



adoption-share

Together

annual report 2019

*Suliman Family with their twin boys they
adopted through the Family-Match Program.*

Photo Credit: Ashley McCormick

A WORD FROM OUR FOUNDER AND CEO *Thea Ramirez*

Archimedes once said, "Give me a lever long enough . . . and single-handed I can move the world." Arguably the fulcrum underpinning every success is the utilization of the right leverage. When attempting to solve complex social problems, often we believe that the right solutions lie somewhere beyond our ability to access them. As a result, we get stuck in a cycle of wishful thinking, all the while failing to closely examine the tools we have right at our fingertips.

Today, an unprecedented amount of knowledge and innovation is available to build solutions for child welfare and children in foster care. Chief among these revolutionary tools and seemingly most ignored in the child welfare arena is the utilization of data and predictive analytics in the process of decision making. Big data interfaces with every sector of society; its algorithms able to inform, educate, and predict connections between both related and seemingly unrelated things. Yet, our utilization of data to help children and families is underwhelming, an ignored fulcrum that could empower us with unprecedented leverage.

When leveraged appropriately, data not only has the power to inform the future but it also has the power to make sense of our past. For years, the issues that pervade the child welfare system in the United States have been misdiagnosed as a lack of resources or families needed to ensure every child with a goal of adoption gets adopted.

As a result, our full-court press has been on recruitment of new families by marketing the faces of vulnerable children. Without a systemic understanding of our problem, these solutions inadvertently create today's bottlenecks which cause both families and children to wait. I propose that technology and data are the right fulcrums we have been missing to solve what is fundamentally a *connection* problem.

For the past decade despite a plethora of nationwide strategies and sophisticated campaigns, data from AFCARS reveals our country's adoption success rate for foster youth has hovered around 50%. This means that we are in essence failing at moving children into permanency through adoption, regardless of how many children entered or exited care in a given year. All the while children wait to be adopted. Families who have been recruited, trained, and licensed also wait to adopt these very same children.

Nothing quite drives this point home for our team more poignantly than a family who felt a call to adopt children from foster care. After inquiring on over 180 kids marketed for adoption across the country, 18 months in and zero responses later, they came close to giving up. They wondered why this was so difficult when the need for homes was so great. When this same family began to use our Family-Match tool, the results were truly disruptive.

After creating a profile on Family-Match, they were matched with a sibling set of 4 from the opposite corner of their state in just 2 business days. This family that had been waiting for 18 months and had almost quit the process, had finally leveraged the right fulcrum.

Technology can help solve the connection problem and release the bottlenecks that prevent children in foster care with a goal of adoption from being adopted. Adoption-Share's Family-Match Program is solving the connection issue in the United States by leveraging data and predictive analytics to efficiently and appropriately connect waiting children and waiting families.

The heartbeat of Adoption-Share is and has always been families. Our greatest solution to permanency for children in foster care are stable families, and our Family-Match application is uniquely postured to improve the system by making advances in the compatibility of matches, building efficiency for state agencies and affording children a place to belong.

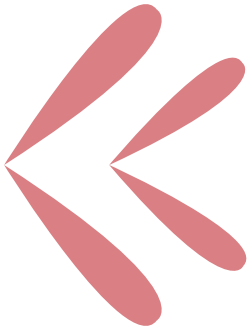
Let's commit to working smarter. Let's commit to investing wiser. Let's commit to bringing our best to solvable problems and leverage solutions that are already right at our fingertips.



Thea Ramirez
Founder and CEO

www.adoption-share.com

[f](#) [t](#) [i](#) @adoptionshare



Adoption-Share is a 501 (c) 3 tax exempt organization that exists to leverage technology to bring efficiency, innovation, and reform to the private and public adoption process and to raise awareness about adoption in the United States.

We are relentless dreamers, daring innovators, and humble doers, passionately dedicated to developing solutions to remove the barriers that keep families from adopting and children from stable homes and bright futures. We believe that when the right tools are employed, comprehensive and systemic reform is achievable in the child welfare arena.

Highlight Reel

From Data to Advocacy

Adoption-Share Invited to Present to the Administration on Children, Youth, and Families

Commitment to Transformation

Adoption-Share was invited to present our Family-Match Program to Assistant Secretary Lynn Johnson and Associate Commissioner Jerry Milner with the Children's Bureau in Washington DC.



From Left to Right: Lorin Sholander, Dr. Elizabeth Wynter, Thea Ramirez, Whitney Zatzkin

Adoption-Share Receives 4th IRB Approval

Commitment to Putting Families and Children First

In a continued effort to maintain integrity, transparency, and accountability as we deploy the Family-Match Application in states across the country, Adoption-Share applied for and received IRB approval for the fourth year in a row! The IRB ensures our pilots are conducted ethically and with the safety and security of the pilot participants in mind.



