



## 2019 ANNUAL REPORT

Serving God, advancing justice,  
transforming public life







The Aspen Institute ©: Photo by Hal Williams

## DEAR FRIENDS OF CPJ,

One of the many wonderful things about working at CPJ is the joy that comes from experiencing hope — the confident expectation — that God is at work, now and into the future, to bring about the reign of Christ in the City of God. I am often asked how I can experience joy when the political climate presents more occasions for lament than occasions for hope. I respond that the vision of Christ's just governance towards which we labor ought to keep us from despair. God is good, giving us the exhortation of Scripture to give thanks in all circumstances — even in the midst of injustice — urging us to live and work with vigor in the confident expectation of the fulfillment of God's promises.

In 2019, I had the honor of fulfilling on behalf of CPJ the Reflective Leadership Award from Duke Divinity's Leadership Education. I stepped out of operational leadership during the summer to conduct research on faith-based organizations' racial equity practices, engagement across difference in a pluralistic society, and bridge-building work. I am thankful to CPJ's trustees and team, particularly Chelsea Langston Bombino, who stepped into the acting CEO role during this time. Upon returning, I was delighted to see the ways God used that time to grow me, our team, and our trustees, as well as to give us all expanded vision for the work ahead. I look forward to sharing with you in the coming year about CPJ's envisioned future, and additional ways you can be involved in our mission to equip citizens, develop leaders and shape policy.

For now, I invite you to read a bit about what the Lord has granted possible in 2019. If you're a person who pays attention to the media, you'll know that our work on family-supportive public policy and institutional religious freedom captured many headlines this past year. I'm glad for the chance to share more about the impact of CPJ in these pages, and remain grateful to God for your generous prayer and financial support which makes this work possible.

*Stephanie Summers*

Stephanie Summers, CEO  
Center for Public Justice  
January 2020

## ENSURING RELIGIOUS FREEDOM AMID DEEP DIFFERENCES IN SOCIETY

**FOR THE PAST** four years, CPJ has helped lead a broad coalition of faith-based, secular and LGBT organizations to explore legislative solutions to the consistent challenges faced by people and organizations of faith and LGBT citizens. One result of CPJ's leadership has been Fairness for All, federal legislation introduced into the U.S. House of Representatives in December 2019. When enacted, Fairness for All will protect the religious freedom of faith-based organizations, and all Americans. To learn more about this effort, visit [www.FairnessForAll.org](http://www.FairnessForAll.org).



Rep. Chris Stewart (R-UT) introduced Fairness for All legislation December 6, 2019. For four years, CPJ has been part of a broad coalition of religious freedom advocates and LGBT civil rights groups to develop a lasting solution so neighbors with deep differences can live side-by-side.  
Photo Credit: Dan Weber / Seventh-day Adventist Church

## COAST-TO-COAST, EQUIPPING CHRISTIAN CITIZENS FOR CIVIC ENGAGEMENT

**IN CLASSROOMS,** church basements, and in meetings with public officials across the country, there is a movement afoot. Christians ranging from high school age to retirement are taking up the shared responsibility of Christian political engagement.

### Political Discipleship: A New Way for Christians to Practice Citizenship

One of CPJ's newest resources for equipping Christians and church leaders is Political Discipleship, a praxis-based curriculum that helps small groups explore faithful, Christian citizenship by practicing citizenship together.

Over the course of 10 weeks, small groups examine reasons for political polarization and members share their "political autobiography," detailing early memories of who or what shaped their thinking about civic engagement. This activity creates a foundation for group trust and active learning across difference.

As the curriculum progresses, groups work together to choose a local issue of injustice to address and assign roles and responsibilities within the group. In Capitol Heights, Maryland, the Political Discipleship group at Gethsemane United Methodist Church focused on the systems related to food insecurity, such as

food banks, transit access to grocery stores and school lunch programs. They met with a local public official to discuss their concerns. "For some of our group members, it was their first time talking with an officeholder about policies and political actions," group leader Dr. Arthuree Wright said. "Several of them felt encouraged to have meetings with more public officials."

The Gethsemane group, whose members range from 28 to 78 years old, plans to host a community forum at the church in 2020 to bring in other community leaders to discuss solutions related to improved access to food. "We can only do so much as individuals, but when we join forces with [others] we can effect change and bring about the transformation that is needed in the world," said Dr. Wright.

