

Adriel

FISCAL YEAR 2025 ANNUAL REPORT

A YEAR OF STRENGTHENING FOUNDATIONS AND EXPANDING IMPACT

In 2025, Adriel School, Inc. advanced its mission to improve the lives of children, youth, and families impacted by foster care across Ohio. Guided by our 2025–2027 Strategic Plan, we focused on strengthening core services, expanding youth and family supports, improving operational effectiveness, and investing in the people and infrastructure that make our work possible. While the needs in child welfare continue to grow in complexity, Adriel responded with measurable progress in recruitment and community visibility, increased program capacity in key areas, and meaningful advancements in technology, facilities, and staff retention.

MISSION-ALIGNED IMPACT IN 2025

Supporting Children, Youth, and Young Adults

- Adriel continued to deliver foster care, clinical, and transitional supports that promote safety, stability, and long-term well-being.
- Foster care services increased overall, with a modest rise in average daily census.
- Clinical services reached the highest historical census, reflecting growth in demand and expanded access.
- The Bridges program operated at full budgeted capacity, supporting young adults in their transition to independence.

Strengthening Foster Family Recruitment and Community Awareness

One of the most significant wins in 2025 was the growth of Adriel's foster parent recruitment pipeline and community presence.

- Digital outreach and marketing produced a substantial increase in inquiries, website engagement, and recruitment conversions.
- In-person outreach expanded through community events, presentations, and visible regional engagement.
- Adriel hosted a successful Bellefontaine Open House at our new office and launched our podcast, "On Air with Adriel" to broaden storytelling and community connection.
- Recruitment efforts also advanced diversity goals, moving foster parent demographics closer to reflecting the youth served.

Supporting Foster Families for Placement Stability

Adriel increased investments in foster family support through training, clinical services, and expanded staffing.

- New foster parent training offerings remained strong and met attendance goals.
- Adriel expanded in-person clinical services across all 5 office locations by adding a third full-time therapist and a second clinical case manager.
- While foster parent closures increased in 2025, Adriel identified clear next steps to strengthen retention strategies and stabilize placements in 2026.

Quality and Accountability

Adriel successfully completed a major milestone in organizational quality and compliance.

- Adriel achieved full COA reaccreditation for four more years.
- A plan was developed and implemented to strengthen client file review quality, with updated policies, staff training, and improved documentation prompts.

ORGANIZATIONAL PROGRESS AND SUSTAINABILITY

Smarter Systems and Improved Efficiency

Adriel made operational improvements that reduce administrative burden and improve responsiveness.

- Technology tools and streamlined documentation processes improved efficiency across departments.
- Expanded electronic form use and increased adoption of e-signatures improved accessibility for foster parents and staff.
- Marketing and engagement analytics were strengthened to better evaluate recruitment performance and community awareness.

Facilities and Regional Access

Adriel expanded infrastructure to meet service needs and reduce barriers.

- A new Lima office in Allen County has been secured to increase local presence and service accessibility. Service to begin from this location in early 2026.
- Adriel added technology support capacity and began upgrading communication systems to improve reliability and scalability across locations.
- Planning progressed for facility optimization and long-term feasibility work for future daycare and advocacy efforts.

Fundraising and Donor Engagement

Adriel strengthened donor engagement through mission-specific giving opportunities and increased community connection.

- Donors continued to respond strongly to clear, tangible needs such as our Christmas gift project, Wish Tree.
- Engagement and newsletter growth expanded significantly through in-person outreach and events.
- Adriel exceeded its quarterly fundraising goal and continued to build momentum toward stronger year-round donor participation.
- The Bright Futures Fund campaign met its goal, unlocking a matching gift intended to expand youth career and employment supports.

Investing In Our Team

Adriel continued building a healthy, supportive workplace culture.

- Staff retention rose to 95%, reflecting strong employee commitment and stability.
- Adriel provided a 5% cost-of-living increase for all employees.
- Recognition, wellness programming, and communication strategies continued to strengthen staff engagement and connection to mission.

LOOKING AHEAD

As we move into 2026, Adriel's priorities include strengthening Independent Living engagement, expanding licensing capacity, reducing foster parent closures through stronger retention supports, sustaining recruitment momentum through dedicated funding, and continuing to invest in facilities, technology, and staff development.

With Gratitude

Adriel's progress in 2025 was made possible by the dedication of our staff, the compassion of foster families, the partnership of community stakeholders, and the generosity of donors and supporters. Thank you for walking alongside Adriel as we continue building brighter futures for children, youth, and families across Ohio.

