



# 2018-2019 ANNUAL REPORT



# Mission and Vision

San Francisco CASA transforms the lives of abused and neglected foster youth by providing one consistent, caring volunteer advocate, trained to address each child's needs in the court and the community. Our vision is that every child has a safe and loving home and is given the opportunity to thrive.

## Dear Friends of SFCASA,

One of our stellar CASA volunteers recently shared how a short email she sent made a huge difference for a youth, ensuring he could transfer to his local public school. This young man has wanted to join his peers in the public school for three years now, and made the academic progress he needed to do so. Without that simple email, his wishes would have fallen through the cracks. None of his school administrators, social workers, or even his foster parents were following up. Our volunteers are often surprised how such simple acts of persistence, of caring, can make such a difference. We respond that paying attention is not a small thing – for too many of our clients the CASA volunteer is the one person who consistently pays attention, holds the narrative for the youth, and addresses these oversights.

Thanks to your support, this year we continued to grow, with 326 volunteers advocating for 341 foster youth! With the support of a CASA volunteer, our youth are getting the services they need, engaging in extracurricular, academic and career development activities, and graduating high school at impressive rates.

We were also challenged this year in three significant ways: it has become harder for us to recruit the volunteers we need to grow; the crisis of too few local foster homes is causing more of our youth to be placed farther away in distant, disconnected communities; and we are facing the same challenges that most Bay Area nonprofits are facing of maintaining a consistent, professional staff in an extremely tight labor market.

You, our community of supporters, helped us address these challenges and we are grateful. We launched a major volunteer recruitment campaign with the help of a pro bono ad agency, Duncan Channon, generous media partners and a volunteer who provided his marketing expertise. We revamped our staff compensation plan and worked closely with our existing staff to improve retention moving forward. As we look forward, we are working to raise the awareness of the lack of foster homes, and to make this a higher priority for our community and our local government.

The tremendous support we receive at the annual Fostering Change Gala and throughout the year gives us hope that San Francisco CASA can rise to these challenges. You have supported ambitious growth at SFCASA and we thank you.

A CASA, a consistent and caring adult, an advocate willing to stand up for a foster child, is a true gift in a time of isolation. Your support ensures more foster youth will experience that consistent support and advocacy.

Thank you for trusting us with your investments.

Warm regards,  
**Renée Espinoza**  
*Executive Director*

**Lisa Pearson**  
*Chair, Board of Directors*



# 2016 – 2020 Strategic Plan Update

## ACHIEVEMENTS

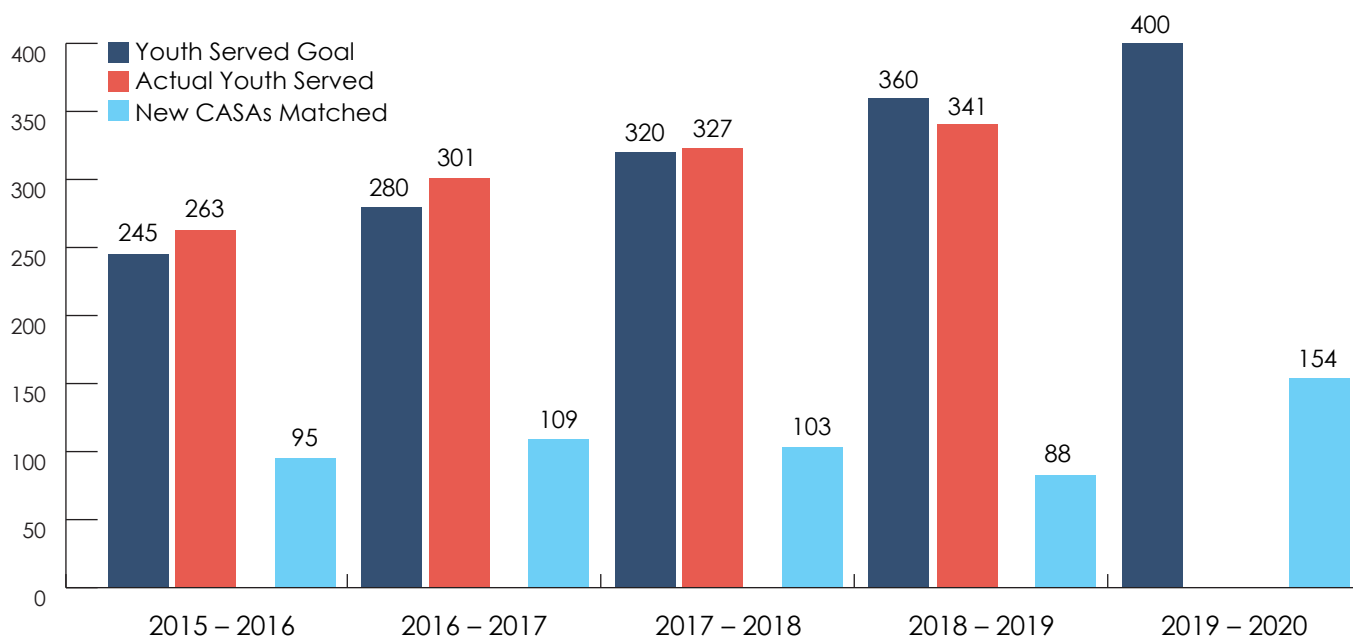
- After the first pilot year of our new continuous learning system, SFCASA has learned a great deal and has worked to refine and simplify the system, to be fully implemented in early 2020.
- We have maintained high volunteer retention, with an average tenure of more than 27 months.
- We expanded our office to include a dedicated training space that will allow us to better serve our volunteers on a regular basis. With generous support from the Bothin Foundation and the Mayors Office, we built out the space and now offer weekly training and orientation sessions.

