



virginia  
interfaith  
center

FOR PUBLIC POLICY

2022

Annual  
**Report**

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## 2022 Board and Staff

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*\* This staff member served for a portion of 2022 before transitioning off the team. VICPP remains grateful for their lasting contribution.*

# Welcome

**W**e served as the Board Chair and Vice-Chair throughout 2022 – another year of growth and vitality for the organization, as this report will demonstrate.

The year began with the General Assembly, which was held in person. Our staff team was there daily, but volunteers were still hesitant about public settings. We opted to have the Day for All People as a virtual event again. We drew more than 400 people to our online activities.

In 2007, the Board of Directors purchased a building in Richmond to serve as VICPP headquarters. Our building at 1716 E Franklin Street is a short walk down the hill from the Capitol. VICPP had refinanced the mortgage several times and worked steadily to pay down the mortgage. This year, the Blacksburg Presbyterian Church offered VICPP a \$100,000 matching grant to pay off the mortgage. The board executive committee worked with the director to invite supporters to make stretch gifts to reach the match and pay off the mortgage. In December, thanks to Blacksburg Presbyterian Church's challenge gift, added to many individual gifts from board members and supporters totaling \$106,000, VICPP paid off the mortgage. What a blessing!

Entering 2023 without a mortgage is wonderful. We look forward to making some upgrades to our building in the near term to make our building more energy efficient and functional for staff.

We are grateful for the hard work of our talented professional staff members and volunteer board members who give generously of their time, talent, and treasure. We also give thanks for all VICPP's volunteers and supporters. Advocacy work is collective activity – we couldn't do it without you. Thank you.



*Julie Swanson*  
*Board Chair*



*Anthony L. Fludd*  
*Board Vice-Chair*



# Justice at the General Assembly

*The Virginia Interfaith Center for Public Policy (VICPP) dedicates the first part of the year to direct advocacy with the General Assembly while it is in session.*

## Accomplishments in the 2022 General Assembly

### Grassroots Advocacy

In 2022, VICPP held its second virtual Day for All People, engaging more than 400 people in the week of online activities. During plenary events, participants were asked to email their legislators. So many complied that VICPP's entire email advocacy system crashed! Staff quickly regrouped and asked people to stagger their emails – “those with last names beginning with A to D will now email.” What a great problem to have! VICPP also held its second virtual College Day of Action, which drew more than 100 young Virginians online to learn about and participate in advocacy.

### Limiting Use of Solitary Confinement

VICPP joined the Virginia Coalition on Solitary Confinement, which had introduced bills for several years. In 2022, a bill was introduced in both the House and Senate that would limit solitary without imposing a huge fiscal impact.

***The bill was passed as presented in the Senate but amended by the House to merely institute a work group to study the topic. Despite this disappointing turn of events, legislators had confirmed their interest in addressing the problem of solitary confinement and indicated willingness to pass a bill in 2023, after the study process.***



VICPP legislative staff, clockwise from top: King Salim Khalfani, Kim Bobo, Dora Muhammad, and Sheila Herlihy Hennessee

**RELIGIOUS LEADERS ON SOLITARY CONFINEMENT PRESS CONFERENCE**

A grid of eight headshots of religious leaders, arranged in two rows of four. The top row features four men, and the bottom row features two men and two women. They are all smiling and looking towards the camera.

[tinyurl.com/nosolitarypresscon](https://tinyurl.com/nosolitarypresscon)  
Jan 13 10:00 am

The logo for the Virginia Interfaith Center for Public Policy, featuring a stylized 'V' and the text 'virginia interfaith center FOR PUBLIC POLICY'.

