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## CROSS LINK AWARD Application

**Organization Name: The Salvation Army Boys and Girls Club in Asheville, NC**

**Corps Officers: Majors Mark and Mary Satterlee,  
Assistant Officer, Lt. Shimei Hewitt**

**Executive / Chartered Community Center Director: Haley Shealy**

**Organization Address: 750 Haywood Road**

**City: Asheville      State: North Carolina      Zip: 28806**

**Name of Individual Completing the Application: Major Mark Satterlee**

**Application Date: October 27, 2015**

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**Corps Officer Signature**

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**Corps Officer Name**

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**Advisory Board Signature**

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**Advisory Board Name**

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**Haley Shealy**  
**Executive/Community Center Dir. Signature**

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**Haley Shealy**  
**Executive/Community Center Dir.**

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**Thomas Nash**  
**Advisory Council Signature**

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**Thomas Nash** **s**  
**Advisory Council Name**

**Please carefully read each question below and answer as thoroughly as possible in**

narrative format. If you need additional space please use additional paper.

**1. Team-effort:**

- What steps have been put in place to ensure good communication and a united effort between Corps Officer and Club/Community Center Director?
- What are some creative ways that the Corps Officer and Club/Community Center Director have worked together to development unity at other levels?

**Answer:**

At the Asheville Boys and Girls Club, we understand that good communication and unity are vital to the success of our ministry. The Corps Officer ensures that the Club Director is always present at the Corps' Advisory Board meetings, so that the Board members and Corps Director are always well-aware of the developments in the corps and the club. The Corps Officer includes the Club Director in the Corps Christmas planning meetings. The club and the corps work together in serving the community. The club and the corps utilize the same building. Coming together to plan meetings helps us to make sure that corps members and club staff are aware of current and upcoming events. Having corps and club representation at planning meetings helps to cultivate a spirit of community and teamwork. In this way, we all can work together in preparing for joined ventures to support our programs. The Corps Officer regularly sends out meeting reminders to the Corps Director and staff members, so that we have full attendance at meetings. This gentle reminder helps to keep everyone focused on our mutual mission.

The Corp Officer understands that in order to work well together, we must first understand each other. Our various experiences and cultural backgrounds impact our work relationships and viewpoints. Therefore, before even beginning to work with the Club Community Director, the Corps Officer made time to listen to the Director's personal story and salvation experience. There was a mutual time of sharing, as the Club Director and the Assistant Corps Officer talked about their life journeys with Christ, and expressed their shared vision for the children we serve. This time of personal discussion helped to bring the Corps Officers and the Club Director together on a spiritual, as well as a professional level. This deeper understanding of our shared passion to see these children won for Christ enhanced our work relationship.

The Assistant Corp Officer discerns when the demands of work are stressful and prays with the Director. The Assistant Officer takes time to greet the Director, stop in her office, and find out how life, club ministry, and responsibilities are going. This officer gives the Director words of affirmation, encouraging her that God will give us the strength and power to achieve all our goals. We pray together about the challenges we face, seek God's guidance, and celebrate the victories achieved.

The Club Director is also a great support to the Corps Officers. At Advisory Board meetings, she tells the Board Members about the wonderful way in which the Assistant Corps Officer and the church Youth Director are ministering to the club children. This encouragement indicates that our Director highly values the work of the corps in the club. Occasionally, the Club Director would come and observe the work of the Corps Officer and the Youth Minister as we teach the children about God, or teach them how to dance in our dance program. Our Club Director is a "cheer leader" for the corps' ministry in the Club. She fosters a spirit of comradery between the Corps and the Club.

Additionally, our Club Director also offers her service to the Corps Officers, making herself

available to support the corps' ministry to the club children. For example, the Club Director has gladly committed to share her dynamic testimony of cancer survival with the club teens. The Club Director has a hectic schedule, but she willingly gives of her time to impact the children on a spiritual and a professional level. Her testimony will encourage the children to have faith in God and know that they can trust God to answer their prayers, just as their Club Director and their Corps Officers trust God.

**What are some creative ways that the Corps Officer and Club/Community Center Director have worked together to development unity at other levels?**

The Asheville Corps Officers and Club Director value the club staff members as *important individuals*, not only as employees. Therefore, we celebrate important milestones in our employees' lives. We have begun celebrating the birthdays of our club staff. Whenever staff members have birthdays, we all sign the birthday cards and let them know how much we appreciate them. The Officer leads people in singing "Happy Birthday" to our staff members. This personal touch helps our staff to know that they are appreciated for who they are, as well as for what they do in their work. This added element helps to create an atmosphere of harmony at the workplace.

