



# 2023 Annual Report

CENTER FOR ADOPTION SUPPORT AND EDUCATION



## Vision

A world where every child and family connected to adoption, foster, and kinship care thrives.

## Mission

To improve the well-being and permanence of children and their families by providing adoption-competent mental health services, advancing learning to build a responsive national network of professionals, and transforming policy and practice through research and advocacy.

[adoptionsupport.org](https://adoptionsupport.org)

# Welcome Letter from Board Chair & CEO

Dear C.A.S.E. Friends and Supporters,

The year 2023 was a historic one for C.A.S.E. as we marked our **25th Anniversary!** This milestone reflects decades of dedication to supporting children, families, and the professionals who serve them. Over the past quarter-century, we have expanded our reach, launched innovative programs, and strengthened our impact, guided by our mission to improve the lives of those connected to adoptive, foster, and kinship care. This anniversary not only celebrates our achievements, but also renews our commitment to the work ahead as we continue to lead in adoption-competent care, foster resilience in families, and advocate for the well-being of children across the nation. As we reflect on the accomplishments of the past year, we are filled with immense pride and gratitude for the collective efforts that have propelled C.A.S.E. into a new era of growth and impact.

Among our most notable achievements this year were the launch of our new **National Center for Adoption Competent Mental Health Services**, funded by the U.S. Department of Health and Human Services (HHS) through the Administration for Children and Families (ACF), and the launch of the **C.A.S.E. Academy**. These initiatives represent our ongoing commitment to innovation and excellence in the field of adoption and foster care support. The C.A.S.E. Academy is designed to provide deep training and education to professionals, equipping them with the knowledge and skills needed to best serve adoptive, foster, and kinship families. Our National Center is a testament to our leadership in this space, acting as a hub for collaboration and transformation on a national scale. The National Center provides another critical step to address our nation's mental health crisis, ensuring that children and families have access to high-quality care. We encourage you to learn more about the Academy and the Center in the "Innovation" section of this report.

We also continued to build on our legacy of providing unparalleled support to adoptive, foster, and kinship families, and the professionals who support them. We're particularly proud this year of the launch of our **School-Based Mental Health Professionals Training, or NTI-Ed**. Adapted from our NTI program, this training was uniquely created to address the complex needs of students experiencing adoption, foster, and kinship care. Our expanded programs and services have reached more individuals than ever before, and we have strengthened our commitment to ensuring that every child and family has access to the support they need to thrive.

Looking ahead, you'll see **C.A.S.E.'s refreshed brand** reflected throughout this report. A brand refresh is more than just a new look—it's how we align our identity with our mission and values. It reflects our commitment to innovation and excellence and, most importantly, to the individuals and families we serve. With this updated look, we aim to better communicate who we are and the impact we strive to make. We are excited to use this refresh to amplify our mission to provide best-in-class education, advocacy, and clinical services, ensuring we continue to meet the evolving needs of the adoption, foster, and kinship care community.

The achievements highlighted in this report are a testament to the passion and dedication of our staff and Board, the unwavering support of our partners, and the generosity of our donors. Together, we have navigated challenges, celebrated successes, and laid the groundwork for a future where every child and family can feel supported, understood, and empowered.

We are profoundly grateful for your continued trust and partnership. As we look to the future, we are excited about the possibilities that lie ahead and remain steadfast in our mission to serve as a beacon of hope and healing for all those connected to adoption, foster, and kinship care.

**Thank you for being an essential part of our journey. We look forward to all that we will accomplish together in the coming year.**

With heartfelt appreciation,



*Richard K. Devaney*

**Richard K. Devaney**  
Chair, Board of Directors  
Center for Adoption Support and Education



*Debbie B. Riley*

**Debbie Riley, LCMFT**  
Chief Executive Officer  
Center for Adoption Support and Education



# Our Core Values

Emboldened by the core belief that all children and youth 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:



- 1 Compassion**  
ACCEPT AND RESPECT  
We create a compassionate culture fostered by relationships where our families, staff, and partners are connected, accepted, and respected.
- 2 Excellence**  
LEAD WITH DISTINCTION  
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.
- 3 Innovation**  
THING BIGGER, ACT BOLDLY  
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.
- 4 Integrity**  
BUILD AND MAINTAIN TRUST  
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.

