

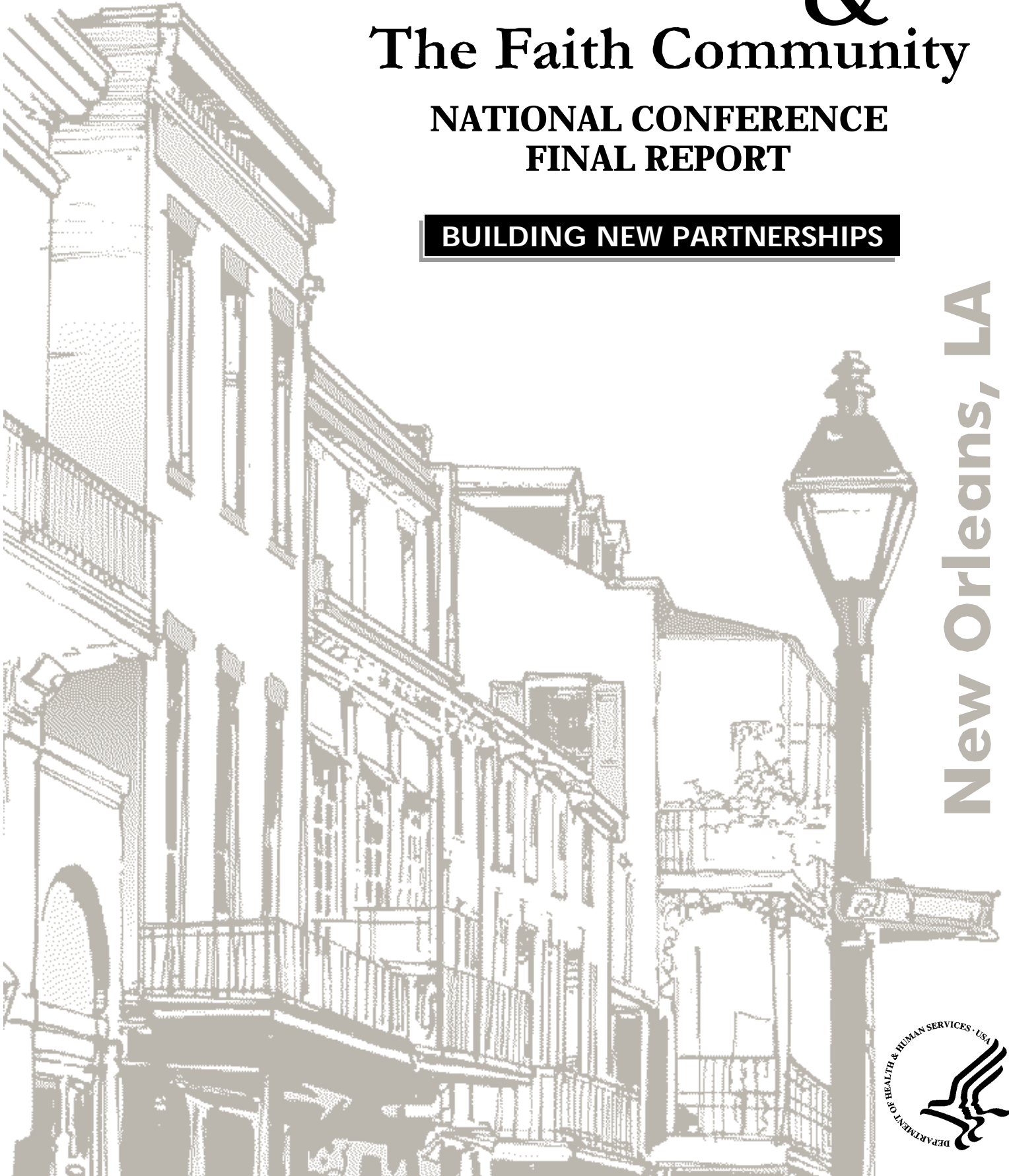
The Administration for Children and Families  
OFFICE OF FAMILY ASSISTANCE

# Welfare Reform & The Faith Community

NATIONAL CONFERENCE  
FINAL REPORT

**BUILDING NEW PARTNERSHIPS**

New Orleans, LA





## **RAPID RESPONSE CONTRACT**

### **WELFARE REFORM & THE FAITH COMMUNITY BUILDING NEW PARTNERSHIPS**

Administration for Children and Families

New Orleans, Louisiana  
November 16-17, 1999

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The following report describes the *Welfare Reform and Faith Community National Conference* that was held in New Orleans, Louisiana on November 16<sup>th</sup> and 17<sup>th</sup>, 1999. Appendix A is the agenda; Appendix B lists the questions asked at the meeting; Appendix C is a list of conference speakers; and Appendix D is a list of conference participants.



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## **I: CONFERENCE OVERVIEW**





## I. CONFERENCE OVERVIEW

The Administration for Children and Families (ACF), in collaboration with the Substance Abuse and Mental Health Services Administration, sponsored this two-day conference on building new partnerships between the public sector and the faith-based community. The purpose of this conference was to bring together the faith community, community-based organizations, and human service/workforce development administrators to share information on how to support families moving from welfare to work. The conference highlighted the Charitable Choice provision of Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) and the variety of sources available for funding and developing faith-based programs to serve individuals moving from welfare to self-sufficiency. Specific faith-based initiatives discussed at the conference included programs for fatherhood/noncustodial parents, childcare, community economic development, substance abuse and mental health, job training, mentoring, and transportation. This summary highlights the main points from the conference plenary and panel sessions.



## **II. BACKGROUND: CHARITABLE CHOICE**



## II. BACKGROUND: CHARITABLE CHOICE

On August 22, 1996, President Clinton signed the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) into law. PRWORA established the Temporary Assistance to Needy Families (TANF) program, which replaced the Aid for Families with Dependent Children (AFDC) program.

The Charitable Choice provision (section 104) of PRWORA enables states and locales to use new approaches to help families in need. This legislation changes the philosophical framework of government's role in caring for the poor to one of shared responsibility between the government, private sector, nonprofit sector, and the faith community.

Charitable Choice:

- Encourages public officials to obtain services from non-governmental organizations.
- Requires the government not to discriminate against faith-based organizations when making contracting awards and decisions.
- Maintains the separation of church and state by mandating that public funds be used solely for the purpose of assisting needy families achieve self-sufficiency (i.e., public funds may not be used for worship or religious instruction).
- Obligates the government to respect the religious character of faith-based providers that accept public funding (i.e., display of religious symbols and use of faith-based concepts and language).
- Protects the rights of citizens to receive services without religious coercion. Recipients can decline to participate in religious activities that are part of a program and may elect to receive secularized services elsewhere.

Therefore, if a state elects to use Federal welfare funds to contract with any non-governmental social-service provider, the state must comply with the Charitable Choice requirements outlined above.

For additional information on the Charitable Choice provision, go to the Welfare Peer Technical Assistance Web site located at <http://www.calib.com/peerta>.



### **III. EXECUTIVE SUMMARY**





### III. EXECUTIVE SUMMARY

The Administration for Children and Families (ACF), in collaboration with the Substance Abuse and Mental Health Services Administration (SAMHSA), sponsored the conference, *Welfare Reform & The Faith Community – Building New Partnerships*, in New Orleans, Louisiana on November 16-17, 1999. The purpose of this conference was to bring together the faith community, community-based organizations, and human service/workforce development administrators to discuss the importance of collaboration and partnerships to most effectively support families moving from welfare to work. Throughout the conference sessions, a number of common themes and key issues emerged.

#### Key Issues:

- Welfare reform has dramatically altered the way in which services are delivered to families in poverty. Decision-making has been devolved down to the states and locales.
- The key to success in welfare reform starts with building partnerships that no single agency or program can address on their own.
- Until recently, the church's role in providing social services has been an informal one (i.e., unrecognized and non-compensated by the government). The Charitable Choice provision (section 104 of PRWORA) enables states and locales to use new approaches to help families in need. This legislation changes the philosophical framework of government's role in caring for the poor to one of shared responsibility between the government, private sector, nonprofit sector, and the faith community.
- Due to the changes under welfare reform, there are new funding opportunities.
- Faith-based organizations should recognize the opportunities presented under welfare reform and determine if they want to be included in the process.

#### Lessons for the Public Sector:

- Strengthen linkages – both formal and informal - between the government and the faith community.
- Be innovative with how spend state and local funds and how contract out services. Go beyond conventional contracting—redesign the procurement process, subcontract and work in a collaborative.

- Provide faith-based organizations with technical assistance on regulations, grant/contract process, outcomes and accountability standards.
- Provide outreach services via 800 numbers, Web pages, conferences, brochures and newsletters.

### **Lessons for the Faith Community:**

- Recognize the opportunities presented under welfare reform and determine if they want to be included in the process.
- Always remain faithful to your mission—do not go after funding that does not coincide with your mission.
- Consider setting up separate 501(c)3 organizations for providing social services. These services should be an ancillary operation of the church.
- Educate yourselves on Charitable Choice and their state/local TANF and WtW plans.
- Conduct needs assessments to know what services are needed where. Target outreach services.
- Build and strengthen partnerships with other congregations, the government, nonprofit community organizations and for-profit businesses.
- Consider alternatives to conventional contracting, such as partnering with bigger organizations and collaboratives.
- Network—share information and collect models of successful programs and proposals. Market your successes to the government and the public.
- Obtain technical assistance on regulations, grant/contract process, outcomes and accountability standards.
- Sharpen communication skills. Think in terms of policy concepts such as efficiency, accountability and outcomes.

This conference raised a number of important issues for the public sector and faith community to address in order to effectively work together to move families from welfare to work. The following sections provide event summaries on the key issues, key findings/lessons learned, and ongoing challenges and opportunities identified during each of the conference's plenary and panel sessions.

## **IV. PLENARY SESSIONS**



## IV. PLENARY SESSIONS

### 1. WELCOMING SESSION

Speakers:

*Leon McCowan, West Central Hub Director, ACF DHHS*

*Alvin C. Collins, Director, Office of Family Assistance, ACF DHHS*

*Ulonda Shamwell, Associate Administrator, Women Children and Families Team, SAMHSA DHHS*

*Gwendolyn Hamilton, Secretary, LA Department of Human Services*

*The Honorable Marc H. Morial, Mayor, New Orleans, LA*

*Stanley Carlson-Thies, Center for Public Justice, Annapolis, MD*

*Rev. Dr. Kevin Cosby, St. Stephens Baptist Church, Louisville, KY*

The conference opened with introductory comments from Leon McCowan welcoming the conference speakers and participants to this historic meeting to ‘chart new waters’ towards success. The key to success in welfare reform starts with building partnerships that no single agency or program can address on their own.

Alvin C. Collins reviewed the four overarching themes of welfare reform:

- Maintaining investment and fiscal commitment.
- Reaching all families.
- Changing welfare centers to job centers.
- Finding success at work.

The purpose of this conference is to work towards these goals by sharing information and best practices to build better systems of support and information exchange.

Ulonda Shamwell of SAMHSA highlighted how alcohol and/or drug (AOD) abuse and mental health issues serve as barriers to self-sufficiency for many welfare recipients. It is estimated that 15-20% of the TANF population has AOD problems and 13% have mental health issues, such as panic disorders or depression. Furthermore, both AOD and mental health issues are often tied to incidences of domestic violence. SAMHSA recognizes that it is often the faith community that houses and serves individuals with AOD issues until treatment slots are available for them, and that spirituality is often the cornerstone of successful AOD and mental health treatment.

Gwendolyn Hamilton from the Louisiana Department of Human Services focused on Louisiana’s long track record of working with the faith community. Louisiana contracts with

several hundred non-government providers for job readiness skills, job placement, adult education, vocational training, day care and transportation services. Ms. Hamilton stated that faith-based organizations are better at providing the ‘personal touch’ which extends beyond the primary recipient to the entire family.

Mayor Marc Morial discussed how the partnership between the city of New Orleans and the faith community formally began with the Mayor’s Council of Religious Leaders in 1994. This group was initially convened to discuss the crime issues that were plaguing the city. The council continues to meet today to discuss issues including welfare, summer jobs, race, education, school accountability, and public safety. Moreover, the council set up a companion 501(c)3 institute to go beyond the dialogue and provide services such as daycare, youth programs, housing, and economic development services. Mayor Morial stressed the importance of acknowledging the limitations of government, the need to strategically define government’s role, and the need to pro-actively engage with outside organizations to best serve the needs of the population. Creativity and partnership are key elements of success.

Stanley Carlson-Thies from the Center for Public Justice provided the audience with a quick overview of the Charitable Choice provision of the PRWORA legislation. (See Section II. Background for additional detail.) Charitable Choice encourages states to involve community and faith-based organizations as providers of services funded under the new Federal law, while protecting the religious character of participating faith-based organizations and the religious freedoms of beneficiaries.

Rev. Dr. Kevin Cosby was selected to give the keynote address. Rev. Dr. Cosby highlighted the fact that the faith-based community has always provided social services but that they have only recently gained recognition. Faith-based organizations are now openly collaborating—both formally and informally—with the government.

Rev. Dr. Cosby focused on the need to encourage self-reliance. Using the analogy of teaching his son how to ride a bicycle, Rev. Dr. Cosby explained that by continuing to hold on to his child, he was actually providing a disservice. If he continued to hold on to his child’s bicycle, his child would never learn the necessary skills on his own and would remain forever dependent on his father. In a similar vein, Rev. Dr. Cosby expressed that under AFDC, welfare recipients were not learning to be self-reliant. Instead, clients were dependent on the government rather than on themselves under the old system. In 1996, the Federal government decided to replace the old entitlement system with a system focused on work and self-sufficiency. Rev. Dr. Cosby stressed that the poor must face the reality of this change and begin to move forward on their own towards self-sufficiency and self-reliance.

While difficult to face and undergo, change is often necessary and rewarding.

Rev. Dr. Cosby explained the general aspects of change currently facing welfare recipients.

- **Inevitability of Change**—Recognition that sometimes it is pain that brings change.
- **Paradox of Progress**—Anytime you gain something, you also lose something.
- **Myth of Indispensability**—Many believe that they need welfare benefits to sustain. They can, however, learn to survive and prosper without it. Rev. Dr. Cosby related the lesson of change and self-reliance to the Bible. For forty years, God had subsidized Israel with manna but one morning the ‘manna ceased’. The manna ceasing is the current reality of the urban poor. The poor must face this new reality in order to move forward and become self-reliant.

Faith-based organizations can help the poor to become self-reliant and to successfully move to independence. However, in order to be successful, Rev. Dr. Cosby stressed that faith-based organizations should examine the following:

- **Relocation**—Congregations must remain located in the communities they are trying to help.
- **Reconciliation**—Partner with other organizations, congregations, and neighborhoods. Develop collaborations between urban, suburban and rural, and affluent and poor communities and organizations.
- **Redistribution**—Teach skills to and share information with others to help them achieve success.

In closing, Rev. Dr. Cosby spoke about the success of his own church, St. Stephens Baptist Church, in Louisville, Kentucky. With an initial investment of \$125,000 for the purchase of four acres and three buildings in an impoverished, run-down location in Louisville, Rev. Dr. Cosby has converted this land into a campus ministry reappraised at \$1.5 million. In a typical summer, the campus ministry serves over 300 urban youth and provides daycare services for over 200 children. Moreover, the congregation has been awarded approximately \$1.6 million in Federal grants for provision of social services to the community. To be successful, Rev. Dr. Cosby stressed the need for faith-based organizations to: (1) have a long term commitment to rebuilding the community; (2) reinvest in the residents (human capital investment); (3) be open and flexible to obtaining funding from a variety of resources; and (4) be targeted and strategic in planning the provision of services.

