

adoption-share  
**Homeward**  
annual report 2022

*Pictured on front cover: Dominick and Michelle pictured with their three children brought together by a child placing agency utilizing Adoption-Share's Family-Match Program.*

## A WORD FROM OUR FOUNDER AND CEO *Thea Ramirez*

*"I am out here in the open trying to stay the path, somewhere in between the promise and the place it comes to pass. But who knows what it will cost me and how long it will last, but I told you I would follow and will never take it back."*

-Benjamin Hastings, *Homeward*.

I heard it, though hazy at first. But as I reflected on 2022, the word that must guide our trajectory into 2023, came into clear focus. **Homeward** is Adoption-Share's defining word as we embark upon this new year, brimming with possibilities like a blank canvas that is waiting for paint.

2022 was quite a year for Adoption-Share. Our team traversed some challenging moments that stretched us in new ways. Among those events were the ongoing impact of COVID on an already impaired child welfare workforce; Hurricane Ian's destabilizing impact on many of our families; and the crescendo of increasing anti-adoption sentiments in our troubled culture. These events however, served to ground our team and direct us ... **homeward**.

In one particularly disquieting moment this past year, I found my hands white knuckled, clasped around my steering wheel, singing the lyrics to Benjamin Hasting's song, '*Homeward*,' at the top of my lungs. That song became a declaration, an affirmation of continued commitment to this work we have been called to despite the obstacles and uncertainties of a yet unresolved: but **how?** In spite of the challenges and difficulties of the past year, there remains an unrelenting invitation to dig deeper and keep moving forward. All children need the safety and sense of belonging that inherently comes from family.

**Homeward** is the destination we set on our navigational devices. A '*home*' is what every child in the foster care system desperately needs. '*Home*' is what every family that steps out and steps up to care for a foster child provides - either while the child awaits reunification with their biological family or are provided a new permanent family by adoption. We simply must find a '*home*' for the approximate 30,000 legally orphaned children in the United States! If we do not -- we leave them with no alternative but to 'age out' of the government system and abandon them to futures of homelessness, incarceration, or human trafficking.

This year Adoption-Share made leaps forward helping children *homeward* in Virginia, providing temporary homes for children as they wait to be reunited with their families of origin. And, in Florida and Georgia, we helped children, with no family with which to reunite, find permanent '*homes*' in new families through adoption. We celebrated the successful completion of a pilot in Georgia and the launch of a new solution across the state. In Florida, we expanded our footprint to help circuits identify prospective adoptive families much earlier in the process and increased the number of families on our recruitment highway by over two thousand percent!

The famed Irish songwriter/singer, Bono, once said, "*Joy is the ultimate act of defiance.*" As we turn to this new year and open our arms to all that 2023 has for us, we resolve to have joy in the midst of the battles we will fight to achieve a home for every child who is without a family and who desires one. May we all continue our journey helping children **homeward** with a joy that transcends any and all circumstances.

I invite you, in this new year, to help us walk with all orphans until they arrive safely home.

Joyfully and Homeward bound,



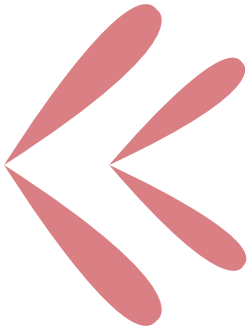
Thea Ramirez  
Founder and CEO

[www.adoption-share.com](http://www.adoption-share.com)

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*"Faith isn't feeling, it's just trusting when you fear the most."* Benjamin Hastings, '*Homeward*'





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, humble doers, and daring innovators, 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

## 4th Annual SOC 2 Audit Completion

*Commitment to Security, Availability, and Accessibility*

SOC 2 compliance is a component of the American Institute of CPAs (AICPA)'s Service Organization Control reporting platform. Adoption-Share completed a SOC 2 Type 1 in 2017, a SOC 2 Type 1 in 2020, a SOC 2 Type 2 in 2021, and a SOC 2 Type 2 Audit in 2022. The SOC 2 Audit independently confirms the Family-Match application and infrastructure are established and maintained in a manner that assures security, availability, processing integrity, confidentiality, and privacy of customer data. (aicpa.org)



## Adoption-Share Receives Internal Review Board (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 eighth year in a row! The IRB not only reviews our research methodology is in keeping with best practice but further lays the important groundwork needed in publishing our work and research in peer reviewed journals.



## Adoption-Share Launches Faster Families Highway for Recruitment in Virginia!

*From Data to Advocacy*

April kicked off Adoption-Share's partnership with the Virginia Department of Social Services and its 120 local departments for the purposes of increasing the number of locally approved foster homes to help ensure children and family reunification has the highest likelihood of success. Named the Faster Families Highway for Recruitment, all 120 local departments across the Commonwealth now have a resource to streamline their recruitment process and ensure prospective resource families get connected with their local department of social services to begin the approval process.





## Adoption-Share Presents to Health and Human Services' Administration of Children and Families (ACF) to Use Family-Match as Part of Its Diligent Recruitment Efforts.

