



CASA

Court Appointed Special Advocates
FOR CHILDREN

CASA OF THE CONTINENTAL DIVIDE



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ANNUAL REPORT

mtncasa.org

Dear Friend,

Socrates once said that “The secret of change is to focus all of your energy into not fighting the old, but on building the new.” Our long-time supporters may be aware that in the last few years change and transition have been a constant aspect of our organization. Like many organizations and businesses in our community we found ourselves in frequent transitional periods with staff and leadership, as well as the building and expanding of new programs. Perhaps the biggest change in our organization occurred this last year as we transitioned our organizational structure from the traditional single-leader model to an innovative dual-directorship. This transition allowed us to tread new ground and embrace positive change for the organization. As a result, we were able to lay the groundwork to build the new culture of the organization, as well as expand programs, and increase stability.

In 2022, we set specific goals around diversity, equity, inclusion, and justice. As an organization we developed and began the implementation process of a 2-year DEI plan. We worked to develop a DEI statement and contracted with a local consultant on our initiatives toward diversity, equity, and inclusion. In our implementation we reviewed our internal and external policies, set training goals, and have been humbled by our biases and blind spots. As an organization we are more committed than ever to ensuring safe, equitable, diverse, and inclusive principles in our organization and in our community.

As Executive-Directors we would like to thank our staff, volunteers, board members, and the many stakeholders in our communities for their unwavering support as we weathered the transitions of the past few years. We can't wait to see what the future will bring.



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Co-Executive Director
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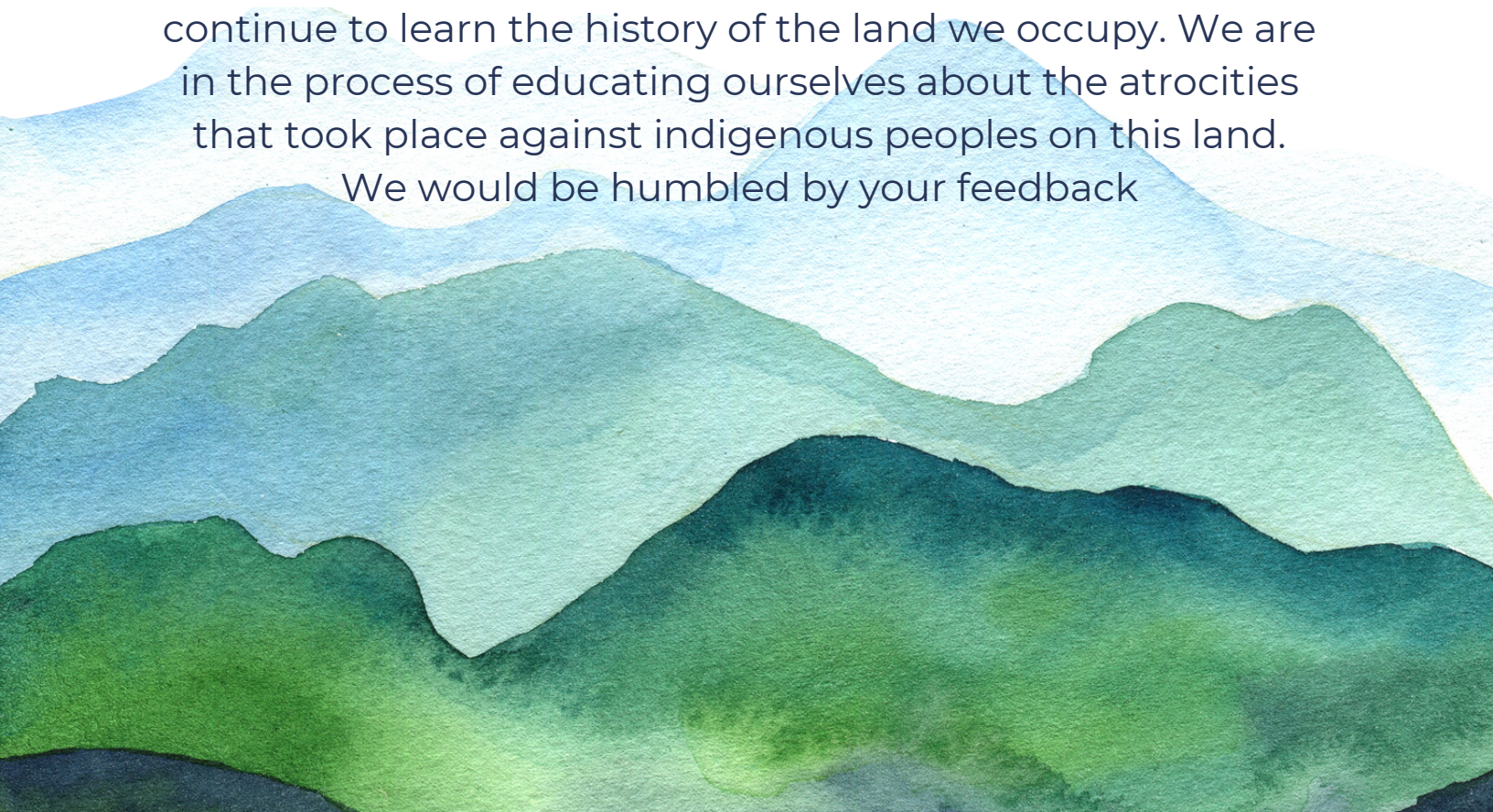
CASA Mission:

CASA of the Continental Divide guides volunteer advocates who ensure a child's safety, best interest and well-being are at the forefront of legal proceedings.

Land Acknowledgement:

CASA of the Continental Divide acknowledges we are located on the traditional and ancestral lands of the Southern Utes, Uncompahgre Utes, Northern/ White River Utes, and Cheyenne peoples past and present. We acknowledge 48 contemporary tribal nations are historically tied to the lands that make up the state of Colorado. In our daily lives, let us honor and respect those who stewarded the land through generations.

CASACD acknowledges this statement will evolve as we continue to learn the history of the land we occupy. We are in the process of educating ourselves about the atrocities that took place against indigenous peoples on this land. We would be humbled by your feedback

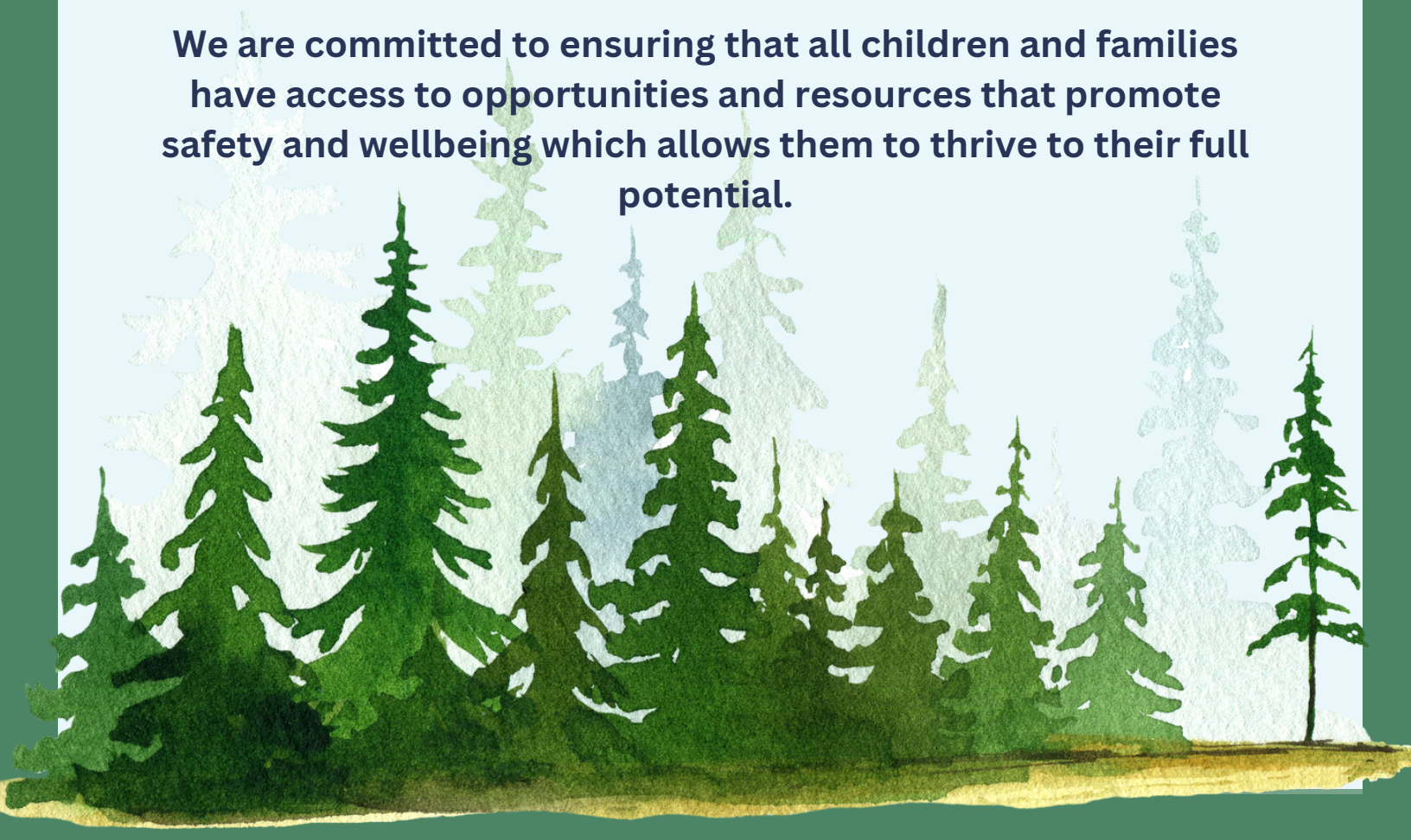


DEI Statement:

CASA of the Continental Divide (CASACD) has a strong commitment to safe, equitable, diverse, and inclusive principles in our organization and in our community. CASACD welcomes and embraces everyone no matter their race, color, religion, sex, sexual orientation, gender identity or expression, age, other abled, marital status, citizenship, national origin, genetic information, or any other human characteristic.

We respect all views, beliefs, and values as we strive to provide a healthy and supportive environment for all children, families, volunteers, stakeholders, and staff. Our organization makes a pledge to engage in self-evaluation, accountability and self-improvement through education while paying attention to, and honoring, various cultures, forms of communication, and social differences.

We are committed to ensuring that all children and families have access to opportunities and resources that promote safety and wellbeing which allows them to thrive to their full potential.



Our Impact

We serve children in our local community across two programs: Dependency & Neglect and Truancy

CASA of the Continental Divide serves 4 counties: Clear Creek, Eagle, Lake, Summit.



