



**national
healthy marriage
resource center**

**“Staying within the Boundaries, Understanding the
Federal Faith-Based Guidelines ”**

National Healthy Marriage Resource Center Webinar Training
June 20, 2007 ♦ 12:30pm-2pm (EDT)

PRESENTERS:

- **Patrick Patterson**, National Healthy Marriage Resource Center
- **Robin McDonald**, Office of Family Assistance (OFA) – Washington, DC
- **Shawn Pinkston**, The Marriage Works – Sewickley, PA
- **Erik Carlton**, Bluegrass Healthy Marriage Initiative – Lexington, KY



**national
healthy marriage
resource center**

Learning Objective

Webinar attendees will:

- **Develop a better understanding of the faith-based regulations, how they apply to programmatic activities and strategies to ensure their faith-based partners are supported and comply with the regulations.**

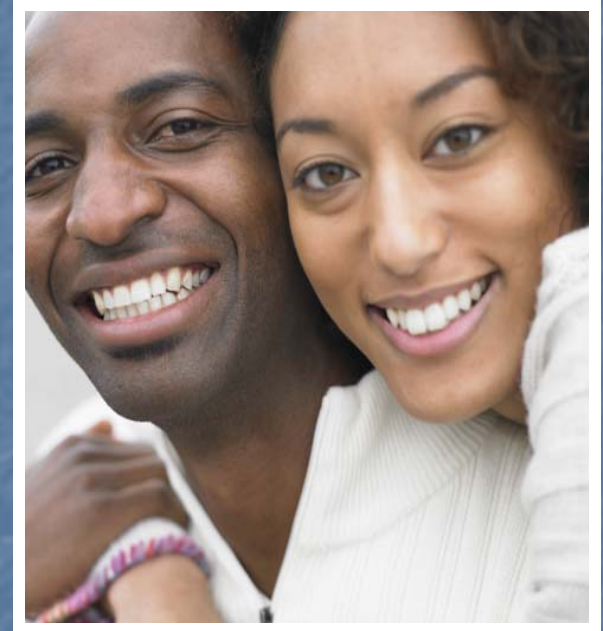


**national
healthy marriage
resource center**

For Starters...

- **For years many faith based organizations have successfully maintained their identity and operated faith based regulation compliant Federally funded programs**
- **All inherently religious or faith based activities must be separated by time and/or space**
- **Programs cannot turn any participant away on the basis of their spiritual beliefs**
- **Faith-based organizations do not have to remove religious wording, icons or symbols from their facilities**

Partnering with Integrity: Equal Treatment for Faith-Based Organizations



Robin Y. McDonald, Esq.
Administration for Children and Families
Office of Family Assistance

General Overview

- An overview of the regulations 45 CFR Part 87.1 that govern discretionary grants on equal treatment for faith-based organizations.
- OFA perspective based on guidance for our programs. If you have questions relating to your own program, you should follow up with your Federal Project Officer.

45 Code of Federal Regulations (CFR) Part 87

1. Equal Treatment of Faith-Based Organizations
2. Nondiscrimination Against Religious Organizations
 - Religious organizations are just as eligible for Federal funds as secular organizations
 - Religious organizations that receive Federal funds may NOT limit their services exclusively to religious target populations

45 CFR Part 87 Continued

3. No Use of Direct Funding for Inherently Religious Activities

- **Direct funding** – funds awarded directly to a grantee who, in turn, provides services
- **Separate and Distinct Programs**

Any inherently religious activities must be **voluntary**, **privately-funded**, and **separate in time or location** from directly-funded program

- What are examples of “inherently religious activities”?
 - ✓ Religious worship
 - ✓ Religious instruction
 - ✓ Religious proselytizing

45 CFR Part 87 Continued

4. Freedom of Grant Recipients to Maintain Their Religious Character

Faith-based organizations that receive ACF support MAY:

- continue to carry out their religious activities
- keep religious signs or symbols in their facilities
- continue to select their board members (including members of the clergy) and otherwise govern themselves on a religious basis
- offer voluntary religious activities to program participants—keep in mind that no “direct” Federal support can be used for religious activities and these activities must be separate in time or location from Federally supported activities and voluntary for program participants

45 CFR Part 87 Continued

5. Employment Discrimination by Organizations Receiving HHS Funds

6. No Discrimination by Grantees Against Program Beneficiaries

Prospective or active program participants:

