

September 1, 2016

RE: 2015 Administrative Commission for Transformation Grant Report

Dear Presbyter:

The mission of the Administrative Commission for Transformation (ACT) is to assist churches of Pittsburgh Presbytery to reach others for Christ, to provide hands-on training and mentorship for future pastors, to encourage congregational partnerships, and to be involved in the mission of Jesus Christ. Four mechanisms currently exist to provide that assistance for transformation, in essence to assist in developing and deepening a disciple's walk with Christ:

- **Enhancement Grants** are one-year grants with a maximum of \$3,000 for 2015 with an in-kind contribution from the congregation. Currently, these grants are used to assist congregations seeking to enhance or start a new ministry, program, or activity. The ACT uses the funds to promote cooperative mission and ministry partnerships among churches. Money for enhancement grants comes out of the operating budget of Pittsburgh Presbytery.
- **Seminary Student Urban Interns** are granted monthly stipends for 9-12 months to work with congregations partnered in urban settings. This effort is designed to provide outreach training for students while providing additional resources for congregations in economically marginalized communities. Money for seminary student intern grants comes out of the operating budget of Pittsburgh Presbytery.
- **Daycamp** is a program offered by Crestfield Camp & Conference Center and is designed for congregations to reach more children in their communities, not only in the summer but year round. Daycamp is held at the individual churches. Money for Daycamp grants comes out of the operating budget of Pittsburgh Presbytery.
- **Small Church Leadership Development Grants** are available for up to \$500 per person per event per year, with a maximum of \$1,000 per congregation per year. These grants are supported by the Synod of the Trinity.

The following pages with graphs and charts will establish how the \$53,997.66 was awarded in 2015, with reported metrics demonstrating results.

We are grateful and blessed to serve the Lord on this commission as we work together to share the Gospel and bring the kingdom of heaven to earth.

Joyfully in Christ's Service,



Rev. Dr. Judi Slater
Chairperson, ACT



Rev. Betty L. Angelini
Staff Liaison, Pittsburgh Presbytery

2015-16 ACT Grant Award Overview

ACT Grant Type	2015 Awards
<i>Enhancement</i>	\$15,000.00
<i>Seminary Student Urban Intern</i>	\$24,150.00
<i>Daycamp</i>	\$6,000.00
TOTAL	\$45,150.00
<i>Small Church Leadership Development*</i>	\$8,847.66 (not included in total above)
GRAND TOTAL	\$53,997.66

*The funds for these awards are given by the Synod of the Trinity directly to Pittsburgh Presbytery. As such, this is a separate line item from the funds the ACT receives from the operating fund of the presbytery.

The Small Church Leadership Development grants awarded in 2015:

- 4 grants to small church pastors of the presbytery with a maximum single amount of \$500 for training in relationship to their specific ministry
- 5 grants to members of small churches of the presbytery with a maximum single award of \$500
- 4 grants to small churches for all church retreat/program participation with a maximum single award of \$950

2016 ACT Enhancement Grant Awards

NO.	CHURCH NAME	PURPOSE	YEAR 1 / YEAR 2 GRANTED	AMOUNT REQUESTED	RECOMMENDED AMOUNT
1.	Bower Hill Community Church	To help fund renewal of youth ministries and programming	1	\$3,000	\$3,000
2.	Brookline Boulevard United Presbyterian Church	To help with the music ministry	1	\$2,000	\$2,000
3.	Cross Roads Presbyterian Church, Monroeville	To help with an alternative worship experience	1	\$3,000	\$3,000
4.	First Presbyterian Church of Castle Shannon	To help fund community outreach	1	\$3,000	\$3,000
5.	First Presbyterian Church of Duquesne	To help with the Artistic Expression Christian Education series and two new cordless mics for the current sound system	1	\$2,400	\$2,400
6.	First United Presbyterian Church, Tarentum	To help fund the Tarentum Friendship Community Garden improvements	1	\$3,000	\$3,000
7.	Homestead United Presbyterian Church	To help with financial support for the Director of Worship Music	3	\$3,000	\$3,000
8.	Second United Presbyterian Church	To update and revitalize our worship to accommodate the changing nature	2	\$3,000	\$3,000
TOTALS				\$22,400	\$22,400

