

Camp Attaway, Inc.
Annual Report
Fiscal Year 2015



"Camp Attaway has made such a huge impact in my son's life."

- A Camp Attaway Parent

The following report summarizes the accomplishments of Camp Attaway during the 2015 fiscal year.

Highlights From Our 20th Season

Outstanding Program Aspects and Accomplishments

We are humbled and honored to report that this past Spring, Howard County's Citizen Services Board, at its 16th Annual Successes for Children event, selected Camp Attaway to receive the evening's highest accolade, the **O'Donnell Family Award**, given each year *"In recognition of extraordinary commitment to providing caring, outstanding and effective direct care to the children and youth in the County."* A grateful Attaway parent had nominated Camp Attaway for consideration for a Citizens Services Award, and of all the individuals and organizations recognized by the County for excellence, Camp Attaway was selected for the top honor.



2015 was a milestone year for Camp Attaway. This past summer, Attaway completed its 20th season of serving campers and their families. To commemorate this historic occasion, former campers and their families, camp staff both past and present, and generous corporate donors came together to celebrate at Jailbreak Brewery for our "20th Anniversary Bash." We are especially grateful to Eggspectation, who not only donated funds to our event but also donated much of the food and desserts as well as provided staff for the night. We appreciate all the support of our generous corporate sponsors: BG&E, Eggspectation, Tetra Concepts, Oxeon Partners, Whitman, Requardt & Associates, Tek Data and Microsoft.



We were thrilled that Howard County County Executive Allan Kittleman attended our anniversary celebration and honored Attaway by presenting a proclamation commemorating Attaway's 20 years of service to the county. It was a night filled with joy and celebration as 160-plus friends and supporters came together to savor tasty food, craft beer, and a myriad of exciting auction items.

There were many tear-filled faces as two former campers gave highly personal testimonials in which they expressed their gratitude to Camp Attaway and explained how Attaway had had a lasting effect on their lives. Additionally, we are grateful to Dana Henry, beloved former Attaway Program Director, who lovingly stitched together 20 years of pictures in an emotional video retrospective that showed many of the faces Attaway has impacted. Thanks to the hard work and donations of many generous individuals and corporations, we raised over \$38,000!



This past year Attaway also continued to make major strides in accomplishing the objectives laid out in our Strategic plan, **Vision 2021**, including a significant expansion of our Board of Directors. We are very pleased to announce the addition of four accomplished board members:

- **Karen Cherry**, Vice President Office Leasing at The Howard Hughes Corporation
- **Chimaobi Chijioke**, Major Accounts Manager at BG&E
- **Jennifer Ferguson**, IT Consultant
- **Elizabeth Homan**, Exec. Director of Public Relations and Marketing at Howard Community College

These new board members bring expertise that will expand our board in diverse areas. All agreed to join the Attaway family because they want to make an indelible mark on the lives of children.

This past year, Attaway continued to foster an ever-expanding connection with Leadership Howard County. Our executive director, Sue Ann Shafley, graduated in June with her 2015 Leadership class after spending ten months learning about the numerous business and non-profit resources available in Howard County. Also, it is no coincidence that all four of our newest Attaway board members also have a strong connection to Leadership Howard County.



Leadership Howard County
20th Anniversary Bash Attendees



Leadership Class of 2015

Attaway has so much to be grateful for this past year.

The summer of 2015 marked the 8th anniversary of Camp Attaway's nature program. The continued support provided by the **Kate Svitek Memorial Foundation** allowed us to try out some new activities this year and explore different parts of the community around camp.

Campers had the opportunity to germinate seeds and were given the responsibility of caring for the seedlings throughout camp. Each day, the campers watered the plants and as camp went on and they were able to watch as small vegetable and flower plants grew. This activity allowed the campers to not only care for something outside of themselves but also feel the satisfaction of successfully helping the plants grow and thrive.

During the first week of camp, **Reptile Man** returned with a menagerie of reptiles for the campers to learn about. Campers not only got to observe snakes and turtles but also got to touch them. **Reptile Man** explained what these animals need to eat, how they protect themselves and how they interact with the natural world around them. One camper said "that touching the snake was scary and exciting." He then said he was glad he took the chance.



