



Greater Richmond Trauma-Informed Community Network (GRTICN)
Annual Report
Fiscal Year 24-25

GRTICN MISSION AND VALUES:

The Greater Richmond Trauma-Informed Community Network is a cross-sector coalition working to build a more equitable, safe, trauma-informed, and resilient community by informing, supporting, and elevating the Greater Richmond (VA) region. The GRTICN's mission is driven by the following priorities: preventing and mitigating the impact of Adverse Childhood Experiences (ACEs); advancing trauma-informed practice and policies; and advocating for trauma-informed system change.

We believe in:

A Whole-Community Approach: We consider environmental, cultural, and societal factors in order to serve all community members with compassion, humility, and respect.

A Trauma-informed Lens: We cultivate emotional, psychological, and physical safety for all community members through education, advocacy, and support.

Social Justice & Equity: We celebrate difference, acknowledge racism and other forms of systemic and historical oppression, and operate through an equity lens.

Inclusive Membership: We foster diversity and inclusion as we co-create a network that is inviting and safe for everyone and where everyone's voice can be heard.

Cross-Sector Collaboration: We honor partnerships and collaborations with community members and organizations across all systems and sectors.

Growth & Innovation: We strive to identify and remain adaptive to the needs of the community.

GRTICN MEMBERSHIP:

The Greater Richmond TICN was formed in the fall of 2012 and is currently comprised of over 400 individuals representing healthcare, education, legal and courts, social services, and other sectors throughout the Greater Richmond region. More than [200 different organizations](#) have been involved in the network throughout its existence.

GRTICN HIGHLIGHTS:

Resilience Week VA 2025

The sixth annual Resilience Week took place May 1-7, 2025, supported by Virginia's Trauma-Informed Community Networks (VA TICNs). Members of the Greater Richmond Trauma-Informed Community Network (GRTICN) drafted a proclamation that was signed by Governor Glenn Youngkin. The theme for this year was the six principles of trauma-informed care, and SCAN staff created marketing materials for all the VA TICNs based around the theme. SCAN staff also developed mini trainings on each of the principles and presented these on each work day of the week. SCAN staff also sent daily newsletters to the GRTICN highlighting each principle of trauma-informed care and providing resources and guidance on how the principles can be incorporated into practice.

The GRTICN's Community Resilience Committee held their third annual Community Resilience Block Party on Saturday, May 3 with food, music, activities, and tabling from community partners. **15 vendors** provided various resources needed in the community for over **140 community members** in attendance. One community member with lived experience of domestic violence gave a powerful speech about her resilience, and this testimony was paired with Everyday Strong resources to highlight the importance of strengthening resilience in children through relational health and connection. Community members were connected to resources in real time during the event and opportunities for ongoing connection with the Community Resilience Committee of the GRTICN were shared.

Trainings, Workshops, and Screenings

Greater Richmond SCAN coordinates regular workshops and trainings that are open to GRTICN members and members of TICNs throughout Virginia. These are shared in monthly GRTICN and VA TICNs eNotes. This past fiscal year, trainings and workshops offered on a recurring basis included Introduction to Trauma and Trauma-Informed Care*; Overcoming Adversity and Building Resilience*; Trauma-Informed Strategies*; Trauma-Informed Supervision*; Self-Care and Wellness; The Importance of Building Long-Lasting Relationships on the Road to Self-Sustainability; Cultivating Authentic Community Engagement; Impact of Trauma Exposure on Professionals*; Social and Emotional Health in Early Childhood Development*; The Power of Play in Parenting; Stewards of Children; and Mandated Reporting and Child Safety.

*SCAN offers continuing education credits through NASW for these trainings.

SCAN also coordinates regular free virtual documentary film screenings open to GRTICN members and members of TICNs throughout Virginia. This fiscal year, SCAN held **11 public screenings**: 4 public screenings of *Pushout*; 3 public screenings of *Playing for Keeps*; and 4 public screenings of *Resilience*.

