FINDING A GOOD place in the world
FINDING A SAFE place in the world
FINDING A HEALTHY place in the world
FINDING A PRODUCTIVE place in the world

FINDING MY place in the world

PIEDMONT CASA ANNUAL EVALUATION REPORT
July 1, 2018 - June 30, 2019
Finding a **good** place in the world  
Where I am wanted and cared for.

Finding a **safe** place in the world  
Where I am not frightened or alone.

Finding a **healthy** place in the world  
Where I can make friends, heal, and thrive.

Finding a **productive** place in the world  
Where I can do well in school and discover what my strengths are.

Finding **my** place in the world  
So I can be my best.
Our Mission

Piedmont Court Appointed Special Advocates, Inc. (CASA) provides trained volunteers and professional staff to advocate for the best interests of abused and neglected children and youth, promoting and supporting safe, permanent and nurturing homes for these victims in the child welfare system, the community, and before the courts of the 16th Judicial District of Virginia.

Our History

Piedmont CASA has a 24-year history of providing well-trained and effective court advocates for abused and neglected children. Since 1995, the program has trained more than 700 community members who have advocated on behalf of over 2,000 children. Local judges find the program so valuable that they request a Piedmont CASA Volunteer for each new child who enters their court due to an underlying allegation of abuse and neglect. As a program, Piedmont CASA is unsurpassed in making use of our community’s most valuable asset, its citizens, who as Volunteers donate their time and skill in service to abused and neglected children.

Our Motivation

Abused and neglected children are at grave risk of permanent physical, mental, and developmental damage. Their victimization causes a tragic loss in human capital, and costs the whole community in the form of not just healthcare, child welfare, criminal justice, and special education costs, but also lifelong productivity losses.

Without intervention, childhood abuse and neglect can lead to improper brain development, impaired learning, and anxiety. It can trigger a higher risk for heart, lung, and liver diseases as well as obesity, cancer, and high blood pressure. Absent effective trauma-informed treatment, victimized children are less likely to succeed in school and to obtain gainful employment when they grow up, more likely to get in trouble with the law and, tragically, more likely to perpetuate the cycle of abuse and neglect with their own children.

When children have the advocacy of CASA Volunteers, they receive more help while in the system, spend less time in foster care, and are more likely to benefit from stable placements.

Our Year

In Fiscal Year 2019, we provided 117 dedicated CASA Volunteers who advocated on behalf of 273 children in our community who had been abused and neglected.
Piedmont CASA conducted two 42-hour training sessions and inducted 23 new CASA Volunteers.

100% of the children served by the program, whose cases closed during FY 2019, remained free from new, founded incidents of abuse and/or neglect.

At the end of the fiscal year (June 30, 2019) there were 22 children on our waitlist.

CASA Volunteers spent approximately 11,490 hours meeting with children, parents, physicians, therapists, social workers, and attorneys, as well as attending court and other case-related meetings. They spent an additional 2,992 hours in ongoing training.

261 children (95.26%) were served by one CASA Volunteer for the duration of their case.

The Courts referred 170 new children to Piedmont CASA.

Of those referrals, 91 were found to be appropriate for CASA and were assigned Volunteers.

Every foster child who needed a CASA Volunteer received one.

Our Volunteers conducted independent investigations for children in 150 family groups.

CASA Volunteers and/or their CASA Supervisors attended 526 hearings.

159 court reports were submitted to the Judges.

These court reports contained 860 recommendations based on careful research. Of those recommendations, 831 (96.62%) were accepted.

There was a 4% increase in the number of cases closed: from 182 to 186.

In FY19, the average length of time a CASA Volunteer had served was 42.1 months.

Guests at the Piedmont CASA Appreciation Event for donors, friends, and Volunteers heard a moving testimonial from a young man in our Bridges to Success for Older Youth in Foster Care program. In this photo, Dom Vining relaxes after the presentation - which was his first public speaking engagement - with Piedmont CASA President Alicia Lenahan and his Bridges Coach Gwen Jones. The event was hosted by Board Member John H. Bocock on March 23, 2018.

