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This season, our youth robotics participants embraced problem-solving and innovation in energy-themed challenges during FIRST® ENERGIZE™ presented by Qualcomm. They gained the community, skills, and self-confidence to power up to their full potential.

Our FIRST® community electrified us, bringing together mentors, educators, event volunteers, sponsors, donors, families, and alumni to charge up our robotics programs.

Our foundational ethos grounded us in Gracious Professionalism® and Coopetition®, inspiring us to work collaboratively and inclusively.

Our global movement is energizing the future – preparing young people today to build a better world for tomorrow.

This Annual Impact Report covers the period of July 1, 2022, to June 30, 2023.
What do young people need to prepare for success in an uncertain, unmapped future? They need transferrable skills, self-confidence, and the ability to persevere. They build all that and more with FIRST®, the gold standard of youth robotics.

FIRST is the sport that allows all participants to “go pro” and find pathways to career success. Our impact-proven programs (see page 6) give students the thrill of competing on a team with the foundation of STEM (science, technology, engineering, and math) and workforce skills development. The FIRST movement encourages and facilitates much-needed in-person social connection and hands-on skills development.

FIRST galvanizes students to produce high-quality work while giving them space to “fail” safely, recognize the value of others, and respect both individuals and community. They learn to persevere in the face of uncertainty. They learn to rely on collaboration and recognize that each team member brings individual strengths that, when combined, boost self-confidence, performance, and learning outcomes for everyone.

During our 2022-2023 energy-themed season, FIRST® ENERGIZE™ presented by Qualcomm, we charged up our 668,000+ youth participants to work together to power their ideas forward and innovate for a better future. The fuel behind their achievements? Our expansive community of sponsors, donors, program delivery partners, volunteers, mentors, educators, alumni, families, and other supporters.

These partnerships allowed us to grow our reach (we served 25% more youth participants compared to last season, see page 18), expand our resources, and deliver transformative experiences for young people. We are endlessly grateful to our global community for making this all possible.

We believe that STEM is for everyone and continue to work strategically to remove barriers and ensure greater access to FIRST programs. This past year, as our leadership team focused on strategic planning for the future, we reexamined the foundational principles that guide us and reaffirmed their meaning. In 2023, we released refreshed mission and purpose statements:

**Purpose:** FIRST exists to prepare the young people of today for the world of tomorrow.

**Mission:** The mission of FIRST is to provide life-changing robotics programs that give young people the skills, confidence, and resilience to build a better world.

The future of FIRST is bright, and these statements, alongside our vision and FIRST Core Values (see, back cover), are a commitment to our community that we will continue to grow and improve. They encapsulate our promise to remain at the forefront of STEM education while ensuring FIRST stays true to our roots in robotics and our foundational ethos.

Whether you’re new to FIRST or a longtime champion, we hope these words and the transformational stories and impact you’ll read throughout the report energize you as we build the future – together.

Sincerely,

Chris, Kelly, and Dean
### At a Glance

- Nine years into data collection, the FIRST Longitudinal Impact Study provides ongoing evidence that FIRST is having lasting impact on participating students.
- Participants from communities who have been underrepresented in STEM are having gains in STEM outcomes and impact; gains continue to be greater for girls and young women in FIRST.
- STEM interest and attitudes are transforming into behaviors and actions beyond high school, where the majority of FIRST participants are majoring in STEM.

### An Increase in STEM-Related Attitudes

108 months after enrollment in the study, FIRST students and alumni are still roughly two times more likely to show an increase in STEM-related attitudes than comparison group students.

<table>
<thead>
<tr>
<th>Metric</th>
<th>Increase Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>STEM Knowledge</td>
<td>1.9x</td>
</tr>
<tr>
<td>STEM Identity</td>
<td>1.9x</td>
</tr>
<tr>
<td>STEM Careers</td>
<td>1.4x</td>
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<tr>
<td>STEM Activity</td>
<td>1.5x</td>
</tr>
<tr>
<td>STEM Interest</td>
<td>2.2x</td>
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### Higher Levels in STEM Outcomes for FIRST Female Students

At 108 months, FIRST female students and alumni are more likely to show significantly higher levels in STEM outcomes than comparison female students.

<table>
<thead>
<tr>
<th>Metric</th>
<th>Increase Factor</th>
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</thead>
<tbody>
<tr>
<td>STEM Knowledge</td>
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</tr>
<tr>
<td>STEM Identity</td>
<td>2.0x</td>
</tr>
<tr>
<td>STEM Careers</td>
<td>1.2x</td>
</tr>
<tr>
<td>STEM Activity</td>
<td>1.8x</td>
</tr>
<tr>
<td>STEM Interest</td>
<td>2.4x</td>
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</table>

Detailed information can be found at [www.firstinspires.org/impact](http://www.firstinspires.org/impact)
Pursuing College Pathways in STEM

By their fourth year of college, FIRST alumni are significantly more likely to pursue college pathways into engineering and computer science than comparison students. They are more likely to be interested in majoring in computer science, engineering, and robotics; to take computer science and engineering courses; and to declare a major in computer science or engineering.

<table>
<thead>
<tr>
<th>DECLARE A MAJOR IN STEM</th>
<th>DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIRST ALUMNI</strong></td>
<td><strong>FIRST ALUMNI</strong></td>
</tr>
<tr>
<td>81%</td>
<td>59%</td>
</tr>
<tr>
<td><strong>COMPARISON GROUP</strong></td>
<td><strong>COMPARISON GROUP</strong></td>
</tr>
<tr>
<td>64%</td>
<td>24%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MORE LIKELY TO TAKE ENGINEERING COURSES OR COMPUTER SCIENCE COURSES</th>
<th>MORE LIKELY TO DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ENGINEERING</strong></td>
<td><strong>COMPUTER SCIENCE</strong></td>
</tr>
<tr>
<td>2.1x</td>
<td>2.7x</td>
</tr>
<tr>
<td><strong>ENGINEERING</strong></td>
<td><strong>COMPUTER SCIENCE</strong></td>
</tr>
<tr>
<td>2.0x</td>
<td>2.1x</td>
</tr>
</tbody>
</table>

By their 4th year of college, compared to their peers, FIRST female alumni:

<table>
<thead>
<tr>
<th>DECLARE A MAJOR IN STEM</th>
<th>DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIRST FEMALE ALUMNI</strong></td>
<td><strong>FIRST FEMALE ALUMNI</strong></td>
</tr>
<tr>
<td>70%</td>
<td>48%</td>
</tr>
<tr>
<td><strong>COMPARISON GROUP</strong></td>
<td><strong>COMPARISON GROUP</strong></td>
</tr>
<tr>
<td>46%</td>
<td>16%</td>
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<table>
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<tr>
<th>MORE LIKELY TO TAKE ENGINEERING COURSES OR COMPUTER SCIENCE COURSES</th>
<th>MORE LIKELY TO DECLARE A MAJOR IN ENGINEERING OR COMPUTER SCIENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ENGINEERING</strong></td>
<td><strong>COMPUTER SCIENCE</strong></td>
</tr>
<tr>
<td>3.5x</td>
<td>2.5x</td>
</tr>
<tr>
<td><strong>ENGINEERING</strong></td>
<td><strong>COMPUTER SCIENCE</strong></td>
</tr>
<tr>
<td>3.3x</td>
<td>2.0x</td>
</tr>
</tbody>
</table>

*Source: FIRST Longitudinal Study: Findings at 108-Month Follow-up, Brandeis University, April 2023.*

The study included 570 FIRST students and 385 comparison group students. The comparison group included students who did not participate in FIRST programs, but were enrolled in science and math classes at the same schools. All students received a baseline survey and follow-up surveys each year. Overall, 74% of students remained in the study at year nine.

