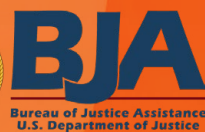




 **The  
SoulFisher  
Ministries**

*Restoration is Possible, Success is Real!*

# Annual Report 2022



Proud partner of



## *Our Motto*

Restoration is Possible, Success is Real!

# our mission

*THE MISSION* OF THE SOULFISHER MINISTRIES IS TO RESPOND TO THE NEEDS OF YOUTH WITH INCARCERATED PARENTS AND TO PROMOTE RESTORATIVE JUSTICE FOR THOSE CURRENTLY OR FORMERLY INCARCERATED.



# our vision

*THE VISION* OF THE SOULFISHER MINISTRIES IS TO EMBRACE THE WORLD IN A NETWORK OF CHARITY AS DEFINED IN THE WORD OF GOD. WE DESIRE 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. OUR 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.

# At A Glance

## Financial and Operating Highlights

	2022	2021	2020	2019
Total Support and Revenue	3,008,691	1,192,274	921,834	684,593
Total Program Expenses	1,005,687	783,445	841,556	614,330
Total Supporting Services	350,286	296,702	216,802	225,428
Net assets (beginning of year)	328,350	216,223	352,747	507,912
Net assets (end of year)	1,981,068	328,350	216,223	352,747

## Accomplishments

37

women served  
in the AGAPE  
**Pre-release**  
Reentry Program

8

women served  
in the AGAPE  
**Post-release**  
Reentry Program

210

youth tutored  
in the ENAL  
After School  
Program

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Proud partner of



Greater St. Louis



# A Note from the founder

## RESTORATION IS POSSIBLE SUCCESS IS REAL!

Dear Family, Friends and Supporters,

It is so hard to believe that we have been serving the St. Louis community for 10 years now! With your support, we navigated the challenging years of 2020 and 2021. This time brought us together in ways unimaginable. Let's keep the momentum going and make our lives and communities better by remembering...

**WE ARE BETTER TOGETHER!!**

As we remain committed to giving more, expanding more, sustaining more, and dreaming more...so have you! With each of you walking alongside us on our mission, we almost tripled our revenue in 2022. Your support reminds us to move forward with bravery, determination, and love. I always say, "No other city, does it like St. Louis," and we are so honored to serve our city and the amazing youth and women who are a major part of it!

As we prepare for 2023, we look forward to more opportunities to embrace the world in a network of love as we respond to the needs of youth with incarcerated parents and promote restorative justice for those currently or formerly incarcerated. Our motto: "Restoration is Possible, Success is Real!" will forever be the guiding force of what we do. Our 2023 will also usher in our next strategic planning process that gives us our path forward for the next 3 years.

Thank you to our staff, who are invested in our mission and consistently go above and beyond as we move our mission forward to continue empowering youth and formerly incarcerated people to become all they are destined to be. Thank you to our supporters, sponsors, donors, and funders for continuing to ensure that our program participants NEVER have to worry about a lapse in service delivery.

*Shawntelle R. Fisher*

# Our History

**2012**

TSM is founded.

**2015**

The AGAPE Reentry Program begins.

**2016-2017**

TSM grows rapidly, serving hundreds of currently and formerly incarcerated women and children with incarcerated parents.

**2014**

The ENAL After School Program begins.

**2018**

TSM purchases a new office building.

The AGAPE Reentry Program expands to include post-release services.

**2020**

The ENAL After-School Program becomes an official e-learning site.

The AGAPE Reentry Program introduces online case management services.

**2021**

The ENAL After-School Program doubles in size, opening to First Presbyterian Church of Ferguson, Meadows Elementary, and Moline Elementary.

**2022**

The AGAPE Reentry Program expanded the Workforce Development Program to include men.

# ENAL AFTER SCHOOL PROGRAM



# Overview

The ENAL After School Program is a 21st Century Community Learning Center funded program specifically designed to captivate and improve the academic success of its participating students. ENAL programming operates within the Riverview Gardens School District. In 2022, the program served students in kindergarten through eighth grade at Koch Elementary School, Meadows Elementary School, Moline Elementary School, and Westview Middle School.

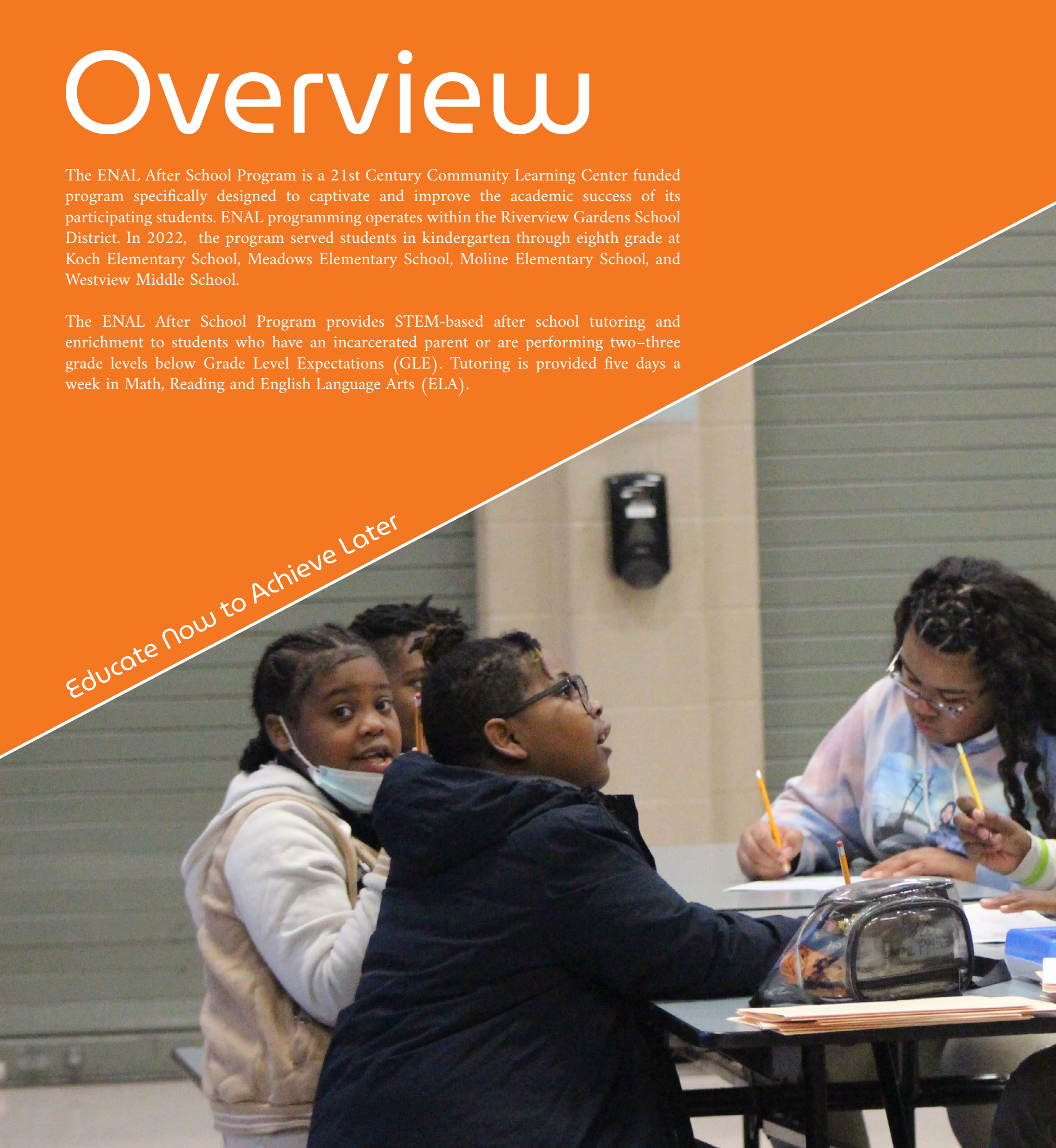
The ENAL After School Program provides STEM-based after school tutoring and enrichment to students who have an incarcerated parent or are performing two–three grade levels below Grade Level Expectations (GLE). Tutoring is provided five days a week in Math, Reading and English Language Arts (ELA).

