

## BOARD RETREAT AGENDA

FEBRUARY 4, 2024

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-  10:00 a.m. Welcome + Engaging Opening
-  10:30 a.m. Our Values Reflection
-  12:00 p.m. Lunch + Socialize
-  1:00 p.m. Strategic Plan Road Map
-  2:45 p.m. Organizational Growth
-  3:45 p.m. Break
-  4:00 p.m. 30<sup>th</sup> Year Celebration Planning
-  5:00 p.m. Cheers to 2024!



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# HENRICO CASA

Board Retreat



**CASA**

Court Appointed Special Advocates  
FOR CHILDREN

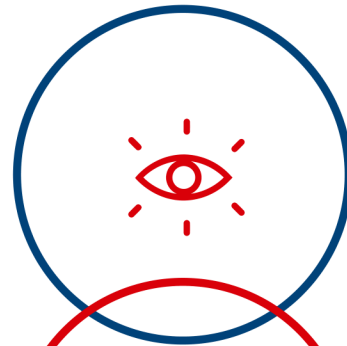
HENRICO COUNTY

# AGENDA

10:00

## OPENING

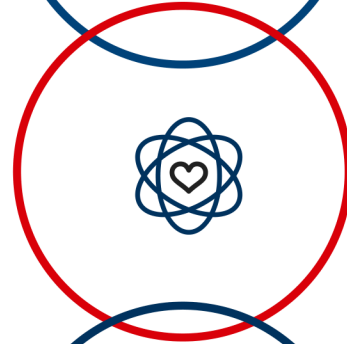
- Introductions
- Activity



10:30

## VALUES

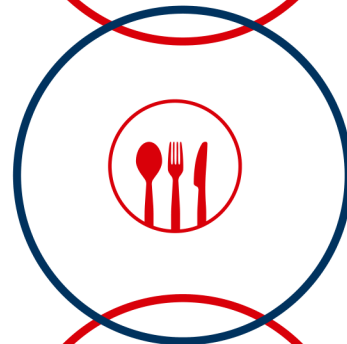
- Reflection



12:00

## LUNCH

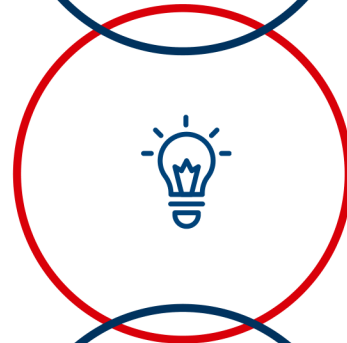
- Enjoy Lunch
- Socialize



1:00

## STRATEGIC

- Progress
- Next Steps



2:45

## GROWTH

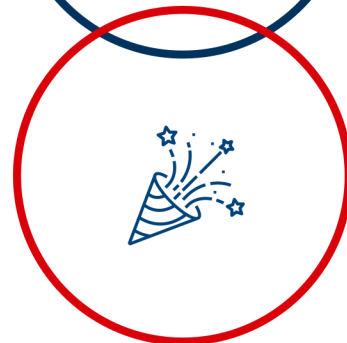
- Development
- Program



4:00

## 30 YEARS

- Celebrating 30 Years





# OUR VALUES

## Mission

Henrico CASA advocates in court for a child's best interests and seeks to educate the community concerning the needs of abused and neglected children.

## Vision

All children in Henrico County live in safe and stable homes.

## Core Values

Henrico CASA is committed to:

- Family preservation and reunification. Children grow up best in their families. Our work will support preservation and reunifications whenever that can be achieved safely.
- Diversity, equity, and inclusion. Our children come from all parts of Henrico County. We believe our volunteers, management and staff, and our Board should reflect that diversity and should feel safe and comfortable in their roles.
- Collaboration within the child welfare and court system. We will work jointly with professionals throughout the system in the best interest of children.
- Gratitude for the commitment made by our volunteers, staff, and donors. We realize that we could not accomplish our mission without the selfless commitment from many in our community.
- Stewardship of the resources entrusted to us. We will use our resources carefully to help ensure we can serve all children who need us.

