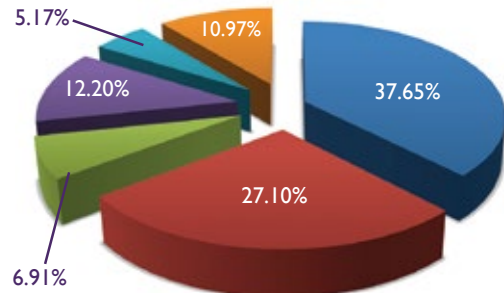
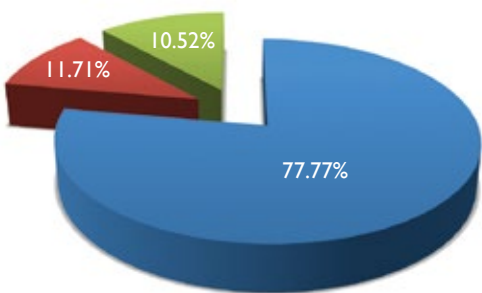


EXPENSES

REVENUE



DOMESTIC VIOLENCE PROGRAMMING	\$1,995,298
SEXUAL ASSAULT PROGRAMMING	\$269,897
SUPPORTING SERVICES <i>General & Administrative</i>	\$300,515
TOTAL EXPENSES	\$2,565,710

FEDERAL	\$968,907
STATE & OTHER	\$697,436
FOUNDATIONS	\$177,815
CONTRIBUTIONS	\$314,260
UNITED WAY	\$133,018
CONTRIBUTED SERVICES	\$282,346
TOTAL REVENUE	\$2,573,782

PROGRAM ENDORSEMENTS AND DETAILS ABOUT FIRST STEP'S FINANCIAL REPORTS CAN BE FOUND AT [HTTP://FIRSTSTEP-MI.ORG/GUIDESTAR](http://firststep-mi.org/guidestar)

"[My Advocate] has created an atmosphere in which **WE FEEL SAFE TO SAY WHATEVER WE FEEL WITHOUT FEAR OF JUDGMENT.** The women I am in group with have become so caring and supportive to me and with each other."
— Domestic Violence Survivor

"You guys have been with me and helping me, now I don't feel lonely. **I FEEL PROTECTED HERE WITH YOU.** Thank you."
— Sexual Assault Survivor

"God sent [my advocate] to help me through this. **HER KNOWLEDGE IS AMAZING, HER LOVE ENCOURAGING.**"
— Domestic Violence Survivor

"These past few sessions have helped me a lot. I look forward to each session. **I ALWAYS FEEL STRONGER WHEN I LEAVE.** She is very helpful and nice. And makes me feel like I have hope again."
— Sexual Assault Survivor

2014-2017 BOARD OF DIRECTORS

 Jennifer Hartke President	 Marilyn Nix Vice President, 2014-2016	 Beckie Thompson Secretary, 2014-2016	 Wendy Woodward Member at Large	 Genelle M. Allen
 Jay Bonnell*	 Kimberly Coleman*	 Kathleen Cronin*	 Jerome Espy, Sr.*	 Jeff Gielniak
 Heidi A. Naasko Secretary, 2016-2017	 Carla O'Malley Past President	 Karen Wilson Smithbauer	 Elaine Tingle* Vice President, 2016-2017	 Loren Wadington

Not Pictured: June Nicholas, Treasurer * Joined in 2014 * Joined in 2015

**18,496
24-HOUR LINE /
CRISIS CALLS**

Community Response Program in police/courts
2,188 SURVIVORS SUPPORTED

In-Court Victim Advocacy / Legal Information / Clinics
3,858 HOURS

Counseling / Advocacy Hours
**15,300 FOR ADULTS
2,765 FOR CHILDREN**

612 PEOPLE stepped up and volunteered for First Step

Violence Prevention Programs in schools
Date rape awareness and education
Coalition Building

SAFETY PLANNING
All adult and child survivors who work with First Step develop a safety plan

4,325 PEOPLE participated in First Step's **OUTREACH AND EDUCATION SESSIONS**

Western Wayne County 44567 Pinetree Drive Plymouth, MI 48170 734.416.1111	Redford 27150 Westfield Redford, MI 48239 313.937.9791	Karen Wilson Smithbauer Center 4400 S.Venoy Wayne, MI 48184 734.722.1772	Lincoln Park 1394 Cleophus Lincoln Park, MI 48146 313.383.2975
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FIRST STEP TOUCHED THE LIVES OF 11,393 PEOPLE IN 2014-2015