50 children

Received services in our Dependency & Neglect Program

28 children

Received services in our Truancy Program



**59
Volunteers**



**2,932+
Volunteer
Hours**

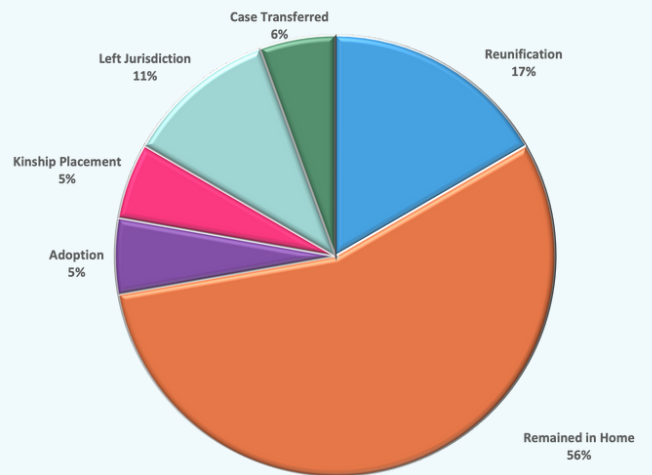


**19,515
Miles**



**299
Hearings
Attended**

**2,219
Case
Contacts**



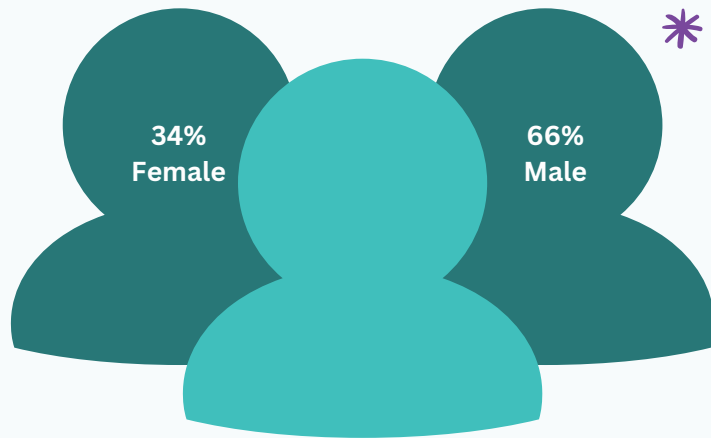
D&N Case Closure Outcomes

Demographics

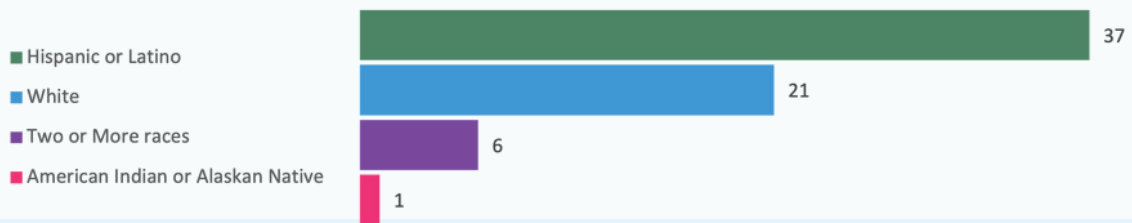
Ages Served



Gender Demographics

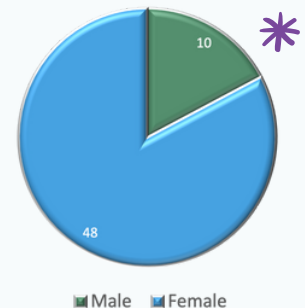
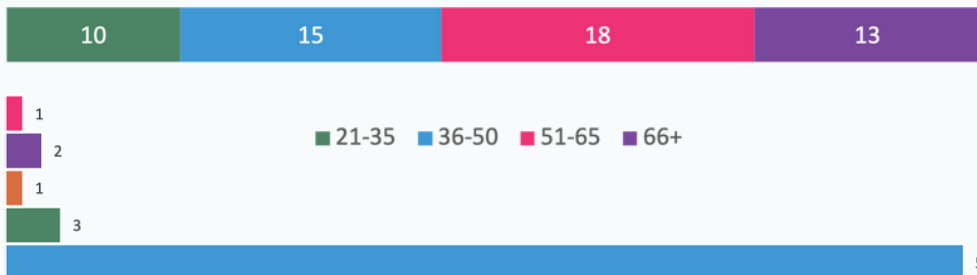


Race and Ethnicity of Children Served



CASACD acknowledges a disproportionality in the diversity of the children we serve, with a high percentage of individuals from historically marginalized communities. We are committed to working with our service partners to ensure equitable policies and practices are embedded into all aspects of our work.

