

2022 ANNUAL REPORT

Center for Adoption Support and Education



Vision

A world where every child and family connected to adoption, foster, and kinship care thrives, embracing our individual and collective diversity.

Mission

Improving the well-being and permanence of children and their families by delivering adoption competent mental health services, training a national network of professionals, and informing the field through research and advocacy.

Visit adoptionssupport.org



FROM THE BOARD CHAIR & CEO

We are thrilled to present our annual report, a comprehensive overview of our organization's accomplishments, impact, and progress made over the past year. It is through your generosity and dedication that we have been able to achieve significant milestones and bring about positive change in the adoption, foster, and kinship community.

The annual report reflects our collective efforts, highlighting the remarkable work accomplished. We are excited to share the impact to lives that have been transformed, families that have been supported through counseling and case management, and training initiatives that have brought about sustainable change. It is a testament to the power of our shared vision and the incredible difference we can make when we come together.

In 2022, C.A.S.E. launched our 3-year strategic plan. Last year we refined our vision and mission, while this year we honed our core values and embedded them into all our programs, projects, and initiatives.

In this report, we have included data, successes, financial summaries, and testimonials from those whose lives have been touched by our efforts. You will see firsthand the impact of your contributions, both in tangible results and the intangible hope and empowerment that you have brought to those we serve.

As we reflect on the accomplishments of the past year, we also look to the future with great anticipation. The pandemic has left enduring challenges for children and families that did not end with COVID. Mental health challenges ahead are significant for all children and adolescents, but we are confident in our ability to address them head-on. We remain committed to our mission of improving the well-being and permanence of children and their families and strive to continually improve our programs and services to meet the evolving needs of our community.

Once again, we extend our heartfelt thanks for your support. We invite you to review our annual report and witness the impact of your generosity firsthand. Your partnership has made a lasting difference, and we are deeply grateful for your commitment to our cause.

In Gratitude,



Kathleen C. Ravenscroft

**Kathleen
Ravenscroft, LMSW**
*Chair, C.A.S.E.
Board of Directors*



Debbie B Riley

Debbie Riley, LCMFT
C.A.S.E. CEO

C.A.S.E. CORE VALUES

Emboldened by the core belief that all children deserve a safe, loving, permanent home; and dedicated to providing inclusive, family-focused services; C.A.S.E. draws on expertise, research, and lived experience to innovate and pay it forward by educating and empowering others.

Together we commit to work both internally and externally with:

COMPASSION

We create a compassionate culture fostered by relationships where our families, staff, and partners are connected, accepted, and respected.

EXCELLENCE

We commit to lifelong learning and continuous improvement, knowing that we bring our best when we value the strengths of our diverse staff and communities and embrace the spirit of collaboration.

INNOVATION

We commit to develop, research, elevate, and share best practices as C.A.S.E. nimbly responds to emerging needs in creative and bold ways.

INTEGRITY

We build and maintain trust through open and honest communication with an uncompromising commitment to ethics, professional standards, and internal and external systems of accountability.

We are committed to justice, equity, diversity, and inclusion. We demonstrate and uphold these values by providing an environment that draws on the contributions and strengths of our diverse staff, partners, clients, and communities.

Adoptee Lucy Wheeland (3rd from left) and family. Lucy was the 2022 University of Dayton Philanthropy Tournament winner. She advocated for mental health support for the adoptive and foster care community and won a \$2,500 donation to C.A.S.E.



VALUE COMPASSION

Our clinical services are the heart and soul of C.A.S.E., placing empathy and understanding at the forefront of client care.

