

ANNUAL REPORT

THE F.I.N.D. DESIGN

2019-2020



THE
F.I.N.D.

D E S I G N

FAMILIES IN NEED OF DIRECTION

WWW.THEFINDDDESIGN.ORG

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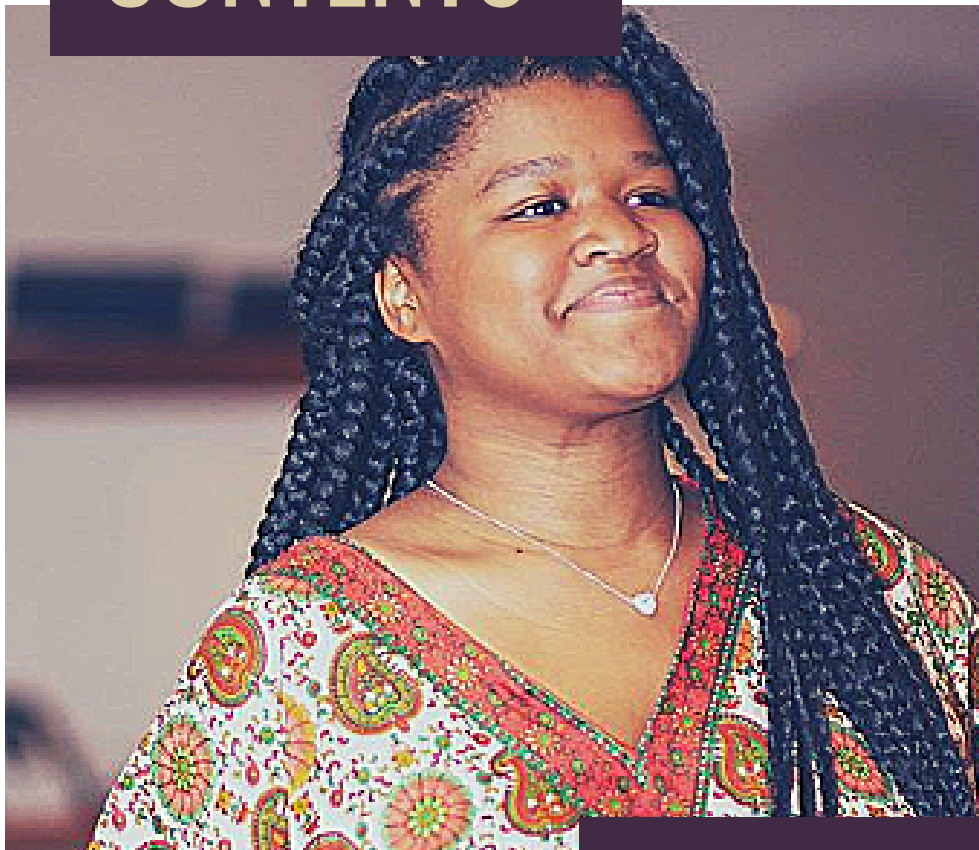
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Giving girls a platform where they can
be seen, heard, and connected.

EST 2014

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The world needs my light and with you having my back and front, I can't help but **Shine**!

A MESSAGE FROM OUR FOUNDERS



KARA JAMES-JOHNSON

CO-FOUNDER/EXECUTIVE DIRECTOR



SHARESE CHAPMAN

CO-FOUNDER/DIRECTOR OF PROGRAMS

We hope you are keeping well in these unprecedented and difficult times. Just knowing that the previous sentence is our new "hello", reminds us of how surreal our "normal" is at this time and the impact it has had on us as individuals, communities, nation, world. Our thoughts continue to stay with everyone impacted by the Coronavirus (COVID-19). Despite all that 2020 has forced us to confront, The F.I.N.D. Design continues to be resilient.