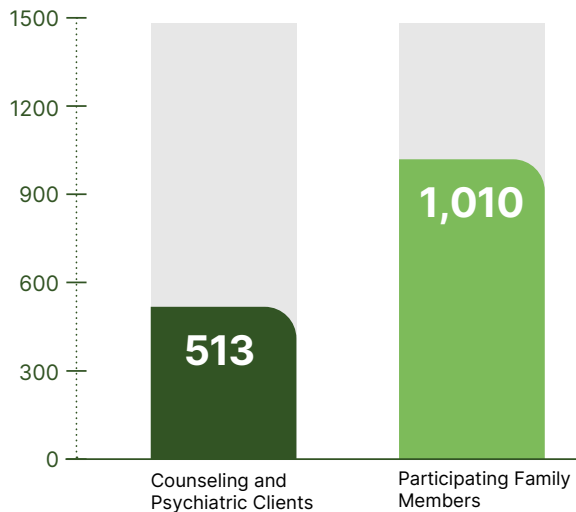
# 1

## C.A.S.E. Core Values Compassion

Our clinical services are the heart and soul of C.A.S.E., driven by empathy and a deep commitment to client care.

With an adoption-competent, trauma-informed approach, our clinicians are equipped to understand the unique vulnerabilities and emotional challenges that individuals and families encounter when seeking mental health support. We create a safe, supportive space for healing, nurturing a therapeutic relationship grounded in trust, respect, open communication, cultural relevance, and collaborative decision-making.

### Who We Serve



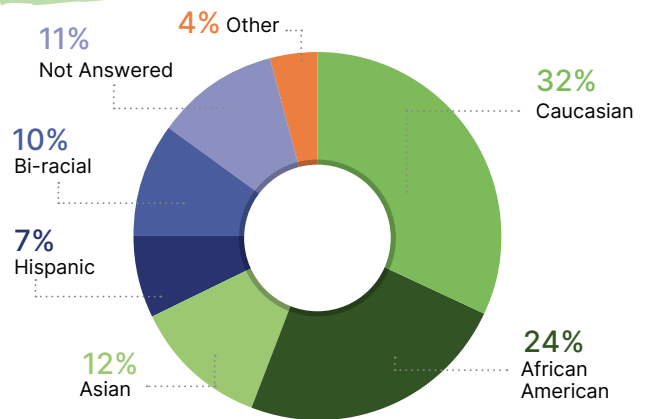
**1,490** TOTAL PEOPLE SERVED

### Sessions by Client Type

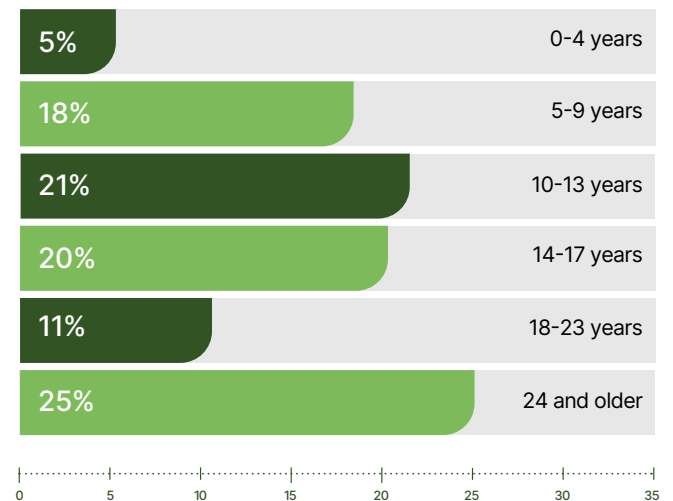
- 316** Case Management
- 5663** Counseling
- 31** Group Counseling
- 131** Psychiatric/Med Management

