

Faith and Organizations Project Staff and Advisory Committee Structure and Bios

The key staff for this project shares a combination of training in social science, practical experience translating research into practical tools and programs and religious backgrounds. Our interdisciplinary team includes anthropologists, sociologists, community psychologists, social workers and scholars of inter-organizational dynamics. Over half are ordained clergy or members of religious orders and most of the remainder are active in their faiths. The project researchers work together as a team, with the aid of advisory committees, including a combination of academics, practitioners and religious leaders, to carry out this project.

Research Team

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| Principal Investigator: | Jo Anne Schneider |
| Assessment Instrument: | Wolfgang Bielefeld, Dennis McGrath |
| Mainline Protestants/ Evangelicals: | John Belcher, Isaac Morrison, Suzanne Paszly, Kevin Robinson, Leslie Rubin, Mika Settlemoir, Jill Sinha, Terry A. Wolfer John Belcher, Isaac Morrison, Laura Polk, W. Gerard Poole, Terry A. Wolfer, Tina Zarpour |
| Catholics: African American Church: | Pat Wittberg, Barbara Blount Armstrong, Marci Bounds Littlefield, Jill Witmer Sinha, Terry A. Wolfer |
| Quakers: | Jo Anne Schneider, Meg Boyd Meyer |
| Jews: | Jo Anne Schneider, Leslie Rubin, |

Advisory Committee

Co-Chairs

Ram Cnaan - Associate Dean for Research, Professor, and Chair of the Doctoral Program in Social Welfare at the University of Pennsylvania; Director of the Program for Religion and Social Policy Research
Gretchen Castle - Director of Leadership Development and Training for Friends Services for the Aging

Core Members

Stephanie Boddie – Senior Research Fellow at the Pew Research and Senior Fellow at the University of Pennsylvania’s Program for Research on Religion and Social Policy.
Stanley Carlson-Thies - Director of Social Policy Studies at the Center for Public Justice
David Gamse - Executive Director of the Jewish Council for the Aging (JCA) and Chief Executive Officer of the National Center for Productive Aging
William C. Rickle, SJ - Provincial Assistant for Latino Ministries of the Maryland Province Jesuits) and Director of the Jesuit Institute on Migration, Culture and Ministry at Loyola College in Maryland; President of the Jesuit Hispanic Ministry Conference

Other Advisory Committee Members

Jessica Elfenbein - Director and Professor, Division of Legal, Ethical and Historical Studies; Director of the Center for Baltimore Studies; Associate Provost for University Engagement at the University of Baltimore
Diana Garland – Inaugural Dean, School of Social Work at Baylor University
Lenneal Henderson – Distinguished Professor, University of Baltimore
Maurine Pyle - Field Secretary of Illinois Yearly Meeting of the Religious Society of Friends
Rhys Williams - Professor and Department Head of Sociology at the University of Cincinnati
James Zabora - Dean of the National Catholic School of Social Service and Professor of Social Work

Staff and Advisory Committee Biographical Information

Staff

Barbara Blount Armstrong Most recently held the position of Chief Operating Officer of Associated Black Charities and served for a period in the role of Interim President and CEO. Ms. Armstrong led the administration of the U.S. Department of Health and Human Services Compassion Capital Program and the Ryan White Title I HIV/AIDS Program, for which the organization served as an intermediary providing funding, technical assistance and capacity building services to faith- and community-based organizations, as well as to other agencies and institutions. She also coordinated collaboration with the Maryland Department of Human Resources, Baltimore City Government, the Baltimore City Field Office of HUD, the Baltimore African American Real Estate Professionals, faith leaders and others in the design and implementation of the Faith Academy, a capacity building initiative for the faith community. This initiative was the outgrowth of dissemination of the organization-led Church-Based Study of Human Services. A former university administrator at a number of institutions around the country, Ms. Armstrong holds a Master of Education degree in Counseling and Guidance from Howard University, has completed doctoral courses in Higher Education Administration at Nova Southeastern University and is currently pursuing a Doctorate in Public Administration at the University of Baltimore.

