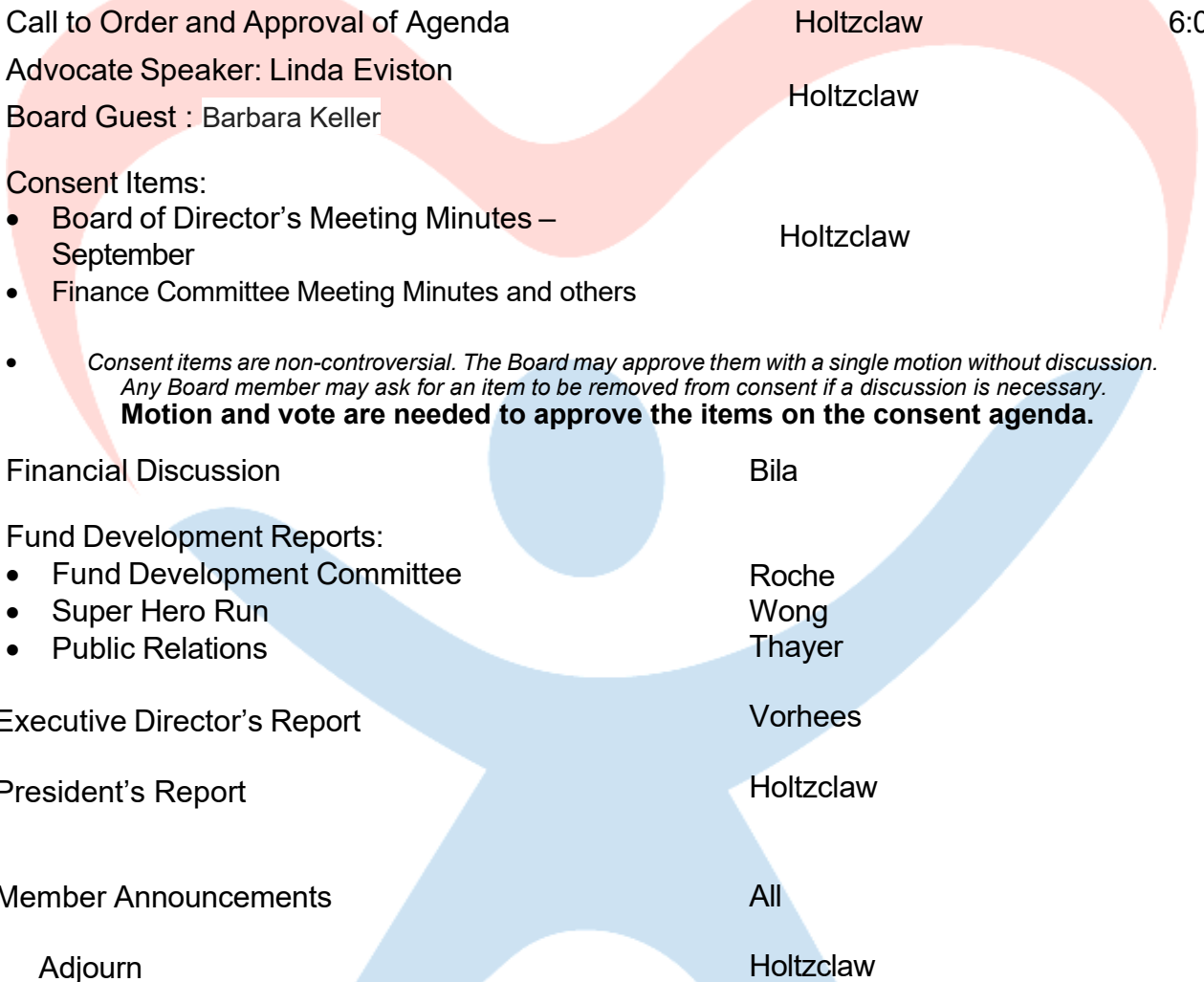


# CASA Board of Directors Meeting Agenda

Oct 17, 2023

- 
1. Call to Order and Approval of Agenda Holtzclaw 6:00
  2. Advocate Speaker: Linda Eviston Holtzclaw
  3. Board Guest : Barbara Keller Holtzclaw
  4. Consent Items:
    - Board of Director's Meeting Minutes – September Holtzclaw
    - Finance Committee Meeting Minutes and others
    - *Consent items are non-controversial. The Board may approve them with a single motion without discussion. Any Board member may ask for an item to be removed from consent if a discussion is necessary.*  
**Motion and vote are needed to approve the items on the consent agenda.**
  5. Financial Discussion Bila
  6. Fund Development Reports:
    - Fund Development Committee Roche
    - Super Hero Run Wong
    - Public Relations Thayer
  7. Executive Director's Report Vorhees
  8. President's Report Holtzclaw
  9. Member Announcements All
  10. Adjourn Holtzclaw

Reminder: Board Dues of \$100 to be given to Janet Shaw

**Calendar:** (meetings held via zoom, unless noted)

Next Board meeting 3<sup>rd</sup> Tuesday, **November 21, 2023**, 6:00 pm in person at CASA Office  
Finance Committee 2<sup>nd</sup> Wed 7:30 am @ **Zoom** - Exec Committee 2<sup>nd</sup> Thursday 7:30 am @Zoom  
PR Committee: 4<sup>th</sup> Thurs 7:30 am - Event CommitteesTBA

**Board Vision Statement:** "To meet the needs of CASA, ensuring it will continue to serve as an economically effective organization, for the abused children of Kern County."

**CASA of Kern County  
Board of Directors Meeting Minutes  
September 17, 2023**

**Board Vision Statement: “To meet the needs of CASA ensuring it will continue to serve as an economically effective organization for the abused children of Kern County.”**

**Call to Order and Approval of Agenda:**

Board President, Joyce Holtzclaw, called the meeting to order at 6:01 PM on Tuesday, September 17, 2023.

**Board members present in person:** Holtzclaw, Towery, Eberhardt, Bila, Harper, Morse, Collins, Roche, Natto, McCort, Thayer

**Board members present via Zoom:** Wong, Hylton, Shaw

**Board members excused:** Lucas

**Board members absent:** McCaslin, Tomono

**Board guests present:** Adriana Salinas, Jennifer and Keith Gardiner

**Advocate speaker present:** Chris Boyd

**Advocate Liaison:** Margaret Jephson

**CASA staff present:** Ashley Voorhees

The meeting was called to order by Board President, Joyce Holtzclaw, at 6:05 PM

Board guest Adriana Salinas introduced herself. The Board unanimously voted to accept Salinas' membership on the Board. Harper volunteered to be Salinas' board buddy.

Towery introduced Jennifer and Keith Gardiner, thanking them for their generosity over the past 10+ years in hosting the Derby Party at their ranch as well as sponsoring the event and donating auction items. The Gardiners were presented with a framed letter of thanks, the mat for which was signed by each member of the Board. The Gardiners said they are happy to be able to help CASA's worthy cause and noted that CASA always works very hard to put on the event. Keith Gardiner noted that he and Jennifer took up the cause of CASA because of the influence of Bill and Marge Nixon, close friends of theirs. It was noted that over the years that the Gardiners have hosted the Derby Party, over \$1MM has been raised at the event.

