

2005

Open to Public Inspection

Department of the Treasury
Internal Revenue ServiceUnder section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code
(except black lung benefit trust or private foundation)

The organization may have to use a copy of this return to satisfy state reporting requirements.

A For the 2005 calendar year, or tax year beginning 7/01, 2005, and ending 6/30, 2006

B Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return
☐ Amended return
☐ Application pending

Please use
IRS label
or print
or type.
See
specific
instructions.FIRST STEPS, INC.
4414 GRANNY WHITE PIKE
NASHVILLE, TN 37204

D Employer identification number

62-0674974

E Telephone number

615-298-5619

F Accounting method:

☐ Cash☒ Accrual☐ Other (specify) ▶Section 501(c)(3) organizations and 4947(a)(1) nonexempt
charitable trusts must attach a completed Schedule A
(Form 990 or 990-EZ).

H and I are not applicable to section 527 organizations.

H (a) Is this a group return for affiliates? ☐ Yes ☒ No

H (b) If 'Yes,' enter number of affiliates ▶

H (c) Are all affiliates included? ☐ Yes ☐ No
(If 'No,' attach a list. See instructions.)H (d) Is this a separate return filed by an
organization covered by a group ruling? ☐ Yes ☒ No

I Group Exemption Number. ▶

M Check ☐ if the organization is not required
to attach Schedule B (Form 990, 990-EZ, or 990-PF).

G Web site: ▶ N/A

J Organization type
(check only one) ▶☒ 501(c)

3

(insert no.)

☐ 4947(a)(1) or☐ 527K Check here ☐ if the organization's gross receipts are normally not more than
\$25,000. The organization need not file a return with the IRS; but if the organization
chooses to file a return, be sure to file a complete return. Some states require a
complete return.

L Gross receipts: Add lines 6b, 8b, 9b, and 10b to line 12. ▶ 1,518,326.

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See Instructions)

REVENUE

1 Contributions, gifts, grants, and similar amounts received:

a Direct public support.

1a 257,382.

b Indirect public support.

1b 211,884.

c Government contributions (grants).

1c 669,012.

d Total (add lines 1a through 1c) (cash \$ 1,138,278. noncash \$)

1d 1,138,278.

2 Program service revenue including government fees and contracts (from Part VII, line 93).

2 284,425.

3 Membership dues and assessments.

3

4 Interest on savings and temporary cash investments.

4

5 Dividends and interest from securities.

5 4,397.

6a Gross rents.

6a

b Less: rental expenses.

6b

c Net rental income or (loss) (subtract line 6b from line 6a).

6c

7 Other investment income (describe.)

7

8a Gross amount from sales of assets other
than inventory.

(A) Securities

15,461.

8a

(B) Other

14,100.

b Less: cost or other basis and sales expenses.

15,420.

8b

6,900.

c Gain or (loss) (attach schedule).

41.

8c

7,200.

d Net gain or (loss) (combine line 8c, columns (A) and (B)).

8d 7,241.

9 Special events and activities (attach schedule). If any amount is from gaming, check here. ☐a Gross revenue (not including \$ of contributions
reported on line 1a).

9a 61,665.

b Less: direct expenses other than fundraising expenses.

9b 20,364.

c Net income or (loss) from special events (subtract line 9b from line 9a).

STATEMENT 2

9c 41,301.

10a Gross sales of inventory, less returns and allowances.

10a

b Less: cost of goods sold.

10b

c Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a).

10c

11 Other revenue (from Part VII, line 103).

11

12 Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11).

12 1,475,642.

EXPENSES

13 Program services (from line 44, column (B)).

13 1,191,823.

14 Management and general (from line 44, column (C)).

14 120,877.

15 Fundraising (from line 44, column (D)).

15 90,767.

16 Payments to affiliates (attach schedule).

16

17 Total expenses (add lines 16 and 44, column (A)).

17 1,403,467.

18 Excess or (deficit) for the year (subtract line 17 from line 12).

18 72,175.

19 Net assets or fund balances at beginning of year (from line 73, column (A)).

19 302,144.

20 Other changes in net assets or fund balances (attach explanation).

SEE STATEMENT 3

20 -1,643.

21 Net assets or fund balances at end of year (combine lines 18, 19, and 20).

21 372,676.

NET ASSETS

Part III **Statement of Functional Expenses** All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others.

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I.		(A) Total	(B) Program services	(C) Management and general	(D) Fundraising	
22	Grants and allocations (att sch) (cash \$ _____ non-cash \$ _____) If this amount includes foreign grants, check here. <input type="checkbox"/>	22				
23	Specific assistance to individuals (att sch)	23				
24	Benefits paid to or for members (att sch)	24				
25	Compensation of officers, directors, etc.	25	151,140.	0.	71,875.	
26	Other salaries and wages	26	808,854.	808,854.		
27	Pension plan contributions	27	16,374.	14,689.	685.	
28	Other employee benefits	28	98,943.	88,760.	4,142.	
29	Payroll taxes	29	73,072.	65,552.	3,059.	
30	Professional fundraising fees	30				
31	Accounting fees	31				
32	Legal fees	32				
33	Supplies	33	33,802.	31,215.	2,587.	
34	Telephone	34				
35	Postage and shipping	35				
36	Occupancy	36	6,450.	5,659.	791.	
37	Equipment rental and maintenance	37	25,751.	23,568.	2,183.	
38	Printing and publications	38				
39	Travel	39	17,408.	16,883.	525.	
40	Conferences, conventions, and meetings	40	5,001.	3,184.	1,817.	
41	Interest	41				
42	Depreciation, depletion, etc (attach schedule)	42	17,687.	15,434.	2,253.	
43	Other expenses not covered above (itemize):					
a	SEE STATEMENT 4	43a	148,985.	118,025.	30,960.	
b		43b				
c		43c				
d		43d				
e		43e				
f		43f				
g		43g				
44	Total functional expenses. Add lines 22 through 43. (Organizations completing columns (B) - (D), carry these totals to lines 13 - 15)	44	1,403,467.	1,191,823.	120,877.	90,767.

