



CASA of El Dorado County

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5.31.14 Final Report for Women's Fund 2013: "Matching Title IV Training Grant"

Organization: CASA El Dorado; 347 Main Street, Placerville CA 95667; 530-622-9882;
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Individual Reporting: John Adams, Executive Director

Grant: Matching Title IV Training Grant, \$14,000

1. The plan was to complete three new Advocate training sessions in Placerville and two in South Lake Tahoe during FY 2013/14; which is July 1, 2013 to June 30, 2014. I am pleased to report that we accomplished this aggressive goal. Our related goal was to train a total of 40 advocates; 10 each in the 3 Placerville classes and 5 each in the 2 Tahoe classes. Again, I am very pleased to report that we **exceeded** this goal and actually **trained 49 new Advocates**.
2. The first data point that I believe you will find most informative about the effect that this grant had on our ability to train new Advocates, is that looking back at last year's data for comparison, we were only able to train 38 new Advocates. This represents about a **30% increase in new Advocates trained** which is directly attributable to this grant. I also analyzed the net gain or loss in advocates for each year. Last year 40 Advocates resigned and so we had a net loss of 2 advocates. This past year (finishing up in June) 41 advocates resigned and so we had a **net gain of 8 advocates** if that number holds through June. To put the Advocate resignations in context, the average tenure for a CASA Advocate nationally is about 3 years and our average is 3 years and 8 months. This is not easy work and the stress of dealing with this population and all that goes with it takes its toll. Therefore, our ongoing challenge that this grant helped us improve this past year is to grow the advocate pool when you are faced with the reality that they will be resigning at a predictable rate of about 20% each year. It is like being on a never-ending treadmill. This year we were able to have a positive net gain in Advocates as a direct result of your grant and the opportunity it gave us to train more Advocates to keep ahead of the game.
3. Thankfully we did not encounter any *unexpected* difficulties or challenges. To the contrary, another benefit of having this funding is that it allowed us to more quickly switch to a new curriculum which as mentioned in interim report, features 15 hours in the classroom and 15 hours of self-study. We were able to hire a trainer from Placer County CASA on a temporary, part-time contract basis who developed this model and have her train our trainer on how to implement this new training curriculum. One of the

expected longer term benefits, is an expectation that it will also help us ease the recruitment process. Recruitment remains one of the biggest (expected) challenges and so if this new model can help attract some who might have balked at 30 hours of classroom training, we should see the results over time in larger classes.

4. In terms of lessons learned the biggest has to be how well this model worked, including the fact that we used a contractor to deliver the bulk of the training, with supplemental help preparing and delivering the program from the staff. I am sure we saved money by taking this approach, although I have not actually done the analysis. Previously we have had a full time employee who did training and also helped out with Program Coordination (overseeing Advocates). The main problem with this model was that the training classes were sporadic (average of 3 times per year) and she had a difficult time balancing her Program responsibilities because of the time she would then have to take preparing and delivering a class. As a result she needed to keep her program activities to a minimum throughout the year in order to be able to then switch gears to training. This new model that pays the trainer only for the hours worked (with help from staff) has to be more efficient and ultimately allow us to serve more children.
5. Obviously this grant was all about attracting new volunteers which in our case are the core of our program. I believe the previous answers outline this outcome well enough. I do not know for certain that it helped us attract more funds. However, I can tell you with certainty that it helps me try to attract a new funder (or funders) for the Title IVE match this fiscal year, knowing that we were successful doing it last year which was our first go at this.

Part II: Budget

Please see attached.

The program will hopefully be sustained by finding another funder to help us repeat the success of this past year. Thank you for proving this model can and does work – we are extremely grateful for your support.

PROGRAM/PROJECT

Line Item Budget

Grant Title: Title IV Match					
Name of Person Preparing Budget Report: John Adams					
A. Original Grant Budget Submitted:	6.12.13				
B. Grant Amount Approved*	\$14,000	<i>* if different than original grant submittal</i>			
C. Interim Expense Report:	Start Date:	7.1.13	End Date:	12.31.13	
D. Final Expense Report:	Start Date:	1.1.14	End Date:	5.31.14	

Line	Revenue*	A Original Budget	B Approved Grant Budget	C Interim Report 12.30.13	D Final Report 5.31.14
1	Women's Fund El Dorado	28,000	14,000		

** report only expenditures for Women's Fund Grant - not local organization contribution*

Line	Grant Expenditures**	A Original Budget	B Approved Grant Budget	C Interim Report (expense to date)	D Final Report
2	Staff salaries and wages	11000	5500	8276.21	14641.87
3	Fringe benefits				
4	Occupancy and utilities				
5	Equipment				
6	Supplies and materials	4000	2000	179.56	206.82
7	Printing and copying	2000	1000	1036.87	1839.7
8	Telecommunications				
9	Travel and meetings				
10	Marketing and advertising				
11	Staff and volunteer training				
12	Contract services	11000	5500	7727.37	16522.37
13	Miscellaneous				
14	Other				
15	Other				
16	Total Expenditures (equals revenue line 1 except for Interim Report)	28000	14000	17220.01	33210.76

*** Not all categories of expenditures may pertain to your grant award*