

Adoption Network Cleveland 2026 Board Member Bios

Executive Committee/Officers

Board Chair

First Vice Chair

Eamon Larkin, MBA (2027) – Vice President, Dispatcher and WastePay, LLC

Eamon Larkin is currently Vice President of Dispatcher and WastePay, LLC , two technology companies bringing logistic and back-office technology solutions to the waste industry out of Westlake, Ohio. Dispatcher.com and WastePay's startup nature requires Eamon to wear many hats. Before his current role, Eamon was the CFO for Budget Dumpster, a sister company, dating back to 2013. 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.

First Vice Chair

Kirsten Simonton, MD (2026) – Pediatrician

Kirsten is a pediatrician specializing in child abuse pediatrics. She most recently worked at Northwestern University and Ann & Robert H. Lurie Children's Hospital in Chicago, IL for over 7 years where she was an assistant professor, attending physician and the child abuse pediatrics fellowship program director. In June 2024 Kirsten and her family relocated to Cleveland where she grew up and where she and her husband first met. Kirsten first became connected to Adoption Network Cleveland in 1997 just weeks after becoming a birthmother, and immediately joined as a member and volunteer. Kirsten joined the staff of Adoption Network Cleveland as an administrative assistant from 2001-2002 and was a member of the Board of Directors from 2002-2005. Kirsten left Cleveland in 2005 to pursue her medical education and has lived in Columbus, OH; Charlotte, NC; Cincinnati, OH and Chicago, IL. While in Cincinnati, Kirsten collaborated with the Ohio Birthparent Group to start a birthparent support group in her area, which continued successfully for two years until their family relocated. Professionally, Kirsten has worked closely with child welfare and foster care systems in several states, has published journal articles and textbook chapters on a variety of child maltreatment topics, and has given local and national talks on the health of children in foster care. Kirsten lives with her husband and two school-aged daughters and has been in reunion with her birth daughter for over ten years.

Second Vice Chair

Tashyana Copeland, MPH, CHES® (2027) – Project Coordinator, UH Rainbow Center for Child Health and Policy, University Hospitals

Tashyana Copeland is an experienced public health researcher and Certified Health Education Specialist. After graduating with a Bachelor's of Science in Health and Rehabilitation Sciences from The Ohio State University, Tashyana obtained a Master's Degree in Public Health from Kent State University with a concentration in Social and Behavioral Sciences. Currently, Tashyana works as Project Coordinator for the Center for Child Health & Policy at UH Rainbow Babies and Children's Hospital, where she conducts program planning and evaluation within Rainbow and its surrounding communities. With extensive background in community-engaged research, Tashyana has presented health disparities research exploring social and behavioral impacts on health, specifically impacts on underserved and minoritized groups on a local, national and international level. She was introduced to adoption at an early age observing her grandmother who fostered over 20 years and adopted three children. Tashyana

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currently resides in her hometown of Bedford Heights, OH, where you can find her working on DIY projects, crafts, and watching true crime documentaries.

Treasurer

Tammara Humbert, MAFM (2028) – CFO, East Akron Neighborhood Development Corporation

In her role as Chief Financial Officer, Tammara has overall responsibility for the finances and financial strategy of EANDC and its affiliates. She is responsible for the supervision of the Finance Department, managing and reporting on all fiscal and fiduciary affairs of the organization, including reporting to investors, lenders, grantors, and government agencies; cash and investment management; budgeting and forecasting; and managing the day-to-day operations of the accounting department. Prior to serving as CFO, Tammara served as Budget Administrator at CMHA, and previously she was the Accounting Director for a small accounting firm that serviced small to medium-sized businesses in the areas of payroll, accounting, and tax planning. Tammara received her Bachelor of Arts in Communications from John Carroll University & her Master's in Accounting and Financial Management from Keller Graduate School. Tammara began her career at the Federal Reserve Bank of Cleveland, where she assisted the agency in converting to the Federal Check Clearing for the 21st Century Act. She has held additional roles within finance, including serving as a Low Income Housing Tax Credit (LIHTC) analyst. Tammara grew up in East Cleveland after spending time at Metzenbaum Children's Center waiting for her forever home. She was adopted at age 14 and reconnected with her birth family as an adult. Tammara is the Board Treasurer for Birthing Beautiful Communities, a finance committee member for South Euclid United Church of Christ, & is an active member of Delta Sigma Theta Sorority, Inc. She resides in Twinsburg, OH, with her husband and three children.

