

Attachment
& Trauma
Network, Inc.



1995-2025

THREE DECADES OF HOPE

2025 ANNUAL REPORT





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Dear Friend of ATN:

Ch-ch-ch-changes.

If one word captures ATN's 2024–2025 Fiscal Year, it's change. As we celebrate our **30th anniversary** (1995–2025), it is fitting that we embrace bold new programs and fresh ideas — expanding our impact and reach like never before.

In July 2024, we officially launched our Trauma-Informed Level 1 Certification following extensive beta testing. The response was immediate and powerful—we're now certifying individuals across the country and around the world at a pace of more than one per day. We're proud of those who earn this credential, and of the task force behind it—who are already hard at work developing future levels.

In Fall 2024, two major initiatives took root.

First, our **Teacher Troubleshooting** sessions, created in collaboration with Bowman Consulting, supported over 300 educators in FY 24–25. These free monthly sessions continue in FY 25–26 with even more collaborators.

Second, we introduced **Trekkin' to Heal 5K**, a virtual run-walk-swim event honoring World Trauma Day. Teams from across the country logged over 170 miles and raised more than \$3,000. Now an annual tradition, this 5K builds awareness around childhood trauma and the importance of healing and prevention.

In June 2025, we hosted our inaugural **Building Resilient Communities for Children (BRCC) conference**—designed for parents, educators, justice professionals, community leaders, and clinicians.

Nearly 500 attendees gathered to break down siloes and rally around a shared goal: supporting all children by supporting the adults who care for them. BRCC returns in 2026.

The need for trauma-informed care continues to grow. And so do we. In changing times, every shift brings both challenge and opportunity.

ATN is committed to acting on those opportunities—bringing healing, hope, and ultimately prevention to children and families.

Thanks for partnering with us on this journey!



Sara Theis, DBA
Board President



Julie Beem, MBA
Executive Director



THE MISSION

At the Attachment & Trauma Network, it is our mission to promote healing of children impacted by trauma by supporting their families, schools, and communities.

WE BELIEVE...

- Children impacted by trauma and those with attachment disorders can heal.
- Parents, who are supported and taught therapeutic parenting, are the best healing agents of their traumatized child.
- Children impacted by trauma need trauma-informed, attachment-focused therapies.
- Children learn best in trauma-sensitive schools where strategies are in place to help the children and adults feel safe, stay regulated, get connected, and not be re-traumatized or triggered. We believe trauma-informing schools empower trauma-responsive educators.
- Providing resources to the families from the start is the best way to minimize crises and promote healing.
- Ongoing peer-to-peer support is critical to empowering caregivers and communities with strategies, resources, and strength to persevere daily.
- “Touching trauma at its heart” is more than a tagline, it’s a healing mission.

OUR PILLARS

Our 5-year strategic plan, finalized in October 2024, identified these pillars as guiding principles upon which ATN's programs are built.



THOUGHT LEADER

Respected voice in the trauma-informed movement



STANDARD BEARER

Setting clear standards in a diverse trauma-informed landscape



MEGAPHONE

Amplifying trauma-informed, attachment-focused information to a broadening audience



CONNECTOR

Collaborating with others to extend reach



COMMUNITY

Cultivating a sense of belonging and common purpose in the trauma-informed field

THE NEED

Here at ATN, we prioritize the development of nurturing, supportive relationships with the children. Our programs seek to strengthen parents and families, educate and support teachers and schools and empower communities to build resilience-focused systems where children grow and thrive.

25% of America's 73 million children experience abuse or neglect annually

80% of adolescents report Adverse Childhood Experiences (ACEs)

1 in 5 students have 4 or more ACEs, putting them at significant risk for chronic diseases and mental health conditions.

\$592 BILLION is the lifetime economic burden of child abuse/neglect, rivaling two other high-profile public health problems – heart disease and diabetes.



OUR IMPACT



2024-2025

80,000

CHILDREN IMPACTED

By ATN Programs this year

484

LEVEL 1 CERTIFICATIONS

Completed for the Level 1 Trauma-Informed Certification in FY 24-25

200K

WEBSITE VISITORS

Increased by 60% from FY23-24

2,700

CONFERENCE ATTENDEES

From 47 states + Canada, Australia, New Zealand, the UK, Haiti & Germany.