“(The) emphasis on lifting everyone up around you, creating opportunities, and sharing knowledge is huge for me. I apply it day to day in whatever I do.”

– FIRST alum
FIRST combines the rigor of STEM learning with the fun and excitement of traditional sports and the inspiration that comes from community. Participants benefit from a suite of programs that have a proven impact on learning, interest, and skill-building inside and outside of the classroom.

FIRST® LEGO® League Divisions

FIRST® LEGO® League guides youth through STEM learning and exploration at an early age. From Discover to Explore and then to Challenge, students will understand the basics of STEM and apply their skills in an exciting competition while gaining productive learning habits, confidence, and teamwork skills along the way.

**FIRST LEGO LEAGUE DISCOVER**

This playful introductory STEM program ignites children’s natural curiosity and builds their habits of learning with hands-on activities in the classroom and at home using LEGO® DUPLO® bricks.

**FIRST LEGO LEAGUE EXPLORE**

Teams of students focus on the fundamentals of engineering as they explore real-world problems, learn to design and code, and create unique solutions made with LEGO bricks and powered by LEGO® Education SPIKE™ Essential.

**FIRST LEGO LEAGUE CHALLENGE**

Teams of students engage in research, problem solving, coding, and engineering – building and programming a LEGO® Education SPIKE™ Prime robot that navigates the missions of a robot game. They also participate in a research project to identify and solve a relevant real-world problem.
Children can join any of our three programs based on age or grade level. Ages may vary by region.

**Grades PreK-8 · Ages 4-16**

**Young Innovators Using Skills and Imagination to Solve Problems as a Team**

**THE CHALLENGE**
Through a guided, global robotics program, students are introduced to STEM learning and exploration at an early age. Children can begin with Discover (ages 4-6) and progress through Explore (ages 6-10) and Challenge (ages 9-16), or join at any division based on their age or grade level.

**THE JOURNEY**
Young children are introduced to STEM concepts and develop habits of learning through engaging, fun challenges and competitions using LEGO® Education materials.

**THE OUTCOME**
Students gain real-world problem-solving experiences that inspire them to experiment and grow their critical thinking, coding, and design skills while building confidence, growing their knowledge, and developing habits of learning.

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**Grades 7-12 · Ages 12-18**

**It’s Way More Than Building Robots**

**THE CHALLENGE**
Teams design, build, and program microwave-size robots using Java programming to compete alongside and against other teams in a themed game. Students are encouraged to create team brands and be an ambassador for FIRST and STEM in their communities.

**THE JOURNEY**
Teams compete at local and regional events, qualifying up to the FIRST Championship. They earn awards based on their teamwork, creativity, ingenuity, engineering design, and community connection.

**THE OUTCOME**
While developing their STEM skills and mastering engineering principles, students learn the value of persistence, innovation, teamwork, and the engineering design process. High school students have access to education and career discovery opportunities, connections to scholarships and employers, and a place in the FIRST community for life.

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**Grades 9-12 · Ages 14-18**

**An Exciting Sport Built Around the World of STEM**

**THE CHALLENGE**
Under strict rules, with limited time and resources, high school teams use sophisticated technology to build and program industrial-size robots for a challenging field game. Each team creates a team identity, raises funds to meet its goals, and works to promote STEM in the local community.

**THE JOURNEY**
At district and regional events, cheering crowds root for qualifying teams as students compete with their robots for prestigious awards and a coveted spot at the FIRST Championship.

**THE OUTCOME**
As students learn real-world engineering concepts, they build their confidence and workforce skills, and connect with professional team mentors and sponsors who can help them succeed. Plus, participants and alumni have access to education and career discovery opportunities, connections to scholarships and employers, and a place in the FIRST community for life.
"MORE THAN" A CAMPAIGN

Showcasing FIRST as More Than Robots®

For many years, we’ve celebrated FIRST programs as More Than Robots® – a phrase that highlights the strong sense of community built into FIRST and the broad range of skills and experience built by our participants.

"More Than Robots" became the perfect title for a Disney+ documentary filmed in early 2020 that showed FIRST teams pivoting from building robots to using technology to help their communities during the COVID-19 pandemic. The film, released in spring of 2022, also highlighted how FIRST introduces students to new opportunities and can increase self-esteem, especially for underrepresented/underserved populations and vulnerable youth.

Building off themes from the documentary, we launched a national brand campaign that showcased FIRST to new audiences and helped drive deeper connections within our robotics community.

"More Than" a Campaign

Rooted in proof from the FIRST community and external audiences, the More Than campaign set out to dismantle labels for young people and promote self-esteem through STEM. Mislabeling and underestimating today’s youth leads to self-doubt and low self-esteem. FIRST is part of the solution, empowering parents and educators alike to be the catalysts and passionate supporters for uplifting students’ dreams, while amplifying the young voices of today.
Belief in Oneself is Nothing Short of Life-Changing

Through six months of listening to psychologists, parents, teachers, and mentors, we uncovered a self-esteem deficit among young people. Our research found that too often, children (especially young people of underrepresented and underserved populations) are excluded from extracurriculars like FIRST. They are burdened with internal and external factors that make them feel like they are “not smart” enough or that “STEM is for boys” or “it’s too hard.”

Parents and Educators Have Big Roles in Enabling Opportunities

New research released with the campaign, conducted by Allison+Partners Performance+Intelligence, showcased an interest in STEM but a hesitancy to join, unless encouraged by a parent or other adult.

- **54%** of students say they did join, or would join, a STEM or robotics extracurricular to learn a new skill.

- **77%** of kids say they would turn to a parent, schoolteacher, or school counselor for advice about joining an extracurricular activity.

- **29%** of kids say they don’t feel smart enough to join a STEM-related program.

With these findings, we created a campaign to encourage parents and educators to support kids in exploring their interests and passions and trying new experiences – as told by the voices of young people themselves.

The Launch

The campaign launched in September 2022 with a public service announcement (PSA) video that aired on TV networks in the United States and an open letter in The New York Times calling for adults to encourage the young people in their lives to engage in new opportunities that might seem outside their comfort zone.

The PSA featured interviews with young people and their parents about what holds kids back and what makes them *More Than*, and highlighted research from the study. Watch the video at [www.morethanrobots.org](http://www.morethanrobots.org).

