



## TALBOT INTERFAITH SHELTER

*More Than a Shelter...*

SHELTER 🏠 STABILITY 🏠 SUPPORT 🏠 SUCCESS

*I just want to thank TIS for making me feel welcome... for understanding, and for giving me comfort.*

## Annual Report 2023-2024

**TALBOT INTERFAITH SHELTER IS DEDICATED TO FIGHTING HOMELESSNESS ON MARYLAND'S MID-SHORE BY PROVIDING SHELTER, STABILITY, SUPPORT, AND A PATH TO SUCCESS FOR FAMILIES AND INDIVIDUALS IN NEED.**

## A message from our Executive Director...

As I reflect on the past year, my main takeaway is that, thanks to your support, TIS has become many things to our community. It is a place where families and individuals from all 5 counties of Maryland's Mid-Shore can find Shelter, have Stability, and receive Support to overcome the traumas of homelessness. With your help, they receive case management and learn the life skills to be Successful on their journey to self-reliance and self-esteem.

We continue to see ripple effects from the pandemic. Costs are sky-high, affecting guests and donors alike. We step up to fill in the gaps, even as our funding has not kept up with our continued growth. We struggled to meet our operating budget this year and had to tap into our "rainy day funds". I am adamant about not cutting our programming. TIS is a "can do" organization, and we must find a way to continue providing the services we know will help our guests be successful.

More and more seniors cannot make ends meet on their fixed income and are seeking our services. This challenges our staff to put additional assistance in place for these guests and make accommodations for those with reduced mobility.

The mental health crisis is deepening, seemingly exacerbated by the pandemic. Anxiety and depression are extremely high among our guests. We now have an amazing team of clinically trained Case Managers. We connect each guest to mental health services, and we have a mental health professional on staff who performs assessments and practices compassionate listening with all our guests.

Fortunately, guests are having an easier time finding jobs, but, most of these pay minimum wage. In the current housing market, one person would have to work at least 82 hours per week to afford even the most modest housing. Our Case Managers work with Chesapeake College to link guests with trade education in order to increase their income.

Even with all these challenges, I remain hopeful that our community will continue to lift TIS and our guests up, helping them make the positive choices and restoring their dignity and ability to provide for their families. We are forever grateful to our nurturing volunteers and donors, without whom we could not fulfill our mission. Thank you for changing life trajectories toward Success!

With warmest thanks,

*Julie Lowe*  
Executive Director



## BOARD OF DIRECTORS 2023-2024

**Peter Woicke**  
BOARD CHAIR

**Julia McCalmon**  
VICE CHAIR

**Lawrence Nevaizer**  
TREASURER

**Ross Benincasa**  
SECRETARY

**Bill Browning**  
**Michele Dappert**  
**Ann Davis**  
**Charlene DeShields**  
**Ingrid Diaz-Lopez**  
**Sandra Hack**  
**Ben Jensen**  
**Debra Kamsheh**  
**Jim Reed**  
**Rudy Reyes-Delcid**  
**Rev. Nancy Sajda**



## KEY STAFF

**Julie Lowe**  
EXECUTIVE DIRECTOR

**Lisa Niles/Fran Doran**  
DIRECTOR OF OPERATIONS

**Laura Richeson**  
DIRECTOR OF DEVELOPMENT AND MARKETING

**DeWayne Camper**  
CASE MANAGER

**Kirstie Kingston**  
CASE MANAGER

**Nancy Cummings**  
VOLUNTEER COORDINATOR



# Who You Support...

## WOMEN WHO CARE, CARE ABOUT TIS FAMILIES

In January of 2024, we were honored to receive the first-ever grant from Women Who Care Talbot County, a giving group comprised of local philanthropic women. The grant provided much-needed replenishment for our Childcare Fund.

In order to qualify for Maryland State Childcare Scholarships, parents must first be either employed, in job training, or attending school. Our Childcare Fund temporarily covers childcare costs, allowing parents in the S4 Program to reenter the workforce or begin job training and work through the process of applying for scholarship funding. This generous grant helps our families overcome a significant obstacle on their journey to independence!

## AN INFLUX OF SENIORS

As Julie spoke about in her letter, the increase in the cost of living has led to a dramatic rise in the number of seniors we are serving. Thanks to you, we have a team of qualified Case Managers who work diligently to accommodate our senior population and help them regain their footing.