Volunteer Advocate Demographics



Legend for Volunteer Advocate Demographics: American Indian or Alaskan Native (pink), Asian (purple), Black or African American (orange), Hispanic Latino (green), White (blue).

* Gender information reported is based on the formal documentation in our reporting system and may not accurately reflect each individual's gender identity or expression. We recognize the binary system of gender identity is not inclusive to everyone and we are actively working to address these limitations within our reporting system. Wherever possible, we work to update this information to accurately reflect gender identity as the information becomes available to us.

Volunteer Voices

I am so fortunate to work with such a wonderful family who has welcomed me into their lives. They motivate me to help them in any opportunity that I can. I want the kids to grow and have happy lives.

I love spending time with this family, they have really welcomed me to their lives.

This is a very rewarding role, connects me to the needs of my community. I feel a sense of contribution and I use the skills developed over a 40 year career in business.

Working with a child who has survived trauma and being in the position to offer validation, support, encouragement is very gratifying. Hearing and understanding the story of this child has been powerful and humbling.

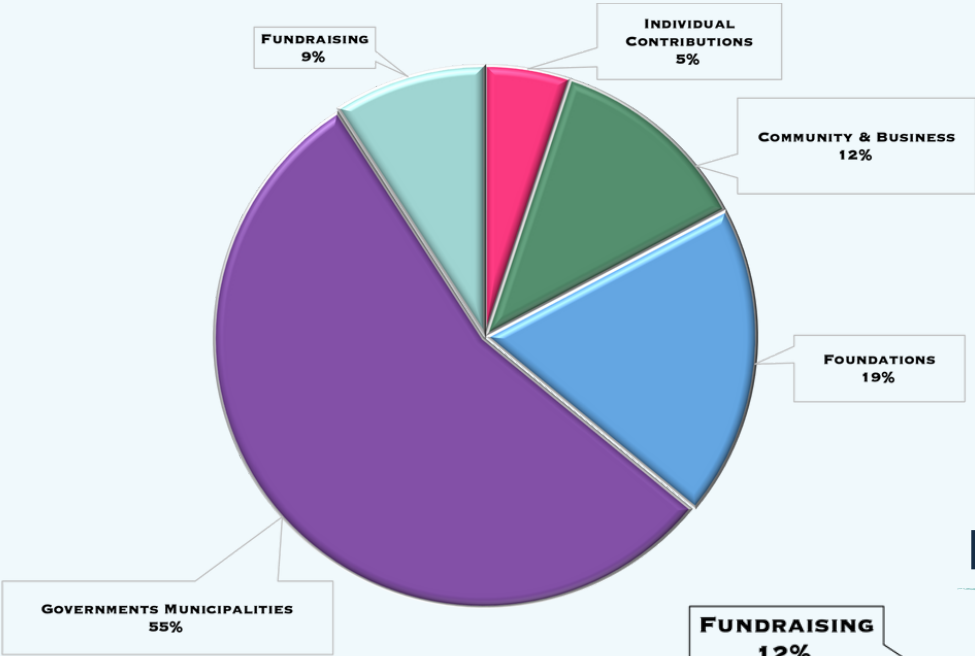
When the child you are working with is going to be adopted into the best family for them, it's the most rewarding feeling knowing you had a small part in making that happen!

What keeps me going is the belief that, along with other dedicated people, I am able to offer the child help and direction in fulfilling their potential and in becoming their best self.

