




2019 ANNUAL REPORT



FIRST 3 YEARS

LETTER FROM THE CHIEF EXECUTIVE OFFICER AND BOARD PRESIDENT

Dear First3Years Stakeholders,
2019 was a year of great strides to impact infants, toddlers, and their families in communities across the state of Texas. Reflecting on 2019, we are grateful for your continued investment that supports our innovative programs and approach to creating positive lifetime outcomes for very young children.

A glance at our work:

- **Promoting Professional Wellbeing:** First3Years worked intensively with 56 early childhood professionals through training and reflective supervision practice to build a specialized infant-toddler workforce that can address the needs of infants, toddlers, and their families who are faced with adversity.
- **Addressing the Needs of Maltreated Infants and Toddlers:** Infants and toddlers in foster care are much more likely to experience developmental delays and much less likely to receive early developmental screenings. Safe Babies increases likelihood that maltreated children are screened for delays through Early Childhood Intervention (ECI), with more than 65% qualifying for services. ECI screening and intervention can provide the additional support children need to achieve developmental milestones.
- **Launching Baby Day:** 2019 was our inaugural year, welcoming nearly 1,500 children and adults for a day of bonding and delight in five cities across the state.
- **Introducing Relational Health:** In partnership with Columbia University, First3Years trained professionals across the state to facilitate critical conversations with 300 families about the importance of fostering healthy relationships with their child starting at birth.
- **Creating a System of Care:** Babies in Baytown leads conversations and collective action among 46 community members and individuals that live and work in Baytown. This work guides decisions and plans for investing in families with young children.

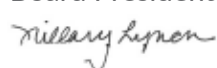
Together we are meeting the critical needs of infants, toddlers, and their families. Thank you for giving a voice to babies and entrusting First3Years to fulfill the vision for happy and healthy families.

Gratefully,

Sadie Funk
Chief Executive Officer



Hillary Kramer Lynch
Board President



THE MISSION OF FIRST3YEARS IS TO EDUCATE, ADVOCATE, AND COLLABORATE TO ADVANCE THE HEALTHY DEVELOPMENT OF INFANTS, TODDLERS, AND THEIR FAMILIES.

SAFE BABIES

Working to lessen the long-term impact of maltreatment on infants and toddlers in the foster care system.

47 number of children 0-3 years of age served in Dallas and Tarrant County

Do children who participate in the Safe Babies program achieve better permanency and well-being outcomes compared to children who do not participate in the program? **Initial evaluation shows:** Children's developmental needs are identified early; Children receive more sensitive parenting from birth and foster parents; Birth parents and foster parents work collaboratively around the child's needs; Birth parents feel increased support & experience less stigma around accessing services; Service providers demonstrate a strong alliance around supporting families.



"They have meetings and everything, and every time we'd go to court, they work with us to try to get them back. They're not against us. They're with us." (Birth Parent Interview)

LOOK AHEAD:



With support from the Herman H. Fleishman Foundation and the Houston Endowment, Safe Babies will be expanding to Harris County in 2020.

REFLECTIVE PRACTICE

56 individuals across 7 organizations received reflective supervision and intensive infant mental health training

"Being part of these reflective supervision [practice] groups have made such a difference with us and I would love to take what we are learning and find a way to provide reflective practices to the early childhood teachers that we work with every day."

67% of participants reported a maintained or increased level of ability to manage emotional impacts of their work after completion of their participation in the program.



Actual Baby Day Attendee

BABY DAY

4,900+ caregivers and children attended on February 15, 2020 in nine cities across Texas. Attendees participated in activities that promoted bonding and delight. This was a growth of over 230% from its inaugural year in 2019!



Actual Baby Day Attendee

"We really appreciated the goodie bag as we were leaving and all of the generous educational materials available by the sponsors. As a stay at home mom, my resources are limited to google searches and I enjoyed talking with the local groups and seeing all the programs available for my toddler."

RELATIONAL HEALTH

"I learned so much and am so grateful for the opportunity to help families bond and connect emotionally."

301 the total number of families screened on emotional connectivity

"I think it is crucial to not only give parents the tools they need in life but also explain to them rational behind giving them certain tool or skills."

BABIES IN BAYTOWN

\$800,000

funds awarded to First3Years from the Hogg Foundation for Mental Health to support collaborative and inclusive approaches to resiliency, mental health and well-being in the Baytown community with a focus on young children of color and their families. A key area of focus is ensuring historically excluded and under-represented populations are included in this community-driven process.