# Justice at the General Assembly

## **Unconscious (Implicit) Bias Training Mandate**

VICPP supported a bill to add unconscious (implicit) bias training as a criterion for all health care professionals to be eligible for initial or renewed licenses from the Virginia Board of Medicine. A report released by Virginia's Maternal Mortality Review Team noted that provider-related factors are the most prevalent contributors to racial disparities in pregnancy-related deaths

***The bill was continued to 2023, and the relevant committees directed a taskforce to develop a revised bill for 2023.***



*Dora Muhammad (VICPP) advocated for implicit bias training before the Senate Subcommittee on Health Professions, January 2022*

## **Affordable Housing**

VICPP supported allies like the Virginia Poverty Law Center and Virginia Housing Alliance in advocating money for affordable housing in the budget. In response to outcry from housing advocates and faith leaders, Virginia made its largest-ever investment in the Housing Trust Fund! ***The budget included \$150 million of new money targeting affordable housing.***

## **Guns in Worship**

VICPP opposed a bill to remove an existing prohibition on carrying dangerous weapons in places of worship without good and sufficient reason. VICPP defeated similar bills in 2018 and 2019. ***The bill was not assigned to a committee, which effectively halted it.***

## **Religious Discrimination**

VICPP supported a bill sponsored by Delegate Shin to include headwear and grooming practices under protections against religious discrimination, so that people could not be disadvantaged in work settings or for housing opportunities because of religiously prescribed garments like hijab or turban.

***The bill became law.***

# Justice at the General Assembly

## Policy Work Preparing for the 2023 General Assembly

### Limiting Solitary Confinement

VICPP built support in the House of Delegates for a solitary bill, including in-district meetings, recruiting a strong patron, and organizing educational events statewide. VICPP was active in the VA Coalition against Solitary Confinement. ***This work resulted in a modest reform bill passing in the 2023 General Assembly. Although the bill is not as strong as VICPP would like, it is an important first step in putting some guardrails on how Virginia uses solitary confinement.***



VICPP James River Chapter leaders and staff met with Del. Amanda Batten about solitary confinement (L-R: Charles Swadley, Anthony Fludd, Kim Bobo, Salim Khalfani, Amanda Batten, Dennis Parker, Ruth Burgess, John Gregoire)

### Paid Sick Days

VICPP continued to build the Paid Sick Day Coalition and develop ways to keep the issue alive. ***As predicted, in the 2023 General Assembly a paid sick day passed in the Senate but was killed in the House.***

### Affordable Housing

VICPP was active in the Affordable Housing Coalition, garnering faith support for budget amendments to address Virginia's housing crisis. VICPP also participated in the Virginia Coalition for Immigrant Rights, which also made affordable housing a top priority.

### Maternal Health Equity

VICPP convened four maternal health listening sessions with maternal health providers, which provided input for development of a three-part legislative package of proposed maternal health reforms. ***Two of the three reform bills passed in the 2023 General Assembly.***

### Childcare Assistance

VICPP joined the Virginia Promise Partnership, a coalition aimed at increasing public support for childcare for families with low incomes. ***This coalition's work resulted in extra money being allocated in the budget for childcare assistance in 2023.***



# Education and Program Work

## Supporting Workers & Families

### Airport Workers

VICPP was active in supporting the 5,000 contracted airport workers at Dulles and National airports who are calling for living wages, affordable healthcare, and paid sick days.

VICPP hosted a clergy delegation to meet with more than 30 workers

to learn what faith communities could do to support their campaign. Based upon the learnings from the delegation, VICPP

produced and disseminated a report that received international media interest and drew more attention to the workers' concerns. Then, VICPP circulated a sign-on letter that was circulated in faith communities and ultimately delivered to the Metropolitan Washington Airport Authority with 380 supporter signatures.



*Hilary Horn and Kay Frances Dolan joined SEIU members in calling for paid sick days for airport workers*

### Living Wage Certification

VICPP has continued its coordination of a statewide living wage certification program, which recognizes and honors employers who meet or surpass local living wage standards. In 2022, VICPP and local leaders in Richmond, Charlottesville, Northern Virginia, and Harrisonburg organized door-to-door business canvassing days. Harrisonburg has built the largest living wage outreach, having certified 84 businesses, employing 5,320 employees in the Harrisonburg-Rockingham area. VICPP is proud to acknowledge the special efforts of Harrisonburg leader, Ramona Sanders.