John Belcher, M.Div., MSW, Ph.D., LCSW-C., is a Professor at the University of Maryland, School of Social Work. He has taught at the University for 22 years. John has published over 79 articles and has participated on several funded grants. He also teaches at St. Mary's Seminary and University Ecumenical Institute (EI). He has taught at EI for 8 years. Among the courses he teaches at both schools are qualitative methods, social policy, psychopathology, pastoral counseling and sociology and theology. Before receiving his Ph.D. at the Ohio State University; John worked as a therapist in Wyoming. He also received his Masters in Divinity at Lexington Theological Seminary and a Masters in Social Work at the University of Kentucky. John is ordained in the Disciples of Christ and he served as a pastor for three years. In addition to teaching, John currently does research in the area of faith based programs, is an active pastoral counselor and is active at Woods Church, Presbyterian Church (U.S.A.).

Wolfgang Bielefeld is Professor of Public and Environmental Affairs, Adjunct Professor at the Center on Philanthropy, and Adjunct Professor of Sociology at Indiana University - Purdue University, Indianapolis. He is co-author with Sheila Kennedy of *Charitable Choice at Work: Evaluating Faith-Based Job Programs in the States* (Georgetown University Press, 2007). He coauthored, with Joseph Galaskiewicz, *Nonprofit Organizations in an Age of Uncertainty: A Study of Organizational Change* (Aldine de Gruyter, 1998). He is co-editor of *Nonprofit and Voluntary Sector Quarterly*. Dr. Bielefeld specializes in organization theory and has done research on nonprofit organizations for over 20 years. His research has been funded by the National Science Foundation, the Urban Institute, the Program on NonProfit Organizations at Yale University, and the Aspen Institute. His current research agendas include: the origin, extent and consequences of the distribution of nonprofit sub-sectors over metropolitan areas; the spatial patterns of metropolitan nonprofit and for-profit organizations; the organizational, economic, and political dynamics in local human service delivery systems; the contributions of nonprofits to social capital in communities and the involvement of faith based organizations in service delivery. His research interests include the relations between nonprofit organizations and their environments, the dynamics of nonprofit sectors, the development of human service delivery systems and the social impacts of government human service policies and spending patterns.

Marci Bounds Littlefield earned her Ph.D. in Sociology from the University of Texas at Austin, Master of Public Affairs from the Lyndon B. Johnson Graduate School of Public Affairs and Bachelor of Arts from Oberlin College. Ms. Littlefield is currently an Assistant Professor of Sociology and Research Fellow for the Center for the Study of Religion and American Culture at Indiana University Purdue University in Indianapolis. She is published in areas which include Black women, the media and the Black church and is funded to research faith based organizations in Indianapolis. Dr. Littlefield's current book project investigates marriage in the African American Community.

Dennis McGrath received his Ph.D. from the University of Maryland in 1983. He was trained in research methods and advanced statistics at the University of Maryland and the University of Michigan. He has gone on to teach these subjects to graduate students and to apply his knowledge in solving a wide variety of research problems faced by state and local government officials. Since joining the Schaefer Center for Public Policy in 1993, Dr. McGrath has specialized in statistical analysis, performance measurement and program evaluation. For the past six years he has helped the Quality Control Division of the Family Investment Administration of Maryland's Department of Human Resources address sampling and statistical analysis issues. He has helped create and implement a program that trains Maryland state officials in techniques of performance measurement. He has helped develop performance measures for the Family Investment Administration of the Department of Human Resources and other agencies. He has coordinated the data analysis for Maryland's statewide welfare reform, the Primary Prevention Initiative. He led the evaluation of Maryland's Vehicle Theft Prevention Programs. He has led an evaluation of a Maryland program that sought to get mothers at risk of losing their children due to substance abuse problems into appropriate and timely treatment. In the years before joining the Schaefer Center, Dr. McGrath taught courses at the University of Baltimore and the University of Maryland in Quantitative Analysis and other subjects. At various times during those years, he also served as a data consultant, doing survey design, data collection, and data analysis for the Sunset Review Board the Maryland Department of Fiscal Services, the Institute for Governmental Services at the University of Maryland and the AFL-CIO Committee on Political Education

