NOTICE OF PUBLIC MEETING

Notice is hereby given that a public meeting of the Brain Injury Oversight Committee will be held on April 18th, 2025, from 1:00 to 3:00 PM. The meeting will be held at Madonna Rehabilitation Hospital of Lincoln located at 5401 South St., Lincoln NE 68506 in the Clay Meeting Room. Visitor parking is available on the Northeast side of the building. The agenda and meeting materials to be discussed by the committee can be found at https://www.unmc.edu/aboutus/community-engagement/bioc/index.html. If members of the public and media have further questions about the meeting, contact Michael Hrncirik at (402) 559-5837 or mhrncirik@unmc.edu.

The Nebraska Open Meetings Act may be accessed at https://nebraskalegislature.gov/laws/statutes.php?statute=84-1407.

BRAIN INJURY OVERSIGHT COMMITTEE
MEETING AGENDA

April 18, 2025
1:00 PM to 3:00 PM

I. Call to order
II. Open Meetings Act Statement
III. Introductions and roll call
IV. Approval of the agenda
V. Public Comment
VI. Approval of Minutes from February 21, 2025
VII. Vote on fund recipient(s)
VIII. Vote on Vice Chair / Secretary positions
IX. Next meeting July 18th, 2025 1:00-3:00 PM (virtual)
    - Review UNMC Annual Expense Report
    - Establishing timeline goals for FY 2025-26
    - Establish Budget for FY 2025-26
  - September 19, 2025 (virtual)
    - Review annual report from Funding Recipient
    - Planning for the Release of NOFO
  - February 20, 2026 – tentative Madonna Rehabilitation Hospital of Lincoln
    - Form work group for reviewing applications

X. Adjourn

Brain Injury Oversight Committee (BIOC) Meeting Minutes
Date: Feb. 21, 2025
Time: 1:00 PM - 3:00 PM
Location: Madonna Rehabilitation Hospitals – Lincoln Campus, 5401 South St., Lincoln, NE 68506, Clay Meeting Room

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Notice
Public notice of future meetings will be available on the University of Nebraska Medical Center (UNMC) website at least 10 days prior to each meeting.

Members Present:
Shauna Dahlgren, Peggy Reisher, Dr. Kody Moffatt, Tiffany Armstrong, Jeff Baker, Dale Johannes, Sara Morgan

Members Absent:
Anna Cole, Lindy Foley, Tom Janousek, Lorie Regier, Sheila Kennedy

UNMC Staff:
Mike Hrncirik

Guest:
Liz Gebhart Morgan

Meeting Proceedings

Call to Order
The BIOC meeting was called to order by Shauna Dahlgren at 1:03 PM.

Announcement of the Availability of the Open Meetings Act
Public notification of this meeting was made on the UNMC website. A link to the Nebraska Open Meetings Act was included in the agenda, and a paper copy was available in the meeting room.

Introductions and Roll Call
Each committee member introduced themselves.

Approval of Agenda
The agenda was reviewed with one change proposed by Peggy Reisher. She suggested moving the Bi-Annual Review ahead of the review and approval of the agreement with UNMC and the BIOC. Following a motion by Dale Johannes, seconded by Kody Moffatt, this adjustment was approved unanimously.

Public Comment
No public comments were submitted.

Approval of Previous Meeting Minutes
The minutes from the Oct. 25, 2024 meeting were reviewed and approved by unanimous consent following a motion by Jeff Baker, seconded by Kody Moffatt.

Discussion Topics

Bi-Annual Report from the Funding Recipient
Liz Gebhart Morgan reviewed the BIA-NE Mid-Year Report. Committee members had the opportunity to ask questions and provide comments regarding the report's outcome. Overall comments were complimentary.

Review and Approval of the Agreement between UNMC and the BIOC
The committee reviewed the UNMC and BIOC management agreement with revised language. The revision added the word "actual" to section two of the document:

> **"2. Payment.** In consideration of the services performed by the University, the University shall be paid for its costs and expenses incurred in administering the Program in an amount not to exceed $45,000 per year in accordance with the Act under Section 71-3705(3). All payments to the University will be made upon submission to the Committee of invoices detailing the work completed and the University's actual costs and expenses."

With a motion made by Kody Moffatt and seconded by Dale Johannes, the committee approved adding the word "actual" to the agreement by unanimous roll call vote.

Form Workgroup for Reviewing Applications
The NOFO was released on February 1, 2025, with a submission deadline of March 15, 2025. UNMC has posted it on the BIOC website. A review workgroup—comprising Kody Moffatt, Dale Johannes, and Tiffany Armstrong—will evaluate applications on March 27, 2025, at 1:00 PM and present recommendations at the April 18, 2025, meeting.

Updates on Committee Terms
Members with expired terms need to reapply for another four-year term if they haven't already. The Governor's office has not yet approved the committee memberships for those who have expired and reapplied; members will follow up on their applications. The Attorney General's office has stated that members can continue serving until the Governor makes a decision or appoints someone new.

Additionally, Sheila Kennedy has moved out of state, so a replacement is needed for her position.

Upcoming Meetings (All 1:00 - 3:00 PM CST)

- **April 18, 2025 (Lincoln, in-person):** Vote on fund recipients; election of Vice-Chair and Secretary. Anyone interested in these positions should notify the committee chair.
- **July 18, 2025 (Virtual):** Set FY 2025-26 timeline goals; address housekeeping needs.
- **September 19, 2025 (Virtual):** Review annual report from funding recipient(s).

Adjournment
A motion to adjourn was made by Peggy Reisher and seconded by Dale Johannes at 2:40 PM. The motion was approved unanimously.

Minutes submitted by Peggy Reisher, Secretary of the Brain Injury Oversight Committee.

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Brain Injury Association of Nebraska's 2025-2026 Brain Injury Assistance Act Application

Project Description & Work Plan

Project Goal

The Brain Injury Association of Nebraska (BIA-NE) is committed to driving meaningful system transformation to improve the lives of those affected by brain injury. Through training, mentoring, and building strong community support networks, we help individuals and families build resilience and access the resources they need.

We are requesting $475,000 from Nebraska's Brain Injury Assistance Act to sustain and expand our Resource Facilitation program from July 2025 through June 2026.

Together, we can empower lives, create change, and strengthen our community.

Needs Being Met & How These Relate To The Brain Injury Assistance Act Priorities

Brain injury can happen to anyone, anywhere, at any time, often leaving lasting and invisible effects. Whether caused by trauma (TBI), stroke, oxygen deprivation, infections, tumors, or other medical conditions, brain injuries can drastically change a person's life in an instant.

Many individuals in Nebraska have undiagnosed brain injury and are struggling to navigate existing services. Without proper support, people with brain injuries often face difficulties with daily tasks, relationships, school, and employment. The limited availability of specialized brain injury providers further complicates access to care, forcing individuals and families to piece together support from various medical and rehabilitation professionals without clear guidance.

This gap between healthcare services and social supports makes it difficult for individuals to access appropriate care, leading to additional challenges such as depression, substance abuse, family strain, and even incarceration. To address these critical needs, the Brain Injury Association of Nebraska (BIA-NE) focuses on bridging these gaps by offering direct support, training, awareness, and data-driven improvements to services statewide.

How BIA-NE Aligns with the Brain Injury Assistance Act Priorities

- **Resource Facilitation** – Our primary initiative, providing information, referrals, and case management to individuals with brain injuries while strengthening the capacity of Nebraska's service providers.
- **Voluntary Training for Service Providers** – Educating professionals on how to identify and support individuals with brain injuries effectively.
- **Brain Injury Registry Follow-Up** – Connecting individuals on the Nebraska Brain Injury Registry with specialized brain injury resources and services.
- **Public Awareness Efforts** – Using print, digital newsletters, and social media to educate the public about brain injury and available resources.
- **Supporting Research** – Partnering with Dr. Kathy Chiou at UNL to collect and analyze data on high-risk populations, contributing to scientific research and policy recommendations.
- **Process Improvement** – Assisting organizations in implementing brain injury screening tools and symptom assessments to enhance service delivery.
- **Data Collection & Evaluation** – Identifying service gaps and opportunities to improve support for individuals with brain injuries and their families.

BIA-NE's **Brain Injury Assistance Act Mid-Year Report (July 2024 – December 2024)** further demonstrates our progress in meeting these priorities and addressing the needs of Nebraskans affected by brain injury.

See **Attachment A.**

Project's Primary Objective: Resource Facilitation

BIA-NE's Resource Facilitation program works to provide long-term community-based support which focuses on removing barriers and minimizing the effects of brain injury as a chronic condition. Resource Facilitators (RFs) have three key functions, including:

- **Working with individuals to understand and address their specific needs.** RFs build trusting relationships with individuals to understand the changes brain injury can cause and collaborate with the individuals and their families to address needs specific to their healing process. RFs understand that recognizing the changes brain injury can cause is a process, as is the decision to seek support and services.

- **Providing referrals.** The needs of individuals with brain injuries and their families often extend beyond the point of medical care. RFs help weave a network of support for those with brain injury to better bridge the gap between the hospital, home, and returning to work and school. As part of the process, RFs discuss available resources in the community in a supportive manner that facilitates individual choice, independent decision-making, and utilization of natural supports and self-advocacy.

- **Identifying gaps in service delivery.** RFs identify gaps and/or barriers to services to help advocate for policy change and build systems capacity. This includes finding ways to keep people out of institutional settings by providing education and interventions to meet individualized goals. These goals may include returning to employment, establishing modified support networks, accessing services to meet basic needs, and continued personal growth.

In accordance with BIA-NE's guiding principles for the program, BIA-NE Resource Facilitators will:

- Establish rapport with the client and use active listening skills to help identify priority needs.
- Respond to each client in a professional, non-judgmental and culturally appropriate manner.
- Be mindful of the client's mind and stamina. The client's need for rest is more critical than the professional's desire to complete a call. If a client seems fatigued, the resource facilitator will ask if they are doing okay or need to schedule an additional follow-up call.
- Remain neutral and mindful that they are only presented with partial views of any situation and should not react negatively. Any such critique could confuse the central issues, inflame volatile situations, and place BIA-NE at risk.
- Make an accurate assessment of the issues presented by the client, asking relevant, open-ended questions to elicit information necessary for accurate referrals.
- Provide the client with various approaches to address any issues or problems.
- Provide at least three referrals, when possible, to give the client a choice (and protect the Resource Facilitator's referral from being perceived as a "recommendation"). Under no circumstances will resource facilitators knowingly provide misleading or preferential referrals to an organization.
- Provide accurate and necessary information to enable the client to choose the most appropriate resources for their needs.
- Recognize and encourage the client's right to make their own choices.
- Pursue any problems or issues until both the client and resource facilitator are confident that all appropriate options have been exhausted.
- Suggest ways the client can advocate for themselves when appropriate.
- Make direct contact and communicate with other professionals involved with the client when warranted and with the client's permission (verbal permission or signed Release of Information).
- Offer to initiate a conference call with the client and another agency or professional when needed.
- Provide support, as an advocacy organization, to help clients obtain a needed service when they cannot effectively represent themselves, or when they have a complaint about a service.
- Empower the client to respond if the information provided by the resource facilitator proves to be incorrect, inappropriate, or insufficient.
- Follow up, as appropriate.

BIA-NE has included the full Resource Facilitator job description with this application as **Attachment B**.

Additional Activities Supporting The Direct Services Of Resource Facilitation

- **Voluntary Training.**
  Nebraska lacks a specialized community-based brain injury service delivery system. As a result, many individuals with brain injury are being served in other established systems such as the behavioral health system, correctional system, and long-term care programs. Resource Facilitators reach out to these systems to offer training to help service providers better identify clients with brain injury and find resources to meet their needs, thus improving outcomes. From July 2024 through December 2024, BIA-NE offered 35 trainings for a total of 650 training participants.

- **Follow-Up with Brain Injury Registry Contacts.**
  From July 2024 to December 2024, a total of 5,097 Brain Injury Registry follow-up letters were mailed. Funds from an Administration for Community Living (ACL) grant currently cover the cost of sending an informational letter about available resources to individuals on this registry. Should the ACL funds no longer be available, BIA-NE would dedicate part of the Brain Injury Assistance Act dollars to this effort, ensuring the distribution of the registry letter. BIA-NE is committed to responding to those who contact BIA-NE after receiving the registry letter.

- **Public Awareness.**
  BIA-NE has increased brain injury awareness through community outreach efforts which include:
  - developing relationships with referrals
  - attending community/coalition meetings
  - attending and facilitating support groups
  - providing training opportunities for community providers
  - marketing via TV ads, radio spots, billboards, social media, press releases, etc.

- **Supporting Research.**
  There is a limited amount of research that has been done identifying brain injury in populations at higher risk. Those populations include individuals who are justice-involved, homeless, victims of intimate partner violence, and individuals served in the behavioral health systems. BIA-NE will continue to partner with Dr. Kathy Chiou, at UNL's Dept. of Psychology to study these trends and identify ways in which brain injury identification and management, with the help of Resource Facilitation, can improve these individuals' lives. Additionally, in July 2023, UNMC received a 4-year National Institutes of Health (NIH) grant to study the implementation of brain injury screening in community-based programs serving victims of intimate partner violence and sex trafficking. BIA-NE is a lead partner in this project.

- **Improving Processes.**
  BIA-NE helps systems build their capacity to meet the needs of their clients with brain injury. BIA-NE does this by providing professionals with brain injury education, encouraging programs to screen for brain injury, and offering to be a consultant when they identify a client with a brain injury. By providing this support, programs are improving their processes, and individuals with brain injury are better served within these programs.

- **Data Collection & Evaluation.**
  With help from BIA-NE's contracted evaluator, Partners for Insightful Evaluation (PIE), BIA-NE will continue to identify trends and barriers of our clients based on the data entered into the secure Salesforce database. This data is used to direct our efforts and advocate for policy change. The data will also be shared with interested stakeholders, such as the Brain Injury Oversight Committee and the Brain Injury Advisory Council, upon request. BIA-NE is also partnering with fellow BIAA state affiliates and NASHIA in developing a common data set so states can compare data from state to state.

Broad, Long-Term Objectives & Specific Aims

The long-term objectives of BIA-NE's resource facilitation program during the Brain Injury Assistance Act funding period are detailed in the table below:

Long-Term Objective #1 - Expand individualized support in Nebraska.		
Specific Objectives	***Timeline***	***Aims/Measurables***
Expand the work and presence of Resource Facilitation across the state	Present, Ongoing	The number of clients served
Outreach to targeted referral sources - i.e., medically-based programs, programs serving high-risk individuals, etc.	Present, Ongoing	The number of new referral sources identified
Work with the individual to identify strengths and weaknesses; services needs and goals; identify appropriate resources and programs to achieve self-directed goals; link and navigate resource services	Present, Ongoing	The number of barriers identified The number of alternative strategies identified Client surveys to measure impact and satisfaction
Long-Term Objective #2 - Provide education, training, and support for professionals who work with individuals with brain injuries.		
Specific Objectives	***Timeline***	***Aims/Measurables***
Provide statewide/regional training opportunities for medical professionals, mental health service professionals, educators, state employees, etc.	Present, Ongoing	The number of trainings held and types of professionals participating
Expand the community's awareness and knowledge of BI (community-based providers/services/organizations, school/PTI, government/political groups, etc.)	Ongoing	The evaluation results of each training
Long-Term Objective #3 - Maintain a centralized point of entry for information, referral, and support which can be accessed through a 1-800 number with trained staff available including a website, resource directory, and information about brain injury.		
Specific Objectives	***Timeline***	***Aims/Measurables***
Maintain the brain injury helpline	Present, Ongoing	The number of monthly calls received
Maintain website	Present, Ongoing	The number of visits to the website
Produce monthly e-newsletter	Present, Ongoing	The number of e-newsletter views

Long-Term Community Impact

Brain injury can have lasting effects on an individual's health, relationships, employment, and overall quality of life. The 2024 Nebraska Brain Injury Advisory Council's Needs and Resource Survey highlighted several ongoing barriers that individuals with brain injuries face when trying to access care and support. These include:

- **Limited Access to Specialized Services** – Many individuals struggle to find medical and rehabilitation services, particularly in rural areas.
- **Lack of Awareness and Knowledge** – Brain injury symptoms are often misunderstood by the public and even by some healthcare providers, leading to underdiagnosis and insufficient support.
- **Insufficient Case Management and Resource Facilitation** – Many individuals with brain injuries lack guidance in navigating complex medical, educational, and community support systems.
- **Inadequate Provider Training** – Service providers across various sectors need more specialized training to effectively identify and support individuals with brain injuries.
- **Gaps in Public Awareness and Advocacy** – A lack of public understanding and awareness contributes to stigma and creates barriers to accessing services.

BIA-NE's Resource Facilitation program **is** actively working to address these needs through:

- **Statewide Case Management Services** – Resource Facilitators help individuals with brain injuries and their families connect with essential medical, rehabilitation, and community resources, reducing the burden of navigating complex systems alone.
- **Education for Individuals and Families** – We provide clear, accessible information about brain injury, along with strategies to manage symptoms and improve quality of life.
- **Cross-System Collaboration** – By working with healthcare, education, employment, and justice systems, we streamline access to services and improve long-term outcomes for individuals with brain injuries.
- **Training for Service Providers** – Our brain injury-specific training equips professionals with the knowledge they need to better identify, understand, and address the needs of survivors.
- **Public Awareness and Advocacy** – We actively work to remove stigma and increase community understanding of brain injury, fostering a more supportive environment for those affected.

While BIA-NE's Resource Facilitation program is making a significant impact, there is still more to do. The demand for services continues to grow, and additional funding is essential to expand and enhance our efforts. Continued support will allow us to reach more individuals, improve provider training, and strengthen Nebraska's system of care for brain injury survivors. Investing in Resource Facilitation means investing in a future where every individual with a brain injury has access to the resources and support they need to thrive**.**

Data & Evaluation

BIA-NE contracts with Partners for Insightful Evaluation (PIE), for data and evaluation needs.

BIA-NE's contract with PIE states that PIE will:

1. Lead the data collection and validation efforts for the Brain Injury Assistance Act and general BIA-NE evaluation work
2. Conduct data analysis and develop reports for BIA-NE
3. Carry out projects to enhance the data quality of the program

The Resource Facilitation Data Summary includes, but is not limited to, the following information:

- Number of clients served, and the level of services provided
- Client demographics
- Client injury and impact
- Client employment and finances

- Number of referrals to community-based organizations
- Incoming referral sources

The Brain Injury Assistance Act report includes the following information every six months:

- Progress for each priority
- Key highlights

The data gathered is closely evaluated by the BIA-NE staff and board. This information is used in helping BIA-NE create its annual organizational goals and is built into BIA-NE's organizational strategic plan.

BIA-NE and PIE provided the Brain Injury Oversight Committee with a fiscal year-end report in September of 2022, 2023, and 2024. In February of 2025, BIA-NE and PIE provided the mid-year report covering data from July 2024 through December 2024.

Budget Justification Narrative

Please see **Attachment C** for the BIA-NE Budget Justification Narrative 2025-2026.

Qualifications

BIA-NE's History & Capacity To Take On The Project

Established in 2009, the **Brain Injury Association of Nebraska (BIA-NE)** is a 501(c)(3) nonprofit organization dedicated to creating a better future for Nebraskans impacted by brain injury. Through **prevention, education, advocacy, and support**, BIA-NE works to ensure individuals with brain injuries receive the resources and services they need to thrive.

Leadership In Resource Facilitation

BIA-NE is the only organization in Nebraska offering Resource Facilitation, a model designed to connect individuals with brain injuries to essential services. This model was shaped during the 2015 Nebraska Brain Injury Summit on Resource Facilitation, where stakeholders from across the state collaborated to:

- Develop guiding principles for implementing Resource Facilitation in Nebraska.
- Establish a statewide definition for Resource Facilitation.
- Prioritize key services within the Resource Facilitation model.

From this summit, Resource Facilitation was defined as:

"A collaborative process in which needed services are identified, acquired, planned, and coordinated on an ongoing basis to ensure the needs of individuals with Traumatic Brain Injury (TBI) are addressed in a comprehensive, timely, and efficient manner."

Commitment To Advocacy & Sustainable Funding

Since its inception, BIA-NE has been a strong advocate for sustainable funding for Resource Facilitation. For nearly a decade, BIA-NE leadership engaged with policymakers, meeting with Nebraska senators to emphasize the need for long-term support. This advocacy culminated in the passage of the Brain Injury Trust Fund Act in 2019, recognizing Resource Facilitation as a funding priority.

While advocating for state funding, BIA-NE piloted Resource Facilitation in Nebraska through federal ACL funds administered by Nebraska VR from July 2015 to June 2018. This pilot program allowed BIA-NE to:

- Develop a Nebraska-specific Resource Facilitation model
- Establish a statewide database to track client activity and outcomes

Even after federal funding ended in 2018, BIA-NE remained committed to providing Resource Facilitation services, sustaining the program through community grants, foundation support, and donor contributions until July 2021, when Nebraska's Brain Injury Assistance Act awarded BIA-NE $450,000 in funding.

Growth & Statewide Reach

Since receiving Brain Injury Assistance Act funding in 2021, 2022, 2023, and 2024, BIA-NE has significantly expanded its Resource Facilitation services:

- Increased the Resource Facilitation team from one full-time and one contract employee to six full-time and three part-time regional Resource Facilitators, ensuring statewide coverage.
- Strengthened administrative support with a dedicated team, including:
  - Executive Director – Providing strategic leadership and oversight.
  - Director of Operations – Managing program logistics, funding compliance, and process improvements.
  - Marketing & Special Events Coordinator – Supporting outreach, public education, and awareness initiatives.

The administrative team enhances the effectiveness of Resource Facilitators by:

- Assisting with home office setup for remote team members.
- Designing marketing materials to promote local events and services.
- Coordinating professional development opportunities for staff.
- Overseeing data management and reporting, ensuring accountability and program impact.

Experienced & Dedicated Team

BIA-NE's Resource Facilitators bring a wealth of expertise through:

- Lived experience with brain injury, providing invaluable insight into survivor needs.
- Extensive backgrounds in community-based services, allowing them to navigate complex support systems effectively.
- Long-standing connections with BIA-NE, ensuring continuity of care and strong relationships with the brain injury community.

Capacity To Sustain & Expand Resource Facilitation

BIA-NE has demonstrated the ability to develop, implement, and expand Resource Facilitation across Nebraska. Our history of advocacy, program development, and strategic growth positions us to continue scaling these services effectively. However, continued funding is essential to meet the growing demand for services, further strengthen statewide partnerships, and enhance training for professionals working with individuals affected by brain injury.

With sustained investment, BIA-NE will continue to help Nebraskakans with a brain injury have access to the support and services they need to live a full and independent life.

What Sets BIA-NE Apart

The Brain Injury Association of Nebraska (BIA-NE) distinguishes itself as a leader in brain injury services through its unmatched commitment, innovative approach, and proven impact. Here's what sets BIA-NE apart:

- Exclusive Leadership in Resource Facilitation – BIA-NE is the only organization in Nebraska providing Resource Facilitation, a lifeline for individuals with brain injuries. Since 2015, this program has transformed lives by guiding survivors and families to the services they need.
- Sustainable Growth & Long-Term Impact – BIA-NE has built a strong infrastructure, expanding from a small team to a statewide network of Resource Facilitators. With cutting-edge systems and strategic planning, the organization is positioned for continued expansion and impact.
- Strong Community Partnerships – Deeply embedded in Nebraska's communities, BIA-NE collaborates with healthcare providers, schools, justice systems, and policymakers to bridge gaps in brain injury support and advocate for long-term solutions.
- Expertise & Proven Experience – Since 2009, BIA-NE has provided comprehensive brain injury training to professionals, ensuring service providers across Nebraska have the knowledge to better support individuals with brain injury.
- Visionary Leadership – A dedicated board of directors and a strong executive team provide strategic direction, ensuring long-term sustainability and a clear vision for the future.
- Data-Driven Decision Making – BIA-NE prioritizes evaluation and continuous improvement, using rigorous data collection to measure impact, refine programs, and ensure efficient and effective service delivery.
- Comprehensive Solutions Aligned with State Priorities – BIA-NE has consistently addressed all Brain Injury Assistance Act priorities, with measurable success reflected in detailed reports on its impact.
- Maximizing Federal Matching Funds – BIA-NE is uniquely positioned to leverage federal Medicaid Administrative Claiming (MAC) funds, bringing additional resources to Nebraska to support Resource Facilitation and expand services.****

With its unique expertise, strategic vision, and commitment to long-term impact, BIA-NE is not just an organization—it is a driving force for change in Nebraska's brain injury community.