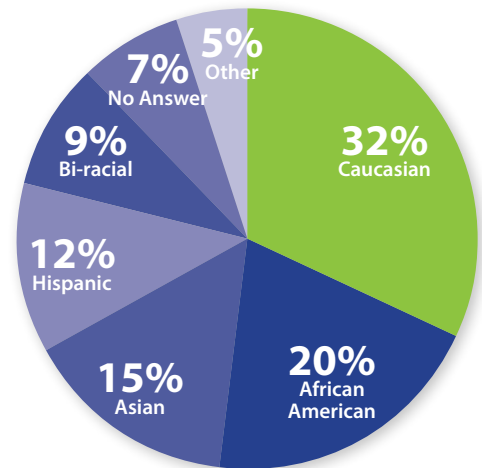
Our adoption-competent, trauma-informed approach helps clinicians recognize the inherent vulnerability and emotional struggles individuals and families face when seeking mental health care. We provide a safe and supportive environment for healing and cultivate a therapeutic alliance built on trust and respect, fostering open communication and shared decision-making.



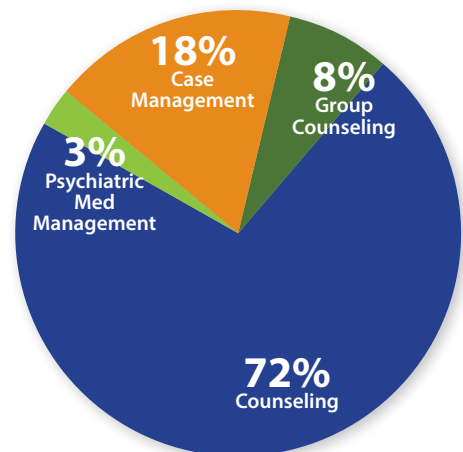
Who We Serve



Total Served
(primary clients & family members)



Diversity of Therapy Clients



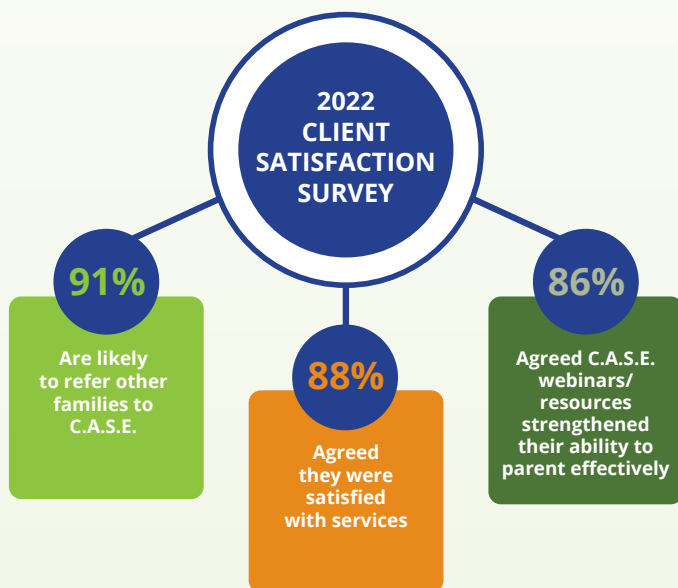
Clients by Service Type*

* Clients receiving more than one service are counted for each service.

Client Impact

"We felt free to express our questions and concerns authentically with our therapist. It was a safe space where we could truly be ourselves without the need to pretend that everything was okay."

- Adoptive Parent



Maryland Post Adoption Program

Maryland Department of Human Services

C.A.S.E. served **106 Maryland Residents**. We partnered with the state to increase permanency for finalized adoptions. The majority of families served reported improvements in their child's ability to communicate with friends and family and problem-solve.

Montgomery County Post Adoption Program

Montgomery County Department of Health & Human Services

One of C.A.S.E.'s longest standing programs providing education and therapy to families before and after adoption of children from foster care. 60 families served, exceeding goal of 50, with **337 sessions**. **94%** of families share that C.A.S.E. services helped their family. No families experienced a dissolution of the adoption.

NORTHERN
Post Adoption
CONSORTIUM
PARTNERSHIP FOR STRONG ADOPTIONS

Thanks to a generous grant from the Virginia Department of Social Services, C.A.S.E. leads the Northern Post Adoption Regional Consortium (NPAC) in partnership with Children's Home Society and enCircle — providing clinical services to **39** families, crisis intervention for **16** families, drop-in parent support groups, respite events for **29** families, and fun family activities.