Educate Now to Achieve Later



## Goals of the ENAL After-School Program

- **Increasing** urban-area youth literacy and math skills, academics and test scores of students in the program;
- **Empowering** youth to gain self-esteem and the ability to set meaningful goals for their education and career;
- **Establishing** positive adult relationship with the students;
- **Engaging** parents and community agencies in providing the best possible services needed for success in the program;
- **Providing** a nourishing meal and safe alternative learning environment during the after school hours for urban-area youth;



# ENRICHMENT

## OVERVIEW

The ENAL After-School Program provides youth with enrichment opportunities that promote health, wellness, leadership, and confidence.

Current extracurricular enrichment activities include Girls on the Run, Heart & Sole, Circus Harmony, ARISE leadership groups, Black Squares Chess Program, and Bricks 4 Kidz.

The ENAL Program also engages youth through unique lesson plans that cultivate cooperative and active learning.

“The enrichment activities are fun! The ones I find to be the most fun are Elephant Toothpaste, Ice Cream in a Bag, Slime, making super balls, and Steal the Bacon.

I’ve learned that I’m good at taking photos, I’m good at chess, and I’ve learned how to control my anger around other people.”

- Darius Cotton, Junior Leader



BRICKS 4 KIDZ



ROBOTICS

BLACK SQUARES



CHESS PROGRAM

GIRLS ON THE RUN



5K MARATHON



ACROBATICS

CIRCUS HARMONY

ARISE LEADERSHIP



MENTORING GROUPS





# Summer Initiative

## ABOUT THE SUMMER PROGRAM

The ENAL Summer Initiative occurs every summer during the months of June and July. The program keeps the youth engaged in learning while also providing ample opportunity for summer fun. Monday-Thursday, the youth are involved in daily tutoring, enrichment, and activities from our many partners. These activities include, but are not limited to acrobatics with Circus Harmony, logic-based reasoning through Black Squares chess, and robotics with Brick4Kidz. They also go on educational field trips every Friday to places like the Magic House, St. Louis Zoo, City Museum, and Aquaport water park.

<https://www.thesoulfisherministries.com/summerprogramgallery/2022>



# MISSOURI LEARNING STANDARDS

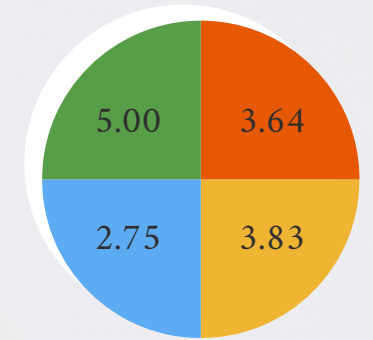


# PQA SCORES

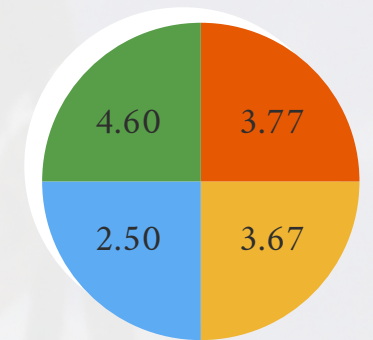
The ENAL After School Program provides a safe, supportive and engaging atmosphere by following Center for Youth Program Quality standards. TSM is constantly refining its curriculum based on academic data collected and feedback received from yearly student and parent surveys. Staff and volunteers are provided with professional development trainings to ensure that each of the four standards (safe environment, supportive environment, peer interaction, and youth engagement) are being met in the after school program. Active Learning, Building Community, Conflict Resolution, and First-aid and CPR are just few of the trainings we provide.

TSM also provides family engagement events throughout the year to promote community among the families we serve. Some of the events from 2022 included a back-to-school bash with free coats and school supplies through National Council of Jewish Women, and a free Shoe Carnival trip through Cardinals Care. Each year, TSM has large groups of volunteers, including students, for annual events like Special Olympics and Old News Boys day. We are preparing our students to be engaged leaders in their community.

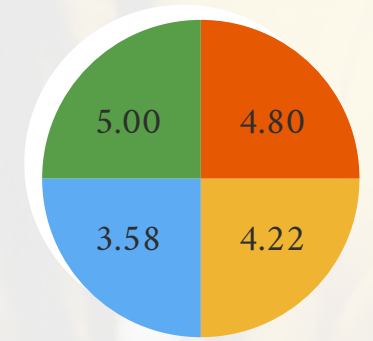
## Koch Elementary



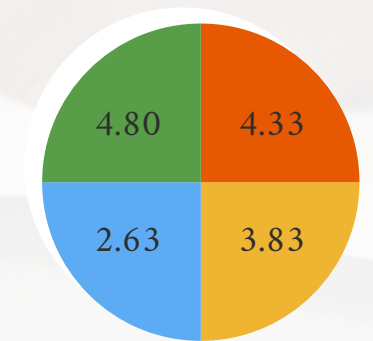
## Moline Elementary



## Meadows Elementary



## Westview Middle



<ul style="list-style-type: none"> <li>Youth Voice</li> <li>Planning and Reflection</li> </ul>	<b>ENGAGEMENT</b>
<ul style="list-style-type: none"> <li>Building Community</li> <li>Cooperative Learning</li> <li>Homework Help</li> </ul>	<b>INTERACTION</b>
<ul style="list-style-type: none"> <li>Active Learning</li> <li>Ask - Listen - Encourage</li> <li>Reframing Conflict</li> </ul>	<b>SUPPORTIVE ENVIRONMENT</b>
<ul style="list-style-type: none"> <li>Structure and Clear Limits</li> </ul>	<b>SAFE ENVIRONMENT</b>
<ul style="list-style-type: none"> <li>Teen Advisory Council</li> <li>Introduction to the Active-Participatory Approach</li> </ul>	<b>YOUTH VOICE IN GOVERNMENT PROFESSIONAL LEARNING COMMUNITY</b>