### Equipping Young Christians for a Hopeful, Just Civic Presence

In a hyper-polarized political climate, CPJ's Shared Justice initiative is working to equip the next generation for a hopeful and engaged civic presence.

Shannon Que was a senior at Abilene Christian University when she decided to research the issue of food insecurity among her classmates. Que was a recipient of CPJ's Hatfield Prize, which awards funding annually to three student-faculty pairs from Council for Christian Colleges & Universities (CCCU) institutions to conduct research on policies that impact vulnerable children, families, and communities. Organized by CPJ's Shared Justice initiative, the



Adelaide Nyanyo (far left) first learned about Political Discipleship during a Washington D.C. semester program and now leads a group on her campus. Photo Credit: Tuba Jaherun

## POLITICAL DISCIPLESHIP ON A COLLEGE CAMPUS

**POLITICAL DISCIPLESHIP** co-leader Adelaide Nyanyo, a Calvin University student, said her experience dispelled prior notions about advocacy as burdensome or intimidating, and empowered her group of fellow college students to use their civic voices in their community. "Political Discipleship helped me to see why [political engagement] is a good thing and that God actually wants us to be active participants. Now I know that I don't have to be the president to be engaged. I can impact politics in every area of my life, in small ways that make a significant impact."



Hatfield Prize is made possible through the generosity of the Annie E. Casey Foundation and the M.J. Murdock Charitable Trust.

"I think it's easy to throw up your hands and say, 'There's so much bad out there that I can't do anything.' But we can't give up," said Que. CPJ's public justice framework helped Que focus her research so it was less overwhelming. "With the framework CPJ provided, I feel like [the research is] a magnifying glass," she said. "It's one way Christian young adults can be more engaged in one issue that they feel is really important."

Now pursuing a master's degree in social work, Que spends her days researching and working at the local school district with students who are experiencing homelessness and/or are unaccompanied. Using the Hatfield Prize as a foundation for her master's thesis, Shannon hopes to further document food insecurity in the Abilene community and work with university administrators to implement the policy recommendations presented in her research report.



Hatfield Prize recipients Ana O'Quin and Shannon Que presented their research at the Baylor Collaborative on Hunger and Poverty's "Together at the Table" summit in October 2019.

### Equipping a Church Denomination

CPJ has long partnered with faith-based networks and church denominations to advance public justice principles, which shape policy and ultimately lead to human flourishing. In the past year, CPJ co-hosted events with, or was invited to speak at events organized by, the United States Conference of Catholic Bishops, the National Association of

Evangelicals, the Texas Baptists, the National Hispanic Christian Leadership Conference, and more.



CPJ and the Cooperative Baptist Fellowship are members of Faith for Just Lending, a coalition dedicated to ending predatory lending.

As a leader in the national Faith for Just Lending coalition, CPJ works in partnership with the Cooperative Baptist Fellowship (CBF) and other denominations and organizations to advocate for an end to predatory payday lending. Stephen Reeves, Associate Coordinator of Partnerships and Advocacy at CBF, said that partnering with CPJ has helped him educate the 1,800 congregations in his denomination. "CPJ understands the political context and the potential for a broad coalition," said Reeves.

Because of his role in the coalition, Reeves was invited to serve as a contributing editor for a payday lending series for CPJ's *Public Justice Review*. Reeves invited faith leaders and advocates to write about the work of faith communities in states like Missouri, Texas and Minnesota, where it is legal for payday lenders to extend loans with interest rates in the triple digits. The series was delivered to seven lawmakers on key congressional committees during Faith for Just Lending meetings on Capitol Hill.

### Forming the Church and Its People

CPJ, through the Political Discipleship curriculum, through academic formation and opportunities, and through coalition work, introduces CPJ's framework to groups of Christians who are seeking a way to love their neighbors through politics.

## SO THAT ALL WORKERS AND FAMILIES CAN THRIVE

**TODAY'S** families must adapt to changing employment trends — the gig economy, an increase in shift work — while addressing family needs at home. Faced with uncertain schedules, families struggle to make time and space for caregiving responsibilities.

