

# Teen Court Of Sarasota Inc



## SUMMARY

### Mission

Teen Court, Inc. changes teen lives and reduces juvenile crime in our community through unique, intervention services for juvenile offenders and through opportunities for teen volunteers to learn about and work in the legal system.

### Contact Information

<b>Primary Address</b>	PO Box 48927 Sarasota, FL 34230-
<b>Alternate Address</b>	101 South Washington Blvd Sarasota FL 34236
<b>Phone</b>	941 861-8460
<b>Email</b>	info@sarasotateencourt.org
<b>Website</b>	www.sarasotateencourt.org
<b>Facebook</b>	Teen-Court-of-Sarasota-Inc-135192623222493

### General Information

<b>Nonprofit</b>	Teen Court Of Sarasota Inc
<b>Organization Does Business As (DBA)</b>	
Teen Court	
<b>Supported Organization</b>	Teen Court
<b>Tax Exempt Status</b>	Public Supported Charity
<b>Incorporation Year</b>	1990
<b>State Charitable Solicitations Permit</b>	Yes June 2017
<b>State Registration</b>	Yes Dec 2017

# BACKGROUND & NEEDS

## Impact Statement

### Accomplishments:

1. Teen Court achieved the agency's Mission to reduce juvenile crime in our community by placing 300+ at-risk youth into rehabilitative services.
2. Teen Court achieved the agency's Mission by providing law related education to more than 3000+ area students, 200 of which chose to become active participants in the resolution of a problem: juvenile crime. Through their volunteer efforts the community was made safer with all youthful participants learning the benefits of law abiding citizenship.
3. The organization was recognized by the Florida Bar Foundation for its contributions to reducing crime throughout Florida and its leadership in expanding the program throughout the State and across America.
4. Teen Court, Inc. saves, on an annual basis, over \$1 million in juvenile court system costs in Sarasota County.

### Goals:

1. Cultivate donors through outreach efforts and the creation of new fundraising events.
2. Implement new educational programs for at-risk youth.
3. Form new community partnerships with organizations that compliment our mission.

## Needs Statement

1. \$2,500 for rebranding and marketing collateral, including printed material such as pens, brochures, and mailers.
2. \$2,300 to fund administrative fees for low-income at-risk youth who receive services at a reduced or scholarship rate AND \$3,000 to fund CO-OP classes for low-income at-risk youth who reside in North Sarasota County and receive services at a reduced or scholarship rate.
3. \$5,000 for a client database software upgrade.
4. \$5000 to develop/purchase curriculum for sensitivity training.
5. \$7,500 to fund Individual Counseling sessions for low-income at-risk youth who receive services at a reduced or scholarship rate AND \$10,500 to fund Family Counseling sessions for low-income at-risk youth who receive services at a reduced or scholarship rate.

## Background Statement

In 1986 the Sarasota Chapter of the League of Women Voters approached the Junior League of Sarasota, Inc. with concerns that the community was experiencing an increase in juvenile crime. An innovative youth jury program, operating in Grand Prairie and Odessa, Texas was meeting with great success through the use of diversion programs for juvenile offenders and by providing opportunities for civic engagement for student volunteers. Local community leaders and judicial officers determined that the concept could have a positive impact on the youth of Sarasota County.

Teen Court of Sarasota, Inc. a 501 (c) (3) organization, was incorporated in 1988 and the first Teen Court hearings were held in December, 1988. In 1995, the Florida Association of Teen Court, Inc. was founded. In 1996, F.S.S. 938.19 was adopted by the Florida Legislature, providing for the collection of a fee on certain traffic and court costs as a funding source for Teen Courts. By 2011, 52 Florida counties had an active Teen Court program based on the Sarasota model.

Over the years, new programs have been added. Peer Circle counseling began in 1989 and provides teens with an opportunity to discuss issues of concern in a peer setting. Camp X-RAYD- Examine Reality About Your

Decisions- was established in 2002 to help juvenile offenders who have substance abuse or other critical problems. In 2011, seeing an increase in bullying and battery offense, the staff implemented Co-Op, a counseling service that helps teens learn how to interact with others in a positive way. This includes family group counseling, individual counseling & family counseling.

