

## **Adoption Network Cleveland 2020 Board Member Bios**

### **Chair, Marissa Brydle – ESG Consultant, BrownFlynn, an ERM Group company**

Marissa Brydle has worked at BrownFlynn (now part of ERM), a corporate sustainability and governance consulting firm, since 2008. As an ESG consultant, Marissa works with clients to engage stakeholders, uncover opportunities, and set strategy around their most important sustainability topics. Marissa has a Bachelor's and Master's Degree from John Carroll University, where she previously served as a part-time lecturer. Marissa is a mentor for College Now Greater Cleveland. She is married with a daughter and son, and currently resides in Mentor, Ohio.

### **First Vice Chair, Daniel J. Gisser – Small Business Consultant**

Daniel J. Gisser (Dan) helps guide entrepreneurship, strategic marketing, and technology management in innovative small companies. In 2019 he began working as a Small Business Advisor at Ohio Aerospace Institute. There he helps companies gain access to federal research grants and builds partnerships with NASA and other national laboratories. Dan also has an independent AdviCoach consulting business which 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.

### **Second Vice Chair, Carlin N. Culbertson, CPA – Vice President, Meaden & Moore, LLP**

Carlin is a senior manager in the assurance group at Meaden & Moore, LLP where he specializes in manufacturing, distribution, construction, and internal controls testing. 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.

### **Treasurer, Dan McClain – Attorney, Baker & Hostetler**

Dan is an attorney at BakerHostetler practicing in the firm's Tax Group with a principal focus on employee benefits and executive compensation matters. He works with employers to create cost-effective and compliant employee benefit programs and to implement incentive and deferred compensation programs to attract and retain key employees. Dan serves on the Finance Committee of Adoption Network Cleveland. He has a JD from the University of Notre Dame and a BS in Business and Finance from Miami University. Three of Dan's four siblings are adoptees.

### **Secretary, Molly Cissell – 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.

**Emily Bopp – VP Finance/CFO, 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.

**Kara Carter –Senior Partner, Corporate and Community Relations, JumpStart Inc.**

Kara Carter manages JumpStart's 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

**Lindsay Domingo –Director of Talent Management, 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.

**Eamon Larkin – 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.

**Dan Leschnik - Global Manager, AkzoNobel Metal Coatings**

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 23<sup>rd</sup> 1987 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 42 years in the Specialty Chemical Coating Industry and lived in Greater China 9 year managing an Operation and Directing Business in North Asia.

**Alicia Love – Human Resource Professional**

Alicia is an experienced human resources manager focused on partnering with senior leaders to develop HR strategies, talent management and engagement at corporations including Charles Schwab and Alcoa. She has been an active member of The Junior League of Cleveland [JLC] for 14 years sitting on the Board for 2 years as Community Director and Training Director; chairing the Junior Leagues of Ohio State Public Affairs Committee; and most recently serving as JLC President, 2017-2019. Alicia has been a member of Adoption Network Cleveland's board for 4 years and also serves as a Board Governance Advisor for the Julia De Burgos Cultural Arts Center. She is a graduate of Georgia Tech and received her Master's degree in human resources management from Cornell University.

**Charlie McVan –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.

**Anita Miller – Product Development Manager, Progressive Insurance**

Anita Miller is a Product Development Manager at Progressive Insurance for Progressive's personal auto insurance business. Before joining Progressive, Anita worked in M&A at Eaton Corporation and, prior to that, as an engineer for Ford Motor Company in Detroit. She has a BS in Mechanical Engineering from Case Western Reserve University and a MS in Mechanical Engineering and an MBA from the University of Michigan. Anita and her husband Joe live in Shaker Heights with their four children – Ava, Isaac, Eleanor and Aaron. Their older three children joined their family through adoption and they enjoy open relationships with each of their birth families.

**Cheryl Morrow-White, MD – 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), 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.

**Michael W. Nowak – Attorney, Squire Patton Boggs (US) LLP**

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.

**Thom Nykamp –Vice President, 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.

**Andrea Rubin –Marketing, Case Western Reserve University (Siegal Lifelong Learning)**

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).

**Tom Sohlberg – Executive Coach/Leader Coach & Senior Consultant, 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 ManpowerGroup 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.

**Mary Beth Zimmer– Process Improvement Manager - Financial Systems, Applied Industrial Technologies**

An associate of Applied Industrial Technologies for more than 10 years, Mary Beth brings business analysis, decision making, leadership, and teamwork capabilities to her current position of Process Improvement Manager – Financial Systems. In her current role, Mary Beth is the financial PCAB representative and is responsible for driving financial process and systems improvement across the organization. Previously, Mary Beth oversaw the Central Collections team, along with associated improvement opportunities and training initiatives. This position grew out of her role as Operational Excellence Analyst, Mary Beth focused on driving operational efficiencies and continuous improvement of business processes and system performance. Mary Beth received a bachelor's degree in marketing from the University of Toledo and is currently pursuing her Project Management Professional (PMP) certification. Mary Beth and her family currently reside in Avon, Ohio.