"The Court Appointed Special Advocate (CASA) Programs have a record of public service protecting the safety and well-being of New Jersey's abused and neglected children, defending them from harm and ensuring that they are provided with the court-ordered services they need."

Philip D. Murphy, Governor of the State of New Jersey
CASA Child Advocate Day Proclamation, April 6, 2018
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXECUTIVE SUMMARY</td>
<td>5</td>
</tr>
<tr>
<td>DATA AT-A-GLANCE</td>
<td>6</td>
</tr>
<tr>
<td>PART 1: FUNDING SOURCES</td>
<td>8</td>
</tr>
<tr>
<td>PART 2: CHILDREN SERVED</td>
<td>10</td>
</tr>
<tr>
<td>PART 3: VOLUNTEER ADVOCATES</td>
<td>14</td>
</tr>
<tr>
<td>PART 4: TRUSTEES</td>
<td>16</td>
</tr>
<tr>
<td>PART 5: AFFILIATE STAFF</td>
<td>17</td>
</tr>
<tr>
<td>PART 6: CASA OF NEW JERSEY</td>
<td>18</td>
</tr>
<tr>
<td>BOARD OF TRUSTEES</td>
<td>26</td>
</tr>
</tbody>
</table>
OUR VISION

The vision of CASA of New Jersey is that all children who have been removed from their families because of abuse or neglect are served by a qualified, well-trained Court Appointed Special Advocate.
EXECUTIVE SUMMARY

CASA volunteers work to ensure the safety and well-being of New Jersey’s most vulnerable citizens – abused and neglected children and youth in foster care and other out-of-home placements.

Court Appointed Special Advocates (CASA) of New Jersey serves and supports a statewide network of CASA programs, with the goal of bringing CASA advocacy to all children in foster care. CASA is a model “public-private partnership” that helps the State better protect abused and neglected children and, in doing so, reduces the State’s cost of caring for those children. CASA programs are authorized by N.J.S.A. 2A:4A-92 to provide one-on-one advocacy and monitoring for children removed from their homes because of abuse or neglect. As such, we perform a critical State function for the benefit of New Jersey’s most vulnerable citizens. We help the Department of Children and Families (DCF) ensure the safety, well-being, and permanency of these children, and assist the Judiciary in making the best decisions possible for them.

- CASA programs exist in all 21 counties in New Jersey.
- CASA had 1,896 volunteers serving children across our state in Fiscal Year 2018, up from just 300 in 2000.
- Those 1,896 volunteers advocated for 3,877 children in Fiscal Year 2018.
- The value of donated CASA services statewide comes to over $6.1 million dollars a year.
- Through enabling legislation, CASA is the only entity authorized by State Statute to utilize trained volunteers to advocate for the best interests of children in placement.
- CASA programs received about one-fifth of our funding from the State Budget, yet our services save the State more than $7 million a year.

This document utilizes data supplied by the local Affiliate CASA Programs in New Jersey to provide a snapshot of various demographics, statistics, and unaudited financials for the CASA Network in New Jersey for Fiscal Year 2018 (hereinafter, FY18).
DATA AT-A-GLANCE

FUNDING SOURCES
Of the nearly $10.3M received by CASA Programs in FY18, 51% came from non-government sources, while government funding (19% state and 30% federal) accounted for 49% of funding.

ADVOCATES
• There were 1,896 Advocates assigned to cases statewide in FY18.
• The majority of Advocates were female (86%), Caucasian (78%), and over the age of 49 (66%).
• Over 73% of Advocates are college graduates or attended a post-graduate program.

CHILDREN SERVED
• CASA programs served a record 3,877 children and closed 1,094 of their cases.
• The re-entry rate for children served by CASA was only 4%.
• Just over half (51%) of the children served were female, and 49% were male.
• Approximately 82% of the children served were under the age of 16.
• Caucasian children comprised the largest racial group of children served (43%), followed by African American (38%). The remainder of children served were primarily multi-racial children.

AFFILIATE STAFF
• Of the 141 employees working at Affiliate CASA programs in New Jersey, 106 are full-time.
• A large majority are female (80%) and Caucasian (74%).
• The overwhelming majority of staff (92%) are either college graduates or attended a post-graduate program.

