proposed legislation to support and protect Afghans in the U.S. and abroad, and how your community can continue to support Afghan families.

WATCH THE WEBINAR

Gather: Afghanistan

Our inaugural Gather program equips families, congregations, and community groups with tools to learn about the history of conflict in Afghanistan, explore the culture through worship, food, and music, and learn more about LIRS' work through the story of the Abdullah family.

LEARN MORE

Afghan Evacuation: From Parole to Permanent Protection

Of the 74,000 people evacuated from Afghanistan, many do not have permanent, long-term immigration status because they entered the United States under a temporary protection called "humanitarian parole." In one to two years, these Afghan evacuees may have to face a perilous journey with the U.S. immigration system unless their status can be adjusted by Congress.

Download our resource below – *Afghan Evacuation: From Parole to Permanent Protection* – to learn more about humanitarian parole and what YOU can do to advocate directly to Congress to offer permanent protection to Afghan allies and at-risk Afghans here and abroad.

DOWNLOAD "AFGHAN EVACUATION"

The Ukraine Crisis Action Hub



HOW TO HELP UKRAINIAN REFUGEES

DONATE NOW

President Biden has announced that the United States will welcome 100,000 Ukrainians and others seeking safety after being forced to flee their country following Russia's attack on Ukraine. Since the invasion more than three months ago, more than 6.8 million people have fled Ukraine as refugees, and another 8 million are internally displaced.

Lutheran Immigration and Refugee Service stands in solidarity with our Ukrainian neighbors and is dedicated to supporting Ukrainian refugees and immigrants however possible.

Learn more below about how you can help Ukrainian refugees in the United States and beyond below.

LIRS HAS WELCOMED
5,000
Ukrainian refugees since 2022



QUICK NAVIGATION

- [Volunteer with Ukrainian Refugees](#)
- [Donate to support Ukrainian Refugees](#)
- [Advocate for Ukrainian Refugees](#)
- [Pray for Ukrainian Refugees](#)
- [How to sponsor Ukrainian Refugees](#)

ACT FOR UKRAINIAN REFUGEES

Volunteer

As our newest Ukrainian neighbors begin to arrive, LIRS is calling on communities to join us in the work of welcome — providing the support, compassion, and community our friends need to rebuild their lives here in the United States. You can answer the call to help Ukrainian refugees by signing up to volunteer.

We expect volunteer opportunities and needs to continue for months, even years. By adding your name to our list, you will be informed when volunteer opportunities are available near you. As the situation develops, we will keep volunteers informed of the most pressing needs, such as airport pick-ups, apartment set-ups, transportation, and other critical services. We appreciate your patience as our staff on the ground trains and match volunteers.

SIGN UP

DONATE TO SUPPORT UKRAINIAN REFUGEE FAMILIES

The crisis in Ukraine has forced millions of refugees to flee from their homes. At LIRS, we stand ready to welcome refugee children and families to the United States. Your gift to Neighbors in Need: Ukraine will help provide essential support for newly arrived families, including emergency medical care, temporary housing, financial support for basic necessities, and more.

DONATE

ADVOCATE FOR UKRAINIAN REFUGEES

TAKE ACTION!

With pressure, the Biden administration has now taken the following steps in response to the crisis in Ukraine:

- Designated Ukraine for Temporary Protected Status (TPS) and opened the program, providing protection to nearly 60,000 Ukrainians already in the United States.
- Granted Special Student Relief to allow eligible students from Ukraine to remain in the U.S.
- Began disbursing \$1 billion in humanitarian assistance for vulnerable people within Ukraine's conflict zone.
- Opened a designated parole program that will help certain Ukrainians with U.S. sponsors come to the U.S. for up to two years.
- Pledged to open pathways for refugees by expanding the US Refugee Admissions Program (USRAP) beyond the limited Lautenberg program.

While LIRS commends these steps forward to protect refugees of the Ukrainian crisis, we urge you to join us in calling on the administration to prioritize applying new and innovative models to quickly rebuild the refugee program intended to serve refugees that Ukrainians and all in need of protection may benefit. The U.S. must lead by example in using refugee resettlement to the fullest extent possible.