VICPP has been engaged in the national living wage certification community. Program lead, Jase Hatcher, co-led a DEI training for living wage organizations across five states. VICPP also explored aligning its local living wage programs and wage rates with Living Wage for Us, the national living wage group.

## Education and Program Work

### Central Virginia Sanctuary Network

VICPP continues to serve as the fiscal agent for the Central Virginia Sanctuary Network which serves more than 100 families in the greater Richmond region that are seeking asylum in the U.S.

### Wage Theft

VICPP's wage theft hotline and website ([wagetheftva.org](http://wagetheftva.org)) continue to provide valuable resources for the community. The hotline received 16 complaints that were referred to lawyers equipped to handle the cases.

### Lawrenceville Correctional Center

VICPP received startling family and first-hand reports about the living conditions of people incarcerated at Lawrenceville Correctional Center (LVCC), Virginia's only private, for-profit correctional facility. LVCC had more incidents of drug overdose than any other prison in the state, some resulting in death. VICPP conducted a factfinding delegation to Lawrenceville, where participants talked with family members with loved ones incarcerated at LVCC. Assembling both anecdotes and facts, VICPP issued a report about the alarming conditions at LVCC, which was disseminated widely.

### JAB Initiative (vaccine equity)

VICPP continued its outreach to faith communities who are disproportionately impacted by COVID. VICPP filmed public service announcements about Justice, Autonomy and Beneficence (the themes of JAB) in health care and in faith. VICPP also conducted trainings for congregational leaders and distributed information about how to make vaccine access more equitable.

### Farmworkers

VICPP remains concerned that farmworkers are not covered by the state minimum wage and that children on tobacco farms are not protected adequately. VICPP organized a trip with partner organization, Legal Aid Justice Center, for VICPP members to visit an Eastern Shore migrant camp and learn about conditions directly from workers.



*Farmworker fact-finding delegation, including Sheila Herlihy Hennessee (VICPP), and hosts, Legal Aid Justice Center*



# Education and Program Work

## Engaging Young Virginians

Patterns of religious participation have been shifting across age demographics for some time. Although evidence of spiritual orientation among younger adults remains strong, how they explore, express, and engage in faith life and communities of conscience continues to evolve. Active engagement in faith-centered advocacy is one way to energize younger adults. VICPP has an intentional focus on cultivating engagement of younger adults in the work. In May, VICPP brought on a staff person to lead this work.

### Student Day of Action

VICPP's second-ever Student Day of Action engaged more than 100 seminarians, college students, and faculty participating in a day of virtual lobbying and learning activities during the General Assembly.

### Outreach to Schools

VICPP began an intensive outreach to Virginia's approximately 100 institutions of higher education, including seminaries, colleges and universities, community colleges, Historically Black Colleges and Universities (HBCUs), religiously affiliated schools, law, and medical schools. VICPP sought to connect with campus ministries, student leaders, and organizations focused on



*Student summer interns Mattison Davis Payne, Hollis Bannister, and Nakayla Addison.*

faith and community engagement, as well as faculty and staff with scholarly and program focuses related to VICPP's advocacy topics.

### Higher Education in Prison

One product of VICPP's outreach was the expansion of its criminal justice work to include higher education in prisons, an emerging and timely issue predicated on the reauthorization of Pell grants for incarcerated individuals. VICPP joined the Virginia Community College System's Consortium on Higher Education for Justice Impacted Individuals and presented on policy advocacy opportunities to approximately 100 college representatives and VA Department of Corrections leaders at the Consortium's summer meeting.

# Education and Program Work

## Engaging Young Virginians (cont.)

### Student Voter Engagement

VICPP partnered with organizations sharing its commitment to voter participation among young adults, notably the Campus Vote Project. VICPP worked with five schools on postcarding and voter registration outreach.

### Solitary Confinement Actions

VICPP invited colleges and seminaries to host mock solitary confinement demonstrations to educate people about the need for Virginia's prisons to limit their excessive use of solitary confinement.