CASA OF NEW JERSEY
CASA of New Jersey provides training, pass-through funding, continuous quality improvement, public relations/marketing, capacity building, and one-on-one technical support for the New Jersey CASA network. It also serves as a forum for affiliate CASA programs to share resources, market their programs collaboratively, Build capacity, increase growth, improve their outcomes, and unify CASA’s voice on behalf of children in foster care and other out-of-home placements.

TRUSTEES
As of June 30, 2018, there were 196 trustees on volunteer local and state CASA boards working on behalf of the children in New Jersey.
IMPACT FY 2018

3,877
FOSTER CHILDREN SERVED

1,094
CHILD ABUSE AND NEGLECT CASES CLOSED

1,896
CASA VOLUNTEERS

$6.1 MILLION
VALUE OF DONATED CASA SERVICES STATEWIDE

THE RE-ENTRY RATE ON CHILDREN SERVED BY CASA WAS ONLY 4%

92% OF CASA RECOMMENDATIONS WERE ACCEPTED BY FAMILY COURT JUDGES.
PART 1: FUNDING SOURCES

Funding information shown in this report includes unaudited data as reported by the CASA network. While all programs provide their audit results to CASA of New Jersey, audited information from all CASA programs was unavailable as of the date of this report.

CASA FUNDING FROM ALL SOURCES

CASA programs across New Jersey raised nearly $10.3 million in FY18 to support operations and service to children.

Major Funding Sources Supporting New Jersey’s CASA Network:
- 30% Federal
- 19% State*
- 51% Non-Government

The table below shows the amount of funding, by funding source, for FY16 through FY18. In FY18, the primary area of funding growth came from Federal Victims of Crime Act (VOCA) Victim Assistance Grants. This funding was utilized to begin building capacity to serve greater numbers of children in the coming year.

Reflects all state funding and state grants flowing to all CASA programs as well as State Budget Funding of $2M.
NON-GOVERNMENT FUNDING

The pie chart below demonstrates that, in addition to funding from charitable foundations, non-government sources of funding to CASA programs in FY18 included fundraising events, community organization and corporate support, major donor support, and other initiatives developed by CASA programs to sustain and grow their organizations.

51% of the funding came from non-government sources, and breaks down as follows:

- 56% Unrestricted/Fundraising
- 22% Foundations
- 11% In-Kind & Other Donations*
- 5% Corporations
- 1% Community Service Organizations
- 5% Other

Does not include volunteer hours or other active volunteer donated expenses such as mileage.
PART 2: CHILDREN SERVED

NUMBER OF CHILDREN SERVED
CASA volunteers in New Jersey advocated for 3,877 children in FY18. According to the Administrative Office of the Courts, there were 10,900 children in foster care and other out-of-home placements in New Jersey during FY18. This means that CASA Programs served 36% -- over one-third -- of New Jersey’s children in care last year.
IN NEW JERSEY, THERE WERE 10,900 CHILDREN IN FOSTER CARE AND OTHER OUT-OF-HOME PLACEMENTS DURING FY 2018.

RE-ENTRY RATE OF CHILDREN SERVED
During the FY18 tracking year (which tracked children who found permanency during FY17), only 4% of children served by CASA Programs re-entered out-of-home placement within one year. By contrast, the most recent report from the DCF Federal Monitor cites a re-entry rate for all DCF cases statewide of slightly more than 11%.
DEMOGRAPHICS OF CHILDREN SERVED

BY GENDER
The children served by CASA Programs in FY18 were 49% male and 51% female.

BY REASON OF CASE CLOSURE
Of the 1,094 children whose cases were closed in FY18, 50% were reunified with their parent(s), 26% were adopted, 11% were placed with a relative or guardian, and 7% aged out or went into independent living.

- 50% Reunification
- 26% Adopted
- 11% Relative Placement / Kinship Guardian
- 7% Child Aged Out / Independent Living
- 6% Other

BY TIME IN CARE
Of the 1,094 children whose cases were closed in FY18, 14% had been in care for less than 12 months; 32% between 12 and 23 months; 21% between 24 and 35 months, and 33% for 36 months or longer.

