

# Annual Report 2024



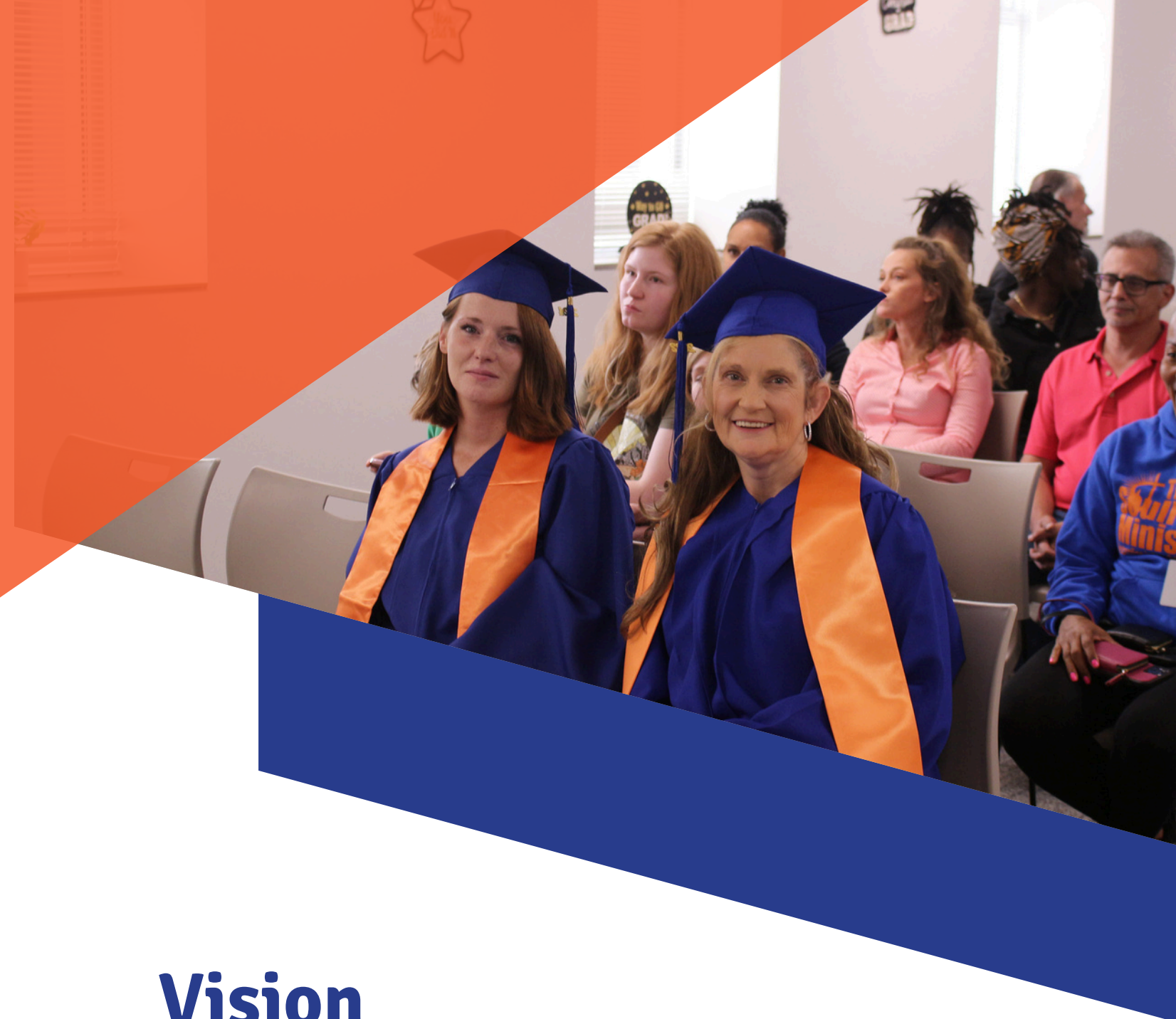


## Mission

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 and formerly incarcerated.

### Motto

**Restoration is Possible  
Success is Real!**



## 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

	2024	2023	2022	2021
Total Support and Revenue	\$2,256,975	1,845,845	3,008,691	1,192,274
Total Program Expenses Total	\$1,966,185	1,613,699	1,005,687	783,445
Supporting Services Net assets	\$818,815	623,285	350,286	296,702
(beginning of year) Net assets	\$520,112	1,981,068	328,350	216,223
(end of year)	\$632,968	1,589,929	1,981,068	328,350

## Accomplishments

**24** men served  
in the AGAPE Reentry Program, pre & post release

**39** women served  
in the AGAPE Reentry Program, pre & post release

**351** students tutored  
in the ENAL After-School Program

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**Restoration is Possible  
Success is Real!**

## A Note from the **Founder**

As we continue moving in our SECOND decade of serving the St. Louis community, the excitement around our work continues to grow! Because of your support, The SoulFisher Ministries is known as a leader in the reentry space. This is evident by the support of the Department of Justice and their trust in our capability and capacity to not only continue our reentry work, but also to fund and train smaller reentry service providers to do the same. The Trim Tab Boot Camp is a monumental leap into replicating our model for supporting justice-impacted people. Stay tuned in 2025 to watch the boot camp come alive and the field of reentry refined and accelerated.

Your interest in our work has brought us together in ways unimaginable. Let's keep the momentum going by continuing to make lives and communities better! You have shown us that as we remain committed to our mission, so will you! Your investment in our mission allowed us to raise over \$20 million dollars to help change lives for the better. Your support reminds us that our "different-ness" is what has set us apart. We are "soooo St. Louis" and we are so honored to serve our city and the amazing youth and justice-impacted men and women who are a major part of it! As we prepare for 2025, our optimism for the work of The SoulFisher Ministries has led to us expanding both regionally and nationally. We look forward to continuing our efforts to 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.

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.