For the past two years, CPJ has been working to equip policymakers, employers and employees with a framework for family-supportive workplaces. Through the Families Valued and Sacred Sector initiatives, CPJ has worked faithfully to apply its Christian pluralist lens to the complex issue of family support by equipping Christian citizens, employers and policymakers to consider their roles in upholding all families through workplace and public policy.

### Sacred Sector: Helping Align a Hospital's Faith-Based Mission to Support Families

Health care is the second-largest industry in the state of Indiana, employing more than 350,000 Hoosiers. It was in the summer of 2019 that Chaplain Resident Steffani Bates found herself working in this sector.



Steffani Bates, a 2019 Sacred Sector Fellow, developed family-supportive recommendations for a faith-based hospital network.

Bates was part of CPJ's 2019 Sacred Sector Fellowship cohort, a learning community for seminarians to apply a framework for faith-based organizational best practices. Following a week-long intensive training with her cohort and CPJ staff, Bates spent 10 weeks working with a nationwide healthcare network researching best practices for mission integration so that the

hospital might fully live out its faith-based identity. Bates used an analytical tool called the OAIP, the Organizational Assessment and Implementation Plan, which was designed by CPJ, to develop six key recommendations, along with a detailed implementation plan for the hospital site, and its larger health network. She then used the OAIP to maximize the connection between their existing faith-based mission and values to their organizational practices, and presented a number of recommendations.

"[One of my recommendations was] that [the hospital system], as a best practice, provide for its employees the same prevention screenings that [are] offered to patients." Bates submitted her formal insights to the network's flagship location in Indianapolis, with the potential to be used on a national scale, and could truly enhance the network's ability to live out its faith-based mission more fully for the employees and the community it serves.

CPJ's Sacred Sector curriculum covers a number of subjects, including family-supportive employment practices. Through her recommendations, particularly in recommending that employees receive prevention health screenings, Bates helped equip the hospital to more closely align its faith with its mission to improve the health of individuals and communities. Bates isn't stopping there, either: "I plan to use the training I received with Sacred Sector Fellowship to conduct future chaplaincy research," she said.

### Acknowledging the Caregivers in Our Congregations

According to a 2015 report from the AARP and the National Alliance for Caregiving, there are over 40 million people in the U.S. in an unpaid caregiver role. The Rev. Amy Zietlow is well-acquainted with this trend. A former hospital chaplain in Baton Rouge, Louisiana, Rev. Zietlow now pastors a small congregation

with a number of aging members in central Illinois. A prolific writer and researcher, Amy was invited to produce a report for CPJ's Families Valued initiative titled *Called to Care: Honoring Elders and the Family Care Journey*, based on the stories of families sitting in her pews. Her passion for the issue came from seeing a gap in her congregation: members who opted out of church life due to caregiving responsibilities. "Caregivers tend to become invisible," said Rev. Zietlow. "They are the ones that end up saying, 'I can't teach Bible study class because Mom needs me.'"

Upon the report's publication, *Religion News Service* and *Deseret News* (Utah) featured CPJ's work on caregiving, reaching an estimated 1.2 million readers. *Christianity Today*, the flagship magazine of the evangelical Christian world, featured Rev. Zietlow on their weekly podcast, *Quick to Listen*.

### **Shaping Paid Family Leave Conversations Today, Changing Workplaces Tomorrow**

Core to CPJ's work are foundational principles for family-supportive policies and practices, which have been published at [www.FamiliesValued.org](http://www.FamiliesValued.org), under the resource "Principles for Paid Family Leave Policy."

"If work is to be done for the sake of family life, work needs to support both the everyday rhythms of family life as well as its predictable

irregularities," said Rachel Anderson, CPJ Resident Fellow and Director of CPJ's Families Valued initiative. "Work must provide families with the capacity to uphold both their ordinary and extraordinary responsibilities."

CPJ has offered core principles and produced original research this year to help undergird the importance of family and caregiving in the midst of a changing work economy. In particular, CPJ has worked to offer guidance for one area that has broad bipartisan support: paid family leave. CPJ shared its theologically-informed research on paid parental leave and family caregiving with Republican and Democratic offices in Congress, and is working to equip other faith-based organizations to put trustworthy information on paid family leave in the hands of 2020 presidential and Senate campaigns.

