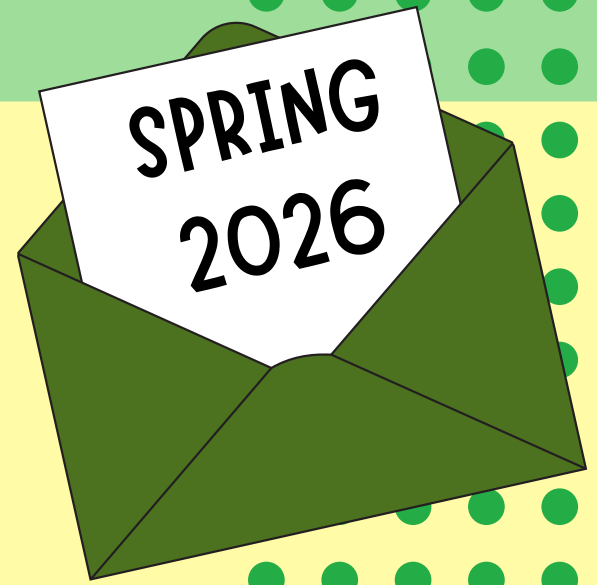




# THE CATS MEOW



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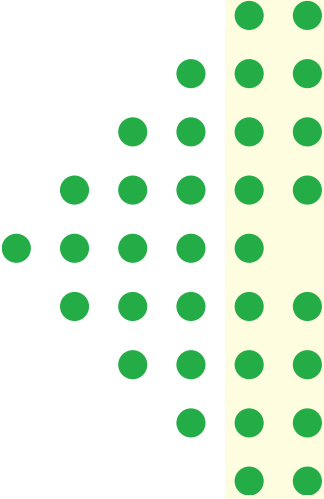


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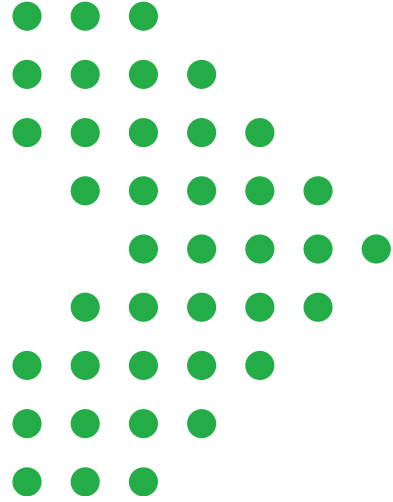


# Chef Todd Whitman on New Day Cleveland



**Click the link to view the  
segment:**

<https://fox8.com/video/new-day-cleveland-community-assessment-treatment-center-services/11664654>



# A Helping Hand in Wadsworth

## Welcome to Recovery Project



Coming into a treatment facility for the first time can feel overwhelming, especially when you don't know what to expect. Nervousness, fear, and unfamiliarity set in; it's a new environment with dozens of new faces. For some, there is little support on the outside, which can increase those feelings of loneliness and uncertainty. After the first day of going through intake and assessments, a small token of comfort can go a long way.

That's where Nadine Kirkland stepped in. While she had outside support during her time in treatment, she noticed the ones who didn't and wanted to change that. In the early days of her nonprofit, Welcome to Recovery, she was providing welcome bags to women in her facility while still receiving treatment herself. That was in October of 2023. After completing her treatment, she continued to provide welcome bags and expand. Welcome to Recovery reached 501 (c)(3) status in January 2024. As more support came in, she was able to expand her reach to men's facilities as well in April 2025.

Each welcome bag includes personal hygiene products, journals, treats, and a handwritten note of encouragement. If a facility has a specific need, Nadine will accommodate.

Along with the welcome bags, Welcome to Recovery has a Quilts for Quitters program, offering bedding to those entering sober living facilities, a B.U.S. program supplying bras, underwear, and socks to residential treatment facilities, and a Flow Forward program, donating feminine hygiene products for women in recovery.

As of February, Welcome to Recovery Project has provided over 2,000 welcome bags spanning 26 treatment facilities in Summit and surrounding counties, CATS Wadsworth being a recent facility on their roster. We thank Welcome to Recovery Project for their support of CATS and making sure our Wadsworth clients feel supported!