Meg Boyd Meyer, Ph.D. (University of Texas at Austin, 1979), is a community psychologist with a long career in nonprofit management and leadership in value-based social service organizations. She has worked internationally for the United Methodist Church; locally, regionally and nationally for the American Friends Service Committee and served as an active volunteer in program and governance work for local congregations of United Methodists and Friends (Quakers). Meg has served as staff and/or provided training and consultation to boards of health services and retirement communities sponsored by faith groups. She has extensive experience developing and delivering adult education experiences in faith based settings, ranging from short programs to extended conferences.

Isaac Morrison is currently completing a Masters Degree in Anthropology with a focus on international development. His current interests focus on the confluence of kinship, religion, music and ritual. He wrote his senior undergraduate thesis on "Anthropology and Military Intelligence: Ethical Issues and History". He is a member of Phi Beta Kappa.

Suzanne Paszly is the Grants Administrator for Lutheran Immigration and Refugee Service (LIRS) with primary responsibility for program coordination and grant administration for the refugee and asylee community integration unit. She facilitates and provides training and technical assistance to a network of twenty-six refugee programs. Coordinating affiliate performance and outcomes, she also supervises the federal refugee reporting team. She is currently completing a Masters Degree in Public Administration with a focus on non-profit management, at the University of Baltimore.

Laura Polk graduated from Eastern Mennonite University with a degree in Psychology. After graduation she volunteered with the Presbyterian Church (USA) in Seattle and taught English to refugee women. She also interned at the Presbyterian Church (USA) headquarters, recruiting young adults to the service learning programs. She recently completed an internship with the Presbyterian Church (USA) Washington legislative office on Capital Hill, researching the impact of immigration policies on African immigrants in the Washington D.C. area. She is currently a second-year Master's student in Applied Anthropology at University of Maryland, College Park. Her research interests are African Diasporic identities in the U.S. and intersection of Christianity with race, gender, politics, and social justice.

W. Gerard Poole received his PhD in Ethnomusicology and Ritual Studies from the University of Maryland, 2007. His dissertation on "El Rocio: A Case Study on Music and Ritual in Andalusia" (2007) introduced a theory of ritual and cultural generation that focuses on the religious experience itself, and the powerful force it exerts on social and religious evolution. His ethnographic video "Dissonant Images and the Structures of Passion" (2004), emphasized the critical roles that lay communities play in the health

and vitality of Andalusian Catholic ritual. He will be giving a paper at the Ritual Dynamics conference in Heidelberg, Germany in the fall of 2008 emphasizing the critical roles that lay communities play in the health and vitality of religious ritual.

Kevin Robinson has a B.A. in Anthropology from the University of Maryland. His honors thesis focused on the religion of Islam and the radical organizations associated with the religion. He also has extensive research on Scientology and other New Religious Movements.

Leslie Rubin is a graduate student at the University of Maryland at Baltimore working toward a Masters degree in Social Work. She is an intern at the Counseling Center at Catholic University of America. Recently, she interned as a school social worker in the Baltimore City Public School System where she worked with children dealing with urban plight and severe psychosocial histories. Her past volunteer experiences include work at Mercy Hospital, Habitat for Humanity and the Special Olympics of Maryland. Leslie has an interest in the role spirituality plays in social work and community action. She is eager to learn how faith based organizations assist individuals, as well as how individuals incorporate religious practices into their lives.

Mika Settlemoir is an Undergraduate Honors student at the University of Maryland, College Park, majoring in Socio-cultural Anthropology with a minor in Religious Studies. She came to the University of Maryland, College Park having served in the United States Navy for 5 ½ years with an additional two years in the civilian sector as an intelligence analyst. Mika's areas of interests include environmental anthropology, social capital, kinship, religion, anthropology of war, international development, behavioral ecology, indigenous peoples, population displacement, and voluntary and forced migration. Mika's research has focused on issues related to refugees and diaspora populations, religious fundamentalisms, new religious movements, rites of passage, and child soldiers. Mika's current research topics include Female Gang Participation: A Look at Conversion as a Rite of Passage and The Yanomamo: Under the Lens of Social Capital. She is currently serving as a teaching assistant for 2 courses at the University of Maryland, College Park: Method and Theory of Socio-cultural Anthropology and Converts and Apostates.