### *Commitment to Scale*

Adoption-Share presented its Family-Match Program to Administration of Children and Families (ACF) in September of 2022 which resulted in confirmation that states can utilize its Title IV E Dollars to implement the program and meet its Diligent Recruitment Efforts. This important step is a continuation of the advocacy Adoption-Share began with achieving clarification from ACF in July of 2020 regarding the use of "adoption exchanges"- a clarification that is now posted on its website for additional guidance to states. This confirmation helps remove obstacles at the state level, allowing a state to use Family-Match as a powerful tool to help children legally freed for adoption get adopted.



## Adoption-Share expands its Family-Match code base to include prospective foster and adoptive families.

### *Commitment to Leadership*

Thanks to the support of Alithya, Adoption-Share was able to beta test the utilization of a family recruitment process streamlined through a web based application. Within the first 9 months of going live, we found a 79% increase in the number of families identified through our Faster Families Process who completed the foster + adoption approval process. Today the efficacy of our tool has grown and we have incorporated the Faster Families Highway for Recruitment as part of our code base. This means a more simplified, efficient, and streamlined process our families and agency end users!



## Presentation to National Governors Association

### *Commitment to Inspiring Change*

In the spring of 2022, Adoption-Share Founder and CEO, Thea Ramirez was invited to present to state leaders through the National Governors Association. Over 20 states participated in the meeting and learn about how the Family-Match Program is moving the needle helping children with a goal of adoption achieve permanency through family. Outputs of the meeting included conversations with child welfare leaders in several states.

Mentions and Moments

Extra, Extra! Scan the QR codes to read, listen, and watch.



## The Forgotten Adoption Initiative Podcast Leveraging technology to connect forever families to waiting children

Thea Ramirez and Amy Simpson had a heartfelt conversation with Adoptive mom and author Marcy Bursac about our work. Scan the QR Code to listen to the podcast interview.



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.

As a mom to 8 children, 5 through adoption, I have a unique perspective in my expanding role as Director of Adoption-Share's private infant adoption network and Family Coordinator for Family-Match in Georgia, which has proven to be an invaluable resource to offer and share with hopeful adoptive parents. I have been on both sides of the fence. I have experienced the tiresome wait and exuberant joy. I have experienced the Proverb on a personal level- that hope deferred makes the heart sick but a longing fulfilled is a tree of life.

In spite of a continuing global pandemic that disrupted every aspect of life as we know, I was continually in amazement at the sheer resilience of hope in the heart of prospective adoptive parents who long to embrace their son or daughter through private infant adoption. Despite copious amounts of uncer-

tainty, the persistent hope and resilience of men and women who long to expand their family was inspiring.

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. 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 longings fulfilled!



**Kristina Mongillo,**

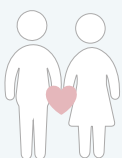
Private Infant Adoption  
Network Director | Adoption-Share



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

## Accomplishments

Our network of adoption professionals help women making an adoption plan, consider families on our platform as prospective adoptive parents, through a licensed child placement agency or adoption attorney.



**120**

Families Registered

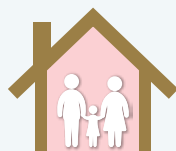


**200**

Our network of licensed child placement agencies and adoption attorneys from across the United States.



Connected **65** women who were confronted with unexpected pregnancies and wanting to learn more about adoption to a licensed adoption agency in her own state.



**87**

Adoption situations posted.



## Bringing Efficiency

In April 2021, I was working at my computer when I heard three children giggling outside my office window playing on the playground. Little did I know less than three days later I would be welcoming those three children into my home - forever. Family-Match suggested my family to an adoption case manager as a high relational fit for those three children – a sibling group of three who needed a Forever Family. At this point in my career, I had spoken to and matched many families using this innovative technology but, little did I know our family would be the next family matched.

Fast forward to January 2022, our adoption was finalized, and I was welcomed onto the Adoption-Share team as the Family-Match State Director for Florida! Being a family matched using the system, as well as working to implement change across the state highlights the impact of the data and science behind the tool. Children can begin the healing process in a home where they relationally connect with the people who are caring for them.

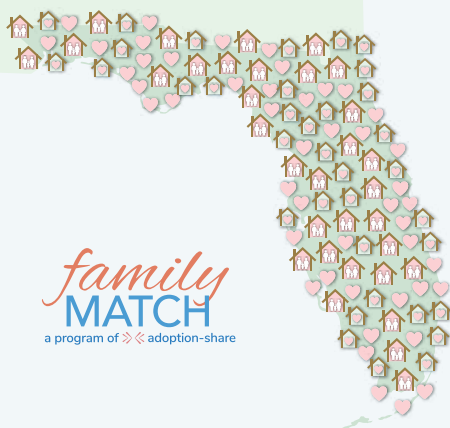
This work would not be possible without the hardworking adoption case managers who work to help match children with their Forever Families. With more than 32,000 actions on the system in 2022, adoption case managers continued use improves the outcomes of the program.

