

Evaluative Analysis and Growth & Impact Reporting 2026



TOGETHER ESTRANGED

SUPPORT | EMPOWER | DESTIGMATIZE

MISSION CLARITY

In 2020, Together Estranged was the first and only nonprofit centered on estrangement. As public awareness has risen, so have the mechanisms of support and organizations in the field. We are gladdened and grateful for the expansion of resources for all those living with estrangement.

Reflecting the increase of estrangement organizations and to add clarity for whom our nonprofit mission was intended to serve, a revision became necessary in 2026.

This was executed in the following small but, critical ways:

- Removal of the “first and only estrangement nonprofit” language from our website and related taglines
- Clarifying to whom we serve directly within our mission

Previous Mission Statement:

To **support** and **empower** those estranged from family, with a focus on enhancing social understanding to **de-stigmatize** estrangement.

Revised Mission Statement:

To **support** and **empower adult children** estranged from family while enhancing social understanding to destigmatize estrangement.

We further clarify that term **Estranged Adult Child** (EAC) is not exclusive to parental estrangement. It can and does include those community members living with sibling, grandparent, or other extended family estrangements. We recognize that estrangement is complex and personally nuanced and as such persons can and do present as EAC's and may also be estranged from their own children. It is reflective therefore of the Together Estranged mission that we prioritize the safety of the EAC experience.

Organizational Chart



ORGANIZATIONAL STRUCTURE

Our Board of Directors



Angel Cassin

Board Member, Vice
President & CEO from
2024 to Jan. 2026



Alyssa Mullett

Board President, People
Director & CEO
effective
Feb. 2026



Logan Lindabury

Board Member,
Treasurer
Finance Director



Kristen Shaheen

Board Member,
Vice President
Legal & Governance Director



VACANCY 3.8.26

Board Member
Fundraising &
Charitable Giving
Director



Stephen Norris

Board Member,
Secretary & Clerk
Information & Data Technology
Director

OUR VALUES

Embedding these values in all that we do means that every person that connects with Together Estranged, in any capacity, sees the benefits of our ways of working

Passion



A desire to change the world and work hard towards a better future



Excellence

Striving to be the best at what we do both as an organization and as individuals

Diversity and Inclusion



Leveraging and appreciating individuals' unique backgrounds, experiences and skill sets for optimum growth



Adaptability

The ability to grow and change with the needs of the organization

Collaboration



Working together yields much greater outcomes than working alone

Strategic Plan 2022 to 2025 Review & Evaluation



STRATEGIC PLAN 2022-2025

Review & Evaluation

The strategic plan undertaken in 2022, was the first such planning enacted within the organization. During the ensuing three years, there were significant changes in leadership that could have challenged the very existence of Together Estranged (TE).

TE as we all know and love it today, would not exist without the relentless dedication of Angel Cassin. We acknowledge her hard work as a founding board member who remained dedicated despite board membership decline. The legacy created as CEO when she stepped up as our founder, Seth Forbes exited the organization in 2024 is remarkable. Angel's spirit of community and understanding as well as her professional skill sets have sustained TE. The contributions of her time, empathic listening, and keen project and program management have benefited Together Estranged in untold ways. We express our deep gratitude to Angel.

The 2022 strategic plan was formulated in response to the Community Needs Survey conducted in 2020. Responding to these findings was the primary driver of this strategic plan. This was achieved by establishing three distinct pillars, all of which relate back to the data collected in the needs assessment research study.