© 2011, Focus for Youth Investment



# Meal Service Data.

ENAL After-School Program meets the basic needs of youth by providing daily hot meals and nutritious snacks.

760

Breakfasts Served  
in 2022

772

Lunches Served  
in 2022

4788

Dinners Served  
in 2022

3869

Snacks Served  
in 2022





**Arianna Kendle**  
Girls on the run 5k

TESTIMONIALS

"My name is Arianna Kendle and I have been in the ENAL program for three years now. My time in the program has been amazing and taught me many things, like how to be better in school and how to be a better person. I especially like Girls on the Run and being able to do charity runs; that makes me feel better. Girls on the Run teaches me things about myself that I didn't know and I like that. It also gives me the chance to help other girls who may be struggling. I had the honor of attending the Girls on the Run gala where The SoulFisher Ministries received the Energy Award for Teamwork. Making the video for the event reminded me of how great I am.

Growing up with an incarcerated parent is a very difficult and confusing situation. It makes me wonder and have so many questions like why does he keep going back when he gets out and says he's not going to go back. The effects of my dad being in jail cause me to feel like a part of me is missing because he hasn't been around to teach me the things dads are supposed to teach you. When I see other kids with their dads I feel left out and that makes me sad.

Other feelings I have a lot are fear. My dad being in prison and my mother also having been to jail several times in the past, makes me scared that I might lose them both. I never know when it could happen again

and if it does what will happen to me.

The SoulFisher Ministries has been there for me a lot. The program gives me a sense of extended family. They are a listening ear when I need one. The SoulFisher Ministries helps me a lot because I feel like I can trust them and talk to them and express how I'm feeling and they also have a lot of activities and programs for me to be a part of that help a lot to keep me busy and make me feel like I am a part of a family. I think a lot more kids should be involved with The SoulFisher Ministries, especially if they have a parent in prison and we could talk about how we feel about it and help each other feel better.

I think the way The SoulFisher Ministries could help me the most with being able to deal with my father being incarcerated is by having people that I can vent to when I feel like I need to talk. Also, they are helping me with my confidence and with dealing with my feelings about my father being gone.

I thank you all for [supporting] students like me, who have an incarcerated parent. I hope your support helps those who can help the most to be mindful of the children and make sure that programs are available to help people get better while they're in prison and when they come home. Thank you!"

"Hello, my name is Darius Cotton. I am a 7th grader at Westview Middle School where I participate in The SoulFisher Ministries ENAL After School Program."

**On his parents' incarceration:**

"I knew it was happening, but I didn't want to believe it. When my dad was in jail (drug-related offense), I visited him a lot. But, one time I was upset that he was there. I didn't want to talk to him. My mom was just released from jail for robbing a bank and will probably have to go do some time once she is sentenced. Because of my experiences of having parents in jail, I know there is a need for community programs that support the children while their parents are locked up, but also for the parents themselves when they are released from jail."

**On the Educate Now to Achieve Later (ENAL) After School Program:**

"I joined the ENAL Program last year and did my virtual learning from the site during the 2020 – 2021 school year, because of the COVID-19 pandemic. The program provided me a computer to do my school work and the tutors that were available greatly assisted me in my school work. I continued in the program over the summer and was promoted to a Junior Leader. I am excited to be participating in the program again this school year.

The enrichment activities are fun! The ones I find to be the most fun are Elephant Toothpaste, Ice Cream in a Bag, Slime, making super balls, and Steal the Bacon. The program work includes math facts, reading and ELA, which I just don't like, but the math is fine and the reading is my favorite...it's the best one of all. But, my favorite subject is Science."

**What he has learned:**

"I've learned to be more helpful to others by helping the younger kids with their work and by helping to bring things in the church. About myself, I've learned that I'm good at taking photos, I'm good at chess, and I've learned how to control my anger around other people."

TESTIMONIALS



**Darius Cotton**  
ENAL Summer Program



GIRLS ON THE RUN SPRING 5K



OLD NEWSBOYS DAY



GIRLS ON THE RUN  
POWER OF ONE GALA



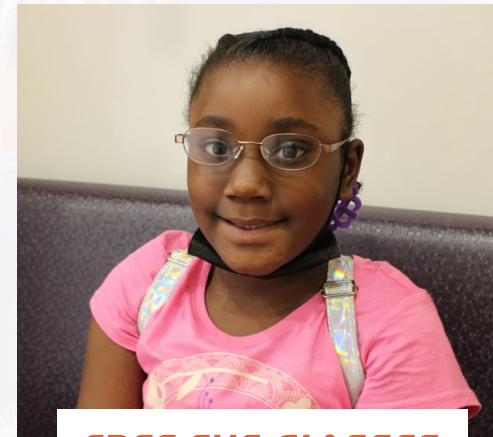
AGAPE GRADUATION



FREE WINTER COATS  
BACK TO SCHOOL! STORE



GIRLS ON THE RUN FALL 5K



FREE EYE GLASSES  
EYE THRIVE



FREE DENTAL CARE  
AFFINIA HEALTHCARE



FREE BACKPACKS  
BACK TO SCHOOL! STORE



FAMILY MOVIE OUTTING



SPECIAL OLYMPICS 2022

# Family Engagement Events

# AGAPE REENTRY PROGRAM



# Overview

The AGAPE Reentry Program offers transitional and permanent supportive housing for women, financial Literacy, Identity, and Successful Second Chances Workforce Development classes. These classes promote obtaining livable-wage employment while building a satisfying and sustainable career. The Workforce Development program now includes an internship opportunity and is open to male participants.

The AGAPE Reentry Program also includes Restored for Success, a program that offers a continuum of wraparound services like transportation assistance, utility assistance, obtaining valid identification, health care assistance, and case management.