As a result of CPJ's work, official statements on paid family leave have been published by leading faith-based organizations such as the National Association of Evangelicals, the National Hispanic Christian Leadership Conference, and National Latino Evangelical Coalition, representing over 45 denominations and tens of thousands of congregations. "We are grateful to see leaders of faith-based organizations sharing publicly how their commitment to the institution of family should play out in public life," said Anderson.



The "Good Work, Good Jobs" panel hosted by CPJ in February 2019 included panelists (left to right) Lucas Swanepoel of Catholic Charities USA, Dr. Gus Reyes of the National Hispanic Christian Leadership Conference; Rachel Anderson, CPJ Resident Fellow; Luke Bobo of Made to Flourish, consultant Katelyn Beaty and Michael Langer of Ministry to State.



## SAFEGUARDING THE RELIGIOUS FREEDOM OF MINISTRIES FOR THE COMMON GOOD

**IN ITS 40-PLUS YEARS**, CPJ has always stood for principled pluralism, equipping individuals and organizations to exercise their freedom to conduct themselves in public life without legal or financial discrimination due to their religion. A public justice framework therefore requires equal treatment of citizens in both the public and private practice of religion, and in the exercise of religion via organizations, as well as individually.

### Helping Faith-based Organizations Partner with Government Agencies

Following this framework, CPJ has, through its Institutional Religious Freedom Alliance (IRFA), developed a reputation for being a convenor and brain trust for government officials leading faith-based initiatives at the state and national level, and in tandem, for the faith-based groups who work with them in partnerships to serve civil society.

A major initiative of IRFA is the Coalition to Preserve Religious Freedom (CPRF), which brings together leaders of faith-based organizations to discuss relevant legislative and executive branch issues for the faith-based sector. Dr. Stanley Carlson-Thies has been convening this group since late 2002, following his service at the White House.

“The Coalition educates members and staff in Congress about the institutional religious freedom issues, and it mobilizes faith-based organizations when it is time for them to speak up to make a difference,” said Carlson-Thies, who has testified to Congress about the faith-based initiative, regularly speaks to organizations and conferences, and publishes on the topic.

Doug Weber, the coalition representative for Navigators, a college ministry on 187 campuses, shared that IRFA brings a knowledge of systems, structure and especially relationships. At one gathering CPRF hosted current and former officials for the faith-based offices across federal departments. “I was able to follow up with [a federal faith-based appointee] and ask her about her perspectives on rules or policies that might affect our ministry and our students directly,” said Weber. “That has been so valuable, and I appreciate that it was facilitated by CPRF.”



The Navigators Ministry operates on 187 capmpuses, and has been helped by CPRF meetings to discuss changes to federal regulations impacting faith-based organizations operating on secular university campuses. *Photo Credit: Sean Sheridan / Navigators*

Weber said CPRF added value in the form of topic expertise: “The majority of my work is ministry, not advocacy,” he said of his role as director of the campus access team. “It is helpful to have someone like Stanley who can help me get to the core question or idea in a way that can be more easily understood by me and by the people I’m trying to help, whether they are students or school administrators.”

But more than that, CPRF helped to shape the campus ministry leader’s political vision towards the principled pluralist perspective. “There have been times when I have teamed up with people from other faiths [on our campuses] to communicate to school administrators our shared desire for protection of free exercise rights,” said Weber. “It’s a way of saying, ‘if we are going to



be speaking on behalf of the free exercise of religion in public spaces for ourselves, then that free exercise needs to be addressed for everyone.”

### **Helping Government Recognize the Distinct Contributions of the Sacred Sector**

William Wubbenhorst, who recently served as the Commissioner for the Family and Youth Services Bureau in the federal Department of Health and Human Services, has made a career of demonstrating the value of faith-based service providers. He says working with CPJ has helped him better communicate between faith groups and government entities.

“I’ve respected the way CPJ equips people of faith to understand policies, and how they are related to religious freedom,” said Wubbenhorst. “CPJ, through IRFA, has helped people like me — government officials and those in leadership — communicate with faith-based organizations and other government agencies.”