The open letter was co-signed by Chris Moore, chief executive officer of FIRST, and Alyssa Carson, FIRST alum, author, space enthusiast, and youngest person to graduate from U.S. Space & Rocket Center’s Advanced Space Academy. “We’ve seen firsthand the power of STEM education to inspire the innovative spirit and self-esteem our kids need to tackle some of the world’s greatest challenges,” they wrote. “Tell the young people in your in life they can join the club everyone says is ‘too hard’ or ‘not for girls’; they can say ‘yes’ to opportunities outside their comfort zone; they can be more than what they seem.”
More Than Drove New Audiences to Engage in FIRST

The campaign was spread further through digital, print, and broadcast integrations over several weeks, all driving audiences to FIRST. More Than was co-branded with sponsors RTX, Qualcomm, and Bosch, who helped spread the campaign to even more people. By galvanizing global brands around the campaign, we were able to collaborate and gain support to develop even more emotive content, such as custom videos that dove deeper into critical threads of the campaign (equity, diversity, and inclusion; mentorship; resilience) that were mutually important to these sponsors and FIRST.

With influencer partner Alyssa Carson and RTX’s Fazlul Zubair, a FIRST mentor, we conducted a satellite media tour of U.S. news outlets that reached an audience of 25 million – adding to the hundreds of millions of TV viewers who watched our PSA on network shows like TODAY, GMA, and Ellen. More Than received industry-wide acknowledgment and accolades, including from the Los Angeles Film Awards, the International Film Festival, the Shorty Awards, and the Digiday Greater Good Awards.

The More Than Message

As a global robotics community preparing young people for the future, we want every kid to recognize their worth and abilities, and love who they are. Together with our sponsors, we know the power STEM education has in inspiring the innovative spirit and self-esteem our kids need to tackle the world’s greatest challenges.

WHEN WE EXPAND STEM, WE EXPAND ESTEEM. AND SO, THE MOVEMENT CONTINUES …
FIRST TEAMS AND ALUMNI ENERGIZE THEIR COMMUNITIES

More Than Robots, the FIRST community is energized by our foundational ethos of Gracious Professionalism and Coopertition, which we express through the FIRST Core Values.

Every season, our teams, participants, and alumni innovate and use their skills as a force for good to make an impact in their backyards and on a global scale. These stories of FIRST students and alumni are just a sample of the thousands in our community worldwide that exemplify what it means to be More Than Robots.

FIRST CORE VALUES

Our community personifies the FIRST philosophies of Gracious Professionalism (emphasis on high-quality work, the value of others, and respect for individuals and the community) and Coopertition (displaying unqualified kindness and respect in the face of fierce competition) through our Core Values:

- **Discovery** We explore new skills and ideas.
- **Innovation** We use creativity and persistence to solve problems.
- **Impact** We apply what we learn to improve our world.
- **Inclusion** We respect each other and embrace our differences.
- **Teamwork** We are stronger when we work together.
- **Fun** We enjoy and celebrate what we do!
**FIRST LEGO League Teams Innovate with Sustainable Energy**

FIRST LEGO League Team 58463 “The Galactic Bagels” and Team 54359 “The Robo Emperors” from Wapello Elementary School in Wapello, Iowa, recently innovated a way to reduce their school district’s energy costs.

The teams began by meeting once a week for a few hours at a time to get their feet wet with FIRST and familiarize themselves with the SUPERPOWEREDsm season challenge. Both teams were started from an existing 4-H club, so the students already had a unique knowledge base and skill sets to apply to the season challenge, which asked students to reimagine the future of sustainable energy.

The problem they decided to focus on solving was reducing the coal-generated electricity in their school building. After doing their research and learning about the building and how it uses energy, they created a proposal to install solar panels on the roof.

The team presented their findings and ideas to their local school board. One mentor said, “At first, the school board was polite and thanked the kids for coming, but when they realized that this was a well-researched and viable plan backed by professionals, their eyes widened and their ears perked up.”

In March 2023, the school board voted to fund the installation of solar panels on multiple school buildings in the district.

**Overcoming Adversity – The Story of the Belize FIRST Community**

In November of 2022, Hurricane Lisa hit the community of FIRST Robotics Competition Team 9244 and destroyed 75% of Belize High School. True to their persevering team spirit, students and parents helped clean up campus and created makeshift teaching spaces. This allowed the team to get through build season and finish their robot.

After intense troubleshooting and teamwork, the team arrived in Tulsa, Oklahoma, for their regional competition but unfortunately their robot was stuck in customs. The team used a kit robot that was lent to them and spent an entire day building and testing this new bot for competition the following day. Thankfully, their original robot was eventually cleared by customs – just in time; in the end, they were able to compete with their original robot and earn a spot at the 2023 FIRST Championship presented by BAE systems in Houston.

Following their regional competition, the team had only nine days to fundraise the registration fee, hotel, and airline tickets needed to attend FIRST Championship. The Belize community ran a historic fundraising drive that allowed for seven of the 15 team members to attend the event, proving that not even a hurricane can stop the Belize FIRST community from following their dreams.

"AT FIRST, THE SCHOOL BOARD WAS POLITE AND THANKED THE KIDS FOR COMING, BUT WHEN THEY REALIZED THAT THIS WAS A WELL-RESEARCHED AND VIABLE PLAN BACKED BY PROFESSIONALS, THEIR EYES WIDENED AND THEIR EARS PERKED UP."

- Wapello Elementary School mentor
FIRST Tech Challenge Team KRASH: Inspiring a Community Through STEM

Howell, Michigan, is home to FIRST Tech Challenge "Team Krash" and students Bella (grade 8) and Maverick (grade 7). Bella and Maverick saw a need to bring FIRST and STEM to more kids and decided to take action. They realized that kids on Team KRASH have so much fun participating in FIRST that they raised the question, “How can we spread the word of FIRST and get more kids involved?” The answer: A new version of the classic “Little Free Library” project, which the team has named “STEM Box.”

STEM Box is a centrally located box within the community that houses free STEM kits with activities geared towards elementary students. Every few weeks, Team KRASH switches out the kits in the box to ensure that the activities are new, exciting, and engaging. Through their Instagram page, they have promoted STEM Boxes and made connections with teams both domestically and internationally to help start boxes in other communities.

“It’s important to share information with other students about FIRST and STEM because, in addition to being incredibly fun and exciting, it also teaches you great life skills and gives you opportunities to learn about STEM career paths,” said Bella.

FIRST Robotics Competition Team 2080 “Torbotics” Offers Child with Type 1 Spinal Muscular Atrophy Greater Independence

Five-year-old Makenzie was born with type 1 spinal muscular atrophy (SMA). Due to her genetic condition, Makenzie has the constant need of a wheelchair, nutrition, and breathing assistance, and communicates through her tablet and modified sign language.

Her family had been in search of a supportive device for Makenzie to help her use her arms with greater ease, but could not find one on the market that fit her needs. They contacted FIRST Robotics Competition Team 2080 “Torbotics” with a request for the students to design and create a supportive device. The team spent 14 months designing and prototyping fully functional supportive “robot arms” and in July 2023, Makenzie was able to take the arm supports home with her. Since then, she has been able to spend significantly more time doing physical therapy and is even able to get out of her wheelchair both during physical therapy appointments and in her normal life.

