



**NOAS**  
Foster Care ♥ Adoption  
Mentoring ♥ Training

**Children Learn What They Live**

**NOAS ANNUAL REPORT FYE 6/30/2022**

*a private, non-profit 501(c)(3) agency*

*If children live with criticism, they learn to condemn.*

*If children live with hostility, they learn to fight.*

*If children live with ridicule, they learn to be shy.*

*If children live with shame, they learn to feel guilty.*

*If children live with encouragement, they learn confidence.*

*If children live with tolerance, they learn to be patient.*

*If children live with praise, they learn to appreciate.*


*If children live with acceptance, they learn to love.*

*If children live with approval, they learn to like themselves.*

*If children live with honesty, they learn truthfulness.*

*If children live with security, they learn to have faith in themselves and others.*

*If children live with friendliness, they learn the world is a nice place in which to live.*



At NOAS we  
understand  
**CHILDREN** LEARN  
WHAT THEY LIVE

a classic poem written by  
Dorothy Law Nolte

# Message from the EXECUTIVE DIRECTOR

*“To see and to be seen—that is the truest nature of love.” – Brene Brown*

Fiscal Year 2022 challenged our TEAM to look closely at the youth, young adults and families we serve. How did COVID affect them? How do we attract much needed foster families for the 15,000 Ohio children, siblings, and teens in foster care? How are current federal and state policies and initiatives providing opportunities for NOAS to do more and to be better? **NOAS staff continues to rise to the occasion to not only SEE the youth and young adults, but also to meet them where they are, and to give them a voice to be HEARD.** While we strive for a permanent family for all, building connections is at the heart of everything we do.

In 2022, we doubled the size of our staff from pre-pandemic numbers. Most notably, we now have 12 (twelve) Wendy’s Wonderful Kids Recruiters serving 20 counties in NE Ohio. Nearly half of the new WWK staff is dedicated

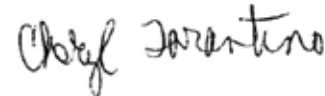
to finding permanency for youth from Cuyahoga County.

For the first quarter of FY22, we worked with increased caseloads of former foster youth served by the Bridges program. Bridges liaisons offer support and guidance as young adults transition out of the foster care system into adulthood.

We stayed the course with “IGNITE Foster Youth: Mentor One Who Needs Someone,” a volunteer mentoring program that provides connections to our most vulnerable teens and young adults. We are planning more stability and growth in FY23 so that more youth can have a mentor—a wise and trusted guide committed to providing a level of needed support to them for at least one year.

We remain firmly committed to walking alongside you (clients, donors and


partners) through this journey with a renewed urgency that children need connections and permanency—people who deeply care about them and are willing to go the extra mile. Please consider how you may be able to help. We will be here to help you every step along the way.



Cheryl Tarantino  
Executive Director, NOAS







**“Accessibility to  
NOAS workers  
is great.”** – *NOAS Family*

## Mission

We exist to inspire, develop, and nurture enduring support & connections for current and former foster youth and those at risk of coming into care.

## Vision

We envision the day when every child and young adult has a safe and supportive family network.

## Values

Connections, Customer Service, Diversity, Integrity, Fiscal Responsibility, Teamwork, and Change.

# About US

NOAS is a private, non-profit 501 (c)(3) agency

NOAS was founded in 1978 to serve children and families, with programs built on our mission to promote lifelong permanency for current and former youth by preparing and supporting families and building positive connections.

Since 1978, we have come to realize that we are more than adoption. NOAS has grown into much more than a placement agency. NOAS exists to inspire, develop and nurture enduring support and connections for current and former foster youth.

**NOAS' highly educated and trained staff does that through the following programs:**

- *Wendy's Wonderful Kids*
- *IGNITE Mentor Program*
- *Bridges Program*
- *TBRI® Coaching*
- *OhioKAN*
- *Parent Resource Group*
- *Foster Parent Training*

At every stage of their journey, NOAS remains committed to the families and children we serve.

