



# CREATING A BRIGHTER FUTURE FOR FOSTER YOUTH for 47 years

FY 2025 ANNUAL REPORT

[WWW.NOAS.COM](http://WWW.NOAS.COM)



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

*A Foster Care Agency Since 1978*



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# Creating Stability, Support, and Belonging

As we reflect on 47 years of service to foster youth and their families, we are filled with pride and gratitude for the impact NOAS has made.

From our early beginnings to the organization we are today, our commitment has remained steadfast: to walk alongside youth who have experienced the deepest challenges and to help them find the stability, support, and relationships they deserve. We are proud of where we came from—and even more inspired by where we are going.

The youth referred to NOAS often face circumstances that make their journeys especially complex. Many have spent a significant amount of time in foster care, are part of larger sibling groups, have experienced extensive trauma, or live with medical or developmental needs. These realities require dedicated, patient, and skilled advocacy. We recognize the challenges within the foster care system, and I am continually inspired by how our team rises to meet them with compassion, creativity, and unwavering resolve.

As we look ahead, our focus remains clear: creating brighter futures for foster youth. We are deeply committed to our mission of inspiring, developing, and nurturing enduring support and meaningful connections. In the coming year, we will continue to strengthen our recruitment efforts, enhance family training and post-support services, expand youth-focused initiatives, and build partnerships that allow us to serve more children with greater impact.

Together—with our families, partners, donors, staff, and community—we will continue moving forward with purpose. Thank you for being part of this journey and for believing, as we do, that every young person deserves the chance to thrive.

**Yours sincerely,**

**NOAS Executive Director**

# NOAS MISSION AND VISION

NOAS serves children who have been removed from their birth family through no fault of their own - children who need security, safety, and nurturing. They deserve to know they are cared for and to have opportunities to grow and thrive.

We support foster youth and families throughout Northeast Ohio by recruiting, training, and licensing qualified foster parents; offering trauma-informed programs and services; and providing dedicated advocacy to help youth build stable, meaningful connections.

## Cara Holko

NOAS' incoming FY2026 Board President is inspired by family, driven by mission, and committed to every child.

Creating a brighter future for foster youth is at the heart of why I serve as Board President. As a mother of five sons, I have seen firsthand how stability, connection, and unconditional love shape a child's ability to thrive. I am honored to carry forward the legacy of my aunt, NOAS founder Barbara Lewis Roberts, whose unwavering belief that every child deserves a permanent, loving home continues to inspire our mission. Through the dedication of our staff, families, and community partners, NOAS is helping young people discover belonging, build hope,

**Every child deserves to feel valued, supported, and surrounded by people who believe in them.**

and realize the promise of a future where they are valued and supported.





# A Year In Review: Growth, Transition, and Resilience

**FY2025 was a year of growth, transition, and renewed commitment at NOAS. No matter the task at hand, our focus remained firmly on the youth we serve and on creating brighter futures for them...**





The first part of the year was dedicated to preparing for and completing our **office relocation**. While we only moved a few suites down the plaza, the transition required thoughtful planning, coordination, and teamwork. Our new space offers a welcoming and functional environment for staff, volunteers, community partners, families, and youth. If you have not yet visited, we would be delighted to show you around.

This year also strengthened our commitment to **employee well-being**. Through our expanded Employee Wellness Initiative, we continued to emphasize work-life balance, stress management, and overall staff support. Our team is our greatest asset, and investing in their wellness ensures they can continue providing exceptional care and advocacy.

We are proud of the **strong partnerships** we built and sustained throughout the year. From new community relationships to long-standing alliances, these collaborations remain essential to our mission. Financially, NOAS is turning the corner from the multi-year placement crisis with targeted recruitment. Five successful fundraising events—made possible through significant staff effort—contributed meaningfully to our fiscal health.

**Recruitment and retention** efforts also evolved. Our Recruitment and Retention Committee met every other week to review new strategies, discuss challenges, and respond to the ongoing shortage of qualified foster families. These efforts resulted in the implementation of fresh tactics to engage and retain families committed to supporting youth with complex needs.

