

GIVING FASD A SEAT AT THE TABLE



ANNUAL REPORT 2025



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About Us

We Stand For:

An FASD-informed world where people living with FASD and prenatal substance exposure are recognized and supported.

A Mission That Drives Us:

FASD United empowers people living with FASD and prenatal substance exposure to educate systems of care and the public, enact policies, and unite communities everywhere.

Our Values Connect Us:

All of our work, every program and every project, is intentionally designed to align with our values.

- Impactful programs and services
- Leadership excellence and innovation
- Empowering and strengths-based messaging
- Amplifying the living experience
- Education and advocacy

Values

- ✓ Equity
- ✓ Respect
- ✓ Progress
- ✓ Integrity
- ✓ Unity



A Message from FASD United President/CEO, Tom Donaldson



Dear Friends,

I am excited to report that 2025 saw a series of historic achievements for FASD United. When the FASD Respect Act passed the Senate, just two days after our Advocacy Day on Capitol Hill, I felt the true power of the FASD community in action. Now signed into law, we celebrate the Respect Act as landmark legislation and a testament to the strength of our team and the network of advocates and champions.

Nearly every day, the FASD United Family Navigators guide a new person along their FASD journey. The navigators listen to and validate often challenging experiences and provide invaluable emotional and resource support. As we launch life-changing new resources, grow our Affiliate Network, and host a record number of events and presentations, we see the impact our work is having in the lives of those living with FASD.

To expand our reach, we are enhancing our capacity and our position as the national leader in the FASD field by strengthening partnerships with Federal agencies, national organizations, and community leaders.

We are implementing dynamic new tools benefiting our community to take recognition of and investment in FASD to new heights.

We are reaching more people than ever before through our communications and social media platforms, and we are honored to host the leading international research conference on FASD and are proud to bring together hundreds of passionate, dedicated people in the community for National FASD Impact Week.

Thank you so much to all FASD United supporters, partners, FASD advocates, and all of you with the living experience who deserve to be heard. FASD United is listening, inspired, and here for you.

A handwritten signature in black ink that reads "Tom Donaldson". The signature is fluid and cursive, with the first name "Tom" being more prominent.

Tom Donaldson,
FASD United President/CEO

A Message from the FASD United Board Chair

Dear Friends in the FASD Community,

As we reflect on 2025, my heart is filled with gratitude. Every milestone we reached this past year was possible because of **your unwavering support, your dedication, and the personal experiences you've shared with us**. Serving as your Board President has been an honor, and I couldn't be prouder of what our board and staff have accomplished together.

This year, we proudly celebrated **35 years as a national organization committed to making a lasting difference for the individuals and families affected by FASD**. It was a milestone year marked by transformative achievements including:

- **Passage of the FASD Respect Act**, turning years of grassroots advocacy into a historic victory we all celebrated together.
- **Hosting an International Conference**, fostering collaboration among our growing network of affiliates and medical professionals.
- **Our Annual Impact Week**, where advocates from across the country united to educate, inspire, and envision what's next.
- **A memorable 35th Anniversary Gala**, honoring the trailblazers who built the foundation for our work and continue to inspire our future.
- **Successfully completing two comprehensive financial audits**, reinforcing our commitment to transparency and operational excellence.
- **Strengthening relationships with funders, donors, partners, and key stakeholders**, ensuring the sustainability of our mission.

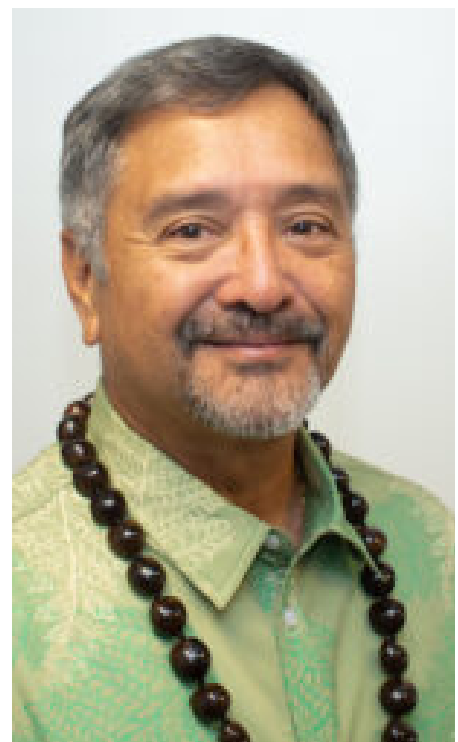
These accomplishments reflect the strength of our governance, the dedication of our staff, and the unwavering commitment of every member of FASD United to advancing our mission.