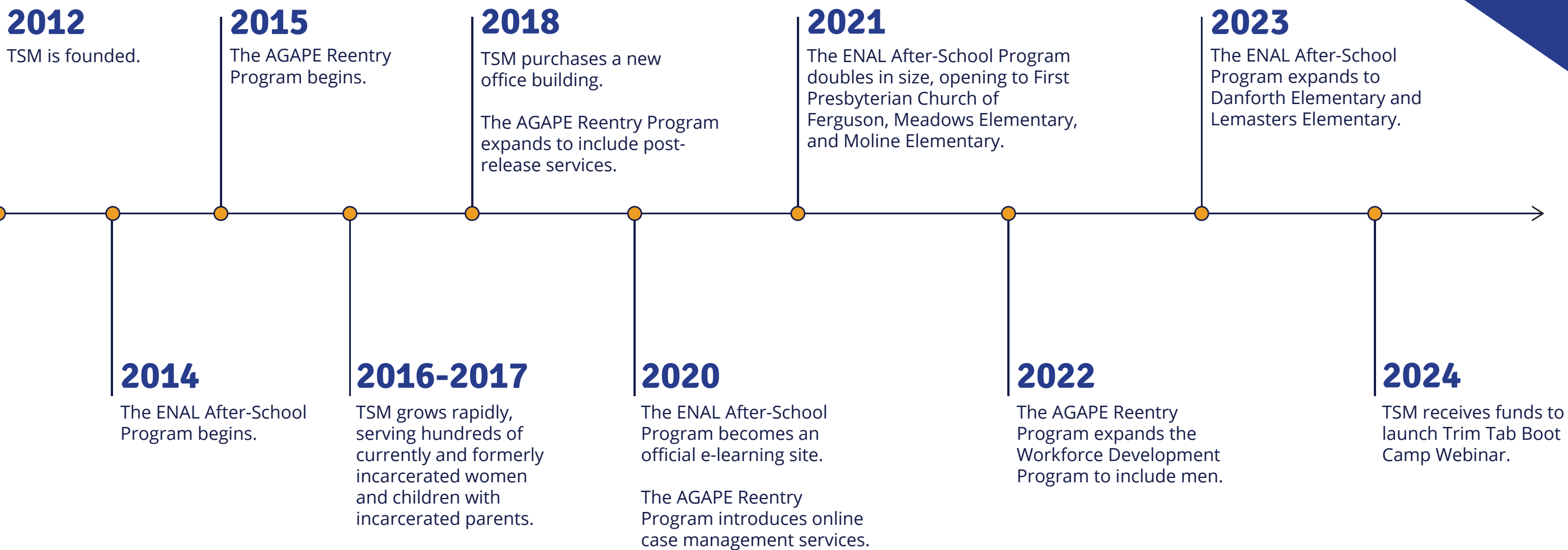
*Shawntelle L. Fisher*

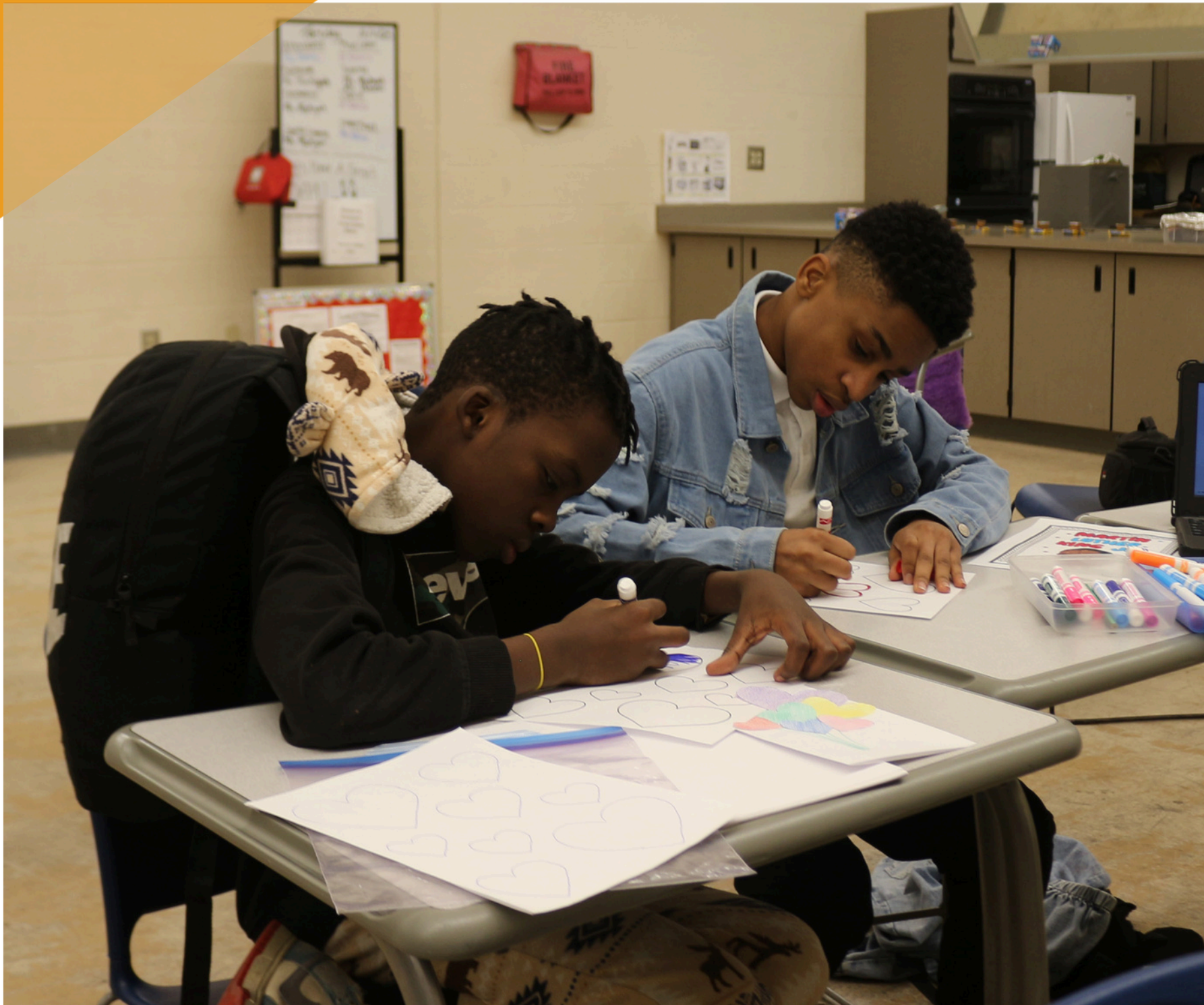


**Shawntelle L. Fisher,**  
Founder & CEO



# Our History





Educate Now To Achieve Later

# ENAL

After School Program





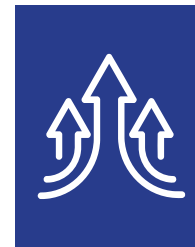
# Overview

The ENAL After School Program (ENAL) is a 21st Century Community Learning Center funded program specifically designed to captivate and improve the academic success of its students. To accomplish this, ENAL provides year-round STEM-based after school tutoring in math, reading and ELA and enrichment to students who have an incarcerated parent or are performing 2 - 3 grades below Grade Level Expectations (GLE). Students also receive a hot, healthy dinner and snack during the school year and breakfast and lunch during the summer. ENAL programming operates within the Riverview Gardens School District and serves students in kindergarten through eighth grade at Danforth Elementary, Koch Elementary School, Lemasters Elementary, Meadows Elementary School, Moline Elementary School, and Westview Middle School.



## Goals

### of the ENAL After-School Program



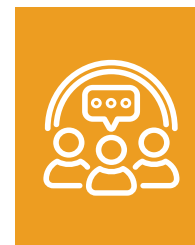
#### Increasing

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.

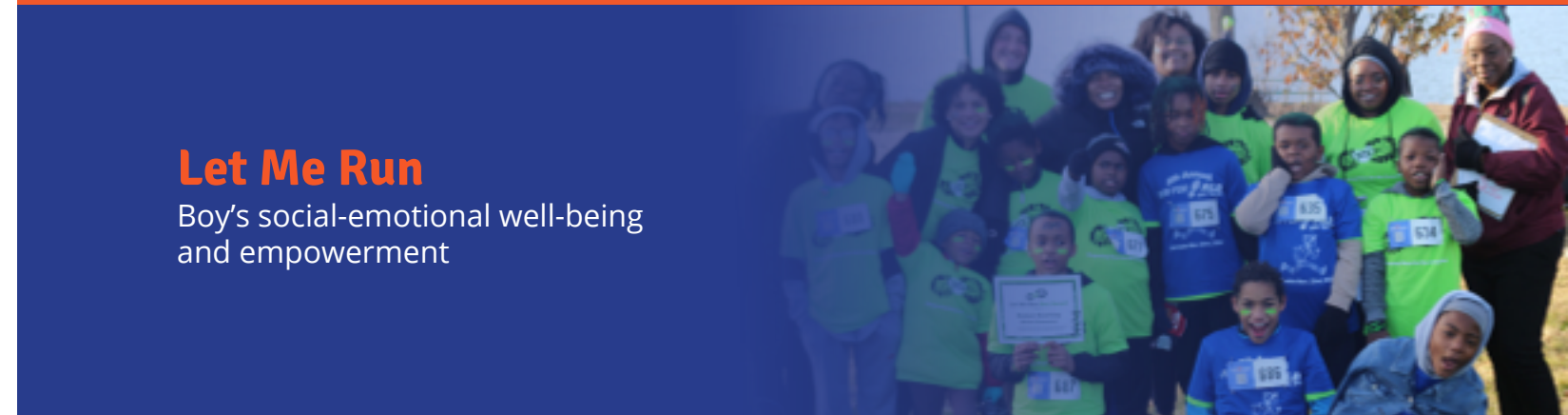
Current extracurricular enrichment activities include Girls on the Run, Heart & Sole, Let Me Run, ARISE leadership groups, Black Squares Chess Program, and Bricks 4 Kidz.

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



### Girls On The Run

Girl's social-emotional well-being and empowerment



### Let Me Run

Boy's social-emotional well-being and empowerment



### Bricks 4 Kidz

Robotics



### Black Squares

Chess Program







# ENAL

## Summer Initiative Program

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

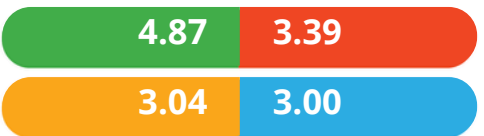


# Missouri Learning Standards

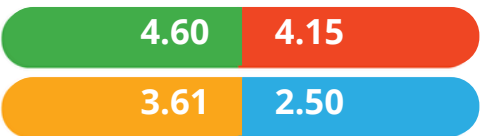
The ENAL After School Program provides a safe, supportive and engaging atmosphere by following Center for Youth Program Quality standards. TSM is constantly refining its curriculum based on academic data collected and feedback received from yearly student and parent surveys. Staff and volunteers are 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 free family engagement events throughout the year to promote community among the families we serve. Some of the events from 2024 included Flip That House the Board Game, a family STEM night and a Shoe Carnival trip sponsored by Old Newsboys. 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.