This fiscal year, SCAN's Community Engagement Specialist and GRTICN Community Resilience Committee member Tamika Daniel hosted a second cohort of Finding Me Beyond Trauma. Finding Me Beyond Trauma (FMBT) is designed to foster healing and empower participants to draw on their lived experiences to support and educate others around trauma, resilience, and recovery. FMBT has its roots in the GRTICN's Training Committee, which developed an Introduction to Trauma and Resilience training to help raise awareness in the community about ACEs, the impact of trauma, and building resilience. The GRTICN trained over 10,000 individuals in the community over the years, and SCAN continues to facilitate that training, as well as expanded trainings and workshops on related topics. SCAN's Community Engagement Specialist developed her own version of the introductory training, incorporating her lived experience to help make the training more relatable and accessible; through FMBT, she trains and coaches community members to do the same. To date, 10 community members (5 this fiscal year) have graduated from the program, with some joining the GRTICN Community Resilience Committee and continuing to further the committees' work of elevating community voice and building community resilience.

Community Resource Mapping

A Community Resource Mapping (CRM) event was held by the Greater Richmond Trauma Informed Community Network on March 7. Community mapping provides an alternative approach to the more common needs and deficits models of community resource assessment and instead focuses on what communities have to offer by identifying assets and resources that can be used for building a system to support and care for children, youth, and families. The CRM event also provided an opportunity to strengthen the GRTICN by cultivating new partnerships and relationships across agencies that work with children and youth in the community. **45 participants** from agencies across the Richmond region attended the event and identified **85 resources**. CRM is an ongoing project of the GRTICN, and SCAN staff

are working to develop a GRTICN Resource Guide including those resources identified in the CRM event and additional resources pulled from GRTICN member agencies. This project helps to raise awareness about and engage more organizations in the GRTICN, promotes cross-sector collaboration, and furthers the TICN's mission to build a more equitable, safe, trauma-informed, and resilient community by informing, supporting, and elevating the Greater Richmond region.

Healing-Centered Organizations

The GRTICN is one of five TICNs awarded the "Trauma-Informed Community Networks: Creating Healing-Centered Organizations" grant via VDSS' Office of Trauma and Resilience Policy (OTRP). Work began in Spring of 2023 and continued through October 2024. Each grant awardee was tasked with conducting an agency assessment around trauma-informed policy and practice, analyzing, and engaging in dialogue around data outcomes, and finally, developing and implanting a strategic plan for becoming a more trauma-informed and healing-centered organization. The GRTICN, through the Legal & Courts Committee, worked within the Richmond Juvenile and Domestic Relations Court System to develop trauma-informed and healing-centered practices and policies in the Oliver Hill Court Building (OHCb). This included relaunching and expanding a Trauma-Informed Leadership Team (TILT) comprised of OHCb departmental staff, the Legal & Courts Committee Co-Chair and other SCAN staff; distributing surveys and conducting focus groups with OHCb departments (Clerks and Supervisors, Court Services Unit, Victims Witness, Commonwealth's Attorney, and Judges); compiling and sharing results and recommendations; and working with the TILT to develop a strategic plan for becoming a trauma-informed and healing-centered organization and sustaining the work beyond the grant period. VDSS OTRP created a video, [The Journey of Becoming a Trauma-Informed and Healing-Centered Organization](#), highlighting this work and featuring the Legal & Courts Committee Co-Chair they shared on their YouTube page and in other publications. The GRTICN's efforts will be included in resources on the VDSS OTRP website.

Skyward Emergency Funds Project

In partnership with the Virginia Department of Juvenile Justice (DJJ), FACT of Virginia is piloting the Skyward Emergency Funds Project to help address the needs of DJJ involved youth and their families. This pilot project is an expansion of the FACT Emergency Funds Project which was established in 2020 to assist families and individuals who have experienced the trauma associated with family violence with financial assistance. Sixty-five percent of all young people committed to DJJ's care have at least one significant trauma in their lives. These funds are intended to help address short-term needs not covered by other existing support. The Skyward Fund provides a critical opportunity to support these youth and families in their journey forward by bridging financial gaps and increasing stability. A budget of \$10,000 was made available beginning in November 2024 for two awards of \$5,000 to the GRTICN for the provision of direct financial support of up to \$1,000 per family/household for youth and/or their families who are facing a financial emergency. The GRTICN Legal and Courts Committee led this work and provided aid to clients involved with the Chesterfield and Henrico Court Services Units. This fiscal year, the funds helped to provide groceries, clothes, shelter, utilities, transportation, a youth diploma, a nicotine course, and summer school for children and families.