### Counseling Client Demographics

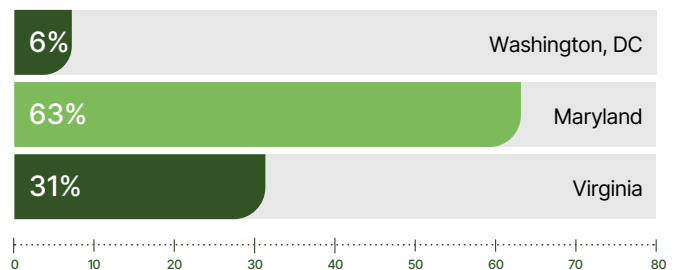
#### Race



#### Age



#### Location



# Client Impact

## → 2023 Client Satisfaction Survey

**86%** of caregiver clients said they were satisfied with the services their child/family received

**85%** of caregiver clients said that C.A.S.E.'s webinars and resources were of a high quality and relevant to them as a parent

**86%** of youth clients said that they were satisfied with the services they received



### Maryland Post Adoption Program | Maryland Department of Human Services

Thanks to support from the state of Maryland's Department of Human Services, any Maryland adoptive family can access adoption-competent mental health services and resources. In 2023, we partnered with the state to ensure permanency for finalized adoptions and served 64 Maryland residents. Within these 64 residents, we supported 56 families with 133 total participating members with counseling and case management, culminating in 240 sessions.



### NPAC

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 case management services to 210 families, clinical services to 48 families, crisis intervention for 26 families, respite events attended by 17 families, and additional services such as drop-in parent support groups, and fun family activities in 2023.



### Montgomery County Post Adoption Program | Montgomery County Department of Health & Human Services

This program is one of our longest-standing programs providing education and therapy to families before and after adoption of children from foster care. With the Montgomery County Department of Health and Human Services, we support families as they move toward permanency and ensuring adoption stability by providing supports when they need them, regardless at what age the adoption was finalized. In 2023, we served 23 families through 221 counseling sessions.



### WWK

C.A.S.E. is a proud partner of the Dave Thomas Foundation for Adoption for their signature Wendy's Wonderful Kids program. Two dedicated WWK recruiters focus on a caseload of 28 youth, ensuring they receive the time, resources, and support needed to find permanent families for children regardless of age, special needs, or sibling status. In 2023, our recruiters were able to complete 1 planned adoption and matched 5 youth with adoptive families.

# 2

C.A.S.E. Core Values

## Excellence

**Our commitment to excellence in training curricula and educational resources sets a benchmark for distinction.**

C.A.S.E. has pioneered nationwide adoption-competent training with our accredited, evidence-based Training for Adoption Competency (TAC)<sup>™</sup> program, and leads national workforce development through the National Adoption Competency Mental Health Training Initiative (NTI), funded by a cooperative agreement with the Children's Bureau (#90CO1144). In 2023, recognizing that schools have become a bearer of children's mental health, we tailored our signature NTI program to help respond to this crisis.

Our new School-Based Mental Health Professionals Training (SBMHP, or NTI-Ed) expands our professional development into the educational space, ensuring children receive adoption-competent support in school. And our webinars, publications, and other resources empower parents with essential knowledge, valuable insights, and practical strategies to navigate the complexities and joys of parenthood. Through these comprehensive offerings, C.A.S.E. continues to shape the future of adoption-competent care by supporting professionals and parents alike with the tools they need to thrive.



# National Impact



147

completed training

109

received the digital badge

21 agencies

in 20 states

→ we added 1 site/state in 2023

12

new trainers trained in 2023

2,630

therapists trained to date

In 2023



716 total NTI course completers

- 444 Child Welfare Professionals
- 55 Child Welfare Supervisors
- 217 Mental Health Professionals

30

states

using or hosting NTI

20

additional regional or national

organizations utilizing NTI

At the end of 2023...

22,459+

professionals across the country had accessed NTI



National Adoption Competency Mental Health Training Initiative



School-Based Mental Health Professionals Training



178

→ attended the 25 parent group sessions

26,183

→ total publications sold

6,530+

→ people reached through C.A.S.E.'s trainings and outreach including podcasts, author interviews, and support groups

## JOCKEY BEING FAMILY

5,433 people registered throughout the year for webinars discussing timely topics for the adoption, foster, and kinship community. Our monthly "Strengthening Your Family" webinars are free to the first 600 registrants each month, thanks to Jockey Being Family.