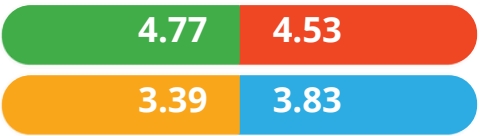
 **Westview Middle School**



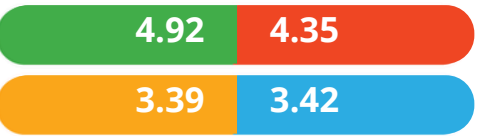
 **Koch Elementary School**



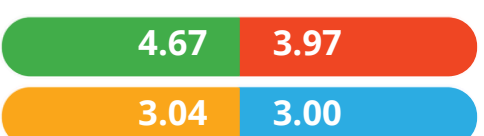
 **Moline Elementary School**



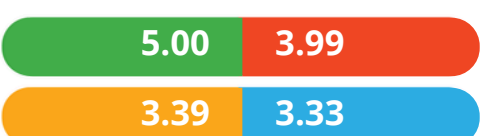
 **Meadows Elementary School**



**Danforth Elementary**



**Lemasters Elementary**



Engagement

Interaction

Supportive  
Environment

Safe  
Environment



# Meal Service

Data

**1,491**

Breakfast  
Served

**1,539**

Lunches  
Served

**16,410**

Dinners  
Served

**13,625**

Snacks  
Served





## CahLee's Story

---

My name is CahLee Woodson, I am a 5th grader at Moline Elementary. When I grow up, I want to be a Construction Worker/Architect and Basketball player. I really love to draw, so as a construction worker and architect, I'll be able to design buildings and be a boss. I like basketball because it is fun and good exercise.

I have been a part of The SoulFisher Ministries after school program since I was in 3rd grade. I like the program because we learn a lot about math and reading and it enriches us in everyday life. I also like the extra activities we get to do, like chess, mad science, and boys on the run. My favorite is Boys on the Run because we get to learn how to be a leader and support our friends and family. We also get to run and play together and it's good exercise. My mom loves this program because it helps her out and it's our village now.

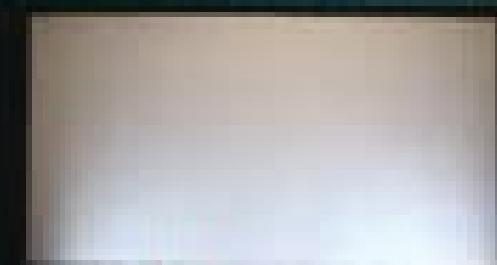
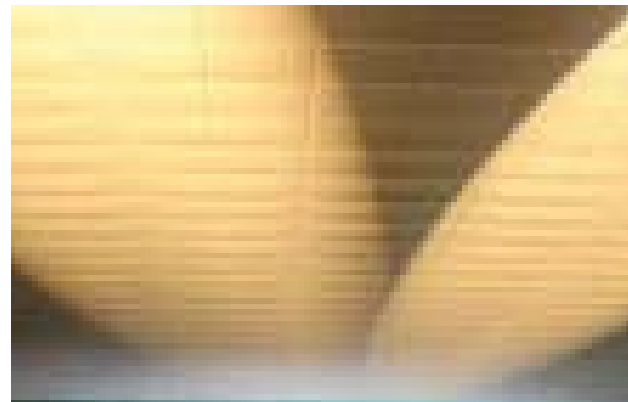
My uncle is incarcerated. He used to be a father figure to me and since he's gone, I feel sad because I lost part of my support. He used to take me and my cousin to different places, and we used to do fun things. He also used to cook for us. Now we don't do anything, and I don't talk to my cousin, I miss them so much. My uncle was such a support for us but now we have SoulFisher, and we are very grateful. I think it's important for the community to support programs like The SoulFisher Ministries because without support people in prison can't learn how to be better. They also need help and support when they come back home because they probably don't even have family. This is what makes SoulFisher so special. So, I ask that you all continue to help SoulFisher so they can continue to help kids like me.



# In The Community



**Drive Thru Food Drive**



**UnCharitable Movie Premier**



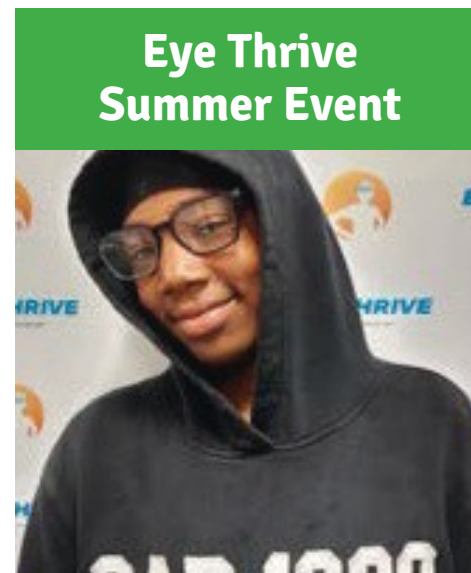
**ENAL Parent Tax Prep Event**



**Shoe Carnival Event**



**Back-to-School-Store**



**Eye Thrive Summer Event**



**Affinia Healthcare Mobile Dental Van**



**NLADA Membership Event**



# AGAPE

## REENTRY PROGRAM

ADULT GENERAL ACADEMIC PROGRAM  
OF EDUCATION







# Goals of the AGAPE Program

- **Provide** formerly incarcerated women and men with educational and functional competencies instrumental in reintegrating into society and regaining control of their lives and families.
- **Reduce** recidivism among justice-impacted women and men by providing a holistic approach to reentry that prepares them to transition successfully from incarceration back into the community.
- **Maintain** programs and services at Women’s Eastern Reception Diagnostic and Correctional Center (WERDCC), Chillicothe Correctional Center (CCC), Northeast Correctional Center (NECC), Missouri Eastern Correctional Center (MECC), and St. Louis County Justice Center, through alternative channels (virtual, telephone, email, mail) that ensure safety for both DOC, TSM staff, and women and men in the program.
- **Identify** barriers to successful reentry and collaborating stakeholders and partners in the community to alleviate them.
- **Expand TSM’s** workforce partnerships with employers where justice-involved women and men can obtain employment and earn a livable wage.

## Overview

The AGAPE Reentry Program offers transitional and permanent supportive housing for women and men, financial Literacy classes, Identity class, Discovering My Path Substance Use classes, and Successful Second Chances Workforce Development classes. These classes collectively promote overall wellbeing by teaching participants valuable life skills, hard skills and soft skills that support with 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 a cell phone, transportation assistance, utility assistance, obtaining valid identification, health care assistance, and case management. TSM prepares women and men for successful reentry while ensuring they 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 and men in our community.

### Partners

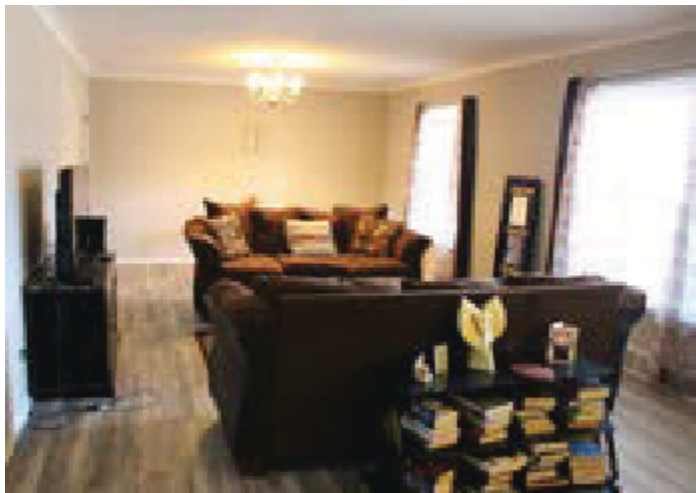


# Fisher Transitional Living

## FOR WOMEN AND MEN

Fisher Transitional Living for Women and Men is a community-based transitional housing program committed to assisting and empowering women and men 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 and Men 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 participants. If a participant has a substance use problem, she/he will be required to attend outpatient treatment and subsequent substance abuse meetings. Those participating in Fisher Transitional Living for Women and Men 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.