Jephson introduced Chris Boyd. Boyd has over eight years of experience as a CASA. He primarily works with emancipated youth. He and his wife adopted their two children, and approximately 15-20 years ago, Boyd's wife became interested in emancipated youth. The first children for whom the Boyds advocated was a group of three siblings. Since 2016, Boyd has been advocating for teenage boys. He said he has had some successes with kids going to college or getting stable jobs. A few of the boys for whom he's advocated have left the CASA system. Others have reunited with siblings or parents. Boyd said he tries to spend time with the youth every 2 weeks, talking with them, making sure their living conditions are suitable, and that they are staying in school. His current assignment is a 12-year-old boy. Boyd has had that case for 5+/- months. The boy has become quite interested in jigsaw puzzles. He is in 7<sup>th</sup> grade. He

**CASA of Kern County  
Board of Directors Meeting Minutes  
September 17, 2023**

acts out at times and has been grounded for fighting or sneaking out at night from the group home in which he lives. Boyd said that he's noticed it is sometimes hard to get the boy to talk, so Boyd tries to ask open-ended questions. Boyd noted that the foster and group homes he has visited seem to be well run, and the people involved really do care. He feels like he is seen by many of the youth as a "grandfather" figure. One of the youths had to go to juvenile hall but was "scared straight". Another youth left the system as soon as he turned 18, and Boyd lost contact with him. Roche thanked Boyd for sharing his experiences; Collins asked how a CASA's interaction works with the school counselor. Boyd said he calls the school to make appointments. The schools ask to see the court papers when he visits. Boyd said the schools are generally open about grades. If there's a problem at school, Boyd will talk to the child or the home. Boyd said the most difficult part about dealing with the schools is getting time with the counselors. He said that he was able to ensure that one child was able to go to basketball camp with the help of the judge and other donors.

**Consent Items:**

- Board of Director's Meeting Minutes – August
- Finance Committee Meeting Minutes - August

**Natto moved to approve the consent items. Collins seconded the motion, which passed.**

**Financial Discussion:**

- **Finance Committee:** Bila reported on the second month of the current fiscal year. He said the balance sheet is still strong, and cash is up. Jay Ericsson attended the Finance Committee meeting and talked about investments. CASA will look at investment options with higher interest rates. The committee is also looking at utilizing fewer banking/investment institutions. Bila noted that CASA's finances are "on track" with the budget. Superhero Run sponsorships will make a positive impact on revenue.

**Fund Development Reports:**

- **Fund Development Committee:** Roche reported that the Fund Development committee met yesterday. The Advocate Appreciation event last Friday was successful; everyone had a good time, and the party was done with limited resources for what it accomplished. David Couch's donation helped quite a lot to offset costs. Superhero Run sponsorships will help CASA's fundraising efforts. The committee is looking at what can be done between now and the event to promote it. Roche asked that anyone with contact information for possible sponsors or runners advise a committee member. There will be a table for Circle of Hope at the event. Volunteers are needed for the days leading up to the run and for the day of the event, as well. A judge's luncheon is being planned for November.
- **Superhero Run Committee:** Wong noted that Roche's report covered most of the Superhero Run updates. The committee is small, which allows for quick decision making. The committee will not be meeting this week because of the CASA graduation tomorrow; instead, committee members will distribute flyers throughout the community. One of raffle prizes will be a gift card basket, and donations were requested from the Board. The committee is targeting a \$1k value for the basket. Directors were also asked to volunteer at the event. Holtzclaw asked Directors to remember, when

**CASA of Kern County  
Board of Directors Meeting Minutes  
September 17, 2023**

props are being ordered, that a table for Circle of Hope will be needed.

- **PR Committee:** Thayer reported that Jordan Glatt visited the Delano Community Alliance, and they want to support CASA's mission. Deprigo will be at the Superhero Run to provide coverage with drones and photos. Jean-Luque, who created the videos for the Derby Party and the judge's luncheon, will create a marketing campaign honoring 100 volunteers for the 100<sup>th</sup> graduation class.

**Executive Director's Report:**

- Vorhees reported that CASA continues to endure changes. CASA's Program Manager recently approached Ashley to say that she did not want to work at CASA any longer. A mutual separation was agreed upon. Vorhees had anticipated the Program Manager's resignation, so she contacted Cal CASA and is working with Janet Shaw to fill that gap. Vorhees is now the acting Program Manager (temporarily). Other volunteers have offered support, but Vorhees is conscious of internal politics. She is navigating opportunities as they come about but wants to be strategic. Vorhees noted that there is a lot of data that is missing, so record keeping needs to be "cleaned up". She also wants to understand the Program Manager's role more thoroughly before hiring someone. The role needs to be able to support both the advocates and the kids. Vorhees has advised all advocates about the resignation of the Program Manager. Vorhees said that all of the issues are repairable with work. She said that the Advocate Appreciation event was successful, and the evening was well-received. She continues to navigate foundations and donors and recently met with James Zervis from the County of Kern, who is interested in ensuring that CASA is receiving the resources it needs.

**President's Report:**

- Holtzclaw noted that Natalie's leaving does not reflect on Voorhees' ability to manage. Regardless of who the ED is/was, the result would likely have been the same.
- Holtzclaw commended the staff on the success of Advocate Appreciation event. The atmosphere was positive, despite the event coming on the evening of Natalie's last day at CASA. David Couch spoke at the event; Holtzclaw had the opportunity to speak with him during dinner, and he expressed interest in helping CASA recruit advocates.
- Holtzclaw reported that the first strategic planning meetings were held with APCO. APCO will provide a summary of the meetings. They were advised that CASA wants feedback from the staff and the Board of Directors, as well as from donors, to be included in the strategic plan. Holtzclaw asked that committee chairs review the duties and commitments of their committee to provide input about how the strategic plan can support that committee and how the committees can support CASA. Holtzclaw noted that any Board members currently serving on a committee that does not fit their skills and knowledge should advise so she can try to reassign the Director to another committee. One of her duties as President of the Board is to assign Board members to committees, and she wants to be as fair as possible in her assignments. She does not want any Board member to feel obligated to serve on a committee that doesn't fit. Holtzclaw also noted that new committees may be created based on the strategic plan.

**CASA of Kern County  
Board of Directors Meeting Minutes  
September 17, 2023**

- Holtzclaw reminded that Board that anyone knowing of potential sponsors for the Superhero Run should advise Heaven Vasquez or Ashley Vorhees. A total of \$58k in sponsorships has been secured against the goal of \$75k.
- Holtzclaw reminded the Board to submit their time sheets. Volunteer hours are applicable toward grant opportunities.
- **Member announcements:** Jephson thanked the Board for the Advocate Appreciation event. There were 120 guests in attendance. Towery reminded the Board of the advocacy graduation ceremony tomorrow night; there are 16 advocates graduating, including Vorhees.

