

### About Jasmine Road

Jasmine Road is South Carolina's first two-year residential program for adult women survivors of human trafficking, prostitution, and addiction. The organization joins more than 40 Thistle Farms sister communities around the country and serves to heal, empower, and employ local women survivors in our community.



Jasmine Road is modeled after the very successful Thistle Farms non-profit which was founded in Nashville, Tennessee by Episcopal priest Becca Stevens more than 20 years ago. The Greenville affiliate was incorporated in 2016 as a result of a partnership between Christ Church Episcopal, Triune Mercy Center and Bon Secours, St. Francis Health System. When Jasmine Road's first safe house opened its doors in May 2018, it joined more than 40 Thistle Farms sister agencies around the country in offering a transformative two-year residential program with an innovative social enterprise component, the first of its kind in Greenville.

### Our Mission

Jasmine Road's mission is to provide a path to healing and employment for women survivors of sex trafficking, prostitution, and addiction.

### Our Vision

Our vision is that Jasmine Road will be known as a loving community that offers women opportunities to flourish, one life at a time.



### Residential Program

Jasmine Road is South Carolina's first two-year residential program for adult women survivors of human trafficking, prostitution, and addiction.



**Love:** We are rooted in this simple word, and it all starts with home: a safe, stable, and peaceful place to rest and heal. We embrace the concept "love heals" by surrounding each woman with a community based on unconditional love.




**Heal:** Through community partnerships, we work together to address the healing needs of each woman from an evidence- based holistic perspective.



**Bloom:** We empower each woman to blossom and thrive by providing sustainable employment, personal and educational development opportunities, stable housing, and long-term support after graduation.

## Residential Services

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Healthcare & Dental Services
- 

Trauma-Informed Therapy
- 

Addiction recovery treatment & support
- 

Creative & Joy Building Opportunities
- 

Spiritual Care
- 

Physical and Mental Health and Wellness Resources
- 

Employment Readiness & Career Opportunities
- 

Continuing Education

## Our Social Enterprises

Jasmine Road’s social enterprise program offers stable and sustainable employment opportunities that also maximize positive social impact in the Greenville community, while generating funding for non-profit operations. The Jasmine Road social enterprise program provides meaningful career experience working in one of our businesses, including Jasmine Kitchen. We support and empower women to learn skills such as customer service, management, marketing, teamwork, and accountability, through creating and branding unique products.

### Candles



Each day at Jasmine Road starts with the lighting of a candle for a meditation and prayer circle. In this sacred space of infinite giving and receiving, the Jasmine Road community shares stories of healing and growth. We light the candle for ourselves and for one another because we are all worthy of love and belonging, as well as for those who haven’t found their way home yet.

### Jewelry



Creativity is an incredible tool for healing and growth. Each piece of jewelry is handcrafted by survivors with semiprecious stones with healing properties. Our bracelets are also perfect for layering and gift giving. You can add a few drops of essential oil to your lava stones to get the many benefits that support physical, spiritual, and mental wellbeing.

### Restaurant



The capstone of our social enterprise is Jasmine Kitchen, a lunch café providing job training, employment, and career building opportunities -- the first-of-its-kind in Greenville. Jasmine Kitchen seeks to remove barriers to employment for survivors and is a nurturing and safe gathering place for our entire community to share healthy meals together and be a part of something bigger than ourselves.

## Community Partners



## Position Summary

Jasmine Road, Inc. seeks an experienced and passionate leader motivated by the powerful and unique opportunity to work with marginalized women who are part of a transformative two-year residential recovery program combined with an innovative social enterprise program that teaches financial literacy, professional development and life and job skills.

The CEO will have overall management responsibility for a growing nonprofit organization with a \$1.5M annual budget, two residential houses with a 15-bed total capacity, a thriving social enterprise lunch restaurant, a candle and jewelry manufacturing operation, 16+ employees as well as many volunteers.

In partnership with the executive team and Board of Directors, the CEO will inspire a highly collaborative and respectful culture, build on the organization's current assets, and ensure it is well-equipped to advance the mission of providing a path to healing and employment for women survivors of sex trafficking, prostitution and addiction. Jasmine Road's vision is to be known as a loving community that offers women opportunities to flourish, one woman at a time.

**Reports to:** Jasmine Road Board of Directors

**Location:** Greenville, SC

## Areas of Responsibility



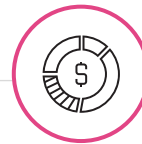
**Executive Leadership and Organizational Management**



**Board Governance**



**Development and Fundraising**



**Financial Management and Administration**



**External Relations and Communications**

### Executive Leadership and Organizational Management

- Provide thoughtful and visionary executive leadership that is inclusive, transparent, and empowering in a manner that supports and guides the organization's important mission
- Foster a culture that encourages collaboration, cultivates relationships and recognizes positive contributions between departments, programs, and locations, as well as community partners
- Contribute to the strategic plan and drive its implementation; Establish goals, measurable objectives, and operational plans in collaboration with the Board of Directors, staff, and other leaders
- Present strategic options and plans for organizational impact and growth, and gain Board approval as needed to carry out the work of the mission
- Oversee the day-to-day operations of the organization, balancing the needs of the different programs while applying innovative thinking and performance measures to analyze and support strategic decision-making, ensuring that all aspects of the organization are working together to effectively serve the unique individual needs of its residents and graduates
- Manage and motivate staff across multiple locations, overseeing processes such as hiring, separation, ongoing staff development, performance management, and compensation and benefits