Joint Costs. Check ☐ if you are following SOP 98-2.

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services? ☐ Yes ☒ No

If 'Yes,' enter (i) the aggregate amount of these joint costs \$ _____; (ii) the amount allocated to Program services \$ _____; (iii) the amount allocated to Management and general \$ _____; and (iv) the amount allocated to Fundraising \$ _____.

BAA

Form 990 (2005)

Part III Statement of Program Service Accomplishments

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

What is the organization's primary exempt purpose? ► SEE STATEMENT 5

All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable. (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)

Program Service Expenses
(Required for 501(c)(3) and (4) organizations and 4947(a)(1) trusts; but optional for others.)

a PROVIDE QUALITY EARLY INTERVENTION SERVICES FOR CHILDREN WITH AND WITHOUT DISABILITIES AS WELL AS SUPPORT AND GUIDANCE FOR THEIR FAMILIES

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

1,191,823.

b

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

c

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

d

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

e Other program services

(Grants and allocations \$) If this amount includes foreign grants, check here ► ☐

f **Total of Program Service Expenses** (should equal line 44, column (B), Program services) ►

1,191,823.

BAA

Form 990 (2005)

Part IV Balance Sheets (See Instructions)**Note:** Where required, attached schedules and amounts within the description column should be for end-of-year amounts only.

		(A) Beginning of year		(B) End of year
ASSETS	45 Cash — non-interest-bearing	96,815.	45	202,556.
	46 Savings and temporary cash investments	1,255.	46	62,517.
	47a Accounts receivable	4,058.		
	b Less: allowance for doubtful accounts		47c	4,058.
	48a Pledges receivable		48c	
	b Less: allowance for doubtful accounts			
	49 Grants receivable	51,474.	49	78,738.
	50 Receivables from officers, directors, trustees, and key employees (attach schedule)		50	
	51a Other notes & loans receivable (attach sch.)		51c	
	b Less: allowance for doubtful accounts			
	52 Inventories for sale or use		52	
	53 Prepaid expenses and deferred charges		53	
	54 Investments — securities (attach schedule) .. SEE. ST. 6 <input type="checkbox"/> Cost <input checked="" type="checkbox"/> FMV	108,315.	54	45,649.
	55a Investments — land, buildings, & equipment: basis			
	b Less: accumulated depreciation (attach schedule)		55c	
56 Investments — other (attach schedule)		56		
57a Land, buildings, and equipment: basis	177,695.			
b Less: accumulated depreciation (attach schedule) .. STATEMENT 7 ...	106,799.	57c	70,896.	
58 Other assets (describe ▶		58		
59 Total assets (must equal line 74). Add lines 45 through 58	374,457.	59	464,414.	
LIABILITIES	60 Accounts payable and accrued expenses	72,313.	60	91,738.
	61 Grants payable		61	
	62 Deferred revenue		62	
	63 Loans from officers, directors, trustees, and key employees (attach schedule)		63	
	64a Tax-exempt bond liabilities (attach schedule)		64a	
	b Mortgages and other notes payable (attach schedule)		64b	
	65 Other liabilities (describe ▶		65	
66 Total liabilities. Add lines 60 through 65	72,313.	66	91,738.	
NET ASSETS OR FUND BALANCES	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74.			
	67 Unrestricted	273,144.	67	352,676.
	68 Temporarily restricted	29,000.	68	20,000.
	69 Permanently restricted		69	
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 70 through 74.			
	70 Capital stock, trust principal, or current funds		70	
	71 Paid-in or capital surplus, or land, building, and equipment fund		71	
	72 Retained earnings, endowment, accumulated income, or other funds		72	
	73 Total net assets or fund balances (add lines 67 through 69 or lines 70 through 72; column (A) must equal line 19; column (B) must equal line 21)	302,144.	73	372,676.
	74 Total liabilities and net assets/fund balances. Add lines 66 and 73	374,457.	74	464,414.

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Form 990 (2005)

Part IV-A Reconciliation of Revenue per Audited Financial Statements with Revenue per Return (See instructions.)

a	Total revenue, gains, and other support per audited financial statements.....	a	1,550,463.
b	Amounts included on line a but not on Part I, line 12:		
	1 Net unrealized gains on investments.....	b1	
	2 Donated services and use of facilities.....	b2	56,100.
	3 Recoveries of prior year grants.....	b3	
	4 Other (specify): SEE STM 8	b4	18,721.
	Add lines b1 through b4.....	b	74,821.
c	Subtract line b from line a.....	c	1,475,642.
d	Amounts included on Part I, line 12, but not on line a:		
	1 Investment expenses not included on Part I, line 6b.....	d1	
	2 Other (specify):	d2	
	Add lines d1 and d2.....	d	
e	Total revenue (Part I, line 12). Add lines c and d. ▶	e	1,475,642.