- **Pillar One** describes the efforts to address Awareness & Education
- **Pillar Two** includes the supports services available to our members.
- **Pillar Three** includes the work towards destigmatizing estrangement

2022 to 2025 Strategic Plan Evaluation

Pillar One: Awareness & Education

Goals Set:

1. Create a comprehensive landing page for estrangement-resources on website
2. Collaborate with partner organisations to host workshops discussing the intersections of estrangement (mental health, trauma, career effects, etc.)
3. Disseminate two holiday guides and worksheets a year to members
4. Engage in opportunities to conduct research on estrangement, both with educational institutions and in-house

Goals Evaluation:

1. togetherestranged.org is a now premier resource for estrangement resources.
2. Together Estranged now hosts periodic events with subject matter experts, authors as well as therapists platforming estrangement supports. A partnership with Betterhelp was also established granting TE 60 tokens annually for 6 months free weekly therapy.
3. In addition to holiday guides now housed on our website, the Togetherness Series was founded. Aimed to provide timely support during observed holiday period between late November through December, a series of 8 to 10 online events are hosted annually.
4. While another vital Community Needs Survey was conducted in 2025, the broader research goals will carry forth.

2022 to 2025 Strategic Plan Evaluation

Pillar Two: Support Services

Goals Set:

1. Develop an online LGBTQ+ estrangement support group, to run several times a year with a trained mental health facilitator
2. Offer one scholarship/year to an estranged student attending university
3. Development and hosting of support guides, specifically towards finding a proper therapist, tips for setting boundaries, etc.
4. Implement first student support group at Boston University for LGBTQ+/BIPOC undergraduate students

Goals Evaluation:

1. Together Estranged now hosts two monthly online support groups facilitated by community members with professional therapy credentials and backgrounds.
2. Based upon lack of funding, the goal of scholarship offering was not achieved.
3. Our website now hosts a community blog with volunteer content writers producing monthly articles in the areas of education, wellness, personal story and an advice column.
4. With our founder, Seth leaving the organization, the geographical connection to Boston University and thus this goal was not reached.

2022 to 2025 Strategic Plan Evaluation

Pillar Three: Destigmatizing

Goals Set:

1. Develop a master database of stakeholders whom we can engage with for further communicating our message
2. Build an Advisory Board with professionals who can add value to our organization and boost our credibility in the public sphere
3. Host yearly 5k or 10k for community members, with t-shirts representing Together Estranged
4. Develop a solid communications plan for partnerships

Goals Evaluation:

1. Together Estranged is producing a monthly newsletter via free subscription on our website, additionally we house a volunteer database along with monthly volunteer meetings.
2. Our Advisory Board has been founded. Credentialed, subject matter experts continue to be sourced for our expanding work.
3. With our memberships being international and virtual by reflection, this goal was not fulfilled.
4. Together Estranged's communication plan is solidly founded with mission led leadership and volunteer roles such as Communications & Media Management and Content Strategist.