Every year, the Teen Court staff of three full time employees works with more than 300+ at-risk youth and trains over 200 student volunteers to serve as clerks, bailiffs, jurors and teen attorneys. By offering at-risk youth an alternative to the traditional juvenile system and keeping 88% of these youth from repeat offenses, it is estimated that Teen Court of Sarasota, Inc. saves the community and the court system an estimated \$1 million annually.

## Statement from the Board Chair

Since the organization's inception in 1988, Teen Court has been on a mission to identify needs amongst our community's youth and evolve to serve those needs. Our core service has always been juvenile misdemeanor case diversion, a highly structured program that places importance on accountability and education above punishment. While we serve law enforcement agencies and the courts, our status as a non-profit organization allows us to develop complimentary programs and engage the community.

Remaining a non-profit brings rewards and challenges. The chief reward is the ability to respond swiftly to community needs. When our Executive Director observed an increase in cases related to cyber-bullying, she launched a new counseling program focused on anger management. Small group therapy sessions let our participants share experiences and ask questions they may be afraid to ask in any other format. When our Camp XRAY-D program needed a new obstacle course for its physical training and team building retreat, we reached out to local builders who overwhelmed us with support. I wish each of those volunteers could see a group of Camp XRAY-D participants figure out how to approach the obstacles as a team, for they would see how a few hours spent raising timbers and hammering nails were changing lives.

For those who know Teen Court, the value of our services is unquestionable. But for those unfamiliar with Teen Court, we face a two-fold public perception struggle. The first struggle is that potential donors may assume Teen Court is part of the court system, and therefore funded wholly through government assistance. The second struggle is that donors may be more likely to fund programs that help the "good" kids instead of who they may perceive as the "bad" kids. In reality, Teen Court is as important an opportunity for our young volunteers as it is for our defendants.

There have been many success stories over the years, students who received the kind of guidance or second chance through Teen Court who may have easily failed in the traditional juvenile court system. We have seen many adults, including members of the armed forces, return to thank Teen Court staff for the chance to pursue goals that may have been impossible had they been saddled with criminal records of guilt. And there have been many quiet volunteers who, like me, found their voices in the courtroom as teen attorneys.

As a high school volunteer in 1995, I became passionate about Teen Court. Then it may have been about playing a lawyer in the courtroom or becoming a better speaker. Now, as the Board President looking at the serious needs of Sarasota County youths, my passion is as strong as ever. It is always rewarding to learn about our participants' success stories, but I am also mindful of the children we sometimes cannot reach. For those children we need to remain responsive and innovative, funding programs they can rely on and staffing those programs with dedicated professionals.

Jesse R. Balaity, President

## Statement from the CEO/Executive Director

When Teen Court was implemented by the Junior League of Sarasota, Inc. in 1988 as Florida's first Teen Court there were many skeptics among the legal community as to whether young people could actually participate in a serious courtroom process that would reduce crime! The catalyst for my commitment, as well as that of others in the community who are involved as Board members or adult volunteers, is that, as taxpayers, the potential savings the services provide are "priceless". Keeping at-risk youth from entering into the traditional court system, with adult judges and attorneys volunteering their extensive legal training, it has been proven that substantial monies are saved through the services the agency offers. What I did not realize, but learned quickly, were the benefits to the students who would volunteer during the sentencing hearings which are supervised by

those adult volunteers in a courtroom that commands discipline and respectful demeanor at all times. The value of providing young people the opportunity to become actively engaged in the resolution of a problem in their community while also introducing them to esteem developing activities and law related education is "priceless". Today we have several adult attorneys who we first met when they were minor offenders and one in particular who started a Teen Court in Nassau County, NY while attending law school at Hofsta Law School. Teen Court provides delinquent children the chance to have their charge dismissed which meant they can go on to law school, medical school, the armed forces, or other careers that would otherwise disqualify them due to a criminal charge. Today our services have expanded to include education classes that reduces substance abuse, bullying, and fighting. We are told routinely by parents and, most importantly, the youth themselves, that Teen Court's services saved their life and brought their family back together. With an estimated savings to the court system and county of more than \$1 million annually the organization takes tremendous pride in the young people who seize the opportunity to complete the services and go on to become law abiding citizens. Sarasota's Teen Court, replicated into 62 other Florida counties, cited by the U.S. Dept. of Justice as a model intervention and prevention program, is truly a feather in the cap of the community and all the people and funders like Community Foundation of Sarasota and are the reason the organization can continue operating as a non-profit organization.