TSM prepares women for successful reentry while ensuring that have real credentials that aid in removing barriers that having a felony conviction can cause. Through the AGAPE Reentry Program, TSM is working to decrease recidivism rates and improve success rates among formerly incarcerated women in our community.

Adult General Academic Program of Education

## Partners

# Goals

of the AGAPE Reentry Program

- **Providing** formerly incarcerated women with educational and functional competencies instrumental in reintegrating into society and regaining control of their lives and families;
- **Reducing** recidivism among the population of women involved in the criminal justice system by providing a holistic approach to reentry that prepares them to transition successfully from incarceration to the St. Louis community;
- **Maintaining** programs and services at Women's Eastern Reception Diagnostic and Correctional Center (WERDCC), St. Louis City Justice Center, and Chillicothe Correctional Center through alternatives channels (virtual, telephone, email, mail) that ensure safety both DOC and TSM staff and women in the program;
- **Identifying** barriers to successful reentry and engaging collaboration of key stakeholders and partners in the community;
- **Expanding** its workforce partnerships with employers where justice-involved men and women can obtain employment and earn a livable wage.



# FISHER TRANSITIONAL LIVING FOR WOMEN

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. Fisher Transitional Living for Women offers free, mandatory educational opportunities for those lacking a high school diploma or GED. Individual, family, and housing counseling are available and highly recommended for all women. If a woman has a substance abuse problem, she will be required to attend outpatient treatment and subsequent substance abuse meetings. Women participating in Fisher Transitional Living for Women program are also subject to random urinalysis. Psychological and/or psychiatric counseling is available through referral.

TSM provides a continuum of reentry services that promote successful transition from incarceration back into the community. In addition to transitional housing, these services include supportive housing, financial literacy, identity class, and career readiness classes. Supportive services include: transportation assistance, utility assistance, obtaining valid identification, mental health services and health care assistance.







## Pre-release

Almost 1 in 4 participants who begin the program in pre-release remain engaged with the program upon release, transitioning into the post-release program.

Over three-quarters (85%) of participants who complete a risk assessment upon enrollment have a medium, moderate, or high risk of recidivism.

The AGAPE Reentry Program takes a holistic, gender-responsive approach to service delivery. The Women’s Risk Needs Assessment (WRNA) and individualized action plan (IAP) together provide the basis for the individual’s case management plan.

## Post-release

### PHASE 1

*months 1-6*

Enter transitional housing and complete all required TSM courses.

*months 7-12*

Complete volunteer hours at a Second Chance agency and secure livable-wage employment.

### PHASE 2

*months 1-6*

Move into permanent housing unit and begin working full-time. TSM pays 100% of rent and utilities.

### PHASE 2 (continued)

*months 7-8*

Participant pays 50% of rent/utilities

*months 9-10*

Participant pays 75% of rent/utilities

*months 11-12*

Participant pays 90% of rent/utilities.

### PHASE 3

Participant pays 100% of rent/utilities and the lease is transferred into their name. Participants may choose to remain in their apartment, or begin the home-buying process with Habitat for Humanity.

## Hands on Banking

**In Hand on Banking, women learn the basics of financial literacy, creating budgets, building wealth and credit, and home ownership.**

Upon completion 88% of participants strongly believed they had the skills needed to build good credit.

## Identity

**The Identity course empowers justice-involved women to regain control over their lives by rebuilding their self-esteem and confidence.**

Upon completion 92% of participants strongly believed the following statement: "Where I've been, and where I am now, do not define my worth".

## Discovering My Path

**The Discovering My Path course guides currently and formerly incarcerated women in creating a roadmap to success for their personal and professional lives.**

This is a new course, and data is being actively collected. Findings regarding participant knowledge change in the Discovering My Path classes are not yet reportable.

## Successful Second Chances Workforce Development

**Previously called Career Readiness, the Successful Second Chances Workforce Development course equips men and women with tools to secure fulfilling careers after incarceration.**

This is a new course, and data is being actively collected. Findings regarding participant knowledge change in the Workforce Development classes are not yet reportable.

## Decreasing Recidivism Rates

TSM prides itself on sending program participants away better than they came. The core goal of the AGAPE Reentry program is to reduce the risk of recidivism and help participants transition back into society as productive community members. Though few participants meet all requirements for successful program completion, as of January 2022, **only 6 post-release participants have recidivated.**

## Requirements for Completion

### Pre-Release:

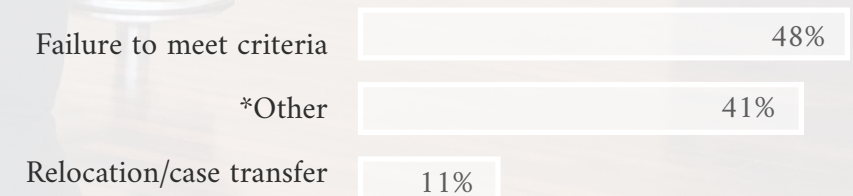
1. Complete initial assessments for baseline (e.g., WRNA, IAP)
2. Remain engaged in the program until their release from incarceration
3. Refrain from any behavioral violations of a violent or sexual nature during their engagement
4. Meet with case manager on quarterly basis (by phone or in-person when possible)

### Post Release:

1. Complete all TSM-facilitated courses within first 6 months of release
2. Abstain from substance use or enroll and stay in substance use treatment
3. Secure job with income above poverty line
4. Secure housing with rent or mortgage that is less than one-third of income
5. Participate in program for at least 12 months

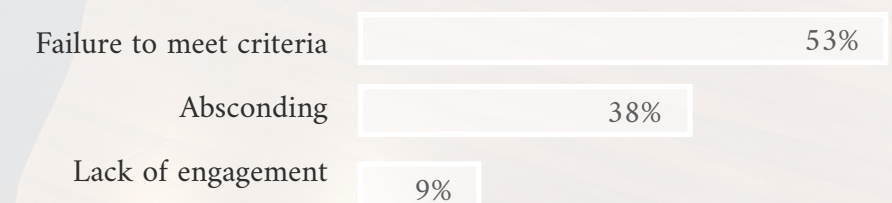
## Reasons for Unsuccessful Completion

### Pre-release



*\*82% of participants who had "Other" reasons for not completing the program, were due to an early release from incarceration because of the COVID-19 pandemic.*