The focus during the second week of camp was teamwork. Due to positive camper feedback from 2014, we played the game, Predator & Prey, again. Campers learned about the relationships between herbivores, omnivores and carnivores. They also learned that all animals need food and water and that sometimes animals will work together to survive. The campers were then divided into groups of herbivores, omnivores, and carnivores to play an exciting tag-like game in which players had to collect food and water. Despite the hot weather, every camper played the game and had a great time!



The culminating nature activity of the summer was our return trip to the Patuxent Wildlife Refuge in Laurel, Maryland. The refuge provided a wonderful opportunity for campers to explore several different habitats including a pond, meadow and forest. Another wonderful part of the refuge was the nature center. In the center, a staff member from the Wildlife Refuge gave a presentation to the campers about wolves and their environments. Our campers also went on a scavenger hunt both inside the nature center and out in the forest. On the scavenger hunt, campers were excited to see many tiny frogs, bright orange fungus, butterflies and osprey – no wolves. Campers were encouraged to keep a look out for signs of the prey–predator relationships learned in week two of camp. One group of campers hiked to the pond and worked together to complete several water quality tests including pH, Dissolved Oxygen and Nitrates. They took temperatures of the water in a few different locations. The campers searched for macro invertebrates. Along with the results of the water quality tests and the discovery of macro invertebrates, campers learned about the health of the pond. Finally, throughout the camp experience, we continued helping the campers learn the importance of recycling through Attaway’s Go Green Initiative.

Having watched the nature program grow from the beginning, it is exciting to see what it has become today. The financial support provided by the **Kate Svitek Memorial Foundation** has truly allowed this program to flourish and the campers are reaping the benefits. By showing campers how to feel comfortable in nature and by nurturing their curiosity in it, we are helping them become stewards of the Earth.

Outcomes Related to Specific Objectives

In this section we will summarize accomplishments of Camp Attaway in reference to each of the objectives for the 2015 season. Objectives will be re-stated here and accompanied by evidence of results.

Objective 1. 25-30 children between the ages of 7-13 years, all of whom have been identified as having emotional and/or behavioral disorders, will attend a three-week, therapeutic summer day camp.

Twenty-one children, ages 7 to 13 years, attended the Camp. All had received qualifying diagnoses either through their school district’s procedures or from community therapists. Campers’ families resided in Howard and surrounding counties. Referrals to the Camp came from schools, therapists, social service agencies, pediatricians, local resource directories, other Attaway parents and our website. The slight decrease in

enrollment from our typical level was due in part to parents withdrawing their children in the days leading up to camp for reasons that included schedule issues and transportation.

As in previous years, prospective campers presented a variety of severe behavioral and emotional problems. Among these problems were verbal and physical aggressive behavior toward peers and adults, defiant resistance to school and other authority figures, withdrawal from social interactions, low self-esteem, pervasive sadness, frequent and intense emotional outbursts, distractibility, and severe anxieties manifested by rigid thinking, repetitive and controlling behaviors, expressive communication deficits, verbal impulsivity, hyperactivity, low frustration tolerance with academics and interpersonal situations, running away, difficulty with transitions and adjustments, suicidal ideation and gestures, deficient social skills, no friendships, and blaming others.

Our intake interviews revealed that our campers came to Camp Attaway with the following clinical diagnoses: anxiety disorder, major depression, mood disorder, Autism Spectrum Disorder, oppositional defiant disorder, obsessive compulsive disorder, attention deficit/hyperactive disorder, pervasive developmental disorder, specific learning and language disabilities, nocturnal enuresis, sleep disorder, executive functioning disorder, sensory integration disorder, and intermittent explosive disorder.

Five highly competent and energetic staff members returned from the previous season and were joined by eight new members who brought high levels of enthusiasm, motivation, and varied experiences to the Camp Attaway program.

Staff members represented the following disciplines: special education, elementary education, school counseling, occupational therapy, music therapy, clinical counseling, school psychology and social work. Most of the staff completed their bachelor's degrees and the remainder of staff were either working on or completed their master's degrees. Staff members' talents were evidenced in a wide variety of camp activities, including crafts, art, nature, photography, drama, games, swimming, singing, running, rock climbing, and sports.