## Areas Served

FL- Sarasota

Group 1: Sarasota County at-risk youth who are charged with and admitted guilt to breaking the law in Sarasota County or young people that reside in Sarasota County and broke the law in another county.

Group 2: Student volunteers in Sarasota County or neighboring counties if the student attends school in Sarasota County

Group3: Parent referral for Sarasota County youth (youth that exhibit our of control behavior)

Group 4: School referral for Sarasota County student that is having behavior issues at school

## Service Categories

**Primary Organization Type**

Human Services

**Secondary Organization Type**

Youth Development

# PROGRAMS

## Camp X-RAYD (Examine Reality ABout Your Decisions)

<b>Description</b>	<b>Camp X-R.A.Y.D.</b> is collaboration between Teen Court, County Medical Examiner, SMH ER, All Faiths Food Bank, and SPD. Camp X-RAYD was developed to work with youth exhibiting out of control behaviors, as well as those young people involved in using illegal substances. Instruction is conducted by LEO. Team building fitness goals encourage participants to exercise in their free time. Each participant has healthy lunch with All Faiths Food Bank. SMH provides a tour of the ER where they see how decisions can cost them their health and their life. They are also given an opportunity to volunteer in SMH internship. The participants tour the Morgue, where they are exposed to the finality of poor choices/death. Next Mindfulness has teens discover their inner strength, sound mind and body. Last a life skills piece stresses the importance of a firm handshake, eye contact, thank you letters, balancing a checkbook and filling out applications.
<b>Budget</b>	\$0.00
<b>Category</b>	Human Services, General/Other Family-Based Services
<b>Program Linked to Organizational Strategy</b>	Yes
<b>Population Served</b>	At-Risk Populations Alcohol, Drug, Substance Abusers Adolescents Only (13-19 years)
<b>Short Term Success</b>	Families will be provided tools to improve communication about substance abuse and other challenges facing teenagers 90% of at-risk youth will test drug-free while enrolled in the program 85% of at-risk youth will not re-offend while enrolled in the program
<b>Long Term Success</b>	Substance abuse among teenagers will be reduced below 33% Substance abuse in families will be impacted Recidivism (reoffense)/crime rate among at-risk youth will be reduced Families will improve communication within the family unit
<b>Program Success Monitoring</b>	1. A recidivism study is conducted annually. This is accomplished by checking the in-take records on file at the Dept. of Juvenile Justice (DJJ). 2. Surveys are provided to all successful participants at the end of the 3 months of programs services. The results are overwhelmingly in support of the services.
<b>Program Success Examples</b>	The recidivism studies indicate that the re-offense rate has been reduced from 33% to 8.8%.  This program has been proven to reduce substance abuse and reduce further juvenile crime among Sarasota County youth. Camp X-RAYD was developed to work with youth exhibiting out of control behaviors in their homes and community, as well as those young people involved in using illegal substances. Camp X-R.A.Y.D's experiential classes strive to inspire young people to accept responsibility for their choices, to learn the facts about substance abuse, and to understand that good choices=good outcomes.

