



# ANNUAL REPORT

inclusive  
communities



24/25



# A WORD FROM OUR LEADERSHIP

*A sense of belonging*

**Dear Inclusive Communities Supporters,**

Each year we select a theme for our marketing, the theme we selected for fiscal year 2025 was Courage; we had no idea how appropriate that theme would be! This year asked more of us than we expected. Like many nonprofits in Nebraska and across the country, we faced a season of challenges and hard decisions. We lost nearly 50% of our income due to the attack on DEI programming which deeply impacted our fee-for-service revenue and our corporate donations – the ripple effects of which were felt across every part of our organization.

And yet, our community showed up, and we persevered.

Individual donors, foundations, and partners stepped in at the exact moment we needed them most. Because of that support, we weathered the storm. Today, we are in a place of stability, not abundance, not expansion, but stability rooted in resilience.

This year reminded us that belonging isn't built through perfect conditions. It's built through being honest about where we are, courageous about where we're going, and committed to staying mission-driven, especially when circumstances shift.

Our theme of courage resonated everywhere:

In a Table Talk, a facilitator who was currently incarcerated shared that the conversation "filled something inside that had been empty for a long time."

In our IncluCity youth volunteer, who was an English Language Learner student when she first attended camp. Upon returning as a Counselor in Training, she shared that camp gave her the confidence to use her voice to speak up for others.

In the LeadDIVERSITY Advocates from across Nebraska and Iowa who are still choosing to promote belonging through a diversity and inclusion lens for the sake of equity, justice, and unity.

These moments grounded us during a year of restructuring, and they clarified our path forward. As we enter 2026, we have a renewed focus:

- 60% of our programs will center on youth - expanding to work with systems-impacted youth who are unable to attend IncluCity camp
- 40% will support adult and community-based learning - building skills that shift mindsets and change behaviors to confront inequity

In addition, we will be transitioning Table Talk to our partners, putting our model of shared power into action externally. The fight for justice is a relay, not a marathon, and when we need to set the baton down, we do so trusting that others will pick it up.

Maintaining our work in 2024–2025 was challenging, but it was also clarifying, humbling, and human. This year reminded us why Inclusive Communities has existed for more than 85 years: because people make it so.

Thank you for continuing to be beside us.  
Thank you for believing in the value of this work.  
Thank you for helping us carry it forward.

With resolve and gratitude,

  
**CAMMY WATKINS**  
EXECUTIVE DIRECTOR

  
**DAVID LEMPP**  
BOARD CHAIR

## Board Of Directors (24/25)

**David Lempp**, Basis Technology - Chair  
**Lindsey Simmonds**, Intrepid Entrepreneurs - Vice Chair  
**Bobby Brumfield**, Leonum Advisors - Secretary  
**Stephen Gutierrez-Sager**, Shepard - Secretary  
**Cris Riddle**, Fiserv - Treasurer  
**Alan Siemek**, Retired  
**Chastin Bailey**, Koley Jessen  
**Dr. Nkenge Friday**, American University  
**Gina Ponce**, Women on a Mission  
**Melanie Morrissey Clark**, Clark Creative Group  
**Scott P. Moore**, Baird Holm  
**Stacey Coleman**, UNMC College of Public Health  
**Yesenia Valenzuela**, DLR Group

## Staff Members (24/25)

**Cammy Watkins** - Executive Director  
**Mandy True** - Operations Specialist  
**Lucia Pedroza** - Director of Culture & Sustainability\*  
**Brittany Wright** - Director of Operations\*  
**Ang Bennett** - Senior Communications Manager\*  
**J. Dominic Green** - Director of Programs & Faculty\*  
**David Baker** - Volunteer & Faculty Manager\*  
**Veronica Switzer** - Program Manager\*  
**Katie Petry** - IncluCity Program Manager\*  
**Nikki Smith** - Senior Program Partner\*  
**Madi Barker** - Program Partner\*  
**Jennifer Dang** - Program Partner\*

*\*indicates position eliminated during 2025 layoffs*



24-25 Annual Report

Milestones and Achievements

# Strengthen Relationships, Expand Collaborations

This year, Inclusive Communities continued our commitment to building equity across Nebraska while navigating one of the most difficult transition periods in our organization's recent history. Our numbers shifted, our capacity changed, and our team had to make hard decisions about what we could sustain. And yet, the heart of our work remained steady: we showed up with honesty, we leaned on community, and we focused on impact that could be felt, not just counted.