Part IV-B Reconciliation of Expenses per Audited Financial Statements with Expenses per Return



a	Total expenses and losses per audited financial statements.....	a	1,479,931.
b	Amounts included on line a but not on Part I, line 17:		
	1 Donated services and use of facilities.....	b1	56,100.
	2 Prior year adjustments reported on Part I, line 20.....	b2	
	3 Losses reported on Part I, line 20.....	b3	
	4 Other (specify): SEE STMT 9.....	b4	20,364.
	Add lines b1 through b4.....	b	76,464.
c	Subtract line b from line a.....	c	1,403,467.
d	Amounts included on Part I, line 17, but not on line a:		
	1 Investment expenses not included on Part I, line 6b.....	d1	
	2 Other (specify):	d2	
	Add lines d1 and d2.....	d	
e	Total expenses (Part I, line 17). Add lines c and d.....	e	1,403,467.



Part V-A **Current Officers, Directors, Trustees, and Key Employees** (List each person who was an officer, director, trustee, or key employee at any time during the year even if they were not compensated.) (See the instructions.)



[illegible]

Yes	No
-----	----

		
--	---	---

75 b		X
		

75 c		X
		

		
75d	X	

Other
(described below)
column. See





(E) Expense
account and other
allowances



Benefits (If any former officer, director, trustee, or key employee received compensation or other benefits (described below) during the year, list that person below and enter the amount of compensation or other benefits in the appropriate column. See the instructions.)

[illegible]

76		X
77		X

78a		X
78b	N/A	

		
79		X
		

80 a		X
		

81 b		X
------	--	---

Form 990 (2005)

Part VI Other Information (continued)

		Yes	No
82 a	Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value?	X	
b	If 'Yes,' you may indicate the value of these items here. Do not include this amount as revenue in Part I or as an expense in Part II. (See instructions in Part III.)		
82 b	56,100.		
83 a	Did the organization comply with the public inspection requirements for returns and exemption applications?	X	
83 b	Did the organization comply with the disclosure requirements relating to quid pro quo contributions?	X	
84 a	Did the organization solicit any contributions or gifts that were not tax deductible?		X
84 b	If 'Yes,' did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	N/A	
85 a	501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members?	N/A	
85 b	Did the organization make only in-house lobbying expenditures of \$2,000 or less?	N/A	
If 'Yes' was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year.			
85 c	Dues, assessments, and similar amounts from members	N/A	
85 d	Section 162(e) lobbying and political expenditures	N/A	
85 e	Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices	N/A	
85 f	Taxable amount of lobbying and political expenditures (line 85d less 85e)	N/A	
85 g	Does the organization elect to pay the section 6033(e) tax on the amount on line 85f?	N/A	
85 h	If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year?	N/A	
86 a	501(c)(7) organizations. Enter: a Initiation fees and capital contributions included on line 12	N/A	
86 b	Gross receipts, included on line 12, for public use of club facilities	N/A	
87 a	501(c)(12) organizations. Enter: a Gross income from members or shareholders	N/A	
87 b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	N/A	
88	At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If 'Yes,' complete Part IX		X
89 a	501(c)(3) organizations. Enter: Amount of tax imposed on the organization during the year under: section 4911 ▶ 0.; section 4912 ▶ 0.; section 4955 ▶ 0.		
89 b	501(c)(3) and 501(c)(4) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year? If 'Yes,' attach a statement explaining each transaction		X
c Enter: Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958		0.	
d Enter: Amount of tax on line 89c, above, reimbursed by the organization		0.	
90 a	List the states with which a copy of this return is filed ▶ TN		
90 b	Number of employees employed in the pay period that includes March 12, 2005 (See instructions.)	38	
91 a	The books are in care of ▶ DEE PARKER Telephone number ▶ 615-298-5619 Located at ▶ 4004 HILLSBORO ROAD, STE B 250, NASHVILLE TN ZIP + 4 ▶ 37215		
91 b	At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If 'Yes,' enter the name of the foreign country		X
See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Statements			
91 c	At any time during the calendar year, did the organization maintain an office outside of the United States? If 'Yes,' enter the name of the foreign country		X
92	Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041 - Check here N/A... and enter the amount of tax-exempt interest received or accrued during the tax year	N/A	

BAA

Form 990 (2005)

Part VII Analysis of Income-Producing Activities (See the instructions.)

Note: Enter gross amounts unless otherwise indicated.

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclusion code	(D) Amount	
93 Program service revenue:					
a PROGRAM SERVICE FEES					260,033.
b TN EARLY INTERVENTION					24,392.
c					
d					
e					
f Medicare/Medicaid payments					
g Fees & contracts from government agencies					
94 Membership dues and assessments					
95 Interest on savings & temporary cash invmnts					
96 Dividends & interest from securities			14	4,397.	
97 Net rental income or (loss) from real estate:					
a debt-financed property					
b not debt-financed property					
98 Net rental income or (loss) from pers prop.					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory			18	7,241.	
101 Net income or (loss) from special events			1	41,301.	
102 Gross profit or (loss) from sales of inventory					
103 Other revenue: a					
b					
c					
d					
e					
104 Subtotal (add columns (B), (D), and (E))				52,939.	284,425.
105 Total (add line 104, columns (B), (D), and (E))					337,364.

Note: Line 105 plus line 1d, Part I, should equal the amount on line 12, Part I.

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes (See the instructions.)