## CHALLENGES

- Far too many of San Francisco’s youth are being placed outside the county, 65% placed outside San Francisco, and 25% placed more than 100 miles away. The lack of foster homes is a crisis in our community that is not being addressed with sufficient urgency, resulting in youth losing their communities, and not receiving the services they need to thrive.
- It has become more challenging to recruit volunteers. We have responded with an ambitious marketing campaign and more personal follow-up to potential volunteers and hope to see growth again in 2020. It will likely take us an extra year to reach our goal of serving 400 youth annually.

## SFCASA Growth Projections and Results: FY15 – 16 to FY19 – 20

SFCASA committed to enhancing volunteer retention and recruitment in order to serve 400 youth annually by 2020. Though retention has remained high, we were challenged to recruit enough volunteers to meet our goal in 2018-19. We introduced new volunteer recruitment strategies, including a new marketing campaign in spring 2019 and hope to see increasing recruitment in 2020 as a result.



# Thank You to Our Volunteer CASAs

Volunteer advocates bring SFCASA's mission to life and we extend our gratitude to each and every one for your incredible work. Those advocates who have volunteered for 10 or more years are acknowledged in **red** and those who have volunteered for 5 years in **blue**.

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**326 Volunteer advocates gave 17,083 hours in dedicated service to 341 foster youth!**

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**The annual Fostering Change Gala raised a record \$875,000 to support CASAs and foster youth!**



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**Will had a lot of people saying negative things about him, but I saw a kid with a ton of potential... he has taught me what is really important in life, and that we should never ever give up on anyone.**

**– Robert, SFCASA Volunteer**

**My CASA and I – we will be teammates for life.**

**– Will, SFCASA Youth**



## Bianca, her sister & Susan



Bianca and her sister have been in foster care for less than a year and have already been in six different housing placements. Bianca has been deemed a 'high needs' youth who requires additional supports in her home. In an effort to keep the girls together, they are moved frequently to accommodate the needs of both sisters. They are currently placed in Oregon, about 450 miles away- the only available placement that could take both girls.

When Bianca's CASA Susan came on the case, she noticed how negative all the service providers were toward Bianca and her sister. They spoke solely of their challenging behavior and how difficult the girls were. Susan was stunned to hear this and stopped the conversation at a team meeting to redirect the narrative. She shared her experience seeing how their foster family always spoke about Bianca and her sister solely through the lens of their challenges. She spoke about how much fun she has with Bianca and all the positive attributes Bianca has.

Susan shared stories of Bianca's compassion when seeing people experiencing homelessness on the street, and how sweetly she spoke about her teacher at school. She shared a story of the two of them roller blading together and how Bianca listened well and was respectful of rules. She got the service providers thinking about Bianca as a real child with actual challenges and not just another difficult case. She reframed their understanding of Bianca to ensure they are providing her with the best care possible.

During a particularly brutal transition between housing placements, the sisters spent two weeks in an emergency shelter. They had none of their belongings in the shelter, had no idea how long they'd be there, or where they were going next. During this time, either Susan or her partner CASA visited the girls every single night. They were the only constant adult presence the sisters had.

With the girls placed so far away, their CASAs are challenged in building and maintaining relationships with them. Susan is currently planning a trip to Oregon to visit Bianca, and in the meantime diligently calls, texts, and emails her to make sure the girls know they are not alone.

