



Chief Operating Officer

St. Louis, MO



The SoulFisher Ministries

Restoration is Possible. Success is Real!

MISSION STATEMENT

To respond to the needs of youth with incarcerated parents and to promote restorative justice for those currently or formerly incarcerated.

VISION STATEMENT

To embrace the world in a network of charity as defined in the Word of God. The SoulFisher Ministries (TSM) desires to see young people educated and empowered to succeed in life and broken lives and homes re-established through education, job training and employment, computer literacy, and transitional housing. The organization's ultimate goal is to re-empower formerly incarcerated women to be productive influences in their family and community and to help break the cycle of the school-to-prison pipeline.



Programs of Impact

E.N.A.L.

Educate Now to Achieve Later (E.N.A.L.) After-School Tutoring Program

The E.N.A.L. program is a 21st Century Community Learning Center-funded program specifically designed to captivate and improve the academic success of its participating students.

E.N.A.L. programming currently operates within the Riverview Gardens School District at both Koch Elementary School and Westview Middle School, serving students in grades kindergarten through eighth grade.

A.G.A.P.E.

Adult General Academic Program of Education (A.G.A.P.E.) Pre- and Post-Release Program

Studies show there are nearly 33,000 adult inmates in prison in the state of Missouri, approximately 2,500 in one of St. Louis City's or St. Louis County's jails, and 68,000 currently on probation or parole. The SoulFisher Ministries provides incarcerated women the opportunity to participate in an alternative learning program through quality and compassionate classroom educational instruction. Life skills, goal setting, relationship restoration, restorative justice opportunities, and access to transitional housing are also available for program participants.

Fisher Transitional Living for Women & A.G.A.P.E Supportive Housing

Fisher Transitional Living for Women is a community-based transitional housing program committed to assisting and empowering women to successfully rebuild relationships with their family and community. This is accomplished through providing case-management, home-management, money-management, goal setting, budgeting, and employment assistance.



The Opportunity

The SoulFisher Ministries (TSM) is expanding its services to continue meeting the needs of youth with formerly incarcerated parents and creating a new role to help bring this to light. They are excited to offer a unique opportunity for a dynamic **Chief Operating Officer (COO)** to lead TSM's operational management, including finance, HR, programming, and development.

The COO will play a critically important role, with the opportunity to make a significant impact on TSM's ability to grow its programs so that it can reach more people. The COO will be crucial in advancing the organization's mission by providing strategic direction, fostering collaboration, driving operational excellence, overseeing the organization's day-to-day operations, and ensuring the effective implementation of programs and services. The chosen candidate will be pivotal in contributing to the organization's mission and being part of a team dedicated to making a real difference!

Responsibilities

- Lead and manage the organization's day-to-day operations to ensure efficiency, effectiveness, and alignment with strategic goals.
- Oversee the planning, development, and execution of programs that address the needs of youth and parents impacted by incarceration.
- Work closely with the CEO and other leaders to contribute to the development and execution of the organization's strategic plan.
- Successfully manage a budget, including optimizing the allocation of resources and showing return on investment on all expenditures.
- Monitor financial performance and report regularly to the executive team and Board of Directors.
- Lead and inspire organizational change and creatively pursue expansion initiatives, acting as a key voice of leadership in the decision-making process.
- Build and maintain strong relationships with key stakeholders, including community partners, government agencies, and donors.
- Inspire a diverse, dedicated team, encouraging maximum performance and dedication through a collaborative and positive leadership style.
- Provide effective leadership to staff, fostering a positive and inclusive organizational culture.
- Mentor and develop team members, promoting professional growth and a commitment to the organization's mission.



The Candidate

Experience and Qualifications

- 10+ years of operations experience, including HR, payroll, finance, and process management.
- A passion for TSM's mission of responding to the needs of youth with incarcerated parents and promoting restorative justice for those currently or formerly incarcerated.
- People leadership experience, with robust team-building skills and understanding of organizational development and culture.
- Superb organizational skills with the ability to manage multiple projects at once.
- A demonstrated ability to work with diverse populations.
- Evidence of initiative, analysis, problem-solving, creativity, and follow-through.
- A proven history of facilities and project management experience.
- Experience building new data tracking systems (fundraising, volunteer, donor, QuickBooks, etc.).
- Strong interpersonal and presentation skills, and the ability to marshal them to form and maintain strategic external partnerships; strong communication and listening skills.
- Board governance experience and the ability to create long-lasting relationships with stakeholders.
- Grant writing, monitoring, and research experience.
- Proficient at using MS Office Suite programs. Past program/database integration experience, preferred.
- Strong knowledge of payroll and benefits software programs/database, a plus.
- Master's degree preferred.



Submit your application at:

<https://driwaterstonehc.com/position/chief-operating-officer-the-soulfisher-ministries>

Compensation:

\$120,000-\$200,000 salary per year.

Location:

St. Louis, Missouri.

Equal-opportunity Employer

The SoulFisher Ministries provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and professional development.

DRiWaterstone has been exclusively retained for this engagement. All first-round interviews for this position will take place via video conference with DRiWaterstone.

About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.