## 2. THE FAITH COMMUNITY AND WELFARE REFORM

### Speakers:

*Eric Bost, Texas Department of Human Services*

*Mark Chaves, University of Arizona*

*Carol DeVita, Center on Nonprofits and Philanthropy, Urban Institute*

*Amy Sherman, The Manhattan Institute*

### Introduction

The goal of welfare reform is to assist clients in obtaining/retaining employment to help them successfully transition to self-sufficiency and independence. The government cannot achieve this goal on its own, but needs to encourage collaborations and partnerships with outside organizations to help accomplish this end. The following reflects comments made by the plenary panel around key issues, findings/lessons learned, and ongoing challenges/opportunities to successfully engage the faith-based community in welfare reform efforts.

### Key Issues

- Until recently, the church's role in providing social services has been an informal one (i.e., unrecognized and non-compensated by the government). Welfare reform has stimulated a trend towards a more holistic relationship of services. A number of states/locales are now developing both formal and informal relationships with the faith-based community.
- Charitable Choice is no longer solely focused on the issue of separation of church and state. Instead, the issues and concerns raised focused on the service and management capacity of the faith-based organization. What types of services is the faith-based community currently providing? Can faith-based organizations provide and manage an adequate supply of quality services to assist the population transition from welfare to work?
- The vast majority of congregations are not aware of Charitable Choice and do not receive any government funding for social service delivery.
- While Charitable Choice is currently only being used by a minority of congregations, new examples of Charitable Choice partnerships—formal and informal—continue to occur. At present, Charitable Choice is operating in 24 states and under development in an additional 8 states.

### Key Findings/Lessons Learned

In a national congregation study (surveying a representative sample of 1200 congregations), Dr. Chaves of the University of Arizona found that 57 percent of congregations



are currently providing some type of social service. In general, congregations are primarily providing short-term, crisis-oriented services (i.e., food distribution, emergency housing/shelter, and clothing distribution) rather than long-term, intensive services (i.e., health, education, employment/training, substance abuse, and domestic violence services). Similarly, Dr. DeVita of the Urban Institute reported that 77 percent of congregations in the DC metropolitan area were providing emergency services and 47 percent were providing counseling services.

Dr. Chaves described the congregations that were providing the largest amount of social services below.

- **Larger sized** congregations are providing more social services than small ones—10 percent of the largest congregations spend 50 percent of their funds on providing social services.
- Congregations **located in poor neighborhoods** do more than those located in affluent neighborhoods.
- Congregations located in poor neighborhoods **with a significant core group of parishioners coming from outside the neighborhood** (i.e., the middle class) are providing the most social services.

The vast majority of congregations are not aware of Charitable Choice provisions and do not receive government funding for social service delivery. Dr. Chaves found that only one-quarter of congregations surveyed were aware of Charitable Choice provisions and only 3 percent received government funding for social service provision. Similarly, only 4 percent of congregations in the DC metropolitan area reported receiving any government funding. Moreover, Dr. DeVita found that approximately one in three congregations did not have a formal budget or financial records.

Dr. Chaves found that the intent to use Charitable Choice is generally dependent on the following factors:

- **Size**—Bigger congregations are more likely to use Charitable Choice.
- **Race**—Black congregations are more likely to use Charitable Choice than white congregations.
- **Regional location**—Congregations located in the southeast and southwest are less likely to use Charitable Choice.
- **Prior usage**—Those congregations already using Charitable Choice are more likely to continue.

- **Type**—Liberal congregations are more willing than conservative evangelical ones to use Charitable Choice.

While only a minority of congregations are currently providing services under Charitable Choice, new examples of Charitable Choice partnerships are continually occurring. Currently, Charitable Choice is operating in 24 states and under development in an additional 8 states. Dr. Sherman of the Manhattan Institute documented 125 new Charitable Choice collaborations between January and August of 1999 in nine states (CA, IL, MA, MS, MI, NY, TX, VA, and WI). Almost 70 percent of these new collaborations are financial (receiving state/local funds directly or indirectly as a subcontractor/intermediary). The largest amount of activity is occurring in California, Texas, and Wisconsin. Interestingly, 58 percent of these new collaborations involved ‘new’ churches (i.e., churches that did not have previous experience with the government prior to Charitable Choice).

Eric Bost from the Texas Department of Human Services spoke about the specific faith-based initiatives occurring within Texas. Over the past few years, Texas has created a Faith in Community network, appointed a Faith-based liaison, incorporated language into their contracts granting protection to faith-based organizations, and placed \$7.5 million of TANF funding (over two years) towards pilot initiatives projects. Five of the seventeen contracts under the Local Initiatives Project have been awarded to faith-based organizations.

### **Ongoing Challenges/Opportunities**

The involvement of faith-based organizations in delivering publicly funded social services to welfare recipients is no longer solely focused around the issue of separation of church and state. Instead, the key issues of concern relate to the service and management capacity of faith-based organizations to move individuals from welfare to work. In order to build service and management capacity and successfully implement Charitable Choice, a number of steps must be taken. To assist in building this capacity, the presenters suggest that the public sector do the following:

- Provide faith-based organizations with technical assistance on regulations, grant/contract process, outcomes, and accountability standards.
- Codify Charitable Choice regulations into new contracts.
- Continue to strengthen linkages between the government and congregations.

Similarly, the presenter suggests that congregations do the following:

- Educate themselves on Charitable Choice and their state/local TANF and WtW plans.

- Use surveys and mapping as tools to better understand community assets and limitations.
- Know where services are needed. Target outreach services.
- Build from internal strengths to best serve the community needs.
- Sharpen communication skills. Think in terms of policy concepts such as efficiency, accountability, and outcomes.
- Obtain technical assistance on regulations, grant/contract process, outcomes, and accountability standards.
- Strengthen management capacity.
- Continue to strengthen linkages and build partnerships with other congregations, the government, nonprofit community organizations, and for-profit businesses.

### **3. WELFARE REFORM AND FATHERHOOD INITIATIVES**

Speakers:

*Sharon Rowser, Manpower Demonstration Research Corporation*

*Uriel Johnson, National Center for Strategic Nonprofit Planning and Community Leadership*

*Carlis Williams, Executive Assistant to Governor O'Bannon of Indiana*

#### **Introduction**

Welfare reform has been a major factor in changing the policy environment around noncustodial parents and exposing the critical importance of fatherhood support—both financially and emotionally—for the well-being of their children. Welfare reform has:

- Defined fatherhood as a legitimate area of social policy research.
- Resulted in proliferation of fatherhood programs.
- Provided access to untapped resources.
- Increased the pressure on key players to get involved with fatherhood and noncustodial parent initiatives.

The following reflects comments made by the plenary panel around key issues, findings/lessons learned, and ongoing challenges/opportunities to successfully engage the faith-based community in welfare-related noncustodial parent and fatherhood initiatives.

## Key Issues

As outlined by Uriel Johnson of the National Center for Strategic Nonprofit Planning and Community Leadership, the primary issues/challenges facing any organization developing a noncustodial/fatherhood program include:

- **How to create effective fatherhood programs**—Organizations must define their goals and what success means under their project.
- **How to form collaboratives/partnerships to support fragile families**—Relationships with key players are critical.
- **How to design and implement statewide**—This initially includes buy-in from key players, strategic planning, resources, and funding.

## Key Findings/Lessons Learned

MDRC conducted a two-year study analyzing the effectiveness of the Parents' Fair Share Demonstration (PFS) project. The PFS is a seven-site<sup>1</sup> pilot project providing services to noncustodial parents (usually fathers) who are unemployed and unable to meet their child support obligations for their children who are receiving welfare. Program services include employment & training, peer support, enhanced child support enforcement, and conflict mediation. The goal of this program, similar to many noncustodial/fatherhood programs, is to:

- Increase employment/earnings of noncustodial parents of children receiving welfare.
- Increase child support payments and financial involvement.
- Increase emotional support and improve parenting behavior.

MDRC found that participation in Parents' Fair Share resulted in:

- Potential employment and earnings effects for the most disadvantaged.
- Modest to no effects on parental involvement.
- No increase in aggressive conflict between parents.
- Positive effects on the number of noncustodial parents paying support.
- Some increase in amount of support paid.
- Some decrease in informal support payments.

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<sup>1</sup> The sites are located in Los Angeles, CA; Jacksonville, FL; Springfield, MA; Grand Rapids, MI; Trenton, NJ; Dayton, OH; and Memphis, TN.

Due to the experiences under Parents' Fair Share, Dr. Rowser of MDRC suggests the following:

- Cast a wide net for participants (do not have rigid eligibility requirements).
- Mandatory vs. voluntary program status is irrelevant.
- Know your population and anticipate needs.
- Offer flexible services.
- Peer learning/support works very well.
- Design employment services based on goals.
- Maintain involvement of high-level managers.
- Involvement of child support agency is key.

Noncustodial parents/fathers with children receiving welfare often face numerous impediments to obtaining employment. Common characteristics of noncustodial parents participating in MDRC's Parents' Fair Share evaluation included:

- Former or past criminal justice involvement.
- Near homelessness.
- No drivers license.
- Inability to pass drug screening.
- No steady source of income.

It is evident that these characteristics make it extremely difficult for the noncustodial parent to even obtain a job, let alone earn enough money to pay full child support. Therefore, as stressed by Uriel Johnson, it is extremely important for fatherhood programs to have relationships/partnerships with the key players to overcome their barriers and improve the lives of their children—both financially and emotionally. Key players might include: TANF, WtW, Head Start, Healthy Start, Child Welfare, Child Support, Criminal Justice, the schools, and the courts.

Getting the key players to buy into the need for fatherhood programs is imperative. In the state of Indiana, top-level leadership is promoting the issue of responsible fatherhood. Indiana's strategies to encourage responsible fatherhood include:

- **Promoting Public Awareness About Responsible Fatherhood**—includes (1) fatherhood media campaigns using sports figures, and (2) Building Bright Beginnings initiative to educate the public about the importance of paternal involvement especially in the first years of a child’s life.
- **Preventing Unwanted or Too-Early Fatherhood**—includes (1) Indiana RESPECT (Reducing Early Sex and Pregnancy By Educating Children and Teens), and (2) Restoring Fatherhood Grant.
- **Enhancing Fathers as Economic Providers**—A \$1 million WtW grant to provide noncustodial parent with services to enhance employment training, employment retention, and parenting skills.
- **Strengthening Fathers as Nurturers**—The Departments of Correction and several juvenile detention centers receive grants to help fathers prepare in parenting and coparenting before they are released from jail/detention centers.
- **Promoting Leadership Capacity**—mini-grants to community organizations to promote responsible fatherhood through curriculum development. Training programs for fathers cover topics such as parenting, coparenting, coping with stress, and accessing community resources.

### **Ongoing Challenges/Opportunities**

Welfare reform has exposed the critical importance of fatherhood support—both financial and emotional—for the well-being of the child. There is an opportunity for faith-based organizations to become involved in delivering services to noncustodial parents/fathers. In order to take this opportunity, the presenters suggested that faith-based organizations first:

- Conduct both a community needs assessment and an assessment of their service capacity.
- Develop relationships with the key players (i.e., state/local government, Head Start, Healthy Start, Child Welfare, Child Support, Criminal Justice, schools, and the courts).
- Identify funding resources, including funds from TANF, WtW, Child Support, Criminal Justice, Public Housing, and community regional foundations.

#### 4. COMMUNITY DEVELOPMENT AND THE FAITH COMMUNITY

Speakers:

*Harold Dean Trulear, Public Private Ventures*

*Rev. Msg. William Linder, New Community Corporation*

*Gregory J. Reed*

##### Introduction

Communities need to reinvest in their residents (i.e., human capital investment). In many cases, the faith-based institution is the only force that has remained constant over time in the community. Faith-based organizations must strategically plan how they can reinvest and rebuild the distressed community. The following reflects comments made by the plenary panel around key issues, findings/lessons learned, and ongoing challenges/opportunities to successfully engage the faith-based community in community development efforts.

##### Key Issues

- Sustainable community building must start from within the community and requires a long-term commitment.
- With their long standing presence in the community, strong commitment to improving the lives of community residents, and the potential abundance of resources (volunteers, financial grants), faith-based organizations could be the central force in promoting community development.

##### Findings/Lessons Learned

Dr. Trulear of Public Private Ventures offered the faith community the following suggestions on how to be successful in providing social services to improve community life:

- **Focused leadership**—specialize and target outreach.
- **Target high-risk youth rather than targeting a given community**—targeting a community often leads to participation by only the best kids (i.e., those needing services the least) from the community.
- **Strengthen and increase collaborative relationships**—identify partners that will increase your strengths and resources; key partners might include public schools, Rites of Passage programs, private businesses, law enforcement, juvenile justice, social services, housing and other congregations.

- **Caring adults are more important than the shape of the program**—the relationships formed and the quality of volunteers are critical.
- **Faith is a motivating factor**—recognize that your volunteers are motivated by faith and faith is a powerful force.
- **Resident Membership**—strong resident membership is more successful than commuter congregations.
- **Peer Ministry**—help others to help themselves develop into self-sufficient citizens.
- **Advocacy Ministry**—advocate to businesses for strong employment packages (including health coverage).

Congregations can make a remarkable impact on the quality of life in a community. For example, the New Community Corporation of Newark, New Jersey has drastically altered the lives of thousands. Developed in 1967 in the aftermath of the race riots, New Community made a long-term commitment to change the lives of poor people in the low-income neighborhoods of Newark. Using a bottom-to-top strategy (e.g., convening focus groups, conducting surveys and attending town meetings), Rev. Msg. Linder of New Community found out what the community needed and wanted.

Today, the New Community Corporation has 1750 workers and touches the lives of 35,000 individuals a day. Services and programs run by New Community include 3000 units of housing; shelters for battered women and children; day care programs; health services including a nursing home and a home health care program; educational programs including charter schools, parochial schools, and community schools with after-school and summer programs; job training programs; and a community credit union. Moreover, New Community has developed a One-Stop Center to provide community residents with all support services at one site.

.In terms of strict economic development, New Community has created nine businesses in Newark. Examples of businesses include Pathmark shopping centers, a print shop, a construction agency, a wall panel factory, and a fashion center. The rationale behind getting into each of these businesses was to create jobs within the community and improve the lives of its residents.

### **Ongoing Challenges/Opportunities**

Community development is an enormous undertaking, which necessitates a long-term commitment and dedication to the community. In many distressed communities, faith-based organizations have the unique role of being the only force that has remained constant over time in the community. With their long-standing presence in the community, strong commitment to



improving the lives of community residents, and their potential resources, faith-based organizations could be the central force in promoting community development.

In order to move forward with community development efforts, the presenters suggested that faith-based organizations do the following:

- Set up separate 501(c)3 organizations for providing social services—these services should be an ancillary operation of the church.
- Attain technical assistance for addressing community and economic development issues.
- Strengthen and increase collaborative relationships with key players such as housing, community development corporations, businesses, job training organizations, and financial institutions.
- Identify funding resources, including funds from TANF, WtW, Community Development Block Grant, Enterprise Zones, and community regional foundations.
- Outreach to the community.



## **V. PANEL SESSIONS**



## V. PANEL SESSIONS

### 1. WELFARE REFORM AND CHARITABLE CHOICE—HOW TO INVOLVE THE FAITH COMMUNITY IN SOCIAL PROGRAMS

Speakers:

*Mack Storrs, DHHS Administration for Children and Families*

*Stanley Carlson-Thies, Center for Public Justice*

*Peter Dangerfield, Total Community Action*

#### Introduction

Under PRWORA, states have much greater flexibility in how they elect to use their TANF funds. The Charitable Choice provision (section 104) of PRWORA enables states and locales to use new approaches to help families in need. This legislation changes the philosophical framework of government's role in caring for the poor to one of shared responsibility between the government, private sector, nonprofit sector, and the faith community.

The following reflects comments made by the presenters around key issues, findings/lessons learned, and ongoing challenges/opportunities to successfully engage the faith-based community in social programs.