One faith-based organization, the Pregnancy Decision Health Centers (PDHC), with locations throughout central Ohio, receives funding from the state to carry out youth development, educating more than 9,000 public school students on healthy relationships. President Julie Moore said PDHC recently began receiving Ohio Parenting and Pregnancy (OPP) funding to support efforts to reduce infant mortality through the

organization’s four pregnancy centers. Moore spent time advocating for the funding at the Ohio Statehouse prior to inclusion in Ohio’s budget. She successfully applied for funding, and the following year applied for increased funding after the program was redesigned by the state.

Moore, whose organization was a 2019 Sacred Sector Community participant, said she was helped by CPJ’s staff, Dr. Stanley Carlson-Thies and Chelsea Langston Bombino, when she had questions about the grant process. “I wanted to be absolutely sure what we could and couldn’t do, because the grant application language had changed slightly from the previous year. It was helpful to [...]have Chelsea as an additional resource and discuss with Stanley at length about restrictions.” Moore said Sacred Sector Community was a helpful resource in identifying what areas of PDHC’s organizational life were strong, and which areas they wanted to grow.

### **What the Future Holds for Institutional Religious Freedom**

CPJ is committed to training and equipping government officials so they might better partner with faith-based organizations. CPJ’s Sacred Sector will begin its third year focused on the West Coast, where it will equip Latino-led faith-based organizations in Southern California and South Texas and partner with organizations affiliated with the National Hispanic Christian Leadership Conference and the Texas Baptists.



Amy Coates Madsen from the Standards for Excellence Institute, presented to the 2019 Sacred Sector Fellows on how to lead organizations using the highest standards of ethics and accountability in nonprofit governance, management and operations.

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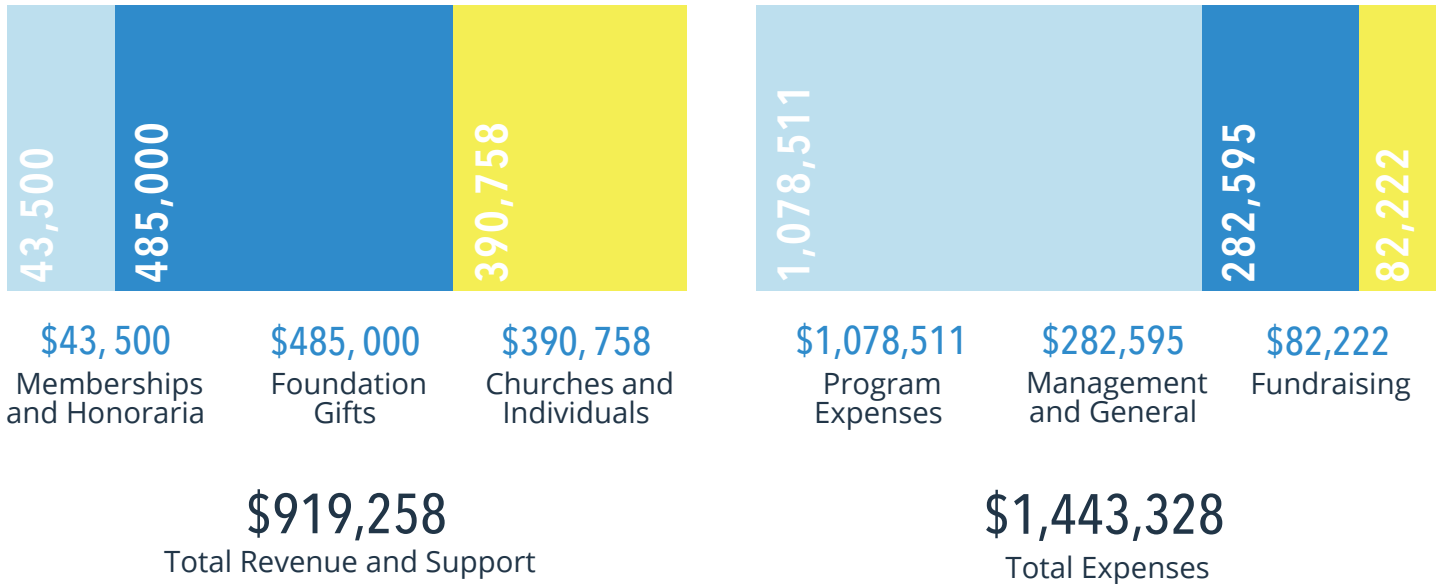
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### 2. Give Through a Planned Gift

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