

PIEDMONT CASA ANNUAL EVALUATION REPORT  
July 1, 2013 - June 30, 2014

### Our Work

Piedmont CASA recruits, screens, and trains volunteers who advocate in court for abused and neglected children in our community. Once inducted by the court and assigned to a case, these Court Appointed Special Advocates have the constant support and supervision of professional staff as they conduct independent investigations and compile written reports for the judges regarding the best interests of the children, always promoting safe, permanent, and nurturing homes.

### Our History

In 1995, our agency started with two Volunteers and two children. Since that time, Piedmont CASA has trained over 600 Volunteers who have served nearly 1,800 abused and neglected children. Currently, 100% of the cases with underlying allegations of abuse and neglect brought before the Juvenile and Domestic Relations Court in Charlottesville and Albemarle County are referred by the judges to Piedmont CASA.

Piedmont CASA's goal is to find  
a safe and permanent home...












...for every  
abused and neglected child  
in our community

Drawings throughout this report are from the Kids 4 Kids Gallery,  
a collection of artwork donated by children in our community  
for the benefit of Piedmont CASA children.

## HIGHLIGHTS OF FISCAL YEAR 2014

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-  Piedmont CASA conducted two 32-hour training sessions and inducted 28 new CASA Volunteers.
-  152 new children were referred to the program, and 71 were assigned CASA Volunteers.
-  Cases were closed for 154 children, 90 of whom were served by CASA Volunteers. One case was closed because it was a custody dispute, but 63 youngsters navigated the child welfare system without a Piedmont CASA Volunteer because none were available.
-  129 independent investigations were conducted.
-  CASA Volunteers spent approximately 8,512 hours meeting with children, parents, physicians, therapists, social workers, attorneys and others, and an additional 2,834 hours in training.
-  349 hearings were attended.
-  27 children remained on Piedmont CASA's waitlist on June 30, 2014, the end of our fiscal year.
-  99% of the children served by the program whose cases were closed during FY 2014, remained free from new founded incidents of abuse and/or neglect.
-  Active CASA Volunteers have served with the program an average of 30 months.

### Fostering Futures

Developed by National CASA, *Fostering Futures* is a curriculum and strategy designed to improve advocacy and outcomes for older youth in care—young men and women 14 to 18 years old. As of this year, our advocacy has expanded to include eligible adults up to the age of 21. To transition successfully into adulthood, these young people need continuous, collaborative support that engages them in the life-planning process, and helps them build a network of support.

*Fostering Futures* views older youth through the conceptual lens of the 'possible self', and builds on research from the University of Michigan and other institutions, which has shown that asking simple questions, setting goals and meeting deadlines on these goals can have a profound impact on educational outcomes and social skills. The sustained personal attention and involvement that is CASA's trademark lets a young person discover, think through, sketch out, reflect on, plan and perform various possible future selves, their risks and benefits.



On June 14, 2014, Piedmont CASA's first *Fostering Futures* class: CASA Supervisor Heather Boe, Nancy Grable, Rita Heeter, Sherri Rosser, Joan Miller, Mary Nafpaktitus, Roya Makki, Dibba McConnell, Catherine Rotolo, CASA Program Director Hope Payne, and Gerald Shea. Back row: Ellie Grinspun, CASA Supervisor Randy Nolt, Lore Laaman, Brooke Rodgers (Executive Director, CASA for Children, Staunton), Grace Giras, Supervisor Annie Izard, Liz Blankenship, Jeanie Cupp (Manager, CASA for Children, Staunton), Ginger McKee, CASA Supervisor Kati Naess, Greg Hayden, Ruth Shea, Inge Austin Verweij, and Piedmont CASA President Alicia Lenahan.

## THE NEED IN OUR COMMUNITY

**In Virginia, a child is abused or neglected every 75 minutes and every 14 days a child dies from such mistreatment**

In FY 2013, the most recent year for which statistics are available, 1,837 children were referred to Child Protective Services (CPS) from the four jurisdictions now served by Piedmont CASA—a 5% increase over the previous year. Of those, 858 were accepted by the Departments for investigation or family assessments. Of 134 jurisdictions, the table below shows how our community ranks within the Commonwealth for the number of founded CPS referrals indicating abuse and neglect.