In 2024–2025, we reached 4,069 people through in-person and virtual programming. This reflects a natural and expected decline from previous years, not because our mission has wavered, but because we intentionally reduced our programming footprint after losing a significant portion of our fee-for-service and corporate revenue. This year's numbers tell the truth of where we are: a smaller organization, restructuring for long-term stability, and choosing depth over breadth.

For several years, our programming totals were shaped by the pandemic, rapid statewide expansion, and hybrid delivery models. As we shift into a more sustainable phase, 2024–2025 represents a recalibration. It was not a reduction in purpose; it was a realignment rooted in resilience.

One of the clearest signs of that resilience was our volunteer community. 127 volunteers contributed 377

hours of service, an increase from previous years. Their willingness to stand with us in a year of change reminded us of something we have always known: community is our greatest resource. Every hour offered was an act of belief in our mission, and in the future we are building together.

We also worked alongside 29 community partners, strengthening the relationships that make equity work possible, especially in a year when many organizations were also navigating instability. Together, these partners supported IncluCity, Omaha Table Talks, and the Nebraska Leadership Coalition that seeks to support our leadership development efforts that continue to evolve to meet this moment.

Across 457.5 hours of mission-driven programming, our team, volunteers, Faculty Contractors and partners created spaces where people could learn, reflect, and be honest about their experiences. Whether through youth leadership camps, community conversations, workplace workshops, or statewide collaborations, this year reminded us that numbers alone will never capture our full impact. It lives in the stories people share, the trust they extend, and the courage they bring into every room we enter.

As we look ahead, we hold onto the same truth that has guided us for more than 85 years: transformation takes time, intention, and community. Even in a season of contraction, we are still moving forward—steadily, honestly, and together.





## Programs by Numbers

**inclusive communities**

**4,069**

People served  
(online + in person)

**457.5**

Hours of  
programming delivered

**377**

Volunteer hours  
contributed

**127**

Volunteers engaged

**29**

Community partners  
engaged

**includucity**  
Powered by Inclusive Communities

**130**

Youth served  
(volunteers and delegates)

**4**

volunteer trainings

**2**

tabling events at schools

**1**

in-school workshops

**2**

camps youths from 7 schools  
and 6 school districts from  
across Nebraska

**Omaha**  
Table Talk  
Powered by Inclusive Communities

**274**

Participants virtually  
and in-person

**6**

Events

**1**

Collaborative event:  
Columbus table talk

**29** Community  
partners engaged

Movement in Omaha for Racial Equity  
(MORE)

North Omaha Community Partnership

Casa de la Cultura

Greater Omaha Chamber of  
Commerce

Heartland Workers Center

Center for Immigrant and Refugee  
Advancement (CIRA),

Sigma Lambda Beta

Centro Hispano

Leadership Unlimited

Center for Rural Affairs

Nebraska Chamber of Commerce

Norfolk Chamber of Commerce

LiveWell Nebraska

Tri-Faith Initiative

Black and Pink

I Be Black Girl

NExT Foundation

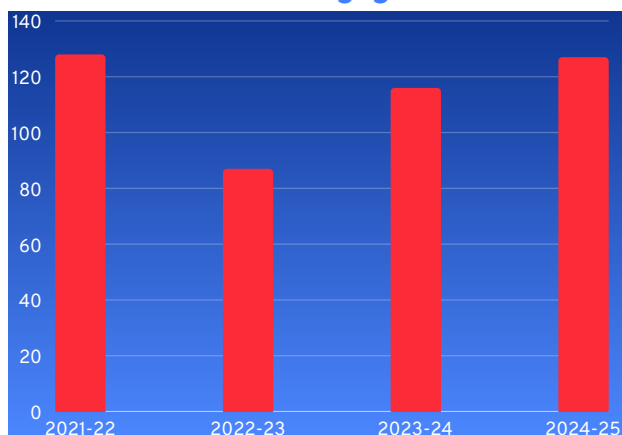
Nebraska Urban Indian  
Health Coalition

Sierra Club

Students for Sustainability

And many more.