Secretary

Amy B. Zlotnik, MA (2028) – Vice-President and Co-Owner, Audimute Soundproofing and Medic Batteries

Amy Zlotnik has been running two successful businesses alongside her husband for 19 years, where she oversees the finance and personnel departments. Prior to this, she was a pediatric occupational therapist for almost 20 years, primarily working in the schools. She graduated from the University of Michigan with dual Bachelor's degrees in Education and Psychology and then received a Master of Occupational Therapy degree from the Medical College of Ohio (now University of Toledo Medical School). Amy was active in the National Council of Jewish women for several years, including serving on their executive board as Membership Director. Personally, Amy is an adoptee who was reunited with her birth parents in 2015 when the Ohio Birth Certificate records were opened. Since they ended up getting married a few years after her adoption, she has also been fortunate enough to establish a relationship with her two full sisters, who both live in the Cleveland area. Amy is a lifelong Clevelander who currently lives in Solon with her husband, Mitchell. They have two grown children who both reside in Cleveland.

Board Members-At-Large

Denise Astorino, MFA (2027) – Community Engagement & Volunteer Coordinator, LGBT Community Center of Greater Cleveland

Denise Astorino is the Community Engagement & Volunteer Coordinator at the LGBT Community Center of Greater Cleveland. This is a position they have held for almost five years and has gained valuable experience in a variety of areas. As part of the PRIDE IN THE CLE planning committee for the past four years, she has been instrumental in organizing and supervising over 100 volunteers each year, coordinating mainstage entertainment, and overseeing the development and coordination of the Pride Scholarship Selection Committee. Beyond her work at the Center,

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her background is in arts. As a producer, director, actor and educator, she has worked in United States (Regional), London, and Lagos Nigeria. Having produced numerous productions through two theatre companies she helped create and run...the most recent production was an all cis-trans female and non-binary led Jesus Christ Superstar, in which they directed and co-produced. Her passion is creating opportunities for local artists, especially QPOC, BIPOC and LGBTQ+ artists. Creating spaces, events, and more that would help increase their ability to work and to share that work with a broad demographic. In regards to her involvement with other organizations, she has been involved with an arts org called Graffiti Heart where she was on the Special Events planning committee from 2021-2023. She also volunteered as a juror for last year's Urgent Art Grant for Space's Art Gallery. Awards she has been fortunate to receive was an arts leadership fellowship with Assembly of the Arts Cleveland, a directing fellowship with Cleveland Public Theatre and a Community Activist Award for her work in community theatre in Brandon Mississippi.

Victor M. Barbalato III, RA (2028) – Vice President, Real Estate, Cleveland Foundation

Victor and his wife Becca are proud adoptive parents of their son, Hudson. Hudson joined their family in December 2023 through Bellefaire JCB, he's now two and a half years old. Originally from New York, Victor began his career in Ljubljana, Slovenia, where he worked on culturally significant architecture projects for one of the country's most well-renowned firms. During that time, he met Becca, a Parma native spending her summer in Europe. After getting married, the two lived in New Jersey and Oregon before relocating to Cleveland to start their family. Victor joined the Cleveland Foundation as their first Vice President of Real Estate in January 2024, where he leads initiatives that connects and leverages the foundation's physical developments with social impact tools to drive equitable, catalytic development. Much of his work focuses on Cleveland's Hough and MidTown neighborhoods, with a commitment to engaging in meaningful dialogue with residents to help guide projects that strengthen the neighborhood. With over fifteen years of experience in architecture, design, and project management, Victor previously served as a Senior Project Architect at Vocon Design. There, he oversaw complex projects in the commercial and industrial sectors, including the award-winning Cleveland Foundation Headquarters and the MidTown Collaboration Center. He earned his Bachelor of Architecture from Rensselaer Polytechnic Institute and is a licensed architect in both Ohio and Oregon.

Joseph J. Brennan, Esq. (2026) – Partner, UBGreensfelder, LLP

Joe is a partner of UBGreensfelder LLP 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. Joe is the adoptive father of two.