2015 ACT Enhancement Grant Awards & Follow-Up

CHURCH NAME	PURPOSE	AMOUNT REQUESTED	AMOUNT GRANTED	FOLLOW-UP REPORT
Community of Reconciliation	To support Oakland community outreach	\$3,000	\$3,000	<ul style="list-style-type: none"> • \$3,000 was provided for our Oakland Outreach Ministry which supports our Oakland Block Party and Summer Camp. • \$2,213 was allocated to our Block Party and helped to pay for event advertising through media, street signs and social media; also underwrote the cost of giveaway gift bags to the more than 500 people that attended our event. • \$877 was allocated to our Music, Art & Drama Summer Camp and was specifically used to help fund our trip to Crestfield Camp & Conference Center (\$700) and art supplies for our campers. • Our Block Party serviced over 500 people for an afternoon of community fun, fellowship and evangelism. This is our number one outreach event and provides us with an opportunity to invite people to discover more about God through our congregation. Each year it brings 5-20 new visitors into our church and many are young adults. Many join and become active members or participants of our ministry. • Our MAD Camp had 30 campers attend this year, many of whom have families that struggle to provide a healthy place to bring their children during the summer. We provide fresh delicious meals like salad & pasta bars, make your own cookie day, etc. They learn scriptures and songs about God. Parents are never prouder than on Camp Sunday when the campers share what they've learned with their families and friends. The trip to Crestfield is one of the greatest highlights of the camp week. Many have never had that experience. This year, like with most years, a number of parents attend too and bring siblings along. For some, it's the longest trip from home that they've experienced at all or for a very long time. Knowing that it is the love of God that provides this opportunity makes an enormous difference for the kingdom building we are seeking to do at C.O.R. • It is so critically important for wider church resources to be used to help congregations reach out with the Good News of Jesus Christ. We are the story of God in Christ and the only story many will ever know. Thank you for helping us continue to build up God's possibilities in Oakland. We have lots of pictures and videos of the experiences on our Facebook page (www.facebook.com/CORPGH).

2015 ACT Enhancement Grant Awards & Follow-Up

<p>Cross Roads Presbyterian Church, Gibsonia</p>	<p>To fund an all-church retreat</p>	<p>\$3,000</p>	<p>\$3,000</p>	<ul style="list-style-type: none"> • A church-wide mission retreat, "External Impact," was conducted on Sunday, January 25, 2015 from 9:15 AM–2:00 PM. • There were Next Step opportunities that members could commit to: <ol style="list-style-type: none"> 1. "I commit to leading a monthly prayer meeting." 2. "I commit to participate in a WMI mission trip in another country." 3. "I commit to attend the New Wilmington Missionary Conference." 4. "I commit to attending a Hosanna work day." 5. "I commit to attending a WMI Perspectives Class." 6. "I commit to reading some suggested books." 7. "I commit to a PRISM friendship partner." • We had some individuals "sign-up" for the next step opportunities. As a result, we have added PRISM as a mission partner and have members participating in the program. • Also resulting is a congregational book club where we choose a book and meet every 4-6 weeks for lunch on Sundays to discuss the book. • The most positive result came with the 2015 mission receipts exceeding pledges by \$4,000 and the 2016 pledges increased by almost \$6,000 more than 2015 pledges. • Also exciting, is having a new mission committee member and an additional individual expressing interest in serving on the committee. • Our congregation was definitely impacted by the event. It is still difficult for individuals to commit time, but the Holy Spirit definitely touched their hearts for mission giving. • The mission committee continues to bring in speakers and have mission Sundays where we pack bags of items for the homeless (served by Feed My Sheep) and "chemo" packs (comfort items) that are delivered to UPMC Passavant Cancer Center • The Heart and Hands ministry continues to grow and recently added sewing pillows for cancer patients to the host of other items they make and donate to local hospitals, hospices and skilled nursing facilities. • We are happy to increase the giving to our mission partners in Niger and Bolivia as well as Hosanna Industries, Mars Home for Youth, The Lighthouse Foundation, and Presbyterian ministries. • With the addition of the AV equipment, we are now able to have a large screen viewing vs. TV screen viewing during worship, meetings, and workshops. • We are also thankful to Rev. Jen Haddox, WMI, who facilitated the planning of the entire day; her vision along with the committee's input resulted in a fruitful event.
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2015 ACT Enhancement Grant Awards & Follow-Up