# TRANSITIONAL HOUSING

# PERMANENT HOUSING

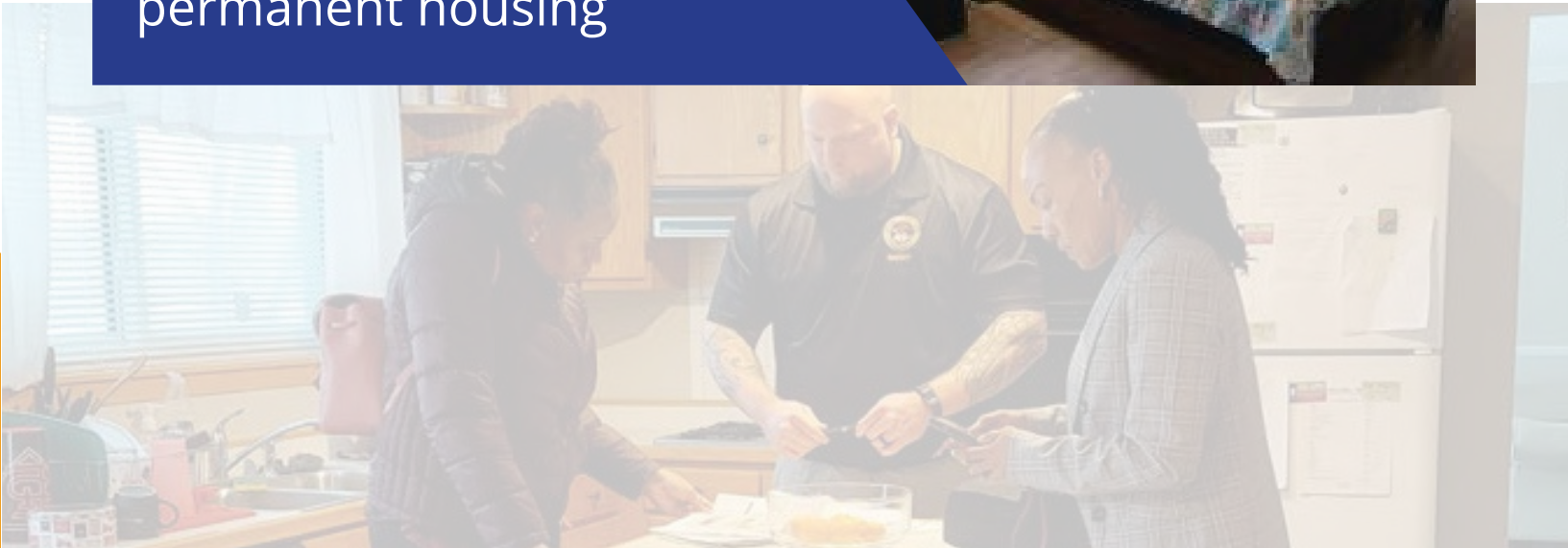
## Homeward Bound

Funds the transition into permanent supportive housing



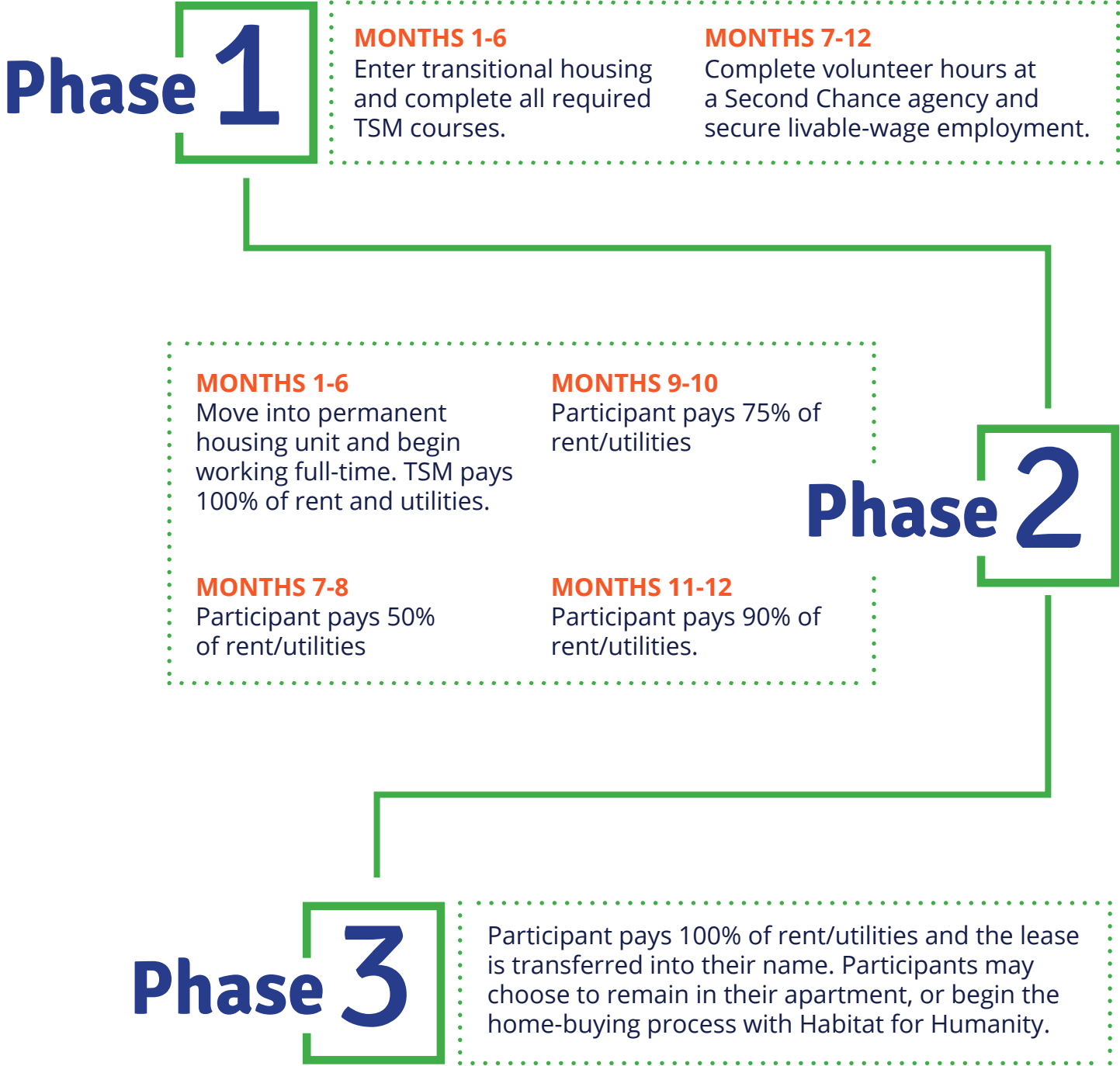
## Home to Stay

Pays rent and utilities for permanent housing





# SUPPORTIVE HOUSING TIMELINE



## Assessments for holistic action plans

- Womens Risk Needs Assessment (WRNA)
- Ohio Risk Assessment System (ORAS)

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. Collectively, the 32 pre- and post-release classes that ended in 2024 averaged a completion rate of 67%. Pre-release classes had an average completion rate of 50%, and post-release classes had an average completion rate of 75%. Completion rates were higher in post-release for all classes except for Identity, which was only slightly higher in pre- release (50% and 54%, respectively).

Of the 64 clients who engaged in the wraparound services post-release, only eight (13%) had recidivated. This is well below the Missouri’s recidivism rate of 44%. Among the eight clients who recidivated, time from prison release to recidivism ranged from 4 months to 1.6 years. Three clients had more than one instance of recidivism, resulting in 14 unique instances of recidivism. The most common form of recidivism was being re-arrested.

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

AGAPE Courses

The AGAPE Reentry program courses are carefully curated to work together to equip participants for successful and fulfilling lives after incarceration.

Hands on Banking

In Hands on Banking, participants learn the basics of financial literacy, creating budgets, building wealth and credit, and home ownership.



Identity

The Identity course empowers justice-involved women and men to regain control over their lives by rebuilding their selfesteem and confidence.



Discovering My Path

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



Workforce Development

The Successful Second Chances Workforce Development course equips women and men with tools to secure fulfilling careers after incarceration.





## Testimonial

St. Louis native Kimberly Miller is a participant in TSM's AGAPE Reentry Program. She came into the program in October of 2023 after a vicious cycle of addiction and incarceration. For more than 20 years, she experienced homelessness, abuse, damaged relationships, and hopelessness. Kimberly constantly battled between wanting better for herself and feeling like she deserved all the trauma she was subjected to. She was determined to change but struggled to recognize the distorted thinking patterns that led to unhealthy habits. It wasn't until her last prison sentence that she decided to take back control of her life. Through hard work, perseverance, and resilience, Kimberly has transformed into the woman she has always dreamed of becoming. She successfully completed the AGAPE program yesterday and will have her graduation ceremony next week. Kimberly is employed full-time at Pretium Packaging as a Quality Inspector, is currently enrolled in college full-time, and she has been sober for over 2 years. For Kimberly, the last year has been one of the most challenging phases in her life, but she is grateful for the opportunity to live a life free of substance abuse, criminal behavior, and self-doubt.