#### Key Issues

- Welfare reform has dramatically altered the way in which services will be delivered to families in poverty. Decision-making has been devolved down to the states and locales.
- States need to be innovative with how they are spending their TANF funds.
- Charitable Choice changes the framework of partnership under welfare reform. Charitable Choice encourages states to involve community and faith-based organizations as providers of services funded under the new Federal law, while protecting the religious character of participating faith-based organizations and the religious freedoms of beneficiaries.
- Faith-based organizations should recognize the opportunities presented under welfare reform and push to be included in the process.
- Faith-based organizations need to be prepared to meet public accountability standards as providers of services funded under the new Federal law.

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## Key Findings/Lessons Learned

Welfare reform has dramatically altered the way in which services will be delivered to families in poverty. The emphasis of welfare reform is now one of work and self-reliance rather than one of income maintenance. Welfare recipients face stronger work requirements and time limits for service provision. Furthermore, decision-making power has been devolved down to the states/locales. States are given the discretion to elect how to use TANF funds to successfully meet the goals outlined under welfare reform. These goals include:

- Providing assistance to needy families.
- Ending dependence of needy parents by promoting job preparation, work and marriage.
- Reducing out-of-wedlock pregnancies.
- Encouraging the formation of two-parent families.

At present, there is a critical need for services to support working families and clients with multiple barriers, as well as a substantial amount of Federal TANF and State Maintenance of Effort (MOE) funds available for investment. The Federal TANF block grant totals \$16.8 billion and requires an additional \$10 billion in State MOE funds. States and locales need to be creative in how they structure their TANF programs and spend their dollars. States may transfer up to 30 percent of their TANF funding to Child Care Development Fund (CCDF - up to 30%) or the Social Security Block Grant (SSBG - up to 10%). Moreover, MOE dollars can be expended in one of three ways:

- **Co-mingled with Federal TANF funds**—These funds are subject to all the TANF requirements and restrictions.
- **Segregated from Federal funds but spent in the TANF program**—These funds are still subject to many of the TANF requirements. However, they are not subject to time limits, teen parent requirements, or general prohibitions on the use of Federal funds.
- **Separate State program**—These funds are not subject to general TANF requirements and prohibitions, except the 15% administrative cap.

Also of extreme importance is understanding the distinction between assistance and non-assistance outlined in the Final TANF rules. Families receiving *assistance* (payments directed at ongoing, basic need) face requirements such as time limits, child support assignments, work requirements, and data collection reporting, whereas families receiving *non-assistance* (non-

recurrent, short-term benefits: child care, transportation and supports to employed families, IDAs EITCs, and work subsidies) do not face these requirements.

The new welfare reform law provides tremendous flexibility and opportunities to develop new service strategies, innovate, and create new collaborative relationships. The Charitable Choice provision of PRWORA encourages states to involve community and faith-based organizations as providers of services funded under the new federal law, while protecting the religious character of participating faith-based organizations and the religious freedoms of beneficiaries. Some states are still misinformed about Charitable Choice and elect not to work with faith-based organizations due to concerns of separation of church and state. Greater discussion and information-sharing about the intent and implementation of Charitable Choice is needed. For additional information regarding the provisions outlined under the Charitable Choice provision, see Section II. Background.

A number of congregations have begun to develop relationships with the public sector. For example, the Total Community Action (TCA) church collaborative of New Orleans formed a collaborative with the state of Louisiana to put legislation into lay person terms and get this information to the community via public education, public advertising, door-to-door canvassing, and electronic media. TCA seeks to educate and maintain an open dialogue between faith-based organizations and the community as a whole. TCA currently has over 700 churches represented from fifteen different religious denominations in their collaborative. TCA is also examining the types of services provided by the 900 churches located in New Orleans, the support services necessary to assist welfare clients' transition from welfare to work, and what welfare clients need 'to make them whole again'.

### **Ongoing Challenges/Opportunities**

As providers of services funded under the new Federal law, faith-based organizations will have to meet public accountability standards. To assist faith-based organizations move in this direction, presenters recommended that government should:

- Consider alternatives to conventional contracting, such as partnering with bigger organizations, collaboratives, and use of vouchers.
- Provide outreach via 800 numbers, Web pages, conferences, brochures, and newsletters.
- Hire a state contact to serve as the liaison between the faith community and the public sector.

- Provide technical assistance on procurement, TANF program requirements and restrictions, service capacity, expenditures, outcomes, and accountability.

Similarly, presenters recommended that faith-based organizations should:

- Recognize the opportunities presented under welfare reform and push to be included in the process.
- Always remain faithful to their mission—do not go after funding that does not coincide with their mission.
- Network and develop partnerships with other faith-based organizations, community-based nonprofits, and businesses.
- Go beyond conventional contracting—redesign the procurement process, subcontract, and work in a collaborative.

## **2. FUNDING FAITH-BASED INITIATIVES: WHAT IS A NOFA OR RFP? HOW DO I WRITE A WINNING PROPOSAL?**

Speakers:

*Paul Purnell, Technical Assistance and Training, AFYA, Inc.*

*Nancy McGuinness, ACF, Office of Financial Services, Division of Grant Policy*

### **Introduction**

PRWORA has changed the philosophical framework of government's role in caring for the poor to one of shared responsibility between the government, private sector, nonprofit sector, and the faith community. The Charitable Choice provision encourages states to involve and fund community and faith-based organizations as providers of social services. The following reflects comments made by the presenters around key issues, findings/lessons learned, and ongoing challenges/opportunities for funding faith-based initiatives.

### **Key Issues**

- Due to the changes under welfare reform, there is an abundance of new funding opportunities.
- Faith-based institutions should be aware of this window of opportunity and push ahead to be included in the process.
- Organizations looking to obtain Federal funding need to be aware of and educated on the Federal grant process.



- When writing a proposal, make sure to respond directly to the published requirements outlined in the program announcement.
- Always be prepared to sell your program when the right opportunity arises.

### Key Findings/Lessons Learned

Nancy McGuinness of ACF's Office of Financial Services, Division of Grant Policy introduced the groups to some of the general acronyms they will come across when deciding to apply for funding:

NOFA—Notice Of Funding Availability  
NGA/NOGA—Notice of Grant Award  
FAA—Financial Award Assistance  
RFA—Request For Application  
RFP—Request For Proposal

Faith-based institutions and community-based organizations searching for funding information and grants announcements should be aware of the following resources: the Catalog of Federal Domestic Assistance (CFDA), the Federal Register (FR), and the Commerce Business Daily (CBD).

The Federal grant award process, as described by Ms. McGuinness, proceeds as follows:

- **Authorization and appropriation**—The funding for grants is authorized by legislation governing each of the discretionary programs. Congress then appropriates funds for the programs.
- **Development and publishing of program announcement**—The program announcement includes Federal authority for the program, explanation of program requirements, funding amount for the program, eligibility, evaluation criteria, selection criteria, instructions for putting the application package together, and receipt date.
- **Preparation of application by non-Federal entity.**
- **Receipt of application by Federal entity.**
- **Review of application**—Application undergoes an independent review, a program review, and a grant management review. The review process assesses whether and to what extent the application responds to the published minimum requirements for project design for the program and/or priority area under which it was submitted. Reviewers develop a specific and detailed written evaluation of each application and then score each application based on this written evaluation.

Evaluation criteria include the qualifications and adequacy of the project personnel, applicant's facilities and resources, project plan and methodology, and cost-effectiveness of the project. Review also examines how closely the project's objectives fit with the objectives for which the applications were invited. Reviewers ask the following: (1) Does the application address the program requirements? (2) Will the project accomplish the program requirements? Is it feasible? (3) Does the application address the project's relationship to the environment in which it will be performed (i.e., partnerships with local community organizations, economic conditions, awareness of public/private programs)? (4) Does the budget reflect the project as described in the narrative?

- **Award notice issued**—Award decisions are based on the selection criteria, program evaluation results, and grants management review (budget review and accounting system review). The terms, conditions, and regulations (i.e., financial requirements) of the award are issued. A copy of the award is sent to the congressional liaison office for distribution to congressional offices.

In order to be considered for receiving a grant award, the application/proposal must respond directly to the published requirements outlined in the program announcement. Paul Purnell of AFYA, Inc. offered the following tips for writing a winning proposal: write with a specific funding source in mind, be as brief as possible, avoid unsupported assumptions, break down the announcement to the specifics, focus on ease of reading by avoiding writing long paragraphs and using underlining and spacing to break up the components, quantify as much as possible, present the ideas in a positive manner, and prepare a final product that is neat and clean.

In order to work more effectively and obtain additional funding, faith-based organizations should remember the following principles:

- **Know your own programs**—Have a thorough knowledge of your organization's programs in order to best explain the goals/objectives of the program, how it is operated, why the services provided are important, and how effective the program is at meeting its goals.
- **Talk to other grantseekers**—Develop a network of development people (not necessarily in the same field of business) to share information and brainstorm.
- **Be prepared**—Timing is crucial; you must be prepared to act when the right opportunity presents itself. If you get a funder's meeting, the more you know about the work of the funder, the better.
- **Empower program people**—Involve your program staff in the grant application process. Encourage and acknowledge their efforts.

- **Know your audience**—Understand your readership; place yourself in the donor’s shoes. Follow the foundation guidelines. Proposals should always address how the project will impact the community. Include an evaluation component to show what factors will be used to measure program success.
- **Keep in touch**—Periodic communication with funders reminds them of the aims of your organization.
- **Focus on the goal**—Set ambitious yet achievable goals. Develop short-term and long-term strategic plans and funding goals. Hold regular meetings with program staff to discuss goals and needs.

### **Ongoing Challenges/Opportunities**

With the changes under welfare reform and Charitable Choice, faith-based institutions have numerous opportunities to obtain funding for the provision of services. In order to obtain financial assistance, the presenters recommend that faith-based institutions do the following:

- Seek technical assistance—some foundations offer grant writing assistance.
- Work collaboratively with other groups—start as a subcontractor to an experienced organization.
- Network—share information and collect models of successful programs and proposals.
- Document and showcase successes—outcomes and results are extremely important.

### **3. WELFARE REFORM AND MALE INVOLVEMENT INITIATIVES: FATHERHOOD STRATEGIES AND HOW TO FUND THEM**

Speakers:

*Wallace McLaughlin, Fathers Resource Center*

*Harold Brinkley, National Center for Strategic Nonprofit Planning and Community Leadership*

### **Introduction**

Welfare reform has played a major role in increasing the community’s awareness of fathers’ importance in the lives of their children—both emotionally and financially. Fatherhood initiatives encourage low-skilled fathers to become involved in the lives of their children; establish legal paternity; increase employment, earnings, and child support payments; enhance educational status; and work cooperatively in parenting their children. The following reflects comments made by the presenters around key issues, key findings/lessons learned, and ongoing challenges/opportunities to successfully develop and fund fatherhood initiatives.

## Key Issues

- Fatherhood and noncustodial parenting are ‘hot’ topics at present. There is an abundance of funds available from foundations, TANF, and WtW grants.
- Faith-based institutions should recognize this as a window of opportunity to obtain funding for the implementation and expansion of their fatherhood initiatives.
- Strategies to secure funding and create sustainable and effective fatherhood initiatives.

## Key Findings/Lessons Learned

- Strong fatherhood programs have the following components: educational, job assistance/placement, counseling (i.e., parenting, relationships, substance abuse), and fatherhood development activities. Harold Brinkley of the National Center for Strategic Nonprofit Planning and Community Leadership and Wallace McLaughlin of the Fathers Resource Center offered faith-based institutions the following strategies to secure funding and conduct an effective fatherhood program:
  - Recruit capable and committed volunteers.
  - Make sure staff and volunteers are well trained—hold orientation/training and giving specific job descriptions.
  - Understand your market/conduct a needs assessment—this assessment will assist in (1) understanding the needs of fathers, (2) identifying groups of fathers by demographic and socioeconomic characteristics, (3) targeting the services to provide, (4) obtaining the buy-in of the board and the church, and (5) identifying what resources the program/church will devote.
  - Program must be flexible and be able to deal with issues which may be in conflict with the teachings of the church (i.e., birth control, condoms, premarital sex).
  - Identify the key funding sources in your area—funding sources could include private foundations, community foundations, government funding and block grants (TANF and WtW), and corporate funding.
  - Research and understand the funder’s interests and requirements.
  - Increase collaboration—collaborate with a variety of organizations for information/assistance regarding employment, mentoring, advocacy, and housing opportunities.
  - Identify key stakeholders and network with other fatherhood programs.
  - Get in the public eye; obtain positive media exposure.

- Manageability—know program capacity in terms of how many services can be delivered and the amount of people the program is able to serve.
- Stress results and evaluations.
- Ensure financial accountability; document everything.

### **Ongoing Challenges/Opportunities**

At present, there is a great deal of interest from Federal, state, and local governments as well as foundations and research institutions to collaborate in developing and funding fatherhood and noncustodial parent programs. Faith-based institutions and community-based organizations with experience and interest in working with fathers and noncustodial parents should take advantage of this window of opportunity. The time is right for faith-based organizations to collaborate/partner with other public and private organizations and access funding sources to proactively assist families in leaving welfare and gaining self-sufficiency.

#### **4. STATE AND LOCAL FUNDING SOURCES FOR FAITH-BASED INITIATIVES: HOW TO ACCESS STATE AND LOCAL FUNDS AND BUILD COLLABORATIONS**

Speakers:

*Eric Bost, TX Department of Human Services*

*Phyllis Bennett, State of Pennsylvania*

*Mary Wood, City of Chicago*

*Thelma French, City of New Orleans*

### **Introduction**

State/local governments and the faith community have often provided services to the same individuals independently of one another. With the changes under welfare reform, the government and the faith community are now increasingly developing working relationships—both formal and informal—to best meet the needs of the hard-to-serve. The public sector and the faith community should each focus on their own strengths to best serve the community. The following reflects comments made by the presenters around key issues, key findings/lessons learned, and ongoing challenges/opportunities to successfully access state and local funding sources for building faith-based initiatives and collaboratives.

## **Key Issues**

- Given the changes outlined under PRWORA and Charitable Choice, state/local governments and faith-based institutions are increasingly developing working relationships—both formal and informal.
- To more directly involve faith-based organizations in the policy process and to facilitate partnerships between the public sector and the faith-based organizations, some states are holding conferences/workshops and appointing faith-based liaisons.
- There are a variety of state and local funds available to potentially fund faith-based initiatives.

## **Key Findings/Lessons Learned**

State and local governments recognize the importance of involving the faith community in the policy process to improve the lives of the families most in need. Some states are actively seeking to facilitate these partnerships between the public sector and the faith-based organizations. For example, the state of Texas has held conferences for the faith community and state/local government representatives on Charitable Choice. The state of Pennsylvania appointed Phyllis Bennett to serve as the liaison to faith community. The liaison's job is to serve as the information conduit for and between the government and the faith community and to increase collaboration between these two groups. Pennsylvania DHS is also holding a training workshop in January 2000 to teach churches how to work through the RFP process and obtain direct grants. The city of New Orleans convenes quarterly breakfast meetings to bring together representatives from the government, nonprofits, faith-based organizations, and businesses to discuss strategic plans and policies to improve the lives of New Orleans residents. The vision is to link faith-based organizations with partners inside and outside the community to leverage activities, investments, and resources from outside the community to support asset-based locally defined development.

Faith-based organizations can become involved with the public sector through a variety of means: attaining direct grants, answering Requests for Proposal (RFPs), subcontracting with larger organizations, collaborating, and networking. The presenters mentioned a number of funding resources in their states/cities, including:

- TANF and state MOE funds.
- WtW funds.
- JTPA/WIA funds.

- Community Development Block Grant (CDBG).
- Social Services Block Grant.
- HUD grants.
- Empowerment Zone funds.
- Substance Abuse Prevention Treatment block grant.
- Ryan White Care Act for AIDS/HIV prevention
- State/city general funds.
- Corporate contributions.
- Foundation grants.

Presenters stressed the substantial amount of contracting out of services that is occurring in state/city governments. The city of Chicago actually contracts out 90 percent of their funds for services. Currently, 71 percent goes to nonprofits and 29 percent to for-profits. Eight percent, or \$8.5 million, has been contracted to faith-based organizations.

