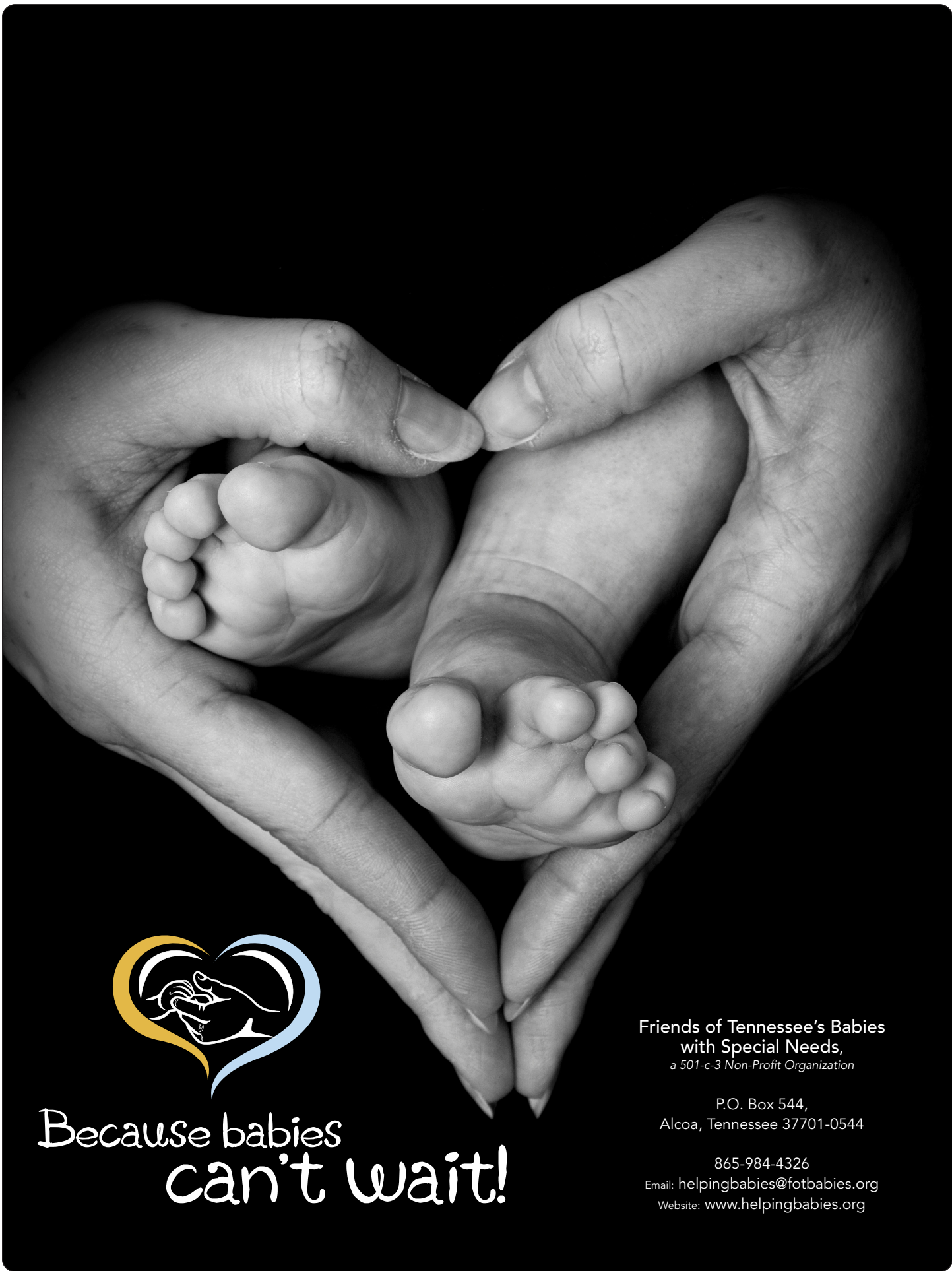




Friends of Tennessee's
BABIES WITH SPECIAL NEEDS
2025 ANNUAL REPORT



"Because Babies Can't Wait!"



Because babies
can't wait!

Friends of Tennessee's Babies
with Special Needs,
a 501-c-3 Non-Profit Organization

P.O. Box 544,
Alcoa, Tennessee 37701-0544

865-984-4326
Email: helpingbabies@fotbabies.org
Website: www.helpingbabies.org



Dear Friends,

Reflecting on the year 2025 creates an exciting anticipation of what 2026 holds for us! Reflection not only allows us to celebrate the accomplishments, but also challenges us to accept the wonderful opportunity to learn from our mistakes, make needed changes, dream big, and create a plan for growth! That obviously requires a team of passionate people with a unified vision who are willing to work together to accomplish great things. Thank you for being a part of that!

