



Henrico County Court Appointed Special Advocates

Board of Directors and Advisors Meeting – May 9, 2024 | 6:00-7:30 p.m.

BOARD MEMBERS

- Chris Durand, *Chair*
- Paul Ronson, *Vice Chair*
- Shannon Mitchell, *Treasurer*
- Bryan Jenkins, *Secretary*
- Rutherford Ferguson
- Toney Hall
- Sarah Kurysz
- Suzanne Mathias
- Paul Shively
- Mary Jo Sisson-Vaughan
- Mel Tull
- Adam Winston

ADVISORS

- Betsy Beach
- Mike Briggs
- Nick Cooper
- Berkeley Edmunds
- Anne Preston Farmer
- Dianne Jewell
- Doug Nassif

HONORARY MEMBERS

- Kevin Bruny
- Jon Ganues
- Pat Hackler

CONSULTANT

- Katherine Whitney

STAFF

- Jeannine Panzera
- Trish Stewart

AGENDA

Welcome – Chris Durand

Consent Agenda – Emailed Prior

- Executive Director's Report and March 2024 Meeting Minutes
- Financial Reports (through May 7, 2024)

Staff Presentation – Trish Stewart, Program Manager

- Mission Moment

Governance/Leadership – Chris Durand + Paul Ronson

- Proposed 2024-25 Slate of Officers with Discussion

Treasurer's Report – Shannon Mitchell

- Discussion re: Employee Merit Raises or Bonuses
- Discussion/Approval of Proposed Budget FY24-25

Fund Development Report – Rutherford Ferguson

- Home for Good® CASA Playhouse Event – Let's Celebrate!
 - Comparative Data
 - Thank You for Builders in Fall 2024
- Short Pump Concert Series and Wine Tasting Events
 - May 23rd, June 6th, June 20th, July 18th (6:00 – 8:00 p.m.)

Old + New Business – Jeannine Panzera

- Visitation Center – Project Update
- 30th Year Anniversary
- Discussion re: 2024-25 Board Meeting Calendar

This is the last Board meeting of FY23-24. Thank You!



Executive Director's Report

May

CASES / VOLUNTEERS

March 30, 2024

	Current	YTD	Past YTD		
Volunteer Stats					
Number of Volunteers	89	105	106		
New Volunteers		18	16		
Resigned Volunteers		16	23		
Volunteer Attrition		15.2%	21.6%		
Number of Cases/Children					
Number of Cases/Children		319	279		
Waiting Children		0	0		
Cases Closed		164	138		
Cases Opened		151	168		
Volunteer Hours		7,684	7,706		
Volunteer Contacts		15,111	16,863		
Value to Commonwealth		\$250,422	\$245,050		
Supervisors	Advocate		Assignments		
	(Max)	Active	1 Case	2 Cases	3 Cases
Jeannine (Full-time Executive Director)	(0)	1	1	0	0
Trish (Full-time Program Manager)	(10)	9	8	0	1
Lorrie (Full-time Advocate/Training Coordinator)	(25)	21	16	4	1
Patricia (Full-time Advocate Coordinator)	(25)	20	15	5	0
Stacy (Full-time Advocate Coordinator)	(25)	22*	16	4	1

*Stacy has 1 advocate with 4 cases

Past Activities (April 1 thru April 30, 2024)