To see a video about Dom and Gwen, go to pcasa.org, and click on the turquoise button that reads: “DOM: A TESTIMONIAL”
THE NEED IN OUR COMMUNITY

Change outcomes for the youngest victims in our community

Piedmont CASA’s purpose is critical: help protect children from family violence by providing trained community Volunteers to advocate for them in Court. In so doing, Piedmont CASA assists the Court and child welfare system to ensure that all of the children’s needs are met, including safety, permanency, placement stability, physical health, mental health and education.

CASA programs are unique. CASA Volunteers are not impeded by jurisdictional boundaries and are able to stay with children throughout the life of a case. This ensures that even when social workers, foster parents, and schools change, CASA Volunteers do not – thus providing crucial continuity for the child. Moreover, many team members involved with a child abuse and neglect case work with only one aspect of the family situation. A CASA Volunteer compiles all of the information and presents it to the judge in a comprehensive report with fact-based recommendations as to the child’s best interests.

“I would not want to do my job without Piedmont CASA Volunteers.”

----- Judge Deborah Tinsley

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

To the men and women who generously shared their knowledge and experience with our new Volunteers during training in FY19 - thank you!

Marnie Allen  Community Attention Foster Families
Dina Blythe  Foothills Child Advocacy Center
Brian Chan, Esq.
Stephen Gilliand  Charlottesville Department of Social Services
Charlene Green  Office of Human Rights/City of Charlottesville
Laura Handler  Family Treatment Court--Region10
Peter Jenkins, Esq.
Bridget Mahoney  People Places
Archer Maness  LPC
William Marshall, Esq.
Helen Mays  Charlottesville Department of Social Services
Cayla Morris  Albemarle County Department of Social Services
Paige Nolt  LCSW
Kelly Rodgers  Albemarle County Department of Social Services
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+. They reside in Charlottesville and the counties of Albemarle, Greene, and Louisa. More than 85% come from homes surviving at or below the federal poverty line. They are Caucasian, African-American, Multiracial, Asian, and Native American. Approximately 7% are Hispanic. But all our CASA boys and girls have two things in common: their safety was so compromised that the courts had to intervene, and they are part of our community.

Children and Youth Served in FY 2019
7/1/2018 - 6/30/2019

<table>
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<th>FISCAL YEAR</th>
<th>NEW CHILDREN SERVED</th>
<th>TOTAL CHILDREN SERVE</th>
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<tr>
<td>2015</td>
<td>75</td>
<td>221</td>
</tr>
<tr>
<td>2016</td>
<td>128</td>
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<tr>
<td>2019</td>
<td>91</td>
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<table>
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<tr>
<th>CHILDREN SERVED BY REGION IN FY 2019</th>
<th>NUMBER</th>
<th>% OF TOTAL</th>
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</thead>
<tbody>
<tr>
<td>City of Charlottesville</td>
<td>116</td>
<td>42%</td>
</tr>
<tr>
<td>Albemarle County</td>
<td>111</td>
<td>41%</td>
</tr>
<tr>
<td>Louisa County</td>
<td>42</td>
<td>16%</td>
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<tr>
<td>Greene County</td>
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<td>1%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>273</td>
<td>100%</td>
</tr>
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How do men and women in our community become Piedmont CASA Volunteers?

We are always recruiting new Volunteers using every avenue available to us, from public service radio spots to television interviews to newspaper stories to social media announcements. We distribute posters and flyers, and seize any opportunity to speak publicly about our mission and the ongoing need for CASA Volunteers. Our Board, Friends of CASA, and donors also help to spread the word.

**Screening**

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

**Training**

Piedmont CASA Volunteers must successfully complete a specific training course based on an enhanced version of the National CASA Association curriculum. This 42-hour course incorporates a Virginia case study that provides students with hands-on experience. Classes also cover 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. Training includes investigation and advocacy techniques, court-report writing, and community resources, as well as the Fostering Futures curriculum for Volunteers who serve youth ages 14 to 18, and up to the age of 21.

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**23 new Volunteers in fiscal year 2019**

On November 13, 2018, Judge David M. Barredo swore in new CASA Volunteers Taylor Stanley, Meredith Gillet, Brittany Ayers, JoAlma Hall, (Judge David M. Barredo), Clare Aukofer, Savannah Moix-Rogers, Haley Hall, and Janet Whitmore Parker. (Not shown: Kristina Parker.) Photo courtesy of Larry Bouterie.