**89% of SFCASA youth who exit the system go into guardianship, adoption, or reunification.**

**Advocates traveled over 128,000 miles to see their youth this year.**

## Javier & Arnold



Javier has been in foster care for four years. He moved to San Francisco as a young child to live with his mother, but he and his sibling were removed from her care after he was sexually abused by another person living in the home. After a short time, Javier's sibling returned home, but his mother found Javier to be too challenging, and requested he not return to her care.

He bounced between group homes around the Bay Area. He suffered from mental health issues and had a hard time regulating medications. He also had a contentious relationship with his family, whom he longed to see but would often upset him when they spent time together. He felt abandoned by his mother and he didn't feel like he was part of any family. He needed a positive adult relationship in his life.

When Arnold came on the case, he saw that Javier had a strong personality and leadership skills. He was a creative kid who enjoyed sports and had many interests. They did all kinds of activities together, from going to Giants games to hiking and eating out. Arnold checked in to make sure he was going to the doctor regularly, asked if he was still ok with his medication, and talked to him about how school was going. Javier was an open book with Arnold, happy to share his thoughts and feelings with someone who cared.

Arnold also saw that Javier was becoming a teenager and was demonstrating challenging behavior. Javier was running away from his group home and putting himself in potentially dangerous situations. Arnold knew that the best way to help Javier was to give him the tools to think about his actions and what their outcomes could be. Rather than judging or scolding Javier, Arnold gave him real, practical tools to use when he was confronted with unsafe situations. Javier was receptive to the way Arnold consistently worked with him to find solutions. Since Arnold has come on the case, Javier hasn't run away from his placements and has been more thoughtful about how to communicate his needs.

Recently, Javier was moved from his group home and placed in a foster home with loving parents. Javier was initially skeptical of the family, but Arnold encouraged him to give them another shot and keep an open mind. With Arnold's support, Javier felt more comfortable trusting his new family. Since moving in, Javier has been thriving. The foster parents treat him like their own child and have found activities that interest him in his new community. When Arnold went to visit, he found them to be caring and attentive to Javier and saw how happy he was. He was able to stay in his old school so he maintained friendships despite the move, which is helping him concentrate on school. As he starts to look toward his future, Arnold will continue to be an important part of Javier's story.

## Statement of Activities

For the year ended June 30, 2019 with comparative totals for the year ended June 30, 2018

Derived from audited financial statements: for full report please visit <http://www.sfcasa.org/financials/>

	Without Donor Restrictions	With Donor Restrictions	Total	
			2019	2018
<b>ORDINARY INCOME/EXPENSE</b>				
<b>INCOME</b>				
Contributed Revenue				
Government	\$ 623,677	\$ 33,332	\$ 657,009	\$ 327,613
Foundations	189,500	346,500	536,000	392,250
Community	19,668	10,000	29,668	7,775
Individual	288,265	113,965	402,230	359,774
Corporate	62,727	10,000	72,727	52,956
Special events, net	441,042	314,900	755,942	555,244
Total Contributed Revenue	1,624,879	828,698	2,453,577	1,695,612
Total Other Revenue	13,488	-	13,488	5,011
Released from restriction	645,180	(645,180)	-	-
<b>TOTAL INCOME</b>	<b>\$ 2,283,547</b>	<b>\$ 183,518</b>	<b>\$ 2,467,065</b>	<b>\$ 1,700,622</b>
<b>GROSS PROFIT</b>	-	-	-	-
Expense				
Program	\$ 1,325,781	\$ -	\$ 1,325,781	\$ 1,130,993
Management and general	139,782	-	139,782	74,224
Fundraising	361,683	-	361,683	324,313
<b>TOTAL EXPENSE</b>	<b>\$ 1,827,246</b>	<b>\$ -</b>	<b>\$ 1,827,246</b>	<b>\$ 1,529,530</b>