To our longtime friends and champions—and to everyone who supported us this year—thank you from the bottom of my heart. Because of you, we are ready to welcome 2026 with energy, passion, and a shared vision of an FASD-informed world. Together, let's make this year another chapter of progress and possibility.

With gratitude and hope,



Michael Keawe Anderson,
Board Chair



Why **FASD** Matters:

FASD is not rare.

FASD affects an estimated 1 in 20 school-aged children. That's a child in every classroom, on average. Prenatal alcohol exposure is a leading cause of birth defects in the United States.

FASD is often non-apparent.

Although prevalent, FASD remains under-recognized due to a lack of public awareness, social stigma, a lack of diagnostic capacity, and overlap with other diagnoses, such as ADHD & Autism.

FASD impacts each person uniquely.

Each individual with FASD is unique. FASD is a wide spectrum. Impacts can include mental health conditions, learning disabilities, sensory issues, and physical impacts, such as heart defects, hearing and visual impairments, and more.

FASD is lifelong.

FASD does not end in childhood; children with FASD grow up to be adults with FASD. While supports and early intervention in childhood are helpful, they do not "fix" FASD.

People with FASD can thrive.

Along with challenges, people with FASD often have unique strengths and can and do succeed with the right supports and accommodations and when systems are FASD-informed.



Programs Making a Difference to Families

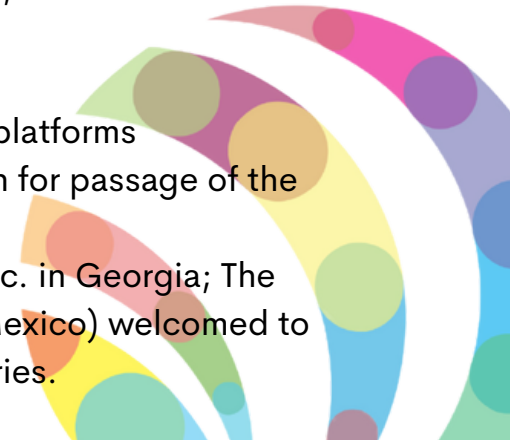
FASD United's programs are making a difference to families across the country, fulfilling our mission, and moving the FASD field forward.

We are:

- Serving families in the FASD community and anyone in need with personal one-on-one support and referral services through our **Family Navigator** program.
- Empowering the largest coalition of FASD organization to coordinate activities and serve their communities through our **Affiliate Network**.
- Successfully mobilizing advocates from across the country to push for policy outcomes on behalf of individuals living with FASD through our **Policy and Training Center**.
- Serving as the national hub for media, information, updates, and materials on FASD through our **Media and Communications Hub**, delivering the most widely read FASD newsletter, featuring the living experience, and growing the reach of our social media
- Launching new **tangible tools**, including the Spanish language edition of our Language and Stigma Guide.
- Providing 50 **State Data Sheets**, summarizing policies related to FASD across the United States, including how FASD is recognized by State agencies, available resources and support groups, and policies to support alcohol-free pregnancies.
- Collaborating with **national partners** on innovative projects, including Federal health agencies and leading national organizations
- Launching our **National Education Survey**, which will improve educational outcomes for students with FASD, and our **Diagnostic Capacity Survey**, which will inform efforts to enhance FASD diagnosis.

Our Impact in 2025:

- Hosted the 2025 International FASD Research Conference, with 350 attendees and many impactful presentations
- **1,158** unique requests for support answered
- **21,348** people actively engaged across our social media platforms
- Numerous advocates joining together to successfully push for passage of the FASD Respect Act
- **3** new Affiliate Network members (Adoptive Resources, Inc. in Georgia; The Children Services Center of Pennsylvania; and FISAC in Mexico) welcomed to join us, for a total of **51** Affiliates in **35** states and **3** countries.



A Historic Win: The **FASD Respect Act** Becomes Law!