## CO-OP (Counseling Opportunity Ownership Problem-Solving)

<b>Description</b>	CO-OP, is an acronym for C-Caring, Compassionate, Considerate, and Confident; O-Open, Outstanding, and Optimistic; P- Passionate, Peaceful, Positive, Perseverance, Problem-solving, and Purposeful. Initially, CO-OP was available only to the teens, but within a year we added parenting groups as well. CO-OP has now evolved to provide individual, family, and group counseling to youth and families. The obstacles and challenges that our teens face have led them to engage in problematic behavior that impacts not only them but everyone in the home. A component of CO-OP is to teach parents how to use constructive discipline as a method of reducing negative behaviors. A Licensed Mental Health professional guides and educates the parents and youth on opening the doors of communication and working through solutions that set the youth and their families up for success.
<b>Budget</b>	\$15,000.00
<b>Category</b>	Human Services, General/Other Children & Youth Services
<b>Program Linked to Organizational Strategy</b>	Yes
<b>Population Served</b>	Adolescents Only (13-19 years) People/Families with People of Developmental Disabilities Victims
<b>Short Term Success</b>	At-risk youth, through teaching them new ways to communicate, learn how to resolve the challenges they face without hitting, using drugs, or thinking that the only solution is suicide.
<b>Long Term Success</b>	Teens learn how deal with challenges in ways other than fighting, bullying or other anti social tendencies, keeping them, their families, and those around them,safer. By using more effective communication methods, the re-offense rate among this population will be reduced.
<b>Program Success Monitoring</b>	Teen Court of Sarasota, Inc does a recidivism study annually. The recidivism rate is 6.8%.
<b>Program Success Examples</b>	Anecdotally, teens and families requested an increase in meeting and counseling sessions because they value and appreciate the help they are receiving.

# MANAGEMENT

## CEO/Executive Director

<b>CEO/Executive Director</b>	Mrs. Heather Lee Todd
<b>CEO Term Start</b>	Dec 2015
<b>CEO Email</b>	executivedirector@sarasotateencourt.org

### Experience

Heather Todd was the Client Coordinator for the Teen Court of Sarasota, Inc for 16 years before she became the Executive Director in December of 2016. Mrs. Todd graduated from Riverview High School in 1994 and successfully acquired a Bachelors of Social Work Degree from the University of South Florida. For her final internship her senior year of college she was the case manager at Teen Court. When she graduated from USF in 1999 she continued to work at Teen Court, and in 2002 received her Master of Social Work from USF. Heather Todd has served the organization in multiple roles including the Peer Circle Counselor, Camp X-RAYD Counselor, Case Manager, Client Coordinator, Program Coordinator, Grant Writer, LEO In-Service Training Coordinator, Teen Court/ School Liason. Heather Todd has also developed relationships with area Law Enforcement Agencies, students, parents, local leaders and area schools.

## Former CEOs/Executive Directors

John Halcomb  
Jan 0 - Dec 2015  
Katie Self  
May 1989 - June 2015

## Staff & Volunteer Statistics

<b>Full Time Staff</b>	3
<b>Part Time Staff</b>	1
<b>Staff Retention Rate %</b>	100
<b>Professional Development</b>	Yes
<b>Contractors</b>	4
<b>Volunteers</b>	200
<b>Management Reports to Board</b>	Yes
<b>CEO/Executive Director Formal Evaluation</b>	Yes
<b>Senior Management Formal Evaluation</b>	Yes
<b>NonManagement Formal Evaluation</b>	No

## Collaborations

12th Judicial Circuit Court Administration: Provide courtrooms for sessions;  
Sarasota County: Provides our session space.  
Sarasota Memorial Hospital: Provide volunteer tours of the ER  
Sarasota County Medical Examiners Office: Provide tour of morgue  
City of Sarasota Police Department- Camp X-RAYD instructors  
Planned Parenthood: Comes to Peer Circle for their educational piece  
ALSO: Comes to Peer Circle for their educational piece

SPARCC: Comes to Peer Circle for their educational piece  
AIDS Network: Comes to Peer Circle for their educational piece  
All Faiths Food Bank- Healthy Lunch for Camp X-RAYD  
Peace River k9 Search and Rescue- Peer Circle Speaker

## Comments

### **Management Comments by Organization**

Our By-Laws have been our guiding document for the 29 years the agency has been incorporated and are regularly reviewed. The Board performed an extensive revision in 2010.