On May 14, 2019, Judge David M. Barredo swore in new CASA Volunteers Blair Hubbard, Kisha Lewis, Carlos Marrone, Helen Wanner, Adriana Benjamin, Patricia Castelli, Chris Shultis, Ellen Liebman, Merrily D’Arpino, Cathy Jolly, Mary Buford Hitz, Chelsea Kirk, Viki Norton, and Helen Russell.
What do Piedmont CASA Volunteers do?

Each Volunteer works with only one child or sibling group. This focus ensures that the needs and desires of the child remain at the forefront of case planning and judicial proceedings. 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 the child in a variety of settings at least once a month.

CASA Volunteers collaborate extensively with social workers and treatment providers to ensure that all parties stay informed about 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.

Responsibilities

1. Conduct independent investigations
2. Submit written reports with recommendations to the Court
3. Collaborate extensively with other organizations and professionals working on the case
4. Aid guardian ad litem in providing effective legal representation
5. Monitor the case to ensure the Court’s orders are followed and the child is receiving needed services
6. Report suspected child abuse to Child Protective Services

Continuing Education

Last year, 117 Piedmont CASA Volunteers completed 2,992 hours of in-service training. Topics included Substance Abuse, Aging Out of Foster Care, Community Resilience Building, Post-Traumatic Stress Disorder, Resilience, Trauma-Informed Care, Childhood Adversity, Diversity Training, Best Practice Courts Training, Mental Health Issues, Advocacy Skills, Family Dynamics, Sexual Abuse, Wisdom From the Bench with Judge David M. Barredo, Open Adoption, Domestic Violence, Maltreatment of Children, Pregnancy and Methadone, Teen Suicide and Death, and Suicide Awareness.
“I became a Piedmont CASA volunteer because the work struck me as obviously important (and, therefore, purposeful) and also because it would require initial and ongoing learning (and, therefore, it would provide opportunities for personal growth).

After about a year and a half as a CASA volunteer, I would say that the experience has more than met my expectations.

“Children who have entered foster care due to neglect or abuse will do better if there is someone familiar with their life circumstance who will advocate for their needs and on behalf of their interests.

“There are a number of times when my focus on the best interests of the children involved in my case and my awareness of the details of their lives have contributed toward greater clarity by the team and has helped direct decisions to the benefit of the children. Once, in the lead-up to a court hearing, the case worker learned that my recommendation to the judge would differ from hers. Rather than being worried or upset, she expressed gratitude that whereas she had felt constrained to make her recommendation, she was glad that I could express an independent perspective. As it happens, the judge ruled according to my recommendation.

“Thus, in seeking a volunteer work experience that is both challenging and meaningful for this phase of my life, I have felt fortunate to discover that serving as a CASA could be just the thing.”

Daniel Alexander, Rabbi Emeritus

How does our garden grow? Beautifully, thanks to the generosity of Edgewood Gardens & Design LLC. Lesslie Preston Jeanes and her wonderful team donated everything, from the landscaping to the native pollinator plants to the planting to the maintenance. Now our little oasis of flowers blooms all spring and summer, a cheery welcome even on dreary days.
Last year, our Volunteers devoted 11,490 hours advocating for CASA children. Their time is valued at $27.50 per hour by the Virginia DCJS. We know the actual hours our CASA Volunteers invested was considerably higher than this recorded amount, but when they are focusing on their advocacy, they don’t always watch the clock.

According to the National CASA Association data, children with CASA Volunteers receive more services than children without an advocate -- medical, emotional, and educational services that are crucial to their recovery.

That’s the dollar value of the advocacy work donated by Piedmont CASA Volunteers in FY19, according to the Department of Criminal Justice.

The number of hours Piedmont CASA Volunteers donated in FY19 to advocate for abused and neglected children, plus another 2,292 hours for in-service training.
To hone the accuracy of our child well-being reports, we began collecting that information in the CASA Manager database rather than making calculations based on paper forms. This change was implemented on April 1, 2019, so the following statistics are based on the last quarter of FY 2019.

Of the forty-three (43) children whose cases were closed and who were served by a CASA Volunteer:

100% of our children remained free from founded re-abuse while served by Piedmont CASA.

Of the 20 children (46.5%) who presented with physical health concerns, all 20 (100%) received appropriate treatment and/or showed improved conditions by case closing. Health issues faced by this group of children included substance-exposed infancy, obesity, significant dental decay and infection, speech impediments, asthma, encopresis, and chronic congestion.

