

Annual Report 2023-24

**inclusive
communities**

Dear Friends,

As we reflect on the past year, we are filled with gratitude and pride for all we've accomplished together. It's been a year of growth, innovation, and powerful movement building—one that challenged us to reimagine leadership, advocacy, and community.

We proudly launched our Transformational Leadership Program with a newly designed curriculum rooted in equity, justice, and impact. We also formalized the Nebraska Leadership Coalition, uniting leadership programs statewide and paving the way for affiliation with the American Leadership Practitioners Association. These steps mark our bold commitment to nurturing values-driven leaders.

In advocacy, we deepened our grassroots organizing and supported local policy efforts—recognizing that lasting change happens when communities are empowered to lead. We've laid a strong foundation for sustained civic engagement and transformative policy work.

This year also marked five years of LeadDIVERSITY, celebrated through our first-ever alumni retreat. With over 140 alumni engaged, we were reminded of the power of long-term investment in people.

Internally, we strengthened our infrastructure by launching new volunteer and faculty training programs, and streamlining onboarding to ensure everyone feels prepared, supported, and connected from day one.

Our youth and community work grew significantly, with refreshed camp programming, six new activities, and expanded reach through Table Talk in Columbus, Nebraska—bringing our message to even more communities.

As we look ahead, we remain committed to building a just, inclusive future. Thank you for believing in our mission. Your support makes this work possible.

With gratitude,


Cammy Watkins
Executive Director




Daniel Gutman
Board Chair



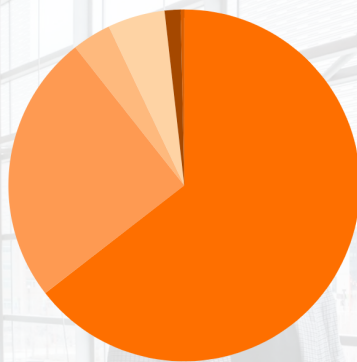
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Financial Overview 2023-24



Total Income: \$1,701,146.57

Grants	\$1,097,551
Fee-for-Service	\$422,557.67
Individual Giving	\$60,871.18
Events	\$89,653.89
Reserves	\$24,845.60
Other	\$5,667.23



Total Expenses: \$1,701,146.57

Programming	\$982,464.63
Operations	\$513,524.91
Fundraising	\$206,157.03

Programs by the Numbers

ACTION services
Powered by Inclusive Communities

139
WORKSHOPS
4,000
PARTICIPANTS



12
EVENTS



718
PARTICIPANTS*
*in person & virtual

Omaha Table Talk

9
SCHOOLS
2
CAMP
SESSIONS
1
VOLUNTEER
RETREAT



607
YOUTH
SERVED

116
VOLUNTEERS
ACTIVATED

6,698
COMMUNITY
MEMBERS SERVED

Nebraska Leadership Coalition

Established in 2023, we at Inclusive Communities launched the Nebraska Leadership Coalition, a collective of leadership program coordinators from across Nebraska dedicated to elevating the role of leadership development in fostering thriving communities. We convene this Coalition bi-annually to exchange resources and insights, emphasizing equitable access to leadership development tools and opportunities for all individuals, regardless of geography or identity. In FY 2024, we hosted the Coalition's in-person gathering in Grand Island, welcoming representatives from Omaha, Grand Island, Fremont, Norfolk, and Kearney. This initiative directly supports our strategic goal of centralizing resources to actualize our vision of a more connected Nebraska.



Jane H. & Rabbi Sidney H. Brooks

CONVERSATIONS FOR CHANGE SERIES

We hosted the 2nd Annual Jane H. & Rabbi Sidney H. Brooks Conversations for Change, featuring the dynamic entertainer and activist, Bob the Drag Queen. We welcomed over 800 community members to this empowering event, which sparked meaningful dialogue on identity, inclusion, and social justice. Through this series, we remain steadfast in our mission to deepen understanding and drive lasting change by addressing critical issues affecting our community.