It is a pleasure to be part of such a thriving and vital organization with a team that truly has a passion for loving and supporting those with special needs, their families, and the early intervention professionals who serve them.

It is our MISSION and privilege to provide resources and assistance, to provide opportunities for families to bond together and build precious memories, and to give families a community to belong to where their child is valued, seen, and celebrated.

As you read through this annual report, take some time to celebrate the accomplishments of 2025, but also look introspectively to challenge yourself on how you can become an even stronger part of the TEAM in 2026. You may be the lifeline for a child or family. Keep in mind our tagline – “Because Babies Can’t Wait!”. What you do DOES make a difference in the life of a child!

Most sincerely,

Robin M. Hamrick

Robin Hamrick
Executive Director



In one sentence, Friends of TN's Babies with Special Needs is:

*A force of good with arms wide-open,
pulling children close into one deliberate hug and saying:
"Hey, let's rest here awhile and talk about how wonderful you are."*

Mission:

Working to enhance the potential of infants and young children with disabilities by offering support to their families and the early intervention professionals who serve them.

Mailing address:

Friends of Tennessee's Babies
with Special Needs
P.O. Box 544
Alcoa, TN 37701

Street Address:

517 Crawford Street
Maryville, TN 37804

Phone:

865-984-4326

E-mail:

helpingbabies@fotbabies.org

Goals and Objectives:

1. Provide free events so that the families of young children with special needs can share fun times with their children and network with other families.
2. Provide a Loaner Hearing Aid Bank so that families may determine the most appropriate hearing aid for their child before making this expensive investment.
3. Provide individual and group respite care to young children with special needs so that their families may receive a much needed break from 24/7 care needed for these children.
4. Provide a resource lending library so that families and the professionals who serve them may have access to information about young children with special needs.
5. Provide emergency assistance to families when there is no other source of support.
6. Provide adaptive equipment (e.g. special spoons, braces) when there is no other source of support.
7. Provide bereavement support to families who have experienced the death of a child.
8. Provide training to families of young children with special needs and the professionals who serve them.

Purpose of Organization and Brief History:

Friends of Tennessee's Babies with Special Needs is a support organization for Tennessee's Early Intervention System (TEIS). TEIS is an early intervention program that serves children (birth-5 years) with special needs and their families; needs such as vision or hearing loss, developmental delays, and/or medical conditions (e.g. Down syndrome). TEIS connects parents of young children with special needs with valuable community resources that help them in the difficult task of caring for their children. TEIS' core home-services are provided free of charge through the Tennessee Department of Intellectual and Developmental Disabilities; however, it cannot serve all the needs of its target population.

Friends of Tennessee's Babies with Special Needs works to enhance the potential of infants and young children with disabilities by offering support to their families and the early intervention professionals who serve them. Since 1995, we have provided services to a target population of 3500 young children with special needs in 16 counties in East Tennessee including: Blount, Knox, Monroe, Sevier, Jefferson, Claiborne, Union, Campbell, Cocke, Anderson, Loudon, Hamblen, Grainger, Roane, Scott, and Morgan. We exist to meet critical needs of families when there are no other community resources. Our tagline is "Because Babies Can't Wait". Our priorities include respite care and family events, including visits to Zoo Knoxville, Ripley's Aquarium, Deep Well Farm Pumpkin Patch, and Christmas Movie Night for FOT and the Special Needs community. We also provide a state-wide Hearing Aid Loaner Bank, an educational library designed to meet the needs of our served population, care packages for families in the NICU at ET Children's Hospital and UT Medical Center, travel assistance for families with out of area medical appointments, diapers, developmental items (e.g., toys, high chairs, etc.) and emergency/family assistance. Available on our website are online training modules to help families learn how to manage their finances, learn about Sensory issues, NAS, Transition to the school system, and other topics. For more information visit <http://www.helpingbabies.org> or follow us on Facebook and Instagram.



Board of Directors

The Board of Directors met six times in 2025.



KRISTIN ALM leads public relations and communications for Greater Sum Ventures, a growth equity firm based in Knoxville. She has held senior corporate communications positions at Discovery, Inc., home to popular cable channels such as HGTV and Food Network, as well as with Goody's Family Clothing. Kristin

is active in the Public Relations Society of America Volunteer Chapter and also sits on the board of the Knox County Arc, an organization serving people with intellectual and developmental disabilities. She resides in Knoxville with her husband and their two daughters, the youngest of whom happens to have Down syndrome.