Both the Torbotics team and Makenzie’s family continue to stay connected and support each other, redesigning and adding more features to help Makenzie live a more independent life.

“IT’S IMPORTANT TO SHARE INFORMATION WITH OTHER STUDENTS ABOUT FIRST AND STEM BECAUSE, IN ADDITION TO BEING INCREDIBLY FUN AND EXCITING, IT ALSO TEACHES YOU GREAT LIFE SKILLS AND GIVES YOU OPPORTUNITIES TO LEARN ABOUT STEM CAREER PATHS.”

– Bella from Team KRASH
Connor is a FIRST alum and electric drive development engineer at FIRST Strategic Partner, General Motors. His time in FIRST helped him see the infinite possibilities of STEM in energizing the future and the importance of perseverance.

“FIRST TAUGHT ME THAT IT ISN’T ABOUT GETTING IT RIGHT THE FIRST TIME, AND YOU CAN’T BE AFRAID OF FAILURE BEFORE YOU START TRYING. YOU JUST HAVE TO START AND YOU WILL LEARN ALONG THE WAY.”

Rameesha is a FIRST alum and seven-year FIRST Robotics Competition mentor. As global gender lead at Aga Khan Agency for Habitat (AKAH), she fights for equal rights and opportunities for all in countries around the world.

“My experience in FIRST impacted me in approaching problems in a creative and innovative way. All the skills that I learned, I use every day in my job — time management, interpersonal skills, communication, confidence, innovation, and problem-solving.”

Tristan is a FIRST alum and volunteer across programs, mentoring students and announcing games. He is also a board member of The Rainbow STEM Alliance, an organization dedicated to helping make FIRST and other STEM spaces inclusive and safe for LGBTQ+ individuals. At his day job, Tristan uses his FIRST skills to translate highly technical information for people of all backgrounds as a benefits navigation specialist at Elder Law of Michigan.

“It’s okay to take up space. By that, I mean that your voice, your presence, your skills are not an inconvenience. The perspective you have on the world has value.”
Pauline is a FIRST alum and says that FIRST is the reason she became an engineer. She is currently a propulsion manufacturing engineer at Rocket Lab and works on building rocket engines. She advises students today, “Don’t give up!”

“THERE WERE SO MANY MOMENTS WHERE I WANTED TO THROW IN THE TOWEL WHEN THINGS WERE GETTING DIFFICULT. I CONSTANTLY WAS ONE OF A FEW WOMEN IN THE ROOM AND I STRUGGLED TO GET MY VOICE HEARD. STICKING IT OUT AND BRAVING THROUGH THE TOUGHEST OF PROBLEMS MADE ME WHO I AM TODAY – A GREAT ENGINEER AND LEADER.”

FIRST students, alumni, and supporters attend the 2023 FIRST Championship Innovation Faire.
Our 2022-2023 season theme, FIRST® ENERGIZE℠ presented by Qualcomm, charged up our youth participants to reimagine the future of sustainable energy and power their ideas forward through program challenges that inspire young people to create innovative solutions through robotics. The season theme addressed global challenges related to United Nations Sustainable Development Goal #7 – focused on ensuring access to affordable, reliable, sustainable, and modern energy for all.

A SEASON IN NUMBERS

- 668,000+ students impacted
- 3,700+ official FIRST events
- 106 countries with FIRST presence
- 316,000+ volunteer, mentor, and educator roles
- 28 million+ volunteer, mentor, and educator hours
The 2022-2023 season grew by over 25%

- During FIRST ENERGIZE, FIRST engaged even more youth in our life-changing robotics programs. Overall, youth participation across programs for the 2022-2023 season grew by over 25% compared to the 2021-2022 season.

- Ten inspiring community organizations from around the world were awarded 2022 STEM Equity Community Innovation Grants from FIRST to provide equitable STEM engagement opportunities for underserved and underrepresented youth, and help community leaders develop new, innovative approaches to close the STEM education gap.

- In the 2022 family movie “Fantasy Football” from Nickelodeon, Marsai Martin starred as Callie Coleman, a FIRST participant who discovers she can magically control the performance of her football-playing father through her gaming console. The film earned Director Anton Cropper the NAACP Image Award for Outstanding Directing in a Television Movie or Special.

- At the 2022 FIRST Inspire Gala in San Francisco, guest of honor Tim Cook (chief executive officer, Apple) shared uplifting words for the crowd of FIRST supporters and students in attendance, saying: “FIRST creates a space where technology and creativity intersect – and demonstrates just how powerful it is to bring those components together.”

- Novelis expanded 10 years of support by signing on as a FIRST Strategic Partner, furthering their commitment to work together to inspire youth participants to be environmental stewards and champions of sustainability in their communities.

- FIRST completed its first year of new AmeriCorps grants, which deployed nine individuals to support four key work sites through the FIRST AmeriCorps Program. Members support the expansion of the FIRST mission through coaching and mentoring, program support, and school district support.

- The Semiconductor Industry Association (SIA) and FIRST announced a partnership to enhance STEM education and interest among students and bolster workforce development; with demand for highly skilled workers currently outstripping supply of U.S. STEM graduates, this partnership helps ensure the U.S. maintains its innovation edge in critical technologies, including semiconductors.

- The FIRST community recognized the Class of 2023 on FIRST Signing Day, sharing congratulations and celebrating next steps of graduating FIRST alumni, whether education, enlistment, or employment. The annual end-of-season celebration has continued to grow in recognition and integration into our community, and we look forward to celebrating our next graduates in 2024.
In **SUPERPOWERED,SM** participants explored where energy comes from and how it is distributed, stored, and used – and then put their superpowered creativity to work to innovate for a better energy future. Discover and Explore students built a LEGO® model based on their energy journey and tracked what they learned in an Engineering Notebook. Explore teams used code to bring their model to life. Challenge teams developed new, innovative ways to rethink and improve how energy is generated and used. They also built and programmed an autonomous LEGO robot to solve energy-themed missions in the SUPERPOWERED Robot Game.

**Season Participation**

497,000+

students in **92 countries** explored STEM concepts and gained real-world problem-solving experiences through the guided, global **FIRST LEGO League** program.

96%

of **FIRST LEGO League** coaches indicated* students **increased their teamwork skills**.

*Source: 2023 **FIRST LEGO League** Explore and Challenge end-of-season surveys

| 60,600+ | Discover students |
| 156,500+ | Explore students |
| 280,300+ | Challenge students |

**Spotlight**

The **FIRST LEGO League Morocco Open Invitational 2023** held May 18-21 in Marrakech, Morocco, welcomed **48 teams** from **42 countries**. The event was **one of five international open events hosted by Program Delivery Organizations** during the SUPERPOWERED season as part of efforts to provide more teams opportunities to attend exciting, multinational events beyond **FIRST Championship**. Other opens were held in **Sydney, Australia** (48 teams from 42 countries) and three U.S. states: **Arkansas** (80 teams from 7 countries), **California** (80 teams from 17 countries), and **Massachusetts** (84 teams from 17 countries).
For engineers, creators, and inventors, energy choice is a balancing act. In **POWERPLAY™ presented by Raytheon Technologies**, teams were challenged to make energy decisions and find innovative ways to unlock their robot’s full potential as they raced to build circuits, testing the limits of power, performance, energy, and endurance. Over two-and-a-half minutes of game play with autonomous and driver-controlled sections, teams earned points by scoring cones in terminals, securing cones on junctions, and completing a circuit.