**Adjourned: 6:51**

# Executive Committee Meeting Minutes

Sept 14, 2023

Members in attendance: Holtzclaw, Natto, Shaw, Bila, McCort, Towery, Wong, Vorhees

Meeting called to order at 7:31 a.m.

Vote of approval / Aug minutes

## **President's Report:**

Update on discussions with 'inactive board members' One in question to meet with Ashley V. Today. Keller resignation from board.

Discussion of Strategic Plan. Ashley V., Joyce, and Ashley T. met with APCO. Group agreed that input is needed from all involved (board, staff, sponsors etc.) to create plan.

Discussion of 'committee reform'. Group provided with exact expectations of each committee. Wong stated that we need to assign members to fulfill positions based on their individual skills and knowledge / McCort stated we're in good standing financially and have a great ED in place. Doesn't feel that we need to focus so much on committee participation, at this time. / Shaw stated she's seeing a positive move in the CASA office and appreciates Ashley V. / Need to promote 'Circle of Hope' as done in the past. Possibly more from PR to achieve this goal.

## **ED Report:**

Issues arising with one particular employee. Ongoing discussions with employee. Determining the best action to take. / Meeting with donors / Continuing to build staff / Lots of shifting still taking place / Advocate supervisors need more support within the office / Probable board-building meeting in the future. / Appreciates support from board

## **Superhero Run:**

Wong stated that everything is going smoothly and no additional help or action is requested at this time

## **Announcements:**

Keith and Jennifer Gardiner confirmed their attendance for the September Board Meeting. Meeting to be held in the CASA Clubhouse starting at 5:30. Time commitment appx 45 minutes then proceed with board meeting. Dismiss Gardiners after guest advocate speaker. Ashley V. and Towery to coordinate snacks and drinks.

Meeting adjourned at 8:44 a.m.

## **FINANCE COMMITTEE MINUTES**

**October 11, 2023**

**7:30 am Via Zoom**

**Board Members Vision Statement:** *"To meet the needs of CASA ensuring it will continue to serve as an economically effective organization for the abused children of Kern County"*

Members Present: Bill Bila, Pat Collins, Joyce Holtzclaw, Tracy Hylton, Matt McCort, Ashley Vorhees, Ashley Thompson

Members Absent: Shannon Webster

Bila called the meeting to order at 7:34am.

### **Review of Minutes of the prior meeting:**

Minutes were sent out via email prior to meeting for members to review.

### **Financial Reports:**

Bill led the discussion on the Financial Reports, stating that there were no concerns with the September financials, noting that we are still low on our individual contributions and grant income. Staff payroll expenses continue to fall under budget with the staffing changes the organization had. Vacation accrual liability amounts are higher than prior year, encouraging employees to use vacation time was suggested to reduce the liability. Wells Fargo account flat from prior year, Thompson noted she will resend reports. September financials were approved via email following the zoom meeting. Motion: Bila, Approve: Holtzclaw, Second: Hylton.

### **Online Banking:**

Hylton has caught up the online banking oversight request and sent Thompson March through September. Thompson finishing up pulling items and will scan back to Hylton for review for the next finance committee meeting.

### **General Ledger Review:**

Shannon reviewed the GL and emailed the committee prior to the meeting as she would not be able to attend the zoom. Webster questioned payments to Adaptive Network that were made within days of each other in September. Multiple payments were debited by Adaptive Network one of which was a June invoice that they did not process until September which effects our expenses at fye 06-30-2023. Thompson following up further with Adaptive Network and will adjust financials accordingly.

### **Other:**

Holtzclaw is working on trying to find options for the CD expiring at the end of October. Clarification regarding FDIC and searching within those covered by FDIC. Financial Audit with BHK this month.

There being no further business, the meeting was adjourned at 7:49am.

The next Finance Committee meeting is scheduled for Wednesday, November 8, 2023 at 7:30am via Zoom.

Respectfully submitted,  
Ashley Thompson

**CASA of Kern County**  
**Profit & Loss Prev Year Comparison**  
**September 2023**

	Sep 23	Sep 22	\$ Change	% Change
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>3000 · RESTRICTED INCOME</b>				
CAL CASA Grant # 3	14,274.36	0.00	14,274.36	100.0%
CAL CASA Grant # 2	6,149.96	0.00	6,149.96	100.0%
Cynthia Lake Charitable Fund	4,123.50	4,123.50	0.00	0.0%
Westamerica Bank	0.00	624.00	-624.00	-100.0%
Semloh Foundation	4,215.81	881.99	3,333.82	378.0%
Crail-Johnson Foundation	0.00	2,238.00	-2,238.00	-100.0%
Kern Family Health Care	0.00	558.25	-558.25	-100.0%
<b>Total 3000 · RESTRICTED INCOME</b>	<b>28,763.63</b>	<b>8,425.74</b>	<b>20,337.89</b>	<b>241.4%</b>
<b>3010 · GENERAL FUND INCOME</b>				
<b>Grant Requests</b>				
First 5 / Prop 10 (2/5yr grant)	14,503.53	0.00	14,503.53	100.0%
CASA Clubhouse Income	2,685.81	11,227.88	-8,542.07	-76.1%
New Grants	1,088.01	0.00	1,088.01	100.0%
<b>Total Grant Requests</b>	<b>18,277.35</b>	<b>11,227.88</b>	<b>7,049.47</b>	<b>62.8%</b>
<b>Individual &amp; Corporate</b>				
Circle of Hope	2,667.85	3,000.10	-332.25	-11.1%
Corporate Contribution/Sponsor	500.00	850.00	-350.00	-41.2%
Individual Contributions	8,887.25	75.75	8,811.50	11,632.3%
Misc Foundations & Groups	65.25	2,618.19	-2,552.94	-97.5%
Individual & Corporate - Other	1,500.00	0.00	1,500.00	100.0%
<b>Total Individual &amp; Corporate</b>	<b>13,620.35</b>	<b>6,544.04</b>	<b>7,076.31</b>	<b>108.1%</b>
<b>Miscellaneous Income</b>				
Interest Income	0.00	9.26	-9.26	-100.0%
Other Income	0.00	409.00	-409.00	-100.0%
Training Contributions	0.00	60.00	-60.00	-100.0%
<b>Total Miscellaneous Income</b>	<b>0.00</b>	<b>478.26</b>	<b>-478.26</b>	<b>-100.0%</b>
<b>Total 3010 · GENERAL FUND INCOME</b>	<b>31,897.70</b>	<b>18,250.18</b>	<b>13,647.52</b>	<b>74.8%</b>
<b>Total Income</b>	<b>60,661.33</b>	<b>26,675.92</b>	<b>33,985.41</b>	<b>127.4%</b>
<b>Gross Profit</b>	<b>60,661.33</b>	<b>26,675.92</b>	<b>33,985.41</b>	<b>127.4%</b>
<b>Expense</b>				
<b>9100 · CASA Clubhouse-Expenses</b>	2,685.81	4,342.52	-1,656.71	-38.2%
<b>4000 · ADMININSTRATIVE</b>				
4028 · Computer Expenses	5,426.60	0.00	5,426.60	100.0%
4005 · Bank/Credit Card Charges	0.00	162.17	-162.17	-100.0%
4020 · Insurance	854.25	1,214.00	-359.75	-29.6%
4015 · Maintenance & Repair	571.41	412.25	159.16	38.6%
4025 · Office Supplies	554.73	871.86	-317.13	-36.4%
<b>Postage</b>				
4035 · General Postage	119.99	492.99	-373.00	-75.7%
<b>Total Postage</b>	<b>119.99</b>	<b>492.99</b>	<b>-373.00</b>	<b>-75.7%</b>
4050 · Printing/Copying	0.00	987.04	-987.04	-100.0%
4075 · Rent				
4078 · Utilities	703.12	2,695.90	-1,992.78	-73.9%
4075 · Rent - Other	6,319.04	6,286.50	32.54	0.5%
<b>Total 4075 · Rent</b>	<b>7,022.16</b>	<b>8,982.40</b>	<b>-1,960.24</b>	<b>-21.8%</b>
4070 · Support Services	4,810.20	1,676.70	3,133.50	186.9%
4080 · Taxes and Fees	0.00	156.04	-156.04	-100.0%
4085 · Telephone	697.79	721.49	-23.70	-3.3%
4100 · Miscellaneous Expense	0.00	82.58	-82.58	-100.0%
4000 · ADMININSTRATIVE - Other	600.00	0.00	600.00	100.0%
<b>Total 4000 · ADMININSTRATIVE</b>	<b>20,657.13</b>	<b>15,759.52</b>	<b>4,897.61</b>	<b>31.1%</b>



