



FIRST 3 YEARS

Our impact lasts a lifetime

2017 Annual Report First3Years

Letter From the Chief Executive Officer and Board President

Dear Stakeholders,

2017 was a record year for First3Years and we couldn't have done it without such strong support from each of you. Here's a glance of what excited us most and why:

- **Increasing Upward Gains for Babies in Foster Care:** Safe Babies expanded to Dallas County thanks to winning \$100,000 in prize money through United Way of Metropolitan Dallas -Ground Floor Program's The Big Pitch Contest. These funds go directly to changing the foster care system so birth and foster parents can effectively partner around baby.
- **Provided Critical Support to Harvey Victims:** Partnering with UNICEF, the City of Houston, and Rice University, First3Years provided training to more than 300 professionals, impacting more than 1,100 parents and children, on the emotional supports very young children need to recover from Harvey related trauma.
- **Expanding our Footprint:** First3Years hired a Houston Area Regional Director, Christy Serrano, to bring strategic leadership around infants and toddlers to Houston.
- **Achieved a Financial Milestone:** In 2017, First3Years raised more than \$1 Million in revenue, a first for the organization -- this represented a 35% growth in revenue over 2016.

Most importantly, we continued to make a big impact for Babies in Texas.

In 2017, we trained over 2,500 professionals, impacting more than 179,000 young children across Texas. Our Safe Babies Program effectively impacted more than 3,700 children in Tarrant County. Our Just Beginning program continued to provide much needed support to teen dads, doubling our partners in the community.

We know that through your continued support of our programs and impact, First3Years will continue to push the public conversation and focus on infants and toddlers. In fact, we're counting on it and excited to announce that later this year, First3Years will launch the first ever Baby Day in Texas.

We're also excited about rolling out our 2018-2020 Strategic Plan which outlines our path to be The Voice of Babies in Texas, a critical partner in bringing research and innovation to meaningfully improve the lives of families across the state.

Thank you for all that you do, together we're making Texas the place to be for babies.

Sincerely,

Sadie Funk
Chief Executive Officer

Mark Sinatra
Board President

OUR MISSION: WE EDUCATE, ADVOCATE, AND COLLABORATE TO ADVANCE THE HEALTHY DEVELOPMENT OF INFANTS AND TODDLERS.

EDUCATE
professionals working with infants, toddlers, and their families about the vital importance of the first three years

ADVOCATE
for policies and practices that best support the healthy development of infants and toddlers

COLLABORATE
with statewide partners to enhance the quality of infant and toddler care and relationships

FOOD FOR THOUGHT

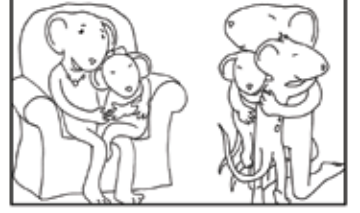
Spearheaded by community leaders in the field, Food for Thought provides those working directly with infants and toddlers access to current research and clear understanding of how to implement the research into their work with families.
Topics Included:
DALLAS
Play Therapy, School Readiness, Self-Care and Mindfulness, Sensory Integration and Trauma-Informed Care.

HOUSTON
ECI, Foster Care and Quality of Early Childhood Education.

FT. WORTH
Brain Development, Childhood Homelessness, Community Resources, Supporting Immigrant and Refugee Families and Sensory Integration.

HURRICANE HARVEY RELIEF EFFORT

Trinka and Sam
The Rainy Windy Day



In response to Hurricane Harvey on the Gulf Coast, First3Years partnered with the City of Houston Mayor's Office, UNICEF USA and Rice University's Baker Institute to provide training and supplies to address the critical needs of infants and toddlers who experienced the disaster. This training reached 1,172 individuals.



