



# Chief Development 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.



## Impactful Programs

### **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 21<sup>st</sup> 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 excited to offer a unique opportunity for a dynamic **Chief Development Officer (CDO)** to lead its development efforts. TSM is expanding its services to continue meeting the needs of youth with formerly incarcerated people and is creating this new role to build and shape a dedicated development team. This opportunity allows the successful candidate to make an impact by spearheading the creation and implementation of a state-of-the-art prospect and donor database and increasing revenue through various streams. The CDO will play a pivotal role in advancing the organization's mission and will be part of a team dedicated to making a real difference.

### Responsibilities

#### Strategic Fundraising:

- Develop and execute a comprehensive fundraising strategy aligned with the organization's mission and goals.
- Achieve and exceed annual fundraising targets, with a focus on securing major gifts, grants, and corporate sponsorships.
- Identify and implement innovative fundraising initiatives, leveraging emerging trends and technologies.
- Explore and establish partnerships that enhance the organization's fundraising capabilities.

#### Donor Relations and Stewardship:

- Oversee donor relations, ensuring timely and meaningful communication with supporters.
- Build, grow and manage the major gifts and planned giving program and qualify potential donors.
- Grow the network of donors through targeted outreach and relationship-building.
- Develop and implement stewardship strategies to recognize donors for their contributions.
- Continuously assess donor satisfaction and adjust strategies to enhance engagement and retention.

#### Team Development and Management:

- Recruit, build, lead, and inspire a high-performing development team.
- Provide mentorship, guidance, and professional development to team members.
- Foster a collaborative and innovative team culture that encourages creativity and initiative.



## The Opportunity (continued)

### Community Engagement and Outreach:

- Expand TSM's reach in the local community and beyond.
- Cultivate and maintain relationships with key stakeholders including donors, community leaders, and partner organizations.
- Represent TSM at events, conferences, and public forums to enhance visibility and support.

### Financial Oversight:

- Work collaboratively with Finance to ensure accurate tracking and reporting of fundraising activities.
- Provide regular reports to the executive team and Board of Directors on fundraising progress, goals, and financial projections.

### Collaboration and Cross-Functional Partnerships:

- Collaborate with other departments to integrate fundraising goals and initiatives into the overall organizational strategy.
- Work closely with the marketing and communications teams to create compelling narratives that resonate with potential donors.

### Cultivation of a Giving Culture:

- Build and nurture a culture of giving within the organization, ensuring that philanthropy is integrated into the fabric of daily operations.
- Collaborate with leadership to engage staff, Board members, and volunteers in fundraising efforts.
- Develop and implement internal programs that promote a sense of pride and ownership in the organization's fundraising success.



## The Candidate: Experience and Qualifications

### Relationship Management and Donor Engagement

- A self-starter who proactively builds and manages relationships with individuals, foundations, and businesses, taking ownership of expanding and stewarding a strong network of funders.
- Demonstrated ability to cultivate relationships with donors and supporters through meaningful volunteer opportunities.

### Fundraising Strategy and Revenue Generation

- Demonstrated experience implementing fundraising strategies, including major gifts, sponsorships, and foundation grants.
- A proven track record of consistently securing \$2M+ annually, through a combination of grants, major gifts, and sponsorships. Ability to maintain and grow portfolio of donors and supporters.
- A history of successfully organizing and implementing fundraising events that achieve or surpass financial targets.

### Team Leadership, Collaboration and Culture

- Experience in building and managing effective teams, fostering collaboration and achieving fundraising goals.
- Proven success working with a diverse workforce, network of partners, and clients.

### Technology and Data Management

- Strong skills in Microsoft Office Suite (Word, Excel, PowerPoint, and Outlook).
- Experience using a fundraising CRM to ensure efficient and organized management of fundraising data is required. Past CRM integration experience, preferred.

### Communication and Public Speaking

- Outstanding communication abilities, including the capacity to present confidently and effectively in public settings.

### Education

- Bachelor's degree preferred.



Submit your application at:  
<https://driwaterstonehc.com/position/cdo-tsm>

**Compensation:**

\$90,000-\$120,000 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 boutique 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.