

Jonathan Spikes
DISCOVERY.COMPASSION.GROWTH
Foundation, Inc.

ANNUAL
REPORT

2016

***Holistically impacting lives of youth & families
through advocacy, education & collaboration.***

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Message from Board Chair



As I self-reflect on this past year as Board Chair of the Jonathan Spikes Foundation, Inc. we have had an amazing year of growth. Our primary goal is to holistically impact the lives of youth & families through advocacy, education & collaboration. While there have been obstacles, we have also had many successes. A Board of Directors was elected to build our strategic platform to ensure it aligns with the programs that we offer. We wrote and produced the stage play, “I Know What I Am and I Am Not What You Call Me,” challenging stereotypes and teen life issues at a major cultural arts center in Miami.

More than 8 high schools from Miami-Dade County Public Schools participated. At the conclusion of each show, there was a “talk back” in which many of the students opened up and shared how the play personally impacted them.

Our founder, Jonathan Spikes’ vision was to empower people to live better lives. Because of his vision, we are focusing our immediate efforts in the Behavioral Health arena—psychological, emotional, academic and social well-being of youth and their families.

The nightly news headlines are constant reminders that we are facing challenging issues on many fronts especially as it relates to our youth dying to gun violence. We don’t have all the answers but it is the mission of the Jonathan Spikes Foundation to foster positive strategies for our children to learn conflict resolution, life skills, and principles empowering them to thrive and live productive lives. We will continue to promote social, emotional and mental well-being by providing high-quality services with measurable outcomes through the Affirming Youth PEAS initiative. That is our purpose! That is our passion! That is our calling!

I am proud of what Jonathan Spikes Foundation accomplished in 2016, which include being awarded \$100,000 grant to continue our quest in building a more productive community. I am equally excited about our future. In the fall of 2017, we are launching Affirming YOUTH Behavioral Health which will offer clinical behavioral health services to youth and their families. I’m asking you to partner, collaborate and/or volunteer with us as we embark on this new and exciting journey. We are excited about the future of the Jonathan Spikes Foundation and the lives that we will continue to empower. My colleagues on the board, stakeholders, and CEO are consistently committed to fostering protective factors emotionally, physically, and psychologically into those whose lives we touch. Together we can make this happen. Together we can change the narratives of the nightly news headlines. Together, we are the solution!

Regards,

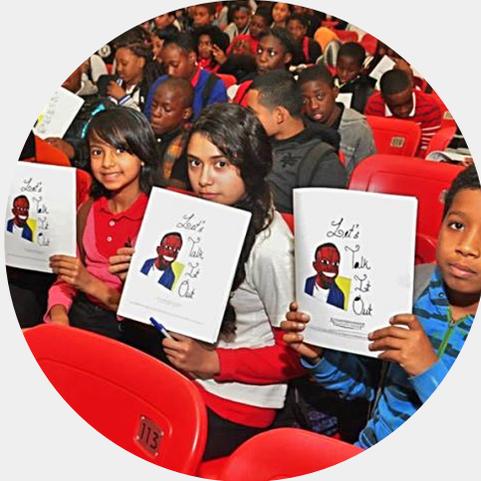
Dr. Tangier Scott

Dr. Tangier Scott, Board Chair
Jonathan Spikes Foundation, Inc.

Mission

Our mission at Jonathan Spikes Foundation, Inc. is Holistically impacting lives of youth & families through advocacy, education & collaboration.

Programs



Let's Talk It Out Conflict Resolution Program

Let's Talk it Out is a conflict resolution program geared towards the adolescent population to help youth monitor, understand, and manage their stress, anger, and other difficult emotions. The objective is to teach them proactive strategies to navigate and resolve disputes to circumvent verbal and/or physical aggression and to support pro-social skills.



Affirming YOUTH Workshop

Affirming YOUTH is a workshop where youth, 14 - 21 years old, as well as their parents, can come to learn and understand experiences different from their own. A workshop where inclusion is paramount; where diversity and words used to communicate matter; and where knowing creates empathy.