*****BIA-NE is one of 12 partners that make up the Aging and Disability Resource Center (ADRC). The ADRC's mission is to support seniors, persons with disabilities, their families, and caregivers by providing useful information, assistance, and education on community services and Long-Term Services and Supports (LTSS) options, while at all times respecting the rights, dignity, and preferences of the individual.*

As a partner of the ADRC, BIA-NE is eligible to receive Medicaid Administrative Claiming (MAC) Funds which are federal funds that provide a match rate of about 50% to cover activities that contribute to the efficient and effective administration of the Medicaid program. So, for every dollar a non-federal program (like the Brain Injury Trust Fund) that pays BIA-NE to support the efficient and effective administration of the Medicaid program, BIA-NE gets about $.50. Last year when BIA-NE was able to report on the work of the resource facilitators, the Executive Director, and the Director of Operations, BIA-NE was able to quarterly draw down over $100,000 of a match from the MAC funds. BIA-NE can reinvest some of these dollars in the resource facilitation project, making the state's Brain Injury Assistance Act Funds dollars go even further towards supporting the brain injury community.

Personnel In Key Positions

Executive Director

The Executive Director of the Brain Injury Association of Nebraska (BIA-NE) provides strategic leadership and operational oversight for all programs, services, and advocacy initiatives. This role ensures the effective management and administration of the organization while working closely with the Board of Directors as a non-voting member of the Executive Committee. The Executive Director is responsible for developing and implementing programs that advance BIA-NE's mission statewide, fostering partnerships, securing funding, and advocating for policies that improve the lives of individuals affected by brain injury.

Director of Operations

The Director of Operations oversees daily operations and program implementation to ensure seamless execution of BIA-NE's services. This role manages key organizational functions, including program development, service coordination, technology, human resources, volunteer management, and administrative operations. Working closely with the Executive Director, the Director of Operations plays a critical role in developing and executing a long-term vision for growth and sustainability, ensuring that BIA-NE remains effective and responsive to the needs of the brain injury community.

Marketing and Special Events Coordinator

The Marketing and Special Events Coordinator is responsible for enhancing BIA-NE's visibility and engagement through targeted marketing, outreach, and event planning. This position ensures that all programs, services, and events are effectively marketed to increase public awareness, stakeholder engagement, and community support. Key responsibilities include managing communications, branding, media relations, and fundraising events to strengthen BIA-NE's presence and impact.

Resource Facilitators

Resource Facilitators (RFs) work directly with individuals with brain injuries, their families, service providers, and key community stakeholders to improve access to services and enhance outcomes. Each Resource Facilitator is responsible for:

- Providing one-on-one case management and service coordination for individuals with brain injuries.
- Conducting outreach and education to raise awareness of brain injury-related issues.
- Facilitating training opportunities for providers and community members to improve service delivery.
- Building collaborative partnerships to strengthen Nebraska's brain injury support network.

Together, BIA-NE's team of dedicated professionals ensures that individuals with brain injuries receive comprehensive support, advocacy, and resources to improve their quality of life and long-term success.

***The staff resumes/CVs can also be found on **Attachments D through P** of this document.

Coordination & Collaboration

Community Involvement & Relationships

The Brain Injury Association of Nebraska (BIA-NE) has built strong, strategic partnerships with government agencies, healthcare providers, educational institutions, and community-based organizations to coordinate and expand services for individuals with brain injuries and their families. Through these relationships, BIA-NE fosters awareness, enhances service accessibility, and strengthens referral networks across Nebraska.

Collaboration is at the heart of BIA-NE's mission. By continuously seeking, developing, and strengthening alliances, we ensure that individuals with brain injuries receive the holistic support they need. Some of our key partners include:

- **Healthcare & Rehabilitation**
  - University of Nebraska Medical Center
  - Madonna Rehabilitation Hospitals
  - QLI
  - Children's Nebraska
  - Nebraska Hospital Association
  - Nebraska Medical Association
  - Nebraska Stroke Foundation
- **State & Government Agencies**
  - Nebraska Department of Health and Human Services (DHHS)
  - Nebraska Department of Education (NDE)
  - Nebraska Department of Behavioral Health (DBH)
  - Aging and Disability Resource Center (ADRC)
- **Community & Advocacy Organizations**
  - Nebraska Consortium for Citizens with Disabilities
  - Nebraska Advocacy Services, Inc.
  - Easterseals Nebraska

- ○ Friendship Home
- ○ Nebraska State Athletic Trainers Association
- ○ Centers for Independent Living

A Collaborative Force for Change

BIA-NE has proven its ability to unite stakeholders in a shared mission of improving outcomes for individuals with brain injuries. Our Resource Facilitators play a crucial role in forging new partnerships and expanding service capacity, ensuring that every client receives tailored, high-quality support.

Unlike many organizations that operate in silos, BIA-NE builds meaningful, long-term relationships, ensuring our partners benefit from our expertise while amplifying their own impact. Through these collaborations, we streamline service delivery, enhance training opportunities, and connect individuals with the right resources at the right time.

Demonstrated Impact (July 2024– December 2024)

- **Referrals to 128 different community-based agencies:** Demonstrating our extensive reach and collaboration across various sectors.
- **Serving 315 unique clients:** Reflecting our commitment to providing individualized support and care.
- **Providing 35 training opportunities for over 650 service providers:** Empowering a broad spectrum of service providers with knowledge and skills to better address the needs of those affected by brain injuries.
- **Engaging with social media:** Maintaining a vibrant online presence with 55 Facebook posts and 55 LinkedIn posts, effectively leveraging digital platforms for community engagement.
- **Collaboration with agencies:** Proactively working with agencies to screen their clients for potential brain injuries, showcasing the depth of our collaborative efforts.

In essence, BIA-NE not only promises but delivers tangible impact. We are at the forefront of driving change, building bridges, and making a lasting difference in the lives of those touched by brain injuries.

Letters Of Support (attached)

Dr. Kathy Chiou, is the Assistant Professor at the University of NE Lincoln's Department of Psychology. Her address is PO Box 880308 Burnett Hall, Lincoln, NE 68588. **Attachment Q**

Dennis Marks, JD is a Public Defender at Sarpy County Public Defenders Office, 1208 Golden Gate Dr., Papillon, NE 68046. **Attachment R**

Project Contact

Submitted and Signed by:

Peggy Reisher

Peggy Reisher, MSW
Executive Director
Brain Injury Association of Nebraska
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402-890-0606 | peggy@biane.org | www.BIANE.org

List Of All Additional Attachments For This Application

A. BIA-NE Brain Injury Assistance Act Mid-Year Report for July 2024 through Dec 2024
B. BIA-NE Resource Facilitator Position Description, drafted August 2021
C. BIA-NE Brain Injury Assistance Act Budget Justification Narrative for Year 5 (2025-2026), with Y1-4 history
D. Resume - Peggy Reisher, Executive Director
E. Resume - Paula Dodds, Director of Operations
F. Resume - Elle Stecher, Marketing and Special Events Coordinator
G. Resume - Rachel Brandenburg, Resource Facilitator
H. Resume - Heather Carroll, Resource Facilitator
I. Resume - Emri Hamilton, Resource Facilitator
J. Resume - Brenda Horner, Resource Facilitator
K. Resume - Teresa (Smith) Larsen, Resource Facilitator
L. Resume - MenDi McCuiston, Resource Facilitator
M. Resume - Marisa Mears, Resource Facilitator
N. Resume - Michelle Meyer, Resource Facilitator
O. Resume - Gina Simanek, Resource Facilitator
P. Resume - Shir Smith, Resource Facilitator
Q. Letter of Support from Dr. Kathy Chiou, Department of Psychology, University of Nebraska-Lincoln
R. Letter of Support from Dennis Marks, JD, Sarpy County Public Defenders Office
S. BIA-NE's most recent 990 (2023)
T. BIA-NE's most recent audit (2023)
U. BIA-NE's Board-Approved Organizational Budget for 2025

Brain Injury Assistance Act

JANUARY 2025

Mid-Year Report for Brain Injury Association of Nebraska

Brain Injury Association of Nebraska

Partners for Insightful Evaluation

Brain Injury Assistance Act

The Brain Injury Assistance Act – known as the Brain Injury Trust Fund Act until 2022[1] – allocates $500,000 each year from the Nebraska Health Care Cash Fund. Although a portion of that funding is provided to the University of Nebraska Medical Center to coordinate efforts with a Brain Injury Oversight Committee, the remaining funds are awarded to an entity that to address seven expenditure priorities[2]:

1. Resource Facilitation
2. Training for Service Providers
3. Brain Injury Registry Letter Follow-up
4. Public Awareness
5. Supporting Research
6. Quality Improvement & Standards of Care
7. Evaluating Needs

The Brain Injury Association of Nebraska (BIA-NE) has received the Brain Injury Assistance Act funding each year.

- Year 1: July 2021 – June 2022
- Year 2: July 2022 – June 2023
- Year 3: July 2023 – June 2024
- Year 4: July 2024 – June 2025

This report summarizes BIA-NE efforts in each of the seven priority expenditures, primarily focusing on work carried out during the first half of Year 4 (July through December 2024). As applicable or pertinent, data from previous years is included in the report to show trends.

The evaluation is conducted by Partners for Insightful Evaluation (PIE), with bi-annual reports developed for the Brain Injury Oversight Committee and public.

[1] Legislative Bill 914 https://nebraskalegislature.gov/FloorDocs/107/PDF/Slip/LB971.pdf
[2] Legislative Bill 418 https://nebraskalegislature.gov/FloorDocs/106/PDF/Slip/LB481.pdf

PRIORITY 1
Resource Facilitation

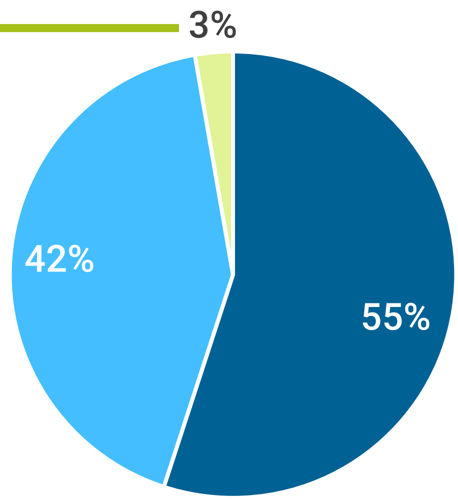
Resource Facilitation is a free service through the Brain Injury Association of Nebraska (BIA-NE). Resource Facilitators provide support, resources, and referrals to 1) individuals with brain injury; 2) family members and caregivers; and/or 3) health care or other social service professionals related to brain injury.

Services Provided

Among the three levels of Resource Facilitation, slightly more than half of those served from July 1 through December 31, 2024 were Case Management (n=329)[3]

Professional Consult
This reflects support that Resource Facilitators provide to professionals to assist their clients or patients.

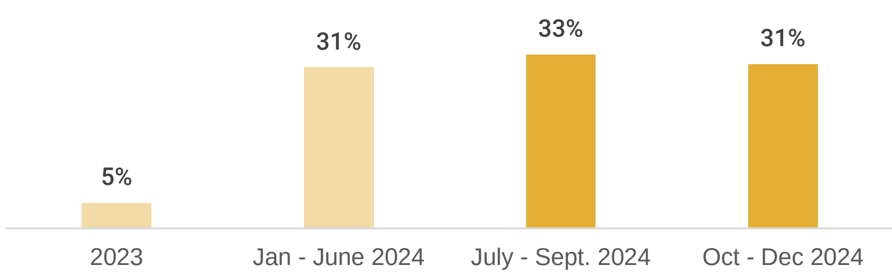
- **9 professionals received resources, support or referrals**
- **Professionals were from 3 different counties in Nebraska (Lancaster, Sarpy and Custer) and 1 was out of state**



Case Management (CM)
An intensive level of support where the Resource Facilitator helps develop a personalized plan for the client. These are generally individuals that need ongoing support rather than just resources or referrals.

Information & Referral (I&R)
Engagement focused on providing resources and referrals without doing a full client intake; may be one call or up to six interactions.

Among those who were actively served during the six-month period, about one-third of the cases started prior to July 2024 (n=329)



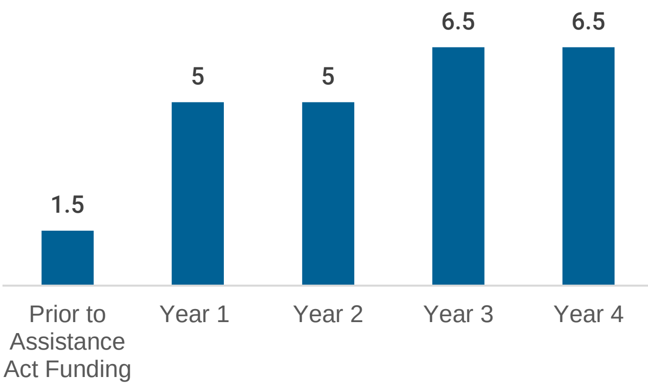
315

unique individuals were served through I&R and Case Management[4]

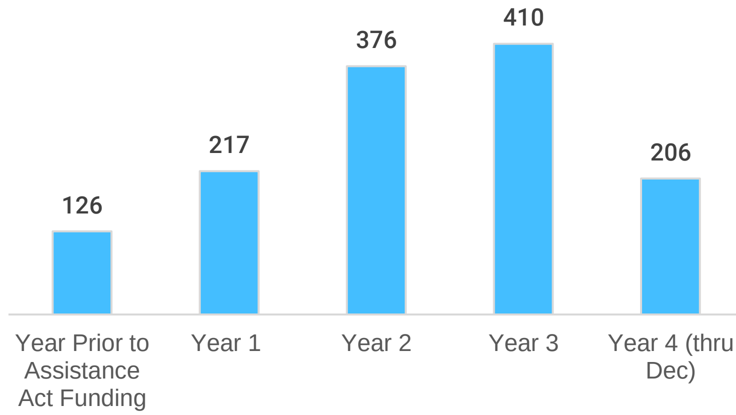
[3] This includes any clients who were actively served July 1 – December 31, 2024. It includes those who started a case during the six-month period as well as those who started a case prior to July 2024 and were still receiving services during the funding period. Case open and closure is up to the Resource Facilitator based on guidance provided to staff.
[4] This is the total of unique individuals served. Some graphs included in the report will have less than 315, likely indicating information is missing for some clients. Other graphs may have more than 315. That indicates the graph is related to cases rather than clients, as an individual may have been served more than once during the time period.

Resource Facilitation Capacity

The number of full-time equivalents (FTEs) had quadrupled through the Assistance Act dollars[5]



The number of CM and I&R cases started each year has grown in relation to the BIA-NE's capacity[6]

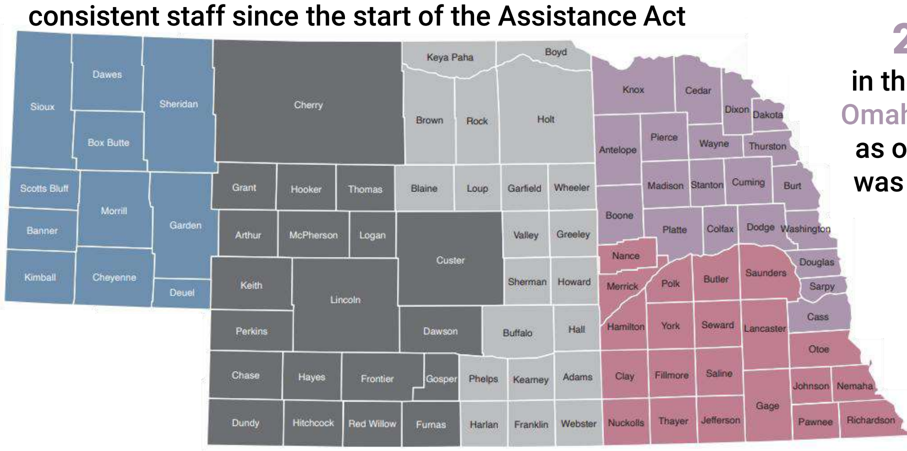


The geographic locations of clients served during the six-month period varied, in part based on the capacity of Resource Facilitation in that region (n=306)[7,8]

1.5 FTE
in the Western region, with consistent staff since the start of the Assistance Act

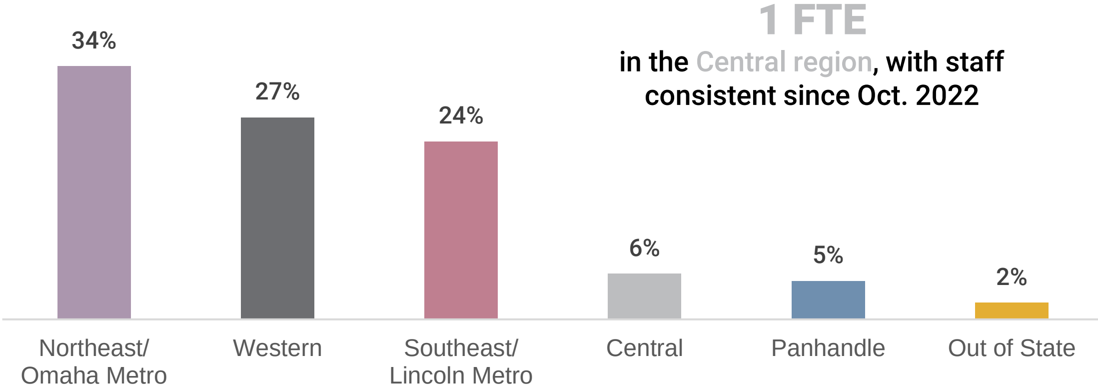
.5 FTE
in the Panhandle though started as 1 FTE in Nov. 2023

2 FTEs
in the Northeast/ Omaha Metro area as of Aug. 2023; was previously 1 FTE



1.5 FTE
in the Southeast/ Lincoln Metro area, which increased from 1 FT during this fiscal year

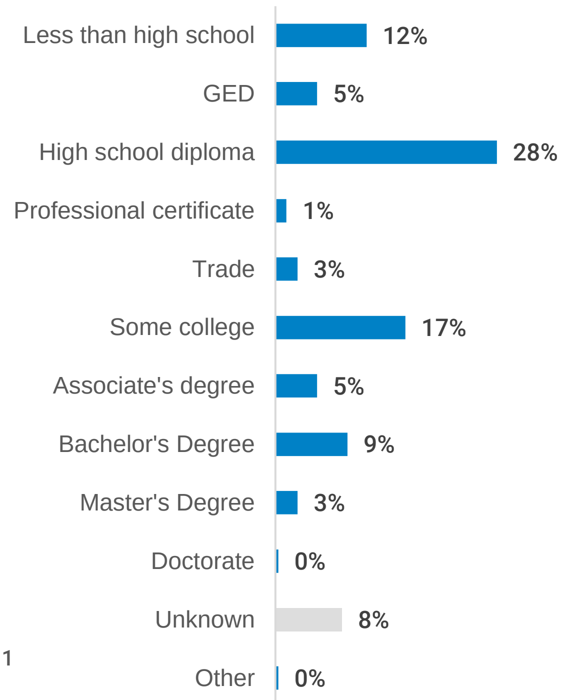
1 FTE
in the Central region, with staff consistent since Oct. 2022



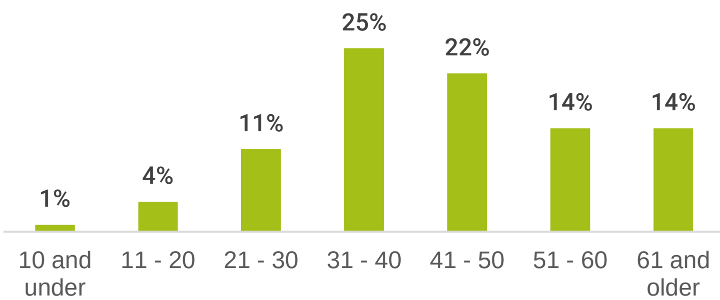
[5] This is the number of designated of FTEs each year. Throughout the year there may have been staff vacancies.
[6] BIA-NE started using a new database in January 2023, which made the tracking of services more accurate. This graph reflects cases that started during that fiscal year, so the actual caseload may be higher in a given year.
[7] Two Resource Facilitators in the western region work directly with the Lincoln County Jail, which results in several clients being served in Lincoln county.
[8] Of the out of state clients, three were from Iowa, and one each from South Dakota, Colorado, and Missouri.

Demographics of Clients Served[9]

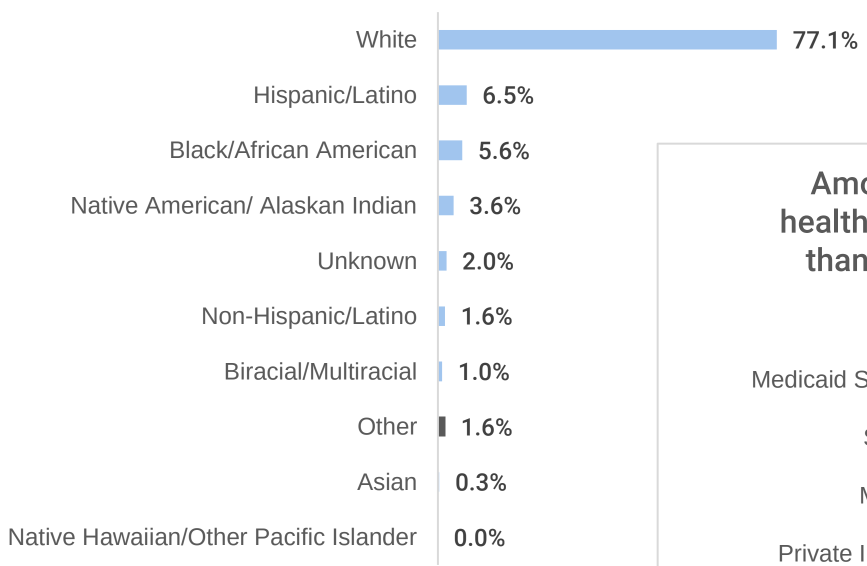
About 45% of the clients served had a high school diploma or less (n=262)



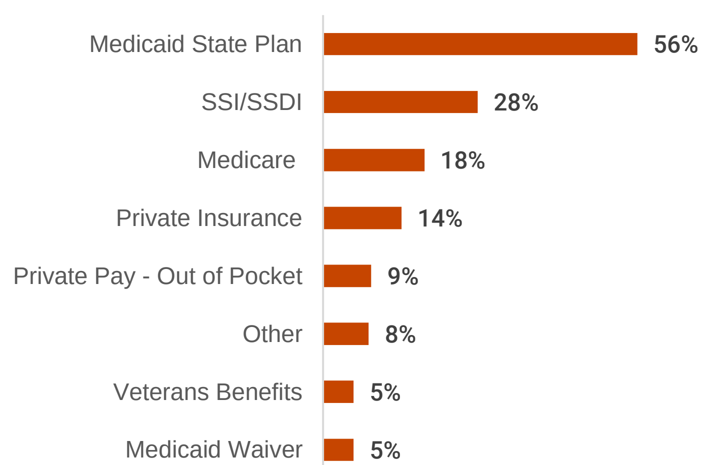
Clients were between the ages of 7 and 83, with the average age being 43 (n=291)



A majority of the clients served were white (n=286)[11]



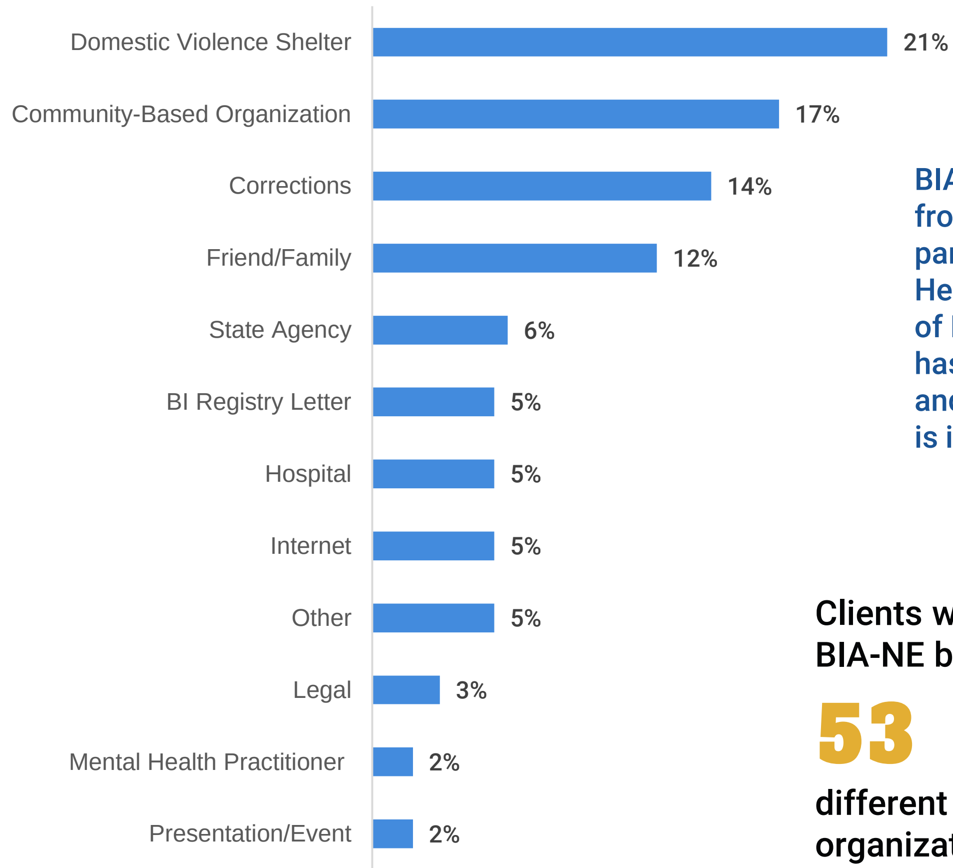
Among clients that had funding for healthcare and services reported, more than half had a Medicaid State Plan (n=206)



[9] An "unknown" response among any of the demographic data elements indicates the Resource Facilitator did not ask the client. A client may also refuse to disclose, which is a separate response option.
[10] There were 16 clients that reported more than one race.
[11] The remaining 0.5% were for "unknown" and "other" responses.