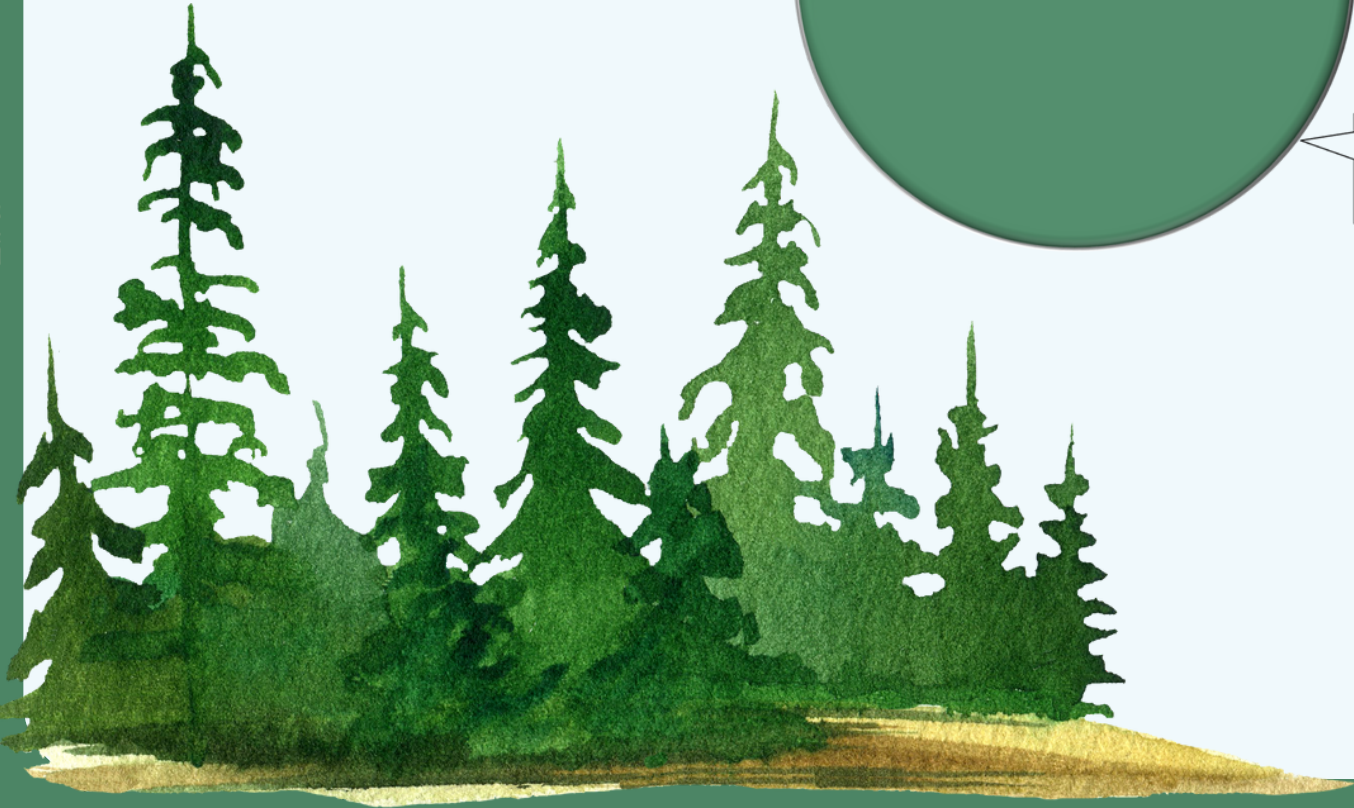