Babies in Baytown Collaborative Members

PROFESSIONAL DEVELOPMENT

173,000+ Total number of children impacted by First3Years trained professionals



58% of participants are repeat attendees



2,580 Total number of professionals reached



26 Scholarships provided to early childhood professionals to deepen their expertise on infants and toddlers



CROSS SITE LEARNING RETREAT

First3Years' first "Texas Cross Site Learning Retreat on Infants and Toddlers in Child Welfare" hosted 100 judges, lawyers, Child Protective Service staff, researchers, foster parents, and others working with maltreated children from across 11 counties. The purpose of this cross site was to create an opportunity for stakeholders to share what is and is not working within their communities and come up with new solutions together.



"It was one of the better trainings I have been to in a long time. Every presentation was informative and left me wanting to learn more."

Angela Montez, Nurse Supervisor, The Children's Shelter in San Antonio; Carolyn Thesing, Infant Toddler Lead and Advocate Supervisor, Child Advocates of Fort Bend; Susan Profflet, Developmental Psychologist, Fort Bend Behavioral Health; Sheryl Smith, CPS Regional Director, Region 3 East; Kathy Fletcher, CEO, Voices for Children of San Antonio; Kris Naylor, COO, OCOK; Judge Terry, 323rd District Court; Stephanie Madrigal, Safe Babies Director, First3Years

HOUSTON REGIONAL COUNCIL

an advisory body comprised of civic and business leaders from the greater Houston area who are seeking to contribute their time and talents to advancing the long-term goals of First3Years in the region.

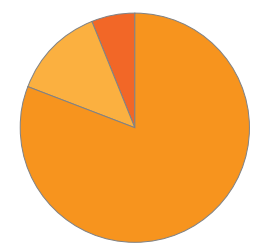
HOUSTON INFANT TODDLER COALITION

a new collective effort to fill a critical gap in systems-building work focused on advancing the well-being of infants and toddlers within Harris County. This coalition engages organizational stakeholders from the early learning, family engagement, education and health sectors that work with or on behalf of infants, toddlers, and their families in the Houston area.

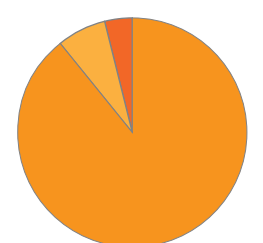


2019 FINANCIALS

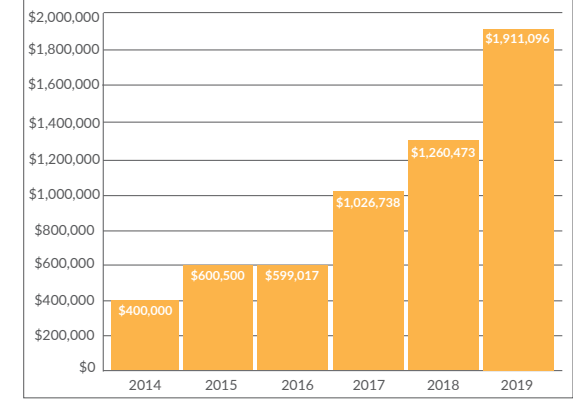
2019 REVENUE
\$1,911,096



2019 EXPENSES
\$1,220,358



REVENUE BY YEAR



THANK YOU TO OUR SUPPORTERS

INDIVIDUALS

Anne Calhoun Duffy and Mike Duffy
David G. Adler
Sara and Gary Ahr
Stephanie and Chris Berry
Meyer Bodoff President/CEO
Discretionary Fund of the Dallas
Jewish Community Foundation
Katrina and Houston Bolin
Paul Borthick
Lisa Bracken
Tammy Braddock
Eleanor Butt Crook
Serena Connelly
Gary Carby
Jennifer Conley
Cristina and Philip Danze
Julia and Thomas Denniston
Ronda and Matthew Deso
David L. DiFabio
Wendy Driscoll
Barbara and Ira Einsohn
Benjie B. Esguerra
Douglas R. Evans
Diane and Richard Evans
Regen Horchow Fearon Fund
Natalie and Nathan Fellows
Sandy Funk Philanthropic Fund of the Dallas
Jewish Community Foundation