Of the 27 children (62.79%) who presented with mental health conditions, 26 (96.3%) were offered appropriate therapeutic intervention by case closing. Twenty-five (92.6%) saw some improvement. One older youth chose not to participate. Another child was scheduled to begin therapy after the case was closed. Conditions included trauma symptoms related to maltreatment, separation, sexual abuse, exposure to domestic violence and substance use, general anxiety disorder, PTSD, ODD, attachment disorder, ADHD, and depression. Treatments included trauma-based therapy, individual therapy, family therapy, and medication.

Of the 26 (60.47%) children who were of school age, two (2) were enrolled in early education programs to meet their additional needs. Sixteen (16 or 57.14%) of those boys and girls had educational concerns. Of those youngsters, twelve (12 or 75%) improved their attendance. Ten (10 or 62.5%) improved their grades. Fifteen (15 or 93.75%) received some type of academic support. One (1 or 6.25%) benefitted from a 504 plan (a plan developed to ensure that a child who has a disability identified under the law, and is attending an elementary or secondary educational institution, receives accommodations that will ensure their academic success and access to the learning environment), while seven (7 or 43.75%) required an Individualized Education Program (IEP). Seven of the school age students (7 or 58.33%) were performing at grade level.

Greater Charlottesville Trauma-Informed Community Network (TICN)

Piedmont CASA continues to lead the Greater Charlottesville TICN. Our goal is to give kids the benefit of continuous trauma-informed care throughout the community. To that end, about 500 individuals representing 70+ organizations are participating. We have already implemented a three-tiered plan to deliver high-quality training to professionals and the community: Tier One: Raise Awareness, Tier Two: Increase Knowledge and Understanding, Tier Three: Initiate the Process of Systems Change. In FY20, we plan to build a Trauma-Informed Leadership Team (TILT) that includes Piedmont CASA, the Courts, and the Departments of Social Services.
The Charlottesville, Albemarle, and Louisa 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 improve the investigation and prosecution of child abuse, and ensures the provision of appropriate mental health services to child victims. Each team member contributes special expertise and case knowledge, while the CASA Supervisor, in particular, focuses attention on the children’s safety, stability, and mental health needs.

Piedmont CASA is a founder of the Greater Charlottesville Trauma-Informed Community Network. Its mission is to improve trauma-informed care by educating professionals and the community on the prevalence and impact of trauma and by advocating for trauma-informed systems of care.

The Charlottesville and Louisa County Best Practice teams work to implement the Court Improvement Program, which provides regional training to improve practice in the dependency courts. Piedmont CASA is an active, essential member.

The Family Drug Treatment Court (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 and family service needs, as well as for 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 child’s needs are considered in the parent’s treatment plan.

The Louisa Interagency Council (LIAC) was formed to develop strategies to 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 attends community awareness events organized by the LIAC.

Each fall, Piedmont CASA partners with the University of Virginia School of Law Pro Bono Program. We accept up to five law students into each CASA training session, and provide training and supervision to give them hands-on experience working as child advocates in the juvenile court.

Women United in Philanthropy hosted “Discovering Resilience: How Trauma Impacts Children and Adults”. Piedmont CASA President Alicia Lenahan was the moderator. Panelists were Rosa Atkins, Kristen Jamison, Stephanie Carter, and Ingrid Ramos. The event took place at the Omni Hotel on March 19, 2019. Photo courtesy of NBC29.
INCREASING COMMUNITY INVOLVEMENT

MAKING CONNECTIONS AND BUILDING 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 2019, we attended or participated in scores of events around the community, some of which are noted in the photos below and on the following pages.

