

Building on Faith
Tools to Fund Faith-Based & Community Programs
June 21, 2002
Brooklyn, New York

Welcome

- Joan Gabbidon, Senior Deputy D.A., Juvenile Crimes Division, Kings County D.A. Office

Greetings

- Charles J. Hynes, Kings County District Attorney

Mr. Hynes thanked the Department of Labor and the Department of Health and Human Services for helping to sponsor this conference. He explained that Youth and Congregations in Partnership (YCP) was formed five years ago by the Brooklyn DA's office. The program was envisioned as a way of saving children with the cooperation and support of the faith-based community who could provide a safe and positive setting for youth.

When the D.A.'s office initially sought the support of Brooklyn churches, mosques and synagogues they got thirteen congregations interested. That number has now increased to sixty. They have had 3,500 youths go through the one year mentoring program with many academic and vocational achievements.

Mr. Hynes said that the real test will be to keep them out of jail. He explained that building more facilities does not solve things nor does releasing offenders without a job or housing. When they hear about this program some have asked how a prosecutor can be involved? His response is "How can a prosecutor not get involved?" Mr. Hynes concluded by saying that the importance of the day's program is not to leave knowing how to write grants but to learn how to save just one child.

Remarks

- Marilyn K. Shea, Regional Administrator, Region 1 NY, Employment and Training Administration, U.S. Department of Labor

Ms. Shea said that DOL has been involved in President Bush's initiative project for over a year. Howard Knoll, who recently started their faith-based involvement, learned about the YCP program and set up a meeting with them. She explained that this conference evolved from that meeting and she added, "This is the beginning of what we can do together."

Ms. Shea said that the faith-based community is in the business of transforming lives and DOL may have some resources that will help them do this. She hoped that at today's conference they would get a snapshot of what's available. She went on to say that the participants would hear about best practices, get a brief explanation of federal procurement and learn about better

management practices and systems. She summed up by stating that she hoped that they would, "Learn about us and work with us in a resourceful way."

Remarks

- Mary Ann Higgins, Northeast Hub Director, Administration for Children and Families, U.S. Department of Health and Human Services

Ms. Higgins began by saying that Bobby Polito who works at HHS had been instrumental in setting up the connection between what HHS does and the faith-based community that administers to people who need help. She explained that if you look back into New York City history the faith-based community has always been involved in children's needs. They have also been active in refugee resettlement and in Head Start programs, which were first started in church basements.

Ms. Higgins said that when the Welfare Reform Law was passed six years ago the Charitable Choice provision became part of the TANF program. On March 7, 2000 ACF sponsored a faith-based conference in Brooklyn with the Rev. Cheryl Anthony having a prominent role. One of Secretary Thompson's first initiatives was to ask us to see what prevented some faith-based providers from knowing about and participating in Federal programs. With input from HHS and other agencies President Bush issued a report in August 2001 entitled, "Unlevel Playing Field."

In January 2002 HHS got \$30 million for technical assistance through the Compassionate Capital Fund. The Request for Proposal (RFP) is now on the street. It will provide from fifteen to twenty-five intermediaries; a capital compassionate resource center; research help for faith-based and five to eight to do research.

Remarks

- Juliet McCarthy, Deputy Director, Center for Faith-Based and Community Initiatives, U.S. Department of Labor

Ms. McCarthy said that President Bush issued an executive order in January 2001 creating Centers for Faith Based and Community Initiatives in five Federal agencies. She said that DOL is pleased to support and work with HHS, HUD, ED and DOJ. The Federal government's example will hopefully motivate the private sector to build on what already exists and determine where resources should be directed.

She spoke about strengths of the faith-based community groups merging with government strengths. Ms. McCarthy gave as an example: the Federal Job Corps program working with the mentoring program at YCP. She said that faith-based organizations are specialists in turning neighborhoods into communities and preparing individuals to develop. DOL is trying to make the application process easier and information can be found on their website: www.dol.gov/cfbc

She closed by saying that Federal resources alone can't make a difference but they can be used as tools to transform communities. Ms. McCarthy suggested that private resources should also be accessed since the government along with other social services help people build their lives.