LYNN ANDRICK (Secretary) was born and raised in Columbus, Ohio and came to Knoxville to pursue a degree in Deaf Education with a minor in Early Childhood education. She and her husband Jett have two daughters, five grandchildren, and a black lab named Chief. She retired from the Tennessee School for the

Deaf after 30 years as an educator, both as a teacher and an elementary principal. She volunteers in the Toddler and Preschool classes at TSD. She served on the board of Breakthrough, an organization that serves adults with Autism and continues to volunteer on various fund-raising events for Breakthrough.



SUZANNE BOND is a physical therapist with a background in Healthcare Operations and Compliance. She lives in Knoxville with her husband and children. In addition to working with FOT, she serves on the boards of the Junior League of Knoxville and the Family Justice Center. She is honored to be a part of

such a loving and compassionate organization.



JACKIE CAMPBELL (Past Chairperson) has her clinical doctorate in Audiology and has worked with people of all ages with hearing loss since 1990. Currently, she is a Service Coordinator for Tennessee's Early Intervention System (TEIS). She has been the Clinical Director of Special Olympics Healthy Hearing Program in Texas

and TN and enjoys other local volunteer projects in the community. Jackie joined the FOT Board in 2015. She and her husband live in Knoxville and have two daughters, the younger one of whom has Down syndrome, and a new son-in-law.



BUD CHANDLER (Emeritus) Thank you for your steadfast commitment to insure that infrastructure was put into place so that Friends of Tennessee's Babies with Special Needs could be sustained for many years to come.



KATIE GIVENS lives on a cattle farm in Madisonville with her family and owns Statement Monroe, a pop-up consignment event, where she really loves to pour back into her community as much as possible! Her son, Grady, was born with a rare auto inflammatory disease and as a result has Cerebral Palsy and other neurological diagnoses. She learned about FOT through attending the Family Encouragement Conference and knew she wanted to get involved with as many local special needs family programs as possible! She considers it an honor to serve on the Board of Directors and to help give back to the special needs community!



MELISSA GOIN (Chairperson) and her husband have a son who has Autism. They were enrolled in the Tennessee Early Intervention System when he was 18 months. She understands the importance of early intervention and is excited to be involved with a program that supports families of young children with special needs.

She loves that we provide event opportunities for families with special needs and thinks they are critical. One way she and her husband show their support is by attending the annual Jazz Baby fundraising event.



KIMBERLY GOLDSBOROUGH Kim is a native of Knoxville. She obtained her bachelor's degree from The University of Illinois and her OTD (occupational therapy doctorate) from Belmont University. Kim has worked almost exclusively with pediatric patients throughout her career, including a tenure at

Children's Hospital of Philadelphia. She currently works as an occupational therapist with the Oak Ridge School system. She is familiar with FOT Babies from a professional perspective and looks forward to becoming more involved as a Board member. Kim and her husband, Mike, live in Farragut with their three daughters.



CATHY HANNAN moved to Knoxville many years ago to help her sister take care of children. Prior to that, she was a nursing assistant in Montgomery County, Maryland. Now that her nieces and nephews are grown, she spends her time volunteering with Catholic Charities of East Tennessee and Friends of Tennessee's Babies with Special Needs. She was FOT Babies "Volunteer of the Year 2010."

Board of Directors



MARY DONNET JOHNSON (Emeritus) Thank you for sharing your creative talent and planning skills to allow our organization to expand services to young children with special needs and their families.



SCOTT LAWSON (Vice Chairperson) has an MBA and Masters in Analytics and is currently doing research for the UT College of Nursing and Haslam College of Business. He has a daughter with Down syndrome who took part in the Tennessee Early Intervention System as an infant, and has since successfully transitioned into the Knox County School System. Scott has supported Friends of Tennessee's Babies by volunteering at events, fundraising for the Lindsey Nelson Golf Tournament, and serving on the Advisory Council.



MONICA MCCAMY was born and raised in Fairfax, Virginia. She graduated from the University of Tennessee with a Masters in Elementary education. She previously taught kindergarten at Sarah Moore Green Elementary in East Knoxville. Monica enjoys volunteer work, sports, children, exercise, sketching, and design. Monica says, "I love helping/serving the community. I have a passion working with children, especially those who need extra love and support. I found Friends of TN's Babies with Special Needs through my mother-in-law, Susie McCamy. Her love and passion for this organization has inspired me to want to be more involved in helping these amazing families."



SUSIE MCCAMY (Treasurer) is an early childhood special educator (deaf education certified) working in the field for over 30 years. She serves in an advisory role with TN Hands & Voices, a Family support group for families of children who are deaf, hard of hearing and deaf-blind. She has been involved with our organization since its inception in 1995 and has a passion for finding ways to meet the unique needs of families having young children with special needs.



MARY FRANCES MERWIN is a speech-language pathologist who has lived in Knoxville since 1991. She is an active community volunteer, currently involved with Catholic Charities of East Tennessee and Akima Club. She is married with three adult children.



