



FISCAL 2024

**A YEAR OF RESILIENCE,
COMMUNITY, AND HOPE
FOR FOSTER FAMILIES**



**NOAS has been providing support and connections to
foster youth and families for 46 years.**



NOAS

FOSTER ♥ CONNECT ♥ SUPPORT
Connections for youth - Support for families

A Foster Care Agency Since 1978

private, not-for-profit 501(c)(3) agency

Envisioning The Future Of NOAS



Did you know that every **TWO MINUTES** a child comes into foster care?

Yours sincerely,


NOAS Executive Director

As we reflect on the past fiscal year, our attention turns eagerly towards future plans with new opportunities and unlimited potential. In the coming year, we envision our journey as one of collaboration, strong relationships and innovative solutions.

By utilizing our strengths and overcoming our weaknesses, we are dedicated to excellence and the concept of adaptability.

We will utilize the skills and knowledge of our educated and talented team so that additional families can be recruited, trained, assessed, and supported to care for the 16,000 plus children currently in foster care throughout the State of Ohio.

Take the first step to learn more about becoming a foster or adoptive parent or how you can help our mission. Visit www.noas.com.



Did you know every
TWO MINUTES
a child comes into
foster care?

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

Empowering Through Action

The following programs are offered, at no cost to our families, to inspire enduring support and connections for current and former foster youth.

BUILDING CONNECTIONS AND CHANGING LIVES:

Foster Care: NOAS staff will provide guidance throughout the entire foster parenting process, helping you succeed for years to come.

TBRI® and CORE Teen: NOAS offers Trauma-Informed Parenting programs that help caregivers and professionals understand the impact of trauma on youth.

Ohio Bridges: NOAS provides services available through Bridges, a post-emancipation support program in Ohio that extends housing and other supportive services to eligible former foster youth. Bridges is administered by the Ohio Department of Job and Family Services, through a grant agreement with the Child and Family Health Collaborative of Ohio.

OhioKAN: NOAS is proud to partner with OhioKAN, a statewide flexible and responsive kinship and adoption navigator program designed to assist children, caregivers, and families.

Wendy's Wonderful Kids: NOAS is a proud partner of Wendy's Wonderful Kids, a signature program of the Dave Thomas Foundation. Wendy's Wonderful Kids Recruiters find adoptive families or permanency for foster children.

STRENGTH IN NUMBERS

Through these programs, NOAS proudly delivered the following services and support