## Kimberly's Story

My name is Kimberly Miller, and I am a participant in The AGAPE Reentry program with The SoulFisher Ministries. My childhood was cut short at the age of 13. My family dynamic consisted of my father and mother often violently fighting. So, vacations, outings, or family reunions were not something that my sister and I had the pleasure of experiencing. My parents finally decided to call it quits after 13 years of marriage; I was 9 and my sister was 12. My pre-teen years were spent figuring out how to take care of myself without parental guidance. I started smoking cigarettes, hanging with an older crowd, and not going to school. My mother was too busy to notice, and my father really wasn't a part of my life anymore. I was running away and cutting myself, to ease my pain, with no one to

notice. At 13, my mother told me that I could not live with her anymore because of my behavior issues and smoking marijuana with her boyfriend. Her solution was to send me to my aunt's house which made my behavior issues more aggressive due to feeling even more unloved, unwanted, and unworthy. That led to me moving around from one place to another before I decided that I was going to be an adult. I didn't know what that consisted of, but it had to be better than the hell I was going through. I got pregnant with my first child and married at the age of 16. My first husband and I divorced after the birth of our second child. I ran off to try and capture what was left of my wasted youth, but things only got worse.

I was 20 when I started my first prison sentence due to my addiction. Ironically, that's when my streak of abusive relationships started. Methamphetamine was the answer to all my problems emotionally, mentally, and physically. There's a song that says, "you don't have to talk, think, or feel." This is the place where I found myself, not having to talk, think, or feel. I had no relationship with any family members, all I had was the streets. I fell hard into doing whatever I had to do to get my high, sporting black eyes and bruises from head to toe. That was my life, an endless cycle. A sad part of my story during this traumatic time in my life is that while I was out committing crimes and catching felonies, I was also bringing life into the world, children that would not have a mother or father to raise them. I was repeating the same cycle that I had grown up in. In 2003, I had state and federal charges pending for three counts of felony forgery and conspiracy to manufacture methamphetamine.

I was sentenced to a 120-day shock treatment in the women's prison in Vandalia, MO. This sentence was for forgery, and I received 2 years of probation for conspiracy. Some people said the short prison stay would have been enough to scare them straight but not me. After my brief stay in Vandalia, I moved to Salem Mo, not to start a new life, but just to continue the old one in a new location. There, I met my second husband. He was not an addict, but he was very controlling and mentally abusive. In 2006, I had my daughter, the last child of seven. Between 2018 and 2021 I caught five more felonies, 3 possession charges and 2 driving while suspended. I had frequent flyer miles at the local jails. However, nothing could compare to the prison of addiction I had been living in for 25 years, wanting better just not knowing how to be better.

The judge had given me chance after chance and finally in 2022, he decided no more. I was sentenced to 7 years in the department of corrections. However, I only completed 15 months. While incarcerated, the fog began to lift and I decided to make a change but had to start with me. I signed up for gateway treatment. I was assessed and given a year of treatment. I also enrolled in Ashland University to get my associate's in general studies. I completed two semesters before I was released. I was blessed to be accepted to The Soul Fisher Ministries AGAPE re-entry program. After being released, the reality that the only thing I had changed in prison about myself was doing drugs hit me. I had the same thinking distortions and if it had not been for the strict routine and classes along with the AGAPE team, I would have never seen the errors in my thought process. The person I was a year ago is definitely not who I am today. The program has not only helped in setting me on the path to living a life of recovery but has also provided for me financially, so that I can focus on healing and becoming a better person. I work full-time, I am a full-time student at Ashland University working towards a bachelor's degree in business administration, and I am actively working towards being the mother that my children needed me to be a long time ago. For once in my life, I feel capable of living this life without the use of any narcotics. I want to extend a special thank you to Mrs. Fisher and her AGAPE team for helping me find myself so that I can bloom like the flower I am. Your dedication and compassion to those of us that were deemed a lost cause a life worth living is priceless.