The FASD Respect Act, landmark legislation marking a milestone in FASD policy, was passed and signed into law in 2025!

The Respect Act facilitates a comprehensive Federal response to prenatal alcohol exposure, empowering individuals and families impacted by FASD and enhancing our nation's public health.

This historic success is the culmination of the tireless work of advocates from across the country and the leadership of our Policy and Training Center. Families and self-advocates living with FASD came together in September during FASD Awareness Month for the largest ever day of FASD advocacy on Capitol Hill.

This achievement is proof positive of the strength and power of the FASD community in action.

As we celebrate this historic achievement, we remain steadfast in our efforts as we move towards our vision of a fully FASD-informed world, in which the Federal response and investment in FASD matches its prevalence and impact.



FASD United is Showing Up!

The FASD United team was out in force throughout 2025. We were proud to show up and give FASD a seat at the table at events around the country in partnership with some amazing organizations and conferences, including:

- The Arc of New Jersey
- The Council of Southeast Pennsylvania
- 2025 Federal Programs Conference
- National Center for START Services
- Children's Health Symposium
- American Academy of Pediatrics educational presentation
- Compass Mark, a science-based addiction prevention organization
- Pennsylvania Developmental Disabilities Nurses Network
- American Public Health Association conference
- International FASD Research Conference
- American Association on Intellectual and Developmental Disabilities conference
- 1^{er} Congreso Internacional TEAF en México



National Impact Week: Empowering the FASD Community

Over 200 members of the FASD community came together for National FASD Impact Week in September in Washington, DC.

A passionate group of advocates, researchers, and families came together to organize, strategize, learn, and celebrate. The FASD community showed up with spirit and resolve to ensure that FASD gets a “seat at the table” where decisions are made that impact our community.



Impact week featured a series of 13 powerful events, including:

The second ever **educational symposium** on FASD – Featuring top leaders in the FASD field collaborating directly with families and advocates to put into practice the findings from the landmark “A Call to Action.” The team’s work, and the resulting White Paper, is building the future of a more FASD-informed world.

An advocacy-filled **Hill Day** – Our successful advocacy push brought together hundreds of passionate advocates from all across the country meeting with policymakers, educating them on FASD and sharing their personal stories. Our collective policy push, 20 of years in the making, after countless meetings with House and Senate offices, culminated with Senate passage of the FASD Respect Act just days later. Thanks to all our dedication, the FASD Respect Act is now law!

A **poster reception** – Nearly 40 posters were presented on a range of topics, including ongoing clinical projects, medical research, intervention programs, and community services.

A special sneak peek **film screening** – The feature documentary film “FASD and the Pursuit of the Respect Act” tells the story of what it is like to live with FASD by centering the living experience.



Impact Week Featured a Series of Powerful Events



A **gala** to support the FASD community to “grow in all conditions” – Our annual Red Shoes Gala celebrated the FASD community, highlighted our history, and raised over \$183,000 to support our mission.



A showcase of our **collaborations with partners** – We brought together many of our partners across Federal agencies and organizations. We hosted a working meeting of the CDC National Partner Network, a workshop with our partners at the Center for Health Services Research (CHSR) at the Uniformed Services University of the Health Sciences (USUHS), a Trainee Mini Conference of the Association of University Centers on Disabilities (AUCD), and a meeting of the National Foster Parents Association.



From the immediate impact of a community feeling its true power and strength, to the lasting impact of policy change, to the personal impact of families with FASD being celebrated and valued, National FASD Impact Week is taking the FASD community to the next level.

The 2025 International FASD Research Conference: Advancing the FASD Field



FASD United proudly hosted the 9th International Research Conference on FASD in Seattle, Washington. Attendees included leading international experts on FASD, researchers/scientists, dedicated clinicians, advocates, families, and self-advocates.

The feeling of connection and camaraderie was palpable throughout the conference, which brought people together from across the FASD field and the FASD community to Seattle. Researchers, families, advocates, and clinicians came together in the spirit of community, forming new connections and strengthening our collaboration.

Experts shared their latest research findings on everything from new intervention tools and the impact of policy change to FASD and mental health, along with the latest scientific research.

A real highlight of the conference was the strong participation of many self-advocates, individuals with FASD, who presented, spoke, and shared their stories. We deeply appreciate these advocates for their deeply personal perspective.