1st Panel

"Creating a Roadmap"

Moderator & Speaker:

- Howard Knoll, Director, Adults Services, U.S. Department of Labor/ETA

Mr. Knoll spoke about his past when he ran a non-profit youth program in NYC for twenty-one years. He said that this experience enabled him to watch two generations grow up under the same circumstances. Mr. Knoll emphasized that today's focus should be on how you can capitalize on your mission in order to bring about lasting change in your community and build an organization beyond what you are now.

He stressed that you must have staff that works well with people and who care for them. Mr. Knoll said "Staff needs stability" and he added, "You should hold on to that and not lose sight of that if you want to move ahead".

Speakers:

- Frederick A. Davie Jr., Vice President, Faith-Based Programs, Public/Private Ventures

Mr. Davie, who was previously with the NYC Mission Society, now works with the Brooklyn DA's office with at risk youth. Public/Private Ventures is involved at five Job Corps centers mentoring youth that are having problems. Their aim is to help them stay in Job Corps but if they fail at that they still continue to work with them. His organization is seeking money from the Compassionate Capital Fund.

Mr. Davie also works with the Department of Justice, Office of Juvenile Justice at sixteen centers for ex-offenders and has partnered with Pinkerton in NYC and Philadelphia.

He advised the attendees that in order to survive an organization needs a strategic plan and a vision and mission statement. He also suggested that they should have a three-year budget and a plan for meeting that budget. Mr. Davie recommended that organizations that want to help high-risk youth should work with the Police Department, Catholic Social Services, the DA's office and the Public Defender.

- Rev. Dr. Cheryl Anthony, Pastor, The Judah International Christian Center

Rev. Anthony said that in 1997 she used the Charitable Choice provision of the Welfare reform law to design her model The Wholistic Approach to Community Wellness which moves people

from welfare to work. In January 1998 she held her first conference to learn how to help these individuals and she looked to the government and the private sector to see how they could partner together.

Rev. Anthony said that some individuals that moved from welfare to work found that they could run their own businesses. In so doing they gain a sense of worth and dignity and are able to take on responsibility. She said that we need to include the individual by asking them where they are and encouraging them to become a team player. Rev. Anthony stressed the importance of being truthful, trustworthy and tolerant when trying to help them.

Rev. Anthony said that churches can help individuals reach self-sufficiency on five levels: charity, nurturing, service, advocacy and developmental. She told the attendees that the road is long and not to get discouraged. She explained how she had applied for several grants over the years and was turned down. In April 2002 Judah International Christian Center received a SUNY research foundation grant of \$1.6 million. Her organization will equally share this grant with three community partners. Rev. Anthony ended by saying that sometimes, "The light at the end of the tunnel may not be an oncoming train."

2nd Panel

Money Chase (Where to look for \$\$ and How to Build Collaborations)

Moderator and Speaker:

- Rev. Patricia Reeberg, President, SM&G Corporation

Rev. Reeberg spoke about a group of churches that have banded together and formed a group known as "Food is Life Ministry." They provide: meals, crisis center, referral services, nutrition and cooking classes, economic literacy, all day nursery and a mobile food van.

She said that one should first ascertain, "What is the need?" The next step is to decide what your mission, capacity, infrastructure and resources are. Do you have the ability to do what you want to do? Do you have the structure to do what you want to do? Do you have resources (human, financial, expertise, partners, information and research)? How do you successfully fulfill the need? What will put us out of business? Rev. Reeberg pointed out that when you know the answers to these questions then that is your mission statement.