The Total Community Action, Inc. (TCA), a multicultural interdenominational collaborative serving as the collective voice for advocacy and system change, partnered with the City of New Orleans to submit applications to DHHS for TANF demonstration grants to develop a faith-based network.

The state of Texas has more than 120 formal and informal services provided by faith-based organizations in the state of Texas. For example, the Family Pathfinders program matches civic and religious mentors with individuals in need. While this program does not receive state funding, it does open the door to greater collaboration and success between the public sector and the faith community. In terms of formal relationships, the Texas DHS has set aside \$7.5 million in TANF funding (over two years) for the Local Initiatives Project. The desire is to fund at least one project from each of the ten administrative regions. Currently, 17 contracts have been awarded with \$4.5 million of the funding spent. Five of the seventeen Local Initiatives contracts awarded have been to faith-based organizations. Services provided by faith-based organizations include life skills classes, needs assessments, ESL classes, counseling, child care, parenting classes, transportation, and car repair.

## Ongoing Challenges/Opportunities

In order to obtain increased public sector and faith-based partnerships (both formal and informal), the presenters recommend that state/local governments do the following:

- Offer technical assistance to help faith-based institutions understand the regulations and restrictions under welfare reform.
- Hold workshops/conferences to train faith-based institutions on the contract process. Simplify the process by giving examples.
- Collaborate and think outside the box.

Similarly, the presenters suggested that faith-based organizations do the following:

- Find a niche/expertise that best fits your mission and skills.
- Do not go after funding that is not in line with your mission.
- Conduct community needs assessments and use mapping technology to identify community assets and limitations.
- Collaborate and think outside the box. Work with school districts, businesses, and private investors.
- Explore serving as a subcontractor with a specific area of expertise. Begin with smaller grants, such as community development projects.
- Look at funding opportunities from local foundations.
- Obtain technical assistance in writing proposals, developing results-oriented programs, and financial accountability. Locate community development corporations (CDCs) and community foundations in your area.
- Go to state/local governments with unsolicited proposals. Find the gap in services and write a proposal for service provision.
- Ensure that programs include benchmarks, outcomes, and financial accountability.
- Market your successes to the government and the public.



## 5. FOUNDATION FUNDING SOURCES FOR FAITH-BASED INITIATIVES: HOW TO ACCESS FOUNDATION FUNDS

Speakers:

*Roderick Jenkins, New York Community Trust*

*Sylvia Kinard, SEEDCO*

### Introduction

Foundations are another resource to attain funding aimed at assisting low-income families. Foundation funds are often tied to a specific location in addition to specific issue area. The following reflects comments made by the presenters around key issues, key findings/lessons learned, and ongoing challenges/opportunities to successfully access foundation funding for building faith-based initiatives and collaboratives.

### Key Issues

- Be informed about the underlying goals of the foundation.
- Be prepared for the foundation grant process.

### Key Findings/Lessons Learned

In order to discover a foundation's issue areas of focus, financial background, and contact information, consult the Foundation Directory.

Sylvia Kinard of SEEDCO recommended the following suggestions to faith-based institutions seeking foundation funding:

- Create a separate 501(c)3 for provision of services—practical though not mandatory.
- Organizational structure is important—talk to loan officers and create a board of directors.
- Include all key players—get community and corporate leaders on board.
- Increase the visibility of organization—involve community leaders and obtain media exposure.
- Show that project is a business and will be run as such—check with universities and other professionals to provide pro-bono work. Remember that source and use of funds can be used to leverage additional funds.

- Focus on outcomes and accountability.

### **Ongoing Challenges/Opportunities**

To assist in accessing foundation funding, the presenters suggested that faith-based institutions do the following:

- Be prepared for the grant process.
- Collaborate with key players—get to know the regional association of grantmakers.
- Obtain technical assistance in writing proposals and developing project plans—many foundations can offer help with these types of assistance.
- Focus on outcomes and accountability.

### **6. FEDERAL FUNDING SOURCES FOR FAITH-BASED INITIATIVES: HOW TO ACCESS FEDERAL FUNDS**

Speakers:

*Donald Sykes, ACF, Office of Community Services*

*Dail Moore, ACF, Office of Child Support Enforcement*

*Douglas Birnie, DOT, FTA*

*Dennis Lieberman, DOL, WtW Program*

*Steve Yank, HUD, Office of Policy Development*

### **Introduction**

In addition to Federal TANF funds, there are a number of other Federal resources available for funding ancillary services to support welfare to work. The following reflects comments made by the presenters around key issues, key findings/lessons learned, and ongoing challenges/opportunities to successfully access Federal funding for building faith-based initiatives and collaboratives.

### **Key Issues**

- There are a variety of Federal resources available to fund ancillary services to support welfare to work.
- Get informed about the Federal grant process and the resources available.

## Key Findings/Lessons Learned

Presenters gave brief descriptions of Federal funding programs and opportunities to support welfare to work services. Funding agencies and relevant programs discussed included:

- Department of Labor—Welfare to Work.
- Administration for Children and Families—Office of Community Service.
- Administration for Children and Families—Child Support Enforcement.
- Department of Transportation—Federal Transit Authority.
- Housing and Urban Development.

Dennis Lieberman from the Department of Labor discussed the Welfare to Work (WtW) Formula and Competitive grants. The primary purpose of WtW is to provide transitional assistance to move hard-to-employ welfare recipients living in high poverty areas into self-sufficiency and lasting unsubsidized employment. Although a variety of services are authorized, program services need to be viewed overall as employment-based developmental steps to help individuals get and keep unsubsidized employment. Allowable activities for WtW funding include: job readiness activities, employment activities, job placement services, post-employment services, job retention and support services, individual development accounts, and case management. More detailed information on WtW program can be found at <http://www.doleta.gov>.

Of the WtW funds, seventy-five percent are distributed to states according to a formula set by WtW statute (with at least 85% of these funds being distributed down to the local Private Industry Councils (PICs) or Workforce Development Boards (WDBs) to oversee and guide job training programs). At present, approximately \$2 billion in Formula funds have been distributed to states though only fifteen percent of funds have been spent.

The other twenty-five percent of WtW funds are distributed through a competitive process as grants to local communities, PICs, political subdivisions, and private entities. Applicants are not required to match Federal dollars but must indicate the resources to be contributed to their projects. Department of Labor has awarded 190 grants to date. Approximately \$700 million has been distributed to the awardees, though only eight percent of funds have been spent.

Donald Sykes from the Administration for Children and Families' Office of Community Services (OCS) described the variety of programs held under OCS. Mr. Sykes focused his discussion on the Job Opportunities for Low-Income Individuals (JOLI) Program. The purpose of the JOLI program is to create new employment and business opportunities for TANF recipients

and other low-income individuals through projects that include self-employment, microenterprise, expansion of existing businesses, new business ventures, and nontraditional strategies of developing or creating new jobs or employment opportunities.

Federal funding for JOLI is made available on a competitive basis once a year to non-profit organizations (including community development corporations) exempt from taxation under Section 501(c) 3 and 4 of the Internal Revenue Code. OCS funds approximately 5 to 10 grants each year. The grant awards are approved for up to three year project periods and are funded for up to a maximum of \$500,000. Additional information on OCS' programs is available at <http://www.acf.dhhs.gov/programs/ocs>. Applications for JOLI grants are due on or before January 14, 2000.

Dail Moore from the Administration for Children and Families' Office of Child Support Enforcement (OCSE) described the activities of OCSE. The overall goal of OCSE is to ensure that children are financially supported by both of their parents. State and local human services departments usually run child support enforcement programs, often with the help of prosecuting attorneys, other law enforcement agencies, and officials of family or domestic relations courts.

The Child Support Enforcement Program provides four major services:

- **Locating Absent Parents**—Child support enforcement officials use local information and resources of State and Federal Parent Locator services to locate parents for child support enforcement, or to find a parent in parental kidnapping/custody disputes.
- **Establishing Paternity**—Establishing paternity (legally identifying a child's father) is a necessary first step for obtaining an order for child support when children are born out of wedlock. Establishing paternity also provides access to Social Security, pension, and retirement benefits; health insurance and information; and interaction with members of both parents' families.
- **Establishing Support Obligations**—States must have guidelines to establish how much a parent should pay for child support. Support agency staff can take child support cases to court, or to an administrative hearing process to establish the order. Health insurance coverage can also be ordered.
- **Enforcing Child Support Orders**—A parent can be required to pay child support by income withholding. The new welfare reform legislation establishes State and Federal registries of newly hired employees to speed the transfer of wage withholding orders. Overdue child support can be collected from Federal and State income tax refunds. Liens can be put on property, and the property itself may even be sold with the proceeds used to pay child support arrearages. Unpaid child support should be reported automatically to credit reporting bureaus; drivers, professional, occupational, and

recreational licenses can be suspended if the obligated parent is not paying support as required.

These services are available automatically for families receiving assistance under the new Temporary Assistance for Needy Families (TANF) program. However, any current child support collected reimburses the State and Federal governments for TANF payments made to the family. Additional information on the OCSE is available at <http://www.acf.dhhs.gov/programs/cse>.

Douglas Birnie from the Department of Transportation's Federal Transit Authority discussed the Job Access and Reverse Commute (JARC) Program. The JARC grant program assists states and localities in developing flexible transportation services that connect welfare recipients and other low-income persons to jobs and other employment-related services. The program is intended to establish a coordinated regional approach to job access challenges. Job Access projects are targeted at developing new or expanded transportation services such as shuttles, vanpools, new bus routes, connector services to mass transit, employer-provided transportation, and guaranteed ride home programs for welfare recipients and low-income persons. Reverse Commute projects provide transportation services to suburban employment centers from urban, rural, and other suburban locations for all populations. Further information on the JARC program is available at <http://www.ftadot.gov/wtw>. FTA will be issuing the grant solicitation for the second round of Job Access grants shortly.

HUD provides housing assistance to approximately 25% of the nation's 7.6 million welfare recipients through its public and assisted housing programs. HUD's community and economic development activities focus on rural and urban areas that represent untapped labor markets, having large numbers of unemployed persons including welfare recipients seeking work. In this context, HUD has developed a multi-faceted welfare-to-work strategy that has five principal components:

- Housing assistance helps families move from welfare to work.
- Investment in workforce development.
- Assist communities to expand their job base.
- Assist low-income people in building assets well as increasing income.
- Build and share knowledge about welfare-to-work strategies through innovative demonstration projects and research studies.

In an effort to revitalize distressed communities by collaborating more effectively with grassroots organizations, HUD created the Center for Community and Interfaith Partnerships. The mission

of the Center is to focus, integrate, and intensify HUD's efforts with faith-based organizations, community organizing networks, community development corporations (CDCs), and other nonprofit groups to help empower those who are low-income, disadvantaged, and often homeless. The Center, while not a new funding source, is a means to strengthen HUD's link with community and faith-based groups by:

- Providing information and expertise on HUD's programs and ways to best utilize them.
- Seeking input on policies and programs and ways to better assist communities.
- Acting as a problem solver to help overcome barriers and find common ground.
- Forging new and deeper partnerships.

Steve Yank of HUD also briefly described three welfare-to-work programs that HUD has recently funded. (Application dates for each of these programs has passed.)

- The Section 8 Family Self-Sufficiency (FSS) program is intended to promote the development of local strategies to coordinate the use of assistance under the Section 8 rental certificate and rental voucher programs with public and private resources to enable participating families to achieve economic independence and self-sufficiency. An FSS program coordinator assures that program participants are linked to the supportive services they need to achieve self-sufficiency.
- The Resident Opportunities and Self-Sufficiency (ROSS) program is intended to link services to public and Indian housing residents by providing grants for supportive services, resident empowerment activities and activities to assist residents in becoming economically self-sufficient.
- The Welfare-to-Work Section 8 Tenant-Based Assistance Program provides tenant-based rental assistance that will help eligible families make the transition from welfare to work. On October 1, 1999, HUD awarded \$280 million in rental assistance vouchers to help 50,000 families in 35 states move from welfare to work.

Additional information on HUD initiatives is available at <http://www.hud.gov>.

### **Ongoing Challenges/Opportunities**

- Get informed and keep up to date on the various Federal funding sources. Each Federal program has its own specific regulations, restrictions, and application procedures.

- Continue to strengthen linkages and build partnerships with other congregations, the government, nonprofit community organizations, and for-profit businesses.
- Obtain technical assistance regulations, grant/contract process, outcomes, and accountability standards.

## 7. THE FAITH COMMUNITY AND CHILD CARE

### Speakers:

*Diana Jones Wilson, North Carolina Rural Economic Development Center*

*Paul Dunn, Harlem Congregation for Community Improvement*

### Introduction

Given the strict work requirements and time limits enforced under TANF, there is a critical need for more affordable, quality childcare services. The following reflects comments made by the plenary panel around key issues, key findings/lessons learned, and ongoing challenges/opportunities to involve the faith community in childcare initiatives.

### Key Issues

- Faith-based institutions and their members view the education and care of children as part of their general mission. Providing child care for working parents is one extension of this mission.
- Draw on the advice and experience of childcare practitioners, churches, foundations, community-based nonprofits, businesses, and government representatives to develop successful, effective faith-based childcare programs.

### Key Findings/Lessons Learned

A substantial proportion – approximately one-third - of all child care services in the United States are currently provided by the faith based community. While there is an increasing need for more child care services, the quality of the service is more important than the quantity of the service. Paul Dunn of Harlem Congregation for Community Improvement and Diana Jones Wilson of the North Carolina Rural Economic Development Center spoke about how their organizations increased quality child care services to areas most in need.

The Harlem Congregation for Community Improvement (HCCI) was established to improve the community of Harlem for its residents. Since 1986, the clergy have been proactive in working together to develop a stronger and healthier community, which assists persons transitioning from welfare to work. With the help of Columbia University and Congressman

Randall, HCCI developed a day care system for residents based on a family day care model. At present, the day care program is in operation seven days a week in 62 persons homes. The clergy help to identify persons interested in becoming day care providers and all providers are trained. All uninsured children attending the day care program are automatically enrolled in the Child Health Insurance Program. HCCI is now going to open a Career Center in which 725 residents are to be trained and placed into jobs in the next few years.

Despite a high demand for child care, several rural counties in North Carolina were forced to revert their childcare subsidy money to the state due to lack of eligible providers. Recognizing that many rural churches have accessible and safe buildings which could serve as childcare sites, the North Carolina Rural Economic Development Center (Rural Center) convened religious leaders from around the state for a policy forum on child care needs. An advisory board of twelve denominations worked with the North Carolina Council of Churches, Duke Endowment, and Duke Divinity School to implement the Church Child Initiative and design a series of workshops about church-sponsored childcare for churches around the state. The workshops have four components:

- **Community needs assessment and program readiness**—Church leaders are given guidelines on how to work with local DSS and community leaders, providers, and parents to determine childcare needs. County fact sheets listing the number of child care slots, church slots, accredited slots, and market rate for childcare is also provided.
- **Program regulations and resource experts**—Licensing consultants, sanitation (health and safety) representatives, and food and nutrition experts counsel church leaders about the fundamentals of operating quality child care programs.
- **Financial planning**—Instructions on how to build a solid business plan. Financial advisors from foundations, local banks and micro-enterprise organizations counsel church leaders on how to work with nonprofit and business resources in the community.
- **Faith community support for childcare**—Church leaders are advised on how congregations can support childcare providers in the community. Assistance can include help with repairs, donated toys and educational resources, and volunteers.