Adoption-Share's Family-Match Program in the Wall Street Journal

Commitment to Awareness

In January of 2019, our team was incredibly humbled by a close up profile of our work in Florida that was featured in the Wall Street Journal. Read it now: Adoptions Powered by Algorithms!



Adoption-Share Presents at American Enterprise Institute

Commitment to Leadership

In June of 2019, Thea Ramirez and Dr. Gian Gonzaga presented Adoption-Share's Family-Match Program at the American Enterprise Institute in Washington DC with a talk titled "Big Data, Little Kids - How Technology is Changing Child Welfare".

Adoption-Share was recognized as a thought leader in the field of predictive analytics in child welfare.



Thea Ramirez, presents at AEI.



Adoption-Share Invited to Speak at the European Parliament

Commitment to Awareness and Advocacy

In March of 2019, our Founder and Chief Sharer, Thea Ramirez was asked to present at the first ever round table on adoption policy at the European Union (EU) Parliament in Brussels. Thanks to MEP Emma McClarkin, Thea was able to brief members of the EU Parliament on how data can be best leveraged to expediently and appropriately help children achieve permanency through adoption.



Adoption-Share Partners with Alithya for Faster Families Build Out!

Commitment to Good Design

Adoption-Share partnered with Alithya to begin building out a front end application to Family-Match designed to more efficiently and appropriately optimize families who are just getting started on their adoption or foster journey. See page 16 for more information on Faster Families. We are so grateful for their support!

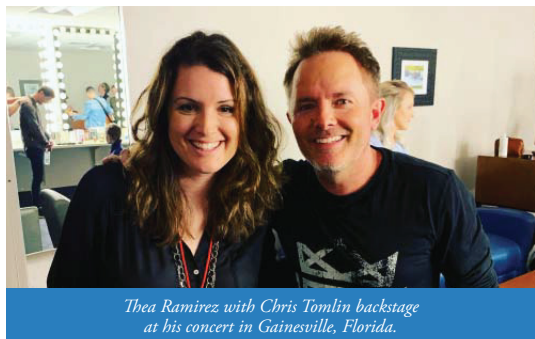


Thea Ramirez joined with Governor Lee, Representative Mike Carter, Senator Todd Gardenhire, in the Governor's office.

Tennessee State Leaders Support Adoption-Share

Commitment to Inspiring Change

Adoption-Share's Family-Match Program gets a thumbs up from the newly elected Governor Lee on the last day of his first legislative session. Adoption-Share has been so grateful for the support of Representative Carter and Senator Gardenhire!



Thea Ramirez with Chris Tomlin backstage at his concert in Gainesville, Florida.

Chris Tomlin Share's Our Work

Committment to Welcoming Partners

Recording artist, Chris Tomlin, discovered Adoption-Share's work in the foster care and adoption space and spent the first half of his spring tour traveling around the country singing to sold out crowds of thousands of people and telling concert goers about Adoption-Share's Family-Match Program.

Teamwork Makes the Dream Work <<



Meet Our Strategic Partner in Florida

Selfless Love Foundation, a Florida based non profit organization, exists to transform the lives of current and former foster youth through awareness and strategic partnerships. Selfless Love Foundation partnered with Adoption-Share to fulfill its goal to see children achieve permanency through adoption in the state of Florida.

Thanks to Selfless Love Foundation's financial support and advocacy for our program, Adoption-Share's Family-Match Program was launched in Florida at no cost to families or child welfare agencies in July of 2018 and our collective work has transformed the lives of hundreds of children through the gift of family.

Go to page 14 for an update of what we accomplished in Florida together.

Meet New Board Members <<



Mark Pflug

Mark Pflug is a partner at Simpson and Thacher where he advises on a wide variety of transactions, including mergers and acquisitions, buyouts and other private equity sponsor-led transactions, minority investments in public and private companies, divestitures, joint ventures and other corporate matters.

Mark regularly represents private equity sponsors, both large-cap and middle-market, including KKR, Blackstone, Snow Phipps, Lexington Partners and Palladium Equity Partners. Mark has been recognized by IFLR1000 as a "Highly Regarded" attorney for his work in M&A and private equity.



Monica Lavin

Monica Lavin is an independent content creator, social consultant and founder of Lavin Label. Her work has been featured on Pottery Barn, Coastal Living, Reese Witherspoon's Draper James, Wayfair, House Beautiful, Southern Living, and more.

Monica is well-versed in emerging technology and social influence through her work at NASA and her previous job as Communications Director for Information Technology at the College of Charleston in Charleston, South Carolina. Monica's knowledge of technology and her well curated taste in all things lifestyle lend themselves naturally to a fresh perspective on storytelling that captivates her followers and inspires them to become part of that story!