### In 2022, we continued to be heartened by our results:

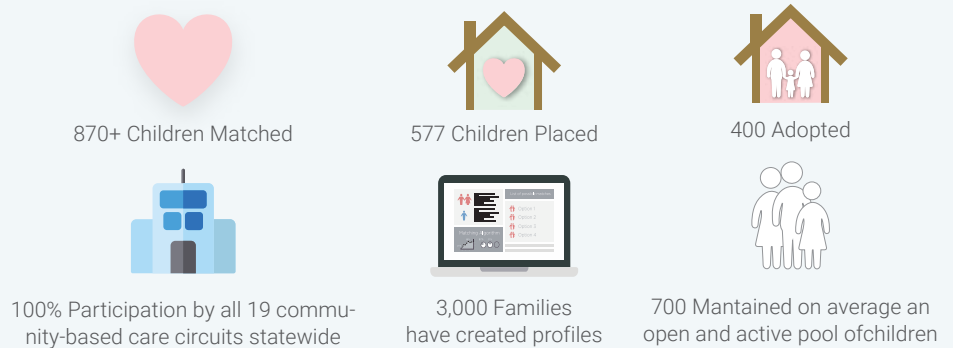
- ✓ 64% of matches occur within 6 months of the child being on-boarded onto Family-Match
- ✓ Family-Match increased its lifetime matches by 21% and increased lifetime adoptions through the application by 25%.
- ✓ Preliminary analysis from our top using agencies demonstrated a 25-50% increase in the adoptions of children deemed “hardest to place.”



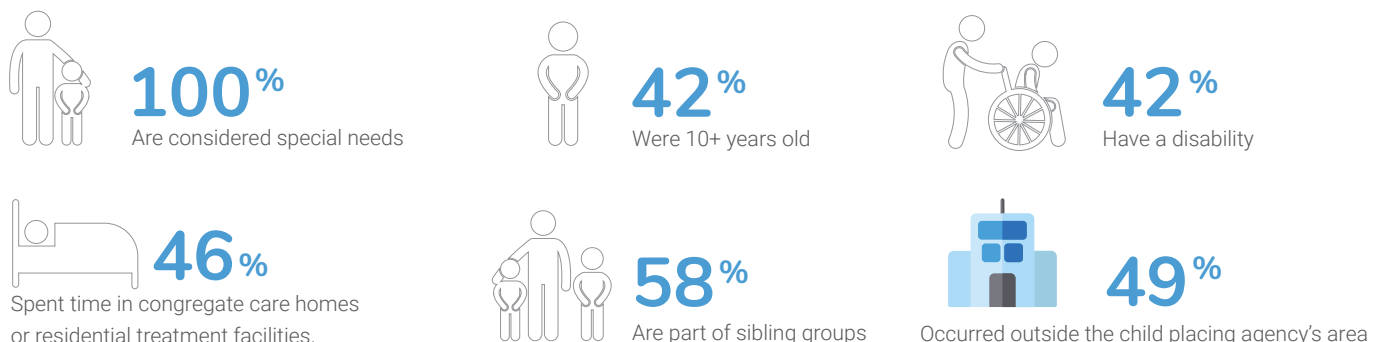
**Michelle Giordano**  
Family-Match Director, Florida



### In Just 4.5 Years...



### Of the 400+ adoptions facilitated by our Family-Match Program in Florida



## Family Corner <<

We were honored to be a part of so many matches and finalizations this year. It's gratifying to see families form and grow through adoption, especially when our tool has helped bridge the gap of distance between waiting children and families waiting to adopt. We celebrate these new beginnings as we expand how we can support families at every step of the way.

In 2022, we continued our Family Meetings on Facebook Live, covering topics like:

- ✓ Sibling relationships
- ✓ Signs of Depression
- ✓ Family Communication
- ✓ Inviting Biological Children along on the ride
- ✓ Summer Tips
- ✓ Trauma Informed Parenting
- ✓ Effective Discipline: Utilizing Natural and Logical Consequences
- ✓ Trauma and the Impact on Development
- ✓ Navigating Birth Family Relationships in Foster Care
- ✓ Sleep and it's impacts on the brain



2022 also saw the launch of our "It Takes a Village" zooms for families who have finalized adoptions. These virtual meetings made connections, offered support and built community, so families know they aren't alone on this journey. Families shared experiences and resources while beginning relationships we hope to see grow in the years to come.



**Libby Sobkowiak,**  
Family Coordinator, Florida

## Did You Know? <<

Adoption-Share sends out post placement care packages to families who have been matched on Family-Match and have made it to placement!

These boxes are filled with items to equip and encourage families as they journey towards finalizing their adoption. In 2022 over 85 post placement boxes were mailed to families.



*Pictured: Post Placement Care Packages on their way to being shipped out to families!*



*First Family-Match adoption in Georgia! "Family-Match gives me Hope", Registered Family-Match Adoptive Parent from Cobb County.*

## Georgia on My Mind

# First Family-Match Adoption in Georgia!

Hope, according to the Webster English Dictionary, is an optimistic state of mind that is based on an expectation of positive outcomes with respect to events and circumstances in one's life.

Family-Match gave the hundreds of youth, whose parents rights were terminated months/years ago, HOPE!

Family-Match was piloted on three of the 14 Department of Family and Children Services (DFCS) regions in the state of Georgia. The purpose was to test its effectiveness in the Georgia child welfare context. Workers from the three piloted regions were able to utilize the Family-Match application, as they worked to identify ideal families for the youth, on their caseloads.

Family-Match achieved all agreed upon success metrics thanks to the collaborative efforts of Adoption-Share and DFCS.