### **Ongoing Challenges/Opportunities**

Members of the congregation need to feel confident that the childcare need is real, both children and church property will be safeguarded, and the church has the financial resources and capability to undertake the development and running of a child care project. In order to assist



congregations in developing a quality child care program, the presenters recommend that faith-based institutions do the following:

- Conduct a community needs assessment
- Collaborate with banks, financial planners, community development corporations, and/or foundations for sound financial planning
- Be aware of additional funding sources, such as food and nutrition dollars from USDA

## **8. FAITH-BASED SUBSTANCE ABUSE AND MENTAL HEALTH PROGRAMS**

Speakers:

*Dr. Valeria Granger, Congregational Wellness Services*

*Rev. Dr. Raymond Rivera, Latino Pastoral Action Center*

### **Introduction**

Alcohol and/or drug (AOD) abuse and mental health issues serve as barriers to self-sufficiency for many welfare recipients. Individuals with these barriers have immense difficulty in getting and retaining a job. Treatment and wraparound services are needed by many as an integral part of moving from welfare to work. With changes under PRWORA, the faith community is presented with the challenge/opportunity to serve this community both spiritually and physically to overcome these barriers. The following reflects comments made by the plenary panel around key issues, key findings/lessons learned, and ongoing challenges/opportunities to further involve the faith community in substance abuse and mental health initiatives.

### **Key Issues**

- Substance abuse and mental health issues are one of the primary barriers facing many individuals trying to move from welfare to work.
- In order to be effective, the treatment program must work with the whole person to address the social, spiritual, cultural, and political needs of the person.

### **Key Findings/Lessons Learned**

The presenters discussed how substance abuse and mental health programs must work with the whole person to be successful. Health is more than physical. Effective holistic programs address and respond to the social, spiritual, cultural, and political needs of the people. Consequently, treatment programs must provide a variety of services ranging from parenting classes to education to availability of places of worship.

Rev. Dr. Raymond Rivera of Latino Pastoral Action Center emphasized the four principles of a faith-based wellness program:

- **Liberation**—Includes both personal and structural liberation. The need to use faith to liberate/overcome personal struggles and the need to liberate structural systems (i.e., health and education systems) by offering creative alternatives.
- **Holistic Healing**—Emphasizes the physical, mental, emotional, and spiritual. Do not disconnect the person from the larger community. Instead, deal with factors that brought individual to addiction and connect them with those who have stood by them.
- **Community**—Emphasize fellowship and reaching outside the community.
- **Transformation**—Call to perpetual growth. Continually growing and changing to best meet the needs of the individual.

Rev. Dr. Raymond Rivera also spoke about the importance of using the ‘wounded healer’ for effectively providing treatment services. Using individuals who have experienced and overcome many of the same obstacles as clients is an integral part of working effectively and holistically with the individual. Furthermore, the person should not be disconnected from the larger community. Instead, the wounded healer helps the individual to work through what has brought him/her to addiction and reconnects the individual with those who have stood by him/her.

Dr. Valeria Granger also discussed the efforts of Congregational Wellness Services in assisting churches to develop Wellness programs throughout the Greater New Orleans area. Congregations also serve as advocates of health and wellness to the wider community. Wellness programs maintain a holistic approach with a major focus on health education and prevention, health promotion, access to health care, and access to spiritual care.

### **Ongoing Challenges/Opportunities**

Substance abuse and mental health issues need to be addressed holistically. In order to proceed holistically, a great deal of collaboration and partnering is necessary among government, treatment agencies, health and mental health organizations, educational institutions, faith-based institutions, and businesses. All of these organizations must first accept the people they are trying to help and then recognize and address the factors that have contributed to and sustained their barriers to self-sufficiency. Furthermore, communities need to develop and provide prevention programs. Faith-based institutions can take a primary role in spreading this prevention-based message through conversations with members of their congregation, sermons, educational workshops, and mentoring projects.

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## 9. FAITH-BASED JOB TRAINING PROGRAMS

Speakers:

*Sister Rosarine Gonzales, Progressive Education Program*

*Rev. Donald Roberts, Goodwill Industries*

*Rev. Skip Long, The Jobs Partnership*

### Introduction

Passage of PRWORA has shifted the emphasis from income maintenance to work and self-reliance. The primary goal under welfare reform is to obtain and retain a job and move into self-sufficiency. Over the past decade, welfare caseloads across the nation have dropped dramatically. Those individuals still left on the rolls represent the hardest-to-serve and employ. These individuals, many of which are facing multiple barriers, need a considerable amount of assistance to move to employment and self-sufficiency. The following reflects comments made by the plenary panel around key issues, key findings/lessons learned, and ongoing challenges/opportunities to further involve the faith community in job training initiatives.

### Key Issues

- Those individuals still on the welfare caseload are often the hardest to serve and employ. Many are facing multiple barriers to employment and self-sufficiency.
- Welfare recipients face strict work requirements and the onset of time limits.
- Effective job training programs emphasize ownership and responsibility, learning by doing and motivation, and self-esteem.

### Key Findings/Lessons Learned

The presenters gave the following suggestions for successfully moving clients into employment:

- **Packaging and presentation**—Learning how to present oneself on an interview is 45% of being successful.
- **Model to success**—Giving an individual a job in their own neighborhood and then continuing to work with them on job retention and additional job training skills to move them to a higher paying job.
- **Learning by doing**—Doing must replace waiting. Being productive will increase people's motivation and self-esteem.

- **Focus on increasing individuals' motivation level and success**—Praise and reward individuals for jobs well done.

Faith-based organizations can be very successful in assisting individuals move from welfare to work. The mission of Goodwill Industries is to connect people to good jobs, homes, and family services, leading to healthy communities. In 1998 alone, Goodwill Industries found full-time jobs for over 500 persons, helped 44 people earn their high school diplomas, improved housing for 257 people, and brought affordable, quality day care services to 57 families. Moreover, Goodwill Industries was recently awarded a \$10 million WtW competitive grant to implement job training centers across the nation. Rev. Donald Roberts of Goodwill Industries discussed the importance of the five “C’s” for program success: cash, convenience, caring, connection, and continuance.

The mission of the Jobs Partnership of Raleigh North Carolina is to bring together local area churches and businesses to train, equip, and employ the neediest citizens, bringing them from dependency to self-sufficiency as productive citizens and to true wellness. At present 23 Jobs Partnership programs have been formed and 21 more are under construction. The three key partners in the Jobs Partnership include the church, the Clearing House, and the business sector. The role of the church in the Jobs Partnership is to:

- Help their congregation and the larger community in economic development.
- Help needy citizens strengthen their work habits by completing a twelve-week curriculum based on Biblical work disciplines.
- Partner and collaborate with businesses to prepare clients for employment.
- Support and guide this new member of the work force when a job is secured.

The role of the Clearing House in the Jobs Partnership is to:

- Serve as a coordinator of partnership needs. Bring together applicants and business partners.
- Screen and interview all applicants.
- Match applicants with job openings.
- Coordinate all training, co-op and educational programs for the partnership including adult education (i.e., literacy, computer skills, GED studies) and business/industry program needs.

The role of the businesses in the Jobs Partnership is to:

- Register job openings with the Clearinghouse.

- Seek to employ qualified referrals.
- Provide benefits, opportunities for advancement, and corporate support of continued adult education upon hiring.

Sister Rosarine Gonzales of Progressive Education Program stressed the following principles to promote self-sufficiency:

- Placing **ownership and responsibility** in the hands of individuals—Helping others to identify their strengths will increase self-confidence and lead to willingness to accept responsibility.
- Communicating a sense of **urgency**—Procrastination often leads to failure, need a deliberate, well-actioned plan.
- **Learn by doing**—Practicing a skill gives a reality to the process that can not be achieved through a transfer of information.
- Training is a **lifelong learning** process—Learning how to access information, network, and problem solve are durable, transferable skills.
- **Motivation and self-esteem**—Ownership, urgency, learning by doing, and life long learning result in productivity. Productivity leads to motivation and higher self-esteem.

### Ongoing Challenges/Opportunities

In order to assist welfare clients obtain job skills to move from welfare to work, the presenters recommend that faith-based institutions do the following:

- Establish a separate 501(c)3 nonprofit organizations.
- Accept those they are trying to help. Recognize and address clients' multitude of barriers to employment and self-sufficiency.
- Develop partnerships and network with different agencies, businesses and nonprofits. There are a number of benefits that may be available to their clients to assist them in overcoming their barriers, such as Medicaid, WtW Tax Credits, EITC, Child Care Tax Credits, Child Health Insurance Program (CHIP), and transportation subsidies.
- Be creative. Job training services could include micro-enterprise workshops and technical assistance. Creation of new jobs leads to additional community economic development efforts.

## 10. THE FAITH COMMUNITY AND COMMUNITY ECONOMIC DEVELOPMENT

Speakers:

*Rosalyn Thigpen, Work First New Jersey*

*El-Rhonda Williams Alston, New Jersey Faith Based Development Initiative*

### Introduction

There is a critical need to rebuild and invest in our low-income communities. In many cases, the faith-based institution is the only force that has remained constant over time in the community. Through reinvesting in their residents and working to rebuild the community, faith-based institutions can make a critical impact to providing services to low-to-moderate income families and improving neighborhood sustainability. The following reflects comments made by the presenters around key issues, key findings/lessons learned, and ongoing challenges/opportunities to further involve the faith community in community economic development initiatives.

### Key Issues

- Faith-based institutions can make a critical impact to neighborhood sustainability through service provision to families and community economic development efforts, such as creation and funding of businesses and development of housing.

### Key Findings/Lessons Learned

The state of New Jersey is working on a number of new initiatives to help welfare recipients reach independence and self-sufficiency. The mission of Work First New Jersey is ‘the dignity of work; the pride of independence.’ New initiatives address a range of issues including employment, education, transportation, health care, and child care. In June 1997, NJ DHS convened interdenominational clergy and faith-based organizations in order to identify the resources among faith groups and promote the development and implementation of faith-based programs and services. Surveys were mailed to 6000 churches statewide to provide a general inventory of services being provided. Primary services reported included emergency services (i.e., food, shelter, and clothing), youth mentoring, and job/computer training.

In December of 1998, New Jersey Department of Human Services (DHS) hosted a statewide conference to further discuss the involvement of the faith-based community as service providers. Seventeen of the twenty-one county representatives attended the meeting, pointing to the importance of the issue. DHS has awarded a number of grants to faith-based institutions such as:

- Jersey City Episcopal Church—awarded \$1 million per year for 2 years to provide services to 200 hard-to-serve TANF participants.
- Salvation Army—awarded a grant to develop a Fashion boutique and a “Job Well Program”.

Furthermore, DHS has partnered with the Economic Development Authority and the Minority Business Administration to increase local community development efforts. A number of micro-enterprise projects have been funded including culinary programs in association with top restaurants who guarantee positions for program graduates.

The New Jersey Faith-Based Initiative was developed in partnership with the NJ Department of Community Affairs, PSE&G, Chase Manhattan Bank, and Center for Non-Profit Corporations. The mission of this initiative is to support and encourage communities of faith in their efforts to improve the quality of life of those in need. In January of 1998, Governor Whitman requested a \$5 million allocation to fund the Faith-Based Initiative. The components of this initiative include a referral/clearinghouse as well as training/technical assistance arm. The Faith-Based Training Institute helps guide and build the capacities of faith-based organizations to contribute to the revitalization of neighborhoods/communities. Currently, sixty-five faith-based organizations have been funded through this initiative. Types of programs/ services funded include job training, child care, transportation, healthcare, and youth development.

### **Ongoing Challenges/Opportunities**

In order to increase community development efforts, the presenters suggested that the public sector do the following:

- Strengthen partnerships between government and faith-based community.
- Include faith-based organizations in advisory boards on community planning and welfare reform initiatives.
- Provide technical assistance to faith-based organizations to help them leverage additional resources and funding. Train on evaluation and assessment.

Similarly, the presenters suggested that faith-based institutions do the following:

- Educate themselves on state welfare plans, regulations and restrictions.
- Use surveys and mapping as tools to better understand community assets and limitations.

- Know where services are needed. Target outreach services.
- Include evaluation and assessment designs into programs.
- Network and partner with key community leaders and organizations. Get involved in entrepreneurial programs. Partner with businesses and community development corporations.

## 11. FAITH-BASED MENTORING PROGRAMS

Speakers:

*Dr. Micheline Ridley Mason, Project Jubilee*

*Michael Evans, Faith-Works*

### Introduction

Many of those remaining on welfare face multiple barriers to employment and self-sufficiency. These hard-to-serve clients need personal attention and support to guide them through the process. The following reflects comments made by the plenary panel around key issues, key findings/lessons learned, and ongoing challenges/opportunities to further involve the faith community in mentoring initiatives.

### Key Issues

- Holistically serve the individual and the entire family at once.
- Critical importance of providing encouragement, belonging, spiritual aid, and support in addition to direct services.
- Build on individual's strengths to increase motivation and self-esteem.

### Key Findings/Lessons Learned

Dr. Micheline Malson of JUBILEE Project discussed North Carolina's Families First faith-based family empowerment initiative supporting Work First (TANF) families. Families First is a way for congregations to help TANF families move to employment, maintain a job, and increase family stability by (1) providing extended family support through provision of services *plus encouragement, faith, love, and hope*; and (2) fostering collaboration between faith-based organizations and Departments of Social Services. To effectively provide this support, Families First partners TANF families striving to overcome poverty with local congregational faith teams in a long-term (12-month) covenant relationship.



Partnering TANF families with congregational faith teams/mentors enables Families First to better serve these families. Families First:

- **Serves the entire family at one time**—both adults and children.
- Provides **comprehensive services** focusing on a variety of issues/barriers confronting the family (i.e., day care, finding a job, transportation, and the emotional well-being of all family members).
- **Builds on family strengths—Empowerment** is a process through which families recognize and build on their strengths, develop or enhance their competencies, and increase their ability to take care of themselves.

JUBILEE Project is currently developing ‘train the trainers’ models to enable individuals from around the country to learn how implement faith-based empowerment initiatives like Families First in their own communities.

FaithWORKS is a collaborative interfaith effort open to all faith-based organizations in Shasta County, California to assist people make the transition from welfare to work. FaithWORKS was awarded funding (\$125,000 in the first year and \$275,000 for the second year) to provide personal one-on-one attention with TANF families. The support offered is more than just physical assistance. It is the sense of belonging, encouragement and spiritual aid, which help the unemployed and underemployed to become productive and self-supporting citizens.

Most welfare clients that FaithWORKS assists are single mothers, victims of abuse, and at risk of becoming abusers themselves due to past experiences. They face multiple barriers including lack of self-esteem, AOD problems, and being victims of abuse. Michael Evans of FaithWORKS described clients as having economic shame, social shame, and religious shame (i.e., drifted away from formal religion). In short, many of these people can not succeed on their own. They need someone to lead them and support them. FaithWORKS serves as this ‘faithful friend’ and ‘companion on the journey’.

The role of FaithWORKS is to enable these individuals to regain access and reconnect from the fringe back to the community. Much of the work is self-directed by the client. The primary difference is that the client knows they always have someone to turn to for support and guidance. The major activities provided by FaithWORKS volunteers include: mentoring; personal example and witness; life skills coaching; moral and spiritual support; job bank and job referral services; community building and social activities; self-esteem encouragement; tutoring; peer counseling and faith friendships; and advice and assistance in problem-solving issues such as child care, transportation, employment, housing, parenting skills, and marital relationships.

## Ongoing Challenges/Opportunities

By becoming involved in providing mentoring programs and activities, the presenters suggested that faith-based organizations do the following:

- Educate themselves on welfare reform and state TANF plans.
- Partner with (not supplant) existing agencies such as TANF, PIC/WDB, Mental Health, substance abuse treatment agencies, and job training programs.
- Assess the needs of the community and the faith community's capacity for providing social services. Link with other organizations to best meet the needs of the community.
- Investigate potential funding sources such as TANF and WtW.
- Recruit capable and committed volunteers.

## 12. FAITH-BASED TRANSPORTATION PROGRAMS

Speakers:

*Rev. John Hughes, United Methodist Urban Ministry*

*Rosalyn M. Simon, Simon & Simon Research Associates*

### Introduction

Transportation has often been cited as one of the primary barriers to moving people from welfare to work. States must be innovative and look into partnering with other organizations with available transportation resources. The following reflects comments made by the presenters around key issues, key findings/lessons learned, and ongoing challenges/opportunities to further involve the faith community in transportation initiatives.

