2020-2021 IMPACT REPORT

WWW.THEFINDDESIGN.ORG.

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Our Mission
To empower girls of color to fly (forever love themselves) and be the voice that shifts both internal and external narratives surrounding their identity and value, through cultural expressions, positive connections, curative training, and advocacy.

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

Exist Why?
The F.I.N.D. DESIGN exists to provide gender-based programming that provides a space for healing which empowers, elevates, and educates girls to be emotionally strong and resilient.

3542 SERVED
SINCE 2014
Providing a space for black girls to heal the loss of humanity of not being able to show emotions without repercussion.

EST 2014
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Don't try to fix me, I am not broken. Embrace who I am and you will see my strengths and powers.
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 curriculum 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, 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 to 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 uses a framework that allows them to see qualities, characteristics, and responsibilities of black and brown people of excellence. Because of the images and cultural curriculum used by services, girls of color 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 partnerships with Metro Nashville Public Schools (M.N.P.S.) and Davidson County Juvenile Court, 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 pushout 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 specifically for black girls.
Statement from our Executive Director

OOO Chillllleeee... So glad we made it... made it through!

I refuse to spend your time revisiting 2020-2021 and all the "entanglements" we found ourselves in. We already know. But I will use this opportunity to elaborate on how much we have evolved as individuals and as an organization through this process... even if it didn't look like we thought it would.

As we look back on and continue the process of moving forward, we want first to thank everyone that invested their time, money, energy, concerns, and prayers. Throughout this last year, I was reminded of the organization, which consists of a powerhouse staff, and their strength, passion, and heart that got us through such times. We rose to the moment while discovering new and creative ways to support each other, our girls, and our community.

We continued to ensure that black girls and other girls of color were heard and seen in many ways and placed ourselves on the front line of change related to systematic issues that directly impact them. We launched new programs and enhanced existing programs that amplified their voices as they experienced Covid-19 hardships. We created opportunities to financially support caretakers and families with mortgage, rental, and food assistance to alleviate the pandemic's effects and keep families together.

This time has taught us, yes, how to adapt, look deep inside, be still, and keep going when applicable. It taught us the beauty in "losing control" of the things we really never had control of in the first place. It taught us how to lean on each other amid complete utter chaos and reminded us how important it was to have a support system to walk through hard times.

Our mission remains prevalent as we continue to cultivate spaces to ensure that black girls matter!! We do this with an amazing board, team, partners, and a community of support— because collectively, we can create a world that everyone can shine!
66
GIRLS SERVED WITH HOLISTIC PROGRAMMING DESPITE COVID CHALLENGES.

214
HOURS OF EMOTIONAL SUPPORT AND MENTORING GROUPS.

36
FAMILIES RECEIVED RENTAL & MORTGAGE ASSISTANCE TO LIGHTEN THE LOAD DURING THE PANDEMIC

440
INDIVIDUALS RECEIVED FOOD ASSISTANCE

$45,600
TOTAL AMOUNT OF FUNDS USED TOWARD KEEPING FAMILIES IN THEIR HOME.
Maya one of our high school girls started the F.L.Y. program as a behavioral referral two years ago. Starting the program, she immediately canceled the Youth Development Specialist as another adult that she wouldn’t be able to trust.

After the staff introduced herself sharing her own story, which sounded quite similar to hers, Maya realized something distinct about this FIND Staffer. After serious skepticism, she decided to be open to giving her a chance. As Maya participated weekly in emotional support groups, you could observe her testing the authenticity of her facilitators as she listened closely for contradictions and broken commitments. The lack of consistency from programs she participated in, in the past, played a considerable part in her trust issues. Maya wasn’t ready to be completely vulnerable without knowing if she would be “dropped” again or forgotten. In her 1:1 sessions, you could witness Maya continue her examinations as she would purposely say things to see if she would receive a judgemental reaction. She would later share that “many programs come into the schools, but they don’t stay, or truly care about us.”

"I learned throughout the F.L.Y. Program that everyone is not out to get me, and you can’t judge people without giving them a chance; it could be your blessing in disguise."