From March to May of 2020, we went into "adaptive mode" and completed 35 virtual sessions as an immediate response to the virus shutdown. To be fully transparent, we still don't know if that was admirable or foolish in such times. We did, however, understand the mental space that our girls were in having already gone through 6 months of programming. The type of services we provide are known to open girls up to vulnerabilities and complete transformations that they have never experienced before. To end abruptly in the middle of this process could have resulted in major setbacks. To give you a visual, imagine the harm and danger to the butterfly going through its metamorphosis and how dangerous it is for the process to stop midstream. And just like the butterfly and understanding this risk, we simply were unwilling to take that chance... so continued we did.

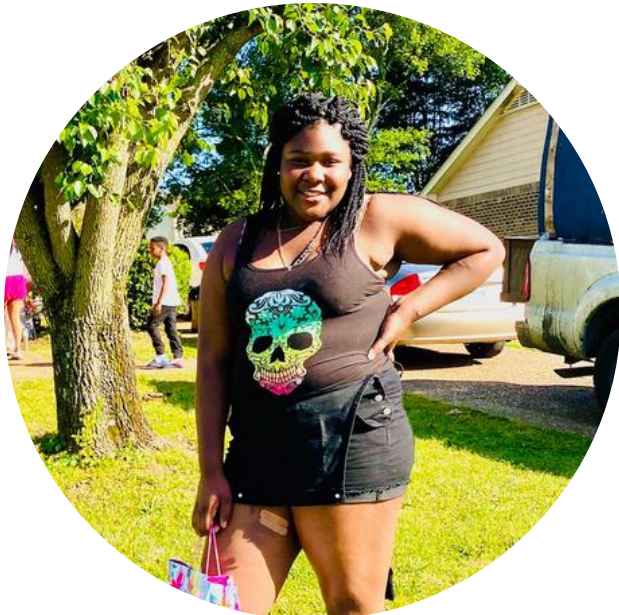
The circumstances remain unknown and unpredictable, and some determinations are not within our control. However, we will continue to stay dedicated to our girls and the community. And while we foresee some hard challenges ahead, we continue to be hopeful that the difficulties that we are forced to face, will lead to saving more lives than we, unfortunately, lost so tragically.

We are F.L.Y. Girl Strong!

Kara M. James-Johnson

Sharese Y. Chapman

F.L.Y GIRL LATIA'S STORY



"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.

Latia was introduced to the program as a John Early Middle School referral due to being labeled as having "behavioral" challenges. From initial observations, Latia kept to herself and was not interested in the possibility of connecting with others. The familiar "go-to" of what may look like defensiveness to some that lack the cultural knowledge, was simply an internal wall that had been built from direct and indirect rooted traumas that she carried of herself and previous generations. Over the next couple of months, The F.I.N.D. Design did what it was known to do and used culturally relevant, relatable, strength-based, innovative services that applied social-emotional learning, hands-on activities, and 1:1 training and coaching to start the process of breaking down the walls of vulnerability. Over this time, it was visible that Latia started to feel a "connectedness" that allowed her to draw within her internal strengths and blossom into the young lady that we knew pre-existed. On this journey of self-discovery, she began to open up to her coaches and felt comfortable asking for support when she felt overwhelmed. We saw grades improve, confidence grow, and tools being used for positive decision making.

On March 3, 2020, a tornado ripped through our city-devastating everything in its path and destroying Latia's home where she shared with her mom, siblings, grandmother, and cousins. Everything was gone. Not able to connect with her for days, search efforts paid off as we finally located her family in Clarksville with other family members. Fortunately in our "my sister's keeper" way, we were able to aid the family with short and long term resources provided by private funds and community supporters. Additionally, the family was able to secure temporary housing and essentials.