- Must not be treated differently because of their religion or religious beliefs (or lack thereof)
- Must be permitted to freely express their views and exercise their right to religious freedom
- Must be informed that participation in inherently religious activities is voluntary, and that their choice whether or not to participate will not affect the quality of the service they receive

45 CFR Part 87 Continued

7. Assurances and Oversight

- Use of funds restrictions or program requirements apply equally to religious and non-religious organizations
- Grantees are required to provide assurances that Federal funds or property will not be used for inherently religious activities
- ACF/OFA has broad oversight authority to ensure grantee compliance with program requirements

45 CFR Part 87 Continued

8. Effect on Grantee Matching Funds and Commingling

- Part 87 regulations apply to matching funds whether commingled or segregated
- Part 87 regulations DO NOT apply to excess non-matching funds that are segregated

Grantee Compliance Monitoring for Contractors and Partnering Organizations 45 CFR Part 74.51

- Details grantees' responsibility for managing and monitoring each aspect of the project supported by the award.
- Make certain that all staff, partners, contractors, volunteers (including mentors), and participants are aware of rights and responsibilities related to Part 87.

Be Encouraged!

**If all this sounds complicated,
remember that thousands of faith-
based organizations have
successfully partnered with the
Federal Government!**

For Further Information:

- ✓ Department of Health and Human Services:
<http://www.hhs.gov/fbci/regs.html>
- ✓ 45 CFR Part 87: Equal Treatment for Faith Based Organizations (45 CFR 87):
<http://www.os.dhhs.gov/fbci/waisgate21.pdf>
- ✓ 45 CFR Part 74.51
- ✓ Guidance from the White House Office of Faith-Based and Community Initiatives:
<http://www.whitehouse.gov/government/fbci/guidance/index.html>

MARRIAGE WORKS

“...for better”



FAITH-BASED ORGANIZATION INVOLVEMENT

- **Coalition Participants**
 - CUBM
 - Family Guidance
 - National Fatherhood Initiative
- **Origin of Coalition**
 - Met two years prior
 - Met monthly to decide fiduciary agency
 - Seek a lead evaluation
- **Consensus on Mission**
 - Agreed to serve an underserved target population
 - Acknowledge together to partner with local places of worship

AVAILABILITY OF PROVIDING MARRIAGE EDUCATION CLASSES

- Why We Selected Places of Worship
 - A better place to collaborate
 - Familiarity
 - Place for Marriage
 - Recruitment/Retention
 - Mentors and couples available inside churches
 - Responsible person at church (senior pastor, rev., coordinators)
 - Pastor has relationships with congregation and a pulse on the community

MAINTAINING ADHERENCE TO GUIDELINES

- **Contact your Federal Project Officer**
- **Ask for technical assistance**
 - Recruitment materials-Web sites, brochures, flyers etc.
 - Call and ask another faith-based grantee, view materials, recruitment strategies, policies and procedures faith-based guidelines
- **Site visits**
 - Let someone outside the organization view your services being provided
 - Ask if guidelines are being followed in regards to the federal guidelines
 - Make the changes to comply with federal guidelines
- **Facilitators/Coordinators/Directors-Important Staff**
 - Place Federal Guidelines in their hands-"required reading"
 - Do they understand the do's and don'ts
 - Lead with understanding-marriage education, mentoring, celebration event
- **Develop a protocol for delivery of services**
 - All services are "completely voluntary"-any couple in your service area can participate
 - Participants understand their "options"
 - Relocate any activities that may violate federal guidelines

MAINTAINING ADHERENCE TO GUIDELINES

- **Stipend or Paid Personnel**
 - Facilitators/Coordinators are not to cite references from any inclusive faith beliefs
 - Stipend personnel or paid staff in delivery of services should not initiate or refer to religious beliefs while facilitating
 - Facilitators may respond from comments or questions initiated from class participants
- **Facilitators/Coordinators are trained to keep control of the class**
 - Keeping conversation on topics of discussion or return to topic of class
 - Guide participants back to curriculum
 - Monitor the group
 - Additional references or information can be discussed after class