# 3

## C.A.S.E. Core Values

# Innovation

**Innovation is the engine of progress and transformative change.**

It embodies a mindset that sparks creative thinking, problem-solving, and the pursuit of new ideas and approaches. By embracing innovation as a core value at C.A.S.E., we cultivate a culture of continuous improvement, pushing boundaries and challenging the status quo.



**National Center for  
Adoption Competent  
Mental Health Services**  
Building Bridges to Improve Mental Health

## **National Center for Adoption-Competent Mental Health Services**

**In October 2023, we were thrilled to launch the National Center for Adoption-Competent Mental Health Services, funded by a cooperative agreement with the Children's Bureau (#90CO1145).**

The National Center is a five-year, cross-system initiative to improve mental health outcomes for youth and their families who have experienced the child welfare system. Through free universal technical assistance now available to all States, Tribes, and Territories (STTs), as well as free intensive training to six STTs per year, this systems transformation initiative ensures that children, young adults, and families can access mental health professionals who are equipped to provide child-welfare competent services, addressing issues such as separation, grief, and trauma.

C.A.S.E. as the lead organization has engaged dynamic partners to move this work forward, including the National Foster Parent Association, The Baker Center for Children and Families, FosterClub, Family-Run Executive Director Leadership Association, National Adoption Association, PolicyWorks, Ltd., and University of Nebraska-Lincoln Center on Children, Families, and the Law. This effort has launched C.A.S.E. into a new level of the ecosystem: transforming systems via cross-system collaborative work.

[bridges4mentalhealth.org](https://bridges4mentalhealth.org)



**C.A.S.E. Academy**  
Elevating Clinical Practice  
in Permanency

## **C.A.S.E. Academy**

**The C.A.S.E. Academy, launched in October 2023, is the only Academy in the country focused on the sub-specialty of adoption-competent mental health practice, and strives to elevate the effectiveness of the profession by immersing therapists in C.A.S.E.'s evidence-informed and evidence-based adoption competency trainings.**

Integrating this knowledge into their work with children and families, this initiative offers a robust learning environment aimed at retaining and enhancing talent within the national mental health workforce. It is designed for mental health professionals at all levels to grow and deepen their expertise in adoption, foster, and kinship specialty practices across the country. By participating in the C.A.S.E. Academy, clinicians and systems alike can achieve individual and collective success, leading to increased knowledge, skills, and job satisfaction, and improved outcomes for children and families.

We look forward to sharing reflections from the Academy's Advanced Coursework happening in fall 2024, where clinicians will dive deep into siblings in adoption, comprehensive adoption-competent clinical assessments, and incorporating the wisdom of lived experience.



# 4

## C.A.S.E. Core Values

# Integrity

**An organization's integrity hinges on the consistency and reliability of its actions and promises, both internally and externally.**

With an adoption-competent, trauma-informed approach, our clinicians are equipped to understand the unique strengths and emotional challenges that individuals and families encounter when seeking mental health support. We create a safe, supportive space for healing, nurturing a therapeutic relationship grounded in trust, respect, open communication, and collective decision-making.



## **Centering Lived Experience through our Emerging Leaders**

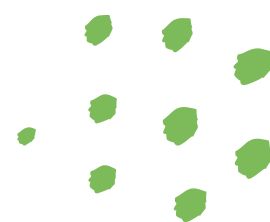
Established in 2020, the Emerging Leaders Advisory Council, made up of young adult adoptees, advances C.A.S.E.'s mission to improve the lives of children in adoption, foster, and kinship care, and their families through counseling, lifelong education, and a growing network of trained professionals. The council collaborates closely with the C.A.S.E. Board of Directors and staff to strengthen the organization's impact both locally and nationally within the adoption, foster, and kinship care community.

Members provide valuable advice and recommendations; engage in public speaking, advocacy, and special fundraising events; produce written work for C.A.S.E.'s website and e-news; and work with the intent to eventually assume leadership roles within the organization. In 2023, our Emerging Leaders led programming at C.A.S.E. events and support groups; supported instructional materials for the C.A.S.E. Academy; and represented C.A.S.E. at our annual Gala and various panels, to name a few.