210
Family Members Served



signature program

Dave Thomas
Foundation for Adoption®

C.A.S.E. is a proud partner of the Dave Thomas Foundation for Adoption for their signature Wendy's Wonderful Kids program. **2** dedicated WWK recruiters focus on a caseload of **12-15** kids each, ensuring they receive the time, resources and support needed to find permanent families for children that may be older, have special needs, or siblings. In 2022, our recruiters were able to complete **1** planned adoption and successfully match adoptive families for **3** clients.

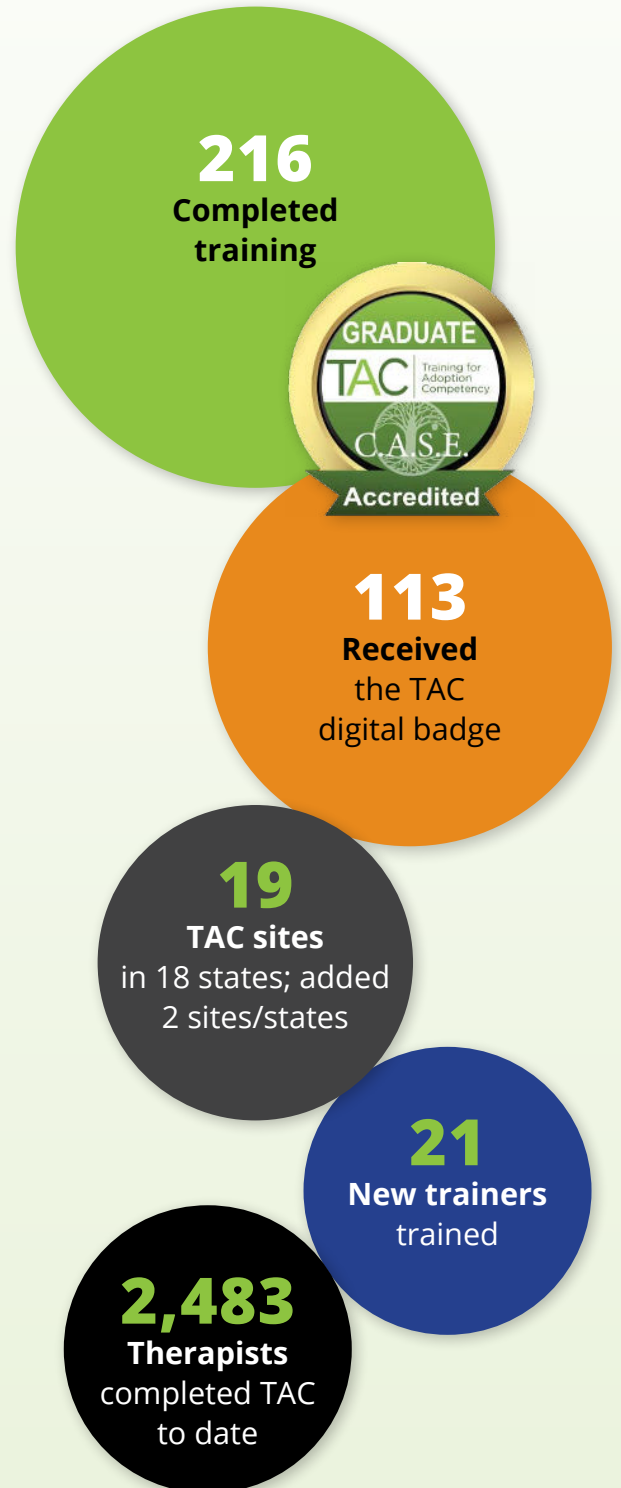
VALUE EXCELLENCE

Excellence in our training curricula and educational resources establishes a high standard of quality.

C.A.S.E. pioneered adoption competent training through our accredited and evidence-based Training for Adoption Competency (TAC)[™] and leads the field in workforce development through our National Adoption Competency Mental Health Training Initiative (NTI) funded through a cooperative agreement with the Children's Bureau. Webinars, publications, and other resources provided help parents stay informed, gain valuable insights, and acquire practical strategies to navigate the challenges and joys of parenthood.