Line No.	Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes).
93 (A)	CHILD CARE FEES CHARGED TO PARTIALLY FUND DIRECT AND INDIRECT COSTS OF CHILD DIAGNOSTIC AND CHILD CARE SERVICES
93 (B)	FEES CHARGED TO THE TN EARLY INTERVENTION SYSTEM TO PARTIALLY FUND DIRECT AND INDIRECT COSTS OF CHILD DIAGNOSTIC AND CHILD CARE SERVICES

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See the instructions.)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
N/A	%			
	%			
	%			
	%			

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See the instructions.)

- a Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? ☐ Yes ☒ No
- b Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? ☐ Yes ☒ No

Note: If 'Yes' to (b), file Form 8870 and Form 4720 (see instructions).

Please Sign Here	Under penalty of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.	
	Signature of officer Heather Higgins	Date 12/4/06
Paid Preparer's Use Only	Type or print name and title Heather Higgins / EXECUTIVE DIRECTOR	
	Preparer's signature H Higgins	Date 12-4-06
	Check if self-employed <input type="checkbox"/>	Preparer's SSN or PTIN (See General Instruction W) N/A
	Firm's name (or yours if self-employed), address, and ZIP + 4 FRASIER, DEAN & HOWARD, PLLC 3310 WEST END AVENUE, STE. 550 NASHVILLE, TN 37203	EIN N/A
		Phone no. (615) 383-6592

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

**Organization Exempt Under
Section 501(c)(3)**

(Except Private Foundation) and Section 501(e), 501(f), 501(k),
501(n), or 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information — (See separate instructions.)

▶ **MUST be completed by the above organizations and attached to their Form 990 or 990-EZ.**

OMB No. 1545-0047

2005

Name of the organization

FIRST STEPS, INC.

Employer identification number

62-0674974

Part I Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees

(See instructions. List each one. If there are none, enter 'None.')

(a) Name and address of each employee paid more than \$50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account and other allowances
NONE				

Total number of other employees paid over \$50,000 ▶

0

Part II A Compensation of the Five Highest Paid Independent Contractors for Professional Services

(See instructions. List each one (whether individuals or firms). If there are none, enter 'None.')

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
NONE		

Total number of others receiving over \$50,000 for professional services ▶

0

Part II B Compensation of the Five Highest Paid Independent Contractors for Other Services

(List each contractor who performed services other than professional services, whether individuals or firms. If there are none, enter 'None.' See instructions.)

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
NONE		

Total number of other contractors receiving over \$50,000 for other services ▶

0

Part III Statements About Activities (See instructions.)

	Yes	No
1 During the year, has the organization attempted to influence national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities. . . . ▶ \$ <u>N/A</u> (Must equal amounts on line 38, Part VI-A, or line i of Part VI-B.)		X
Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A. Other organizations checking "Yes" must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities.		
2 During the year, has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors, trustees, directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions.)		
a Sale, exchange, or leasing of property?		X
b Lending of money or other extension of credit?		X
c Furnishing of goods, services, or facilities?		X
d Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)?	X	
e Transfer of any part of its income or assets?		X
3a Do you make grants for scholarships, fellowships, student loans, etc? (If "Yes," attach an explanation of how you determine that recipients qualify to receive payments.)		X
b Do you have a section 403(b) annuity plan for your employees?		X
c During the year, did the organization receive a contribution of qualified real property interest under section 170(h)?		X
4a Did you maintain any separate account for participating donors where donors have the right to provide advice on the use or distribution of funds?		X
b Do you provide credit counseling, debt management, credit repair, or debt negotiation services?		X

Part IV Reason for Non-Private Foundation Status (See instructions.)The organization is not a private foundation because it is: (Please check only **ONE** applicable box.)

- 5 ☐ A church, convention of churches, or association of churches. Section 170(b)(1)(A)(i).
- 6 ☐ A school. Section 170(b)(1)(A)(ii). (Also complete Part V.)
- 7 ☐ A hospital or a cooperative hospital service organization. Section 170(b)(1)(A)(iii).
- 8 ☐ A Federal, state, or local government or governmental unit. Section 170(b)(1)(A)(v).
- 9 ☐ A medical research organization operated in conjunction with a hospital. Section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state ▶ _____
- 10 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit. Section 170(b)(1)(A)(iv). (Also complete the **Support Schedule** in Part IV-A.)
- 11a ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 11b ☐ A community trust. Section 170(b)(1)(A)(vi). (Also complete the **Support Schedule** in Part IV-A.)
- 12 ☐ An organization that normally receives: (1) more than 33-1/3% of its support from contributions, membership fees, and gross receipts from activities related to its charitable, etc., functions — subject to certain exceptions, and (2) no more than 33-1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Also complete the **Support Schedule** in Part IV-A.)
- 13 ☐ An organization that is not controlled by any disqualified persons (other than foundation managers) and supports organizations described in: (1) lines 5 through 12 above; or (2) section 501(c)(4), (5), or (6), if they meet the test of section 509(a)(2). Check the box that describes the type of supporting organization: ☐ Type 1 ☐ Type 2 ☐ Type 3

Provide the following information about the supported organizations. (See instructions.)

(a) Name(s) of supported organization(s)	(b) Line number from above

- 14 ☐ An organization organized and operated to test for public safety. Section 509(a)(4). (See instructions.)

Part IV-A Support Schedule (Complete only if you checked a box on line 10, 11, or 12.) *Use cash method of accounting.***Note:** You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting.