Hearing About BIA-NE[12]

Domestic violence shelters were the most common source people found out about the BIA-NE during this six-month period (n=177)[13]



BIA-NE saw an increase in referrals from DV programs because they are participating in a National Institutes of Health (NIH) grant with the University of Nebraska Medical Center, which has DV programs screening clients and referring them to BIA if the client is interested in receiving services

Clients were referred to BIA-NE by at least

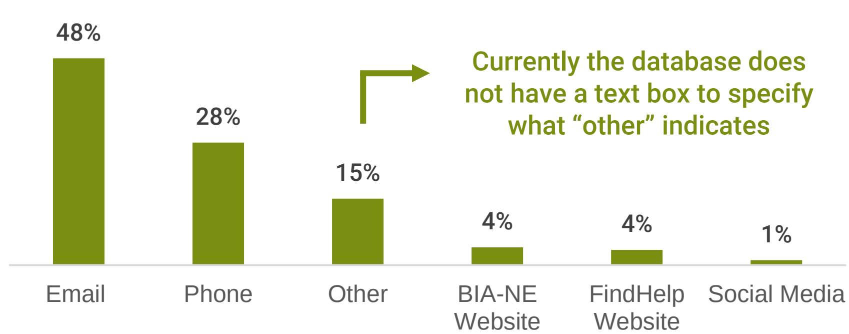
53

different organizations

The organizations reported most included:

- Lincoln County Sheriff's Office and Detention Center (17%, n=23)
- Women's Center for Advancement (12% (n=16)
- Nebraska Vocational Rehabilitation (10%, n=13)
- Heartland Family Service (7%, n=9)
- Heartland Housing Sanctuary, The Bridge Behavioral Health, and the Doves Program (4%, n=5 each)

About half of the inbound referrals between July and December were through email (n=170)

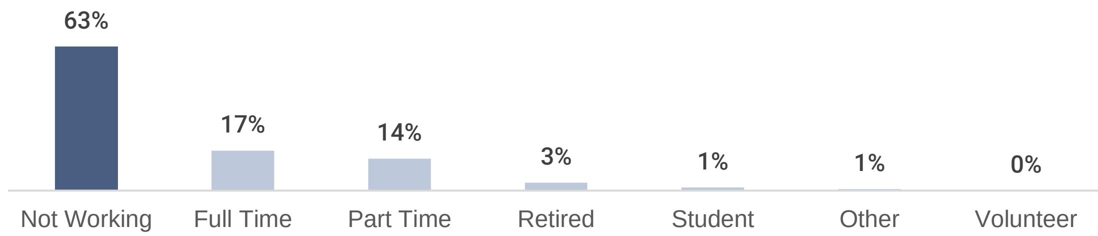


[12] Inbound referral data is based on the date of the inbound referral. This will include any individual (regardless of whether they received Information & Referral or Case Management services) that was referred to BIA-NE between July 1 and December 31, 2024. This data would not include clients who had a referral date before July 1, 2024. That was the case for roughly 36% of all clients served within the six-month time period.

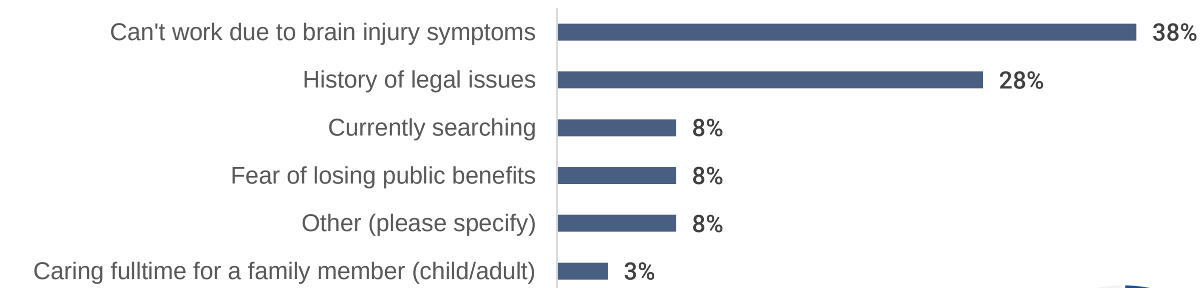
[13] The following accounted for 1% of the inbound referrals: Aging & Disability Resource Center, Agency on Aging, Media - Social Media, Personal Professional Contact, Support Group, and Veteran's Affairs.

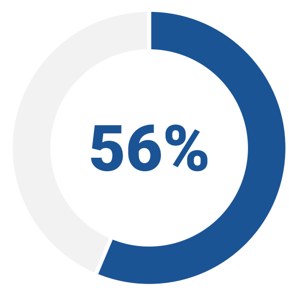
The most common occupation types among clients (n=68) were administrative and office support (13%), other (13%), and food preparation and serving related (12%)

A majority of clients who started services with BIA-NE during the six-month period reported they were not working (n=143)



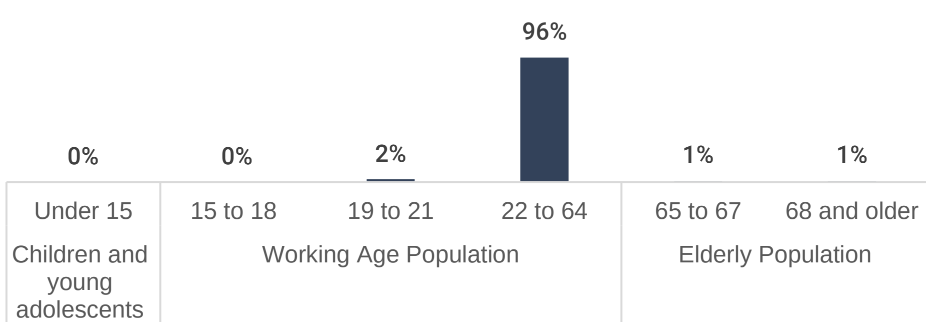
More than one-third of those not working could not work due to brain injury symptoms (n=89)[15]





of those not working with an education reported have a GED or high school diploma or less (n=71)

Nearly all those who were not working were between the ages of 22 and 64 (n=90)

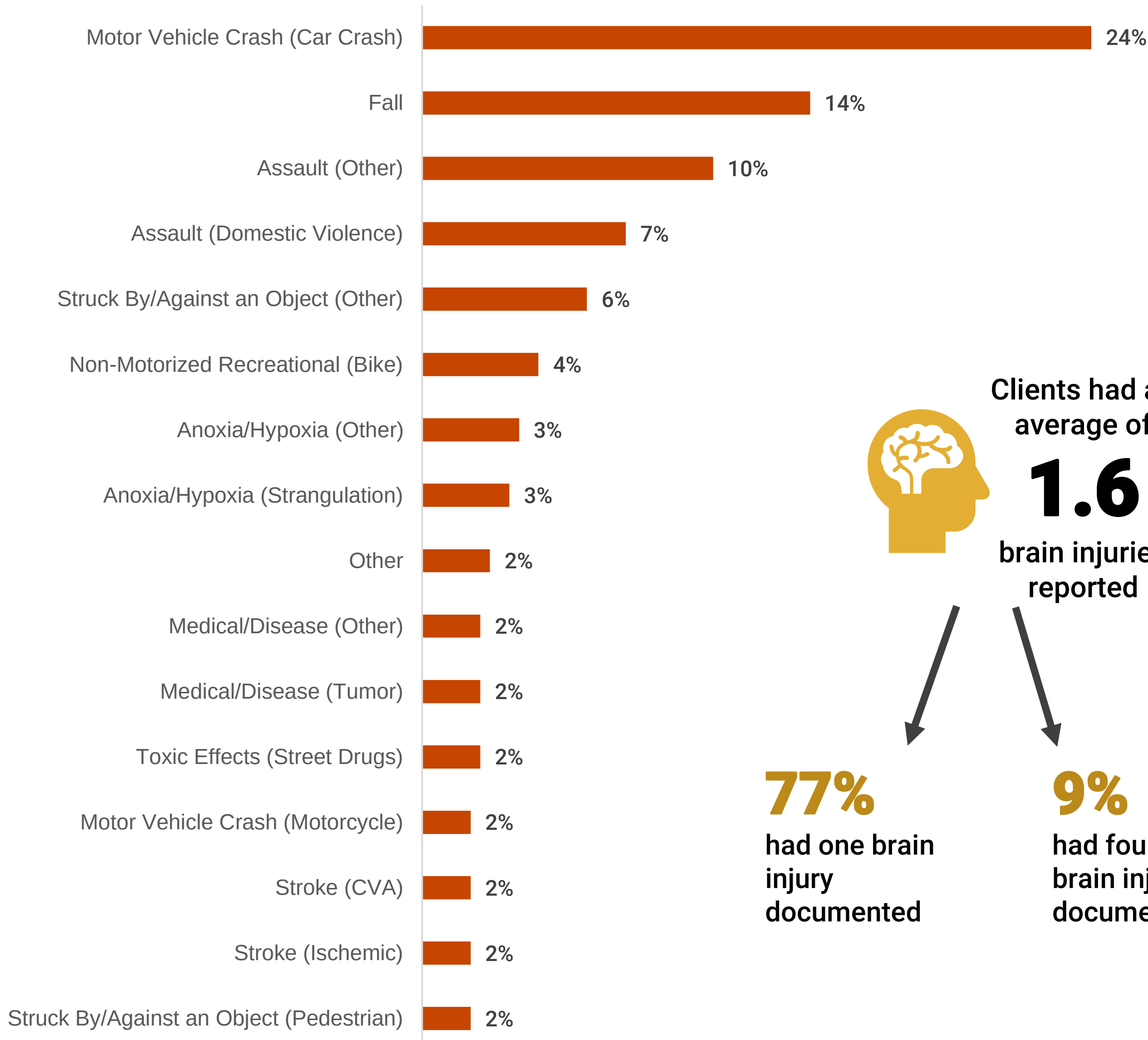


[14] The Employment data is for clients who started receiving services between July 1 and December 31, so it only reflects a portion of those who were served during the six-month period.

[15] Can't work due to brain injury symptoms may include noise sensitivity, light sensitivity, not getting or having accommodations, etc. This is based on discussion between the client and Resource Facilitator.

Injury Details[16]

Among 287 injuries documented for 183 clients, car crash, falls, and assault (other) accounted for slightly less than half of the injuries[17]



Clients had an average of **1.6** brain injuries reported

77% had one brain injury documented

9% had four or more brain injuries documented[18]

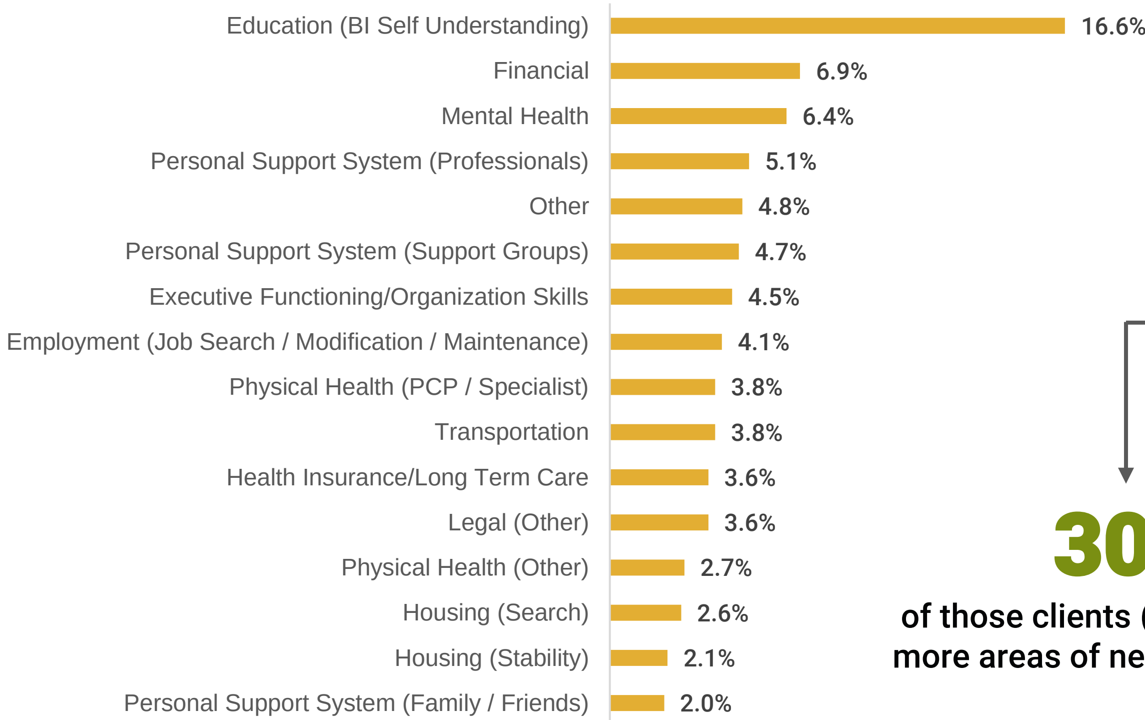
79% of the injuries were classified as traumatic brain injuries (n=272)

29 years was the average age of injury (n=272)[19]

[16] Injury information is reported for the clients that were actively served from July 1 through December 31, 2024. The types of injury include up to 48 causes, which aligns with other states that utilize SalesForce to track services.
[17] The following causes were reported less than 2%: Assault (Abusive Head Trauma/Shaken Baby Syndrome); Blast Injuries/Explosion; Gunshot; Motor Vehicle Crash (Other); Anoxia/Hypoxia (Near Drowning); Anoxia/Hypoxia (Opioid Overdose); Mechanism Unknown; Non-Motorized Recreational (Horseback); Stroke (Hemorrhagic); Medical Interventions (ECT Treatment); Medical/Disease (Epilepsy/Seizure); Medical/Disease (Meningitis); Motorized Recreational (ATV); Motorized Recreational (Other); Non-Motorized Recreational (Skateboard); Stroke (TIA); Toxic Effects (Alcohol); Toxic Effects (Chemical Exposure); Toxic Effects (Other)
[18] BIA-NE staff vary in the extent to which injury information is obtained from clients. While some may complete a brain injury screening tool to capture all potential injuries, others may document what the clients shares – particularly if a full intake is not being done, which is often the case for those who have Information & Referral cases.
[19] Age at time of injury is reported for each injury. Individuals with multiple injuries will have multiple ages at time of injury.

Areas of Need Among Clients[20]

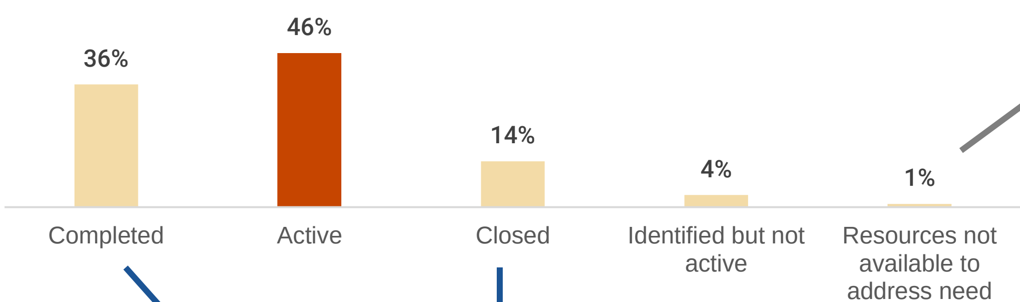
Among the 807 needs documented for 283 clients, the most common related to brain injury self-understanding, financial, and mental health[21]



283 clients had at least one area of need documented

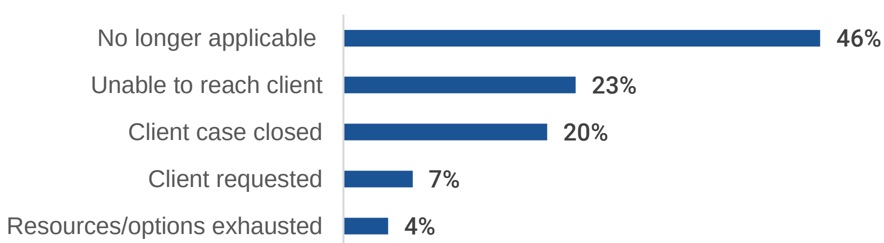
30% of those clients (n=84) had 4 or more areas of need documented

Almost half of the areas of need identified were still being addressed with the Resource Facilitator (n=810)



The needs where there were not resources available included 1) car repairs; 2) gas vouchers; 3) transportation; 4) case manager; 5) volunteers or mentors to provide companionship and tech assistance; 6) spatial awareness; 7) attorney; and 8) computer to teleconference sessions with vocal professional

Nearly half the needs that were completed or closed were no longer applicable for the client upon being done with BIA-NE services (n=252)

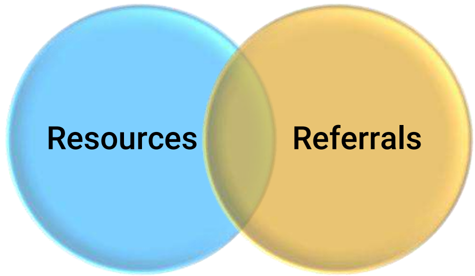


[20] For areas of need, Resource Facilitators write in the specific need and categorize it from a list of 42 types of need. Those types are defined for staff in a reference document.
[21] There were also 28 other types of need selected, though each one accounted for 2% or less of all the needs identified.

Referrals & Resources[22]

215 clients received at least one resource or referral during the 6-month period

These are informative or self-directed activities that clients can choose to use, such as websites, trainings, or handouts



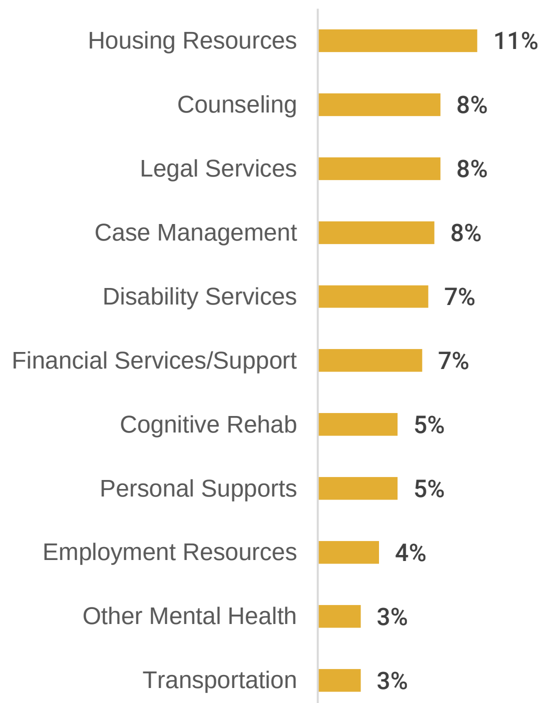
Referrals connect a client to a specific person or organization in which they can receive services or additional support.

633 resource shares were documented from July 1 – December 31, 2024

The most common resources were:

- BIA-NE Staff Verbal Support (79 shares)[24]
- Resource Facilitation Brochure (55 shares)
- A Guide to Working with Individuals with Brain Injury (31 shares)
- Incarceration and Brain Injury Handout (29 shares)
- Nebraska Support Group Listing (28 shares)

Among referrals offered, there were a variety of topics being addressed (n=244)[23]



The most common organizations that clients were referred to included:

- Families 1st Partnership (9 referrals)
- Madonna Rehabilitation – Lincoln (9 referrals)
- Madonna Rehabilitation – Omaha (9 referrals)
- Easterseals Nebraska (7 referrals)
- League of Human Dignity (7 referrals)
- Lincoln County Sheriff's Office & Detention Center (7 referrals)
- Nebraska Legal Aid (7 referrals)

Clients were referred to **128** different organizations

[22] Data on this page includes referrals and resources that were provided between July 1 and December 31, 2024 for greater accuracy. If a client started receiving services prior to July 1, 2024, resources shared or referrals provided before that date would not be included in this data.
[23] Referral categories are meant to describe the reason the client is being referred to a particular organization. In addition to the categories in the group, there were 29 additional ones selected. Each one accounted for 2% or less of the referrals provided during the six-month period.
[24] BIA-NE Staff Verbal Support describes assistance provided by staff members based on their expertise and/or experiences, such as social work, behavioral health, etc. This is not meant to capture general engagement with clients.