**Season Participation**

87,400+

students in **67 countries** developed STEM skills, practiced engineering principles, and explored the value of teamwork through **FIRST Tech Challenge**.

97%

of **FIRST Tech Challenge** students indicated* they increased their ability to **persevere despite challenges or barriers**.

*Source: 2023 **FIRST Tech Challenge** end-of-season survey

**Spotlight**

This season, **FIRST Tech Challenge** reached **more than 87,400 youth participants**, a program **record** that was driven by growth in teams and larger average team sizes. To support more teams at the **2023 FIRST Championship presented by BAE Systems**, **FIRST Tech Challenge doubled the number of divisions to four and hosted over 190 teams** in thrilling competition across eight playing fields.

**Ages may vary by region.**

Energizing the Future  23
The power of engineering can help make a meaningful difference. In CHARGED UP℠ presented by Haas, teams were inspired to see the potential of energy storage in a new light as they competed to charge up their communities. Teams built and programmed industrial-size robots to compete in alliances. Their robots earned points during pre-programmed and driver-controlled periods across two-and-a-half minutes of gameplay, scoring cones or cubes on the grid, docking or engaging with their charge station, and parking in their community.

**Spotlight**

**FIRST Robotics Competition Team 321 “RoboLancers” won the FIRST Impact Award** (previously known as the Chairman’s Award) at the 2023 FIRST Championship presented by BAE Systems, the highest honor of the FIRST Robotics Competition program, recognizing the team that best represents a model for other teams to emulate and best embodies the purpose and goals of FIRST. In 2023, the team supported 130+ Philadelphia FIRST teams through a combination of funding, mentorship, coach training, workshops, and competition resources. The RoboLancers aim to build bridges that cross the unique barriers to STEM education within their community and are dedicated to creating equitable opportunities in STEM.

**Season Participation**

83,600+ students in 32 countries unlocked real-world engineering concepts, self-confidence, and workforce skills, supported by professional team mentors and sponsors.

98% of FIRST Robotics Competition students reported* they increased their ability to accept input and feedback from others.

*Source: 2023 FIRST Robotics Competition end-of-season survey.

Ages may vary by region.
In April 2023, approximately 50,000 people from around the world came together in Houston, Texas, to cheer on hundreds of student robotics teams as they put their innovation, teamwork, and robotics skills to the test at the 2023 FIRST Championship presented by BAE Systems.

**2023 FIRST CHAMPIONSHIP PRESENTED BY BAE SYSTEMS HIGHLIGHTS**

- ~50,000 attendees
- 18,500+ student participants
- 965 robotics teams
- 56 countries
- 1,500+ event volunteers
- NEARLY 2M video views of FIRST influencer content
- MORE THAN 2M owned/organic social media impressions
We are committed to ensuring young people from all backgrounds learn critical STEM skills and inspiring them to become innovators in leading-edge industries like ours. At Championship, it’s been exciting to see what students accomplished this FIRST ENERGIZE season, and we are proud to celebrate them.”

— Angela Baker, vice president of corporate responsibility, Qualcomm Incorporated

“FIRST is about so much More Than Robots. It’s about teamwork, compassion, friendship, learning new skills, and challenging yourself to do things you never dreamed you were capable of. You gave me hope, you gave me inspiration, and you are amazing and deserve to be celebrated.”

— Chris Moore, chief executive officer, FIRST

To lead the world and sustain the future of innovation, we need more dreamers and creators like FIRST students. For decades, BAE Systems and FIRST have worked together to inspire the next generation of STEM innovators with opportunities to learn, explore, and develop confidence to build a future they believe in. Congratulations to all FIRST Championship participants on your achievements here and your bright futures ahead.”

— Kari Karwedsky, technical director, BAE Systems’ Electronic Systems sector

Thank you to our 2023 FIRST Championship sponsors who appear on page 40 of this report.

FIRST founder Dean Kamen makes the rounds in the pits, visiting teams and sharing words of inspiration with students, volunteers, and supporters alike.

Xochitl Gomez, star of “Doctor Strange in the Multiverse of Madness,” visited FIRST Championship to check out all aspects of the competition, get an up-close look at student-built robots, and spend time with the youth robotics teams.

Xochitl Gomez, star of “Doctor Strange in the Multiverse of Madness,” visited FIRST Championship to check out all aspects of the competition, get an up-close look at student-built robots, and spend time with the youth robotics teams.
We are wholeheartedly grateful for the electrifying generosity of our community of supporters. As a nonprofit more than three decades into our mission, we know we could not make an impact without the support of our sponsors, suppliers, donors, and other contributors. More than keeping our lights on, their partnership, acknowledged in part on these pages, enables our participants to have the tools they need to succeed and build pathways for their futures.

2022-2023 STRATEGIC PARTNERS
Francois J. Castaing (1945-2023)
Francois J. Castaing, retired executive vice president, Chrysler Corporation, served on the FIRST Board of Directors from 1994 to 2013, when he became an honorary director. He was instrumental in introducing FIRST programs to Michigan, pitching FIRST to the Big Three automakers (Chrysler, Ford, and General Motors), starting the first team at Chrysler (“Killer Bees,” still competing today), and serving as FIRST in Michigan chairman of the Board (2009-2020), helping FIRST grow to reach tens of thousands of students in Michigan. “In the very early days of FIRST, I searched for corporate chieftains that might support the organization. I connected with François Castaing, a legend in the auto industry,” said FIRST founder Dean Kamen. “We all owe great thanks to François for significantly advancing the mission of FIRST.”

Dr. William P. Murphy, Jr. (1923-2023)
Dr. William P. Murphy, Jr., who revolutionized the biomedical industry with his inventions, was an early supporter, serving on the FIRST Executive Advisory Board and as a senior advisor to the organization for many years. His engineering materials company, Small Parts, Inc., was key to the early days of the FIRST Robotics Competition Kit of Parts. In 1996, he founded the prestigious Woodie Flowers Award (see page 44) to recognize mentors who lead, inspire, and empower others within FIRST. “Dr. Murphy was inspirational to me in creating FIRST over 30 years ago and he has been one of the mission’s strongest supporters ever since,” said Dean Kamen. “His innovative work and his habit of keeping his father’s Nobel Prize tucked away in the closet drove me to transform our culture.”
## Corporations & Foundations

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WE NEED THE NEXT GENERATION OF INVENTORS TO HELP PUSH OUR INDUSTRY FORWARD.”