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2003	(c) 2002	(d) 2001	(e) Total
15 Gifts, grants, and contributions received. (Do not include unusual grants. See line 28.)...	1,182,043.	1,228,512.	992,046.	889,484.	4,292,085.
16 Membership fees received					0.
17 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable, etc. purpose.	221,061.	202,815.	223,895.	208,570.	856,341.
18 Gross income from interest, dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975.	4,612.	1,119.	1,234.	2,531.	9,496.
19 Net income from unrelated business activities not included in line 18.					0.
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf.					0.
21 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge.					0.
22 Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets SEE. STMT. 11	16.	2,847.	7,306.	3,445.	13,614.
23 Total of lines 15 through 22.	1,407,732.	1,435,293.	1,224,481.	1,104,030.	5,171,536.
24 Line 23 minus line 17.	1,186,671.	1,232,478.	1,000,586.	895,460.	4,315,195.
25 Enter 1% of line 23.	14,077.	14,353.	12,245.	11,040.	
26 Organizations described on lines 10 or 11: a Enter 2% of amount in column (e), line 24.					26a 86,304.
b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 2001 through 2004 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts.					26b 13,696.
c Total support for section 509(a)(1) test: Enter line 24, column (e).					26c 4,315,195.
d Add: Amounts from column (e) for lines: 18 9,496. 19 22 13,614. 26b 13,696.					26d 36,806.
e Public support (line 26c minus line 26d total).					26e 4,278,389.
f Public support percentage (line 26e (numerator) divided by line 26c (denominator))					26f 99.15 %
27 Organizations described on line 12: N/A					
a For amounts included in lines 15, 16, and 17 that were received from a 'disqualified person,' prepare a list for your records to show the name of, and total amounts received in each year from, each 'disqualified person.' Do not file this list with your return. Enter the sum of such amounts for each year: (2004) _____ (2003) _____ (2002) _____ (2001) _____					
b For any amount included in line 17 that was received from each person (other than 'disqualified persons'), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000. (Include in the list organizations described in lines 5 through 11b, as well as individuals.) Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: (2004) _____ (2003) _____ (2002) _____ (2001) _____					
c Add: Amounts from column (e) for lines: 15 _____ 16 _____ 17 _____ 20 _____ 21 _____					27c _____
d Add: Line 27a total _____ and line 27b total _____					27d _____
e Public support (line 27c total minus line 27d total).					27e _____
f Total support for section 509(a)(2) test: Enter amount from line 23, column (e). ...					27f _____
g Public support percentage (line 27e (numerator) divided by line 27f (denominator)).					27g %
h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))					27h %

28 Unusual Grants: For an organization described in line 10, 11, or 12 that received any unusual grants during 2001 through 2004, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant. Do not file this list with your return. Do not include these grants in line 15.

Part V Private School Questionnaire (See instructions.)
 (To be completed ONLY by schools that checked the box on line 6 in Part IV)

		N/A	Yes	No
29	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?			
30	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?			
31	Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If 'Yes,' please describe; if 'No,' please explain. (If you need more space, attach a separate statement.)			
32	Does the organization maintain the following:			
a	Records indicating the racial composition of the student body, faculty, and administrative staff?	32 a		
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	32 b		
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	32 c		
d	Copies of all material used by the organization or on its behalf to solicit contributions?	32 d		
	If you answered 'No' to any of the above, please explain. (If you need more space, attach a separate statement.)			
33	Does the organization discriminate by race in any way with respect to:			
a	Students' rights or privileges?	33 a		
b	Admissions policies?	33 b		
c	Employment of faculty or administrative staff?	33 c		
d	Scholarships or other financial assistance?	33 d		
e	Educational policies?	33 e		
f	Use of facilities?	33 f		
g	Athletic programs?	33 g		
h	Other extracurricular activities?	33 h		
	If you answered 'Yes' to any of the above, please explain. (If you need more space, attach a separate statement.)			
34 a	Does the organization receive any financial aid or assistance from a governmental agency?	34 a		
b	Has the organization's right to such aid ever been revoked or suspended? If you answered 'Yes' to either 34 a or b, please explain using an attached statement.	34 b		
35	Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev Proc 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If 'No,' attach an explanation.	35		

Part VI-A Lobbying Expenditures by Electing Public Charities (See instructions.)
(To be completed ONLY by an eligible organization that filed Form 5768)

N/A

Check ☐ a ☐ if the organization belongs to an affiliated group. Check ☐ b ☐ if you checked 'a' and 'limited control' provisions apply.

Limits on Lobbying Expenditures		(a) Affiliated group totals	(b) To be completed for ALL electing organizations												
(The term 'expenditures' means amounts paid or incurred.)															
36	Total lobbying expenditures to influence public opinion (grassroots lobbying)	36													
37	Total lobbying expenditures to influence a legislative body (direct lobbying)	37													
38	Total lobbying expenditures (add lines 36 and 37)	38													
39	Other exempt purpose expenditures	39													
40	Total exempt purpose expenditures (add lines 38 and 39)	40													
41	Lobbying nontaxable amount. Enter the amount from the following table –														
<table border="0"> <tr> <td>If the amount on line 40 is –</td> <td>The lobbying nontaxable amount is –</td> </tr> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 40</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </table>		If the amount on line 40 is –	The lobbying nontaxable amount is –	Not over \$500,000	20% of the amount on line 40	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000	Over \$17,000,000	\$1,000,000		
If the amount on line 40 is –	The lobbying nontaxable amount is –														
Not over \$500,000	20% of the amount on line 40														
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000														
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000														
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000														
Over \$17,000,000	\$1,000,000														
42	Grassroots nontaxable amount (enter 25% of line 41)	42													
43	Subtract line 42 from line 36. Enter -0- if line 42 is more than line 36	43													
44	Subtract line 41 from line 38. Enter -0- if line 41 is more than line 38	44													
Caution: If there is an amount on either line 43 or line 44, you must file Form 4720.															

