2021-2022 THE F.I.N.D. DESIGN IMPACT REPORT

www.thefinddesign.org

info@thefinddesign.org

615-647-8222

2787 Smith Springs Rd.
Nashville, TN. 37217
Our Mission:
To mitigate the effects of systemic and personal trauma on Black girls, and other girls of color ages 11-17, by providing safe spaces for healing, long-term mentorships, and programming that transform their mental health and overall well-being.

Why We Exist?
Exists to provide gender-based programming that empowers, elevates, and educates girls to be emotionally strong and resilient.

Our Purpose:
For all girls to be heard, seen, valued and supported.

Educate, Empower, Elevate & STAY FLY
TOGETHER WE make sure black and brown girls are seen, heard, and valued
It's The Black Girl Flyness For Us!
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About Company

The F.I.N.D. (Families in Need of Direction) Design is a 501(c)(3) community-based organization founded by Kara James and Sharese Chapman, both black women Michigan natives who were frustrated and saddened by the lack of safe space for black and brown girls in Middle Tennessee.

Program models and curricula that were proposed as empowering and impactful for "at-risk" girls stemmed from Eurocentric perspectives that did not consider their specific needs, which affected their overall sense of worth and purpose. Additionally, services provided sent a message of "fixing" black girls, as if they were broken because their presence was compared to European standards. Instead of embracing and building on their assets, powers, and strengths of their diversity, they felt excluded from such spaces.

The F.I.N.D. Design organization services middle and high school girls of color and their families through culturally relevant African and African American-centric models that foster sensitivity and understanding of girls of color's unique needs. The services identify girls that are "lost in the shuffle" by way of falling victims to generational trauma and systematic oppression and use a framework that allows them to see the qualities, characteristics, and responsibilities of black and brown people of excellence. In light of the images and cultural curriculum services used, girls of color and black girls can see themselves in their future, which stimulates their desire to come into their higher nature and become achievers in their schools and communities.

Through community partnerships, programs are extremely diverse, extending from prevention to intervention, school-based, after-school, and summer "experiences" that provide holistic opportunities for girls to be supported, valued and heard. Additionally, the organization focuses on undoing the school push out and the abuse-to-prison pipeline that proves to drive girls out of school into the justice system because of "adultification" and trauma. The F.I.N.D. Design services assist Middle Tennessee, emphasizing the South Nashville and Antioch communities as these communities lack services.
I started with this song by Gloria Estefan to describe the bounce back that The F.I.N.D. Design experience during 2022. As with everyone else, everything that we once knew had changed. While most go to negative spaces when they hear the word "dark place," I - not so much. It took me a while to see the value in these spaces that I call the "dirt" period." Dirt period- value? Glad you asked. Let me explain.

Most see dirt as grimy, filthy, worthless, and all of the negative associations with, you know, dirt. But if you take a closer look, dirt is simply soil that has been displaced. Aha... that part! I am sure the mind did a shift on that sentence alone. The soil is how Earth supports, nourishes, protects, and breathes into its most valuable resources- plants. And we know that plants have a variety of uses, but most significantly, it is essential to our health.

We welcomed new board members, staff, partners, and commUNITY to our family while we wished others farewell on their unique paths. This experience was life-changing in so many ways. But when I tell you these next eight years will be off the chain... Listtennnn! It's next-level thinking out in these F.I.N.D. streets, as we choose for our pain not to be in vain.

What if we looked at the pandemic, as horrible as it was, as the soil we used to evolve us in ways we could never imagine? Now that we have gotten through the hardest of times, FIND can appreciate how it breathed new life of creativity and innovation like never before. We saw the rebirth of old programs and the launch of new programs. We took our impact and influence to levels unseen.

We keep every individual we lost close to our hearts as we use their memory as motivation to dream dreams that once were "too big," and manifest them in impactful ways. We walk into this next season BOLDLY, knowing that we are intentionally and purposely on a mission to bring back joy to black and brown girls and the community surrounding them. We embrace this ride like never before- dirt stops and all, hopefully with you in the seat next to us.
Take a look at some of our program data for this year!

89 MNPS MIDDLE/HIGH SCHOOL GIRLS WITH SCHOOL-BASED PROGRAMMING ACROSS 6 SITE LOCATIONS.

461 TOTAL HOURS OF GROUP/INDIVIDUAL MENTORING COMPLETED

CONDUCTED 10 WEEKS OF GROUP MENTORING DURING THE FALL 2021 SEMESTER AT 3 LOCATIONS

CONDUCTED 10 WEEKS OF GROUP MENTORING DURING THE SPRING 2022 SEMESTER AT 6 LOCATIONS
## Community Events:

Take a look at some of the amazing workshops we hosted this year!