– Angela Baker, vice president of corporate responsibility, FIRST Strategic Partner Qualcomm Incorporated
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Deborah Bowen
Matthew Bowers
K.V. Bowker
Attalanta Boykin
John Brandow
Aaron Brandt
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2022-2023 FIRST CONTRIBUTORS

65% of kids say they would turn to a parent for advice when considering joining an extracurricular activity*

*2022 AllisonPartners Performance+Intelligence Survey
More than one third (35%) of female students indicated they don’t feel smart enough to join a STEM extracurricular.*

*2022 Allison+Partners Performance+Intelligence Survey

35%
W.H. Klemens  
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Eric Klimas  
Jill Klinde  
Kathleen & George Klinich  
Michelle Ko  
Nathan Kober  
Allen Koch  
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John McNeilly  
Lisa McNichols  
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Breanna Meierdiercks  
In honor of Sean Meierdiercks  
Sarah & Peter Meindl  
Morris Menasche  
Angel Mendoza  
Leigh Menninger  
Frank & Deb Merrick  
Katie Merril  
In honor of R2-02 Vocalizer  
Robert Merriner  
Zoe Mertz  
In honor of Gwen Mertz  
Agustin Mestre  
Vladimir Mikulik  
Anastasia Milano  
Dan & Kimberly Miller  
Matthew Miller  
Sarah Miller  
In honor of Dan Atkinson  
Winston Mills  
Kenneth Mims  
Manette Mirjares  
Eric Mintz  
Anna Mirabella  
Valerie Mis  
Gerald Mitchell  
Puneet Modi  
AI Mohamed  
Thayas Molina  
Alexandra Molnar  
Amy Monahan  
Chris Moore  
Erin Moore  
P.W. Moore  
Tracey Moore  
Nicole Morales  
Bill Moreland  
Christine Morgan  
Elizabeth Morgan  
In honor of Fritz Morgan  
Justin Morgan  
V.G. Morgan  
Annie Morris  
Deborah Morrissey  
Robert Morse  
Doreen Moschou  
In honor of Jim Hopkins  
Cara Mueller  
In memory of Ty Hayden  
Hans Mueller  
Peter Mueller  
Katharine Mulhain  
Aksharyn Mukatova  
Mary Mulcahy  
In memory of Jim Hopkins  
Colin Mullen  
Patrick Mullen  
Adam Muller  
Sean Mulligan-Newman  
Rajini Mummulala  
Darcy Murray  
Sowyma Murthy  
S.G. Musgrave  
Braden Myers  
Lauren Myers  
Tim Myers  
Daniel Myrick  
Robert Myrick  
Frank Naeymi-Rad  
Ravikiran Nagavaranu  
Suse Nagel  
Goutham Narbodin  
Kevin Natsey  
Tim Nehrt  
Frank & Barbara Neilligan  
Keith Nelson  
Elissa Nesbitt  
Cecilia Neumann  
Ron Newcomb  
Hillary Newman  
In honor of Jonath Sachs-Wetstone  
Joe Newman  
Ethan Nguyen  
Hien Nguyen  
Thomas Nguyen  
William Nguyen  
Denise Nichols  
Margaret Nichols  
Ryan Niebuergue  
Rodney Nissen  
Molly Nitsa  
In memory of Noah Mertz  
In honor of R2-02 Vocalizer  
Robert Merriner  
Zoe Mertz  
In honor of Gwen Mertz  
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Molly Nitsa
FIRST IS DEVELOPING FUTURE LEADERS WHO CHAMPION SAFETY, TEAMWORK, AND INNOVATION, MAKING THIS PARTNER A PERFECT CULTURAL FIT FOR US AT NOVELIS.”

– Suzanne Lindsay-Walker, vice president of sustainability, Novelis
Energizing the Future
SCHOLARSHIP PROVIDERS

Participants and alumni of FIRST programs gain access to education and career discovery opportunities, connections to exclusive scholarships and employers, and a place in the FIRST community for life. We partner with colleges, universities, technical schools, and other organizations that make available scholarship opportunities specifically for FIRST participants and alumni. Learn more at firstinspires.org/alumni.

Thank you to the following organizations for supporting FIRST alumni in continuing their educations:

Platinum Provider $500,000+
Atlas Fellowship NEW
Boston University
Capital Technology University
Clarkson University
DoD STEM NEW
Florida Institute of Technology
Illinois Institute of Technology
Johnson & Wales University
Kettering University
Lawrence Technological University
Massachusetts Institute of Technology (MIT)
Milwaukee School of Engineering
Olin College of Engineering
Regis University
Stevens Institute of Technology
Syracuse University College of Engineering and Computer Science
Tec Milenio
Tecnológico de Monterrey
Tulane University
University of Rochester
Webb Institute
Western New England University
Williamson College of the Trades
Worcester Polytechnic Institute
Yale University

Gold Provider $100,000 - $499,999
Anderson University
Aptiv
Dr. Bart Kamen Memorial FIRST Scholarship Fund
Emory-Riddle Aeronautical University - AZ
George Washington University
Indiana Institute of Technology
Indiana University Bloomington
Instituto Tecnológico Autónomo de México (ITAM)
McMaster University
Merrimack College
Michigan Techn University
North Central College
Northeastern University
Quinnipiac University
Rensselaer Polytechnic Institute
Rochester Institute of Technology
Rose-Hulman Institute of Technology
Trine University
United Negro College Fund (UNCF)
Universal Technical Institute
Virginia Commonwealth University (VCU) School of Engineering
Wentworth Institute of Technology

Silver Provider $40,000 - $99,999
Amazon NEW
American Society of Mechanical Engineers (ASME) Auxiliary
Bay Atlantic University
Case Western Reserve University
College for Creative Studies
Emory-Riddle Aeronautical University - FL
Grand Valley State University
Hamline College
Harvey Mudd College
Macquarie University
McKendree University
National Fluid Power Association (NFPA)
New England College
Nuts, Bolts and Thingamajigs Foundation
Oklahoma State University
Oklahoma State University
Oklahoma State University
Oklahoma State University

Brass Provider up to $19,999
Bethany Lutheran College
Boise State University
Brown Bag Marketing NEW
Brown Triad NEW
Campbell University
Chappell, Smith & Arden Law Firm NEW
Dematic
Eagle Robotics
Elbit Systems
Ferris State University
FIRST Alumni and Mentors Network at Michigan (FAMNM)
FIRST Chesapeake
George Fox University
Georgia Institute of Technology
gsbLDA NEW
Green Girls STEM Foundation
Hi Fives Robotics NEW