**Our Young Adult Support Program** continued to grow this year, both in reach and capacity. We added two new staff members to strengthen the program and better meet the needs of young adults who aged out of foster care without being adopted. Through this expanded team, participants received enhanced guidance, connection, and practical assistance—including support with rent, transportation, and unexpected expenses — helping them build stability during a critical time in their lives.

Throughout the year, the NOAS team worked tirelessly to equip foster youth with the tools, support, and relationships they need to thrive. The **dedication, compassion, and commitment** demonstrated each day remain the driving force behind our impact.

*“Welcoming Evan into our family has been the greatest gift, and I’m grateful to everyone who helped make his permanent home a reality.”*



\*Names have been changed to protect privacy.

## Creating a Brighter Future for Foster Youth

Every child deserves a safe, stable, and nurturing home. At NOAS, our mission is to create meaningful connections that empower youth to thrive.

Evan’s story is a shining example of how dedicated support and thoughtful advocacy can help a young person find the family, stability, and guidance they need to flourish—bringing us one step closer to creating brighter futures for foster youth.

In spring 2024, I had my first visit with Evan and his foster family as his Wendy’s Wonderful Kids Recruiter. Evan is a bright, caring, and creative child who enjoys karate, drawing, and exploring his artistic talents. During our first visit, he even shared a drawing he had made just for me.

As we got to know each other, Evan mentioned that he keeps in touch with his uncle, Calvin, and expressed interest in being adopted by him. I reached out to Evan’s county worker and, with permission, connected with Calvin. He was thrilled at the opportunity and eager to begin the adoption process.

By summer 2024, Evan and Calvin were visiting regularly, including overnights during the holidays. Over the next few months, Evan and I talked about adoption and the importance of maintaining his positive routines as he prepared for this next chapter.

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### In early 2025, Calvin was granted legal custody of Evan.

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During my final visit, we shared lunch and conversation, celebrating Evan’s new chapter. Evan happily shared that he was excited to be with his uncle and have other nearby family members in his life. He even asked for a hug before I left—a small moment that reflected a big milestone.

I am overjoyed that Evan was able to reunite with family and begin a stable, loving chapter in his life.



# Every kid is **one** caring adult away from being a success story.

**Quote from Josh Shipp,**  
a youth advocate, author,  
and speaker who grew  
up in the foster care  
system and now works  
to inspire adults to make  
a positive impact in  
children's lives.

Scan Me



*Discover more children like  
these who are waiting for a  
permanent family.*

# Programs in Action: Creating Lasting Impact

The following programs are offered at no cost to our families to provide support, foster meaningful connections, and help create brighter futures for current and former foster youth.

## Foster Care

Our foster care program helps children who have been removed from their homes through no fault of their own find safe, stable, and nurturing environments. By recruiting, training, and supporting dedicated foster families, we create meaningful connections that inspire hope and help children build brighter futures. Foster care often leads to adoption creating permanency for children.

## OhioKAN

NOAS is proud to partner with OhioKAN, a statewide kinship and adoption navigator program that supports children, caregivers, and families. This partnership helps families access resources, guidance, and connections, ensuring youth have the support they need to thrive and build brighter futures.

