



# Henrico County Court Appointed Special Advocates

**Board of Directors and Advisors Meeting – March 6, 2025 | 6:00 - 7:30 p.m.**

## **BOARD MEMBERS**

- Paul Ronson, *Chair*
- Shannon Mitchell, *Vice Chair*
- Mel Tull, *Treasurer*
- Nick Cooper, *Secretary*
- Mike Briggs
- Rutherford Ferguson
- Bryan Jenkins
- Dianne Jewell
- Suzanne Mathias
- Julie Seyfarth
- Paul Shively

## **ADVISORS**

- Betsy Beach
- Chris Durand, *Immediate Past Chair*
- Toney Hall
- Sarah Kurysz
- Anne Preston Farmer
- Doug Nassif
- Adam Winston

## **STAFF**

- Jeannine Panzera, *Exec Dir.*
- Trish Stewart, *Prog Mgr.*

## **HONORARY MEMBERS**

- Kevin Bruny
- Jon Ganues
- Pat Hackler

## **CONSULTANT**

- Katherine Whitney

## **GUEST(S)**

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## **AGENDA**

### **Meeting Call to Order – Paul Ronson**

- Welcome

### **Consent Agenda – Emailed Prior**

- Executive Director's Report
- December 12, 2024, Board Meeting Minutes and February 2, 2025, Board Retreat Notes
- Financial Reports (through March 3, 2025)

### **Mission Moment**

- Follow-Up from Board Retreat w/ Trish Stewart, Program Manager

### **Committee Updates**

- **Governance Committee** – Shannon Mitchell
  - New Strategic Plan Draft Update
- **Finance Committee** – Mel Tull
  - Draft FY25-26 Budget Presentation
- **Fund Development Committee** – Rutherford Ferguson
  - Home for Good® 2025 Updates
  - Community Day at Short Pump – April 26, 2025 (11:00 a.m. – 1:00 p.m.)
- **Visitation Center Committee** – Chris Durand
  - Concept Design + Next Steps

### **Old + New Business – Jeannine Panzera**

- 30<sup>th</sup> Anniversary Celebration (Thursday, May 1, 2025 | 6:00 p.m.)
  - The Westin Richmond | 6631 W Broad St Richmond, VA 23230 (Reynolds Crossing)

**Next Board Meeting is Thursday, May 8, 2025, 6:00 p.m.**



## Executive Director's Report March 2025

	CURRENT	Jul 1 – Jan 31, 2025	Jul 1 – Jan 31, 2024
<b>Volunteer Stats</b>			
Number of Volunteers	104	100	97
New Volunteers	12	11	10
Resigned Volunteers		8	9
Volunteer Attrition		8%	9.2%
<b>Cases</b>			
Number of Cases/Children		277	264
Waiting Children		0	0
Cases Closed		115	123
Cases Opened		112	99
Volunteer Hours		5,741	5,870
Volunteer Contacts		12,776	11,061
Value to Commonwealth		\$191,634*	\$186,666**

Supervisors	Advocate (Max) Active	Total Cases	Assignments			
			1 Case	2 Cases	3 Cases	4 Cases
Jeannine (FT Executive Director)	(0) 1	1	1	0	0	0
Trish (FT Program Manager)	(10) 11	16	8	1	2	0
Lorrie (FT Advocate/Training Coordinator)	(25) 22	30	17	3	1	1
Stacy (FT Advocate Coordinator)	(25) 18	29	12	2	3	1
Sydney (FT Advocate Coordinator)	(25) 15	17	13	2	0	0