# FY2022 AT A GLANCE

The NOAS team together had...

## 38 TOTAL ADOPTIONS

FACILITATED WITH NOAS AND  
NON-NOAS LICENSED FAMILIES

NOAS is committed to meeting children, families and young adults where they are and to provide the necessary support for them to thrive.

## 1119 HOURS

IGNITE MENTOR OUTINGS

The program matches foster youth ages 12-17 and 18-21 with a healthy adult connection in their community.

## 203 CHILDREN

ON REFERRAL

NOAS partners with 29 counties and works with families in a 90-minute radius area from Warren, Ohio.

## 86 YOUNG ADULTS

RECEIVED CASE MANAGEMENT SERVICES

NOAS supports young adults who age out of foster care.

**CHERYL TARANTINO**  
**EXECUTIVE DIRECTOR**  
NOAS



# NOAS BOARD OF DIRECTORS

Determines policy and ensures the mission, vision and values of NOAS are upheld.



**SHARON DEFRANCES**  
**CHAIRMAN**  
Farmers National Bank



**JOE VEROSTKO**  
**VICE CHAIRMAN**  
J.M. Verostko, Inc.



**TARA KEATING**  
**SECRETARY**  
TC Law Library



**DENNIS LEWIS JR.**  
**TREASURER**  
Lewis Construction

## MEMBERS

**Patrick Burgan**  
Burgan Real Estate

**Jody Deflin**  
Bodine Perry

**Kimberly Griffin**  
Volpini Group

**Cara Lewis Holko**  
Salon Mingle

**William Miner**  
Merrill Lynch

**Stephanie Pullium**  
S. Jones & Associates

**James Ritter**  
Kent State University

**Deryck Toles**  
Inspiring Minds

**Kelly Verostko**

**Peter Verostko**  
J.M. Verostko, Inc.

# NOAS COMPANY STRUCTURE

Our staff is highly trained and strives for lifelong connections for current and former foster youth.

## MANAGEMENT TEAM

**Cheryl Tarantino**  
Executive Director

**Nicole Mooney, LPCC-S**  
Chief Operating Officer

**Jamie Hetrick**  
Wendy's Wonderful Kids®  
Supervisor

**Laura Holt**  
Wendy's Wonderful Kids®  
Supervisor

**Kim Stewart, LISW-S**  
Director of Foster Care  
and Licensing

**Elizabeth Ward**  
*CPA (Inactive)*  
Controller

**Chrishyra Whitfield**  
Bridges Supervisor

**Michelle Wolcott**  
Director of Training &  
Accreditation

## TEAM MEMBERS

**Nikole Baringer**  
Marketing & Communication  
Specialist

**Terri Calautti**  
Executive Assistant

**Maddie Ciriello**  
Wendy's Wonderful  
Kids® Recruiter

**Kelly Dillon**  
TBRI® / Parent Trainer

**Catreese Discerni**  
OhioKAN Navigator

**Kathy Evans**  
Director of Marketing  
& Recruitment

**Heather Garrett**  
Wendy's Wonderful  
Kids® Recruiter

**Alicia Konopinski**  
Administrative Assistant

**Hannah Koran**  
Bridges Liaison

**Karissa Logan**  
Wendy's Wonderful  
Kids® Recruiter

**Alana MacKenzie**  
TBRI® Practitioner and  
Network for Life Specialist

**James Margiotta**  
Wendy's Wonderful  
Kids® Recruiter

**Tiffany McFall**  
Accounting Clerk and  
Administrative Assistant

**Sarah Moreton**  
Family Recruitment  
and Training

**Laura Murry**  
Wendy's Wonderful  
Kids® Recruiter

**Sarah Pinciario**  
Wendy's Wonderful  
Kids® Recruiter

**Sonnie Provitt**  
Wendy's Wonderful  
Kids® Recruiter

**Denise Rising**  
OhioKAN Navigator

**Keshia Rowe**  
Wendy's Wonderful  
Kids® Recruiter

**Lei Solomon**  
Bridges Liaison

**Katy Sudol**  
Permanency Planning  
Specialist

**Mary Craig**  
Wendy's Wonderful  
Kids Recruiter

**Jennifer Thompson**  
Permanency Planning  
Specialist

**Tom Uss**  
Wendy's Wonderful  
Kids® Recruiter

**Nick Walter**  
IGNITE Mentor  
Coordinator

# About Our SERVICE PROGRAMS

NOAS offers a variety of mission-driven programs to best support the children, young people, and families that we serve.