Growth Report

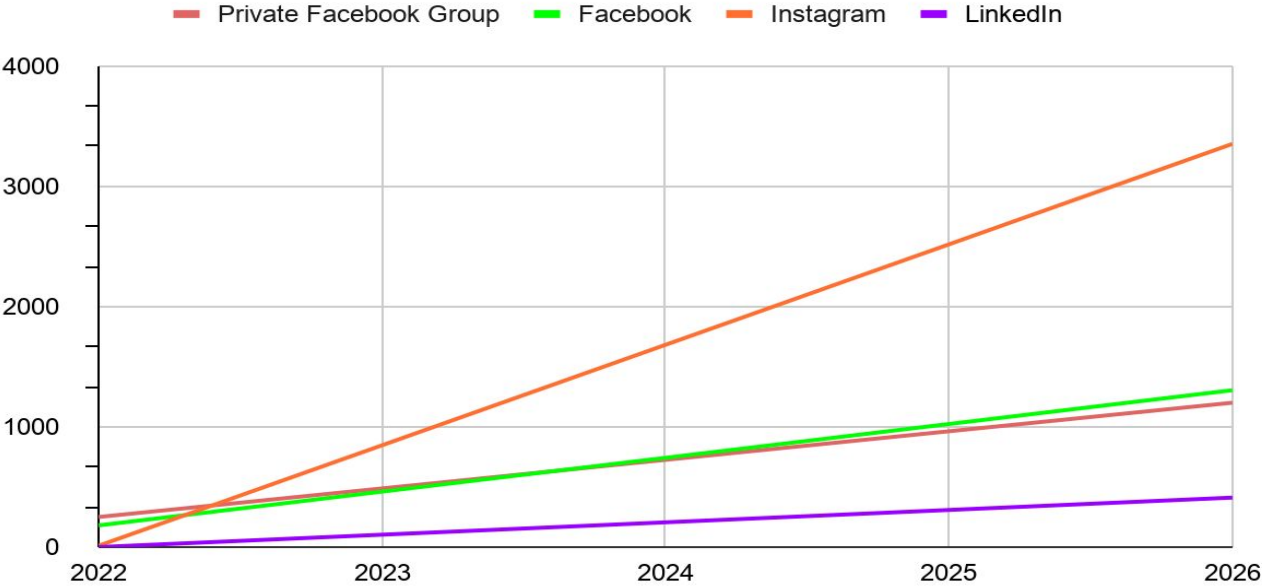
Our Impact & Scale

Metrix and Demonstrable Growth - External

In the span of three years, between 2022 and 2025, Together Estranged has experienced tremendous growth in every aspect of external interactions which include: website presence and reach, social media platforms and connection, support group attendance as well as media status and dissemination of mission.

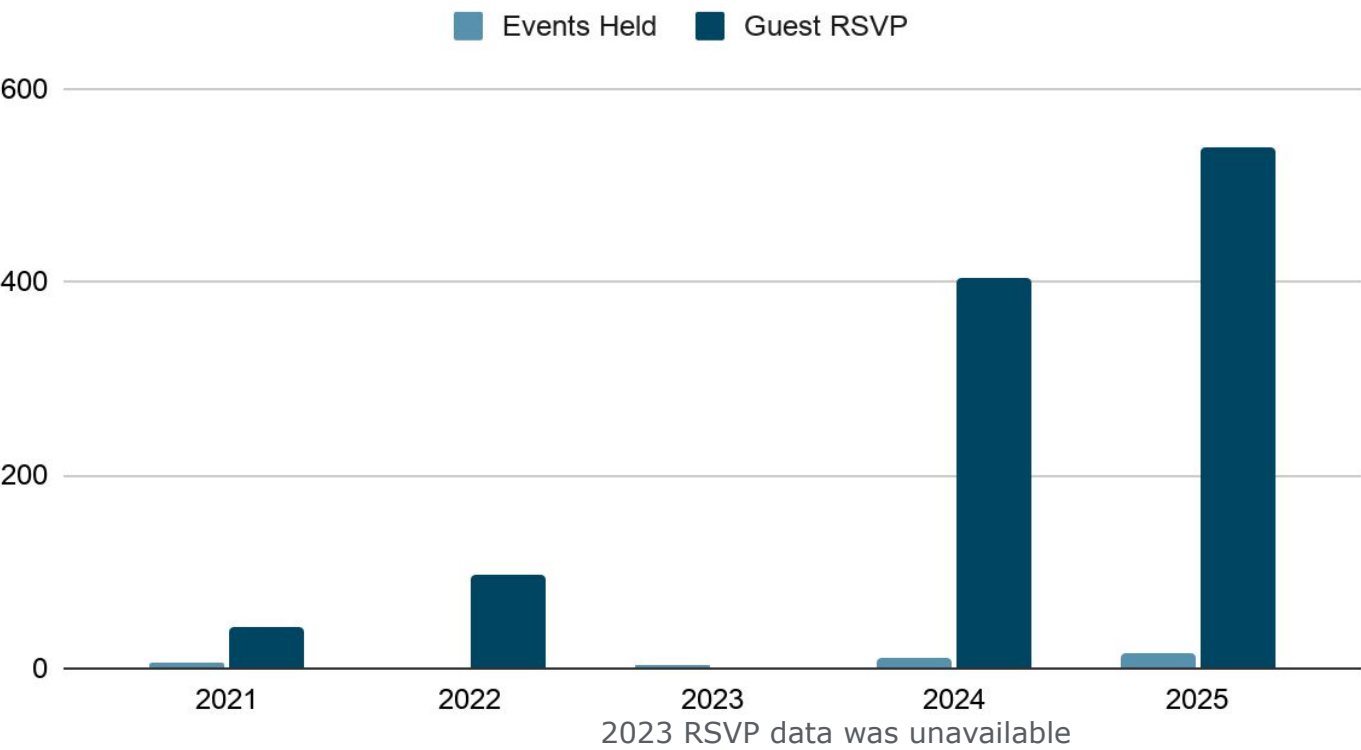
Key Metrics and Growth:

Social Media Followers



We now also have a monthly newsletter which as of 2026 has 611 subscribers.