PRIORITY 2
Training for Service Providers

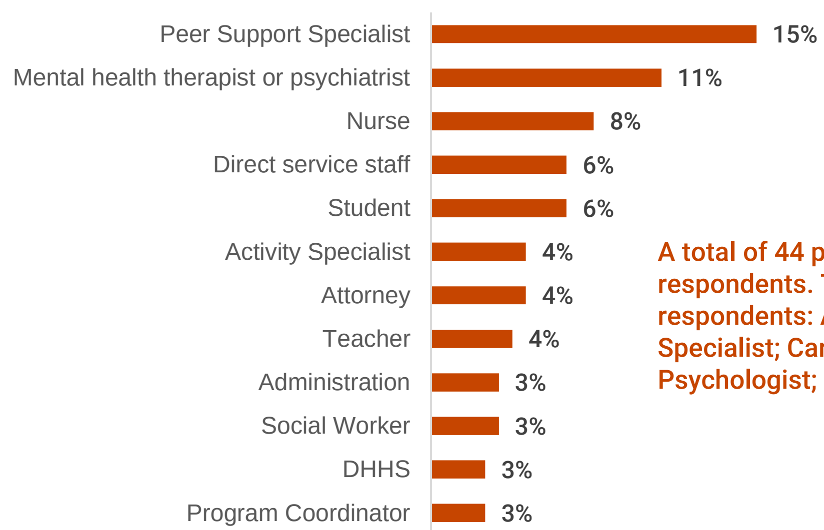
35 Brain Injury 101 trainings were offered to professionals

70 Minutes was the average length of events

650 Attendees were reached (average of 19 per event)

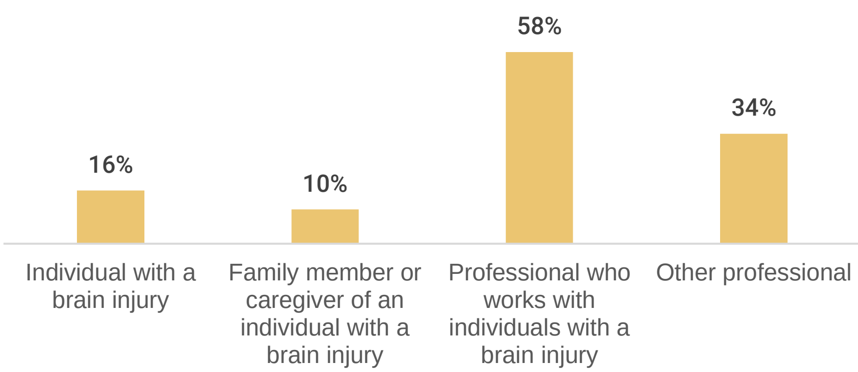
181 Evaluations were completed[25]

Among those who completed a training evaluation, the most common professions reported by attendees included peer support specialist and mental health therapist or psychiatrist (n=158)[26]

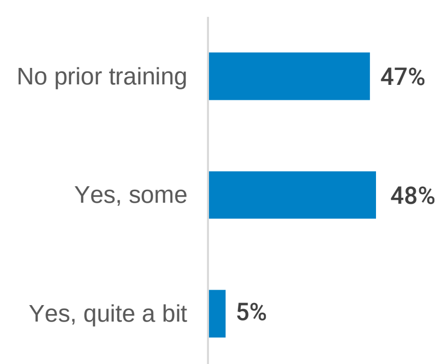


A total of 44 professions were reported by evaluation respondents. The following accounted for 2% of the respondents: Adult Protective Services (APS) Specialist; Care provider/caregiver; Dietary; Psychologist; Support staff

Among those attending Brain Injury 101 trainings, about 16% reported being an individual with a brain injury (n=173)[27]



Nearly half reported they have not previously participated in training about brain injury (n=176)

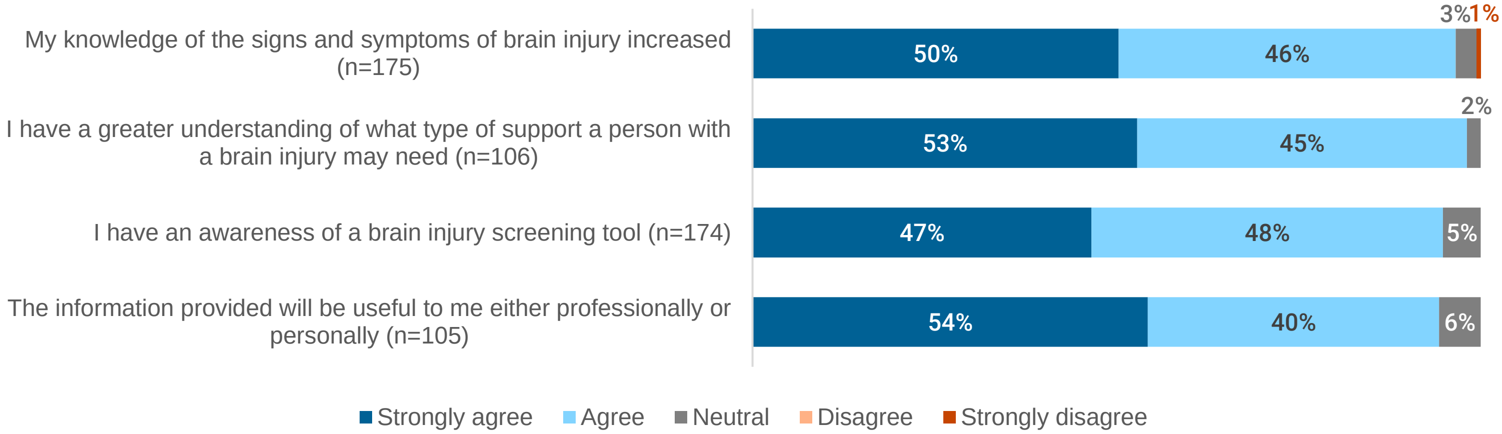


[25] The results include 73 evaluations that were done as part of a project with the DHHS Division of Behavioral Health (DBH). That survey was a pre/post survey with slightly different questions, so the number of responses on each graph may vary. In early 2024, QR codes for the evaluation were added to the slides for some presentations to increase the number of people completing the evaluation.

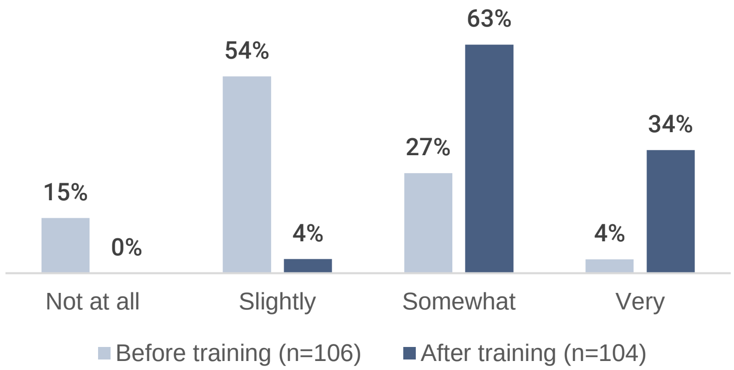
[26] One the general evaluation form, participants write in their profession which is coded by PIE. On the DBH survey, there are categories of professions that attendees can select.

[27] A respondent could select more than one response option. That was the case for 25 of the respondents.

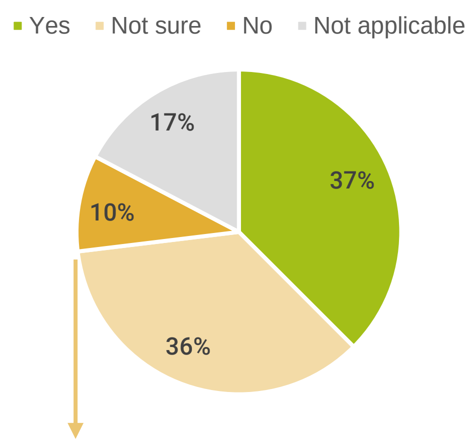
Nearly all those who completed an evaluation agreed they have increased awareness and knowledge around brain injury concepts[28]



More than 80% of attendees reported an increase in knowledge about brain injury[29]



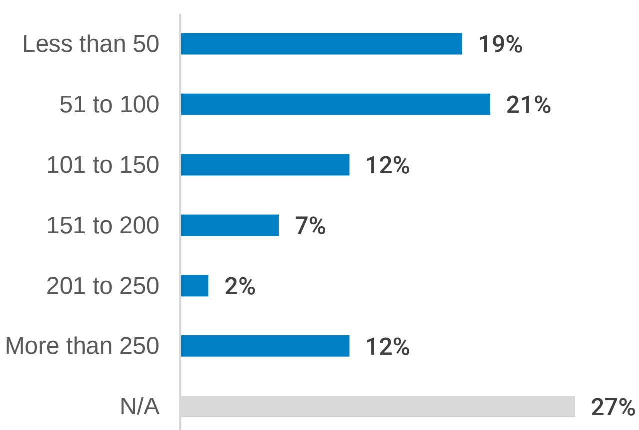
About one-third of participants indicated they will have a chance to use the brain injury screening tool (n=104)



Among 54 respondents who noted why they would not or weren't sure if they could use the screening tool:

- **35% reported it was not their role in the agency**
- **30% reported they needed agency approval**
- **19% reported they weren't sure when to use it**
- **13% reported their clients have already been diagnosed with brain injury**

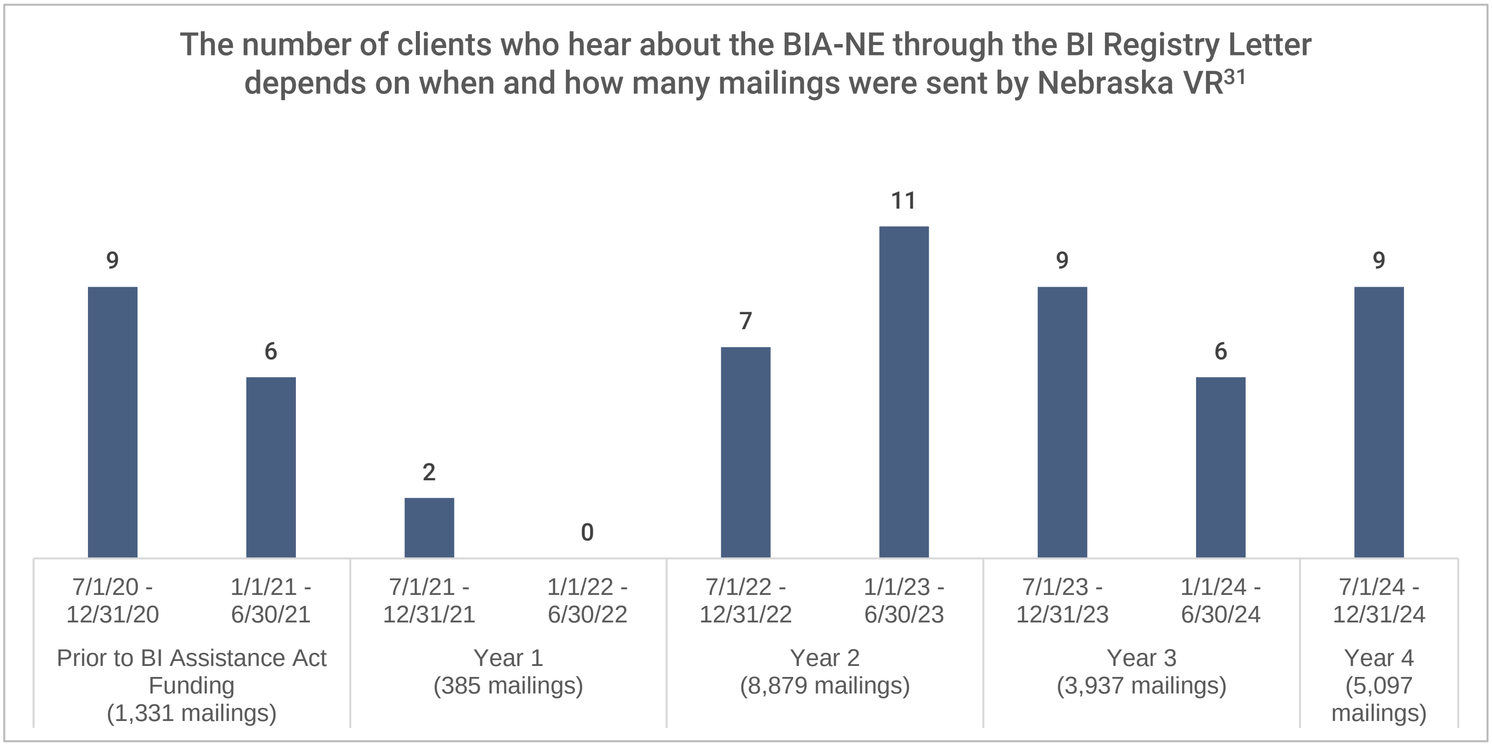
About one-third of evaluation respondents work with more than 100 clients, individuals or patients in a year (n=103)

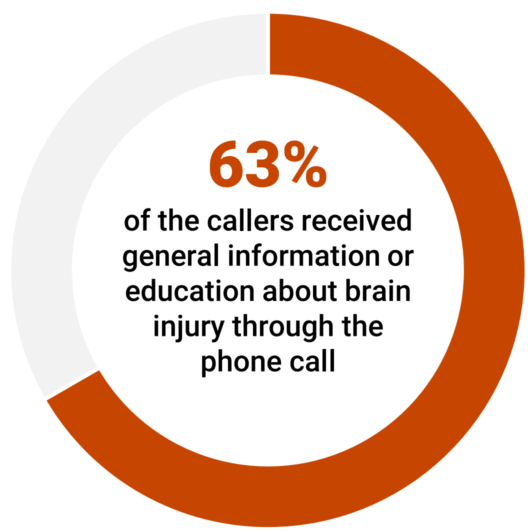


[28] The evaluation form was updated in December 2023 to include visual prompts in the likert scale to minimize the likelihood of people accidentally selecting "strongly disagree." Since then, only one participant has selected that response.
[29] These results do not include the 73 participants from the DBH project, as the evaluation form asked about knowledge after the training but not before. They were instead asked a series of 15 true or false statements.

PRIORITY 3

Brain Injury Registry Letter Follow-up[30]



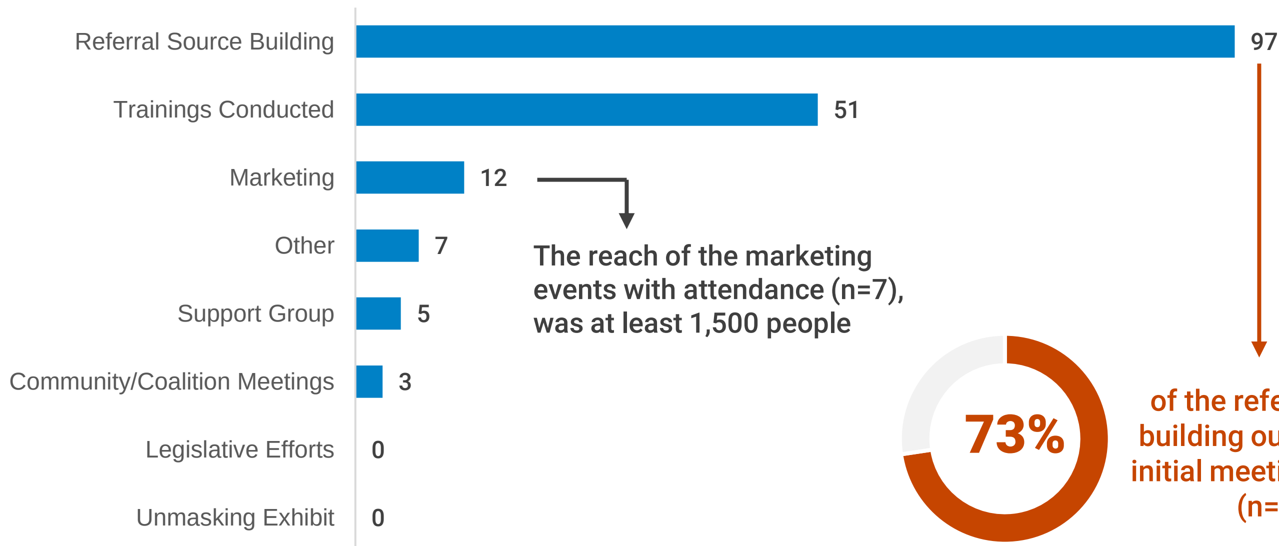


[30] Information about the TBI Registry mailing can be found here: https://braininjury.nebraska.gov/resources/brain-injury-data-and-statistics.
[31] Prior to January 2023, there were 30 response options for Resource Facilitators to select for how the client heard about BIA-NE, though only one option could be selected. That was modified in the new database so staff can select all that apply. As a result, it is possible that more people prior to January 2023 heard about the BIA-NE through the Registry letter.
[32] BIA-NE staff record information about calls they receive because of the BI Registry Letter through a survey for Nebraska VR. Staff have a prompt within their database to complete the form if they select that a client heard about the BIA-NE through the BI Registry Letter.

PRIORITY 4
Public Awareness

The intent of community outreach is to ensure people in need of services within various communities are aware of and can connect to BIA-NE. As Resource Facilitators establish connections, it is anticipated less time will be focused on referral source building and more time will be spent assisting clients.

More than half (55%) of the community events during the six-month period were for referral source building (n=175)

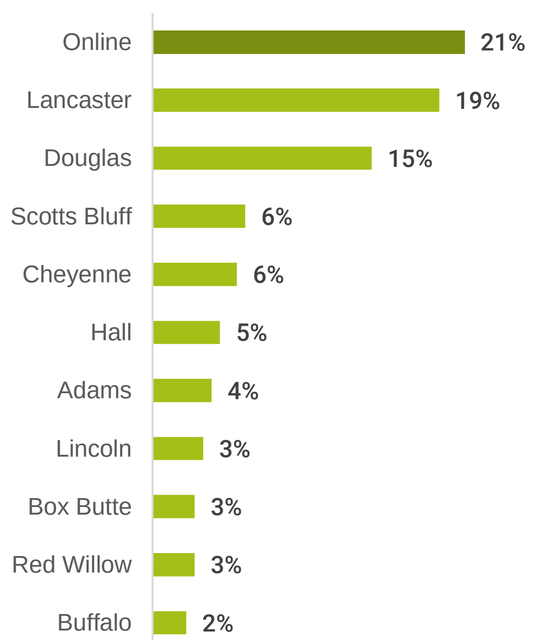


The reach of the marketing events with attendance (n=7), was at least 1,500 people

of the referral source building outreach were initial meetings for staff (n=235)

Staff met with **87** unique organizations

In-person events took place in 22 counties in Nebraska (n=176)[33]



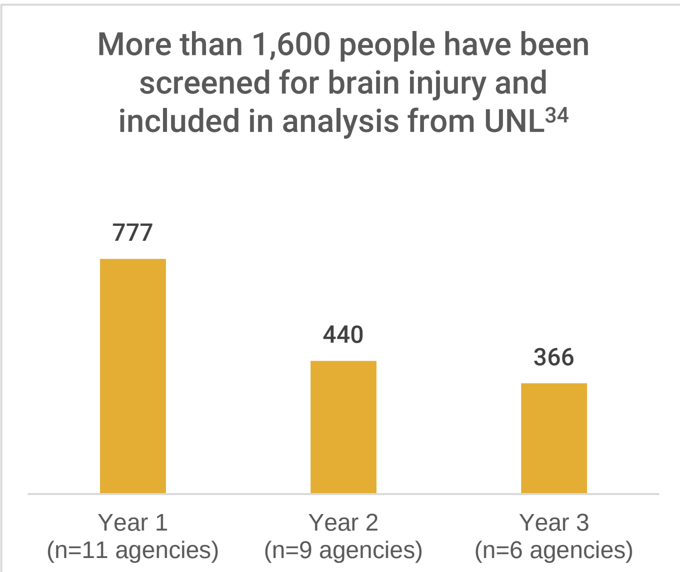
1,138	Individuals received email newsletters from the BIA-NE
18.6K	Viewers were reported on Facebook (n=55 posts)
435	Viewers were reported on Instagram (n=55 posts)
1,322	Impressions were reported through LinkedIn

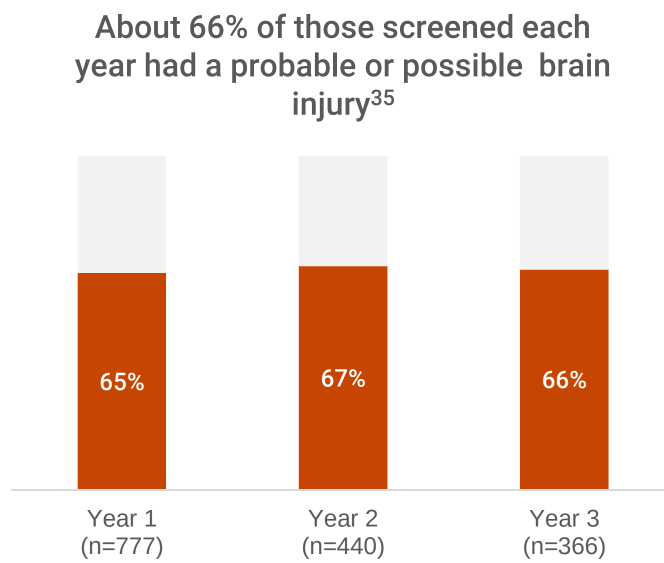
[33] Three events were held in Dawes, Dawson, Keith and Madison counties. Two events were held in Dundy and Sarpy counties. One event was held in Garden, Kimball, Morrill, and Saunders counties.

PRIORITY 5
Supporting Research

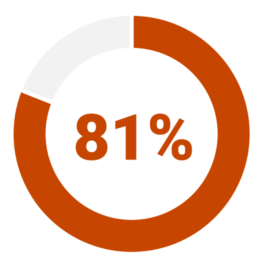
BIA-NA is collaborating with Dr. Kathy Chiou at the University of Nebraska – Lincoln. Dr. Chiou received IRB-approval to collect brain injury screening data. The goal is to explore the outcomes and prevalence rates to publish findings. A variety of screening tools have been used throughout the course of the research.

- **Up to 2023: HELPS screening tool**
- **Early-2023 through fall 2024: Modified Ohio State University (OSU) screening tool**
- **Fall 2024: Online Brain Injury Screening and Support System (OBISSS)**





37
individuals have been screened using the OBISSS[36]



of the individuals had a probable or possible brain injury

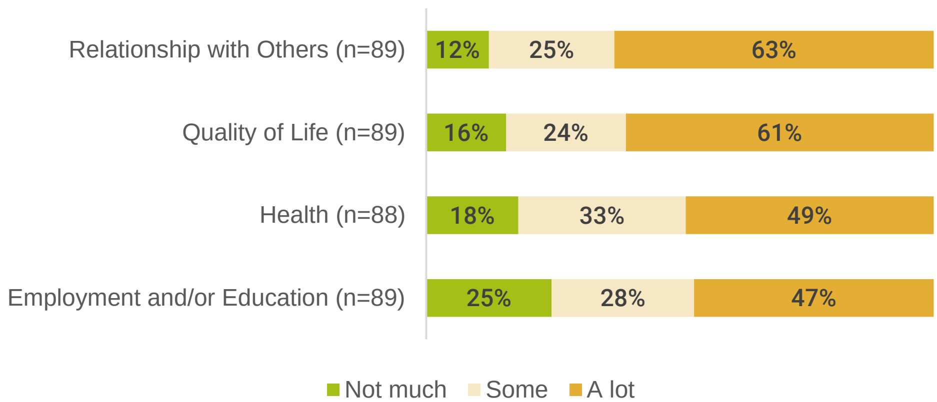
[34] The counts in the figure are likely under-reported, as additional screenings may have been sent to UNL for that time period after reporting to the Brain Injury Oversight Committee.
[35] Although Resource Facilitators routinely use a brain injury screening tool, these results reflect those from organizations who were formally conducting screening with their clients – as noted in the figure to the left – to better understand the prevalence of brain injury among their populations.
[36] The OBISSS can be accessed at www.nashia.org/OBISSS with Nebraska as the state and 402 as the password. The use of OBISSS should increase opportunities for agencies to refer people to a brain injury screening tool, though it can also be completed independent of an organization.