"I refuse to let my circumstances define me. As our fly girl shirts say, I will beat the odds"

As that wasn't enough, COVID-19 showed its head and school was canceled, yet again, forfeiting her 8th-grade festivities. The last blow came in May, when her, her little brother, and her mom was attacked by a pit-bull shortly after moving into her new home. The dog bit her over 7x's causing deep wounds and hospitalization for all parties involved. Because of hospital restraints for COVID-19, she could only reach out to limited individuals. Her "go-to" was her F.L.Y. Girl Coach who she knew would be there to support and comfort her during this time. Once again, we were able to connect the family to resources, such as Priest Lake Presbyterian Church, who provided additional support during this time. Through it all, Latia has continued to draw from her learned tools which expanded her knowledge of her lineage of warriors that she was standing on the shoulders of. Her strength, willingness, and fearlessness have stood the test of times as she learns to fully embrace her inner F.L.Y. Girl.

Latia aspires to finish high school, attend college, and work to help support her family.



PROGRAM DATA 2019-2020

**85
GIRLS**

MNPS STUDENTS
(SCHOOL-BASED/AFTER-SCHOOL PROGRAM)

**152
YOUTH &
FAMILIES**

SERVED THROUGH
COMMUNITY
SERVICE EFFORTS

**31
GIRLS**

SERVED AT REBUILT
TO FLY SUMMER
EXPERIENCE 2019

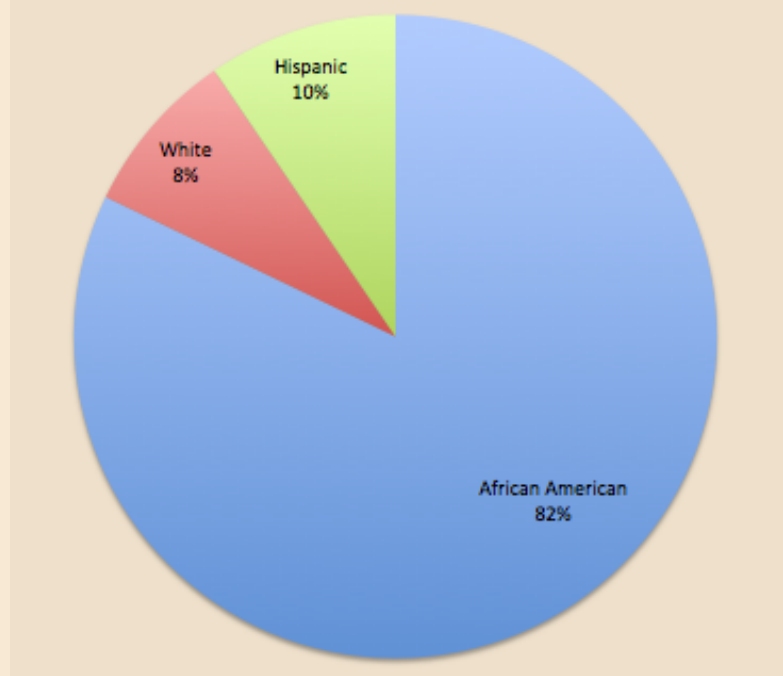
**55
GIRLS**

COMPLETED WEEKLY
COVID-19 RESPONSE
SERVICES.

Despite all this year's challenges, we made a tremendous impact during our 2019-2020 year. From the amazing young ladies that were empowered throughout the year, to our amazing partners, parents, and staff who worked tirelessly to pull it all together, we remained F.L.Y. and never wavered in the goal and the mission.

DEMOGRAPHICS

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.



2020

STATISTICS...

SCHOOL-BASED SITES

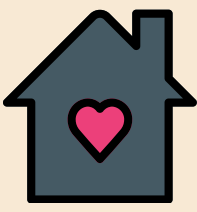
- Antioch Middle School
- John Early Middle School
- Margaret Allen Middle School
- Jere Baxter Middle School
- H.G. Hill Middle School



Participants showed a decrease in disciplinary referrals verified through MNPS 9-week data report.



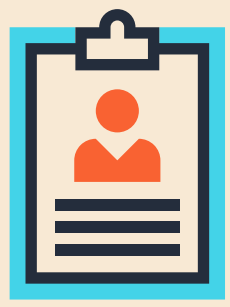
Participants reported going to the next grade level or graduating high school.