LOCATION	REPORTS PER 1,000 CHILDREN	RANK IN VIRGINIA
Albemarle	1.7	33
Greene	0.2	41
Louisa	1.7	96
Charlottesville	5.4	103

*Virginia Department of Social Services, Rates of Abuse and Neglect by Locality*

**The immediate impact of abuse or neglect on a child is tragic, but so, too, are the long-term consequences -- affecting children and their communities throughout their lives**

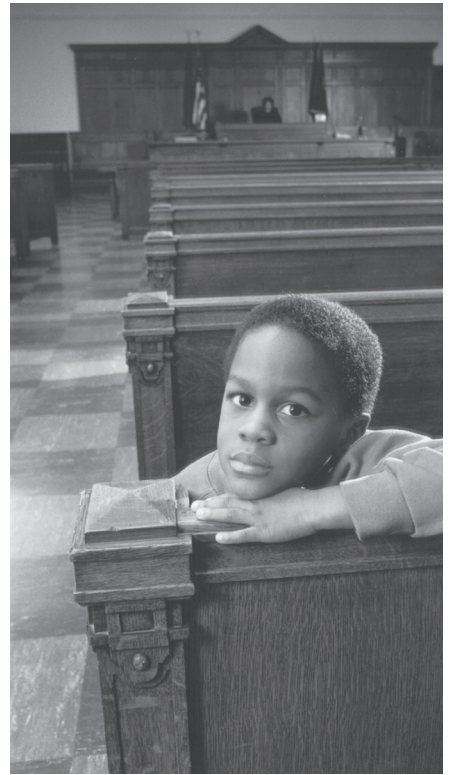


### FOSTER CARE

FISCAL YEAR 2014			
REGION	NUMBER OF CHILDREN		% SERVED
	IN FOSTER HOMES	SERVED BY PIEDMONT CASA	
Charlottesville	120	103	86%
Albemarle	113	112	99%
Greene	7	3	43%
Louisa	23	14	61%
<b>TOTAL</b>	<b>263</b>	<b>232</b>	<b>88%</b>

*Virginia Department of Social Services Foster Care Children Demographic Report*

**Child abuse is often hidden ... may occur over time ... and is preventable**



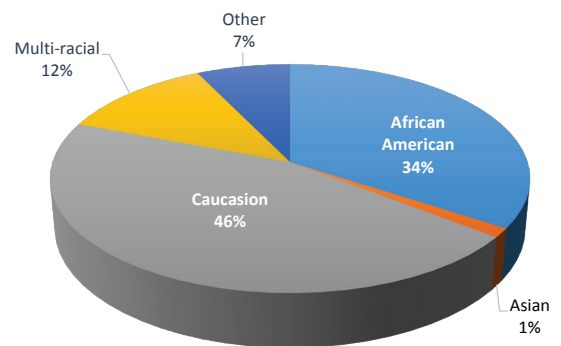
The hundreds of children and youth we serve each year range in age from newborn to eighteen, and now include eligible young adults aged 18 to 21. They reside in Charlottesville and the counties of Albemarle, Greene, and Louisa. More than 90% come from homes where the family income is 300% below the poverty line. They are Caucasian, Asian, African-American, and Hispanic. They are almost evenly divided between boys and girls. But they all have two things in common: 1) their safety was so compromised that the courts had to intervene, and 2) they are part of our community.

Prevalent family risk factors included: domestic violence, economic instability, mental health issues, and substance abuse. *(Family Risk Factor reports submitted by CASA Volunteers and compiled in CASA Manager—an Outcomes Measurement Evaluation Tool for Virginia CASAs.)*

These children need Piedmont CASA Volunteers to work through the court and child welfare system on their behalf. They need a dedicated advocate who will address their needs—basic needs that so many of us take for granted like physical health, mental health, education, and protection from abuse.