\* Volunteer Dollar Value 2025 = \$33.38

\*\* Volunteer Dollar Value 2024 = \$31.80



### **Past Activities (February 1 thru February 28, 2025)**

February 2, 2025: The 2025 Henrico CASA Board Retreat was held.  
February 4, 2025: CASA program staff held a case assignment meeting.  
February 7, 2025: A 30<sup>th</sup> Anniversary planning meeting was held.  
February 10, 2025: Vigilant Voices® podcast was recorded.  
February 10, 2025: Jeannine attended a CASA Network support meeting.  
February 12, 2025: Jeannine attended a webinar on 'Maximizing Non-Profit Budgets'.  
February 13, 2025: Fund Development/HFG meeting was held.  
February 14, 2025: Visitation Center Team meeting was held.  
February 18, 2025: CASA program staff held a case assignment meeting.  
February 19, 2025: CASA Finance Committee meeting was held.  
February 20, 2025: Jeannine attended a Case Studies meeting.  
February 25, 2025: CASA staff meeting was held.  
February 25, 2025: Jeannine attended a National Training Group meeting.  
February 28, 2025: Jeannine hosted a Metro CASA Directors meeting.  
February 28, 2025: An Executive Committee meeting on the 30<sup>th</sup> Anniversary was held.  
February 26, 2025: New group of Volunteers were sworn-in at Court.  
February 27, 2025: CASA hosted a Theta lunch for their fundraiser kick-off.  
February 27, 2025: ACMG reviewed new CASA employee benefits.  
February 28, 2025: Fund Development/HFG was held.  
February 28, 2025: DSS & CASA held a joint program review meeting.  
February 28, 2025: Two Vigilant Voices® podcasts were recorded.

### **Current Activities (March 1 through March 31, 2025)**

March 3, 2025: VA CASA Marketing meeting was held.  
March 4, 2025: CASA program staff held a case assignment meeting.  
March 5, 2025: Jeannine to conduct a Poverty Simulation for Leadership Metro Richmond.  
March 6, 2025: The Idea Center will begin filming for a new CASA outreach video.  
March 6, 2025: CASA Board Meeting will be held.  
March 7, 2025: Jeannine will sit on a panel interview for DCJS Training applicants.  
March 11, 2025: CASA staff meeting will be held.  
March 12, 2025: Ambassador lunch will be held.  
March 13, 2025: CASA will attend the Dominion Energy Charitable Giving Reception.  
March 14, 2025: Visitation Center Committee meeting will be held.  
March 14, 2025: State Leadership Team meeting will be held.  
March 17, 2025: Fund Development meeting will be held.  
March 18, 2025: CASA program staff held a case assignment meeting.  
March 19, 2025: CASA Governance Committee meeting will be held.  
March 20, 2025: Strategic Leadership meeting will be held.  
March 21, 2025: Families First Committee meeting will be held.  
March 25, 2025: CASA staff meeting will be held.  
March 25, 2025: National CASA Training Group meeting will be held.  
March 28, 2025: Fund Development meeting will be held.

## CASA Story

*The Power of Relationships*

### Spotlighting CASA: The Power of Relationships

Building strong relationships across various sectors — whether with funders, business leaders, civic groups, or media partners — creates invaluable opportunities to amplify CASA's mission. These partnerships allow us to highlight the critical work we do for children and the courts, ensuring more people understand the role of CASA advocates and how they can support our efforts. When organizations and individuals align with our mission, we gain greater visibility, new avenues for collaboration, and a stronger foundation to serve every child referred to us.

Recently, we were fortunate to be spotlighted by one of our funding partners, **Robins Foundation**. Their feature on Henrico CASA not only underscored the importance of our advocacy for children experiencing abuse and neglect but also showcased the impact of their philanthropic investment. Their support enables us to sustain and grow our programs, ensuring that each child we serve has a dedicated advocate. *You can read their feature here: [Henrico CASA: How Local Advocates Support Children Experiencing Abuse and Neglect](#).*

We also had the opportunity to share CASA's mission through the **RVA Small Business Network podcast**, thanks to a connection made by our colleagues at Henrico EDA. This platform allowed us to engage with the business community and beyond, emphasizing how local organizations can play a role in supporting children in crisis. Having a voice in these spaces strengthens our ability to recruit volunteers, foster community partnerships and sponsorships, and educate more people about the importance of CASA. *You can listen to the episode here: [Henrico CASA: Advocating for Children in Crisis](#).*

Opportunities like these should remind us that advocacy extends beyond the courtroom. Every conversation, partnership, and shared story broadens the reach of our mission and strengthens our ability to serve. As Board Members and Advisors, thank you for continuing to champion CASA's work and for helping us build the relationships that make these opportunities possible.