After sending a message to the administration, join us in calling on Congress to:

- Call upon the U.S. Congress to urgently disburse the appropriated funds of the FY22 Ukraine Supplemental Appropriations Act for foreign assistance to Ukraine, which includes \$3.6 billion in assistance to Ukraine, with \$4 billion directly supporting the humanitarian needs of Ukrainians within and outside of Ukraine.

This Ukraine supplemental will provide further resources for countries receiving Ukrainian refugees in Eastern Europe and will support the delivery of essential services, including food and health care services, to vulnerable groups still in the conflict zone in Ukraine.

ACT NOW

PRAY FOR UKRAINIAN REFUGEES

More than 1,000 of you joined LIRS in five days of prayer and meditation leading to Ash Wednesday. You can continue keeping Ukraine in your thoughts with the guiding prayers below.

Access all the prayers and meditations in the downloadable resource below: "Solidarity with Ukraine: A Prayer and Meditation Guide."

Download Guide

TEACH

HOW TO SPONSOR UKRAINIAN REFUGEES

On April 21, the Biden administration announced [Uniting for Ukraine](#), the new plan for welcoming 100,000 Ukrainians to the United States.

- What is Uniting for Ukraine?
- Who can be a supporter/sponsor?
- What does it mean to be a sponsor or supporter for a Ukrainian family?
- What is humanitarian parole?
- Who qualifies for humanitarian parole?
- I have family or friends in Ukraine. How do I sign up?
- I don't know anyone in Ukraine, but I want to help. What can I do?
- I am Ukrainian and am looking for a sponsor. What do I do?
- What is LIRS doing to help?

Ukrainian Refugee FAQ

- How many refugees have fled Ukraine?
- Will Ukrainian refugees come to the United States?
- How can I help Ukrainian refugees?
- How can I sponsor Ukrainian refugees?

Download our shareable Action Guide!

Download Guide

SEIZE THE OPPORTUNITIES

- VOLUNTEER PIPELINE
- TALK TO PEOPLE WHO HAVE WANDERED OFF
- REINTRODUCE YOURSELF



*carpe
diem*

IN TIMES OF GREAT STRESS, PEOPLE
REVERT BACK TO WHAT THEY KNOW
AND HAVE BEEN TRAINED TO RESPOND

TRAIN, PREPARE, SEIZE THE MOMENT



VOLUNTEER

Every day, our community of volunteers from around the country dedicate their time to welcoming new neighbors and educating their community members or congregations on issues related to migration and refugees. Simply put, the work of LIRS would be impossible without volunteers.

You can get involved by connecting with one of our local network partners, reaching out to migrants in detention, or hosting an event or Bible Study in your church or community.



Pen Pal Ministry



Foster Care



Detention Visitation



Advocacy



Annual National Programs



Refugee Resettlement

[Donate](#)

[Sign Up to Volunteer](#)

[Additional Resources](#)

Volunteer Contact Form

First Name *

Last Name *

Salutation *

 ▼

Personal Email *

Date of Birth

Home Street *

Home City *

Home State *

 ▼

Home Zip/Postal Code *

How did you hear about us?

 ▼

What are your areas of interest? (select all that apply) *

- Afghan Special Immigrant Visa (SIVs) Support
- Ambassador Program
- Citizenship Test Preparation



Takes a Personal and Professional Toll



DECISION MAKING – CONCENTRATION REDUCED, CREATIVITY IS LIMITED AND PROCESSING INFORMATION BECOMES DIFFICULT.

BECOME RIGID AND TRYING TO CONTROL THE CRISIS RESPONSE

DISPLAY OF EMOTIONS (ANGER AND IRRITABILITY)





Elizabeth Kubler-Ross
once said,

People are like stained glass
windows.

They sparkle and shine when
the sun is out,

but when the darkness sets in,
their true beauty is
revealed

only if there is a light from
within.