345

EDUCATORS REGISTERED

For Teacher Troubleshooting Sessions

220K

SOCIAL MEDIA FOOTPRINT

Increased by 20% from FY23-24

- 72,854 on Facebook
- 13,125 on Instagram
- 99,285 on LinkedIn
- 8,407 on Pinterest
- 2,036 on X
- 482 on YouTube



CERTIFICATION



STANDARD BEARER PILLAR

TRAUMA-INFORMED CERTIFICATION

In July 2024, ATN launched **Level 1** of our **Trauma-Informed Certification**, an asynchronous, fully online, self-paced course designed for individuals who work with or care for children.

This foundational program introduces core concepts of trauma and its impact on children, while exploring what it means to take a trauma-informed approach.

Developed by ATN staff, the course is grounded in SAMHSA's widely recognized 4 R's framework.

- Realize the widespread prevalence of trauma
- Recognize signs and symptoms of traumatic stress
- Respond in trauma-informed, attachment-focused ways
- Resist Retraumatization by fostering trust, empowering choice, and building resilience



“Becoming certified deepened my own understanding of trauma, not only to better serve those I advocate for, but to continue my own healing journey. I represent many who have disabilities and have experienced trauma, which shapes the way they communicate, learn and trust.

ATN's certification helped me strengthen my ability to approach each client with empathy, patience and genuine understanding. It reminded me that being trauma-informed begins with self-awareness and extends into every connection we make.”

— **Jessi Dominique, JD, Education Advocate, Louisiana**

CERTIFICATION



STANDARD BEARER PILLAR

TRAUMA-INFORMED CERTIFICATION



Level 1 is the 1st step in ATN's three-part pathway.

- **Level 1:** Trauma-Informed Individual
- **Level 2:** Trauma-Sensitive Professional
- **Level 3:** Trauma-Responsive Organization

Following beta testing with 85 professionals from diverse sectors, the course officially launched in July 2024. To date, nearly 500 individuals across the U.S. and five other countries have earned certification—laying the foundation for a more trauma-informed world, one person at a time.

- ✓ Continuing Education Credits, [University of Georgia](#)
- ✓ Test-out Option Available
- ✓ Certification Never Expires

484

Currently Certified

- Parents/Caregivers
- Classroom Teachers
- School Administrators
- Social Workers
- Counselors/Therapists
- Ministry Leaders
- Non-Profit Staff
- Attorneys/Advocates
- Early Childhood Educators
- Foster Parents
- Child Welfare Staff



“We were grateful to have 20 team members complete the Trauma Informed Certification Level 1 training through the Attachment & Trauma Network. This dynamic and insightful training equips us with valuable knowledge to better support our students, helping them thrive academically and grow personally.”

— *Utica Community Schools Sterling Heights, MI*

OUR PODCAST



THOUGHT LEADER PILLAR

Now in its 5th season, **Regulated & Relational** has become a bi-monthly mainstay in the trauma-informed movement. The podcast is hosted by **Julie Beem**, ATN's Executive Director and **Ginger Healy**, LCSW, ATN's Program Director.

With over 70,000 downloads and an average of 300 listens per episode, R & R is meeting its mission of being that respected voice about trauma-informed and attachment-focused knowledge to people worldwide.

Season 5 saw the start of our podcast in video format, with all episodes now available on ATN's YouTube channel as well as Spotify and Apple.



**Regulated
&
Relational**

“Regulated & Relational is an important way that we share our historical knowledge about all things related to attachment and childhood trauma. It’s available to everyone and each year we find new topics and experts...and new audiences find us!”

— **Julie Beem**

STATS

70,500 Downloads

1,250 Listening Hours

307 Average Listeners per Episode

2,750 Subscribers & Followers

AUDIENCE

- 74% female
- 40% between 35-44
- 68% in US with listeners from the UK, Canada, Australia, Ireland & Norway



Ginger Healy



Julie Beem

TREKKIN' TO HEAL TRAUMA



MEGAPHONE PILLAR

“Why can’t we host a virtual 5K?”

That one question sparked what became ATN’s 1st Annual **Trekkin’ to Heal Trauma** event.

Launched by our Fundraising Committee, the virtual 5K was built for flexibility. Participants could run, walk, or swim their 5K over a 10-day period—solo or in teams, locally or across the country. Many hosted in-person meetups, while t-shirts were printed on-demand and shipped directly. Donors had the option to support individuals, teams, or contribute generally.

Timed to coincide with **World Trauma Day** in October, **Trekkin’ to Heal Trauma** raised awareness about the impact of childhood trauma, as well as the hope and healing made possible with human connection.

- **55** runners/walkers/swimmers
- Over **\$3,000** raised
- Over **170 miles** were trekked.



Trekkin’ Launch Committee

Jessica Spooner
Sara Theis
Nicole Tuchinda

Rebekah Drumsta
Bill Zee
Tracy Leonard

Julie Beem
Ginger Healy

What is World Trauma Day?