Lara Gaither
Elizabeth and Daniel Gerber
Diane and Toby Gerber
Renee George
Pagett Gosslee
Ann K. Gravseth
Alan Hamilton
Chris Hensman
Allison and Kyle Hodges
Susan Hoff
Gabrielle Holt
Gay and Allen Hundley
Peter Hutt
Brienne Imperial
Aleida A. Jaimes-Correa
Michael R. Jones
David B. and Leslie G. Katz Charitable Foundation
of the Dallas Jewish Community
Foundation
Peggy H. Kemp
William Keys
Denise and Timothy Kramer
Hillary and David Lynch
Carol and Ed Maier
Felicia Matthew
Libby McCabe
Andy Miller
Patty and David Miller
Margery Miller
Angela Moemeka
Sherry Morse
Tasha Muhammad
Jennifer L. Owen
Margaret Tresch Owen

Brian Parris
Bettina Pinke
Olivia and Thomas Popplewell
Susan and Adam Prewett
Cynthia Raymond
Candace Reagan
Louise and David Rosenfield
Avrum B. and Kimberly A. Schonwald
Charitable Fund

Lisa Sherrod
Dennis Smith
Renita Joyce Smith
Norma K. Stone
Meghan Swanson
Karen S. Taheri
Susan White
Deidra Williams



Celanese Foundation check presentation

ORGANIZATIONS

CD Wealth Management
Ferguson Waterworks
Community Health Choice
Charity Golf International
Crown Castle USA, Inc.
Department of Family and Protective Services,
Prevention and Early Intervention
IMA | Waldman
Joe Funk Construction
MetLife
PlainsCapital Bank
PNC Bank
Quest Capital Management, Inc.
Reliable Paving, Inc.
RSM US, LLP
Scott's Marinas at Lake Grapevine
Silver Tree Partners | Paul Gardner
Sloan Investment Management
Smile.Amazon.com
Texas Institute for Excellence in Mental Health
The Warren Center
UBS Financial Services

FOUNDATIONS

A Child of Grace Foundation
Addison Rotary Foundation
Celanese Foundation
Episcopal Health Foundation
H-E-B Tournament of Champions
Harold Simmons Foundation
Herman H. Fleishman Foundation
Hogg Foundation for Mental Health
Houston Endowment
Kahn Education Foundation
North Texas Community Foundation
Perigee Fund
PNC Foundation
R4 Foundation
Rainwater Charitable Foundation
Sid W. Richardson Foundation
The M.R. and Evelyn Hudson Foundation
The Meadows Foundation
The Miles Foundation
The Morris Foundation
The Powell Foundation
The Rees-Jones Foundation
The Simmons Foundation
United Way of Metropolitan Dallas, Inc.



Kyle and Regen Hodges

BOARD OF DIRECTORS

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Amber Scanlan | Vice President
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Jim Brewer
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Anne Calhoun Duffy
Benjie B. Esguerra
Lara Gaither
Daniel Gerber
Kyle Hodges
Renita Smith
Johanna Hosking-Pulido | ex-officio - Chapter
Representative, Austin
Claire Merkl | ex-officio - Chapter
Representative, South Texas
Patricia Sanchez | ex-officio - Chapter
Representative, San Antonio

PRO BONO SUPPORTERS

Alamo Draffhouse
Boardroom Salon for Men | Las Colinas
Catholic Charities of the Archdiocese of
Galveston-Houston
David L DiFabio
Fossil
Las Colinas Country Club
Morgan's Wonderland
Park Hill Fine Art Portraits
Property Advisers Realty
PNC Foundation
Raising Canes
TPC Craig Ranch
Whataburger
Woodlands American Grill
StaffOne
The Warren Center
University of Delaware

"David and I have served First3Years with both our time and our money because nothing is more important than early childhood. The work done by First3Years is changing the trajectory of thousands of young lives." -Patty Miller

STAFF

Sadie Funk | Chief Executive Officer
Stephanie Berry | Director of Development
Ashley Borthick | Director of Strategy
Natalie Fellows | Marketing and
Communications Director
Stephanie Madrigal | Safe Babies Director
Christy Serrano | Houston Regional Director
Laura Alvarado | Community Systems Manager
Naomie Kadima | Relational Health Program
Manager
Tasha Muhammad | Professional Development
Coordinator
Heather Pugh | Safe Babies Coordinator, Tarrant
County
Matthew Willoughby | Safe Babies Coordinator,
Dallas County
Kay Hopper | Data Coordinator Volunteer
Kimberly Morris | Marketing Intern
Mackenzie Wolfe | Safe Babies Intern



Jayla Funk Albright