4-Year Averaging Period Under Section 501(h)(Some organizations that made a section 501(h) election do not have to complete all of the five columns below.
See the instructions for lines 45 through 50.)

Calendar year (or fiscal year beginning in) ▶	Lobbying Expenditures During 4-Year Averaging Period				
	(a) 2005	(b) 2004	(c) 2003	(d) 2002	(e) Total
45	Lobbying nontaxable amount				
46	Lobbying ceiling amount (150% of line 45(e))				
47	Total lobbying expenditures				
48	Grassroots non-taxable amount				
49	Grassroots ceiling amount (150% of line 48(e))				
50	Grassroots lobbying expenditures				

Part VI-B Lobbying Activity by Nonelecting Public Charities

(For reporting only by organizations that did not complete Part VI-A) (See instructions.)

N/A

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:

	Yes	No	Amount
a Volunteers			
b Paid staff or management (Include compensation in expenses reported on lines c through h.)			
c Media advertisements			
d Mailings to members, legislators, or the public			
e Publications, or published or broadcast statements			
f Grants to other organizations for lobbying purposes			
g Direct contact with legislators, their staffs, government officials, or a legislative body			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means			
i Total lobbying expenditures (add lines c through h.)			

If 'Yes' to any of the above, also attach a statement giving a detailed description of the lobbying activities.

Part VII

51 Did the reporting organization directly or indirectly engage in any of the following with any other organization described in section 501(c) of the Code (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?

a Transfers from the reporting organization to a noncharitable exempt organization of:

(i) Cash	51 a (i)	X
(ii) Other assets	a (ii)	X
b Other transactions:		
(i) Sales or exchanges of assets with a noncharitable exempt organization	b (i)	X
(ii) Purchases of assets from a noncharitable exempt organization	b (ii)	X
(iii) Rental of facilities, equipment, or other assets	b (iii)	X
(iv) Reimbursement arrangements	b (iv)	X
(v) Loans or loan guarantees	b (v)	X
(vi) Performance of services or membership or fundraising solicitations	b (vi)	X
c Sharing of facilities, equipment, mailing lists, other assets, or paid employees	c	X

d. If the answer to any of the above is 'Yes,' complete the following schedule. Column (b) should always show the fair market value of the goods, other assets, or services given by the reporting organization. If the organization received less than fair market value in any transaction or sharing arrangement, show in column (d) the value of the goods, other assets, or services received:

[illegible]

52a Is the organization directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) of the Code (other than section 501(c)(3)) or in section 527? ▶ ☐ Yes ☒ No

b If 'Yes,' complete the following schedule:

[illegible]

FIRST STEPS, INC.

62-0674974

STATEMENT 1
FORM 990, PART I, LINE 8
NET GAIN (LOSS) FROM NONINVENTORY SALES

PUBLICLY TRADED SECURITIES

GROSS SALES PRICE: 15,461.
COST OR OTHER BASIS: 15,420.

TOTAL GAIN (LOSS) PUBLICLY TRADED SECURITIES \$ 41.

OTHER ASSETS

DESCRIPTION: BUILDING IMPROVEMENTS
DATE ACQUIRED: VARIOUS
HOW ACQUIRED: PURCHASE
DATE SOLD: 6/30/2006
TO WHOM SOLD:
GROSS SALES PRICE: 0.
COST OR OTHER BASIS: 8,493.
DEPRECIATION: 5,852.

GAIN (LOSS) -2,641.

DESCRIPTION: FURNITURE & EQUIPMENT
DATE ACQUIRED: VARIOUS
HOW ACQUIRED: PURCHASE
DATE SOLD: 6/30/2006
TO WHOM SOLD:
GROSS SALES PRICE: 0.
COST OR OTHER BASIS: 16,023.
DEPRECIATION: 15,735.

GAIN (LOSS) -288.

DESCRIPTION: TELEPHONE SYSTEMS
DATE ACQUIRED: VARIOUS
HOW ACQUIRED: PURCHASE
DATE SOLD: 6/30/2006
TO WHOM SOLD:
GROSS SALES PRICE: 0.
COST OR OTHER BASIS: 1,985.
DEPRECIATION: 1,985.

GAIN (LOSS) 0.

DESCRIPTION: 2002 VAN
DATE ACQUIRED: 4/01/2002
HOW ACQUIRED: PURCHASE
DATE SOLD: 4/01/2006
TO WHOM SOLD:
GROSS SALES PRICE: 14,100.
COST OR OTHER BASIS: 19,856.
DEPRECIATION: 15,885.

GAIN (LOSS) 10,129.

TOTAL GAIN (LOSS) OTHER ASSETS \$ 7,200.

TOTAL NET GAIN (LOSS) FROM NONINVENTORY SALES \$ 7,241.

FIRST STEPS, INC.