This year marked the eighteenth year of our partnership with **Earth Treks of Columbia**, where campers received four-plus hours of expert rock climbing instruction over three visits in a safe and supportive environment. Campers were challenged with tasks involving cooperation and communication in order to achieve success not only for themselves but also for others. Great strides were made in self-esteem and confidence as they set high goals and, with help, reached them.

We had the good fortune of swimming for a second season at **Huntington Pool**, located in Columbia. A thumbs up goes to the fine staff of the Columbia Association Aquatics Department for helping to make our swimming experience a positive one. Our swim outings are one of the campers' favorite activities.

We were ever so pleased to have **Artist in Residence, Cathy Vass**, return for her fourteenth year volunteering at Camp Attaway. Twice a week campers received instruction and guidance in the creation of numerous exciting projects using a variety of media. Projects were structured in such a way as to require a high degree of interaction among campers and staff. Campers cherish their time with Cathy!



Our **nature program** entered its eighth season. The nature program was again designed by **Julia Lieberman**, Attaway nature consultant. We continued to use nature-related activities to promote responsibility in following through on tasks, trust, group cooperation and problem solving. This year, our nature program continued to focus on the themes of air, land and water. Activities included: (1) an exciting presentation of reptiles including snakes, iguana, and turtles by Brian Kristal, the **Director of Reptile Wonders & Nature Center on the Go**; (2) planting vegetable and flower seeds; (3) campers working together in the predator-prey game; (4) continued efforts promoting recycling; and (5) a return trip to the **Patuxent National Wildlife Research Refuge** in Howard County, where campers went on a hike and enjoyed a plant scavenger hunt and conducted a stream study.

In its twentieth year, Camp Attaway continued to emphasize giving campers many opportunities to work on their ability to assess their own behavior, make better choices, and to start and sustain friendships in the context of the varied activities listed above. Positive behavioral support systems facilitated campers gaining recognition of their behavioral goals and in their daily progress toward those goals as measured by accumulation of positive reinforcers. Social skills, group cooperation (team work), self-determination and coping skills were the overall focus for all the campers. Individually-tailored goals from these categories for campers were elicited from parents, staff, and the campers themselves. Daily programming and accountability for progress were derived directly from these goals.

Objective 2. Parents of campers will actively participate in the following ways:

- Pre-camp intake interview and assessment
- Parent-counselor mid-point evaluation conference
- Parent education and support group (weekly)
- Family potluck dinner with staff
- Post-camp feedback and evaluation conference
- Completion of assessment and evaluation forms

All parent-related objectives were met. Pre-camp intake conferences were held with ten new families. The format of the intake parent conference included gathering current information about the camper's needs both

in school, home and community settings. Additionally, a developmental and social history were taken. Finally, parents of all campers identified goals that they would like to see addressed in the camp program. School and other therapists' reports were shared at that time.

Our registration night was held two days before Camp opened. At that time, we received from parents all necessary permissions (e.g., for photography, field trips, medications, release of information), as well as a parent-completed standardized behavioral assessment form and tuition payments according to agreed upon scales based on families' ability to pay.

Our two family events were well attended. The parent-counselor mid-point evaluation conference provided an opportunity for parents and staff to share and exchange ideas about management of difficult behavior. At the family pot luck dinner, campers, parents, siblings, friends, and grandparents enjoyed the opportunity to meet with one another and with camp staff in an informal setting. Turnout for the fun event was great.

We continued our partnership with Larry Smith, LCSW, who provided classes in parenting education and parent support exclusively for our Camp Attaway families. The parent training program consisted of four weekly meetings, approximately two hours in length each. Meetings were a mixture of didactic presentation, skill modeling, sharing of information by parents, role play, and question/answer. An average of thirteen campers' families were represented in the parent support group each week. In the final evaluations of the parent group, parents agreed that the meetings provided new and useful information. The overall goals of the parent education and support component were:

1. Provide emotional support for parents
2. Teach parents new ways to think about and understand their children
3. Teach parents new skills and strategies for working with their children at home

Topics in the parent group sessions included: pediatric psychopharmacology; avoiding oppositional interactions; assigning responsibility to the children and not taking on the blame themselves; acknowledging children's right to their perception vs. trying to change with more "objective" information while also being clear the parent sees it differently; allowing the experience that flows from children's choices; to teach them vs. imposing arbitrary consequences in the spirit of "experience" is the best teacher; looking for small steps that reflect progress and growth and extracting them out of the flow of events and using as basis of affirming the child; and replacing judgment/evaluation with curiosity about how the children got to their choices.