245 CHILDREN

38 YOUNG ADULTS

56 FOSTER PARENTS

153 KINSHIP AND ADOPTIVE FAMILIES

served by OhioKAN

242 PARENTS AND PROFESSIONALS

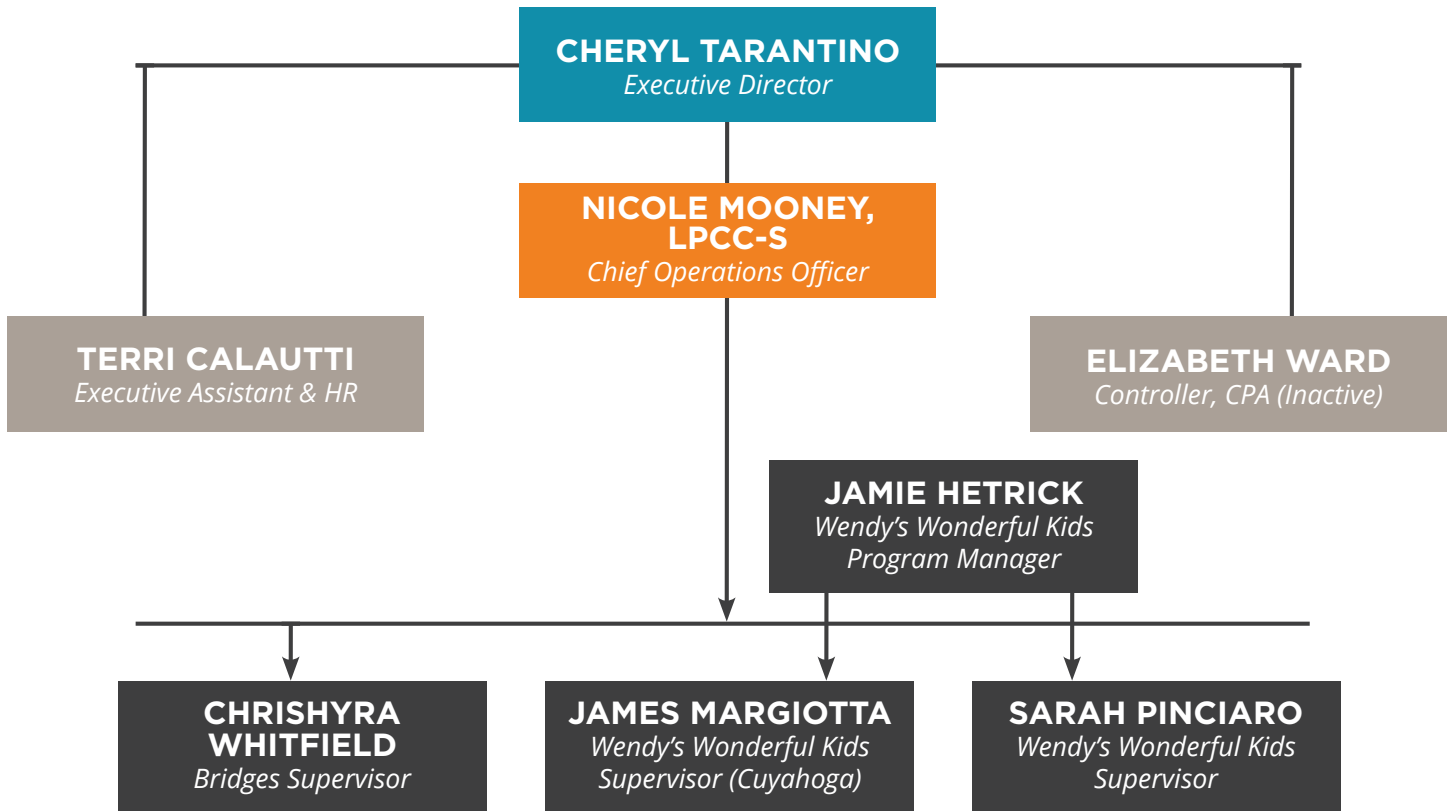
trained in TBRI®/CORE Teen

20 LEGALIZATIONS

7 LICENSES FOR FOSTER FAMILIES

(assessments and updates)

The Leadership Behind NOAS



The NOAS Team Members

NIKOLE BARINGER Director Of Communications	RACHAEL BORDELL Wendy's Wonderful Kids Recruiter	SUSAN CLEARY-CHARLES Bridges Liaison	MARY CRAIG Wendy's Wonderful Kids Recruiter
KELLY DILLON TBRI®/Practitioner and Parent Trainer	CATREESE DISCERNI OhioKAN Navigator	KATHY EVANS Director of Marketing and Recruitment	SIMONE GANT TBRI® Practitioner, Parent Trainer & Diversity Coordinator
HEATHER GARRETT Wendy's Wonderful Kids Recruiter	MITCHELL GOOSSENS Wendy's Wonderful Kids Recruiter	DESTINEE GREEN Wendy's Wonderful Kids Recruiter	KAITLIN IRGANG Ignite Mentor Coordinator
ALICIA KONOPINSKI Administrative Assistant	LAUREN KOBY Wendy's Wonderful Kids Recruiter	SARAH MORETON Family Recruitment Training Specialist	AMANDA PATTERSON Wendy's Wonderful Kids Recruiter
CAMELLIA PUGH Wendy's Wonderful Kids Recruiter	DENISE RISING OhioKAN Navigator	BREANNA RYZNER Wendy's Wonderful Kids Recruiter	RAYVEN FOWLER Wendy's Wonderful Kids Recruiter
REBEKAH SILVER Wendy's Wonderful Kids Recruiter	LEI SOLOMON Bridges Liaison	KATY SUDOL Permanency Planning Specialist	JENNIFER THOMPSON Permanency Planning Specialist

*NOAS Team on 6/30/24



Feedback Forum

"NOAS really wraps their arms around you. It's not like I just go there and sign paperwork and leave. They just want to know how you are doing. They want to guide you, support you in any way they can, and if they don't already know - they ask."

~ *Amber, Former Foster Youth*

"Communication and responsiveness. Every person I have ever worked with at NOAS has always truly cared for us and the children in our care. Everyone is knowledgeable and understanding of intricacies of foster care/adoption."

~ *NOAS Licensed Family*

"It breaks my heart when youth age out of foster care at 18. Many have nobody and so many needs. So NOAS has a closet full of supplies they pull from for their apartment or birthday. It just makes you realize how we can take everything for granted."

~ *Sharon DeFrances, NOAS Board President*

"I really enjoyed the classes, instructors were great and the discussions were very informative."

~ *Pre-Service Training Participant*

"I feel very fulfilled by the work we do here at NOAS."

~ *NOAS Team Member*

"NOAS staff have always impressed me, they are polite, patient and willing to help out. All the additional training that is provided is amazing, keep it up."