**CASA of Kern County**  
**Profit & Loss Prev Year Comparison**  
**September 2023**

	Sep 23	Sep 22	\$ Change	% Change
<b>5000 · PERSONNEL</b>				
5035 · Retirement Disbursements	0.00	-324.44	324.44	100.0%
5030 · Vacation Benefits Expense	2,900.19	2,900.19	0.00	0.0%
5025 · Temporary Help Stipen	0.00	3,295.02	-3,295.02	-100.0%
5005 · Salaries Gross	57,294.16	30,180.93	27,113.23	89.8%
5015 · Employer Paid P/R Taxes	5,439.99	4,579.89	860.10	18.8%
5020 · Health Benefits	1,224.01	-77.35	1,301.36	1,682.4%
<b>Total 5000 · PERSONNEL</b>	<b>66,858.35</b>	<b>40,554.24</b>	<b>26,304.11</b>	<b>64.9%</b>
<b>6000 · PROGRAM DEVELOPMENT</b>				
6010 · Advocate Training	390.03	318.85	71.18	22.3%
6015 · Children's Activities/Supplies	598.50	0.00	598.50	100.0%
6090 · Misc Program Expense	232.50	2,447.56	-2,215.06	-90.5%
<b>Professional Program Fees</b>				
6075 · Program Professional & L...	300.00	300.00	0.00	0.0%
<b>Total Professional Program Fees</b>	<b>300.00</b>	<b>300.00</b>	<b>0.00</b>	<b>0.0%</b>
6005 · Public Relations	0.00	619.41	-619.41	-100.0%
6080 · Staff & Board Expense	738.64	2,773.95	-2,035.31	-73.4%
6020 · Travel & Community Relatio...	0.00	136.26	-136.26	-100.0%
6085 · Volunteer Appreciation	892.97	931.50	-38.53	-4.1%
<b>Total 6000 · PROGRAM DEVELOPM...</b>	<b>3,152.64</b>	<b>7,527.53</b>	<b>-4,374.89</b>	<b>-58.1%</b>
<b>7000 · FUND RAISING EXPENSES</b>				
7085 · Superhero Run	0.00	8,803.34	-8,803.34	-100.0%
7020 · Misc Fundraising Expense	0.00	445.00	-445.00	-100.0%
<b>Total 7000 · FUND RAISING EXPEN...</b>	<b>0.00</b>	<b>9,248.34</b>	<b>-9,248.34</b>	<b>-100.0%</b>
<b>Total Expense</b>	<b>93,353.93</b>	<b>77,432.15</b>	<b>15,921.78</b>	<b>20.6%</b>
<b>Net Ordinary Income</b>	<b>-32,692.60</b>	<b>-50,756.23</b>	<b>18,063.63</b>	<b>35.6%</b>
<b>Other Income/Expense</b>				
<b>Other Expense</b>				
4790 · Depreciation Expense	1,000.00	1,000.00	0.00	0.0%
<b>Total Other Expense</b>	<b>1,000.00</b>	<b>1,000.00</b>	<b>0.00</b>	<b>0.0%</b>
<b>Net Other Income</b>	<b>-1,000.00</b>	<b>-1,000.00</b>	<b>0.00</b>	<b>0.0%</b>
<b>Net Income</b>	<b>-33,692.60</b>	<b>-51,756.23</b>	<b>18,063.63</b>	<b>34.9%</b>

