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First Steps, Inc.
1900 Graybar Lane
Nashville, TN 37215

615.690.3091
firststepsnashville.org

First Steps acknowledges the hard work and dedication from our volunteers. We have been blessed this past year to have been helped by corporate employee groups, individuals, students and scouting troops including:

Stephanie Abbott
Comdata
Dell
Franklin Road Academy
Gay Greer
Girl Scout Troop 540
Girl Scout Troop 2190
HCA
IBM
Zoe Kimbrough
Vicki McMullen
Aubrey Parker
Jeni Richard
Sherry Scott
Jim Shulman
Kayla Valien
United Way

Parents of First Steps children have gone the extra mile to support the teachers and the classroom by helping during the events and activities at the Center. Finally, our Board of Directors always go out of their way to involve themselves in all aspects of First Steps.

Our children say, THANKS!



FIRST STEPS, INC.
ANNUAL REPORT 2010

A Message from the Executive Director

For 53 years First Steps, Inc. has educated and cared for the children in our community. The success of the organization and the history of serving children with special needs are only possible because of the support and dedication of our donors and volunteers. I want to thank you for making an impact by giving passionately of your time and resources to First Steps this past year.

And what an exciting year for First Steps it was! 2010 has been filled with growth and opportunities. Our Community Outreach Program doubled in size, allowing us to serve 125 more children with special needs and their families. We are thrilled to have this opportunity to assist so many more who need our support. Our Child Development Center continues to thrive as well, offering high quality education and care for children of all levels of ability in an environment where children with special needs are embraced alongside their typically developing peers.

Additionally, after many years of considering our facility options, we are pleased to announce that we were able to purchase the McWhorter Family Children's Center at 1900 Graybar in July of this year. This beautifully designed space will allow all of programs and personnel to be housed under one roof and provide classroom space that is uniquely designed to accommodate children with special needs alongside their typically developing peers. We will have upgraded our accessibility, plumbing and connectivity to make the environment for our staff and children safer and more efficient.

Please come visit us at our new site to see firsthand the incredible programs we offer today and the dreams and goals we have for the future. We encourage you to get involved with our fundraising campaign to ensure a bright future for children with special needs and their families for many years to come.



Heather Higgins

The mission of First Steps, Inc. 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.

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Our Vision

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.

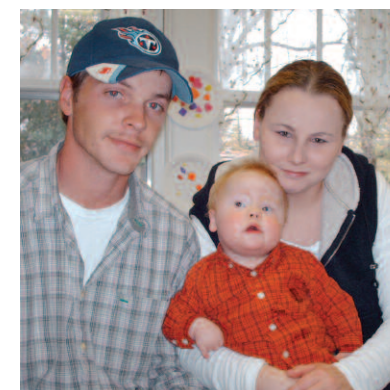
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For many families who have a child with special needs, First Steps is one of the only care options available due to the severity of the child's disability or medical condition. Thanks to this specialized care, parents are able to maintain their employment through which they support their families and receive health insurance.



The Community Outreach and Ayudando Ninos Program

This has been an exciting year in our Community Outreach and Ayudando Ninos Program. Our staff served 325 children with special needs and their families from Davidson, and new this year, Williamson, Robertson and Wilson Counties. Through one hour weekly visits to the child's home or childcare center, our highly trained staff has truly impacted lives. In fact, 50 of our children made so much progress, that they no longer require special education services.

Our Outreach staff extends their efforts throughout our community to touch the lives of as many children and families as we are able. This past year we held two family training events, two childcare provider training events and reached out to the community through public radio addresses to create awareness of how to screen for developmental delays and the importance of early intervention. We also brought on board an additional Spanish speaking teacher and now have a total of five bilingual teachers for the Ayudando Ninos program. We also provide interpretation services to families that speak Burmese, Kurdish and Arabic languages.

The staff continually works to expand their knowledge and expertise. This summer one of our teachers, Katie Cundy, was trained as a certified Infant Massage Therapist. She has already used these skills to teach techniques to five families to help them improve outcomes for their child. Efforts like these truly set our agency apart!