PARTNERING WITH FAITH-BASED ORGANIZATIONS

- Partnering With Organizations
 - Contact the site, and meet with key personnel-”gate-keepers” of the organizations
 - Explain your program or project in detail
 - Faith-based organization, curriculum used, topics covered, marriage education, times and length of classes
 - Discuss and share a copy of the “Faith-based Guidelines”, with leadership
 - Share results of other successful sites completing marriage education classes
 - New grantees get leadership to agree with the “NEED” of services you will provide, at minimal or no cost
 - Sustainability-memorandum of understanding- their responsibilities
 - Promote the Benefits of Marriage Education

SUMMARY

MARRIAGE WORKS

5877 Commerce Street

Pittsburgh, PA 15206

(412) 325-0602

www.cubm@org

www.familyguidance.net

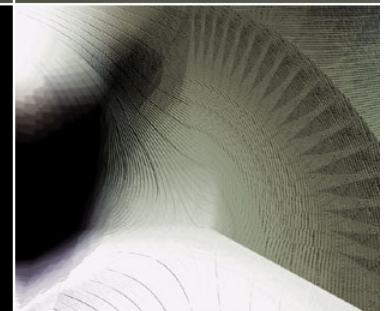
www.themarriageworks@cubm.org

Contact: Shawn Pinkston, Project Director



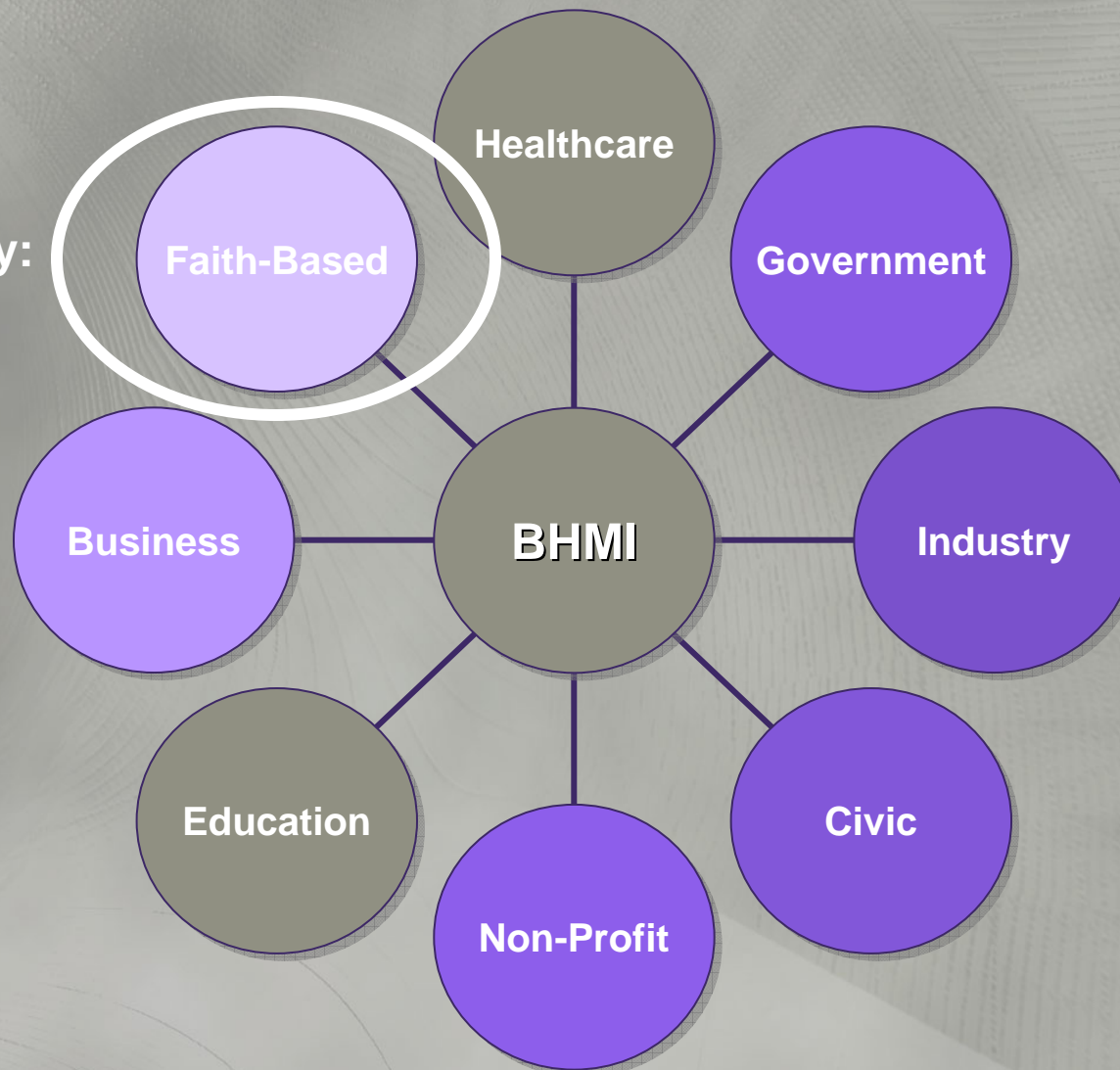
Successful Faith-Based Partnerships: Notes from the Field