- 14% Under 12 Months
- 32% 12 – 23 Months
- 21% 24-35 Months
- 33% 36 Months +
DEMOGRAPHICS OF CHILDREN SERVED

BY AGE
The majority (64%) of the children served in FY18 were under the age of 12, while 18% were between 12 and 15 years of age: 18% of the children served by CASA in FY18 were over age 16.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
<th>Children</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td>32%</td>
<td>1234</td>
</tr>
<tr>
<td>6-11</td>
<td>32%</td>
<td>1262</td>
</tr>
<tr>
<td>12-15</td>
<td>18%</td>
<td>694</td>
</tr>
<tr>
<td>16-17</td>
<td>9%</td>
<td>335</td>
</tr>
<tr>
<td>18+</td>
<td>9%</td>
<td>348</td>
</tr>
</tbody>
</table>

BY RACE
Caucasian children comprised the largest racial group of children served by CASA in FY18 at 43%. The next largest racial group advocated for was African American children (38%), followed by Multi-Racial children at 12%. All other races -- Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native -- made up 2% of the children served.
PART 3: VOLUNTEER ADVOCATES

DEMOGRAPHICS OF VOLUNTEER ADVOCATES

BY GENDER
The majority of Volunteer Advocates (86%) are female, with male Advocates comprising 14% of the total number.

BY AGE
Volunteers, ages 21 to 49, comprise 34% of all volunteers, whereas 66% of volunteers are over age 50.

<table>
<thead>
<tr>
<th>AGE RANGE</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>21-29</td>
<td>9%</td>
</tr>
<tr>
<td>30-39</td>
<td>11%</td>
</tr>
<tr>
<td>40-49</td>
<td>14%</td>
</tr>
<tr>
<td>50-59</td>
<td>24%</td>
</tr>
<tr>
<td>60+</td>
<td>42%</td>
</tr>
</tbody>
</table>

BY EDUCATION
New Jersey’s CASA Volunteers are very well educated. Across the state, 44% of Volunteers are college graduates and 29% have post-graduate education.

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>6%</td>
</tr>
<tr>
<td>Some College</td>
<td>8%</td>
</tr>
<tr>
<td>College Graduate</td>
<td>44%</td>
</tr>
<tr>
<td>Post Graduate</td>
<td>29%</td>
</tr>
<tr>
<td>Unknown</td>
<td>13%</td>
</tr>
</tbody>
</table>
DEMOGRAPHICS OF VOLUNTEER ADVOCATES CONTINUED

BY RACE
The majority of CASA Volunteers are Caucasian (78%). The next largest racial group of Volunteers are African American (13%), and 2% are of unknown race. In the chart below, “other” races include Asian, Native Hawaiian or Other Pacific Islander, Native American or Alaskan Native, equaling 7%.

<table>
<thead>
<tr>
<th>RACE</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caucasian</td>
<td>78%</td>
</tr>
<tr>
<td>African American</td>
<td>13%</td>
</tr>
<tr>
<td>Unknown</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>7%</td>
</tr>
</tbody>
</table>

BY EMPLOYMENT STATUS
The employment status of Volunteers is somewhat varied. However, 55% are employed either full- or part-time, and 21% are retired.

<table>
<thead>
<tr>
<th>EMPLOYMENT</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unknown</td>
<td>8%</td>
</tr>
<tr>
<td>Not Employed</td>
<td>12%</td>
</tr>
<tr>
<td>Full Time</td>
<td>41%</td>
</tr>
<tr>
<td>Part Time</td>
<td>14%</td>
</tr>
<tr>
<td>Retired</td>
<td>21%</td>
</tr>
<tr>
<td>Student</td>
<td>2%</td>
</tr>
<tr>
<td>Declined to State</td>
<td>2%</td>
</tr>
</tbody>
</table>
PART 4: TRUSTEES

As of June 30, 2018, there were 196 Trustees on volunteer Boards supporting CASA Programs throughout New Jersey.

DEMOGRAPHICS OF TRUSTEES

BY GENDER
In terms of gender, Trustees are almost equally represented, with 90 males and 106 females.

BY RACE
The majority of Trustees are Caucasian (82%).

<table>
<thead>
<tr>
<th>RACE</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caucasian</td>
<td>82%</td>
</tr>
<tr>
<td>African American</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
</tr>
</tbody>
</table>
PART 5: AFFILIATE STAFF

In FY18, there were 141 CASA employees throughout the Affiliate Network, up from 123 employees in FY17.

DEMOGRAPHICS OF STAFF

BY STATUS AND POSITION
Of the 141 employees:
• About three-quarters (75%) are full-time employees and 25% are part-time employees.
• 14 are Executive Directors
• 6 are Associate Directors
• 54 are either Senior Case Supervisors (16) or Case Supervisors (38)
• The remaining 67 employees work in Fund Development, Community Outreach, Volunteer Recruitment and Training, and/or Office Management

BY GENDER
The overwhelming majority of CASA staff members are female (80%).