**Children and Youth Served in FY 2014**

7/1/2013 - 6/30/14



FISCAL YEAR	NEW CHILDREN REFERRED EACH YEAR	TOTAL NUMBER OF CHILDREN SERVED EACH YEAR
2010	81	219
2011	107	204
2012	157	213
2013	110	210
2014	152	234

The following case exemplifies the commitment our Volunteer Advocates provide CASA children

*The Volunteer could see light  
at the end of the tunnel,  
but getting his CASA child there  
took perseverance*

For the first seven years of his life, Tommy was raised by his grandmother. But when her health declined to the point she could no longer care for him, he was shipped off to his mother. When Tommy turned 12, he had missed so many days of school, and had accumulated so many referrals for bad behavior, that his school filed a CHINS (Child In Need of Supervision) petition. Tommy was medicated for Attention Deficit Disorder and put in a Special Education program. It was then reported that his mother was a crack addict, verbally abused him, and had physically assaulted him with a whip. The Court made a finding of abuse and neglect, and the local Department of Social Services placed Tommy temporarily with his great aunt.

At that point, the Court assigned Tommy a Piedmont CASA Volunteer. James went to work immediately and after multiple visits with Tommy in the home of his great aunt, he met with the social worker and they decided that Tommy would be better off with his older brother. Tommy had a long-standing connection with his brother, who had once been in the foster care system himself.

**Could the older brother that Tommy adored  
provide him with a safe and permanent home?**

It was a strong family bond, and an arrangement both siblings wanted. However, becoming the caregiver for a troubled teenager would be challenging new role for this young man, so it was important to ensure that he had everything he needed to make it work. To that end, James worked closely with the older brother. He was influential in helping establish the necessary services—a parent mentor, a youth mentor, family counseling, and good communication from the school district to the older brother. After establishing connections with all the service providers, James maintained regular contact to confirm that progress was being made.

Once it was all firmly in place, the Judge ordered a “trial home placement” for Tommy with his older brother. During this trial period, James paid them a visit every month to guarantee that the brother could provide a safe, secure, and loving environment for Tommy. At the same time, James invested a vast amount of time advocating for Tommy in the school. As a result, Tommy got a new Individual Education Plan (IEP) as well as the necessary supports to help him academically and emotionally.

**The case was two years long and at the end, the Judge complimented  
our Piedmont CASA Volunteer for his time and effort.**

At the final hearing, the Judge complimented James for the time and investment he put into the court reports. (James had been on the case for over two years.) The Judge also had high praise for the older brother, who personally overcame the challenges of growing up in foster care so that he could take care of his younger sibling. At the age of 14, Tommy had finally found a safe, permanent, and nurturing home. James remained on the case for an additional two months to ensure that Tommy continued down the right path.

## PIEDMONT CASA VOLUNTEERS

**Volunteers are the heart of Piedmont CASA  
because they get to the heart of a child's case**

Each Volunteer only works with one child or sibling group—to ensure that the needs and desires of the child remain at the forefront of case planning and judicial proceedings. Even after the case is closed, the Court may ask a CASA Volunteer to monitor the situation for an additional three to six months to ensure that the child is safe, Court orders are followed, and services continue to be provided.

### RECRUITING

We are always recruiting Volunteers using every avenue available to us, from public service radio spots to television interviews to newspaper stories to social media announcements. We talk to clubs, churches, and businesses. We distribute posters and flyers, and seize any opportunity for speaking publicly about our mission and the ongoing need for CASA Volunteers.

### SCREENING

CASA Volunteers must be at least 21, complete written applications, participate in personal interviews, and undergo extensive background checks.

### TRAINING

Piedmont CASA Volunteers must successfully complete 32 hours of training. Using the National CASA Association curriculum, this pre-service training focuses on cultural and ethnic diversity, the social, psychological, and medical components of child abuse and neglect, the juvenile court system, the policies and procedures of child protective services and foster care, and the policies and procedures of the CASA program. Investigation and advocacy techniques, court report writing, and community resources are also part of the curriculum. In FY 2014, we implemented the *Fostering Futures* program, a new training curriculum for Volunteers who serve youths from 14 to 18 years old, as well as eligible young people up to the age of 21.



On October 10, 2013, Judge Edward DeJ. Berry gave Chelsie Smith her certification as a Piedmont CASA Volunteer.