Jo Anne Schneider is an applied anthropologist, focusing on the role of government, nonprofits, churches and communities in social welfare policy, opportunity structures for marginalized populations and inter-group relations. She is currently a Research Associate at the Schaefer Center for Public Policy at University of Baltimore and a Research Professor in Anthropology at George Washington University. She was American Association for the Advancement of Science and Technology Policy fellow at NIH (2003-2005). Her career combines equal experience in research, nonprofit management and consulting and public policy. Most of her experience involves working with religious communities and nonprofits, including dissertation research on refugee resettlement by Jews, Catholics, and mainline Protestants, projects on community relations that involve faith communities from various backgrounds, developing both research and faith based programs under the care of Philadelphia Quarterly Meeting of the Religious Society of Friends and working on Michael Foley and Dean Hoge's Religion and the New Immigrants Study (2001-2002). She has served as director of the Faith and Organizations Project since its commencement. She has published in the fields of Anthropology, Sociology, Urban Studies, Nonprofit management, Policy, Social Work and Health, including her second book, *Social Capital and Welfare Reform: Organizations, Congregations and Communities* (Columbia University Press, January 2006). Other recent publications include lead editor for the American Anthropologist special issue on welfare reform (September 2001); *The Role of Social Capital in Building Healthy Communities: Policy Paper Produced for the Annie E. Casey Foundation* (www.aecf.org, November, 2004) and special issue editor and author of article on multi-methods ethnography for Research to Practice: An Interdisciplinary Conversation on Research Methods for Non-profits, Special Issue *Nonprofit Management and Leadership* (July 2006).

Jill Witmer Sinha, Ph.D. (2004, University of Pennsylvania, School of Social Policy and Practice). is an Associate Professor in the School of Social Work with Rutgers, the State University of New Jersey. She studies the relationship between public sector funding and non-government organizations in social service provision with a special interest in faith based and religious organizations; youth development in a community context and collaborative program evaluation using a participatory approach. Recent

publications include *Adolescent risk behaviors and religion: Findings from a national study* (Journal of Adolescence, 2007, with R. Cnaan and R. Gelles) and *Youth at Risk for Truancy Detour Into a Faith-Based Education Program: Their Perceptions of the Program and Its Impact* (Research on Social Work Practice, 2007). Her current projects include survey research among nonprofits in Kolkata, India, secondary analysis of national data on youth, religion, and substance use and volunteer behavior among members of ethnic congregations

Patricia Wittberg is a Roman Catholic Sister of Charity and a Professor in the Department of Sociology at Indiana University - Purdue University Indianapolis. She has written extensively on the topic of Catholic religious orders and their relationships to the schools, hospitals and social service institutions they sponsor. Her most recent publications include *From Piety to Professionalism - And Back?* (Lexington Books 2006), "Religious Orders and Higher Education" (in *Handbook of Research on Catholic Higher Education*, Information Age Publishing 2003), "Called to Service: the Changing Institutional Identities of American Denominations" (*Nonprofit and Voluntary Sector Quarterly* 29:357-376, 2000) and "Declining Institutional Sponsorship and Religious Orders: A Study of Reverse Impacts" (*Sociology of Religion* 61:315-324, 2000). Her current projects include studying the declining interest in sponsoring hospitals, schools, or social service organizations among the newly-founded Catholic religious orders.

