

July 26, 2023

Russell Dean, Town Manager
Town of Exeter
10 Front St
Exeter, NH 03833-2792



Dear Russell,

I am writing today to ask the Town of Exeter to consider a \$1500 appropriation to advocate for Exeter's most vulnerable children. This will allow CASA of New Hampshire to recruit, train, and support a volunteer advocate to provide a voice for the children of Exeter who have experienced abuse or neglect. Last year, CASA of New Hampshire advocated for more than 1,500 children throughout the state. Unfortunately, due to the unavailability of trained advocates, 93 children did not have the benefit of a CASA by their side. As we look to the future, please help us reach our goal of having trained advocates available for 100% of the children who need them most.

Our children are in crisis.

Each year, one million American children are confirmed victims of abuse and neglect and more than half a million are in foster care.

In New Hampshire, hundreds of these children come to the attention of the courts annually. Our children need someone to tell their stories, to be a strong advocate, to get to know them and make their voices heard in a complex, confusing, and often overburdened child protection system.

Founded in 1989, Court Appointed Special Advocates of New Hampshire is the only nonprofit organization in the state that protects the rights of our state's abused and neglected children to live, learn, and grow in the embrace of a loving family. Our trained volunteer advocates speak for our children's best interests in the New Hampshire Family court system. In recent years, the need for our services has increased dramatically.

Recently, the effects of the pandemic have begun to surface, leading to a rise in both the number and complexity of cases. We are faced with some of the most severe neglect of children that I have witnessed during my tenure. Children and families clearly struggled during the long months of isolation, and continue to do so today.

However, the bright light during this challenging time is that CASA of NH has an incredibly strong team of staff, board of directors, and more than 600 volunteer advocates who are completely committed to this difficult but life-changing work. Support from the Town of Exeter will help us to further this mission by providing neglected and abused children in your community with a caring and compassionate advocate to help see them through their most difficult days.

In addition to all of the good work they do for our children, our CASA volunteers also save the state more than \$3.5M in legal fees – fees that would otherwise be paid for by state tax dollars. If CASA of NH

Town Manager's Office

JUL 28 2023

Received

cannot provide a volunteer, the state will then hire a paid GAL (Guardian ad Litem) at \$60 per hour plus travel costs.

Below are our most recent fiscal-year-end statistics specific to your county and the state:

	<u>Statewide</u>	<u>In Rockingham County</u>
Children Served	1,552	115
Volunteers	642	67
Miles Traveled	518,368	35,098
Hours of Volunteer Time	89,866	5,217
Value of Volunteer Advocacy	\$3.5M	

FY 2022
BY THE NUMBERS

New Hampshire's abused and neglected children are a part of every community within our state and range in age from birth to 21. National studies show that children with a CASA volunteer benefit in countless ways – they are more likely to be placed in safe, permanent homes, receive better mental, emotional and physical health services, and have fewer placement changes than children without a focused advocate. With the support of a CASA advocate, neglected and abused children have access to a brighter future.

Thank you so much for your consideration of this request for your next funding cycle. Should you require additional materials to support this letter, please contact Tarah Bergeron, Development Associate at (603) 626-4600 x2113 or by emailing tbergeron@casanh.org.

I look forward to updating you with our progress and the impact that your support will have on New Hampshire's victimized children.

All my best,



Marcia R. Sink

President & CEO



TOWN OF EXETER, NEW HAMPSHIRE
 HUMAN SERVICES
 FY 2024

Organization's Name: CASA of NH Year Founded: 1989
 Address: 138 Coolidge Ave Manchester, NH 03102
 Executive Director/ Board Chair: Marcia R. Sink, President and CEO Tax ID Number: 02-0432242
 Applicant Contact: Tarah Bergeron, Development Associate Email: tbergeron@casanh.org
 Address: PO Box 1327 Manchester NH 03105 Phone: 603-626-4600 x2113

Organization's Mission Statement and Statement of Grant Purpose (e.g. This grant will be used...):

Court Appointed Special Advocates (CASA) of New Hampshire provides a voice for abused and neglected children and youth by empowering a statewide network of trained volunteers to advocate on their behalf so they can thrive in safe, permanent homes.

Funds will be used to recruit, screen, train, supervise and support volunteer advocates to serve the children from the Town of Exeter who need a caring and compassionate individual to see them through a dark time in their lives.

Brief Detailed description of how the money will be specifically utilized for Exeter residents:

The money given by the Town of Exeter will allow CASA of NH to advertise and recruit additional volunteers to serve the abused and neglected children of Exeter and surrounding area.

% of overall services that goes to Exeter residents: 1%
 # of Exeter residents served: 17

List all geographic area(s) served by organization: State of NH

Total Municipal Contributions in 2023: \$117,582.00

List each town that contributes and the amount received: _____

Organization's total projected budget for FY 2024: \$3,813,362

Amount Requested: \$1,500

Additional Information Required:

Please supply the following items for a complete application to be considered:

1. Provide a narrative, not to exceed two pages in size 12 font
 - a) Organization's overview
 - b) Program changes and/ or highlights from the past year

2. FY23 funded organizations must submit a brief summary of how those funds were used to support Exeter residents
 - a) If your organization is requesting an increase in funding for FY24, submit justification of increased need

3. Complete financial statements
 - a) Operating budget
 - b) Balance sheet

I certify to the best of my knowledge that the information in this proposal reflects accurate data concerning need and estimates of planned/delivered services. The proposal was considered and approved for submission by the agency Board of Directors on June 14, 2023 (date).

By signing this application, the undersigned offers and agrees, if the proposal is accepted, to furnish items or services that is quoted. This agreement is subject to final negotiation and acceptance by the Select Board and the Budget Review Committee and subsequent contract award.

Director's (or Designee) Signature:  Date: 07/26/2023

Submit no later than July 30, 2023:

Town of Exeter
Town Manager
10 Front Street
Exeter, NH 03833

Account Name	FY23 Donation
City of Berlin	\$500.00
City of Keene	\$3,000.00
City of Laconia	\$1,500.00
City of Manchester	\$13,000.00
City of Nashua	\$10,000.00
City of Portsmouth	\$2,000.00
City of Rochester	\$1,000.00
City of Dover	\$4,000.00
County of Cheshire	\$4,000.00
Rockingham County Commissioner	\$5,000.00
Town of Alton	\$500.00
Town of Amherst	\$500.00
Town of Auburn	\$1,000.00
Town of Barrington	\$500.00
Town of Belmont	\$500.00
Town of Boscawen	\$500.00
Town of Bow	\$500.00
Town of Bradford	\$750.00
Town of Bristol	\$1,000.00
Town of Brookline	\$0.00
Town of Campton	\$500.00
Town of Candia	\$1,000.00
Town of Carroll	\$500.00
Town of Center Harbor	\$2,000.00
Town of Chatham	\$500.00
Town of Chesterfield	\$500.00
Town of Colebrook	\$1,000.00
Town of Danbury	\$1,750.00
Town Of Danville	\$1,000.00
Town of Deerfield	\$500.00
Town of Dublin	\$450.00
Town of Dummer	\$500.00
Town of Durham	\$500.00
Town of Errol	\$500.00
Town of Exeter	\$1,500.00
Town of Fitzwilliam	\$500.00
Town of Francestown	\$1,000.00
Town of Franconia	\$0.00
Town of Freedom	\$1,000.00
Town of Fremont	\$1,000.00
Town of Gilmanton	\$1,000.00
Town of Goshen	\$1,000.00
Town of Groton	\$500.00