## Wendy's Wonderful Kids

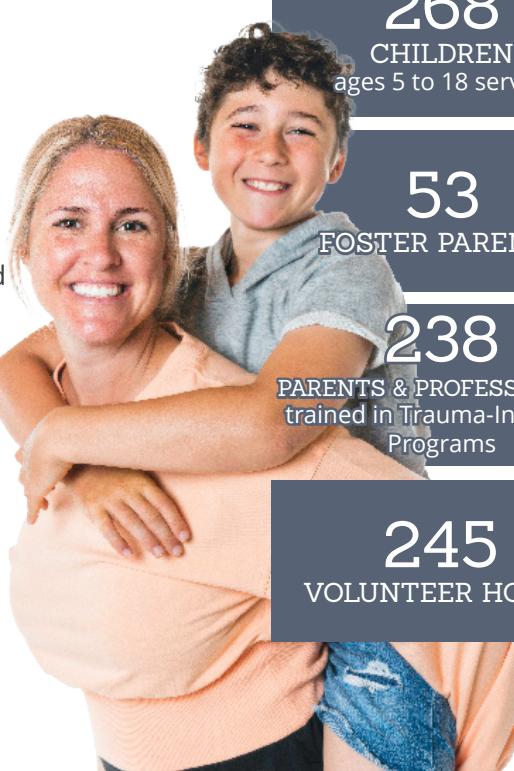
NOAS is proud to partner with Wendy's Wonderful Kids, a signature program of the Dave Thomas Foundation. Our dedicated recruiters work tirelessly to connect foster children with loving adoptive families, helping youth achieve permanency, stability, and brighter futures.

## Trauma-Informed Programs

Our trauma-informed training programs equip caregivers and professionals with practical tools and strategies to understand and respond to the impact of trauma, helping youth build resilience, emotional well-being, and brighter futures.

## Ohio Bridges

Through Bridges, NOAS provides housing and supportive services to help eligible former foster youth build stability and independence. Administered by the Department of Children and Youth, through a grant with the Child and Family Health Collaborative of Ohio, Bridges helps young adults transition successfully and create brighter futures.



**268**  
CHILDREN  
ages 5 to 18 served

**53**  
FOSTER PARENTS

**238**  
PARENTS & PROFESSIONALS  
trained in Trauma-Informed  
Programs

**245**  
VOLUNTEER HOURS

**62**  
YOUNG ADULTS  
served by Bridges

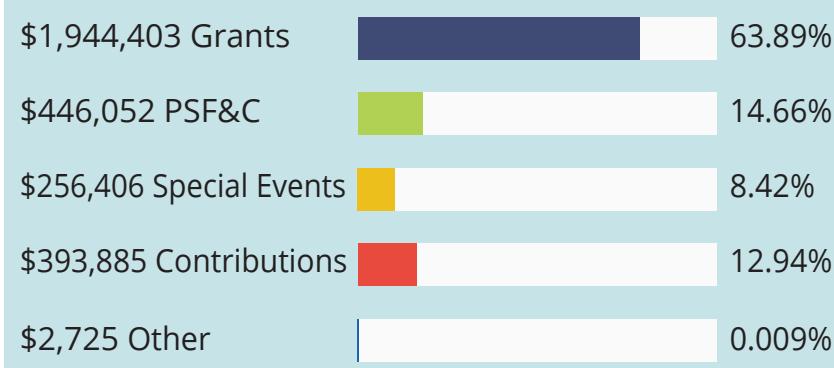
**128**  
KINSHIP & ADOPTIVE  
FAMILIES  
served by NOAS Staff

**27**  
LEGALIZATIONS

**14**  
NEWLY LICENSED  
FOSTER PARENTS

# Financials

## TOTAL REVENUE \$3,043,471



### Grants

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

### Program Service Fees & 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, such as concerts, silent auctions, and galas, provided crucial financial support and raised awareness for the mission.*

### Contributions

*Individual and corporate donations remained essential, directly impacting the lives of foster youth and families by ensuring they receive the care and resources needed to thrive.*