Events Growth (not including support groups)



Support Groups

What began in 2021 as a singular offering each month, has become the primary mechanism in which estranged adult children access the supports of Together Estranged. Four years on, nearly half of all participants each month self-disclose this is their first estrangement support group attendance as well as their first introduction to Together Estranged.

In 2025, a second monthly support group was established for those community members who identify as being further along in their estrangement journey. Each meeting explores a new theme related to the ongoing journey of healing, personal growth, and empowerment.

Our monthly support group demand has grown so large RSVP's have to be capped and waitlisted each month.
As of 2026:

- 'Beyond Support Group': Cap 15
- 'Main Support Group': Cap 35

Matrix and Demonstrable Growth - External

Year over Year Website Views and Utilization of www.togetherestranged.org doubled between 2024 to 2025

Source: Wix



The expansion of Together Estranged continues to be diverse and international

Country
United States
United Kingdom
Canada
Australia
Ireland
Germany
New Zealand
France
Netherlands

Top Google Queries & Searches Resulting in Audience finding www.togetherestranged.org

Top queries

together estranged

together estranged support group

estranged adult children support group

family estrangement support groups

estranged children support group

estrangement support groups

support group for estranged adult children

estrangement grief

support groups for estranged adult children

no contact support group

Media Exposure and References also impacted our growth and reach. Together Estranged was notably referenced, resourced and/or participated in in the following media:

- New York Times
- The Guardian
- [The New Yorker \(August, 2024\)](#)

Internal Structure Scaling

Given the enormity of externalized growth experienced, 2025 realized the following internal foundational accomplishments:

- Filling Board role of People Director (Filled March 2025) to expand recruitment of the Board to include the following areas of expertise:
 - ◆ Financial Director: Filled Sept. 2025
 - ◆ Data & Information Technology Director: Filled Dec. 2025
 - ◆ Fundraising & Charitable Giving Director: Initially filled Jan. 2026, currently under re-recruitment due to vacancy Mar. 2026
 - ◆ Legal & Governance: Filled Feb. 2026
- Creation & Expansion of Advisory Board
- Expansion of Volunteer support (19) as well as specific functional roles including Social Media Management & trained Media & Communications Management
- Policy review, creation and implementation
- Creation of Private Forum via website to act as repository for recorded events for viewing by membership asynchronously.

Community Needs Survey

Our Voice

Report Overview with
Links

Key Learning &
Community Reflections

Report Recommendations
& Integrations Ideas

Community Needs Survey - The Voice of the Together Estranged Community

The purpose of the Community Needs Survey (CNS) is to continually evaluate the needs of our community and our services. Both the 2020 and 2025 assessments gathered quantitative (numerical) and qualitative (individual responses) data, in alignment with our founder's intention that our needs assessment "highlights similarities while also recognizing distinctions that make up everyone's unique responses" (Together Estranged, 2020).

The 2025 survey was an online mixed-methods analysis, gathering both statistical and in depth responses from community members. The survey was designed using designed our survey using a trauma-informed approach to ensure that estranged adult children (EAC) felt respected, validated, and safe while sharing their experiences

Privacy, anonymity, and autonomy are emphasized throughout the process, and collaboration with individuals with lived experience of estrangement helps ensure the survey supports empowerment, emotional safety, and a sense of control over personal narrative. The resulting data from the CNS is carefully analyzed and synthesized into a published report. Together Estranged regards the Community Needs Survey and it's resulting report as the voice of our community.