Moving forward, Adoption-Share is working on expanding its Family-Match Program as a statewide tool and resource for case managers- helping children wishing to be adopted achieve permanency through family.



**Kimberly Brown**

Family-Match Director, Georgia

In 2022, we continued to be heartened by our results:

- ✓ At the conclusion of the pilot, Adoption-Share's Family-Match Program grew the pool of hopeful adoptive parents from 0 to 275, 50% of which are open to adopting older youth.
- ✓ 25% of all open and active cases within the piloted regions were matched during the pilot. An increase of over 66% in less than 12 months.
- ✓ Matches achieved took place in less than 3 months on average.
- ✓ Celebrated 4 finalized adoptions during the 12 month pilot- generating generating a 40% return on the state's initial investment.(8 additional placements were slated for finalization post pilot)

## The Activation of HOPE <<

As the Georgia team sat in the Superior Court Room to witness our first adoption finalization, tears of joy fell from the eyes of the family supporters. As the youth answered questions the judge asked of him. **"Who is the guy sitting next to you", "This is my dad I've always HOPED for"**, responded the newly adopted youth. **HOPE!**

**HOPE for what's to come...** we are not done. Statistics show that there are approximately 300 youth in Georgia who are legally free for adoption and without an identified adoptive resource. It is the mission of Adoption-Share to make the Family-Match application available to a greater number of youth across the state. With the help of our external stakeholders, Family-Match will continue to work to connect the awaiting families to the waiting youth.

**"Family-Match gave me HOPE on October 26, 2022, when I became a dad"**, Cobb County Adoptive dad.



Virginia Department of Social Services (VDSS) and Adoption-Share partnered together to help local departments across the Commonwealth increase its pool of prospective foster families to improve outcomes for children in foster care. Research shows children in foster care, when placed in homes in their own community, spend less time in care and have a higher likelihood of achieving reunification than kids placed in foster homes outside of their communities.

Coined the “Faster Families Highway for Recruitment” Adoption-Share expanded its Family-Match Program to provide VDSS and each locality in the Commonwealth with access to a new recruitment tool aimed to assist local departments in identifying the most compatible and capable families willing to meet the unique needs of children within their own communities.

**How it Works:** The Faster Families Highway for Recruitment has onramps and offramps designed to efficiently move families along in the recruitment process.

### OnRamps

Provides the pathway for families to access the Highway. OnRamps can be customized by the local department and allows the local department or community partner recruiting families to track progress their families are making in completing their inquiry and approval process.

### OffRamps

Provides the pathway for families to enter into a local department’s training and approval process. All local departments have an opportunity to view prospective foster families, regardless of the Onramp they came through- and make the decision to invite families to their pre-service training.

Here are a few highlights:

- ✓ All 120 localities in the Commonwealth have been trained and have access to the Faster Families Highway!
- ✓ 113 OnRamps have been established to connect families directly to the Highway. The Highway serves as a connection point where local departments can view and recruit prospective families who will go on to become trained and approved.
- ✓ American Indian Tribes recognized by the state of Virginia have been invited to join the Highway and create their own OnRamps.
- ✓ Each Region has a consultant that can view all families residing in their region, who start the OnRamp - this allows them to help coordinate and support local departments in pursuing families who can meet specific needs present within their population of youth in foster care.
- ✓ VDSS has access to all Virginia families who start the OnRamp.
- ✓ Since July 1, the number of new prospective families has increased by over 4200%.
- ✓ Families: 480 families in total have accessed the OnRamp to the Faster Families Highway since launching in mid-April of 2022.
- ✓ Of the 480 families that accessed a Highway OnRamp - 52% have already completed the 6 steps associated with the OnRamp and made it to the OffRamp.
- ✓ 32% of OnRamp Completed families have been recruited and invited to begin pre-service training.
- ✓ 38% of prospective families are open to caring for children over 12 years old.
- ✓ 48% are open to more than one child.
- ✓ 61% are open to fostering (versus only adoption)



**Anna Tyson**

Family-Match Director Virginia



# Investing in Research << and Continued Learning

Through our Family-Match Program, Adoption-Share is collecting a unique data set in child welfare that zeroes in on the quality of child and family pairings through the identification and long term tracking of the attributes initially derived in the scientific literature that influence stability in child and family placements. We continue to follow families matched on Family-Match, as they progress towards placements, and from placements to finalized adoption and beyond. The outcomes of the pairings generated through Family-Match inform the continuous improvement to the computational models we use to recommend child and family pairings that will have the greatest likelihood of success.

In 2022, Adoption-Share made significant investments in growing our application and team to keep pace with the data and our learnings. Here are a few snapshots!



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



Heather Setrakian,  
**Senior Consultant of  
Research and Data Analytics**

## Dr. Gian Gonzaga and Heather Setrakian Complete Logistical Regression Analysis on Family Pairings

**Background:** Case manager seeking an adoptive family for children with a goal of adoption and adults who were seeking to adopt a child, complete the Family-Match questionnaires that assess demographics information, emotional tendencies, relationship history, and personality. Each adult also completed questionnaires about their marital well-being, parenting style, history, and expectations. The questionnaires were used to match adults and children based on compatibility. A comprehensive statistical analysis determines which characteristics from the questionnaires of the child, the adults, and the fit between the child and adult predicted which pairings disrupted and which did not.

