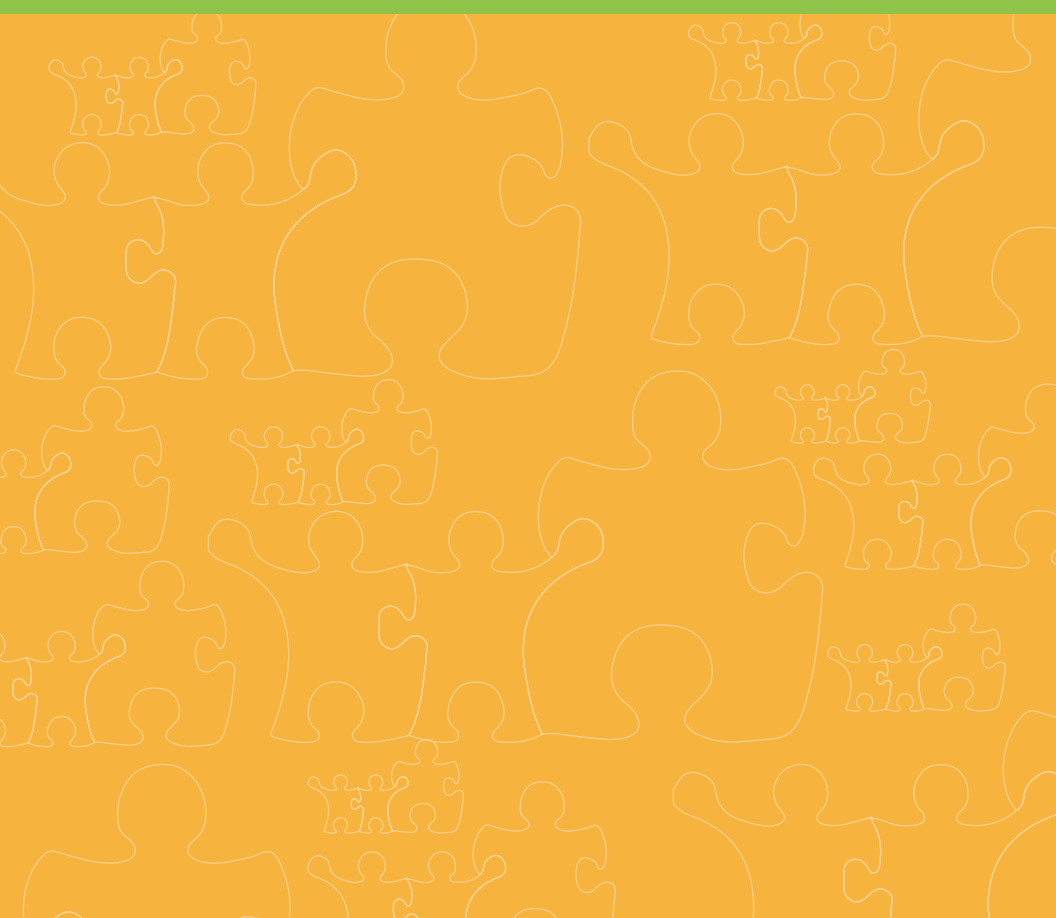




2020-21 Annual Report

FirstStepsNashville.org



WHO WE ARE

Message from Executive Director

Dear First Steps Community,

It has been a busy year at First Steps, with much of it seemingly focused on the immediate, the day to day, the ins and outs and obstacles that come with providing services during a pandemic. But as I step back to take in the larger view, I realize it has all been much bigger than that. The past year was about resilience, trust, and purpose. Children and families needed us, so we continued to find ways to be there for them. Over 1,000 children and families received services this past year. We provided more sessions than ever before in our pediatric therapy program. Our staff and families trusted one another and worked together to ensure valuable services were delivered safely. Whether in person or through telehealth we provided children and families the support they needed. Our staff have been resilient, and so have our children and families. It's never been more clear to me how much our services are needed by families, and that purpose has kept us all moving forward despite the obstacles.

I feel truly blessed to be a part of the First Steps family and its work. **And I am so grateful for your support that makes that work possible.** Together we are changing lives.

Gratefully,



Heather Higgins
Executive Director
First Steps, Inc.



Our 2020-21 Board of Directors

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MISSION DRIVEN

Our Mission and Vision

The **mission** of First Steps is to educate and care for children with special needs and medical conditions alongside their typically developing peers in inclusive environments and support their families.