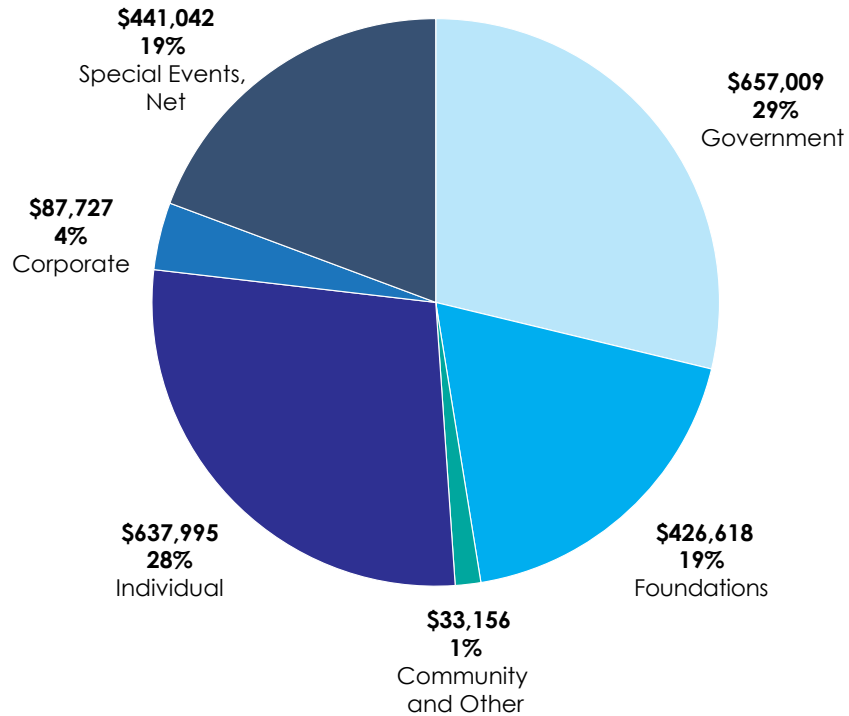
## Statement of Financial Position

As of June 30, 2019 with comparative totals for June 30, 2018

Derived from audited financial statements: for full report please visit <http://www.sfcasa.org/financials/>

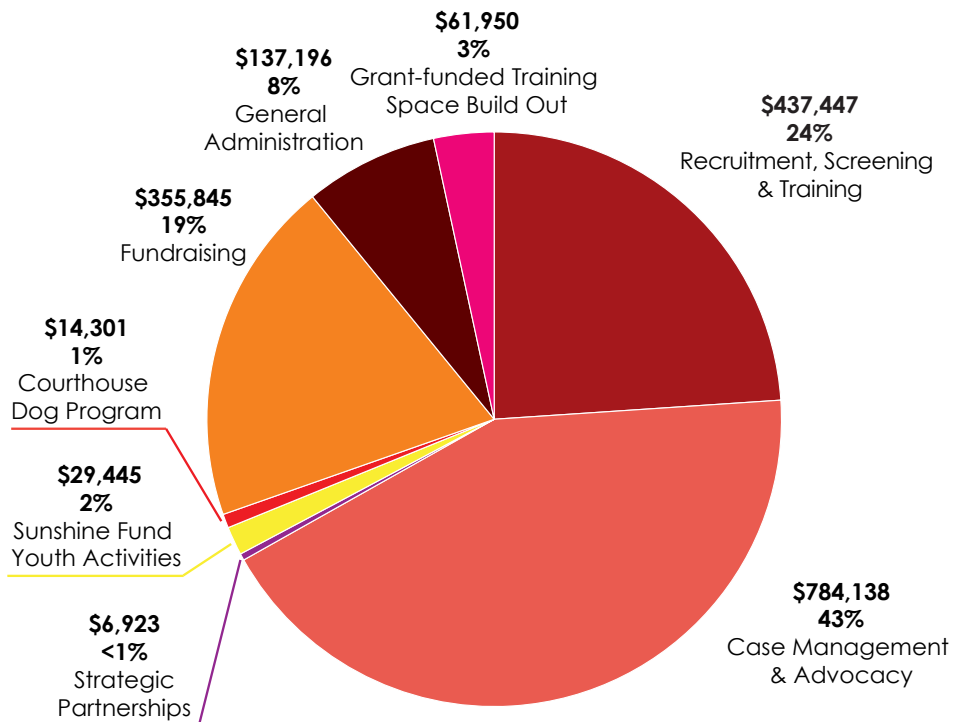
	June 30, 2019	June 30, 2018
<b>ASSETS</b>		
Total Checking/Savings	\$ 2,236,188	\$ 1,909,153
Total Accounts Receivable	562,261	229,059
Total Other Current Assets	29,814	44,761
Total Current Assets	2,828,263	2,182,973
Total Fixed Assets	52,978	70,638
Total Other Assets	4,853	6,103
<b>TOTAL ASSETS</b>	<b>\$ 2,886,094</b>	<b>\$ 2,259,714</b>
<b>LIABILITIES &amp; EQUITY</b>		
Liabilities		
Total Accounts Payable	\$ 18,716	\$ 39,761
Total Credit Cards	6,469	2,183
Total Other Current Liabilities	45,444	42,125
Total Liabilities	70,630	84,068
Equity		
With Donor Restrictions	1,293,587	1,110,069
Board Designated (Without Donor Restrictions)	175,000	175,000
Without Donor Restrictions	1,346,877	890,576
Total Equity	2,815,464	2,175,645
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$ 2,886,094</b>	<b>\$ 2,259,714</b>