Contents of WTR's welcome bags.



# BEHIND THE PLAN: GLADEGY CONSULTING

An Interview with Stacy Sufka,  
founder and CEO of GladeGY



**Can you give me a background on GladeGY Consulting and how it all started?**

*GladeGY Consulting was founded out of a very practical gap I kept seeing across mission-driven organizations. Strong organizations with meaningful impact were often being held back not by their purpose, but by their internal infrastructure, leadership alignment, and operational clarity. My background spans behavioral health, organizational development, and data-driven strategy. Early in my career, I found myself consistently in spaces where organizations were trying to do the right work, but didn't always have the systems, structure, or strategic alignment to fully deliver on their mission.*

*GladeGY was built to close that gap. From the beginning, the focus has been on helping organizations strengthen their internal capacity so they can execute more effectively, scale responsibly, and ultimately deliver on their mission's promise. That includes strategic planning, leadership development, operational alignment, and building systems that support long-term sustainability. At its core, GladeGY exists to help organizations move from intention to execution.*

**Was there anything unique about working with CATS on your Strategic Plan compared to other nonprofits?**

*What stood out immediately about CATS is the organization's level of maturity, particularly in its use of data and its long-standing presence in the behavioral healthcare space. CATS is not a new organization trying to find its footing. It is a well-established reentry/social services provider with a strong reputation in the community. That history matters, because it creates both credibility and complexity.*

*One of the most distinctive elements is their commitment to outcomes. This is an organization that has historically invested in data collection and analysis, and not just for compliance purposes, but to genuinely understand client impact. That level of discipline is not always common.*

*There is also a personal connection in how our relationship began. I was first introduced to CATS almost a decade ago through a collaborative project with the ADAMHS Board focused on data collection, specifically around the Brief Addiction Monitor and treatment outcomes. So there is a long-standing alignment around data-informed practice that carried into this strategic planning work.*

*That combination of history, credibility, and data maturity made this engagement both deeper and more nuanced than many others.*

## How did you gather input from key stakeholders for this strategic plan?

We took a mixed-methods approach to ensure we were capturing both depth and breadth of perspective.

This included:

- Individual stakeholder interviews to gather nuanced, candid insights
- Focus groups to explore shared experiences and surface themes across groups
- Surveys, both electronic and paper-based, to broaden participation and ensure accessibility

The intent was to meet stakeholders where they are. Not everyone engages the same way, and we wanted to remove barriers to participation.

More importantly, this approach allowed us to triangulate the data. When you hear consistent themes across interviews, focus groups, and surveys, you gain a much higher level of confidence in what the organization is truly experiencing. This is less about collecting opinions and more about identifying patterns that inform strategy.

## With input from so many people, how do you handle conflicting perspectives around strategic objectives?

Conflicting perspectives are not only expected, they are valuable.

The role of strategic planning is not to eliminate differences, but to make sense of them.

When conflict emerges, we anchor the conversation in three things:

- The organization's mission
- The population being served
- The outcomes the organization is trying to achieve

What we consistently find is that while perspectives may differ on how to move forward, there is strong alignment on why the work matters.

Our role is to facilitate alignment by:

- Identifying common ground
- Clarifying trade-offs
- Elevating decisions to the level of strategy rather than personal preference

Ultimately, the mission becomes the decision filter. When stakeholders reconnect to purpose, it becomes much easier to move from disagreement to alignment.

## How do you think CATS compares to similar organizations you've worked with?

CATS shares many of the same commitments as other high-performing organizations in this space. There is a clear alignment with best practices, strong adherence to accreditation standards, and a focus on meeting community need.

Where CATS differentiates itself is in its consistency. There is a strong through-line between leadership, staff, and service delivery. The organization demonstrates a level of intentionality in how it uses data, how it approaches reentry services, and how it thinks about outcomes.

In a field where many organizations are doing important work, CATS stands out for its ability to combine experience, structure, and mission-driven execution in a very consistent way.