62-0674974

STATEMENT 2
FORM 990, PART I, LINE 9
NET INCOME (LOSS) FROM SPECIAL EVENTS

<u>SPECIAL EVENTS</u>	<u>GROSS RECEIPTS</u>	<u>LESS CONTRI- BUTIONS</u>	<u>GROSS REVENUE</u>	<u>LESS DIRECT EXPENSES</u>	<u>NET INCOME (LOSS)</u>
CHAMPIONS FOR CHILDREN DINNER	61,665.	0.	61,665.	20,364.	41,301.
TOTAL	<u>\$ 61,665.</u>	<u>\$ 0.</u>	<u>\$ 61,665.</u>	<u>\$ 20,364.</u>	<u>\$ 41,301.</u>

STATEMENT 3
FORM 990, PART I, LINE 20
OTHER CHANGES IN NET ASSETS OR FUND BALANCES

UNREALIZED LOSS ON INVESTMENTS	\$ -1,643.
TOTAL	<u>\$ -1,643.</u>

STATEMENT 4
FORM 990, PART II, LINE 43
OTHER EXPENSES

	(A) <u>TOTAL</u>	(B) <u>PROGRAM SERVICES</u>	(C) <u>MANAGEMENT & GENERAL</u>	(D) <u>FUNDRAISING</u>
ADVERTISING	1,624.	1,564.	60.	
BAD DEBTS	3,023.	895.	2,128.	
COMMUNICATIONS	20,429.	17,849.	2,580.	
COMMUNITY FDTN - ENDOWMENT FD	8,450.		8,450.	
DUES	2,278.	627.	1,651.	
FOOD	40,142.	40,101.	41.	
INSURANCE	14,720.	13,323.	1,397.	
LICENSES	2,345.	2,290.	55.	
MISCELLANEOUS	3,202.	603.	2,599.	
PROFESSIONAL SERVICES	41,935.	30,852.	11,083.	
TRANSPORTATION	436.	436.		
UTILITIES	10,401.	9,485.	916.	
TOTAL	<u>\$ 148,985.</u>	<u>\$ 118,025.</u>	<u>\$ 30,960.</u>	<u>\$ 0.</u>

STATEMENT 5
FORM 990, PART III
ORGANIZATION'S PRIMARY EXEMPT PURPOSE

EDUCATION AND TRAINING FOR DEVELOPMENTALLY DISABLED CHILDREN

FIRST STEPS, INC.

62-0674974

STATEMENT 6
FORM 990, PART IV, LINE 54
INVESTMENTS - SECURITIES

OTHER PUBLICLY TRADED SECURITIES	VALUATION METHOD	AMOUNT
MUTUAL FUNDS	MARKET VALUE	\$ 45,649.
	TOTAL	\$ 45,649.
TOTAL INVESTMENTS - SECURITIES		\$ 45,649.

STATEMENT 7
FORM 990, PART IV, LINE 57
LAND, BUILDINGS, AND EQUIPMENT

CATEGORY	BASIS	ACCUM. DEPREC.	BOOK VALUE
MACHINERY AND EQUIPMENT	\$ 71,641.	\$ 55,060.	\$ 16,581.
IMPROVEMENTS	106,054.	51,739.	54,315.
TOTAL	\$ 177,695.	\$ 106,799.	\$ 70,896.

STATEMENT 8
FORM 990, PART IV-A, LINE B(4)
OTHER AMOUNTS

SPECIAL EVENT EXPENSE-NET WITH REVENUES	\$ 20,364.
UNREALIZED LOSS ON INVESTMENTS	-1,643.
TOTAL	\$ 18,721.

STATEMENT 9
FORM 990, PART IV-B, LINE B(4)
OTHER AMOUNTS

SPECIAL EVENT EXPENSE-NET WITH REVENUES	\$ 20,364.
TOTAL	\$ 20,364.

FIRST STEPS, INC.

62-0674974

STATEMENT 10
FORM 990, PART V-A
LIST OF OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

<u>NAME AND ADDRESS</u>	<u>TITLE AND AVERAGE HOURS PER WEEK DEVOTED</u>	<u>COMPEN- SATION</u>	<u>CONTRI- BUTION TO EBP & DC</u>	<u>EXPENSE ACCOUNT/ OTHER</u>
CAROLYN KITTS OLD HICKORY, TN	HUMAN RESOURCE 1	\$ 0.	\$ 0.	\$ 0.
JON SUNDOK BRENTWOOD, TN 37027	VICE PRESIDENT 1	0.	0.	0.
DEBBIE DAY FRANKLIN, TN	BOARD MEMBER 1	0.	0.	0.
BEVERLY HEDRICK NASHVILLE, TN 37219	DVLPMT COCHAIR 1	0.	0.	0.
JOYCE PEACOCK NASHVILLE, TN	TREAS & FIN CH. 1	0.	0.	0.
TRAVIS CAPERS NASHVILLE, TN 37211	BOARD MEMBER 1	0.	0.	0.
SUSAN BROWNIE BRENTWOOD, TN	BOARD MEMBER 1	0.	0.	0.
HERBERT DE BERRY NASHVILLE, TN	BOARD MEMBER 1	0.	0.	0.
AMY DUNLAP NASHVILLE, TN	SECRETARY 1	0.	0.	0.
ROBERT H. LAIRD, JR. NASHVILLE, TN 37203	PROGRAM CHAIR 1	0.	0.	0.
DOUG ANDERSON NASHVILLE, TN 37211	BOARD MEMBER 1	0.	0.	0.
JACKIE DIXON NASHVILLE, TN 37219	ADVISORY MEMBER 1	0.	0.	0.

FIRST STEPS, INC.

