

Adoption Network Cleveland 2023 Board Member Bios

Executive Committee/Officers

Board Chair

Carlin N. Culbertson, CPA (2023) – 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 Adoption Network 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.

First Vice Chair

Joe Brennan, Esq. (2023) – Partner, Ulmer & Berne

Joseph J. Brennan is a partner of Ulmer & Berne 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.

Second Vice Chair

Jarrett G. Pratt, M.Ed. (2023) – 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.

Treasurer

Eamon Larkin (2024) – Vice President, WastePay, LLC

Eamon Larkin is currently Vice President of WastePay, LLC a financial technology company bringing back-office technology solutions to the waste industry out of Westlake, Ohio. WastePay is currently in its infancy and Eamon wears any hat that is needed. 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.

Adoption Network Cleveland 2023 Board Member Bios

Secretary

Lindsey Huling (2024) – Operations Administrative Assistant, E&H Hardware

Lindsey Huling grew up in Auburn Twp., OH and graduated from Bowling Green State University in 2011. After spending 10 years in the event planning industry, she currently works for E&H Hardware as the Operations Administrative Assistant. Lindsey's connection to adoption is that she is a birth mother to a 13-year-old son whom she sees him regularly. She has been involved with Adoption Network Cleveland throughout the years and currently sits on the board as well as co-facilitates the monthly Birth Mother Support Group. Lindsey currently lives in Wooster, OH with her English bulldog Benny.

Board members at-large

Molly Cissell, MHA (2023) – Director, Regional Operations, 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 husband and son.

Glenn Cook (2025) – Vice President, Player Personnel, The Cleveland Browns

Glenn Cook is in his second season as Brown's vice president of player personnel after spending 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.

Ronald (Ron) K. Copfer Jr. (2024) – Retired Technology Entrepreneur

A pioneer and veteran of the digital economy and serial entrepreneur, Ron has founded or co-founded 16 firms and led design and implementation of online configurators, electronic catalogs, content, knowledge, digital asset and document management systems as well as eLearning and digital marketing strategies and technologies. Additionally, he has worked on advanced, Internet-based information systems for Parker Hannifin, Eaton, Cleveland Clinic, Lubrizol, Goodyear, KeyBank, Alcoa, Career Education Corp., InfoCision, SAP, CBIZ, Omnova, BF Goodrich, Noveon, Kinetico, InfoCision, Diebold, Babcock Wilcox, Cardinal Health, the Ohio State University, Salesforce and many others. In addition, Ron has been deeply involved in multiple nonprofit and community efforts in Cleveland. A few of Ron's past board memberships include the Cleveland Institute of Art, The Greater Cleveland Film Commission, and the Greater Cleveland Partnership. He also served on a Case Western Reserve University, TiiME Program Advisory Board supporting the country's first Masters in Engineering Management (MEM) for over 17 years.

Adoption Network Cleveland 2023 Board Member Bios

After over 30 years in the technology field, Ron is now retired and works as a Fabricator in the FabLab repurposing salvaged items at Rebuilders Xchange (RBX) an innovative endeavor founded by his wife Jessica. Ron is a reunited birth father who resides in Ohio City with his wife Jessica Davis.

Lindsay Domingo, M.A., SHRM-SCP (2025) – Vice President of Talent & Communications, Swagelok

Lindsay Domingo is the Vice President of Talent and Communication at Swagelok in Solon, Ohio. Prior to her current role, Lindsay held several positions in communications and human resources at Swagelok, as well as 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.

Dan Gisser, MBA, Ph.D. (2023) – CEO, AdvCoach 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 AdvCoach 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.

Corinne Gist, Ph.D. (2025) - Owner and Director of Fit Learning Cleveland

Corinne Gist is the owner and director of Fit Learning Cleveland. Corinne earned her PhD in Special Education and Applied Behavior Analysis from The Ohio State University. Prior to earning her doctorate, she earned an Educational Specialist Degree in School Psychology, a Master's in Educational Leadership, and a Bachelor's in Early Childhood Education. Corinne has more than twenty years of experience in the fields of education and behavior science, working with students, staff, and families in public and private schools as well as day treatment centers. Corinne published in peer-reviewed journals, teaches at the university level, and regularly presents at local, regional, and international conferences. Corinne was initially introduced to the Adoption Network through her mother, who was a beneficiary of their services. The services were life changing for her mother and family. Corinne has been a member of the program committee since the fall of 2020.

Tammara Humbert – Accounting Director, CLE Consulting Firm

Tammara Humbert currently serves as Director of Accounting at CLE Consulting Firm, which is an accounting, payroll, and consulting firm located in downtown Cleveland. She has worked in the finance world just shy of 10yrs and is studying for her Certified Public Accountant exam. Her professional experience includes operational analytics, nonprofit Financial Management, LIHTC, and transitional work for ERP system change overs. 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 board member for SELSC, and a finance committee member for South Euclid United Church of Christ. She resides in Twinsburg, OH with her husband and three children.

Adoption Network Cleveland 2023 Board Member Bios

Julie Lady (2023) – Senior Director, Risk Management, Catholic Charities, Diocese of Cleveland

Julie currently serves as Senior Director for Risk Management at Catholic Charities. Prior to her current position, Julie held several roles at KeyBank, most recently Fraud Operations Division Manager. 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. She has also 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. Subsequently, Julie led the Business Risk & Controls team for the commercial bank. 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.