Speakers:

- Louis H. Katz, Assistant Regional Administrator, U.S. Department of Health and Human Services- ACF

Mr. Katz started out by saying; "Collaboration that's what makes things happen." He said that Section 103 of the 1996 Welfare Reform Law created the charitable choice provision, which removed barriers to the receipt of Federal funds by the faith-based community. ACF's TANF program encourages "self sufficiency" and if any of the purposes are satisfied ACF can use

TANF money for these services. Mr. Katz explained that in response to a New York State RFP Rev. Cheryl Anthony and four other organizations got funding for a welfare to work demonstration project. He noted that the national welfare role has dropped by 63% from 14.4 million in March of 1994 to 5.3 million in September 2001.

- Inez Pasher, NYS Team Leader, Work Force Investment Act Program, U.S. Department of Labor/Employment and Training Admin.

Ms. Pasher said that in 1998 the Workforce Investment Act (WIA) was passed. This allows DOL to deliver services to clients by way of block grants to States and discretionary grants on three levels to: States, intermediary and to smaller organizations. She said that WIA must be universal access, "This door has been opened for you so you can reach the people we want to reach."

Money is put into local communities through a one step system. One step centers give services and reaches out to clients. Ms. Pasher said that Non Custodial Parents (NCP's) are special people and added, "If we get NCP's on their feet we can possibly reunite the families."

Afternoon Keynote Speaker:

- Basil Smikle Jr., Deputy State Director, Office of Senator Hillary Rodham Clinton

Topic: "The Role of Faith in Community Work"

Remarks:

- Rebecca Beynon
Special Assistant to the President for Administrative Reforms
White House Office of Faith-Based & Community Initiatives

Ms. Beynon spoke about the Compassionate Capital Fund. She said that this is an important grant for the faith-based community because there will be smaller grants available which will assist local churches in helping their communities.

James Towey, Director of the President's Office of Faith-Based and Community Initiatives spoke to the group via video.

Workshops:

1st Workshop - *Legal and Accounting/Budget Issues*

Moderator and Speaker:

- Laura J. Schwartz, Esq., Senior Staff Attorney, Lawyers Alliance

Ms. Schwartz began by giving the website address for Lawyers Alliance which is: www.lany.org and their phone number (212) 219-1800. She explained that they only work with non-profit organizations; they do not work with individuals or corporations. When they are contacted they assess what your needs are and they then try to arrange for free legal services. If filing fees are incurred these will need to be paid.

Ms. Schwartz said that faith-based organizations should incorporate in order to limit their liability. She made the following points:

1. People coming into the church could get hurt; church will have assets that could be put at risk.
2. Incorporation may increase funding opportunities.
3. When you have a separate organization set up you may attract people from other denominations and the secular world.

Speaker:

- Frank Loglisci, C.P.A., Director of Financial and Administrative Services, U.S. Department of Labor/ETA

Mr. Loglisci explained that churches that receive grant money to run a separate organization must maintain separate bank accounts; keep separate books; have separate boards and use separate business cards and stationary.

He delved into the fiscal and accounting aspects of grant management. He explained that cost principals for government grants can be found in Office of Management and Budgets (OMB) circulars: A-87, A-122 and in the regulations governing the specific program.

One important point that he made was that pre-award spending is not reimbursable unless it is pre-approved. Mr. Loglisci said that the American Association of Certified Public Accountants website is: www.aicpa.org. It provides technical assistance through its Community Resource Exchange/Support Center for Non-Profits. Their Management and Faith Center for community development is at 120 Wall St. in NYC.

2nd Workshop -Foundation and Government Grants

Moderator:

- Rev. Alfonso Wyatt, Vice President Fund for the City of New York

Speakers:

- Barbara Andrews, External Affairs Officer, U.S. Department of Health and Human Services, Administration for Children and Families
- Ben Esner, Deputy Director Independence Community Foundation

- Judy Mills, Program Manager, Local Service and Planning Unit, Division of Development and Prevention Services NYS Office of Children and Family Services
- Roderick Jenkins, Program Officer, New York Community Trust
- Inez Pasher, NYS Team Leader Workforce Investment Act Programs U. S. Department of Labor/ETA, Region I New York

This was a basic workshop on how to reach out to funding sources. Participants learned basic information about all the ACF programs. The Independent Community Foundation spokesperson talked about their initiatives in the areas of Neighborhood Renewal, Community Quality of Life, Education and the Cultural Arts and Youth after school programs.