### Post-release



# Testimonials

---



“Being in the AGAPE Reentry Program, I don’t have to stress over money for food, clothes, transportation, medications or hygiene products, as the program supplies all of that for me. They offer classes like Identity, Substance Use, and life skills classes that teach me about various resources. I’m now learning how to effectively utilize those skills in my daily life. My favorite part is being able to tutor the children in the ENAL After-School Program, and giving back to those in the community. I am currently off parole, going to be baptized soon, and really living in God’s word. For the first time in my life, I love me. I am so proud of myself and proud to be part of an organization that is so impactful and empowering.” - ***Fisher Transitional Living for Women*** participant

“It’s refreshing to have a financial class that helps you understand and better comprehend how to handle money and not become prey to predator lenders and scammers before getting out of prison. I’ve been incarcerated now for 12 years and I’m getting ready to be released in June 2022. Thank you for equipping me with your knowledge in banking. I’ve gained wisdom and understanding about time & money management.” - ***Hands On Banking*** participant

“God is going to guide you to your purpose, he’s going to do it all for us and all we have to do is live for Him. Ms. Carter made me realize my dreams is possible I just have to put in some effort and dedication. She’s such an inspiration! I wasn’t sure if I had a purpose before, or how I would find it if I did. This class was greatly beneficial to me and my future. It’s safe to say it was the game changer I needed.” - ***Identity*** participant

“The instructor really took the time to explain resumes, cover letters, networking, how to fill out documents properly. I am confident that I have the skills to do these things better myself now. As well as understanding body language and effective communication is very important and should be used properly. I believe I am now more prepared to continue to work hard at trying to move up in the organization that I love being at. I’m prepared with skills for resumes, cover letters, and work qualities.” - ***Career Readiness*** participant

“Being able to identify my triggers, feelings, beliefs, thoughts, and turning all those into positives. Being able to process and move forward productively and not allowing myself to get stuck or not being able to let go of these situations. Also being able to set goals and obtain them. And the maintenance of my sobriety and importance of that. I have seen myself grow in my thoughts, feelings, actions, and goal setting. As well as decision making. My communication skills and my relationships with teammates and family members. Learning to accept and have myself more for what I am and not the mistakes of what I have done.” - ***Discover My Path*** participant



# AGAPE Reentry Program *Successful Second Chances* Employer Panel

The AGAPE Reentry Program Successful Second Chances Employer Panel is a recurring event that promotes workforce development for formerly incarcerated individuals. It aims to bridge the gap and create open communication between employers and justice-involved individuals who are seeking a fulfilling career making a livable wage.

AGAPE Reentry Program  
*Successful Second Chances*  
Employer Panel

AGAPE Reentry Program  
*Successful Second Chances*  
Employer Panel

AGAPE Reentry Program  
*Successful Second Chances*  
Employer Panel

AGAPE Reentry Program  
*Successful Second Chances*  
Employer Panel

AGAPE Reentry Program  
*Successful Second Chances*  
Employer Panel

AGAPE Reentry Program  
*Successful Second Chances*  
Employer Panel

AGAPE Reentry Program  
*Successful Second Chances*  
Employer Panel

# Second Chance PARTNERS



JOIN THE TABLE!



# Financials

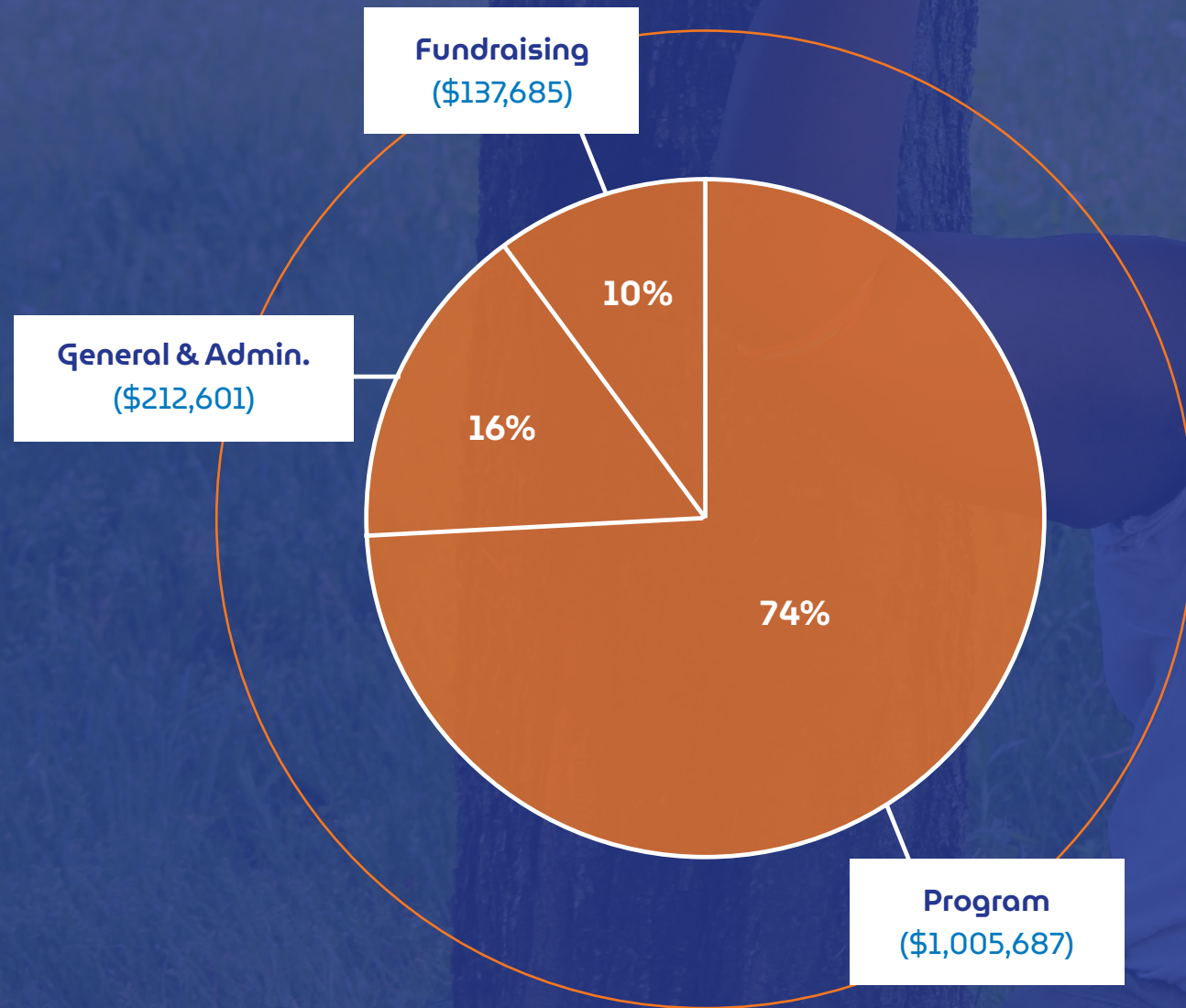
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# Revenue & Expenses

