**Adoption Network Cleveland**

**2021 Board Member Bios**

**Andrea Kushnick Rubin, MBA – Marketing Consultant, Case Western Reserve University, Siegal Lifelong Learning Program**

Andrea Rubin has more than 25 years of professional experience in marketing and communications, in both nonprofit and educational environments. She currently works for Case Western Reserve University's Siegal Lifelong Learning program where she manages the marketing and promotion of personal enrichment and professional development opportunities as well as alumni travel. She earned a B.A. from Lehigh University and MBA from Temple University. Upon adopting her younger child, Andrea formed a social, educational and support organization for Jewish families with adopted children that ran successfully for many years. She is the Membership Chair for the PTA in the Orange Schools and serves on the JCC Book Festival Committee. Andrea and her husband, Stuart, live in Orange Village with their two children (one adopted and one biological).

**1st Vice Chair, Carlin N. Culbertson, CPA – Vice President, Assurance Services Group, Meaden & Moore**

Carlin is a vice president in the assurance group at Meaden & Moore, LLP where he specializes in manufacturing, construction, and data analysis. Being an adoptee, Carlin wanted to get more involved with the Adoption Network of Cleveland and in 2016 joined the finance committee. Carlin also is involved in the Sullivan/Deckard Scholars program and the Pratt Center at Cleveland State University which provide scholarships and services to former foster children. Carlin graduated from The University of Akron, earning his B.A. in Accounting with a minor in Entrepreneurship in December 2004 and started full-time at Meaden & Moore in January 2005.

**Charlie McVan, MBA – Information Security Manager, ECHO Health Inc.**

Charlie McVan works as a Manager of Information Security, for ECHO Health in Cleveland, Ohio. Prior to that he worked in management consulting. Charlie completed his undergrad from Kent State University in 2005, and his MBA, from the University of Phoenix in 2011. He is drawn to serving this organization based on his more recent experience as he navigates the adoption process in his effort to adopt. Interests outside of professional, include volunteer work, urban planning, civic engagement, and Cleveland sports.

**Cheryl Morrow-White, M.D. – Medical Director, Buckeye Heath Plan**

Cheryl Morrow-White, M.D. is a board-certified pediatrician who is employed as a medical director for Buckeye Health Plan, Centene Corporation.Dr. Morrow-White was educated at Harvard University (A.B.) and Case Western Reserve University of Medicine (M.D.). Her pediatric residency was served at Children’s Hospital of Pittsburgh.Dr. Morrow-White practiced pediatrics in the urban communities of Cleveland, serving as a pediatric provider, outpatient practice director and hospital committee member. She was a provider in a suburban private pediatric practice for several years. In addition, she was a medical consultant for the Social Security Administration, Office of Hearings and Appeals. Dr. Morrow-White has now accumulated more than 10 years of utilization management experience.Volunteer activities have been important components of her community participation. This includes many years as a volunteer with the American Heart Association, beginning at the local level, serving as regional president and eventually serving on the National Board of Directors. Additionally, she has served on the board of Hathaway Brown School (independent school for girls, Shaker Heights, Ohio), the Center for Community Solutions (Cleveland, Ohio), and investment committees for United Way and was board member with the Ohio Chapter of the Academy of Pediatrics.Currently Dr. Morrow White actively participates in the Visiting Committee of the Frances Payne Bolton School of Medicine. Dr. Morrow-White strives for balance by participating actively in her faith community, immersing herself in reading fiction and prioritizing time spent with family. Dr. Morrow-White is an adoptive mother.

**Board Chair, Dan Gisser, MBA, Ph.D. – CEO, AdviCoach and Business Advisor, Ohio Aerospace Institute**

Daniel J. Gisser (Dan) helps guide entrepreneurship, strategic marketing, and technology management in innovative small companies. In his Business Advisory work at Ohio Aerospace Institute he helps companies gain access to federal research funding. In his independent AdviCoach consulting business he helps leaders of small businesses gain and implement general management skills. Dan was Director of Corporate Marketing and Sales and Eaton Corporation from 2006-2015. He held various entrepreneurial and strategic management positions at Eastman Kodak from 1996 to 2006. Dan has a BA from Dartmouth College, PhD in Chemistry from the University of Wisconsin, and MBA from the University of Rochester. He and his wife Kathy were both born and raised in greater Cleveland. Their daughter, Thom, was born in Vietnam in 2001 and is now in college. The family has an open relationship with Thom's birthmother, Thuy, and many other birth relatives.