Named in honor of the late Jane H. and Rabbi Sidney H. Brooks—respected community leaders dedicated to advocacy, mental health, civil rights, and interfaith dialogue—the series continues their legacy by bridging differences and fostering unity in Omaha and beyond.



leaa
DIVERSITY
Powered By Inclusive Communities

We proudly graduated our 5th LeadDIVERSITY cohort and welcomed our 6th, continuing to build a powerful network of inclusive leaders. This year, we also hosted our inaugural LeadDIVERSITY Alumni Retreat, engaging over 140 alumni advocates to deepen connections, renew commitments, and strengthen our collective impact. Special thanks to our dedicated partners—Tri-Faith Initiative, Greater Omaha Chamber, and Omaha Public Power District—for their continued support and collaboration.

Our IncluCity youth camp reached a remarkable milestone this year, hosting our largest gathering since the pandemic.



We navigated significant changes, bidding farewell to our longtime contracted therapist, Andrew Alemán, whose impact and dedication deeply enriched our program. It was also a bittersweet year as some of our seasoned Counselors-in-Training (CITs) moved forward to their next major milestones, marking new chapters in their personal journeys. In embracing these transitions, we restructured our programming, introducing fresh and engaging activities designed to continue fostering inclusion, empathy, and leadership. This evolution ensures that IncluCity remains a dynamic and transformative experience for all participants.



Year of Courage

As we step into 2025, Inclusive Communities proudly declares this our **YEAR OF COURAGE**—a bold commitment to **ELEVATING COURAGEOUS VOICES**, **BUILDING COURAGEOUS PEOPLE**, and **CELEBRATING COURAGEOUS LEADERS**. This theme is not just a reflection of our values but a call to action for all who believe in the power of inclusion and equity.

Elevating courageous voices.

We will **ELEVATE COURAGEOUS VOICES** by continuing to create platforms that amplify the stories and perspectives driving meaningful change. Through the Jane H. & Rabbi Sidney H. Brooks Conversations for Change, we will bring forward thought leaders and visionaries who are confronting prejudice, bigotry, and discrimination. These conversations will inspire action, foster connection, and ensure that brave, transformative voices are heard and honored.

Building courageous people.

We are committed to **BUILDING COURAGEOUS PEOPLE**, equipping individuals—especially young people—with the tools to challenge bias, resolve conflict, and lead with empathy. In 2025, IncluCity celebrates its 25th anniversary. This powerful program remains at the heart of our youth engagement work, empowering the next generation to embrace cultural richness, build lasting cross-cultural relationships, and become effective advocates for justice in their schools and communities.

Celebrating courageous leaders.

Finally, we will **CELEBRATE COURAGEOUS LEADERS** who exemplify the values we champion. This year marks the 70th anniversary of the Humanitarian Awards, a tradition that honors those whose leadership and dedication are driving progress in our communities. This milestone is a testament to the legacy of changemakers who, through their courage and commitment, have helped shape a more just and compassionate world.

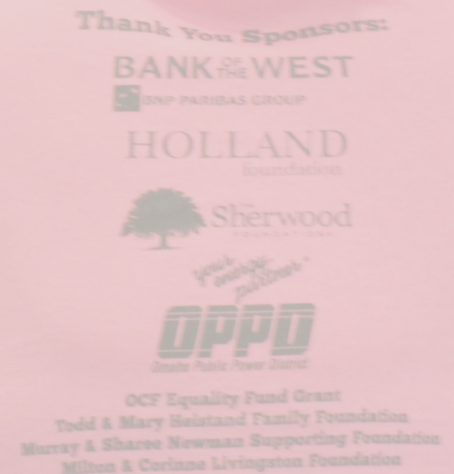
In 2025, we move forward with brave hearts and steadfast vision. The **YEAR OF COURAGE** is not just a theme—it's a movement. And we invite everyone to join us in building a future where equity, justice, and inclusion are not just ideals, but realities.

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