## FY2022 STATISTICS

### 20 ADOPTIONS

CHILDREN, TEENS AND SIBLING GROUPS

Who were legalized with NOAS licensed families

Average age 11.6 • Male 13 (65%) • Female 7 (35%)

### 11 FAMILY

APPLICATIONS RECEIVED

Families made application to NOAS to become foster and adoptive families.

### 39 FAMILIES

ATTENDED PREPLACEMENT TRAINING

NOAS trained families across the state.

### 138 INTAKES

INDIVIDUALS WHO CONTACTED NOAS

To learn more about the foster care and adoption process.



## FOSTER CARE AND ADOPTION PROGRAM

In this region, there is an urgent need for temporary foster parents. The NOAS Foster Care Program aims to meet this need. To address the shortage of loving and safe temporary parents in Ohio's foster care system, we recruit, train, and support foster parents throughout Northeast Ohio.

Each year, 3,000 Ohio children are living in Ohio's foster care system looking for a loving, permanent family. NOAS is dedicated to developing and supporting lifelong adoptive families for children who cannot be reunited with their families of origin. Our professional team provides preparation, assessment and ongoing support to families who want to provide a lifelong connection to children and teens in foster care through adoption.





Dave Thomas  
Foundation  
for Adoption®

Wendy's  
Wonderful Kids®

## WENDY'S WONDERFUL KIDS® PROGRAM

NOAS is a proud partner of the Wendy's Wonderful Kids® Program, a signature program of the Dave Thomas Foundation for Adoption. Our Wendy's Wonderful Kids Recruiters are tasked with finding adoptive families or permanency for children lingering in foster care. They use an evidence-based, child-focused recruitment model which has been proven to be up to three times more effective at finding permanent homes.

Learn more at [www.davethomasfoundation.org/our-programs/wendys-wonderful-kids](http://www.davethomasfoundation.org/our-programs/wendys-wonderful-kids).



### GENDER

Boys 45% ● Girls 55%



## THERE WERE 180 REFERRALS

from county partners to Wendy's Wonderful Kids®



6 legalized with NOAS families  
18 legalized with non-NOAS families  
14 emancipated / learned of Bridges



### AGES

0-4 = 1 (.56%) ● 5-9 = 28 (15.6%)  
10-14 = 62 (34.4%) ● 15-19 = 88 (48.8%)  
20-24 = 1 (0.56%)

### RACE

African American 76 (42.2%)  
Biracial 35 (19.4%) ● Hispanic 2 (1.1%)  
Caucasian 66 (36.6%) ● Other 1 (0.56%)



**“I love that I never feel like I can’t reach out to my caseworker for anything. She is always ready to support our family.”**

*– NOAS Family*

**This sweet boy legalized  
WITH A NOAS FAMILY 2022**



## IGNITE MENTOR PROGRAM

The IGNITE Mentor Program\* works to connect current or former foster youth with consistent and supportive adult role models within their communities.

NOAS serves at-risk youth who are in need of permanent connections due to being in foster care and who have been exposed to trauma that could hinder their adult lives, socially and academically.

Mentors make a commitment to be a wise and trusted guide to a current or former foster youth for 6 hours a month for one year. Mentors make an impact by mentoring one who needs someone.

\*Federal Fiscal Year from 10/1/21 through 9/30/22.