*Seminarians and faculty at Virginia Theological Seminary organized an on-campus demonstration of solitary confinement conditions.*

## Civic Engagement

Virginia has an election every year, with federal elections on the even years, and state elections on the odd years. VICPP launched a civic engagement program in 2022 to boost voter participation, with an eye toward building for 2023's extraordinary election, in which every state legislative seat will be on the ballot and redistricting will have shuffled the electoral deck. VICPP's robust outreach involved:

### African American Faith Communities

VICPP worked closely with the Baptist General Convention of Virginia (BGCVA) and the Virginia State Baptist Convention, the two largest Black Baptist leadership bodies in Virginia, providing training and resources. The Church of God in Christ (COGIC) employed VICPP videos at their state gathering then shared them widely, eventually garnering more than 100,000 views.

### Black Sororities and Fraternities

VICPP partnered with the National Pan Hellenic Council of Metro Richmond to support a GOTV (Get Out the Vote) campaign that included a motor caravan through neighborhoods to draw residents to the local park for voter registration. More than 100 Omega Psi Phi Fraternity, Inc. members distributed VICPP's same-day-voter registration poster to barbershops and churches.

## Education and Program Work

### Non-Registered Voters who are Muslim

VICPP mailed letters to 8,500 potential voters who are Muslim, encouraging them to register and vote. We also phone banked to 3,500 families and individuals.

### Same-Day-Voter Registration education

Virginia implemented a new same-day-voter registration law during the November 2022 elections. VICPP created and distributed posters about the new law and encouraged new voters on social media.



*Robert Lester and Sheila Herlihy Hennessee presented at gathering of Baptist General Convention and Virginia Baptist State Convention clergy*



*Drew Perdue led a team of Randolph Macon students and staff in producing 100 colorful voter postcards*

### Postcarding

VICPP volunteers handwrote and mailed postcards to 5,050 infrequent voters to encourage voting. Included in the kit for postcarding teams was a special blessing for postcarding.

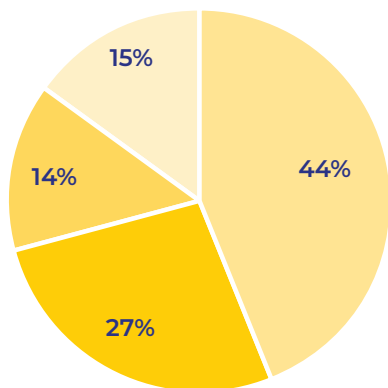
### Texting training

VICPP offered weekly trainings during the fall on Impactive, a peer-to-peer texting program to enable people to easily encourage their friends and family to register, find their polling places and plan to vote.

