

CHRISTIAN SHELTER

Salisbury, Maryland



A QUARTERLY NEWSLETTER

MAY 2021



A DEDICATED AND LOVING SERVANT RETIRES

BOARD OF DIRECTORS

David V. Downes
 Bryan E. Murfree
 Rita A. Plaskon
 Jeffrey C. Downes
 Carlton W. Bradshaw
 Jane A. Hoy
 Gus P. Lebois
 Steven D. Bradford
 Mark S. Thompson

Emeritus
 Ted R. Evans

Executive Director
 J. Anthony Dickerson

Attorney
 John C. Seipp

Accountant
 Robert E. Holloway



Sister Mary and Sister Angie

She was truly a servant to her church, the Christian Shelter and to the many guests and volunteers whom she met during her time at the ministry. She obeyed the Lord in her service to needy men, women and children who called the Shelter “home” during their stay. Scripture describes the qualities of a good servant as a person who is dependable, prayerful, never speaks their own name, and gives God the glory.

These are some of the many fine qualities we witnessed during Sister Angela Strand’s 29 years at the Christian Shelter. In reality, our sister in faith either volunteered or worked on staff for *more* than 29 years!

During a recent interview with her good friend and co-worker Sister Mary Williams, we learned that one of the many things Sister Angie enjoyed was working with volunteer groups, and meeting new people. She

possessed the wonderful ability to develop good relationships with everyone, and she nurtured many lasting friendships. Sister Angela’s many contributions were very beneficial to the Christian Shelter’s mission.

Sister Angie established a Facebook page which has more than 1,000 followers. She did this to convey – to donors and community members – the challenges encountered by the homeless on a daily basis. She worked with many fathers, sons and scout leaders who came together to conduct their Eagle Scout projects at the Shelter. The projects were as varied as the people who worked on them. They built a storage shed for lawn and garden tools. They built sloped ramps for the handicapped and vendor deliveries. They also did small carpentry and painting projects to improve our second-floor apartment. These projects used Sister Angie’s strong organizational skills.

Christmas holidays were always a special time as she organized the staff and groups of volunteers to place holiday decorations throughout the Shelter. Sister Angie would always make sure that everyone who was homeless during the holidays would have gifts under multiple Christmas trees placed at strategic areas around the Shelter. The many smiling faces were her greatest reward on Christmas Day.

Sister Angie also served as an ambassador for the Christian Shelter at many community events including Third Friday celebrations in downtown Salisbury. She also attended community outreach events at the City Park, where she would display pictures and materials that told the Shelter’s story and history. She was always ready to tell others how they could help with the cause.

Sister Angie made a difference in the lives of many people, and it is our hope that, in retirement, she will hear the Lord gently speaking to her heart, saying, “Well done, good and faithful servant.”



Christian Shelter, Inc. mailing address is:
 334 Barclay Street, Salisbury, MD 21804
 Phone: 410-749-LORD • Fax: 410-860-8992
www.christianshelter.org



EXECUTIVE DIRECTOR'S MESSAGE

“Not only that, but we rejoice in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not put us to shame, because God’s love has been poured into our hearts through the Holy Spirit who has been given to us.” Romans 5:3–5 ESV

In the world in which we live, we are faced with many trials and tribulations. Whether it is COVID-19, homelessness, or the loss of a loved one, we all have experienced some form of suffering. Suffering is a part of everyday life and the Bible tells us, *“If we suffer, we shall also reign with Him.” Hebrews 12:12 (KJV)*. Remember that as you walk before the Lord and allow him to direct your path – regardless of the suffering that you may experience – He will give you victory to endure and maintain your focus.

The Bible acts as a mirror that lets you see what’s really inside yourself. And as I read Paul’s words to the church in Rome, I sensed that we should rejoice in suffering and we should count it all as joy when we fall in the Devil’s temptation. However, Paul tells us what embracing suffering leads to when we suffer for Jesus’ sake.

First, understand that Paul is talking about productive suffering, which means an “oppressive state of physical, mental, social, or economic adversity” for advancing the Gospel. It’s about embracing the discomfort that comes with living faithfully in Jesus, no matter how mild or extreme. Paul explains in **Philippians 1:12–14**: *“Everything that has happened to me has helped me spread the gospel.”* Thus, some of our suffering is necessary to help us advance in the Gospel and to bring glory to God.