Kerr Presbyterian Church	To purchase electronic equipment for ministry	\$3,000	\$0	Request approved March 2016 to reapportion funds due to transition in church leadership. Will include follow-up report in 2016.
Linway United Presbyterian Church	To continue their technology plan & purchase much needed software for tracking membership & giving	\$3,000	\$3,000	<ul style="list-style-type: none"> • The purchase of a Church Management Software as well as a new computer to run it on. This has enabled us to better track the finances of our church as well as begin to more easily track membership and attendance. • A portable stereo system was purchased and has been used outside at our events, roller skating & dance nights as well as during our movie nights. • The purchase and implementation of speakers in the nursery and the back of the sanctuary so individuals who cannot be physically in the sanctuary can listen to the worship service. • The equipment that transmits video signals to the projectors in the sanctuary was replaced in order to provide a more reliable experience. • Recording equipment that allows for the recording of sermons and certain segments of worship to provide worship opportunities outside the church. • Significant progress has been made with a new website. We were able to enlist the assistance of a consultant to assist with technical assistance to progress the website towards implementation. It is planned to be implemented in the March/April timeframe. • The replacement of the equipment in sanctuary enables us to reach numerous families in the community during our Vacation Bible School. It has allowed us to share numerous videos during worship to communicate and promote numerous events and mission opportunities. In addition it will enable us record sermons for use on our internet site. • The new website will be an asset to the church in its plan to reach others in the community to draw them into a relationship with Jesus Christ. Utilizing this forum by: <ol style="list-style-type: none"> 1. Providing current information about activities and mission opportunities taking place there 2. Providing access to audio downloads of sermons 3. Providing access to devotion and study materials

2015 ACT Enhancement Grant Awards & Follow-Up

Logan's Ferry Presbyterian Church	To expand community ministries & partnerships via the establishment of a community garden	\$3,000	\$3,000	<ul style="list-style-type: none"> • In partnership with SonWard Youth Ministry, Teen Challenge, New Hope Community Church, and the Parnassus Partnership the grant was awarded to start the first community vegetable garden in the Parnassus area of New Kensington. • The ACT grant was instrumental in SonWard securing additional funding. The \$3,000 from Pittsburgh Presbytery was matched on a ¾ basis. Additionally, the Parnassus Partnership donated \$100 in 'seed' money to initiate the grant-seeking process and Logan's Ferry donated repurposed lumber to be utilized in the construction of raised beds. • Logan's Ferry is a community mission church and adding this community ministry to our other outreach ministries has helped to keep our church on focus on heeding Christ's call to feed the hungry and assist those in need. Young people participating in this project are being taught not only about growing plants but also communication skills, teamwork, friendship and growing their faith on our Lord. • The original vision was a community garden that would provide fresh vegetables for participants for this summer and for the summers that follow. What was observed was so much greater in scope that gives hope to a new generation of young people and expands the Kingdom work being done via church and parachurch organizations working together.
TOTAL		\$15,000	\$12,000	

2014-15 & 2015-16 ACT Urban Partnership Seminary Student Intern Awards & Follow-Up