### Key Issues

- There are a variety of resources available to fund transportation initiatives.
- Strategies to solve transportation related barriers include knowledge of needs and services available, collaboration and coordination, and managing mobility.
- Be creative in designing transportation initiatives.

## Key Findings/Lessons Learned

Dr. Simon discussed that the problem-solving strategies for solving transportation barriers include: (1) knowledge of needs/services available, (2) collaboration and coordination, and (3) managing mobility. Organizations need to think creatively and strategically about the potential designs of transportation programs and the necessary organizations for partnering and collaboration.

There is an abundance of dollars available to fund transportation programs. Funding resources include TANF, WtW Formula and Competitive grants, Department of Transportation grants, and Federal Transportation Authority's (FTA) Job Access and Reverse Commute (JARC) grants. In fact, FTA will be issuing the grant solicitation for the second round of Job Access grants shortly.

Examples of allowable expenses for transportation initiatives under TANF, WtW and JARC include:

- Contracting for shuttles, buses and car pools.
- Purchasing vans, shuttles and minibuses.
- Purchasing rider slots, passes or vouchers.
- Facilitating the donation and repair of older vehicles.
- Providing loans to eligible individuals for lease or purchase of vehicles.
- Making one time or short-term payment for repairs and/or insurance.

Rev. Hughes described how the United Methodist Urban Ministry has assisted churches to help people through social services, community development, congregational development (capacity building) and leadership development. One such example is the church-based Chollas View Work First Center, funded through DOL. This work force center offers vocational training (i.e., child care, drivers training, computer application, and electronic assembly), paid work experience, in-home services, and on-site child care. In order to assist clients to successfully move from welfare to work, the Chollas View Work First Center devised a comprehensive transportation design through its partnerships with All Congregations Together (ACT) and American Red Cross. ACT offers door-to-door and door-to-campus shuttle service as well as paid work experience for assistant to drivers and driver mentoring. The American Red Cross provides door-to-door shuttle services, driver mentoring, and inclusion of new transit routes, which fill the gaps in existing transit routes, run at night and on weekends, and includes under-served areas.

Other examples of transportation initiatives discussed include:

- The Youth at Work Initiative—[www.youthatwork.org](http://www.youthatwork.org)—which works with car dealers to subsidize, purchase, and lease cars for promising graduates.
- Joint project between the Virginia Department of Human Services and Corrections Department—Inmates repair cars which will be provided to newly employed welfare clients.
- Alamo Texas Workforce Development Board funded the Faith-Based Garage—Clients receive money management training before purchasing one of the repaired cars.
- Advantage I in Anne Arundel County, MD—Van service program started as a result of a demonstration grant from the Department of Transportation. Contact Vesta Kimble at 410-269-4603.
- Advantage II in Baltimore, MD—Contact Jamal Mudi-Bey at 410-276-0306 ext. 241.

For additional information on model transportation initiatives, contact the Community Transportation Association of America at [www.ctaa.org](http://www.ctaa.org) and the Welfare Peer Technical Assistance Network at [www.calib.com/peerta](http://www.calib.com/peerta).

### **Ongoing Challenges/Opportunities**

In order to effectively assist clients move from welfare to work, transportation barriers need to be addressed. The presenters offered the following suggestions to for implementing transportation initiatives:

- **Continuum of transportation**—Offer a range of transportation programs, including those leading to ownership of personal vehicles. Individual Development Account (IDA) is one possibility for clients to earn and save funds for purchasing a vehicle.
- **Collaborate and Partner**—Work with the business community, government officials, educational programs, health programs, and other faith-based organizations.
- **Get informed on the various funding resources and respective regulations and restrictions**—Examples of potential funding resources include TANF, WtW Formula and Competitive grants, DOT grants, and FTA’s JARC grants.
- **Micro Business Development**—Transportation needs present good opportunities for creation of small businesses, such as private shuttle services and van pools.

## **VI. EVALUATION SUMMARY**



## VI. EVALUATION SUMMARY

Attendees were asked to complete short evaluations at the conclusion of each plenary and panel session in order to inform the conference committee on how well the sessions met their needs. These responses will aid in developing and shaping of future faith-based conferences and workshops to most accurately reflect the needs of the community. The table below shows the number of evaluations received for each conference session. Specific information on evaluation findings for the overall conference, plenary sessions, and panel sessions follow.

<b>SUMMARY OF EVALUATIONS</b>	
<b>WORKSHOP TITLE</b>	<b>NUMBER OF SURVEYS COLLECTED</b>
<b>OVERALL CONFERENCE</b>	<b>31</b>
<b>PLENARY SESSIONS</b>	<b>132</b>
Welcoming Session	49
The Faith Community and Welfare Reform	36
Welfare Reform and Fatherhood Initiatives	29
Community Development and the Faith Community	18
<b>PANEL SESSIONS</b>	<b>217</b>
Welfare Reform and Charitable Choice: How to Involve the Faith Community in Social Programs	24
Funding Faith-Based Initiatives: What is a NOFA or RFP? How Do I Write a Winning Proposal	15
Welfare Reform and Male Involvement Initiatives: Fatherhood Strategies and How to Fund Them	28
State and Local Funding Sources for Faith-Based Initiatives: How to Access State and Local Funds and Build Collaborations	23
Foundation Funding Sources for Faith-Based Initiatives: How to Access Foundation Funds	14
Federal Funding Sources for Faith-Based Initiatives: How to Access Federal Funds	23
The Faith Community and Child Care	9
Faith-Based Substance Abuse and Mental Health Programs	9
Faith-Based Job Training Programs	19
The Faith Community and Community Economic Development	25
Faith-Based Mentoring Programs	21
Faith-Based Transportation Programs	7
<b>TOTAL NUMBER OF SURVEYS COLLECTED</b>	<b>380</b>

### A. Evaluating the Overall Conference

The conference attendees were asked to rate the overall conference services. They were given a 5-point scale, with 1 representing the lowest ratings and 5 representing the highest. As the table below indicates, the conference was successful in meeting the needs of the participants and presenting useful information to move forward with welfare reform implementation efforts. Information regarding the usefulness of the session, how the information will advance welfare reform implementation efforts, and areas where additional discussion was necessary are also included.

<b>OVERALL CONFERENCE</b>	
	<u>Mean (Number of surveys)</u>
The conference successfully met my needs	4.3 (31)
The information presented will be useful in advancing/ enhancing welfare reform implementation efforts	4.4 (31)
The preparation, arrangements and scheduling of the conference were handled in a timely, courteous and competent manner	4.3 (31)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Networking and potential future partnerships.
- Sharing information and resources.
- Learning about different program models.
- Research—statistical and survey results.
- Hands-on presentations.
- Knowledgeable and inspirational speakers.
- Gaining a broader national perspective and context.
- Clearer understanding of Charitable Choice.
- Boost of encouragement and motivation.
- Important to see that Government is not only open to faith community but also seeking input and help from them.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- More time for discussion during all segments of the conference.
- More practical examples and innovative models.
- Expanded discussion on how each program model was started.



- Practical examples on how state government can engage the faith community in welfare to work initiatives.
- How to access funding sources/specific information on funding opportunities.
- Information on the difficulty in obtaining funding.
- Advocacy models.
- Advocacy/lobbying limitations on faith-based organizations.
- Information on domestic violence.
- How to outreach to congregations to get them involved.
- Step by step presentation on how a faith-based organization developed a welfare reform project.
- Guidelines on how churches can set up 501(c)3 organizations.
- A session for faith-based organizations who are at the very beginning of the process.
- Address the issue of states that are not supportive of faith-based initiatives.
- Capacity building.
- Information on local investment boards and how they operate.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Share information with co-workers and other professionals working with the TANF population.
- Share information with church leadership.
- Provide strong foundation of information to understand the issues.
- Let the congregation know that their involvement is possible and desired.
- How to engage and work with the state/county from a faith perspective.
- Information exchange and networking.

- Enhance a national network of faith community providers.
- Assist in designing faith-based initiatives.
- Ability to replicate models discussed during workshops.
- Help implement a faith-based transportation project.
- Learning and using the language of both the public sector (outcomes, accountability, research) and the faith community.

Additional comments about the overall conference included:

- Need greater diversity in religious affiliations.
- More time for dialogue.
- Use roundtable format offering more open discussion.
- Provide specific workshops for those beginning the process.
- Hold additional conferences around the nation.
- Provide additional technical assistance to state/local governments and faith-based organizations around Charitable Choice.

## **B. Evaluating the Plenary Sessions**

Attendees were asked to evaluate how the opening Welcoming Session met their needs and expectations. Information was provided on what attendees found most useful, most engaging and helpful in the keynote presentations, and what other issues they would have liked to have received more information about during this opening session.

The most useful components of the welcoming session included the following:

- Identification of conference objectives.
- Variety of agencies represented.
- Showing of support and collaboration between and within all levels of government, faith-based organizations, and community based organizations.
- Information on Charitable Choice section of PRWORA.

- Concept of Charitable Choice from a legal standpoint.
- Inspiration and examples of how the faith community can participate in welfare reform.
- Learning about Louisiana’s faith-based initiatives.
- Learning about organizing partners to work together collaboratively.
- Importance of partnering with the business community.
- Presentation by Mayor Morial.
- Key Note address by Rev. Dr. Cosby.

Attendees found both keynote speakers—Stanley Carlson Thies and Rev. Dr. Kevin Cosby—to be extremely knowledgeable and informative. It appears that Rev. Dr. Cosby’s address was the inspirational highlight of the Welcoming Session. Comments regarding what was most helpful in the keynote presentations included the following:

- Specifics about Charitable Choice.
- Rev. Dr. Cosby was a dynamic and inspiring speaker.
- Realistic, practical message which set the proper tone for the conference.
- Integrating the spiritual aspect in order to meet the needs of welfare recipients.
- How scripture can always be equated to any current situation.
- Analogy to the Bible ‘Ceasing of the manna’.
- Must accept welfare reform and work through this change to assist welfare recipients move to self-sufficiency .
- Self-Reliance—analogy of teaching his son to ride a bike.
- Keep moving forward regardless of the situation.
- Providing hope and encouragement that things can be changed for the better.
- Promoting motivation to pursue change.

- Partnerships can exist and flourish between faith-based initiatives and the government.
- Importance of collaboration among and between the public and private sectors.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- More information on Charitable Choice provision.
- Background on how and why Charitable Choice legislation was eventually passed.
- Impact of Charitable Choice on the Federal government.
- Handouts.
- Bibliography of resources by and for the faith community.
- More information on Rev. Dr. Cosby's program.
- More information on multiple barriers facing welfare recipients.
- More information on the structure of upcoming panel sessions.

In addition, conference attendees suggested that there should have either been additional time for presentations or better time management. Attendees also stressed the need for a more ecumenically diverse group since the vast majority of speakers and attendees represented the Christian faith.

In the other three plenary sessions, conference attendees were asked to rate each of the speakers. Attendees were given a 5-point scale, with 1 representing the lowest ratings and 5 representing the highest, to rate the presenters. The tables below list each plenary session and provide the mean rating score of each of the presenters. Information regarding the usefulness of the session, how the information will advance welfare reform implementation efforts, and areas where additional discussion was necessary are also included.

<b>THE FAITH COMMUNITY AND WELFARE REFORM</b>				
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>			
	<b>Mark Chaves</b>	<b>Carol DeVita</b>	<b>Amy Sherman</b>	<b>Eric Bost</b>
Presenters were knowledgeable in the subject area presented	4.5 (36)	4.5 (33)	4.5 (32)	4.1 (35)
Presenters engaged the audience, leading to an interactive discussion	3.3 (29)	3.4 (28)	3.4 (27)	3.3 (28)
Content of presentation successfully met the attendees' needs	4.1 (36)	4.2 (34)	4.0 (32)	3.8 (35)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Statistics and research findings.
- Learning how faith-based organizations are using Charitable Choice and collaborating with state/local government.
- Current state/context of services provided by faith-based organizations.
- Strengths and limitations of congregations.
- Help to build bridges from research to action.
- Awareness/research can help dispel myths.
- How to reach out to communities.
- Information on how to target and approach faith-based organizations in the community.
- Recognition that the government cannot be all things to all people.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- More time for more in-depth discussion and dialogue.
- Implementation on Charitable Choice.
- More information on funding for Charitable Choice implementation.
- Information on Charitable Choice programs in rural areas.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Networking tool to get more information and support.
- Information to share with state and local government staff.
- Information to share with grantees.
- Information to share with faith-based community.
- Assist in developing Charitable Choice type collaborative.
- Supportive research data to assist in moving forward to implementation.
- Will seek out other congregations to find out what they are doing to address the issues of welfare reform.
- Will contact national/state/local government entities about opportunities to collaborate on programs.
- Places to refer grantees for sources of funding and technical assistance.
- Will implement surveys, demographic studies, and faith community training in budget, finance, management and communication policy.
- Critical development points for creation of language for both government and the faith community.
- Remove oneself from the “lifestyle enclave” mentality.

In addition, conference attendees suggested that there should have either been additional time for presentations and dialogue or fewer presentations in the allotted time. Other recommendations included the need for copies of overheads/presentations and Web site addresses.

<b>WELFARE REFORM AND FATHERHOOD INITIATIVES</b>			
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>		
	<b>Sharon Rowser</b>	<b>Uriel Johnson</b>	<b>Carlis Williams</b>
Presenters were knowledgeable in the subject area presented	4.7 (29)	4.5 (27)	4.7 (24)
Presenters engaged the audience, leading to an interactive discussion	3.4 (23)	3.4 (22)	3.4 (19)
Content of presentation successfully met the attendees' needs	3.9 (28)	3.9 (26)	4.1 (23)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Process information and data on fatherhood programs.
- Research and statistics.
- Resources and Web sites.
- Knowledgeable speakers.
- Recognition/awareness about the need for fatherhood services.
- Grassroots involvement in implementation of these programs.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- How to get churches involved in these programs.
- How to engage the noncustodial parent to participate in these programs.
- More specifics/details on each of the programs.
- More information on program content and design.
- More examples of faith-based fatherhood programs.
- Information for rural communities.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Developing components of fatherhood program.
- Facilitating discussions with the Head Start program for starting fatherhood program.
- Using Web sites provided to seek additional information.

In addition, conference attendees suggested that additional time be allotted for discussion and copies of presentation materials be provided.

<b>COMMUNITY DEVELOPMENT AND THE FAITH COMMUNITY</b>			
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>		
	<b>Harold Dean Trulear</b>	<b>Rev. Msg. Linder</b>	<b>Gregory Reed</b>
Presenters were knowledgeable in the subject area presented	4.6 (18)	4.7 (18)	3.3 (18)
Presenters engaged the audience, leading to an interactive discussion	4.0 (18)	4.0 (18)	3.0 (18)
Content of presentation successfully met the attendees' needs	4.5 (18)	4.4 (18)	2.7 (18)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Examples of how faith community has facilitated community development.
- Key elements of success for community development.
- New ideas.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- More concrete examples.
- More detailed discussion on presenters experiences in community development.
- Steps taken by organizations to accomplish community development.
- Budgets and financial information.
- Mechanisms for collaboration and decision-making.
- Discussion on how assessments for needs and priorities were met.
- Discussion on already existing resources of human capital.



Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Resource information to support during program development efforts.
- Transfer ideas and information to others.
- More prepared to initiate dialogue with faith communities.

In addition, conference attendees suggested that additional time be allotted for discussion.

### C. Evaluating the Panel Sessions

The conference attendees were asked to rate each of the panel speakers. Attendees were given a 5-point scale, with 1 representing the lowest ratings and 5 representing the highest, to rate the presenters. The tables below list each plenary session and provide the mean rating score of each of the presenters. Information regarding the usefulness of the session, how the information will advance welfare reform implementation efforts, and areas where additional discussion was necessary are also included.