We have no doubt that the personal interactions and connections throughout the conference are making a real difference. Many fields, including education, child welfare, and criminal justice, are becoming more FASD-informed as a direct result of the conference.



Tangible Tools You Can Use

2025 was a banner year for FASD United as we proudly developed and disseminated a series of tangible tools that are making a difference in the lives of families living with FASD. Please visit our website to get each of these tools and discover our latest resources.

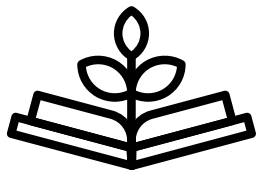
Language and Stigma Guide: Spanish Language Edition



Our Language and Stigma Guide is a comprehensive resource with key themes related to health equity, stigma reduction, inclusiveness, positive messaging, and accurate communication. This guide has been downloaded over 3,500 times since publication.

Muchas gracias a la Fundación de Investigaciones Sociales, A.C. (FISAC) for translating this resource into Spanish so it can reach even more people! New Spanish translations of our Fact Sheets were published this year as well.

National Education Survey



We were excited to launch our National Education Survey, which will be used to improve the recognition and support of children with FASD in schools. By recording the perspectives of teachers, parents/caregivers, and individuals with living experience, the survey will inform training opportunities and improve educational outcomes for children with FASD.

FASD Research Bank

The Research Bank features the published findings from over 300 peer-reviewed journals and scientific publications related to FASD and prenatal alcohol/substance exposure. Each piece of research was individually selected by FASD United and determined to meet our standards for demonstrating a clear relevance and value to the community, as well as adhering to standards of accuracy and non-stigmatizing framing. The Research Bank is updated each week.



FASD SYMPOSIUM

White Paper on the FASD Symposium

This data-driven White Paper presents the core findings and consensus positions of the working group of leaders in the FASD field that met for the FASD symposium at 2024's National Impact Week. The paper documents the fruits of the group discussion on putting into practice the recommendations from the "A Call to Action" document on how to best make progress in the FASD field.

Delivering Results for the FASD Community

Key Accomplishment: Advancing policy solutions for the FASD Community

- We successfully passed the FASD Respect Act into Law
- We grew our network of policy advocates to over 120 dedicated champions
- We launched a policy initiative at the State level in Washington State to expand capacity of FASD support groups
- We strengthened our Bipartisan relationships with policymakers and national leaders



Key Accomplishment: Supporting Families in Need

- We grew the impact of our Family Navigator program, responding to 1,158 unique inquiries from 908 new contacts
- We engaged directly with families through our social media channels, directing thousands of people to resources and information
- We trained families and self-advocates on how to be effective advocates for policy change and how to be their own best advocate



Key Accomplishment: Give FASD a Bigger Seat at the Table

- We brought over 200 dedicated champions to National FASD Impact Week
- We participated in a record number of events, presentations, and trainings with national partners
- We amplified the voices of individuals with living experience, through our Glimpses of FASD video series and feature articles and interviews with self-advocates



Key Accomplishment: Strengthen FASD United's Leadership Capacity

- We grew our Affiliate Network, welcoming the addition of three new organizations
- We enhanced the capacity of our website, adding new features and quality content
- We incorporated new digital tools to optimize the productivity of our virtual team members