Examples of parents' comments include:

It has helped me to be a little more careful with how I say certain things. And to understand how my son feels.

I tried talking with him more about his feelings than actions.

Dr. Larry was/is amazing - funny but supportive, even when pointing out something that should not be done.

I liked every minute of it!

Just listening to others' stories was gratifying and validating of our experiences. It let us know that things could be worse at times and that things can get better at other times.

Great meeting other parents who are going through similar situations, great support.

Learned to remain calmer and not allow angry outbursts to take over responses to problematic behavior.

We enjoyed the opportunity to sit down and share our concerns initially and later to obtain professional feedback that made sense.

Wide variety of topics.

Taught me to be more empathetic and understanding his feelings/thoughts/struggles.

I liked the casual atmosphere...and people encouraged to share feelings and experiences.

Great meeting other parents who are going through similar situations. Great support.

Learned new/different techniques on how to deal with our children.

I love the parenting classes.

Gave me more insight and understanding of my child.

I look forward to the parent support group meetings.

Larry Smith is great. Wish he would continue support group locally post camp.

At the close of the Camp season, seventeen families took advantage of the opportunity to attend our post-camp feedback conferences. Staff reports were reviewed and parents assessed children's progress during Camp in relation to goals. Recommendations were provided for each family with regard to child management strategies both in the home and in school. Consultation and recommendations have been shared with community therapists, as well as with schools.





Objective 3. Campers will most importantly have fun, and also will demonstrate improved social/behavioral skills in the areas of compliance, tasks, peer interactions, and management of feelings, as indicated by:

- Standardized assessment instruments
- Clinical staff notes
- Therapists' summary reports
- Parent reports
- Self reports
- School follow up
- Community therapists' reports

Camp was successful in providing activities and behavioral support so that children with histories of failure, feelings of mistrust and abandonment, low self-esteem, inappropriate expression of feelings, aggression, poor coping skills, anxiety, depression, inattentiveness, impulsivity, social isolation and skill deficits, emotional lability, learning disabilities, and defiance were able to:

- (a) have fun, (b) demonstrate behavioral self-control, (c) make new friends, (d) express feelings appropriately, (e) cope with fears and frustrations, (f) conform to structure, (g) sustain attention to activities, (h) take pride in accomplishments, (i) handle increased independence, (j) show leadership, (k) participate in new and sometimes very challenging activities, (l) respond to constructive feedback from staff and peers, (m) initiate interpersonal coping strategies, (n) self-reflect on behavior and how it affects others, (o) use appropriate outlets for expression of feelings (e.g., art, writing, physical activity), (p) use the Camp staff for problem-solving challenging or upsetting family situations, (q) make successful transitions between home and Camp, (r) recognize and value the positive feelings associated with Camp, (s) develop and sustain trusting relationships with adults, and (t) use strategies learned at Camp Attaway in subsequent summer camp experiences.

We continued to emphasize campers' reflecting, discussing and processing their feelings, thoughts and behaviors within each group as well as individually with staff. The objective was to teach campers new skills in examining their own behaviors and their effect on peer relations, group development and accomplishment of fun. This was achieved in part by pre-camp staff training as well as the expertise and previous Camp Attaway experience that the staff brought with them. Continued emphasis this year was on functional behavioral assessment and crisis prevention, two approaches to understanding children's behavior that were continuing topics of staff training by the Program Director.

In 2015, Program Director, Kelly Olsen, received her trainer behavior management certification through QBS. This allowed her to provide QBS certification training to the entire Camp Attaway staff. Two major components of the training were de-escalation of crises and reduction of the need for therapeutic physical restraint. Staff members' competencies were assessed at the completion of training and 100% of staff passed the QBS evaluation and received certification.

Staff members maintained daily observation notes for each camper, and used these daily notes to prepare summary reports at the end of camp. School and community therapists' follow-up consultation was made available for all campers.