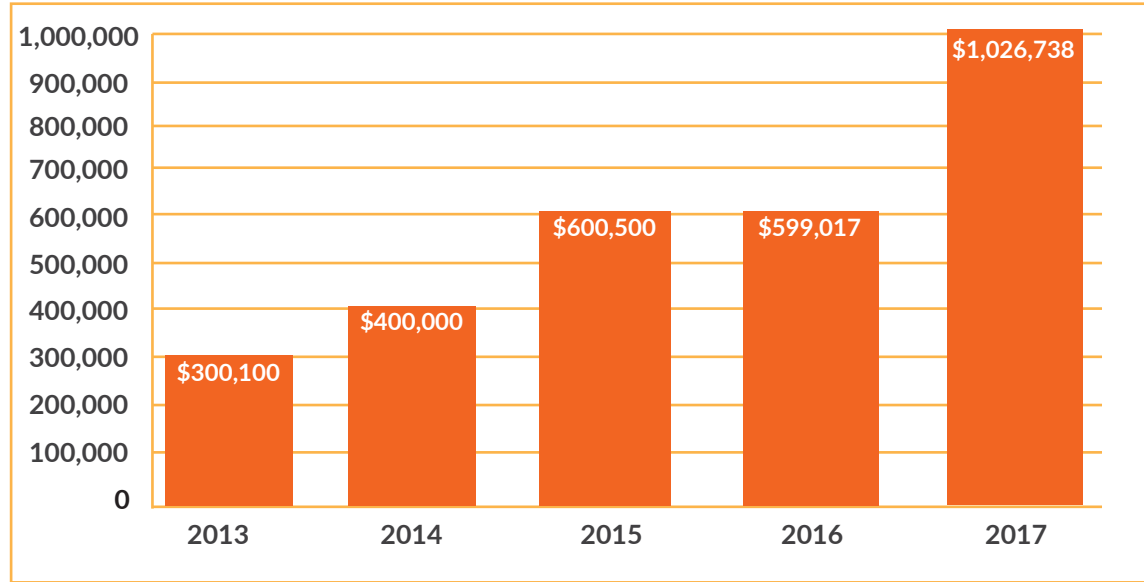
HOPES

First3Years partnered with Tarrant County MHMR on the HOPES project to provide training and professional development to home-based and faith-based childcare providers in the rural counties of Tarrant, Johnson, Ellis and Denton. Content included child development, developmental delays and referrals, adversity and trauma informed care, protective factors and strong communities. This impacts more than 3000 children in these rural counties.

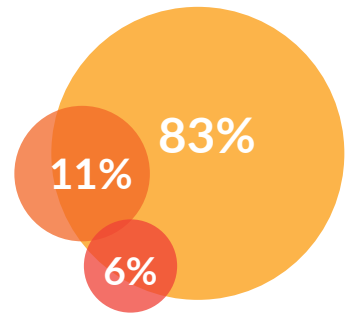
RAISING OF FORT WORTH

Raising of Fort Worth attendees represented business, faith, health, philanthropic, civic, and non-profit sectors. The events highlighted successful programs to improve child outcomes across the country.

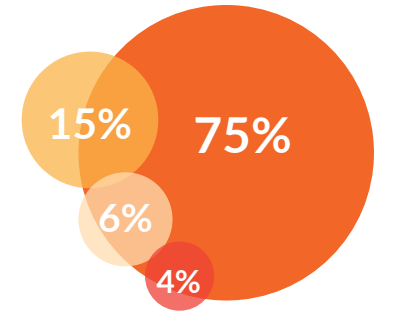
REVENUE BY YEAR



2017 Expenses
\$712,053



2017 Revenue
\$1,026,738



Total Number of Children First3Years Reached in 2017
179,000



12
Number of Safe Babies families Served in 2017 through our intensive wrap-around model

2,542
Total Number of Professionals First3Years Reached in 2017

1605
Total number of onsite participants

937
Total number of online participants

PROFESSIONAL DEVELOPMENT



Jes Cardenas, Sadie Funk, Dr. Oh and Natalie Baerwaldt at the 2017 AMC Conference.

CONFERENCES

Our Regional Conference in San Antonio, TX had 128 professionals in attendance impacting more than 6,340 children and our Annual Conference in Dallas, TX had 133 professionals in attendance impacting 8,500 children.

REGIONAL CHAPTERS

170+
San Antonio Chapter attendees trained on topics including toxic stress, parent mental wellness, substance use disorder, the impact of technology and more.

140+
Austin Chapter attendees trained on topics including speech therapy, developmental red flags, social emotional learning, ethical considerations and more.



2017 FINANCIALS

Balance Sheet
As of December 31, 2017

| | TOTAL |
|-------------------------------------|-------------------|
| ASSETS | |
| Cash and Cash Equivalents | \$ 767,984 |
| Accounts Receivable | \$ 23,356 |
| TOTAL ASSETS | \$ 791,340 |
| LIABILITIES | |
| Accounts Payable & Accrued Expenses | \$ 5,384 |
| TOTAL LIABILITIES | \$ 5,384 |
| NET ASSETS | |
| Unrestricted, Unallocated | \$ 283,241 |
| Unrestricted, Board Designated | \$ 252,800 |
| Restricted | \$ 249,915 |
| TOTAL NET ASSETS | \$ 785,956 |
| TOTAL LIABILITIES AND EQUITY | \$ 791,340 |

Profit and Loss
As of December 31, 2017

| | |
|---------------------------------------|-----------------------|
| Donations | \$ 102,207.27 |
| Grants | \$ 774,500.00 |
| Program Revenue | \$ 131,762.14 |
| Membership | \$ 15,607.75 |
| Endorsement | \$ 1,235.66 |
| Sales | \$ 782.03 |
| Other | \$ 643.39 |
| TOTAL INCOME | \$1,026,738.24 |
| Salaries, Wages, & Taxes | \$ 407,563.29 |
| Contract Services & Professional Fees | \$ 125,067.18 |
| Supplies | \$ 10,407.77 |
| Travel | \$ 54,720.87 |
| Program Elements | \$ 66,259.79 |
| Meetings & Conference Cost | \$ 24,648.12 |
| Communications & Printing | \$ 13,387.64 |
| Insurance | \$ 2,823.00 |
| Dues & Subscriptions | \$ 4,539.03 |
| Other | \$ 5,636.30 |
| TOTAL EXPENSES | \$ 712,052.99 |