Town of Hampstead	\$1,000.00
Town of Hampton Falls	\$500.00
Town of Haverhill	\$500.00
Town of Hinsdale	\$500.00
Town of Holderness	\$500.00
Town of Hollis	\$900.00
Town of Hooksett	\$500.00
Town of Hudson	\$500.00
Town of Kingston	\$0.00
Town of Lancaster	\$2,000.00
Town of Lee	\$1,000.00
Town of Lincoln	\$500.00
Town of Litchfield	\$1,000.00
Town of Londonderry	\$732.00
Town of Lyme	\$500.00
Town of Lyndeborough	\$1,000.00
Town of Milan	\$500.00
Town of Milton	\$750.00
Town of Nelson	\$500.00
Town of New Boston	\$1,500.00
Town of New Castle	\$500.00
Town of New London	\$5,500.00
Town of Newbury	\$1,000.00
Town of Newfields	\$0.00
Town of Newington	\$450.00
Town of Northumberland	\$500.00
Town of Northwood	\$500.00
Town of Nottingham	\$500.00
Town of Orford	\$1,000.00
Town of Peterborough	\$500.00
Town of Piermont	\$500.00
Town of Pittsfield	\$2,000.00
Town of Plymouth	\$1,000.00
Town of Raymond	\$1,500.00
Town of Rollinsford	\$500.00
Town of Rumney	\$500.00
Town of Salisbury	\$500.00
Town of Sandown	\$1,000.00
Town of Sandwich	\$500.00
Town of South Hampton	\$200.00
Town of Springfield	\$500.00
Town of Stark	\$500.00
Town of Stewartstown	\$500.00
Town of Strafford	\$1,000.00

Town of Stratford	\$200.00
Town of Temple	\$500.00
Town of Thornton	\$1,000.00
Town of Troy	\$1,000.00
Town of Tuftonboro	\$500.00
Town of Wakefield	\$1,000.00
Town of Walpole	\$500.00
Town of Washington	\$500.00
Town of Webster	\$500.00
Town of Westmoreland	\$400.00
Town of Wilmot	\$1,500.00
Town of Wilton	\$500.00
Town of Winchester	\$2,500.00
Town of Windham	\$500.00
Town of Wolfeboro	\$2,000.00
	\$117,582.00

Profit & Loss
Budgeted
Budget FYE 06-30-24

		New Budgeted FYE 06/30/24 (New Year)
Ordinary Income/Expense		
Income		
4100 · Donations - General		200,000
4255 - Donations - Major Gifts		500,000
4175 - Greeting Cards		40,000
4225 - Event Fundraising		320,000
4250 · Event Sponsorships		160,000
4260 · CASA Product Sales		10,000
4265 · External Fundraisers		300,000
4350 · Private Grants		350,000
4400 · State - GAL Grant		1,126,550
4450 · Federal - Nat'l CASA		16,000
4500 · Federal - VOCA		643,848
4503 · Federal - Childrens Justice		0
4504 · Federal - Court Imp Proj		0
4510 - Federal - Title IVE		26,064
4550 · City/Municipality		120,000
4600 · In-Kind Donations		
4900 · Other Income		
7010 · Interest Income		900
		3,813,362
CAPITAL CAMPAIGN		
Total Income		3,813,362
Expense		
6000 · Fundraising Expense		
6400 · Facilities & Catering - Fund		32,000
6525 · Event Supp & Exp - Fundra		55,600
6570 · Registratn & Fees - Fundra		7,000
6645 · Postage & Deliver - Fundra		3,500
6685 · Printing & Statio - Fundrai		21,500
Total 6000 · Fundraising Expense		119,600
6005 · Office Equipment/Software		21,606
6010 · Advertising		500
6035 · Bad Debt Expense		
6040 · Bank Service Charges		15,760
6050 · CASA product		2,000
6070 · Conferences - Registration		2,250
6080 · Conferences - Meals & Ent.		0
6090 · Conferences - Accom/Travel		1,000
6092 · Consulting		26,000
6095 · CC Service Charges		24,900
6120 · Dues, Membrshps, & Subscrip		8,921
6170 · Fees & Registrations		14,710
6180 · Gifts & Sales Promotions		1,000
6200 · Health Insurance		257,780
6250 · Ins - General Liability (Jul Rnw		21,904
6260 · Ins - Content (Jul Rnw)		3,391
6270 · Ins - Director/Officer (Jul Rnw		2,787
6275 · Ins - Atty. Prof. Liab (Mar Rnw		5,517
6278 · Ins - Emp Dishonesty (Jul Rnw		335
6291 · Ins - Umbrella		3,749
6280 · Ins - Volunteer Accident (Jul R		2,452
6290 · Ins - WC (Jul Rnw)		4,148
6292 · Ins - Internet (Jul Rnw)		2,888
6350 · Maint Agrmnts/Serv Contracts		7,272
6355 - Maintenance - Computers		44,855
6380 · Meals & Entertainment		13,500
6440 · Mileage & Travel		29,600
6480 · Office Functions		2,750
6520 · Office Supplies & Expense		21,600
6560 · Payroll Service Fees		6,124
6580 · R/M Building		16,897
6600 · Payroll Taxes		206,571

**Profit & Loss
Budgeted
Budget FYE 06-30-24**

	New Budgeted FYE 06/30/24 (New Year)
6640 · Postage & Delivery	15,720
6680 · Printing & Stationary	5,400
6686 · Recruitment & Training Exper	219,800
6690 · Rent	58,548
6720 · Prof Fees - Accounting	22,660
6745 · Prof Fees - Grant Writing	26,000
6790 · Perfomance Compensation P	51,633
6800 · Retirement Match	46,776
6804 · Salaries - Accounting	81,113
6805 · Salaries - Technology	159,517
6810 · Salaries - Staff	986,183
6820 · Salaries - Program Manager	1,111,857
6850 · Salaries - Legal Services	254,003
6880 · Telephone & Internet	27,360
6885 · Training - Staff	3,500
6890 · Utilities	12,216
	3,974,653
CAPITAL CAMPAIGN EXPENSES	0
Total Cash Expenses	3,974,653
Net Operating Income	(161,291)
Other Expenses: Non Cash Items	
6100 · Depreciation Expense	50,000
Net Income After Depreciation	(211,291)
Restricted Income/Expenses: (not in operating)	
7030 · Endowment Fund Gain/Loss	(8,600)
4700 · Impact Campaign	100,000
4259-Endowment Funding	0
	91,400
Net Income after Deprec & Restrict	(119,891)
Operating Reserve-Management pur	76,267
	(196,159)
Impact Funds to use Estimated for 2024	500,000