World Trauma Day began in 2011 in India to respond to global traumatic deaths and the importance of addressing the trauma itself. ATN, (and many others) agree with the founders’ intention of encouraging the use of trauma-informed approaches, raising awareness of the profound impact of trauma and fostering healing and resilience worldwide.



CONFERENCE



COMMUNITY PILLAR



Building Resilient
Communities for
Children 2025

BUILDING RESILIENT COMMUNITIES FOR CHILDREN CONFERENCE

After 8 years of being laser-focused on schools, teachers and administrators with our trauma-informed programming...it was time to step back and recognize the wider community of child-serving professionals, and parents and caregivers. While ATN's roots have always been families and we've always provided services to all these groups, the requests for training and building community in these groups was rapidly increasing.

Building Resilient Communities for Children (BRCC) Conference was created to respond to this need. This 5-track, virtual event launched in June 2025 was attended by 500 professionals and parents from across the US. Content was focused for Parents/Caregivers, Educators, Juvenile Justice Professionals, Community Leaders and Clinicians/Counselors.

Attendees could migrate between tracks and everyone got access to all the workshops for an additional 30 days. This fast-paced, two-day event included numerous speaker chats, experiential sessions, and table topics. Dr. Bruce Perry of the Child Trauma Academy was the perfect choice to keynote this conference because his work — the Neurosequential Model — has been adapted for use in parenting, schools, therapeutic settings, and more.

STATS

- **500** attendees
- **35** workshops
- **Attendees included:** Parents, Teachers, School Administrators, Juvenile Justice Professionals, Non-profit Leaders, Faith-Based Children's Programs, Therapists



CONFERENCE



COMMUNITY PILLAR



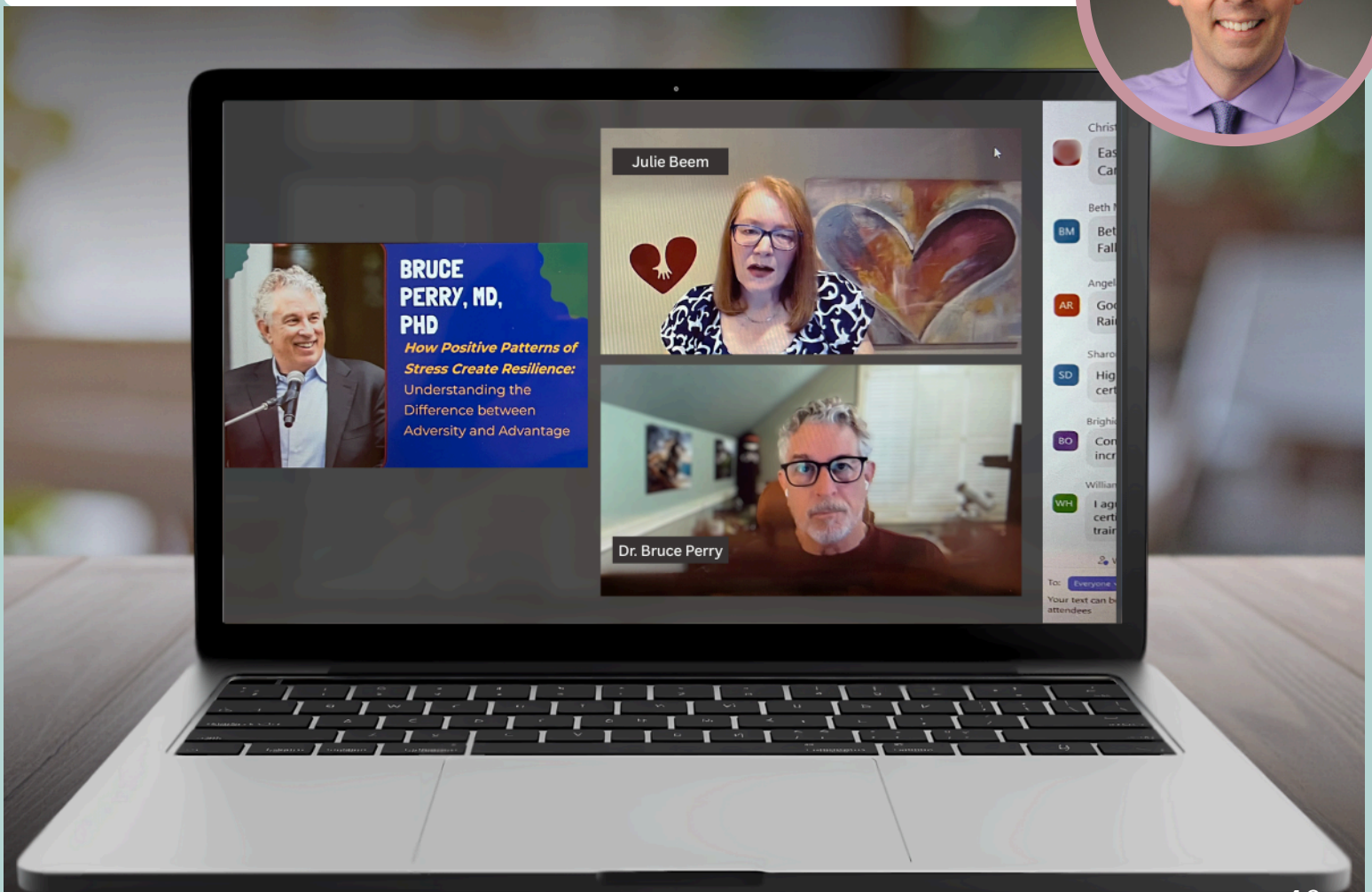
Building Resilient Communities for Children 2025