At every Advisory Board Meeting, Major Mary Satterlee cooks wonderful meals for the Advisory Board Meetings, and she shares this delicious food with the staff at the Boys and Girls' Club. Knowing that sharing a meal together is a time-proven method to deepen relationships, the Assistant Corps Officer intends to have lunch with the Director and the employees at different times, so that we can learn more about each other and develop a greater appreciation for each other.

## 2. Increased interaction between The Salvation Army Corps and The Boys & Girls Club / Community Center.

### A. Which activities are offered to help increase interaction between The Salvation Army Corps & The Boys and Girls Club / Chartered Community?

There are several activities that are offered to help increase the interaction between The Salvation Army Corps and The Boys and Girls Club. The Corps offers weekly devotions to the children and the teens in the club. The Assistant Corps Officer and the Youth Director have devotions with the teenagers once a week on Thursdays from 4:30 to 5:30. We have games, Bible lessons, and learn about the struggles the teens face. We pray with them and encourage them.

An added blessing to these devotions is the fact that one of the staff members, and even some beneficiaries/residents at The Salvation Army Center of Hope, have volunteered their time to be guests at these club devotions. They have shared their testimonies and life skills with the young people at the club. The young people have embraced these guest speakers and have told them how much they appreciated their coming. This mutual support between our Corps, Club, and Center of Hope indicates that we are all one family, working together in Asheville to help our club children have a great future.

Here in Asheville, we have weekly devotions with the younger children as well. We have Spring and Fall festivals, and Vacation Bible School each year. We have Salvation Army Character Building Programs and Performance Electives for the children as well. Furthermore, some of our Corps members volunteer their time personally to teach the Club children from their own gifts/skills. For example, in the summer, Major Doris Costner teaches the children how to knit and make scarves. She also teaches them about pottery, decorating, and other creative skills. Another church member, Ms. Frances Worrall, loves teaching the children how to make various crafts. The children enjoy these activities.

### B. State how often the specific program is offered and how many individuals attend on a regular basis.

**Teen Devotions** are offered weekly each Thursday. The number of teens who are present each week varies, but we have on average about ten teens each week.

**5-12 Year Old Devotions** are offered weekly. We average about 15-20 each week.

**Ms. Frances Worrall's Craft Class** has been offered weekly, and there are about 15 children each week.

**Major Doris' Craft Class** has been offered once a week for the teenagers. She had about 5 teenaged girls each week.

**Vacation Bible School** is offered once a year. We had 5 meetings with 417 in attendance. We had 92 children seekers.

**Spring Festival** is offered once a year. There were 82 people present.

**Fall Festival** is offered once a year. Last year, we had 1500 people present. This event was open to the entire Asheville community and it was a great blessing to our

neighborhood.

**Character Building Programs** are offered weekly for one hour. We have 27 children in the program. The number of those who attend on a regular basis varies, but on average we have about 18 each week.

**Elective Programs: Dance, Timbrels, and Puppetry**

These classes are offered weekly. We have about 15 each week.

C. Through providing these activities, how has this increased interaction between The Salvation Army Corps & The Boys and Girls Club / Chartered Community Center?

These activities have greatly increased the interaction between The Salvation Army Corps and The Boys and Girls Club. Through the Character Building and the Elective Programs, the church children and the young people at the club have gotten to know each other and have develop friendships. Before we had these programs, the church children had very little participation in the club activities because many of the parents of our church children could not afford to put their children in the club's afterschool program. Many of our church children live in impoverished neighborhoods. Our church children who come to our Character Building and Elective Programs look forward to coming to the church, so they can learn about God, but they are also **extremely excited** about the opportunity to play in the gym and on the playground, just like the children whose parents can afford to send them to the Boys and Girls Club. When these church children get these opportunities to play in the same place as the club children, they feel like they are receiving a **great** blessing that their parents cannot afford.

Additionally, the Character Building Programs and the Elective classes have provided an avenue through which the club and church children can learn from each other. All of these children have learned more about how they should respect other children who are different from them by virtue of socio-economic factors, upbringing, or home-living environments.