SHYRA NELSON lives in Clinton with her husband Kevin and adult son Luke. She is a Home Exterior Designer, Interior Decorator, Event Stylist, and business owner. Having raised a child born with a rare genetic disorder, Shyra developed a deep passion for helping families who have children with special needs. She began as a volunteer in 2002 and joined our Board of Directors in 2010, serving as Board Chairperson for three years. Shyra is very active in Fundraising, Community Outreach, and the planning, designing, & execution of our annual Jazz Baby event. Her creativity and design skills add flair to so many of our community and family events.



WHITNEY SMITH and her husband Jared reside in Knoxville with their 3 children, two of whom have special needs who have benefited from Friends of TN's Babies with Special Needs while being served in TEIS. "I feel so grateful for the special needs community in our area. A special needs diagnosis can feel huge, isolating and overwhelming to say the least. Having opportunities to connect with other families and participate in activities together is critically important. FOT was instrumental in community building through events and outings they provided, which was so hugely important to me and my family and a wonderful blessing. I want to find ways to "pay it forward" and give back to a community that has given us so much."



PHEBE STARKEY a native of Greeneville, TN, has a degree in Marketing from the University of Tennessee. She currently is an Account Manager at Eben Concepts, an insurance company based in North Carolina. She has a passion for helping people and serving the community. She and her husband were inspired by Friends of TN's Babies with Special Needs when they attended the Jazz Baby event several years ago. She joined our Board of Directors in January 2021.



DON THOMPSON – (Emeritus) retired from his position as FOT's Volunteer Executive Director in January 2024. He holds a doctorate in educational leadership from the University of Tennessee, where his studies emphasized the development and implementation of quality home-based early intervention services. He has worked in special education for 36 years. Don retired from his position as Director of Tennessee Infant Parent Services School in June of 2007. He is the co-founder of the American Association of Home-based Early Interventionists.

Operations/Staff



KATIE ELLIS (Event Coordinator) and her husband Justin have three beautiful children – Noah, Lily, and Silas. Katie is a registered nurse with a heart and passion for children with special needs. She is also the Mom of a child with special needs. She is very creative and innovative, sparking and implementing

new ideas, activities, and ways to reach out and forge relationships with our community. Her goal in life is to make everyone feel valued and special, maximizing their potential, and trying to provide the tools needed to make that happen.



BETTY FORTUNE (Finance Manager) joined FOT staff in February of 2023. Betty received her BS and MA degree from the University of Cincinnati. Betty's background includes over 20 years working with Federally Qualified Health Centers and prenatal non-profits. Betty and her husband John reside in Tellico Village

where she volunteers with the Tellico Village HOA as VP of Events and volunteers with Smoky Mountain Service Dogs



SHIRLEY GENANDER (Office Manager) has worked as a Front Desk Office Assistant for 40 years. She moved to Tennessee in 2013 after working for the County of Volusia, FL for 16 years. She lives in Maryville with her mother and one dog. She feels she was blessed the day she found out about the position with

FOT and enjoys interacting with the Early Interventionists, Service Coordinators, and families.



ROBIN HAMRICK (Executive Director) has a teaching degree in Deaf Education and a Master's degree/certification in Speech Language Pathology. She previously taught at the Tennessee School for the Deaf, was an adjunct professor at UT, and served as an Early Interventionist with TEIS for 22+ years. She

has served with FOT since 2009. She and her husband have two daughters and three grandchildren.



TERESA MCMAHAN (Grant Writer) worked in the field of Early Intervention for 26 years. She has worked at the Tennessee School for the Deaf, Tennessee Infant Parent Services, and the Tennessee Early Intervention System. She is the Past President of the American Association of Home-based Early Interventionists. She

is married with two children and four grandchildren.



LAURA PETERS (Community Relations Coordinator) retired as a Licensed Professional Counselor from the Maryville City School System, where she provided counseling services for students with special needs. Laura has her bachelor's degree in Deaf Education/Elementary Education and a master's in School Psychology. She has worked

with students with special needs in various capacities for over 30 years. When she first moved to Tennessee, Laura worked as a parent advisor for Tennessee Infant Parent Services (TIPS)



AMANDA RADER (Marketing Coordinator) has worked in the television and radio industries for over 35 years and was the former Director of Development for The Episcopal School of Knoxville. Amanda graduated from Wake Forest University with degrees in Speech Communications and Sociology. She and

her husband Dustin own Beyond Media Television and are the co-founders of Broadway Center for the Arts, an award-winning children's theater company in Maryville. Amanda and Dustin have five children including their youngest, Molly who has Down Syndrome and is medically complex. As the parent of a child with special needs, she is passionate about serving the special needs community and supporting area families who are also on this journey.