Terry A. Wolfer, PhD, is Associate Professor in the College of Social Work, University of South Carolina where he teaches masters courses on micro practice, macro practice, and research and evaluation, and a doctoral course on qualitative research. His research has focused primarily on religion and spirituality in social work practice (including a Lilly-funded study of faith-motivated volunteers) and on social work education. Bridging the two areas, a current project involves placing graduate social work students in religious congregations for field placements focused on older adults. He has authored numerous decision cases on social work practice and co-edited several collections of decision cases including: *Spirituality and Religion in Social Work Practice* (Council on Social Work Education, 2002), *Decision Cases for Generalist Social Work Practice* (Brooks/Cole, 2006), *Decision Cases for Advanced Social Work Practice* (Brooks/Cole, 2006), and *Dying, Death and Bereavement in Social Work Practice* (Columbia University Press, 2008). He is editor of *Areté*, Associate Editor of *Social Work & Christianity*, and serves on the editorial boards of *Journal of Religion and Spirituality in Social Work* and *Journal of Social Work in End-of-Life & Palliative Care*.

Tina Zarpour is a PhD student in anthropology at the University of Maryland, having received her Master of Applied Anthropology in 2007. Her current research interests include immigrant communities and processes of transnationalization. She has conducted research in Langley Park, MD on the relationship between residents and community service organizations. Her archival/historical research on the neighborhood focused on the development of the built environment and power dynamics. The project resulted in a narrative history of the neighborhood, which had never existed. She has also interviewed Maryland-based folk and traditional artists as part of an evaluation for a state-funded apprenticeship program. Tina, for a time period, was a congregant of a Southern Baptist church in Texas and through her parents, also has knowledge of Catholic and Muslim traditions.

Advisory Committee

Stephanie Boddie is a Senior Research Fellow in religion and social welfare at the Pew Forum on Religion & Public Life. Prior to joining the Pew Forum, she was an assistant professor at Washington University in St. Louis with a primary appointment at the George Warren Brown School of Social Work as well as an appointment with Urban Studies and another with African and African American Studies. Additionally, she is a Senior Fellow at the University of Pennsylvania's Program for Research on Religion and Social Policy. She served as lead consultant for the Annie E. Casey Foundation's Faith & Families portfolio from 2002-2006. In this capacity, she assisted in knowledge development as well as capacity building for faith and community leaders on several issues, including Healthy Families and Healthy Marriage, Asset Building and Healing Communities. She also provided leadership and organizational development for faith partners in the Making Connection sites. As a scholar, her primary research interests are public – private partnerships, including faith based initiatives, asset building strategies and

other community development in low-income/ low-wealth communities. She has primarily studied Black and Korean American churches of various faith traditions. Dr. Boddie is co-author of *The Newer Deal: Social Work and Religion in Partnership* (1999), *The Invisible Caring Hand: American Congregations and the Provision of Welfare* (2002), *Way to Give: A Guide to Connecting Giving & Asset Building* (2005), *The Other Philadelphia Story: How Local Congregations Support Quality of Life in Urban American* (2006), *Faith-based Social Services: Measures, Assessments, and Effectiveness* (2007) and 30 other publications. She is currently lead investigator of the Black Churches component of the *Mapping the Du Bois Philadelphia Negro Project* and the *Glasgow Community Improvement Research, Teaching, and Service Project*. Stephanie received her doctorate in Social Welfare and master's in social work from the University of Pennsylvania and her bachelor's degree in natural science from Johns Hopkins University.