I Know What I Am and I Am Not What You Call Me Stage Play

A riveting stage play of Damon McBlessed, a young man who is constantly at war within himself as he attempts to define who he is, not only to himself, but to God, his family, and his culture. His story is reminiscent of a cascading waterfall that flows from unimaginable heart-wrenching cycles of abuse, into multilayered fields of a sometimes funny, often horrid but always hopeful, personal journey of a young man coming of age. The result is an arresting portrait of hope and the true mean-

Let's Talk It Out Program Impact

“I’d rather someone teach me how to do things, that has actually gone through the situation, than someone to just come out and say you shouldn’t do it.”

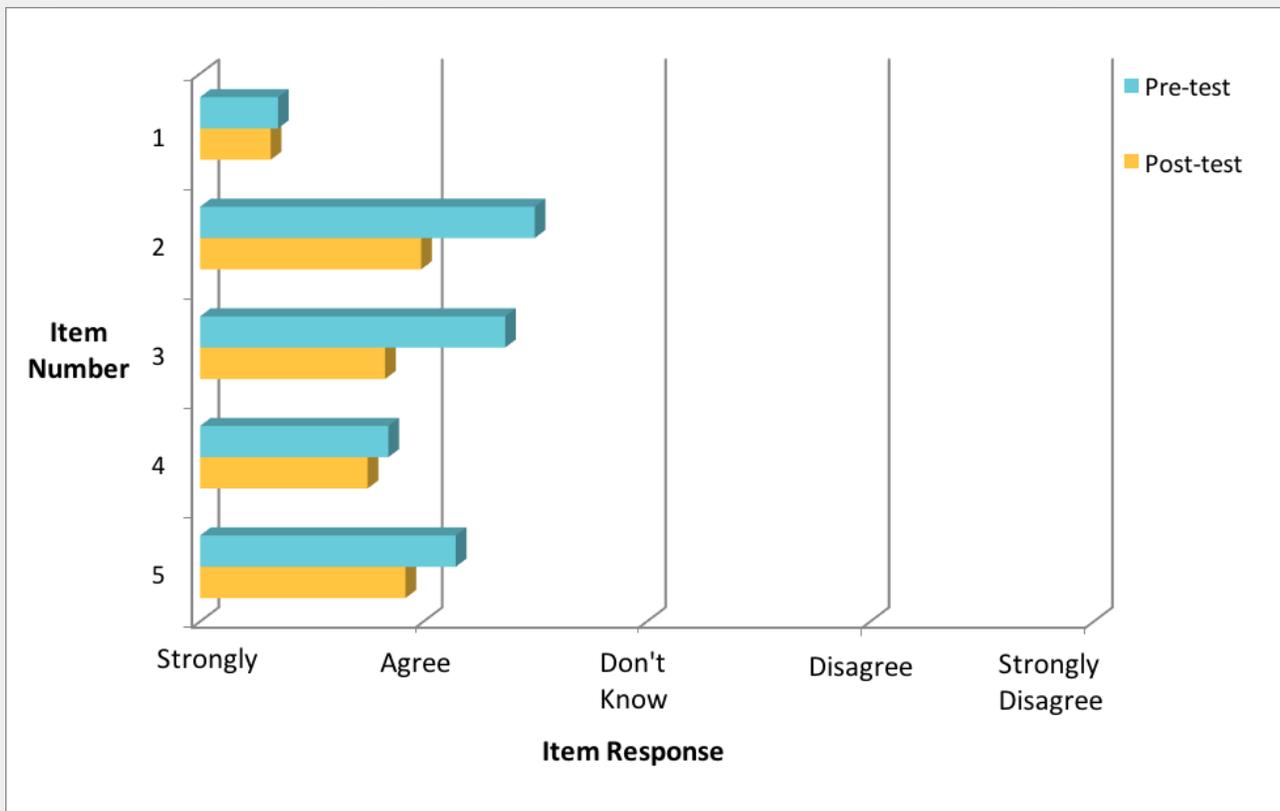
- Kwaynesha Spencer



“The way he [Jonathan Spikes] turned it out at the end, to show us that there are more negative effects than positive effects, really made everybody think about what they should be doing.”