Contracted Services:



MARTHA EMREY (Librarian) is honored to be back working as part-time librarian and is excited to share our collection with you all. She is a happily-retired, former teacher and librarian who worked in four states and in multiple settings, including residential and public schools. She was raised in upstate New York, but, has called Knoxville home

for over half of her life. Martha invites you to look at our online catalog (see the Resource Library link on our home page www.helpingbabies.org) to find books and videos for children, parents, and professionals.

Advisory Council

Kay Clayton
Laurie Dover
Jim Dunn
Susan Forsberg
Abby Ham
Dan & Mary Holbrook
David and Ginny Holmes
Mary Donnet Johnson
Callie Jubran
Michelle Jubran
April Lawson

Carlton Long
Dee Lundy
Dr. William Merwin Jr., MD
Nina Bowling Milner
Danielle Nutt
Stuart and Mary Bailey Oakes
Ashly Sims
Mark and Lynn Taylor
Karl Thomas
Frank Venable

Programs

Family Events

"Thank you ALL for everything you do to help make our children's lives a little happier, and our lives more manageable. Every moment you provide us enriches the connection, bond, and spirit of our family, and we love each and every one of you!"

ZOO KNOXVILLE

APRIL 12, 2025

1700+ participated
400 families

Sponsored by:

Greater Knoxville
Sertoma Club



CHANDLER FARM DAY

APRIL 26, 2025

150+ PARTICIPATED

12 VOLUNTEERS

This annual event is exclusively for families who are Deaf/Hard of Hearing. Folks come from several different counties to enjoy riding trains, see farm animals, and eat hot dogs and homemade ice cream. Resources are also available for families to learn about TN Hands and Voices, and plenty of opportunities to network together. Thank you to all who came and to the Chandler family for their hospitality!





SMOKIES BASEBALL GAME JUNE 1, 2025

112 Families
500+ Participated

Sponsored by:
Concord Farragut Sertoma
Raja & Michelle Jubran



RIPLEY'S AQUARIUM August 27, 2025

Thank you to the Aquarium for special ticket pricing and to the City of Gatlinburg for providing free parking.

1000+ people attended

A special Thank you to our sponsors:

Concord Farragut Sertoma Club, Axle Logistics, Tennessee State Bank, The Old Mill, Workshop Tools and Performance Foods.

A big Thank You to our special volunteers from Wellpoint.





DEEP WELL FARM PUMPKIN PATCH OCTOBER 28, 2025

Attendance: 800

Volunteers: 15

Thank you to our sponsors:
Concord Farragut
Sertoma Club
and The Garden Club.

Respite Care

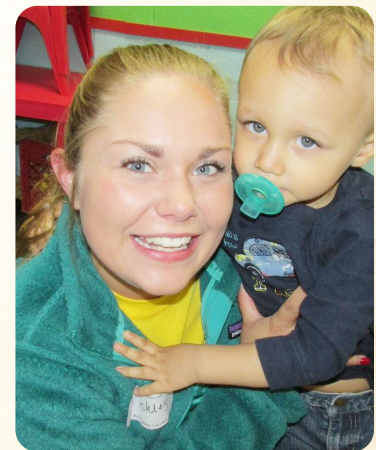
“Respite” means to take a short break from the daily responsibilities of caring for a child with special needs. Thank you to Variety, The Children’s Charity of eastern Tennessee.



“We rarely get an opportunity to have time to ourselves!”

“Our girls LOVE it and look forward to it all week!”

“This is the first time we have had a date in a year!”



Individual Respite Care

In 2025 individual respite care was provided to 38 families

What does respite care mean to families?

“Respite care allowed me to get out of the house to spend a little time on “me”. I spend so much time caring for my child with special needs. It’s easy to forget about myself. Having respite care makes me a better mom.”

CHRISTMAS MOVIE NIGHT

On December 6th, families came to Everett Hills Baptist Church to enjoy an exclusive live sensory friendly performance of "The Best Christmas Pageant Ever!" by the children's theater group Broadway Center for the Arts! Families were able to make an ornament, get a special picture with Santa, and enjoy cookies – and everyone left with an elf and a new hat and gloves, some of which were handcrafted by the Tellico Village Knitters and Crafters United 4 Kids Project!

Thank you to our sponsor Concord Farragut Sertoma Club!

300+ Attended
15 Volunteers



Services

Hearing Aid Loaner Bank

Critical hearing aids are available to babies across the entire state



Thank you to the Greater Knoxville Sertoma Club for your continuing support through the Bill Williams Fishing Tournament, to the Freshour-McNabb Foundation, and Blue Cross for their generous donations.



What do families say about the Hearing Aid Bank?