Case Managers provide transportation to and from doctor appointments, help guests secure safe housing, and assist with the Social Security or Disability application processes. In addition, this year, a stair lift was installed at Evelyn's Place, and we have partnered with the local Lion's Club, who collect and donate medical equipment.

## SINGLE GUESTS FACING CHALLENGES

Some individuals enter our singles shelter, Evelyn's Place, employed, or are able to secure employment right away and transition relatively quickly back into independent living. For others, who may struggle with recovery or mental health challenges, it becomes evident that the S4 Program is not the right fit for them, and our Case Managers help connect them with supportive services that can better address their needs.



## YOU MAKE A DIFFERENCE FOR TIS KIDS

Although you may not see them often (for privacy reasons), your support changes the lives of dozens of "TIS Kids" each year. Our family shelter, Easton's Promise, and our apartments are stable home environments where children truly flourish.

We often serve women who are preparing to give birth, or who have just given birth. Thanks to you, they have a safe place to welcome their babies home and give them a positive start.

We partner with the Department of Social Services to provide a parenting workshop that focuses on

strengthening family relationships. In addition, you help us to provide year-round services that benefit our TIS Kids. Thanks to generous donors, our children enter each school year with all the supplies they

need for success. You make Christmas magical for all of our guests, but it is especially meaningful for our children. Case Managers help sign kids up for summer camp or summer school, swim lessons, and other activities. Donors provide pool passes, tickets to shows, and much more for our TIS Kids!



\*Artwork by a child in Transitional Housing

# What You Made Possible...

## WHO WE SERVED

83	TOTAL GUESTS
23	SINGLE INDIVIDUALS
29	FAMILIES
31	CHILDREN
4 MONTHS	YOUNGEST GUEST
71 YRS	OLDEST GUEST



10,595	EASTON'S PROMISE
8,395	EVELYN'S PLACE
12,775	TRANSITIONAL APARTMENTS
31,765	TOTAL DAYS OF SHELTER & SERVICE

## DAYS OF SHELTER AND SERVICE

## THE S4 PROGRAM

**S4 (Shelter, Stability, Support, Success) is a long term, comprehensive program designed to guide guests step-by-step from homelessness to self-sufficiency. This is accomplished by providing safe shelter, rigorous case management, life skills training, connection to necessary services, and transitional housing.**

## GUEST SUCCESSES

In the S4 Program, the journey to self-sufficiency is hard work. There are many successes, big and small, that our guests celebrate along the way. Read a few highlights from the past year below.

2	FULL GRADUATIONS FROM THE S4 PROGRAM
7	TRANSITIONS FROM SHELTER TO APARTMENTS
6	MOVED INTO THEIR OWN HOUSING
11	SECURED EMPLOYMENT
2	PURCHASED OWN TRANSPORTATION
12	ENROLLED IN HEALTH AND/OR DENTAL SERVICES



## CASE MANAGEMENT

Each guest in the S4 Program works with a Case Manager to create and implement a personalized plan for Success. Case Managers connect them with the necessary service partners and provide guidance and encouragement throughout their time in the program.

### CASE MANAGERS HELP WITH:

**BASIC NECESSITIES**  
**OBTAINING LOST DOCUMENTATION**  
**COMPLETING PAPERWORK**  
**HEALTH AND DENTAL SERVICES**  
**SECURING EMPLOYMENT**  
**MENTAL HEALTH TREATMENT**  
**FOOD STAMPS/SNAP**  
**TEMPORARY CASH ASSISTANCE**  
**RENTAL AND UTILITY ASSISTANCE**  
**CHILD CARE SCHOLARSHIPS**  
**SSI DISABILITY APPLICATIONS**  
**DOMESTIC VIOLENCE HELP**  
**FAMILY REUNIFICATION**  
**FINDING PERMANENT HOUSING**

**....AND MUCH MORE!**



# LIFE SKILLS CLASSES

**Guests are required to participate in life skills training, including:**

## CHARACTER COUNTS FOR ADULTS

Guests explore the 6 pillars of character: Trustworthiness, Respect, Responsibility, Fairness, Caring, and Citizenship.

## TIS CORE VALUES

This class, developed by Case Manager DeWayne Camper, ties the Character Counts concepts to the goals and challenges of the S4 Program.