Dr. BART KAMEN MEMORIAL FIRST SCHOLARSHIP

Fund Contributors
Continued special thanks to the Argosy Foundation, the DESA Foundation, and the Evelyn Kamen Trust.
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Alpha Omega Epsilon (A.O.E.)
American Society for Engineering Education (ASEE)
ARM | BioFabUSA
Automation Federation/ISA
Boys & Girls Clubs of America
Computer Science Teachers Association (CSTA)
Electronic Components Industry Association (ECIA)
Girl Scouts of the USA
MIT Alumni Association
National 4-H Council
National Center for Women & Information Technology (NCWIT)
National Fluid Power Association (NFPA)
National Parent Teacher Association (PTA)
National Robotics Week
National Society of Black Engineers (NSBE)
Sigma Phi Delta, Engineering Fraternity
Society of Hispanic Professional Engineers (SHPE)
Society of Women Engineers (SWE)
Society of Hispanic Professional Engineers (SHPE)
Tennessee Valley Robotics (TVR)
Dow
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Qualcomm Incorporated
Bosch
Motorola Solutions Foundation
Atom MERGE
Caterpillar, Inc.
John Deere
Arconic Foundation
Qualcomm Incorporated
Lockheed Martin Corporation
NI
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Schneider Electric
Bayer AG
Google
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BAE Systems, Inc.
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Google
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Top Team Sponsors
(20 or more teams in 2023)
Sponsors in this section are listed in descending order starting with the sponsor of the highest number of teams.
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The 3M Company
Ford Motor Company
Bayer AG
Comcast NBCUniversal
General Motors Company
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(10 or more teams in 2023)
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DoD STEM
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Aptiv
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PTC, Inc.
Motorola Solutions Foundation
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Qualcomm Incorporated
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Apple
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Caterpillar, Inc.
RTX
Bosch CSR
Google
National Aeronautics and Space Administration (NASA)
THANK YOU TO OUR 2023 FIRST CHAMPIONSHIP SPONSORS

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BAE SYSTEMS

CO-SPONSORS

BECHTEL

DoDSTEM

Ford

Haas Foundation

Google

Mouser Electronics

Rockwell Automation

United Therapeutics

Wall Street Imagineering

Zebra

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ARMI BioFabUSA  |  Ball Corporation  |  Booz Allen Hamilton  |  Coca-Cola  
Houston First  |  Kettering University  |  PwC  |  TE Connectivity
Our Program Delivery Organizations charge up FIRST at the local level. Because of their tireless efforts to bring our hands-on programs to communities and classrooms around the world, young people from many corners of the globe are able to discover a love of learning, hone their creativity, find belonging, and power up to their full potential. The following key organizations in the field implement FIRST programs in their respective regions.
NEVADA
FIRST Nevada

NEW HAMPSHIRE
FIRST New Hampshire Robotics

NE First

NEW JERSEY
FIRST Mid-Atlantic
FIRST Tech Challenge
New Jersey

NEW JERSEY – NORTH
FIRST Mid-Atlantic

NEW JERSEY – SOUTH
Rowan University

NEW MEXICO
FIRST in Texas
Land of Enchantment

NEW YORK – EXCELSIOR
Mohawk Valley Community College

NEW YORK – FINGER LAKES
Nichols School

NEW YORK – LONG ISLAND
School-Business Partnership of Long Island, Inc.

NEW YORK – MID-HUDSON VALLEY
Hudson Valley Region FIRST LEGO League

NEW YORK – NEW YORK CITY
NYC FIRST

NEW YORK – POTSDAM
Clarkson University

NORTH CAROLINA
FIRST North Carolina
North Carolina A&T State University

NORTH DAKOTA
Bismarck Career Academy
University of North Dakota, School of Engineering & Mines

OHIO
WPAFB Educational Outreach

OKLAHOMA
Oklahoma Science and Engineering Foundation (OKSEF)

OREGON
FIRST Washington
Oregon Robotics Tournament & Outreach Program

PENNSYLVANIA
Pennsylvania FIRST

PENNSYLVANIA – EAST
FIRST Mid-Atlantic

PENNSYLVANIA – NORTHWEST
Penn State Erie, The Behrend College

PENNSYLVANIA – SOUTHWEST
BrainSTEM Learning

PUERTO RICO
Eureka Enrichment Services, Inc.

RHODE ISLAND
NE FIRST
New England Institute of Technology
Rhode Island School of the Future

SOUTH CAROLINA
FIRST South Carolina

SOUTH DAKOTA
EmBe

TENNESSEE
Tennessee FIRST

TENNESSEE – CHATTANOOGA (NORTH GEORGIA)
Tennessee Valley Robotics (TVR)

TENNESSEE – EAST
Tennessee Tech University

TENNESSEE – WEST
The Children’s Museum of Memphis

TEXAS
FIRST in Texas

TEXAS – CENTRAL
FIRST in Texas

TEXAS – EAST
FIRST in Texas
San Jacinto College

TEXAS – NORTH
FIRST in Texas

TEXAS – PANHANDLE
FIRST in Texas

TEXAS – SOUTH
FIRST in Texas

TEXAS – WEST
FIRST in Texas

TEXAS – WEST
The University of Texas at El Paso – College of Engineering

UTAH
Southern Utah University
Weber State University, College of Applied Science and Technology

VERMONT
NE FIRST
Norwich University
University of Vermont

VIRGINIA
FIRST Chesapeake
James Madison University

WASHINGTON
FIRST Washington

WEST VIRGINIA
Fairmont State University

WISCONSIN
BadgerBOTS Robotics Corporation

Milwaukee School of Engineering
FIRST Wisconsin

WYOMING
Natrona County School District

URUGUAY
Plan Ceibal

VIETNAM
Viet Tinh Anh JSC

ZIMBABWE
Tshwane University of Technology/FIRST

South Africa

2023 FIRST VOLUNTEERS OF THE YEAR

Every season, FIRST volunteers around the world go above and beyond to energize the FIRST community. Through their dedication, passion, and demonstration of the FIRST Core Values, they continuously serve as inspiring role models for FIRST students. At the culmination of every FIRST season, the Volunteer of the Year award is given to those who have made an extraordinary contribution to a FIRST program.

This year, the Volunteer of the Year Award was presented to

Nicole Coulombe – FIRST LEGO League Explore
Nathan Coulombe – FIRST LEGO League Explore
Teresa Lanum – FIRST LEGO League Challenge
Chris Johannesen – FIRST Tech Challenge
Ali Marinari – FIRST Robotics Competition

“As a FIRST [alum] myself, being able to volunteer allows me to give back to the program that had a meaningful impact on me when I was a student,” said award recipient Ali Marinari. “I’m able to not only give back to the organization but have also made lifelong friends who know that we’re all in this together.”

Because of the positive impact of volunteers like these honorees, FIRST is able to continue to provide life-changing STEM opportunities that empower students to explore new paths and discover their potential and confidence.
Each year, the Woodie Flowers Award, named after the late Dr. Woodie Flowers, is awarded to an outstanding FIRST Robotics Competition mentor who leads, inspires, and empowers students through effective communication in STEM. **The 2023 Woodie Flowers Award was awarded to Mark Buckner of Oak Ridge, Tennessee, a mentor for FIRST Robotics Competition Team 4265 “Secret City Wildbots.”**

Mark (pictured front row, 4th from left) was presented the award at the 2023 FIRST Championship by past recipient Christine Sapiio (pictured front row, 2nd from left), who said Mark empowers his students to teach concepts to each other and grow their capabilities exponentially. “This mentor’s students have been inspired to passionately pursue perfection and catch excellence.”