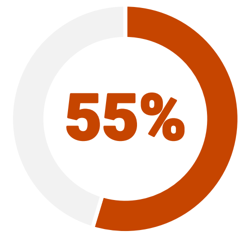
PRIORITY 6

Quality Improvement & Standards of Care

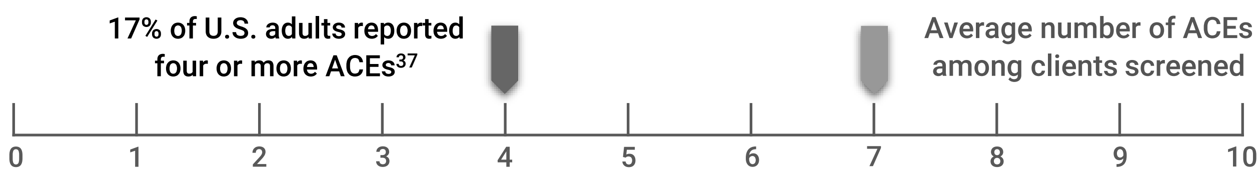
Screening BIA-NE Clients for Adverse Childhood Experiences (ACEs)[37]

More than half the BIA-NE clients screened for ACEs reported it has impacted their relationship with others and quality of life a lot

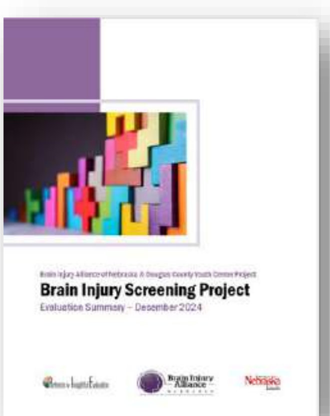




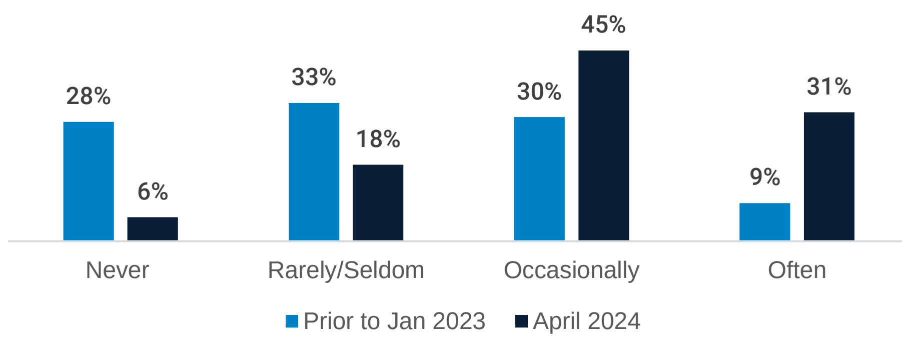
of those screened for ACEs wanted to be connected to resources related to ACEs (n=86)



Brain Injury Screening within Juvenile Justice System



Staff were far more likely to consider and think about brain injury for youth at DCYC a year after the project started compare to before engagement with the BIA-NE (n=88)

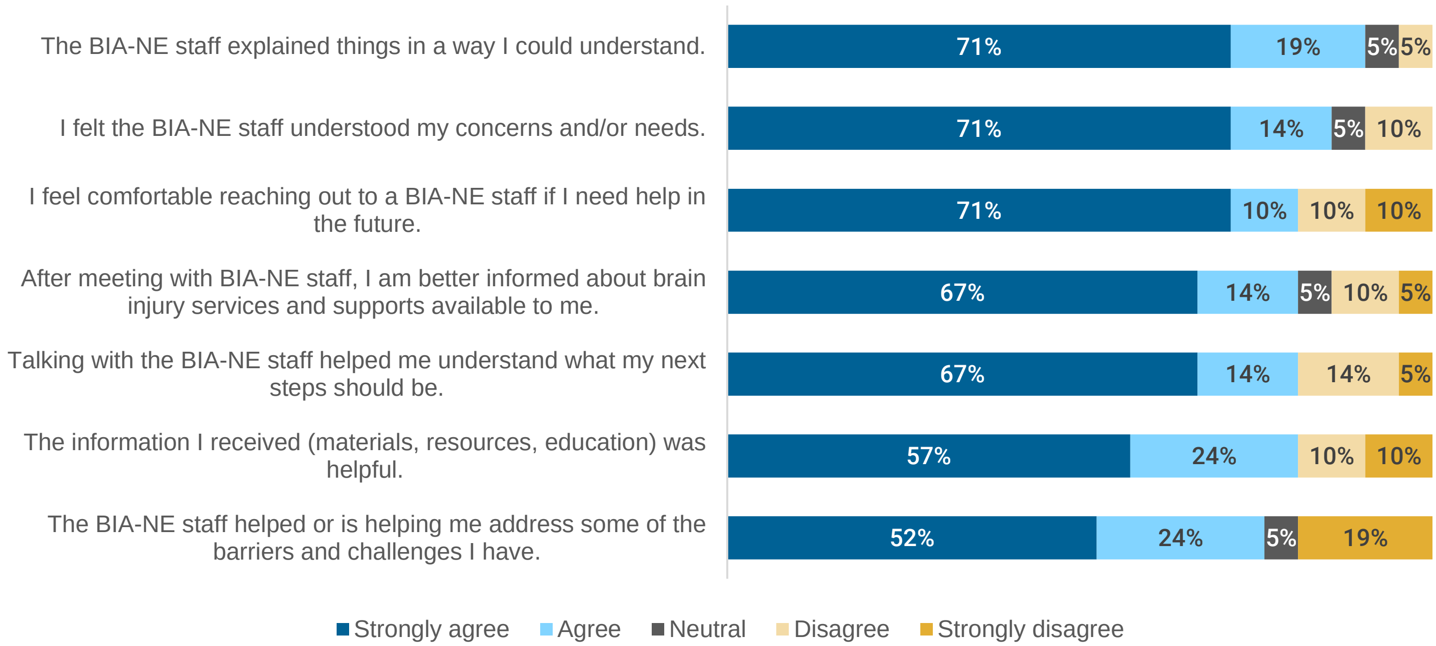


[37] Centers for Disease Control and Prevention (June 2023). Adverse Childhood experiences. https://www.cdc.gov/violenceprevention/aces/index.html

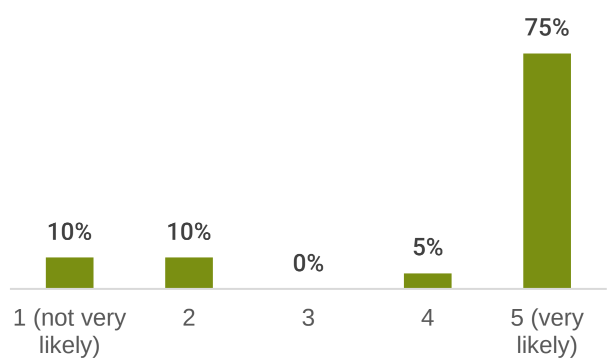
PRIORITY 7
Evaluating Needs

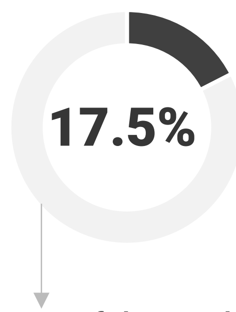
I truly appreciated the information and the offer for future assistance if needed.

More than half the respondents agreed to all the statements included on the satisfaction survey, though there were some areas of disagreement (n=21)



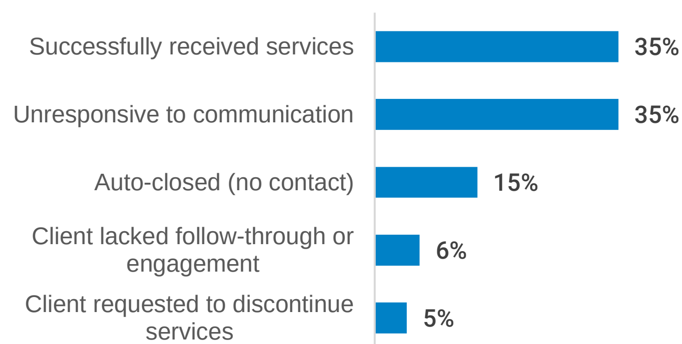
On a scale of 1 to 5 for whether clients would recommend BIA to others, the average rating was 4.25 (n=20)





of those who received the client satisfaction survey in January 2025 participated in it (n=126)[38]

Of those who did not participate in the survey, about 60% ended current services due to lack of communication or contact with the BIA (n=110)[39]



76%

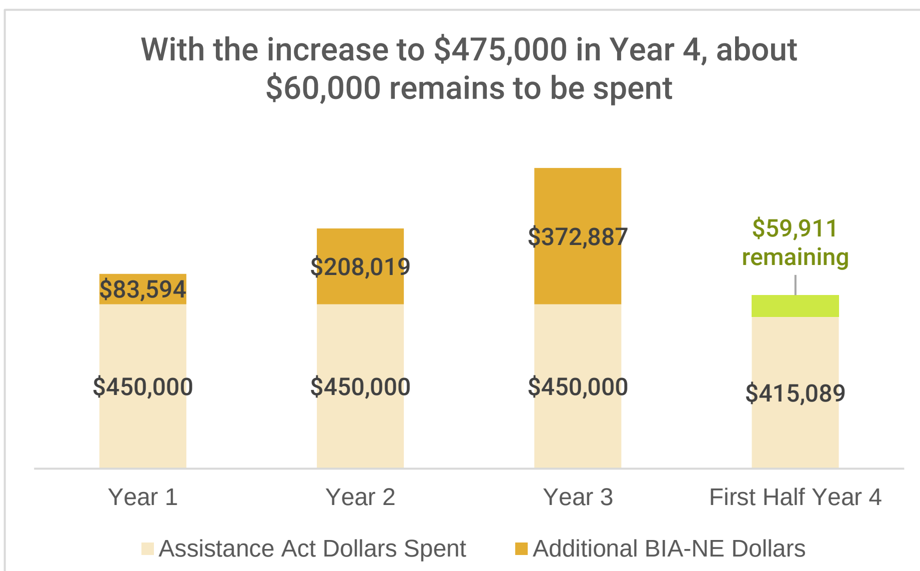
reported the amount of communication they had with the BIA-NE staff was "about right"

[38] Client satisfaction surveys are sent to clients that have a closed case in the database within the previous six months and have not already received a survey. For the July 2024 administration, BIA staff sent an email to clients prior to the surveys being sent through SurveyMonkey to build trust and assure the survey link was legitimate. This may have helped increase the response rate, though the BIA and PIE will continue to explore ways to increase participation in the survey.
[39] There were 2% that were incarcerated or had an "other" reason for the case closing. An additional 1% were either non-cooperative with or abusive of BIA staff and/or service providers to the extent that services could not be delivered.

BRAIN INJURY ASSISTANCE ACT SPENDING

	YEAR ONE July '21 - June '22	YEAR TWO July '22 - June '23	YEAR THREE July '23 - June '24	YEAR FOUR July - Dec 2024
Total Funding:	**$ 450,000.00**	**$ 450,000.00**	**$ 450,000.00**	**$ 475,000.00**
Use of Funding:				
Payroll and Related Expenses	$ 373,079	$ 484,488	$ 622,091	$ 334,460
Accounting and Auditing Fees	$ 4,451	$ 5,645	-	$ 5,926
Consultants	$ 47,107	$ 61,762	$ 47,904	$ 35,467
Advertising & Promotion	$ 23,069	$ 23,447	$ 11,471	$ 1,979
Bank, Credit Card, and Investment Fees	$ 989	$ 640	$ 811	$ 278
Software and Website Expenses	$ 24,155	$ 7,757	$ 39,404	$ (5,716)
Conferences and Meetings	$ 731	$ 1,976	$ 3,830	$ 2,197
Dues & Subscriptions	$ 7,407	$ 6,687	$ 12,748	$ (813)
Program Events and Efforts	$ 200	$ 7,045	$ 12,588	$ 3,702
Insurance	$ 5,346	$ 9,592	$ 5,931	$ 3,119
Office Supplies and Expenses	$ 11,494	$ 4,593	$ 7,068	$ 4,330
Postage, Mailing Service	$ 126	$ 205	$ 214	$ 328
Printing & Copying	$ 10,429	$ 2,889	$ 15,690	$ 1,703
Rent and Utilities (Telephone, Internet)	$ 3,163	$ 4,982	$ 6,561	$ 854
Travel and Meals	$ 9,009	$ 21,970	$ 31,831	$ 22,861
Professional Development/Training	$ 12,772	$ 13,460	$ 4,324	$ 3,459
Miscellaneous	$ 67	$ 882	$ 421	$ 956
Total Use of Funding:	**$ 533,594**	**$ 658,019**	**$ 822,887**	**$ 415,089**
Underspent (Overspent)	$ (83,594)	$ (208,019)	$ (372,887)	$ 59,911

During the first three years, BIA-NE spent more than $587,000 cumulatively of its own operating funds to supplement the work funded by the Brain Injury Assistance Act. Although the Assistance Act funds most costs incurred, demand for resources and assistance and the resulting costs exceed what the Act funds. To cover the additional costs, BIA-NE utilizes contributions from its donors and Medicaid Administrative Claiming (MAC) funding received through the Aging and Disability Resource Center (ADRC).



Brain Injury Association of Nebraska

Partners for Insightful Evaluation

Resource Facilitator
Brain Injury Association of Nebraska
Nebraska (statewide)

Position Summary

This position reports to the Executive Director of the Brain Injury Association of Nebraska (BIA-NE).

The Resource Facilitator (RF) will work directly with individuals with brain injury, community members, and service providers for the purpose of improving the delivery of brain injury services and further improving outcomes for those with brain injury.

In collaboration with BIA-NE, the RF will be responsible for the creation, coordination, and delivery of outreach efforts to increase awareness and development of resources directed by individuals living after brain injury (BI) and family members, in addition to other community representatives. Duties include the documentation and reporting of the efforts for expansion and enhancement of available support and services to better serve Nebraska's BI population.

About The Brain Injury Association Of Nebraska

BIA-NE helps individuals with brain injuries rebuild their lives, restore purposeful living, and rebuild hope and optimism. Serving the brain injury population means working to secure and develop community-based services, providing support groups and access to pertinent information and medical resources and service referrals. It also means educating professionals who work with children and adults with brain injury. More information about BIA-NE can be found at www.biane.org.

The Purpose Of Resource Facilitation

The mission of the Brain Injury Association of Nebraska is "to create a better future for all Nebraskans through brain injury prevention, education, advocacy, and support."

BIA-NE is a conduit for expanding and strengthening collaboration using the experiences of individuals living after brain injury and their family members as the experts in identifying and developing needed therapeutic and social supports across the state.

Together, we collaborate on capacity-building and availability of person-centered, person-directed supports that address unmet needs of individuals with BI, including family members, community leaders, providers, and other key stakeholders, that encompass the lifespan, all brain injuries, across the state.

Qualifications

- BA in Social Work, Psychology, Sociology, or related Human Services field; Masters preferred. Other qualifications will be considered if individuals are passionate, motivated, and solutions-oriented.
- Understanding of Nebraska's disability services system, social services system, and medical services system.
- Understanding of disability issues.
- Demonstrated involvement in community organizing as a passionate, motivated, and solutions-oriented collaborator.
- Excellent verbal & communication skills.
- Strong computer skills. Ability to learn and utilize new computer programs to efficiently and effectively collect, compile, evaluate, and share data.
- Flexibility in scheduling to meet individual and organizational needs.
- Ability to work independently and interdependently in diverse groups.

- Minimum of two years direct human service experience with persons with disabilities. Experience working with individuals with brain injury preferred.
- Ability to drive and travel independently or with self-directed accommodations.
- A collegial sense of humor

Duties & Responsibilities

Working within the parameters of BIA-NE, RFs are responsible for:

The coordination & delivery of resources to individuals with BI, family members or caregivers, & professionals.

- Provide initial contact with an individual / family.
- Collaborate with community organizations to receive referrals and establish contact with individuals and families in need of supports.
- Consult with the individual / family to identify concerns and needed / requested services & supports.
- Guide individuals / families in identifying appropriate services & supports both formal & informal.
- Guide individuals / families in resolving difficulties with agencies, access to services, and/or service delivery.
- Conduct ongoing assessment & update planning documents as needed.
- Follow up to ensure that the services and supports provided are appropriate, timely, and identified goals and objectives are met.

Facilitating community outreach & program development across the state and lifespan.

- Provide outreach so that area residents, community leaders, community organizations, churches, schools, and businesses are aware of the services available.
- Identify available regional resources and any gaps and barriers in services.
- Establish and maintain working relationships with various facilities, organizations, & agencies to establish and expand program referrals.
- Support BIA-NE events & initiatives in the community.
- Collaborate on organizational outreach initiatives and informational opportunities to increase awareness of prevention, education, advocacy, and supports across the state.

Serving as the regional content specialist for BI and providing educational opportunities.

- Provide education & training to professionals, organizations, & other entities.
- Serve as a resource on brain injury issues for agencies & providers.
- Establish & maintain working relationships with individuals living after brain injury, family members, & representatives from community organizations.
- Establish & maintain regional service provider networking opportunities.

Program development.

- Enter & track data according to program reporting requirements & maintain program records.
- Create methods to identify & report available regional resources & collect data identifying any gaps & barriers in services.
- Assist with program development & support.

Brain Injury Association of Nebraska
Brain Injury Assistance Act

YEAR FIVE			
Proposed Budget			
July 2025 - June 2026			
Revenue:			
Brain Injury Assistance Act	$ 475,000		
Proposed Use of Funding & Narrative Explanation:			
Payroll & Related Expenses	$ 535,310	67%	BIA-NE's largest expense includes the resource facilitation team. Resource facilitation accounts for ~75% of all staff time.
Accounting & Auditing Fees	$ 15,825	2%	BIA-NE has an annual audit performed by an independent local CPA firm. We've also recently contracted with an accounting firm for payroll and other accounting duties as our team expands.
Consultants	$ 49,590	6%	BIA-NE implemented high quality data collection software to capture accurate program information and assist in producing timely reporting for goal and objectives analysis. BIA-NE also partnered with strategic planning professionals to better facilitate and plan granular action plans in support of statewide resource facilitation.
Advertising & Promotion	$ 18,750	2%	BIA-NE's goal is to increase awareness and referrals for services so promoting and advising will be key to growing the program. BIA-NE has been able to track improved engagement on its social media and other advertising platforms.
Bank, Credit Card, & Fees	$ 1,500	0%	BIA-NE incurs normal processing and similar fees for payments and other transactions. BIA-NE has streamlined and simplified payments options for donors, program users, and others.
Software & Website Expenses	$ 29,250	4%	Ongoing fees related to data collection software implementation and maintainence, as well as other supporting IT, website, and software expenses.
Conferences & Meetings	$ 5,250	1%	BIA-NE participates in other nonprofit & community meeting and conference opportunities to both provide learning for our team, as well as provide opportunities for BIA-NE to promote its program offerings.
Dues & Subscriptions	$ 25,875	3%	BIA-NE is a member of local, state, and national memberships for which there are dues. These memberships allow BIA-NE opportunities to collaborate and share resources which ultimately help the resource facilitation program.
Program Events & Efforts	$ 41,250	5%	BIA-NE further promotes program resources through marketing events, which include various promotional materials.
Insurance	$ 7,500	1%	BIA-NE works with a reputable carrier to provide insurance for the resource facilitation program to ensure appropriate types and levels of coverage.
Office Supplies & Expenses	$ 7,500	1%	BIA-NE works to keep office supply expenses low,especially with virtual / home offices, but we still have some office supply needs, mostly printer ink and laptops/printers for the team.
Postage, Mailing Service	$ 600	0%	BIA-NE's statewide reach requires information and materials will need to be mailed at times.
Printing & Copying	$ 11,250	1%	Printing cost for promotional activities and trainings.
Rent & Utilities	$ 5,250	1%	BIA-NE maintains a small meeting space in the North Platte area that Western RFs use to meet with clients. Additional expenses include typical phone and internet usage fees.
Travel & Meals	$ 33,750	4%	BIA-NE intentionally encourages its resource facilitators to offer statewide support, which requires a large degree of travel. This typically covers mileage reimbursement (at the federal rate) and travel meals, occasional overnight travel.
Professional Development	$ 7,500	1%	BIA-NE remains commited to provide quality training opportunities to its resource facilitation team.
Miscellaneous	$ 1,125	0%	Occasionally, BIA-NE provides tribute or memorial gifts to families of those served by BIA-NE resource facilitators.
Estimated Use of Funding:	**$797,075**	**100%**	
Excess (Covered by BIA NE Operational Budget)	**$ (322,074.74)**		Year over year, BIA-NE utilizes a portion of its own operational funds to support Resource Facilitation work beyond what the Nebraska Brain Injury Assistance Act provides, as you can see from the charts below. The organization does this through fundraising events like the annual conference and walk, online fundraising, and the Medicaid Administrative Claiming match funds.

Brain Injury Association of Nebraska
Brain Injury Assistance Act
Utilization & Spending History

YEAR ONE
July 2021 - June 2022

Month	BI Asst. Act TOTAL EXPENSE	BIA Employee - Percentage of RF Time
Jul-21	$ 13,305	62%
Aug-21	$ 17,126	58%
Sep-21	$ 27,108	80%
Oct-21	$ 47,304	91%
Nov-21	$ 40,044	79%
Dec-21	$ 75,352	95%
Jan-22	$ 54,951	81%
Feb-22	$ 43,347	83%
Mar-22	$ 38,604	79%
Apr-22	$ 48,194	83%
May-22	$ 48,573	67%
Jun-22	$ 79,689	67%
Spent	$ 533,594	77%
		Average Time
Unspent	$ -	
Total	$ 450,000	
Overspent	$ 83,594	
(Used BIA Operational Funds)		

Total BIA Expenses July 2021 - June 2022	$ 673,709
Total BI Assistance Act Expenses	$ 533,594
RF Effort Percentage	79%

Use of Funding:

Payroll & Related Expenses	$ 373,079	70%
Accounting & Auditing Fees	$ 4,451	1%
Consultants	$ 47,107	9%
Advertising & Promotion	$ 23,069	4%
Bank, Credit Card, & Fees	$ 989	0%
Software & Website Expenses	$ 24,155	5%
Conferences & Meetings	$ 731	0%
Dues & Subscriptions	$ 7,407	1%
Program Events & Efforts	$ 200	0%
Insurance	$ 5,346	1%
Office Supplies & Expenses	$ 11,494	2%
Postage, Mailing Service	$ 126	0%
Printing & Copying	$ 10,429	2%
Rent & Utilities	$ 3,163	1%
Travel & Meals	$ 9,009	2%
Professional Development	$ 12,772	2%
Miscellaneous	$ 67	0%
Total Use of Funding:	**$533,594**	**100%**

YEAR TWO
July 2022 - June 2023

Month	BI Asst. Act TOTAL EXPENSE	BIA Employee - Percentage of RF Time
Jul-22	$ 41,961	67%
Aug-22	$ 39,861	67%
Sep-22	$ 42,312	65%
Oct-22	$ 64,967	63%
Nov-22	$ 49,540	64%
Dec-22	$ 76,552	58%
Jan-23	$ 68,152	77%
Feb-23	$ 43,854	66%
Mar-23	$ 42,209	73%
Apr-23	$ 70,839	66%
May-23	$ 55,503	79%
Jun-23	$ 62,270	82%
Spent	$ 658,019	69%
		Average Time
Unspent	$ -	
Total	$ 450,000	
Overspent	$ 208,019	
(Used BIA Operational Funds)		

Total BIA Expenses July 2022 - June 2023	$ 824,749
Total BI Assistance Act Expenses	$ 658,019
RF Effort Percentage	80%

Use of Funding:

Payroll & Related Expenses	$ 484,488	74%
Accounting & Auditing Fees	$ 5,645	1%
Consultants	$ 61,762	9%
Advertising & Promotion	$ 23,447	4%
Bank, Credit Card, & Fees	$ 640	0%
Software & Website Expenses	$ 7,757	1%
Conferences & Meetings	$ 1,976	0%
Dues & Subscriptions	$ 6,687	1%
Program Events & Efforts	$ 7,045	1%
Insurance	$ 9,592	1%
Office Supplies & Expenses	$ 4,593	1%
Postage, Mailing Service	$ 205	0%
Printing & Copying	$ 2,889	0%
Rent & Utilities	$ 4,982	1%
Travel & Meals	$ 21,970	3%
Professional Development	$ 13,460	2%
Miscellaneous	$ 882	0%
Total Use of Funding:	**$658,019**	**100%**