PROGRAMS AND SERVICE STATISTICS 2014-2015 FISCAL YEAR

Total number of survivors served
**6,605 ADULTS
463 CHILDREN**

4,325 PEOPLE participated in First Step's **OUTREACH AND EDUCATION SESSIONS**

**SUPPORT GROUPS
2,000 HOURS**

Emergency Housing
13,913 NIGHTS OF SAFE SHELTER
(135 women, 188 children)

204 INSTANCES helping clients obtain Personal Protection Orders

TRANSPORTATION
First Step provided 1,188 rides for 176 Families

TRANSITIONAL SUPPORTIVE HOUSING
26 adults and 45 children received subsidized safe housing (10,308 nights) & support services



FOOD, CLOTHING, HOUSEHOLD GOODS
First Step provided 11,299 items to families

Domestic Violence and Sexual Assault Awareness Month activities

24-hour on-call Assault Response Team responded to **154 PRIMARY AND 40 SECONDARY VICTIMS**



ANNUAL REPORT
FISCAL YEAR OCTOBER 1, 2014 TO SEPTEMBER 30, 2015

YEAR IN REVIEW

**AMY YOUNGQUIST
CHIEF EXECUTIVE OFFICER**



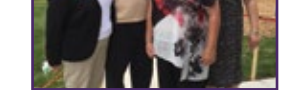
First Step is very much like a close-knit family supporting each other during challenging times and embracing a circle of caring people who all share our vision of peaceful families and safe communities.

The need is tremendous and with your help, First Step will always be there to support thousands of sexual assault and domestic violence survivors who come to us for aid each year. As you review this report you may notice that we served more survivors this year than ever before. Each number served represents a courageous survivor who has reached out for help and has been answered with compassion and skill.

Your First Step family is on a mission and we think big picture! When we opened our Karen Wilson Smithbauer Center almost four years ago, we built a one of a kind shelter in which families have their own space, independence, autonomy, and privacy when they need it most. Our survivors have access to wrap-around services and support from the caring staff and volunteers who stand willing and able to help 24 hours a day, 7 days a week.



First Step's new playscape, healing garden, and outdoor fitness center is another instance of First Step going above and beyond to create a space where children of all ages can play and where moms can relax in a therapeutic setting. It is truly a phenomenal place, built by the generosity of the community and the only one of its kind in the country.



First Step has responded to a spike in domestic violence homicides in Wayne County by creating Domestic Violence High Risk Teams in targeted cities consisting of law enforcement officers, victim advocates and prosecutors to identify and respond to the most dangerous of cases. These teams are truly saving lives and are based on extensive research of best practices and several nationally recognized models.

You can see that First Step works for a community in which no one of any race, age, gender or religion is abused, assaulted, or victimized in any way. Our comprehensive services speak to each survivor as a whole, unique, and valuable human being. While safety is our number one priority, we also look at the holistic needs of every single person-physical, emotional, and spiritual. Our highly skilled staff and volunteers use their expertise to transform the lives of those who come to us looking for a fresh start. Your support makes this vision possible.



It's up to all of us to end domestic violence and sexual assault in every neighborhood, school and community. We must work together to send a strong message of zero tolerance to those who chose to commit these horrible crimes against the women, men, and children they claim to love.

I encourage you to become more involved-it's up to us to solve this problem. Join us-volunteer, donate, help spread the word, stand up and demand that our political leaders give these crimes the attention they deserve! I truly believe that our vision of peaceful families and safe communities can be a reality if we all take a stand.

On behalf of the survivors we serve, I thank you for taking the time to allow us an opportunity to share our thoughts, ideas, successes, and growing pains with you. First Step's ability to make real change depends on your care and compassion that keeps us going strong!

Amy Youngquist

Amy Youngquist, Chief Executive Officer and Board Member



24-HOUR HELP LINE: (734) 722-6800 • (888) 453-5900

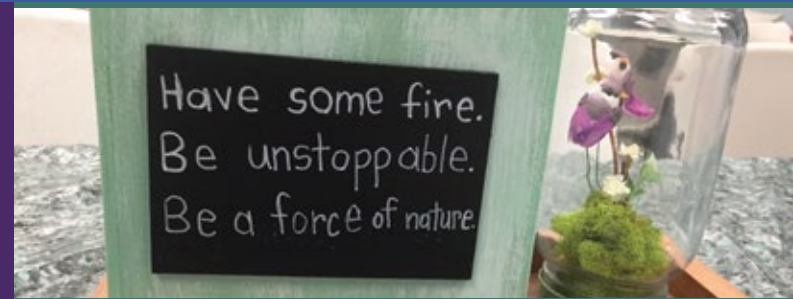
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FIRST STEP PROGRAMS & SERVICES

Here is information about the work of First Step as well as a list of the services we provide each and every day.