## CASA Meeting Minutes

**Meeting Type:** Board of Directors Meeting

**Meeting Date:** December 12, 2024

**Time:** 6:00 PM

**Meeting Location:** CASA Office

**Present:** Paul Ronson, Shannon Mitchell, Rutherford Ferguson, Bryan Jenkins, Dianne Jewell, Julie Seyfarth, Paul Shively, Betsy Beach, Chris Durand

**Staff:** Jeannine Panzera

**Absent:** Mike Briggs, Nick Cooper, Suzanne Mathias, Mel Tull, Anne Preston Farmer, Toney Hall, Sarah Kurysz, Doug Nassif, Adam Winston

**Quorum:** Yes

**Presiding/Leading the Meeting:** Paul Ronson, Chair

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### Welcome – Paul Ronson

#### Consent Agenda – Emailed Prior

- Executive Director's Report
- October 10, 2024, Board Meeting Minutes
- Financial Reports (through December 9, 2024)

There were no adjustments or changes to the October 2024 Meetings. The October 2024 Meeting Minutes were approved.

### Committee Updates

#### Shannon Mitchell – Governance Committee

- Toney Hall will need to step back from the role of Secretary but will remain on the Board as an Advisor.
  - Nick Cooper agreed to become Secretary.
    - Shannon motioned to approve, seconded by Paul Ronson. Nick Cooper is approved to serve as Board Secretary.
- Paul and Shannon attended a Governance/Leadership Seminar.
  - Discussion about Board recruitment and cultivation processes, including opportunities to invite prospective Board members to organizational events/trainings.
  - Additional discussion about creating a more stringent application process for joining board to encourage inclusivity, professionalism, and responsibility of serving in this role. As discussions evolve, consider adding a Board application on the website, the Board hosting informational sessions, etc.

### Jeannine Panzera (for Mel Tull) – Finance Committee

- The Finance Committee met in November 2024 to begin looking at staff compensation, per the encouragement of Sharon Hart, CPA, auditor, and utilizing the comprehensive Nonprofit Compensation Survey conducted of Richmond nonprofits (completed in spring 2024) spearheaded by Warren Whitney and the Schaberg Foundation.
- Staff benefits are also part of this discussion, which currently includes healthcare, HSA contribution, dental/vision, fringe benefits, and retirement (Simple IRA with match).
  - A special thank you to Paul Shively who has been working with Jeannine on revisiting a comprehensive statewide benefits plan for all CASA program employees in Virginia.
    - The rates are very competitive, and the plan is being launched January 1, 2025. Henrico CASA will be moving to this plan in April 2025.
- The Board engaged in a thoughtful discussion, emphasizing the importance of establishing a compensation philosophy to ensure consistency across board transitions and alignment with market standards.
  - Recommendation that the Finance Committee develop guidelines rooted in a market-informed approach to maintain fair, competitive, and reasonable compensation in accordance with nonprofit IRS requirements.

### Chris Durand – Visitation Center Committee

- Jeannine has had several calls with other Visitation Center programs across the country to discuss program structure and policies/procedures.
  - These will serve as case studies to help us better understand the various program models, best practices, security considerations, and any other recommendations.
- Next steps in Q1'25 are to take the information gathered from case studies, the data from case numbers and the focus group project, and design concepts to develop a thorough and thoughtful business plan for the Visitation Center to formally approach Henrico County.

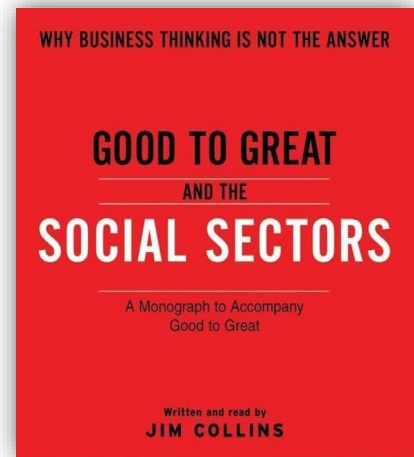
### Fund Development – Rutherford Ferguson