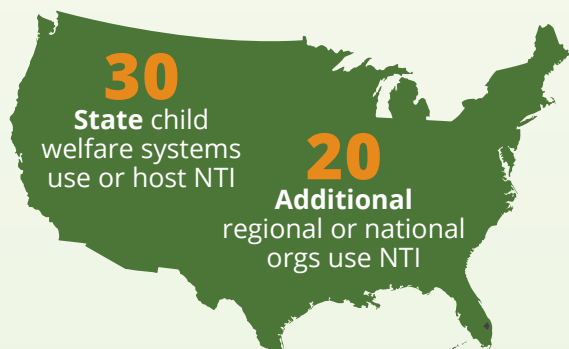
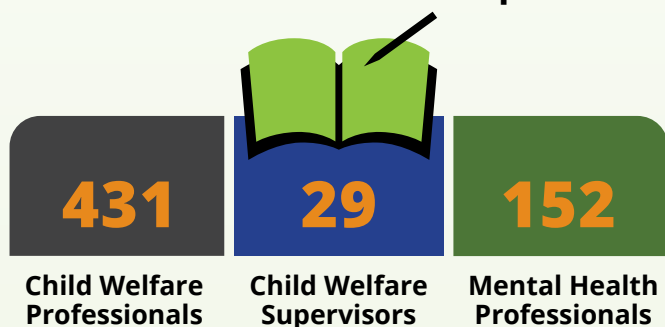


Educational Resources and Trainings





612 total NTI course completers:



“NTI explored in greater depth issues around grief/loss, trauma, identity formation, and post-adoption needs. The resources are wonderful! I loved the “conversation starters” and supervisor role-plays.”

– Child Welfare Supervisor

NTI is funded through the Department of Health and Human Services, Administration for Children and Families, Children’s Bureau, Grant #90CO1121 & #90CO1144

Children’s Bureau

Due to our success with NTI over the past 8 years, the Children’s Bureau (ACYF) awarded C.A.S.E. a new 5-year \$10M cooperative agreement to update the web-based trainings, to continue implementation in the remaining child welfare systems, and to implement NTI with mental health providers.



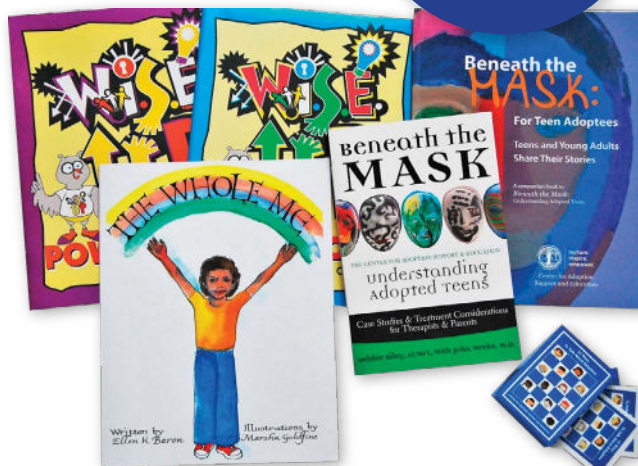
7,465 people registered throughout the year for webinars discussing timely topics for the adoption, foster, and kinship community.

Strengthening You Family Webinar Series

Our monthly Strengthening Your Family webinars are free to the first 600 registrants each month, thanks to Jockey Being Family.



Attended
28 parent group sessions



VALUE INNOVATION

Innovation fuels progress and drives transformative change.

It represents a mindset that encourages creative thinking, problem-solving, and the exploration of new ideas and approaches. Embracing innovation as a core value fosters a culture of continuous improvement, pushing boundaries and challenging the status quo.

C.A.S.E. offered a **Parent to Parent Support Group** for families waiting to be assigned a therapist. This drop-in group provided important support to parents at a very vulnerable time and reassured them they were not alone in the challenges they were experiencing.

