Table 1: Typology[1] of religious characteristics[2] of social service and educational organizations and programs		Faith-permeated	Faith-centered
	Mission statement	Explicitly religious	Explicitly religious
	Founding	By religious group or for religious purpose	By religious group or for religious purpose
	If affiliated with an external agency, is that agency religious? (e.g., a congregation or denomination)	Yes	Yes
	Selection of controlling board	Explicitly religious. May be a) self-perpetuating board with explicit religious criteria; b) board elected by a religious body	Explicitly religious. May be a) self-perpetuating board with explicit religious criteria; b) board elected by a religious body
	Selection of senior management	Faith commitment an explicit prerequisite	Faith commitment an explicit or implicit prerequisite
	Selection of other staff	Religious faith is very important at all staff levels; most or all staff share organization's faith commitments	Religious faith is very important for faith-centered projects, but is sometimes less important in other positions. Most staff share organization's faith commitments
	Financial support and non-financial resources	Policy of refusing funds that would undermine religious mission/identity; intentional cultivation of support from religious community	Often has policy of refusing funds that would undermine religious mission/identity; intentional cultivation of support from religious community

Faith-affiliated	Faith background	Faith-secular partnership	Secular
May be either explicit or implicit	Implicit (e.g., general reference to "promoting values")	No reference to religion in mission of the partnership or the secular partner, but religion may be explicit in mission statements of faith partners	No spiritual content, but implicit or explicit references to values are often present
By religious group or for religious purpose	May have historic tie to a religious group, but connection is no longer strong	No reference to religious identity of founders of the secular partner. Faith partners founded by religious group or for religious purpose. Founders of the partnership may or may not be religious.	No reference to religious identity of founders
Often	Sometimes	Sometimes	No
Some, but not all, board members may be required or expected to have a particular faith or ecclesiastical commitment	Board might have been explicitly religious at one time, but now selected with little or no consideration of members' faith commitment	Program controlled by secular partners, with little or no consideration of faith commitment of board members; input from faith partners	Faith commitment of board members not a factor
Normally (perhaps by unwritten expectation) share the organization's faith commitment	Faith commitment is not relevant	Required to have respect for, but not to share faith of religious partners	Consideration of faith commitment considered improper
Project staff expected to have knowledge of and sensitivity to faith commitment of the organization; religious beliefs motivate some staff/volunteers	Little or no consideration of faith commitment of any staff; religious beliefs may motivate some staff/volunteers	Staff expected to understand and respect faith of religious partners; program relies significantly on volunteers from faith-based organizations	Consideration of faith commitment for any staff considered improper
May cultivate volunteer and in-kind support from religious community	May or may not cultivate support from religious community	Significant cultivation of volunteer and in-kind support from faith-partners	Little cultivation of support from religious community

31