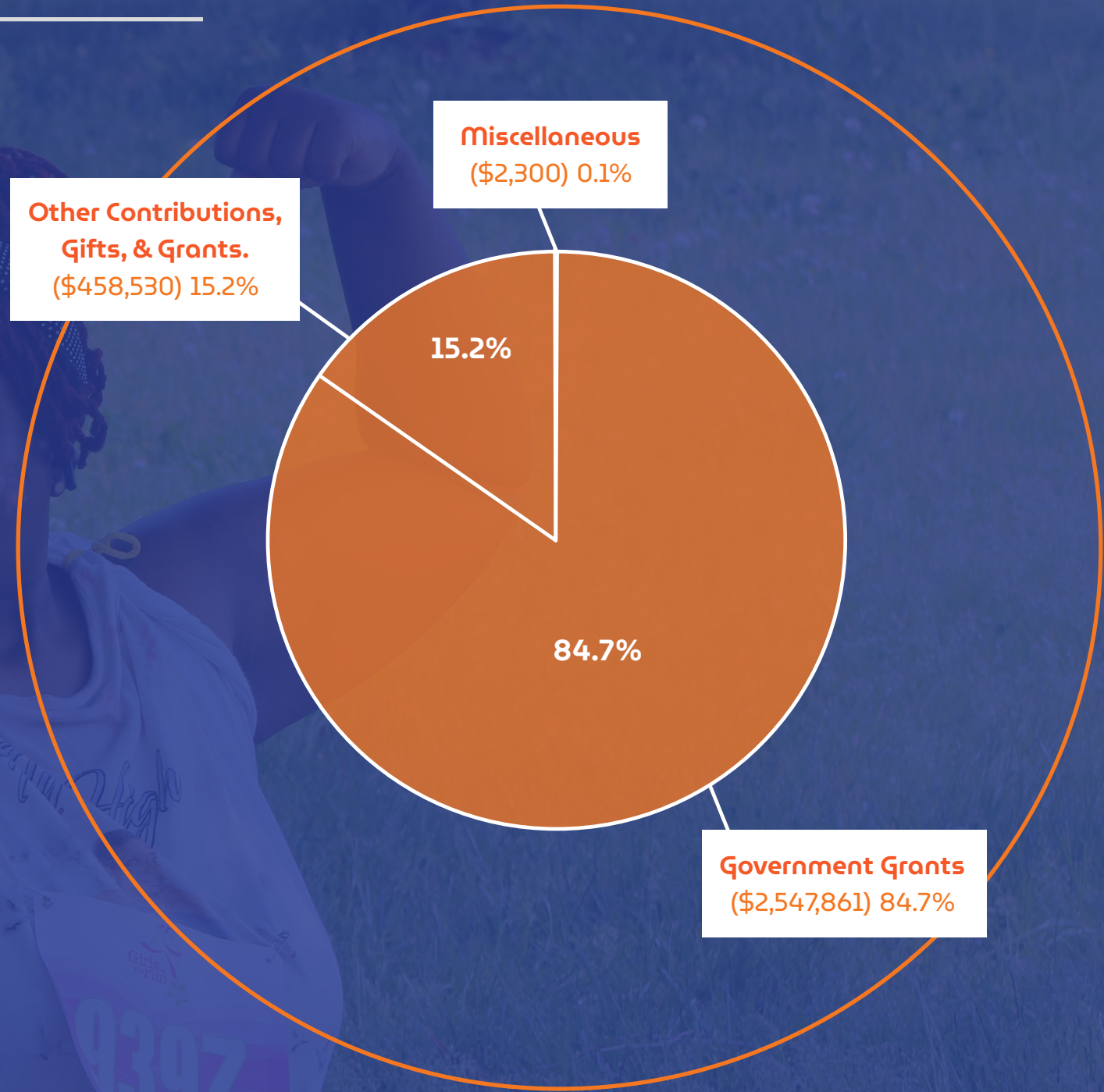
## Expenses

Total: \$1,355,973



Other Contributions,  
Gifts, & Grants.  
(\$458,530) 15.2%

Miscellaneous  
(\$2,300) 0.1%



## Revenue

Total: \$3,008,691

THANK YOU TO OUR GRANT FUNDERS!

21ST CENTURY COMMUNITY LEARNING CENTERS

BUREAU OF JUSTICE ASSISTANCE

JOSEPH H. AND FLORENCE A. ROBLEE FOUNDATION

LIGHT A SINGLE CANDLE FOUNDATION

MISSOURI DEPARTMENT OF ELEMENTARY & SECONDARY EDUCATION (DESE)

NISA FOUNDATION

NO KID HUNGRY

OLD NEWSBOYS

PERSHING TRUST

REGIONS BANK

SERVING USA

ST. PETER'S UNITED CHURCH OF CHRIST

ST. LOUIS COMMUNITY FOUNDATION - BLACK COMMUNITIES INVESTMENT INITIATIVE

ST. LOUIS COUNTY CHILDREN'S SERVICE FUND (CSF)

ST. PETER'S UNITED CHURCH OF CHRIST

SVP

UNITED WAY OF GREATER ST. LOUIS



Proud partner of



Greater St. Louis



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 Vanessa Teran  
 Michael Thomas  
 Gloria Walls  
 Marty Walls  
 Evelyn Weathers  
 Stephen Wilder  
 Shane Wille  
 Jennifer Williams  
 Shanise Williams  
 Alan Wilson  
 David Winslow  
 Myrna Winslow  
 Anissa Witherspoon  
 Wendy Witte



## 9<sup>TH</sup> ANNUAL AGAPE GALA

Sponsorships &  
Tables  
**\$32,000**

Silent Auction,  
Paddle Raise, &  
Raffles  
**\$15,882**

## GIVE STL DAY 2022

Over  
**\$3,500**

## ENAL SCHOLARSHIP FUND

**\$2,200**

# 2022 FUNDRAISERS

## GIVING TUESDAY 2022

Over  
**\$500**

# INKIND

# donations.

53

Silent Auction  
Items  
Value ≈ \$23,328

91

Cases of 12 80-Count  
Disinfecting Wipes  
Value: \$3,276

## a special thank you

AMP UP ACTION PARK  
ANDREAL HOOSMAN  
ANDY'S FROZEN CUSTARD  
THE ARTERY  
THE CHEESECAKE FACTORY  
COSTCO  
DEWEY'S PIZZA  
DOOZLE'S FROZEN CUSTARD  
ELITE CERTIFICATES  
ELIZABETH AND BRIAN PERKINS  
FIVE STAR BURGERS  
HELPER'S PASTRIES & DELI CAFE  
THE MAGIC HOUSE  
NANCY NIX-RICE  
OLIVETTE LANES  
OZARK CORRECTIONAL CENTER  
THE PASTA HOUSE CO.