**CASA of Kern County**  
**Profit & Loss Budget Performance**  
September 2023

	Sep 23	Budget	Jul - Sep 23	YTD Budget	Annual Budget
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
<b>3000 · RESTRICTED INCOME</b>					
CAL CASA Grant # 3	14,274.36	11,107.00	42,823.08	33,318.00	133,281.00
CAL CASA Grant # 2	6,149.96	5,292.00	18,449.88	15,880.00	63,508.00
Cynthia Lake Charitable Fund	4,123.50	2,917.00	12,370.50	8,747.00	35,000.00
Kern Behavioral & Recovery Serv	0.00	1,667.00	0.00	4,997.00	20,000.00
VOCA Grant (2)	0.00	0.00	0.00	0.00	0.00
Cynthia Lake Chartbl Trust (2)	0.00	0.00	0.00	0.00	0.00
VOCA Grant	0.00	10,729.00	24,792.00	32,189.00	128,750.00
Westamerica Bank	0.00	167.00	0.00	497.00	2,000.00
Patricia Crail Brown Foundation	0.00	250.00	0.00	750.00	3,000.00
Bakersfield Rotary West	0.00	208.00	0.00	628.00	2,500.00
Harry & Ethel West Fndtn	0.00	125.00	0.00	375.00	1,500.00
Semloh Foundation	4,215.81	4,167.00	12,647.43	12,497.00	50,000.00
Arkelian Foundation	0.00	125.00	0.00	375.00	1,500.00
Crail-Johnson Foundation	0.00	1,667.00	0.00	4,997.00	20,000.00
In & Out Burger Foundation	0.00	833.00	0.00	2,503.00	10,000.00
Kern Family Health Care	0.00	250.00	0.00	750.00	3,000.00
Title 4E	0.00	208.00	0.00	628.00	2,500.00
<b>Total 3000 · RESTRICTED INCOME</b>	<b>28,763.63</b>	<b>39,712.00</b>	<b>111,082.89</b>	<b>119,131.00</b>	<b>476,539.00</b>
<b>3010 · GENERAL FUND INCOME</b>					
<b>Grant Requests</b>					
First 5 / Prop 10 (2/5yr grant)	14,503.53	4,937.00	14,503.53	14,813.00	59,246.00
CASA Clubhouse Income	2,685.81	4,583.00	9,511.28	13,753.00	55,000.00
New Grants	1,088.01	8,097.00	3,588.01	24,295.00	97,168.00
Parvin Foundation	0.00	1,667.00	0.00	4,997.00	20,000.00
County of Kern	0.00	5,417.00	0.00	16,247.00	65,000.00
Judicial Council	0.00	6,357.00	38,141.00	19,069.00	76,282.00
Robert Raskind Foundation	0.00	1,667.00	0.00	4,997.00	20,000.00
<b>Total Grant Requests</b>	<b>18,277.35</b>	<b>32,725.00</b>	<b>65,743.82</b>	<b>98,171.00</b>	<b>392,696.00</b>
<b>Individual &amp; Corporate</b>					
Circle of Hope	2,667.85	3,042.00	8,434.55	9,122.00	36,500.00
Corporate Contribution/Sponsor	500.00	8,333.00	1,750.00	25,003.00	100,000.00
Individual Contributions	8,887.25	4,167.00	9,453.75	12,497.00	50,000.00
Memorials & Honorariums	0.00	500.00	0.00	1,500.00	6,000.00
Misc Foundations & Groups	65.25	3,333.00	1,065.25	10,003.00	40,000.00
Individual & Corporate - Other	1,500.00		1,500.00		
<b>Total Individual &amp; Corporate</b>	<b>13,620.35</b>	<b>19,375.00</b>	<b>22,203.55</b>	<b>58,125.00</b>	<b>232,500.00</b>
<b>Special Events</b>					
Pinwheels for CASA	0.00	0.00	0.00	0.00	0.00
Derby Party	0.00	0.00	3,075.00	0.00	330,000.00
Superhero Run	0.00	0.00	0.00	0.00	95,000.00
Celebrations Parties	0.00	0.00	0.00	0.00	7,500.00
<b>Total Special Events</b>	<b>0.00</b>	<b>0.00</b>	<b>3,075.00</b>	<b>0.00</b>	<b>432,500.00</b>

CASA of Kern County  
Profit & Loss Budget Performance  
September 2023

	Sep 23	Budget	Jul - Sep 23	YTD Budget	Annual Budget
Miscellaneous Income					
Interest Income	0.00	17.00	0.00	47.00	200.00
Other Income	0.00	167.00	0.00	497.00	2,000.00
Training Contributions	0.00	0.00	0.00	0.00	0.00
<b>Total Miscellaneous Income</b>	<b>0.00</b>	<b>184.00</b>	<b>0.00</b>	<b>544.00</b>	<b>2,200.00</b>
<b>Total 3010 · GENERAL FUND INCOME</b>	<b>31,897.70</b>	<b>52,284.00</b>	<b>91,022.37</b>	<b>156,840.00</b>	<b>1,059,896.00</b>
<b>Total Income</b>	<b>60,661.33</b>	<b>91,996.00</b>	<b>202,105.26</b>	<b>275,971.00</b>	<b>1,536,435.00</b>
<b>Gross Profit</b>	<b>60,661.33</b>	<b>91,996.00</b>	<b>202,105.26</b>	<b>275,971.00</b>	<b>1,536,435.00</b>
<b>Expense</b>					
<b>9100 · CASA Clubhouse-Expenses</b>	<b>2,685.81</b>	<b>4,583.00</b>	<b>9,511.28</b>	<b>13,753.00</b>	<b>55,000.00</b>
<b>4000 · ADMININSTRATIVE</b>					
4028 · Computer Expenses	5,426.60	3,000.00	10,853.20	9,000.00	36,000.00
4005 · Bank/Credit Card Charges	0.00	583.00	0.00	1,753.00	7,000.00
4020 · Insurance	854.25	1,250.00	2,562.75	3,750.00	15,000.00
4015 · Maintenance & Repair	571.41	917.00	2,104.23	2,747.00	11,000.00
4055 · Membership & Publications	0.00	208.00	0.00	628.00	2,500.00
4025 · Office Supplies	554.73	667.00	1,599.26	1,997.00	8,000.00
Postage					
4030 · Bulk Mail Permit	0.00	22.00	0.00	67.00	265.00
4035 · General Postage	119.99	417.00	163.78	1,247.00	5,000.00
<b>Total Postage</b>	<b>119.99</b>	<b>439.00</b>	<b>163.78</b>	<b>1,314.00</b>	<b>5,265.00</b>
4050 · Printing/Copying	0.00	1,250.00	179.64	3,750.00	15,000.00
4075 · Rent					
4078 · Utilities	703.12	1,917.00	4,599.23	5,747.00	23,000.00
4075 · Rent - Other	6,319.04	6,500.00	18,957.12	19,500.00	78,000.00
<b>Total 4075 · Rent</b>	<b>7,022.16</b>	<b>8,417.00</b>	<b>23,556.35</b>	<b>25,247.00</b>	<b>101,000.00</b>
4070 · Support Services	4,810.20	2,083.00	14,675.45	6,253.00	25,000.00
4080 · Taxes and Fees	0.00	42.00	56.56	122.00	500.00
4085 · Telephone	697.79	710.00	1,131.59	2,130.00	8,520.00
4100 · Miscellaneous Expense	0.00	0.00	0.00	0.00	0.00
4000 · ADMININSTRATIVE - Other	600.00		600.00		
<b>Total 4000 · ADMININSTRATIVE</b>	<b>20,657.13</b>	<b>19,566.00</b>	<b>57,482.81</b>	<b>58,691.00</b>	<b>234,785.00</b>
<b>5000 · PERSONNEL</b>					
5040 · Retirement Disburs.-Co. Mat...	0.00	417.00	1,217.20	1,247.00	5,000.00
5035 · Retirement Disbursements	0.00		0.00		
5030 · Vacation Benefits Expense	2,900.19		8,700.57		
5025 · Temporary Help Stipen	0.00	0.00	0.00	0.00	0.00
5005 · Salaries Gross	57,294.16	69,216.00	176,804.16	207,652.00	830,596.00
5015 · Employer Paid P/R Taxes	5,439.99	5,629.00	13,821.85	16,883.00	67,544.00
5020 · Health Benefits	1,224.01	7,150.00	5,817.84	21,450.00	85,800.00
<b>Total 5000 · PERSONNEL</b>	<b>66,858.35</b>	<b>82,412.00</b>	<b>206,361.62</b>	<b>247,232.00</b>	<b>988,940.00</b>
<b>6000 · PROGRAM DEVELOPMENT</b>					
6010 · Advocate Training	390.03	833.00	1,248.87	2,503.00	10,000.00
6015 · Children's Activities/Supplies	598.50	2,083.00	3,091.06	6,253.00	25,000.00
6090 · Misc Program Expense	232.50	583.00	673.62	1,753.00	7,000.00

