Sarah Osborne, LPC, LADC, NCC

Canaan, CT • 860-671-4933 • Osborne.consultation@gmail.com

Executive Profile

Dynamic clinical and operational leader with extensive experience developing and overseeing behavioral health programs, trauma-informed care initiatives, and organizational systems. Expertise spans clinical operations, program development, quality assurance, compliance, fiscal management, and strategic growth.

Core Competencies

- Clinical Operations & Program Development
- Trauma, Addiction & Dissociative Disorders Treatment
- First Responder & Veteran Mental Health Support & Education
- EMDR Therapy, Consultation & Training
- Organizational Leadership & Strategic Planning
- Quality Assurance & Performance Improvement
- Budget Development & Fiscal Oversight
- Risk Management & Crisis Response
- Accreditation & Regulatory Compliance (CARF, TJC, DPH, DMHAS)
- Team Leadership, Supervision & Staff Development
- Policy & Standard Operating Procedure Development
- Clinical Education & Public Speaking

Professional Highlights

- Founder of the Northwestern CT EMDR Professionals Group & TRN
- Founder of FCTRT Litchfield County Team
- EMDRIA Approved Consultant and Advanced Trainer
- Specialized expertise in addiction, cPTSD, dissociation, and first responder/veteran mental health
- Experienced in launching and scaling clinical programs and departments
- Proven success leading accreditation, compliance, and quality initiatives
- Presenter and trainer on trauma, addiction, EMDR therapy, and neurobiological treatment approaches

Professional Experience

Sarah Osborne Counseling & Consultation, LLC • Winsted, CT

Owner and Clinical Provider – October 2016 - Present

Private practice specializing in trauma, addiction, dissociation, first responders, veterans, and complex PTSD.

- Provide trauma-informed psychotherapy and consultation services
- Deliver trauma response support for first responders and veterans
- Facilitate EMDR consultation groups for clinicians specializing in trauma and addiction treatment
- Co-Chair, EMDRIA Special Interest Group – Addiction
- Serve as EMDR Basic Training Facilitator and HAP Facilitator
- Present nationally on addiction, trauma, and EMDR therapy integration

Evolving Tree Therapy, LLC • Winsted, CT

Co-Founder & Chief Financial Officer – July 2024 – Present

- Developed organizational infrastructure, policies, and standard operating procedures
- Oversee financial operations including budgeting, payroll, bookkeeping, and tax coordination
- Support strategic growth and operational management of multi-provider group practice

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Mountainside • Canaan, CT **October 2013 – May 2018**

Performance Measurement Administrator – January 2017 – May 2018

- Developed company-wide performance measurement and quality management systems
- Created Balanced Scorecards and KPIs aligned with clinical and corporate objectives
- Designed auditing and compliance tools to improve accountability and outcomes
- Collaborated with research, marketing, and business development teams to support organizational growth

Director; Clinical Operations – January 2016 – January 2017

- Directed clinical operations across detox, residential, outpatient, MAT, wellness, alumni, and extended care programs
- Oversaw crisis management, risk analysis, budgeting, supervision, and staff development
- Led development of quality assurance initiatives and operational improvement strategies
- Developed Suboxone treatment programming, protocols, and clinical infrastructure
- Ensured compliance with CARF, TJC, DPH, and organizational standards.

Director; Outpatient Services - May 2014 – February 2016

- Built outpatient department structure, policies, and procedures from inception
- Secured CARF Integrated Treatment Certification
- Developed wellness-oriented IOP and outpatient curricula
- Introduced EMDR therapy into clinical programming
- Created and launched Vivitrol Clinic services

Clinician; Residential Program - October 2013 – May 2014

- Provide clinical supervision to student interns and professionals seeking licensure
- Conduct clinical chart audits for quality, quantity, and timeliness.

Recovery Network of Programs • Bridgeport, CT **February 2011 – October 2013**

Clinical Coordinator; Horizons Residential - October 2012 – October 2013

- Supervised multidisciplinary clinical and direct care teams
- Implemented trauma-informed family programming and co-occurring treatment initiatives
- Led DPH Trauma Initiative implementation including Healing Trauma, DBT, and M-TREM programming
- Achieved successful DPH clinical audit with zero areas of non-compliance

Clinician; New Prospects Residential - October 2010 - September 2012

- Provided treatment for women with co-occurring mental health and substance use disorders
- Developed DBT, Healing Trauma, and Women for Sobriety programming

Professional Volunteer Experience

FCTRT • Litchfield County, CT

Strategic Leader of Expansion – October 2022 - Present

- Provide trainings for first responders focused on wellness and post-traumatic stress injury (PTSI)
- Conduct crisis defusings and debriefings following critical incidents
- Assist departments in developing peer support programming
- Train clinicians on first responder culture and trauma-informed care

HYSB • Falls Village, CT

Board Member – 2015-2016

- Participated in strategic planning, fundraising, marketing, and budget oversight initiatives

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Education

Master of Science; Clinical Mental Health Counseling — *2009 – 2012*
Western Connecticut University, Danbury, CT

Bachelor of Arts; Graphic Design — *2001 - 2005*
Western Connecticut University, Danbury, CT

Licenses & Certifications

- Licensed Professional Counselor (LPC) – Connecticut
- Licensed Alcohol and Drug Counselor (LADC) – Connecticut
- National Certified Counselor (NCC)
- EMDR Certified Therapist – EMDRIA
- EMDRIA Approved Consultant
- EMDRIA Advanced Trainer

Professional Memberships

- American Counseling Association
- EMDR International Association
- International Association of Addictions and Offender Counselors
- National Board for Certified Counselors

Articles Written

- Gundel, R., Lanier, M., Osborne, S., Dwenger, R., & Shwayhat, S. (2017, April 21). Participation in Mind-Body-Spirit Programs and Length of Stay in a Residential Addiction Treatment Facility: A Retrospective Analysis. *Open Journal of Medical Psychology*, *6*(2). https://doi.org/10.4236/ojmp.2017.62008
- Payson, H., & Osborne, S. (2021, June 1). Stable Enough: Using EMDR Therapy to Address Trauma and Addiction. *The Evolving Landscape of Healing Addition With EMDR Therapy, Go With That Magazine*, *26*(2), 27-32. https://www.gowiththatmagazine.org/gowiththatmag/library/page/spring_2021/27/

Selected Presentations

- ***The Trauma Beneath the Craving: A Neurobiological Approach to Addiction*** **— Trauma Institute (2025)**
- ***Trauma & Addiction: Neurobiological Understanding*** **— CT Counseling Conference (2026)**
- ***Recovering From Behavioral & Substance Addiction with EMDR Therapy*** **— Multiple national and virtual trainings (2024–2026) Most recently at EMDRIA Conference 2026**
- ***First Responders: Mental Wellness & PTSI*** **— Regional trainings for fire, EMS, and public safety departments (2025–2026)**