Links to CNS Reports:

[2020 Report Website Link](#)

[2025 Report Website Link](#)

Key Learning & Community Reflections

Language of Estrangement

- Owning the experience often begins with having the language to describe it. Work is required to reach individuals who have not yet found their place in our community, or the wider EAC space, caused by restrictive or misunderstood application of language and labels to experience.
- Overall respondents chose a wide range of language to describe family estrangement, and many chose more than one term. What this shows is that people often use two kinds of language simultaneously: an umbrella identity word—like *estranged*, *disowned*, or *alienated*—to name what the relationship *is*, and a word to define the nature of the boundary or type of contact —like *no contact*, *low contact*, *cutting off*, or *grey-rocking*— describing what the relationship looks like in daily life.
- It is evident that a comprehensive roadmap is required for this community of EAC, that adequately considers the vast array of services required to address the fallout of becoming estranged from family.

Key Learning & Community Reflections

Disability

It is important to highlight that *almost half* of the respondents to this community needs survey reported that they are a person living with a disability or chronic condition. This is significantly greater than population level data published in 2025 by The Center for Disease Control (CDC) in the United States. Their data shows that more than 1 in 4 adults in the US, or approximately 28.7%, have some form of disability. The data from our respondents places our cohort significantly above average in their lived experience of a serious personal challenge in addition to the social impediments that family estrangement can cause.

Reasons for Family Estrangement

The top 4 reasons people selected for reasons for estrangement from family members all fell within the category of Lack of Safety. These were psychological or emotional abuse (81%), family member's narcissism (66%), experiencing trauma or violence in the relationship with the family member (62%), and neglect (51%).

Lack of Safety in the Relationship with the Family Member has two sub-categories, Absence of Emotional Safety and Harmful Experiences. The most common reasons for estrangement were centered on emotional safety in the relationship.

Key Learning & Community Reflections

Living With Estrangement

The five most reported impacts of estrangement on personal well being include stress, anxiety, loneliness, depression and low self-esteem. 65% of respondents cited these issues as their current experience, stressing the need for coordinated signposting of supports and proactive efforts to engage with the media and wider public around misconceptions and the need to care for, rather than shame individuals living through family estrangement.

Personal positive effects are real, and they're not a betrayal of the pain. Participants described a more authentic sense of self, more freedom to be who they are, a clearer relationship to truth, increased safety, decreased stress, and a growing sense of peace. Sometimes estrangement makes room for coming out, for reclaiming your body, for sleeping through the night, for building intuition and acting on this without feeling the need to apologize for it. Post-traumatic growth doesn't mean estrangement was "worth it." It means that once the old system stops being all consuming, individuals can finally develop and mature.

Key Learning & Community Reflections

Life Circumstances After Family Estrangement

Challenges to life circumstances refers to the point at which estrangement stops being an emotional experience and becomes material. Many EAC who attend our online support groups describe the “tentacles” or administrative ramifications of estrangement in anguish.

People report isolation, pressure to reconcile, shaming, stigma, ripple effects with extended family, loss of support during positive life events, and even practical gaps for something like not having an emergency contact for routine dental work.

Key Learning & Community Reflections

Expressed Supports & Resources Needed

The most important aspects of supports for the respondents were as follows

- Regular, peer to peer support group meetings
- Maintaining Free Events
- Professionally Facilitated Supports

The areas participants wished to be covered to a greater extent

- Sibling estrangement
- Transgenerational estrangement
- Older persons experiences
- Minority representation
- Discussion of religious differences in context of estrangement
- Family Sexual Abuse
- Developing Relationship-building skills
- Neurodiverse resources

Community Needs Survey - Report Recommendations & Integration Ideas

The volunteers and leaders most closely acquainted with the Community Needs Survey (CNS) drafting, response tabulation, quantitative analysis and interpretation of qualitative data put forth the following Recommendations & Integration Ideas correlating to :

- **Supports** [S] - specific offerings that provide care to EAC.
- **Empowerment** [E] - programming and content that provide opportunities for growth.
- **Destigmatize** [D] - content and outreach that work against misinformation.