Last year, Piedmont CASA Volunteers devoted 8,512 hours  
to the cases of 234 children in our community.  
Their time was valued at \$209,735.68  
by the Virginia Department of Criminal Justice Services



*Honorable Edward DeJ. Berry swearing in Piedmont CASA Volunteers on October 10, 2013.*

### **RESPONSIBILITIES**

1. Conduct independent investigations
2. Submit written reports with recommendations to the Court
3. Monitor the case to assure the Court's orders are followed and the child is receiving needed services
4. Assist the guardian *ad litem*
5. Report suspected child abuse to child protective services

CASA Volunteers interview parents, caretakers, foster parents, social workers, therapists, educators, and other service providers; they attend service planning meetings and Family Partnership Meetings; and they meet with children in their placements at least monthly.

In addition, they provide parents/legal custodians with information about FAMIS (Family Access to Medical Insurance Security Plan, a program that provides low-cost health insurance for children in families that earn too much for Medicaid but do not have private health insurance) and Crime Victims Compensation assistance (where appropriate). The local United Way Resource Guide is provided as well.

CASA Volunteers collaborate extensively with the social workers and treatment providers to ensure that all parties stay informed of progress and issues in each case, and that the children receive the services they need. Their investigations culminate with fact-based reports to the judge that include recommendations on how best to meet the needs of each child.

### **CONTINUING EDUCATION**

Last year, 121 Volunteers in the program completed 2,834 hours of in-service training. Topics included: Substance Abuse, Aging Out of Foster Care, Post-Traumatic Stress Disorder, Trauma Informed Foster Care, Mental Health Issues, Advocacy Skills, Family Dynamics, Sexual Abuse, The Court's Expectations of CASA (with the Honorable Edward DeJ. Berry), Open Adoption, Domestic Violence, Maltreatment of Children, Pregnancy and Methadone, Teen Suicide and Death, and Suicide Awareness.



*On October 10, 2013, eight new Piedmont CASA Volunteers were inducted by the Court. L-R: Rebekah Menning, James Ramsey, Chelsie Smith, James Amato, Becky Soper, Megan Durkee, Tricia Wilson, and Steve Kennedy.*

## **PIEDMONT CASA VOLUNTEERS**

### **Piedmont CASA Volunteers served more children last year than ever before**

In FY 2014, our CASA Volunteers served a total of 234 children. To accomplish that, they attended 349 hearings, conducted 129 independent investigations, and spent a total of 8,512 hours meeting with children, parents, physicians, therapists, social workers, attorneys, and others.

Unfortunately, the demand for Volunteers remains far greater than the supply, so recruiting additional volunteers remains a priority.

### **At the end of the year, there were still 29 children on our waiting list**

The courts referred 152 children to Piedmont CASA last year. A large number of these cases were dismissed by the court—closed without assigning a CASA Volunteer. The remaining cases were assigned a Volunteer as soon as one became available. At its highest point in FY 2014, our waitlist consisted of 63 children. At the end of the year, there were still 27 who did not yet have a CASA Volunteer.

According to National CASA Association data, children with CASA Volunteers receive more services than children without an advocate. These services—whether medical, dental, educational, or psychological—often prove to be crucial to the children’s ability to recover from the devastating effects of the neglect or abuse they have suffered. Also, a child with a CASA Volunteer spends less time in foster care than child victims without an advocate. When children move out of foster care and into permanent homes, they benefit from lifelong connections, stable homes, and positive role models.

### **Volunteers do not get paid ... no fees are charged ... and no other program provides this service.**



*On May 13, 2014, twelve new Piedmont CASA Volunteers were inducted. Front row, left to right: Yann Benetreau, Kim Lueders, Bea Lapisto-Kirtley, Roya Makki and Lore Laaman. Second row, left to right: David Cathcart, Greg Hayden, Margot Morshuis, Donna McCauley, Ed Robb, and Tom Mirenda. In back: the Honorable Edward DeJ. Berry, Judge of the 16th District Juvenile and Domestic Relations Court.*



*Winter 2014 Induction of Piedmont CASA Volunteers in Louisa County. L-R : LaVerne Usher, Honorable Richard E. Moore, and Diana Burruss.*

# MEASURING PIEDMONT CASA'S IMPACT

## ON SAFETY AND HEALTH FOR THE CHILDREN

### OF THE 234 CHILDREN SERVED IN FY 2014

124 (53%) were in out-of-home placements; the average number of placement changes per child in placement was 2.54 (including initial removals from home).