### 31 MENTEES (Referred)

15 were ages 12-17  
16 were ages 18-21



17 identified as male  
14 identified as female



11 identified as Caucasian  
7 identified as African American  
3 identified as Multi-Racial  
10 were unknown

### 27 MENTORS (Applied)

8 were ages 25-34  
10 were ages 35-44  
1 were ages 45-54  
8 were ages 55-64



7 identified as male  
20 identified as female



25 identified as Caucasian  
1 identified as Hispanic/Latino  
1 identified as Multi-Racial

**AS OF 9/30/22, THERE ARE  
8 ACTIVE MATCHES.**

### MENTORS AND MENTEES BY LOCATION

30 from Mahoning Valley  
20 from Cleveland area  
2 from Akron area  
6 from other NE Ohio locations



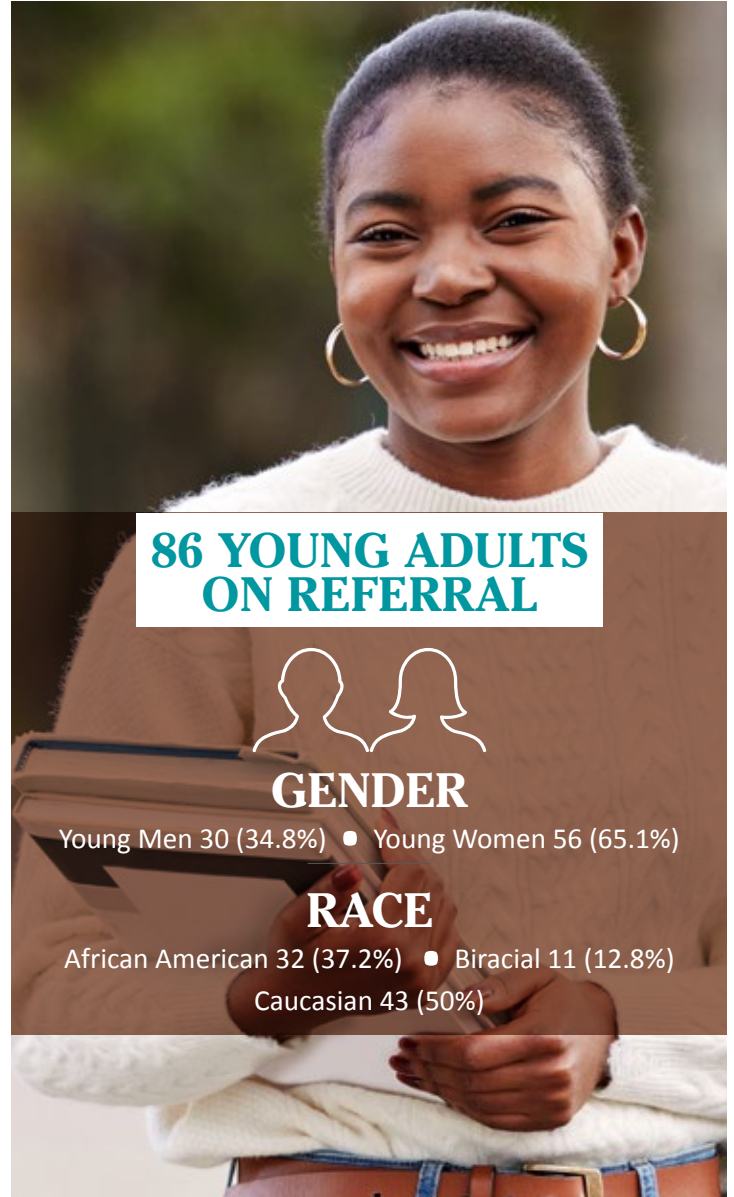




## BRIDGES PROGRAM

The Bridges program at NOAS provides direct case management services to young adults who age out of foster care in Ohio. These services are provided by trained Bridges Liaisons and a Supervisor employed by NOAS. The Bridges Collaborative (program oversight) and its statewide network of community provider agencies are committed to empowering Bridges participants on their path to independence.