# GOVERNANCE

## Board Chair

<b>Board Chair</b>	Ms. Emma J. Joels
<b>Company Affiliation</b>	Attorney-at-Law
<b>Board Term</b>	Oct 2016 to Sept 2017
<b>Board Chair Email</b>	ejoels@emmajoels.com

## Board Co-Chair

<b>Board Co-Chair</b>	Ms Mary Dougherty Slapp
<b>Company Affiliation</b>	GCBX
<b>Board Term</b>	Oct 2015 to Sept 2016
<b>Board Co-Chair Email</b>	maryslapp@gcbx.org

## Board Members

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
Jesse R. Balaity	Balaity Property Enhancement, Owner	Voting
Mike Bennett	Manatee County Supervisor of Elections	
Marty Black	General Manager	Voting
Hagen Brody	Attorney	Voting
Lee Byron	Michael Saunders & Company-Agent/Broker	Voting
Stefan Campagna	Attorney	Voting
Evan Duke	Classic Creations in Diamonds & Gold, Owner/CEO	Voting
Kent Hayes	Tandem Construction	Voting
Emma J. Joels	Attorney At Law	Voting
Kelvin Lumpkin	Pastor	Voting
Katy McBrayer	Atchley International Realty	Voting
Thomas A. Menchinger	Thomas A. Menchinger, CPA, P.A.	Voting
Nora Patterson	Sarasota County Commissioner	Voting
Mary D. Slapp	Gulf Coast Builders Exchange	Voting
Janey Swift	School Teacher-Retired	Voting

## Board Demographics - Ethnicity

<b>African American/Black</b>	1
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	13
<b>Hispanic/Latino</b>	0
<b>Native American/American Indian</b>	0

**Other** 0 1 biracial

## Board Demographics - Gender

<b>Male</b>	9
<b>Female</b>	6
<b>Not Specified</b>	0

## Governance

<b>Board Term Lengths</b>	1
<b>Board Term Limits</b>	99
<b>Board Orientation</b>	Yes
<b>Number of Full Board Meetings Annually</b>	11
<b>Board Meeting Attendance %</b>	73
<b>Board Self-Evaluation</b>	Yes
<b>Written Board Selection Criteria</b>	No
<b>Percentage of Board Making Monetary Contributions</b>	100
<b>Percentage of Board Making In-Kind Contributions</b>	100
<b>Constituency Includes Client Representation</b>	No

## Standing Committees

Development / Fund Development / Fund Raising / Grant Writing / Major Gifts  
Nominating

## Comments

### **Governance Comments by Organization**

With the increasing need for funding, fundraising and "friend-raising" have become a more important role and the board has implemented a fundraising plan for this 2017. We also have a new fundraiser in March 2017, that we hope to have as an annual event. A strategic plan is in place and is reviewed on a regular basis. By-Laws were last extensively revised in 2010 and are currently being reviewed and revised as appropriate.

# FINANCIALS

## Current Financial Info

<b>Fiscal Year Begins</b>	2016
<b>Fiscal Year Ends</b>	2017
<b>Projected Revenue</b>	\$326,233.00
<b>Projected Expenses</b>	\$326,233.00
<b>Total Projected Revenue includes "in-kind" contributions/ donations</b>	No
<b>Endowment Value</b>	\$0.00
<b>Spending Policy</b>	N/A
<b>Spending Policy Percentage</b>	0
<b>Tax Credits</b>	No

## Capital Campaign

<b>In a Capital Campaign</b>	No
<b>Campaign Goal</b>	0
<b>Anticipate Campaign Within Next 5 Years?</b>	No

## IRS Form 990s

- Form 990 2015-2016
- Form 990 2014-2015
- Form 990 2013-2014
- Form 990 2012-2013
- Form 990 2011-2012
- Form 990
- Form 990
- Form 990
- Form 990

## Audit/Financial Documents

- Audit
- Audit
- Audit
- Audit
- Audit
- Audit
- Audit
- Audit

## Solvency

### Short Term Solvency

Fiscal Year	2016	2015	2014
Current Ratio: Current Assets/Current Liabilities	62.93	24.62	18.53

### Long Term Solvency

Fiscal Year	2016	2015	2014
Long-Term Liabilities/Total Assets	0%	0%	0%

## Historical Financial Review

### Revenue and Expenses

Fiscal Year	2016	2015	2014
Total Revenue	\$359,651	\$422,052	\$709,354
Total Expenses	\$375,843	\$423,825	\$415,769