The evaluation process is a vital part of assuring that campers make progress and that the program can continue to grow. Feedback is received from campers, their parents, their community therapists, and staff. We collect formal evaluation statements from parents, and meet individually with campers and parents to hear all about their Camp Attaway experiences. All these evaluation activities point out the components of the program that are effective as well as highlighting areas that need improvement. Overall, the evaluation results tell us that families of Attaway campers continue to be pleased with the services and supports Attaway is providing to their children and to themselves.



In the 2015, fifteen of the twenty-one campers' completed and turned in the evaluations. The following table summarizes the feedback we received from parents:

	Excellent	Good	Satisfactory	Needs Improvement
CAMP PROGRAM				
Publicity of Program	27%	47%	6%	20%
Accessibility/Location	40%	34%	20%	6%
Cost of program in terms of service received or skills developed	43%	36%	21%	6%
Facilities/Materials available in the program	60%	33%	7%	0%
Realistic, clear, and consistent expectations	87%	13%	0%	0%
Efficacy of interventions, interactions, and structures to promote positive behaviors	77%	15%	8%	0%
Camp activities that your child has mentioned or commented upon (Earth Treks, art, swimming, etc.)	73%	27%	0%	0%
STAFF				
Counselor/Camper Ratio	93%	7%	0%	0%
Relationship with campers	87%	13%	0%	0%
Interactions with parents	59%	27%	7%	7%
Professional knowledge and expertise	73%	27%	0%	0%
Positive energy and role models	80%	20%	0%	0%
PARENT INVOLVEMENT				
Registration procedures	73%	20%	7%	0%
Parent night	57%	29%	7%	7%
Family picnic	80%	20%	0%	0%
Newsletters, slide show, announcements at sign out	93%	7%	0%	0%
Overall involvement of and communication with parents	73%	27%	0%	0%
PARENT SUPPORT GROUP				
Insightfulness and usefulness of information given	46%	54%	0%	0%
Support given by being in a group with parents dealing with similar challenges	46%	46%	0%	8%
PROGRESS OF CHILD DURING CAMP				
Social skills (greeting others, having and maintaining appropriate conversations, etc.)	40%	53%	7%	0%
Self-determination skills (confidence, identity, esteem, etc.)	40%	60%	0%	0%
Teamwork skills (working well with others)	60%	20%	20%	0%
Coping skills (including the appropriate expression of emotions)	27%	60%	13%	0%
Attention to task/focus	27%	53%	20%	0%
Positivity	27%	66%	7%	0%

Following are excerpts from the 2015 parent evaluations:

Campers' Growth

He is a lot more confident.

Improved how he copes with his frustrations. Rather than screaming, he will stop and sit, and talk when ready.

Greatly increased skills and happy to "show them off."

Understands teamwork better and tries harder.

My child is more open to talking about problems with us.

He used more coping skills after attending the camp than before.

I think he made a lot of progress this year.

Definitely seen improvement.

My child enjoyed it when the other kids encouraged and cheered him when he climbed the wall to the top.

Breathing, counting, staying calm—all improvements.

It made him feel good to get the "best day at camp" awards.

My child spoke about doing a better job at school this year unprompted.

My child has improved their eye contact and responsiveness when greeted.

Improved his emotional response when unhappy with the situation. He progressed by recognizing his emotions and is stopping himself before reacting.

He enjoyed and very much benefitted from it.



Staff



Staff is great.

Love Dr. Lieberman. Wise positive man.

We were impressed with Dr. L's ability to ascertain who my child was and what several major issues were after 2/3 days.

Highly trained and educated staff. Always amazed at the continually smiling staff.

Just watching the staff interact, showed how knowledgeable and skilled they are.

Always smiling and positive, upbeat and encouraging.

Always a big fan of art by Cathy.

My child truly cared about his counselors.

I liked how the counselors came out at the end of the day to talk with parents.

Seems to be the perfect counselor/camper ratio.

My son mentioned many times how nice the staff was.

Program

Program is great.

Layers of positive reinforcement both for children and parents.

Pricey for camp but priceless for therapeutic value.

Cost is minimal compared to the service and skills developed.