YEAR THREE
July 2023 - June 2024

Month	BI Asst. Act TOTAL EXPENSE	BIA Employee - Percentage of RF Time
Jul-23	$ 63,931	59%
Aug-23	$ 62,855	67%
Sep-23	$ 66,349	69%
Oct-23	$ 66,114	67%
Nov-23	$ 59,705	60%
Dec-23	$ 54,362	54%
Jan-24	$ 76,908	64%
Feb-24	$ 58,541	70%
Mar-24	$ 63,963	69%
Apr-24	$ 73,628	68%
May-24	$ 101,704	71%
Jun-24	$ 74,828	68%
Spent	$ 822,888	66%
		Average Time
Unspent	$ -	
Total	$ 450,000	
Overspent	$ 372,888	
(Used BIA Operational Funds)		

Total BIA Expenses July 2023 - June 2024	$ 1,153,983
Total BI Assistance Act Expenses	$ 822,888
RF Effort Percentage	71%

Use of Funding:

Payroll & Related Expenses	$ 622,091	76%
Accounting & Auditing Fees	$ -	0%
Consultants	$ 47,904	6%
Advertising & Promotion	$ 11,471	1%
Bank, Credit Card, & Fees	$ 811	0%
Software & Website Expenses	$ 39,404	5%
Conferences & Meetings	$ 3,830	0%
Dues & Subscriptions	$ 12,748	2%
Program Events & Efforts	$ 12,588	2%
Insurance	$ 5,931	1%
Office Supplies & Expenses	$ 7,068	1%
Postage, Mailing Service	$ 214	0%
Printing & Copying	$ 15,690	2%
Rent & Utilities	$ 6,561	1%
Travel & Meals	$ 31,831	4%
Professional Development	$ 4,324	1%
Miscellaneous	$ 421	0%
Total Use of Funding:	**$822,888**	**100%**

YEAR FOUR
July 2024 - June 2025 (in progress)

Month	BI Asst. Act TOTAL EXPENSE	BIA Employee - Percentage of RF Time
Jul-24	$ 72,235	61%
Aug-24	$ 68,231	66%
Sep-24	$ 70,847	66%
Oct-24	$ 79,874	67%
Nov-24	$ 72,907	61%
Dec-24	$ 59,841	50%
Jan-25		
Feb-25		
Mar-25		
Apr-25		
May-25		
Jun-25		
Spent	$ 423,935	62%
		Average Time
Unspent	$ -	
Total	$ 475,000	
Overspent	$ (51,065)	
(Used BIA Operational Funds)		

Total BIA Expenses July 2024 through Decembe	$ 560,141
Total BI Assistance Act Expenses	$ 423,935
RF Effort Percentage	76%

Use of Funding:

Payroll & Related Expenses	$ 334,460	63%
Accounting & Auditing Fees	$ 5,926	1%
Consultants	$ 35,467	7%
Advertising & Promotion	$ 1,979	0%
Bank, Credit Card, & Fees	$ 278	0%
Software & Website Expenses	$ (5,716)	-1%
Conferences & Meetings	$ 2,197	0%
Dues & Subscriptions	$ (813)	0%
Program Events & Efforts	$ 3,702	1%
Insurance	$ 3,119	1%
Office Supplies & Expenses	$ 4,330	1%
Postage, Mailing Service	$ 328	0%
Printing & Copying	$ 1,703	0%
Rent & Utilities	$ 854	0%
Travel & Meals	$ 22,861	4%
Professional Development	$ 3,459	1%
Miscellaneous	$ 956	0%
Total Use of Funding:	**$415,089**	**75%**

PEGGY A. REISHER

2424 Ridge Point Circle, Lincoln Nebraska 68512
Cell: (402) 890-0606

Executive Profile

Ambitious and experienced in creating strategic alliances with organization leaders to effectively align with and support key community initiatives.

Skill Highlights

- Change Implementation
- Leadership/communication skills
- Project development
- Quality Improvement
- Community Outreach
- Self-motivated
- Customer-oriented
- Training and Development

Core Accomplishments

Received the Nebraska Social Worker of the Year Award in 2013 and the Lincoln Journal Star Inspire for Excellence in Health Care Award in 2018.

Professional Experience

Brain Injury Alliance of Nebraska — July 2007 to Current

Project Coordinator 2007 to 2013 /Executive Director 2013 to Current

Lincoln, Nebraska

- Managed budget up to $600,000, as well as daily operations of statewide non-profit association
- Generated operating capital for the agency by planning and coordinating fundraisers, writing grant proposals and securing volunteer investments
- Identified brain injury community needs through research and analysis
- In partnership with the Alliance board, defined the Alliance's vision and mission
- Established long-range objectives and developed innovative strategies and programs, including project timelines
- Researched, negotiated, implemented and tracked multiple project activities
- Expanded the Alliance's recognition across the state
- Established and maintained cooperative relationships with representatives of community, granters, and public interest groups
- Designed monthly newsletters to promote the work of the Alliance and its partners
- Advocated at the legislative level for the needs of those with brain injury
- Cultivated positive relationships with the community through public relations, development, and partnerships
- Advised individuals with brain injury and their families about community resources, made referrals and devised realistic treatment options

CIMRO of Nebraska — January 2011 to October 2013

Quality Improvement Advisor

Lincoln, Nebraska

- Identified evidence-based practices and intervention strategies to effectively reduce hospital readmissions and safe transitions
- Coordinated speakers and conducted trainings for providers, collaborative, and stakeholder organizations
- Assisted in analysis/evaluation of needs assessments, surveys, and performance indicators to determine progress in meeting contract goals
- Developed, maintained, revised, and secured necessary project-related manuals, records, profiles, reports, and correspondence to support team functions

Madonna Rehabilitation Hospital May 1996 to December 2010

Medical Social Worker

Lincoln, Nebraska

- Facilitated interdisciplinary team conferences
- Communicated with the pediatric patient and family about diagnoses and treatment programs
- Advised pediatric patients and family on community resources, made referrals and devised realistic treatment plans
- Advocated for rights of pediatric patient and family
- Provided emotional support for pediatric patient and family in the adjustment to patient's changing medical status
- Supervised Social Work students

St. Vincent New Hope September 1994 to April 1996

Social Work Consultant

Indianapolis, Indiana

- Provided individual and family counseling
- Referred clients and their families to appropriate community agencies
- Prepared written social services reports for client's charts
- Served on interdisciplinary treatment teams
- Served as client advocate
- Assisted clients in setting up advance directives

Education

University of Nebraska Omaha

Masters in Social Work (MSW)

University of Nebraska at Kearney

Bachelors of Social Work (BSW)

Awards

- NASW-Nebraska Social Worker of the Year 2013
- Lincoln Journal Star Excellence in Health Care Award 2018
- Safe States- Advocate of the Year Award 2021

Boards/ Memberships

- Monroe- Meyer Institute Board of Directors 2017 - present
- US Brain Injury Alliance Board of Directors 2018 – present (President-Elect)
- National Association of State Head Injury Administrators Member

References

REFERENCES AVAILABLE UPON REQUEST

Paula A. Dodds, MBA

19021 Atlas Street | Omaha, NE 68130
(402) 706-0986 | PaulaDoddsVA@gmail.com

My background consists of over twenty years of administrative, operations, and marketing management in a variety of industries.

- Collaborative
- Committed
- Dedicated
- Flexible
- Professional
- Focused
- Organized
- Self-Motivated
- Responsible
- Disciplined

Certifications:

- Certified Virtual Assistant (2000)
- Certified Master Virtual Assistant (2006)
- Certified Christian Life Coach (2009)

Volunteer Work:

- Single & Parenting group leader
- DivorceCare group leader
- Junior Achievement classroom volunteer
- Girls on the Run coach

For recommendations and references, please visit her LinkedIn profile at: http://www.LinkedIn.com/in/pauladodds

May 2000 - Present (part-time)
Freelance Virtual Assistant / Administrative & Strategic Marketing Consultant (various clients)
Assist clients in every aspect of their business-building endeavors: proposals, email marketing, social media marketing, blog strategy & writing, manage and train team members, vendor relations, intranet maintenance and training, virtual trainings, webinars, teleseminars, e-newsletter creation and management, administrative assistance, scheduling, onboarding of new team members, strategizing for & systemizing of virtual businesses, copywriting, and more.

May 2019 - December 2019 (part-time)
Director of People & Culture | EVolution Advisory, Inc. & the CloudCharge Network, Inc.
Assists this Lincoln-based startup with crafting employee policies, managing online payroll systems, creating company culture, and managing staff. Assisted with migration of systems from Google Drive to Microsoft programs.

September 2018 – January 2019 (part-time)
Communications & Administrative Coordinator | Nebraska Academy of Family Physicians/Foundation
Partner with and ensure the long-term success of our clients; responsible for relationship management of said clients; connecting with key business executives and stakeholders; and working successfully within cross-functional internal teams; help train new team members; develop, implement, track, and optimize clients' digital marketing campaigns across all digital channels; produce original content consistent with SEO and marketing strategy; and other customer service and administrative duties, as needed.

September 2016 – July 2018 (part-time)
Digital Marketing Strategist & Content Producer | Omaha Media Group LLC
Partner with and ensure the long-term success of our clients; responsible for relationship management of said clients; connecting with key business executives and stakeholders; and working successfully within cross-functional internal teams; help train new team members; develop, implement, track, and optimize clients' digital marketing campaigns across all digital channels; produce original content consistent with SEO and marketing strategy; and other customer service and administrative duties, as needed.

August 2014 – August 2015 (part-time)
Agile Learning Consultant & Team Coordinator | Agile Transformation, Inc.
Responsible for expense reports; video proposals & orders through AgileVideos.com, as well as Enterprise, Multi-Team, & Team orders; open enrollment class and event management for AgileTraining.com; customer service; getting new companies/teams set up on AgilityHealthRadar.com; document production; website updates; process initiation & improvement; project management; travel arrangements; technical support for team and for video subscribers; some content development; conference prep & planning; and other administrative duties as needed.

September 2013 – May 2014
Director, Executive Administration | Cy Wakeman, Inc., & Bulletproof Talent
Responsible for expense reports, online video orders, open enrollment class and event management, customer service, document production, website updates, process initiation & improvement, project management, travel arrangements, technical support, some content development, video membership tech support, and other administrative duties as needed.

(Experience continued on next page.)

September 2005 – April 2013
Director, Executive Administration | Nonprofit Professionals Advisory Group LLC
Worked with the virtual team members (up to 14) on client deliverables and assisted with onboarding/offboarding team members. Trained team on technology – SharePoint, Outlook, GoToMeeting/Join.Me, Adobe. Responsible for e-newsletter, updating website, social media postings, advertising, general inquiries, and other administrative duties as needed.

SKILLS & QUALIFICATIONS

- Trained on Windows/PCs, Macs, & the new Chrome OS
- Social media strategy development & management
- Web content & blog writing strategy & implementation
- Internet & social media savvy
- Typing, data entry, & word processing
- Adept at picking up new technology
- Project management
- Communications / strategic writing
- Vendor relationship management
- Customer relationship management
- Virtual team building and management
- Organization
- Scheduling
- Editing & proofreading
- Administrative/Operations strategy development

SOFTWARE & APPLICATIONS

- Microsoft Office Suite, SharePoint, Publisher, & ExpressionWeb
- Adobe Acrobat Pro & Adobe Creative Suite
- Hootsuite / Sprout Social / Buffer / Sendible
- Facebook / LinkedIn / Google+ / Pinterest / Instagram / Twitter / GoogleMyBusiness / Vimeo / YouTube
- GoToMeeting / GoToWebinar / WebEx / Join.Me
- Google Enterprise / DropBox
- Capsule CRM / Contactually / Bullhorn / Bamboo HR
- Constant Contact / iContact / MailChimp / GroupMail
- WordPress / TypePad / Blogger / HubSpot / ExpressionEngine / SquareSpace
- Trello / Basecamp / Central Desktop / Asana / TeamWork / Slack / Harvest
- Quickbooks / Quicken / Intuit / Expensify / LastPass / Acuity
- Survey Monkey / Toggl
- InfusionSoft / 1ShoppingCart / Paypal / Square / myHours
- VideoPad Video Editor
- GoDaddy / NameCheap / Hostgator / 1&1
- Canva / GoAnimate

Ellesandra Stecher

hello@ellesandra.com
308-293-7487
ellesandra.com

Education

M.A. Integrated Media Communications | College of Journalism and Mass Communications
University of Nebraska – Lincoln, August 2024
Graduate Assistant, Full Scholarship

B.A. Advertising and Public Relations | College of Journalism and Mass Communications
University of Nebraska – Lincoln, December 2015
Ad Club President 2014-2015; 8x Deans List Recipient; Alpha Delta Sigma Member

Relevant Work Experience

Brain Injury Alliance of Nebraska | May 2024 - Present; 2018 - 2021 | Marketing & Special Events Coordinator
Establishing brand identity; Website design & management; Visual & copy content for web, social, print materials; Event planning & coordination; oversee marketing budget; Manage Marketing & Special Events Intern

University of Nebraska - Lincoln | August 2022 - Present | Lecturer; Graduate Assistant (2023-2024)
Lecturer during regular 16-week semesters and 8-week summer courses for ADPR-221 (Strategic Writing for Advertising), JOMC-131, 133, and 134 (Visual Communications Modules and Project); JGEN-200 (Technical Communication I), JOUR-200A (Fundamentals of Editing & Reporting); Faculty Assistant for Experience Lab's Heartland Pulse.

Freelance Marketing & Design | July 2018 - Present
Launch and Manage Google and Meta ads; Visual and copy content for web, social, paid ads; Creative direction and subcontractor management; Marketing strategy in various sectors including transportation, SaaS, restaurant, healthcare, nonprofit, finance

CompanyCam | September 2021 - May 2023 | Partnerships & Events Marketing Manager; Awareness MM
Coordinate and evaluate partnerships, plan and execute marketing tactics for co-marketing for lead generation; Plan and execute events strategy for awareness and retention efforts; Unify brand messaging and visuals across all digital in & out of home advertising; Campaign management from development to reporting; Manage PR inquiries and opportunities; Work with Brand Team on campaign development; Channel diversification and optimization; Drive top of funnel lead generation

Flagship Restaurant Group | May - October 2015 | Marketing & Design Assistant
Manage social profiles and customer interactions; Create social and web content; Facilitate a cohesive branding structure for multiple brands; Manage menus and other online assets on multiple platforms

University Health Center | August 2014 - March 2016 | Communications Analyst; Marketing Assistant
Event planning and coordination; Create visual displays materials; Coordinate departmental outreach to relevant audiences; Design under brand guidelines; Gather and implement marketing-related data

Service

Prescott Elementary PTO
Board President (2024-)
2022 - Present

Prescott Elementary SNAC
Member | 2022-Present

Heartland Greyhound Adoption
Volunteer | 2019 - Present

RACHEL BRANDENBURG
Plattsmouth, NE 68048 | 402.297.6044
rachel_brandenburg@hotmail.com | www.linkedin.com/in/rachel-brandenburg/

PROFESSIONAL SUMMARY

Public Health Professional with 20+ years of experience derived through clinical, administrative and leadership service within multiple sectors of healthcare. Possess a comprehensive background in patient care, program management and team leadership. Excellent communication skills and ability to develop sustainable programs and lead healthcare teams. Experienced relationship builder that effectively expands programming reach through strategic partnerships based on community and organizational needs.

- Program Development
- Team Development
- Project Management
- Public Health Education
- Organizational Planning
- Data & Records Management
- Fiscal Management
- Grant Management
- Staffing & Schedule Management
- Nonprofit Board Member
- Human Resources
- Community Engagement

PROFESSIONAL EXPERIENCE

Nebraska Health Network | July 2023 – Present
Population Health Liaison

- Acquires, manages, and submits patient health information to satisfy quality requirements for value-based contracts.
- Processes and distributes written communication and documents for improved quality care
- Develops and manages relationships through direct consultation with clinical staff to help manage the patient population
- Works with community benefit organizations to improve screening and capture of social determinants of health
- Reviews available resources in community as well as payer-sponsored resources to assist in addressing social determinants of health
- Works with clinical team to connect network clinics to resources to improve health equity of patient populations
- Collaborates with the NHN team on key strategic priorities
- Creates workflows and best practice guidelines for Community Health Worker pilot programs

Alzheimer's Association Nebraska Chapter | Sep 2021 – May 2023
Program Manager

- Planned, developed and executed new and existing health education and support programs across Nebraska
- Recruited, trained and led Program Team of 50+ health educators, representatives and support group facilitators
- Led volunteer recruitment efforts for the Program Team
- Supervised and led UNO, Creighton and Methodist interns
- Collaborated with local, state and national healthcare organizations to increase programs reach
- Developed sustainable partnerships with organizations to create new and innovative programs
    - Recent partnerships included: AARP, BBB, UNO, Creighton University, Nebraska Bar Association, etc.
- Built statewide referral partnerships with social services agencies, health systems and service providers -- currently serving on the ENOA SCP Advisory Council
- Coordinated and lead forums to assess community health and develop informed and community focused strategies
- Planned and coordinated annual education conference
- Participated in Walk, Gala and The Longest Day development campaigns

CHI – Midlands Hospital | Jan 2020 - Sep 2021
Community Health Coordinator

Tobacco Education & Advocacy of the Midlands:
Educated and advocated for healthier tobacco-free communities through:

- Grant writing, reporting and work plan evaluation for Communities of Excellence grant
- Coalition building through strategic partnerships within the business, school and local community sectors
- Public health education and population-based approaches
- Communication and media advocacy strategies: press releases, online presence, interviews, other PR efforts
- Local policy development and technical support for tobacco free parks, businesses, and schools

Sarpy/Cass Immunization Clinic:

- Administered vaccines for the following grant funded programs: Vaccine For Children, Adult Immunization Program, Mass Flu Shot and Mass Covid19 Shot Clinics
- Coordinated and managed mass Flu shot clinics amid Covid19 pandemic
- Recruited, trained and led clinical teams administering vaccines for mass Covid19 clinics

Hillcrest Health Services Nov 2015 – July 2019
Volunteer Coordinator / Caring Companion
Hillcrest Hospice and Hillcrest Health Services

- Led Volunteer Service department covering a full continuum of care to the senior care sector, including a hospice and 12 senior care facilities
- Interviewed, screened, and led a team of over 450 volunteers, to include 60 hospice volunteers
- Supervised and guided UNO and BU student interns
- Established and enhance new and existing programming to include: "We Honor Veterans" and "No One Dies Alone"
- Maintained and exceeded CMS required volunteer time of 5% with an average of 17% of care coming from the hospice volunteer team annually
- Direct Supervisor to Volunteer Specialist
- Completed all departmental fiscal management and strategic planning to volunteer programming
- Chaired Volunteer Recognition Event Committee and Team Member Engagement Committee

Hillcrest Caring Companions:

- Provided certified nursing care to community-based clients and offered psycho-social support to clients and families

EDUCATION & TRAINING

Master of Public Health, Public Health Administration, Creighton University
Bachelor of Science, Healthcare Management, Bellevue University
Associate of Applied Science, Business Administration, Southeast Community College

CERTIFICATIONS

Certified in Volunteer Administration, CCVA (12/2022 / Exp 12/2027
Certified Dementia Practitioner, NCCDP (12/2022 / Exp 12/2024)

VOLUNTEER SERVICE

Advisory Council, ENOA Senior Companion Program (5/2022 / Exp 5/2024)
Board of Directors, Keep Cass County Beautiful (11/2020 / Exp 11/2028)
Committee Member, Beaver Lake Association Election Committee (2021 / Exp 2025)

REFERENCES

Julie Chytil
Program Director, Alzheimer's Association Nebraska Chapter
402-672-7334
jlchytil@alz.org

Terra Smith
Volunteer Supervisor, CHI Midlands Hospital
402-880-2036
tsmith@commonspirit.org

Tim Snyder
Bellevue North Campus Pastor, Calvary Christian Church
402-660-7695
gisnyder@yahoo.com

Heather Carroll

Manager Military Veteran Services Center
Papillion, NE 68046
hcarroll37@icloud.com
+1 531 203 0037

Self-motivated, highly driven experienced manager and supervisor who accelerates relationship building. Team player, help others to meet needs and enhance their education experience. Deeply passionate about human life and the advancement of purposeful living for all. Hopeful and optimistic community member and facilitator of providing support and services to all who walk through the door. An eager and positive learner who quickly adheres to others' needs and the environment working within. Looking to serve in a community that inspres and helps others to be the best version of themself.

Authorized to work in the US for any employer

Work Experience

Manager

Bellevue University - Bellevue, NE
July 2016 to Present

Responsible for developing and implementing strategic business objectives, functions, processes, and services provided by the Military Veteran Services Center (MVSC). Create, partner, and maintain relationships for services and resources available to the veteran community and their families. The Manager guides student/military/veteran internal services and advocates for external services. The position requires advanced supervisory, communication, presentation, relationship-building, networking, and planning skills with the ability to learn and utilize new computer programs to efficiently and effectively collect, compile, evaluate, and share data.
Manages all aspects of the MVSC to maintain timely, high-quality services to military and veteran students and veterans and families in the community. Participates, plans, and executes strategic planning and evaluation of opportunities for student and community outreach. Lead, trained, and develops staff and service providers within the MVSC community of partners. Supervises and manages all work-study personnel to develop and ready them for Graduation and workforce.
Experienced with veterans with trauma nad brain relate injuries to acquire resources and facilitate access to care. General understanding of Nebraska’s disability service system, social service system, and medical service system as it pertains to veterans and families with understandingUnderstanding of disability issues sensitive to disabilities of different natures. Deep involvement in Bellevue and Omaha community organizing as a passionate, motivated, and solutions-oriented collaborator. Ability to work extremely independently and interdependently in diverse groups. Ability to drive and travel independently or with self-directed accommodations. Accommodations to work remotely. Ability to be a team player. Highly organized and able to juggle client needs and documentation requirements.
Enter, track, and update data according to program reporting requirements and maintain program records. Assist with program development and support. Assist in duties otherwise identified by the leadership team.

Emergency Medical Technician - Basic

United States Air Force (AF) - Nebraska
November 1994 to April 2016

• Developed an education program for 36 personnel.
• Promoted Superintendent of Nursing Services
• Supervised 36 personnel; recognized as “Best unit on base”
• Transcribe 36 training records to the new program; 100% compliance.
• Ability to work under time-sensitive and stressful scenarios.
• Lauded for excellent communication skills/ability to problem solve
• Interpret, translate, and write regulations.
• Excellent problem-solving skills in diverse situations.
• Ultimate team player takes charge and guides others in a unified, cohesive manner to accomplish tasks.
• Works independently as well as in a team effectively.
• 22 years experience in servicing others before self, USAF retired.
• Superior customer service; verbal, written, and interpersonal.
• 22 years maintaining HIPPA medical records and personnel files with secret security clearance.
• Organized, detailed, and accurate in work.

Education

Master's degree in Mental Health Clinical Counseling

Bellevue University - Bellevue, NE
November 2022 to Present

Bachelor’s in Psychology

Bellevue University - Bellevue, NE
January 2016 to June 2018

Skills

- HIPAA
- Program Development
- Hospital Experience
- Medical Records
- Medical Terminology
- Case Management
- EMT Experience
- Recruiting
- Crisis Intervention
- Triage
- Budgeting
- Administrative Experience
- Individual / Group Counseling

- Mental Health Counseling
- Military Experience
- Strategic Planning
- Microsoft Word
- Management
- Medical Office Experience
- Research
- Supervising Experience
- Employee Orientation
- Program Management
- Veteran disability and claims
- Behavioral Health

EMRI HAMILTON

402-218-7747 HAMILTON.EMRI@GMAIL.COM

CONTACT

402-218-7747

hamilton.emri@gmail.com

EDUCATION

Bachelor of Science in Psychology

University of Maryland University Campus

2016-2018

Master of Clinical Mental Health Counseling

University of Nebraska at Omaha

2020

DIVERSITY, EQUITY, & INCLUSION

Mental Health Matters Employee Impact Group Chair & Co-Founder

Medical Solutions
Assistant to Director of DEI

Ethics & Social Justice in the Workplace Key Note Speaker

University of Maryland University College
Spangdahlem, Germany

Mental Health in the Black Community Social Advocacy Project Lead

University of Nebraska at Omaha
Multicultural Counseling

CERTIFICATIONS

Registered Behavioral Technician

October 2023

WORK EXPERIENCE

Human Relations Strategist

All of Us Together Co. — Nov 2024-present

- Develop and implement tailored human relations strategies to enhance organizational culture, employee engagement, and leadership effectiveness.
- Conduct in-depth organizational audits, identifying key areas for improvement in communication, performance, and team dynamics.
- Collaborate with senior management to align human relations strategies with overall business goals and objectives.
- Facilitate workshops, training sessions, and coaching programs to strengthen leadership skills, conflict resolution, and interpersonal communication.
- Analyze employee feedback and workplace trends to inform strategic decision-making and drive continuous improvement in human relations initiatives.