Tracy Miller, MA (2024) - 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.

Dario Miocic (2024) – General Sales Manager, Ken Ganley Companies/Ken Ganley Subaru Wickliffe and Managing Partner, DCM Property Investments, LLC.

Dario Miocic has 20+ years of professional experience in the automotive industry. He has a special talent for making friends in a room full of strangers and that ability has contributed to his success as the General Sales Manager at Ken Ganley Subaru Wickliffe. For the last 18 years, Dario has been managing, guiding, and leading people in the dealership environment to defy the stigma and stereotype that come with the auto industry. He has grown business for multiple brands and he graduated in the top of his class from the N.A.D.A. General Manager Dealer Academy. Dario is also the Managing Partner at DCM Property investments which he started with the mindset that every home he purchased and did high-quality renovations on would be sold to a person in need. Born in Cleveland to Croatian immigrants, Dario learned early on the value of a better life for he and his family. Dario lives in Lake County with his wife Colleen and their two amazing sons, who they are raising with

Adoption Network Cleveland 2023 Board Member Bios

philanthropic and community- oriented values. Over the years, Dario and Colleen have contributed to several worthy causes – End 68 hours of Hunger, Sub Zero Mission, and Project HOPE. Dario is proud to join the board of Adoption Network Cleveland, a cause that he has seen the impact of through friends and colleagues alike.

Andrea Kushnick Rubin, MBA (2025) - Director of Outreach and Engagement, 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 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 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).

Tom Sohlberg, MPA (2025) - Principal, Sohlberg Consulting Partners and Gestalt Certified Professional Coach

Tom has more than 25 years of experience as a leader, change agent, strategic business partner and human resource executive. He has served as an SVP in a Fortune 200 financial services company, a VP accountable for driving a high performing strategy-focused culture and a business unit manager leading a professional services team. He has been formally recognized for driving innovation, efficiencies improvement, and aligning business units with enterprise strategy. Coaching has been a central component of Tom's success. He is a certified Gestalt Professional Coach and is skilled at enhancing self-awareness and co-creating tailored solutions that meet clients' professional development needs. He helps people see the possible, reach beyond current thinking and boundaries, experiment with new learning and growth, and attain their professional development goals. He has a reputation as being a high energy, creative, visionary and an outcome-focused professional accountable for delivering high performance solutions and creating breakthrough results. He holds a Master of Public Administration from Texas Tech University and an undergraduate degree from the University of South Florida. Tom also served as a Senior Fellow with the 2021 class of the Advanced Leadership Institute in Cleveland providing mentoring to young professionals in support of their development as future leaders in the community. Tom is an adoptee and has served on the Board of Directors for the Adoption Network Cleveland since 2019 where he serves as Chair of the Network's Leadership Development Committee.

Edie Sweeterman – Foundation Relations Officer, Kent State University in the Department of Philanthropy and Alumni Relations

Edie Sweeterman is an experienced business development professional who works as a Foundation Relations Officer at Kent State University in the Department of Philanthropy and Alumni Relations. In this role, she initiates, develops and coordinates fundraising approaches to secure grants from foundations to support university priorities. In addition, she maintains a pool of foundation prospects, both locally and nationally, generating support for faculty programs and research while meeting established fundraising goals and responsibilities. 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 children. Edie was touched by adoption as a young girl when her sister gave up 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 their family's lives. She is a long-time resident of Strongsville and enjoys the outdoors, hiking and exploring, cooking, and reading.

John Zaranec, M.A. (2024) – Chief Accounting Officer for Materion Corporation

John Zaranec brings nearly 20 years of experience in accounting, financial reporting, auditing and finance shared services to his role of Chief Accounting Officer for Materion Corporation. In this role, John is responsible for leading the accounting, financial reporting, shared services and investor relations functions; implementing sound internal

Adoption Network Cleveland 2023 Board Member Bios

controls, ensuring accurate financial reporting in accordance with US GAAP and SEC regulations, developing and communicating compelling investor messages, building relationships with equity analysts and investors, and helping to develop financial plans and transformation improvements that support the company's strategy. John spent the first half of his career serving a portfolio of global clients at KPMG, LLP, in the manufacturing, services and retail sectors, where he was the recipient of the annual Chairman's Award for High Performance. He took on increased levels of responsibility in the second half of his career, moving into senior management at OM Group, Inc., followed by A. Schulman, Inc., where he led the design, development and creation of the company's first North America shared service group that achieved impactful cost savings and financial close efficiency. Prior to Materion, John served as Director, Global Head of Accounting and Reporting at The Timken Company. John holds a Bachelor of Science degree and a Master of Accountancy degree from Miami University in Oxford, Ohio. He is a member of the American Institute of Certified Public Accountants.

Amy B. Zlotnik (2025) – Vice-President and Co-Owner, Audimute Soundproofing and Medic Batteries

Amy Zlotnik has been running two successful businesses alongside her husband for 17 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 with children of all ages. 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 reside in Cleveland and Columbus.