Since 1978, First Step has been working for peaceful families and safe communities in Wayne County, Michigan. First Step is the only non-profit agency in outer-Wayne County providing comprehensive services for victims of domestic and sexual violence.

First Step provides free and confidential programs designed to help survivors of violence overcome the lack of intervention and support, the feelings of powerlessness, isolation, physical danger and fear, and the financial, emotional and cultural barriers that victims of violence often face when seeking help.



WHAT MAKES FIRST STEP STAND OUT FROM OTHER COUNSELING PROGRAMS AND SHELTERS?

First Step staff members and volunteers are specially trained to assist and empower survivors of domestic violence, dating violence and sexual assault. First Step staff and volunteers are skilled experts in domestic violence, sexual assault, and trauma. They know the laws, have knowledge and experience with the dynamics of these crimes and understand the effects they have on the human spirit.

TEMPORARY EMERGENCY HOUSING (SHELTER)

When home is no longer a safe option, First Step provides emergency, short-term housing for victims of domestic and/or sexual violence and their children. Survivor Advocates work with residents to assist them in meeting their goals. Residents have the opportunity to participate in vital services, such as individual and group counseling, safety planning, medical attention, housing referrals, and educational and recreational activities for children.

TRANSITIONAL HOUSING

The Transitional Housing Program provides full rent subsidy and support while helping survivors build a credit history and skills to obtain and maintain permanent housing.

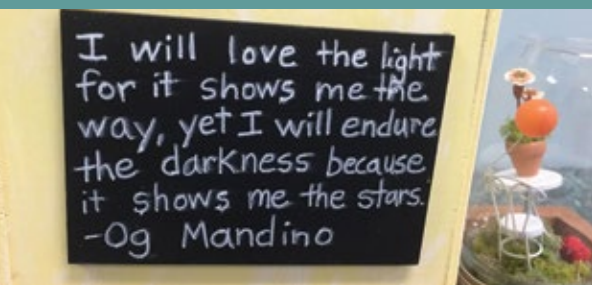
OTHER

First Step provides food, toys, clothing, birthday gifts, gift cards, books, school supplies, diapers, household goods, transportation and many of the other basic needs to help survivors in transition.



INFORMATION AND REFERRALS

Providing critical information and referrals regarding housing, legal assistance, counseling, temporary emergency housing, transportation, and health care is a large part of First Step's work.



CHILDREN'S ADVOCACY AND PREVENTION PROGRAMS

Children ages 3 through 19 are provided individual, family, and group counseling sessions to overcome the effects of witnessing violence in the home and, in some cases, the trauma of being physically or sexually abused themselves. First Step also recognizes the need for fun and recreation. Through volunteers and staff, First Step provides recreational activities such as field trips, craft activities, holiday celebrations, birthday parties and more for the children and adults in our program.

FIRST STEP'S MISSION:

THE MISSION OF FIRST STEP IS TO ELIMINATE BOTH DOMESTIC AND SEXUAL VIOLENCE AND TO PROVIDE COMPREHENSIVE SERVICES TO INDIVIDUALS AND FAMILIES IMPACTED BY THESE CRIMES.

COMMUNITY EDUCATION

First Step believes that prevention is a key component to ending violence in our communities. First Step staff members present to schools, businesses, religious organizations, medical personnel, police officers, and civic groups. Topics range from the effects of violence on children, to dating violence, date rape drugs, domestic/sexual assault myths and facts, and community resources.



DOMESTIC VIOLENCE AND SEXUAL ASSAULT ADVOCACY PROGRAMS

Individuals and families who live in the community have the opportunity to participate in one-on-one counseling and support groups. Survivors of domestic and sexual violence learn about the dynamics of abuse and how to advocate for their own resources and needs. They are given the space to discuss the emotional impact of their situations. Groups allow survivors to share their stories and find strength in connecting with others, who sometimes become life-long friends.



Nonresidential sessions are available in four sites: Plymouth, Wayne, Lincoln Park and Redford.

COMMUNITY / LEGAL RESPONSE PROJECT

First Step Community Response Project Survivor Advocates help victims who are identified through police departments and courts throughout Wayne County. In several communities, Survivor Advocates work with a designated domestic violence prosecutor and detective to respond to the crimes of domestic and sexual violence. Survivor Advocates contact the victims of these crimes just after the police report is filed. They focus on assessing lethality, making safety plans, and explaining the criminal justice process and the dynamics of domestic and sexual violence for the adults and children involved throughout the prosecution process. Referrals are also made to other First Step programs, as well as pertinent outside resources. In addition, First Step provides in-court victim advocacy and support through free legal clinics.