- Mustaches 4 Kids!
  - Mustache's 4 Kids was a great success and overachieved our Goal of \$65,000. The check presentation will occur in mid-January 2025, where we will learn the total amount raised from this event (which will include the currently unknown M4K matching gift).
  - We are very pleased with the partnership with Henrico Fire, and Paul is working on getting Henrico Police in on the fun of the event with a little competition.
- Annual Campaign Update
  - 500 letters were sent for the annual giving campaign. There is an 18% increase in individual contribution line item compared to this same timeframe last year
- Home for Good® 2025
  - In late summer/fall, focus is on securing larger sponsorships. Success in securing a key partner in QTS Data Centers (\$20,000) and have already raised \$30,500 in sponsorships. In January, focus will turn to all sponsorship levels, as well as reapproaching all past sponsors.

## **Old + New Business – Paul Ronson + Jeannine Panzera**

### Board Retreat

- Board retreat is Sunday, Feb 2, 2025, at DPR Construction Headquarters
  - The focus will be on strategic conversations to develop the new Strategic Plan (2026 – 2029)
- During the meeting, Jeannine shared the importance of *Good to Great and the Social Sectors* monograph as a foundational resource for the upcoming Board retreat.
  - The monograph will help align Board members and advisors with key principles to guide strategic planning discussions.
- For those unable to attend the meeting, copies are available for pickup at the Henrico CASA office. **Board members and advisors are required to read the short monograph in preparation for the retreat.**



### 30th Anniversary

- Celebration Event
  - Tentative Date to Save on Calendars: Evening of Thursday, May 1, 2025
  - Tentative Location: The Westin
  - Special Guests: Angela Boice Axselle (Judge Boice's daughter, who created the Henrico CASA program) and Ashley Rhodes-Courter (author, national speaker, former foster care child whose CASA advocate changed her life).
  - Attendee Focus: Current Advocates, Board, Ambassadors, Staff; Home for Good Builders/Architects; Home for Good Sponsors; Key Partners (County, Judges, The Idea Center, etc.); Former Advocates, Board, Staff with continued connection to the program.
- Community Education Event (?)
  - Tentative Date to Save on Calendars: Morning Breakfast on Friday, May 2, 2025
  - Special Guest: Ashley Rhodes-Courter for a more in-depth discussion of her personal story and the impact that a CASA advocate can have on a child's life
  - Attendee Focus: Individual donors/friends of CASA; community groups (Kiwanis, Varina Women's Club, Theta Alum; prospective Board members, advocates, ambassadors.

**Next Gathering: Annual Board Retreat – Sunday, February 2, 2025**

**MEETING ADJOURNED**

## Henrico CASA 2025 Board Retreat Notes February 2, 2025

### Retreat Overview

The 2025 Henrico CASA Board Retreat focused on strengthening our strategic direction by applying principles from *Good to Great* for the social sector. The day was structured around three key concepts: *The First Who*, *The Hedgehog Concept*, and *The Flywheel Concept*. Discussions centered on diversity, strategic priorities, and sustainability. The retreat also served as an opportunity to reflect on our progress and lay the groundwork for the next strategic plan.

### The First Who: Building the Business Case for Diversity at Henrico CASA

*Facilitator:* Matthew Freeman, Dialectix Consulting

### Key Definitions

- *Diversity* – The mix of people
- *Inclusion* – How the mix works together
- *Equity* – Ensuring identity does not predict outcomes

### Why DEI Matters to CASA

- A diverse Board, staff, and advocate base improves CASA's ability to reach and serve children effectively
- Inclusive environments foster trust, leading to stronger engagement from volunteers and supporters
- Equity ensures that every child receives advocacy tailored to their unique circumstances, improving long-term outcomes

### Strengths & Areas for Improvement

#### What's Working Well

- Enthusiasm for the mission and commitment to improvement
- Organizational culture of excellence
- Advocate recruitment has brought in more diverse perspectives
- Fundraising success (Home for Good®, Mustaches 4 Kids)
- Thoughtful discussions on how to enhance DEI efforts