RAGING RIVERS WATERPARK  
REPERTORY THEATRE OF ST. LOUIS  
ROB AND CATHIE GASSEL  
SAINT LOUIS SCIENCE CENTER  
SOULCRAFT (RODNEY AND JULIE FICKAS)  
SOUTHEAST CORRECTIONAL CENTER  
SQUARE ONE BREWERY  
ST. LOUIS SYMPHONY ORCHESTRA  
SWING-A-ROUND FUN TOWN  
TOTAL WINE & MORE  
UNITED WAY OF GREATER ST. LOUIS  
UPPER LIMITS  
URBAN CHESTNUT  
WASHULAW BLSA  
WERDCC  
WEXFORD LABS



THE

TEAM



# 2022 Board of Directors

## Board President JACQUELINE HAMILTON

Jacqueline (Jackie) enjoys and believes strongly in building lasting relationships in order to meet the growing needs of the Community in which her organization serves. Prior to joining The St. Louis County Library's management team, Jackie served as the (CDO) Chief Development Officer of Beyond Housing, Inc. for five years. In her tenure, she and her team raised over \$30 million. Former positions Jackie has held were the Director of Development for Eden Seminary, and consulting for Oasis and Vi-Jon Laboratories.

Jackie is a proud member of The Links, Incorporated Gateway IL Chapter. A strong advocate for women and human rights Jackie served on the board of Planned Parenthood the St. Louis Region for 12 years. Jackie is a St. Louis native who completed her undergraduate work at UMSL and her postgraduate studies at Lindenwood University. She received her Financial Management Certification from Neighbor Works America and has a Business Management for Non-Profit Leaders at Washington University Olin Business School Certification. Jackie is an avid tennis player, she stays active by running, skiing, golfing and has a strong affinity to travel.



## Board Vice President ELIZABETH PERKINS

Elizabeth Gassel Perkins, Ed.D., serves as the campus president and chief academic officer for St. Louis Community College-Florissant Valley. In addition to her role as campus president, she serves as the administrator for the College's dual credit, dual enrollment, and early college partnerships and leads several district-wide taskforces and standing committees. Dr. Perkins also serves as an Executive Board Member for North County, Inc., and on committees for the Greater North County Chamber of Commerce (GNCC). She is a former board member of the St. Louis County Workforce Investment Board and GNCC.

Dr. Perkins has been recognized by the Christian Hospital Foundation as a Drum Major Award recipient in 2021 and by North County Churches Uniting for Racial Justice and Harmony with an Outstanding Education Award in 2019. Dr. Perkins earned her doctorate in leadership with an emphasis in higher education from Valdosta State University. She earned her bachelor's degree summa cum laude in English from the University of Montevallo, where she also earned a master's degree in English.



## Board Secretary SHA SHERESE FIELDS

Sha Shereese Fields worked for years in the corporate sector and is currently the Coordinator of Board Governance at Riverview Gardens School District (RGSD). Ms. Fields supports the office of Superintendent of Schools and the Board of Education. In addition, she is the custodian of records and the authorized official for filing Board of Education Candidate documents and other materials with the St. Louis County Board of Elections. In 2010, Ms. Fields led RGSD in successfully implementing BoardDocs, a Diligent Brand, a paperless Governance Solution. As a 17-year breast cancer survivor,

Ms. Fields serves as a breast health buddy, with the Breakfast Club, STL Inc., an African-American nonprofit breast cancer support group. The Breakfast Club's mission is to promote the voice of the breast cancer survivor, raising awareness of regular mammography screenings and to help provide access for all women to cancer centers of excellence. Ms. Fields earned a bachelor of science in business management, a master of management/public administration and a master's certificate in human resource management from the University of Phoenix.



## MELVIN KENNEDY

Mr. Kennedy has been admitted to practice law in Missouri and Illinois since 1993. Mr. Kennedy has represented both employers and employees in employment discrimination cases. For fourteen (14) years, he worked as a Senior Trial Attorney for the U.S. Equal Employment Opportunity Commission (EEOC). As an EEOC attorney, Mr. Kennedy litigated employment discrimination lawsuits in federal courts throughout the Midwest. Since 2013, Mr. Kennedy has litigated in both state and federal courts on behalf of employees who were discriminated against by employers or prospective employers.

In addition to being an experienced trial attorney, Mr. Kennedy is also an experienced mediator and arbitrator. He has successfully mediated lawsuits filed in the United States District Court for the Eastern District of Missouri, Missouri Circuit Courts and hundreds of charges of discrimination filed with the U.S. Equal Employment Opportunity Commission. In addition, Mr. Kennedy has arbitrated dozens of consumer disputes filed with the Better Business Bureau and pursuant to litigation class action settlement agreement.

## Board Member Emeritus WESLEY BELL

Wesley Bell is the Prosecuting Attorney for St. Louis County, Missouri. He is the first African American to hold this office. Wesley unseated a 28 year incumbent by a 14 point margin. As a leader in criminal justice reform, Wesley is an advocate for ending mass incarceration, reforming cash bail, and rebuilding trust between communities and the prosecutor's office. Central to his reforms is a system for deferred prosecution and diversion treatment. His office is designing a prosecutor led program to increase public safety while reducing incarceration. He graduated from Lindenwood University and the University of Missouri-Columbia law school, Wesley represented hundreds of disenfranchised clients as a Special Public Defender in St. Louis County. Throughout his career, Wesley has led his own criminal defense practice and served as a criminal justice professor and municipal court judge. He served as a Ferguson City Councilman from April 2015 to December 2018.



## ERIC MADKINS

Eric Madkins, joined Regions in March 2014 and is responsible for community development and CRA initiatives in Iowa, Illinois, and Missouri, which involves developing partnerships with business groups both internally and externally to assist in successfully identifying CRA lending opportunities, investments, and services. Madkins serves on the bank's Market Executive Leadership Team. Prior to assuming his current role, Madkins served as Division Operating Officer and member of the Urban League of Metropolitan St. Louis' senior management team, which entailed oversight of the agency's housing and community development portfolio and Fannie Mae's St. Louis Mortgage Help Center. Madkins has won several awards for his work in affordable housing and has over 15 years as a community development practitioner. Madkins earned a Bachelor of Arts in Political Science with an emphasis in Public Administration from the University of Missouri-St. Louis and holds two Master degrees from Webster University in Communications and Business Management and Administration.