Why is suffering necessary? Because it leads to a chain reaction of spiritual depth and growth. Check it out. Paul tells us:

1. *Suffering leads to endurance...*
2. *Endurance leads to character...*
3. *Character leads to hope...*

We, as Christians and believers, view our suffering differently. We see physical, mental, social, or economic persecution as proof that we are making headway against hell. Satan doesn’t want people to have eternal life in Jesus, so he wages war against us through the world’s established systems.



As Christians, our radically different mindset about suffering and discomfort creates gritty endurance. Productive suffering gives us the ability and strength to keep moving, even when we want to give up and throw in the towel. God gives us grace to endure suffering so that we may endure the many hardships that may come our way. This endurance then, produces character that is battle-tested, showing us that yes, we are in fact becoming more like Jesus! *“We will grow in the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, gentleness, faithfulness, and self-control” Galatians 5:22–23.*

...and this Christ-likeness creates a hope that Jesus is who He says He is... will do what He’s promised... and we have eternal life hidden in Him.” Colossians 3:3

Friends, let’s renew our minds and our spirits by embracing the discomfort that comes with following Jesus. That’s the refining fire.



Executive Director
J. Anthony Dickerson

STAFF HIGHLIGHT – SISTER SHANIKA MANUEL

Volunteering at the Christian Shelter brings many blessings to those who give of their time and themselves. We’ve had the opportunity to watch many volunteers and staff pray to God for wisdom, as they put into action their talents and gifts in service to others.

Sister Shanika Manuel is one of our staff workers who felt that God called on her to apply for a staff position at our ministry. For more than one year, she has been of service to our guests. She enjoys the interaction with the residents, both personally and spiritually. She says that one of the greatest rewards she receives is watching guests resolve their problems and showing progress in restoring their personal lives.

She believes that sometimes the greatest challenge in serving the homeless is that we want for our guests more than they want for themselves. But despite the challenges, Sister Shanika said that “this is one of the most rewarding jobs that I have ever had!”

Sister Shanika is an active member of the Shelter’s Media, Communications and Public Outreach committee, where she leads the distribution of our quarterly newsletter and maintains the ministry’s website (www.christianshelter.org). We are thankful for Sister Shanika and for all of our staff, as they minister to our guests in need. They truly touch lives!



Sister Shanika



VOLUNTEERING

The Christian Shelter is blessed by the efforts of many volunteers and organizations which join us in serving the homeless in our community. Dan Williams is one of those volunteers. For more than 12 years, Dan has given countless hours of his time whenever the ministry needed help, and he financially supported the implementation of critical upgrades to the Shelter's accounting system.

Early in his life, Dan began volunteering with the Rotary Club and the Appalachian Service Project (ASP), which later became a catalyst to the creation of the Christian Shelter. As the needs of the homeless increased over the years, the professional accountant provided a tremendous amount of time and assistance in developing an annual budget for the Shelter. The board prioritizes the effective use of revenue when planning its budget, and the annual budget provides the information needed to make prudent decisions.

Youth from several local churches volunteer to complete a variety of projects at the Christian Shelter. This experience prepares them for providing a week of home improvement services to the needy families in the Appalachian Mountains area of our country. For ten years, Dan was involved with the ASP, giving our youth the opportunity to experience the joy and fulfillment of helping others in need. The ASP project is often a life-changing experience for those who are involved. Dan enjoys sharing his strengths with organizations whose purpose is to help others. We are thankful that the Christian Shelter is a part of Dan's volunteer efforts.

As we give of ourselves by helping one another, we realize our hearts are being changed. Volunteering is not always easy work, but our lives are better for the experience. It is most gratifying to work with organizations whose work makes our city a better place to live...for everybody.



Dan Williams



A NOTE FROM THE BOARD

The Christian Shelter's "Staff, Volunteer, Board and Human Resources Committee" (known as the "HR Committee") oversees the hiring, training, performance improvement, discipline and discharge of Shelter employees. The Executive Director, who is a member of the Committee, is responsible for implementing these tasks – with the HR Committee serving in a supporting role.