**We are deeply committed to this Council and look forward to sharing more about their accomplishments in 2024!**



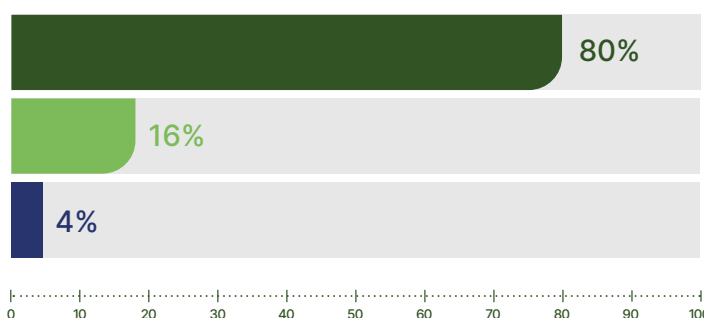
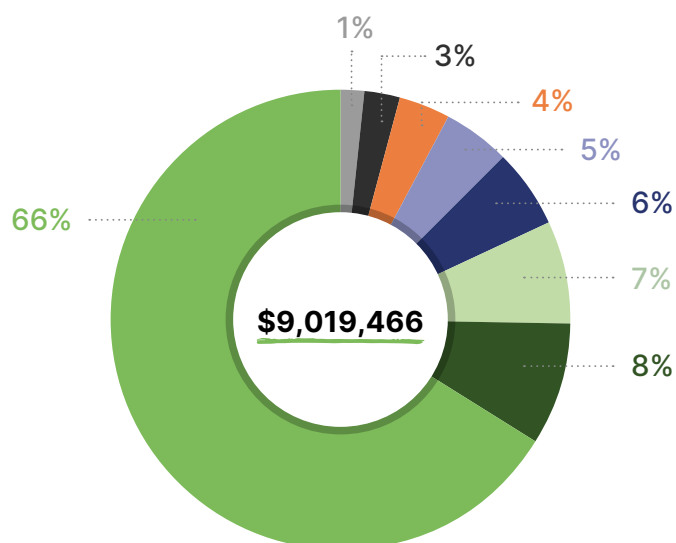
The C.A.S.E. Team



# 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.



## Revenue

Grants & Contracts   66%	\$5,963,503
Employee Retention Credits   8%	\$776,322
Contributions   7%	\$647,240
Training for Adoption Competency (TAC)   6%	\$504,277
Special Events   5%	\$426,480
Counseling   4%	\$330,928
Trainings & Publications   3%	\$244,238
Other   1%	\$126,478
<b>Total</b>	<b>\$9,019,466</b>

## Program & Operation Expenses\*

Program Services   80%	\$7,180,712
General & Administrative   16%	\$1,473,538
Fundraising   4%	\$377,587
<b>Total</b>	<b>\$9,031,837</b>

## 2023 Net Assets Total

**\$3,208,173**

\*In 2023, the C.A.S.E. Board of Directors approved investment of \$494,039 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 \$12,371, offset by the \$494,039, resulting in "Adjusted Net Income" of \$481,668.

# Board of Directors

## Officers

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

**Rick Powell, Vice-Chair**  
President and CEO  
PMG

**Colleen Cordova, Treasurer**  
President and CEO  
STAR Turbine

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



## Members at Large

**Uma Ahluwalia, MSA, MHA**  
Principal  
Health Management Associates

**David Bulitt, Esquire**  
Principal  
Joseph, Greenwald & Laake, PA

**Dara Busman**  
Director  
Product Strategy and  
Operations, Bluemercury, Inc.

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

**Michael Dugan**  
Chairman  
Freestate Electrical Companies

**Barbara J. Gertzog**  
Retired Banking Executive

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

**Padmini Mahurkar**  
Former President  
Family Network at World Bank Group

**Heather H. Quinn**  
Marketing and Management  
Professional

**Kathleen Cook Ravenscroft, LMSW,**  
**Immediate Past Chair**  
Private Practice Social Worker

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

**Sara van Geertruyden**  
Partner  
Thorn Run Partners

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



[adoptionssupport.org](https://adoptionssupport.org)