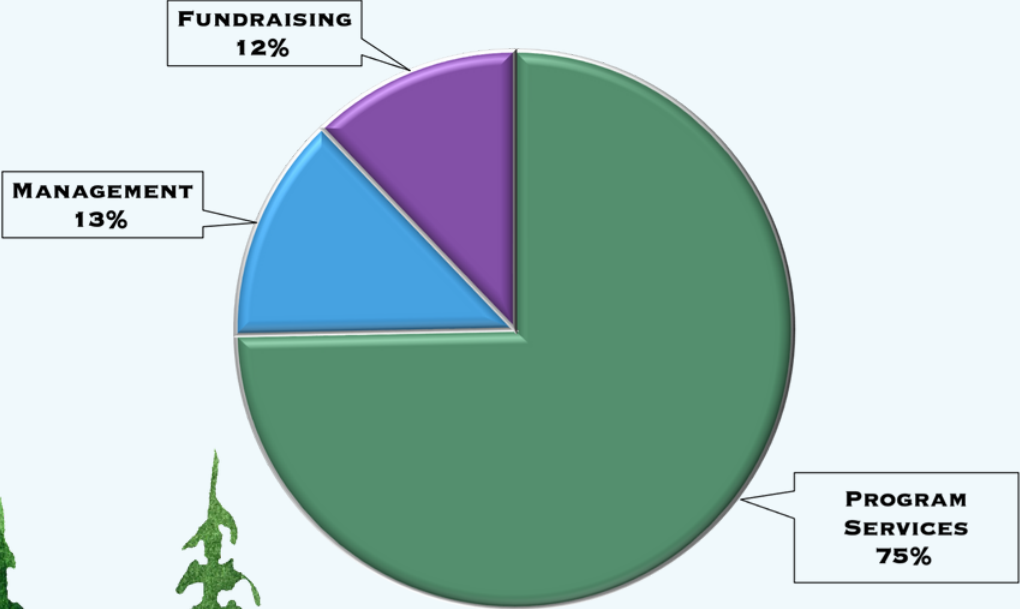