The team worked with Maya to established her personal S.M.A.R.T. goals and watched her celebrated herself as she checked off each goal. It was great to see her motivated by her newfound tool of self-kindness and grace. Her self-awareness since the initial program days had noticeably grown by leaps and bounds. Recently Maya shared, "I learned throughout the F.L.Y. Program that everyone is not out to get me, and you can’t judge people without giving them a chance; it could be your blessing in disguise."

Maya has now moved up to the high school, where she is thriving amid a pandemic. She has secured a part-time job, continues to use her leadership skills, especially with conflict resolution, and has even developed a passion for speaking for girls of color and starting her own business one day. Now that’s F.L.Y!

"F.L.Y. GIRL"

Adjective- RESILIENT

Noun- A SURVIVOR, A GIRL WHO REFUSES TO GIVE UP DESPITE A SET OF SYSTEMS & OBSTACLES THAT GET IN HER WAY.

Verb- USES HER S.W.A.G. (STRENGTH, WILLINGNESS, AWARENESS, AND GENEROSITY) DAILY.
While any young girl can be a F.L.Y Girl, our participants represent the communities in Nashville in which we serve. Our programming primarily serves South Nashville (37013, 37217, 37011, 37210, 37212). Additionally, our services were requested in area code 37208 specially by the Metro Nashville Schools system. Research shows these area codes lack gender-specific services for girls.

**YES, THIS NUMBERS ARE CORRECT!!!**

- **100%**
  - Girls reported going to the next grade level or graduating high school.

- **100%**
  - Girls showed an increased level of key social skills (i.e. interpersonal communication and conflict resolution)

- **100%**
  - Of girls surveyed felt that they had a sense of belonging & support within the group among the mentors and their peers.
This year was like no other. From school closures, Covid fears, and new Covid protocols. Our staff worked tirelessly to develop innovative and engaging ways to connect with students in the virtual setting. Each week the girls would meet virtually as a group for sessions for 1 hour on Tuesdays. During these sessions, the facilitators would conduct themed basis discussions w/ activities to provide resources, foster inclusion among their peers, and provide an escape from the Covid isolation. Staff would hand-deliver or mail out weekly "FLY Girl kits" that would include materials for session activities and snacks. Such topics included: Self-Care, Self-Worth, & Entrepreneurship, etc.

In addition, due to the change to virtual school, mentors also conducted 1:1 sessions to focus on individual student needs. Some often had to advocate for the student on school matters.

Educate, Empower, Elevate & STAY FLY

214 HRS. OF MENTORING

Shareese Y. Chapman
CO-FOUNDER/DIRECTOR OF PROGRAMS
It's summer 2021, we've survived a tornado, Covid-19, & murder hornets, it's time to get back to business, as only a GIRL BOSS can do!

The F.I.N.D. Design in partnership with D.Y.M.O.N. IN THE ROUGH brought black girls in Nashville together for the much needed education around the areas of leadership and entrepreneurship while having an unforgettable summer!

The 6-week summer focus was to support the economic empowerment and mental health and wellbeing of black girls and other girls of color through social entrepreneurship and leadership education.

With that goal in mind, we fostered >>>

Youth Led & Youth Supported Initiatives

Youth learned how to earn money, set tangible goals, & develop entrepreneurship skills.

We intentionally cultivated experiences where youth built self-confidence, healthy relationships and left camp knowing their true value.
I had so much fun at the showcase even though I was nervous doing by business pitch but having other sisters stand beside me helped me to not be afraid anymore.

- FLY Girl

I’m Bossy, Program Participant

I feel like the FLY Girl group is helping me quite a lot. It’s making me observe real life and how to approach challenges. I appreciate our group leaders for always encouraging me.

- F.L.Y. Girl Participant

Take time and energy and invest in your future...your children. This brings me life because I AM SHE. The little black girl who looks at the sky and wonders what is my place on this earth. Thank you Find Design for giving these girls that vision in the sky, that hope, the bond and the knowledge. They need to know they are not alone and we will hold their hands as we take our place as Princess to Queens on this Earth!

- ASHANNA, PARENT OF I'M BOSSY PARTICIPANT.

"I’ve gained sisters that I never thought I would have through F.L.Y. Group. It makes me happy to know people really care for me and love me.

