



# Partnering With Faith-Based and Other Community Organizations

Presenter:  
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# Why Work with FBCOs?

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- Have credibility in community
- Have motivated volunteers
  - dedicated to service
  - can stretch your public dollars
- Are often the only intact institutions at some sites



# Why Work with FBCOs?

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- Added bonus for Track I sites (received official designation by or before June 1, 2006)
- Up to \$25,000 in Special Emphasis Initiative funding for FBCBI
  - especially intended to provide resources to small entities that have not previously received Federal funding



# Steering Committee

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- Steering Committees **must** include, among other people, “community residents of the designated area.”
  - Clergy and other FBCO leaders are eligible
- Steering committees **may** include, among other people, representatives from faith-based institutions and other community groups



# Outreach Efforts

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- Reach out and welcome FBCOs as essential partners in the Weed and Seed effort.

## *Contact:*

- houses of worship/affiliated groups
- service clubs
- PTAs/PTOs

## *How to find them:*

- contact local clergy councils
- do an Internet search
- look in Yellow Pages



# Outreach Efforts

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- Educate FBCOs about partnering with Weed and Seed sites and allay any concerns they may have



# Possible Concerns of FBCOs

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*Will we have to compromise our mission?*

**No. The Department's Equal Treatment Regulation combines accountability and autonomy. More flexibility if vouchers are involved.**



# Possible Concerns of FBCOs

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*Are we allowed to take religion into account when hiring staff who will work on government programs?*

**Yes. Title VII of the Civil Rights Act of 1964 or the Religious Freedom Restoration Act of 1993 allow you to do this.**





# Possible Concerns of FBCOs

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*Our area of expertise is narrow. Don't we have to offer comprehensive services?*

**No. You can stick to your area of expertise and partner with other organizations when needed.**



# Possible Concerns of FBCOs

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*Should we collaborate with other groups?*

**Will it tempt you to compromise or change your religious mission or message?**

**Will it sacrifice your autonomy or governance?**

**Will it cause you to alter your staffing policy?**



# Possible Concerns of FBCOs

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*How can we network with other groups?*

*How can we learn what else is out there?*

## Potential partners:

- houses of worship/affiliated groups
- service clubs
- PTAs/PTOs



# Possible Concerns of FBCOs

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*How can we network with other groups?*

*How can we learn what else is out there?*

*(cont.)*

**How to find them:**

- **Contact local clergy councils**
- **Do an Internet search**
- **Look in Yellow Pages**
- **Contact local sites and see who partners are.**



# Possible Concerns of FBCOs

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*How do we apply for a subgrant? Isn't it really about "who you know"?*

**No. Become part of a site's steering committee. Weed and Seed is about community coalitions—partnerships are required and needed.**



# Possible Concerns of FBCOs

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*We don't want to become addicted to government money. What can we do?*

**You can:**

- **Have a business plan in place before you apply**
- **Tap private and local foundation money, business community, service clubs, local churches, local/state government money, etc.**



# Outreach through Vouchers

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**Your site may want to consider the voucher (indirect funding) option:**

- Fewer strings attached to money. FBOs can engage in inherently religious activities while receiving federal money.**
- Increases number of partners.**
- Increases options to those who need help.**
- Less monitoring of partners.**



# Effectiveness and Accountability

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*To increase the effectiveness of partnerships with FBCOs and to increase accountability, consider:*

- **Performance measures**
- **Regular reporting**
- **Outcome assessments and evaluations**





# Other Help to FBCOs

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In addition to providing FBCOs with information about partnering with Weed and Seed sites, point them to other opportunities for government funding:

- Offender reentry funding (Dept. of Labor)
- Anti-gang/positive youth development efforts (Comprehensive Anti-Gang Initiative—10 sites)
- Crime prevention/domestic violence prevention and services (Office for Victims of Crime/Office on Violence Against Women)
- Task Force Web-site ([www.usdoj.gov/fbci](http://www.usdoj.gov/fbci))



# Guiding Principles

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*Compassionate care on the same footing  
as non-religious groups*

- A level playing field
- Within Constitutional guidelines



# Level Playing Field

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*DOJ's Equal Treatment Regulations (28 CFR 38.1 and 38.2)*

Apply to 1) the Federal government and 2) state and local governments and private groups that administer Federal funds



# Level Playing Field

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- **No discrimination** for or against an organization on the basis of religious character or affiliation
- **No disqualification** of an organization in programs because of religious motivations or religious character or affiliation
- **No singling out** of faith-based groups for special monitoring or assurances



# Limits on Federal Funding

## Direct Funding

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**Federal funding cannot fund  
“inherently religious” activities**

*This means...*

- Funds may NOT pay for religious worship, prayer, instruction, or evangelism.
- But ALL of these activities can be carried out with private funds.

*In other words...*

**“No God-Talk on Uncle Sam’s Dime.”**



# Limits on Federal Funding

## Direct Funding

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### Keep Religious Activities Separate:

#### *Content*

- Keep focused on program topics

#### *Time or Place*

- Inherently religious activities should be held at a different *time* or *place* than government-funded services

#### *Careful Accounting*



# Limits on Federal Funding

## Direct Funding

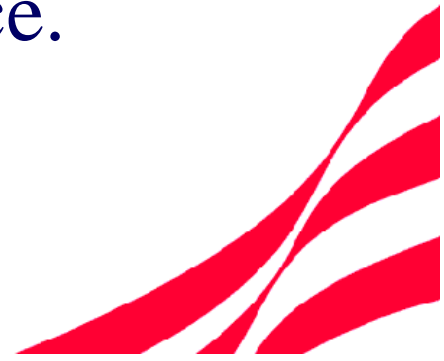
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### Participation Must Be Voluntary

Grantees can invite program participants to join in religious services or events

***BUT...***

Participation must be *voluntary* and not be made a prerequisite in order to get the federally funded service.