Todd Hanes
Adriel Inc.
President/CEO



A STORY OF RESILIENCE AND READINESS - WITH BARRIERS STILL AHEAD

At just 17 years old, one young man in foster care is standing at the threshold of adulthood. Soon he will turn 18, graduate high school, and begin the journey of living on his own. He's moved through three different foster homes and has now lived in his current placement for almost two years — a small measure of stability after many changes.

When asked how prepared he feels for work and a career, his confidence shines. He proudly rated himself a "5." He works at Walmart and has worked at Goodwill - and says he learned most of it by doing. "85% percent of what I did, I just figured out," he told me. In interviews he relied on self-talk — "*Just don't be weird, be friendly*" — a strategy he taught himself. He also pointed to people who helped along the way: his "original mom and dad," a few friends, and a peer who had been in foster care and "got out." From them he learned what to do — and what not to do.

School played a role, but not the way you might expect. When he first moved to Ohio he joined an after-school program where he made friends and "had fun." His goal in school, he said, was simply to "make it out of school." He also attended Buckeye Boys State in middle school after learning about it in government class. He didn't like the military-style structure, but he valued the end-of-day talks and reflection time. In one reflective moment there he was asked, "*If you died, what would you want someone to say about you?*" He answered plainly and proudly: "*That I tried. I tried new things. I tried to help.*"

But confidence about work doesn't erase other concerns. On money, he rated himself a "solid 2." He described how temptation plays a big role in spending — he's spent about $1,000 on gaming-related devices — and how the newfound freedom of being a teen makes choices harder. His mom has begun helping him understand banking and finances, and his dad has been taking steps to build his credit by purchasing small items and paying them off. Still, he doesn't know his credit score and won't have the card until he turns 18. He said what would help most is a simple reminder — someone to check in and guide him through money decisions.

When asked how ready he feels to live on his own at 18, he gave himself a "4." He credits the internet and life experiences for teaching him independence. He plans to take a gap year — "live life until I can't" — and figure things out.

He might room with someone to share costs or remain with his current foster family and contribute toward utilities. In high school, he took a career assessment that suggested paths such as mover, construction, game design, and game testing. While the assessment provided ideas, nothing further came of it, and he didn't have opportunities to explore those options or gain real-world experience in those fields. He's considered these careers and others, like counseling and the National Guard but is still unsure of the next step.



Transportation has been a real barrier. He relies on an electric bike and had wanted to get his driver's license, but the car he hoped to keep in his foster home wasn't allowed to stay, so his temporary permit expired.

Costs for lessons, testing, and insurance felt out of reach. His worries are real and wide: "That I'll crash and burn — get into debt, my phone bill won't be paid, my car will be gone, no friends, go to jail, be homeless." Still, his hopes are steady: "I just want to live life, pay bills, take care of myself and family…have a job I can live comfortably with."

When asked what he would include in a perfect program for teens in foster care, at first he said, "I don't know." After thinking, he named hands-on experiences: job shadowing, volunteer and paid trial experiences, and opportunities to "try out" careers. His advice to other foster youth who feel unprepared was clear and grounded in experience: "Explore options, but don't give yourself too many because you'll get overwhelmed. Once you find out, do it — and don't let people hinder you."

This is one young man's story — full of grit and realistic hopes, but also everyday barriers that could derail even the most determined youth. Career exploration, financial literacy, transportation support, and real opportunities to try jobs are not extras — they're essentials. It's exactly these kinds of barriers that inspired the creation of Adriel's Bright Futures Fund. This fund provides youth like him with tangible supports that make independence possible: driver's education and licensing help, financial coaching and reminders, career exploration and paid work trials, and the practical tools a young person needs to move from surviving to thriving. With these supports, youth in foster care can step into adulthood with confidence, opportunity, and hope — instead of fear.

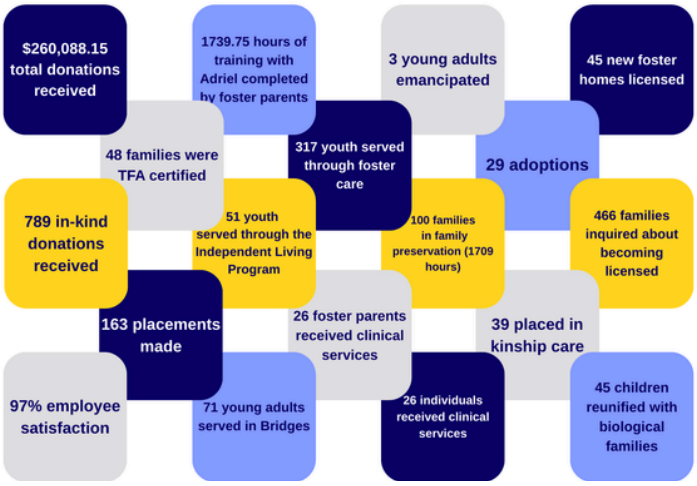
YEAR IN REVIEW

WHERE WE ARE:



Donors gave **$260,088.15** and contributed more than 1,056 **in-kind donations**.