# VALUES REFLECTION



## Diversity, Equity, Inclusion

Prompt 1: Reflect on what diversity, equity, and inclusion mean within the context of Henrico CASA's mission and work. How do these principles contribute to the effectiveness of our organization in advocating for children, and what are some specific ways in which we can further integrate these values into our practices and decision-making processes?

Prompt 2: Discuss the role of the Board in promoting diversity, equity, and inclusion both within Henrico CASA and in the broader community. What steps can we take to ensure that diversity and equity are prioritized in our strategic planning and governance?

## Gratitude

Prompt 1: Reflect on the ways in which the commitment and support of the community have been instrumental in advancing the mission of Henrico CASA. How can the Board ensure that the contributions of volunteers, staff, and donors are valued and appreciated in meaningful ways?

Prompt 2: Discuss the importance of transparency in communicating with our community about the impact of their support. What steps can we take to ensure ongoing trust and engagement with our community, ensuring that their generosity continues to make a lasting impact on the lives of those in need?

## Stewardship

Prompt 1: Reflect on the importance of stewardship in fulfilling Henrico CASA's mission of serving all children who need us. What strategies can the Board implement to prioritize efficiency and sustainability in our use of resources?

Prompt 2: Reflect on the challenges and opportunities in maintaining stewardship of our resources while striving to serve all children who need us. What approaches or partnerships can we explore to optimize resource utilization and ensure equitable access to our services for all children in our community?

# VALUES REFLECTION



**Diversity, Equity, Inclusion**

**Gratitude**

**Stewardship**

# GROWTH DISCUSSION



In considering growth opportunities for **CASA**, let's explore how we can leverage our strengths and resources to maximize our impact in serving children and families.

## Sustainability

One critical aspect of sustaining and expanding our impact is securing adequate funding.

Considering the importance of financial resources in driving organizational growth, what steps should we take to prioritize fund development efforts within CASA?

## Expanding Our Impact

Reflect on our current reach and impact of CASA within our community.

What does growth mean to us? Where do we envision CASA heading in the coming years?

# AMPLIFYING CHILDREN'S VOICES



**As we approach our 30th year anniversary, this is an opportune time to reflect on the significant milestones and achievements of CASA throughout the years.**

## **Celebrating Milestones and Impact**

How can we effectively showcase the impact of our work in the community and celebrate the positive outcomes we have achieved for children and families?

In commemorating this milestone, discuss ways to highlight the contributions of our dedicated staff and volunteers who have been instrumental in advancing our mission. How can we ensure that their efforts are recognized and celebrated as integral to our success?

## **Honoring Partnerships and Support**

Our 30th year anniversary is also a moment to express gratitude to our generous sponsors, donors, and community partners who have been steadfast supporters of CASA's mission. How can we effectively recognize and appreciate their contributions to our organization?





**THANK YOU!**



**CHEERS TO 30 YEARS!**

## **HENRICO CASA OFFICE**

SAFE HOMES, HEALTHY CHILDREN, THRIVING COMMUNITIES.



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**(804) 501-1670**



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# Henrico CASA Board Retreat | 2024

WELCOME!



HENRICO COUNTY





# Meeting Agenda

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1. Values Reflection
2. Strategic Plan Analysis
3. Growth
4. 30<sup>th</sup> Anniversary



# STRATEGIC PLAN ANALYSIS

To advance our mission and vision, Henrico CASA established three strategic priorities:

- Awareness + Education
- Organizational Capacity
- Visitation Center



# AWARENESS + EDUCATION

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Purposeful Messaging

Comments?

Next Steps/Focus

Educating the  
Community

Financial Support

# ORGANIZATIONAL CAPACITY

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Staff Structure

Comments?

Next Steps/Focus

Volunteer Recruitment

Cultivate Board

# VISITATION CENTER

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Needs Assessment

Comments?