<table>
<thead>
<tr>
<th>Event</th>
<th>Served/Participants</th>
<th>Facilitated by</th>
<th>Vendors</th>
<th>Volunteers</th>
<th>Volunteer Hours Logged</th>
</tr>
</thead>
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<tr>
<td>Nashville Justice Symposium</td>
<td>33 girls/adults</td>
<td></td>
<td>5</td>
<td>25</td>
<td>105 hrs.</td>
</tr>
<tr>
<td>Community Workshop: So F.L.Y. selfie studio &amp; get reel workshop</td>
<td>15 girls</td>
<td>Board Member Ashley Garth</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Workshop: WRITE ON! RIGHT ON!</td>
<td></td>
<td>Carnegie Writers, Inc..</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SEL Conference</td>
<td>14 educators</td>
<td>F.I.N.D. Staff</td>
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Sister Story

Being involved in such an uplifting, grounded, loving, and caring organization as The F.I.N.D. Design has taught me to be the woman I am today. I've learned to grow myself in mental ways, carry myself and physical ways, and express myself in a powerful verbal way to be a better black- African American woman. Being able to engage with other young women in my community and even other adult women brought upon me through FIND Design, has tremendously uplifted my life. The staff has always been nothing but a phone call away for a simple; venting ear, a helper for a situation, or even just someone that can make a dark day brighter again.

I could go on and on about how FIND DESIGN has improved me to be a thankful, stronger, and superior woman. Being a part of this organization has made me nothing but grateful for the things that I do have because not every young lady has this opportunity. The simple things we do such as dinner dates, good-morning texts, and even sports events; have shown me more to live than the current things going on.

I've become more powerful, honest, and appreciative of the things I do have. I will continue to be a part of and allow myself to grow with this organization because it teaches me how to become a better version of myself within every discussion we have. I would like to specifically say thanks to the staff for being a listening ear, a shoulder to cry on, and mentors in life. Thanks for involving me in such a well put together organization and looking out for us young women.

"Maya" joined F.I.N.D. in the 9th grade and just finished her first year at Tennessee State University. Additionally, she is going to school part-time to be an esthetician as she"needed a side hustle" as well. She is an amazing girl who continues to be engaged in the organization.
2022 Demographics

We serve black and brown girls in middle/high school (11-17) years old.

Demographics & Statistics

Cultural Representation:

- **African American**: 82%
- **Hispanic**: 16.8%
- **Other**: 1.2%
- **92.3%** of the girls we serve are African American and Hispanic girls.
Participants possessed one of the following:

- Foster care/Living with a non-parental adult (caretaker, family member, grandparent)
- Juvenile Court Interaction
- 3 or more unexcused absences
- 1 conflict-related referral/suspension
- Reside in low-income housing
- Identified by school personnel as having low self-esteem, or recognizable signs of risky behaviors.
F.L.Y. Girls 2021-2022
Statement:

The FLY Girl program was a tremendous success this year as our organization had many transitions: the addition of new staff, serving our youth during the ongoing Covid-19 pandemic, and navigating the ever growing need of social and emotional programming for Black Girls and other Girls of Color.

We were incubators of BLACK and BROWN GIRL JOY!

Over 100 mentoring hours logged!

Over 200 served all together!

Over 89 girls served this year!

Although, our mentoring crew was smaller than we had hoped, as a collective of 5 amazingly talented black women, we were able to serve and mentor our F.L.Y. Girls with over 100+ hours logged. We surpassed the goal of serving 75 youth, and made an impact in the lives of 89 youth between six Metro Nashville Public Schools:

- Antioch High School
- Hillsboro High School
- Jere Baxter Middle School
- Margaret Allen Middle School
- Pearl Cohn High School
- Wright Middle School
I'm Bossy 2022 Summer Program

Message From Destini Burns (Director of Programs):

Can you imagine, through strategic collaboration, three organizations that come together to co-create one of the dopest summer camps? The Summer of 2022 will go down in history for being one of the most successful I’m BOSSY Summer Entrepreneurship Camps. The F.I.N.D. Design, DYMON in the Rough, and Corner to Corner’s The Academy worked together to produce 23 young, black female entrepreneurs.

About I'm Bossy:

This six-week camp, hosted on the beautiful campus of F.H. Jenkins Preporatory’s Campus in the Historic Bordeaux community, highlighted talents, tapped into hidden abilities, and encouraged the voices of dynamic young women who had both a vision and a purpose.

We look forward to I’m BOSSY Camp for the Summer of 2023!

Through field trips that introduced some students to new experiences like High Ropes Courses and Amusement Parks to making over $1500.00 at their graduation pop-up vendor village, the six week I’m BOSSY Entrepreneurship Camp gave our Girl Bosses both opportunities to highlight their leadership skills, forge strong sisterhood bonds, and create amazing businesses in the following fields:

- Makeup creation
- Makeup artistry
- Body scrubs
- T-shirt/apparel making
- Baking
- Jewelry/Artisans

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Hear From The I'm Bossy Staff!