Meet New Board Members <<



Stephen Mucchetti

Stephen Mucchetti is a senior business executive and consultant with more than 50 years of diverse line and general management experience with both public and private companies, including general and corporate management, and as Chief Executive and Chief Operating Officer.

His experience includes P&L responsibility for marketing, selling, and delivering professional, technical, and consulting services, IT outsourcing services, and software and hardware products. Mr. Mucchetti's experience in IT and networking goes back to the infancy of the Internet. His eCommerce experience goes back to genesis of the concept.

New Team Members <<



Lorin Sholander

Chief Operating Officer

Before starting her work with Adoption-Share, Lorin served as Chief of Staff for Lenovo's Consumer Business Segment, a \$10 billion business, where she created business strategies, developed corporate partnerships, and crafted executive communications among other management activities.

Andrew Paulson

Director of Technical Operations

Andrew transitioned from contract work to coming on full time! He has over 25 years of experience designing, developing and implementing internet applications for a variety of Fortune 1000, non-profits, and higher education organizations.



Amy Simpson

Director of Program Delivery Florida

Amy Simpson joins Adoption-Share with over 30 years working to improve the lives of children, families, and communities. Amy earned her master's degree in Developmental Psychology at the University of Nebraska and her bachelor's degree from Pacific University in Forest Grove, Oregon.



New Faces <<



Bruce Hunt
Pro-Bono Data Science Consultant

MS Business Analytics Wake Forest 2018
BA Applied Mathematics and Statistics



Hannah-Grace Mann
Intern

Communications and Spanish Major,
Berry College



Board Retreat - Saint Simons Island, GA



Team Data and Branding - Raleigh, NC



End of Year Meeting - Washington, DC

Two Thousand Nineteen

A year of firsts for our growing team!

In June of 2019 we had our first in person board retreat- bringing in our directors to St. Simons Island from all over the country- a difficult feat considering our board lives as far away as London and San Mateo, California!

Our time together was very productive as we initiated working groups to better involve board members on specific tasks that are related to their skillsets and expertise.

2019 also brought in the first of many in person team meetings. Our team members live all over the country and as we continue to grow we are realizing that time together often times translates into maximum productivity.

Our meetups began in February in Florida and ended with a meetup in our nation's capital. Special thanks to Representative Buddy Carter for allowing us to use Senator Scalise's boardroom.

Image 1. From L to R: Dr. Elizabeth Wynter, Monica Lavin, Thea Ramirez, Parker Lavin, Mark Pflug, Dr. Gian Gonzaga, Lorin Sholander, and Dustin Paulk. (Missing: Stephen Mucchetti)

Image 2. From L to R: Jay Johnson, Whitney Zatzkin, Thea Ramirez, Lorin Sholander, and Bruce Hunt.

Image 3. From L to R: Lorin Sholander, Whitney Zatzkin, Thea Ramirez, Kristina Mongillo, Libby Sobkowkiak, Amy Simpson, and Andrew Paulson.

Word from our Director of Private Infant Adoption Network

Our network for private infant adoption helps prospective adoptive parents get matched faster

by networking with licensed adoption agencies and adoption attorneys from all over the United States.

These past 12 months have been a time of growth for our private infant adoption network. As a mom to 8 children, 5 through adoption, I have a unique perspective in my role as Director of Adoption-Share's private infant adoption network, that has proven to be an invaluable resource to offer and share with hopeful adoptive parents.

That perspective boils down to one important word: connection. So many of our families arrive at the adoption process feeling overwhelmed, isolated, and still processing grief and loss.

Adoption-Share offers an online platform to help hopeful adoptive parents make connections faster and in keeping with our values, I made it my personal mission to personally connect with every family and adoption professional on our platform.

Countless hours were spent connecting with families and adoption professionals over the past year- and the end result was remarkable. I witnessed fears replaced with hope, uncertainty replaced with vision, loss replaced with warm snuggles of a baby.

As our platform continues to grow and we continue to celebrate the beautiful families forged through adoption, I look forward to being a catalyst for more connection!

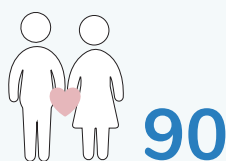


Kristina Mongillo,
Private Infant Adoption
Network Director | Adoption-Share

Our platform has helped shorten the wait time for adoptive parents, given licensed adoption agencies and attorneys more families to consider, and empowered families to have control, transparency, and decision making ability. <<

Our Accomplishments in 2019 <<

Our network of adoption professionals help women making an adoption plan, consider families on our platform as prospective adoptive parents.



90

Prospective adoptive parents joined myadoption-share.com



17

New licensed child placement agencies on the network.



19

Expectant parents were connected to a licensed child placement agency in their state.



197

Opportunities to adopt infants were presented to waiting families on our network.