“The Center for Trauma Recovery and Juvenile Justice (CTRJJ) partnered with ATN to provide expert speakers for the BRCC Juvenile Justice track. CTRJJ provides training and education to enhance trauma-informed services and treatment for youth in or at risk for involvement in juvenile justice.

“Working with ATN’s planning team to prepare for BRCC made our involvement a seamless experience as we brought our knowledge of trauma-informed care in juvenile justice settings to the conference attendees. Attendee engagement in the virtual sessions delivered by CTRJJ facility reinforces the importance of advancing awareness and knowledge of trauma-informed care practices used in juvenile justice to the broader professional community.”

Keith Cruise, PhD, Co-Director

The Center for Trauma Recovery & Juvenile Justice



TEACHER TROUBLESHOOTING

CONNECTOR PILLAR

WITH BOWMAN CONSULTING GROUP

One day Julie was talking with long-time ATN friend and Trauma-Informed Educator colleague **Doris Bowman** about ways to offer on-going support to educators beyond the Incredible workshops and other learning happening at the conference.

The Bowmans had attempted something called a “Connected Community” and discovered what ATN had also experienced that while teachers and administrators desperately need community and want the peer support of others, it is difficult to carve out time to be actively involved either in-person or online.

As we continued to talk, Doris pointed out that whenever they held a troubleshooting night the event was well-attended. So in September 2024 we began the first of 4 Teachers Troubleshooting Trauma-Based Behaviors sessions hosted by ATN and featuring Bowman Consulting Group.

Participants register for these free 2-hour sessions and can submit a student/situation that they’re finding challenging. Each session we discuss 4-5 “cases” that have been submitted – real life scenarios. And our coaches help the educators to explore how they can approach these situations with a trauma-informed, relational lens.

Each session drew between 25-50 educators and the feedback was so very positive that we’ve added monthly Teacher Troubleshooting sessions to our 2025-26 school year and involved even more trauma-informed educational experts in these sessions.



Rick & Doris Bowman

“There’s something uniquely beneficial about bringing a student case to a team with fresh perspective and extensive experience coaching teams through the toughest cases—particularly one that’s from outside of the building where staff are serving that child every day and feeling stuck and like they’ve tried everything.

We’ve been blown away by emails we’ve received just days after a troubleshooting night saying things like ‘I’ve already taken what you suggested to our team and it’s being implemented starting next Monday! We’re feeling so hopeful. Thank you!’”

— **Doris Bowman**

FINANCIAL REPORT

INCOME

Contributions \$36,414
 Program Revenue \$955,411
 Other Revenue \$ 3,845

TOTAL \$995,670

EXPENSES

Program Services \$717,634
 Mgmt & General \$164,091

TOTAL \$881,724

NET INCOME

\$113,946

ATN'S EFFICIENCY

Programs & Services 81%
 General & Management 19%

STATS

- 51.5x more Net Revenue than Last Fiscal Year
- 11 months of operating expenses in cash reserves
- 13% of Program Revenue from New Programs

As we embark on our 31st year, the Attachment & Trauma Network is well positioned financially. We're experiencing changes in our income due to cuts in schools' mental health funding, we're fortunate to not have government grants, so our direct funding has not been cancelled or delayed. ATN remains **debt free** and with **11 months in reserve**, ready to grow our new programs and services.