April 2024

- April 2, 2024: CASA staff team meeting was held.
- April 2, 2024: Jeannine attended a VAFRE presentation on planned giving.
- April 8, 2024: Jeannine attended a DCJS Network Support meeting.
- April 9, 2024: CASA staff team meeting was held.
- April 9, 2024: Westhampton Living Magazine's April issue had a feature story on CASA and Home for Good®.
- April 10, 2024: An article featuring Home for Good® was published in Richmond Magazine.
- April 10-11, 2024: Home for Good® playhouses were delivered.
- April 12, 2024: Jeannine appeared on NBC12 with Amanda Nichols, CASA Ambassador, for Home for Good® promotion.
- April 13, 2024: Short Pump Town Center Home for Good® Community Day event was held.
- April 13, 2024: Spring 2024 training for new advocates began.
- April 16, 2024: Kristin appeared on CBS6 Virginia This Morning with Ned Bowden of Emerald Construction, for Home for Good® promotion.
- April 16, 2024: CASA program staff held a case assignment meeting.
- April 16, 2024: Henrico CASA was recognized at the Janey Scott Montgomery annual meeting.
- April 17, 2024: The Richmond Experience hosted Home for Good® on their Instagram page, which has 112,000 followers.
- April 18, 2024: Jeannine appeared on WRVA Radio morning show with John Reid to talk about CASA.
- April 18, 2024: The Henrico Citizen sent an email blast to their subscribers about Home for Good®.
- April 19, 2023: Henrico CASA Visitation Center Ad Hoc Committee meeting will be held.
- April 20, 2024: Christina and Bethanie (Ambassadors) staffed a CASA table at Short Pump Town Center for Home for Good®.
- April 23, 2024: CASA staff team meeting was held.
- April 23, 2024: Jeannine attended a National CASA Training Group Meeting.
- April 25, 2024: Jeannine attended a Child Dependency Legal Representation Group Meeting.
- April 26, 2024: Jeannine attended a CJA Advisory Committee meeting.
- April 27, 2024: Christina and Corinne (Ambassadors) staffed a CASA table at Short Pump Town Center for Home for Good®.
- April 28, 2024: Paul and Sarah (Board) staffed a CASA table at Short Pump Town Center for Home for Good®.
- April 29, 2024: Home for Good® playhouse winners are notified.
- April 30, 2024: CASA program staff held a case assignment meeting.

Future Events (May 1 thru May 30, 2024)

May 2024

- May 2, 2024: Home for Good® playhouses are moved from the mall.
- May 3, 2024: Jeannine will attend a State Leadership Team meeting.
- May 7, 2024: CASA program staff team meeting will be held on case assignments.
- May 9, 2024: Henrico CASA Board meeting will be held at Henrico CASA office.
- May 9-11, 2024: Home for Good® playhouses will be delivered to raffle winners.
- May 10, 2024: Jeannine will attend a State Leadership Team meeting.

- May 10, 2024: Jeannine will attend a Henrico Best Practice Court meeting.
- May 13, 2024: Jeannine will attend a DCJS Network Support meeting.
- May 14, 2024: CASA staff team meeting will be held.
- May 15, 2024: The Swearing-In ceremony for new advocates will be held.
- May 16, 2024: Jeannine will attend a State Leadership Team Legislative meeting.
- May 16, 2024: Jeanine will attend the RVA Nonprofit Spring Social.
- May 17, 2024: Henrico CASA Visitation Center Ad Hoc Committee meeting will be held.
- May 21, 2024: Jeannine will attend a VA CASA College Presentation on Crisis Planning and Communication for CASA Directors.
- May 21, 2024: CASA program staff will hold a case assignment meeting.
- May 23, 2024: A Short Pump Town Center concert and wine pouring will be held to benefit CASA.
- May 28, 2024: CASA staff team meeting will be held.
- May 30, 2024: Virginia Case Studies meeting will be held.

CASA Story

As stewards of children's welfare at CASA, we are witnessing a concerning trend firsthand: a surge in youth mental health challenges. This is not just a statistical anomaly; it is a pressing reality for the children we serve. As we strive to understand the roots of this crisis, recent research sheds light on a pivotal factor: the profound impact of smartphones and social media on adolescent well-being. This recent article delves into the depths of this issue, offering insights into why we are witnessing such a troubling trend among the youth in our care.

Screens Are Poisoning Kids' Minds

Erica Pandey, Author of Axios Finish Line

A shocking number of American kids are sad, suicidal, and stuck on small screens sucking away their zest for life.

Why it matters: This is the indisputable and alarming trend among American children, based on the latest polling and deep research by an NYU professor in a book out next week.



The big picture: The pandemic is often cited as a driver of the teen mental health crisis, but it was brewing long before then. A growing body of research links the acceleration of the crisis to one of this century's biggest events: the arrival of the smartphone.