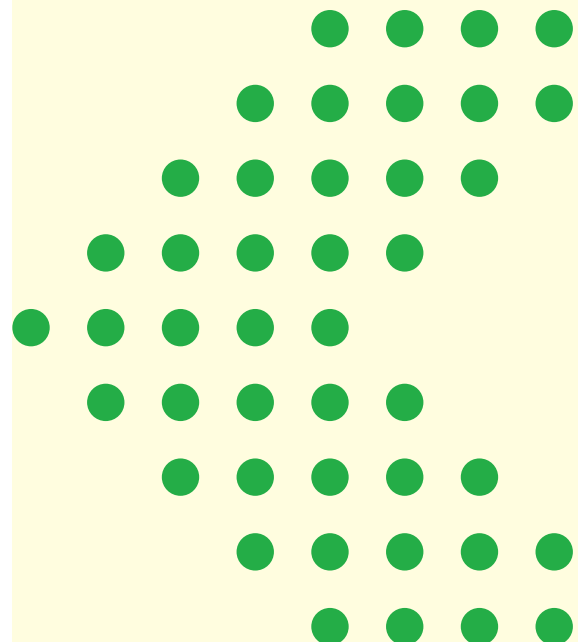
## What would you say is CATS' greatest strength as an organization?

*The greatest strength of CATS is its people, and specifically, the alignment between its people and its mission. There is a deeply committed workforce, including individuals with lived experience, which brings a level of authenticity and credibility to the work that cannot be replicated.*

*At the leadership level, there is both tenure and stability, which creates continuity and trust across the organization. In addition to leadership and staff, the board is a notable strength. What stood out is not just governance in a formal sense, but genuine engagement. There is clear curiosity, a willingness to lean in, and a shared commitment to strengthening the organization. The board is not operating at a distance. They are actively thinking about how to better support the mission and add value in meaningful ways.*

*Across interviews, focus groups, and conversations, there was also a strong consistency in how people described the organization as person-centered and community-focused. I had the opportunity to observe the organization during the pandemic, and what was evident during that time was a strong commitment to adapting in real time while staying grounded in service to the community.*

*That combination of committed staff, engaged leadership, an invested board, and shared mission alignment is what ultimately drives the organization's impact.*



# BEHIND THE PLAN

## An Interview with John Scalish, CATS CEO



### **How did you land on Gladegy to develop the new Strategic Plan?**

*When we first started this process, we actually had a pretty simple question: Who's going to help us think bigger and not just write a document that sits on a shelf?*

*We then conducted a thorough selection process and presented to our Board of Trustees to finally identify a partner that truly understood both our mission and the complexities of our work. Gladegy stood out because of their experience supporting mission-driven organizations like ours, particularly in areas involving growth, sustainability, and community impact.*

*We were also looking for a partner who would take a collaborative approach, someone who wouldn't just deliver a plan, but would actively engage our stakeholders, listen carefully, and help us build something actionable and aligned. Gladegy demonstrated a clear methodology for doing that, which gave us confidence in moving forward with them.*

### **What made them stand out from other consultants?**

*We talked to a few different groups, all of whom were strong in their own way. But I remember during one of our early conversations with Gladegy, Stacy spent more time asking us questions than talking about what her competent team of professionals could offer. This method of approach really sets them ahead of the pack.*

*The ability to balance strategic rigor with practical implementation really stood out, not to mention that they came highly recommended by other respected organizations, like ours. The team didn't just focus on high level vision; they emphasized execution, measurable outcomes, and long-term sustainability.*

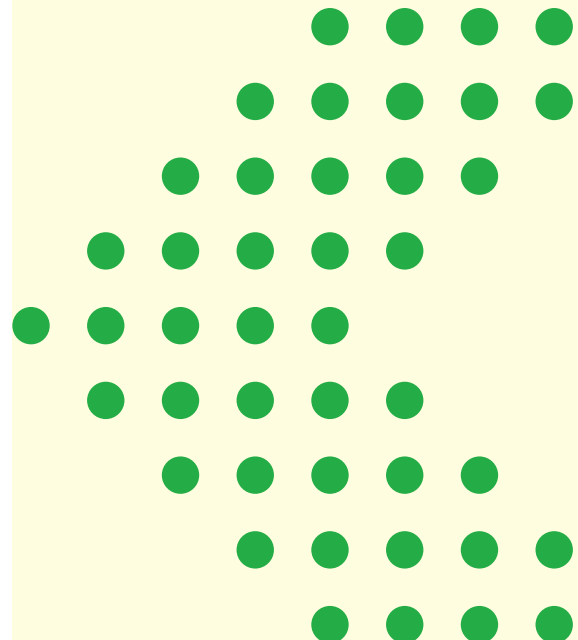
*Gladegy also showed a strong commitment to inclusivity in the process. Their approach ensured that voices from across the organization and a broad range of community stakeholders were incorporated, which is critical for a plan that needs broad buy in. Finally, their understanding of organizations like CATS and the challenges we face made their recommendations feel grounded and realistic, rather than theoretical.*