GRTICN Surveys

The GRTICN annual informational survey was shared in meetings and eNotes in May and June 2025. **20 individuals** responded to the survey. [View results from the informational survey.](#)

The GRTICN annual member agency survey was shared in eNotes and meetings from September to December 2024. **15 individuals representing 15 agencies and 9 sectors** in the Greater Richmond region responded to the survey. [View results from the member agency survey.](#)

VA TICNs

The GRTICN Outcomes Committee Chair serves as VA TICNs Coordinator and provides technical assistance and support to the **24 trauma-informed community networks** in Virginia (VA TICNs). Staff provided consultation this fiscal year to individuals from **21 networks**, including: Hampton Roads TICN; Southwest VA TICN; Greater Williamsburg TICN; Fairfax TICN; Roanoke Valley TICN; Community Partners of the Eastern Shore; Loudoun County TICN; New River Valley Resiliency Network; Triumph Over Trauma: Northern Shenandoah Valley Resiliency Initiative; Greater Richmond TICN; Southside TICN; West Piedmont Trauma and Resiliency Network; Tri-Rivers TICN; Greater Charlottesville TICN; Peninsula TICN; Prince William TICN; Resilient Rappahannock; Page Alliance for Community Action; Amherst County Caring Coalition; Caroline Virginia TICN; and Bedford Minds Together.

SCAN convened **6 statewide VA TICNs meetings** this fiscal year, which are attended by network leaders, state partners, and other stakeholders.

In December 2024, The VA TICNs Coordinator began hosting bi-monthly calls specifically for TICN coordinators to connect with one another and discuss their experiences, strategies, and needs. **4 VA TICNs Coordinators Calls** were held this fiscal year.

SCAN staff distributed the [VA TICNs eNote](#) on a monthly basis to **241** subscribers. The eNote includes information and resources related to building and sustaining coalitions and trauma-informed communities; diversity, equity, inclusion and justice; policy advocacy; funding; trainings and events; network news; and more.

The VA TICNs Coordinator provided consultation to **5 organizations**, including VDSS Office of Trauma and Resilience Policy; Trauma-Informed Oregon; Department of Behavioral Health and Developmental Services (DBHDS); International Transformational Resilience Coalition; and Campaign for Trauma-Informed Policy and Practice (CTIPP).

This fiscal year, the VA TICNs Coordinator conducted an in-depth assessment of the VA TICNs that included individual check-ins with each of the networks. [View the full VA TICNs 2024 Assessment Report.](#)

eNotes

Monthly GRTICN eNotes were sent to **470 people** throughout the year. The eNotes contain network updates, events, and resources.

GRTICN COMMITTEE PROGRESS:

Community Resilience Committee – The Community Resilience Committee prioritized community engagement through weekly Chat and Chew sessions at Just C, neighborhood walks, and partnerships with local organizations such as Just C, Mind Over Matter, and local law enforcement. (Chat and Chews are a community healing space for participants to discuss the issues that matter to them with the trauma-informed supportive facilitation of SCAN staff, exploring conversations about adverse childhood experiences and community trauma.) This year, the committee also supported Fairfield Elementary School by being present weekly during the month of March during dismissal to listen to parents, offer support, and connect families with resources. In addition, the community came together to help Fairfield Elementary staff unpack their boxes of donations, ensuring students and staff had timely access to needed materials and resources. A major highlight of the year was the 3rd Annual Community Resilience Block Party, held on Saturday, May 3rd from 12:30 PM – 4:00 PM at the Powhatan Recreation Center (“The Hut”). This year, the event focused on Domestic Violence Survivors' Resilience, using the EveryDay Strong model to help families identify signs of trauma early on and access supports to build safety,