CASA of NH
Profit & Loss
Summary Sheet
July 1, 2022-Jun 30, 2023

	As of 06/30/23	Budget 2022-2023	% to Budget	Previous Yr. 06/30/22
INCOME				
Individual Contributions:	\$777,175	\$565,000	138%	\$637,319
Greeting Cards:	\$26,390	\$35,000	75%	\$31,048
Private Grants:	\$338,232	\$350,000	97%	\$416,850
Government Grants/Contracts:	\$1,801,438	\$1,721,462	105%	\$1,989,070
Fundraisers:Event Tickets & Sponsors:	\$570,790	\$445,000	128%	\$424,798
External/3rd Party Fundraisers:	\$254,839	\$250,000	102%	\$331,768
Other: Interest and Gain/Loss on RBC Reserve Investments	\$101,603	\$5,900	1722%	-\$58,762
Non Budgeted One-Time Donation	\$0	\$0	0%	\$0
TOTAL INCOME	\$3,870,466	\$3,372,362	115%	\$3,772,090
EXPENSES				
TOTAL EXPENSES	\$3,823,414	\$3,486,216	110%	\$3,359,516
OPERATING SURPLUS (DEFICIT)	\$47,051	-\$113,854	-41%	\$412,574
NON OPERATING ITEMS:				
Depreciation Expense	-\$49,212	-\$50,000	98%	-\$69,417
Endowment Income:	\$0	\$0	0%	\$30,279
Impact Campaign:	\$271,776	\$225,000	0%	\$680,143
Change in Endowment Investment Gain/Loss	\$88,209	-\$7,600	0%	-\$147,962
	\$310,773	\$167,400	186%	\$493,043
TOTAL SURPLUS/DEFICIT	\$357,824	\$53,546	668%	\$905,618

CASA OF NH **ANNUAL REPORT**

2022



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PRESIDENT'S LETTER

Looking back at this past year, one thing stands out — how CASA of New Hampshire continued to face new challenges with resilience, professionalism, and optimism. As the world changed in ways big and small, our volunteers, supporters, and staff never wavered in their determination to advocate for New Hampshire's abused and neglected children.

There were many other bright spots throughout the year, including our return to a live CASA Cares event, which I'm happy to say was our most profitable yet, resulting in a record \$410,000 raised. Beyond the outstanding financial success, we were thrilled to reconnect and celebrate with our many friends and supporters during what turned out to be a fabulous evening. When it comes to our amazing advocates, over 500 active CASA volunteers were able to do what they do best, visiting in person with children and the people in their lives, ultimately donating 89,866 hours to serve a total of 1,538 children throughout the state.

As the lingering effects of the pandemic continue to reveal themselves, we know that more obstacles lie ahead. The pandemic, combined with the ongoing opioid epidemic, presents families with sometimes overwhelming struggles. However, CASA's dedication remains steadfast. We trained 109 new volunteers last



year, and we are working diligently to recruit even more to ensure that we are ready to provide children with the advocacy they deserve. As cases increase in number, severity, and complexity, our advocates will be there for the children who so desperately need them.

Now, as we turn to the future, this annual report is dedicated to the heart of CASA — the people and core values that keep us strong. We are grateful for your efforts and support as we move ever closer to our goal of serving 100 percent of New Hampshire's abused and neglected children. Together we can make that goal a reality.

Onward to more success in the coming year.

Sincerely,

Marty Sink, CASA of New Hampshire President and CEO



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HOW WE MET THE NEED IN FY22

946 CASES

1,538 CHILDREN

642 VOLUNTEERS



173 adoptions

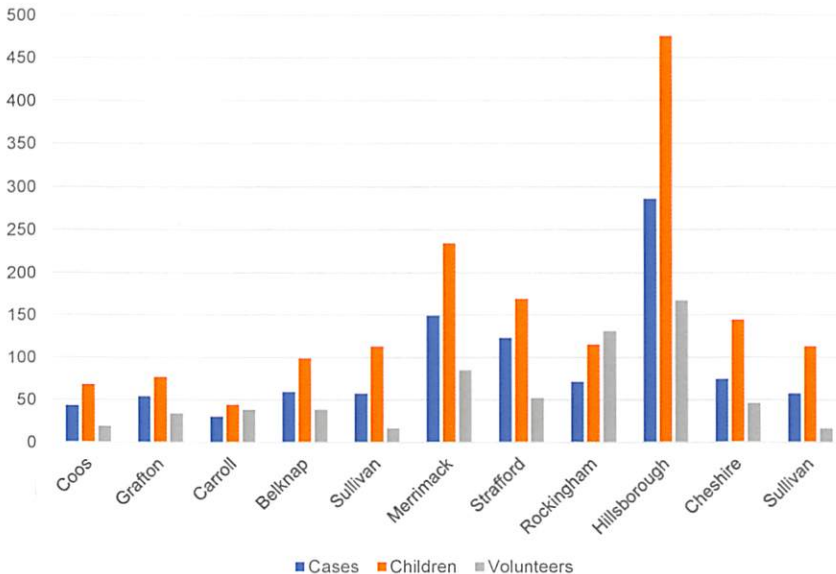


185 reunifications



20 guardianships

Cases & Volunteers by County



89,866 hours served



518,368 miles driven



16,839 visits with children



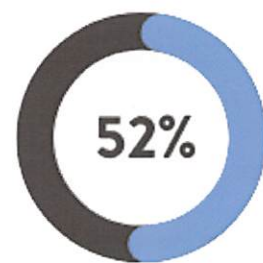
\$3 million worth of advocacy services for NH



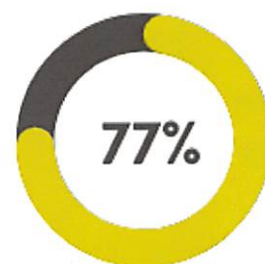
THE NEED FOR CASA IS GREATER THAN EVER

As the effects of the pandemic continue to surface — combined with the ongoing opioid misuse epidemic — we here at CASA of New Hampshire know that we will face new challenges in the coming year. As we begin to see an increase in complexity and severity of cases, we remain confident that CASA of New Hampshire's staff, advocates,

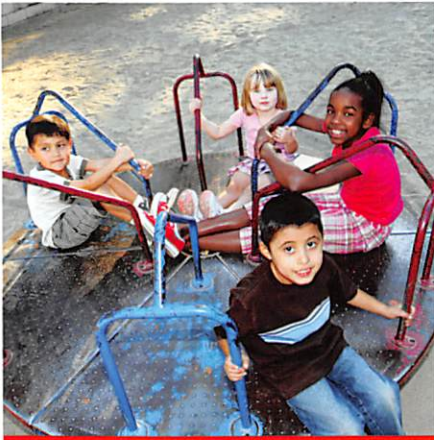
board members, and supporters will meet these challenges with renewed determination and resolve to ensure that all children who need an advocate by their side will have one. While we look back at the past year, we are already planning for the future, working on ways to bolster our incredible group of volunteers and growing awareness of CASA of New Hampshire's critical work. Together we will succeed.



of children served had parents involved in some form of opiate/ opioid use



of families served had a substance misuse component



OUR VISION

A world where every abused or neglected child is given the opportunity to thrive in a safe, permanent, and nurturing home.



