

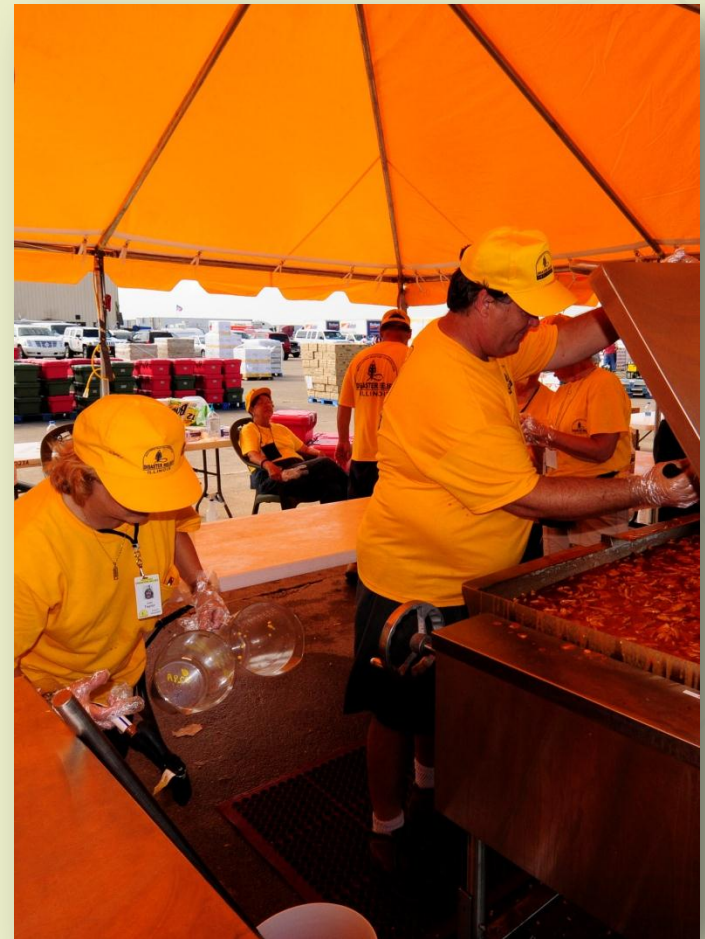
# **ENGAGING THE WHOLE COMMUNITY**

**Faith-Based and Community  
Organization (FBCO) Training**



# Audiences

- Faith-based and community organizations seeking opportunities to deliver services and programming
- State agencies soliciting proposals for services
- General public in Texas



*Southern Baptist Convention kitchen providing disaster relief with state sponsorship*



# Equal Treatment Training:

- Provides information and training regarding [equal opportunity standards](#) for FBCOs.
- Improves contracting relationships between state agencies and FBCOs.
- Coordinates a consistent message.



*Chaplains from Victim Relief Ministries*



# Learning Objectives

After completing this training, participants will be able to demonstrate an understanding of the following:

- How the state upholds separation of church and state while fostering robust partnerships with FBCOs
- The rights and benefits of building partnerships between government agencies and FBCOs
- The constitutional safeguards in place that allow for successful collaboration between government agencies and FBCOs



Guidance For Faith-Based Organizations Seeking  
Governmental Partnerships

# MAINTAINING SEPARATION



# Maintaining Separation: Legal Conditions

- Any program with religious content must be separate and distinct from the program or service using direct state financial assistance.
- The distinction must be completely clear to the program participant.



# Maintaining Separation: Actions and Expectations

- Religious materials, inquiries, and references must be separate from the public service program.
- Use state funds to promote only the public service program. State funding cannot be used to promote religious programs.



# Scenario 1: Maintaining Separation

Federal grant money is being made available through the Texas Department of Aging and Disability Services to operate adult day care for patients diagnosed with moderate to severe Alzheimer's or other cognitive disorders. The program will provide family members much-needed respite care. One of the applicants is St. Joseph's Episcopal Church, which has already been providing similar services for its parishioners. The activities will include music, physical fitness, occasional visits from therapy animals, and art. However, the day care being offered by St. Joseph's to its parishioners includes daily Mass.

**May St. Joseph's apply for the grant to expand services to non-parishioners?**





# Scenario 1 Answer

- Yes. However, the church must offer Mass at a separate time or location. Any music and art curriculum must be free of religious content.
- Given that the prior program has long been considered a parish program, efforts must be made to avoid risk of confusion with the new program.



Faith-Based and Community Organizations: Retaining  
Independence and Identities

# **RIGHTS AND BENEFITS**



# Rights and Benefits: Actions and Expectations

Faith-based and community organizations:

- Retain independence from federal, state and local governments.
- Retain religious art, icons, scriptures, or other symbols.
- Retain authority over internal governance.
- Continue to carry out mission, including the definition, practice, and expression of religious belief.
- Maintain religious terms in organization name, mission statement, and other governing documents.



# Scenario 2: Rights and Benefits

Temple Emanu-El has been awarded a contract to provide after-school care to children. They will ride a bus, owned by the Temple, to the synagogue. The bus is decorated with the Ten Commandments written in Hebrew, and other distinctly Jewish religious images. Once at Temple Emanu-El, the children will be provided with an after-school snack and engage in supervised games or receive tutoring from caregivers. The children will walk past religious artwork, and each of the classrooms has a sacred vessel containing a prayer scroll affixed to the doorway.

**Must Temple Emanu-El use different transportation and cover these items for the duration of the contract?**



## Scenario 2: Answer

No. The programs in which the children are involved are not religious in nature. The icons **do not** need to be hidden or replaced.



# Scenario 3: Rights and Benefits

Temple Emanu-El has a contract for a state-sponsored school program. The temple has just learned that the Chief Rabbi is retiring. One of the two candidates to succeed the rabbi home-schools her children; the other candidate's children attend private school and do not participate in the contracted program.

**Does the state's contract impact how the decision is made?**



# Scenario 3 Answer

No. Temple Emanu-El retains authority over internal governance.



Communicating guidelines for protecting faith-based and  
community organizations

# SAFEGUARDS





# Safeguards: Legal Conditions and Expectations

- Government funds may not be used for inherently religious activities.
- Establish strict fiscal accountability for government funds.
- Protect program participants from discrimination based on their religious beliefs, observances, and practices.
- Maximize space in facilities to provide public service programs separated from religious activities in time and place.



# Scenario 4: Safeguards

Abdul Rahman Mosque has received a grant to develop a mentoring program for at-risk young people. The program is in its third year and has been highly successful in instilling pride and discipline. As a result, it has developed a waiting list.

**May program administrators give priority to pre-existing members of the Mosque in accepting young people off of the waiting list?**



# Scenario 4 Answer

- No. The mosque cannot discriminate on the basis of religion when it comes to providing services for participants in a program funded with direct government dollars.
- Note: This applies only with direct government funding.



# Additional Information

- For additional information on equal treatment compliance, visit <http://www.os.hhs.gov/fbci/waisgate21.pdf>
- For more information on the Interagency Coordinating Group (ICG), visit <http://texasimpact.org/hb492>
- Let us hear from you! Send questions and comments regarding this training to [Liz@onestarfoundation.org](mailto:Liz@onestarfoundation.org)

