



## In this issue:

Welcome

Honored Volunteers

BOD Corner

We Can Do Better

Nonprofit Factoids

Elev8

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## Welcome

Thanksgiving is a holiday meant for family and friends to gather around an abundant table and give thanks for the many blessings of the year.

During this time, I'm always reminded of a conversation I had with a young teenage foster child as I arranged for her respite care while her foster parents visited family in California. The girl had been in foster care for 8 years and had been in a dozen foster homes. As I drove her to the respite care provider, we made idle chitchat in the car. I asked her what her favorite Thanksgiving memory was and her reply startled me and made me reevaluate how I approached the holidays.

She told me her favorite holiday memory was when she was 12 and in her fifth or sixth placement, she couldn't remember what the exact number was by then. She got to stay at the foster home during the entire holiday season. It was the only time while she was in care when the foster family didn't 'farm' her out to respite care during the holidays to spend time with their 'real' family.

Her favorite memory had nothing to do with presents, big holiday meals, or fancy decorations, but everything to do with feeling wanted and cared for. She didn't want a perfect turkey, the biggest gift in the neighborhood or the

perfect centerpiece. She was much more interested in the people who sat around the table and their reason for being there.

As you sit around the table this holiday season and the turkey is cold, your uncle is complaining about the latest election, and your cousin is on her fifth glass of wine, remember these people choose to spend the holidays with you. You can always choose respite care next year.

Best holiday wishes,  
*Nanci Thaemert*

## Honored Volunteers



Family Advocates nominated its own Sharon Florence, CASA volunteer, for the prestigious *Governor's Brightest Star Award*. Much to

everyone's pleasure, Ms. Florence was selected to be this year's individual recipient. Governor and First Lady Otter honored Ms. Florence on November 10 for her 21 years of service to the Court Appointed Special Advocate program.

Ms. Florence has been a voice in court for more than 100 foster care children who now have safe homes free of abuse and neglect. Among Ms. Florence's many accomplishments, she mentors new volunteers as part of Family

Advocates connector mentoring program. She has helped the staff increase the volunteer retention rate to 90% and reduce the waiting time before a child is placed with a volunteer GAL from 6 to 2 weeks.

Thank you Ms. Florence, and the countless other volunteers who give their time and resources to children who need a voice in the child protection system.



*A child is a curly,  
dimpled lunatic.*

Ralph Waldo  
Emerson

## Board of Directors Corner

### Six Things Every Board Member Should Know About the NEW 990

You might have heard that the IRS Form 990 has been substantially revised for the fiscal years beginning in 2008 and in the future. Here are six things that you should know about the revised nonprofit tax return. You can find all the details about these and other changes at [www.irs.gov/charities](http://www.irs.gov/charities).

(1) Your organization's 990 is due 4 and one-half months after the close of your fiscal year. It is very common to obtain an extension of time to file by submitting Form 8869, so that you can use your final audit numbers in completing the Form 990.

(2) It used to be that most small tax-exempt organizations—those with annual gross receipts

below \$25,000—didn't have to file the 990 annually, but now every year they must file Form 990-N. This proof of life form will allow for a much more accurate count of nonprofits.

(3) Part III of the 990 is an expanded Program Service Accomplishments section that requires you to describe your three largest programs, how much you spend and whether you discontinued any core programs since your last filing. Don't just let your auditor or bookkeeper complete this section. This is a key opportunity to tell the story of your organization's impact to the world.

(4) A new section is Part VI of the revised form Governance, Management, and Disclosure that asks about the organization's board structure,

policies, and practices.

(5) The expanded scrutiny of employee, director, and contractor compensation requires that full compensation be disclosed for all key employees and current board members.

(6) Part IX, the Statement of Functional expenses, is still the place readers will find out how much of every dollar your organization spent last year on your non-program activities: fundraising and management. Board members should ensure that finance staff or contractors have appropriately classified both direct and shared costs across the core functions of the organizations.

Excerpted from: [Nonprofit Finance & Strategy](#) By Jeanne Bell, November 30, 2008.