### Board Governance

- Maintain regular and ongoing communication to build strong relationships with the entire Board, providing leadership and support to members at all times, ensuring that the Board can effectively serve as organizational ambassadors in the community
- Communicate effectively with the Board by providing members with all information necessary to continually function properly and make informed decisions in a timely and accurate manner

## Chief Executive Officer Jasmine Road



- Attend all Board meetings and provide proactive reports and updates on staff and residents. This includes all current work, project timelines, and project and organizational progress
- Implement Board policies and procedures and build support for Board decisions amongst staff
- Work closely and openly with the Board and its committees, ensuring ongoing communication of risks, issues, as well as successes

### Development and Fundraising

- Drive development and revenue growth in collaboration with staff, leveraging the Board as needed
- Initiate, cultivate, and extend relationships with the organization's portfolio of individual, foundation, and corporate supporters
- Ensure the organization's financial stability and sustainability by maintaining healthy cash flow and adequate reserves

### Financial Management and Administration

- Assume responsibility for the fiscal integrity of the organization using strong financial understanding including an ability to use financial analysis in decision making
- Provide strategic leadership and hands-on management for all of the administrative and operational functions of the organization in accordance with the mission, objectives, and policies
- Build and administer the annual budget, with Board approval; manage daily financial operations to ensure maximum utilization of resources and optimum financial positioning for the organization
- Through a fiduciary lens, report to the board on financial health and outlook of the organization

### External Relations and Communications

- Ensure a high level of communication and collaboration with community partners
- Represent the organization and serve as chief spokesperson publicly at events and conferences meetings
- Present and promote the organization and its mission, programs, partners, and members in a consistently positive manner
- Ensure high visibility to prospects and the public, and build interest in engaged philanthropy
- Manage all aspects of the organization's marketing and public relations

### Education, Experience and Skills Needed

- Five years of prior experience as a CEO, Executive Director, or in a related leadership position at a nonprofit, foundation, government, or in business
- Strong business acumen and a history of providing visionary leadership at the executive level
- Proven experience executing organization growth and leading a similar or larger size successful nonprofit and/or related entity
- Proven experience working with and leading diverse groups of people
- Familiarity with diverse business functions such as Finance, Marketing, Public Relations, Human Resources, etc.
- Experience and success in motivating, recruiting, developing, retaining, and mentoring high performance, mission-driven, and results-oriented teams
- Excellent written, oral, and public speaking skills; a persuasive and passionate communicator with strong interpersonal and multidisciplinary project skills
- A bachelor's or advanced degree preferred
- Previous success with prior entrepreneurial endeavors or social enterprises a plus
- Adept at multitasking and managing multiple priorities simultaneously, with a high level of emotional intelligence and ability to balance the internal and external needs of the organization

## About Greenville, SC

Voted one of the South's Best Cities on the Rise in 2021 by Southern Living, one of the Best Places to Travel in 2021 by Travel + Leisure, the South's Most 'Tasteful' Small Towns by Forbes, and America's Coolest New Weekend City by Thrillist, Greenville, SC should definitely be on your list of places to see! Greenville, South Carolina is in the northwest corner of the state (the foothills of the beautiful Blue Ridge Mountains). The Upstate is a vibrant commercial corridor, putting it in the top ten markets for economic development in the US.



Greenville is well-connected to surrounding states and popular cities such as Charlotte and Atlanta. It's also conveniently located a few hours away from the East Coast that includes popular destinations areas like Myrtle Beach or Charleston, SC as well as a couple hours away from charming mountain towns like Asheville, NC and Boone, NC. The climate is lovely throughout the year with mild winters, only snowing maybe once a year, and warm summers giving you no excuse not to have a pool party or spend the day on the lake.



Greenville is served by Greenville County Schools, the largest public school system in the state and the 45th largest school system in the country. Nine of the district's 11 magnet academies are also located in the city of Greenville. Greenville is also home to seven charter schools and a number of highly accredited private schools ranging from K-3 to high school. The South Carolina Governor's School for the Arts and Humanities, the state's premier school for artistically talented high school students, is located in downtown Greenville. Many nationally

recognized colleges and universities are located or have branch campuses within the city including Furman University, Bob Jones University, Clemson University, USC School of Medicine, and USC Darla Moore School of Business.

Home to corporate headquarters for major companies like Fluor and Hubbell Lighting, Greenville is widely recognized as the preeminent economic center of the Upstate. Complementing Greenville's robust business climate is an unprecedented array of community assets ranging from the Peace Center for the Performing Arts to picturesque Falls Park. Greenville's 500 acres of parkland, collection of unique boutiques and restaurants alongside major sports and entertainment arenas deliver limitless recreation opportunities to residents and visitors alike. Previously named as one of "The South's Tastiest Towns" by Southern Living, Greenville's cuisine game is spot on. With more than 1,000 dining options in the county, 110 of which are located right in downtown, you'll discover diverse cuisines ranging from traditional southern favorites like BBQ to modern dishes made from fresh, local ingredients.

If you enjoy the outdoors, there are numerous options for you to do including Greenville's famous Swamp Rabbit Trail which is a 22-mile-long trail, perfect for walking or cycling along the Reedy River. If you like peanuts and cracker jacks, you can cheer on one of the local minor league baseball teams, the Greenville Drive, a Class A affiliate of the Boston Red Sox. New to the city as of 2018, the Greenville Triumph Soccer Club is a member of the US League, the largest and fastest growing professional soccer organization in North America.



### For more information on Greenville, SC:

- <https://www.visitgreenville.com/travel-info/visitors-guide>
- [www.relocationessentials.com](http://www.relocationessentials.com) for cost-of-living comparison