Using logistic regression 400 families with adoptive placements were evaluated to identify which of the characteristics captured in the Family-Match Compatibility Assessments, of the children, adults, as well as the interplay of the characteristics between the children and adults, significantly predicted the likelihood of disruption. For older children; history of behavioral problems; history of abuse and neglect; emotional problems and an insecure attachment history significantly predicted the likelihood of disruption. For the adults an authoritarian parenting style; less parenting experience; unrealistic expectations about the parenting relationship; high religiosity; and low agreeableness predicted the likelihood of disruption.

Critically, we also found there were some pairings that were particularly risky. One example included child and family pairings in children with high levels of emotional and behavioral health needs were placed with parents with unrealistically high expectations. In this scenario, the data showed a much higher likelihood in these pairings disrupting. Additionally, our analysis of child and family pairings more likely to disrupt involved children with a history of behavioral and emotional problems placed with an adult who had an authoritarian parenting style.

When all characteristics were used to predict disruption simultaneously the combined effect was highly predictive. This strongly suggests that the Family-Match algorithm developed using these characteristics can be used to find compatible pairings of children with adults that would significantly reduce the likelihood those pairings will disrupt. This work validates empirical methods being used to develop matching algorithms using specific psychological characteristics to match children and parents beyond a family's preferences and availability of a home. Additional research will validate and improve this algorithm in the future.

# Family-Match Builds Out New and Improving Algorithm <<

Dr. Gian Gonzaga and Heather Setrakian



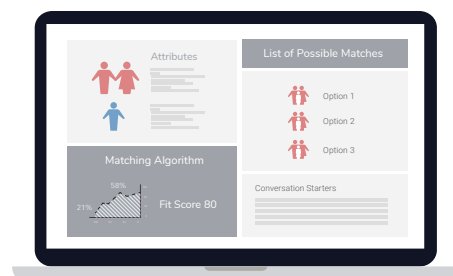
Family-Match is a web-based application created by Adoption-Share.

It utilizes computational models that help placement workers identify families who have the highest likelihood of a successful placement with a child in need of a permanent family. The model was developed based on peer reviewed research that identified predictors of success in these placements. As matches are made, Adoption-Share follows child and family pairings as they progress from placement through adoptions and into post adoption.

Through a series of post placement assessments, Adoption-Share continues to test the learnings of successful and failed adoptive placements and make changes to its computational models, ensuring the predictive power of the model continually improves over time.

In the first version of the Family-Match algorithm:

- A relational fit score is created and is based on child attributes, family attributes, and the match between child and family.
- These attributes are combined into a single score that is used to rank order which pairings are least likely to disrupt.
- Additionally, the assessments identified family preferences for child attributes (identified as conversation starters). Conversation starters are used by workers to evaluate a family's openness to children and likelihood to accept a match on attributes to include race, gender, age, number of children to be adopted in a sibling set, and disability status.

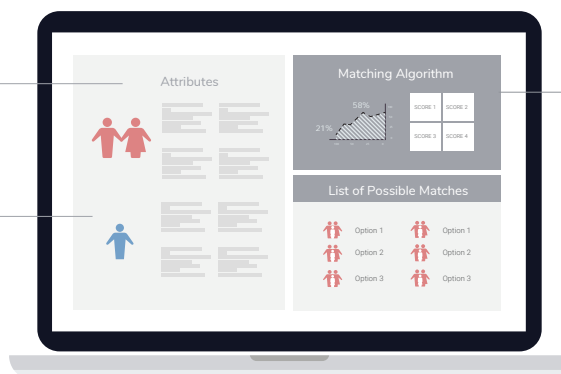


## Version 2 of the Family-Match Algorithm

Expands the number of attributes used in the model

The relational fit score will continue to be based on:

- ✓ Child attributes
- ✓ Family attributes
- ✓ Match between family and child



Provides four different scores which give the caseworkers additional information.

- ✓ Score 1: Family Preferences
- ✓ Score 2: Child Attributes
- ✓ Score 3: Family Attributes
- ✓ Score 4: Relational Fit

# Faster Families

A New Front End Tool to Our Family-Match Program

Adoption-Share's Family-Match Program was launched to more efficiently and appropriately match hard to place children with licensed, approved and waiting families.