#### Areas for Growth

- Greater racial and geographic diversity within Henrico County on the Board
- More intentional Board recruitment, including younger members
- Encouraging male advocates
- Expanding outreach efforts to under-represented communities
- Creating structured orientation/onboarding and mentorship for new Board members

#### Ideas of Actionable Steps

- Develop a clear definition of Board diversity and related recruitment strategies
- Emphasis on recruitment efforts at diverse organizations, churches, and civic groups
- Utilize Leadership Metro Richmond (LMR) and LMR Board Connectors
- Understanding any correlations between advocate demographics and case outcomes



## **The Hedgehog Concept: Sharpening CASA's Strategic Focus**

### Passion: What Drives Our Mission?

- Ensuring all children have a voice in court
- Family preservation when in the best interest of the child
- Strong advocate training and support

### Best in the World: What Sets CASA Apart?

- Organizational culture of excellence
- 100% of referred children receive services
- High percentage of CASA recommendations are accepted by judges
- Highly trained advocates and professional staff
- Close collaboration with the Henrico County court and child welfare system

### Resource Engine: How Do We Sustain Our Work?

- Strong partnerships with judges, attorneys, and child welfare professionals
- Continued success of key fundraising events for financial and in-kind support (Home for Good®, M4K)
- Exploring new corporate and individual funding sources
- Expanding non-financial resources, such as media partnerships and in-kind support from architects and builders

### Ideas for Next Steps

- Strengthen relationships with community partners through outreach in Eastern Henrico
- Implement more structured succession planning for leadership roles and/or promotions
- Consider additional training opportunities for staff and advocates
- Explore collaboration with existing local events to increase visibility and engagement (i.e. Dorey Park, college/local alumni groups, etc.)

## **Building the Flywheel: Driving Momentum for CASA's Future**

### Key Drivers of CASA's Success

1. *Recruitment & Retention*: Ensuring strong engagement among Board members, staff, and volunteer advocates
2. *Fund Development*: Growing financial support to sustain CASA's expanding needs
3. *Visitation Center Development*: Moving from planning to implementation

### Recruitment & Retention Efforts

#### *What's Working*

- Strong word-of-mouth recruitment
- Purposeful Board outreach efforts
- Consciously considering competitive compensation and benefits for staff

#### *Areas for Improvement*

- More targeted Board recruitment beyond current networks
- Increased male advocate recruitment efforts
- A more structured orientation and mentorship program for new Board members
- Sharing ideas for recruitment efforts (i.e.

### Fund Development Efforts

#### *What's Working*

- Effective communication of CASA's mission to donors and supporters
- Strong community engagement through key events
- Creation of a Director of Partnerships position to support fundraising support

#### *Next Steps*

- Expand donor relationships, particularly among builders and home-related businesses
- Develop more year-round visibility for CASA's mission beyond peak fundraising seasons

### Visitation Center: Moving from Planning to Implementation

#### Priorities:

- Define key programs and operational costs (soft and hard costs)
- Finalize a formal business plan
- Secure funding through a capital campaign
- Engage stakeholders through transparency and ongoing education
- Maintain momentum through media outreach and community awareness

## **Closing & Next Steps**

The retreat reinforced Henrico CASA's commitment to strengthening advocacy for children through strategic planning, intentional growth, and long-term sustainability. There was discussion on restricting the new strategic plan pillars to align with the Hedgehog Concept. Moving forward, we will be using these notes to refine our strategic priorities to draft the new strategic plan.

Thank you to all Board Members, staff, and Ambassadors for the dedication to Henrico CASA's mission!