SAFE BABIES
3,719 Total Number of Children impacted by Safe Babies Tarrant County
375 Professionals were trained in best practices for child welfare

THANK YOU TO OUR SUPPORTERS

INDIVIDUALS

Gary and Sara Ahr
Cade Bass
Sara Bessitte
Meyer L. & Dayle Bodoff Fund
of the Dallas Jewish
Community Foundation
Deb Borrell
Ashley Borthick
Lisa Bracken
Scott Brodie
Brian Buffington
Joe & Hollis Bullard
Eleanor Butt Crook
Latangya Clinton
Serena Connelly
Francine Cormier
Cristina Danze
Mike and Ronda Deso
David DiFabio
Wendy Driscoll
Anne Calhoun and Mike Duffy
Barbara and Ira Einsohn
Douglas R. Evans
Regen H. Fearon
Lee M. Fisher
Toby Gerber
Kyle Gordon
Pagett Gosslee
Ken Graves
Ann K. Gravseth
Soudary and David Greenbaum
Amanda Harrier
Donna Hegdahl
Kyle Hodges
Susan Hoff
Aaron Hoffman
William Keys
Sandra Lamm Everett

Debra Levy
Michael Lieser
Sarah Losinger
Hillary and David Lynch
Carol and Ed Maier
Libby and Murray McCabe
David And Patty Miller
Margery Miller
Angela Moemeka
Ruth Molina
Blaine Nelson
Margaret Tresch Owen
John Palter
Brian Parris
Adam and Susan Prewett
North Texas Therapy & Home
Care
Rex Rajkumar
Amanda D. Reinken
Ron and Cecilia Rinard
Karl Robichaux
David and Louise Rosenfield
Rachel Salas
Brenda Sandler
Avrum B. and Kimberly A.
Schonwald Charitable Fund of
Schwab Charitable
Marjorie Serrano
Jon Shook
Lisa Simmons
Dennis Smith
Richard Stinson
Jane L Switzer
Chris Tanco
Isabel Tanco
Melanie Walter-Mahoney
Courtney Welch
Jared Wettenstein
Susan White

ORGANIZATIONS

Kaplan
Nissan Matching Gifts
North Texas Therapy & Home Care
Plains Capital Bank
PNC
Quest Capital Management, Inc
RPW Energy Partners
Staff One HR
Superior Health Plan
Tenet Resources
Growing Sound (a division of Children, Inc.)

FOUNDATIONS

Meyer L. & Dayle Bodoff Philanthropic
Fund
A Child of Grace Foundation
Communities Foundation of Texas
The Dallas Foundation
Dallas Jewish Community Foundation
Educational First Steps
Episcopal Health Foundation
GroundFloor/United Way
Harold Simmons Foundation
H-E-B Tournament of Champions
HighScope Educational Research
Foundation
The Houston Endowment
M.R. and Evelyn Hudson Foundation
Jerry M. Lewis, M.D. Mental Health
Research Foundation
Kahn Education Foundation
The Miles Foundation
North Texas Community Foundation
R4 Foundation
Rainwater Charitable Foundation
Sid W. Richardson Foundation
The Simmons Foundation

PRO BONO ADVISORS

Baker Institute for Public Policy at Rice University
CASA of Dallas
C.H.I.L.D
Compass
Cynthia A. Frosch, PhD, IMH-E® (IV)
Sonny Garcia
Renee George
Susan Hoff
MHMR Tarrant County
Moroch Partners
One Safe Place
John Palter
Quanta Moore, PhD
Scott Schoenvogel
Steve Sutton
Tarrant County Public Health Department
The Transynergy Group
Lindsay Wilcox
YPO

BOARD OF DIRECTORS

Mark Sinatra | Chair 2016 - 2018
Hillary Kramer Lynch | Vice Chair
Ira Einsohn, JD | Treasurer
Elizabeth Sobel Blum | Secretary
Barbie Brashear, ex-officio
Shalyn Bravens, ex-officio
Jim Brewer
Wendy Driscoll
Anne Calhoun Duffy
Kenneth Graves
Kyle Hodges
Elba Intriago
Claire Merkl, ex-officio
David Miller
Patricia Sanchez, ex-officio
Amber Scanlan
Jane Switzer

STAFF

Sadie Funk | Chief Executive Officer
Natalie Baerwaldt | Director of Professional
Development
Amy Zuniga | Safe Babies Director
Natalie Fellows | Marketing and
Communications Director
Christy Serrano | Regional Director,
Houston
Matthew Willoughby | Safe Babies
Coordinator
Jessica Torres | Safe Babies Coordinator
Tahsa Muhammad | Professional
Development Coordinator
Jerletha McDonald | HOPES Coordinator
Ashley Borthick | Engagement Coordinator
Lexi Shepherd | Administrative Assistant
Kimberly Morris | Intern

The United Way GroundFloor awarded First3Years \$100,000 to support the launch of Safe Babies Dallas County



First3Years held it's First Annual Par-Tee for Babies Golf Tournament in 2017.



First3Years won \$12,500 in the OneUpThat challenge for "Most Votes" in the first week of the competition.