Financial Report

Revenue Sources



Expense Categories



Strategic Plan 2022-2025

Goal 1:

Provide child centered advocacy services to children/students with open Dependency and Neglect and/or Truancy cases in the 5th Judicial District to represent their best interests in court.

Strategies

MOU Partnership with Courts
Build Partnerships with Schools
Share Expertise
Build Advocate Relationship with Child(ren)
Ensure Advocates are well-versed in child well-being



Outcomes

Clear Understanding of Process and Policies
Improve Investment and Buy-In
Increased Collaboration
Quality Pairings of Advocates/Children
Advocates make Well-Informed Recommendations

Goal 2:

Recruit, train and support volunteers who ensure a minor's safety, permanency and well-being are at the forefront of legal proceedings

Strategies

Recruit Volunteers
Provide Training
Recruit and Retain Volunteers



Outcomes

Recruit 20 Volunteers Each Year
Positive Outcomes Through Informed Advocacy
Increased Awareness, Presence, Retention and Expertise

Goal 3:

Ensure, diversity, equity, inclusion, and justice are a pillar of our work.

Strategies

Board, Staff, and Volunteers Utilize Effective DEI Practices
Ensure Written Documents are DEI Informed
Raise Awareness Through Language Justice
Recruit Diverse Volunteer Base



Outcomes

Perform Informed Advocacy for Marginalized Populations
Written Materials Will Reflect Our Commitment to DEI
Awareness and Recruitment in Latinx Community
Advocates Will Have Lived Experience and be Sensitive to Unique Needs of Each Child

Goal 4:

CASA operates a highly effective non-profit organization as defined by industry best practices

Strategies

Maintain Financial Stability
Maintain Partnerships
Maintain High Quality Staff



Outcomes

Sustainable Funding for Programs
Increase Visibility and Become a Valuable Partner
High Quality Programming, Decreased Burnout

Who Are We?