Inclusive Child Development Center

This year we were privileged to serve 68 smiling faces in our inclusive Child Development Center. Children ages six weeks to five years are engaged in a high quality learning environment where children with special needs and medical conditions learn alongside their typically developing peers. All children in the Child Development Center are working toward individualized developmental goals. Teachers direct their classroom activities to address these skills on a daily basis and we are so proud of the continued progress that each of our children make.

One special piece of our curriculum at First Steps is our literacy program. It is funded in part through the generosity of the United Way and helps us immerse our children in a literacy rich environment. Early literacy skills such as letter recognition, print awareness and rhyming skills are interwoven throughout the day with our 3-, 4- and 5-year-old students, resulting in activities that are meaningful and fun. With the support of Karla Watkins, our Literacy Coach, activities are extended to the home through workshops and family newsletters. Our children make tremendous gains in these early literacy skills. This past year all of our children scored above the benchmark on a variety of literacy skills, setting them up for success as they transition to kindergarten.

Special Events

First Steps Graduation

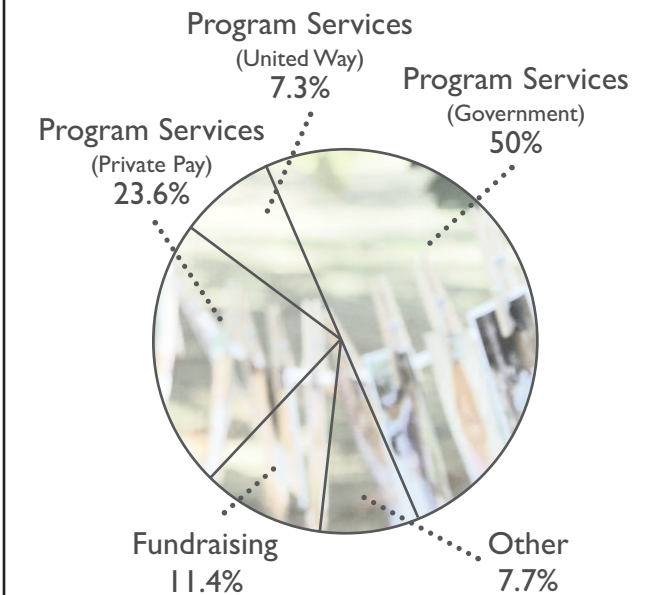
On August 6th, First Steps staff, parents and friends gathered at the Granny White Pike Center to honor our 2010 graduates. We wish you all a bright future as you take your 'next step' in life!



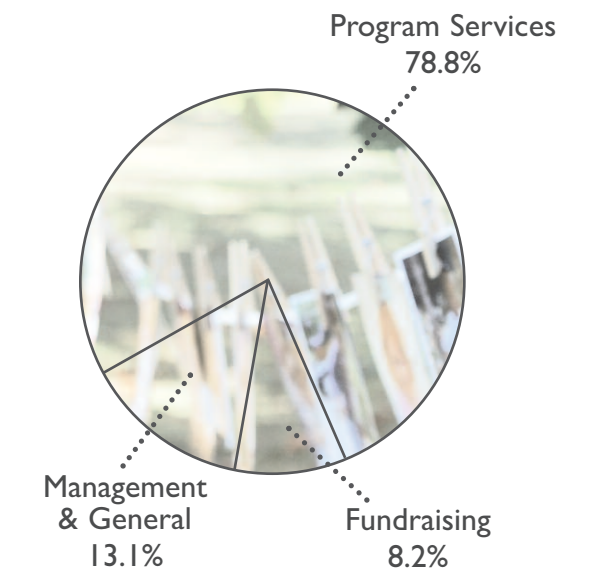
The 2009 VINO on the Veranda, chaired by Monica Mackie and Betsy McInnes along with Auction Chair Kristy Frazier, was held once again at Belle Meade Plantation on October 9th. Guest winery was Pietra Santa Winery from Hollister, California. This annual event would not be possible but for the support of our sponsors, patrons, auction contributors and everyone attending this fun, festive event.



Revenue FY 09-10



Expenses FY 09-10



We gratefully acknowledge the contributions of the following individual, corporate, community and foundation partners. Lists represent donations made from July 1, 2009 - June 30, 2010.



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A minimum contribution of \$1,000 in the fiscal year earns the distinction of being recognized as a member of the Duncanwood Society.

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