<b>WELFARE REFORM AND CHARITABLE CHOICE: HOW TO INVOLVE THE FAITH COMMUNITY IN SOCIAL PROGRAMS</b>			
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>		
	<b>Mack Storrs</b>	<b>Stanley Carlson -Thies</b>	<b>Peter Dangerfield</b>
Presenters were knowledgeable in the subject area presented	4.5 (23)	4.5 (24)	4.6 (23)
Presenters engaged the audience, leading to an interactive discussion	2.8 (17)	3.0 (17)	2.9 (16)
Content of presentation successfully met the attendees' needs	3.7 (23)	4.2 (24)	3.7 (2)
The materials provided successfully met the attendees' needs	4.0 (23)	4.3 (24)	4.0 (23)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Information on Charitable Choice.
- Examples of setting up a church collaborative.
- Good basic description of TANF.

- Awareness of resources provided.
- Handouts/Materials.
- Availability of technical assistance.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- More detailed information on Charitable Choice.
- Steps necessary to get the faith community involved in Charitable Choice.
- How churches can take advantage of Charitable Choice.
- More real life examples of and experiences with Charitable Choice.
- What problems are faith-based organizations currently involved in Charitable Choice facing? How did they overcome difficulties?
- Conflict and growth possibility for the faith community.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Provide information learned to other state/local representatives.
- Provide information learned to faith community.
- Help with initiating collaboration among faith communities and state and Federal government.
- Ideas on how churches can collaborate with government.
- Resources/contacts for additional information.
- Help in working with Head Start programs who have the potential to collaborate with and perhaps subcontract to faith-based institutions.

In addition, conference attendees suggested that additional time be allotted for discussion and that the presentation on TANF funding would be more appropriately placed in the Federal Funding panel session.

<b>FUNDING FAITH BASED INITIATIVES</b>		
<b>WHAT IS A NOFA OR RFP? HOW DO I WRITE A WINNING PROPOSAL?</b>		
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>	
	<b>Paul Purnell</b>	<b>Nancy McGuinnes</b>
Presenters were knowledgeable in the subject area presented	4.8 (15)	4.8 (14)
Presenters engaged the audience, leading to an interactive discussion	4.5 (14)	4.4 (13)
Content of presentation successfully met the attendees' needs	4.5 (15)	4.2 (14)
The materials provided successfully met the attendees' needs	4.5 (15)	4.5 (14)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Material provided.
- Breakdown/tips on writing proposals.
- Information on Federal grant process.
- Importance of matching funds.
- New language/terminology.
- Who to select for Board of Directors.
- Web site addresses.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- Helping faith groups define objectives.
- More detailed/specific information on writing proposals.
- Hands-on session to help write a proposal.
- Hand out examples of winning proposals.
- Key words to use in proposal writing.

- The political realities and obstacles involved in RFP and NOFA processes.
- Indirect costs versus matching.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Provide information to faith-based community.
- Provide information to state network of faith groups.
- Enforced belief that my organization must continue to aggressively pursue grant awards from the Federal and state government.
- Will use resources provided to look for grants.

<b>WELFARE REFORM AND MALE INVOLVEMENT INITIATIVES FATHERHOOD STRATEGIES AND HOW TO FUND THEM</b>		
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>	
	<b>Wallace McLaughlin</b>	<b>Harold Brinkley</b>
Presenters were knowledgeable in the subject area presented	4.8 (28)	4.6 (26)
Presenters engaged the audience, leading to an interactive discussion	4.2 (27)	4.1 (25)
Content of presentation successfully met the attendees' needs	4.6 (28)	4.3 (25)
The materials provided successfully met the attendees' needs	4.5 (22)	4.2 (20)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Knowledgeable speakers.
- Ten strategies to implement a fatherhood program.
- Process to seek and secure funding.
- How to strengthen families through networking and collaboration.
- Importance of accountability.

- Need to set up separate 501(c)3 organization.

- Using the church as the pick-up and drop-off point for children.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- Information on various funding streams for fatherhood initiatives.
- More detailed program description.
- Steps to help unite families.
- Address issues surrounding incarcerated fathers.
- Information on HIV/AIDS services.
- Prevention information.
- Mentors.
- Advocacy.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Provided guidelines for developing a fatherhood program.
- Need to rethink how, what and where we need to go.
- Redirect collaborative efforts to include fatherhood issues.
- Will assess the needs of the population and examine what our organization is able to do to meet these needs.
- Start research process to identify fathers to be targeted for a fatherhood initiative.

In addition, conference attendees suggested that additional time be allotted for discussion.

<b>STATE AND LOCAL FUNDING SOURCES FOR FAITH-BASED INITIATIVES HOW TO ACCESS STATE AND LOCAL FUNDS AND BUILD COLLABORATIONS</b>				
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>			
	<b>Eric Bost</b>	<b>Phyllis Bennett</b>	<b>Thelma French</b>	<b>Mary Wood</b>
Presenters were knowledgeable in the subject area presented	4.3 (22)	4.3 (22)	4.5 (22)	4.4 (22)
Presenters engaged the audience, leading to an interactive discussion	3.8 (19)	3.8 (19)	4.2 (19)	4.1 (19)
Content of presentation successfully met the attendees' needs	3.9 (22)	3.9 (22)	4.2 (23)	3.1 (22)
The materials provided successfully met the attendees' needs	3.8 (16)	3.6 (21)	4.4 (21)	4.1 (17)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Identification of and information on types and resources of state and local funding sources available.
- Information on how to engage faith-based community in welfare reform.
- Importance of collaboration.
- Hearing state/local government perspective.
- Good examples and models.
- Importance of needs assessments.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- Specific written examples regarding suggestions for obtaining funds.
- Partnering at local level—with private organizations.
- Steps to take/suggestions if state/local government is not interested in developing a partnership with the faith-based community.
- More information on state/local government structure to determine who to initiate discussions with.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Assist in initiating Charitable Choice programs.
- Assist in knowing where to look to obtain grants for faith-based institutions.
- Assist in outreach efforts.
- Finding key players.
- Will attend local meetings regarding welfare reform and Charitable Choice.

In addition, conference attendees suggested that additional time be allotted for discussion.

<b>FOUNDATION FUNDING SOURCES FOR FAITH-BASED INITIATIVES HOW TO ACCESS FOUNDATION FUNDS</b>		
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>	
	<b>Roderick Jenkins</b>	<b>Sylvia Kinard</b>
Presenters were knowledgeable in the subject area presented	4.5 (13)	4.5 (14)
Presenters engaged the audience, leading to an interactive discussion	3.8 (11)	3.7 (12)
Content of presentation successfully met the attendees' needs	3.9 (12)	3.8 (13)
The materials provided successfully met the attendees' needs	3.8 (12)	4.0 (13)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Insight into the foundation world.
- More information on what foundations are looking for in a proposal.
- Information on the best chance to obtain foundation funding.
- Running faith-based organizations in a business-like manner.
- Reinforcement on foundation funding information.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- Additional proposal writing examples.
- How small faith-based organizations can access foundation dollars. Presentations were geared to large, administratively sophisticated faith-based organizations who do massive projects.
- Additional resource information on other major foundation funding possibilities around the country.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Strengthen knowledge base in discussing foundation funding for faith-based organizations.
- Helping to develop new programs that will help with welfare reform.
- Learning about matching funding to leverage additional dollars.

In addition, conference attendees suggested that additional time be allotted for discussion.

<b>FEDERAL FUNDING SOURCES FOR FAITH-BASED INITIATIVES HOW TO ACCESS FEDERAL FUNDS</b>					
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>				
	<b>Donald Sykes</b>	<b>Douglas Birnie</b>	<b>Dennis Liberman</b>	<b>Steve Yank</b>	<b>Dail Moore</b>
Presenters were knowledgeable in the subject area presented	4.5 (22)	4.6 (22)	4.5 (22)	4.5 (22)	4.5 (21)
Presenters engaged the audience, leading to an interactive discussion	4.4 (21)	4.6 (21)	4.5 (22)	4.5 (22)	4.4 (21)
Content of presentation successfully met the attendees' needs	4.1 (21)	4.2 (22)	4.1 (22)	4.2 (22)	4.1 (21)
The materials provided successfully met the attendees' needs	4.2 (21)	4.3 (21)	4.3 (20)	4.3 (21)	4.2 (20)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Knowledgeable staff.
- Good information on Federal funding sources.
- Strengthened awareness of Federal funding availability.



- Learning about HUD and transportation funding options.
- Collaboration of services.
- Contact information and Web sites.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- More written information/handouts on Federal funding sources.
- Needed ACF representative to speak about TANF funding.
- Best practices.
- Current collaboratives with social service organizations using Federal funds.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Will review and try to access potential Federal funding sources.
- Will guide faith-based organization to access information regarding funding resources.
- Will pass information on to proper individuals within organization that have Federal/state and community level contacts.

In addition, conference attendees suggested that additional time be allotted for discussion. There was also the suggestion to build one central Web site to act as a clearinghouse of funding information for nonprofit and faith-based organizations.

<b>THE FAITH COMMUNITY AND CHILD CARE</b>		
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>	
	<b>Diane Jones Wilson</b>	<b>Paul Dunn</b>
Presenters were knowledgeable in the subject area presented	5.0 (9)	5.0 (9)
Presenters engaged the audience, leading to an interactive discussion	5.0 (9)	4.9 (9)
Content of presentation successfully met the attendees' needs	5.0 (9)	5.0 (9)
The materials provided successfully met the attendees' needs	5.0 (9)	5.0 (8)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Expertise and excellent communication skills of both speakers.
- Information on child care regulations.
- Resources.
- New ideas.
- Questions and answers.

Attendees were also asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Will assist in developing own plan for child care program.
- Helpful in promoting collaboration.

<b>FAITH-BASED SUBSTANCE ABUSE AND MENTAL HEALTH PROGRAMS</b>		
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>	
	<b>Dr. Valeria Granger</b>	<b>Rev. Dr. Raymond Rivera</b>
Presenters were knowledgeable in the subject area presented	4.3 (9)	4.1 (9)
Presenters engaged the audience, leading to an interactive discussion	4.0 (9)	4.1 (9)
Content of presentation successfully met the attendees' needs	4.1 (9)	3.9 (9)
The materials provided successfully met the attendees' needs	4.0 (9)	3.8 (9)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Ideas on empowering the community.
- Enthusiastic sharing of experiences.
- How to integrate faith into service delivery.
- Informing authorities on faith-based mental health issues.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- More information on substance abuse and mental health treatment in the context of welfare reform.
- Charitable Choice and public funding of these programs.
- How to operate treatment programs.
- How to get clients to attend treatment programs.
- More detailed information on mental health aspect.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Starting point in developing treatment programs.
- To help plan how faith-based organization might establish a drug treatment component.

In addition, conference attendees suggested that additional time be allotted for discussion.

<b>FAITH-BASED JOB TRAINING PROGRAMS</b>			
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>		
	<b>Sister Rosarine Gonzales</b>	<b>Rev. Donald Roberts</b>	<b>Rev. Skip Long</b>
Presenters were knowledgeable in the subject area presented	4.4 (19)	4.7 (19)	4.7 (18)
Presenters engaged the audience, leading to an interactive discussion	4.0 (18)	4.6 (18)	4.6 (18)
Content of presentation successfully met the attendees' needs	4.1 (19)	4.6 (19)	4.5 (19)
The materials provided successfully met the attendees' needs	4.0 (18)	4.4 (18)	4.4 (18)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Resource information.
- Detailed program descriptions.

- Information on the Jobs Partnership and Good Will Industries.
- Statistics on achievements.
- Sharing of job training ideas and models.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- How to get funding for educational components.
- How to engage faith community in TANF and WtW initiatives.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Raised awareness of possible resources in my community.
- Ideas of types of programs which faith-based organizations can be involved.
- Assist in developing job training programs.

In addition, conference attendees suggested that additional time be allotted for discussion.

<b>THE FAITH COMMUNITY AND COMMUNITY ECONOMIC DEVELOPMENT</b>		
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>	
	<b>El-Rhonda Williams Alston</b>	<b>Rosalyn Thigpen</b>
Presenters were knowledgeable in the subject area presented	4.7 (25)	4.7 (23)
Presenters engaged the audience, leading to an interactive discussion	4.4 (25)	4.3 (24)
Content of presentation successfully met the attendees' needs	4.5 (25)	4.3 (24)
The materials provided successfully met the attendees' needs	4.4 (24)	4.0 (23)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Knowledgeable presenters.
- Detailed information on NJ faith-based initiatives.

- Hearing the state perspective regarding the success of developing partnerships with the faith-based community.
- The need for collaboration and partnership to achieve goals.
- Winners attitude.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- More examples of community economic development initiatives.
- More information on how they started the process.
- Information on how to create collaborations with other faith-based or community-based organizations.
- Information on how to fund this kind of initiative in the absence of state/local government funding.
- Development of investment boards and how they interact with these boards.
- More information on working with community development corporations.
- How many people were involved in making the NJ faith-based initiative/collaborative work.
- What help is offered to faith-based organizations that fail the first time in running a program.
- More handout materials.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Will follow-up with NJ contacts.
- Will share information with church leadership.
- Helpful in collaborating with faith-based organizations.
- Will be helpful while working on planning grant.
- Demonstrated the need to lobby state/local government about funding opportunities.

In addition, conference attendees suggested that additional time be allotted for discussion. Attendees also stated that they would have liked to hear the perspective of a faith-based organization implementing community economic development initiatives as well as information on what other states are doing.

<b>FAITH-BASED MENTORING PROGRAMS</b>		
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>	
	<b>Dr. Micheline Ridley Mason</b>	<b>Michael Evans</b>
Presenters were knowledgeable in the subject area presented	4.2 (20)	4.9 (19)
Presenters engaged the audience, leading to an interactive discussion	3.8 (19)	4.5 (19)
Content of presentation successfully met the attendees' needs	3.6 (20)	4.7 (19)
The materials provided successfully met the attendees' needs	3.8 (20)	4.9 (20)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Descriptions of implementation of mentoring programs.
- The 'how to' descriptions regarding how congregations can help welfare recipients via mentoring.
- The philosophy and positive attitude behind FaithWORKS.
- Hand-outs and resources.

Attendees were also asked to describe what issues they would have liked to have greater discussion about during the conference. Issues mentioned include:

- More specifics on how to create a mentoring program.
- Best practices and what works.
- Funding mentoring programs.
- Training manual.

Finally, attendees were asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Will enable our group to implement an effective mentoring program to assist welfare recipients transition from welfare to work.
- Will assist in engaging pastors of faith communities who were not able to attend the conference.

In addition, conference attendees suggested that additional time be allotted for discussion.

<b>FAITH-BASED TRANSPORTATION PROGRAMS</b>		
<b>STATEMENTS RATED</b>	<b>PRESENTERS' MEAN RATING SCORES (NUMBER OF SURVEYS)</b>	
	<b>Rev. John Hughes</b>	<b>Dr. Rosalyn Simon</b>
Presenters were knowledgeable in the subject area presented	5.0 (7)	5.0 (7)
Presenters engaged the audience, leading to an interactive discussion	4.7 (7)	4.7 (7)
Content of presentation successfully met the attendees' needs	4.9 (7)	4.9 (7)
The materials provided successfully met the attendees' needs	4.6 (7)	4.9 (7)

Attendees were asked to describe what they found most useful about attending this conference. Benefits stated include:

- Transportation models/examples.
- Need for collaboration and partnership.
- Information on the critical need to address transportation as a barrier to employment and self-sufficiency.

Attendees were also asked how the information received at this conference would assist them in moving forward with welfare reform implementation efforts. Attendees responded with the following:

- Start working on collaborating and partnerships.
- Assist in developing and getting transportation program off the ground.
- Provided practical transportation models which can be used across the country.

In addition, conference attendees suggested that additional time be allotted for discussion.