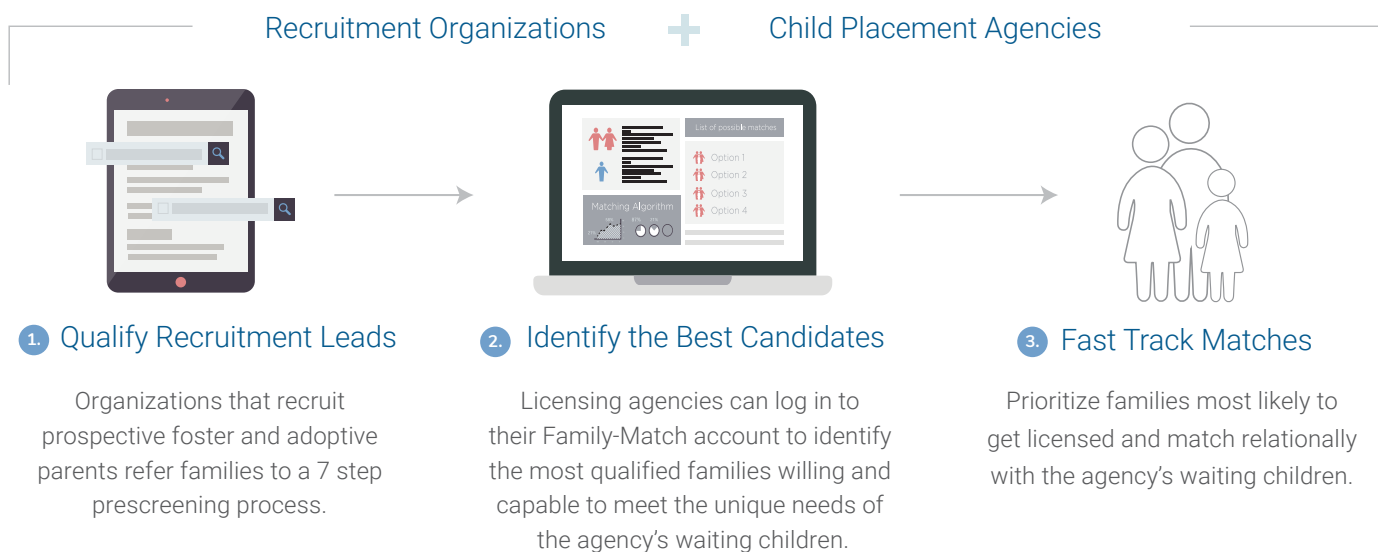
Now, Family-Match has been expanded to help child placement agencies identify the most qualified candidates from the moment they inquire about becoming a foster or adoptive parent. Instead of processing all families on a first-come, first-serve basis, workers can prioritize licensing for families who have passed a readiness assessment, disclosed prior criminal history, stated their capacity and interest, completed a 60 minute overview on trauma informed parenting and completed their Family-Match Compatibility Assessments.

## The Need

Agencies report less than 20% of families who reach out for information on fostering or adopting from foster care will become licensed.

## The Solution

Family-Match 2.0 is bridging the divide between recruitment and agency on-boarding for improved, accelerated matching.



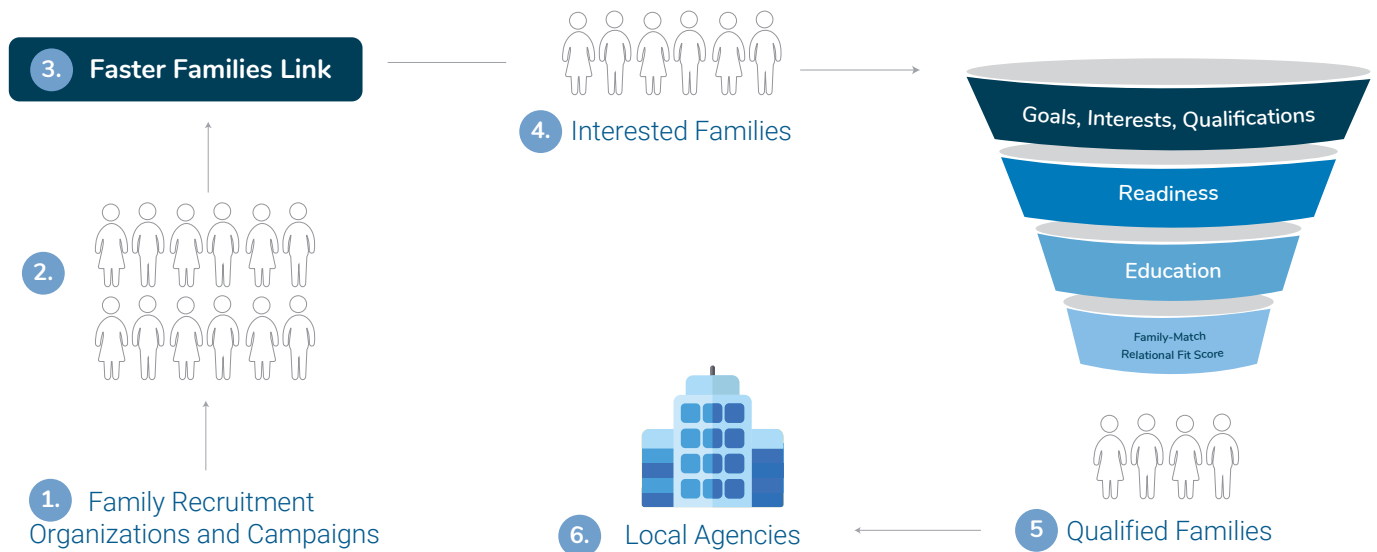
## Heartened by Our Progress

Since our recruitment portal launched in April of 2022, over 1400 families began our Faster Families Pre-Application Process for Recruitment

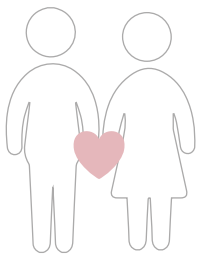
- ✓ Qualified 60% of prospective adoptive family leads- this helps workers more quickly identify the most capable families and mobilizes them faster.
- ✓ Increased percentage of families acquiesced into a formal licensing process by 160% from last year.
- ✓ Improved the percentage of recruited families who made it through the licensing process by as much as 34%.
- ✓ Celebrated 6 new families who adopted, 8 who achieved placements, and 2 who became matched after starting the initial inquiry process through Faster Families!