Adoption is Beautiful <<

Adoption is Beautiful is a national movement that exists to ignite a positive and informative conversation about adoption in the United States. Through our online platform, we have reached millions of people through strategic campaigns with organizations that include the New York Stock Exchange, Miss USA, Warner Brothers, and Paramount Studios.

"I have wondered how my life might have been different had I been raised by my birth mother..."

There was a reason she placed me for adoption as an infant. I was raised by a loving mother and father who adopted two more children who became my brother and sister. We were a pretty normal, middle class family. Then, at the age of 16, I became pregnant and placed my baby boy for adoption.

When the child was born, the mothering instincts kicked in and there was a fleeting thought of changing my mind as I held and rocked that tiny life in the hospital. But the ordeal forced me to be exceedingly "real" with myself and just like my biological Mom, I wanted my baby to have better than what I knew I was capable of at the time. The adoption agency said I could write a letter to my son that the couple could give to him when he was old enough. So I did. Then, through the agency, I received a photo of the baby from the couple. And that was it. I recovered and went on with my life—but from time to time would wonder about him. I never ended up being married nor had any other children.

Just a few years ago, I received a phone call from a search agency. Now an adult of 30, he wanted to contact me to let me know how things had turned out for him. He still had the letter I had written long ago. We exchanged e-mails and phone calls. His family invited me down to South Carolina for his college graduation and Christmas vacation. His family extended their love and embraced me as a part of their family. Sadly, his mother had just passed away from cancer.

The big surprise was that she was the nurse in the delivery room when he was born! She and her husband had been trying to adopt for 7 years and when she learned he was available for adoption, she spoke up for him. God is at work behind the scenes and has a way of turning very difficult circumstances into something beautiful.

- Kris K.



"I am a nurse and was working at a hospital when..."

A coworker of mine was telling me about her daughter who was pregnant. She said her daughter is going to choose adoption. Right then and there I started to shake, my heart was pounding and I said "that's my son!" She looked at me and said "yes I think it is!" She didn't even know my heart, my desires for another child. But God knew. He wrote this story and was about to bring it to life.

On July 29th 2013 my son was born via c-section from the most beautiful woman. When I saw him take his first breath mine was taken away. I cried the ugliest cry of my life. It was unbelievable. Our son Jackson Carter May has taught me forgiveness, grace, mercy and that God is ALWAYS there. Even when you don't feel him, or know Him.

For the complete story go to adoptionisbeautiful.org/amymau



We exist to bring reform, efficiency, and innovation to the adoption process.

Our Family-Match Program is a data driven application that leverages predictive analytics to more efficiently and appropriately match waiting children with waiting families.

Our compatibility assessment for parents and children are based in peer reviewed research and as matches are

made, our team measures the quality of the matches through a series of post placement assessments. The outcomes obtained inform future iterations of our matching model.

Here's how Family-Match is engaging these three states:

FAMILY-MATCH | VIRGINIA

Bringing Reform

Our theme in Virginia continues to focus on leveraging Family-Match to promote necessary reform required for children to achieve permanency through adoption. Our focus adjusts this work from an attitude of, "just keep pushing," to a posture of willful curiosity that helps our team gain understanding of the barriers that keep workers from matching waiting children with waiting families.

We tripled participation from public and private agencies to 114 by December of 2019. In addition to tripling agency participation, we have also enjoyed building relationships across the state legislature and leadership.

We are grateful to all of our family ambassadors, local and private agency partners, and State Senators Barbara Favola and Janet Howell, as well as former State Senator Glen Sturtevant. These relationships have allowed us to target our curiosity in meaningful ways, birthing new dialogues statewide and delivering on new results.

This pivot in how we engage the state allowed our team to make significant progress in advancing the more important conversation of needed change and transformation.



Though these needs are often outside the scope of Family-Match, our team consistently worked with the Commonwealth of Virginia Department of Social Services to ignite the sparks of evolution on the individual, regional, and systemic levels of the state.

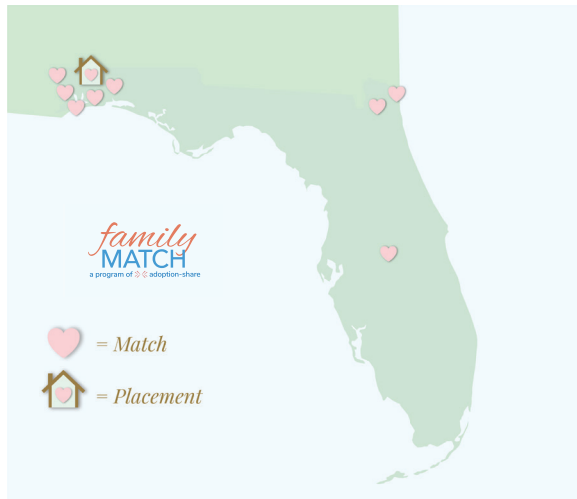
The following are a few examples of the immense progress that was achieved this year.