TOP ROW Fleming Redd presented President Alicia Lenahan with a generous check from Kappa Alpha Theta’s annual fundraiser, Waffle CASA (5/15/19) Piedmont CASA Board Chair Tarpley Guest speaks at the Appreciation Event for donors, friends, and Volunteers (10/23/18) Ingrid Ramos and Elizabeth Irvin of The Women’s Initiative led a TICN meeting on treating secondary traumatic stress (5/20/19)

MIDDLE ROW Alicia Lenahan facilitated a panel discussion following a screening of Resilience (11/8/18) Nancy Markos and CASA Volunteer Diane Brownlee delivered an $8,100 check from 100 Women Who Care to Alicia Lenahan (center). The funds were generously donated to our Bridges to Success for Older Youth in Foster Care program The Greater Charlottesville Trauma-Informed Community Network (TICN) brought in Rick Griffin of the Community Resilience Initiative (CRI) to teach a series of master classes for CRI Trainers (3/28/18)

increasing communitY involvement

making connections and building awareness

TOP ROW  UVA and VCU presented “Childhood Adversity: Working Together to Foster Resilience” with panelists Alicia Lenahan, Dr. Renee Boynton-Jarrett (Boston University), Charlene Green (Charlottesville Office of Human Rights), Ingrid Ramos (The Women’s Initiative), and Sara Robinson (Region Ten). CASA Volunteer Dr. Greg Hayden facilitated (4/17/19)  

Jim Sporleder, principal of the high school featured in the film “Paper Tigers”, spoke at the Charlottesville Schools Convocation (8/15/18)  

SECOND ROW  Judge Barredo spoke to CASA Volunteers (11/13/18)  

Junior League made sure the Fall Appeal went out in perfect order (10/24/18)  

Program Director Randy Nolt led the first training in the newly expanded conference room (9/29/18)  

THIRD ROW  CASA Supervisor Annie Izard sorted backpacks donated to CASA kids by GE Digital, CFA Institute, and Blue Ridge Mountains Rotary Club (8/16/18)  

Alicia Lenahan at the Women United in Philanthropy panel discussion on “Discovering Resilience: How Trauma Impacts Children and Adults” (3/19/19)  

GE Digital helped make the holidays bright for CASA kids (12/17/18).
The majority of poor parents do not neglect their children – but we cannot ignore the enormous stress of living with extremely limited resources, nor can we ignore the statistical relationship between poverty and child maltreatment. We see it in our own caseload. In FY19, 86% of the 293 children we served came from families surviving at or below the federal poverty line – a 3.6% increase since FY16.

To broaden awareness of the challenges 27% of the households in our community face on a daily basis, we partnered with UVA Curry School of education to host a Poverty Simulation. More than 100 people participated on Saturday, February 9, 2019, in the UVA Aquatics and Fitness Center.
The Bluebird Parade joined the First Friday ArtWalk in May for the third year. Families, schools, and groups again created bluebirds in recognition of our children in foster care. After the parade, participants got to see the debut of a 7-minute documentary about the event, “The Bluebird Project”. Produced by Light House Studio, it includes interviews with bluebird artists, foster parents, and local businesses who support the event, like MarieBette and Gearharts Fine Chocolates. Guest speaker Jay James of WINA News Radio brought the evening to a close with stories about his own foster and adopted siblings. The Bluebird Project is organized by the Foster Care Adoption Awareness Coalition, which consists of Piedmont CASA, Community Attention Foster Families and eight additional organizations.
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 a variety of public and private sources: government grants, foundations, corporations, and individuals. We pursue diversity so that our work is not jeopardized should a particular funding stream dry up; child advocacy is too important.

Child Abuse is Costly

Child abuse is not only a personal tragedy, it is also a social burden. According to the Centers for Disease Control and Prevention, child maltreatment generates liabilities for the US of $124 billion each year. This figure represents total lifetime costs associated with just one year of confirmed child maltreatment cases. The estimated average lifetime cost per victim of nonfatal child maltreatment is $210,012, comparable with health conditions like stroke ($159,846) or type 2 diabetes (between $181,000 and $253,000).

Each foster youth who drops out of high school costs the public sector a further $209,100 over a lifetime, including $24,513 per arrest in criminal justice costs. The total cost to states has been estimated to be $5.7 billion per year in income support, law enforcement, and medical costs, plus an additional $749 million in lowered earnings potential and $116 million in unplanned-pregnancy costs.

CASA is Cost-Effective

To create positive change from the terrible outcomes described above, maltreated children need early and effective interventions. They need CASA Volunteers. Research shows that children with CASA Volunteers receive more help while in the system, such as more medical and psychiatric care, and better educational support. Research also shows that they spend less time in court and in foster homes, and find safe, permanent homes faster. And when we build strong children, we build a strong community.

