



## About Fairfax CASA

Every year, nearly 450 children in Fairfax County are victims of abuse and neglect at the hand of their parents or caregivers. These children need support from the child welfare system and our community to heal and thrive. CASA volunteers are part of the solution. Appointed by judges, these trained citizen volunteers look out for children under the court's protection, advocating for their best interest in the courtroom and the community. For many abused children, their CASA volunteer will be the one constant adult presence in their lives.

Fairfax CASA is a 501 (c ) 3 public charity, which recruits, trains and supervises more than 175 CASA volunteers each year as they help abused and neglected children find safe and loving homes.



# LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends –

It was a busy year at Fairfax CASA and the staff and I are feeling upbeat about the organization's accomplishments. Our CASA volunteers were true heroes as they championed the rights of 434 abused and neglected children who need special and consistent support to reach their potential. CASA volunteers' efforts played a key role in the record number of joyous family reunifications and adoptions witnessed for some of the 183 children who exited the system to a safe and permanent home.

We are proud to report that we were able to assign a CASA volunteer to every abused and neglected child referred by the Court this year. The achievement and sustained fulfillment of this long-held goal marks an unprecedented level of service to our community's youth. We are focused on repeating our success in years ahead.



**Lisa Banks**

Executive Director, Fairfax CASA

Our positive results were driven by multiple factors, each critical in their own way: Fairfax CASA's Board of Directors set wise policies to guide and maximize our results, while our remarkable staff put CASA volunteers on a strong path toward success with outstanding and innovative training and supervision. Community stakeholders, including judges, child welfare specialists, and legal, school, and mental health professionals each worked in partnership with renewed vigor to improve our collective network of support for children. Finally, individual, corporate, and foundation supporters stepped up to ensure our financial ability to recruit, train, and supervise highly qualified and committed individuals who can really make a difference.

Looking forward, we are introducing a new educational advocacy program for our volunteers and will add another new training in 2014 to focus on improving service to older teens. We are also continuing to work with county leaders to develop a framework for CASA volunteers' continued advocacy for youth, ages 18-21, who remain in foster care. We are committed to pursuing excellence as we support our CASA volunteers in their essential work.

# BY THE NUMBERS

Numbers that Count

**175**

Volunteers Served

**434**

Children from

**249**

Families

**CHILDREN NEED SAFETY AND STABILITY IN ORDER TO THRIVE. CASA VOLUNTEERS HELP FIND SOLUTIONS SO THEY CAN GO ABOUT THE IMPORTANT BUSINESS OF BEING CHILDREN.**

– Lisa Banks

Executive Director, Fairfax CASA

## THE DETAILS



**23,299** HOURS

Spent by volunteers advocating for the abused and neglected children they serve



**86** PERCENT

Fairfax CASA's funding was directed to program services in 2013



**5,016** VISITS

Made by volunteers to the children on their cases



**242** COURT REPORTS

Submitted by volunteers to the Juvenile & Domestic Relations District Court



**23** NEW VOLUNTEERS

Were trained in 2013



**105** CASES

Involving **183** children were closed



**1,300** RECOMMENDATIONS

Were included by volunteers in court reports submitted to judges



**1275** SUPPORTERS

Connected with Fairfax CASA on Facebook and Twitter

# VOLUNTEER SELECTION & TRAINING

## Volunteer Training

On top of the rigorous 35 hours of pre-service training completed by Fairfax CASA volunteers, all volunteers must complete 12 hours of continuing education yearly to recertify as active volunteers.

Fairfax CASA hosts a robust continuing education program with several opportunities every month for volunteers to come together and share their experiences. Gatherings run the gamut from lectures and roundtable discussions, to book clubs and movie nights. Highlights in FY13 included:

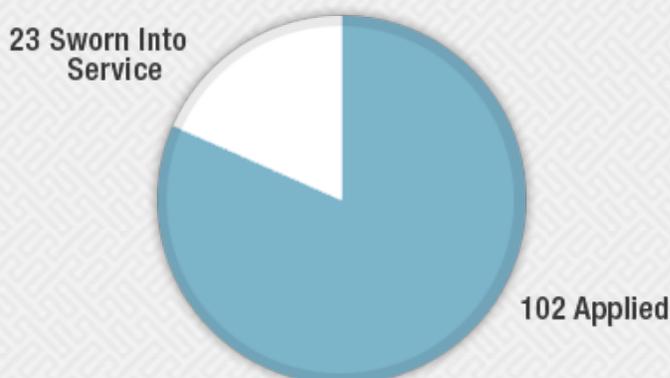
- A Judges Panel, where seven of the Fairfax County Juvenile & Domestic Relations District Court judges convened to share their perspectives on abuse and neglect cases.
- Strategic Behavior Assessment and Critical Interviewing, a training conducted by retired U.S. intelligence officers to help identify verbal and non-verbal behaviors indicative of deception or lack of confidence.
- Permanency Strategies for Older Youth, an update from the Department of Family Services on new approaches in place to support foster care youth ages 12-17.

## Volunteer Screening

Fairfax CASA maintains an enduring commitment to bringing in only the most qualified volunteers. Applicants for pre-service training are carefully vetted to ensure that they have the skills and the dedication to serve abused and neglected children for the lifetime of a court case: many cases last two years or longer.

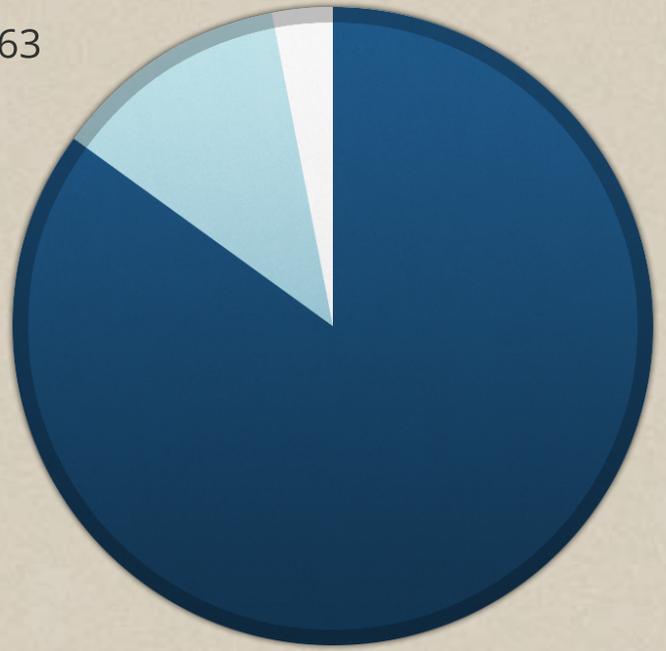
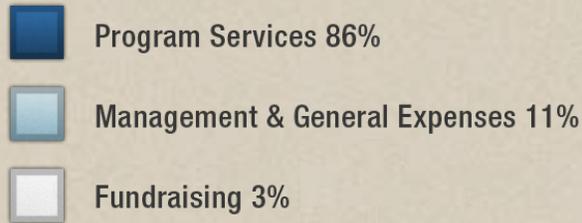
In FY13, the program received 102 applications. Due to highly selective screening practices, less than 25% of all applicants were sworn into service as Court Appointed Special Advocates.

### Applications vs. Volunteers Sworn Into Service



# FINANCIALS

FY13 Financials: Functional Expenses - \$709,463



Fairfax CASA is funded through public, private, and foundation support. In 2013, 86% of funding received by Fairfax CASA was directed to program services.

## DONORS

### Lifetime Major Donors

*Individuals who have given \$25,000 or more since 2000*

Debra & Timothy Howard  
Barbara & B. Mark Fried  
Cecilia "Ceal" Hayes  
James W. Clauson  
Nancy & Robert Torray  
Sheila & Brian Bates  
Patsy & Howard Norton  
Betty & Wayne Angell  
Elaine & Alan Montgomery  
Ingrid & Scott Plein  
Vicki & John Nelson  
Betty & Bob Gates  
Robert Stewart  
Riea & Steven Lainoff  
Beatriz & Jon Williams  
Schlussel Family  
Christine & Monte Zaben