Every number represents a story. Every story represents a life forever changed. Thank you for making this possible.

Data is from July 1, 2024 - June 30, 2025

Fund Balances

Adriel - $1,304,458.77

Adriel Foundation - $4,616,228

Revenues

Behavioral Health: $368,531

Foster Care: $5,855,036

Public Support: $272,150

Other: $788,879

Expenses

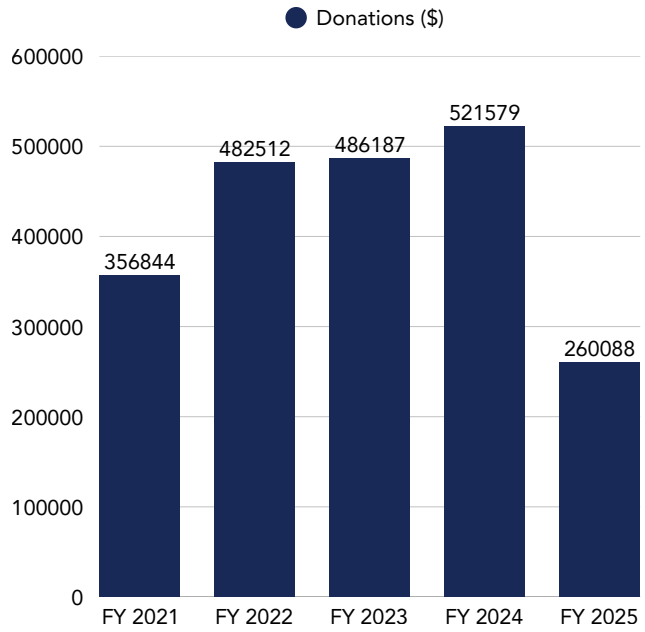
Client related: $3,130,485

Salaries: $2,322,721

Benefits: $525,439

Facilities: $57,098

Other: $1,148,828



OUR DONOR FAMILY

AMBASSADORS (50,000+)

Jeff & Tiffany Nofziger

PACE SETTERS ($5,000 - $49,999)

Anonymous
Barbara Wilson Shadle
Ed & Carol Nofziger
F & M Bank
Goshen Friends Church
Haas Door Company
Peggy Rupp
Todd & Pamela Stoller

PARTNERS ($1,000 - $4,999)

Action For Children
Anonymous
Bernard & JoAnne Frey
Bobby Jorgensen
Butch & Sharon Frey
Central Mennonite Church
Cora Crossgrove Estate
E.C. Beck Foundation
First Mennonite Church
Jonathan Nofziger
Katherine Frey Endowment Fund
L. E. Sommer Kidron, Inc.
Larry & Virginia Cress
Martins Creek Mennonite Church
Melinda Rupp
Nick King
North Star BlueScope Steel, LLC.
Phillip & Natalie King
Robert & Joyce Frey
Roger & Peggy Rupp Family Foundation
Rupp Seeds, Inc.
Tedrow Mennonite Church
The Aschliman Group, LLC
Venture Visionary Partners LLC
West Clinton Mennonite Church
Xperience Church
YWCA Toledo
Zelma I Kauffman Unitrust
Zion Mennonite Church

IN-KIND

5twelve Studios
A Place Of Joy
Adriel Staff
Anahi Alcantar-Mendoza
Bellefontaine Grace Church
Bridget Frank
Brittney Hughes
Central Mennonite Women
Chick-fil-A
Cleveland Cavaliers
Convoy United Methodist Church
Cornerstone Community Church
Deanna Smith
Diane & Jason Loehr
Eagle Rock Golf Course
Emily & Scott Colgan
Frankel
Girl Named Tom
Golf Galaxy, Inc.
Gretchen Walker
Heidi Brown
Hillary Guilford
Katie Williams & Family
Kings Island
Laura & Breah Teal
LJ Wyse Plumbing & Heating LLC
Marysville Grace Church
Mennonite Mutual Insurance
Montana Carroll
Nicole Glison
NX Automotive Logistics
Peace Mennonite Fellowship
Rachel Caldwell
Rammona Pupos
Robert & Luanne Aschliman
Sabra Larry
Safelite Group, Inc.
Sauder Woodworking
Skyline Chili
Tedrow Mennonite Church
Terry Lee
Texas Roadhouse
Vacation Bible Adventure
Village Quilters
Whitney Johnson
Young's Jersey Dairy, Inc.
Zion United Methodist