### Volunteer Engagement



Our volunteers grew this year, and we felt the impact of every person who chose to show up and make this work possible.

Inclusive Communities engaged 127 volunteers, who contributed 377 hours of service, an increase from the past two years and a testament to the people who continue to stand with us through change.

**ic**



# Building a Legacy, Embracing the Future

Inclusive Communities offers programs that strengthen equity, leadership, and belonging across Nebraska. IncluCity empowers high school students through immersive identity and dialogue experiences, while Omaha Table Talk fostered honest community conversations in its final season.

Transformational Leadership supports managers and emerging leaders with values-based tools to build more inclusive workplaces. We've developed inclusive managers and leaders statewide. The cohort program will pause in FY26 as we focus on youth-centered work.

Inclusive Communities also hosts Jane H. Rabbi Sidney H. Brooks Conversations for Change Series, an arts-driven speaker series that uses storytelling to spark empathy and connection. This year's featured event, a Fireside Chat with Emmy Award-winning actor and advocate Storm Reid, drew Nebraskans of all ages to the Holland Performing Arts Center on March 25, 2025. Known for her roles in *Euphoria*, *The Last of Us*, and *A Wrinkle in Time*, Storm brought her own story of navigating identity, representation, and purpose in the public eye.

Through Fee-for-Service workshops and consultation, Inclusive Communities provides workplace inclusion programming and community engagement support to nonprofits, schools, businesses, and civic partners statewide. Together, these programs help individuals and organizations create spaces where everyone can belong and thrive.



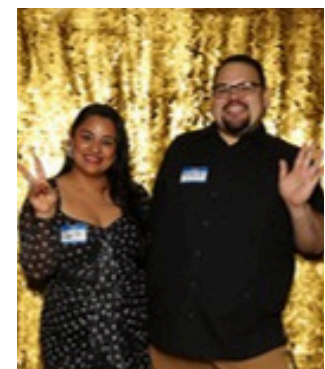
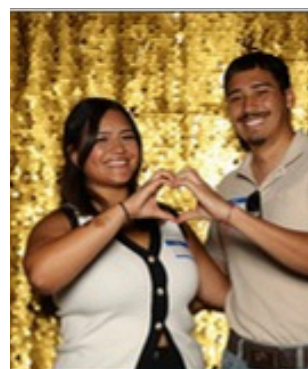
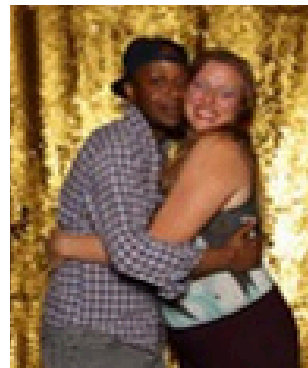
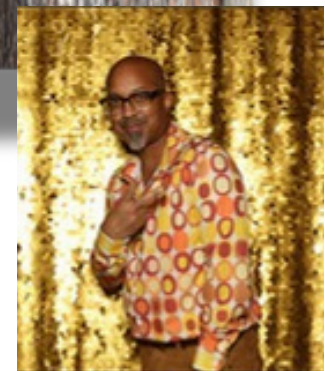




# Celebrating 70 Years of Humanitarian Awards

*This year, Inclusive Communities proudly celebrated its 70th year of Humanitarian Awards, honoring leaders and organizations whose courage, advocacy, and community-building advance equity across Nebraska.*

*The event attracted nearly 200 people and served as a powerful reminder that meaningful change happens when everyday people step up, speak out, and commit to creating a more inclusive future for all.*