The recommendations and integration ideas are put forth in good faith that the CNS is the voice of Together Estranged. It is also provided with intentioned understanding that resources and capacity building with a volunteer-led nonprofit organization is often slow growing and must match pace with funding available.

Advocacy, Skills & Capacity Building

Working alongside and on behalf of those in our community to destigmatize family estrangement in society while establishing offerings and practices that empower Estranged Adult Children

Principles

- Estrangement is often a safety-based decision, not a moral failure.
- Being estranged requires ongoing skills development to cope with the fallout.
- Skills are stage-based; timing matters in how skills-building is offered.
- Estrangement is nuanced and cyclical—and can

Recommended Actions

- Publish a clear public narrative: what estrangement is/isn't, with stigma counters [D]
- Create a media + clinician toolkit: myth-busting, language guidance, with scripts [D]
- Train “first-contact” systems on safety, ambiguous loss, and common biases [S,D]
- Build a signposting hub for practical needs (safety, legal, housing, therapy). [S, E]
- Create a skills pathway & Script Library [S, E]
- Subject-specific guides on: siblings, religious, neurodiversity, LGBTQ+ safety, etc. [E,D]
- Create a guide for friends/partners: how to support without pushing reconciliation. [S,D]
- Work towards an online training that coaches, clinicians, peers supporters, case managers, social workers, institutions can use to learn about estrangement [S, D]

Diversity & Accessibility of Content

Working to advance our understanding of the needs and experiences of our EAC to develop tailored and accessible information to better enable community-building and self-empowerment.

Principles

- Needs change by stage; what's activating now may be supportive later.
- People absorb differently (text/audio/video), especially under stress.
- Language should fit the person—not the other way around.

Recommended Actions

- Organize content by stage/cycle (newly estranged, long-term NC, cycling contact, considering reconnect, post-holiday recovery) [S, E]
- Offer core resources in multiple modes: text, audio, video, captions, and summaries [S, E]
- Use flexible language: umbrella term + contact descriptor across content [D, E]
- Expand coverage where gaps were named: sibling estrangement, transgenerational, older adults, religious differences, family sexual abuse (with strong safety framing), neurodiversity, minority representation [S, E, D]

Consistency & Connection in Supports

Working to develop inclusive community spaces that meet the diverse needs of our members.

Principles

- Trust is often reduced; predictability is regulating.
- Connection should not require disclosure or justification.
- Mixed-stage spaces need clear norms to stay safe.

Recommended Actions

- Set and communicate a reliable cadence (touchpoints, groups, themes) [S]
- Create a gentle onboarding path: what's available, privacy, participation level [S, E]
- Develop partnerships to ensure tailored supports are available (i.e Betterhelp) [S, E]
- Train facilitators in cycle-awareness, trauma-informed group dynamics [S, D]

Research, Measurement & Feedback Loops

Working to establish and administer useful data capture points to inform research and impact measurements within the organization and external partners that provide allyship and support.

Principles

- Member needs evolve— trust grows when feedback leads to visible changes.
- Measure safety and belonging, not only reach. Qualitative measures matter.

Recommended Actions

- Establish TE Research Lab [E,D]
- Annual pulse survey + deeper assessment every 3–5 years. [org]
- Publish “You said / We did” updates on a set cadence. [org]
- Track outcomes across groups/content/events, plus referral follow-through. [org]
- Run representation checks by identity, disability, stage, and estrangement type [E, D]
- Partner with academic institutes or individual researchers [E, D]

Conclusion

The reader will discern that Together Estranged views our Community and its voice as a cornerstone to understanding our past, present and future.

This is demonstrated conclusively in the integration of overall themes and understandings from our Community Needs Survey Report into the shaping of our Strategic Plan.

We further affirm that directed Recommended Actions have been expressly named in mission-actioned strategic plan goals or fall under a broader, more inclusive goal set of the organization.

Together Estranged.