"We were so excited for her to receive these top-of-the-line hearing aids that will hopefully help her to pick up different frequencies that she was missing before. We were especially excited they were loaned to us at no expense! This was a huge burden lifted from us because of the large amount of medical bills we had already accrued on her behalf and the financial strain her special needs have placed on our family. Yet beyond all of this we love our daughter and cannot wait to see how much these new hearing aids help her to hear and begin to communicate with us! We are SO very thankful!"

Facebook Parent Support Group



Our Facebook Parent Support Group is growing, and is for any parent who has a child up to age 5 with special needs. This group allows parents to network with other families who are also navigating the new world of special needs parenting. Please follow us on Facebook, Instagram, and Twitter.



Family Emergency

In 2025 Friends of Tennessee's Babies with Special Needs was able to help 27 families with emergencies including rent and utility bills assistance. Thank you for sponsorship through the Monday Family Foundation.



"Without your help our family of five would have been homeless. Thank you!" - Parent

JUNE 28, 2025

Attendance: 81 caregivers/ children

Exhibitors: 32

Presenters :16

Volunteers/ Staff: 75

Thank you to Formall, Inc for sponsoring this event for parents and caregivers of children with special needs. A special thank you to Cedar Springs Presbyterian Church, Joni & Friends, presenters, and exhibitors for helping to empower and encourage these families!



Family ENCOURAGEMENT CONFERENCE



In honor of Karen Hollingsworth



Parent and Professional Library



The FOT Library is full of resources for both parents and professionals, covering topics in child development, sensory integration, sensory deficits, behavior management, and more – and a large variety of children’s books. Martha Emrey is our Librarian and ready to assist. Please visit our online catalog at www.helpingbabies.org

Training Videos

A variety of training videos are available to families and service providers. Visit our website at www.helpingbabies.org and click on the Resources tab to learn more.

- Working with Young Children with NAS
- Adult Learning
- Coaching
- Dos and Don’ts of Home Visiting
- Establishing Boundaries
- Family Systems
- Financial Management: Organization, Payment Methods, Spending, Debt, Credit, Identity Protection, Planning for your Child’s Future, etc.
- Learning styles
- Promoting Language through Turn taking
- Promoting Language through Daily Routines and Activities
- Expressive Communication
- Three Little Pigs Story
- Creating Language Experience Books
- Volunteer Training

Family Assistance

In 2025 Friends of Tennessee’s Babies with Special Needs was able to fill 1400+ requests from families.

Dear Friends...“We have triplets and the only way we can take them out is in a wagon. We used the first one we had so much that it broke and we didn’t have the \$\$ to buy a new one. Thank you so much for providing a replacement!”

Dear friends...“The compression suit has made him happier, more playful and he has less tantrums. He wears it 23 hours a day so at night he has gone from not sleeping to sleeping all night – You have changed our lives!”

Collaboration with Area Hospitals



NICU CARE PACKAGES

In 2025, FOT was able to provide Care Packages to 300+ families of children in the NICU at ETCH and UT Medical Center on an as needed basis. The packages are designed to bring comfort, support, and encouragement to these caregivers as they care for their precious little ones on a day in/day out basis in the NICU.

“We want families to know they are not alone and that they have a support system to help them navigate through this challenging time.”

Thank you to KUB and TVA for their generous grant to help fund this project.

Fundraising Events

Bill Williams Fishing Tournament



Bill Williams Fishing Tournament

March 29, 2025
24 years



- Sponsored by the Greater Knoxville Sertoma Club! Funds used to buy hearing aids for the Hearing Aid Loaner Bank and provide refreshments at Zoo day. A special thank you to honor our dear friend, the late Bill Williams, for his unending passion and support for children with special needs.



Lindsey Nelson Golf Tournament

August 5, 2025
35 years!

Thank you to the Concord Farragut Sertoma Club for partnering for over 30 years! Funds used to support free family events, including a night at the Tennessee Smokies ballgame.



Fundraising Events



BUTTERFLY RUN

Our second annual Butterfly Run
was held on March 29, 2025
at Springbrook Park in Alcoa!

Thank you to our sponsors Axle Logistics, Pinnacle Financial
Partners, TDS, WBIR, Blount Pediatric Rehab,
Food City, Sam's Club and to all those who participated!

258 registered; 60 volunteers



Fundraising Events

Jazz Baby

17th annual Jazz Baby event was held on September 25, 2025 at The Mill & Mine! Thank you to everyone who helped make this a successful event!



A special thanks to our sponsors:

Natalie & Jim Haslam

Smith Brothers

George McConnaughey

BILL & CRISSY HASLAM

FOUNDATION



Steve and Ann Bailey



DOMINION GROUP

Dr. and Mrs. William H. Merwin, Jr.