OUR MISSION

CASA of New Hampshire provides a voice for abused and neglected children and youth by empowering a statewide network of trained volunteers to advocate on their behalf so they can thrive in safe, permanent homes.

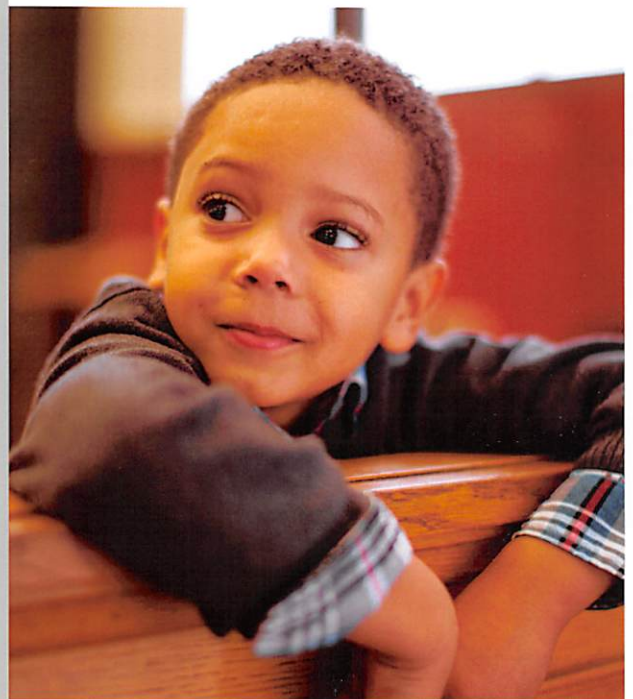


OUR VALUES

In fulfilling its vision and mission, the entire CASA organization is guided by the following values: Compassion, Integrity, Honesty, Justice, Passion, Respect, Courage, and Transparency.

WHO WE ARE

Court Appointed Special Advocates (CASA) of New Hampshire is a nonprofit that recruits, trains, and supports community volunteers to serve as advocates for children throughout the state who have experienced abuse or neglect. CASA volunteer advocates get to know a child and the important people in that child's life to provide vital information to help a judge make decisions based on the **best interests of the child.**





2022 saw the return of events. From breweries to banquet halls, thank you to everyone who came out to learn, donate, and celebrate with us this year.

SPEAKING UP FOR THE NORTH COUNTRY'S CHILDREN

*Thomas Monahan hopes his work
inspires fellow North Country residents
to advocate for local children*



“**T**his is one of those nice little fairytales where it starts out ‘Once upon a time ...’ and goes through to ‘The End’ where they live happily ever after. It was my very first case with CASA — my introduction to the CASA world.”

This is how Thomas Monahan sets the scene when talking about the case he completed in 2021, during which he advocated for three siblings who had been removed from their home due to parental abuse and substance misuse.

The children were placed in two foster homes, both about a 40-mile drive for Thomas. Even with the distance, he stuck to his scheduled monthly visits with each of the children, and communicated frequently with their DCYF case worker.

“It was fun to go see the kids,” Thomas recounts. He soon

“ I hope that people in my community will see my story and say ‘If Tom can do it, I can too.’ ”

learned that the oldest child loved puzzles. “She staggered my imagination with how quickly she could put a puzzle together. She has a strong intellect. It was an awful shame to see how she had been deteriorating in her home situation with an abusive father and an abused mother. There were no positive opportunities for any of those kids to grow and reach their real potential.”

In the span between the case opening and Thomas’s appointment, the father became incarcerated. Once Mom was no longer living in fear of abuse and violence, she could focus on her own recovery. By the final hearings, she had completed parenting courses, worked with a parent aide, and participated in a drug treatment program.

“She worked hard,” Thomas says. “She definitely wanted her children back and she wasn’t going to let anything stand in her way, even with all the hoops she had to jump through and all the mountains she had to climb.” All three children were able to reunite with their mother.

“She did an outstanding job, and it was an admirable ending to the case.”

Thomas’s understanding and love of children are what really shone through on this case (he himself is a father of four, and in addition to his work as a CASA, he serves as grandpa-nanny to two of his grandchildren). Likely due to the abuse they had experienced, the children were initially very wary of new people. However, through his patience and consistency, Thomas allowed the children to become comfortable around him. “When I met with the children, I made sure I never caused them distress or harm. I would always play a game with them, or color, or work on a jigsaw puzzle together.”

By the close of the case, the warming effect that Thomas had cultivated was unmistakable. Since he had built a positive relationship with the mother, they planned a final visit so he could say goodbye to the children. “I found myself with a little boy clinging to each leg, and the little girl was hugging

me around the waist — and I had been a total stranger to them just a year before. That’s enough to bring a tear to my eye; it’s a moment that will always stay in my mind. Just to have those little children showing that trust, and concern, and care. I’d like to think a bond had been created. I left on a melancholy but happy note.”

Although there is a need for advocates statewide, Thomas, a lifelong resident of northern New Hampshire, hopes to raise awareness of the need for CASA volunteers in the North Country. “There are children up here who suffer just as much from abuse as the ones in Manchester, Nashua, Keene, and Rochester,” he explains. “I hope that people in my community will see my story and say ‘If Tom can do it, I can too.’ If I can be a posterchild, then that would be a great joy to me. I’m not looking for anything for myself, but these children deserve an advocate.”

We can’t thank Thomas enough for his care, concern, and dedication to children in need of advocacy.

HOME FOR THE HOLIDAYS

With focus, hard work, and a CASA by her daughter's side, a mother brings her daughter home



December 20 is a date that looms large in Stephanie's* mind. It was the day her baby daughter Evelyn came home after nine months in foster care for her first Christmas.

"It was a really awesome gift," says Stephanie. "We had a great Christmas."

Evelyn's CASA Michael remembers it well too, and smiles as he recalls the meeting that set the reunification in motion.

"We had a team meeting in early December, and it was pretty well set that we were going to work to get Evelyn home for Christmas," says Michael. "We were all in agreement she had reached a level of trust and responsibility, and that Christmas would be the best time to put them together, and that was our goal. And we reached that on the twentieth."

Before Evelyn was born, Stephanie had struggled with substance misuse, and she didn't realize she was pregnant during a period when she was actively using. When she suspected she may be pregnant, she went to the doctor, and her first ultrasound revealed she was already seven months along. She immediately enrolled in treatment.

However, she encountered health challenges during her pregnancy, and Evelyn was born with significant medical needs. She also faced the stigma of being a mother who struggled with substance misuse.