connection, and confidence. A domestic violence survivor shared a powerful impact statement, and DV statistics were shared to highlight the rising rates of domestic violence among youth. Leading up to the block party, community walks were held in surrounding neighborhoods, where committee members invited community members, organizations, and partners to attend. The committee also partnered with Powhatan Recreation Center (“The Hut”) to highlight the recreation programs and classes they offer for adults, youth, and people of all ages, raising awareness of opportunities available within the community. The block party welcomed approximately 158 attendees, including vendors, who provided resources, education, and family-friendly activities in a safe, welcoming, and inclusive environment.

Early Childhood Committee – The Early Childhood Committee held its inaugural meeting virtually on November 7. The initial meeting discussed ways to advocate for families with young children and assist with access to services. Since then, the committee has been able to create goals, and it was quickly realized that meeting monthly was needed to achieve these goals. In partnership with Virginia Association of Infant Mental Health, three support/affinity groups for professionals working in the early childhood field were created based on needs expressed by group members. Currently, there is a Black Affinity Group, an Immigrant Affinity Group, and a Peer Support group, all being held virtually each month. The committee members are currently exploring resources that are readily available, while also completing needs assessments by attending staff meetings for various organizations, such as Child Health Partnership and Healthy Families.

Healthcare Committee – The Healthcare Committee held four meetings this fiscal year. 14 individuals attended the July 29 meeting, which included a presentation from Thrive Birth to Five about THE BASICS framework, promoting foundational practices for early childhood development, and a reflection/discussion on how their organizations are addressing staff wellness and trauma exposure; and what topics/questions would be useful for future meetings. Members were encouraged to carry reflections back to their agencies and contribute to shaping future topics. 7 individuals attended the September meeting on the topic of the impact of trauma exposure on healthcare professionals. Bon Secours shared examples: post-event and resiliency rounds, staff-led book clubs, and increased training on trauma impacts; Family Lifeline highlighted the role of TILT and reflective supervision; and Petersburg school-based MH staff noted a need for additional wellness resources. The group affirmed continuing as a learning collaborative and invited suggestions for future speakers or resources. The December meeting had 9 individuals in attendance and included a presentation from Unite Us and announcement about the GRTICN Community Resource Mapping Project and Virginia HEALS toolkit. The April meeting had 5 individuals in attendance and included a focus on maternal mental health and early parenting support and identifying service gaps for pregnant individuals with substance use disorders. UBB shared plans to improve referral pathways through maternal health hubs, with an upcoming presentation at the June 2025 GRTICN meeting. Due to low availability, the June meeting was not held. The committee chair will send an end-of-year survey to gather input on: preferred meeting cadence; topics and goals for the upcoming year; and interest in healthcare committee leadership (new chair or co-chair opportunities).

Legal and Courts Committee – LC Committee members discussed goals for FY 24-25 during the first meeting of the fiscal year. All members agreed that adding in training segments to Committee meetings would be helpful. Ideas were generated about films shown during prior GRTICN meetings that committee members would like to see again. The LC Committee met virtually throughout the year and had active participation from members from several different disciplines (Court Service Units, Community Service Board, Private Practitioners, Child Advocacy Center, Court Appointed Special Advocates, Departments of Social Service, Law Enforcement, Public Defenders, Federal Public Defender, Commonwealth Attorneys). Committee members shared resources, challenges and held discussion regarding current agency and city/county trauma-informed initiatives underway within legal and court related disciplines. LC Committee members watched the film *Playing for Keeps* during their second meeting and invited Margo Tacey, LCSW to provide a training on Combatting Vicarious Trauma for the third meeting. This training featured Ryan Bailey with the Richmond Police Department who shared about experiencing a traumatic

event while on the job and techniques he learned to manage stress responses. At the start of 2025, members provided check ins that held common themes, such as policy/ practice changes, clients & community stress, budget/funding changes, employee stress and need for wellness. Committee chairs then asked everyone to consider what they need at this time and how the LC committee can be helpful. Several provided available resources and many shared the need for resources for undocumented clients. Committee chairs arranged for Emilio Funes and Elvira De La Cruz from the LIVE Center to join the last meeting of the year to share about the services they provide to undocumented clients. Three very active LC Committee members retired during the fiscal year and expressed gratitude for the LC Committee community.