~ *NOAS Licensed Family*

Investing in Hope

The financial overview highlights the diverse funding sources and expenditures that enabled us to achieve our mission this year. These resources reflect the generosity of our supporters, the success of our initiatives, and our commitment to fostering stability and growth for youth and families.

FUELING OUR MISSION:

Grants: Federal, state, local and private foundations fund programs and services within a community or service area.

Program Service Fees and Contracts (PSF&C): When a nonprofit charges for a service directly related to its mission, it is called program service revenue. Besides charitable gifts, it is the second most common way nonprofits make money.

Special Events: Fundraising events not only provided critical financial support but also raised awareness for the mission. Fundraising events can include concerts, silent auctions, galas, golf outings and more.

Contributions: Individual and corporate contributions continued to be a vital source of funding. The generosity of our donors directly impacted the lives of foster youth and families, ensuring they received the care and resources they need to thrive.

Other: Investment earnings and reimbursements.

FISCAL YEAR ENDING 6/30/24

Source: Audited Financial Statement

2,897,643
TOTAL REVENUE

PROGRAM SERVICE FEES & CONTRACTS

\$369,939 | 12.77%

GRANTS

\$2,017,082 | 69.61%

SPECIAL EVENTS

\$263,483 | 9.09%

CONTRIBUTIONS

\$236,326 | 8.16%

OTHER

\$10,813 | 0.37%

3,127,559
TOTAL EXPENSES

PROGRAM SERVICES

\$2,543,542 | 81.33%

DEVELOPMENT

\$339,723 | 10.86%

ADMINISTRATIVE

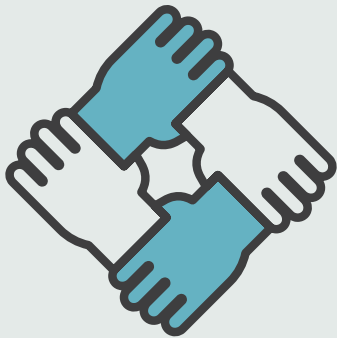
\$244,294 | 7.81%

Key Figures

We develop and maintain genuine relationships by being supportive and open-minded and build on the strengths of each team member to accomplish the best outcome for the children and families we serve.

** Employed FY24*

TOTAL EMPLOYEES



42

CAUCASIAN

5

AFRICAN AMERICAN

RACE



5*

MEN



42*

WOMEN



100%

NOAS TEAM is certified through All Children - All Families and fully accredited by the Council on Accreditation



15 WWK

15 Wendy's Wonderful Kids Recruiters and Supervisors funded by The Dave Thomas Foundation for Adoption working to find permanency for 225 foster youth



2 STAFF

Two NOAS staff members are certified TBRI® practitioners to help foster and adoptive families meet the complex needs of vulnerable children



100%

NOAS does NOT charge fees to any family who wants to foster or foster-to-adopt



On September 16, 2024, surrounded by family, adoption workers, and even her birth family and former foster mother, Bailey was officially adopted. The emotional hearing, described as one of the most intimate ever witnessed, was filled with heartfelt words and blessings from everyone in the room.

Our 2024 Highlights and Achievements



"Hope is the spark that ignites achievement; together, they illuminate the path to a brighter future."

This year, NOAS made significant strides in advancing our mission, overcoming challenges, and fostering a brighter future for foster youth and families. Here are some key highlights and accomplishments:

Foster Family Recruitment and Retention: Our Recruitment and Retention Committee worked diligently to address the statewide shortage of foster families. By implementing targeted

marketing strategies by zip code, we successfully engaged potential foster families in areas of greatest need, expanding our capacity to support children in care.

Employee Wellness Initiatives: The Wellness Committee prioritized self-care and stress relief for staff, organizing a variety of activities such as the NOAS Olympics, relaxation and mindfulness information, and a new Tell Me Anything series, which created an opportunity for staff to learn new skills and hobbies. These efforts reinforced a positive and supportive work environment.

Angel Tree Program: The Angel Tree program brought holiday joy to foster youth by providing more than 200 Christmas gifts. This initiative, supported by generous

individuals and local businesses, highlighted the power of community in making a difference in the lives of current and former foster youth.

Recruiting Diverse Families: NOAS staff and the newly established NOAS Diversity Advisory Council (NDAC) took meaningful steps toward enhancing diversity in foster family recruitment prioritizing recruitment of families that represent foster youth in Northeast Ohio.

These accomplishments reflect NOAS's commitment to strengthening families, fostering partnerships, and building hope for the future.



ALL FAMILIES
WELCOME

Because EVERY CHILD deserves a family

Be Part of Our Story—**Connect with Us!**



NOAS

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A Foster Care Agency Since 1978

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