## Which Strategic Objective is most important over the next 3 years?

*That's always a tough one, because they really do build on each other, but if I had to pick, I'd go with Financial Resilience over the next three years. All five objectives are interconnected and essential to CATS' success, or they wouldn't have made the cut. To me, that's what unlocks everything else.*

*When you have a strong, stable financial foundation, you're not just reacting; you're making intentional decisions. Currently the social service landscape is plagued with economic instability, workforce shortages and employee burnout, coupled with the rising demand for services. If we get this objective right, we can invest in our people, expand our service array, and take advantage of new opportunities instead of passing them up.*

*Financial resilience is foundational as it enables everything else. Without a stable and diversified financial base, it becomes much more difficult to invest in people, expand services, or build partnerships. Strengthening this area ensures that we can sustain our impact, respond to changing needs, support the system appropriately, and grow strategically rather than reactively. Progress in financial resilience will directly support improvements in leadership capacity, service excellence, and our broader visibility and influence. It's really about sequencing and ensuring that we have the infrastructure in place to support long-term success.*



# SUPER THURSDAY IS BACK!

## JUNE 4 MENU

### DINNERS

All dinners come with baked beans, coleslaw, & dinner roll w/ butter

|                     |         |                      |         |
|---------------------|---------|----------------------|---------|
| Beef Brisket Dinner | \$14.00 | Po' Boy Dinner       | \$9.00  |
| Rib Dinner          | \$15.00 | Shrimp Skewer Dinner | \$13.00 |
| Chicken Dinner      | \$12.00 |                      |         |

### COMBOS

|                                 |         |
|---------------------------------|---------|
| Rib/Chicken Combo               | \$19.00 |
| Rib/Brisket Combo               | \$21.00 |
| Shrimp Skewer/<br>Chicken Combo | \$19.00 |
| Shrimp Skewer                   | \$8.00  |
| ½ Rack Ribs                     | \$15.00 |
| Full Rack Ribs                  | \$30.00 |

### SIDES

|   |        |
|---|--------|
| Potato Wedges                                 | \$4.00 |
| Greens<br><i>made with smoked turkey legs</i> | \$5.00 |
| Baked Beans                                   | \$4.00 |
| Coleslaw                                      | \$2.00 |
| Ranch Cup                                     | \$0.50 |
| Housemade BBQ Sauce                           | \$2.00 |
| Peach Cobbler                                 | \$5.00 |

### DRINKS

|               |        |
|---------------|--------|
| Bottled Water | \$1.00 |
| 12oz Soda     | \$1.00 |





**FRIDAY, AUGUST 14<sup>TH</sup>, 2026**

Bunker Hill Golf Course

3060 Pearl Rd, Medina, OH 44256



Scan for more information &  
registration or visit:

<https://birdease.com/CATS2026>

# WE ARE HIRING!

## CARE MANAGEMENT SPECIALIST

- Training or experience in substance use disorder (SUD) treatment & recovery, consumer engagement, healthcare, social services, and criminal justice systems.
- High School Diploma or equivalent required, CDCA preferred.
- Experience with adult and/or juvenile offender/inmate/resident supervision and discipline preferred.
- Valid Ohio Driver's License preferred.
- Must be able to pass a BCII/FBI background check, drug screen, and obtain a Medicaid billing number.

## COUNSELOR

Master's degree in a human services or related discipline

Two or more years of professional experience in counseling or social work settings

LCDC3 or higher license

**For more info & to apply online:**