- F.L.Y Girl Participant.

I had so much fun at the showcase even though I was nervous doing by business pitch but having other sisters stand beside me helped me to not be afraid anymore.

- FLY Girl

I’m Bossy, Program Participant
FINANCIALS AT-A GLANCE

SINCE THE INCEPTION OF THE F.I.N.D. DESIGN IN 2014, EACH YEAR’S REVENUE HAS AT MINIMUM INCREASED BY 50%. BELOW YOU CAN SEE A VISUAL TREND OF THOSE INCREASES.

YEAR BY YEAR REVENUE

2018-2021

2019-2020

2020-2021

64%

Increase from 2019-2021

2020-2021 EXPENSES

Administrative
13.6%

Program Services
86.4%

Q1 of 2021-2022 has already seen an increase (compared to the same time in 2020) of 251%
EDWINA FREEMAN
PROGRAM COORDINATOR

KEDRA SMITH
ADMINISTRATIVE ASSISTANT

CAMILLE HAYGOOD
CONTENT MANAGER

MYCHELLA PERRY
YOUTH DEVELOPMENT SPECIALIST
F.L.Y. BOARD MEMBERS

CORLETRA MANCE
BOARD CHAIRWOMAN
Mance Law Office

ALESHIA CURRY
BOARD VICE CHAIRWOMAN
Michael Hyatt & CO

SHAMEKA SMITH
BOARD SECRETARY
Asurion Insurance Services

RACHELLE GROSS
BOARD SECRETARY
Unique For You Accounting Services

REV. DR. CINDY SCHWARTZ
BOARD MEMBER
Priest Lake Presbyterian Church

DR. LINDA PLUMMER
BOARD MEMBER
Tri-Star Medical Group

HEATHER BARTON
BOARD MEMBER
Baby and Co.

EMILY BRENnan
BOARD MEMBER
Vanderbilt Owens School of Management

ASHLEY GARTH
BOARD MEMBER
Garth Media
THE F.I.N.D. DESIGN
ACKNOWLEDGEMENTS ITS F.L.Y. PARTNERS!

ANTIOCH HIGH SCHOOL
ANTIOCH MIDDLE SCHOOL
APPALACHIAN COMMUNITY FUND
BCD CONSULTING
BE ABOUT CHANGE
BLACK GIRL FREEDOM FUND
CANE RIDGE HIGH SCHOOL
COMMUNITY FOUNDATION OF MIDDLE TN.
THE DAN AND MARGARET MADDUX FUND
DAVID GARDNER TRUCKING
DAVIDSON COUNTY COMMUNITY ADVISORY BOARD
DAVIDSON COUNTY JUVENILE COURT
D.Y.M.O.N. DYNAMIC YOUNG MINORITIES OF NASHVILLE
EDGEHILL NEIGHBORHOOD PARTNERSHIP
EMMA LOU TOMPKINS FOUNDATION
GRANTMAKERS OF GIRLS OF COLOR
H.G. HILL MIDDLE SCHOOL
HILLSBORO 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 ASPIRE-TN
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
THE NASHVILLE PREDATORS FOUNDATION
NASHVILLE CONFLICT RESOLUTION CENTER
O.L.L.I.E (ONLY LIVE LIFE IN EXCELLENCE)
PEARL COHN HIGH SCHOOL
PRIEST LAKE PRESBYTERIAN CHURCH
PLAYERS COALITION
SAM HOWARD EMPOWERMENT FUND
SOUTHERN BLACK GIRLS CONSORTIUM
THE WOMEN’S FUND
TICKETS FOR KIDS CHARITIES
TWO RIVERS MIDDLE PREP
WRIGHT MIDDLE SCHOOL
YOUTH FOR CHRIST NASHVILLE

WE THANK YOU

FOR STANDING IN THE FRONT, SIDE, AND BEHIND BLACK GIRLS AND OTHER GIRLS OF COLOR.
"I HAVE FOUND THAT AMONG ITS OTHER BENEFITS, GIVING LIBERATES THE SOUL OF THE GIVER."

MAYA ANGELOU

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The F.I.N.D. Design Organization

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IMPACT REPORT
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