— ATN's Financial Committee

ALL DATA IN THIS REPORT IS FROM FY 2024–2025



LEADERSHIP | BOARD OF DIRECTORS



Sara Theis, DBA, President
2023-2026 | Decatur, IL



Kimberly Smathers, MBA, VP
2022-2026 | Chicago, IL



Jonah Beauduy, Treasurer
2023-2026 | Chicago, IL



Diana Careaga, MPH, Secretary
2025-2028 | Los Angeles, CA



Lauren Casas, LPC, ACS
2025-2027 | Little Silver, NJ



Ingrid Cochren, MEd
2025-2027 | Nashville, TN



Jennifer Dollar, LISW-CP
2025-2027 | Columbia, SC



CJ Huff, EdD
2023-2026 | Springfield, MO



Stefanie Lauchenauer, MEd
2025-2028 | Lawrence, NJ



Christa Nelson, MBA
2025-2027 | Marion, IA



Martin Simms
2025-2028 | Atlanta, GA



Nicole Tuchinda, MD, JD
2022-2028 | Houston, TX

LEADERSHIP



FY24-25 BOARD MEMBERS

STAFF

Who have rotated out of service

Rebekah Drumsta, MA
2024-2025 | Wyoming

Sandra Lake, EdS, Secretary
2021-2025 | Marietta, GA

Tracy Leonard, MA, President
2022-2025 | San Diego, CA

Jess Spooner, JD, MSW, LSW
2024-2025 | NJ

William Zee, III, JD
2022-2024 | Lancaster, PA



Julie Beem, MBA
Executive Director



Stephanie Garde, JD
Director of Operations



Ginger Healy, LCSW
Program Director



Lorraine Schneider
Director of Special Initiatives

REMEMBERING BILL ZEE

This year ATN leadership was saddened by the loss of Bill Zee, who was a passionate force on our board since 2022. Bill's compassionate leadership and love of advocating for children impacted by trauma is deeply missed by all of us.

SPONSORS



DONORS & SUPPORTERS



SUSTAINING GIVERS PROGRAM

Dave & Julie Beem
Tanya Bowers-Dean
Sheilah Davidson
Brandon & Stephanie Garde
Elizabeth Hendrickson
Jennifer Hewitt
Sandra Lake
Laura Lambert

Tracy Leonard
Julia Madore
Laura Santos
Chris & Lorraine Schneider
Kimberly Smathers
Neil van Rossum
Jennifer Wheelohon

DONORS

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James & Cathryn Appel
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Sally Creel
Elizabeth Davey
Sheilah Davidson
Kristal De Jong
Rebekah Drumsta
Linda Eckert
EHD
Sara Forbes
Earl Garde
Mary A Gellrich
Gibbel Kraybill & Hess
Sarah Grover

Alexis Hart
Ginger Healy
Jennifer Hewitt
Benjamin Hinerfeld
Karen Hunt
Sara Killian
Jennifer L'Eon
Michele Large
Athena Leonard
Mad Leonard
Matt Leonard
Jennifer Leonardo
Sherryl Magee
Amanda Maples
Claudette Betty
Fawn McClure
Molly McKendry
Maura McKendry
Bridgette Melton
Sharon Montanye
Kate Pancratz

Anna Paravano-Frise
Kurt Philip
Gwenn Rausch
Daniel Reh
Matthew & Stephanie Reh
Melissa Root
Melissa Sadin
Chris & Lorraine Schneider
Carrie Spooner
Megan Sprankle
Stacy Stenz
Amy Tesch-Layman
Stacy Troutt
Ashley Warren
Jessie Watford
Deidre White
Faith White
India Williams
Shelby Witmer
Melissa Zientara

MAJOR DONORS (\$200 AND ABOVE)

Jonah Beauduy
Dave & Julie Beem
Rick & Doris Bowman
Troy & Kathryn Clair
Lindsay Drew
Brandon & Stephanie Garde
Elizabeth Hendrickson
Charles Huff
Connie Jeremiah
Sandra Lake
Laura Lambert
Erica Leaf