Staff:

Janine Mariani (she/her/hers)

Co-Executive Director of Programs

Kate Ruark (she/her/hers)

Program Coordinator

Lenora Myers (she/her/hers)

Program Coordinator

Siri Lewis (she/her/hers)

Program Coordinator

Cathy Hyde (she/her/hers)

Co-Executive Director of Operations

Lori Engels (she/her/hers)

Operations Coordinator

Reilly Spence (she/her/hers)

Development Coordinator

Board Members:

Robert Tate

CO-Chair

Karmen Serbinski

Secretary

Paloma Hammond

Board Member

Laurie Cruz

Board Member

Jeanette McMurtry

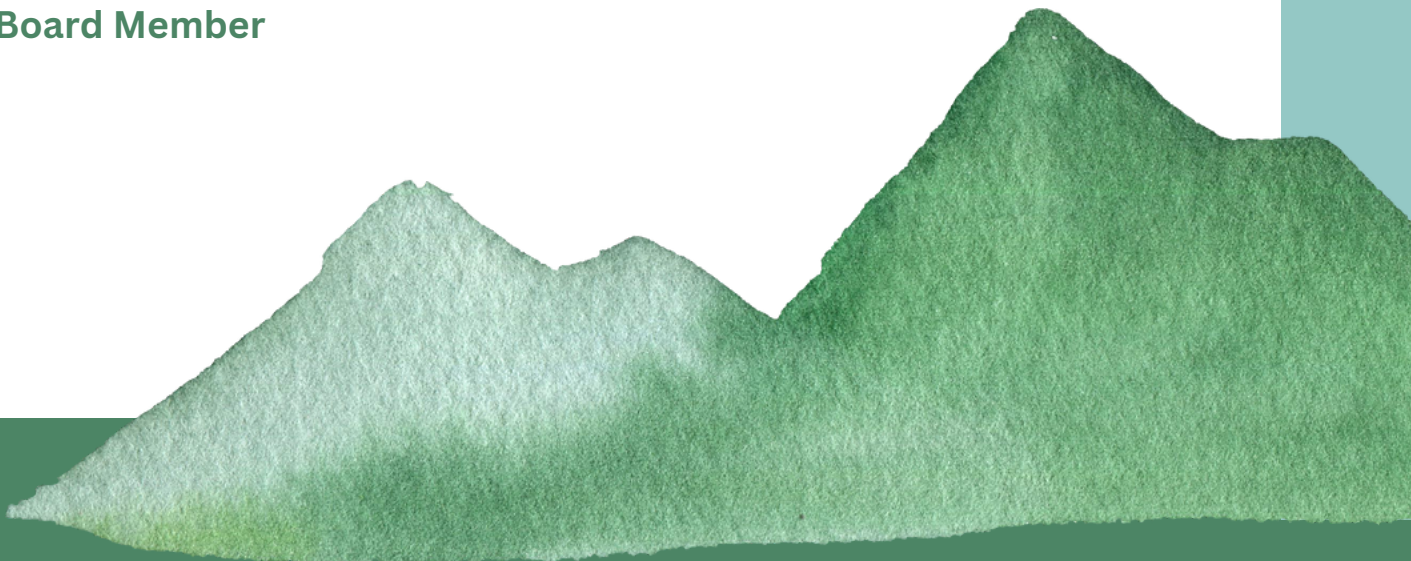
CO-Chair

Margaret Olle

Board Member

Micayla Bellamy

Board Member



SPECIAL THANKS

We want to highlight and give special thanks to the work of Alexandria Nicole who worked with us to develop and refine our DEI plan and statement as well as guide us on the next steps on our Diversity, Equity, Inclusion, and Justice journey.

We would also like to highlight Daniela Agudelo-Grisales for her work translating program, outreach, and recruitment materials. Her work has been integral to our efforts and successes this year.

OUR SUPPORTERS

Alexandra Storm Foundation
Breckenridge Grand Vacations
CASA in Colorado
Colorado Grand Antique Car
DA Charitable Contributions Fund
Lake County Community Fund
Pinnacle Gives
Rocky Mountain Health Foundation
Secure Rural Schools
Slifer Smith Frampton
Samuel S. Johnson Foundation
The Summit Foundation
Town of Breckenridge
Town of Dillon
Town of Frisco
Town of Silverthorne
United Way of Maine
Vail Board of Realtors Foundation
Vail Valley Cares

MANY THANKS TO OUR DONORS

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