# FINANCIAL HIGHLIGHTS

## Income Overview

- Foundation Grants: \$691,900.00\*
- Individual Donors: \$175,302.91\*
- Corporate Donors: \$135,178.75\*
- Humanitarian Awards Revenue: \$41,455.10\*
- Fee for Service: \$98,682.45\*
- Other Income: \$4,177.19\*
- Employee Retention Tax Credit (ERTC): \$114,071.37

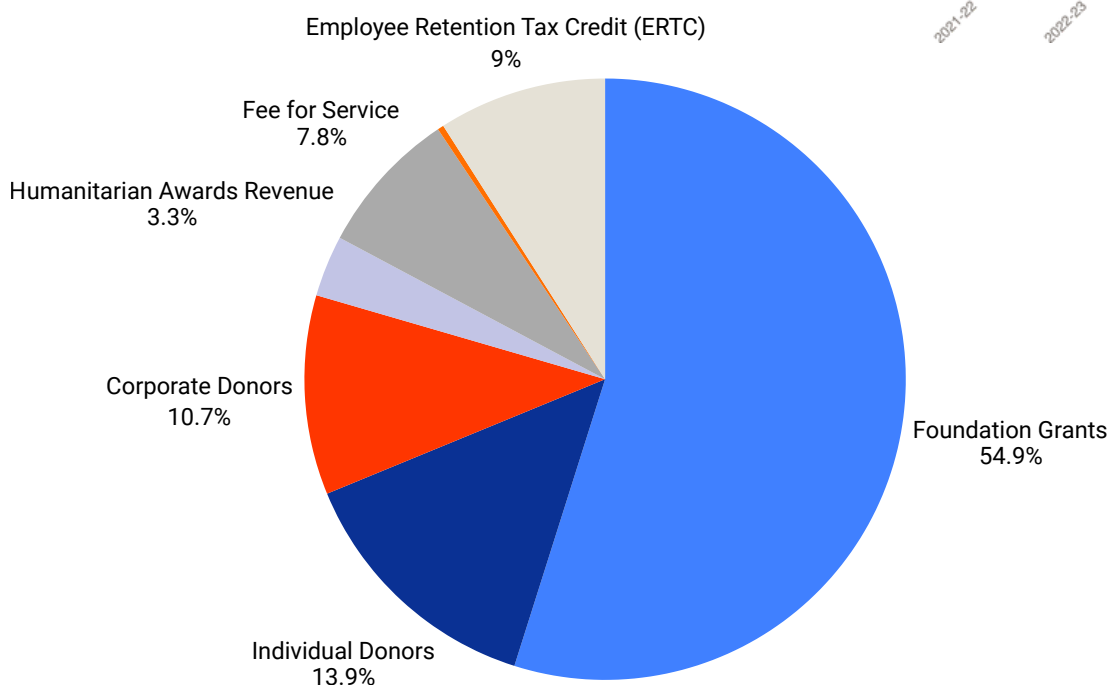
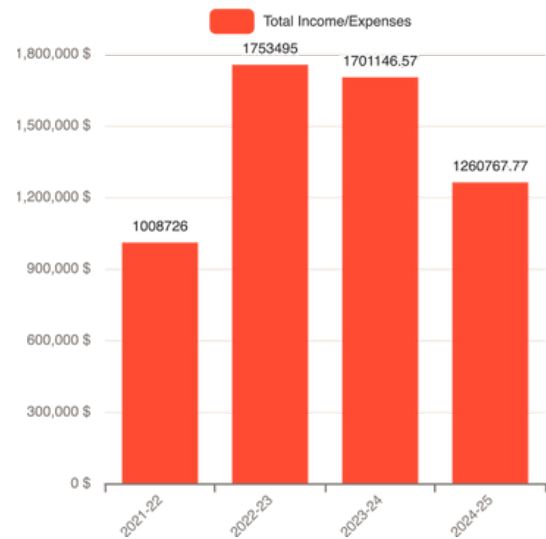
Despite FFS reductions, individual giving, and the 2022 federal tax credit assistance allowed the organization to stabilize after downsizing to maintain impact, and carry over a reserve.