### Investors Circle

*Individuals who renew an annual \$5,000 gift*

Sheila & Brian Bates  
Betty & Robert Gates  
Cecilia "Ceal" Hayes  
Debra & Timothy Howard  
Elaine & Alan Montgomery  
Sharon Nelson & John Simek  
Vicki & John Nelson  
Patsy & Randy Norton  
Ingrid & Scott Plein  
Schlussel Family  
Craig Staeresinich  
Robert Stewart  
Christine & Monte Zaben

# BOARD OF DIRECTORS

FY13 (July 1, 2012 – June 30, 2013)

## Officers

**President: Alan M. Schuman**

Community Volunteer

**Vice President: Judith S. Gayer**

Vice President and Deputy General Counsel, General Corporate,  
Freddie Mac

**Treasurer: Monte R. Zaben**

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**Secretary: Kyle Elizabeth Skopic**

Law Office of Kyle E. Skopic, PLLC

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Community Volunteer

**Jose S. Jimenez**

Community Volunteer

**David (Dave) W. Marsden**

Virginia Senate (D-37th District)

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Senior Manager, Marketing & Communications, Computer  
Sciences Corporation

**Susan E. Woodruff**

Director, Fairfax County Department of Human Resources



# PROGRAM HIGHLIGHTS

This year, Fairfax CASA achieved its goal, set 23 years ago, to assign a CASA volunteer to every abused and neglected child referred by the Court. This accomplishment fulfills the court's full service mandate and our board's primary strategic goal. Today, there are no children waiting for a CASA volunteer in Fairfax County. In addition to reaching this major milestone, Fairfax CASA achieved the following:

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## CASA is recognized by the community

Fairfax CASA received two prestigious awards this year from the Northern Virginia community. On September 20, 2012, the program was named the proud recipient of the first Golden Gavel Award, presented by the Fairfax Law Foundation's Society of Fellows in the nonprofit category. The foundation recognized Fairfax CASA for its longstanding advocacy work with abused and neglected children who are under the Juvenile Court's protection. On April 18, 2013, Fairfax CASA was recognized as the top Volunteer Program at the 2013 Fairfax County Volunteer Services Awards Breakfast. The program was applauded for its enduring commitment to bringing in only the most qualified volunteers and providing those volunteers with the highest level of support so that they may advocate successfully for the children they serve.

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## CASA volunteers are satisfied

In January 2013, Fairfax CASA released its biennial Volunteer Satisfaction Survey. The survey is sent to all active CASA volunteers and covers a wide range of questions concerning case activity, continuing education, relationships with professionals, and relationships with staff supervisors. Close to 70 percent of active volunteers responded to the survey and the feedback was overwhelmingly positive: ninety-six percent of the respondents reported having a good working relationship with their supervisors, and ninety-six percent reported a very positive/positive impression of Fairfax CASA staff overall.

# PROGRAM HIGHLIGHTS

## CASA Colaborates

Fairfax CASA was invited by the Department of Criminal Justice Services to present at the Statewide CASA Conference in Roanoke in November 2012. The staff developed a special training entitled "Bringing in the Best: volunteer screening as a retention tool." The training outlined our program's recruitment and screening methods, which have led to a 98% retention rate of new volunteers on cases, and a 2% dropout rate of new volunteers leaving cases. Since the conference, many Virginia CASA programs have implemented the methods outlined in the training.

Fairfax CASA's board of directors and staff devoted considerable effort to promoting the establishment of a court practice to continue jurisdiction, and CASA volunteer advocacy for youth, ages 18-21, who remain in foster care. Meetings with judges, legislators, DCJS officials, and representatives from the state Supreme Court, and Guardians ad litem have outlined a path to achieve this goal in the near future.

A collaborative program with Fairfax County Public Schools and Fairfax CASA was established to improve educational outcomes for school age children who are under the court's protection. An advanced educational advocacy training program was developed and presented to CASA volunteers in September 2013.

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## CASA' s Fairfax Run For The Children

The third annual Fairfax CASA Run for the Children took place on May 4, 2013, surpassing all projections for event. More than 900 individuals registered, including 28 teams participating. Our goal to raise \$100,000 was met, and we were able to net more than \$60,000 from the event.