# 2022 STAFF

Jelisa Bembry  
O'Livia Bowles  
Terrance Brown  
DeNyne Carter  
Steven Clark  
Tariyah Conrod  
Taylor Core  
Shawntelle L. Fisher  
Makiyah Frazier  
Andrew Isreal  
Kennedi James  
William King  
Sabine Lay  
Destiny Sonnier  
LaTyllia Steward  
Jaylen Stewart  
Etosh Walker  
Darryuonna Walters  
Nina Willis  
Brittney McIntyre  
Manirah Agans  
Rasheed Ajayi

Dior Andrade  
Alexsis Andrews  
Anamika Bari  
Dalen Brown  
Jalen Brown  
Debra Buchanan  
Anthony Cole  
Tabbatha Driver  
Aria Evans  
Byron Fogan  
Arisa Ford-Jones  
Kiara Gardner  
Dasha Greene  
Angela Griffin  
Courtney Hadra  
Dr. Scott Harring  
Mariah Jacob  
Aynalie Joy  
Monika Kajmakoska  
Anna Karner  
Marshay Lewis  
Donnya Lindsey  
Lai'Erricx McGaha  
Dr. Pat McGuire  
Jeremy Pike  
Deiondre Roberts  
Maria Sevier  
Kamil Smith  
Asmar Staten  
Rachel Steiner  
Tamara Sunkett  
Treviona Williams



# 2022 Staff Trainings



*Who in the World  
Are We?*

*Professionalism*

*Carrying Your Weight  
on a Team*

*Innovation in the  
Workplace*

**VIC**  
Volunteer-in-Corrections

SETTING  
CLEAR LIMITS

ACTIVE LEARNING

YOUTH VOICE

BUILDING  
COMMUNITY

**DiSC** Assessment

**QPR**  
Question, Persuade, Refer

**CPR** & First Aid

**WRNA**  
Women's Risk Needs Assessment

# Strategic

## Core Values

Empowerment

Restoration

Equity

Inclusion

Stability



# Plan





*Restoration is Possible, Success is Real!*

**BOARD GOVERNANCE  
& INFRASTRUCTURE**

BUILDING BOARD CAPACITY  
INCREASING ENGAGEMENT  
STANDARDIZING RECRUITMENT ACTIVITIES

**STAFFING  
RECRUITMENT &  
RETENTION**

BUILDING CAPACITY  
SUPPORTING STAFF  
DEVELOPMENT & TRAINING  
STRENGTHS-BASED APPROACH

**ROBUST VOLUNTEER  
BASE**

STANDARDIZING RECRUITMENT ACTIVITIES  
SUPPORTING VOLUNTEERS  
FORMAL EVALUATIONS

**STANDARD  
ORGANIZATIONAL  
PROTOCOL &  
PROCEDURES**

CLEARLY DEFINING ROLES  
PRIORITIZING ACCOUNTABILITY  
CHECKS AND BALANCES

**SUSTAINABLE  
FUNDING MODEL**

FUND DEVELOPMENT PLAN  
FUNDRAISING STRATEGIES  
BUILDING NETWORK & DONOR BASE

**PROGRAM &  
SERVICES**

INCREASING CAPACITY  
PRIORITIZATION OF EVALUATION AND  
DATA DRIVEN DECISIONS

# CAPITAL IMPROVEMENT

In 2021, The SoulFisher Ministries opened up a new office location at Delmar DivINe, in partnership with Maxine Clark of the Clark-Fox Family Foundation. Meanwhile, the organization continues making improvements to the building purchased in 2018. With the ground level floor complete and the outside being renovated, TSM plans to continue by creating a coworking space upstairs, and a business training center downstairs, equipped with a fully functioning kitchen. Stay connected for updates, and help us complete this ongoing project by donating to the campaign today!

<https://www.thesoulfisherministries.com/capital-improvement>





# 2023 GOALS

In spite of ALL the many challenges of COVID-19, The SoulFisher Ministries surpassed ALL of our goals for 2020, 2021, and 2022. We look forward to 2023 with tremendous expectation for continued sustainability through effectiveness-based, evidence-based service provision that holistically meets the needs of our women and students.

Some of our goals for 2023 include:

- TSM will continue to support ENAL students and families through our expanded Social, Emotional Learning (SEL) supports in ways that promote student and parent well-being and success;
- ENAL will maintain partnerships with organizations that provide meaningful enrichment opportunities that support the overall well-being of our students;
- ENAL students will continue to grow academically, socially, and emotionally;
- ENAL students will continue to have access to nutritious meals and snacks year-round;
- The AGAPE Reentry program will maintain programs and services at Women’s Eastern Reception Diagnostic and Correctional Center (WERDCC) while expanding case management at Chillicothe Correctional Center (CCC);
- Fisher Transitional Living for Women (FTLW) will remain at full capacity, serving 13 women in transitional housing;
- The Homeward Bound and Home to Stay supportive housing programs will continue to provide safe, stable permanent housing for at least 10 women;
- The Restored for Success reentry program will continue to serve at least 30 women by providing cell phones, bus passes, utility assistance, and other basic needs;

- The AGAPE Reentry Program will continue to expand its workforce partnerships to include at least 5 new employers where justice-involved women can obtain employment and earn a livable wage;
- The Successful Second Chances workforce development initiative will expand to include justice-involved men;
- TSM will fully utilize its second location at Delmar DivINe;

As you can see, we were able to pivot in major ways that allowed uninterrupted service delivery for both the students in the ENAL program and women in the AGAPE program. Likewise, we’ve accomplished much in our service to the community this year than we ever dreamed possible. Now, more than ever, there is still much work that needs to be done to help our youth become and remain successful in the learning process and to help currently and formerly incarcerated women to make a smooth and prosperous transition back into the community. We hope that we can count on you, our friends and supporters, to help us accomplish our goals for 2023.

A snap shot of our accomplishments in 2020, 2021 and 2022 include:

- Becoming a proud United Way Safety Net Partner;
- Opening 3 additional sites in the ENAL program (First Presbyterian Church of Ferguson, Meadows Elementary, and Moline Elementary);
- Serving approximately 50,000 meals to families in the St. Louis Community during the pandemic.

These goals and accomplishments can’t happen without you, our supporters. We hope you will consider a contribution to help move our work in the community forward. Thanks for your continued support and many blessings on your own endeavors in life.