AFTER-SCHOOL

THE SPOT serving the Edgehill Neighborhood and students from Hillsboro, J.T. Moore

CURRICULUM-BASED SITES



Participants showed an increased level of key social skills (i.e. interpersonal communication and conflict resolution) verified through pre-post assessments and questionnaires (Strengths and Difficulties Questionnaire/Pearson Clinical Assessment).





2020 will always be the year that completely changed our lives. Our services, which very foundation embraces in-person connections, were completely shut down leaving us to wonder how we would continue to provide the safe space that "our girls" had grown dependent on.

As F.L.Y. Staff do, we instantly tapped into our resilience as an organization and exhibited the tools and skills we teach weekly, "if you stay ready, you don't have to get ready". Our staff and leadership applied their creativity and was able to provide limited uninterrupted services, using a virtual platform...

During this time we were able to stay socially engaged by creating "safe zones" for weekly "check-ins" that provided tools to cope with heightened anxieties, panic, sadness, and frustrations from being away from school and missing key pivotal moments such as prom, senior week festivities, and graduation.

To applaud the girls for their efforts and to teach them to embrace moments of completion, we were able to do "drive-by and drop off" graduation mini ceremonies for all of our F.L.Y. Girls. We want to give a special thanks to our sponsors. **The Dan & Margaret Maddox Fund** and our **Big Payback Donors** for sponsoring gift bags for each graduate.

We needed each other during these hard times... even from a distance. This gesture was able to serve that need as we remained #FLYGirlStrong.

35

VIRTUAL SESSIONS

Congrats!

CLASS OF 2020

15

F.L.Y. Girl
Graduates (that didn't get traditional graduations)

PROGRAM- Edgehill Neighborhood Partnership



The F.I.N.D. Design is only possible with the support of great partners. We have partnered with the Edgehill Neighborhood Partnership for the last 2 years with "The Spot" program.

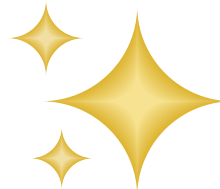
The Spot is an after-school program where high school girls from the Edgehill neighborhood are nurtured through positive relationships, as they work to become the best version of themselves. It's a place to hang, learn, respect, and grow academically, emotionally, mentally, and socially.

**"FLY SESSIONS HAVE HELPED ME
TO FIND MY VOICE AND BE ABLE TO
SPEAK MY MIND MORE"-EDGEHILL,
FLY GIRL**

The Spot FLY Girls Rock!!!

We want to highlight three "The Spot" F.L.Y. Girls:

- 2 Graduating Seniors
 - Beatrice Attending Nashville State College
 - Canesha Attending Cosmetology School
- Arkeasha is our latest FLY entrepreneur
 - T-shirt design



BLACK LIVES MATTER!! TAKING A STAND AGAINST RACISM AND INEQUALITY



The F.I.N.D. Design's very origination came from black girls and women feeling under-valued, not seen, and not heard... Our goals emphasizes the need to overcome barriers of poverty and race, provide space for cultural expressions, promote ethnic pride, heal through positive connections, and give girls a platform to use their voices. We take a stand, and a knee, against racial injustices, and condemn all systemic racism (i.e over-policing, incarceration, brutalization, and murder of black people). We are committed to continue and expand efforts that lead to a better future for our girls.

"An injustice anywhere, is a threat to justice everywhere!"
- Dr. Martin Luther King Jr.

Additionally, we are dedicated to changing the narratives of black girls by helping the community see that they are strong, resilient, intelligent, creative, honorable, and deserving of environments that are supportive, honest, and inclusive.



F.L.Y. VOLUNTEERS



Our volunteers are the heart of our organization. We look to our volunteers to support and extend our reach in carrying out the mission. The F.L.Y. volunteers complete a step level approach to ensure that they are committed to our girls and their continued success.

The work and opportunities don't just stop at working with the girls. We are grateful for volunteers that work behind the scenes on community and administrative initiatives as well.