**CASA of Kern County**  
**Profit & Loss Budget Performance**  
September 2023

	Sep 23	Budget	Jul - Sep 23	YTD Budget	Annual Budget
<b>Professional Program Fees</b>					
6075 · Program Professional & Le...	300.00	583.00	1,095.50	1,753.00	7,000.00
<b>Total Professional Program Fees</b>	300.00	583.00	1,095.50	1,753.00	7,000.00
6005 · Public Relations	0.00	833.00	2,609.66	2,503.00	10,000.00
6080 · Staff & Board Expense	738.64	833.00	4,889.16	2,503.00	10,000.00
<b>Trainings &amp; Conferences</b>					
6032 · Misc Conferences & Traini...	0.00	1,667.00	0.00	4,997.00	20,000.00
<b>Total Trainings &amp; Conferences</b>	0.00	1,667.00	0.00	4,997.00	20,000.00
6020 · Travel & Community Relations	0.00	500.00	0.00	1,500.00	6,000.00
6085 · Volunteer Appreciation	892.97	6,000.00	742.97	6,000.00	6,000.00
<b>Total 6000 · PROGRAM DEVELOPME...</b>	3,152.64	13,915.00	14,350.84	29,765.00	101,000.00
<b>7000 · FUND RAISING EXPENSES</b>					
7085 · Superhero Run	0.00	0.00	0.00	0.00	19,000.00
7090 · Derby Party	0.00	0.00	5,386.15	0.00	125,000.00
7015 · Individual Giving-Holiday Ap...	0.00	0.00	0.00	0.00	10,000.00
7020 · Misc Fundraising Expense	0.00	375.00	0.00	1,125.00	9,500.00
<b>Total 7000 · FUND RAISING EXPENS...</b>	0.00	375.00	5,386.15	1,125.00	163,500.00
<b>Total Expense</b>	93,353.93	120,851.00	293,092.70	350,566.00	1,543,225.00
<b>Net Ordinary Income</b>	-32,692.60	-28,855.00	-90,987.44	-74,595.00	-6,790.00
<b>Other Income/Expense</b>					
<b>Other Income</b>					
8001 · Unrealized Gain/Loss Investment	0.00	42.00	0.00	122.00	500.00
<b>Total Other Income</b>	0.00	42.00	0.00	122.00	500.00
<b>Other Expense</b>					
4790 · Depreciation Expense	1,000.00	1,000.00	3,000.00	3,000.00	12,000.00
<b>Total Other Expense</b>	1,000.00	1,000.00	3,000.00	3,000.00	12,000.00
<b>Net Other Income</b>	-1,000.00	-958.00	-3,000.00	-2,878.00	-11,500.00
<b>Net Income</b>	<b>-33,692.60</b>	<b>-29,813.00</b>	<b>-93,987.44</b>	<b>-77,473.00</b>	<b>-18,290.00</b>

**CASA of Kern County**  
**Balance Sheet Prev Year Comparison**  
As of September 30, 2023

	Sep 30, 23	Sep 30, 22	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
<b>1000 · Cash on Hand</b>				
<b>1096 · Valley Strong</b>				
1096-5 · Valley Strong- Board Fund	2,703.48	0.00	2,703.48	100.0%
1096-4 · Valley Strong - Payroll CKG	428.07	0.00	428.07	100.0%
1096-3 · Valley Strong Money Market	6,078.20	0.00	6,078.20	100.0%
1096-1 · Valley Strong Share Svgs	166,340.18	0.00	166,340.18	100.0%
1096-2 · Valley Strong- CKG Operating	229,123.43	0.00	229,123.43	100.0%
<b>Total 1096 · Valley Strong</b>	404,673.36	0.00	404,673.36	100.0%
1055 · Bank of the Sierra CD 2/5/22	50,001.88	50,001.88	0.00	0.0%
<b>1002 · Mission Bank</b>				
1001 · Mission Bank Money Market .24%	200,723.80	200,472.39	251.41	0.1%
<b>Total 1002 · Mission Bank</b>	200,723.80	200,472.39	251.41	0.1%
<b>1090 · Tri Counties(VRB merge 3/25/22)</b>				
1095 · Tri Counties BoardFund(2001659)	0.00	1,153.48	-1,153.48	-100.0%
1094 · Tri Counties Savings (2700450)	0.00	5,078.20	-5,078.20	-100.0%
1093 · TriCounties Checking (2002035)	100.00	274,992.08	-274,892.08	-100.0%
<b>Total 1090 · Tri Counties(VRB merge 3/25/...</b>	100.00	281,223.76	-281,123.76	-100.0%
<b>1060 · Citizens Business Bank</b>				
1063 · Citizens Business Bank - MM	112,633.22	112,633.22	0.00	0.0%
<b>Total 1060 · Citizens Business Bank</b>	112,633.22	112,633.22	0.00	0.0%
<b>1010 · Petty Cash</b>	375.00	375.00	0.00	0.0%
<b>Total 1000 · Cash on Hand</b>	768,507.26	644,706.25	123,801.01	19.2%
<b>Total Checking/Savings</b>	768,507.26	644,706.25	123,801.01	19.2%
<b>Accounts Receivable</b>				
1100 · Accounts Receivable	19,507.44	436.94	19,070.50	4,364.6%
<b>Total Accounts Receivable</b>	19,507.44	436.94	19,070.50	4,364.6%
<b>Other Current Assets</b>				
1157 · Wells Fargo Advisors	152,734.84	152,734.84	0.00	0.0%
1156 · Edward Jones-Money Market	1,032.26	1,032.26	0.00	0.0%
1200 · Prepays	12,460.54	10,886.74	1,573.80	14.5%
<b>Total Other Current Assets</b>	166,227.64	164,653.84	1,573.80	1.0%
<b>Total Current Assets</b>	954,242.34	809,797.03	144,445.31	17.8%