Furthermore, the corps' Character Building and Elective activities have helped the corps members, corps officers, and club staff to interact more with each other. As adults, when we monitor our children at play in the gym or on the playground, we have more opportunities to develop our own relationships with each other, (just as parents would bond with other parents when they support their children in school activities). Also, the club provides the church with food for our children's programs at the corps. Unselfishly, the club shares their physical resources with the church. Therefore, we work together in providing for the spiritual, physical, and emotional needs of the children. It's a "win-win" situation for the corps and the club.

**3. Advisory Board and Advisory Council must work in harmony.**

- A. How do the Advisory Board and Advisory Council set program goals that increase interaction between The Salvation Army Corps and The Boys Girls Club / Chartered Community Center?

The Advisory Board and Advisory Council work very well together in setting programs goals and interacting with one another. The Advisory Council Chair for the Boys & Girls Club and the Executive Director of the Boys & Girls Club attend all of the Advisory Board meetings for The Salvation Army. This attendance gives the Director and the Council Chair a great opportunity to take the information back to the Advisory Council and to set program goals. Major Satterlee also attends all of the Advisory Council meetings and provides updates about what is taking place at the Community Center for both The Salvation Army and the Boys & Girls Club. The Council and Board also work together to volunteer for events of each group. These events include: Salvation Army Bell Ringing, Boys & Girls Club Hallelujah Carnival, a Benefit Dinner, Yard Sales, Thanksgiving Dinners, other Salvation Army Christmas initiatives and fund-raisers.

- B. Who evaluates the progress of these goals and how are they measured and reported?

The Corps Officer and the Executive Director work well together to set goals and measure results of the programs. Our Board and Council meetings also give us the opportunity to track these goals and the progress we are making.

#### **4. Involve Corps Youth in Boys & Girls Club / Chartered Community Center Programs**

- A. What Boys & Girls Club / Chartered Community Center Programs are offered to Corps Youth and how many individuals from the Corps participate?

The corps conducts Vacation Bible School for the Boys and Girls Club each year. The corps children were allowed to take part in this VBS with the club children. We had 12 of our corps members participated. Also, about 40 of our corps members participated in the Boys and Girls Club Fall Festival. Our church members sell food at the Festival and our Home League ladies take charge of the "Cake Walk". The church members and Club members enjoy this partnership.

- B. What projects have been developed to bring Corps Youth and Boys & Girls Club / Chartered Community Center Members together and what were the results?

The Character Building Programs have been bringing the corps and the club children together. We have also added the Elective Programs to bring unity between the corps and club young people. On Wednesday afternoons, the club and church children come together to dance and learn how to make puppets. Both club and church children will come to the corps on Sunday November 8, 2015 for a special concert, where the children will receive awards for their work in the Character Building Programs. The children will also perform for their parents, showing what they have learned in the Elective programs. So far, the results have been good for the faithful attendees. They are excited about showing their parents what they have learned. This is great for the corps. It is wonderful when the parents come to the corps and see what their children have been learning at The Salvation Army. We have developed some good relationships with the parents and their children through the corps' ministry in the club.

- C. How do you get Corps Youth involved in planning activities that they would be interested in participating in at the Boys & Girls Club / Chartered Community Center?

Our consistent corps children are very young, ranging from between 4 to 11 years old. At this time, their parents are not able to afford the fee for their children to be members of the Boys and Girls Club. Our corps children would love to plan activities that they would be interested in participating in at the Boys and Girls Club. Our corps children are very motivated to participate in all of the club's programs; they simply lack the funds to do so. We are hoping that some scholarship money will be available so that our corps children can become members of the Boys and Girls Club.

- D. What has been your greatest challenge in getting Corps Youth to participate in Boys & Girls Club / Chartered Community Center programs?

Currently we face two main challenges: transportation and the lack of funds for our corps parents to enroll their children as members of the club. Our first challenge is our need to have more help in transporting the children to the club. We would be happy to have more volunteers to help with this ministry.

Both of our problems could be alleviated if the corps children were members of the club. If our corps children could receive scholarships to attend the club, the Boys and Girls Club staff could pick up the corps children from school and bring them to the club. Thus, the corps

children would already be at the building to participate in the corps programs with the club. Our youth director would have help for transportation through the club staff. In this way, our corps members would be better rested, less hurried, and better able to focus on ministering to the children, instead of making multiple trips to and from the corps to get the children for the programs.



## **5. Devotions, Bible Classes, Prayer Cells, and other spiritual activities**

- A. What kind of Spiritual Programs are offered in your Boys & Girls Club / Chartered Community Center Programs, how often are they offered, and who leads these activities?