After the birth, Stephanie wrestled with depression, hormonal imbalances, and the stress of being a new parent after having little time to prepare. Ultimately, Evelyn was removed and taken into foster care when she was just a month old, and

Stephanie was thrust into an unknown system.

"Missing her first steps, her first words – I couldn't even imagine," says Stephanie. "She was my first baby." She immediately enrolled in services and started working hard to get her daughter back.

Michael, a CASA with nearly 20 years of experience, was assigned to Evelyn's case. The first time he met Evelyn, who he described as the "tiniest little thing," was in the foster family's driveway. He couldn't hold her, and he couldn't visit her as often as usual because of the COVID-19 pandemic and Evelyn's medical needs.

The first time he met Stephanie was over the phone. Stephanie had been told a CASA would be assigned to Evelyn's case, but she was hesitant. Michael says he understood Stephanie's hesitation.



“ I appreciated that **he was there for Evelyn and her best interest,** because she couldn’t talk.”

“I was another stranger that was coming into her life,” he says. However, Stephanie connected right away.

“I heard your voice and I instantly liked you,” she recalls with a smile and a laugh. “You knew my foster mother was very experienced and that my daughter was in good hands, and I appreciated the reassurance, because it was scary for me.”

Throughout the case, much of Michael’s work was done over the phone or virtually. He met with DCYF and social workers, and stayed connected with Stephanie and Evelyn’s foster family through phone calls. He says each time he called Stephanie, she would have another update about her progress and recovery.

“Stephanie did it by herself. It was amazing,” says Michael of watching her progress. “She just

had that direction. She used all the support she had.”

“She [Evelyn] was worth it and she means the world to me, so I absolutely was going to do whatever it took,” says Stephanie of her motivation.

Nine months into the case, it was clear that Stephanie had accomplished what she needed to do in order to bring Evelyn back home.

Stephanie’s case remained open, and she continued to get treatment and services to support Evelyn’s successful transition back home. As COVID eased, Michael was finally able to meet Stephanie in person.

“The end of the case was when the best part of the case began — I could visit,” he says.

For his visits, he would bring lunch and they would eat and talk in Stephanie’s apartment. For

Michael, it was extra rewarding, because he was able to see Stephanie and Evelyn’s progress in person.

Evelyn’s return home was officially made permanent this past June, and she is currently thriving. Stephanie says she is starting to talk, run around, and really show off her personality. They recently moved into a larger apartment and are both doing well.

“I appreciated that he was there for Evelyn and her best interest, because she couldn’t talk,” says Stephanie. “I really appreciate CASA itself. ... I appreciate what [Michael] did to help me get Evelyn back.”

**To protect the privacy of children and families, these stories have been edited to change names and remove details that might identify a specific child or parent. The accompanying photos are stock images for illustrative purposes only and do not depict the people involved.*

FINDING FOREVER

A teen's dream of being part of a family comes true after four years

For children in the foster care system, the road to a safe and stable home is rarely short or simple. For Josh, 2022 marked the long-awaited fulfillment of his ultimate hope: His four-year journey through the foster care system ended, and he was adopted into his forever home.

Josh was removed from his mother's care four years ago when he was 10 years old. He had been living with his mother, who struggled with substance use disorder, at a homeless shelter. Jane, an experienced CASA volunteer, was assigned to the case.

Jane says when Josh entered school, he struggled with behavioral problems and was eventually moved into a residential placement.

"That's when my relationship with him really began, because he was there by himself," Jane says. "He was very upset that he was separated from his mother and his sisters." When Jane visited Josh, they spent

a lot of time playing games, doing homework, going outside, and playing a variety of sports. Jane quickly noticed his intelligence and his big heart, she says. Over time, the two got to know each other and built trust through their mix of playtime and talking about what was happening in Josh's life.

But then the pandemic changed what her work looked like — she went from physically seeing Josh at least once a month to only being connected via Zoom and phone calls, which was difficult.

Despite going through his own hardships, Josh would call to check in on Jane during the pandemic to see how she was doing.

"I always said to him, 'I'm not giving up on you, please don't give up on me,'" says Jane, describing those phone calls.

Ultimately, Josh's mother's parental rights were terminated, and Josh set his sights on being adopted. He wanted to be informed about what was going on during the process and was very eager to find his forever home.

In June 2021, Josh was featured on "Home at Last," a segment of WMUR's "New Hampshire Chronicle" that



“We just knew he was going to be part of this family at some point.”

highlights children and youth who are available for adoption. “I think Josh was really scared because after that video he just expected someone to adopt him immediately,” Jane says. “He was really worried that no one would want him, and we knew that Joe and Brian were out there.”

Joe and Brian knew they wanted Josh to be part of their family long before Josh was officially placed with them.

“I knew he belonged with us,” Joe says. “We just knew he was going to be part of this family at some point.”

They visited several times, and Josh moved in on Christmas Eve in 2021. He was officially adopted in the summer of 2022, and Joe and Brian gathered their family and friends to celebrate with a big party.

“He’s now safe,” Joe says. “He was very anxious for this adoption to be

finalized — it couldn’t happen fast enough for him.”

As Josh began an exciting new chapter in his life, Jane saw the reward for her years of steady, consistent advocacy.

“When you see a kid like Josh who has all the potential in the world — he’s intelligent, he’s caring, he’s loving, he’s articulate ... you just want the best for him,” she says. “When you see a possibility of them going into a home that’s going to provide them with those opportunities, it’s the culmination of all the effort you put in.”

Joe acknowledges the balance and boundaries that CASAs must maintain in their work, and praises Jane’s efforts. “She just wanted the best situation for this boy,” he says.

“The other thing that Brian and I appreciated, especially with Jane, is she valued our input,” Joe says. “Whatever was presented, it was ‘You guys are the parents.’ I think that’s really important for people, for families to hear — the teamwork.”

Today, Josh’s life is filled with the hallmarks of teenage life: going to school, working part time, and doing karate and track. He wants to add soccer to his list of sports, and his goal is to become a doctor. And he still takes time to check in on the caring adults in his life, although now it’s Joe and Brian instead of Jane.

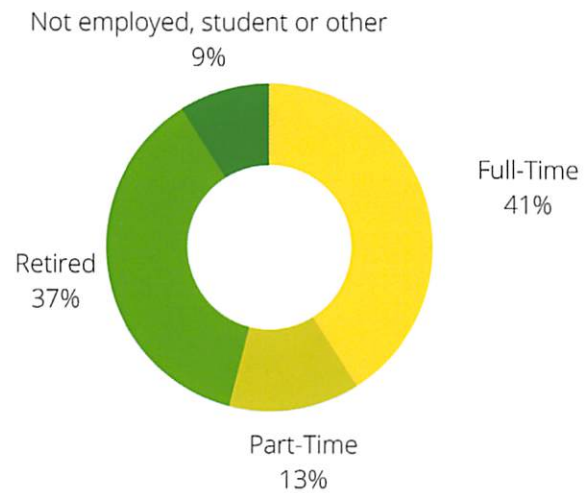
“He’s a sweet kid,” Joe says. “He’ll come in every single night and give us a big hug and kiss goodnight, and say ‘I love you — just checking in. How was your day?’”