**Taylor Woodard:**
I had so much fun with this camp!!! I felt like a little girl again fully participating in camp activities and field trips right along with them.

**Camille Haygood:**
This was such an amazing experience from the cultural aspect to the girls being able to birth their dreams and visions through the camp, it was beautiful to watch!

**Tiara James**
I think the camp was very successful and accomplished our goals for the summer. We provided unique and first time experiences for the girls, and they really executed in any challenge.

**Chanel Chapman:**
I had a great time getting to know the girls and seeing how much they grew from the camp. I made relationships with the girls that I still plan on nurturing even after camp.
F.L.Y. Girl Speaks:

Hear from some of our F.L.Y. girls talk about the program and their testimonials!

Sister Story 1

"I had a blast at the im bossy camp. It was great I got to learn about business, bake some cupcakes, learn about teamwork and family. It was very fun and educational." -I'm Bossy Participant

Sister Story 2

"My daughter has grown so much being a part of this program. She has come all the way out of her shell and I can't believe it. You can tell that the work that y'all do is so intentional and purposeful." -F.L.Y. Parent

Sister Story 3

"FIND Design has been great with building relationships with our young ladies. They provide a safe space that allows our girls to share any struggles, wonders or issues relative to being a female that they can’t always share with school staff. We value their partnership as it serves as additional support to increase a positive culture at MAMS." -F.L.Y. School Partner
FINANCIALS AT-A GLANCE

YEAR BY YEAR REVENUE

2020-2021 EXPENSES

CONTRIBUTIONS

Grants/Foundation  93%
Corporate  10%
Individual  2%
MEET THE REST OF OUR TEAM!

Shareese Chapman
Co-founder and Director of Operations

Mychella Perry
Youth Development Specialist

Camille Haygood
Content Creator

Jeneisha Harris
Administrative Assistant
MEET OUR BOARD:

Alesha Curry: Board Chair

Dr. Rena Hall: Board Member

Corletra Mance, Esquire: Board Treasurer

Dr. Kellee Hill: Board Member

Shameka Smith: Board Secretary

Dr. Andrea Joseph-McCatty, PhD: Vice Chair

Nicole Friend: Board Member
Thank You To Our Past and Present Partners!

We thank you for your continued support in our efforts to contribute to The F.I.N.D. Design

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ANTIOCH MIDDLE SCHOOL
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ASPIRE-TN
BCD CONSULTING BE ABOUT CHANGE
BLACK GIRL FREEDOM FUND
CANE RIDGE HIGH SCHOOL
COMMUNITY FOUNDATION OF MIDDLE TN.
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DAVID GARDNER TRUCKING
DAVIDSON COUNTY COMMUNITY ADVISORY BOARD
DAVIDSON COUNTY JUVENILE COURT
EDGEHILL NEIGHBORHOOD PARTNERSHIP
EMMA LOU TOMPKINS FOUNDATION
GRANTMAKERS OF GIRLS OF COLOR
H.G. HILL MIDDLE SCHOOL
HILLSBоро HIGH SCHOOL
IMPACT YOUTH OUTREACH
JERE BAXTER MIDDLE SCHOOL
JOHN EARLY MIDDLE SCHOOL
LACHICA SPORTS
LAKEShore CHRISTIAN CHURCH
MARGARET ALLEN MIDDLE SCHOOL
MARTIN VENTURES MCKESSON
METRO NASHVILLE POLICE DEPARTMENT
METRO NASHVILLE PUBLIC SCHOOLS- SAFE SCHOOLS METRO NASHVILLE
PUBLIC SCHOOLS- STUDENT SUPPORT SERVICES
METRO STUDENT ATTENDANCE CENTER METROPOLITAN DEVELOPMENT HOUSING AGENCY (MDHA)
MOVES AND GROVES
O.L.L.I.E (ONLY LIVE LIFE IN EXCELLENCE)
PEARL COHN HIGH SCHOOL
PLAYERS COALITION
PRIEST LAKE PRESBYTERIAN CHURCH
SAM HOWARD EMPOWERMENT FUND
SOUTHERN BLACK GIRLS CONSORTIUM
STEELLAR SHOTS
THE DAN AND MARGARET MADDOX FUND
THE NASHVILLE PREDATORS FOUNDATION NASHVILLE CONFLICT RESOLUTION CENTER
THE WOMEN'S FUND TICKETS FOR KIDS CHARITIES
TWO RIVERS MIDDLE PREP
WRIGHT MIDDLE SCHOOL
YOUTH FOR CHRIST NASHVILLE

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