MEMORIALS/HONORARIUMS

Abe Graber Memorial Fund
Stacy Lillard or Zebulun Lillard, in memory of Robert Frey
Douglas & Susan Krauss, in memory of Robert Frey
Mark Frey, in memory of Robert Frey
Kyle & Paula Moore, in memory of Robert Frey
Bev Sell, in memory of Robert Frey
Elaine Weyandt, in memory of Marvin Lantz
Sally Miller-Begin, in memory of Melvin F. Miller

BUILDERS ($300 - $999)

Adam Sheets
Ann Valentine
Archbold Lion's Club
Archbold Main Stop
Brent Miller
Cabin Fever Commons
D & G Welding, Inc.
Darrel & Mary Lou Zuercher
Elizabeth Yutzy
Garrett Waidelich
George Albach
Helen Good
Jacquie Linville
Jeffrey Coleman
Jennifer Butler
Jeremy & Kim Hankins
Jim Leonard
Joshua Business Graphics
Kenneth & Sheila Gruenhagen
Kevin Frey
Kroger Community Support Program
KTH Parts Industries
Luke Boyers
Megan OHara
Michael McGovern
Northwest Print
Oak Grove Mennonite Church, Smithville
Oak Grove Mennonite Church, West Liberty
Pettisville Grain Co.
Race Chasers
Robert Truckor
Ryan Borucki
Shultz, Huber & Associates Inc.
Sommer Mello
Todd Hanes
Todd Naveau
Tonya Bailey
V.S Beck Insurance
West Ohio Christian Chamber of Commerce

FRIENDS ($1 - $299)

Alma Detweiler
Amy Kauffman
Angie Gehres
Aschliman Group LLC
Benjamin & Rebecca Kohler
Butler House Wash LLC
Carlos Garcia
Central Mennonite Women
Cheryl Titus
Choo-Yieng Hamilton
Clemma Stuckey
Deanna Smith
Dick Selgo
Doug Krauss
Ed Yoder
Findlay First Church of the Nazarene
Gary Krueger
Gloria Anderson
Heidi Bowling
Ileana Cruz
Irma Miller
J. Philip Leatherman
Jane Krafft
Jay & Linda Hoffman
Jenna Bruner
Jennifer Mobley
Jennifer Newman
Jessica Gannon
Joe Nafziger
John & Iris Esch
John Downey
Juanita Storrer
Julie Rebholz
Justin Cluck
Kaitlyn Fink
Kenneth & Patricia Frey
Kent & Kim Rupp
Kyle Brown
Laura Moyer
Lijia Lu
Linda Carter
Lockport Mennonite Women
Melanie Conrad
Michele Gladieux
Mike Kennedy
Montana Carroll
Oak Grove Mennonite Women
Pam Bly
Pastor Christiansburg U. M. Church
Peace Mennonite Fellowship
Pete Copeland
Philip Horrisberger
Reanna Garcia
RISE FM
Ron & Faith Frey
Sally Miller-Begin
Scott & Connie Hall
Sheryl Gannon
Steve Heilshorn
Tim McCarty
Tri-Flo, Inc.
Universal Health Care
Vernon & Ella Hershberger
Virgene Mae Steffen
Warren Fitzpatrick
Will Krafft

thank you

CLOSING NOTES

As we look ahead to another year of service, we know that none of this would be possible without you. Thank you for standing with children and families in foster care—and for choosing to Be the One who creates brighter futures.

Adriel

"Foster parenting has shown our family what it looks like to love like Jesus—welcoming children into our home and loving them like our own, watching them grow and also growing together, and learning to trust God with every season, knowing that no matter how long they are in our home we've planted a seed and been the loving and safe place the child needed."

Jocelyn & Tyler Sell

ADRIEL'S MISSION

Providing quality care for children, young adults, and families in the spirit of Christian love.

ADRIEL'S VISION

Until every child lives in a safe and loving home, Adriel shall be a premier provider of exceptional care for children, young adults, and families in need.

Find us online

www.adriel.org

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