



Profiles of Exemplary Programs

The following programs were highlighted during the interviews as examples of exemplary congregation-based programs:

1. After School Program: Cathedral of Praise
2. After School Program: St. Philip's United Methodist Church
3. Health Promotion program: No Longer Bound
4. Program serving Homeless Adolescent Girls: "You just do you, Imma do me!,"
Mount Calvary Holy Church
5. Older Adult program: Pimm Memorial Church



Profile of an Exemplary After School Program: Cathedral of Praise

The Cathedral of Praise is a church located in West Philadelphia that has childcare services and an after-school program that serves elementary school age children (K-5). In fiscal year 2008, they served approximately 60 children per day in the after school program. However, this year due to state budget issues, they have had some trouble enrolling more students and planning engaging programming. OST staff still identified their program as being a successful program hosted in a faith-based organization.

Cathedral of Praise has the following elements of a successful after school program:

- ***Well-qualified staff:*** The Site Director has a Master's degree and all the employees have college degrees.
- ***Program administration:*** All of their paperwork (staff clearances, student health assessments) is up to date, organized, and easily accessible.
- ***Program structure:*** The students know what is expected of them at the center, and there are strong norms communicated to the students so that there isn't "mass chaos" at the center.
- ***Program structure/human relationships:*** The program includes services that are responsive to the needs of families in the community. They offer an after school van pickup service to transport the students to the church, and they have before-care services for families who need care for their children before school starts.
- ***Activities/community partnerships:*** While the students mostly participate in standard after school program activities such as arts and crafts, homework help, and gym activities, the program has also cultivated relationships with the Mural Arts program, dance instructors, and a chess teacher to offer the children other types of activities. It has been difficult to organize better programming given lower enrollment numbers in FY2009 however.
- ***Resources:*** The church does not have much outdoor space, so the children mostly stay indoors. There is a large gym that the program can use for activities which allows the program to offer more physical activities.



A Profile of an Exemplary Program: St. Philips United Methodist Church After School Program

St. Phillips United Methodist Church is located at 7th and Tioga Streets in North Philadelphia. The after school program serves approximately 50 children in grades K-5; some middle school youth (grades 6-8) also come in to the program to help out with the younger children. The program serves children of immigrant families, primarily from Southeast Asia (esp. Laos, Vietnam). Many of the families do not speak English as a primary language, although all of the children speak English.

The after school program at St. Phillips United Methodist Church has the following characteristics of an exemplary program:

Program Administration: The Director of the Program is the wife of the Pastor and she is very involved and committed to it. In the words of one of the after school program monitors, “She owns that program; she built it. She raises money and she’s able to pay her people because she brings in so much extra money”. The program is very well organized and all of their files are easily accessed and “impeccable”. The after school program is licensed by the Pennsylvania Department of Public Welfare.

Human Relationships: There are very good relationships between staff and youth in the program. Staff are warm, encouraging and dedicated. The site director is also warm and giving and “she knows all the kids, all the families”.

Program Structure: The children all know and understand the “routine” at the program. The program reaches out to mental health organizations if they need assistance with a child. The church is “medium sized”, and the space is very inviting.

Activities/Community Partnerships: There are two levels of programs. The younger children (K-5) are on the top level and the older youth are in the lower level. The program provides “interest areas”, a full kitchen and an open gym area. Children/youth are separated by age group, each with specific activities targeted to that age group. The program provides academic activities even in the summer and they also provide a lot of trips, especially in the summer. This program has many partnerships. For example, the program partners with Public Private Ventures for a literacy program and works with Villanova University for tutoring.



A Profile of an Exemplary Program: No Longer Bound Health Promotion Program

No Longer Bound, Inc., is a nonprofit service organization in Bristol, PA, created by the Norton Avenue First Baptist Church (www.no-longer-bound.org). The pastor of the church, Reverend James Evans III, is the chairman of the Board of Directors, but everyday operations are staffed by five community members. Since 1985, it has been providing a variety of services to Bristol Township, including an emergency food cupboard, soup kitchen, tobacco prevention programs, nutrition education programs, job readiness programs, homework help, and others. Their holistic approach to services is one reason why No Longer Bound was recommended as an exemplary program.