Stanley Carlson-Thies is Director of Social Policy Studies at the Center for Public Justice, a Washington, DC-area public-policy and leadership-development organization. Based on its ecumenical Christian perspective, the Center advocates for public policies that treat equally people and institutions of all faiths and no faith, and that protect and support the ability of nongovernmental organizations to carry out their services and missions. Dr. Carlson-Thies' focus is consulting, research, and advocacy in the area of government policy concerning faith-based organizations. He served with the White House Office of Faith-Based & Community Initiatives from its inception in February 2001 until mid-May 2002. He assisted with writing "Unlevel Playing Field: Barriers to Participation by Faith-Based and Community Organizations in Federal Social Service Programs," a report released by the White House in August 2001, and "Rallying the Armies of Compassion," the initial blueprint for President George W. Bush's faith and community agenda. He also helped to organize and guide the work of the five initial cabinet centers for faith-based and community initiatives. He consults widely with government agencies, including the federal Department of Health and Human Services, the Corporation for National and Community Services, state service commissions, and state offices of faith-based and community initiatives. He is the author of: *Charitable Choice for Welfare & Community Services: An Implementation Guide for State, Local, and Federal Officials* (Center for Public Justice, 2000); *A Guide to Charitable Choice: The Rules of Section 104 of the 1996 Federal Welfare Law Governing State Cooperation with Faith-based Social-Service Providers* (a co-publication of the Center for Public Justice and the Center for Law and Religious Freedom of the Christian Legal Society, 1997); *The Freedom of Faith-Based Organizations to Staff on a Religious Basis*, with Carl Esbeck and Ron Sider (Center for Public Justice, 2004); "Implementing the Faith-Based Initiative" in *The Public Interest* (Spring 2004); *Revolution of Compassion: Faith-Based Groups as Full Partners in Fighting America's Social Problems*, with Dave Donaldson (Baker Books, 2003). He was a co-drafter of the statement *In Good Faith: A Dialogue on Government Funding of Faith-Based Social Services* (Feinstein Center for American Jewish History, Temple University, 2001). Carlson-Thies received the William Bentley Ball Life and Religious Liberty Defense Award from the Center for Law and Religious Freedom and the Christian Legal Society in October, 2004. He was named as one of twelve advocates who are "reinterpreting God and country" by the *National Journal* in May, 2004. He holds a doctorate in political science from the University of Toronto. His dissertation is on the role of Protestants and Catholics in the development of Dutch politics in the 19th and 20th centuries. Besides the United States, he has lived in Canada, the Netherlands, and Japan, where he was born of missionary parents.

Gretchen Castle is Director of Leadership Development and Training for Friends Services for the Aging where she facilitates collaboration among Quaker senior service providers and organizational improvement. Promoting best practices in Quaker non-profit governance structures, she supports boards in leadership development, transition planning, strategic planning, and articulating values-based organizational identity. She works with staff to encourage organizational health, personal development, and interpersonal effectiveness. With a M.Ed. in Psychoeducational Processes, now called Adult and Organizational Development, from Temple University, Gretchen has twenty years of organization development consulting and training experience. She specializes in board development, strategic planning, conflict management, meeting facilitation, and interpersonal skills. An active Quaker, Gretchen has provided assistance to many Quaker organizations, from facilitating supervisory training to conducting workshops on spiritual decision-making.

Ram Cnaan is the Associate Dean for Research, Professor, and Chair of the Doctoral Program in Social Welfare at the University of Pennsylvania. He is also the Director of the Program for Religion and Social Policy Research. Dr. Cnaan is a world-renowned expert in studying faith-based social services. He carried out the first national study on the role of local religious congregations in the provision of social services as well as the first one-city census of congregations. Dr. Cnaan has published numerous articles in scientific journals on a variety of social issues. In addition, he serves on the editorial board of seven academic journals. He is the author of: *The Newer Deal: Social Work and Religion in Partnership* (Columbia University Press, 1999) and: *The Invisible Caring Hand: American Congregations and the Provision of Welfare* (New York University Press, 2002). His forthcoming book, *The Other Philadelphia Story: How Local Congregations Support Quality of Life in Urban America* (University of Pennsylvania Press) deals with congregations in one large city. In addition, along with Stephanie Boddie (Washington University), he edits *Assessing the Impact of Faith-Based Social Services: Methodological Challenges and Practical Solutions* (Haworth Press).

Jessica I. Elfenbein is a University of Baltimore professor and director of the undergraduate program, *Community Studies and Civic Engagement (CSCE)*, Division of Legal, Ethical and Historical Studies and Director of the Center for Baltimore Studies as well as Associate Provost for University Engagement. She received her Ph.D. from the University of Delaware. Woven into the CSCE major is American Humanics (AH), a national competency-based certificate program that prepares students for professional opportunities in community-serving nonprofit organizations. Dr. Elfenbein currently serves as University of Baltimore's campus executive director of AH and thus works with AH's 18 nonprofit partners to develop internships, curriculum and service-learning opportunities. She has published three books and several articles. Her research interests are at the intersection of religious, urban and philanthropic history, and her work has been recognized by groups such as the University System of Maryland Board of Regents, the American Academy of Religion, the Association for Researchers of Nonprofit Organizations and Voluntary Action, the Louisville Institute and Aspen Institute's Nonprofit Sector Research Fund.