# Henrico CASA Management Report

FY 2024-2025

As of March 3, 2025



# Henrico CASA

## P and L Fiscal YTD Comparison

July 1, 2024 - March 3, 2025

	TOTAL		
	JUL 1, 2024 - MAR 3, 2025	JUL 1, 2023 - MAR 3, 2024 (PY)	% CHANGE
<b>Revenue</b>			
Church and Civic groups	11,030.23	4,766.25	131.42 %
Contributions	112,168.83	107,493.32	4.35 %
Corporate	17,602.72	10,147.30	73.47 %
External Events	86,055.00	87,127.00	-1.23 %
Foundation Grants	219,161.50	155,963.46	40.52 %
Government Grants	126,909.50	116,964.00	8.50 %
In-Kind Donations	29,018.64	29,018.64	0.00 %
Internal Events	94,500.00	48,040.00	96.71 %
Misc. Donations	1.38		
Reimbursements	181.43	0.00	
Workplace Giving Campaigns	415.79	495.00	-16.00 %
<b>Total Revenue</b>	<b>\$697,045.02</b>	<b>\$560,014.97</b>	<b>24.47 %</b>
<b>GROSS PROFIT</b>	<b>\$697,045.02</b>	<b>\$560,014.97</b>	<b>24.47 %</b>
<b>Expenditures</b>			
Administrative Fees	1,337.24	1,477.42	-9.49 %
Community Awareness	2,966.59	1,319.59	124.81 %
Equipment Expenses	2,584.19	2,069.63	24.86 %
In-Kind Expenses	29,018.64	29,018.64	0.00 %
Marketing and Fundraising Expense	6,304.03	8,415.68	-25.09 %
Payroll Expenses	346,789.49	361,898.35	-4.17 %
Postage & Shipping	191.30	349.31	-45.23 %
Printing	3,170.25	3,396.99	-6.67 %
Program Expense	10,930.42	12,607.30	-13.30 %
Strategic Planning/Board Development	1,775.97	9,905.00	-82.07 %
Supplies	1,586.81	1,901.93	-16.57 %
Training	2,577.78	3,204.69	-19.56 %
Volunteer Recognition	2,742.85	792.66	246.03 %
Volunteer Recruitment	5,437.94	38.17	14,146.63 %
<b>Total Expenditures</b>	<b>\$417,413.50</b>	<b>\$436,395.36</b>	<b>-4.35 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$279,631.52</b>	<b>\$123,619.61</b>	<b>126.20 %</b>
<b>Other Revenue</b>			
Advisor Fees	-4,869.52	-3,694.99	-31.79 %
Dividends	27,792.83	21,846.79	27.22 %
Foreign Taxes	-176.75	-190.29	7.12 %
Interest income	421.59	7,649.00	-94.49 %
Realized Capital Gains/Losses		5,060.19	-100.00 %
Unrealized Gains/Losses	61,162.02	47,808.57	27.93 %
<b>Total Other Revenue</b>	<b>\$84,330.17</b>	<b>\$78,479.27</b>	<b>7.46 %</b>
<b>NET OTHER REVENUE</b>	<b>\$84,330.17</b>	<b>\$78,479.27</b>	<b>7.46 %</b>
<b>NET REVENUE</b>	<b>\$363,961.69</b>	<b>\$202,098.88</b>	<b>80.09 %</b>