Progress	Pain Point	Solution
Sharing of Home Studies	Accessing home studies is one of the most narrated pain points experienced by families in Virginia. Families get approved and achieve a completed home study, however, the vast majority of families are left without custody of the finalized report. This process ultimately leaves many families unable to actively engage to find their match.	Family-Match designed a home study upload tool, crafting a path for a worker to upload a report on behalf of a family while also meeting caseworker requirements that families not have direct access to the report.
	Results: 80 percent of active families on Family-Match have home studies attached to their profiles, compared to just 15 percent prior to the tool's release. We decreased the time for a worker to access a family's home study by as much as 35 business days based on feedback from case workers.	
Family Prescreening	Thousands of eager, interested foster and adoptive families respond to recruitment campaigns without an understanding of what is required and where help is most urgently needed. As a result, inquiries from interested families overwhelm the child placement agencies, slowing down the act of linking the right people to the right agency in an efficient and fluid process.	Family-Match created Faster Families, a web based application to equip family recruitment organizations with ways to better educate families about the needs in their own community and shift efforts to identify and expedite families that match those goals. Workers can better target their recruitment efforts to those families most able to meet needs.
	Results: Launched a beta pilot in the fall of 2019 and initial feedback from case workers has been tremendously positive! Family-Match also secured a role on the VDSS' state-level recruitment and retention working group, a position typically closed to those outside of VDSS leadership.	
Sharing Licensed Families	Family-Match acts as a central repository for licensed and waiting adoptive parents, who largely remain unmatched due to counties unable to work with each other to support out of county adoption matches.	Working with VDSS, Family-Match prioritized efforts in 2019 to the sending county and receiving county and to promote a more robust conversation supporting guidance to county offices on how to work with each other to promote the adoption of waiting children.
	Results: Through a series of regional conversations and a VDSS authorized survey, our team identified two significant barriers that impede inter-county adoption matching. Lack of financial resources/incentives to justify the expense of inter-county adoption and insufficient guidance to inform best practices.	

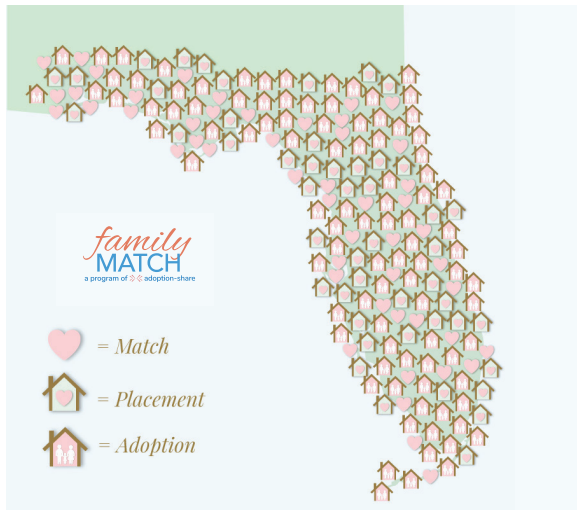


Whitney Zatzkin
Family-Match Director Virginia

AUGUST 2018



JANUARY 2020



FAMILY-MATCH | FLORIDA

Bringing Efficiency

2019 has been a year of continued growth and success in Florida. Family-Match is now utilized by adoption providers and lead agencies in every area of the state. Since implementation, over 1100 families have created profiles in Family-Match, and over 1200 cases have been entered in the system.

These efforts have resulted in a 175% increase in children being matched and placed – and 97 FINALIZED ADOPTIONS!

In partnership with the Selfless Love Foundation, Adoption-Share is focused on assisting agencies with fully integrating Family-Match in their systems, developing and refining functionality to increase efficiency and efficacy, and streamlining the recruitment pipeline for both workers and waiting families.

Having worked in child welfare systems for many years, I am thrilled to be part of the Adoption-Share team. It is truly an honor to assist workers and families in creating forever homes for children.

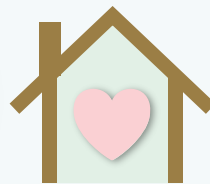


Amy Simpson

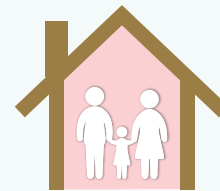
Director of Program Delivery
for State of Florida



293
matches



166
placements



97
adoptions

Adoption-Share's intuitive Family-Match Program matches children with compatible families

Through Adoption-Share's proprietary matching system, Family-Match generates connection the moment new candidates are identified and allows caseworkers the opportunity to connect with families directly.