"We reached out for help from CASE after a crisis with our 17-year-old daughter. While waiting for CASE to connect us with a therapist, we attended the Parent to Parent meetings. It was such a blessing to have access to experienced therapists and other parents in similar situations. It felt like our house was on fire, and we could see the fire trucks pull up in the driveway. Help was on the way and we were not alone."

- Support Group Participant

Coming Soon: Innovation At Work



School-Based Mental Health Professionals Training

Better Outcomes for Children & Youth!

Scheduled to launch in Fall of 2023, NTI School-based Mental Health Professionals Training is adapted from the nationally recognized National Adoption Competency Mental Health Training. It provides the foundational knowledge, values, and skills that school counselors, social workers, psychologists, and school-based therapists need to effectively support the mental health and well-being of children experiencing foster care, adoption, kinship care, or significant separation and loss of birth family, community, and culture.

This program is supported by Maria and David Anderson, The Bender Foundation, Inc., The Kay Family Foundation, Inc., the Gordon and Marilyn Macklin Foundation, Pedersen Family Foundation, and donors like you.

Demonstration Teaching Clinic

As a result of our 3-year strategic planning process, we have embarked upon the development and early implementation of a demonstration and teaching clinic for adoption competency. This endeavor is the next level of developing the national workforce and will include unique opportunities for integrating trainings into clinical practice. This first year we welcomed an Advisory Board of national experts and those with lived experience, began piloting with an intern program, and have been hard at work creating a solid infrastructure from which to launch. We look forward to naming and announcing this exciting initiative in the Fall of 2023!

VALUE INTEGRITY

An organization's integrity depends on the consistency and trustworthiness of its actions and promises, both internally and externally.

It is the foundation for building and maintaining a positive reputation among its employees, stakeholders, and the broader community. **C.A.S.E. has established three committees to focus on our mission, vision, and core values to safeguard brand integrity.**

"Our family is deeply grateful for C.A.S.E.'s adoption competent therapy. It has helped us understand our teenager so much more and is helping provide the tools to guide him through these confusing teen years."

– Adoptive Parent

C.A.S.E. Values in Action Committee

Originally charged with finalizing the core values, the C.A.S.E. Values in Action Committee (CVAC) now finds innovative ways to demonstrate these values internally and externally. CVAC establishes measures for accountability: How do we know that we are living up to and exhibiting these values in our daily work? C.A.S.E. recognizes staff members who exemplify these core values on a quarterly basis.

Justice Equity Diversity Inclusion Committee

The Justice, Equity, Diversity, and Inclusion (JEDI) Committee's purpose is to infuse justice, equity, diversity, and inclusion into the culture of C.A.S.E. through collective accountability. We are currently doing this by offering a JEDI moment at every all staff meeting to spotlight and discuss a JEDI topic area and providing both mandatory and optional online trainings to augment understanding of the topic. Topics are chosen by committee and educational materials are vetted and made available for staff to further their learning in a new topic every quarter.

Staff Engagement Committee

The Staff Engagement Committee's purpose is to foster a work environment that exemplifies the C.A.S.E. values and keeps us connected to the mission and vision of C.A.S.E.

C.A.S.E. Staff Annual Retreat



2022 FINANCIAL OVERVIEW

Financial integrity encompasses honesty, transparency, and ethical behavior in all our financial dealings.

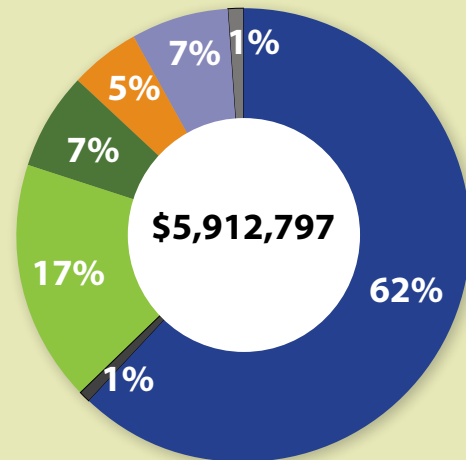
C.A.S.E. emphasizes accuracy, reliability, and accountability in our financial operations, with no material findings in our independent annual audits. We demonstrate this commitment by building trust and maintaining strong relationships with donors, grantmakers, corporate partners, and government agencies.