Outcomes Committee – The Outcomes Committee held four meetings this fiscal year after deciding in the November meeting to meet on a quarterly basis. Our committee has consistent engagement from FACT and VHBG, and this year a new member joined from United Way of Greater Richmond and Petersburg. This year, the Outcomes Committee developed tracking methods to gain better clarity around network membership and how different agencies engage with the network, whether through attending meetings, opening the eNote, completing a survey, or attending a network event. From these efforts, we were better able to identify 100 member agencies who are actively engaged and participating in the GRTICN. This year, the committee also continued to refine and distribute our annual informational survey for all members, which provides opportunities for general membership to provide feedback about the network; and our annual member agency survey, which provides insight into the impact of the network on agencies in our region. The committee also decided this year to pivot from trying to highlight individual members of the network to spotlighting member agencies as a way to increase member agency engagement in the network. We began including GRTICN Member Agency Spotlights in the GRTICN eNote and have spotlighted C2Adopt, International Rescue Committee, Thrive Birth to Five, and Hanover Safe Place. The committee also decided to begin including a section of the eNote about the GRTICN committees based on feedback to the informational survey. This year, we also took on responsibility for the continued work of the Community Resource Mapping Project, which began with the Community Resource Mapping Event in March; this will include developing a resource guide for network members to help improve awareness of and access to services in the community.

Prevention & Awareness Committee – The Prevention & Awareness Committee is dedicated to empowering caregivers and strengthening families by promoting resilience, building social connections, and raising awareness around child abuse prevention and overall family well-being. This year, the committee focused on enhancing access to stress management tools, mental health support, and community-building activities to better equip parents and caregivers in fostering safe, stable, and nurturing home environments. On December 16, 2024, Deana Buck joined our committee meeting and provided valuable resources and insight through the Learn the Signs, Act Early initiative—helping to support early developmental awareness and screening for children. A major highlight of the year was the “Thrive & Connect: A Parent Well-being Event” held on April 15 at The Oak, which brought families together for an afternoon of relaxation, movement, and meaningful connection. The event featured massage chairs, aromatherapy, Trap Cardio sessions, and a powerful keynote from Jessica Brickey. Over 100 attendees took part in the experience, benefiting from both wellness activities and local resources. The committee would like to extend special appreciation to Mr. Kevin Robertson, The Oak, Henrico Community and Engagement, and Varina High School Culinary for providing delicious food that enhanced the experience for all participants. Throughout Child Abuse Prevention Month in April, the committee emphasized parental mental health and well-being as a foundation for positive parenting. These efforts served to uplift parents and caregivers while promoting stable, nurturing environments for children.

Schools Committee – The Schools Committee went on hiatus this fiscal year. The long-time Schools Committee Chair transitioned to another role, and SCAN staff sent a survey to assess interest in

leadership or co-leadership of the committee but were unable to find a replacement. SCAN staff will continue to leave the committee open to new leadership in the future.

GRTICN MEETINGS:

The GRTICN held **6 meetings** this fiscal year: **August 9** on Zoom with **31 members** in attendance; **October 11** in person with **22 members** in attendance; **December 13** in person with **19 members** in attendance; **February 14** in person with **27 members** in attendance; **April 11** in person with **16 members** in attendance; and **June 13** in person with **22 members** in attendance.