2014-15

Student	Period of Service	Terms	Church	Average Worship Attendance in 2014
Olson, Adam	09/14-05/15	\$350.00/month	Brookline Boulevard UPC	27
Pfeuffer, PJ	09/14-05/15	\$350.00/month	Calvert Memorial UPC	16
Smith, Maggie	09/14-05/15	\$350.00/month	Hot Metal Bridge FC	Not reported
Schneider, Benjamin	09/14-05/15	\$350.00/month	Second UPC	78
Armor, Teresa	09/14-05/15	\$350.00/month	South Side PC	35
Dix, Rebecca	09/14-05/15	\$350.00/month	Verona UPC	Not reported

2015-16

Student	Period of Service	Terms	Church	Membership / Worship Attendance Reported in 2015
Neal, Martin	09/14/15-05/16	\$350.00/month	Central PC, Tarentum	73 / 27
Galicic, Katie	09/09/15-05/16	\$350.00/month	Community 341	N/A (NCD)
DeLucia, Anthony	04/15-12/15	\$350.00/month	Community of Reconciliation	110 / NR*
Rumbaugh, Benjamin	06/15-05/16	\$350.00/month	First PC, Duquesne	77 / NR
Smith, Maggie	09/15-05/16	\$350.00/month	Hot Metal Bridge Faith Community	150 / NR
Angeli, Erin	09/15-05/16	\$350.00/month	Riverview UPC	123 / 63
Schneider, Ben	09/15-05/16	\$350.00/month	Second UPC	96 / 79
Davis, Marjorie Ann	09/15-05/16	\$350.00/month	Verona UPC	47/NR

*Not Reported

Follow-Up Reports:

First Presbyterian Church of Duquesne

Ben Rumbaugh, our seminary intern for 2015-2016, came to us with an interest in poverty issues. He is doing a dual degree with CMU on public policy and was not planning on going into parish ministry. It was a joy to have him work with us, as he was interested in every aspect of our church ministries and mission. His eyes were open to the ways in which churches in economically challenged communities can make a difference in the lives of people.

We were blessed by his presence in several ways; he related well with the congregation and they appreciated his energy and enthusiasm, he helped us take a look at our ministry with new eyes, he added to our ministry by doing a seminar on diversity and helping us with our website and Facebook page. Through his experience as a student intern with First, Duquesne, Ben has decided to pursue ordination with thoughts of going into parish ministry in some capacity. He has also decided to stay connected to First, Duquesne during his final year of school.

Our experience with Ben is a perfect example of what the Urban Seminary Intern experience is meant to do by helping churches and giving seminary students experience in urban ministry in hope that they will gain a heart for this ministry.

Submitted by the Rev. Judith L. Slater

Hot Metal Bridge Faith Community

What a joy it has been to serve alongside Maggie [Smith] during her time as an intern at Hot Metal Bridge Faith Community. From the moment she came to serve, she dove right in, taking initiative and stepping in to the mess of ministry without hesitation. She continued and strengthened our ministry of presence at The Table, our twice weekly community meal. Even as she encountered the hard realities and frustrating situations of many of our guests, Maggie kept her head on, neither falling in to despair, nor holding on to a naive positivity. She loves these folks as they are, as both sinner and saint. This is a rare gift in our ministry. She truly loves those whom she serves, not because they are perfect, or victims, or are struggling, or in need, but because they are children of God, beloved by Christ. And because she loves Christ, she loves these people. Maggie and I have become true ministry partners, coming together to pray, discuss, strategize, and sit in the complications that this kind of ministry tends to bring. She has been a true gift, and we will miss her terribly, but we wish her the best, as she moves on to whatever new ministry God is calling her to.

Thank you so much, for making this opportunity possible - for Maggie, for Hot Metal Bridge Faith Community, for the folks at The Table, and for me.

Sincerely,

Rev. Jennifer Frayer-Griggs
Table Minister



Maggie Smith serving The Table.

Second United Presbyterian Church

The Urban Partnership Seminary Student Intern Grant allowed Second United Presbyterian to start a youth group on Thursday evenings, in addition to our regular Thursday evening Kid's Club. With Pastor Ben Schneider's assistance, we were able separate the younger children from the youth for games, the lesson, and dinner. We then brought the two groups together for music and worship. This model worked very well, as it kept the older children interested while providing them a opportunity to lead the younger children in the worship experience. We now have 48 young people ages 3 and older enrolled in our Thursday evening program.