Participants also learned about expectations of the funding sources in areas such as fiscal management, audits, collaboration, scope of the proposed projects and more important how will the program continue upon termination of the grant.

3rd Workshop: *Specific and Practical Discussion on Successful Grant Writing and Grant Administration*

Moderator and Speaker:

- Howard Knoll, Director, Adult Services, U. S. Department of Labor/ETA, Region I New York

Mr. Knoll stressed that after receiving a grant you must, "Watch the money." He said that this can be accomplished by keeping records and files organized; spend time training staff; keep minutes of your meeting; have employee handbooks and submit quarterly and annual reports.

He also explained that you must keep the grantor aware of any changes that occur. If you have a problem in doing one of your proposals you should discuss this and you could ask to move this money over to something else. If you will not spend all of the money within the specified period you can try to get an extension, for instance, eighteen months instead of twelve.

Speakers:

- Lenora Thompson, President, The Thompson Group

Ms. Thompson recommended two books: *Guide to Proposal Writing* by the Foundation Center and *Winning Grant Proposals* by Gordon J. Frost.

She summed up what reviewers look for in proposals:

1. The first page of the proposal is very important since the reviewer will decide after reading it whether he wants to go any further.
2. If they say how long the proposal should be...follow directions.

3. Must be convincing that a real need exists.
4. The problem should be something that is solvable.
5. What is money going to be used for?
6. Who is money going to benefit?

Ms. Thompson stressed that before you submit a grant proposal you need to know about the funder and she suggested that you do this by reading annual reports and articles.

Speaker:

- Charlotte Dion, Director of the Library, The Foundation Center

Ms. Dion explained that the Foundation Library has an electronic database of 65,000 funders and has five branches in the U.S. The NYC location is at 79 Fifth Ave. The Foundation offers over fifteen free training sessions. She said that the Foundation Center website was:

www.fdncenter.org.

This workshop provided a very basic overview of grant writing. Participants learned about various aspects of grant writing such as proposal summary, project objectives, community assessment, project design, staffing needs, project evaluation, and budget development. Participants also learned about the importance of securing community support and other partners.

4th Workshop: *Secrets of Successful Faith-Based Community Programs*

Moderator and Speaker:

- Rev. Milton F. Rochford, Ph.D., Pastor, All Saints Temple Church of God in Christ

The Rev. Rochford described a project that he helped to initiate called "Citi-Back". The project was started in 1994 to combat deteriorating conditions in low-income communities that invite criminal activity. The project has two components: (1) involving church members with government officials and new residents to clean up and improve the appearance of the neighborhood and (2) "Funday", a program for children with classes in remedial math and English, crime prevention, drug and sex education along with field trips and recreation.

Rev. Rochford also spoke about his involvement in the "Transition from Prison to Community" program. At present, 117 chaplains have been trained in mentoring prisoners and his/her family for up to 2 years prior to the release from incarceration. The chaplains provide a comprehensive orientation to life outside of prison, building trust and helping to break the cycle of returning to prison. Halfway houses have also been constructed to provide temporary housing and a place to seek help. In the past 22 years, this program has reduced the recidivism rate to 3 percent.

Speakers:

- Rev. Violet L. Dease, Assistant Minister, Abyssinian Baptist Church

- Larry Gile, Executive Director, St. John's Bread and Life Programs, Inc.
- Mary Anne Cino, Chairman, St. Rosalia-Regina Pacis Neighborhood Improvement Assoc.