## MONEY MANAGEMENT

Guests understand how to identify and change spending and saving habits, learning how to choose priorities and make smart financial decisions.

## STAYING QUIET

A relapse prevention program for guests in recovery.

## ANGER MANAGEMENT | JOB READINESS

## PARENTING | MENTAL HEALTH 101

## CONGRATS TO OUR LIFE SKILLS CLASS GRADUATES!

10

FROM "MONEY FUNDAMENTALS"

9

FROM "CHARACTER COUNTS" FOR ADULTS



Talbot Interfaith Shelter has a well-rounded development program that draws revenue from a number of sources. The majority of financial support for our mission continues to come from generous individual donors and charitable foundations. In addition, we are proud to partner with our local business and faith communities. TIS receives limited support from governmental entities.

Our signature fundraising event, the Lip Sync Battle, continues to build. This joyous event brings our whole community together to support our guests. Our 2024 Lip Sync Battle broke records once again, raising more than \$112,000.

## TOTAL INCOME

**\$973,842**

16.1%	FOUNDATION & TRUST GRANTS
5.4%	GUEST RENT (APARTMENTS)
50%	INDIVIDUAL DONATIONS
1.2%	NONPROFIT DONATIONS
1.4%	BUSINESS PARTNERS
7.5%	RESTRICTED & GOV'T GRANTS
1.4%	FAITH PARTNERS
14.75%	FUNDRAISING EVENTS

7.7%	ADMIN/ OPERATIONS
2.9%	SHELTER FACILITIES
8.7%	FUNDRAISING COSTS
11.4%	APARTMENT COSTS
6.4%	BUSINESS COSTS
60.7%	STAFFING COSTS

## TOTAL EXPENSE

**\$1,287,557**

Our budget has increased substantially in the past three years with the opening of Evelyn's Place and continued expansion of Transitional Housing. We hired additional supervisory and maintenance staff, and the deepening mental health crisis necessitated bringing on Case Managers with mental health qualifications. Inflation has also had an upward impact on the cost of providing services. We were unable to raise our full 2023/2024 operating budget. Thanks to your past generosity, we had reserve funds to cover the deficit. Our projected 2024/2025 operating budget remains stable for the first time in more than 10 years, allowing us to focus our efforts towards sustainability in the year ahead, rather than continued growth.

# Director of Operations Leadership Change...



## BIDDING A FOND FAREWELL TO FRAN DORAN

After 14 years of dedicated service, Fran Doran retired from her position as TIS Director of Operations at the end of this fiscal year. Fran joined TIS in 2010, the second season of our rotating shelter model. When we opened our first permanent shelter, Easton's Promise, at the end of 2014, and guests were able to stay with us longer, Fran began introducing case management services and life skills classes to address the root causes of homelessness. These efforts grew into what we now call the S4 Program. During her time with TIS, Fran was instrumental in putting hundreds of local families and individuals on the path to Success. We are forever grateful for her impact on TIS, our guests, and our community!

## WELCOMING LISA NILES AS DIRECTOR OF OPERATIONS

In April of 2024, Lisa Niles joined Team TIS, training with Fran Doran for three months to take over the position of Director of Operations on July 1, 2024. Lisa brings with her a robust background in law enforcement and operations management. Her experience has honed her leadership skills and given her a deep understanding of organizational dynamics, crisis management, and the importance of fostering empathy in all interactions. Lisa's commitment to empathy-driven leadership aligns perfectly with Talbot Interfaith Shelter's values. We know she will work diligently to carry on Fran's legacy of providing Shelter, Stability, Support, and a path to Success for our neighbors in need!



## Team TIS is Terrific!

Team TIS is the lifeblood of Talbot Interfaith Shelter. We are incredibly grateful to the hundreds of volunteers, donors, community and business partners, and ambassadors who choose to share their time, talents, and treasure to fulfill our mission and propel our guests to Success. Below are just a few of the highlights from Team TIS during our 2023-24 fiscal year:

**Hundreds of volunteers assisted at the shelters, answering phones, taking donations, and more so that staff can work uninterrupted.**

**Volunteers and local restaurants provided nearly 19,000 comforting and delicious meals for our guests this year!**

**Your donations of household supplies, and more saved TIS tens of thousands of dollars during 2023-24!**

**Your generosity of spirit ensured that our guests had a magical holiday season, including Thanksgiving dinners and gifts for everyone under the Christmas tree!**