BY RACE
The majority of staff members are Caucasian (74%).

<table>
<thead>
<tr>
<th>RACE</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caucasian</td>
<td>74%</td>
</tr>
<tr>
<td>African American</td>
<td>17%</td>
</tr>
<tr>
<td>Other</td>
<td>9%</td>
</tr>
</tbody>
</table>

BY EDUCATION
The vast majority of CASA staff across the state (92%) are college graduates; of that group, 30% have post-graduate education.

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Some College</td>
<td>8%</td>
</tr>
<tr>
<td>College Graduate</td>
<td>62%</td>
</tr>
<tr>
<td>Post Graduate</td>
<td>30%</td>
</tr>
</tbody>
</table>
CASA of New Jersey supports the statewide network of local CASA Affiliates, primarily through funding, training, public education, continuous quality improvement, and technical assistance. This support is designed to help build capacity among local CASA programs and fulfill the CASA mission. Below is a summary of FY18 accomplishments in each of these areas.

**FUNDING**

**STATE FUNDING**

After months of legislative meetings, CASA’s FY18 State Budget appropriation was restored to $2 million.

**GRANTS FOR IMPLEMENTATION OF THE PEER COORDINATOR GROWTH MODEL**

By the end of FY18, CASA of New Jersey has provided funding to 10 local CASA programs serving 15 counties to help them develop and implement the Peer Coordinator Model. These counties include Atlantic, Bergen, Burlington, Cape May, Camden, Cumberland, Gloucester, Salem, Mercer, Middlesex, Monmouth, Ocean, Somerset, Hunterdon, and Warren. Through the Peer Coordinator (PC) Model, CASA programs train experienced volunteers to take on the role of coaching and supporting volunteer advocates who work one-on-one with children removed from their homes because of abuse or neglect. CASA programs that implement this model are able to reach more children.
TRAINING

ADVOCATE COACHING TRAINING
During the fall of FY18, CASA of New Jersey developed a training for all CASA staff and peer coordinators on leading, motivating, and coaching CASA volunteers. The full-day workshop allowed staff and peer coordinators to hone their skills and share ideas.

TRAIN-THE-FACILITATOR CASA PRE-SERVICE CURRICULUM TRAINING
Over the course of two days in late fall of FY18, representatives from every local CASA Affiliate in New Jersey participated in a Train-the-Facilitator workshop to be introduced to and learn the new National CASA Advocate Pre-Service Training Curriculum, and to practice delivering the new curriculum.

STATEWIDE BOARD EXECUTIVE DIRECTOR TRAINING SERIES
Through a committee of representatives from several CASA Affiliates, CASA of New Jersey implemented and hosted a series of Board-Executive Director training workshops for CASA of New Jersey and local CASA Affiliate trustees and executive directors. Three 3.5-hour workshops were conducted by professional trainers from The Nonprofit Center at LaSalle University’s School of Business between January and March 2018: 1) Recruiting and Retaining Effective Board Members; 2) Achieving Your Goals: Executing and Implementing Your Strategic Plan; and 3) The Board’s Role in Fund Development. Each participant received a training manual and helpful documents that spurred improvements in board governance and program operations.

PUBLIC RELATIONS & MARKETING TRAINING
In the spring of FY18, the Statewide CASA Network PR & Marketing Committee, comprised of staff representing all 14 CASA Affiliates which meets monthly to discuss and implement strategies that enhance recruitment and CASA brand awareness within the state, presented a professional development workshop to enhance CASA staff skill sets. Specifically, a free webinar was hosted on how to use social media to recruit CASA volunteers. The webinar covered how to use Facebook ads, as well as topics related to audience targeting and messaging.
CASA OF NEW JERSEY CONTINUED

TRAINING CONTINUED

UNDOING RACISM TRAINING
In FY18, CASA of NJ sponsored Undoing Racism (UR) training for 70 child welfare stakeholders, including CASA Staff and Advocates, DCP&P Leadership, Law Guardians, Office of Parental Representation Attorneys, Judiciary and Administrative Office of the Courts Leadership, and Deputy Attorneys General. Training was conducted by the People’s Institute for Survival and Beyond (PISB). PISB is a national, multiracial collective of community organizers and educators dedicated to building an effective movement for social change.