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Glenn Cook, MS (2028) – Assistant General Manager and Vice President of Player Personnel, The Cleveland Browns

Glenn Cook is in his fourth season as the Browns assistant general manager and vice president of player personnel after being promoted from vice president of player personnel in 2022. Glenn spent the previous four years as the club's assistant director of pro scouting. In his role, Cook works with Executive Vice President of Football Operations and General Manager Andrew Berry and the rest of the senior football staff to contribute to all roster and strategic football decisions. Additionally, he leads the day-to-day operations of the player personnel department, including driving the free agency and draft processes. Cook came to the Browns after spending four years in Green Bay (2012-15), working as a pro scout for the Packers. Before joining the Packers in May 2012, Cook worked as a scouting assistant with the Indianapolis Colts beginning in June 2011. Before transitioning into the field of player personnel, Cook was a graduate assistant coach at the University of Miami (Fla.), his alma mater. While coaching, he assisted with linebackers and defensive line and helped in recruiting efforts. Cook finished his playing career (2004-06, 2008) at Miami as a four-year letterman linebacker with 185 tackles, two sacks, two forced fumbles, and two fumble recoveries in 47 games and 17 starts. Leading the team in tackles as a senior captain in 2008, he earned Miami's Plumer Memorial Award for leadership, motivation, and spirit and the Melching Award for leadership. Before missing the 2007 season with an injury, he was named the team's Linebacker of the Year as a junior in 2006. After his time with the Hurricanes, Cook was drafted by the Chicago Cubs in the 46th round of the 2009 MLB Draft and played 34 rookie-league games for the club. A native of Miami, Fla., Cook holds a bachelor's degree in marketing and management and a master's degree in sports administration from Miami. He currently resides in Cleveland, Ohio, with his wife, Kelem, son, Isaiah, and daughter, Zahara.

Maureen Heffernan, MSSA, LISW-S (2028) – Child Welfare Consultant and Trainer

Maureen Heffernan is an independent social service consultant and trainer. She has worked across the United States assisting child welfare jurisdictions to achieve better outcomes for vulnerable children, youth, and their families. Her focus areas include kinship care, permanency planning for older youth, foster care and adoption. Maureen has also worked in non-profit and government child welfare settings, holding direct service, supervisory and leadership positions. She is an Adjunct Instructor for the Mandel School of Applied Social Sciences at Case Western Reserve University. Maureen is a long-time member and volunteer for Adoption Network Cleveland. She lives in Kent, Ohio with her husband Jim and has three grown children.

Cory Isler-Manzo, MBA, CPA (2027) – Senior Accountant, Meaden & Moore

Cory Isler-Manzo is a Senior Accountant in the Assurance Services practice at Meaden & Moore, a leading Northeast Ohio accounting and professional services firm. In this role, he works with clients in a variety of industries to provide knowledgeable and customized accounting guidance. Cory is a member of the firm's core nonprofit team. Cory has over 10 years of experience working in Northeast Ohio's nonprofit sector before entering the field of public accounting. Most recently, Cory served as the Associate Director of Baldwin Wallace University's Community Arts School. Cory has previously served as Membership Chair for YNPN Cleveland (Young Nonprofit Professionals Network). Cory is an adoptive parent and lives on the west side of Cleveland with his husband, daughter, and two furry companions.

Nikki Lewis (2027) – Community Organizer and Nonprofit Consultant

Nikki Lewis is a community organizer and nonprofit consultant with more than a decade of experience supporting mission-driven organizations through marketing, partnerships, and strategic development. She has collaborated with nonprofits across the country to enhance visibility, engagement, and fundraising success, and previously

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served as Director of Partnerships at HighTide and Senior Account Manager at Vinyl Marketing. Nikki holds a Bachelor of Science in Business Administration from Mount Vernon Nazarene University and is a graduate of the U.S. Chamber of Commerce's Institute for Organization Management and the Ohio Bankers League Bank Management School. With a strong background in nonprofit leadership, Nikki has served on numerous local boards, volunteered extensively, and contributed to community initiatives throughout her 17 years in Mansfield, Ohio. A first (birth) mother who relinquished a child in 2000, she has navigated both open and closed adoptions and has been reunited with her child since 2020. Nikki has co-facilitated Adoption Network Cleveland's Birth Mothers Support Group since May 2021 and is an active member of the Public Policy and Program Committees. She is a proud aunt to two nephews and a devoted dog mom to her deaf Jack Russell Terrier, Bertie.