-Devry Russell

Figure 1. Pre- and post-test means for items 1 through 5



Item # 1: I know what “bullying” means.

Item # 2: I feel comfortable handling an argument or disagreement with someone I know without raising my voice or using physical aggression with that person.

Item # 3: I know three useful and nonviolent ways of dealing with someone that is bullying me in a way that is peaceful and respectful both to me and the individual who is acting like a bully.

Item # 4: I think it is ok to teasesomebody or to push them around just because I can, although it may hurt their feelings or hurt them physically because they need to be tough and they should not be so soft anyway. ¹

Item # 5: I know at least two adults or peer mediators that I will talk to when I feel that I am being bullied by someone and feel that I can’t handle the situation by myself.

The results show that the children’s level of agreeableness to questions 2 and 3 increased significantly as seen in the reduction of scores from the 2.5 level to less than 2.0 level for those items. These decreases in scores were statistically significant at the 95% confidence level.

¹ Item # 4 was reverse-coded so that the scoring would be consistent (since this statement is phrased in a negative manner). In other words, to strongly disagree in this case would be analogous to agreeing that bullying behavior is unacceptable.

I Know What I Am and I Am Not What You Call Me Impact



"I felt a very deep and honest connection to some of the characters especially, Damon, the main character who struggles with being accepted by his family and contemplates if he wants to be himself or be what everyone thinks he should be. When Damon was being treated unfairly by his mother; and the pastor was forcing religion on him, it was very hard to cope with it so he decided to try and become what that wanted he to be and ultimately it crushed him. I can relate in that sense of having to be what you're not so you aren't attacked or ridiculed by people."

-Izaiah Scott

"The I Know What I Am and I Am Not What You Call Me Stage Play spoke to me in a language that only I understood inside of my mind. It was a story of different circumstances and events however it hit home and it showed me a reflection of my emotions and actions, how I am affected by my own thoughts and self-image and how others can also influence them. The play exposed the frustration and torment of discovering ones true attraction toward people of the same sex. Some may be accepting while others may withdraw. The people who you are the closest may be the first ones to reject you entirely all because you can't change who you love for anything in the world. The play had humor and sentimental moments that made me want to make you overflow with tears and empathy for the main character, Damon McBlessed. I applaud the playwright for bringing the truth of the LBGT community into the light so others can see it themselves even if it may make some uncomfortable. These events in the play are what is happening everyday in the lives of young children who are trying to figure out who they are. The show has taught me how to love others, how to love myself and ultimately how to care and support my fellow neighbors because in the end we're all human beings that deserve equality and justice. I deeply appreciate the opportunity to be able to see a wonderful play."

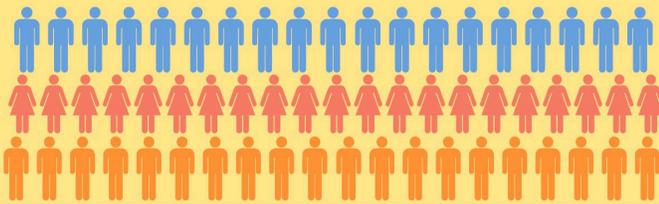
- Cameron Holder

BY THE NUMBERS

IN 2016

YOUTH

241



Youth participated in our Let's Talk It Out Conflict Resolution /Anit-Bullying Workshop

BOOK SIGNING

172



Participants at our book release party at Martini Bar Gulfstream and Book Signing at the 2016 Miami Book Fair #BlackMenWrite

STAGE PLAY

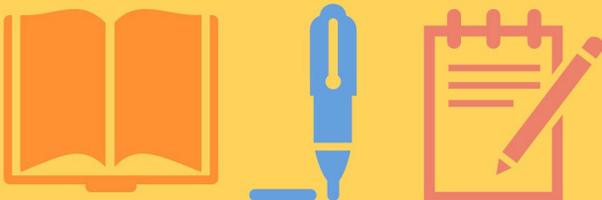
373



Participants at the I Know What I AM and I Am Not What You Call Me Stage Play

DONATIONS/REVENUE

\$154,456



was collected to operate our programs.