# Henrico CASA

## PROFIT AND LOSS PYC

July 2024 - June 2025

	TOTAL		
	JUL 2024 - JUN 2025	JUL 2023 - JUN 2024 (PY)	% CHANGE
<b>Revenue</b>			
Church and Civic groups	11,030.23	36,322.43	-69.63 %
Contributions	112,168.83	116,839.57	-4.00 %
Corporate	17,602.72	16,514.71	6.59 %
External Events	86,055.00	88,685.39	-2.97 %
Foundation Grants	219,161.50	155,967.46	40.52 %
Government Grants	126,909.50	238,440.00	-46.78 %
In-Kind Donations	29,018.64	155,377.96	-81.32 %
Internal Events	94,500.00	149,917.46	-36.97 %
Misc. Donations	1.38	3.25	-57.54 %
Reimbursements	181.43	0.00	
Workplace Giving Campaigns	415.79	910.76	-54.35 %
<b>Total Revenue</b>	<b>\$697,045.02</b>	<b>\$958,978.99</b>	<b>-27.31 %</b>
<b>GROSS PROFIT</b>	<b>\$697,045.02</b>	<b>\$958,978.99</b>	<b>-27.31 %</b>
<b>Expenditures</b>			
Administrative Fees	1,337.24	10,366.24	-87.10 %
Community Awareness	2,966.59	2,197.06	35.03 %
Depreciation Expense		5,101.49	-100.00 %
Equipment Expenses	2,584.19	2,714.52	-4.80 %
In-Kind Expenses	29,018.64	155,377.96	-81.32 %
Marketing and Fundraising Expense	6,304.03	17,688.39	-64.36 %
Payroll Expenses	395,651.14	569,445.07	-30.52 %
Postage & Shipping	191.30	1,382.01	-86.16 %
Printing	3,170.25	4,168.01	-23.94 %
Program Expense	10,930.42	16,030.84	-31.82 %
Strategic Planning/Board Development	1,775.97	14,008.00	-87.32 %
Supplies	1,586.81	2,232.05	-28.91 %
Training	2,577.78	3,822.66	-32.57 %
Volunteer Recognition	2,742.85	1,324.94	107.02 %
Volunteer Recruitment	5,437.94	10,029.00	-45.78 %
<b>Total Expenditures</b>	<b>\$466,275.15</b>	<b>\$815,888.24</b>	<b>-42.85 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$230,769.87</b>	<b>\$143,090.75</b>	<b>61.28 %</b>
<b>Other Revenue</b>			
Advisor Fees	-4,869.52	-5,202.51	6.40 %
Dividends	27,792.83	33,858.09	-17.91 %
Foreign Taxes	-176.75	-266.79	33.75 %
Interest income	421.59	10,412.72	-95.95 %
Realized Capital Gains/Losses		-4,867.47	100.00 %
Unrealized Gains/Losses	61,162.02	68,059.53	-10.13 %
<b>Total Other Revenue</b>	<b>\$84,330.17</b>	<b>\$101,993.57</b>	<b>-17.32 %</b>
<b>NET OTHER REVENUE</b>	<b>\$84,330.17</b>	<b>\$101,993.57</b>	<b>-17.32 %</b>
<b>NET REVENUE</b>	<b>\$315,100.04</b>	<b>\$245,084.32</b>	<b>28.57 %</b>

**Henrico CASA**  
**BALANCE SHEET PYC**  
As of June 30, 2025

	TOTAL		
	AS OF JUN 30, 2025	AS OF JUN 30, 2024 (PY)	% CHANGE
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
AO Schwab Reserve Account	241,896.71	284,367.75	-14.94 %
AO Schwab Securities	1,569,161.23	1,257,368.94	24.80 %
Operating Acct - Wells Fargo	116,610.54	68,979.13	69.05 %
<b>Total Bank Accounts</b>	<b>\$1,927,668.48</b>	<b>\$1,610,715.82</b>	<b>19.68 %</b>
Other Current Assets			
Grants/Funds Receivable	0.00	34,503.00	-100.00 %
Prepaid Expenses	5,128.01	5,628.01	-8.88 %
<b>Total Other Current Assets</b>	<b>\$5,128.01</b>	<b>\$40,131.01</b>	<b>-87.22 %</b>
<b>Total Current Assets</b>	<b>\$1,932,796.49</b>	<b>\$1,650,846.83</b>	<b>17.08 %</b>
Fixed Assets			
Accumulated Depreciation	-10,243.60	-10,243.60	0.00 %
Computer Equipment	15,663.54	15,663.54	0.00 %
Office Equipment & Furniture	4,773.99	4,773.99	0.00 %
<b>Total Fixed Assets</b>	<b>\$10,193.93</b>	<b>\$10,193.93</b>	<b>0.00 %</b>
<b>TOTAL ASSETS</b>	<b>\$1,942,990.42</b>	<b>\$1,661,040.76</b>	<b>16.97 %</b>
<b>LIABILITIES AND EQUITY</b>			
Liabilities			
Current Liabilities			
Accounts Payable			
Accounts Payable	0.00	5,000.00	-100.00 %
<b>Total Accounts Payable</b>	<b>\$0.00</b>	<b>\$5,000.00</b>	<b>-100.00 %</b>
Other Current Liabilities			
Deferred Revenue	15,000.00	23,750.00	-36.84 %
Payroll Liabilities	-1,337.99	18,062.39	-107.41 %
<b>Total Other Current Liabilities</b>	<b>\$13,662.01</b>	<b>\$41,812.39</b>	<b>-67.33 %</b>
<b>Total Current Liabilities</b>	<b>\$13,662.01</b>	<b>\$46,812.39</b>	<b>-70.82 %</b>
<b>Total Liabilities</b>	<b>\$13,662.01</b>	<b>\$46,812.39</b>	<b>-70.82 %</b>
Equity			
Unrestricted Net Assets	1,614,228.37	1,369,144.05	17.90 %
Net Revenue	315,100.04	245,084.32	28.57 %
<b>Total Equity</b>	<b>\$1,929,328.41</b>	<b>\$1,614,228.37</b>	<b>19.52 %</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$1,942,990.42</b>	<b>\$1,661,040.76</b>	<b>16.97 %</b>