The Assistant Corps Officer and the Youth Director lead weekly devotions at the Club. One devotional is for the teenagers and the other is for the younger children in the club. Each of these weekly devotions is conducted for an hour each week. We teach the young people about God. We give them verses from Scripture and give them opportunities to read the Bible. We pray with the young people and invite them to give their lives to Christ. We encourage them to live like Jesus.

- B. Describe how the staff of the Boys & Girls Club / Chartered Community Center Programs is being Spiritually Fed through Salvation Army Program? (I.e. Staff Bible Study, Prayer Groups, etc.)

Today we understand that as ministers of the gospel, we must focus on building relationships, not just doing programs. With this understanding, the Assistant Corps Officer is building one-on-one relationships with the staff of the Boys and Girls Club, in order to know them better and minister to them in the love of Christ. This officer greets the staff, learns their names, gives them gifts, cards, calls, encouragement, and prays with them on their birthdays. This Officer discerns when the staff members are going through difficult times, calls them aside, prays with them, and offers words of wisdom from the Scripture. This officer also intends to meet with each of the staff members to get to know them more personally by eating together with the staff members on lunch breaks. The officer has already begun spending time with some of the staff members individually, listening to their life stories/journeys, and then praying with them.

Some of the staff members have talked about starting a prayer group to pray for the needs of the club. We are currently praying in informal settings, but are considering meeting at a set time and place for future prayer meetings.

The Salvation Army and the Boys & Girls Club staff are working together spiritually by providing a spiritually- driven environment. The Corps staff prays with Boys and Girls Club staff and we all communicate together on regular basis. It is in the works for us to begin doing quarterly socials between the Salvation Army corps members and the Boys & Girls Club to continue to strengthen our relationships in a spiritually-led environment. We plan to get together to enjoy each other and to deepen our relationships with fun, food, and fellowship.

**6. "Build the Kingdom by Building the Corps."**

**A. What is the Corps Officer doing to build the Kingdom by building the Corps in the Boys & Girls Club / Chartered Community Center Programs?**

Looking to Jesus as our model, we see that Jesus preached the gospel to the masses, but he spent much of his ministry building relationships with the people he served. Therefore, the Assistant Corps Officer is ministering to the children in the Boys and Girls Club through the weekly devotions to the teenagers and the younger children. The Assistant Corps Officer spends extra time in the club when possible, talking to the teens, laughing with them, playing games with them, participating in their fund-raisers, supporting these fund-raisers financially, and making the effort to get to know the young people on a deeper level. The Corps Officers pray for these children so that those who do not know God personally will accept Jesus Christ as they Savior.

The Assistant Corps Officer is also involved in the SPA program that takes place each month in the corps fellowship hall. The Assistant Corps Officer, the Youth Director, and the Boys and Girls staff work together in this program to build relationships with the mothers in that program. This special ministry was created several years ago to provide a place where mothers could come for two hours and receive spiritual and physical refreshment. The club staff provides child care for the mothers in the program. The mothers get a nice dinner, listen to a devotional from God's word, and receive information/life skills to help them become better parents.

The Assistant Corps Officer has prayed with the parents in that program as well as with the parents in the Boys and Girls Club. She is available to the parents of the Boys and Girls Club for pastoral care. By building relationships with the club parents and their children, and by continually inviting the parents and their children to church, we hope that some of these families will make the Asheville corps their church home. The Assistant Corps Officer is also praying for the staff of the Boys and Girls Club.

**B. What is the Boys & Girls Club Executive Director / Chartered Community Center Director doing to provide Corps Members the opportunity to share Christ with Club / Community Center Members?**

The Boys & Girls Club Executive Director attends many of the Christ-centered opportunities offered through the Salvation Army including sitting in with devotions, character building, giving her testimony to the youth of the Boys & Girls Club as well as regularly practicing the love of Christ with the youth and the staff at the Boys & Girls Club. The Director is extremely supportive of the corps ministry at the club, and has provided an open door for the corps members to serve in the club.

**C. What has been the greatest accomplishment to happen this year to "Build the Kingdom by Building the Corps?"**

The greatest accomplishment is seeing 92 children pray to accept Jesus Christ into their lives and seek God's will for their lives during the Vacation Bible School. The children learned about the armor of God and learned how they should be dressed in God's armor daily, according to Ephesians 6: 10-18. It is such a pleasure to hear the children pray and see their love for God. We pray for these children in the club and ask them how they are doing in their relationship with Christ, so that we help to nurture their faith in Jesus.