- The cost of keeping one child in a Virginia juvenile justice facility for one year is approximately $260,019.
- With the funds used to incarcerate that one child, Piedmont CASA Volunteers can serve 100+ kids.
- CASA Volunteers reduce the amount of time a child spends in foster care by approximately 7.5 months - an annual savings of $24,375.
A longitudinal study conducted by Chapin Hall, University of Chicago, from May 2002 to May 2011 reported the following bleak outcomes for former foster youth in their mid-twenties:

- 54% were unemployed
- 37% had experienced homelessness or lived in unstable circumstances
- Nearly 60% of young men had been convicted of a crime; 75% had been in jail
- Only 8% had completed a 2- or 4-year degree
- 80% of the young women had been pregnant since leaving care, including 32% before age 18

*Bridges to Success for Older Youth in Foster Care* is designed to change those outcomes. Our three Bridges Coaches are full-time professional life coaches and mentors. Their work enables young men and women to develop the skills necessary to lead lives that are independent and self-sufficient. They help youth become more engaged so they can play a central role in all service planning and decision making, achieve greater stability in their placements, improve their academic success, and develop soft and hard skills that will improve their employment prospects. In addition, the insights and knowledge gained by our Coaches strengthen the advocacy of Piedmont CASA Volunteers.

**What’s a typical problem for older kids in the system?**

Kids in care tend to get moved around a lot. Most of the time, that means they have to transfer to new school after new school. In his senior year, Josh found out he might not graduate because he didn’t have enough credits. But Josh had a CASA who navigated the bureaucracy and found out that in two of his school transfers, Josh had not been given credit for all the classes he had taken. Thanks to the advocacy of his CASA, Josh was able to graduate on time and with his class.
Change, meaningful change, starts with an idea - perhaps a discovery - that is shared, studied, taken apart, put back together, shared some more, and then, over the course of time, is acknowledged and put to work.

In order to do trauma-informed work, in order to be trauma-responsive people, organizations, and systems, we have to accept change. Which can be very difficult.

We live in a society that applauds the self-made man. The man who pulls himself up by his bootstraps, “gets over” whatever adversities life throws at him, fights the good fight, and comes out on top - without any help from anyone. But when we rely on that measurement of worth, it is difficult to understand why it is so important for us to switch from asking, “What’s wrong with you?” to “What happened to you?”

The Adverse Childhood Experiences (ACE) Study

As you know, the trauma-informed movement began in 1998 with the release of the ACE Study conducted by Kaiser Permanente and the Centers for Disease Control (CDC). Since then, much and little has happened. The CDC continues to conduct research, provide resources, and offer training to parents and professionals. The National Child Traumatic Stress Network (NCTSN) was created by Congress in 2000 to raise the standard of care and increase access to services for children and families who experience or witness traumatic events. In 2016 the National Council of Juvenile and Family Court Judges revised the Enhanced Resource Guidelines that help courts become trauma-informed and responsive.

Our community is blessed to have many organizations that are doing this important work and many people who are eager to learn more about how we build and nurture resilience in adults, children, and families.

The Greater Charlottesville Trauma-Informed Community Network

Piedmont CASA’s involvement in this movement began in 2016 with advice from Jeanine Harper who, through Richmond SCAN, oversees that city’s CASA program. Her words? “Identify the champions.” They will be easy to find and ready to work.

We partnered with ReadyKids to found the Greater Charlottesville Trauma-Informed Community Network (TICN). We were quickly joined by The Women’s Initiative, Sexual Assault Resource Agency, Jefferson Area CHiP, Community Attention Foster Families, Charlottesville and Albemarle schools, the Departments of Social Services, People Places, On Our Own, Partners for Mental Health, Region
Ten, Foothills Child Advocacy Center, and the Shelter for Help in Emergency - all committed to transforming our community into one that is trauma-informed and responsive.

And now we can add our Courts to the list. Generous grant support from the United Way of the Thomas Jefferson Area and the MAPP2Health Initiative has allowed us to begin building a Trauma-Informed Leadership Team (TILT) that covers child abuse and neglect cases in Charlottesville, Albemarle, Louisa, and Greene. TILT members include Piedmont CASA, the Judges, and the Departments of Social Services.