Undoing Racism training is designed to train, educate, challenge, and empower individuals to undo the racially biased structures that hinder effective social change. Participants examine race, class, wealth, power, prejudice, implicit bias, and racism as a basis for effectively eliminating disparities that may contribute to disproportionality in child welfare, with a focus on foster care and permanency.
CASA OF NEW JERSEY CONTINUED

PUBLIC EDUCATION AND AWARENESS

STATEWIDE COLLABORATION TO IMPROVE PUBLIC AWARENESS

In FY18, CASA of New Jersey was a leading participant in monthly meetings of our Statewide CASA Network PR & Marketing Committee, designed to further implement the Statewide Communications and Marketing Plan developed in FY17. The goal of the Plan is to achieve statewide branding and marketing targeted to volunteer recruitment and public education about foster care. Accomplishments for the year include:

- Articles about CASA in several publications
- Statewide advertising in local, weekly newspapers
- Development of a video to be played in each Superior Court jury room
- Design and distribution of a rack card in both English and Spanish
- Implementation of a statewide web-landing page to streamline volunteer recruitment
- Development of a standardized network-wide brochure
- Implementation of a diversity recruitment campaign, wherein 250 advocates from target communities were recruited
- Production of a radio PSA in English and Spanish
- Implementation of a social media campaign designed to engage potential volunteers statewide

In addition, over the course of the fiscal year, CASA of New Jersey established partnerships with numerous key statewide membership organizations.
PART 6: CASA OF NEW JERSEY CONTINUED

PUBLIC EDUCATION AND AWARENESS CONTINUED

STATEWIDE EXECUTIVE AND LEGISLATIVE BRANCH RELATIONS
In April of FY18, CASA of New Jersey procured a Governor’s Proclamation declaring April 6, 2018 to be CASA Child Advocacy Day across the state. CASA of New Jersey representatives also met with members of Governor Murphy’s administration.

During FY18, CASA of New Jersey facilitated 22 meetings and/or conference calls with State Legislative offices, representing 15 of New Jersey’s 21 counties.

THOUGHT LEADERSHIP IN ISSUES RELATING TO CHILD ABUSE AND NEGLECT
CASA of New Jersey played key roles as part of leadership on the NJ Task Force on Child Abuse and Neglect and its Child Protection Committee.

CASA of New Jersey staff also represented the CASA network on the State Judiciary’s Children in Court Improvement Committee as well as various workgroups looking at youth participation in court proceedings, visitation between parents and children and placement, and racial disproportionality in the children-in-court docket.

CASA of New Jersey’s Executive and Associate Directors also met with the Department of Children and Families Commissioner, Christine Norbut-Beyer, to discuss issues affecting the State’s children in out-of-home placement.
CONTINUOUS QUALITY IMPROVEMENT

During FY18, CASA of New Jersey continued its Comprehensive Quality Review (CQR), conducting site visits in four local CASA programs serving children in Camden, Morris/Sussex, Passaic, and Union Counties. By the end of FY18, five programs were making progress with Performance Improvement Plans and six had completed the Phase One of the CQR process, demonstrating compliance with all standards.

TECHNICAL ASSISTANCE

In addition to fielding questions on a daily basis regarding a breadth of topics such as National CASA and New Jersey Judicial Standards, CASA of New Jersey also provided training on topics such as:

- Governance
- Board Roles and Responsibilities
- Trustee Legal and Fiduciary Responsibilities
- Volunteer Management
- Stakeholder Relationships
- Data Measurement, Tracking, and Reporting
- Peer Coaching
CASA OF NEW JERSEY CONTINUED

OTHER PROGRAMMATIC ACCOMPLISHMENTS

CASA of New Jersey created its first Logic Model in FY18, which was approved by CASA of New Jersey’s Board of Trustees and the National CASA Association. The CASA of New Jersey Logic Model contains information regarding Inputs, Activities, Outputs, Outcomes, and Impacts for the CASA program statewide.

CASA of New Jersey also created a Diversity and Inclusiveness Plan to track its progress in developing a racially and ethnically diverse staff and board of trustees.

In FY18, CASA of New Jersey’s Program Committee formed three new subcommittees to represent key areas for exploration, study, and programmatic improvements: Data/Outcomes; Training; and Continuous Quality Review (CQR).
CASA volunteers and staff at the New Jersey State Senate Budget Hearing.
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