## Here is how it works

Family-Match 2.0 helps a licensing agency's on-boarding process from being overwhelmed by families who are not ready to continue the process.



## Who are the families that come through Faster Families?



**60%** want to adopt.

**40%** want to foster.

**59%** are open to cognitive needs.

**64%** are open to mental needs.

**55%** are open to children with disabilities

**41%** are predominantly of the Christian faith.

**38%** are open to older youth 11 years+.

**68%** are hoping to adopt more than one child

**47%** are open to foster and or adoption

**86%** are open caring for children of to all races.

**“We believe the Family-Match program will help us find families for children in pilot regions who are without adoptive families.**

*Many of these children are older, members of large sibling groups, or children who continue to deal with significant trauma, but – like all children – deserve to be part of loving, stable families.”*

**Candice L. Broce,**  
Georgia DHS Commissioner and DFCS Director





# Flight of the Heart

## Mentions and Moments

### Flight of the Heart

In November 2021, Adoption-Share launched Flight of the Heart - a campaign to offer a new script for policymakers, family court judges, families, and adoption professionals who are hungry for a fresh solution to helping children in foster care achieve permanency through adoption. With an estimated 30,000 children in foster care who are eligible for adoption and do not have a family identified to adopt them, Flight of the Heart draws awareness to the prospective adoptive families who long to adopt children from foster care. Research shows prospective adoptive families outnumber waiting children by a ratio of 5 to 1 (Kamarck, 2011).

This year 25 states were represented in our Flight of the Heart Campaign- reaching over 130 families 65% of which stated they were waiting over 2 years to adopt children in their state.

Go to [flightoftheheart.us](https://flightoftheheart.us) to check out the campaign, share your story, find out how to become the solution to children in your state OR make a tax deductible donation to help us scale our Family-Match Program to new states!

**Flight of the Heart**

KNOW THE CAMPAIGN | FACTS | SHARE YOUR HEART | JOIN FLIGHT WITH US

### An Invitation: Join the Journey

There are an estimated 30,000 children in foster care across the United States who are eligible for adoption but have not yet found a family. Prospective adoptive families are needed to help these children achieve permanency through adoption. Research shows prospective adoptive families outnumber waiting children by a ratio of 5 to 1 (Kamarck, 2011).

[Share Story](#) [Learn More](#)

### CHILDREN NEED FAMILIES

Over 30,000 children in foster care across the United States are eligible for adoption but have not yet found a family. Prospective adoptive families are needed to help these children achieve permanency through adoption. Research shows prospective adoptive families outnumber waiting children by a ratio of 5 to 1 (Kamarck, 2011).

### FAMILIES WANT TO ADOPT

Research shows prospective adoptive families outnumber waiting children by a ratio of 5 to 1 (Kamarck, 2011). Research shows prospective adoptive families outnumber waiting children by a ratio of 5 to 1 (Kamarck, 2011).

### FOR WAITING PARENTS...

How many do you know?

Waiting to adopt? How long have you waited to be matched with a child?

Already adopted one or more children? How long did you wait before being matched to the first or last of the you adopted?

[Submit](#) [Share](#)

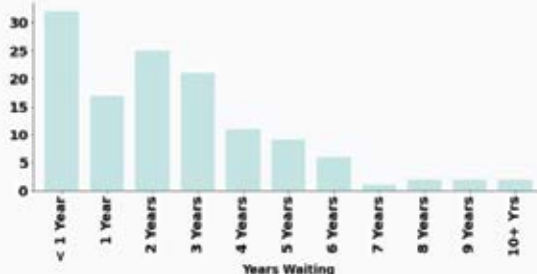
Visit the website!



## Track Our Flight Path



Total Number of Families Waiting To Adopt



## FAMILY-MATCH

# Meet our Partners

### Ongoing Partners



**Trauma Free World:** Trauma Free World is a community dedicated to helping people around the world heal from childhood trauma. Headquartered in Cincinnati, Ohio, Trauma Free World offers training all around the world, as well as online for anyone with an internet connection or mobile phone. Trauma Free World partners with leading trauma researchers to adapt cutting edge trauma research into training that is accessible to all, regardless of literacy level, and applicable across cultures. Thanks to their support- Adoption-Share is able to provide access to Trauma Free World's 75 minute Overview of Trauma Informed Care to every prospective foster and adoptive parent who makes their way through our new recruitment portal at no cost. To date over 168 prospective foster and adoptive families have been trained!



**University of Zurich:** Adoption-Share and University of Zurich established a collaborative partnership for research pertaining to the primary goal of this project is to research child adoption and foster-care matching processes with the aim to significantly improve the process in which children are matched with families to increase the welfare of the children and the families. As part of the collaborative research agreement, world-renowned academic minds from Boston College and Cornell University have engaged in the ongoing analysis to support the University of Zurich's collaborative partnership with Adoption-Share.