In supporting the Shelter's staff, the HR Committee conducts annual reviews of the: Staff Handbook; Volunteer Handbook; Rules & Regulations; Policies and Processes; and programs related to employees, volunteers and Board members for their performance of duties and job responsibilities.

The Committee is composed of five members: Steve Bradford (chair); Anthony Dickerson (Executive Director); Jane Hoy; Ted Evans; and Tracey Martin. The HR Committee meets monthly, independent of the Board, but reporting to them.

During the past year, the HR Committee has continued to do its work primarily via ZOOM meetings and emails. The committee looks forward to a time when we can once again gather 'live' as Committee members with Board, Staff and Volunteers, since the focus of our effort is in Human Relationships. This is most effective when conducted face-to-face.

Some of the specific activities that the HR Committee undertook during the past year include:

- Revised and updated the Christian Shelter Staff Handbook.
- Supported the recruitment, selection and hiring of new staff members.

- Reviewed and updated all position descriptions.
- Reviewed, updated and implemented several policies and guidelines related to hiring, interviewing, and employee conduct.
- Worked with the Executive Director and Administrator on staffing schedules to optimize employee work times without incurring overtime hours. This should reduce the total payroll expenses.

The HR Committee also attempts to keep abreast of employment laws, regulations and best practices related to Christian non-profits, both on a federal and state level.

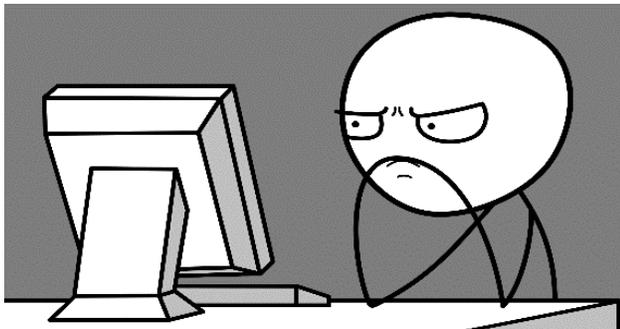
With a look to the future, the HR Committee will prioritize effective staff recruiting. Ideally, we will strive to develop a pool of potential staff members who can step in as employees, so as to reduce the amount of overtime hours performed by existing staff members. This effort should reduce staff turnover.

We also plan to develop a timetable to regularly review all Shelter policies and procedures.

The committee continues to seek the Lord's leading and provision, and asks for your continued prayers as we conduct the Shelter's mission through prayers, grace, mercy and His love for His people. We also seek at least two additional HR Committee members to join us towards our goal of building the HR Committee to seven members. Please pray about becoming involved with the Christian Shelter as a volunteer member of the HR Committee!

**RETURN SERVICE
REQUESTED-SEND TO:**
CHRISTIAN SHELTER, INC.
334 BARCLAY STREET
SALISBURY MD 21804

NON PROFIT ORG.
US Postage
PAID
Salisbury, MD
Permit No. 94



Please help us save on printing & mailing costs by providing your e-mail address and receiving this newsletter electronically. Send your address to GLEbois0271@gmail.com. Also, please visit our web site at www.christianshelter.org and like us on Facebook as well at (9) Christian Shelter, Inc. | Facebook

**PLEASE CONSIDER MAKING A
FINANCIAL DONATION**

CURRENT NEEDS

SUPPLIES

Laundry Detergent & Bleach
Toilet & Paper Towels
Bar Towels (Kitchen Cleaning)
Disinfectant Cleaning Spray (Pine Sol, Bleach, etc.)
Cold & Flu Meds for Adults & Children
Dryer Sheets
Sandwich Bags
Deodorant
Lysol Spray/Lysol Wipes
Wash clothes

FOODS

Cheese (Sliced or Grated)
Sugar
Butter/Margarine
Breakfast & Lunch Meats
Cooking Oil & Spices
Coffee, & Tea
Bottled Water

**PLEASE SEND US YOUR EMAIL ADDRESS
TO RECEIVE ELECTRONICALLY**

**CONSIDER DONATING ONLINE AT
www.christianshelter.org**