# Second Chance PARTNERS





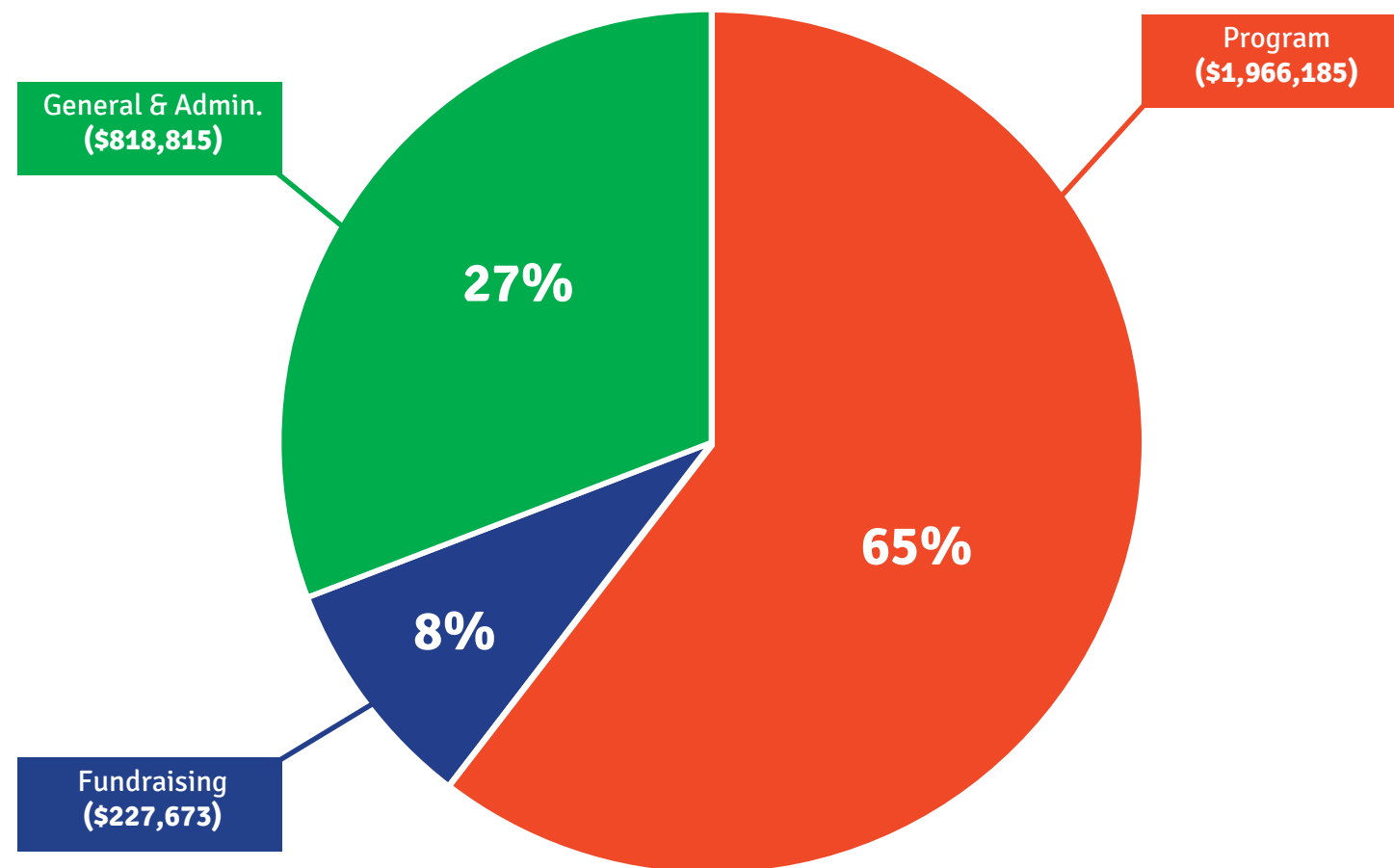
# Financials



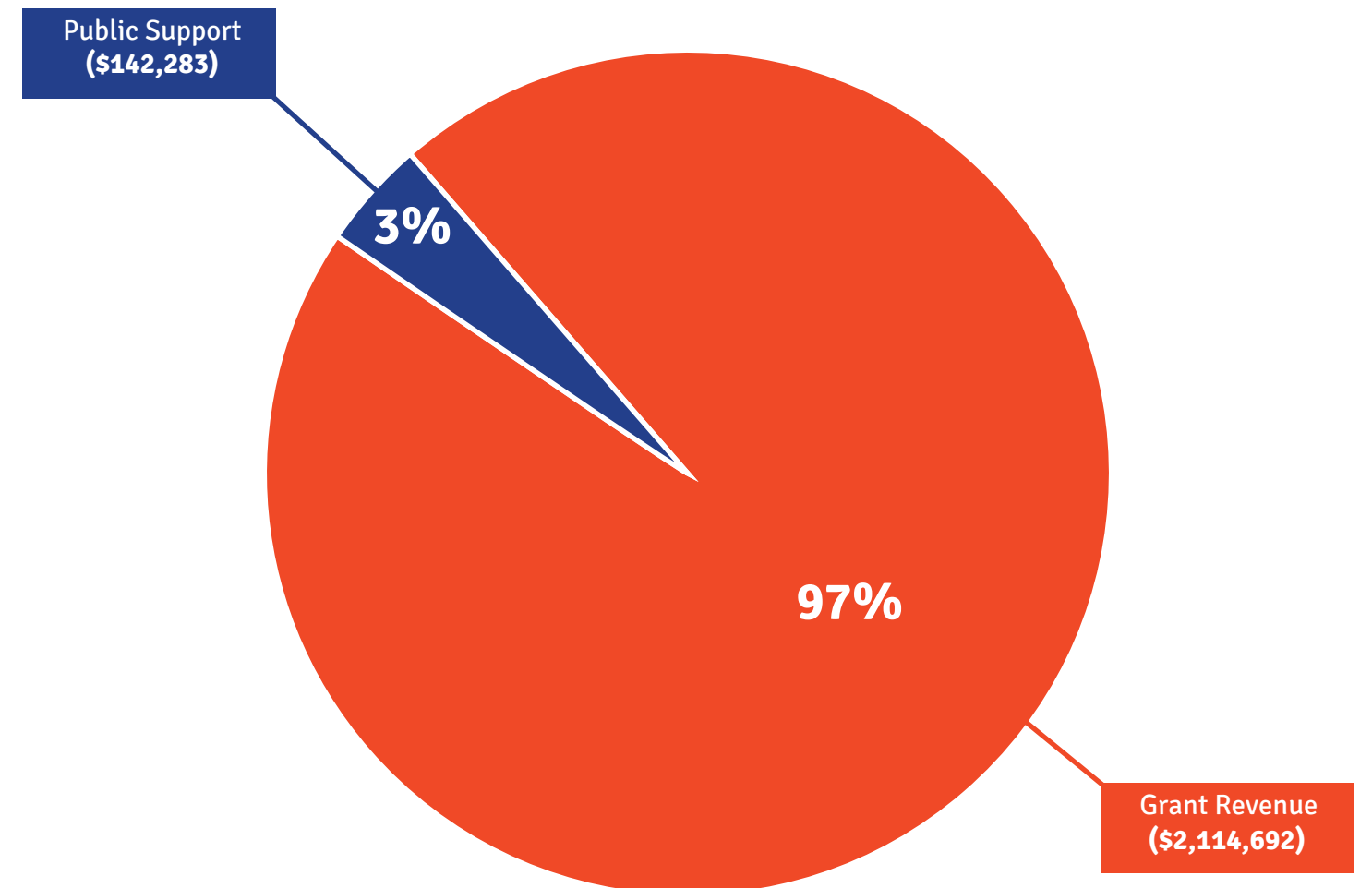


# Revenue & Expenses

Expenses  
Total: \$3,012,673



Revenue  
Total: \$2,256,975





## THANK YOU TO OUR INDIVIDUAL DONORS!

Beckum, Danette Bell,  
Giselle Benda, Joe  
Bogan, Gwen  
Campbell, Monica  
Cleave, Latonya Cook,  
Deborah Corey, Leslie  
Corey, Tony  
Cotsworth, Mary Ellen  
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Duncan, Ellen Echols,  
Fredrick Elfenbein,  
Hillary Fallah, John  
Fickas, Julie Fisher,  
Shawntelle Ford,  
Marcene Garrison,  
Amy Gassel, Robert  
Goltzman, Rachel  
Griffin, Marilyn  
Hanlin, Destiny  
Hannan, Ann  
Hoosman, Andrean  
Hannan, Ann James,  
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Tamara Lannert, Stacy  
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Liggins Rodger Liggins  
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Catherine

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Nash, Linda Nelson,  
Hannah Nunn, Grace  
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Pruitt-Adams, Joylynn  
Regester, Mark Ritzel,  
Adam Rose, Erika  
Rotherham, Ross  
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Sandweiss, Dana  
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Strawbridge, Tisha  
Stringer, Margiree  
Sykora, Christine  
Vogel, Robert  
Waigand, Rich  
Weathers, Evelyn  
William, Jennifer



# 2024 FUNDRAISERS

## 11TH ANNUAL AGAPE GALA

Sponsorships  
& Tables  
**\$101,458.32**

## GIVE STL DAY 2024

**\$1,023.11**

## GIVING TUESDAY 2024

**\$1,118**



# INKIND

Silent Auction Items  
Value ≈ \$49,185

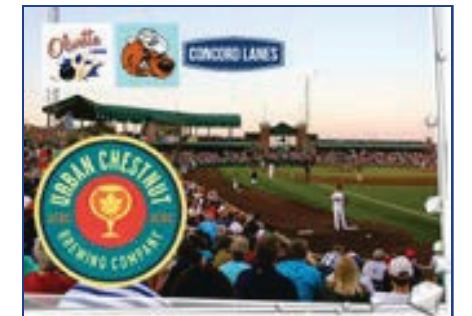
54

a special thank you

5 STAR BURGERS  
AMERISTAR CASINO RESORT SPA  
ANAMIKA  
ANDY'S FROZEN CUSTARD  
CONCORD BOWL AND RECREATION  
COSTCO  
DOOZLE'S FROZEN CUSTARD ELITE  
ISLAND RESORTS  
EVELYN WEATHERS  
FRITZ'S FROZEN CUSTARD  
GATEWAY GRIZZLIES  
INFINITY LASER HAIR REMOVAL & SKIN  
REJUVENATION  
KINGPIN LANES  
MAGGIANO'S LITTLE ITALY  
MISSOURI BOTANICAL GARDEN  
NATIONAL BLUES MUSEUM  
OLIVETTE LANES  
OZARK CORRECTIONAL CENTER  
PRP WINE INTERNATIONAL

RAGING RIVERS WATERPARK  
RITZ CARLTON  
ROB GASSEL  
RYZE ADVENTURE PARK  
SHREWSBURY LANES  
ST. CHARLES LANES  
ST. LOUIS SYMPHONY ORCHESTRA  
STLCC SWING-A-ROUND FUN TOWN  
TED DREWES  
THE BUTTERFLY PALACE & RAINFOREST  
ADVENTURE  
THE REPERTORY THEATRE OF ST. LOUIS  
TOTAL WINE & MORE  
TWILLMAN HOUSE  
UPPER LIMITS - CHESTERFIELD  
UPPER LIMITS - MARYLAND HEIGHTS  
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# DONATIONS





# THE TEAM





# 2024 Board of Directors



**DR. JASMINE LEWIS**

Dr. Jasmine Lewis is a dynamic leader dedicated to fostering educational equity and empowering underserved communities. As the Executive Director of TRIO Programs at Harris-Stowe State University, she oversees federally funded initiatives catering to middle and high school students from Riverview Gardens, Normandy, Jennings, and Ferguson-Florissant, as well as college students. Previously, Dr. Lewis served with distinction in the United States Army National Guard, where she honed her leadership skills and commitment to service.

Dr. Lewis's earned both a master's and doctorate in education from the University of Missouri-St. Louis. Throughout her academic career, Dr. Lewis has been committed to leveraging her knowledge and expertise to break down barriers to educational attainment and create pathways to success for all students.

With her unique blend of military discipline, academic prowess, and unwavering dedication to community empowerment, Dr. Jasmine Lewis continues to be a beacon of hope and inspiration for students and educators alike.

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 task forces 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.



**DR. ELIZABETH PERKINS**  
Board Chair



**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.



**MELVIN KENNEDY**  
Board Vice-Chair

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.