### Other

*Investment earnings and reimbursements.*



## TOTAL EXPENSES \$3,261,334

### \$2,736,946 Program Services

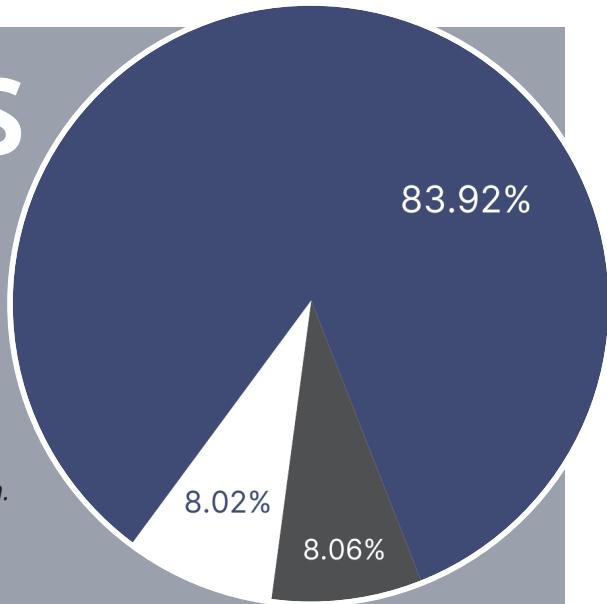
*Services directly related to its mission.*

### \$263,163 Development

*Special Event expenses used to run the events to raise money for its mission.*

### \$261,225 Administrative

*Costs refer to money spent on a nonprofit organization's management and operation, such as the staff.*



*Unaudited Fiscal year ending 6/30/25*

# NOAS Board of Trustees

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

CHERYL TARANTINO  
**EXECUTIVE DIRECTOR**  
NOAS



**SHARON DEFRAZES**  
**CHAIRMAN**  
Farmers National Bank



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



**Tara Keating**  
**SECRETARY**  
Trumbull County  
Law Library



**DENNIS LEWIS JR.**  
**TREASURER**  
Lewis Development Corp.

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Burgan Real Estate

**Kimberly Dobson**  
Russell Real Estate Services

**Stephanie Pullium**  
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**Jeffrey Fishel**  
First National Bank

**Deryck Toles**  
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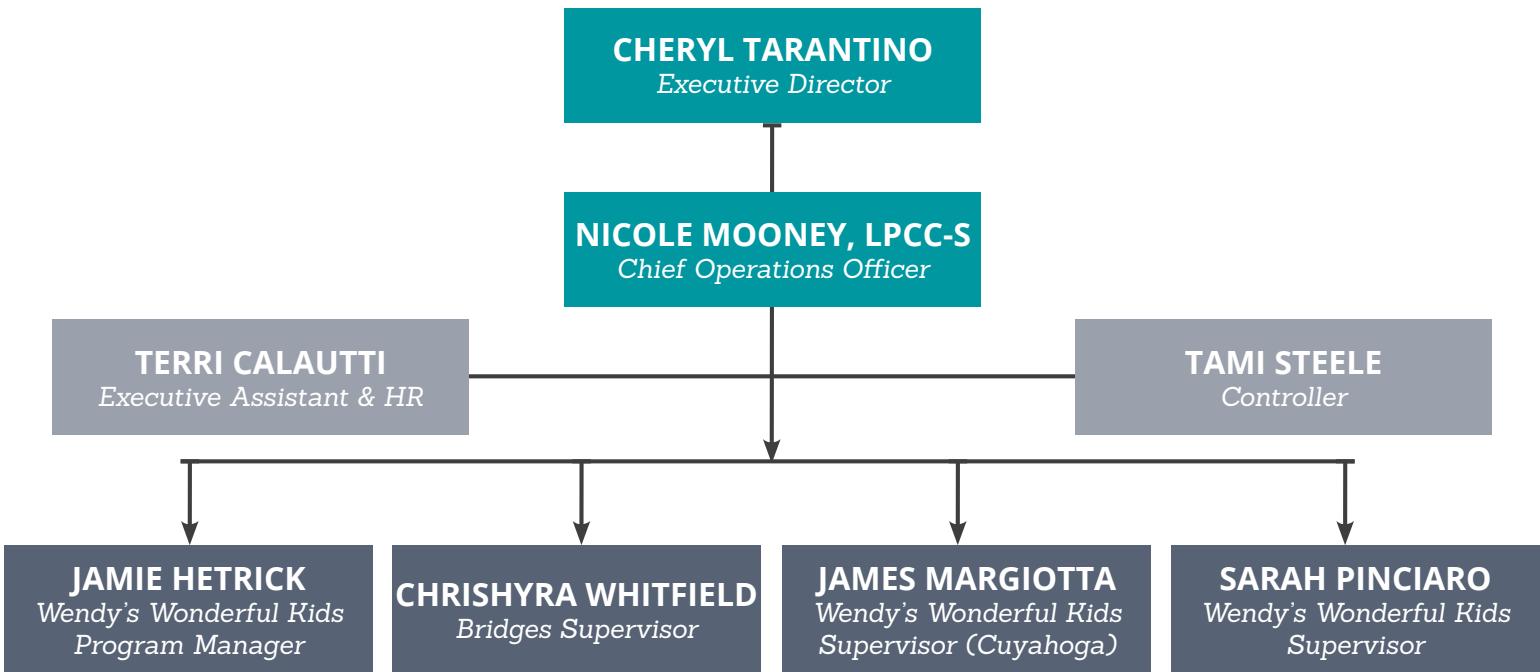
**Cara Lewis Holko**  
Salon Mingle