"Smartphones and social media fundamentally changed the way teens spend their time outside of school," says Jean Twenge, a psychologist and author of the book "Generations." "You take a generation of young people, they're spending a lot more time in their rooms, alone, not sleeping, not hanging out with their friends in person. That's a pretty bad formula for mental health."

By the numbers: While the teen mental health crisis was slowly developing in the early 2000s, it rapidly worsened in the mid-2010s — which was also when teens’ smartphone and social media usage spiked, Jonathan Haidt, the NYU professor, notes in his forthcoming book "The Anxious Generation."

Rates of depression and anxiety among U.S. adolescents were "fairly stable in the 2000s" but "rose by more than 50% in many studies from 2010 to 2019," Haidt writes in *The Atlantic*. The suicide rate for kids between the ages of 10 and 14 tripled between 2007 and 2021, according to the CDC.

The share of U.S. high school girls who seriously considered attempting suicide jumped from 19% in 2011 to 30% in 2021, per the CDC. The share of boys who considered suicide rose from 13% to 14%. Just 1 in 3 12-to 17-year-olds say things are going well for children and teens today, per a recent Common Sense Media survey.

Zoom in: In study after study, teens say social media is making them stressed and depressed, but the time they're spending online keeps rising. In the early 2000s, middle and high school kids saw friends in person about 3 times a week. Now, that's closer to 1.5, according to data from the University of Michigan's Monitoring the Future project.

At the same time, screen time has skyrocketed. Teens spend an average of 4.8 hours on social media apps like TikTok, Instagram and Snapchat every day, according to Gallup. Among teen girls, that ticks up to 5.3 hours.

Teenagers are inundated with notifications, with one study estimating they get 237 pings a day, Haidt notes.

What to watch: TikTok's fate in the U.S. is currently being debated in Congress. If the app disappears from phones — though that's unlikely to happen any time soon — that would force a massive shift in how American teens spend their time. "It's of course possible that people will replace TikTok time with YouTube time or Instagram time," says Twenge. "However, TikTok's algorithm is particularly effective at getting you to spend more time on it."

CASA Meeting Minutes

Meeting Type: Board of Directors Meeting

Meeting Date: March 21, 2024

Time: 6:00 p.m.

Meeting Location: CASA Office

Present: Chris Durand, Paul Ronson, Shannon Mitchell, Bryan Jenkins, Rutherford Ferguson, Toney Hall, Suzanne Mathias, Mel Tull, Anne Preston Farmer, Mike Briggs, Dianne Jewell

Absent Board Members: Sarah Kurysz, Paul Shively, Mary Jo Sisson-Vaughan, Adam Winston

Absent Advisors: Betsy Beach, Nick Cooper, Berkeley Edmunds, Doug Nassif

Staff: Jeannine Panzera

Quorum: Yes

Presiding/Leading the Meeting: Chris Durand, Chair

AGENDA ITEM 1: Consent Agenda – Emailed Prior

- Executive Director's Report
- Financial Reports (through March 18, 2024)

Action Item: No discussion or changes. Adopted.

AGENDA ITEM 2: Guest Presentation – Curtis + Company

- **Project Summary** with Henrico CASA (Casey Buckley and Hadley Day)
 - Research was done on CASA's data to determine any trends to assist with volunteer recruitment and retention ideas.
 - Suggestions were made to revise the volunteer application to track answers in more consistent data points.

AGENDA ITEM 3: Governance/Leadership – Chris Durand + Paul Ronson

- **Board Retreat Follow-Up**
 - Chris reiterated that attendance at Board Retreats is very important, as this is one of the most important days of the year as it relates to strategic conversation for the organization.
- **Upcoming Board Slate/Officers**
 - New Board Officers will be voted on at the May 9, 2024, Board Meeting; the proposed slate will be sent via email in late April.