JAG Specialist

United Way of Midlands — Nov 2024-present

- Actively empower youth who experience multiple challenges to success by providing a program proven to increase graduation rates and positive outcomes post-graduation such as employment and post-secondary education or credential attainment.
- Ensure the JAG Advantage (Project Based Learning, Trauma Informed Care, and Employer Engagement) is implemented with integrity within each program leading to the successful performance outcomes of each program
- Establish a positive and ongoing supportive relationship with all students and families in the JAG Nebraska cohort.

Child & Family Services Specialist

Nebraska Dept. of Health & Human Services — Feb 2024-Nov 2024

- Manage caseloads
- Conduct ongoing safety & risk assessments
- Serve as legal guardian of all youth state wards on caseload
- Provide ongoing permanency planning for youths in out-of-home placements
- Initiate court interventions
- Attend all juvenile legal proceedings
- Continued consultations with County Attorneys, Guardians Ad Litem, & Public Defenders to determine & ensure safety for youth state wards
- Completed 16 weeks & 300 hours of training

Onboarding Specialist

Medical Solutions — Mar 2022-Oct 2023

- Managed traveling nurse assignments nationwide
- Maintained responsibility for ensuring ongoing company compliance
- Assisted nurses in completing hospital required drug & health screenings
- Completed background authorization checks & required tax documents
- Created a positive & painless onboarding process
- Ensured adequate employee integration with new facilities
- Led numerous Diversity, Equity, Inclusion, & Belonging Council initiatives, projects, outreach efforts, & community engagement

BRENDA HORNER

horner.brenda5@gmail.com | (402) 366-1589 | Grand Island, NE 68801

Summary

I am passionate for helping people and have 20 years of experience working with people with varying levels of disabilities. My spouse suffers from a TBI so I have some understanding of what a person with a brain injury lives with and what the caregiver goes through. I have also had training in being a family peer supporter for families of people with brain injuries.

Skills

- Personable and outgoing
- 20 years experience with special-needs people
- Computer proficient
- Data collection and analysis
- Organized Self-starter
- Quick learner Goal-oriented
- Subcontractor coordination Works well independently
- Resourcful

Experience

Early Development Network Service Coordinator- Educational Services Unit 10 (Grand Island NE) September 2020 – current

- Find services to meet developmental, educational, financial, health care, childcare, respite care, and other services to meet their needs.
- Link families with needed services.
- Work with multiple providers to make sure services are provided as needed.
- Coordinate services and work with school teams in 6 different school districts.
- Help parents become coordinators of services for their own children in the future.
- Assisting parents of eligible children in obtaining access to needed early intervention services and other services identified in the Individualized Family Service Plan (IFSP);
- Making referrals to providers for needed services and scheduling appointments for eligible children and their families.
- Coordinating early intervention services and other services (such as educational, social, and medical services) for eligible children.
- Coordinating screenings (if applicable), evaluations, and assessments.
- Facilitating and participating in the development, review, and evaluation of IFSPs and writing goals for the individual family service plan.

- Coordinating, facilitating, and monitoring the delivery of services to ensure that the services are provided in a timely manner.
- Informing families of their rights and procedural safeguards.
- Facilitating the development of a transition plan to preschool.

Independent Contract Supervisor - Mosaic (Grand Island, NE) January 2019 – September 2020

- Collaborated with DHHS service coordinators and others on an ISP team to discuss new programs, health, safety, goals, finances and likes and dislikes of individual being served.
- Created goal reviews and communication materials for team meetings.
- Provided excellent service and attention to service coordinators and independent contractors when face-to-face or through phone conversations.
- Monitored contractor performance and conducted retraining to correct problems and optimize productivity.
- Maintained compliance with company policies, objectives, and communication goals.
- Interviewed, hired, and trained new independent contractors. Analyzed data to establish appropriate goals and objectives in context of improving achievement and social-emotional growth of individuals.
- Represented Mosaic throughout Tri-cities in meetings and trainings related to implementation of programs that meet DHHS and Mosaic requirements.
- Attended meetings and participated in staff development training activities.
- Conducted assessments of individuals strengths, needs and barriers.
- of service to individuals, family, and guardians.
- Partnered with interdisciplinary teams to implement care plans. Built and maintained strong relationships with individuals and ISP team by successfully resolving issues and responding promptly to phone inquiries.
- Reviewed financial documentation and reports every week to ensure individuals finances were appropriately accounted for and balanced and receipted.
- Tracked programs closely to assess effectiveness and make proactive changes to meet changing demands.
- Referred clients to other programs and community agencies to enhance treatment processes.
- Recorded comprehensive patient histories and coordinated treatment plans with multi-disciplinary team members.
- Responded to crisis situations when severe mental health and behavioral issues arose.
- Taught clients anger management techniques, relaxation skills, impulse control, social skills, emotional coping skills and functional living skills.
- Consulted with and developed appropriate treatment and rehabilitation plans for dually diagnosed patients.
- Worked with contractors and LMPH or BCBA to implement consistent behavior therapy techniques at home and vocational site.

Independent Contractor - Department of Health And Human Services Contractor (Grand Island, NE)

- June 2015 - 2020
- Worked with special needs and developmentally disabled patients. Used verbal and physical de-escalation techniques in crisis situations. Updated electronic charts and paper records on a daily basis.
- Supported behavior improvement strategies by modeling appropriate choices and reinforcing good behaviors.
- Helped patients maintain proper personal hygiene through bathing, toileting and grooming assistance.
- Worked alongside the treatment team to train clients in basic living skills.
- Communicated openly with children's parents about daily activities and behaviors.
- Communicated with children in developmentally appropriate way. Redirected poor behavior using the positive reinforcement method. Developed and managed instructional materials and reports.
- Implemented and taught a life skills program.
- Provided life skills programming for students with moderate to severe autism.

Registered Behavior Technician - Answers for Autism (Omaha, NE) February 2014 - May 2018

- Assisted with the implementation of interventions outlined in behavior treatment plans.
- Used techniques such classical conditioning, shaping and chaining. Helped patients accomplish daily tasks and build social skills.
- Observed patients and collected data.
- Designed materials and activities to support treatment goals. Developed and implemented a variety of innovative policies and strategies to promote client self-sufficiency.
- Evaluated and documented data in Applied Behavioral Analysis. Observed and monitored client behavior and responses to treatment.
- Ran individual therapy and family therapy sessions for children ages 3 to 20.

Paraeducator - Gretna Public Schools (Gretna, NE) August 2013 - May 2015

- Kept learning environments focused, inclusive and supportive at all times.
- Maintained student safety in classroom and outside environments. Implemented curriculum with life-based approach.
- Assisted teachers and worked individually with students age 5 to 12 with special needs to help them navigate their education.
- Worked with individual students to provide personalized educational, behavioral, and emotional support.
- Documented behaviors, interventions, and results.

- Met with team of professionals from different disciplines to implement comprehensive action plan.
- Documented behaviors, as well as any implemented interventions and their results.
- Provided diverse assistance to teachers, including clerical support, classroom management and document coordination.
- Monitored the classroom to observe students' progress in developing skills as well as manage distracting or inappropriate behavior.
- Facilitated group sessions and provided one-on-one support. Maintained safety and security of all youth under care.
- Fostered meaningful relationships among students through student field-trip retreats and team-work community service projects.

Education and Training

Central Community College, Grand Island, NE

Transcripts, Continuing education, and certifications available upon request.

Some College (No Degree) in Psychology American Military University

Teresa Smith
1329 12th Ave.
Sidney, Ne 69162
308-250-9664
GTLarsen91023@yahoo.com

Education

2017	**Chadron State College**	**Chadron, Ne**
	completed coursework towards BS Psychology	
1987	**Mt. San Antonio College**	**Walnut, Ca**
	AAS Liberal Arts Science	

Employment

2022-pres **Family Support Worker**
Guardian Light Family Services North Platte, Ne
Excellent interpersonal skills, making connections and working with clients in a professional manner. Ability to manage schedules and case details for several clients at once. Excellent writing skills, gathering information and compiling efficient and organized case notes. Engage and maintain professionalism with all agencies and support providers. Natural teaching abilities to convey a wide range of information to diverse clientele. Positive can do attitude, Team player not afraid to stretch and take on new roles or leadership. Self motivated learner to bring the most accurate and pertinent information to my clients.

2021-2022 **Family Support Team Coordinator**
Guardian Light Family Services North Platte, NE

2017-2021 **Family Support Worker**
Guardian Light Family Services North Platte, Ne

2016-2017 **Assistant Pre-school teacher**
ESU-13 Head Start Sidney, Ne
Establish and enforce rules for behavior and procedures for maintaining order. Organize and lead activities designed to promote physical, mental, and social development, such as games, arts and crafts, music, storytelling, and field trips. Teach basic skills such as colors, shapes, numbers, and letter recognition, personal hygiene and social skills. Observe and evaluate children's performance, behavior, social development and physical health. Provide a variety of materials and resources for children to explore, manipulate and use, both in learning activities and imaginative play. Enforce all administration policies and rules governing students. Establish clear objectives for all lessons, units, and projects and communicate those objectives to children.

Supplemental Training

2016	**Mental Health first aid**
2017	**Bridges Out of Poverty**
2022	**Trained in Motivational Interviewing**
2017	**Common Sense Parenting expert**

MELINDA C. MCCUISTON

FAMILY SUPPORT WORKER/LIFE COACH

P (308) 350-2978

E mcs1991np@yahoo.com

A 163 Hillcrest Drive, North Platte, NE 69101

W Inspiring Transformations LLC – Life Coaching to improve your future (inspiring-transformations.com)

QUALIFICATIONS

Effective communicator with organizational skills that balance work responsibilities and team support. Experienced in HIPAA compliance and billing requirements, along with skills to help others set and meet goals.

EXPERIENCE

July 2021 - Present
Family Support Worker, Guardian Light Family Services
Working with individuals and families to reunify the family system.

January 2021 – Present
Life Coach, Self-Employed, Inspiring Transformations
Motivating individuals to set and meet goals, work through grief, and find their purpose in life.

June 2020 – Present
Museum Director, North Platte Area Children's Museum
Responsible for weekly and monthly financial reports, keeping advertising current, and maintaining employee schedules, field trips, and birthday parties. I have stepped down from the Director position, but I am still employed as PRN and I remain on the board.

June 2015 – July 2020
Patient Financial Services, Great Plains Health
While employed at Great Plains Health I moved my way up from scanning documentation into electronic records, to analyzing chart documentation, releasing records, and on to reviewing claims for correct coding and charges for insurance submission.

EDUCATION

Bellevue University, Bellevue, Nebraska

Bachelor of Behavioral Science

GPA in major: 3.933/4.00

Phi Theta Kappa Honor Society Member

CERTIFICATIONS

- LIFE PURPOSE LIFE COACH
- HAPPINESS LIFE COACH
- GOAL SUCCESS LIFE COACH
- PROFESSIONAL LIFE COACH
- MASTER LIFE COACH
- CERTIFIED ANIMAL ASSISTED THERAPY PROFESSIONAL (CAATP)

REFERENCES

AVAILABLE UPON REQUEST

Marisa S. Mears

Contact

530 8th Ave West
Benkelman, NE 69021
308-650-3996
marisasfoster@outlook.com

Education

Licensed Practical Nurse
23877
Mid Plains Community College
2012

Basic Life Support
American Heart Association
4-01-2024

Certified Personal Trainer
ISSA
2021- current

Certified Nutritionist
ISSA
2022 - current

Objective

My background as a nurse since 2012, a Certified Personal Trainer, and a Certified Nutritionist, has helped me dedicate myself to help others who are in need of support. I am passionate about helping individuals overcome challenges both physically and mentally. I am excited about the opportunity to contribute my expertise and passion in your organization.

Experience

2022 - current
Charge Nurse • ParkView Heights - Imperial, NE

2017 - 2022
Charge Nurse • Premier Estates of Kenesaw - Kenesaw, NE

2012 - 2017
LPN – ER Tech • GPHealth – North Platte, NE

Responsibilities: Admission, discharges, head to toe assessments, v/s monitoring, assessing LOC, lab draws, direct and supervise CNA, wound assessment documentation and care, foley catheter insertion, care planning, teaching/educating patient/family. Along with providing patient care, foley insertion, lab draws, EKG, ADLs, NG tube insertion, monitor v/s and assess LOC, direct and supervise CNAs.

Key Skills

Caring and patient-oriented, Effective communication, Reliable, Attention to detail, Able to multitask, Critical thinker, Good listener, Problem solver, Sponsorship, and Leadership skills.

References

Available upon request.

MICHELLE M. MEYER

7544 Kentwell Lane, Lincoln, NE 68516

Mobile: 308-293-6966

Email: michmeyer69@gmail.com

SUMMARY OF QUALIFICATIONS

- Customer Service & Support: 20 years
- Administrative/Management: 15 years
- Marketing: 15 years

STRENGTHS

- Effective communication and rapport-building
- Highly organized and driven

PROFESSIONAL EXPERIENCE

BRYAN MEDICAL CENTER/EAST CAMPUS • LINCOLN, NE

Insurance Verification Specialist (October 2021 – Present)

- Resolve 500+ monthly work queue errors, ensuring revenue integrity
- Coordinate communication with stakeholders to streamline processes and improve efficiency
  - Developed a process for handling sensitive conversations with bereaved mothers, leading to improved support resources
  - Collaborate with supervisors and trainers to enhance training programs, reducing errors
- Act as primary point of contact for registrar inquiries, providing timely assistance

Patient Registrar (October 2021 – September 2022)

- Build trusting relationships with patients and their representatives, ensuring compliance with medical center standards
- Manage patient registration processes and obtain missing demographic and insurance information
- Ensure compliance with Medicare regulations by discussing important documents with admitted patients

ADDITIONAL EXPERIENCE

LINCOLN COIN & BULLION • LINCOLN, NE

Sales Lead & Office Manager (May- December 2020)

- Managed sales transactions totaling $100k and handled administrative duties
- Ensured compliance with IRS regulations and maintained confidentiality
- Built trust with customers through effective communication

CHIEF CARRIERS AND GRAND ISLAND EXPRESS

Independent Marketing Consultant (2017-2020)

- Enhanced driver recruitment strategies and managed digital marketing initiatives
- Implemented content marketing strategies and streamlined internal workflows

CONTROL YOURS WEBSITE DESIGN • KEARNEY, NE

Sales Rep/Admin Assistant (2015-2017)

- Provided marketing solutions tailored to client needs and improved online visibility
- Managed website projects from conception to completion, optimizing client presence

KEARNEY AREA CHAMBER OF COMMERCE • KEARNEY, NE

Vice-President/Event Coordinator (2006-2008)

- Developed relationships with community leaders to secure sponsorships and volunteer support for major community events
- Promoted benefits of membership to business owners

EDUCATION

UNIVERSITY OF NEBRASKA AT KEARNEY

Bachelor of Fine Arts in Graphic Design

CURRICULUM VITAE

Gina M. Simanek, M.A., LMHP, License #2448

ADDRESS

Home: 2610 South 60th St. Apt. #10
Lincoln, NE 68506
(402) 327-0120

EDUCATION

M.A. In Clinical Psych.	1999, Masters level Clinical Psychology Program, Washburn University, 1700 College, Topeka, Kansas 66621 M.A. Thesis: Coping and Family Dynamics in Parents of Post-Injury Traumatic Brain Injury Children and Adolescents. Contacts: Gary Forbach, Ph.D., former Chair of Psychology Department, Thesis Committee, Washburn University; Laura Stephenson, Ph.D., Chair of Thesis Committee, Advisor, Washburn University; Dave Provorse, Ph.D., Clinical Supervisor, Thesis Committee, Washburn University
Equivalent Major in Psychology	1995, University of Nebraska-Lincoln, 233 Burnett Hall, P.O. Box 880308, Lincoln, Nebraska 68588-0308.
B.A.	Cum Laude,1990, Hastings College, P.O. Box 269, Hastings, Nebraska 68902-0269. Major in Art with an emphasis In Painting/Illustration in print media, minors in Art History and English.

CLINICAL EXPERIENCE

<u>IN-HOUSE THERAPIST/STAFF SUPERVISOR</u>, July, 2004 to March, 2005. Developmental Services of Nebraska, Inc., Enhanced Treatment Group Home for Adolescent Males with severe conduct/impulse control disorders/developmental delays.

Developmental Services of Nebraska, Inc., Central Office: 2610 West M Court, Lincoln, NE 68522 PH: 402-435-2800. Havelock ETGH Site: 5744 Ballard Avenue, Lincoln, NE 68507 PH: 402-325-9011.
<u>Duties</u>: Inpatient therapy of homeless, abused male adolescents who have mental health issues, are developmentally delayed, and/or behavioral health issues. Provided intakes; crisis intervention; professional consultation; information and referral; assessment; individual, family, and group therapies; collaborative service follow-up;

education; case management as needed; and patient advocacy. Supervised psychology intern and 18 direct care staff.

OUTPATIENT THERAPIST, October, 2002 to end of July, 2003. Community outpatient/walk-in clinic designed for counseling and neurofeedback.

Affiliates in Family and Individual Growth, Inc. , 995 East Hwy. 33, Suite #1, Crete, Nebraska 68333. (402) 826-5858

Duties: Provided outpatient therapy to all ages of clients with mental health/medical problems. Provided intakes; crisis intervention; professional consultation; information and referral; assessment; individual and group therapy; neurofeedback services; collaborative service follow-up; long-term follow up; community/patient education; case management as needed; and patient advocacy.

OUTPATIENT THERAPIST-Tobacco Grant funding, January, 2002 thru September, 2002. Community outpatient/walk-in program designed specifically for homeless, indigent clientele.

Community Mental Health Center of Lancaster County , 2200 St. Mary's Avenue, Lincoln, Nebraska 68502. (402) 441-7940 or 441-6612.

Duties: Outpatient therapy of homeless, SPMI, indigent, and vulnerable elderly individuals of Lancaster County who have mental health, and/or substance abuse issues. Provided intakes; crisis intervention; professional consultation; information and referral; assessment; individual and group therapy (DBT, Wellness, Wrap around); collaborative service follow-up; long-term follow up; community/patient education; case management as needed; and patient advocacy.

MENTAL HEALTH CLINICIAN-THE HARVEST PROJECT, July, 2000 – January, 2002. Community outpatient/outreach program designed specifically for elderly population, 55 years and over.

Community Mental Health Center of Lancaster County - 'The Harvest Project', 2200 St. Mary's Avenue, Lincoln, Nebraska 68502. (402) 441-7940.

Duties: Outpatient/Outreach assessment of the most vulnerable elderly individuals of Lancaster County who had aging, mental health, and/or substance abuse issues. Provided identification and screening; crisis intervention; professional consultation; information and referral; assessment; individual and group therapy (family support group); collaborative service follow-up; long-term follow up; case management; community education; and patient advocacy.

Patient population included medically ill and/or traumatized individuals; dementia of the Alzheimers type; multi-infarct dementia; small ischemic vessel disease; Bereavement; Post-traumatic stress disorder; Obsessive-Compulsive Disorder; Agoraphobia; Schizophrenia; Bi-polar I and II disorders; Schizoaffective Disorder- Bipolar Type; Adjustment Disorders; Borderline Personality; Paranoid Personality Disorder; Depression and Anxiety. Therapy issues range from suicide prevention services;

management/awareness of mental illness; educational components; coping with significant stressors to stress reduction; interpersonal and existential therapies.

Assessments performed included a Clinical interview; contacting resources; consultations with other professionals; Cognistat Neuropsychological screening tool; Beck Depression Inventory; Geriatric Depression Scale.

STAFF PSYCHOLOGIST, August, 1999 to January, 2000. South Central Mental Health Counseling Center. Community outpatient clinic for all ages. Bill Johnston, RMLP: (316) 321-6036

Satellite offices of The Counseling Center:

El Dorado Office	Andover Office	Augusta Office	Rose Hill Office
2365 W. Central	217 Ira Court	520 E. Augusta	315 S. Rose Hill Rd.
El Dorado, KS	Andover, KS	Augusta, KS	Rose Hill, KS
67042	67002	67010	67133

Duties: Assessment and treatment of children, adolescents, and adults with mental health diagnoses and issues. Individual, marital, family and play therapy as well as screening for inpatient hospitalization. Populations included a variety of mood, personality, dissociative, substance abuse and organic disorders. About 30% of referrals to the center were court ordered. The most commonly seen disorders were borderline personality disorder, post-traumatic stress disorder, conduct disorder, ADHD, sexual trauma/incest, adjustment disorder, depression and anxiety. Therapy issues ranged from providing child guidance to stress reduction and suicide prevention services.

Assessments performed included a Clinical interview, contacting resources, Conner's rating scales, Kaufman Brief Intelligence Test, Bender-Gestaldt, Kinetic Family Drawing, House-Tree-Person, WAIS-III, WISC-III, MMPI-2, MCMI, Thematic Apperception Test, and Cognistat.

PSYCHOLOGY INTERN, August, 1998 to May, 1999, Approved Internship: Inpatient Acute Unit, Sub-acute Unit, Ventilator-Assist Unit, Special Needs Unit, and Long-term Care Unit.

Madonna Rehabilitation Hospital, Department of Neuropsychology, 5401 South St., Lincoln, Nebraska 68506 (402) 489-7102.

Duties: Inpatient assessments of medically ill and traumatized adults and adolescents. Individual and group therapies with adult, and adolescent stroke, and traumatic brain injury (TBI) patients. All units combined included patients suffering from various types of medical problems (e.g., TBI, stroke, spinal chord injury, amputees, diabetics, multiple sclerosis, cancer, respiratory failure, gastro-intestinal disease); as well as anxiety; mood; adjustment; substance induced physical/mental impairments; dissociative disorder; personality, and organic disorders.

Trained to administer and interpret various sub-tests of the Halstead-Reitan Neuropsychological Battery-HRNB (Category Test, Seashore Rhythm test, Speech-

Sounds Perception Test, and Trail Making A and B). Trained, administered, and interpreted sections of neuropsychological tests: Weschler Memory Scale Revised (WMS-R), California Verbal Learning Test (CVLT), Neurobehavioral Cognitive Status Exam (NCSE), Dementia Rating Scale (DRS), an evaluation of all spheres of orientation (GOAT), HOOPER perception test, Repeatable battery for the Assessment of Neuropsychological Status (RBANS), Hartley Cognitive Retraining Program, and a Pain measure.

Administered approximately 33 initial evaluations and provided cognitive retraining to stroke and TBI patients. Administered neuropsychological tests to patients which included: WAIS-R (16), WISC-III (3), CVLT (11), RBANS (13), NCSE (18), DRS (4), HRNB sub-tests of Categories (4), and Trail Making A and B (5), and 1 neuropsychological report of a patient based on my findings. Most patients were either administered the Beck Depression Inventory, Geriatric Depression Scale, and/or the Hopelessness Scale.

Therapy experience included individual long-term (one school year) therapy and individual short-term therapy using an eclectic approach, group therapy (education and therapy groups for stroke and TBI patients and their families), co-therapy, and occasional family consultations.