83 (35%) experienced 107 placement changes during the period. Forty-nine were initial removals from home. Of the 58 changes after the initial removal, 47 were changes to placements of equal or less restriction, and 11 were changes to placements with more restriction due to the child's need for more services.

At year end, 110 (47%) of children lived in their own home or with a relative, and 84 (36%) lived in family-setting foster homes.

### OF THE 88 CHILDREN WHOSE CASES CLOSED IN FY 2014

99% remained free from founded re-abuse while served by Piedmont CASA.

Of the 46 children (52%) who presented with physical health concerns, all received appropriate treatment and/or showed improved conditions by case closing. Health issues faced by this group of children included diabetes, cleft palate, obesity, hearing impairment, infection in umbilical cord, Cornelia deLang disease, Spina Bifida, medical neglect, dental neglect, physical injuries, pregnancy, and malnutrition.

Of the 61 children (69%) who presented with mental health conditions, all received appropriate treatment by case closing. Conditions included ADHD, autistic spectrum disorder, abandonment issues, aggression, anger, anxiety, emotional dysregulation, impulsivity, and low self-esteem. Services included placement in a residential treatment facility, placement in a therapeutic boarding school, anger management therapy, play therapy, services through the Virginia Institute of Autism, group psychotherapy, and individual and family counseling.

67 (76%) of the children were of school-age. Based on teacher reports and report cards, all 67 were meeting grade level performance and/or receiving remedial services. Services included special education assistance for hearing impairment, individualized and small group instruction, speech therapy, tutoring, English as a second language services, and educational assessments. Twenty-one of the children received special education services.









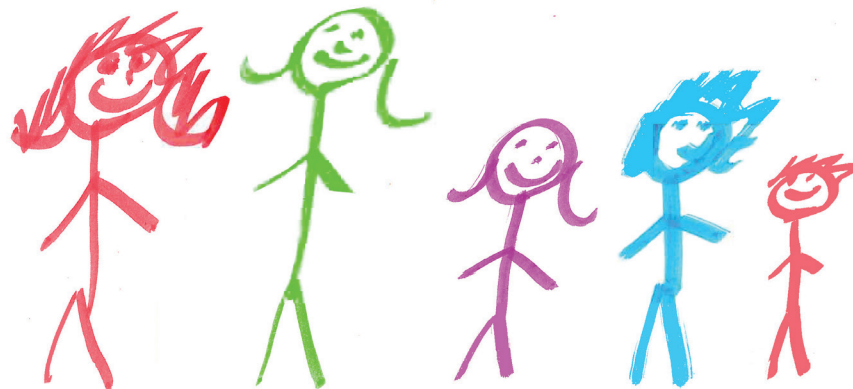
# MEASURING PIEDMONT CASA'S IMPACT

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## ON STRENGTHENING THE COMMUNITY

Piedmont CASA maintains ongoing partnerships with many local organizations. All collaborations are formed with a primary goal of ensuring the safety of children, but focus also on strengthening families and community education and outreach.