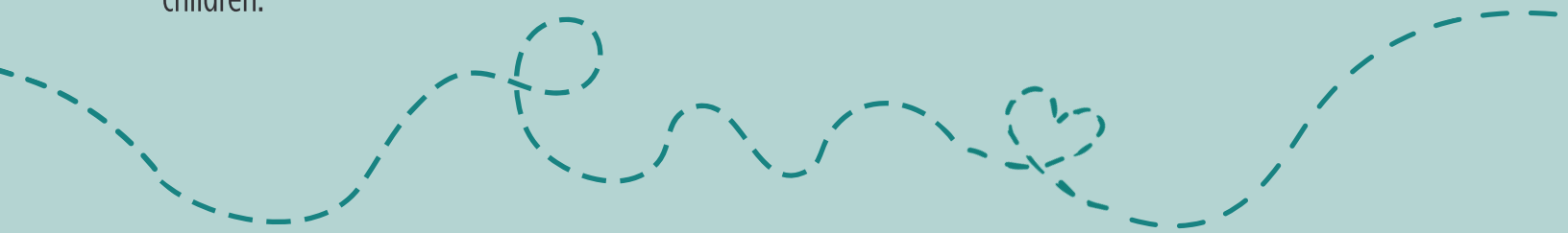
Tracy Leonard
Bruce & Lyn Limpert
Julia Madore
Mental Health America
The Miner Foundation
James & Anne Moore
Laura Santos
Kimberly Smathers
Michael Smathers
Maggie Springer
Neil van Rossum
Jennifer Wheelohon



30 YEARS OF ACCOMPLISHMENTS



- **Acquiring a Pepsi Challenge Grant in 2011.** This money enabled the creation of ATN's Learning Center and the educational videos available there as well as our online store and overall website upgrade.
- **Being Angels in Adoption Recipients** in 2016. Nominated by Representative Chris van Hollen of Maryland, ATN was given this award for our focus on trauma-informed, attachment-focused post-adoptive education and support.
- **Hosting our 1st Creating Trauma-Sensitive Schools Conference in February 2018.** Having no idea how to plan a conference, ATN's staff and volunteers eagerly did it anyway. This conference, now in its 9th year is the largest gathering of trauma-informed educators in the country.
- **Building our long-awaited Resource Directory in 2020,** where parents and caregivers could find the needed resources. And launching our Regulated & Relational podcast, soon to begin our 6th season.
- **Launching Level 1 of our Certification** as well as the new **Building Resilient Communities for Children** both this fiscal year. These new programs signal a new, broader reach to all adults who work with, care for and love children.