Love the daily pictures.

Camp has excellent reputation among school professionals.

My son enjoyed being able to show me pictures of what he did each day.

Loves everything.

Overall this is the best program.

Objective 4. Two - four campers, ages 14-16, with previous Camp Attaway experience will be selected to participate in a CIT program. Under supervision and mentoring from camp staff, the CITs will assist in all aspects of program activities, modeling goal-setting and self-determination for younger campers, and developing good work habits in preparation for future employment.

The Mission of the CIT Program

The mission of the Camp Attaway Counselor in Training (CIT) program is to allow adolescents who had attended Camp Attaway during their childhood years to continue to benefit from the Camp Attaway experience, keeping in mind the developmental psychology unique to the adolescent stage of life. In doing so, they work within the context of their peer group, engage in cross-age tutoring, and benefit from transitional planning for future jobs.

There were no CITs this past season due to the fact that there were no former campers of the appropriate age that met eligibility standards. This year was the second year since inception of the CIT program in 2001 where we had no CITs.



Evaluation. Our monitoring and assessment system continues to be a vital part of assuring that campers make progress and that the program continues to grow. Campers' behavioral goals were developed with parental input and were more tightly coordinated with their Individual Education Plans (IEPs). Progress toward their behavioral goals was frequently monitored. In addition, staff performance was assessed formatively as well as summatively, allowing mid-camp adjustments to be made. Retention of experienced staff, recruitment of new staff, and increased staff training all contributed to program continuity from previous years, consistency of response to children's behaviors, and an overall atmosphere of fun and collaboration.

Staff. Kelly Olsen and Meghan Dean returned as Camp Attaway's Program Director and Assistant Program Director, respectively. Additionally, we had several enthusiastic new counselors join our staff, who came from a wide array of backgrounds and academic disciplines. These counselors quickly grew into a highly communicative staff who enjoyed interacting with the campers, built bonds of collegiality, and met the daily challenges of Camp Attaway with good humor and professionalism.

Campers benefited from the pervasive and positive approach of staff to the management of emotions and behaviors throughout the camp day. Consequently, campers received constructive feedback about their behaviors and feelings in supportive and educational ways. Additionally, Ben Goldsmith returned as camp Office Manager for his second year. Also, we are very grateful to Carolyn Fleming, a highly experienced registered nurse who returned to Camp Attaway and provided medical training to our staff and oversaw the Camp Health Plan. She has a longstanding history with Attaway as she has trained Attaway staff in CPR and first-aid over the years.

Parents. Once again, parents' initial and sustained commitment resulted in 94% camper attendance, as well as follow-through on completion of numerous camp forms, payment of tuition, preparation of campers each day with swimsuit and lunch, and cooperation with all camp policies.

Affordability. Due to the generous support of foundations, corporations, and individuals, our scholarship program was once again able to keep costs down to a reasonable level for all parents. The average scholarship for the 13 campers who received support was \$1,364, bringing our twenty-year total to approximately \$281,435 in scholarships awarded.

Attaway supports continue year round...

Camp Attaway's services to children and families do not end on the last day of camp. Rather, we view our program as providing year-round mental health and emotional support and direct services to children and families on an as needed basis. For example, we continue to:

- Initiate contact with mental health service providers for exchange of treatment information
- Attend school special education committee meetings for individualized education plan (IEP) development and assessment
- Provide consultation to teachers and counselors in schools attended by campers
- Make referrals to appropriate therapists
- Make presentations to community organizations to raise awareness of children's year-round mental health needs

Challenges. This was our second year functioning as an independent camp: along with this comes our continuing search for a short-term home for Attaway for the 2016 season while also investigating a permanent long-term home. In order to serve more campers and reduce our wait list we need to secure additional space. As we continue to make strides toward implementing our strategic plan, **Vision 2021**, we will need to continue to identify new and diversified funding sources.