**Dan Leschnik – Technical Manager-Global Keys Accounts, AkzoNobel**

Dan Leschnik was born and raised in Denver, Co and has three siblings. He attended the University of Northern Colorado and earned a B.S in Chemistry in 1977. During his senior year he was the president of the Local Affiliate of the American Chemical Society. He married Jane A. King on May 23rd 1978 and has 3 children and 6 grandchildren. Dan enjoys trekking especially in the mountains, bike riding, traveling, and spending quality time with his children and grandchildren. He is personally interested in immigration stories (past and present) as his father was an immigrant and lived much of his life without parental support. Dan has worked for one company for 43 years in the Specialty Chemical Coating Industry and lived in Greater China 9 year managing an Operation and Directing Business in North Asia.

**Treasurer, Eamon Larkin, MBA – CFO, Budget Dumpster, LLC**

Eamon Larkin has worked as the Chief Financial Officer of Budget Dumpster, LLC a rental company out of Westlake, Ohio since 2013. A CPA by trade, Eamon works on all legal and financial matters that effect the growing company. Eamon has his Bachelor’s and Master’s Degree from the University of Dayton. Wanting to continue to grow his family Eamon and his wife Lauren sought out Adoption Network Cleveland as an educational resource. Soon thereafter they welcomed a son into their family. Eamon, Lauren and their four children reside on the Westside of Cleveland.

**Elise C. Hagesfeld, Ph.D. – Lecturer, Department of History, Case Western Reserve University**

A native Clevelander, Elise C. Hagesfeld earned a BA from Williams College in Massachusetts, and a Master of Nonprofit Organizations and a PhD in History from Case Western Reserve University. Prior to her doctoral study, she was a nonprofit development and communications professional for educational, economic development, and child welfare organizations. Elise is a lecturer in History at Case Western Reserve University and has also taught at Cuyahoga Community College. Her research interests are modern American history and social policy, with a focus on the development of social work, child welfare, philanthropy, and the nonprofit sector. Her dissertation examines the transformation of orphanages from largely private, religiously affiliated institutions to community based, publicly funded nonprofit child welfare agencies. Her academic interests became personal when she and her husband served as foster parents between 2014 and 2017. Her experiences as a kinship and foster parent highlighted the many failures in our current system of child welfare, and made her an advocate for policies that support the work of kinship, foster, and adoptive families in providing safe, stable, and loving homes for the most vulnerable children. Elise co-authored the commemorative book, *Jack, Joseph and Morton Mandel School of Applied Social Sciences: 100 Years of Inspiring Hope and Shaping the Future* (Orange Frazer, 2018), about the history of the school of social work at Case Western Reserve University. She has also written about the history of foundations in Cleveland, Ohio, and Baltimore, Maryland in *American Philanthropic Foundations: Regional Difference and Change* (Indiana University Press, 2018).

**Secretary, Emily Bopp, M.S. – Chief Financial Officer, Century Federal Credit Union**

Emily is a Certified Public Accountant and currently works as the VP of Finance/CFO at Century Federal Credit Union. She has worked in the credit union industry for close to twenty years and has been an executive in the industry for nearly ten years. Emily has developed a specialty for organizational efficiency and breaking down outdated practices to rebuild innovative solutions for credit unions to survive in an evolved banking and mobile wallet industry. She also enjoys working with and coaching young professionals on finding joy in navigating life and relationships of all types. She obtained a B.S. in Business from Miami University and a M.S. in Accounting and Information Management from the University of Texas at Dallas. Personally, Emily is an advocate for a community approach to raising children and collectively working to ensure there are opportunities for all children from all backgrounds.

**Jarrett G. Pratt, M.Ed. – Director of Student Success, Pratt Center, Cleveland State University**

Jarrett G. Pratt is an experienced educational administrator who presently serves as the Director of Student Success, for the Pratt Center at Cleveland State University. In this role, he provides insight to senior leadership at the University and manages resources designated to support underrepresented populations of students with an emphasis on youth aging out of the foster care system. As a licensed intervention specialist and a self-identified life-long learner, Jarrett has presented at over a dozen professional conferences and provided educational consulting services to a wide range of public and private organizations and institutions on best practices for inclusivity and multicultural engagement. Jarrett is currently pursuing a doctorate in Urban Education and Policy Studies from Cleveland State University.