Submitted by the Rev. Deborah K. Warren



Pastor Ben supervising an egg relay.



Big Kids group learning to make pies.



Spring clean-up day with Trinity youth.

Verona United Presbyterian Church

We are so grateful to have received the grant once again to have a seminary intern here at the Verona Presbyterian Church. This past school year we were privileged to work with Dr. Marjorie Davis. Marjorie comes from the Baptist tradition and brought along with her a more participatory, call and response, style of worship. Her joyful example and vulnerability in her leadership on Sunday mornings helped to create space for others to branch out and become more expressive themselves. It was quite an experience for our traditionally minded, majority white congregation members and very healthy for our congregation. I know, however, that it was also a struggle at times for Marjorie to feel at home in a different style of church, and that her work wasn't easy. Marjorie's presence also helped us to speak more bluntly and directly about issues of race in our conversations and prayers and is one way in which we grew during her time with us. I believe her field ed. internship was a positive experience for Marjorie as well. She lived into her calling to preach and was able to find her voice in her sermons. It was neat to be able to see her discover that she could simply be herself when leading worship. The picture attached is of Marjorie on her last Sunday with us during her internship after being presented with a stole made by a member of the congregation. She made a big impact here, and we hope we did the same for her. We look forward to being able to work with students again in the future and are grateful to the ACT for making this possible!

Submitted by the Rev. Brian D. Diebold

NOTES:

- No reports for 2014-15 received from Brookline Boulevard United Presbyterian Church, Calvert Memorial United Presbyterian Church, or South Side Presbyterian Church.
- Pending 2015-16 reports from Central Presbyterian Church in Tarentum, Community 341, Community of Reconciliation, and Riverview United Presbyterian Church

DAYCAMP PROGRAM 2015

A PARTNERSHIP IN MINISTRY
ADMINISTRATIVE COMMISSION FOR TRANSFORMATION
AND
CRESTFIELD CAMP AND CONFERENCE CENTER

Church / Date	Morning	Evening	Specialty	Date of Day Trip
Bull Creek UPC June 22-26, 2015 9:00-11:30am	1 st year 13 Campers			June 24 th
Duquesne PC July 7-10, 2015 6-8:30pm		4 th year 11 Campers		July 8 th
Bower Hill July 13-17, 2015 9am-3pm			1 st year 18 Campers This was a pilot for a longer day verses a half day as previously.	July 15 th
Crafton PC Cancelled due to lack of registrations	0 campers			N/A
Third PC July 20-23, 2015 6-8:30pm		1 st year 6 Campers		N/A
Trinity PC July 27-31, 2015 9:00 – 12:00	1 st year 9 Campers		Trinity is a church in Beaver Butler Presbytery and they supported this daycamp in entirety	July 29 th
Aspinwall PC July 27-31, 2015 6-8:30PM		2 nd year 10 Campers		July 29 th
TOTALS 7 Churches selected 6 churches participated	24 campers	27 campers	18 campers	69 campers

OVERVIEW

In its tenth year of ministry and service, the daycamp partnership between the ACT and Crestfield served 69 children in 6 churches throughout various geographical locations of the presbytery with 1 of these 6 churches being from Beaver Butler Presbytery. This church financially supported their daycamp on their own without financial supplement. Of the six daycamps provided, all were the standard one half day session focused on the four components of worship, bible study, recreation, arts and crafts. There was not a specialized Music, Art and Drama Camp requested or offered this year. All churches that applied were accepted. Four churches were new to the initiative while three churches had participated previously, including the church that was selected and cancelled.