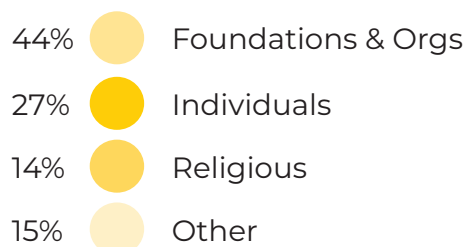


# VICPP

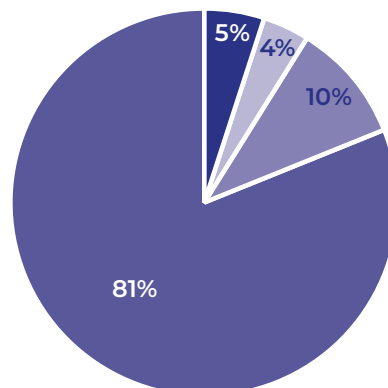
## Financials



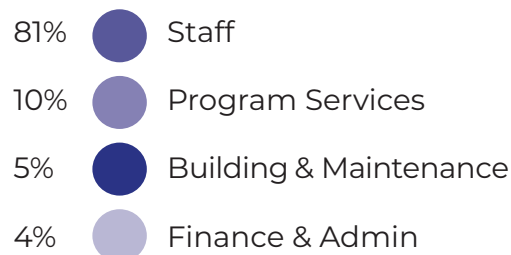
### 2021 Income\*



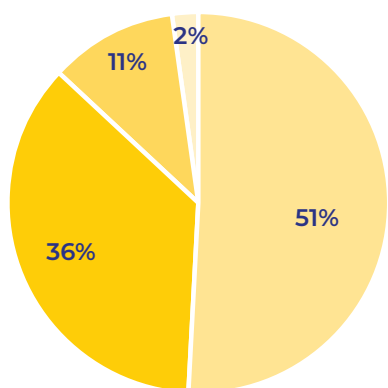
\*Audited total: \$876,636



### 2021 Expenses\*



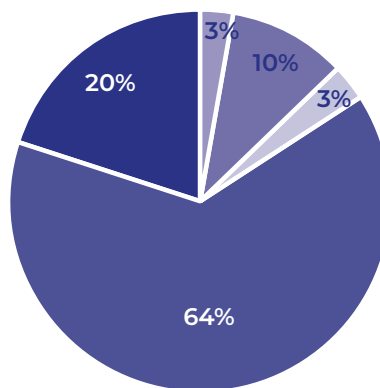
\*Audited total: \$811,150



### 2022 Income\*\*



\*\* Unaudited total: \$1,144,666



### 2022 Expenses\*\*



\*\* Unaudited total: \$1,045,868

# VICPP

## Funding

*VICPP receives the bulk of its support from foundations, religious sources, and individuals. The following pages list the many financial supporters of the work.*

### Foundation and Organization Supporters

Community Catalyst Inc	Norman Foundation
Community Foundation of the Rappahannock River Region	Potomac Health Foundation
Consumer Health Foundation	Rhodes and Carpenter Foundation
Eugene & Agnes Meyer Foundation	Richmond Memorial Health Foundation
Faith In Action	Virginia Early Childhood Foundation
Hopewell Fund	William M. Backer Foundation

### Judicatory & Other Religious Supporters

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National Capital Presbytery  
Potomac Association of the United Church Of Christ  
Presbyterian Church (USA)  
Presbytery of Eastern Virginia  
Presbytery of Shenandoah  
Presbytery of the James  
Presbytery of the Peaks  
Union Presbyterian Seminary  
Virginia Conference of the United Methodist Church  
Virginia Synod, Evangelical Lutheran Church in America

# VICPP Funding (cont.)

## Congregational Supporters

Alexandria Friends Meeting at Woodlawn	Lewinsville Presbyterian Church
Blacksburg Presbyterian Church	Little River United Church Of Christ
Bon Air Presbyterian Church	Maury River Friends Meeting
Burke Presbyterian Church	Midlothian Friends Meeting
Charlottesville Friends Meeting	Mount Olivet United Methodist Church (Arlington)
Christ Evangelical Lutheran Church (Roanoke)	Old Presbyterian Meeting House (Alexandria)
Christ the Servant Lutheran Church (Reston)	PAX Community - Pilgrims After Christ (McLean)
Church of the Holy Comforter (Richmond)	Richmond Friends Meeting
Church of the Redeemer (Mechanicsville)	Roanoke Friends Meeting
Community of Faith United Methodist Church (Herndon)	Rock Spring Congregational United Church of Christ
First Congregational Christian UCC (Chesterfield)	Second Presbyterian Church (Richmond)
First Unitarian Universalist Church of Richmond	St. Andrew's Episcopal Church (Norfolk)
Gayton Kirk Presbyterian Church	St. Edward Catholic Church (Chesterfield)
Ginter Park Baptist Church	St. Elizabeth Catholic Church (Richmond)
Ginter Park Presbyterian Church	St. John's United Church of Christ (Richmond)
Goose Creek Friends Meeting	St. Stephen Lutheran Church (Williamsburg)
Harrisonburg Unitarian Universalists	Unitarian Universalist Church in Reston
Herndon Friends Meeting	Unitarian Universalist Fellowship of the Peninsula
Hopewell Centre Friends Meeting	Virginia Beach Friends Meeting
Immanuel Church on the Hill (Alexandria)	
Islamic Center Of Virginia	
Langley Hill Friends Meeting	

## Business and Other Supporters

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