**Joe Brennan, Esq. – Partner, Walter Haverfield**

Joseph J. Brennan is a partner at Walter Haverfield and works out of its Cleveland, Ohio office. Joe’s practice focuses on representing employers in a wide variety of labor and employment legal matters, including wage and hour, employment discrimination, occupational safety and health, traditional labor, and ERISA litigation matters. Joe has extensive experience defending and advocating for national, regional, and local employers in front of federal and state courts as well as administrative employment agencies such as the Department of Labor Wage and Hour Division, the Equal Employment Opportunity Commission, various state civil rights commissions, the Occupational Safety and Health Review Commission, the Ohio State Employment Relations Board and the National Labor Relations Board. When not representing clients before the various labor and employment tribunals, Joe represents employers’ interests in union contract negotiations, collective bargaining agreement administration, union grievances and labor arbitrations, and the ins and outs of the disposition or acquisition of a unionized business. Joe recognizes the importance of proactive human relations management and counsels employers on the various legal implications arising from workplace injuries, safety compliance, occupational safety and health hazard abatements, in addition to employee leaves, discipline, and termination to mitigate liability, financial exposure, and the potential for costly litigation.

**John Zaranec, M.A. – Director of External Reporting & Accounting, Timken**

John has demonstrated outstanding leadership, integrity and a tireless work ethic during his career to date, and his tenacity and talents have afforded him senior leadership roles often occupied by those with many more years of experience. While achieving so much in his professional life, John is also an actively engaged husband and father of four, coaching baseball teams, leading Cub Scout troops and volunteering his time with organizations he cares about, like the Adoption Network of Cleveland.

A Garfield Heights native, John began his career in public accounting with KPMG in Cleveland, serving a number of Northeast Ohio clients, quickly rising to the level of Senior Manager.  His engagement with the companies he served showed John that he had a strong desire to be more engaged in the businesses he worked with, so he moved on to work for OM Group in Cleveland and then to A. Schulman in Fairlawn where he held leadership positions in accounting, reporting, and regional controlling. The experiences he had at those companies and his background in public accounting enabled John to join The Timken Company, where he has served as the Director of Global Accounting and Reporting since 2018. In addition to leading Timken’s global accounting efforts, he is helping balance the legacy and lessons learned through the 120-year history of the Timken Company while providing forward looking considerations into 2021 and forward.  Leveraging the past, but embracing the future change is critical as Timken continues to expand its portfolio into an overall solution of diversified industrial product offerings.

**Julie Lady, CRCM – Senior Manager for Risk & Controls, Key Bank**

Julie currently serves as a Senior Manager for Business Risk & Controls at KeyBank supporting the commercial businesses. Julie manages a team that is responsible for collaborating with lines of business to support the identification, measurement, and effective management of risks. Julie joined Key in 2011 as Public Entities Compliance Officer, where she designed the political law compliance program, creating systems to track employee procurement lobbyists and automate preapprovals for gifts and entertainment to public officials. In 2015 she took on a new role as Director, Public Entities and Regulatory Intelligence. Prior to her current position, she served as Director, Global Risks, Chief Privacy Officer. In this role she has led oversight of enterprise compliance programs including Privacy, Ethics, Regulatory Intelligence, Compliance Training and Public Entities. Before joining Key, Julie was a Federal Trade Commission Attorney for more than five years. She began her career as Assistant Director of Law for the City of Cleveland. Julie earned a Bachelor of Arts degree in French and political science from Bowling Green State University and a Doctor of Jurisprudence degree from Case Western Reserve University School of Law. It was during a Family Law class where Julie first learned in depth about the adoption and foster care system and became passionate about helping children and families in that system.

**Kara Carter –** **Senior Partner, Advancement, JumpStart Inc.**

Kara Carter leads Advancement for JumpStart, Inc., a venture development organization whose mission is to unlock the full potential of diverse and ambition entrepreneurs to economically transform entire communities.  She manages corporate and community relationships, including the execution of strategic partnerships and traditional fundraising. JumpStart’s partnerships are focused on enabling the organization to achieve its mission and strategic imperatives while also contributing to the financial resources to fund our work. Kara also provides strategic leadership and tactical action across a broader range of activities including delivering or executing projects which create value in communities. Kara serves as a key leadership team member and an active participant in informing many strategic decisions affecting JumpStart and she also serves as a mentor to entrepreneurs in JumpStart’s Burton D. Morgan Mentoring Program. Prior to JumpStart, Kara was director of consulting services at Orion Advisory, LLC, a management consulting practice specializing in strategic planning, business performance management, and process improvement. Her work with Orion spanned 15 years and included focus in both the financial services and healthcare industries. Kara received her B.S. /B.A. in Finance from Northeastern University. She is on the Board of Directors of the Cleveland Velodrome and serves on the steering committee for Cleveland Clinic’s signature fundraiser for cancer research, VeloSano. Kara was adopted as an infant in Michigan in the 1960s and, with the help of Adoption Network Cleveland, has recently been reunited with her birth family.