Visit our “Partnerships” page online for a complete list of our valued partners.

Visit our “Annual Reports” page online for our complete audited financial statements and IRS Form 990.

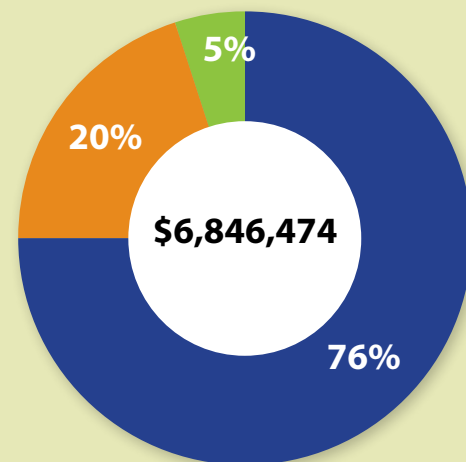
*In 2022, the C.A.S.E. Board approved investment of \$664,262 of Growing Together Campaign funds. Since the funds were recognized as revenue in prior years, for accounting purposes we had to reflect a “Net Loss” of \$933,677, offset by the \$664,262, results in an “Adjusted Net Loss” of only \$269,415.

Revenue



Grants & Contracts	\$ 3,645,142
Contributions	\$ 997,878
Training for Adoption Competency (TAC)	\$ 425,850
Counseling	\$ 395,450
Training & Publications	\$ 280,320
Special Events	\$ 85,947
Other	\$ 82,210

Operating & Program Expenses*



Program Services	\$5,196,824
General & Administrative	\$1,338,052
Fundraising	\$ 311,598

2022 Net Assets Total \$3,014,473

BOARD OF DIRECTORS

Officers

Kathleen Cook Ravenscroft, LMSW, Chair
Private Practice Social Worker

Richard K. Devaney, Vice-Chair
SVP, Director FHA Multifamily Lending EagleBank

Rick Powell, Treasurer
President and CEO, PMG

Beverly J. Woodard, Secretary
Associate Judge, Prince George's County Circuit Court

Members

Uma Ahluwalia, MSA, MHA
Principal, Health Management Associates

Maria Garcia Anderson
President and CEO, Anderson Fire Protection, Inc

Mike Battle
President and CEO, BRMi Holdings/DMS

Colleen Cordova
President and CEO, STAR Turbine

Kathleen Dugan
C.A.S.E. Founder and Adoptive Parent

Michael Dugan
Chairman, Freestate Electrical Companies

Alex Hendricks
Diversity, Equity & Inclusion Business Partner
T. Rowe Price Associates, Inc

Pamela Krooth, LCSW-C
Adoption Competent Therapist and Adoptive Parent

Padmini Mahurkar
Former President, Family Network at World Bank Group

Anthony Owens
Strategic Communications Manager, CareFirst,
FEP Operations Center

Tracie Peschke
Former Congressional Staff Member

Heather H. Quinn
Past Chair, Marketing and Management Professional

Aaron D. Schuham
Associate General Counsel for Civil Rights
U.S. Department of Health & Human Services

Carol J. Shoemaker
Adoptive Parent

Sara van Geertruyden
Partner, Thorn Run Partners

Emerging Leaders

Elizabeth Barnes Keith Sciarillo
Michaela Battle Rachel Shifaraw
Tony Parsons

Young adult adoptees who are passionate about C.A.S.E.'s mission and collaborate with C.A.S.E.'s board and staff to enhance the organization's presence locally and nationally



nurture.
inspire.
empower.

TM

visit adoptionsupport.org

KAN 2022 KIDS' ADOPTION NETWORK CONFERENCE



adoptionsupport.org



3919 National Drive, Suite 200
Burtonsville, MD 20866
301-476-8525