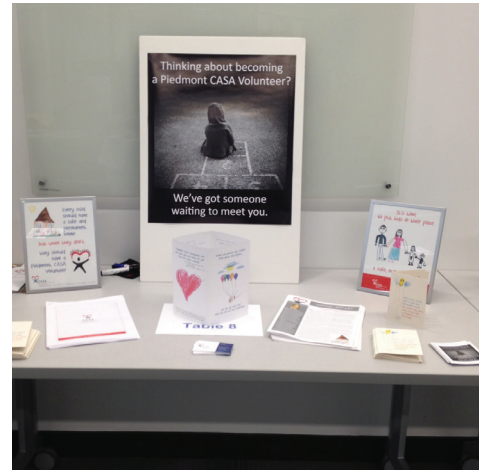
-  The Charlottesville and Albemarle Multidisciplinary Teams (MDT) meet monthly to staff cases involving child sexual abuse and/or serious physical injury. This interdisciplinary collaboration with the police department, Child Protective Services (CPS), prosecutors, and mental health professionals helps to improve the investigation and prosecution of child abuse and ensures the provision of appropriate mental health services to child victims. Each team member brings special expertise and case knowledge. The CASA Supervisor in particular focuses attention on the safety, stability, and mental health needs of the children.
-  The Family Drug Treatment Court Team (FTC)—a collaborative project between the Charlottesville and Albemarle Departments of Social Services, Piedmont CASA, the Region Ten Community Services Board, and the Court—is designed to protect children from abuse and neglect precipitated by the substance abuse of a parent or caregiver. This interdisciplinary team works with participants to develop case plans for the parent's treatment, family service needs, as well as the child's safety and health needs, both physical and mental. These efforts are reinforced by intensive judicial monitoring. Piedmont CASA participates in weekly case management team meetings and court hearings to ensure the children's needs are considered in the parent's treatment plan.
-  The Charlottesville Best Practices Team and the Louisa County Best Practices Team work to implement the Court Improvement Program in dependency cases and provide regional training to improve practice in the dependency courts. Piedmont CASA is an active, essential member of both groups.
-  The Louisa Interagency Council was formed to develop strategies that will keep citizens informed about the needs of the community, the resources that are available, and how they can become involved or get access. Piedmont CASA consistently takes advantage of community awareness events organized by the IAC.
-  Each fall Piedmont CASA partners with the University of Virginia School of Law Pro Bono Program. We accept up to five law students into the CASA program every year, and provide training and supervision to give them hands-on experience working as child advocates in the juvenile court.
-  Every August, the men and women of GE Intelligent Platforms collect and donate school supplies and backpacks. In December, they donate holiday presents for the children served by Piedmont CASA. Last year their generosity provided school supplies/backpacks and holiday gifts for over 120 children.



# MEASURING PIEDMONT CASA'S IMPACT

## ON BUILDING COMMUNITY AWARENESS

To help build awareness about child abuse and neglect across the community, Piedmont CASA maintains an active social media presence on Facebook, Pinterest, and Twitter. We also produce radio PSAs and print materials, and are always available for speaking engagements and community training. In FY 2014, we attended the Kids Book Festival at the Pavilion, the "No Excuse for Abuse" fair held by the Louisa County Department of Human Services, and many more, some of which are noted in the photos below.



TOP ROW, l-r: Piedmont CASA President Alicia Lenahan at the United Way Mentor Volunteer Fair on 1-27-14, Alicia Lenahan interviewed by Mona Orange for "This Week at the Lake" on 2-4-14, Piedmont CASA table set up for CFA Institute Volunteer Fair on 5-6-14. MIDDLE ROW: Fostering Futures Panel discussion with Great Expectations at Piedmont Virginia Community College on 6-14-14: from left to right: Jenna Francis, Great Expectations Advisor Helen Dempsey Henofer, Barbara Martinez, and Alicia Lenahan; BOTTOM ROW: Piedmont CASA at Give 4 Good Meet and Greet on the Downtown Mall on 6-3-14, Virginia CASA Network Meeting at Piedmont Virginia Community College on 6-27-14, the Honorable Edward DeJ. Berry receives Child Welfare Certificate of Appreciation from FACT Board member Marty Saylor (who is also a Piedmont CASA Board member) at the Child Abuse Prevention Conference in Richmond on 4-7-14.

# WE COULDN'T DO IT WITHOUT YOU

## PIEDMONT CASA IS INCREDIBLY THANKFUL FOR THE SUPPORT WE RECEIVE FROM FOUNDATIONS AND GOVERNMENTAL ORGANIZATIONS

- |  |   |
|--|---|
|  Albemarle County                           |  Inez Duff Bishop Charitable Trust |
|  Bama Works Fund in CACF                    |  J & E Berkley Foundation          |
|  City of Charlottesville                    |  Community Endowment Fund in CACF  |
|  Department of Criminal Justice Services    |  National CASA Association         |
|  E. C. Wareheim Foundation                  |  The Titmus Foundation             |
|  Family & Children's Trust Fund of Virginia |  VOCA (Victims of Crime Act)       |
|  Hermanowski Family Foundation              |   |

*We are also deeply grateful for the Friends of CASA Committee members, who work tirelessly every year to help us with mailings and outreach to donors.*

### FRIENDS OF CASA COMMITTEE

Tarpley Gillespie, *Chair*

- |                    |                     |                    |                    |
|--------------------|---------------------|--------------------|--------------------|
| Julie Boyer        | Marika Koch         | Jenny Miller       | Martha Stockhausen |
| Michele Burke      | Katy Kreienbaum     | Stephanie Osada    | Mindy Vaughan      |
| Stuart Greer Ellis | Rachel Lloyd Miller | Sarah Gray Parrish | Amy Vigilante      |
| Becky Gildersleeve | Candice Love        | Elissa Rieger      | Jennifer Winslow   |
| Lotta Helleberg    | Mary Ellen McVey    | Maria Rolph        | Ames Winter        |

And for the generosity of the DELTI CHI CHAPTER OF KAPPA ALPHA THETA SORORITY, who hold an annual spring pancake breakfast in support of Piedmont CASA.