The Rev. Dease informed the audience of the work that the Abyssinian Development Corporation (ADC) has accomplished since its beginning in 1989. Commencing with a \$50,000 foundation grant, one staff person, and a modest basement office at the Abyssinian Baptist Church, the ADC has leveraged that into \$250 million investments in Harlem with a staff of 55. The vision of the ADC was to make a difference through determination, commitment and faith. Their strategies evolve around five main activities:

1. Housing
2. Employment and Economic Growth
3. Head Start, Family and Community Services
4. Education
5. Civic Engagement

The housing initiative has successfully begun to rebuild the Harlem community. A comprehensive shelter system, which is available for people in all income brackets, is operating throughout the community. A senior citizens housing project has also been completed and is a vital part of the community.

ADC was instrumental in lobbying the Pathmark Corporation to build a new, major grocery store in Harlem. They were also wholly involved in a successful campaigns to procure a new school, to engage new businesses and in renovating existing homes and offices. These initiatives were largely achieved through new grants from Federal, State and local benefactors.

ADC operates a Head Start center with participation of 80 children and are currently seeking to manage an Early Head Start program. The construction of a recreation center has allowed ADC to provide mentoring and counseling services to the Harlem neighborhood.

ADC remains a viable and active organization and continues to build tenant organizations and are ardently working with the 33rd Police Precinct to coordinate and involve them and other parties in building a better Harlem.

Larry Gile is the Executive Director of the largest food program in New York City. Operating with a current budget of \$1.3 million, the St. John's Bread and Life Program (SJBAL) serves Brooklyn's poor with a soup kitchen and an array of support services including a food pantry, support programs for single mothers, health clinic, pro bono legal services, employment counseling and placement and advocacy in such areas as public assistance and housing. In May 2001, they began their newest service, a Mobile Soup Kitchen that serves food and has on-board outreach services.

SJBAL's mission statement succinctly defines its purpose: "SJBAL exists to restore shattered hopes and human dignity. The heart of the program is a soup kitchen that serves breakfast and lunch to needy New Yorkers each day. We also reduce suffering and encourage independence by providing clothes, health and counseling services. We try to make our services instruments of

long-range empowerment and community building as well as responding to immediate needs. We strive to heighten awareness of the public's responsibility to address and prevent poverty. These goals are accomplished in an atmosphere of compassion and respect."

In 2001, via their Soup Kitchen, SJBAL served almost 150,000 meals to needy New Yorkers, more than 15,088 than the previous year. During the same time, the Food Pantry distributed a total of 3,291 bags of food (each containing 9 meals, 29,619 total) of which two-thirds went to single parent families.

The Farewell to Poverty program is designed to help single mothers with children under age 15 years of age identify steps they need to take in order to enter the workforce and, where possible, to move from public assistance. Weekly support groups are held where the participants are provided an array of informational sessions about interviewing skills and techniques, work life balance, finding and completing educational equivalency programs, dress in a work environment. Recently, SJBAL has begun working with a Federally funded grant program for TANF-eligible individuals offering enhancing job finding and job preparation support, fully subsidized day care and case management.

The St. Rosalia-Regina Pacis Neighborhood Improvement Association (NIA) is a not-for-profit community based organization which seeks to strengthen and improve the quality of life throughout the Brooklyn communities of Bay Ridge, Bensonhurst, Dyker Heights, Boro Park and surrounding areas. They provide a range of cost-free services and initiatives such as:

- Youth and family counseling
- Domestic violence prevention and intervention services
- Senior support and recreation services
- Community meetings and awareness initiatives
- Crime prevention and quality of life projects
- Youth pre-employment skills training
- After school programs

Such activities are focused to meet the NIA's primary goals of promoting economic and physical improvement as well as addressing sociological issues related to improving family life. The "secrets" of their success in helping the residents of the communities they serve are (1) solid values; (2) strong determination and (3) out of the box philosophy. Currently, NIA operates with a budget of \$ 1 million and a staff of 100.

