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.

Vision
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 empowers, elevates, and educates girls to be emotionally strong and resilient.
We deserve to be heard, seen, valued, supported, and respected, too!

- Says black girls.
TABLE OF CONTENTS

6 ABOUT THE ORGANIZATION
7 FOUNDERS MESSAGE
8 PROGRAM DATA
9 STORY OF A F.L.Y GIRL
10 DEMOGRAPHICS/STATISTICS
11 FOREVER LOVING YOURSELF
12 I'M BOSSY SUMMER CAMP
13 F.L.Y GIRL SPEAKS
14 FINANCIALS
15 OUR FLY TEAM
16 OUR FLY BOARD MEMBERS
17 THANK YOU PARTNERS
Don't try to fix me, I am not broken. Allow me to be me, 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.
We refuse to spend your time revisiting 2020-2021 and all the entanglements we found ourselves in. We already know. But we 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.

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. It reminded us how important it was to have a support system to walk through hard times, so you didn't have to face them alone. We know that we are still in this thing and if or when an end is in sight (whatever "end" means). But we know that we are resilient people, which creates a resilient organization with the heart and determination to ensure that black girls and other girls of color are not left behind! Our foundation guarantees that their voices are at the forefront of creating change for generations to come. We are so honored to walk alongside them and guide them on their journey of learning who they are, not who they have been told to be. We are intentional in advocating on their behalf in spaces that are pushing them out into systems they never belong in, in the first place.

We hope that you will join us on this path and how black girls and women matter!!!

Kara M. James
Shareese Y. Chapman
PROGRAM DATA

66 GIRLS SERVED WITH HOLISTIC PROGRAMMING DESPITE COVID CHALLENGES.

214 HOURS OF EMOTIONAL SUPPORT AND MENTORING GROUPS.

440 INDIVIDUALS RECEIVED FOOD ASSISTANCE TO ALLEVIATE COVID-19 CHALLENGES.

$46,500 IN RENTAL ASSISTANCE FOR 36 FAMILIES

120 COMPLETED HRS OF LEADERSHIP & ENTREPRENEURSHIP THROUGH THE I'M BOSSY SUMMER CAMP.

542 SERVED
Mentorship Matters - The Story of "Maya".

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."

Maya began to set S.M.A.R.T. goals and didn't wait for us to applaud her. She began to celebrate herself as she checked off each goal accomplished while using her newfound tool of showing herself 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.!
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.

DEMAGRAPHICS & STATISTICS

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.

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

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.

YES, THIS NUMBERS ARE CORRECT!!!
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.
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 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
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.

2019-2020

Increase by 98%

YEAR BY YEAR REVENUE

2018-2021

- 2018-2019
- 2019-2020
- 2020-2021
ADDITIONAL F.L.Y CREW

EDWINA FREEMAN
PROGRAM COORDINATOR

KEDRA SMITH
PROGRAM SUPPORT COORDINATOR

CAMILLE HAYGOOD
CONTENT MANAGER

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

CORLETRA MANCE
BOARD CHAIR

ALESHIA CURRY
BOARD VICE CHAIR

SHAMEKA SMITH
BOARD SECRETARY

RACHELLE GROSS
BOARD TREASURER

REV. DR. CINDY SCHWARTZ
BOARD MEMBER

DR. LINDA PLUMMER
WARD
BOARD MEMBER

HEATHER BARTON
BOARD MEMBER

EMILY BRENNAN
BOARD MEMBER

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

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

The F.I.N.D. Design
2787 Smith Springs Rd.
Nashville, TN. 37217
615-647-8222

www.thefinddesign.org.
info@thefinddesign.org
@thefinddesign

THE F.I.N.D. DESIGN
IMPACT REPORT 2020-2021