Next Steps/Focus

Business Plan

Implementation

# DEVELOPMENT GROWTH

## Some Considerations

- ❖ Potential VOCA Cuts
- ❖ Home for Good + M4K
- ❖ Visitation Center
- ❖ Succession Planning



## Examples

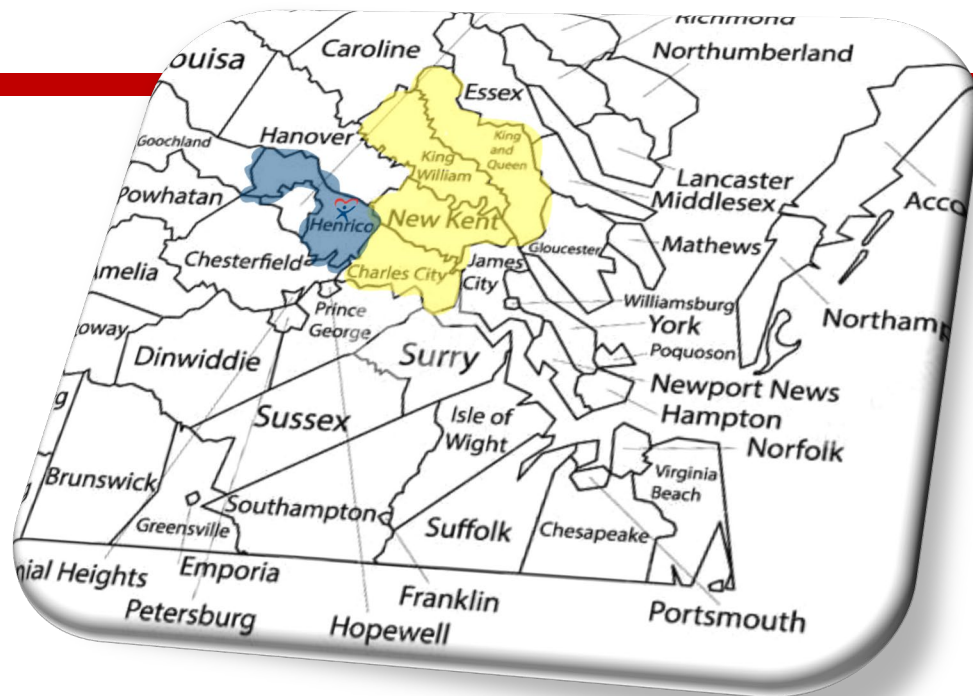
LOCAL PROGRAM	CHILDREN SERVED	DEVELOPMENT POSITIONS
Blue Ridge CASA	105	Development Manager; Grants Manager
VA Beach CASA	133	Director of Development
Piedmont CASA	191	Advancement Director; Event Coordinator
CASA of Central VA	221	Development Director; Special Events + Marketing Coordinator
Fairfax CASA	350	Events and Fundraising Specialist



# PROGRAM GROWTH

## Programmatic

- ❖ Visitation Center
- ❖ Expansion
  - ❖ Unserved localities: 47 Virginia localities are currently unserved by CASA programs.
  - ❖ ~1,000 children



JURISDICTION	CPS CALLS (CY23)	FOUNDED	COURT FILINGS
New Kent	149	15	4
King and Queen	124	4	1
King William	116	12	2
Charles City	94	0	0
<b>TOTAL</b>	<b>483</b>	<b>31</b>	<b>7</b>

# 30<sup>TH</sup> ANNIVERSARY

## Theme: Amplifying Children's Voices



# 30<sup>TH</sup> ANNIVERSARY

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Theme: Amplifying Children's Voices

- ❖ Showcase Impact
  - ❖ Stories – What Resonates
- ❖ Recognize Contributors
  - ❖ Volunteers, Staff, Donors, Sponsors, Partners
- ❖ Celebrate Wins
  - ❖ Looking Forward to Future



**THANK YOU!**



HENRICO COUNTY