Young adult participation in Bridges is voluntary and young adults may apply to enroll (or re-enroll) in Bridges at any point before their 21st birthday. NOAS Liaisons and the Collaborative strive to ensure that potentially eligible adults are aware of the Bridges Program and understand how to apply.







## OHIOKAN PROGRAM

OhioKAN is a statewide flexible and responsive kinship and adoption navigator program designed to assist children, caregivers and families. The OhioKAN program takes an inclusive, engaging and genuine approach to strengthening families, based on the principle that families can find solutions to their circumstances and challenges. NOAS staff includes two OhioKAN navigators.

Throughout eight counties in Northeast Ohio, NOAS and OhioKAN combine local knowledge with statewide resources for adoptive and kinship families. In addition to local resources, links to statewide resources are also available.

In fiscal year 2022 a total of 79 families received services from NOAS' OhioKAN Navigators.



## TBRI® PROGRAM

TBRI® is a family-based intervention designed for foster youth who have experienced relationship-based traumas such as institutionalization, multiple foster placements, maltreatment, abuse, and/or neglect.

It is designed to provide a deeper insight into parenting strategies in areas of empowering, connecting, and correcting. It is based on the concept of building trust and relationship and is also useful to staff when working with clients.

NOAS is requiring TBRI® training for all licensed NOAS families to help families and foster youth work through real-life, problem-solving scenarios. Staff and mentors are also trained on TBRI®.

NOAS has held 12 training sessions, with 148 individuals attending and 18 families who received in-home coaching.



## PARENT RESOURCE GROUP

There are challenges and stressors involved in parenting a foster child with difficult behaviors. We know that families who have access to supportive services are less likely to disrupt their foster or adoptive placements. The NOAS Resource Group provides a place where foster and adoptive parents can meet, discuss and problem-solve the parenting issues they face. They are able to openly share thoughts, ideas, community resources, and develop a support network for respite. Families tend to bond and feel a sense of camaraderie with one another.

Parent Resource Group is led by a trained NOAS staff member and is provided in-person or virtually. Some of the resource groups provide childcare and dinner so all families can attend if they wish. Families who do not have a child placed in their home are encouraged to attend as well.

**“We have a very good  
working relationship  
with our WWK worker.”**

*– Agency Partner*



**Keeping siblings together**

**WITH A NOAS FAMILY 2022**

# About CONTINUOUS QUALITY IMPROVEMENT

NOAS is pleased to be fully accredited by the COA through July 31, 2025

NOAS' Continuous Quality Improvement (CQI) program is designed to review practices and outcomes for the programs and administration of the agency with the ultimate goal of providing the highest quality outcomes possible to those we serve. The goals set through the CQI program center on the mission, vision, values and the strategic goals of the agency.

While the CQI program focuses efforts around client-serving programs, the administration of NOAS keeps a diligent eye on assessing risk, streamlining processes such as hiring and onboarding, financial responsibility, and agency partner satisfaction. All of which play a part in the continuous quality improvement efforts.

Noteworthy for FY2022 is the impact of the COVID-19 aftermath and the "great resignation" the county is experiencing, which continues to impact programs, goals, and processes of the Agency.

NOAS' management team utilizes a spreadsheet to track agency statistics and data on a monthly basis. This spreadsheet is used to keep track of progress and serves as a point of discussion for management, staff and the Board of Trustees.



## NOAS CQI 2022 SURVEY RESULTS

Here are some results of CQI surveys based on a 1 to 5 point rating scale.

### Staff Satisfaction

**+4.29**

"I appreciate that NOAS has added a policy regarding education and licensure reimbursement."

### NOAS Agency Partner

**+4.83**

"Working with LH was wonderful, we appreciated her insight."

### NOAS Pre-Placement Series Evaluation

**+4.92**

"The classes were very informative. The instructors were helpful & kind."

### NOAS Active Family

**+4.55**

"Excellent attention to the little details."