And for the fabulous men and women of GE Intelligent Platforms who, for the 13th winter, gave holiday presents to 121 Piedmont CASA kids all around our community ...



...and then in fall, sent over 100 CASA boys and girls back to school with brand new backpacks and supplies.

### AND FOR THE WONDERFUL SUPPORT WE RECEIVE FROM ORGANIZATIONS AND VOLUNTEER GROUPS LIKE THESE:

- Blue Ridge Country Store | Cavalier's Care from UVA's Madison House | The Central Virginian | Charlottesville Radio Group  
First Presbyterian Church | Junior League of Charlottesville | Larry Bouterie | Louisa County Public Library | Marilynn Sting  
McIntire School of Commerce | Newsplex | Piedmont Virginia Community College | UVA's Project SERVE, Madison House  
UVA Darden School Volunteers | UVA Law Student Volunteers | United Way Day of Caring | The Village School

## FINANCIAL HIGHLIGHTS

Piedmont CASA does not charge fees. We rely on a comprehensive development plan and the generosity of community members and friends. We seek funding each year from public and private sources: government grants, foundations, corporations, and individuals. We believe it is important to avoid being too reliant on any one funding source—especially in trying economic times—so that Piedmont CASA is not jeopardized should a particular funding stream dry up; the service we provide is too important.

### CHILD ABUSE IS COSTLY

According to the Centers for Disease Control and Prevention, child abuse and neglect cost the United States \$124 billion in 2008, the most recent year for which this data is available. This number is based on a single year of confirmed cases of child maltreatment, and it has almost certainly gone up since then. The repercussions for that one year of abuse and neglect are heartbreakingly numerous: improper brain development, impaired learning, blindness, cerebral palsy, head trauma, physical injuries, anxiety, smoking, alcoholism, drug abuse, and higher risks for heart, lung and liver diseases as well as obesity, cancer, and high blood pressure.

The estimated average lifetime cost per child victim is \$210,012. This includes \$43,178 in healthcare costs and \$144,360 in productivity losses. This damage is comparable with other health conditions like stroke, (lifetime cost \$159,846) or type 2 diabetes (lifetime cost between \$181,000 and \$253,000).

Again, this is based on one year of maltreatment in the life of a child. With multiple years of abuse, the risks for these health problems increase in frequency and severity.

### CASA IS COST-EFFECTIVE

- The cost of keeping one child in a Virginia juvenile justice facility for one year is \$102,200 (Justice Policy Institute, 2009).
- With the funds used to incarcerate that one child, CASA Volunteers could serve 75 children. (Cost for CASA to serve one child for one year in Virginia is \$1,372, per National CASA, 2014.)



On September 4, 2013, Visual Chalket created a mural for Piedmont CASA on the Freedom of Speech Wall on the Downtown Mall.