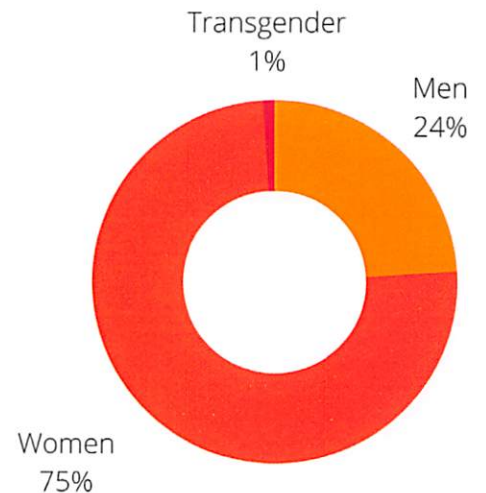
WHO ARE CASA VOLUNTEERS?

Here at CASA, we often describe our volunteers as ordinary people who do extraordinary things for children. Our volunteers hail from across the state and come from a variety of backgrounds, but all have one thing in common: they care about the children and families in their communities.

Employment Status



Gender



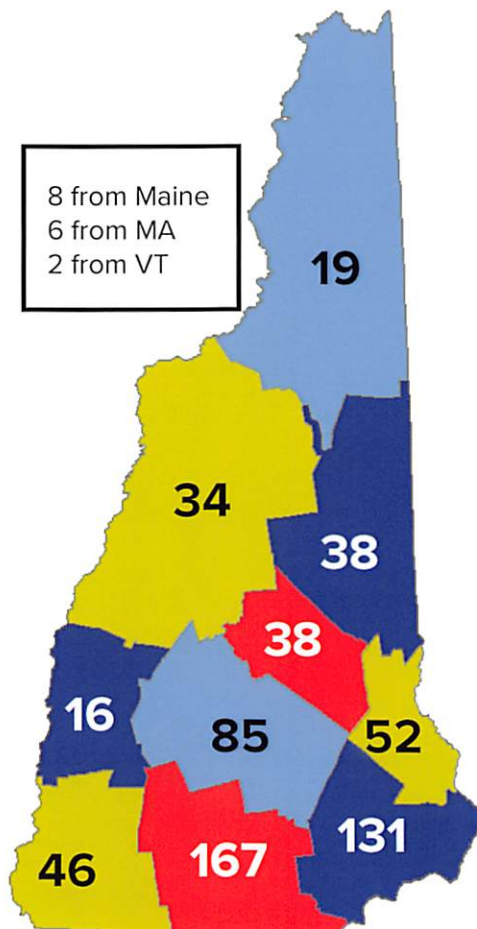
86%
have a 4-year degree or higher



61%

of our volunteers are 60+

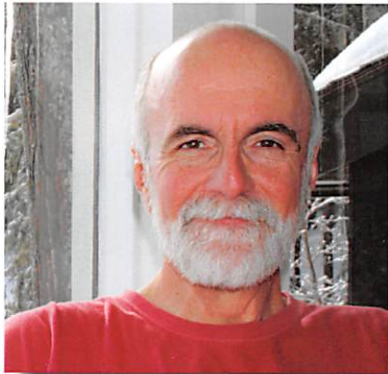
Where Our Advocates Live



ADVOCATE MILESTONES



We asked our volunteers: **Why are you a CASA?**



DOUG WAITT

NEW IPSWICH

Years as a CASA: 5

Profession: HVAC Engineering

Why are you a CASA? "Improving the outcomes of less fortunate children in my community makes me happy."



EMILY CARRERA

MANCHESTER

Years as a CASA: 1 1/2

Profession: Case Manager for Women in Recovery

Why are you a CASA? "I am a CASA because I believe that in this life, my purpose comes from helping others who need it. ... this was the perfect opportunity to get informed, use my voice and help mend the often times broken systems that families get lost in."



BARBARA LYNCH

HANOVER

Years as a CASA: 4

Profession: Paramedic

Why are you a CASA? "I was interested in a grassroots experience that could profoundly change lives. And have found one of those lives changed has been mine!"

LEADERSHIP GIVING

Anne and Mike Ambrogi

Mike Ambrogi, senior technology fellow at Novocure Inc., says that “great things are done through volunteer power” at CASA of New Hampshire. In 2006, Mike was the first U.S. employee to join Novocure, a device-based oncology company with a novel treatment for aggressive cancers. He served as its chief operating officer for over a decade, helping to grow the company to more than 1,000 employees worldwide. Today, in addition to helping cancer patients around the globe, Novocure was the presenting sponsor for the incredibly successful 2022 CASA Cares, which raised a record-breaking \$410,000.

As a CASA of New Hampshire board member who is spearheading the Development Taskforce, Mike clearly understands the mission, an understanding that is reinforced and deepened by his wife Anne’s time as an advocate. Anne became an advocate in 2017, and after years of watching her

volunteer, Mike says he “didn’t even have to think for a minute” when he was invited to join the board.

“I was so impressed with the organization and the impact it has on the kids,” he says.

He adds that CASA serves “a vital role” in the lives of children experiencing abuse and neglect in New Hampshire, and the fact that such a meaningful impact is made possible by a relatively small – but dedicated – group of volunteers and staff is impressive.

“It’s quality all the way through,” says Mike. From the top down, from leadership to volunteers, “you can see the commitment at every level – it’s amazing to me,

the commitment across the entire organization,” he adds. “It’s just such a well-run organization that always has a child’s best interest at heart.”

Mike and Anne are 20-year Seacoast residents, and have graciously opened their home to guests in order to share CASA’s story with others from the region, further demonstrating their own commitment to supporting CASA’s critical work.



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Allison and Roy Aboody
Vanderpoel and Barbara Adriance
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Idina Auth
Adele Boufford Baker
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SUSTAINING PARTNERSHIPS

Tom Boucher, FEEDNH.ORG

CEO and Owner of Great New Hampshire Restaurants (T-BONES, CJ's, Cactus Jack's, and Copper Door) Tom Boucher supports CASA of New Hampshire in a variety of ways, both as a member of the Advisory Council and through his charitable efforts via FEEDNH.org. Tom, who has graciously hosted donor and advisory council events, was also the recipient of our Community Partner award at the 2021 Annual Celebration.

Tom and his business partner Mark Fenske founded FEEDNH.org in 2014 to help meet the ever-growing need for resources in New Hampshire to support **Families, Elderly, Education, and Disadvantaged (FEED)** by providing services to registered New Hampshire-based nonprofits that benefit those groups.

In addition to FEEDNH.org's continued support of CASA Cares, the organization is also currently sponsoring five

advocates for one year. The impact of recruiting just one volunteer can potentially transform the lives of a large number of children who have been victimized by neglect and abuse. Each volunteer takes on several cases during their tenure, and their goal is to ensure the well-being and safety of the state's most vulnerable children so that they are placed in a permanent home, free from the debilitating cycle of trauma.