**2nd Vice Chair, Lindsay Domingo, M.A., SHRM-SCP –** **Director, Talent Management and Organizational Development, Swagelok**

Lindsay Domingo is the Director of Talent Management at Swagelok in Solon, Ohio. Prior to Swagelok, Lindsay held several positions in communications and human resources at the Goodyear Tire & Rubber Company, working at locations in Oklahoma, New York, and Ohio. She started her career as a television news reporter and anchor in the Lawton-Wichita Falls market bordering Oklahoma and Texas. Lindsay graduated from The University of Oklahoma with a master's degree in international relations, and from the University of Scranton, PA with a bachelor's degree in Communications. She also studied at the University of Cairo, Egypt focusing on Arabic studies. Lindsay grew up as an only child and learned of her half-brother at age twelve. She finally met him when she was 25 and continues to maintain a close relationship. Her connection to adoption does not stop there. Lindsay lives in Aurora with her husband and son, who is adopted.

**Michael W. Nowak, Esq. – Senior Associate, Squire Patton Boggs**

Mike is an attorney at Squire Patton Boggs in Cleveland, where he is a senior associate in the firm’s Corporate Practice Group. His practice focuses on securities and corporate governance, advising clients on capital markets transactions and on a broad range of securities law compliance matters. He is a graduate of Miami University (B.A. in History and Political Science) and earned his law degree from the University of Notre Dame. He was initially introduced to Adoption Network through its educational programming as he prepared to become an adoptive parent, and his positive experience with these programs led him to increase his involvement with the organization. Mike lives on the Westside with his wife, Erica, and their two daughters.

**Secretary, Molly Cissell, MHA – Administrative Director, Cleveland Clinic**

Molly Cissell is an experienced healthcare administrator who currently works as the Director of multiple outpatient facilities for Cleveland Clinic. Her professional experience includes operations management, process improvement, project management, and strategic planning. She received her Master of Health Administration from the Ohio State University, and prior to graduate school, worked in social services helping parents obtain education, training and ultimately, stable employment. An adoptive parent, Molly lives in Shaker Heights with her family.

**Thom Nykamp – Vice President Executive Compensation, Eaton**

Thom Nykamp has spent his entire professional career in Human Resources at Eaton. He began as an HR Generalist in 1985 and held increasingly responsible roles at manufacturing plant, division and multiple business headquarters levels in Michigan, Tennessee and North Carolina. He moved to Cleveland in 1999 into an HR specialist role in executive compensation and has held increasingly responsible roles leading to his current role with corporate worldwide responsibility for executive compensation. Thom is a graduate of Calvin College in Grand Rapids, MI. He and his wife Celeste reside in Twinsburg, OH.

**Tom Sohlberg, MPA – Executive Coach, Right Management Manpower Group**

Tom Sohlberg’s background and passion have been focused on providing leadership to define and drive organizational excellence through effective leadership development, coaching and mentoring, change management, employee engagement and strategic communication. He is a collaborator who strives to consistently learn while engaging with people at all levels of an organization to help them understand how they connect to the broader goals of the organization. At National City Bank, he won the Bank’s top performance award for efficiencies improvement. At the Federal Reserve Bank of Cleveland, Tom was awarded the Spirit of Innovation Award from the Bank President. Tom recently completed Gestalt Professional Certified Coach certification. Over the last 2 years he has been working with Right Management as an executive coach for select clients. Tom has also been a coach for the Academy of Advanced Manufacturing, a cooperative program between Manpower Group and Rockwell Automation providing veterans with professional skills coaching and training to build professional capability, enabling their successful transition to civilian life in advanced manufacturing roles. He holds a Master of Public Administration from Texas Tech University and an undergraduate degree from the University of South Florida. Tom is an adoptee.