Our **vision** is to:

- Enhance the quality of life for children and their families
- Eliminate barriers to services for children with special needs
- Empower families as they seek to meet the needs of their children
- Improve the community as a whole, child by child, family by family
- Celebrate each child's unique potential

Our Programs

Preschool

Our inclusive McWhorter Family Children's Center offers full time care and education to children with special needs alongside their typically developing peers ages six weeks to six years.

Therapy

Pediatric Therapy at First Steps provides outpatient occupational, speech, physical, and feeding therapies to children with special needs in our McWhorter Family Children's Center.

Outreach

The First Steps Community Outreach Program supports families of children with disabilities or delays, age birth to three, in home-based and other community settings.



OUR IMPACT

Program Impact

In 2020-21, First Steps provided
14,764 therapy sessions to **1,019** children

Demographics

3.7% Asian	37.6% Female
25.7% Black	62.4% Male
17.3% Hispanic or Latino	
53.0% White	
0.3% Other	

91% of children measured within or above developmental range in literacy skills

96% of children demonstrated improved functioning



I believe my child is making progress as a result of First Steps services.

95% Strongly Agree

Child Development Center

As a result of participating in the child development center at First Steps, my family has experienced an improved quality of life.

95% Strongly Agree

The atmosphere and environment at First Steps is comfortable, warm, welcoming, and appropriate for my child.

100% Strongly Agree

Community Outreach Program

My developmental therapist has given me the knowledge and support needed to prepare for my child's transition into the school system once he/she turns three years old.

96% Strongly Agree

I believe all outcomes on my child's Individualized Family Service Plan (IFSP) are being addressed through my family's participation in First Steps' community outreach program.

94% Strongly Agree

Pediatric Therapy

My child's therapist gives me clear information that helps me perform exercises and activities in the home with my child.

100% Strongly Agree

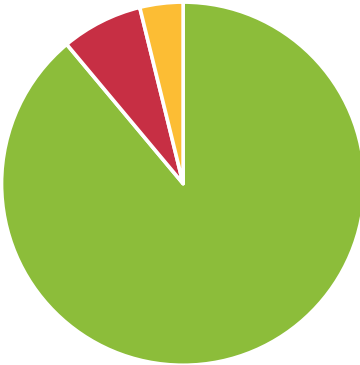
The treatment activities provided are relevant to my child's individual needs.

100% Strongly Agree



FINANCIALS

Expenses



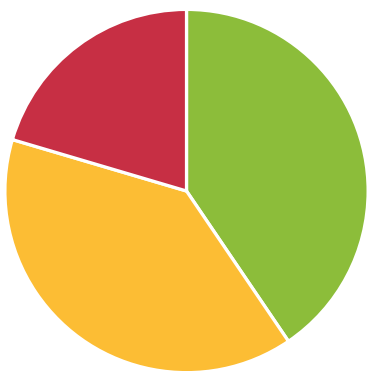
88.9% Program Services

7.2% Administrative

3.8% Fundraising



Revenue



40.5% Government

39.1% Program Revenue

20.4% Fundraising and Events

First Steps partners with the TN Department of Intellectual & Developmental Disabilities and the Department of Human Services

OUR COMMUNITY

Personal Impact

First Steps is proud to share that Lucia Ramos, Developmental Therapist in our Community Outreach Program, was honored for all her hard work by receiving the 2021 Orgullo Hispano, or Hispanic Pride, Award with Conexión Américas.

This remarkable award recognizes Unsung Heroes in the Hispanic community.

Through Lucia's 18 years of work with First Steps she reflects on what receiving this award means to her, "It has been a great honor for me and a great incentive to continue being a support for the Hispanic community. The First Steps community outreach program has allowed me to work and reach so many families in the Latino community and be the support they need at times when they feel so lost due to a child's diagnosis and condition."

We are so honored to have Lucia on board helping us fulfill our mission and we look forward to many more families being served through First Steps programs.



Volunteers and Interns

Thank you to the volunteers and interns who donated their time and talents to First Steps.

Christy Farrell

Joanna Thomson

Claire Francis

Blair Parkes

Meredith Collins

Emily Day FRA

Sophie Hart FRA

Brittany Rowe



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Thank You 2020-21 Donors

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Mark Swaim

Jillian & Ernst van Orsouw

Richard J. Vaughn

Alice & Mike Yopp



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First Steps is grateful to the donors who made gifts in honor of others in the 2020-21 year

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