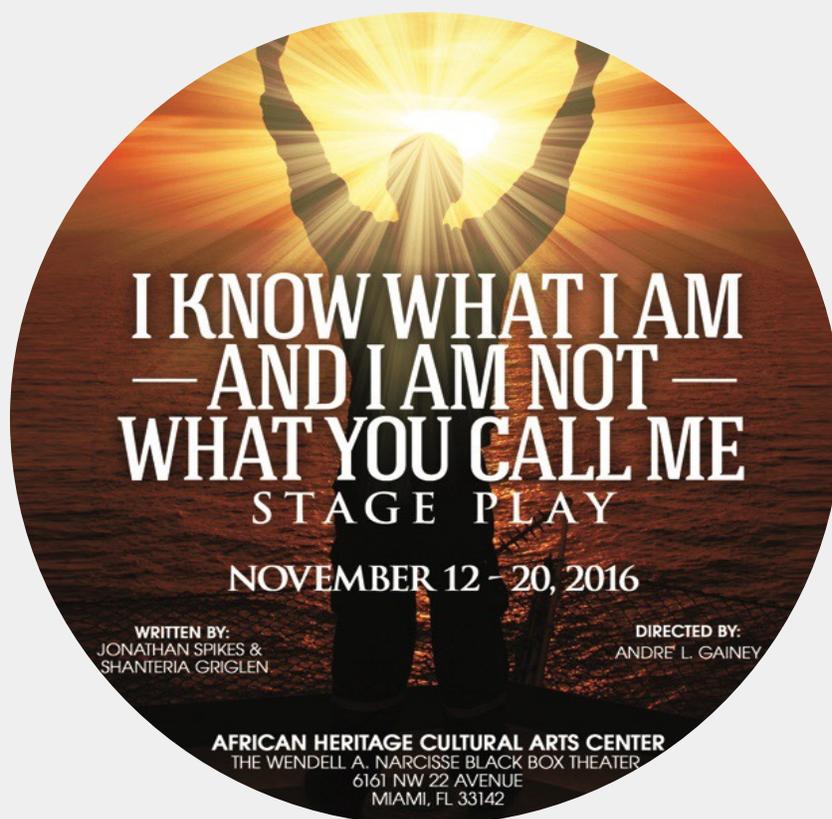
START TO CHANGE A KID'S WORLD

Sign up and join us! Visit www.JonathanSpikes.org
email us at info@JonathanSpikes.org

Impact Continued

"The I Know What Am and Not What You Call Me Stage Play touched me because I placed myself in the characters shoes and it made me feel the hurt and pain that he went through. It made me cry. It made me realize that people are judgmental even when they try not being and people can't accept anyone for who they truly are. All of that made me think, what if I was in this position? Who can I turn to? Why do I feel this way? Is this how my life supposed to go? Am I sure this is who I am? What will people say about me? Will I lose my family/friends? All these questions roamed through my head and made me insecure because I'm not comfortable with my body or my sexuality. It made me cry because I felt for him. I can't say I know what he went through but his story was played out in front of me and it made me cry because he's not the only who has had to go through this, getting placed in a dark corner where it's just you and all you want to do is escape. It makes people think of committing suicide and it can also make them crazy and paranoid. They can't be accepted anywhere without being called a name or being judged. That hurts me to my core because I would hate for that to be me. This taught me to treat people who are homosexual the same way I treat people who aren't. You don't know what people go through and how much pain and hurt they experienced in order to accept who they are today."

- Danisha Johnson



Making sure those who need psycho-social and emotional support have access to Jonathan Spikes Foundation requires strong focus on outreach and engagement. A variety of activities in 2016, powered by your donor dollars, helped us reach into communities across Miami Dade County with our message.