# Henrico CASA

## Budget vs. Actuals Current FY

July 2024 - June 2025

	TOTAL		
	ACTUAL	BUDGET	% OF BUDGET
<b>Revenue</b>			
Church and Civic groups	11,030.23	30,000.00	36.77 %
Contributions	112,168.83	105,000.00	106.83 %
Corporate	17,602.72	10,000.00	176.03 %
External Events	86,055.00	65,000.00	132.39 %
Foundation Grants	219,161.50	120,000.00	182.63 %
Government Grants	126,909.50	253,337.00	50.10 %
In-Kind Donations	29,018.64	45,000.00	64.49 %
Internal Events	94,500.00	100,000.00	94.50 %
Misc. Donations	1.38		
Reimbursements	181.43		
Workplace Giving Campaigns	415.79	300.00	138.60 %
<b>Total Revenue</b>	<b>\$697,045.02</b>	<b>\$728,637.00</b>	<b>95.66 %</b>
<b>GROSS PROFIT</b>	<b>\$697,045.02</b>	<b>\$728,637.00</b>	<b>95.66 %</b>
<b>Expenditures</b>			
Administrative Fees	1,337.24	6,500.00	20.57 %
Community Awareness	2,966.59	4,000.00	74.16 %
Equipment Expenses	2,584.19	3,000.00	86.14 %
In-Kind Expenses	29,018.64	45,000.00	64.49 %
Marketing and Fundraising Expense	6,304.03	12,500.00	50.43 %
Payroll Expenses	395,651.14	645,494.00	61.29 %
Postage & Shipping	191.30	750.00	25.51 %
Printing	3,170.25	5,500.00	57.64 %
Program Expense	10,930.42	17,500.00	62.46 %
Strategic Planning/Board Development	1,775.97	10,000.00	17.76 %
Supplies	1,586.81	2,500.00	63.47 %
Training	2,577.78	6,500.00	39.66 %
Volunteer Recognition	2,742.85	4,000.00	68.57 %
Volunteer Recruitment	5,437.94	4,500.00	120.84 %
<b>Total Expenditures</b>	<b>\$466,275.15</b>	<b>\$767,744.00</b>	<b>60.73 %</b>
<b>NET OPERATING REVENUE</b>	<b>\$230,769.87</b>	<b>\$ -39,107.00</b>	<b>-590.10 %</b>
<b>Other Revenue</b>			
Advisor Fees	-4,869.52	-3,500.04	139.13 %
Budget Investment Income		24,999.96	
Dividends	27,792.83		
Foreign Taxes	-176.75		
Interest income	421.59		
Unrealized Gains/Losses	61,162.02	44,000.00	139.00 %
<b>Total Other Revenue</b>	<b>\$84,330.17</b>	<b>\$65,499.92</b>	<b>128.75 %</b>
<b>NET OTHER REVENUE</b>	<b>\$84,330.17</b>	<b>\$65,499.92</b>	<b>128.75 %</b>
<b>NET REVENUE</b>	<b>\$315,100.04</b>	<b>\$26,392.92</b>	<b>1,193.88 %</b>