Andrew Mangels, MLS (2027) – Director, Westlake Porter Public Library

Andrew Mangels has been the Director of the nationally recognized five-star Westlake Porter Public Library for the past nineteen years. In 2020, he and his wife Christine were named Mr. & Mrs. Westlake for their involvement in the community including Connecting for Kids, Rotary, Kiwanis and many other philanthropic organizations. Andrew has been the recipient of the West Shore Chamber of Commerce's Hugh Dawson Service Award, Elks Distinguished Citizenship Award, Westlake PTA Helping Hands Award, and was the Leader Among Leaders for his 2018 Leadership Ohio cohort. Andrew and Christine have four children. The oldest was placed for adoption at birth but reached out twenty-six years later and has reconnected with the family.

Tracy Miller, MA (2026) – Senior Vice President of Human Resources, NRP Group

Tracy Miller joined the NRP Group in 2020 as the Senior Vice President of Human Resources. Since joining, Miller has rallied and aligned the HR team around a common vision – to hire, develop, engage and reward a diverse team of A+ players through implementing programs, processes and practices that support the continued growth and evolving needs of the organization. Miller has also developed a multi-year strategy outlining how the team will deliver on that vision which involves building a 'next level' HR team, establishing an infrastructure that elevates and enables, enhancing or developing programs and processes, providing strategic HR partnership and leveraging technology and analytics to provide business insights and measure effectiveness. She has established a reputation as a high-energy, driven and pragmatic leader who understands that employees thrive in a work environment where they have the opportunity to perform meaningful work, understand how their work contributes to the success of NRP and are having fun! Miller has over 20 years of expertise in human resources, diversity and inclusion, and talent/leadership development. She is a results-oriented and strategic leader who is experienced in organizational effectiveness, leading high-performing teams and building programs to enhance all aspects of the employee life cycle. Before joining NRP, Miller was a Human Resources Director at Key Bank. In this role, she provided ongoing consultation and partnership with line of business leaders and HR Centers of Expertise to drive and effectively manage multiple organizational change efforts including leadership transition, cultural integration through merger and acquisition, outsourcing and process, policy and system adoption. While at Key, Miller also served as the Professional Development Chair for the African American Key Business Networking Group and the Line of Business Diversity & Inclusion Lead. Miller holds a Bachelor of Arts in Psychology and a Master of Arts in Organizational Development with a focus on Diversity Management from Cleveland State University. Miller, who is an adoptee, resides with her son in Streetsboro, Ohio.

Joshua D. Payne, Esq. (2028) – Trial Lawyer, Nurenberg, Paris, Heller & McCarthy, Co., LPA

Josh is a trial attorney at Nurenberg, Paris, Heller & McCarthy, Co., LPA, where he represents individuals injured in serious motor vehicle and premises liability accidents. Known for his precise attention to detail and tireless

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advocacy, Josh has helped secure millions of dollars in verdicts and settlements on behalf of his clients. As a large part of his practice focuses on truck crash litigation, Josh made the uncommon decision to obtain his Class A Commercial Driver's License (CDL) in 2021. He dedicated months to intensive training—spending weekends in the classroom and behind the wheel all while maintaining his busy legal practice. This firsthand experience gives him a unique understanding of the trucking industry, and the legal standards that govern it, enhancing his ability to represent clients injured in accidents involving commercial vehicles. Josh has a personal connection to adoption as his sibling was adopted when his family lived in China. When not at work enjoys going to Guardians games, car shows, and spending time outdoors, hiking, white water kayaking, and camping with his wife, son, and their dog Monty.

William Peseski, Esq. (2026) – Partner, Weston Hurd, LLP

William Peseski is a partner at Weston Hurd with a practice focused on commercial litigation, helping companies and businesses navigate complex civil commercial disputes, as well as insurance claims. Representative clients include software companies, construction companies, and health care organizations. Will further assists churches, religious institutions, and private schools/universities throughout Ohio in a full range of matters from litigation to corporate governance. Since 2020, Will has been recognized as a *Rising Star* by Ohio Super Lawyers, a Thomson Reuters business. More recently in 2024 and 2025, Will was named by *Best Lawyers®: Ones to Watch* in Commercial Litigation and Insurance Coverage. Will is a member of the Judge John M. Manos American Inn of Court, an organization of legal professionals from all levels and backgrounds who share a dedication for professional excellence. He is a frequent presenter and author whose recent articles have appeared in Insurance Law360 and Lexology.