Media



Jonathan Spikes Foundation, Inc., received media coverage throughout the south Florida media market, with a record number of TV, radio, print and social media interviews. In 2016, Jonathan Spikes Foundation received 1 million impressions from media coverage.

In his role as Founder and CEO, Jonathan Spikes was featured on WSVN Channel 7, Hope and Healing segment, discussing teaching youth how to resolve conflict without violence amongst other things. You can see the story here:

<http://wsvn.com/news/hope-and-healing/youth-program-teaches-students-how-to-resolve-conflict-without-violence/>

He was also featured on NBC6 In the Mix for the I Know What I Am and I Am Not What You Call Me! You can see the story here:

<https://www.youtube.com/watch?v=2ruPGd-KAYPg>

Thought Leadership

In her roles as Board Chair, Dr. Tangier Scott was presenter on Results Oriented Management Accountability (ROMA). ROMA was created in 1994 by an ongoing task force of Federal, state, and local community action officials – the Monitoring and Assessment Task Force (MATF). Based upon principles contained in the Government Performance and Results Act of 1993, ROMA provides a framework for continuous growth and improvement among more than 1000 local community action agencies and a basis for state leadership and assistance toward those ends.



Looking Forward



It is the long history of humankind (and animal kind, too) those who learned to collaborate and improvise most effectively have prevailed. —Charles Darwin As we embark on a new year, our focus is to fuel meaningful, strategic collaborations to accomplish our vision - holistically impacting lives of youth & families through advocacy, education & collaboration.

In the United States, nearly one fifth of children and adolescents experience signs and symptoms of mental health problems during a school year (Farahmand, Grant, Polo, Duffy & DuBois, 2011). This problem is magnified in minority communities due to community dysfunction, limited access to healthcare services and poorer quality mental health care. For Minority youth living in urban communities mental health problems are particularly complex due to frequent exposure to violence, crime, drug availability, homelessness and lack of available resources (Elias, M., White, G., & Stepney, C., 2014) (Cohen, J., & Elias, M. 2011).

To respond to these needs, the Jonathan Spikes Foundation, Inc., is expanding its services to include the Affirming YOUTH Behavioral Health Clinic: PEAS (Psychology, Emotional, Academic, Social) Center. The primary function of the center is to provide a hyper-local space for youth and their families with structured, socially positive leisure time activities to meet the various needs and interests of youth to reinforce positive individual growth and development.

Psychology

We focus on the mental, emotional, and behavioral needs of youth and their families. Clinicians can assist individuals with a variety of personal issues, such as, academic or career difficulties, self-esteem, stress, adjustment, depression, anxiety, grief, sexual identity, relationship conflicts, eating disorders, alcohol and other drug abuse, behavior changes, and family of origin issues.

Emotional

We work to strengthen emotional competence skills to help individuals cope effectively in particular circumstances, while also promoting characteristics associated with positive developmental outcomes such as self-efficacy and health emotional connections with family and peers.

Academic

Through strategic partnerships and/or collaborations we provide high quality tutoring, homework assistance, and remediation in the areas of literacy (reading/language arts), mathematics and STEAM (Science, Technology, Engineering, Arts and Mathematics). We also provide a technology lab to enhance understanding of how to use a computer and software programs through the integration of technology. This will allow citizens to acquire basic to advanced technology that will be vital to all fields of study and help them attain a better understanding how technology contributes to their daily lives.

Social

We develop and implement empirical based Social Emotional Learning Programs to promote mental health, enhance self-esteem, create positive social interaction, and pro-social skills development.

"Sprouting the PEAS of change"

01 PSYCHOLOGICAL

We provide psychological services to youth and their families.



02 EMOTIONAL

We empower people to create more joy and satisfaction in their lives.



03 ACADEMICS

We assist youth in reaching their educational goals and provide space for new learning.



04 SOCIAL

We train people to establish and maintain healthy and rewarding relationships with others.