### 2022 Partners



**Alithya:** Alithya Group Inc. is a North American company specializing in digital strategy and technologies. Alithya is the second largest company in its industry in Canada, with a turnover of \$260,000,000 USD. The company employs over 2,000 people in Canada, the United States and Europe. Adoption-Share partnered with Alithya to build and assist with maintaining at no cost, 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. We are so grateful for their support!



**Selfless Love Foundation:** Selfless Love Foundation provided the financial resources and strategic partnership for Adoption-Share to bring its Family-Match Program to the state of Florida. Though the funding relationship ended in October of 2022, we are grateful for the enormous support helping us launch Family-Match statewide!

### Past Partners



**Capital One:** Capital One is on a mission to bring humanity, ingenuity and simplicity to banking. In support of this mission, the Capital One Impact Initiative advances socioeconomic mobility by advocating for an inclusive society, building thriving communities and creating financial tools that enrich lives. Associates have been supporting Adoption-Share's Family-Match program with pro bono expertise in User Design Interface (Ulx) and Data Architecture/Scale, among other areas. We are so grateful for the talent and expertise of the team Capital One has put in place to help us improve and maintain our mission.

# 2022 Leadership

We're together for one reason—to transform the adoption process to ensure every child achieves belonging through family.

## BOARD OF DIRECTORS

- Dr Gian Gonzaga
- Steven Mucchetti

- Monica Lavin
- Carlos Garcia

- Parker Lavin
- Thea Ramirez



Thea Ramirez,  
**Founder and CEO**



Lorin Sholander,  
**Chief Operating Officer**



Kimberly Brown  
**Family-Match Director, Georgia**



Shelby Naifeh  
**Quality Assurance**



Stephen Moxon,  
**Lead Developer**



Kristina Mongillo,  
**Family Coordinator, Georgia**



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



Heather Setrakian,  
**Senior Consultant of  
Research and Data Analytics**



Christopher Reid,  
**Manager of Data Analytics and Reporting**



Amy Simpson,  
**Vice President of Programs**



Libby Sobkowiak,  
**Florida Family Coordinator**



Anna Tyson,  
**Family-Match Director Virginia**



Jennifer Edson  
**Family Coordinator Virginia**



Michelle Giordano  
**Family-Match Director, Florida**

# Sources of Financial Support <<

Our heartfelt thanks to all who have invested in this work! We simply can not do the hard work of system transformation and family creation without you support.

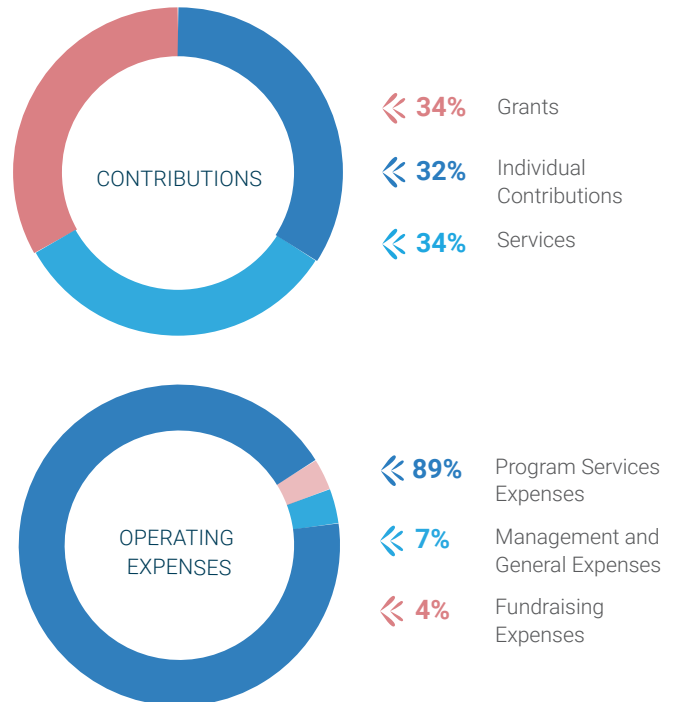
## Fiscal Year 2022 (Jan. 1, 2022 – Dec. 31, 2022)

Adoption-Share operating funds come from three sources: individual contributions, contributions from grant-making organizations, and service revenue. Total Adoption-Share contributions in 2022 was approximately \$1,287,000.

Adoption-Share's total operating expenses in 2022 was \$897,000

Adoption-Share's total in kind contributions are estimated to be \$213,000 dollars in 2022. Financial contributions and in kind contributions brought the total of combined support to approximately \$1,500,000.

*\*Unofficial unaudited statement for FY2022. Does not include in-kind services or donations. For audited statement visit [adoption-share.com](http://adoption-share.com) in June of 2023.*



## >> Did you know? <<

According to the National Adoption Council, each adoption represents a savings of \$15,480 for each year a child remains in his or her adoption placement until they reach 18 years of age. For the 405 children on Family-Match that have been adopted over the past 4.5 years with the average age at adoption being 10- a conservative estimate would be a cumulative savings over 7 years of **\$56 million dollars**.







adoption-share

PO Box 1532 Brunswick, GA 31521

*[www.adoption-share.com](http://www.adoption-share.com)*

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