The Future of Camp Attaway

We look forward to our twenty-first season of Camp Attaway. We propose the following objectives for 2016:

1. 25 children between the ages of 7-13 years, all of whom have been identified as having emotional and/or behavioral disorders, will attend a three-week, therapeutic summer day camp.
2. Parents of 25 campers will actively participate in the following ways:
 - Pre-camp intake interview and assessment
 - Parent night meeting with staff
 - Parent-counselor mid-point evaluation conference
 - Parent education and support group (weekly)
 - Family potluck dinner with staff
 - Post-camp feedback and evaluation conference
 - Completion of assessment and evaluation forms
3. Campers will most importantly, have fun. They also will demonstrate improved skills in the areas of compliance, tasks, peer interactions, management of feelings, and self-reflection as indicated by:
 - Standardized assessment instruments
 - Clinical staff notes
 - Therapists' summary reports
 - Parent reports
 - Self reports
 - School follow-up
 - Community therapists' reports
4. Despite the CIT program having gone into hibernation, due to lack of age appropriate candidates, we will be assessing potential Attaway campers who will be turning 14 years old as

potential CITs for the 2016 camp season. Campers, ages 14-17, with previous Camp Attaway experience, and who meet all eligibility criteria, will be selected to participate in a Counselor-in-Training (CIT) program. Under supervision and mentoring from camp staff, the CITs will assist in all aspects of program activities, model goal-setting and self-determination for younger campers, and develop good work habits in preparation for future employment. The CIT Program of Camp Attaway allows older children with disabilities to explore community service and internship experiences in his or her area of interest. With 'coaching' from counselors, the CITs have the opportunity to take responsibility and experience success in their new role.

5. Our new website will continue to serve as a refreshing face of Camp Attaway on the internet, a resource to parents and professionals, a means of updating parents on Attaway events, and a link to other Attaway social media (Facebook, Twitter, etc.) and PayPal.

Special Thanks...

We continue to be indebted to **Ken Williams**, our Board President, whose dedication and leadership has been critical to Camp Attaway's success. Likewise, we are pleased that **Denise Pope** is serving as Vice President and has agreed to work with Ken and ultimately assume the role of President, thereby ensuring a seamless transition. Additionally, we would like to thank our Board Secretary, **Cindy Sandler**, and our **Board Treasurer, Felicia McLarin**. Additionally, we are also grateful to board members **Lisa Ott** and **Bob Cantor** for implementing our first ever crowd source funding effort. Clearly, this has been a banner year for Camp Attaway. Our infrastructure moved forward by substantial steps toward the realization of **Vision 2021**.

Funding. Parent tuition payments covered approximately 18% in 2015 of Camp operating expenses, and the balance was provided by donations and grants.

Camp Attaway, Inc. has raised revenue through a variety of efforts. Private donations have been received in response to the Friends of Attaway Campaign, a direct mail solicitation. The members of the Board of Directors have each made financial as well as in-kind contributions to the Camp.

Major foundation support in FY15 was received from:

The Joseph E. & Marjorie B. Jones Foundation

The Abramson Family Foundation

Ann Scherr Youth Fund, a fund of the Community Foundation of Howard County

The Columbia Rotary Club

Community Service Partnership (CSP) grant from Howard County Dept. of Citizens Services

The Community Foundation of Howard County

Dart Group II Foundation

The Alexander and Catherine Savich Family Foundation

James M. and Margaret V. Stine Foundation

Holly and George Stone

The Kate Svitek Memorial Foundation

Interagency collaboration. Camp Attaway has a strong commitment to and record of interagency collaboration. We collaborated with the Phillips School, which opened its doors and made us feel welcome. Also, a thank you to Howard County Recreation and Parks, which supported Camp Attaway by providing CPR and First Aid Training to our camp staff.

Financial Statement. Funds were requested to support tuition assistance so that children can attend based on their need rather than their family's ability to pay. A total of \$17,735 was provided to families in the form of tuition scholarships. Parents paid a total of \$26,335.

A financial statement is available on request.

The Projected FY 2016 Budget was approved by the Board of Directors when they met on October 22, 2015.

The Board of Directors:

Ken Williams, President
Denise Pope, Vice President
Cindy Sandler, Ph.D., Secretary
Felecia McLarin, Treasurer
Bob Cantor
Karen Cherry
Chimaobi Chijioke
Jenni Ferguson
Elizabeth Homan
Marc Kolp
Lisa Ott
Saul N. Lieberman, Ph.D., Board Emeritus