A PASSIONATE TEAM



Tom Donaldson
President / CEO



Jenn Wisdahl
Chief Operating Officer



Kathy Mitchell
Sr. VP of Prevention & Recovery Services



Emma Baldwin
Affiliate Director



Andy Kachor
Communications Director



Heather French
Family Navigator



Casidee Gonzales
Director of Special Projects



Sarah Brown
Director of Program Services



Sophie Sissi
Media Director



Kristen Eriksen
Family Navigator



Chris Melfi
Policy Coordinator



Laura Bousquet
Family Navigator



Terri Nicole Cullen
Office Admin



Jo Votolato
Conference Coordinator



Kim Catino
Accountant



Kathy White
Resource Associate



Liv Gargulio
Social Media Associate



Krystal Starwich
Special Projects Manager



Susan Huang
Intern



Michael "Keawe" Anderson
Board Chair



Kathryn Shea, LCSW
Vice Chair



Karen Poteet
Secretary



Michael Hogan, CPA, CGMA
Treasurer



Jaqueline Cortez Wang
Executive Committee Appointee



Kate Boyce Reeder



Dr. Christie Petrenko, PhD



Constance Mazelsky



Dr. Omar Abdul-Rahman



Billy Edwards



Susan Shepard Carlson
Past Board Chair

**AND
ENGAGED
BOARD**

Purposeful Fiscal Governance

Statement of functional Expenses YE 12.31.24 UNAUDITED

Expenses	Program Services	Fundraising & Deveopment	Management & General	Total
Salaries & Benefits	935,574.00	89,394.00	83,730.00	1,108,698.00
Subcontractors, consultants & honoraria	129,918.00	6,000.00	12,583.00	148,501.00
Travel	37,953.00	2,643.00	987.00	41,583.00
Materials	46,421.00	9,078.00	6,314.00	61,813.00
Other program related costs	365,404.00	37,682.00	11,310.00	414,396.00
Office Overhead(Rent, phone, supplies)	79,536.00	10,250.00	6,937.00	96,723.00
Total Expense	1,594,806.00	155,047.00	121,861.00	1,871,714.00

1,871,714.00

Statement of Financial Position as of 12.31.24 UNAUDITED

Current Assets

Cash & Equivalents	85,227.00
Accounts Receivable	269,410.00
Undeposited funds	5,021.00
Prepaid Expense	43,320.00
Total Current Assets	402,978.00

Lease & Improvements net of Amortization	112,952.00
Security Deposit	4,176.00

Total Assets	520,106.00
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Current Liabilities

Accounts Payable	83,060.00
Accrued Expenses	76,584.00
Deferred Revenue	8,550.00
Total Current Liabilities	168,194.00

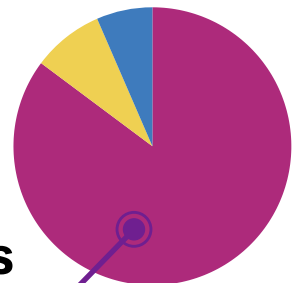
Long Term Liabilities

Long Term Lease	111,891.00
Deferred Rent	11,044.00

Net Assets-unrestricted	446,089.00
Net Income	(217,112.00)
Total Net Assets	228,977.00

Total Liabilities & Net Assets	520,106.00
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- Program Expenses
- Fundraising & Developme...
- General

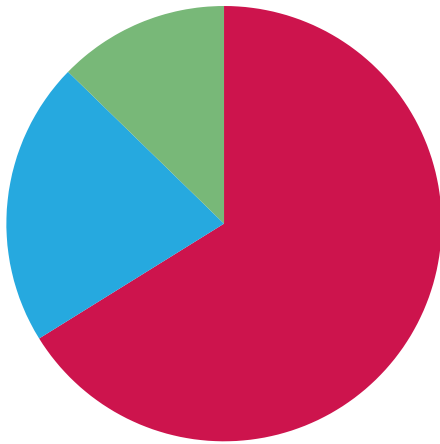


Expenses

85¢ per \$1
used for FASD United
Program Expenses

Revenue

- Grant Revenue
- Events Revenue
- Donations



Statement of Activities YE 12.31.24 UNAUDITED

Revenue	
Grants	1,084,070.00
Donations	208,351.00
Events	346,278.00
Other	15,903.00
TOTAL REVENUE	1,654,602.00

Expense	
Salaries & Benefits	1,108,698.00
Subcontractors, consultants & honoraria	148,501.00
Travel	41,583.00
Materials	61,813.00
Other program related costs	414,396.00
Office Overhead(Rent, phone, supplies)	96,723.00
TOTAL EXPENSE	1,871,714.00

NET INCOME (LOSS)	(217,112.00)
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**1054 31st Street NW, #204,
Washington, DC 20007**

Office Hours:

9am–5pm Eastern Weekdays

202-785-4585

Information@FASDUnited.org

Family Navigator Hours:

9am–10pm Eastern Weekdays

800-666-6327



**SCAN FOR MORE
INFORMATION**

FASD United is a 501(c)3 non-profit organization, and can accept tax-deductible contributions from your personal, corporate, or foundation accounts (Federal Tax Identification Number: 46-0412365).