**CASA of Kern County**  
**Balance Sheet Prev Year Comparison**  
As of September 30, 2023

	Sep 30, 23	Sep 30, 22	\$ Change	% Change
<b>Fixed Assets</b>				
1500 · Furniture & Fixtures	62,832.57	47,582.92	15,249.65	32.1%
1600 · Office Equipment	94,548.42	61,086.69	33,461.73	54.8%
1700 · Accumulated Depreciation	-126,944.89	-114,944.89	-12,000.00	-10.4%
<b>Total Fixed Assets</b>	30,436.10	-6,275.28	36,711.38	585.0%
<b>TOTAL ASSETS</b>	<b>984,678.44</b>	<b>803,521.75</b>	<b>181,156.69</b>	<b>22.6%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Liabilities</b>				
<b>Current Liabilities</b>				
Accounts Payable				
2000 · Accounts Payable	3,273.69	-9,077.96	12,351.65	136.1%
<b>Total Accounts Payable</b>	3,273.69	-9,077.96	12,351.65	136.1%
<b>Other Current Liabilities</b>				
2320 · Deferred Revenue-Projects				
2325 · CASA Clubhouse Project	17,245.91	62,028.33	-44,782.42	-72.2%
<b>Total 2320 · Deferred Revenue-Projects</b>	17,245.91	62,028.33	-44,782.42	-72.2%
2306 · Credit Card Payable	-528.93	-67.11	-461.82	-688.2%
2120 · Payroll Liabilities				
2125 · Vacation Acrued Hours Liability	51,390.50	16,588.22	34,802.28	209.8%
2120 · Payroll Liabilities - Other	0.00	0.28	-0.28	-100.0%
<b>Total 2120 · Payroll Liabilities</b>	51,390.50	16,588.50	34,802.00	209.8%
2300 · Deferred Revenue-Grants				
CAL CASA				
CAL CASA Grant # 3	56,589.27	0.00	56,589.27	100.0%
CAL CASA Grant #2	7,707.34	0.00	7,707.34	100.0%
<b>Total CAL CASA</b>	64,296.61	0.00	64,296.61	100.0%
Cynthia Lake Charitable Fund	9,070.09	23,552.09	-14,482.00	-61.5%
New Grants	29,407.62	995.63	28,411.99	2,853.7%
Westamerica Bank	0.00	1,872.00	-1,872.00	-100.0%
Patricia Crail Brown Foundation	3,000.00	0.00	3,000.00	100.0%
Kern Family Health Care	2,843.00	1,674.75	1,168.25	69.8%
Bakersfield Rotary West	0.00	5,000.00	-5,000.00	-100.0%
Semloh Foundation	12,057.71	0.00	12,057.71	100.0%
Parvin Foundation	0.00	10,000.00	-10,000.00	-100.0%
Arkelian Foundation	0.00	1,500.00	-1,500.00	-100.0%
Crail-Johnson Foundation	0.00	14,035.65	-14,035.65	-100.0%
Harry & Ethel West Fndtn	0.00	1,500.00	-1,500.00	-100.0%
2300 · Deferred Revenue-Grants - Other	-112,805.34	-112,805.34	0.00	0.0%
<b>Total 2300 · Deferred Revenue-Grants</b>	7,869.69	-52,675.22	60,544.91	114.9%

**CASA of Kern County**  
**Balance Sheet Prev Year Comparison**  
 As of September 30, 2023

	Sep 30, 23	Sep 30, 22	\$ Change	% Change
<b>2310 · Deferred Revenue-Events</b>				
Future Superhero Run	37,625.00	41,115.11	-3,490.11	-8.5%
<b>Total 2310 · Deferred Revenue-Events</b>	37,625.00	41,115.11	-3,490.11	-8.5%
<b>Total Other Current Liabilities</b>	113,602.17	66,989.61	46,612.56	69.6%
<b>Total Current Liabilities</b>	116,875.86	57,911.65	58,964.21	101.8%
<b>Total Liabilities</b>	116,875.86	57,911.65	58,964.21	101.8%
<b>Equity</b>				
2800 · Fund Balances	40,237.04	40,237.04	0.00	0.0%
3900 · Retained Earnings	921,552.98	912,458.62	9,094.36	1.0%
Net Income	-93,987.44	-207,085.56	113,098.12	54.6%
<b>Total Equity</b>	867,802.58	745,610.10	122,192.48	16.4%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>984,678.44</b>	<b>803,521.75</b>	<b>181,156.69</b>	<b>22.6%</b>

## Fund Development Meeting Minutes

September 18, 2023

Present on Zoom: Joyce Holtzclaw, Melissa Morse, Ashley Voorhees, Vince Roche, Janet Shaw

Absent: Heaven Vasquez

Advocate Appreciation was held on 9/15/2023 at the Restaurant 1933. David Couch was present and a \$2500 sponsor. Total costs will be reported next month. Vince helped sponsor and brought in some additional people as well, but the total was not available for this meeting.

Oct 28 is the Superhero Run and we are at \$58,000 in sponsorships. The event sponsorship goal is \$75,000. Joyce proposed we have a table for Circle of Hope at the event manned by the Fund Development committee. Vince and Joyce and any others can man it. Ashley is to see if she can find the sign that had Circle of Hope on it and the brochures as well as see if we had some for the Living Trust and will program, we put together. We will make those available as well. We asked that all board members be sent the volunteer signup link. Those who will be at the table should review that material before that event. Joyce offered to provide the raffle sign up auction item for that circle of hope winners pull. Ashley showed us the list of all who had been contacted and were currently sponsors and asked that if we thought of others, please let them know or if we knew some of those who had not responded maybe we could help.

Judges Luncheon Nov. 8 is going to be called the CASA Social Soiree. The judges will still be a part of the speakers. It will be held at The Gathering, which is downtown and has the feel of an art gallery. We will serve drinks and appetizers. It will be informal with the intent being to thank Donors and Sponsors. Total attendees 75-100 and they are looking at who to invite at this time. Requests have gone to Klein DeNatale for \$5000 and PlanMasters for \$2500 but they have not yet committed. We need additional sponsors. Melissa said she would check with CRC as to whether they could help with that event.

JH





## Minutes – September 6, 2023

Board Vision Statement: “To meet the needs of CASA insuring it will continue to serve as an economically effective organization for the abused children of Kern County.”

<b>Committee Members Present in person and via Zoom</b>			
Karlee Cain	Christine Francis		
Nate Wong			
Rayna Whitman			
Tyrone Bernal			
Heaven Vasquez			
Jenifer Natto			

Committee Chairs: Rayna Whitman & Nate Wong

Scribe: Jen Natto

The meeting was called to order at 5:36 PM

- Medals and capes: Vasquez presented some options for medals and capes. Amazon’s logo will be added, and the vendor will provide the necessary artwork. The cost for the medal and ribbon presented is \$3.80 each versus the quote from Deprigo of \$5.00 that Vasquez received after requesting discounted pricing. The committee likes the suggestion to order the capes, T-shirts, and medals same vendor. However, Deprigo gleans business from CASA for other functions, however as their pricing for the medals/ribbons was higher, it was decided to order only the T-shirts from Deprigo. Medals will be ordered from Maxwell. For capes, rather than elastic, a style with a larger neck opening is available, which comes in only one size and is of a much higher quality. The cost of those capes is \$9.31 each, and they will be sold for \$20. The capes will be red, and the red parts of the logo/artwork will show through. The logo will need to be outlined in black so that it stands out from the color of the cape. RunSignup will need to be updated to reflect the new cape price. It was suggested that the capes be modelled for viewing on CASA’s social channels. An order will be placed for 75 capes (i.e., a greater number than last year, when capes sold out). Natto has contacted Kern Trophy to order the medal stickers.
- A total of \$58,000 in sponsorships has been secured thus far against a goal of \$75k. Motor City is the latest sponsor. Whitman suggested they bring their Be Tuff vehicle to the event. Vasquez is still waiting to hear back from Ty O’Hanneson about his possible sponsorship.
- TV Commercial: KGET was able to find the old commercial featuring Supergirl and will edit out the dates and the “spooktacular” name, which will save a lot of time. The deadline for sponsorships in order to be recognized in the commercial is September 18<sup>th</sup>. That deadline will be used to entice and create a sense of urgency for additional

sponsors. Sponsors donating \$5k or more will receive mentions. The commercial will be aired during the month of October.