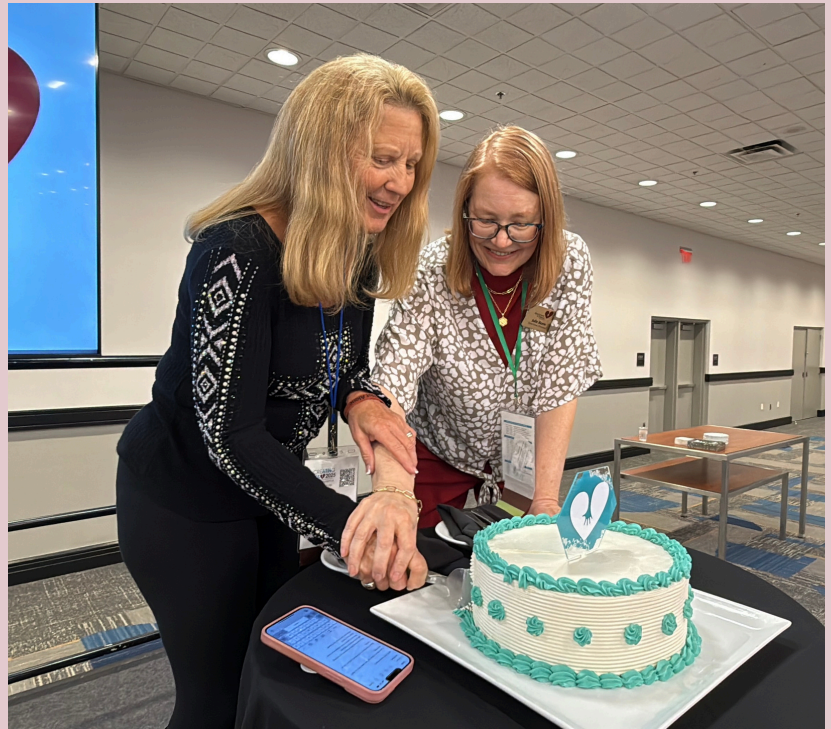
HISTORY OF ATN



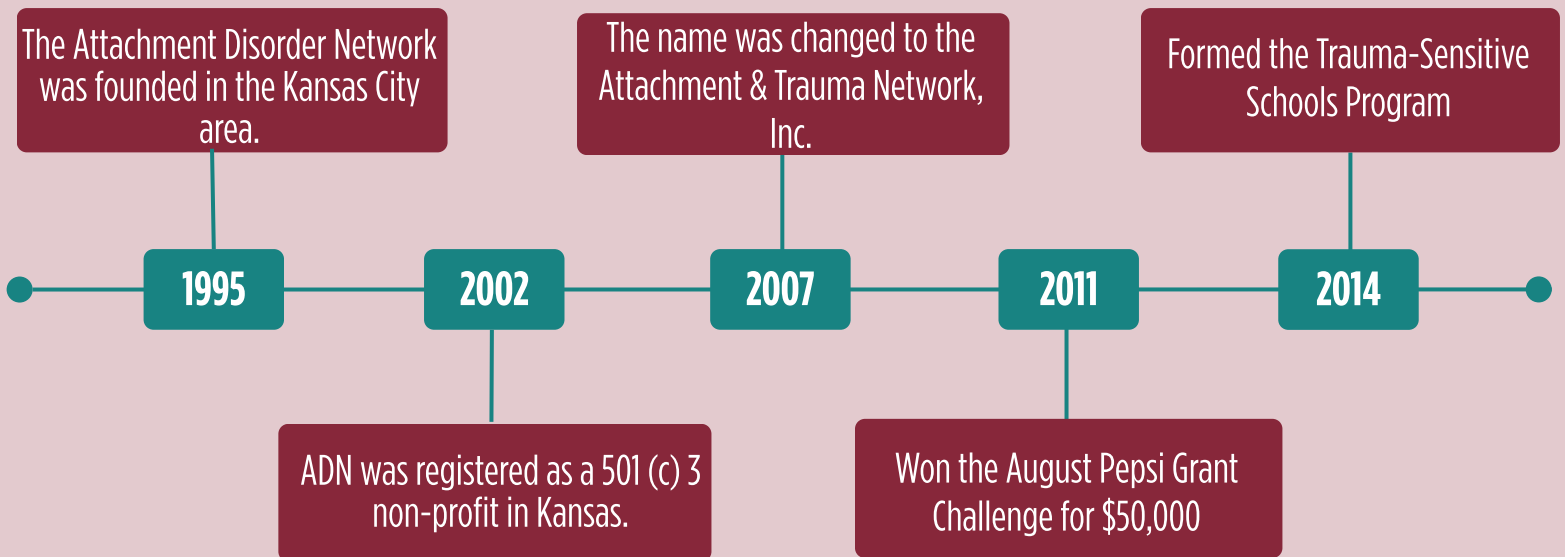
In 1995, a group of parents in Kansas City, connected by the therapists working with their families, began supporting each other and researching the best practices around Attachment Disorders — and the Attachment Disorder Network was born. The all-volunteer group found there were more families in need of the resources, education and support than anyone had anticipated. The requests were coming in from across the US and even internationally.

Over the last three decades, ATN has stayed at the forefront of all things attachment trauma related. Still powered by significant volunteer energy, ATN’s staff and board contain those parenting children impacted by trauma, educators, social service leaders and those who themselves struggled with early childhood trauma.

An extremely passionate group, ATN promotes healing by first empowering children and families, then educating all the adults in a child’s life about the impact of trauma and the hope of resilience and post-traumatic growth.



Nancy Thomas, ATN Founder & Julie Beem, ATN Executive Director
kick off Anniversary Celebration @ TSS2025