**William Miner**  
Merrill Lynch

*Learn more about joining  
our NOAS Board.*



# 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	RAYVEN FOWLER Wendy's Wonderful Kids Recruiter
SIMONE GANT TBRI® Practitioner, Parent Trainer & Diversity Coordinator	HEATHER GARRETT Bridges Liaison	MICHELLE GOOSSENS Wendy's Wonderful Kids Recruiter	DESTINEE GREEN Wendy's Wonderful Kids Recruiter
KAITLIN IRGANG Bridges Liaison	TIM KIEFABER Bridges Liaison	LAUREN KOBY Wendy's Wonderful Kids Recruiter	ALICIA KONOPINSKI Administrative Assistant
LEAH MOFFETT 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	REBEKAH SILVER Wendy's Wonderful Kids Recruiter	BECCA SIMON Bridges Liaison
KATY SUDOL Permanency Planning Specialist	JENNIFER THOMPSON Permanency Planning Specialist	BROOKE VONDRASEK Wendy's Wonderful Kids Recruiter	

\*Fiscal year ending  
June 30, 2025.

# Strengthening Connections, Expanding Impact



We are excited to explore new collaborative opportunities and partnerships that expand our reach and impact. Guided by our strategic goals, we will work tirelessly to ensure every youth has the stability, connection, and support they need to thrive.



As we move into the next year, NOAS remains committed to creating brighter futures for foster youth. We will continue strengthening training and support for families, enhancing recruitment strategies to connect more children with caring homes, and offering engaging programs and events that bring our community together.





# Thank You to Our Donors and Supporters

We could not do what we do without the generosity of people and organizations like you. Your support allows us to create brighter futures for foster youth across Northeast Ohio.

This year, NOAS launched our legacy giving and major gift programs, and we were deeply moved by the thoughtfulness of donors who chose to invest in our mission. Your belief in our work and in the children we serve makes a lasting difference.

Thanks to you, we are able to recruit and support more foster families, expand trauma-informed programs, and provide guidance and stability for youth as they grow into adulthood.



**"It's been a great experience, the licensing process was smooth and the communication has been amazing."**

- NOAS Family



**"Me and my social worker have a good bond, she's supportive and believes in me, I gained confidence to make choices and be independent on my own."**

- Young Adult



**"I thought the training was great. It was honestly one of the best trainings I have completed since starting my adoption journey. The trainer was engaging and knowledgeable about the topics."**

- TBRI® Participant



**"We may be small, but small can be mighty. We support NOAS because they prove every day how powerful the 'little guys' can be."**

- Lutz Greenhouse Owners

From all of us at NOAS, thank you for helping us turn hope into action and dreams into brighter futures.



F Y 2 0 2 5 A N N U A L R E P O R T

# *Thank you for your support*

*To all who stepped up, whether big or small, your contribution empowers NOAS to continue to make a difference to so many children, teens, and young adults.*

*Visit our website and learn more about NOAS.*



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



**NOAS**

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