When Tom first heard the stories of some of the children CASA serves, he says that at the time, he "had no idea an organization like CASA existed, and what really captured me is that it's primarily powered by



volunteers. What resonated for me was that the people who abuse these kids have representation but the kids don't. I found it inspiring to hear that people take the time to volunteer and defend these kids. [...] I think CASA's success really shines because of the leadership of the paid staff – and, obviously, the volunteers – in a way that I don't see from other nonprofits. I get the sense that they care deeply about the organization and the kids."

CORPORATE SPONSORS, FOUNDATIONS, & GRANTS

Chris and Dan Dagesse, DCD *Automotive Holdings*

Although relatively new supporters of CASA, Chris Dagesse, president of DCD Automotive Holdings, and his father Dan, the company's chairman, have already made a deep and long-lasting impact through their friendship and generosity.

Originally introduced to CASA through Nancy Phillips and her CARS for CASA initiative, their philanthropy continues to provide many victimized children throughout New Hampshire with CASA advocates to ensure their safety and well-being. While their car dealership holdings are located throughout New England, their

family roots are based in the North Country, where Dan founded Lewis Ford in 1974, and Berlin City Auto in 1977 (and Chris had his early beginnings in the industry!).

"Children are our future, and if we can help the ones in need, it will make our future world a better place," says Chris. "Kids need advocates for them and, sadly, some don't have any. CASA is that advocate that they need."

Chris adds that, "Until I was told about CASA, I was not aware that they existed. Once I started to do some research on the

cause, I quickly realized it was something I needed to stand behind. Growing up in New Hampshire, the state is near and dear to my heart so I was excited to be able to help!"

We are so grateful to the Dagesse family for their continued commitment to vulnerable children throughout New Hampshire.



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Read our full donor list at www.casanh.org/annualreport

We apologize for any inadvertent omissions from these lists. Any omissions or spelling corrections, please contact Suzanne Lenz at 603-626-4600, ext. 2124.

CIRCLE OF HOPE DONORS



Sherri Nixon

Sherri Nixon first heard of CASA when she was invited to attend the annual CASA Fashion Show in

2012 while working at NHPR. After hearing the mission and listening to the good work being done by the CASA volunteer advocates, Sherri knew she had to get involved. While becoming an advocate was not the best role for her, Sherri decided she could support

CASA financially as a monthly donor. This work is important to Sherri, who says, "I think it's a really

unique need that is not covered – how else are these vulnerable kids going to get help if not for their advocate who can support them and look out for their best interests?"

Sherri currently volunteers at hospice and spreads the word of CASA whenever she finds a chance.

"I admire so greatly those who can be advocates – it's hard work," she says.

FY22 Circle of Hope Donors

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SUPPORTING ADVOCATES

Our volunteer advocates complete 40 hours of training before they take their first case, but the learning and support doesn't stop there. Throughout the year, our staff offer access to trainings and support groups on a variety of topics so advocates can provide the best advocacy for children possible.

Notably this year, we made available a summer series for current CASA volunteers that

offered specialized learning opportunities on trauma, gender diversity, self-care, and CASA conduct standards.

Our director of training also facilitated a Division of Children, Youth and Families (DCYF) and CASA teambuilding retreat.

In addition to the usual schedule of regional support groups, the North Country and Manchester regions had specialized support group

trainings that were led by our director of training.

At any point throughout their case, CASA volunteer advocates have access to one-on-one support from their program managers and additional consultation from the director of training on difficult cases.

Video trainings, both from CASA and other organizations, are also available at anytime online through the volunteer toolbox.

COMMITTING TO DIVERSITY

CASA of NH believes that embracing justice, equity, diversity and inclusion as organizational values is a way to intentionally make space for positive outcomes to flourish, whether in direct advocacy, in our community education and awareness efforts, or in our organizational capacity building. We are committed to pursuing cultural competency and fostering leadership and trained advocates who reflect the diversity of American society. When the board members, employees, donors, and others

who shape us come from a wide array of backgrounds, they bring unique perspectives that influence how we approach our mission in more inclusive and innovative ways.

To this end, CASA of NH staff attended LGBTQIA+ seminars hosted by NAMI NH and hosted our own “summer series” on gender fluidity and sexual identity. Looking ahead, we have partnered with the Mars Hill consultant group, a well-respected diversity and inclusion firm based in New

Hampshire. This partnership offers six months of direct consulting efforts with our agency, Justice Equity Diversity and Inclusion (JEDI) committee support, comprehensive training, and opportunities for roundtable discussions on topics ranging from DEI introduction to integration. The goal is to enable CASA staff, volunteers, and board members to understand the ‘why’ of DEI, be prepared to speak to opposition of DEI initiatives, establish strategies for creating change, and move beyond awareness to action.





WHAT'S AHEAD

Since our founding 33 years ago, CASA of New Hampshire's goal has been to serve 100 percent of New Hampshire's abused and neglected children, and we remain steadfast in our determination to reach that goal as we look ahead to the upcoming year.

We remain committed to expanding our recruitment efforts and building awareness of CASA of New Hampshire. We continue to grow our successful virtual information and training sessions, which are a testament to our staff's ability to not just adapt, but to truly turn a challenge into an opportunity.

We continue to broaden our outreach in a variety of ways, including advertising, editorial coverage, and in-person events such as festivals, advocate appreciation events, lunch-and-learns, and speaking engagements. We will continue to strengthen our community partnerships locally and statewide, in both the public and private sectors, to ensure we are

working collaboratively with all stakeholders.

Additionally, thanks to the continuous generous support of our donors, we've been able to increase all our efforts in creating greater awareness, and we're grateful for the many businesses who have chosen CASA of New Hampshire as their charity of choice.

We also look forward to connecting with you all once again at in-person events – please save the date for On Tap for CASA of New Hampshire (March 11, 2023) and CASA Cares (May 5, 2023). We're excited to share that On Tap for CASA will take place in the main restaurant of New England's Tap House Grille in Hooksett thanks to the generosity of Dan Lagueux and Valerie Vanasse. Registration for On Tap is now open at casanh.org/ontap. More information about CASA Cares will be posted at casanh.org/casacares as the event gets closer

When it comes to our staff, energy leadership training has

helped create a culture shift at CASA of New Hampshire. With every staff member trained and focused on this new way of thinking, working and managing, we have strengthened our staff's skills to navigate the complexities and challenges of this work in a way that helps strengthen the families of the children we serve.

Finally, we continue our focus on justice, equality, diversity, and inclusion. We are committed to intentional We are currently working on ways to welcome greater diversity among our staff and advocates.