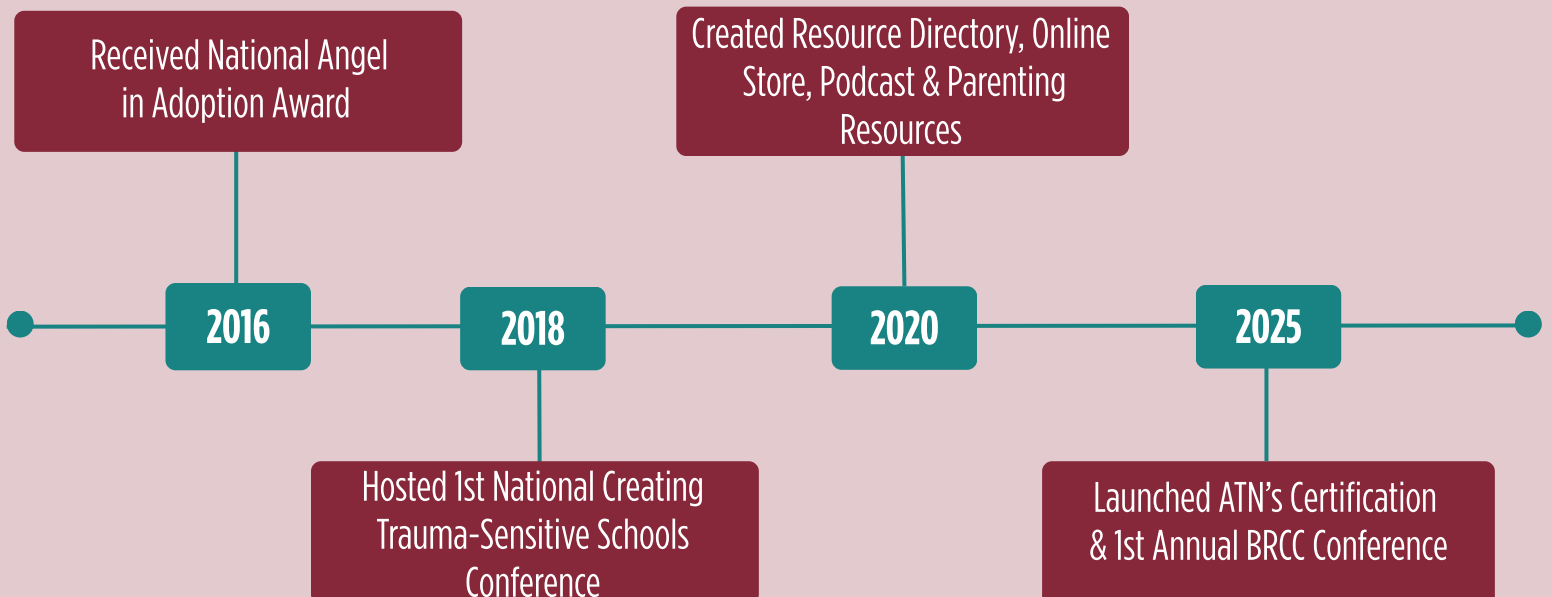
HISTORY OF ATN



ATN's Executive Director, Julie Beem, describes the early years: "By the time I discovered ADN in 1999, Nancy Spoolstra (now Nancy Thomas) was spending several hours a day on the phone helping to connect parents to resources and listening to their stories. So many of us just wanted to be heard and were relieved to find someone else who was searching for answers, parenting children who behaved in surprising ways, and exhausted by the lack of help.

It was so reassuring to know that my family was NOT alone. As ADN started to flourish with our popular newsletter and online list-serve, more parents and therapists contributed more information, courses, books and ideas. There were so many 'midnight researching mamas' bringing insights into why attachment challenges occur and what to do about them.

By 2007, emerging neuroscience made it obvious that trauma was at the root of attachment disorders. So changing ADN to Attachment & Trauma Network, Inc. (ATN) was a purposeful recognition that the two were inseparably linked. The decade of the brain brought so much information on how children's brains develop and react when under intense stress. This brought so much clarity for so many of the children who we love."



THE ROAD AHEAD: THE NEXT 30 YEARS

BY TRACY LEONARD, BOARD PRESIDENT 2023 - 2025



Tracy Leonard
Board President 2023-2025

The support ATN has provided for children impacted by trauma has evolved over the last 30 years. In our beginning, support meant showing up for children and families when trauma happened—offering comfort, resources, and a hand to hold.

Today, support looks like prevention and preparation. It means teaching adults how to recognize trauma, how to respond with compassion, and how to create spaces where every child feels seen, safe, and valued.

In the future, support will look like transformation—when every system that touches a child’s life understands how to promote safety and healing, not just react to harm. It’s a future where children grow up surrounded by adults who know what to do and who choose to act.

WHAT’S AT STAKE

When a child’s trauma goes unseen or unsupported, the cost is measured in lost potential—dreams that never get to grow. But when a community steps up to nurture healing, the return is exponential: stronger families, safer schools, and generations that carry forward resilience instead of pain. What’s at stake is more than protection—it’s the promise of who our children can become.

THE NEXT 30 YEARS

The next 30 years will be defined by connection. ATN will continue building bridges between people and possibilities. We will continue to equip teachers, parents and caregivers with knowledge and tools that turn compassion into action. We will continue to listen to survivors, collaborate with communities, and challenge systems to change.

Every conference, every workshop, every courageous conversation adds up to a network of adults who refuse to let trauma be the end of a child’s story. We will expand access to trauma-informed education, deepen partnerships that make prevention possible, and continue to provide resources and advocate for best practices in all of the places where children are.

Because the future we’re building together isn’t one where children are simply protected — it’s one where they heal, lead, and thrive.

HOW YOU CAN HELP

DONATE

Become a Sustaining Giver

VOLUNTEER

Your help is needed!

NEWSLETTER

Sign Up Today





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Attachment
& Trauma
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