Morgan Stanley



Fundraising Events





our
Sponsors, Grantors, & Volunteers

2025 SPONSORS AND GRANTORS

21st Mortgage
Akima
Axle Logistic
Bill & Crissy Haslam
Blue Cross
Chairman's Club
Clayton Homes
Concord-Farragut Sertoma Club
Connell Properties
Covenant Health
Dominion Group
Dover Signature Properties
Dr. & Mrs. William Merwin, Jr.
ETCH
Formall
Freshour McNabb

Garden Club
George McConaughy
Greater Knoxville Sertoma Club
LRW
McCamy Construction
McLaughlin Group
Morgan Stanley
Mosaic Breast Imaging
Natalie & Jim Haslam
Palmetto Homes
Performance Foods
Raja & Michelle Jubran
Rogers Petroleum
Sam's Club
Sertoma International
Shafer Insurance

Smith Brothers
Steve & Ann Bailey
Stowers Cat
Summit Medical
The Old Mill
Thompson Charitable Foundation
TN State Bank
Trinity Health Foundation
TVA Credit Union
Ubank
United Way Greater Knoxville
UTMC
Variety
Walmart
Workshop Tools
Wyatt Insurance

2025 VOLUNTEERS

Ellery Alm
Lynn Andrick
Kristi Atchley
Lynn Austin
Jessica Baker
Tamara Bates
Julie Beeler
Brenna Bocik
Lola Boehmann
Caitlin Bowser
Theresa Bridges
Lola Brown
Stephanie Brown
Alicia Burr
Isabella Campbell
Jackie Campbell
Monica Casey
Susan Clayton
Sue Clontz
Amy Correa
Sydney Correa
Andrew Couch
Amanda Cox
Carole Crisp
Julie Cyr
Shannon Daniels
Hayle Davis
Nathaniel Davis
Caleb Dill
Nikki Dolan
Diane Duncan
Lily Ellis

Miriam Ensor
Savannah Freeman
Heather Gardner
Tamika Gary
Susan Gass
Jenny Glenn
Melissa Goin
Kim Goldsborough
Alicia Graves
Hannah Green
Julie Griffis
Judy Hafner
Benjamin Halley
Berani Halley
Claudia Hamm
Carolyn Hamm
Mark Hamrick
Lee-Ann Hartlet
Reba Herzfeld
Crystal Hunley
Carrie Hunter
Aimee Jadav
Eva Jadav
Grace Jadav
Joe Jadav
Mary Johnson
Rita Kyle
John LaCava
Carol LaCava
Kasi Lawson
Tania Lawson
Joy Leninsky

David Leninsky
Channing Lewis
Sarah Long
Ryan Long
Jennifer Maclsaac
Susie McCamy
Thema McCowan
Robert McCowan
Greg McMahan
Kate Merritt
Mary Frances Merwin
Anna Miller
Jeanne Miser
Mercedes Montgomery
Jake Nance
Amanda Nelms
Shyra Nelson
Susan Nelson
Jessica Newport
Christy Nichols
Brian Nichols
Kodi Ogle
Braden Ogle
Hailey Ogle
Tyler Ogle
Karen Olson
Elisa Owenby
Emma Pace
Sonya Parker
Maya Pataro
Puja Patel
Romin Patel

BK Perkins
Mike Peters
Tara Phillips
Elizabeth Pratt
Clark Pratt
Charmain Reid
Becky Rials
Lauren Richardson
Jenna Riemenschneider
Kelly Rimmer
Brandi Rinehart
Matt Rinehart
Clayton Scarborough
Halle Scott
Cathy Shiel
Whitney Smith
Paula Stand
Cassi Streeter
Monty Streeter
Eve Streeter
Leigh Anne Touzeau
Tom Touzeau
Linda Ullom
Shana Ward
Wanda Wedekind
Alisa Weeks
Tara Wilson
Wesley Woolson
Alyson Young
Lynen Young

2025 Budget

ADMINISTRATION

Business Expense

Office Supplies	\$1,271.95
Prof. Acct fees.....	\$9,742.59
Administration Other	\$2,835.25
Software Equipment	\$6,500.00
Contract Services	\$ 240.00
Bank/Credit Card Fees	\$ 4772.53
Donation Admin	\$4,500.00

Total Business Expense.....\$25,556.71

Facilities and Equipment.....\$36,863.56

Marketing.....\$2,296.37

Development

Board Mtg. Expense	\$3,114.27
Fundraising Expense.....	\$41,183.57

Total Development Expense.....\$44,297.84

Payroll

Payroll Taxes & Fees\$8,320.46

Finance Manager	\$14,332.15
Grant Writer	\$4,635.00
Marketing Coordinator	\$12,440.28
Office Manager	\$4,617.81