62-0674974

STATEMENT 10 (CONTINUED)
 FORM 990, PART V-A
 LIST OF OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED	COMPEN- SATION	CONTRI- BUTION TO EBP & DC	EXPENSE ACCOUNT/ OTHER
MANDY CAWOOD NASHVILLE, TN 37215	BOARD MEMBER 1	\$ 0.	\$ 0.	\$ 0.
DEE DOOCHIN NASHVILLE, TN 37215	BOARD MEMBER 1	0.	0.	0.
BOB MARTINEAU NASHVILLE, TN	PRESIDENT 1	0.	0.	0.
JONATHAN HARRIS NASHVILLE, TN 37219	BOARD MEMBER 1	0.	0.	0.
BARBARA CRAWFORD, PH.D. NASHVILLE, TN 37209	BOARD MEMBER 1	0.	0.	0.
BLAIR MCEVOY NASHVILLE, TN 37215	BOARD MEMBER 1	0.	0.	0.
BARBARA DADE NASHVILLE, TN 37205	BOARD MEMBER 1	0.	0.	0.
JAMES SHMERLING NASHVILLE, TN	BOARD MEMBER 1	0.	0.	0.
KATHY STORY ANTIOCH, TN	BOARD MEMBER 1	0.	0.	0.
LARA DUNCAN NASHVILLE, TN 37209	BOARD MEMBER 1	0.	0.	0.
CHRISTINE GEBHARDT, PH.D. NASHVILLE, TN 37211	BOARD MEMBER 1	0.	0.	0.
DIANA PARKER NASHVILLE, TN	DIR. OF FINANCE 40	56,500.	1,130.	38.

FIRST STEPS, INC.

62-0674974

STATEMENT 10 (CONTINUED)
 FORM 990, PART V-A
 LIST OF OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

<u>NAME AND ADDRESS</u>	<u>TITLE AND AVERAGE HOURS PER WEEK DEVOTED</u>	<u>COMPEN- SATION</u>	<u>CONTRI- BUTION TO EBP & DC</u>	<u>EXPENSE ACCOUNT/ OTHER</u>
HEATHER HIGGINS NASHVILLE, TN 37204	EXECUTIVE DIREC 40	\$ 59,000.	\$ 1,180.	\$ 156.
DARLENE HARRIS MURFREESBORO, TN 37130	BOARD MEMBER 1	0.	0.	0.
MONICA MACKIE FRANKLIN, TN 37069	BOARD MEMBER 1	0.	0.	0.
ROBIN MCWILLIAM, PH.D. NASHVILLE, TN 37232	BOARD MEMBER 1	0.	0.	0.
WILLIAM TAYLOR NASHVILLE, TN 37203	BOARD MEMBER 1	0.	0.	0.
SHANA WITHEROW NASHVILLE, TN 37212	BOARD MEMBER 1	0.	0.	0.
CHUCK BADER NASHVILLE, TN 37211	ADVISORY MEMBER 1	0.	0.	0.
KEITH FRAZIER NASHVILLE, TN 37219	ADVISORY MEMBER 1	0.	0.	0.
KIM HARDIN NASHVILLE, TN 37201	ADVISORY MEMBER 1	0.	0.	0.
MARK JONES FRANKLIN, TN 37064	ADVISORY MEMBER 1	0.	0.	0.
KEN KRAUS NASHVILLE, TN 37212	ADVISORY MEMBER 1	0.	0.	0.
DR. MELANIE LUTENBACHER NASHVILLE, TN 37240	ADVISORY MEMBER 1	0.	0.	0.

FIRST STEPS, INC.

62-0674974

STATEMENT 10 (CONTINUED)

FORM 990, PART V-A

LIST OF OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED	COMPEN- SATION	CONTRI- BUTION TO EBP & DC	EXPENSE ACCOUNT/ OTHER
KATHY MEDLIN NASHVILLE, TN 37204	ADVISORY MEMBER 1	\$ 0.	\$ 0.	\$ 0.
SUSAN MYERS NASHVILLE, TN 37203	ADVISORY MEMBER 1	0.	0.	0.
JOHN ROBINSON NASHVILLE, TN 37205	ADVISORY MEMBER 1	0.	0.	0.
DAVID SCHROEDER, M.D. FRANKLIN, TN 37064	ADVISORY MEMBER 1	0.	0.	0.
PAUL VAN WULVEN HERMITAGE, TN 37076	ADVISORY MEMBER 1	0.	0.	0.
BEVERLY GRANT NASHVILLE, TN 37204	MKT & DVLMT MGR 40	35,640.	713.	38.
	TOTAL	\$ 151,140.	\$ 3,023.	\$ 232.

STATEMENT 11
SCHEDULE A, PART IV-A, LINE 22
OTHER INCOME

DESCRIPTION	(A) 2004	(B) 2003	(C) 2002	(D) 2001	(E) TOTAL
OTHER INCOME	\$ 16.	\$ 2,847.	\$ 7,306.	\$ 3,445.	\$ 13,614.
TOTAL	\$ 16.	\$ 2,847.	\$ 7,306.	\$ 3,445.	\$ 13,614.

FIRST STEPS, INC.

62-0674974

FORM 990, PART II, LINE 42
DEPRECIATION EXPENSE

PROPERTY AND EQUIPMENT ARE RECORDED AT COST OR, IF DONATED, AT THE ESTIMATED FAIR MARKET VALUE AS OF THE DATE OF DONATION. DEPRECIATION IS PROVIDED USING THE STRAIGHT-LINE BASIS OVER THE ESTIMATED USEFUL LIVES OF THE RESPECTIVE ASSETS, WHICH RANGE FROM TEN YEARS FOR BUILDING IMPROVEMENTS AND FURNITURE AND EQUIPMENT TO FIVE YEARS FOR VEHICLES. EXPENDITURES FOR REPAIRS AND MAINTENANCE ARE CHARGED TO EXPENSE AS INCURRED.