"VOLUNTEERS ARE NOT PAID--NOT BECAUSE THEY'RE WORTHLESS, BUT BECAUSE THEY'RE PRICELESS!"



53
VOLUNTEERS



90
VOLUNTEER
HRS
COMPLETED

F.L.Y. GIRL SPEAKS...



"I went through where I didn't have enough confidence to know what self love was. But when I started going through the group, it taught me a lot about myself. It taught me how to love myself no matter what... Even on my worst days, you're still beautiful no matter what. It taught me that I am loved."

- F.L.Y. GIRL,
8TH GRADER, JERE BAXTER MIDDLE



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
7th Grader, Jere Baxter



It's ok to say how you feel. You can be thankful. It's helped me as a person so I can help others. I can talk about personal things

- F.L.Y. GIRL,
8TH GRADER, ANTIOCH MIDDLE



I learned everything because the ladies that help us are amazing and they help out a lot.

- F.L.Y. Girl
7th grader, Margaret Allen Middle school



"I really appreciate this group. It really helps me prepare for life because that I am going to college next year. I know that at any moment I can call one of my group leaders and they will be there for me. Even after I graduate, like they don't go away they are always there and I really appreciate what they have done for me. They taught me to love myself just like I am."

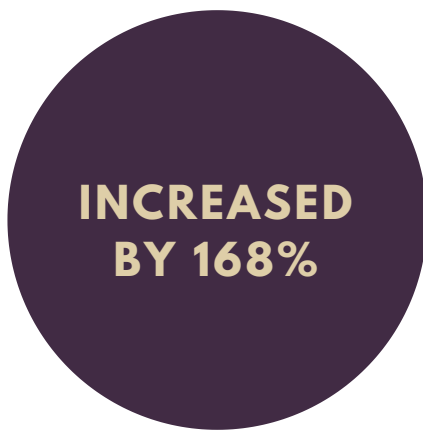
- FLY Girl
12th Grader, Hillsboro High School



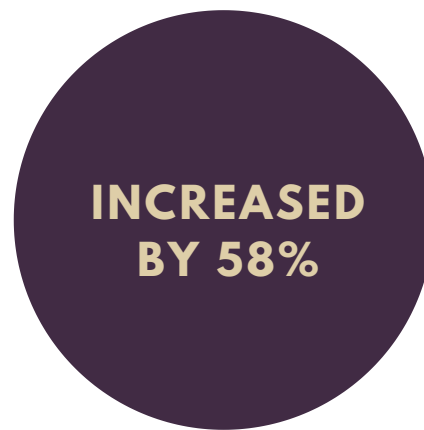
REVENUE INCREASE

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.