CURRICULUM

The theme for Crestfield Day Camp 2015 was “Power Up.” This theme went along with the four-year cycle of learning about the triune God and the church. This year campers learned about the Holy Spirit. This theme was taught through various methods involving singing, recreation, crafts, and studying the Bible. The Holy Spirit is a hard aspect to grasp for younger kids so abstract thought was used in concrete ways. The wind and our feelings were used to represent non tangible realities to wrap their minds around the Holy Spirit. The phrase “Power Up” was used to show how we all can find strength in the Lord through different areas in our lives. This includes through our community, friends and family, our own strength and courage, and finally seeing that the Holy Spirit, who is one with God, can lead us to these realizations. This was presented in a way to use nature as a medium for our outdoor ministry leadership.

BIBLE STORIES

- Power Up -- Celebrate the Spirit (Acts 2:1-18, 22-24, 33)
- Power Up – As one Community (Ephesians 4:1-6)
- Power Up – Courage (2 Timothy 1:6-7, 13-14)
- Power Up – Imitate Christ (1 Thessalonians 1:4-7)

BUS TRIP TO CRESTFIELD

All churches except Bower Hill and Third PC came to Crestfield for a day. Bower Hill had a day long program on their site and did not want to incorporate a trip to Crestfield because of that. Third had minimal campers that would be able to attend a day trip, so hence it was cancelled. We utilized the resources available at Crestfield, with the activities at Crestfield selected by church leadership:

- Bible study
- Lunch in Dining Hall and departing snack
- Experience God’s creation in rural, outdoor setting with activities such as:
 - Archery
 - Canoeing
 - Swimming
 - Climbing wall
 - Hiking
 - Hayrides

Subsidized for all churches above, including:

- Valley View-an urban church that provides its own 6 week daycamp but looks to Crestfield and the ACT to sponsor an outing to camp similar in nature to the Wednesday daycamp trips.

- Crafton Heights-an urban church that also provides a 6 week daycamp, called Cross Trainers, to neighborhood children, with Crestfield and ACT sponsoring an outing to camp similar in nature to the Wednesday daycamp trips.
- Bethesda, Homewood-an urban church that provides its own 6 week daycamp but looks to Crestfield and the ACT to sponsor an outing to camp similar in nature to the Wednesday daycamp trips. This was their first year of participation.



TOTALS	24 campers	27 campers	18 campers	69 campers
7 Churches selected 6 churches participated				
Valley View Day Trip				51 campers
Crafton Heights/Open Door Day Trip				48 campers
Bethesda Day Trip				32 campers
GRAND TOTAL For all daycamp attendees				200 campers (69 + 131)

TRAINING

Each group was invited to attend a centralized orientation in the spring. Two evening meetings were offered with at least one attendant from each church representing the church.

FINANCIAL REPORT

- 2015 income totaled \$12,551.84, including \$6,000 from the ACT grant. The remainders of the funds came from the following sources:
 - \$500 fee per church from churches participating second year and longer
 - Bower Hill's pilot day long daycamp generated income as it was on a fee for service basis
 - Crestfield scholarship fund
- The designated fund for Daycamp offerings, which is utilized to subsidize the Daycamp Grant and Income line item received \$0 in income this year and utilized \$1,236.84 to support the costs of camp. The balance in this designated account at the close of Dec. 2015 is \$1,418.24.
- Expenses totaled \$12,551.84 and are detailed in the attached Appendix 1
- Overall, the daycamp program operated in a balanced fashion.
- The Daycamp designated fund contained \$1,418.24 at the close of 2015 that will be utilized toward 2016 costs.

OVERALL EVALUATION

This year saw a remarkable decrease in the number of day campers served. This decrease was not merely at one church but was across the board at all of the churches served. In fact, one church that was selected, Crafton Presbyterian Church had to cancel for lack of registered students and volunteers. This was a concerning situation in that it was not just one or two churches with low registration but across the board. Also of significant importance was that there was a decrease in the number of applications to participate in the program for the year. A change would be needed to the selection and implementation process for 2016.