\*unaudited numbers

## Expense Overview

- Programming: \$708,511.64\*
- Operating Costs: \$265,887.74\*
- Fundraising: \$204,585.52\*
- Reserves: \$81,782.90\*

## Revenue in Number, Year-Over-Year





# Thanking Our Generous Supporters

Individual Donors listed as a person, couple or family - including those giving from Donor Advised Funds. List also includes ACTION Services clients and In-Kind program partners.

Abigail Korth  
Abra Poindexter  
Adam & Sarah Yale  
Adriane Miller  
Aja Anderson  
Alan & Amy Siemek  
Alexandra Goswami  
Alicia Tutini  
Alison Rider  
Amber Serrano-Wiley  
American National Bank  
Amy Schindler  
Ang Bennett  
Angela Renee Hatton  
Annette & Paul Smith  
Anonymous  
Assistology LLC  
Ayen Arok  
Barb & Chris Stratman  
Bernadette Armstead  
Bill Harriott  
Brenna K Poindexter  
Bridget Franklin  
Brittney Bolkovac  
Buey Tut  
Cammy Watkins  
Carla Rizzo  
Carol Russell  
Casa de la Cultura  
Charities Aid Foundation America  
Charisse Williams  
Cheryl A Murray  
Church Women United in Nebraska  
Christena Heberling  
Christopher Swanger  
Clark Creative Group  
Claire Hoff  
Cooper Foundation  
Council Bluffs Chamber of Commerce  
Council of Independent Nebraska  
Colleges Foundation  
Creighton University  
Cris Riddle  
Crystal Hartford  
Dadiri Mberwa  
D Darrington  
Daniela Rojas Florez  
Danielle Crough  
David J Taylor  
David Lempp  
Debra Manning  
Denise L Morelock  
Diane Patrice Perry  
Dianne Lozier  
Don & Rita Otis  
Dorina Mahler  
Echo Collective

Educational Service Unit #3  
Edward Jones – Kara O'Connor  
Elle Lien  
Ellery K Butterfield  
Emily Brewer  
Eric Williams  
Erika Kirby  
Equality Fund (OCF)  
Farm Credit Services of America  
F. Teena Foster  
Friends of Montessori Children's Room  
Front Porch Investments  
Gary M Gotsdiner  
Girls Inc. of Omaha  
Gladys Godinez (United by Culture Media)  
Grace Sourille  
Greater Omaha Chamber of Commerce  
Greater Omaha Chamber Foundation  
Hall County Leadership Unlimited  
Heather Wessling  
Heritage Services  
Howard & Gloria Kaslow  
Illana Bowyer  
Jana M Martin & Lynne Mytty Foundation  
Jasmin Cabrera  
Jay Koehn  
Jen Day  
Jennifer & Ken Reed-Bouley  
Jennifer Gradowski  
Jennifer Ippensen  
Jennifer Synowiecki  
Jessica Swain  
Jessie DeGrasse  
John Ewing & Dr. Viv Ewing  
John & Dianne Scott  
John & Lynne Boyer Family Foundation  
John Detisch & Hillary Nather-Detisch  
Jonathan Titus  
Joni Wheeler  
Josephine Twohig  
Joyce Cooper  
Juan Paez  
Judith Amoo  
Julie Lubisi  
Kathleen Severens  
Kevin & Lindsey Simmonds  
Kevin Fitzpatrick Mahler  
Kevin Mahler  
Kim DesJarlais  
Kimberly A Norman  
Kimberly Hormann  
Koley Jessen  
Kristina Cammarano  
Kristine Hull  
Lacey Adams  
Laura Dueland  
Lauren Medici  
Leah Whitney Chavez  
Lina T Stover  
Linda Sudduth  
Lisa Kaderly  
Lozier Foundation  
Lucas Fialho Dias  
Lupe Rosas  
Malena Rousseau  
Mandy True  
Marco Barker  
Marcia Pitlor  
Marilyn Sims  
Marta Nieves  
Mary A Ferdig  
Mary E Troyemiller  
McGrath North Mullin & Kratz  
Meadows Family Charitable Fund  
Meghan Malik  
Melanie Morrissey Clark  
Melanie Peltz  
Melissa K Tibbits  
Melissa Kopplin  
Micki Bethea  
Milton & Corrine Livingston Foundation  
Mindy Rush Chipman  
Miriam Brooks  
MOKANNE (Trio Student Leadership Conference)  
Mutual of Omaha  
National Federation for Just Communities (NFJC)  
Nebraska Arts Council  
Nebraska Blue Foundation  
Nebraska Department of Transportation  
Nebraska Early Childhood Collaborative  
Nebraska Lutheran Outdoor Ministries  
Nebraska Medical Center  
Nichole M Turgeon  
Nonprofit Association of the Midlands  
Nj White  
Olga Guevara  
Omaha Municipal Land Bank  
Omaha Steaks  
OPPD  
Pamela Duncan  
Paul & Elizabeth Grieger  
Phil Armstrong  
Rachael E McLeod  
Rachel Tobin  
Rafael J Diaz  
Randall Stevens  
Ravn Johnson  
Region 6 Behavioral Healthcare  
Richard Macinnes  
Rick and Mary Fulton