Jeffrey Rohrs, JD, MS (2026) – Author and Speaker

Jeffrey K. Rohrs is a speaker, author ([AUDIENCE: Marketing in the Age of Subscribers, Fans & Followers](#)), and SaaS tech veteran, having served in marketing leadership roles for ExactTarget, Jobvite, Salesforce, Tendo, and Yext--helping the latter IPO in 2017. Jeff also served as president of digital marketing agency Optiem (now part of Adcom) and as an attorney at Baker & Hostetler. His career "Rosebud" was working on-air as a DJ at the legendary modern rock radio station 97X, WOXY in Oxford, Ohio ("BAM! The Future of Rock & Roll"). Believing that everyone deserves a loving and supportive family, Jeff joined ANC's Outreach & Development committee in January 2021 to support the organization's mission to connect and empower individuals, organizations, and communities impacted by adoption, kinship, and foster care. Jeff's other volunteer efforts include [Community of Hope](#) and assisting a refugee family through [US Together](#). A beekeeper in his spare time, Jeff lives in Lakewood with his wife, Jenny, where they dutifully document seasonal midge invasions, look up the names of cargo ships passing by on Lake Erie, and occasionally shout compliments at Canada.

Andrea Kushnick Rubin, MBA (2028) – Director of General Studies and Program Marketing, 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 works for Case Western Reserve University's Siegal Lifelong Learning program where she is co-director of the organization in addition to managing general studies programming and marketing. 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 cofounded an environmental club for families in her community. Andrea and her husband, Stuart, live in Orange Village with their two children (one adopted and one biological).

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Tom Sohlberg, MPA (2028) – Retired

Tom is actively retired, fully immersed in travel, quality time with family and friends, pickleball, and drumming in a 60s/70s band. As a board member, he leverages 25+ years as a leader, change agent, strategic business partner, and HR executive. He served as a senior leader in a Fortune 200 financial services firm, driving a high-performance, strategy-focused culture, and business unit manager leading professional services teams—earning formal recognition for innovation, efficiency gains, and enterprise-wide alignment. Coaching has been core to Tom’s impact. A certified Gestalt Professional Coach, he sharpens self-awareness and co-creates tailored development solutions, helping clients envision possibilities, push beyond limits, experiment boldly, and achieve professional goals. Known for high energy, creativity, vision, and outcome-driven results, he has consistently delivered breakthrough individual and business performance. He holds a Master of Public Administration (Texas Tech University) and a bachelor’s degree (University of South Florida). In 2021, he was a Senior Fellow with Cleveland’s Advanced Leadership Institute, mentoring emerging community leaders. An adoptee himself, Tom has served on the Adoption Network Cleveland Board since 2019, and currently chairs the Leadership Development Committee.

Edie Sweeterman (2028) – Foundation Relations Officer, Department of Philanthropy and Alumni Engagement, Kent State University

Edie Sweeterman is an experienced business development professional who works as a Foundation Relations Officer in the Department of Philanthropy and Alumni Engagement, at Kent State University. In this role she initiates, develops and coordinates fundraising approaches to secure grants from private foundations to support university priorities. In addition, she maintains a pool of foundation prospects, both locally and nationally, generating support for faculty research, university programs, and student scholarships. She holds a BA in Speech Communications from Wittenberg University – where she met and married her college sweetheart. Together they have shared parenting joys of raising two wonderful, young adult children and are proud new grandparents to their first grandchild. Edie was touched by adoption as a young girl when her sister relinquished her own daughter for adoption at the tender age of 16. Happily reuniting with her when she was 20 and maintaining a close-knit relationship since, serves as some of the most meaningful moments in her family’s lives. She is a long-time resident of Strongsville and enjoys the outdoors, hiking and exploring, cooking, volunteering, and reading.

Christine Zanoni, M.Ed. (2026) – Principal, Insightful Minds Community of Learning

Christine Zanoni is the Principal of Insightful Minds Community of Learning, serving students on the autism spectrum through experiential engagement, mindfulness, and restorative practices. During her 33 years in education, she’s focused on a strengths-based approach dedicated to helping young people challenged by complex developmental trauma, mental health issues, and autism. In 2023, the Cleveland Metropolitan Bar Association recognized Christine as the 3Rs Teacher of the Year for her work connecting PEP students with their program. Christine holds a bachelor’s degree in education from Hiram College, a master’s degree in special education from Kent State University, and leadership credentials from Baldwin Wallace University. Christine is an adoptee who was reunited with her birth family in 1996 and lives in Cleveland, Ohio, with her husband and furry companions. When she’s not reading up on ways to help students and staff know some joy in each day, she can be found watching her actor-husband in plays, enjoying puns, and binging *The West Wing* on television.