AGENDA ITEM 4: Treasurer's Report – Shannon Mitchell

- **Proposed Budget FY24-25**
 - Draft budget was shared and discussed; biggest difference is related to payroll expenses that included:

- 3% COL for all employees;
 - Creates a development position;
 - Adds a new staff member for community outreach duties.
- There were some increases to line-item revenues based on past results/forecasting.

Action Item: Budget to be reviewed and voted on at the May 9, 2024, meeting.

AGENDA ITEM 5: Fund Development Report – Rutherford Ferguson

- **2024 Home for Good® Playhouse Event**
 - The Sponsorship Goal (shooting for the stars) is \$140,000. We have currently raised \$120,000 (12% increase from last year’s sponsorship total, and 25% higher than planned revenue of \$95,000 in current operating budget).
 - There is also an aggregate CASA Board Sponsorship group that Board members are encouraged to donate to reflect to the community the Board’s support for this event.
 - Sponsorship deadline for signage (\$1,000 and above) is March 31, 2024. Sponsorships are still encouraged after the deadline, and will be promoted on our website, social media, etc.

- **Donations for Opportunity to Win**
 - Reminder that shortly, attention will turn to promoting Ticket Sales/community outreach for donations for the opportunities to win a playhouse.
 - All Board members received a stack of postcards to distribute; CASA Ambassadors are also hard at work at identifying places that will display the postcards.

- **Community Day** at Short Pump Town Center! April 13, 2023 (11:00 am – 1:00 pm)
 - Board Members are encouraged to join us for Community Day at the mall and interact with the community, builders, sponsors, etc.

- **Happy Hour** – Thursday, April 11th at 4:30 p.m. at Firebird’s at Short Pump Town Center
 - This will take place the late afternoon of the day the playhouses are moved into the mall. Staff, Board members, and Ambassadors are invited to celebrate the playhouses and get a sneak peek of the finished playhouses!

Action Items: Finalize sponsorship “asks” for larger-level sponsors for signage – due by March 31, 2024.

Begin working on lists/ideas of where to distribute Home for Good® postcards and/or promote donations for an opportunity to win.

AGENDA ITEM 6: Old + New Business – Jeannine Panzera

- **DCJS Audit Results**

- DCJS Audit is complete and DCJS compliments CASA Staff and Board on exemplary work. There was no follow-up required from the audit.

- **Visitation Center – Focus Group Project Update**

- Knowledge Advisory Group was hired for this project; Focus Group Discussions were completed at the end of February 2024 with Judges, Attorneys, Social Services, and CASA (Staff and Advocates).
- The report is being developed, but draft high-level findings include:
 - The need for a Visitation Center is great.
 - Current supervised visitation scenarios pose clear challenges for families, children, case professionals, and the court process/resolution of cases.
 - There may be suggestions that a center might include additional classes and support for parents.
 - Need for accessibility in a central location, accessible on the bus line, was clear, along with the need for child and family-friendly spaces that also takes safety into consideration.
 - A consideration will be about where funding comes from and how will it be sustained.
- The Report will be completed in mid-April 2024. It will be shared with the Visitation Center Committee, and then be shared with the Board at the May 9, 2024, Board Meeting.
- As current Chair, Chris created the current Ad Hoc Visitation Center Committee. In June 2024/end of the fiscal year, he will dissolve the current Committee. This will allow the ability for the next Chair to re-commission a Visitation Center Committee and/or Steering Committee as needed.

- **Staff Update**

- Marie Gordon will be retiring at the end of March 2024. Marie will continue to volunteer time as an outside bookkeeper to reconcile accounts and assist with the audit. We are most grateful for her service and ongoing commitment!
- Kerri Green, a current advocate, will be taking over the Financial and Program Administrator position. Kerri has a background in finance and corporate consulting in company processes. Kerri is currently training with Marie and her first official day in the office will be April 9, 2024.

- **Board Materials**

- A Board Intranet has been created on the new website!
 - This allows access to all current member contact information, governing documents, meeting documents, and resources.
 - This is a “living” page and will be updated moving forward. Paul suggested adding a section for current committees and a place to access committee materials. If Board members have other requests for content or materials, please let Jeannine know.

MEETING ADJOURNED