### Revenue Sources

Fiscal Year	2016	2015	2014
Foundation and Corporation Contributions	\$0	\$0	\$0
Government Contributions	\$117,500	\$0	\$0
Federal	\$0	\$0	\$0
State	\$0	\$0	\$0
Local	\$117,500	\$0	\$0
Unspecified	\$0	\$0	\$0
Individual Contributions	\$138,036	\$184,653	\$419,511
Indirect Public Support	\$0	\$0	\$0
Earned Revenue	\$22,848	\$171,860	\$183,280
Investment Income, Net of Losses	\$61	\$49	\$32
Membership Dues	\$0	\$0	\$0
Special Events	\$37,606	\$26,690	\$68,131
Revenue In-Kind	\$43,600	\$38,800	\$38,400
Other	\$0	\$0	\$0

### Expense Allocation

Fiscal Year	2016	2015	2014
Program Expense	\$224,175	\$355,198	\$352,267
Administration Expense	\$66,985	\$37,381	\$26,882
Fundraising Expense	\$84,683	\$31,246	\$36,620
Payments to Affiliates	\$0	\$0	\$0
Total Revenue/Total Expenses	0.96	1.00	1.71
Program Expense/Total Expenses	60%	84%	85%
Fundraising Expense/Contributed Revenue	29%	15%	8%

### Assets and Liabilities

Fiscal Year	2016	2015	2014
Total Assets	\$428,913	\$451,435	\$455,393
Current Assets	\$261,337	\$258,057	\$234,748
Long-Term Liabilities	\$0	\$0	\$0
Current Liabilities	\$4,153	\$10,483	\$12,668
Total Net Assets	\$424,760	\$440,952	\$442,725

### Top Funding Sources

<b>Fiscal Year</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>
<b>Top Funding Source &amp; Dollar Amount</b>	Contributions, gifts, grants \$138,036	Contributions, gifts, grants \$184,653	Contributions, gifts, grants \$419,511
<b>Second Highest Funding Source &amp; Dollar Amount</b>	Government Grants - Local \$117,500	County Ordinance Assessment \$122,364	County Ordinance Assessment \$136,242
<b>Third Highest Funding Source &amp; Dollar Amount</b>	In-Kind Contributions \$43,600	In-Kind Contributions \$38,800	Fundraising \$68,131

## Comments

### **Financial Comments by Organization**

Our Board is encountering serious concerns that stem from the fact that our primary sustaining revenues generated through the local ordinance fee collection continue to decrease. These revenues, prior to the economic downturn, were covering the primary monthly operating expenses and administrative overhead with miscellaneous grants and donations covering other services like our scholarship awards for exemplary student volunteers, refreshments for families and students at the evening session which take place over the dinner hour with some children and parents not being able to eat until 7:30 pm. Office staff of 3 full time employees responsible for managing 300 at-risk youth referrals, organizing fund raising events, writing grants, coordinating substance abuse reduction (Camp X-RAYD) and anti-bullying classes (CO-OP), recruiting and training of 200 student volunteers.

### **Financial Comments by Foundation**

Foundations and corporations are included with individual contributions as they are not separated in the 990 or audit. Financial figures taken from annual audits. Federal tax returns reconcile with audited financial statements.

# PLANS, POLICIES & LICENSES

## Plans

<b>Fundraising Plan</b>	No
<b>Communication Plan</b>	No
<b>Strategic Plan</b>	Yes
<b>Strategic Plan Adopted</b>	June 2016
<b>Years Strategic Plan Considers</b>	3
<b>Management Succession Plan</b>	No
<b>Continuity of Operations Plan</b>	No

## Policies

<b>Organizational Policies and Procedures</b>	No
<b>Written Conflict of Interest Policy</b>	Yes
<b>Nondiscrimination Policy</b>	Yes
<b>Directors and Officers Insurance Policy</b>	Yes
<b>Risk Management Policy</b>	
Workers Compensation and Employers' Liability	
Medical Health Insurance	
Commercial General Liability and D and O and Umbrella or Excess and Automobile and Professional	
<b>Whistle Blower Policy</b>	No
<b>Document Destruction Policy</b>	No

## Government Licenses

**Is your organization licensed by the Government?** No

## Planning & Policies Comments

**Planning & Policies Comments by Organization**

**Planning & Policies Comments by Foundation**