**19 teams, 44 businesses, and dozens of volunteers from across the community came together to help pull off our record-breaking 8th Annual Lip Sync Battle event!**

**Team TIS members hosted fundraisers and supply drives for TIS, including: Jamie Petrides' pit beef fundraisers, Doc's Downtown and Legal Assets Community Day for TIS, Anthony's Monday Mangia and wine pairing dinner, the Pizza Club's pop up lemonade and cake pop stand, and all of our amazing partners who collected supplies and posted flyers during Hunger and Homelessness Awareness Month!**

If you would like to learn more about volunteering, contact Jesse Johnson:  
[jessejohnson@talbotinterfaithshelter.org](mailto:jessejohnson@talbotinterfaithshelter.org) | 410-690-3120





# YOU *Make It Possible!*

Our extraordinary donors provide the resources to ensure that our neighbors receive the Shelter, Stability, and Support they need to achieve Success in the form of sustainable self-sufficiency. Your incredible generosity has given local families and individuals relief from homelessness for 15 years! In that time, our budget has gone from \$40,000 per year to an astounding \$1.3 million as our capacity has expanded from serving just 5 people at a time in 2009 to housing more than 50 at once in 2024.

We are so very grateful to each and every donor, no matter the dollar amount or frequency. Every dollar donated changes the lives of men, women, and children in our community. What you provide goes far beyond shelter. You give our guests hope, comfort, self-confidence, belonging, and so much more!

The **TIS Promise Keepers** are those donors who establish recurring monthly or quarterly donations in support of our mission. We launched the Promise Keepers in 2015, shortly after the opening of our first permanent shelter home at Easton's Promise.

The Promise Keepers help ensure that we can fulfill the promise we made to our community when we began our permanent year-round operations – that we would provide a safe and stable environment for our guests, and that they would have uninterrupted access to the resources and tools they need to achieve lasting independence.



Recurring donations of any size help to provide predictable, steady funding to fulfill our mission. To date, there are 66 dedicated TIS Promise Keepers. Talk with your financial advisor to discuss whether monthly or quarterly donations make sense for you!



**SEDLACK SOCIETY**

The **Sedlack Society**, named in honor of our founder, Evelyn Sedlack, was established in 2022 to recognize those donors who commit \$1,000 or more each year to help ensure the continuation of Evelyn's legacy to provide a safe haven for our homeless neighbors. We currently have 210 member households. Our Sedlack Society members receive additional TIS updates throughout the year, early access to Lip Sync Battle tickets, and an invitations to our annual Sedlack Society celebration. This year's event was held on December 14th at the Tidewater Inn. Attendees enjoyed cocktails and light fare, heard music from the Allegra! choir, and took photos with Santa. TIS leadership also provided an update on what the Sedlack Society's generosity has made possible for our neighbors in need.

## THERE ARE FOUR SEDLACK SOCIETY LEVELS:

**SHELTER** – An annual gift of \$1,000 to \$2,499

**STABILITY** – An annual gift of \$2,500 to \$4,999

**SUPPORT** – An annual gift of \$5,000 to \$9,999

**SUCCESS** – An annual gift of \$10,000 or more



*To learn more about the TIS Promise Keepers or the Sedlack Society, contact Laura Richeson at 443-786-6962 or [lauraricheson@talbotinterfaithshelter.org](mailto:lauraricheson@talbotinterfaithshelter.org)*





## TALBOT INTERFAITH SHELTER

*More Than a Shelter...*

SHELTER 🏠 STABILITY 🏠 SUPPORT 🏠 SUCCESS



*I would just like to say thank you to all of the donors and people who make TIS possible. ... There are others out there that need the support of TIS. Without you, it's not possible.*



**For more information about Talbot Interfaith Shelter and how YOU can help, contact Julie Lowe at [julielowe@talbotinterfaithshelter.org](mailto:julielowe@talbotinterfaithshelter.org), call 410-310-2316, or visit [talbotinterfaithshelter.org](http://talbotinterfaithshelter.org).**

PO Box 2004 🏠 Easton, MD 21601

[talbotinterfaithshelter.org](http://talbotinterfaithshelter.org)