**Matches, Placements, and Adoptions reflect data since our pilot launched in July of 2018 through December 2019.*

FAMILY-MATCH | TENNESSEE

Bringing Innovation

Working with Tennessee's Department of Children's Services (DCS), we developed training content and completed the first ever integration with a state's child welfare system. In recognition of our work with DCS over the past 3 years, the state awarded Adoption-Share a \$50,000 grant to help compensate time and costs invested in this complex project. We are happy to report that not only did DCS and Adoption-Share complete the integration build out for Tennessee's benefit but also ensured our methodology and approach could be extended to our work in future states in which there is interest in applying Family-Match's compatibility system to help a child's first placement in foster care be their only placement while in care.

Adoption-Share recognizes the negative impact that can result for children who move from home to home during their stay in foster care. We believe our matching system, designed to help children achieve permanency through adoption, can also benefit children who are entering into care for the first time. Family-Match for children in temporary foster care makes the most sense as an integrated system in which workers can examine a child and family pairing's compatibility score as a component to determining a placement decision without logging into Family-Match as a stand alone application.

Our work in 2019, also involved getting approval from the Tennessee's newly elected Governor and getting



Thea Ramirez with Representative Carter, Governor Lee, and Senator Gardenhire

acquainted with the newly appointed Commissioner of DCS. As we look to 2020, we are hopeful for the final green light from the new leadership to go live and help foster children in Tennessee experience stability as they move into the foster care system.

DID YOU KNOW?

Each month we offer Family-Match Family Meetings for our waiting families. Our team selects an expert to speak with families on topics that include but are not limited to: promoting healthy sleep routines for children, trauma informed parenting, toolkits to advocate for children with special needs, working through certain behaviors, and navigating through the holiday seasons. These one hour calls are designed to engage families in constructive dialogue and learning so they can be more equipped to serve their children.

Over 100 Adoptions Achieved

"We waited over one year to be matched with a child and almost gave up. In less than one month of registering on Family-Match, we were matched with two siblings and adopted them in less than three months. I hope our story gives hope to other families not to give up on your dream of adopting."

— *Brennan Family*

"We've adopted two children from foster care. We waited over one year the first time, but with our second child we registered on Family-Match and in less than two months we were matched. I know it was because we were able to create a profile on Family-Match which allowed us to share videos, photos, and paint a story of our family for case workers over the entire state of Florida to have access to. We are so grateful for Family-Match!"

- *Albrecht Family*

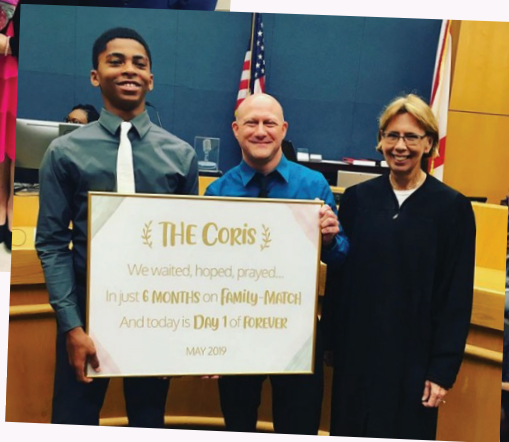
"We were ready to give up on our search when we were asked if we would be interested in meeting twin boys. The rest is history.

Now we are one big, happy family."

- *Sulieman Family*

"Christmas used to be, I would buy gifts for everybody else's kids and this year I got to buy a bike for Peyton, for my own daughter."

-*Armstrong Family*



Our family has been blessed by adoption three times. Using the old way to adopt in Florida, Makena, our angel of healing we waited 9 months. Dakota our angel of hope, we waited about 2 years. Using Family-Match, Luca our angel of light, we waited less then 2 months....Being able to bring Luca into our lives so quickly makes us want to do it again so we can love, teach, and blend our lives."

- Stubb Family

"As Bella's 18th birthday approached , she wondered if she would finally be adopted. That year- Bella received the best birthday gift- a family. The Petion family and Bella were a 100% match. A perfect fit. A perfect birthday gift."

- Petion Family

"We are very happy. It hasn't been without its challenges, but it is nothing we couldn't work through. The boys are doing well in school, they have friends, they are a good part of the community now. Very thankful for all your organization has done."

- Schmidt Family

"Our new son's past is nothing but tragic and his prognosis is also tragic. One might wonder if we are welcoming tragedy into our lives. But honestly, loving him has brought us nothing but pure joy. He has been a source of light. We are beyond grateful and blessed to be his parents. Thank you, Family-Match for helping us find our son. He has been waiting in a nursing home for almost 4 years and caseworkers had lost hope there was a family who would want him. But he is wanted. And now, thanks to Family-Match, he has a family and we are the lucky ones who get to love him."

- Sobkowiak Family

Thank you to our strategic partner in Florida for working with us to achieve 97 adoptions in Florida and for their help capturing these stories and beautiful photographs.