After conversation with various churches throughout the presbytery, changes were made to the objectives and enrollment criteria. Specifically, the daycamp initiative will be opened to any congregation that would like to participate. The rationale for that was that all churches may desire to serve their community in a different way and this may be the initial ministry that can assist in making a transformation to the current ministry and community outreach. To allow for appropriate use of ACT funding so that those churches with more resources would support this effort independently, we devised a system of tiered pricing and enrollment:

1. Pay the full price and be able to secure your date within 48 hours of enrollment
2. Pay 50% and submit an application for selection
3. Unable to pay any portion and submit an application for selection

We will report on this new system's implementation in our 2016 report

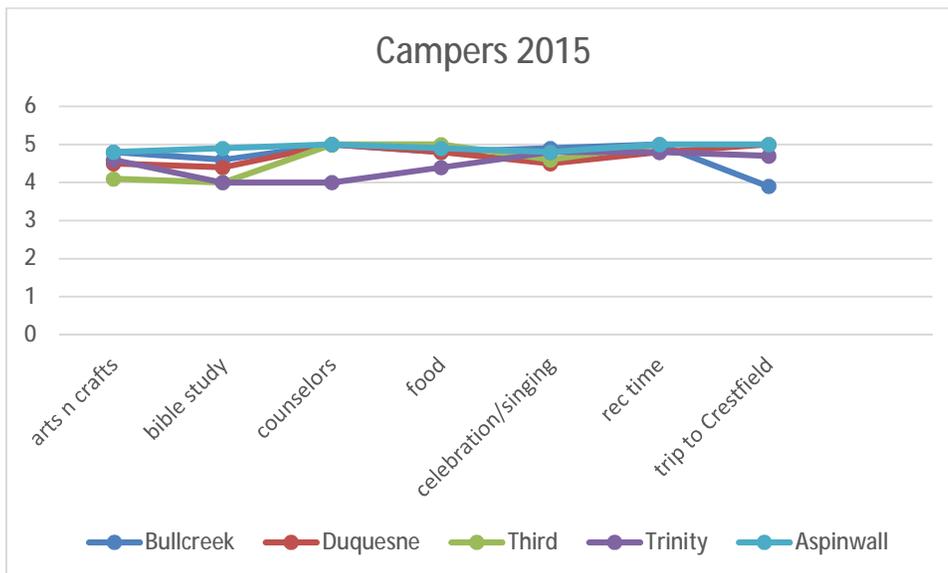
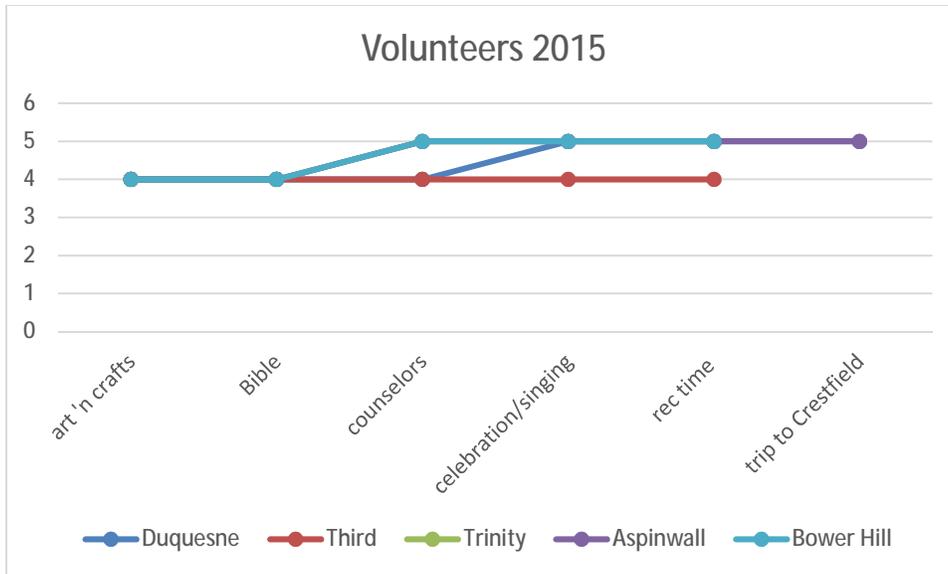
We were also disappointed that only one church took up the offer to participate in an Advent or Lent daycamp/afterschool program. One of the objectives for the initiative is not just to do a daycamp, a one-time ministry, but to try to engage the community afterwards for continued ministry. We will also address this issue in 2016 and report on this in that grant report.