Total Salary &Wages (Admin).....\$36,025.24

Executive Director	\$44,650.00
Community Relations Coord.....	\$5,770.75
Event Coordinator	\$8,464.50
Procurement.....	\$13,853.44

Total Salary &Wages (P & S).....\$72,738.69

PROGRAMS AND SERVICES

Family Services

Adaptive Equipment & Toys	\$39,527.44
Bereavements	\$0.00
Family Assistance.....	\$59,652.04
Family Emergency.....	\$10,344.36
Respite.....	\$9,000.00
Hearing Aid Loaner Bank.....	\$4,404.00
Travel Expenses.....	\$2,875.00

Total Family Services.....\$125,802.84

Family Events

Aquarium.....	\$10,410.99
Chandler Farm Day	\$248.37
Christmas Movie Night	\$2,685.93
Pumpkin Patch	\$4,500.00
Adopt A Family/Adaptive Toys.....	\$1,221.06
Smokies Baseball game.....	\$5,362.00
Zoo Day	\$7,290.63

Total Family Events.....\$31,718.98

Parent Support Group Exp

Family Encouragement Conf	\$5,670.54
NICU Support	\$4,022.06
Parent Professional Library.....	\$1,174.12

Total Parent Support Group.....\$10,866.72

Programs Support EI's/SC's/Donors.....	\$38,884.57
Volunteer Support.....	\$706.50

Total Programs and Services.....\$280,718.30

Total Admin,Business,Develop Exp ..\$153,360.18

Total Expenses\$434,078.48

Finances

FRIENDS OF TENNESSEE'S BABIES WITH SPECIAL NEEDS, INC. STATEMENT OF FUNCTIONAL EXPENSES As of December 31, 2025

	Program	Management and General	Fundraising	Total
Salaries	\$ 82,537	\$ 26,005	\$ 4,523	\$ 113,065
Payroll Taxes and Related Costs	6,074	1,914	333	8,321
Total Personnel Costs	<u>88,611</u>	<u>27,919</u>	<u>4,856</u>	<u>121,386</u>
Family Assistance	59,502	0	0	59,502
Family Events	33,330	0	0	33,330
Family Emergencies	10,344	0	0	10,344
Family Travel	2,875	0	0	2,875
Parent Support Group	10,679	0	0	10,679
Respite	9,000	0	0	9,000
Adaptive Equipment and Toys	45,152	0	0	45,152
Fundraisers	0	0	44,298	44,298
Wellness Training	38,884	0	0	38,884
Professional Fees	0	11,017	0	11,017
Supplies	0	5,210	0	5,210
Telephone and Internet	1,638	546	0	2,184
Dues and Subscriptions	1,174	9,719	0	10,893
Postage	0	1,615	0	1,615
Advertising and Public Relations	2,296	0	0	2,296
Bank Fees	0	485	0	485
Meeting Expense	0	3,114	0	3,114
Rent	0	192	0	192
Awards and Grants	0	2,500	0	2,500
Facilities:				
Utilities	2,489	830	0	3,319
Maintenance	3,908	1,303	0	5,210
Insurance	2,914	971	0	3,885
Total	<u>224,185</u>	<u>37,502</u>	<u>44,298</u>	<u>305,984</u>
Depreciation	2,283	761	0	3,044
TOTAL EXPENSES	<u>\$ 315,079</u>	<u>\$ 66,182</u>	<u>\$ 49,154</u>	<u>\$ 430,415</u>

How Did Friends Help in 2025?

Oral Motor supplies for 220 children

Hearing Aid Loaner Bank

Diapers for 23 babies

300+ NICU Care Packages

Provided 207 weighted tools

Respite Care for 39 families

Travel assist for 17 medical appts

Adaptive Equipment for 450 little ones

Lending Library

Over 5000 attended family events

Total Family Assistance Requests 1,419

Emergency assistance for 27 families



“ Every moment you provide us enriches the connection, bond, and spirit of our family. Thank you for everything you do to help make our children a little happier, and our lives more manageable!”

“ I had surgery and couldn't lift either of my two small children for two weeks. The respite funds allowed me to pay for a sitter for those two weeks. I don't know what I would have done without it. Thank you so much!”

“ My wife and I would wait until the last minute to change diapers because we were afraid we would run out. Now, thanks to Friends we don't worry about a shortage and our child is healthier!”

“ The Baby Shower is a place where families can draw strength to make it another day, another week, or another month or two in the NICU while their baby sometimes fights for their life. The Baby Showers are one of the most rewarding events I have been a part of in my nursing career!”

Thank You for all your support!



Working to enhance the potential of
infants and young children with
disabilities by offering
support to their families
and the early intervention professionals
who serve them



Friends of Tennessee's
Babies with Special Needs,
a 501-c-3 Non-Profit Organization

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