It is a small operation, with only five part-time staff, so it partners with other community resources to collaborate with experts and other consultants when certain expertise is needed. Also, they work with the VISTA volunteer program and use subsidized VISTA volunteers for some of their programs.

They are also well connected to the community that they work with, having been involved with the community for a long time. There are four surrounding African American communities in the area of Bristol Township where they are located, and No Longer Bound is able to reach out to all four communities equally.

Not only is No Longer Bound able to connect to the community it serves, the program is able to market itself well to county level officials and foundations. Having the ability to interact with the funders is important to maintaining sustainable and consistent services. No Longer Bound represents an exemplary combination of mission-driven and business-savvy staff and programs.



**Case Example of an Exemplary Program for Homeless Adolescent Girls:
“You just do you, Imma do me!”
Mount Calvary Holy Church**

For the past three years, Sharon Wilder, Pastor of Mount Calvary Holy Church in West Philadelphia has been running a program called, “You just do you, Imma do me” for girls in the neighborhood of the church. The program provides a series of 10-12 workshops that focus on building self-esteem and self-image. After running the program for girls in the community, Sharon Wilder approached Deborah McMillan, Vice President for Social Service Programs at PHMC about partnering with PHMC to seek United Way funding to do a special group for homeless girls as part of United Way’s “Girls Today, Leaders Tomorrow” program.

With United Way funding, the program has been expanded to include girls from shelters all over Philadelphia. PHMC staff pick girls up from the shelters and bring them to church’s CDC site in West Philadelphia. The following are some of the characteristics of this program.

Staffing: There are two workshop facilitators. Sharon Wilder is a social worker, and the other leader is a teacher. In addition to these two professionals, the workshops involve peer counselors who are often older girls who have been in the program before so the program has a real leadership-building component.

Program Structure/Activities: The program has a well defined curriculum that focuses on building self esteem and self image, creating a life goal plan, building self value -- each session is interactive including games, exercise, beauty (hair nails), etc.

Resources: This year one of the homeless girls is a peer counselor for the program. “The girls really benefit from it – they have really blossomed and the parents are so proud of them.” In addition to the weekly sessions, Sharon Wilder takes the girls to monthly workshops and retreats. There are about 10-12 homeless girls in the group every week.



Case Example of an Exemplary Older Adult Program: Pimm Memorial Church

Pimm Memorial Church is located in Northeast Philadelphia (54th and Wynnefield) and hosts a vibrant senior services program for older members of its own congregation. The senior program is open everyday from Monday to Friday from 10 AM to 3 PM. Members pay \$1 a day to be able to access a variety of programs and services, including:

- Educational programs
- Games (cards, dominos)
- Gym facilities
- Subsidized lunches
- Day trips for shopping or other recreational activities
- Transportation services using the church van
- Free flu shots
- Financial assistance for prescriptions
- Food assistance
- Travel (one overnight trip to New Orleans every year)

Their list of services addresses the variety of older adult needs, including the critical need for transportation. Additionally, Pimm Memorial owns its own independent living facility called “Pimm Gardens.” Having housing assistance for older adults in the area is extremely important, as availability of independent and assisted living housing is an ever increasing concern for older adults in Philadelphia.

Since there are a limited number of senior centers in Northeast Philadelphia, Pimm Memorial offers a service which is greatly needed. While they receive some funding from City Council, some of the resources are internal church funds that are devoted to the senior programming. They also use older community activists and members from their congregation to volunteer with the senior program. Though they only serve members of their congregation, Pimm Memorial’s senior services program is comprehensive and sustainable because they are focused on key activities that best fulfill their congregations’ older adult needs.