## We Can Do Better

The American Education Fund recently released its 2009 report [We Can do Better-Child Abuse and Neglect Deaths in America](#). The numbers are staggering and depressing, yet drive home the need for caring individuals to prevent further child abuse and neglect. Some highlights, or rather lowlights, of the 2009 report include:

- ▶ The official number of children killed from abuse or neglect nationwide in 2007 is 1,760. In 2001, the total was 1,300;
- ▶ Well-documented research suggests the

number of children who die from abuse and neglect is considerably higher than official government statistics;

- ▶ Nearly 20 million annual reports of abuse and neglect have been made to official state child protection agencies in this decade;
- ▶ Among the rich democracies, the U.S. child abuse death rate is 3 times higher than Canada's, and 11 times higher than Italy's;
- ▶ One study found that a child living in a family with an annual income of \$15,000 or less was 22 times more likely to be abused than one in a family with an income of

\$30,000 or more;

- ▶ Most fatality victims are very young and very poor. In 2007, 75% were four or younger, and almost half were under age one;
- ▶ Of the 721, 646 children confirmed abused and neglected in 2007 (1) 60% did not receive proper food, clothing, shelter, hygiene, education, medical care or protection (2) 13% suffered from multiple maltreatments.

If you would like the full report, please email [nthaemert@idcourts.net](mailto:nthaemert@idcourts.net)

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Here are some nonprofit factoids we always believed to be true, but now have the hard evidence to prove it:

- **It's official: nonprofit employees are underpaid:** Nonprofit managers make \$34.24/hours on average, compared with \$36.18 in comparable state government positions, \$39.75 in federal government, and \$41.86 in private sector positions, according to the Bureau of Labor Statistics National Compensation Survey.
- **There are many more 501(c)(3)s than most people realize:** According to the IRS Data Book, there are 1,186,915 501(c)(3)s, up 13.5% since 2005. Word is that despite the recession, the rate of formation of public charities hasn't declined much in recent months.
- **Hospitals and Universities have most of the nonprofit sector's money:** Nonprofit hospitals are only 1% of nonprofit organization, but have 41.5% of the sector's revenue. While there are only 2,640 higher education institutions, they have average revenue of \$159 million each, totaling 13.8% of the sector's revenue. That means hospitals and universities have 55% of the nonprofit sectors money.
- **There are twice as many employees in the nonprofit sector than in the constructions industry...and they need health insurance, too:** Although national health reform has moved toward giving tax benefits to small business employers who provide their employees with health insurance, nonprofits have been unassisted by this effort since they do not pay corporate incomes taxes. There are 15.4 million workers employed in the tax-exempt sector, more than twice as many as in construction. Nonprofit advocacy efforts resulted in the insertion of some benefits for small nonprofit employers in the draft Senate bill, but legislators are more prone to ignore nonprofit employers and their 12 to 15 million workers.
- **Community Foundations—the highest growth area in philanthropy—have a lot less money:** Investment returns decreased by 27% in a survey by the Council on Foundations. So...they'll have less money to put into grants for the next year.

## Elev8



Think back to when you were 18 years old. Were you ready to go out and survive on your own? Without family support? Well, that's what happened to many of our youth in foster care. At age 18, they age out of the system and are on their own. The rights of their biological parents have been terminated, they have not been adopted and they will simply be released on their 18<sup>th</sup> birthday.

Fostering Connections, Public Law 110-351, unanimously passed by both houses of Congress, addresses issues faced by these young adults. The Act's numerous

improvements to the system are all intended to achieve better outcomes for youth in foster care, especially those that will age out at 18 and rarely have the necessary skills to function successfully as adults.

To address these problems, Fifth District CASA is partnering with other local community agencies to launch Elev8, a program designed to elevate teens to success in life by teaching them independent living skills and offering them community connections. The plan is to recruit these youth at age 14 to participate in designing their futures.

In August, Fifth District CASA and the Boys and Girls Club of the Magic Valley, conducted Elev8's first Thursday night meeting with thirty-eight youth in attendance. Offering an evening meal, which the youth are encouraged to help prepare, a guest community speaker and adult mentors, it continues to succeed. Each week, participation has grown with over fifty youth now involved in the program. For more information, contact Tahna Cooper at (208) 324-6890 or [tahna@5thcasaidaho.org](mailto:tahna@5thcasaidaho.org).