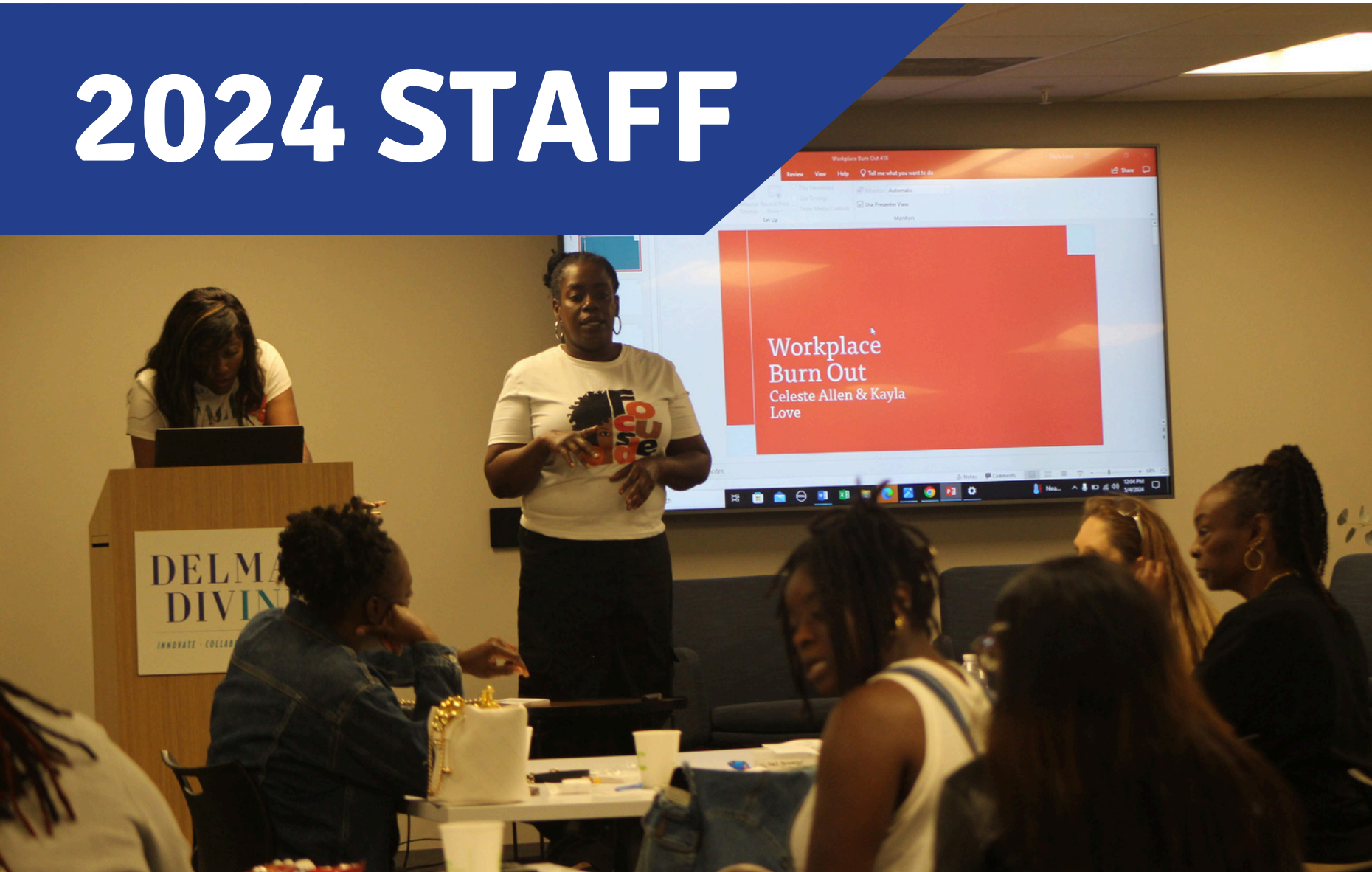


**TURNER BROWN**  
Treasurer, Relationship Manager,  
Great Southern Bank

Turner Brown works within the Commercial Lending group at Great Southern Bank. Turner focuses primarily on the Bank's loan underwriting and portfolio maintenance activities, while also supporting the Bank's finance and accounting department in a number of capacities. Prior to his work with Great Southern, Turner worked within the Management Consulting practice at PricewaterhouseCoopers (PwC). At PwC, Turner supported financial due diligence and process improvement initiatives for companies involved in mergers, acquisitions, and divestitures.

Turner received his Master of Business Administration degree from Massachusetts Institute of Technology (MIT). Prior to MIT, Turner received his bachelor's in accountancy from Miami University and received his licensure as a Certified Public Accountant. In addition to his service with The SoulFisher Ministries, Turner also supports Pedal the Cause, a non-profit that funds world-class cancer research.

# 2024 STAFF



Celeste Allen  
Zakyra Barnes  
Ziyah Barnes  
Leonardo Becton  
Jelisa Bemby  
Prescott Benson  
Jasmine Best  
Heaven Bones  
O'Livia Bowles  
Terrance Brown  
Nicholas Caldiero  
Kelvin Carrawell  
DeNyne Carter  
Thomas Casey  
Darrell Charles  
Olivia Clark  
Steven Clark  
Leondra Clay  
Tariyah Conrod  
Taylor Core  
Teyuna Darris  
Juan Del Toro  
Ashleigh Derringer  
Ambrea Dickens  
Robert Dryden  
Katia Dunn  
Shawntelle Fisher  
Lisa Ford  
Makiyah Frazier  
Morgan Gibbs  
Caleb Grandberry

Kametria Greene  
Fantasy Gross  
Nhi Ho  
Taryn Hutcherson  
Shanay Jackson  
Kennidi James  
Danija Jones  
William King  
Natalie Lindberg  
Donnya Lindsey  
Kayla Love  
Quiana Meades  
Stephanie Menckowski  
LaDaisha Miller  
Miesha Moore  
Patricia Moss-Lingard  
Jessica Myers  
Joanne Notario  
Virdlean Paris  
Casie Pennington  
Jeremy Pike  
Erika Rodgers  
Walter Shannon  
Destiny Sonnier  
Jaylen Stewart  
Raven Swingler  
Mary Thomas  
Naisha Tobias  
Robert Vogel  
Etosh Walker





# 2024 Staff Trainings

**Youth Work Methods**

- SETTING CLEAR LIMITS
- ASK-LISTEN-ENCOURAGE
- YOUTH VOICE
- BUILDING COMMUNITY
- REFRAMING CONFLICT

**Other Trainings**

- OHIO RISK ASSESSMENT SYSTEM (ORAS)
- EMOTIONAL INTELLIGENCE IN THE WORKPLACE
- COMMITMENT VS. INVESTMENT
- BEHAVIORAL HEALTH RESPONSE - SELF CARE