✱ Faster Families

A New Front End Tool to Our Family-Match Program

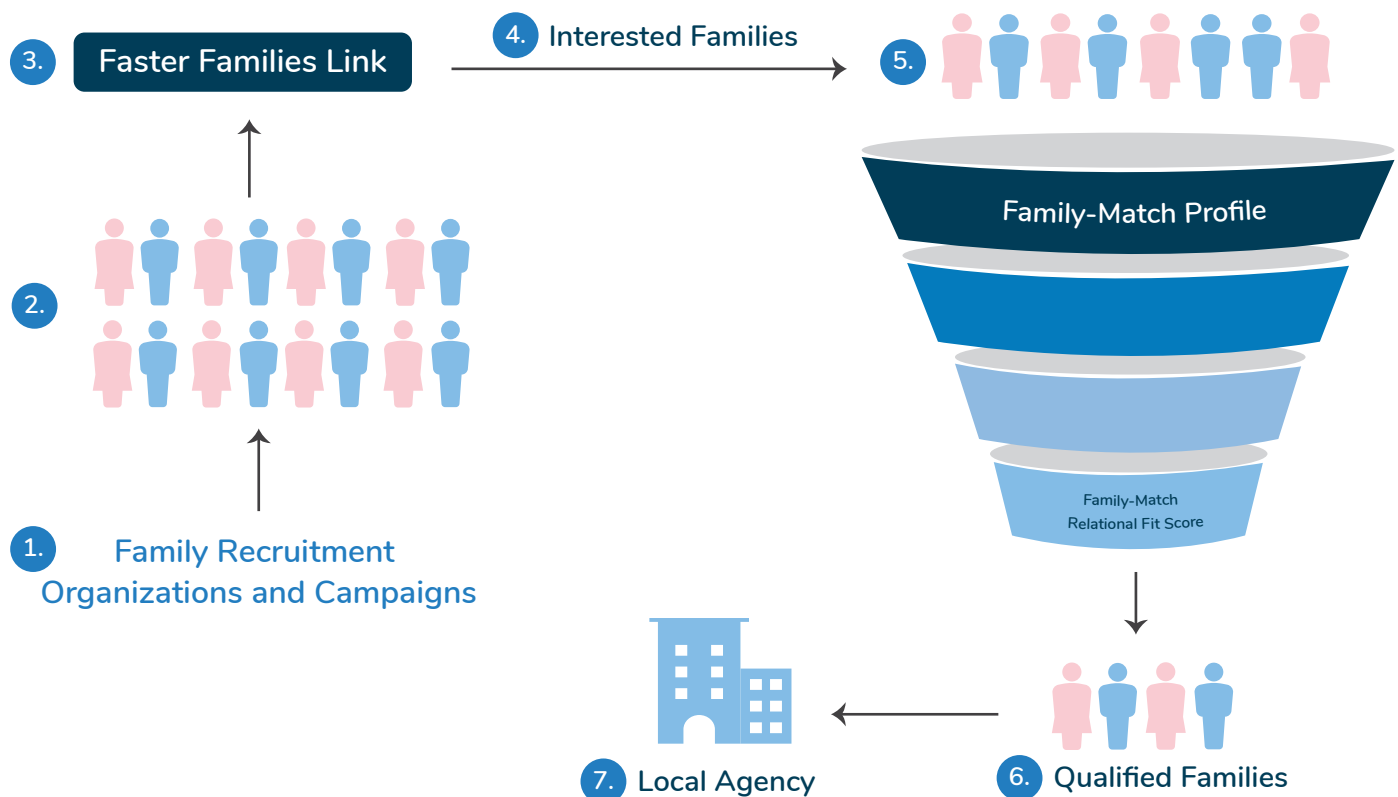
Each year thousands of people respond to awareness campaigns, marketing efforts, and faith based initiatives that seek to recruit prospective adoptive families.

Unfortunately, out of the large volume of interested families, only a small percentage will become licensed to adopt. As a result, the horde of interested volunteers overwhelms licensed child placement agencies, creating bottlenecks that slow down the process of getting the right people linked up to the right agency in an efficient and fluid process.

To address this problem and to build momentum of our Family-Match Program, our team worked with child placement agencies to design Faster Families- a system designed to stand

in the gap between recruitment campaigns and organizations to better qualify leads for child placement agencies to quickly and efficiently identify the families that will be most likely to become licensed and are compatible matches with the waiting children in their agency.

We are currently beta testing our first version and thanks to support from Alithya will be unveiling our 2.0 version.