David Gamse, a gerontologist with undergraduate degrees in psychology and sociology, is the Executive Director of the Jewish Council for the Aging (JCA) and, concurrently, the Chief Executive Officer of the National Center for Productive Aging, a JCA affiliate. Prior to joining JCA's staff in 1990, he was a senior manager at AARP, responsible for different positions for the development of new AARP educational and service programs and for AARP programs related to the aging work force. He is a frequent speaker on aging and nonprofit association management and is a member of the Executive Council of Jewish Agencies in the Greater Washington, D.C. region.

Diana Garland is inaugural Dean of the School of Social Work, Baylor, Waco, Texas. She previously served as Professor of Social Work at The Southern Baptist Theological Seminary in Kentucky and was Dean of the Carver School of Church Social Work. Prior to teaching, she was employed as administrative director of a pastoral counseling center. She has also been employed as a clinical social worker in a rural community mental health center and in a Baptist children's home. Dr. Garland is author, co-author. Or editor of seventeen books. The most recent is *Sacred Stories of Ordinary Families: Living the Faith Everyday* (Jossey-Bass, Inc., 2003). Her book *Family Ministry: A Comprehensive Guide* (InterVarsity press) was winner of the 2000 Book of the Year Award of the Academy of Parish Clergy.

Llneal Henderson is a distinguished professor of government and public administration and a senior fellow at both the Schaefer Center and the Hoffberger Center for Professional Ethics at the University of Baltimore. He has also served as a faculty member at the School of Human and Organizational Development and at the School of Educational Leadership and Change at the Fielding Graduate Institute. He received his A.B., M.A. and Ph.D. degrees from the University of California, Berkeley. Dr. Henderson was recently selected as a Fulbright Senior Specialist by the Council on the International Exchange of Scholars and the U.S. Department of State. He is an internationally recognized urban scholar and has lectured and consulted on housing issues, energy management, environmental policy and public management for federal, state and local government and the corporate and nonprofit sectors for more than 30 years. He completed a study of the Baltimore CitiStat program and his CitiStat monograph was published in 2005 as a chapter in the book *Managing for Results*. He has served as the Chairman of the

Board of the Baltimore Urban League and serves on the Boards of the Baltimore Urban League, the Chesapeake Bay Foundation, the National Civic League, The Center for Effective Local Democracy and the Caroline Center, a Catholic social services agency. He is Vice-Chairman of the Maryland Commission on African American History and Culture and a member of the Board of Directors of the Reginald Lewis Maryland Museum of African American History and Culture. He is also a member of the Board of Directors of Associated Catholic Charities of Central Maryland. Dr. Henderson was recently admitted into the National Academy of Public Administration.

Maurine Pyle serves as Field Secretary of Illinois Yearly Meeting of the Religious Society of Friends and as a member of the Traveling Ministries Program for Friends General Conference (Quakers). She has served a presiding clerk for Illinois Yearly Meeting. Her areas of professional specialization are: leadership development, change management, adult education/training, conflict resolution and community development.