Erik L. Carlton, MS
Project Director
Bluegrass Healthy Marriage Initiative
Lexington, KY



Cross-Sector Approach

Focus for Today:



Identify & Develop Partners

- Who do you need to work with?
 - Referrals from community or faith leaders
 - Ministerial associations
- Invite them out, involve them
- Formal & informal meetings
- Materials & information
- Establish common ground, common tongue

Shepherds v. Sheep Herders

- Respect & understand the power and importance of stewardship
 - The sheep follow the voice of the shepherd
- Identify & work with other faith leaders
 - Family life ministers
 - Lay leaders & congregation members

Know Well Your Message

- What is your program about?
 - Think elevator speech
- What does it involve?
- How does it translate for the faith community?

Clear Boundaries & Expectations

o Think & Talk “Win-Win”

- What do you have to offer? How does your work benefit them or support what they are currently doing?
- What do you want in return?
- How will it all work?

o Informed decision making: Clarity and transparency

- “Not inherently religious...”

Ensuring Compliance

- **Clear expectations from the outset**
 - Partners know we cannot provide faith-oriented or faith-infused training
- **Opportunity to review curricula materials**
- **Centralized group of non-faith-based providers**
 - Qualified, proven providers
 - Respectful of faith sensitivity
 - Operate under a sub-contract which delineates faith boundaries, among others

Lessons Learned

- Common ground, common tongue
- Clarity & transparency
 - Expectations & limitations
 - Information & materials
- Fish or cut bait
- Centralization

Thoughts from a Faith Leader

- A strong sense of partnership
- Initial questions & concerns
- “Are there going to be any difficulties in maintaining our uniqueness as an organization?”
- Concern & sensitivity displayed towards our particular viewpoints
- A lot of mutual respect

Factors & Characteristics of Successful Collaborations

Defining Factors:

People Relationships Vision & Values Foundation

Defining Characteristics:

1. Communication
2. Clarity
3. Conflict Resolution
4. Resilience
5. Flexibility & Change
6. Power & Control
7. Balance
8. Commitment & Teamwork
9. Expectations & Optimism
10. Action & Momentum

Successful
Outcomes

+

-

Unsuccessful
Outcomes

Contact Information

Erik L. Carlton, MS

Project Director

Bluegrass Healthy Marriage Initiative

149 Washington Avenue

Lexington, KY 40506-0060

P: 859.257.7734

erik.carlton@uky.edu

www.ca.uky.edu/healthymarriage



**national
healthy marriage
resource center**

Take Away Points

- **Involving faith community members or faith based organizations in your marriage education service delivery can help build trust and enhance your program's approach and appeal to the community.**
- **Involving faith community members or faith based organizations in your marriage education service delivery that have a negative or questionable community reputation can reduce your programs effectiveness and appeal to the community.**
- **Programs should identify what characteristics they seek in a faith based partner (i.e. community reputation, commitment to marriage) before engaging or agreeing to partner.**



**national
healthy marriage
resource center**

Take Away Points

- **Before collaborating or partnering, programs should review and provide faith based guidelines to ensure that interested faith based partners understand the Federal faith based regulations.**
- **When in doubt or for questions regarding the faith based regulations, please contact your Federal Project Officer (FPO).**
- **To ensure compliance with the faith based regulations, programs should orient all new staff and volunteers, routinely monitor, and provide “in-service” trainings for staff and volunteers.**