**ORAS**  
Ohio Risk Assessment System

**COMMITMENT  
VS. INVESTMENT**

**EMOTIONAL  
INTELLIGENCE**  
In The Workplace

**BEHAVIORAL  
HEALTH RESPONSE**  
Self Care







# Strategic Plan

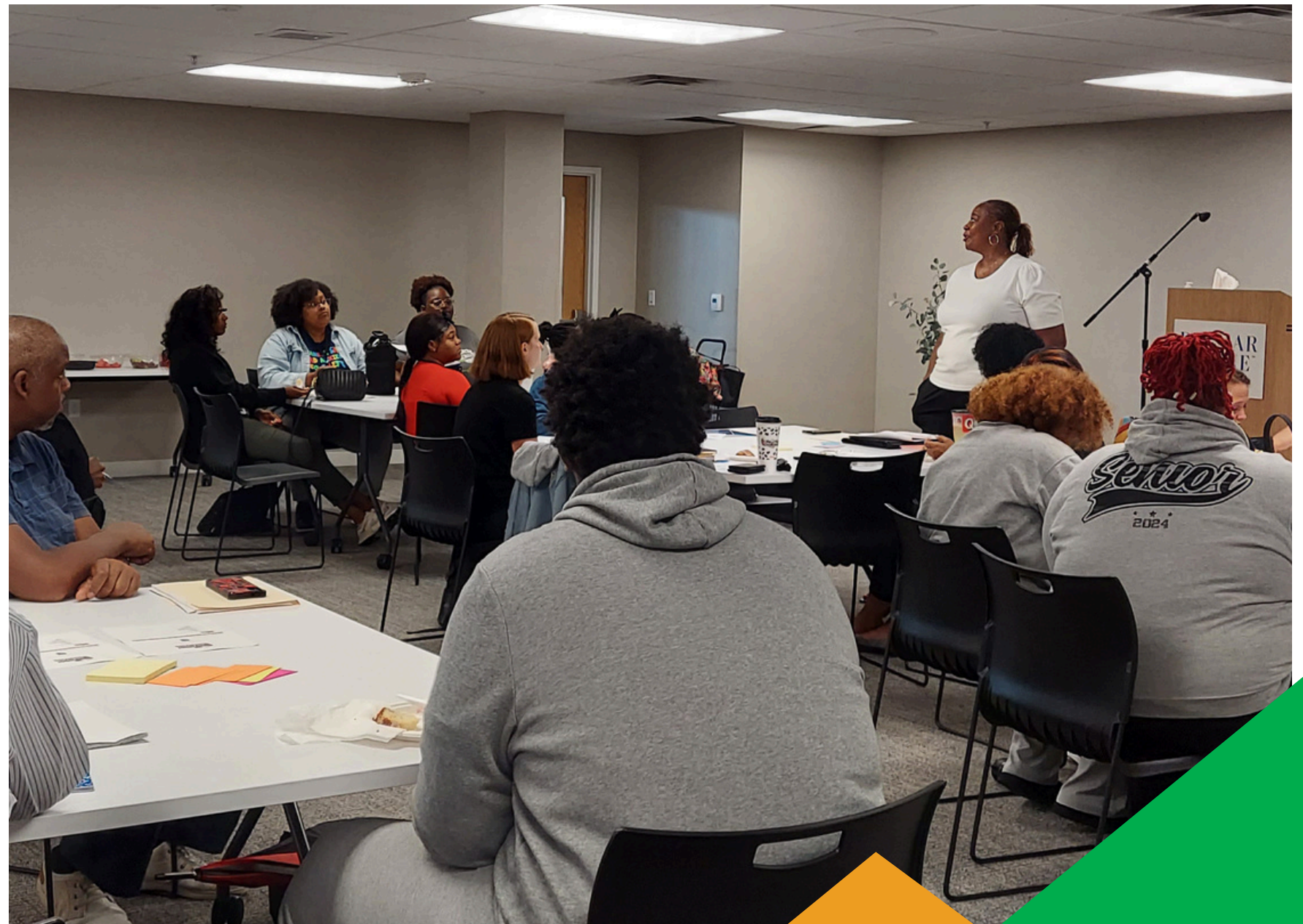
## CORE VALUES

- *Empowerment*
- *Restoration*
- *Equity*
- *Inclusion*
- *Stability*

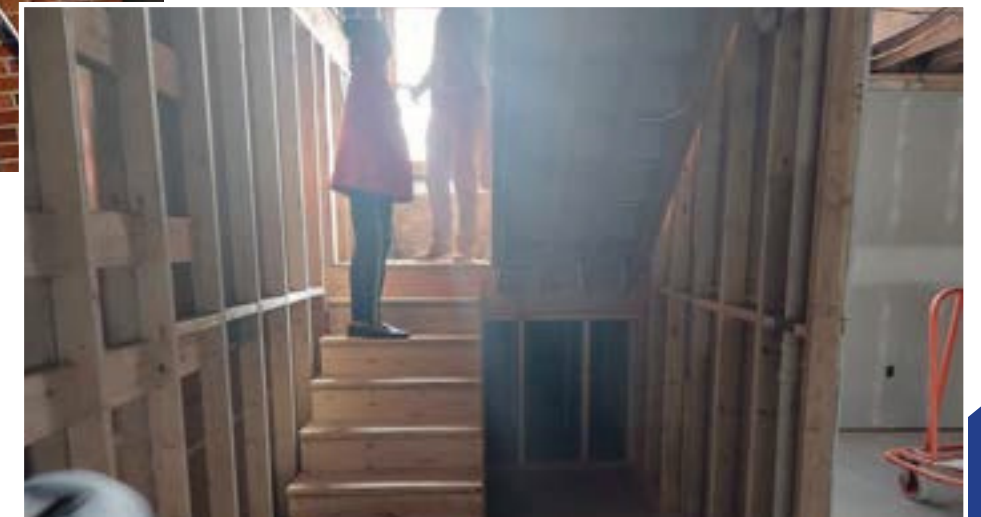
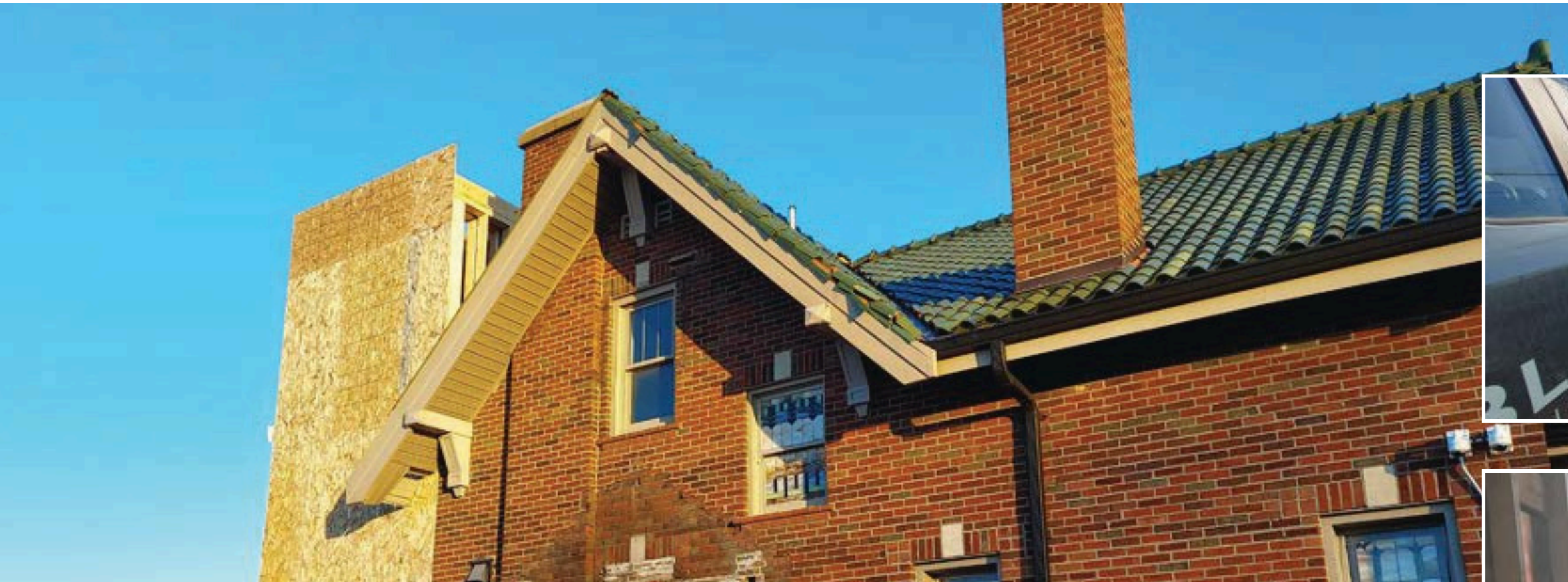


# Strategic **Priorities**

- *High-Performance Culture*
- *Strengthened Operational Infrastructure*
- *Financial Sustainability*
- *Exceptional Program Delivery & Outcomes*







## CAPITAL IMPROVEMENT

After two years of active construction renovations, we are thrilled to announce that our capital improvement projects are nearing the finish line! These major construction projects will greatly benefit both our team and the community. The projects include beautiful new office spaces for our rapidly expanding team, and fully equipped meeting spaces for community use.

With a new state-of-the-art elevator and ramp, our facilities will be accessible to all. We are also excited to expand our Fisher Transitional Living for Women (FTLW) program to include a second fully refurbished housing unit! Stay connected! We cannot wait to unveil the finished projects and watch how they positively impact our community. <https://www.thesoulfisherministries.com/capital-improvement>



# 2025 GOALS

For the past 11 years, The SoulFisher Ministries has overcome many challenges and surpassed ALL of our goals. We are excited for 2025 and expect to sustain our effectiveness in providing evidence-based services that holistically meet the needs of our clients and students.

Some of our goals for 2025 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), Chillicothe Correctional Center (CCC), Northeast Correctional Center (NCC); and expand services to St. Louis County and City Justice Centers;
- 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 people can obtain employment and earn a livable wage;
- TSM will fully utilize our new transitional housing location;
- TSM will reveal its Capital Improvement renovations at our main office location

As you can see, we've accomplished much more 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 people 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 2025.



A snapshot of our accomplishments in 2024 include:

- Undergoing a huge construction and renovation project;
- Hiring a new Chief Operating Officer and Chief Development Officer

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.