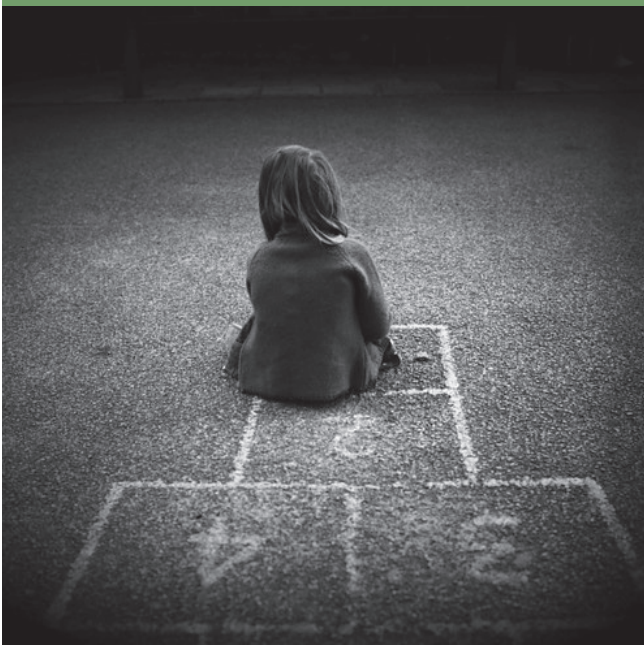





## In 2015, Piedmont CASA will celebrate its 20th Anniversary

We'll mark this important milestone by honoring the people who started the program in 1995, and nurtured it for two decades. Going forward, the highest form of praise we can offer is to build on the strong foundation they laid.

To quote Judge Berry, Piedmont CASA Volunteers will continue to be "the eyes, ears and heart of the Juvenile and Domestic Relations Court." The Judges who hear our cases never fail to acknowledge the hard work of our Volunteers. Their reports provide a wealth of information that help guide the decision-making process.

### We will continue to strive because every child who needs a CASA Volunteer deserves to have one



-  Piedmont CASA will continue to raise awareness about child abuse and neglect and the need to support the children and families who are affected. We will recruit, screen and train enough Volunteers to eliminate the waiting list.
-  Piedmont CASA will continue to collaborate with our partners in the child welfare system so that the children we serve achieve safety and stability in permanent homes and receive the services they need to heal and grow.
-  Piedmont CASA will strive to improve our program in order to improve the short and long-term outcomes for the children and youth we serve.

### What does success look like?

At a recent event, Allison Gilbreath, our speaker, told the group that she is a CASA Volunteer because when she was 11 years old she *had* a CASA Volunteer. Now a very accomplished young woman, Allison will also say that today her Mom is doing great "and is the parent she always wanted to be."

Allison's remarkable story sets the bar very, very high but it is certainly worth trying—on every case, for every child.



*Piedmont CASA President Alicia Lenahan with Allison Gilbreath, guest speaker at a recent event.*

## BOARD

### OFFICERS

Chair, Dana Harris <i>Community Leader</i>	Treasurer, Mike Pausic <i>Partner, Foxhaven Capital</i>
Vice Chair, Jennifer Winslow <i>Community Leader</i>	Secretary, Katy Kreienbaum <i>Community Leader</i>

### MEMBERS AT LARGE

Rob Atherton <i>Senior Executive, Emulex Corporation</i>	Melissa C. T. Hunt <i>Professor, Darden School of Business, UVA</i>
Steve Bowers <i>Principal, Velocity Park Public Affairs</i>	Janet Legro <i>Teacher, Tandem Friends School</i>
Julie Christopher <i>Community Leader</i>	James F. Miller <i>President, Miller Financial Group</i>
Angela M. Davis <i>Professor Emeritus &amp; Ret'd Assoc. Dean of Students, UVA</i>	Marty Saylor <i>Community Leader</i>
A. Benjamin Spencer <i>Professor of Law, University of Virginia</i>	

## STAFF

President, Alicia L. Lenahan <i>BA, Anna Maria College</i> <i>JD, New England School of Law</i>	
Program Director, Hope V. Payne (p/t) <i>BA, James Madison University</i> <i>JD, UVA Law School</i>	Advancement Director, Lexie Boris <i>BA, Emory and Henry College</i>
CASA Supervisor, Heather Boe <i>BFA, North Carolina School of the Arts</i>	CASA Supervisor, Randy Nolt <i>BA, Pennsylvania State University</i>
CASA Supervisor, Annie Izard (p/t) <i>BA, University of Virginia</i> <i>JD, George Mason University</i>	CASA Supervisor, Chris Roberson <i>BA, University of Virginia</i> <i>MEd (University of Virginia)</i>
CASA Supervisor, Kati Naess (p/t) <i>Med. Tech., Walner Schule, University of Munich</i>	Office Administrator, Janet Williams (p/t) <i>BA, Miami University</i> <i>MS, Miami University</i>

"Piedmont CASA Volunteers  
are the eyes, ears and heart  
of the court for these children."



The Honorable Edward Dej. Berry  
16th Judicial District  
Juvenile and Domestic Relations Court



PIEDMONT CASA, INC.

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