Sources of Financial Support <<

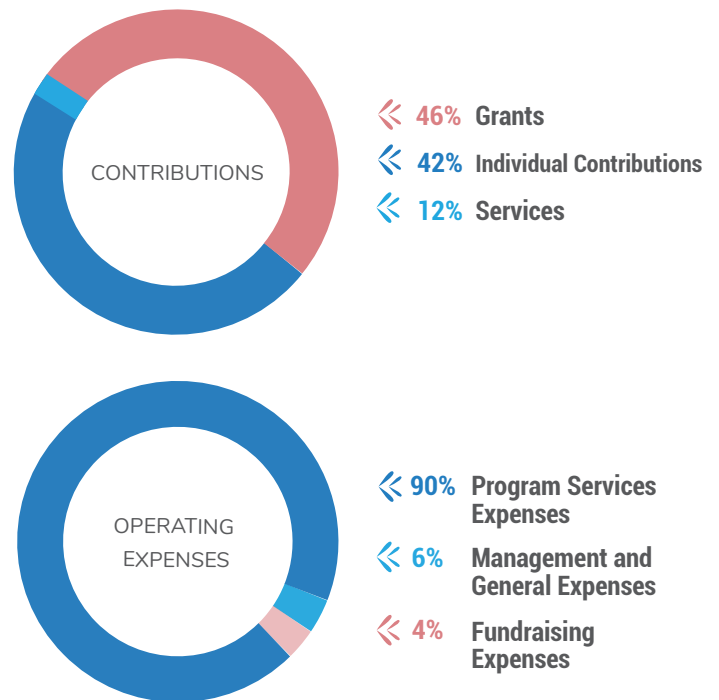
2019 (Jan. 1, 2019 – Dec. 31, 2019)

Adoption-Share operating funds come from three sources: individual contributions, contributions from grant-making organizations, and service revenue.

Total Adoption-Share contributions in 2019 was \$686,495.

Adoption-Share's total operating expenses in 2019 were \$614,355.

**Unofficial unaudited statement for FY 2019. For audited statement see 990 for 2019 available later in the 2020 year.*



DID YOU KNOW?

Our Family-Match Program does not stop once the match has been made! We follow our matches from match to placement (when the child moves into the home full time) and from placement to finalized adoption. Our post placement assessments capture key data aimed at measuring the quality of the match so that our algorithm can continue to improve overtime.

During the placement to adoption stage, we send post placement care packages- literally a box of goodies curated with love and shipped to our families! These boxes contain educational resources, family building activities, and some fun items for the child being adopted.

Thanks to support from the Maclellan Foundation we have been able to maintain this important part of our work throughout 2019!

Our Supporters

We acknowledge with gratitude the financial investments of our strategic partner, partnering organizations, friends, family, and individuals who have given so generously to support our efforts.

STRATEGIC PARTNERS

Selfless Love Foundation

GRANTS

Wesley UMC

UMW at Wesley

The Generosity Trust

LeoDelle Lassiter Jolley Foundation

Children's Home Society of North Carolina

Doug & Andrea Edwards Foundation

State of Tennessee

OUR FINANCIAL SPONSORS

Lead Gifts: Malinda and Gordon Mortin

Mark and Laura Pflug

Michael and Jennifer Banker

James and Donna Brittsan

Ann and Lee Cooper

Jason and Allison Dandridge

Mike Douaire

Jeffrey Heinze

Gail and Scott Ledbetter

Whitney and Victor Long

Norma Lucas

Einar and Analia Peters

Eduardo and Elvira Ramirez

Thea and Lucas Ramirez

Johnathan and Meredith Roberts

Rev. Mark and Cindi Sholander

Russell and Fran Smith

Rachel and Michael Thompson

Adam and Jenny Wainwright

Jason Cashwell

OUR IN KIND SPONSORS

Alithya

Law Offices of Gilbert and Harrell

Google

Mark of the Buffalo

Microsoft

Parker Lavin, Esq. Roberts and Tate

Kirk Nahra, Esq. Wilmer Hale

David Wesloe, Esq. Wiley Rein

X1 Consulting

Cloudforce

Leadership

BOARD OF DIRECTORS

Dr. Gian Gonzaga

Monica Lavin

Parker Lavin

Steven Mucchetti

Dustin Paulk

Mark Pflug

Thea Ramirez

Dr. Elizabeth Wynter

ADOPTION-SHARE TEAM

Thea Ramirez,
Founder and CEO

Lorin Sholander,
Chief Operating Officer

Andrew Paulson,
Director of Technical Operations

Kristina Mongillo,
Director of Private Infant Adoption

Nichole Anderson,
Quality Assurance

Dr. Gian Gonzaga,
**Senior Consultant of Research
and Data Analytics**

Heather Setrakian,
Senior Consultant of Research and Data Analytics

Amy Simpson,
Director of Program Delivery Florida

Dr. Vincent Slaugh,
Research Consultant

Libby Sobkowiak,
Florida Family Coordinator

Elaine Wheatley,
Operations and Training Specialist

Whitney Zatzkin,
Virginia Director for Family-Match Program



adoption-share

PO Box 1532 Brunswick, GA 31521

www.adoption-share.com

   *[@adoptionshare](https://www.instagram.com/adoptionshare)*