*“We are smarter than me any day of the week, and we are realizing our potential to change the world.”* – Mark Buckner, 2023 Woodie Flowers Award recipient and mentor for FIRST Robotics Competition Team 4265 “Secret City Wildbots”
FIRST reported an operating surplus in FY2023 following a modest surplus in FY2022 and two years of operating deficit in FY2021 and FY2020. The surplus in FY2023 is largely related to the organization’s eligibility for the one-time Employee Retention Tax Credit (ERTC), which FIRST applied for near the end of FY2023 and accounts for 76 percent of our reported surplus.

In FY2023, FIRST served 25 percent more youth participants over FY2022. In keeping with long-time practices, FIRST continues to apply the maximum percentage of funds possible to directly benefit FIRST participants. Delivering quality programs to as many young people as possible continues to be our priority, but economic pressures and inflation have caused increasing challenges. FIRST continues to look for opportunities to manage our expenses through disciplined cost control and sourcing efforts. FIRST also seeks additional sources of revenue through team growth and other opportunities such as ERTC. These efforts combine with the generous donations of our sponsors to provide funding for all FIRST programs.

Despite the economic pressures, FIRST was fortunate to continue to prioritize investment in important initiatives, such as our Youth Protection Program, Information Technology, Program Evaluations, Diversity & Inclusion Program, and Education Initiative. FIRST will leverage the receipts from the ERTC to enable the initial phase of significant Digital Transformation work within FY2024.

As with previous fiscal years, support from generous contributors remained strong, as many individuals, small businesses, corporations – including over 200 of the Fortune 500 companies – and foundations maintained or increased their support. In addition, many of our contributors also provided significant support in the way of unrestricted donations, providing FIRST with important flexibility to manage economic stresses and address our most important business needs. This contributed support continued to provide meaningful experiences to hundreds of thousands of youth participants engaged worldwide in FIRST programs.

**Charity Navigator Four-Star Rating**

FIRST has a top-ranked four-star rating from Charity Navigator for consistently executing its mission in a fiscally responsible way.

*SOURCE: https://www.charitynavigator.org/ins/22940908*
### STATEMENTS OF ACTIVITIES

<table>
<thead>
<tr>
<th></th>
<th>JUNE 30, 2023</th>
<th>JUNE 30, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUES AND OTHER SUPPORT:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program registration fees</td>
<td>31,432,688</td>
<td>17,420,896</td>
</tr>
<tr>
<td>Contributions and Grants</td>
<td>11,235,979</td>
<td>12,668,485</td>
</tr>
<tr>
<td>Other income, net of expenses</td>
<td>2,580,660</td>
<td>711,726</td>
</tr>
<tr>
<td>Special event income, net of expenses</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Employee retention tax credit</td>
<td>3,796,478</td>
<td>-</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>36,974,858</td>
<td>44,555,695</td>
</tr>
<tr>
<td><strong>Total revenues (losses) and other support</strong></td>
<td>$ 86,020,663</td>
<td>$ 75,356,802</td>
</tr>
</tbody>
</table>

### EXPENSES:

<table>
<thead>
<tr>
<th></th>
<th>JUNE 30, 2023</th>
<th>JUNE 30, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIRST Program Expenses</strong></td>
<td>69,096,448</td>
<td>63,676,395</td>
</tr>
<tr>
<td>Net cost of building space occupied by unrelated not-for-profit organizations</td>
<td>321,525</td>
<td>387,932</td>
</tr>
<tr>
<td>General, administrative, and supporting services</td>
<td>9,226,630</td>
<td>8,927,776</td>
</tr>
<tr>
<td>Fundraising and Development</td>
<td>2,398,960</td>
<td>1,961,338</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>$ 81,043,563</td>
<td>$ 74,953,441</td>
</tr>
<tr>
<td><strong>Operating surplus (deficit)</strong></td>
<td>4,977,100</td>
<td>403,361</td>
</tr>
</tbody>
</table>

### STATEMENTS OF FINANCIAL POSITION

<table>
<thead>
<tr>
<th></th>
<th>JUNE 30, 2023</th>
<th>JUNE 30, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents*</td>
<td>27,364,744</td>
<td>32,474,351</td>
</tr>
<tr>
<td>Short-term investments*</td>
<td>20,308,745</td>
<td>14,950,000</td>
</tr>
<tr>
<td>Pledges, receivables, program supply inventory, and other assets</td>
<td>22,649,527</td>
<td>12,548,523</td>
</tr>
<tr>
<td>Net property, plant, and equipment</td>
<td>3,956,671</td>
<td>4,297,070</td>
</tr>
<tr>
<td><strong>Total assets, end of year</strong></td>
<td>$ 74,279,687</td>
<td>$ 64,269,944</td>
</tr>
</tbody>
</table>

### LIABILITIES AND NET ASSETS:

<table>
<thead>
<tr>
<th></th>
<th>JUNE 30, 2023</th>
<th>JUNE 30, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total liabilities, end of year</strong></td>
<td>$ 8,273,348</td>
<td>$ 5,369,371</td>
</tr>
<tr>
<td>Net assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Without donor restrictions</td>
<td>33,420,564</td>
<td>28,443,464</td>
</tr>
<tr>
<td>With donor restrictions – temporary in nature</td>
<td>32,585,775</td>
<td>30,457,109</td>
</tr>
<tr>
<td><strong>Total net assets, end of year</strong></td>
<td>$ 66,006,339</td>
<td>$ 58,900,573</td>
</tr>
<tr>
<td><strong>Total liabilities and net assets, end of year</strong></td>
<td>$ 74,279,687</td>
<td>$ 64,269,944</td>
</tr>
</tbody>
</table>

For each of the two fiscal years summarized above, FIRST received unmodified (unqualified) opinions from its independent auditor, BerryDunn.

*NOTE: The cash and short-term investments are comprised of both unrestricted funds and donor temporarily restricted funds. The total liquid assets balance available to FIRST, for operating purposes, as of June 30, 2023, is equivalent to approximately four months of FIRST operating expenses. The financial information presented here is condensed and does not include the value of all donated services and materials. Audited Financial Statements (AFS) are readily available on our website at firstinspires.org under “About/Annual Report & Financials.”

---

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Learn more about FIRST Leadership at www.firstinspires.org/about/leadership

Listing current as of December 2023
**FIRST®** is a global robotics community preparing young people for the future.

**PURPOSE**
FIRST exists to prepare the young people of today for the world of tomorrow.

**VISION**
To transform our culture by creating a world where science and technology are celebrated and where young people dream of becoming science and technology leaders.

**MISSION**
To provide life-changing robotics programs that give young people the skills, confidence, and resilience to build a better world.

**CORE VALUES**
- **Discovery**
  We explore new skills and ideas.
- **Innovation**
  We use creativity and persistence to solve problems.
- **Impact**
  We apply what we learn to improve our world.
- **Inclusion**
  We respect each other and embrace our differences.
- **Teamwork**
  We are stronger when we work together.
- **Fun**
  We enjoy and celebrate what we do!