**“I am blessed to work at NOAS  
with this group of people!”**

*– NOAS Staff*



**NOAS staff working at  
NOAS' SPRING EVENT 2022**

# Financial RESULTS

## Sustaining our future – NOAS thanks our donors and community supporters

Every dollar you donate and every minute you volunteer helps us support foster youth and young adults throughout Northeast Ohio. As a result of your support, we are able to continue creating connections, nurturing support, and sharing news about our important work.



### **CREATING CONNECTIONS**

Foster youth have a chance to make as many connections as possible through our family searching, child-specific recruitment, special events, and mentorship programs thanks to your support.

### **NURTURING SUPPORT**

NOAS provides free, lifelong support and assistance to families who want to foster, adopt, or mentor foster youth or young adults. We offer education classes, training, in-home support, and a variety of other services to help foster youth build lifelong connections.

### **SHARING NEWS**

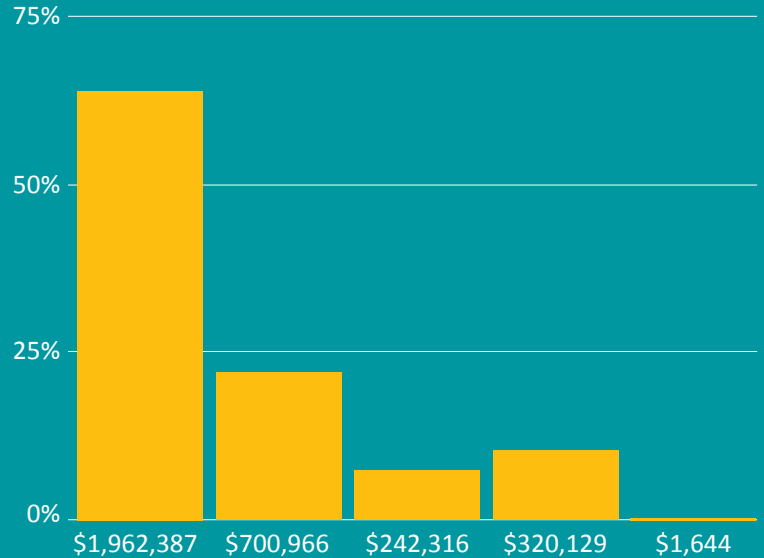
Your donation helps us spread the message throughout the community. We share our important work on our website, in print media, at our events, on social media, at speaking engagements and more.

*From the bottom of our hearts....*

**THANK YOU.**

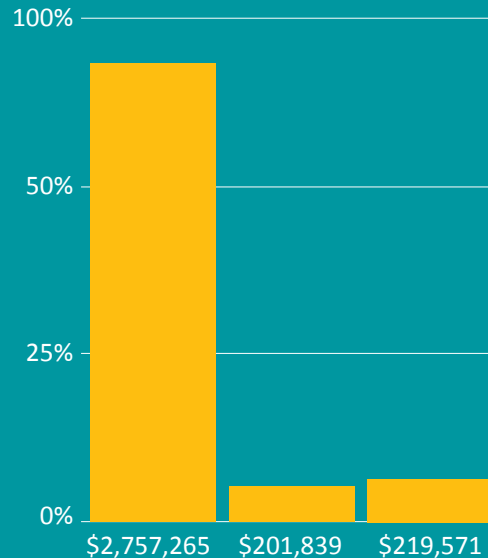
# \$3,227,442 TOTAL REVENUE

- GRANTS | \$1,962,387 | 60.80%
- PROGRAM SERVICE FEES & CONTRACTS | \$700,966 | 21.72%
- SPECIAL EVENTS | \$242,316 | 7.51%
- CONTRIBUTIONS | \$320,129 | 9.92%
- OTHER | \$1,644 | 0.05%



# \$3,178,675 TOTAL EXPENSES

- PROGRAM SERVICES | \$2,757,265 | 86.74%
- DEVELOPMENT | \$201,839 | 6.35%
- ADMINISTRATIVE | \$219,571 | 6.91%



FISCAL YEAR ENDING 6/30/22



# NOAS

Foster Care ♥ Adoption  
Mentoring ♥ Training

## GET IN TOUCH

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