PROGRAM EVALUATION

Counselors, recreation, and trip to Crestfield were the highest scoring with almost all five ratings with a few low scores. This is to be expected as the campers get to run and play the most with these.

Arts and Crafts, Bible Study, Singing and energizers, and food were the lowest rated activities across the board for all churches. This is to be expected as they do not involve physical activity.



OBSERVATIONS FROM THE DAYCAMP COORDINATOR, TYLER MUSER

Evaluation:

The Day Camp program seemed to spark the interest of camp for many of the campers. The counselors were well received as well as the programming. It is not a perfect program and that is shown by no perfect evaluation scoring. The training to lead day camp was very helpful as it prepared mentally and tangibly for the task of bringing Crestfield to churches and showing the Love of God and our commitment to assist churches in starting these programs so they may run and staff them later on down the road.

Suggestions:

As I went from week to week with other counselors running these day camp programs, I was very pleased with the results. In hopes for future success, I would recommend a more rigorous training for 2016. I was prepared for the experience but didn't always have all the information. Just as we practice and run through on-site camp, having a

simulation of the experience would help. Another recommendation would be more organization. Having all the materials, evaluation sheets, schedules, pre made programming, and specific folders and labels before day camp arrives would be tremendous. These can be accomplished through a dedicated day camp coordinator as these are my recommendations of my experience of 2015.

Betty's response: 2015 was a year of transition for the Crestfield Programming staff. In part, perhaps the daycamp coordinator's thoughts regarding organization can be attributed to that. Additionally, part of the daycamp initiative is to work with the young adult daycamp coordinator to teach leadership skills. The fact that the coordinator was able to make these observations shows growth and development on his part. Crestfield's Program Director and Executive Director made changes to 2016 staff training to address these suggestions.

OBSERVATIONS FROM CRESTFIELD'S LEADERSHIP STAFF

- One of the objectives of the daycamp experience is for leadership development, both of the Crestfield staff and of the church volunteer staff
 - Tyler Musher was the 2015 Daycamp coordinator. This was his first year of a leadership position on the summer staff. He did a remarkable job with the coordination under the direction of Paul Humphreys, Program Director. Through this leadership experience in ministry, Tyler decided to enroll in the residential community, ConFluence to further develop this skill and explore a call to ministry
 - From comments from a few church volunteer evaluations, it was reflected that Crestfield staff could improve their ability to involve the church volunteers in the implementation during the daycamp.
- A concerning issue was the declining attendance. Much time was spent in examining the trend, speaking to congregations and developing a strategy to address this concern.

	Annual Budget	Revenue/Expense to Date
Daycamp		
12.59310 - Mileage-Daycamp outreach	\$1,500.00	\$732.75
12.59320 - Transportation-Daycamp outreach	\$2,750.00	\$2,325.00
12.59330 - Supplies-Daycamp outreach	\$625.00	\$198.04
12.59340 - Meals-Daycamp outreach	\$1,500.00	\$1,590.44
12.59350 - Personnel-Daycamp outreach	\$4,000.00	\$7,705.61
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Total Daycamp	\$10,375.00	\$12,551.84

Annual Budget Remaining	% of Annual Budget Used	Previous Year to Date
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\$767.25	48.85%	\$894.88	\$2,500.00
\$425.00	84.55%	\$2,537.50	\$4,750.00
\$426.96	31.69%	\$752.69	\$300.00
(\$90.44)		\$1,477.65	\$2,500.00
(\$3,705.61)		\$3,460.94	\$3,500.00
		\$9,123.66	\$0.00
(\$2,176.84)			\$13,550.00