**Addressing America’s greatest health problem**

Every day, the TILT partners grapple with what the Centers for Disease Control (CDC) call America’s greatest health problem: complex trauma resulting from Adverse Childhood Experiences (ACEs). Abuse and neglect mean prolonged exposure to toxic stress, often for years. The release of stress hormones triggers the child’s fight-or-flight-or-freeze reflex. These are standard human survival mechanisms, but when the stress is relentless, the response becomes second nature. Instead of being adaptive, the child is tied into a single response that can be wildly inappropriate in normal, everyday interactions. Fighting invites abuse, freezing intensifies despair, and flight can lead to self-destructive behavior. Trauma increases the likelihood of improper brain development, impaired learning, and anxiety. The long-term cost is staggering.

Our TILT will work with Dr. Allison Jackson throughout FY20 implementing three of the seven SAMHSA/NCTSN domains of trauma-informed systems/organizations. We will address parent and caregiver trauma, including historical trauma and local conditions (poverty). We will strengthen the resilience and protective factors of children and families and finally, create environments that address vicarious trauma experienced by staff.

**The journey of a thousand miles begins with a single step**

We are in the early stages of the trauma-informed movement. We have to be patient and impatient. (We are impatient to make it work, but we have to be patient to make it right.) We have to be brave and willing to have hard conversations. And we have to take care of ourselves and each other so we can take care of the people who rely on us.

Thank you, as always, for supporting the work Piedmont CASA staff and Volunteers are doing today and for providing the resources necessary to learn and grow. Our kids, their families, and our community will be better because of you.
Jimmy Miller’s Bracket Breakfast for Piedmont CASA

On March 18, 2019, nearly 300 Piedmont CASA supporters came to the 6th Annual Bracket Breakfast. Panelists were author John Grisham, Cavalier basketball legend Barry Parkhill, UVA President Jim Ryan, and Macon “The Squid” Gunter, Chief Statistician for the UVA Sports Network. Dave Koehn and Rachel Ryan emceed. The event took place in the Pavilion at the Boar’s Head Resort. It raised over $60,000 for Piedmont CASA and increased awareness about the plight of abused and neglected children in our community.

Photo by Andrew Shurtleff, courtesy of the Daily Progress.

IN-KIND GIFTS
Larry Bouterie, photographer | Jennifer Byrne Photography | Boar’s Head Resort Mill Room
Brasserie Saison | Crutchfield | Draft Taproom | Reserve Charlottesville
Gearharts Fine Chocolates | Hamilton’s at First & Main | The Inn at Court Square
Keswick Hall & Golf Club | WVIR NBC29 | Sprint Pavilion | Steve Rappaport
Rivanna River Company | Marty and Bob Sayler | UVA Men’s Basketball | T&N Printing
Alexander von Thelen | Richard Wampler

S&P Global
Market Intelligence
FOUNDER, GOVERNMENT, CORPORATION, AND CHURCH SUPPORT
FY 2018: July 1, 2018 - June 30, 2019

Albemarle County
AmazonSmile Foundation
Bama Works Fund of Dave Matthews Band in CACF
Bankers Insurance, LLC
Batten Family Foundation
Billian Family Charitable Foundation
Charlottesville Area Community Foundation
Charlottesville Radio Group
City of Charlottesville
Charlottesville Track Club
Commonwealth of Virginia Campaign
Department of Criminal Justice Services
Dominion Energy Charitable Foundation
E. C. Wareheim Foundation
Emmanuel Episcopal Church

Grand Piano & Furniture Company Employees
Hermanowski Foundation
Inez Duff Bishop Charitable Trust
Interpretive Software
J & E Berkley Foundation
Joseph and Robert Cornell Memorial Trust
Journey Group
Kappa Alpha Theta - Delta Chi Sorority
Louisa County Community Fund in CACF
Quantitative Investment Management in CACF
Richard & Caroline T. Gwathmey Memorial Trust
Signature Family Wealth Advisors
United Way Combined Federal Campaign
VOCA New Initiatives
VOCA (Victims of Crime Act)

Every year, Friends of CASA members generously donate their time to help us reach our goals

FRIENDS OF CASA COMMITTEE, FY 2019

Maria Rolph, Chair

Julie Boyer
Michele Burke
Stuart Greer Ellis
Tarpley Gillespie

Lotta Helleberg
Robin Kaczka
Marika Koch
Rachel Lloyd Miller

Candice Love
Jenny Miller
Stephanie Osada
Sarah Gray Parrish

Elissa Rieger
Martha Stockhausen
Mindy Vaughan
Jennifer Winslow

Ames Winter

Thanks to the DELTA CHI CHAPTER OF KAPPA ALPHA THETA SORORITY for 22 years of support!