Rieko Ikeda-Hayes and Alex Hayes  
Robert & Jacqueline Foster  
Robert Rubio  
Robert "BJ" Watkins  
Roger & Kate Weitz  
Ronald Jones  
Ronald Volkmer  
Rosalee Higgs  
Sarah Hall  
Scott P. Moore  
Shawna Carlson  
Sherif Sedky in honor of Martha Sedky  
Shuler-Morgan Charitable Fund  
Sherwood Foundation  
Sierra Club  
Signature Performance  
South Omaha Neighborhood Alliance  
St. Pius X / St. Leo School  
Stacey Coleman  
State of Nebraska  
Stephanie Holmgren  
Stephen Gutierrez-Sager  
Steven & Joye Wees  
Students for Sustainability  
Susan Koenig  
Susan Whitfield  
Suzanne King  
Swanson Foundation  
Taney County Health Department  
Terrence M Coleman  
The Union for Contemporary Arts  
Tiffany Friesen Milone  
Tim & MaryAnne Rouse  
Timothy & Terri Burke in honor of Mart  
Sedky Corporate Leadership Award  
Timothy Melcher  
Tri-Faith Initiative  
University of Nebraska Foundation  
Urban Abbey  
Wayne Brown  
Weitz Family Foundation  
William & Ruth Scott Family Foundation  
Women's Fund of Omaha  
WoodmenLife  
Yessenia Valenzuela  
Yolanda Williams  
Zach Matheson





# Looking Ahead

## Programming Vision

(2025-2026)



As we close this year's report, we are reminded that the work of building inclusive communities is never finished. Every dialogue held, every young person who finds their voice, every leader who learns to show up with courage, all of it is possible because people like you believe in a future grounded in belonging, equity, and justice. Your support ensures that the spaces we create continue to be places where people feel brave, valued, and empowered to grow.

This year brought both challenges and transformation, and yet through change, one truth remained constant: our community shows up. The impact seen across InluCity, Omaha Table Talk, Transformational Leadership, LeadDIVERSITY Conversations for Change, and our ACTION Services reflects a shared commitment to a stronger Midwest region.

As we enter 2026, we are stepping into a new chapter filled with renewed focus, expanded partnerships, and programs

designed to have deeper impact in the places we are needed most.

Your investment today helps ensure that Inclusive Communities not only sustains this momentum, but continues to evolve, innovate, and serve. When you give, you make it possible for youth to experience life-changing personal development, for leaders to come together in honest conversation, and for workplaces and organizations to build cultures rooted in respect and inclusion. You help us keep equity work alive in every corner of our state and beyond.

We invite you to join us shaping what comes next. Together, we can build a future where every person feels a sense of hope, belonging, and possibility. Thank you for believing in this work, and for staying with us as we continue to confront prejudice, bigotry, and discrimination.

### **SUPPORT OUR WORK**

[inclusive-communities.org/donate](https://inclusive-communities.org/donate)



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24/25