# What FBOs *Can* Do

## Direct Funding

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### **FBO Grantee may retain:**

- ✓ Religious name
- ✓ Board members
- ✓ Mission Statement
- ✓ Religious activities – so long as they are privately funded, separate, and voluntary
- ✓ Religious symbols, wording, and icons
- ✓ Ability to hire based on religious affiliation





# Frequently Asked Questions

## Direct Funding

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Q.

*If clients ask the grantee about her faith, can she share it with them?*

A.

Yes, she may answer briefly, but a longer discussion either should be postponed or should occur in a different place than where the federally funded service is happening.



# Frequently Asked Questions

## Direct Funding

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Q.

*Can a FBO grantee use Federal funds to pay staff salaries?*

A.

Yes, as long as the staff person spends his or her time on program activities – and not inherently religious activities. If a staffer splits time between program and church activities, the grantee should keep careful records.



# Frequently Asked Questions

## Direct Funding

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Q.

*If a FBCO organization receives a grant from the Federal government, can it choose to deny services to some people?*

A.

No. Whoever takes Federal money must provide services to all who are eligible.



# Frequently Asked Questions

## Direct Funding

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Q.

*Can a FBO grantee buy religious materials with Federal funds?*

A.

No. Do not use government funds to buy religious materials. This applies not only to Bibles, Torahs, and Korans, but also to materials used for religious activities.



# Frequently Asked Questions

## Direct Funding

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Q.

*Can a FBO grantee still get government funds if religion is integrated throughout its program and it will not separate it?*

A.

In most cases, no, because inherently religious activities must be privately-funded, separate, and voluntary.



# Frequently Asked Questions

## Direct Funding

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Q.

*What happens if a grantee violates any of these rules?*

A.

A grantee may:

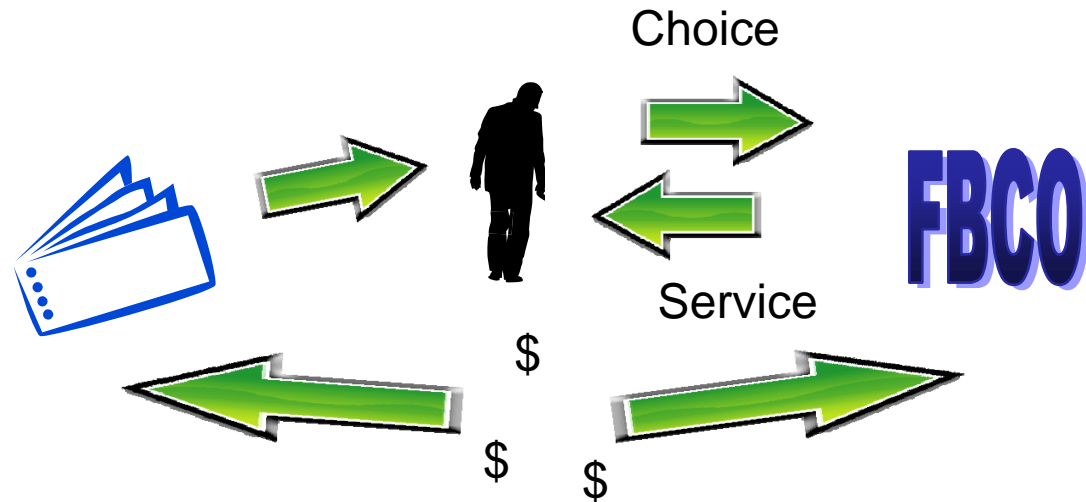
- Lose grant funds
- Have to repay funds received
- Be subject to legal action



# Vouchers/Indirect Funding

A voucherized delivery system allows the client to choose from among several qualified service providers, and service providers have the freedom to integrate religious activities and viewpoint

**Vouchers:**



# Vouchers/Indirect Funding

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If there is at least one (1) secular provider the client can choose from, an FBO may legally include inherently religious activities (i.e., worship, prayer, bible study, evangelization) in the program even though federal money is being used.

**Thus, vouchers/indirect funding allow a group to engage in inherently religious activities with government money.**





# Religious Hiring

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FBOs can consider religion when hiring staff (under Title VII of the Civil Right Act of 1964) **unless** the statute creating the grant program contains a prohibition on doing so.

- **However, under the Religious Freedom Restoration Act of 1993, an FBO may (and must) be granted the right to consider religion in hiring if it is important to its religion.**



# Task Force Tools

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**To learn more about the rules for partnering with FBCOs:**

- **Take our tutorial:**

- <http://www.usdoj.gov/fbci/do-dont.html>

- **Visit our Web site:**

- <http://www.usdoj.gov/fbci>

- **Contact our office:**

- (202) 514-2987



# Other Questions?

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- Review *Guidance for Faith-Based and Community Organizations on Partnering with the Federal Government (on White House or TFFBCI Web sites)*:  
[http://www.whitehouse.gov/government/fbc  
i/guidance/index.html](http://www.whitehouse.gov/government/fbc<br/>i/guidance/index.html)
- Check with Office of Civil Rights in OJP



# For Assistance, contact:



## The Task Force on Faith-Based and Community Initiatives U.S. Department of Justice

[www.usdoj.gov/fbci](http://www.usdoj.gov/fbci)

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