2018-2019

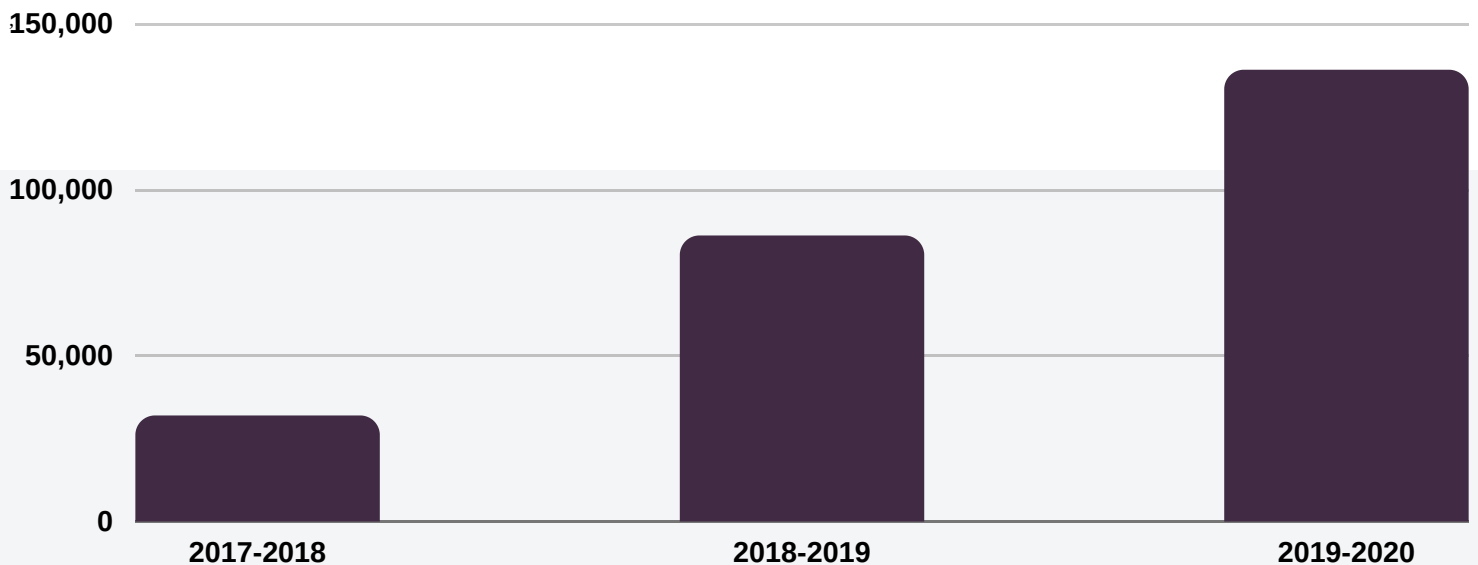


2019-2020



YEAR BY YEAR REVENUE

2017-2020



THANKS TO OUR F.L.Y. PARTNERS



**ANTIOCH HIGH SCHOOL
ANTIOCH MIDDLE SCHOOL
BCD CONSULTING
BE ABOUT CHANGE
CANE RIDGE HIGH SCHOOL
COMMUNITY FOUNDATION OF MIDDLE TN.
THE DAN AND MARGARET MADDOX FUND
DAVID GARDNER TRUCKING
DAVIDSON COUNTY COMMUNITY ADVISORY
BOARD
DAVIDSON COUNTY JUVENILE COURT
EMMA LOU TOMPKINS FOUNDATION
H.G. HILL MIDDLE SCHOOL
HILLSBORO HIGH SCHOOL**

**IMPACT YOUTH OUTREACH
JERE BAXTER MIDDLE SCHOOL
JOHN EARLY MIDDLE SCHOOL
LAKESHORE CHRISTIAN CHURCH
MARGARET ALLEN MIDDLE SCHOOL
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)
THE NASHVILLE PREDATORS FOUNDATION
O.L.L.I.E (ONLY LIVE LIFE IN EXCELLENCE)
PEARL COHN HIGH SCHOOL
PRIEST LAKE PRESBYTERIAN CHURCH
THE WOMEN'S FUND
TICKETS FOR KIDS CHARITIES
TWO RIVERS MIDDLE PREP
WRIGHT MIDDLE SCHOOL
YOUTH FOR CHRIST NASHVILLE**

ADDITIONAL F.L.Y CREW



EDWINA FREEMAN

YOUTH DEVELOPMENT SPECIALIST



CAMILLE HAYGOOD

YOUTH DEVELOPMENT SPECIALIST

BOARD MEMBERS



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Interim Board Chair



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Board Member



REV. DR. CINDY SCHARTZ

Board Member



HEATHER BARTON

Board Member



DR. LINDA PLUMMER

Board Member



"AT THE END OF THE DAY, IT IS NOT ABOUT WHAT YOU HAVE OR EVEN WHAT YOU'VE ACCOMPLISHED... IT'S ABOUT WHO YOU'VE MADE BETTER. IT'S ABOUT WHAT YOU'VE GIVEN BACK."- DENZEL WASHINGTON

**WE CANNOT THANK YOU ENOUGH,
OUR F.L.Y. SUPPORTERS, FOR YOUR
GENEROSITY!
YOU "AIN'T" SEEN NOTHING YET...
SINCERELY,
YOUR...**