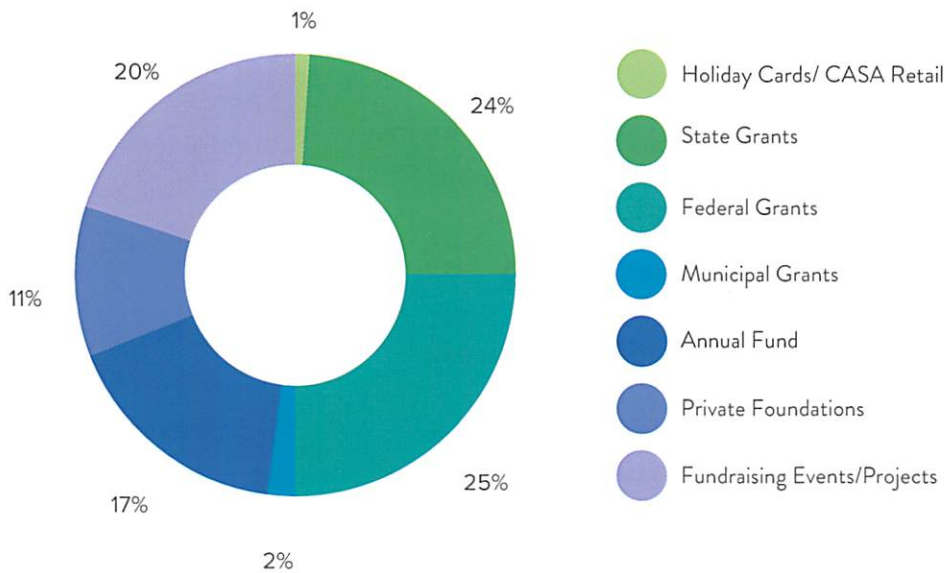
This past year we witnessed the incredible resolve and commitment from all of those – advocates, donors, staff, and board members – who make CASA of New Hampshire the amazing, impactful organization it is. As we turn to the future, we are inspired by their example, and we begin again reinvigorated and more determined than ever. We know we will face new challenges, but we will face them together, and we will be stronger as a result.

FINANCIALS

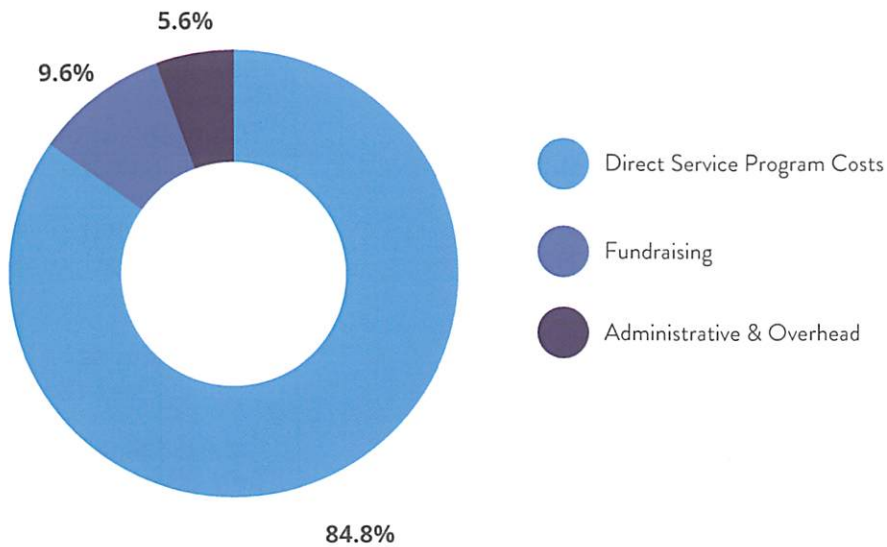
JULY 1, 2021 - JUNE 30, 2022

FUNDING SOURCES

CASA of NH strives to maintain frugal financial practices, a balanced budget, and funding diversity.



All costs related to administering the program, including recruiting, training, and supervising volunteer advocates.



FUNDING USES

See our full audited financials at www.casanh.org/financials

THE CASA OF NH TEAM

STAFF

SENIOR STAFF

Marcia Sink, President & CEO
Betsy Paine, Senior Staff Attorney
Suzanne Lenz
Development Director
Kristyn Bond, Program Director
Jonelle Gaffney, Program Director
Bernadette Melton-Plante
Program Director
Kelly Smith, Training Director
Diane Valladares
Recruitment Director
Chris Brophy, IT Director
Christine Gagne, Finance Manager
Jen Curran, Quality Assurance
Specialist
Mista McDonnell
Operations Manager
Erica Thoits, Director of Community
Relations

RECRUITMENT

Andrea Brochu, North Country
Outreach Coordinator
Katie Pelczar, Community Outreach
Coordinator

TRAINING

Molly Hill, Training Coordinator

LEGAL

Caroline Delaney, Staff Attorney
Jessica Storey, Permanency
Specialist

COMMUNICATIONS & DEVELOPMENT

Tarah Bergeron, Development
Associate
Amanda Desmarais,
Communications Manager
Katelyn Ellison, Digital Media
Specialist

OPERATIONS

Kerri Rice, Administrative Assistant
Tessa Dyer, IT Specialist

PROGRAM MANAGERS

Idina Auth
Erin Boylan
Lisa Cioffi
Rebecca Hester
Kurt Hildonen
Nancy Isikoff
Amy Jenkins
Don Leighton
Julie Louissaint
Steve Pruyne
Shiloh Remillard
Mark Rissala
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Jenny Sheehan

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Franklin Police Department

Ellen Koenig

New Hampshire Women's
Foundation

Tom Stevens

Manchester, NH

Marcia Sink

President and CEO
CASA of New Hampshire



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Great NH Restaurants

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Art Bruinooge

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Derry Medical Center

Cotton Cleveland

Mather Associates & CASA Volunteer Advocate

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Nancy Phillips Associates

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Barbara Sedoric

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Marcia Zahr

Past Board Member

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Jeffrey Walburger

Cottage Hospital

Kristen Van Bergen-Buteau

North Country Health Consortium

Phil Waystack

Waystack Frizzell



VOLUNTEER

Make a difference in the life of a child. Sign up for an info session at casanh.org/infosessions to get started.



DONATE

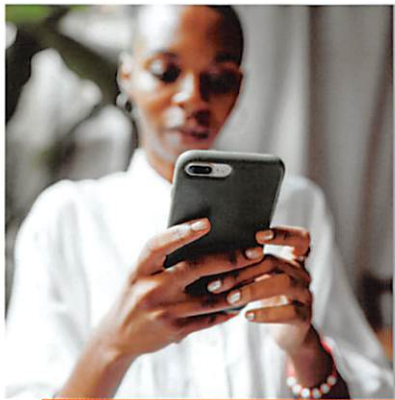
Your gift will help expand our vital programs and recruit and train additional advocates throughout the state. Visit casanh.org/give.



SHOP

Every purchase of our Cards for a Cause greeting cards supports our mission. Go to casanhgifts.com to buy a few packs today!

HOW TO HELP



SHARE

Spread the word about CASA. Follow us on social media and share our posts, sign up for our email list, or share this report with someone you know.



CELEBRATE

Join us for one of our signature events throughout the year or become a sponsor. Visit casanh.org/events for information.



CASA OF NH

P.O. Box 1327
Manchester, NH 03105
(603) 626-4600
www.casanh.org