Rev. William C. Rickle, S.J., Ph.D. did graduate studies in theology at Loyola University, Chicago and Mexico City, Mexico and in sociology at the New School for Social Research, New York and Temple University, Philadelphia where he earned the Ph.D., with a specialization in Race and Ethnic Relations and the Sociology of Religion. He studied and worked in the Dominican Republic, Mexico, Chicago, Spain and New York, taught sociology at St. Joseph's University, Philadelphia, been director of Pastoral Care for Migrants and Refugees, Archdiocese of Philadelphia, pastor of Old St. Joseph's Church in that city and Field Specialist with the National Office of Jesuit Social and International Ministries. He was the North American resource person on Hispanic ministry and migration issues for the first Joint Meeting of the North American and Latin American Jesuit Provincials in May, 2004, which saw the adoption of a common plan for addressing the pastoral, research and advocacy needs associated with hemisphere-wide migration. Fr. Rickle is currently the Provincial Assistant for Latino Ministries of the Maryland Province Jesuits (Pennsylvania to North Carolina) and Director of the Jesuit Institute on Migration, Culture and Ministry at Loyola College in Maryland. He is the President of the Jesuit Hispanic Ministry Conference and serves on steering committees of the U. S. Jesuit Universities Migration Studies Network, of the Latin American and Latinos Studies Program at Loyola College, and of the Maryland-Chile and Maryland-Bolivia Province Twinning Committees. He currently serves on the Board of Directors of CARA, the Center for Applied Research in the Apostolate at Georgetown University, in Washington, DC.

Rhys H. Williams is Professor and Department Head of Sociology at the University of Cincinnati. He is co-author of *A Bridging of Faiths: Religion and Politics in an American City* (Princeton, 1992) and co-editor of *Sacred Companies: Organizational Aspects of Religion and Religious Aspects of Organizations* (Oxford, 1998). He is editor of the *Journal for the Scientific Study of Religion*.

James Zabora, the Dean of the National Catholic School of Social Service and Professor of Social Work, came to the Catholic University of America after a 20 year career at the Johns Hopkins University School of Medicine. Prior to Johns Hopkins, Dr. Zabora served as Associate Director of the Southeast Baltimore Drug Treatment Program which delivered innovative treatment modalities to narcotic addicts and poly-drug users. At Johns Hopkins, he was an Assistant Professor of Oncology in the School of Medicine with two secondary appointments as an Assistant Professor in the School of Public Health in Environmental Health Sciences & Health Policy and Management. As an administrator, he served as one of the five Associate Directors in the Comprehensive Cancer Center with a special focus on community programs and research. In addition, he was the administrator of the Breast and Cervical Cancer Screening Program for low-income women living in Baltimore City. In this role, he was a lead author of the Baltimore City Cancer Plan for Johns Hopkins under the Cigarette Restitution Fund for the State of Maryland. As a result of the success of these initiatives, he was appointed Co-Director of the Baltimore City Cancer Plan, and Co-Director for Community Outreach and Education of the Urban Environmental Health Center in the School of Public Health. Currently, Dr. Zabora maintains a Visiting Professorship at Johns Hopkins, and his research continues to focus on cancer prevention and control, psychosocial screening, problem-solving education, and quality of life among cancer patients and their families. Dr. Zabora is the Editor of the *Journal of Psychosocial Oncology*, and the author of more than 60 papers and

book chapters on cancer prevention, psychosocial screening and community program development, quality of life, and problem-solving education. His research has won a number of awards at Johns Hopkins, and recently, his research team received the Annual Quality of Life Research Award from the National Office of the American Cancer Society. Over the past two years, Dr. Zabora has delivered ten keynote addresses at international, national, and regional health care conferences, and over the past twenty years, he has presented over 300 invited lectures across the United States, Canada, Asia, Australia, and Europe. Finally, in March of 2007 at the Annual Meeting of the American Psychosocial Oncology Society, Dr. Zabora received the Holland Distinguished Leadership Award based on his “outstanding contributions (in clinical practice, education, research and leadership) in the field of psychosocial oncology.”

Evaluation

Katie Day is the Charles A. Schieren Professor of Church and Society at the Lutheran Theological Seminary at Philadelphia. She is a sociologist whose research interests have focused on the intersection of religion and the public sector through volunteerism, human service provision, social movements and advocacy of public policy. As well as teaching at LTSP, Princeton and New York Theological Seminaries, and conducting research, Dr. Day is the Director of the Metro/Urban Program at LTSP and is a frequent speaker in religious, academic and civic contexts. She has published three books and contributed to numerous journals and collected volumes in the fields of sociology of religion, political science, theology and organizations.

Dissemination partners and product advisory committee:

Friends Services for the Aging/Philadelphia Yearly Meeting
Alban Institute