**APPENDIX A:  
CONFERENCE AGENDA**



**APPENDIX A:  
CONFERENCE AGENDA**

**Welfare Reform & The Faith Community  
Building New Partnerships**

New Orleans, Louisiana  
November 16–17, 1999

**Tuesday, November 16, 1999**

<b>Continental Breakfast</b>	8:00 a.m. - 9:00 a.m.
<b>Welcome Session</b>	9:00 a.m. - 10:30 a.m.

**Moderator**

Leon McCowan  
West Central Hub Director  
Administration for Children and Families  
U. S. Department of Health and Human Services

Alvin C. Collins  
Director, Office of Family Assistance  
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Ulonda Shamwell  
Associate Administrator, Women, Children and Families Team  
Substance Abuse and Mental Health Services Administration (SAMHSA)  
U. S. Department of Health and Human Services

The Honorable Marc H. Morial  
Mayor, New Orleans, Louisiana

Gwendolyn Hamilton  
Secretary, Louisiana Department of Human Services

Stanley Carlson-Thies  
Senior Fellow, Center for Public Justice  
Annapolis, Maryland

**Keynote Address**

Rev. Dr. Kevin Cosby  
St. Stephens Baptist Church  
Louisville, Kentucky

**Break**

10:30 a.m. - 10:40 a.m.

**Six Concurrent Sessions**

10:40 a.m - 12:00 p.m.

These sessions will discuss ways to involve the faith community in social programs and fatherhood initiatives, as well as to provide user-friendly instructions on how to access Federal, State, local and foundation funding for faith-based programs. The topics include:

**Welfare Reform and Charitable Choice: How to Involve the Faith Community in Social Programs**

Mack Storrs, U.S. Department of Health and Human Services, Administration for Children and Families, Office of Family Assistance, Washington, DC  
Stanley Carlson-Thies, Center for Public Justice, Annapolis, Maryland  
Peter Dangerfield, Total Community Action, New Orleans, Louisiana

**Funding Faith-Based Initiatives: What is a NOFA or RFP? How Do I Write a Winning Proposal?**

Paul Purnell, Technical Assistance and Training, AFYA, Inc. Takoma Park, Maryland  
Nancy McGuinness, U. S. Department of Health and Human Services, Administration for Children and Families, Office of Financial Services, Division of Grant Policy, Washington, DC

**Welfare Reform and Male Involvement Initiatives: Fatherhood Strategies and How to Fund Them**

Wallace McLaughlin, Ph.D. Fathers Resource Center Indianapolis, Indiana  
Harold Brinkley, Director, Community Programs, National Center for Strategic Nonprofit Planning and Community Leadership, Washington, DC

**State and Local Funding Sources for Faith Based Initiatives: How to Access State and Local Funds and Build Collaborations.**

Eric Bost, Texas Department of Human Services  
Phyllis Bennett, State of Pennsylvania  
Thelma French, City of New Orleans  
Mary Wood, City of Chicago

**Foundation Funding Sources for Faith-Based Initiative: How to Access Foundation Funds**

Roderick Jenkins, New York Community Trust, New York, New York  
Sylvia Kinard, SEEDCO New York, New York

**Federal Funding Sources for Faith-Based Initiatives: How to Access Federal Funds**

Dail Moore, U. S. Department of Health and Human Services, Administration for Children and Families, Office of Child Support Enforcement  
Donald Sykes, U. S. Department of Health and Human Services, Administration for Children and Families, Office of Community Services,  
Douglas Birnie, Department of Transportation, Federal Transit Administration  
Dennis Lieberman, Department of Labor, Welfare-to-Work Program  
Steve Yank, Department of Housing and Urban Development, Office of Policy Development

**Conference Luncheon**

12:00 a.m. - 1:30 p.m.

**Introduction**

Alvin C. Collins  
Office of Family Assistance

**Keynote Address**

Judge David Gray Ross  
Office of Child Support Enforcement  
Washington, DC

Reverend Eugene Rivers  
Azusa Christian Community  
Boston, Massachusetts

**Plenary Panel**

1:30 p.m. - 2:45 p.m.

*The Faith Community And Welfare Reform*

**Moderator**

Mack Storrs  
Office of Family Assistance

**Presenters**

Eric Bost  
Texas Department of Human Services

Mark Chaves  
University of Arizona

Carol Devita  
Urban Institute

Amy Sherman  
The Manhattan Institute

**Break**

2:45 p.m. - 3:00 p.m.

**Six Concurrent Sessions** *(repeated)*

3:00 p.m. - 4:45 p.m.

## Wednesday, November 17, 1999

**Continental Breakfast** 7:30 a.m. - 8:30 a.m.

**Plenary Panel** 8:30 a.m. - 9:45 a.m.

### *Welfare Reform and Fatherhood Initiatives*

#### **Moderator**

Alvin C. Collins  
Office of Family Assistance

#### **Presenters**

Sharon Rowser  
Manpower Demonstration Research Corporation  
San Francisco, California

Uriel Johnson  
Director of Site Development  
National Center for Strategic Nonprofit Planning and Community Leadership (NPCL)  
Washington, DC

Carlis Williams  
Executive Assistant to Governor O'Bannon  
Indiana

**Break** 9:45 a.m. - 10:00 a.m.

**Six Concurrent Sessions** 10:00 a.m. - 11:30 a.m.

These sessions will discuss existing faith-based strategies that show promise in helping welfare recipients overcome barriers in transitioning from welfare to work. These strategies include using support systems such as childcare, substance abuse and mental health programs, job training, and transportation programs; rebuilding depressed communities through economic development; and increasing job stability by mentoring the disadvantaged and low-income clients. The topics include:

#### **The Faith Community and Child Care**

**Diana Jones Wilson, North Carolina**  
Rural Economic Development Center  
Raleigh, North Carolina  
**Paul Dunn, Harlem Congregation for  
Community Improvement**  
New York, New York

#### **The Faith Community and Community Economic Development**

**El-Rhonda Williams Alston, Esquire**  
New Jersey Faith Based Development  
Initiative  
**Rosalyn Thigpen, Work First New Jersey  
Communication & Outreach,**  
NJ Department of Human Services

*Six Concurrent Sessions (cont.)*

**Faith-Based Substance Abuse and Mental Health Programs**

Dr. Valeria Granger  
Congregational Wellness Services  
New Orleans, Louisiana  
Rev. Dr. Raymond Rivera  
Latino Pastoral Action Center  
Bronx, New York

**Faith-Based Job Training Programs**

Sister Rosarine Gonzales, Progressive  
Education Program, New Iberia, Louisiana  
Rev. Donald Roberts, Goodwill Industries  
Sarasota, Florida  
Rev. Skip Long, The Jobs Partnership  
Raleigh, North Carolina

**Faith Based Mentoring Programs**

Dr. Micheline Ridley mason, Project Jubilee  
Durham, NC  
Michael Evans, Faith-Works  
Redding, California

**Faith-Based Transportation Programs**

Rev. John Hughes, MSW  
United Methodist Urban Ministry  
San Diego, California  
Rosalyn M. Simon, PhD  
Simon & Simon Research Associates  
Elkridge, Maryland

**Lunch on your own**

11:30 a.m. - 1:00 p.m.

**Plenary Session**

1:00 p.m. - 2:15 p.m.

*Community Development and The Faith Community*

**Presenters**

Harold Dean Trulear, PhD  
Public Private Ventures  
Philadelphia, Pennsylvania

Rev. Msg. William Linder  
New Community Corporation  
Newark, New Jersey

**Keynote Address**

Gregory J. Reed, Esq.  
“Economic Empowerment Through The Church”

**Moderator**

Lois Bell  
Administration for Children and Families  
Office of Family Assistance

**Break**

2:15 p.m. - 2:30 p.m.

**Six Concurrent Sessions (repeated)**

2:30 p.m. - 4:00 p.m.





**APPENDIX B:**  
**QUESTIONS AND ANSWERS**



## **APPENDIX B: QUESTIONS AND ANSWERS**

### **Welfare Reform and Charitable Choice—How to Involve the Faith Community in Social Programs**

- Q: I have been hired by a nonprofit to work with interfaith groups. Is that what Charitable Choice means?
- A: To require a nonprofit to work with interfaith-based groups is not Charitable Choice. Most faith based organizations are not even involved in these groups.
- Q: How is the phone line for TCA being supported?
- A: Prerecorded messages are paid for by DHHS.
- Q: Is the Federal government giving any information to States on Charitable Choice?
- A: Conferences such as these are being held but the Federal government cannot tell states how to operate these programs.

### **Welfare Reform and Male Involvement Initiatives: Fatherhood Strategies and How to Fund Them**

- Q: What do you do about fathers with prison records? How do you get them jobs?
- A: Need to identify employers who are willing to work with and train men with prison records.
- Q: How do you go about getting fathers to participate in these programs?
- A: It takes hard work to get them involved and stay involved. You need to both motivate them and reward them.
- Q: What do you do with the fathers that want to be responsible but have problems that are astronomical?
- A: Develop relationships with key players in child support and judicial fields, who can assist when you are advocating for fathers.

### **State and Local Funding Sources for Faith-Based Initiatives: How to Access State and Local Funds and Build Collaborations**

- Q: In the state of New Jersey, outreach to faith-based organizations has only been able to reach the traditional religious groups (i.e., Christians, Jews, and Muslims) for the most part. Have you been able to effectively outreach to other religious groups?
- A: In the state of Pennsylvania, every religious denomination is invited to our conference. Also use public education to distribute information. If certain groups do not come to you, then you must go to them. Often these groups have not heard of your services and will react openly and warmly if you approach them directly.

Q: Do faith-based organizations feel that there are barriers to their participation due to the reporting requirements asked of them?

A: The state of Pennsylvania has assigned monitors that go out to churches to offer assistance in this area.

The city of Chicago encourages faith-based organizations to first apply for Community Block Grants, which have more flexibility in reporting requirements than TANF and WtW grants.

Q: Rev. Cosby mentioned that before welfare reform, for-profit providers kept 70 cents of every \$1 and only provided 30 cents per dollar to services for the client. Has this changed now that the faith-based community has gotten involved?

A: Yes, administration costs are far less since faith-based organizations have volunteers and less overhead (i.e., no rent).

### **Foundation Funding Sources for Faith-Based Initiatives: How to Access Foundation Funds**

Q: Why do Foundations traditionally focus on larger organizations rather than smaller, independent programs?

A: To a foundation, many small grants make less fiscal sense than a large program with an umbrella group.

Q: What are the key tips for obtaining resources from national foundations?

A: Have a good business plan and document how the program will be supported.

Q: What is the primary reason that a foundation rejects a request for funds?

A: The primary reason is that the proposal is not well prepared. The proposal must be able to prove that the product will be delivered. Other reasons include duplicative proposals or services and requests that do not apply to the correct source.

Q: How do you obtain support from an established board?

A: Develop a 501(c)3 legal nonprofit and develop a board of community leaders. This will address the issues of objectivity and accountability.

Q: How do you match funding?

A: Leverage the money that you already have. Use as up-front money.

Q: Where do you go to get started?

A: United Way can provide guidance in writing proposals and developing services.

Q: Do foundations give grants to groups they have previously funded?

A: Yes.

Q: Do you expect outcome studies?

A: Yes.

- Q: Can a faith-based organization receive funding for forming a 501(c)3?  
A: No. Use a pro-bono lawyer for this service.

### **Federal Funding Sources for Faith-Based Initiatives: How to Access Federal Funds**

- Q: Is there a guarantee regarding job placement?  
A: The Office of Community Services provides grants to businesses that create jobs so that people can be employed.
- Q: What would transportation program look like in a small rural community for a faith-based organization?  
A: A rural transportation program could be developed in a variety of ways. A few examples include the following: (a) refurbished old auto for a 'Rides' program, (b) guaranteed ride home program, or (c) ridesharing program.
- Q: What are the eligibility requirements for OCS discretionary programs?  
A: Refer to the specific program announcements and the OCS 'Green Book' to determine eligibility requirements.
- Q: Do applicants for HUD funds receive direct funding?  
A: Several of the HUD programs provide direct funding. In fact, the Community Empowerment Fund includes up to \$7.5 million in direct grants for a WtW Targeted Job Creation Initiative. Others examples are listed on HUD's Web site at [www.hud.gov](http://www.hud.gov).

### **The Faith Community and Child Care**

- Q: Is there any way to identify child care providers in a community?  
A: In New York City, the Department of Health maintains a listing of day care centers. The Harlem Congregation for Community Improvement has reached out to network with these centers.

### **Faith-Based Substance Abuse and Mental Health Programs**

- Q: Do you use assessment tools?  
A: Yes, use tools developed by other states in order to develop/design a program for specific churches.
- Q: Who diagnoses their illnesses?  
A: Nurses diagnose illnesses and than make referrals. Nurses function as health educators and counselors.
- Q: Has the Latino Pastoral Action Center received public funding?

A: The majority of funding (90%) is from foundations but we have also received Federal funding. No state dollars have received since the state of NY does not buy into Charitable Choice.

### **The Faith Community and Community Economic Development**

Q: How does the government interface to get these funds to the community?

A: TANF funding comes through NJ DHS and is directed down to the counties. WtW funding comes from DOL and is directed through the Workforce Investment Boards (WIBS). Faith-based organizations should get included in advisory boards regarding welfare reform and educate yourselves on state welfare plans.

Q: What are some examples of economic development?

A: Economic development includes microenterprise initiatives such as funding culinary programs and cafes. Faith-based organizations need to work with the economic development authority and minority business administration.

Q: What economic development strategies are used in more rural areas?

A: Resources and strategies for designing rural economic development strategies include:

- National Rural Development Partnership at <http://www.rurdev.usda/nrdp>.
- Office of Community services at <http://www.acf.dhhs.gov/programs/ocs> or contact Mr. Nolan Lewis at 202-401-5282
- Welfare Peer Technical Assistance at <http://www.calib.com/peerta>. The Welfare Peer TA hosted an event in September of 1999 on rural development partnership strategies including information on economic development, transportation, childcare, and housing strategies. A copy of the report is on the above-mentioned Web site.
- View the available funds on the Catalog of Federal Domestic Assistance at <http://www.cfda.gov>.
- Look at partnering with local community development corporations (CDCs)

Q: If a faith-based organization already has an affiliated 501(c)3, should they form another to obtain TANF funding?

A: No, the previously established 501(c)3 will work fine. Faith-based organizations are not encouraged to form separate 501(c)3 organizations solely for obtaining additional funding.

Q: There is a literacy mismatch between skill level of TANF clients and the job market. Is NJ using the church to build literacy skills?

A: Yes, New Jersey is funding job readiness skill development and traditional tutorial programs. NJ DHS is moving away from the idea of emphasizing just obtaining a GED and trying to get clients to obtain a full high school degree and move on to higher education. New Jersey also has an aggressive partnership with faith-based organizations for preschool education. Literacy programs are being developed in collaboration with the Department of Education and Literacy volunteers.

### **Faith-Based Transportation Programs**

- Q: How did the United Methodist Urban Ministry obtain insurance for their vans? Where is van hub?
- A: The insurance has been initially funded through a DOL competitive grant. The van hub is located at the church site.
- Q: How can faith-based organizations get buy-in from the local PIC/WIB?
- A: Faith-based organizations need to participate in the planning process and develop relationships with local organizations. It is important for groups with WtW competitive grants to work closely with formula grantees.
- Q: The Alamo WDB in San Antonio TX has a pilot transportation project, the Faith-Based Garage, which repairs donated cars. The clients go through money management training before purchasing one of the repaired cars. What other services would you suggest for this project?
- A: The WDB could also include a program where clients take a class in simple car repair and maintenance.





**APPENDIX C:  
CONFERENCE SPEAKER LIST**



**APPENDIX C:  
CONFERENCE SPEAKER LIST**

**Welfare Reform and the Faith Community National Conference  
November 16–17, 1999  
New Orleans, Louisiana**

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