## SFCASA FY18-19 Operational Revenue\* by Category



\*Includes revenue released from current and prior years with \$279,969 Fund-a-Future revenue under Individual

## SFCASA FY18-19 Operational Expenses by Category



## Board of Directors

### Executive Committee

Lisa Pearson, *Chair*

Aji Oliyide, *Vice Chair*

Jeffrey Davidson, *Treasurer*

James SanMarco, *Secretary*

Allison Eisenhardt, *Chair Emeritus*

### Members

Laura Bisesto

Katy Hope

Elizabeth Foster Lippert

Brynly Llyr

Jennifer Young Perlman

Caroline Pham

Katherine Rockwell

Lisa Spinali

Sally Stocks

Jennifer Taylor

Vicki Valandra

Lisa Wu

## Staff

Renée Espinoza, *Executive Director*

Gabriela Bayol, *Juvenile Justice Coordinator & Case Supervisor*

Amy DiBenedetto, *Controller & Operations Director*

Erika Dirkse, *Program Director*

Janey Kemp, *Data Specialist & Case Supervisor*

Diamond King, *Case Supervisor*

Paul Knudsen, *Director of Development & Communications*

Christina Lee, *Program Assistant*

Theodora Liebhart, *Case Supervisor*

Sue Lockyer, *Case Supervisor*

Jackie Moncada, *Community Engagement Specialist*

Diane Posner, *Training Specialist*

Mia Ragent, *Educational Advocacy Specialist & Case Supervisor*

Victoria Rennie, *Case Supervisor*

Maggie Swanson, *Annual Fund & Development Operations Manager*

Jessica Yost, *Administrative Assistant*

Jess Vaughn-Jansen, *Case Supervision Manager*

Maria Vierra, *Grant Writer*

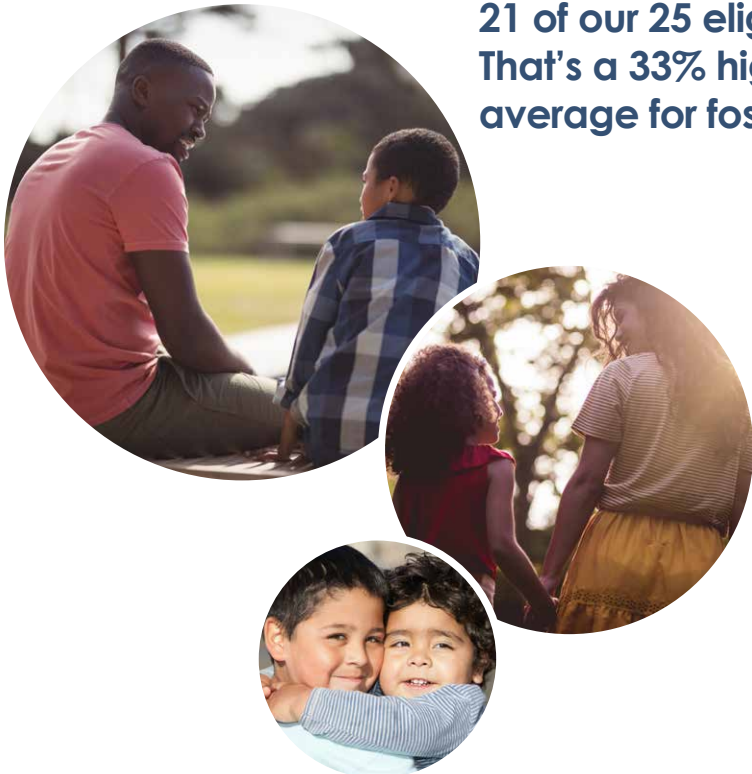
*Thank you to our board members who completed their board service this year:*

Elizabeth Carey

Margaret Keane

Matthew Rehtin

**21 of our 25 eligible high school seniors graduated!**  
**That's a 33% higher graduation rate than the state average for foster youth.**



**SAN FRANCISCO CASA**

San Francisco CASA  
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San Francisco, CA 94110  
415.398.8001

[www.sfcasa.org](http://www.sfcasa.org)