Resources & Financial Management

Jonathan Spikes Foundation, Inc., d/b/a Affirming Youth, a Florida corporation not for profit, was incorporated November 11, 2011. The general purpose for which Jonathan Spikes Foundation is organized is exclusively charitable and education within the meaning of section 501(c)(3) of the Internal Revenue Code of 1986. Jonathan Spikes Foundation is formulating plans to operate a mental health therapy clinic that offers a wide range of mental health counseling programs and services to meet the individualized needs of its clients statements and balance sheets, as well as upcoming budgets and cash flow projections.

Statement of Activity

Revenue and Other Support

Public Support	67%	\$103,260
Program Service Revenue	33%	\$51,196
Total Revenue		\$154,456 100%

Expenses

Program Services	\$38,184	68%
Operations	\$17,591	32%
Total Expenses	\$55,775	100%

Net Assets

Change in Net Assets	\$98,436
Net Assets at the Beginning of 2016	(249)
Net Assets at the End of 2016	\$98,681

Balance Sheet

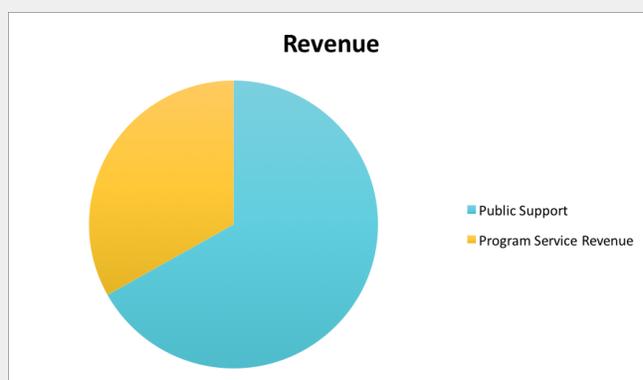
Assets

Cash	\$317
Pledge receivable	\$100,000
Total Assets	\$100,317

Liabilities & Net Assets

Accounts Payable	\$1,352
Advances from officer (non-interest bearing)	\$529
Temporarily Restricted	\$98,436

Total Liabilities & Net Assets \$100,317



**Independent auditors: W.B. Koon & Co.
Certified Public Accountants**

Executive Leadership



Dr. Tangier Scott,
Chair



Mr. Peter Ortega,
Vice-Chair



Dr. Maurice Fuller,
Treasurer



Mr. Terrell Forney,
Secretary



Dr. Dorothy Bendross-
Mindingall



Ms. Allison Aristide



Mr. Clinton Neilly

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Janet Carter
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Jazmin Jones

Jeffrey Jackson
Jeffrey Spikes
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Jermaine Smith
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Julie Owens
Katina Wilcher
Kelvin Taylor
Kenneth Colebrooke
Kern Mitchell
Kimberly Lanier
Kirk Taylor
Laura Forestal
Lillian Rivera
Loretta Everett
Lossie Stanley
Lyric D. Cosby
Marvin Baptiste
Maurice Fuller
Melissa Peterson
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Paul Antoine
Peggie Wiley
Peter Ortega
Petoria Gayle
Raeford Melton
Renee Hollinger
Renee Gordon
Rhonda Schottenheimer
Rosie Nwakanma
Sarah Anderson
Shakira Taylor
Shantelle Screen
Sharaun Wheeler
Sharedia Bryant
Sharella Spikes
Shawnteria Noris
Shayla Barnes-Holloway
Shiwauna Spikes
Sieglinga Diggins Stiverne

Tamara Gant
Tametria Harris
Tangier Scott
Terrell Forney
Tia Tucker-Williams
Tiffany Homes
Tishria Mindingall
Tonya Johnson
Vanessa Byers
Vernita Muhammad
Veronica Crawford
Vincent Midgette
William Davis
Wilna Corneille
Yolanda Bell
Yolanda
BMe Community
BMe Network
GLBT Community Project Fund
Hill Cancer Awareness Fund
The Miami Foundation
Idea.me
The James L. Knight Foundation
William R. Kenan Charitable Trust
Progressive Firefighters Association