- Teams: Many teams have already registered; some of those teams' registrations are included with sponsorships. To date, there are 58 paid entries, much higher than at this time last year.
- Media: Two spots have been secured with KGET. Maddie Jansen (who is also on the PR committee) will be asking people to come out to the event. The Our Two Cents podcast was successful, and an ad on that medium would be very helpful. Moneywise also reached out. Dave Perkins has been contacted, and Ashley Voorhees contacted Kern County Family Magazine about a ¼-page ad in their publication, which reaches the appropriate demographic for the event.
- On September 21<sup>st</sup>, instead of meeting, the committee will put up banners and distribute flyers throughout the community. Whitman will laminate some of flyers (11x17) to try to get them into gyms that have community bulletin boards. Other desirable locations for flyers are: Bakersfield College, rec centers, the Athleta store, the Lululemon store, LVL Fitness, and Orangetheory. Vasquez Heaven will put together a list of desired locations, arranged by area, so that committee members are not all going to the same places.
- Volunteers: Francis has secured ten volunteers from Studio Move Grill. She also has volunteers from Bakersfield College (the cheerleaders), and five volunteers from Dutch Brothers. Meathead Movers asked if they can assist with set-up and breakdown (Vasquez will confirm); they want to have their truck displayed somewhere at the venue. The Young Marines have volunteered, as well. There are a total of 110 spots on the volunteer sign-up site. Cain asked everyone to use volunteer sign-up link/website. There are eight existing spots spoken for (by the pageant girls). Wong will contact Chase. The link to the sign-up site was sent to Chevron, as well.
- Mascots: To date, there are no mascots confirmed. Whitman has sent out emails. Her email to STRATA bounced back. Cain would like to secure the Bakersfield College mascot. She will also ask CSUB for Rowdy, as well as the cheerleaders. Amazon BFL-1 will likely bring their mascot; Vasquez will ask. The Learning Experience has their elephant; Cain will send their contact info to Whitman.
- Raffle Prizes: The committee decided upon two of the three raffle prizes: 1) Taste of Bakersfield Gift Cards in a frame (Wong will approach the carniceria that donated last year); and 2) a back-yard movie night set-up (to include a pizza oven or pop-corn maker, blow-up chairs, and an inflatable screen). The third prize will hopefully be Disneyland tickets, if they can be secured by Matt Molina. An internal deadline of 9/18 was set to determine if the tickets can be secured. If they are not confirmed by the 18<sup>th</sup>, an ask will be made to Ken Keller for a donation to secure the third raffle prize. Suggestions included a camping basket with a s'mores kit, and a Blackstone.
- Sub Committees:
  - Sponsor Updates – **Heaven & Ashley V.**
  - Registration – **Destinie**
  - Volunteer Management – **Viki (and if she isn't going to be on the committee, Nate will take this over)**
  - Vendors – **Karlee**
  - Medals and Costume Contest – **Jen** will order the medal stickers; **Destinie** will do the prizes (the cups – 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and best pet)
  - Media Race – **Heaven & Karlee (expand into everyday heroes' race, too)**
  - Mascot Dance-Off – **Rayna**
  - Stage Manager – **Terri**
  - Raffle – **All committee support**
  - Sponsor suggestions or leads – **All committee support**

Next meeting: distribute flyers and hang banners: **9/21 (not an actual meeting)**

The meeting was adjourned at 6:27 PM.

## EXECUTIVE DIRECTOR'S REPORT

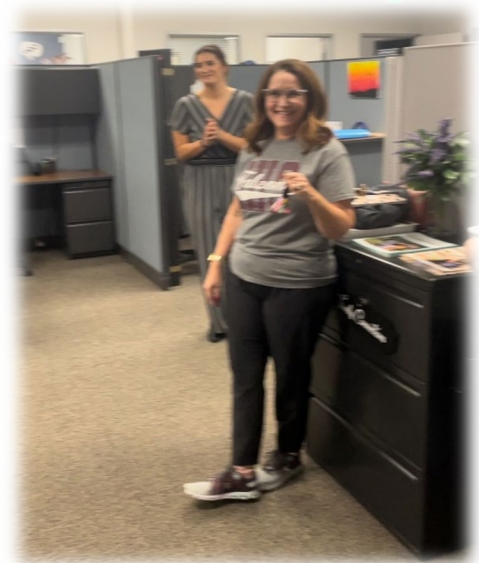
Respectfully Submitted by  
Ashley Vorhees  
October 14, 2023

With a little over five months behind me, CASA of Kern County is finally making some significant strides to getting back to a healthy state in all facets—from our programming to our culture to our volunteer recruitment. I am extremely thankful to everyone who has supported us, so that we can heal from the past in order to focus on the future. While we still have a long way to go, I am more confident today that we will get there quickly. Staff is working diligently in their roles to strengthen our organization so that we are an organization that everyone wants to be a part of. With the continued help of our Board of Directors, California CASA, and VIP volunteers, CASA of Kern County will be the healthiest it's ever been.

### CASA Program Highlights

Rebuilding our program has been quite the undertaking but thankfully, the entire office has been on board to do what's needed to bring it back to a healthy state. The first priority has been to determine what children are currently on our waitlist as we've realized that some children we've been appointed have not made it to our list. At this time, staff, the courts, along with California CASA have been instrumental in determining who is missing from our list so that we can look to best serve those foster youth who have been made a priority.

Just this past week, we've had five new volunteers accept cases to serve priority foster youth. That has been encouraging to all of us in the office, seeing many of the youth we've uncovered through this rebuilding process get served. We have three cases being read this upcoming week with the anticipation that they will all take a case so that will be a huge win for CASA of Kern County. Even through all the setbacks, we try to focus on the positive in order to keep each one of us going. As for our upcoming training in January, we already have ten volunteers signed up with still two and a half months remaining until we kick off of our 100<sup>th</sup> training class. Our outreach efforts and media presence has been strong so I am optimistic that our class will be robust.



**Traditional CASA:**

<b>CASA Statistics</b>	<b>October 14, 2023</b>
Children on the waiting list	82
Advocates currently assigned	107

**Staff Update**

- The office culture continues to heal from the toxicity that once plagued the office and staff are interacting with each other in a more positive tone. I have been coaching staff to recognize unhealthy behaviors and responses so that we can work on the values we set for the office: collaboration, resiliency, integrity, and advocacy.
- I have reached out to PBO Advisory Group to assist me with recruitment and screening of a Program Manager. I am also working on identifying individuals who will assist me with the interview process. I hope to have interviews scheduled by the first part of December in the hopes of having a Program Manager hired by January 2024.

**Fund Development**

- We recently applied for our second round of funding from California CASA. There were three categories of funding: stabilization, retention of staff, and grow and expand. The first two categories are determined by criteria set forth by California CASA. The last category, grow and expand, allowed us to get creative when strategizing how we could serve more children within the next year and a half. Overall, our total grant request was approximately \$641,000 which is 133% more than what we received in our first round of funding.

On behalf of all of our staff and volunteers, thank you for your continued service to the organization and to our mission. Please do not hesitate to reach out to me if you have any questions or concerns.