The August 9 meeting included a presentation from the Richmond Peace Education Center on their Healing and Rebuilding Our Communities workshop and updates from all the GRTICN committees. [View minutes from the August meeting.](#) The October 11 meeting included a presentation on the community-based initiatives of Virginia's Association for Infant Mental Health and the new GRTICN Early Childhood Committee from Co-Chairs and VAIMH staff Dr. Anjali Ferguson and Jessica Brickey; announcements about the GRTICN Community of Practice in Trauma-Informed Supervision, Community Resource Mapping Event, and GRTICN Orientation; and time for completion of the GRTICN member agency survey. [View minutes from the October meeting.](#) The December 13 meeting included presentations from Maria Gitchel with Downguard and Hayley Morris with Unite Us; a share-out from GRTICN member Jenny Sappington with Mental Health Virginia; and network announcements. [View minutes from the December meeting.](#)

The February 14 meeting included a presentation from Amanda Kitterlinus with the International Rescue Committee; an introduction to the new Early Childhood Campaign from Jessica Brickey and Anjali Ferguson; a brief presentation on Resilience Week Virginia from VA TICNs Coordinator Charlotte Eure; updates on the Community Resources Mapping Event; and additional updates from member agencies. [View minutes from the February meeting.](#) The April 11 meeting included presentations from Allison Byrne, Community Engagement and Partnerships Coordinator, Suicide Prevention, Central Virginia VA Medical Center; and Hannah Neukrug, Region 4 Programs, Richmond Behavioral Health Authority on their Crisis Services Transformation; as well as a brief presentation on upcoming events from Kanika McBride, Co-Chair of the Prevention and Awareness Committee and Community Resilience Committee. [View minutes from the April meeting.](#) The June 13 meeting included a presentation from Ian Danielsen on policy advocacy with group discussion; as well as time to complete the annual informational survey. [View minutes from the June meeting.](#)

GRTICN GOALS FOR FY 25-26:

1. Continue to provide a comprehensive training program to support community members, service providers and organizations in implementing and sustaining trauma-informed and healing-centered practices across our region. Regularly elicit feedback from network members regarding organizational and community needs and incorporate into GRSCAN public training offerings.
2. Recruit new members from diverse sectors and communities across the region and explore new strategies for enhancing engagement of current members.
3. Continue the community resource mapping project with GRTICN members to better understand current resources in the Greater Richmond area, identify service gaps and provide space for new organizational collaboration and partnership to grow.
4. Explore strategies to engage the network in policy advocacy. Revisit the network's past work through the Policy Committee and engage potential partners with policy expertise to help support these efforts.

COMMITTEE GOALS FOR FY 25-26:

Community Resilience Committee:

- Increase committee membership by three active members to broaden representation and community voice.
- Host 3 community listening sessions.

Early Childhood Committee:

- Advocate for families with young children.
- Assist families with young children in accessing services.
- Create a trauma-focused toolkit for professionals working directly with families and young children to pull from as needed, that are easily read and culturally responsive.

Healthcare Committee:

- Expand membership across hospital systems, pediatric practices, behavioral health, community clinics, public health, and managed care.
- Build a learning collaborative where members share strategies, challenges, and resources related to trauma-informed care (TIC) in the healthcare sector.

Legal and Courts Committee:

- Provide orientation for new LC Committee members
- Include training/guest speaker opportunities within Legal and Courts Committee meetings.
- Create an access point for all LC Committee members to connect and share resources.
- Continue to discuss strategies for sustainability of trauma-informed practice within agencies based on past involvement.

Outcomes Committee:

- Continue to measure internal effectiveness of the TICN through member surveys and meeting surveys.
- Collect stories from TICN members about how they have been impacted on a professional or personal level/how they have changed their professional or personal practice as a result of their involvement in the TICN.
- Explore how to utilize data from annual and meeting surveys to assess the reach and impact of the TICN and how to develop resources to communicate impact.
- Explore additional ways to measure and communicate the impact of the TICN.
- Share stories and data with potential funders, TICN members, policy makers, and community members in order to highlight the impact of the TICN and demonstrate how members can apply their knowledge into practice.
- Track number of bills in the General Assembly that contain a trauma-informed component.

Prevention and Awareness Committee:

- Expand outreach efforts to caregivers across the Greater Richmond region.
- Plan a caregiver-focused event centered around enhancing protective factors.
- Increase committee membership by 3.