

# Jubilee Services

Relationships + Results



## Chief Executive Officer

HALF | TIME  
TALENT SOLUTIONS

# Jubilee Services

## *Relationships and Results*

### Mission

Jubilee Services exists to develop outstanding men of character who are committed to:

- Serving customers well;
- Serving themselves by developing their own character through spiritual development;
- Serving their family by developing the skills to succeed as a father and husband supporting the financial, physical and spiritual needs of their family;
- Serving their Church by becoming a leader and influencing others positively;
- Serving their Community by becoming a positive role model.

### History

Jubilee Services' work is a hand up not a hand out. They partner with urban churches to select men committed to living out Jesus' call to serve their family, church and community.

Founded over 10 years ago, **Jubilee Services** is a community based Christian development organization which addresses head-on the urgent needs of the urban poor in the city and county of St. Louis, Missouri. After several years of strategy development around the question of "How do we most effectively participate in the transformation of our poor communities?" Jubilee realized the missing element in these communities are men who are fully engaged and fulfilling

their roles as men of God. Since its founding, the organization has grown to become a leader in empowering spiritual, personal, family and community success. Jubilee enlists the skills of experienced and successful tradesmen and church and business leaders to head enterprises that provide a working classroom for participants to excel. These men living in urban poverty often have a history of incomplete education and work history, incarceration, disconnection from family and children and no personal vision of success.



## Programs

Jubilee operates lawn care, landscaping, tree service, snow plowing, and painting services to teach these men responsibility, problem solving and leadership skills. Good performers are able to graduate and command 1.5 to 2 times minimum wage, and more importantly, while Jubilee mentors them in personal and business skills, their church provides discipleship and leadership opportunities.

Jubilee Services does this by: 1) providing [Life Bridge Academy](#) to teach the skills necessary to succeed; 2) surrounding participants with mentors; and 3) operating businesses that provide an internship of working experience to exercise what the participants are learning. Jubilee firmly believes participants can't be the man of God they are created to be unless they can earn a decent living that provides the resources necessary to succeed.

The key partners to Jubilee's success are church partners, spiritual mentors, key influencers, and customers. Church partners not only identify and qualify candidates to be participants, but are also tasked with raising up spiritual mentors in their churches. The spiritual mentors are vital to the success of the participants, as they walk alongside and encourage the spiritual development of participants. Key influencers pray for the participants regularly, and are able to use their position of influence to encourage success. Customers, of course, provide the critical link of employment and the expectation of outstanding service.



# Chief Executive Officer

## Overview

The new Chief Executive Officer will work closely with the Board of Directors and current CEO/Founder Drew Smith (who will move to a Board role) to understand the most immediate needs and opportunities for Jubilee Services. These include: getting the operations to a level of consistent and reliable customer satisfaction that leads to word-of-mouth referrals, refining the Life Bridge Academy (LBA) curriculum, and developing marketplace employer relationships who will be receptive to interviewing and hiring LBA/Jubilee Services graduates.

In addition, a primary objective for the new CEO is organizing and executing a thoughtful strategy to attract new resource partners to provide the support needed for program integrity and the scalable growth of Jubilee Services. As these deliverables will take time to develop, the new CEO will have a reasonable window (18-24 months) to gain traction in moving the in-house landscaping business to sustainability and expanding the funding circle of new donors and committed resource partners.

Another important aspect of the CEO role is defining and engaging the most reliable channels for identifying and qualifying high-potential program participants in the volume and timing that is needed to both ensure an ever-growing number of graduates of the program and support the operational needs to deliver on customer expectations.

As operational excellence and consistent customer satisfaction are significant to predictable business development success and sustainable revenue streams, recognizing any gaps in the service offering of the current landscaping business (and other customer service offerings in the future) is a very high priority for the future success of the organization.

## Responsibilities

The Chief Executive Officer will hold the following responsibilities:

- Serve as the spiritual leader of the organization – business focus with eternal perspective;
- Function as the key driver of the organization responsible for creating an overall positive experience for participants that achieves mission outcomes;
- Cultivate a close working relationship with the Founder on Jubilee's current fundraising processes and operational objectives;
- Lead ongoing refinement and oversee implementation of the key elements of Jubilee's work;
- Drive the organization to become a top tier operating company that provides critical on the job experience for participants in a high performance, high productivity environment to prepare them for higher paying jobs. Jubilee expects long term operations will also provide enough revenue to cover operational expenses;

- Full P&L responsibility while driving future strategy;
- Become a voracious student of existing relationships with Board members, staff, individual donors, foundations and church partners. Build a deep understanding of current operations, donor relationships and key resource partnerships, actively participating with the Founder in all key meetings and conversations;
- Lead and coordinate the cultivation of all public and private support for Jubilee from churches, individual donors and foundations in a multi-channel development operation, to be able to evaluate and make recommendations to the Board of Directors regarding current and future personnel and system needs;
- Seek counsel from the Founder in leading the planning, development, and implementation processes for all aspects of current and future fundraising strategy;
- Review and assess all current communications with donors and prospects, prospect research, solicitation of foundations, churches, corporate and individual donors, gift planning, grant and proposal writing, donor appreciation and fundraising accounting;
- Ensure strong operational management processes and systems that support best practices and standards of excellence and effectiveness for all programs and services of the organization.

### Key Candidate Characteristics

- Called by God to serve the poor using "self-help" models that enable the poor to be their own agent of change in church, work and family life;
- Entrepreneurial mindset and experiences;
- Comfortable in environments with quickly changing dynamics, high sense of urgency and ability to stretch resources needed in fast growing organizations;
- Comfortable/experienced in a low skill service organization;
- Comfortable in, and a natural curiosity to understand, cross cultural settings;
- Well connected to St. Louis key influencers, philanthropists, and civic leaders to raise awareness of Jubilee Services, attract board members, funding and high capacity volunteers;
- Natural team builder, leads by influence - not control;
- Currently demonstrates stewardship through involvement in their local church, giving time, talent and resources;
- Eager to develop relationships with Boards, staff and stakeholders;
- Has the personal, organizational and executive abilities to inspire and lead;
- A servant leader who believes this position is a God-calling on their life;
- Values the opportunity to collaborate with Drew Smith, Founder/CEO.

### Requirements

- Bachelor's degree required, Master's degree preferred;
- 5+ years of professional P&L leadership experience with demonstrated success in non-profit organizational leadership or relevant for-profit marketplace companies;

- Demonstrated experience in cultivating and expanding positive long-term business, ministry or community relationships through a win-win solutions;
- Excellent communication skills and ability to effectively influence and engage a wide range of potential partners with a persuasive style that moves individuals to action;
- Strong managerial, organizational, and time-management skills with attention to detailed planning and execution against key objectives;
- Resource development experience is a plus, specifically building and managing field teams and personally forging relationships with multiple resource partners;
- A reliable team player who also has the ability to work independently and manage multiple tasks and projects at one time.

**For more information, or to apply for this position, please contact**

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