BUSINESSES, ORGANIZATIONS, AND VOLUNTEERS

Charlottesville Radio Group
Edgewood Gardens and Design LLC
First Presbyterian Church
Jennifer Byrne Photography
Jonathan McVity
Junior League of Charlottesville
Larry Bouterie
Louisa County Public Library
NBC29
Ron Ignotz
Helene Ramos
T&N Printing
UVA Curry School of Education
UVA Aquatics and Fitness Center
UVA’s ProjectSERVE
W. E. Brown

BACK TO SCHOOL - AUGUST 2018
For fifteen years, the generous men and women of GE Automation & Controls have been making sure that Piedmont CASA boys and girls go back to school with brand new backpacks and supplies. This year, they got some help from CFA Institute and Blue Ridge Mountains Rotary Club.

HOLIDAY GIFTS - DECEMBER 2018
Piedmont CASA kids received holiday presents from these generous organizations:

- Men and Women of GE Automation & Controls
- Charlottesville Rotary Club
- Blue Ridge Mountains Rotary Club
- Covenant Church
- Analytic Partners
- Anonymous
2018-19 Board of Directors

OFFICERS
Chair, Tarpley Gillespie
Community Leader

Treasurer, Frank Winslow
Partner, Quad C

Vice Chair, Rachel Lloyd Miller
Community Leader

Secretary, Crystal Shin
Director, Program in Law and Public Service
University of Virginia

Treasurer, Frank Winslow
Partner, Quad C

Secretary, Crystal Shin
Director, Program in Law and Public Service
University of Virginia

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Rob Atherton
Technology Executive
Palo Alto Networks

R. Peter Kilburn
Community Leader

John H. Bocock
Founder and Chairman
Investment Management of Virginia

James F. Miller
President
Miller Financial Group

Julie Christopher
Community Leader

Lisa M. Plaxco
Head, CFA Program
CFA Institute

Dr. Tamara Wilkerson Dias
Executive Director
African Teaching Fellows

Mark Sackson
Community Leader

Knowledge + Empathy + Action = Advocacy

Graduates of the Spring Training receive their CASA Volunteer certification on May 15, 2019. From left to right: Chris Shultis, Blair Hubbard, Piedmont CASA President Alicia Lenahan and Board Member Emeritus Paula Newcomb spoke to newly-minted Volunteers at the Induction, Carlos Marrone, and Program Director Randy Nolt.
2018-19 STAFF

CASA STAFF

President, Alicia L. Lenahan
BA, Anna Maria College
JD, New England School of Law

Program Director, Randy Nolt (f/t)
BA, Pennsylvania State University

CASA Supervisor, Cathy Eberly (f/t)
BA, Shippensburg State College
MEd, University of Virginia

CASA Supervisor, Kati Naess (p/t)
Medical Technology, University of Munich

CASA Supervisor, Alison Taravella (f/t)
BA, University of Virginia

Advancement Director, Lexie Boris (f/t)
BA, Emory and Henry College

CASA Supervisor, Annie Izard (p/t)
BA, University of Virginia
JD, George Mason University School of Law

CASA Supervisor, Sherri Rosser (f/t)
AS, Piedmont Virginia Community College

CASA Supervisor, Annie Izard (p/t)
BA, University of Virginia
JD, George Mason University School of Law

Office Administrator, Sue Hoover (f/t)
BA, Lehigh University
JD, The American University,
Washington College of Law

BRIDGES TO SUCCESS STAFF

Bridges Coach, Leah Cole (f/t)
BS, Edinboro University
MEd, University of Virginia

Bridges Coach, Adam Crist (f/t)
BA, University of Virginia

Bridges Coach, Gwen Jones (f/t)
BA, Bowdoin College
MS, University of Massachusetts
PhD, Purdue University

Photo by Larry Bouterie
Judge David M. Barredo gives Savannah Moix-Rogers her certification as a Piedmont CASA Volunteer during the Fall Induction Ceremony on November 13, 2018.
When we build strong children
we build a strong community

Thinking about becoming a Piedmont CASA Volunteer?

We’ve got someone waiting to meet you.