Provided didactic presentations with various other Madonna Rehabilitation professionals to Lincoln Public School's nurses, health aides, instructors, TBI parents and students on child reintegration into school after TBI.

In addition to my role of therapist and assessor, other responsibilities included team, patient and family meetings, relaxation training, stroke and TBI education, participation in a mild TBI class, supervised an undergraduate psychology student-observer, and provided case management services for clients through various local organizations. (1000 hours).

Supervisor: Travis Groft, Ph.D.

PSYCHOLOGY TRAINEE, August, 1997 to May, 1998. Psychological Services Center, Washburn University, Topeka, Kansas 66621.
(785) 231-1010 ext. 1564

Duties: Outpatient based therapy with adult population. Client population involved a variety of Anxiety (e.g., PTSD), Mood, Personality and Substance Use disorders. Therapy experience included individual therapy using cognitive-behavioral, humanistic, brief solution-focused, and the interpersonal process approach modes. Assessed clients with diagnostic interviews, formal assessments, or a full-battery of tests (e.g., WAIS-III, Rorschach, MMPI-2, Thematic Apperception Test, Bender Visual Motor Test, WRAT-III, Shipley Institute of Living Scale) that were administered, scored, and interpreted. Wrote case notes, initial assessment, treatment plan and case summary documents for each client.

Supervisors: Dave Provorse, Ph.D., and Barbara Bowman, Ph.D., Washburn University

CAREER INTEREST

VOLUNTEER: BRAIN INJURY COMMUNITY CENTER, May, 2009 to present.
Am currently involved in setting up a Brain Injury Community Center in Lincoln, Nebraska to continue my outreach work/patient advocacy. At this center, a variety of needs will be focused on such as: advocacy/education for survivors, families, the community and professionals; skills training in a variety of areas to enable people to perform functions of: daily living, social, cognitive, emotional, physical, cooking, educational, vocational, sensory-motor skills; leisure activities; giving them appropriate referral and resource information; and setting up mentoring partnerships with survivors and family members.

VOLUNTEER: OUTREACH WORK FOR INDIVIDUALS WITH BRAIN INJURY AND THEIR FAMILIES: 1993 to present. Have provided patient advocacy towards those who have incurred Acquired Brain Injuries and their families. Have provided resources, referral information, education, social support and networking and continue to follow-up with these individuals as their recovery process ensues. Often individuals have not been identified with a brain injury which involves more intense work with all parties who are involved to get them the assistance they need to receive the proper diagnosis and care.

Patient populations I am most interested in include individuals of all ages who are faced with the challenge of recovering from a serious medical injury (e.g., Acquired Brain Injury, Cancer), adapting to a chronic illness, mental health and developmental disorders, and the adaptation of children and families. I am more than eager to explore any other areas to contribute to my knowledge in order to assist others more fully.

CAREER-RELATED EXPERIENCE

OMBUDSPERSON FOR BRAIN INJURY – BRAIN INJURY ASSOCIATION OF NEBRASKA, June, 2013 to present.
The Ombudsperson position provides assistance, support and referrals to those making inquiries about Brain Injury (BI) services and resources throughout the state of Nebraska. Associated with this position, the Ombudsperson advocates for the welfare and rights of individuals with BI. Provision of these services includes but is not limited to: education, social support and networking; resource and referral information to professionals that have experience in brain injury; getting proper diagnoses and evaluations completed; insurance and financial needs; crisis work; problem solving; assisting individuals with BI and their families in developing action plans to meet their needs and becoming more independent.

Responsibilities: Representing the Nebraska Brain Injury Advisory Council and the Brain Injury Association of Nebraska, the ombudsperson is an advocate for individuals with brain injury and their families, especially immediately after a brain injury occurs and for offering statewide services for individuals with BI and families. This role will expand years later when increased awareness of the brain injury and deficits incurred become more noticeable to both the individual and his/her family and continued education and knowledge about resources are needed.

Responsible for having experience in working with individuals and their families whom have incurred various forms of BI (e.g., encephalitis, meningitis, stroke, anoxia, hypoxia, tumor, epilepsy, shaken baby syndrome), answering inquiries, providing assistance, support and referrals to those making inquiries and helping to seek administrative, community and other remedies to protect the health, safety, welfare and rights of individuals with BI.

The Ombudsperson works in cooperation with existing information, referral and advocacy programs to solve problems and assist individuals with BI and their families in developing action plans to meet their needs. The ombudsperson ascertains the closest facilities to the individual and attempts to have them be contacted by the nearest support group within the association network.

The ombudsperson submits quarterly reports on activities to the BIA-NE and the Nebraska BI Advisory Council.

Supervisors: Peggy Reisher, ED BIA-NE and Keri Bennett, Dir. Vocational Rehabilitation, NE

<u>PROGRAM COORDINATOR: Habilitative Opportunities</u>, September, 2012 to February, 2013. 3806 Ballard Court, Lincoln, NE 68504
(402) 466-4409

<u>Responsibilities:</u> Guaranteed clients' safety and overall well being by reaching and maintaining state and federal guidelines, implemented regulations and writing programs for the company while creating an environment for each employee that was fulfilling and allows for them to be engaged in the success of Habilitative Opportunities. Recruited, interviewed, hired, trained and supervised 9-15 employees and ensured necessary training was available to them as well as evaluations. Responsible for continuously promoting Habilitative Opportunities as a positive presence within the disabled community, including but not limited to potential clients, case workers and family members. Wrote individual treatment programs for all clients served that included a safety, treatment and recreational plan. Responsible for expense control, while working with the other management staff to create expense objectives and adhere to a plan. Submitted a bi-weekly payroll of all employees.

Supervisors: Jerry Cardenas, Chris Kodad

<u>RESIDENTIAL HOUSE MANAGER: Integrated Life Choices Inc.</u>, September, 2011 to September, 2012. P.O. Box 80728, Lincoln, NE 68501
(402) 742-0311

<u>Duties</u>: Assured the safety and growth of the individuals served living in the group home who had profound developmental disabilities and behavioral issues. Provision of the following for the individuals included direct care; meeting all safety requirements;

attended school meetings for supported individuals; stayed in contact with service coordinator and guardians; attended and prepared for IPP meetings; planned and attended all physician appointments; all paperwork and follow-up for doctor's appointments, meetings, scheduling, transportation; ordered, maintained and administered medications for each individual; accompanied individuals on outings or other events for recreation; initiated programs and ensured they were being followed, implemented and updated correctly for each individual; wrote up a weekly schedule which included recreation & chores. Directly supervised 20-25 employees. Interviewed, hired, trained, disciplined and appraised performance/evaluations for all employees.

Read and followed up on daily logs and GER's, including e-mails and S-Comms. Assured a neat, orderly and clean living environment which required supporting individuals with housecleaning duties; ordered and picked up supplies; groceries; home management and repair. Completed and maintained monthly paperwork, including: fire and tornado drills; height and weight; safety checklist, MIT checklist; menus; current and past staffing schedules; cleaning lists; staff meeting minutes; reconciling individual's accounts; medical and behavioral programs; and financial book reviews. Documentation included: individual daily logs; MARS; Seizure logs; General Event Reports; cash records; Critical Incident Reports; other required forms/reports; completed payroll, including time adjustments, mileage and time off request approvals; oversaw grocery money; purchased items needed for home.

Directly supervised 20-25 employees in accordance with the organization's policies and applicable laws. Responsibilities included interviewing, hiring and training employees; planning, assigning and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Supervisors: Bill Arrants, Sarah Strong

<u>GRANT COORDINATOR- PROJECT RE-ENTRY: Students Serving Individuals w/Traumatic Brain Injury to enter the School System Successfully</u>, January, 2007 through September, 2011. University of Nebraska-Lincoln, Barkley Memorial Center-Department of Special Education and Communication Disorders, Lincoln, NE 68583 (402) 472-7697

<u>Duties</u>: Served as liason between trainees (speech-language pathology students) and cooperating clinicians during the pre-student teaching, student teaching, pre-externship, and externships experiences; prepared and disseminated recruitment materials and activities; supported the project directors in liason with faculty, school, and hospital/rehabilitation agencies; performed literature reviews on issues to be incorporated into coursework; clerical support; assisted with program evaluation; oversaw practicum experiences to ensure that trainees had clinical assignments providing exposure to the wide range of disability levels, stages of recovery, and constellation of cognitive communication characteristics occurring in the traumatic brain injury (TBI) population; presented Project Re-entry at open houses, campus visits, Nebraska Speech and Hearing Association meetings; wrote articles about Project Re-entry and TBI support group; created flyers; worked with grants specialist, student accounts, financial aid and human resources in conjunction with trainees to ensure their billing and tuition statements are correct; assisted with various research projects;

developed grant advisory committee, set up meetings, itineraries, created and maintained multiple databases; created binders for students, was accessible for students with questions/problems; wrote up Individuals with Disabilities Act scholarship guidance form and service agreement, how to find research articles using different database systems, and educational TBI information; set up mentors with TBI mentees; ran monthly TBI mentee seminar for students; annual Office of Special Education Program reports/federal grant administrator, student data reports on each trainee, and governmental data on each student; TBI training for all trainees via TBI support group, mentoring, written articles, and having TBI survivors within their practicum; creation of fliers/brochures for project re-entry and recruited UNL students; adjustment of student trainees to graduate school.

Supervisors: Karen Hux, Ph.D., Marilyn Scheffler, Ed.D.

VOLUNTEER: TRAUMATIC BRAIN INJURY (TBI) GROUP FACILITATOR, September, 2002 to present.

Duties: Co-facilitate a monthly TBI support group for infants through elderly whom have incurred an Acquired Brain Injury (ABI) which extends to their families/friends; patient advocacy; provide outreach services, resources and referral information; follow-up services; education; in contact with area hospitals/rehabilitation centers/businesses to work together with survivors and their families; maintain contact list; promote group through fliers, brochures, newspaper, UNL, online, television; enlist professional public speakers.

Co-Facilitators: Gina Simanek, LMHP, Karen Hux, Ph.D.

HABILITATION SPECIALIST, March 27, 2000 to July 25, 2000, Developmental Services of Nebraska, Inc. (DSN), 1115 K Street, Suite 102, Lincoln, Nebraska 68508
(402) 435-2800

Duties: Provided direct services to male children and adolescents with severe behavioral problems whom were under court orders within a group home environment. Instituted applied behavioral techniques for the clientele as well as crisis intervention procedures.

Supervisor: Dan Allison, M.S

MENTAL HEALTH WORKER, June, 1996 to May, 1998, and month of July, 1999 (Full time position during the summers; PRN during school year), Menninger Foundation, P.O. Box 829, Topeka, Kansas 66601-0829
(785) 350-5000

Duties: Provided care for patients under the direction and guidance of registered nurse, physician, or psychologist, creating a therapeutic environment for individuals and groups within the hospital setting, and assisting with implementation of the patient treatment plan. Worked within all the various units to gain experience with different client populations (e.g., Depression, Personality, Eating Disorders, Trauma, Substance Abuse, Professionals in Crisis, Children and Adolescents – Acute Crisis Unit and Residential Treatment).

Supervisor: Sondra Murray, R.N., M.S.

TEACHING ASSISTANT, August, 1997 thru May, 1999, Washburn University, 1700 College, HC 211, Topeka, Kansas 66621
(785) 231-1010 ext. 1564

Duties: Provided educational assistance and "hands-on" experience in administering and scoring psychological tests to first year graduate students enrolled in Adult and Child Assessment courses. Scored 48 WAIS-III's, WISC-III's, and 22 Rorschachs. Observed, evaluated and gave feedback on administration skills in the following psychometric tests: WAIS-III = 15; WISC-III = 11; Rorschach = 5; Thematic Apperception Test = 5; WRAT-3 = 7.

Supervisors: Ronald Evans, Ph.D., Laura Stephenson, Ph.D., Chuck Fantz, Ph.D.

APPLIED BEHAVIORAL ANALYST, May, 1996 - August, 1996, Dan and Carol Ondracek, 3830 S.W. Cambridge Court, Topeka, Kansas 66610
(785) 266-3215

Duties: Applied behavioral learning techniques with a 4 year old autistic child in a home environment. Goal was to help young boy maintain previously acquired verbal, cognitive and social skills.

Supervisor: Carol Ondracek

VOLUNTEER, September, 1993 to June,1995, and currently a volunteer at Madonna Rehabilitation hospital since March, 2000. Madonna Rehabilitation Hospital, 5401 South Street, Lincoln, Nebraska 68506
(402) 489-7102

Duties: Provide encouragement and support to Madonna patients and residents as they recover from various injuries/illnesses. Assisted in facilitating a support group for recovering stroke, brain-injury, and aneurysm patients where problems and problem-solving approaches were discussed for injury related deficits and other relevant issues. Facilitated a weekend recreational activities group for interested patients. Escorted patients to rooms and activities both on and off Madonna campus.

Supervisors: Doris Lewis, Recreational Therapist, Jo Ann Drueke, Volunteer Coordinator

VOLUNTEER: MADONNA'S 2545 GROUP, September 2009 until the present. Provide information and awareness to young business men and women within the Lincoln Community regarding Madonna's mission towards the health and well-being of Nebraska and out of state individuals.

VOLUNTEER: ANNUAL HEAD INJURY KIDS ENCOUNTER (HIKE) SUMMER CAMP, 1995, 1996 at the Nebraska Diagnostic and Resource Center, 1910 Meridian Avenue, Cozad, Nebraska 69130
(308) 784-4525

1997, 1998 HIKE camp was held at University of Nebraska-Lincoln East Campus, Barkely Center, 42nd and Holdrege, Lincoln, Nebraska 68583
(402) 472-8249

Duties: Worked as a facilitator within survivor, parent, and sibling groups. Listened and encouraged participants to discuss issues; effect problem-solving strategies; gain friendships; and share troubling experiences. Provide artwork/ideas for activities.

Supervisors: Karen Hux, Ph.D., Professor of speech pathology and TBI at University of Nebraska-Lincoln East Campus; Pam Brown, Nebraska Diagnostic Resource Center Educational Director/Assessor

VOLUNTEER: TRAUMATIC BRAIN INJURY (TBI) GROUP FACILITATOR, June, 1996 to August, 1997, Kansas Rehabilitation Hospital, 1504 S.W. 8th Street, Topeka, Kansas 66606
(785) 235-6600 ext. 325

Duties: Was involved in co-facilitating a monthly TBI support group which involved survivors, parents, spouses and siblings as they worked through issues and shared troubling and successful periods.

Supervisors: Joanne Baumann, RMLP, Donovan Lee, MSW

VOLUNTEER: NORTHEAST YMCA : COMMITTEE OF MANAGEMENT - MEMBER, November, 2010 - November, 2012, 2601 North 70th St. Lincoln, NE 68507
(402) 434-9262

Duties: Advocated for Northeast branch; attended and participated in monthly committee meetings; served as liaison between community and committee and staff; reported any feedback from community at meetings; served on sub-committee or ad hoc committee if necessary; participated in annual Strong Kids Campaign.

Supervisor: Chris Klingenberg, Director of N.E. YMCA

RESEARCH EXPERIENCE

Masters Thesis, successfully defended April 28, 1999, Coping and Family Dynamics in Parents of Post-Injury Traumatic Brain Injury Children and Adolescents.

Research Assistant: August, 1993 to December, 1993 for Jeri Thompson, Ph.D., University of Nebraska-Lincoln.

Researcher: January, 2007, to September, 2011. University of Nebraska – Lincoln, Barkley Center

PUBLICATIONS

Hux, K., Bush, E., Evans, K., & Simanek, G. (2013). Misconceptions about traumatic brain injury among students preparing to be special education professionals. *Support for Learning, 28,* 109-114.

Bush, E., Hux, K., Holmberg, M., Henderson, A., Zickefoose, A., & Simanek, G. (2011). Learning and study strategies of students with traumatic brain injury: A mixed method study. *Journal of Postsecondary Education and Disability*, *24*, 231-250.

Hux, K., Bush, E., Zickefoose, S., Holmberg, M., Henderson, A., & Simanek, G. (2010). Exploring the study skills and accommodations used by college student survivors of traumatic brain injury. *Brain Injury, 24,* 13-26.

Simanek, G., Stephenson, L. A. (2001). Coping in parents of children with traumatic brain injury. *Rehabilitation Psychology*. Abstract

PRESENTATIONS

Simanek, G., Reisher, P., Harvey, J., Sughroue, L. (2015, January). "Overview of Brain Injury, Individual, Family, Community and what is needed," Jason Varga and the Human Services Federation – 30 case managers from various nonprofit agencies coming for CEU's. Center for People in Need, Lincoln, NE

Simanek, G. Fulmer, M., Reisher, P., Verzal, B. (2014, August). "I am the Voice of Brain Injury," Community Conversations, Community Health Endowment of Lincoln, NE

Simanek, G. (2013, March). "Brain Injury Education and Prevention-Guest Speaker." School Community Intervention and Prevention-Team Leaders-Grades 6-8; Laura Trautman, LMEP, Raymond Central, NE

Simanek, G. (2013, February). "Personal Story. Re-establishing Meaning in Life/BICC." Epilepsy Support Group; Michele Johannes, Bryan-East, Lincoln, NE

Simanek, G. (2012, September). "Living with a TBI and Educational Strategies/Problems." School Community Intervention and Prevention-Team Leaders; Rose Hood, LMEP, Lincoln, NE

Simanek, G. (2012, August). "Personal Story. Re-establishing Meaning in Life/BICC." Lincoln Sertoma Club, Hy-Vee, 51st and 0 St., Lincoln, NE

Simanek, G. (2012, July). "Brain Injury and its Dimensional Impact on Children and Creation of Brain Injury Community Center" Doane College, Lincoln, NE

Simanek, G. (2012, June). "Personal Story. Re-establishing Meaning in Life/BICC." Lincoln Optimist Club, Hy-Vee, 51st and 0 St., Lincoln, NE

Simanek, G. (2012, May). “Personal Story. Re-establishing Meaning in Life/BICC.” Lincoln Kiwanis Club, U.S. Bank, Lincoln, NE

Simanek, G., Chatters, K. (2011, June). “Living with a TBI and Educational Strategies/Problems.” Dr. Marilyn Scheffler’s 400/800 Graduate/Undergraduate Special Education Class, Barkley Center, UN-L, Lincoln, NE

Simanek, G. (2011, June). “Depression, Don’t Let it Get You Down.” Stroke Support Group, Brentwood Estates, 1111 South 70th St., Lincoln, NE

Simanek, G. (2011, May). “Hope, Help, and Healing.” Reshaping the Future, Honoring the Past: Nebraska Coalition for Victims of Crime annual awards luncheon. Governor’s Mansion, Lincoln, NE.

Simanek, G., Matthies, M. (2011, May). “Ways to Strengthen Support Groups.” 5th Annual Traumatic Brain Injury Conference, Kearney, NE

Simanek, G., Sughroue, L. (2011, April). “Living with a TBI and Educational Strategies/Problems.” Dr. Marilyn Scheffler’s Undergraduate Special Education Class, Barkley Center, UN-L, Lincoln, NE.

Simanek, G. (2011, February). “Depression, Don’t Let it Get You Down.” Stroke Support Group, Savannah Pines, 3900 Pine Lake Road, Lincoln, NE

Simanek, G. (2011, February). “Brain Connections, Are You Always On Target?” Stroke Support Group, Savannah Pines, 3900 Pine Lake Road, Lincoln, NE

Simanek, G. (2011, February). “Depression, Don’t Let it Get You Down.” Stroke Support Group, Milford’s Sunrise Country Manor, 610 224th St., Milford, NE

Simanek, G. (2010, November). “Brain Connections, Are You Always on Target?” Stroke Support Group, Brentwood Estates, 1111 South 70th St., Lincoln, NE

Simanek, G. (2010, November). “Brain Connections, Are You Always on Target?” Stroke Support Group, Milford’s Sunrise Country Manor, 610 224th St., Milford, NE

Simanek, G. (2010, October 14-22). “Acquired Brain Injury Training,” Lincoln Police Department Inservice Training, Lincoln, NE.

Simanek, G., (2008, March). “Traumatic Brain Injury: Families in Crises.” Presented to instructor, Sharon Holliday, and 20 students enrolled in preschool/school age practicum at Lincoln Northeast High School, Lincoln, Nebraska.

Simanek, G., (2007, April). “Traumatic Brain Injury: Families in Crises.” Presented to instructor, Sharon Holliday, and ‘Family and Consumer Science’ students at Lincoln Northeast High School, Lincoln, Nebraska.

Simanek, G., Hux, K., Bennett, K. (2003, December). “Traumatic Brain Injury Trainings for Vocational Rehabilitation Staff.” Kearney and Lincoln, Nebraska.

Simanek, G., Stephenson, L. A. (2001). “Coping in Parents of Children with Traumatic Brain Injury” Poster Presentation at the 109th APA Annual Convention. Moscone Convention Center, San Francisco, California.

Simanek, G. (1999, June). “Medical Trauma and Clinical Skills in Dealing with Traumatic Brain Injury Patients.” Presented to graduate and undergraduate students enrolled at Washburn University in SW619 Clinical Practice with Survivors of Trauma course. Instructor: Nancie Palmer, Ph.D., Department of Social Work, Washburn University, Topeka, Kansas.

Simanek, G., Groft, Travis, Adams, N., Ukinski, A. (1999, February). “Education of Emotional, Physical, Cognitive and Psychosocial Sequelae of Traumatic Brain Injury.” Presented to instructors, and 30 top theatre students in the state of Nebraska at Lincoln Community Playhouse, Lincoln, Nebraska.

Simanek, G., Timming, R., Riss, R., Harvey, J., Mehlhaff, H., Adams, N., Hall, N., Reisher, P., Ukinski, C. (1999, January). “Child Reintegration into School after Traumatic Brain Injury.” Presented to Lincoln Public School’s nurses, health aides, parents, instructors, and students at BryanLGH West, Lincoln, Nebraska.

Simanek, G., Baumann, J., Rogers, S. (1998, June). “The Emotional, Cognitive, and Physical Sequelae of Traumatic Brain Injury and the Impact it has on the Family, Friends, and Future of Survivors.” Presentation to nursing students at Washburn University, Topeka, Kansas.

Simanek, G. (1997, May). “The Effects Traumatic Brain Injury can have on the Family, and how Madonna Rehabilitation Hospital’s Treatment Teams Have Assisted in the Recovery Process.” Presentation to benefactors of Madonna Rehabilitation Hospital’s benefit banquet reception held at the University of Nebraska-Lincoln’s Elephant Hall.

Simanek, G. (1996, September). “The Emotional, Cognitive, and Physical Sequelae of Traumatic Brain Injury”. Presentation to Stephen Jordan’s, Ph.D. undergraduate TBI class, Doane College, Crete, Nebraska.

Simanek, G. (1994, November). “The Emotional, Cognitive, and Physical Sequelae of Traumatic Brain Injury”. Presentation to Stephen Jordan’s, Ph.D. undergraduate TBI class, Doane College, Crete, Nebraska.

PROFESSIONAL ORGANIZATIONS

-National Brain Injury Association 1993 - present.
-Brain Injury Association of Nebraska 1994 - present.
-State of Nebraska Department of Education, January, 2002 – January, 2003. Advisory Board member for Traumatic Brain Injury, Orthopedic Injury, and Other Health Impairments Committee.
- Traumatic Brain Injury Advisory Board of Nebraska – Executive Committee, October, 2002 – October, 2006.

HONORS AND AWARDS

2012	Nomination by BIA-NE and Madonna Rehabilitation Hospital for the 'Robert Woods Johnson Foundation Community Health Leaders Award.' Advanced to the Second round out of 400 national entries.
2012	'Above and Beyond Award' - Nebraska Brain Injury Association. Presented at the 6th annual Brain Injury Conference for outreach work with Brain injury individuals and their families.
2011	YMCA Member of the Month-September
2001	The 2001 Student Research Award: Division 22, Rehabilitation Psychology of the American Psychological Association, Washburn University, Topeka, KS
1999	Outstanding Post-Internship Graduate Student, Washburn University
1999	Spirit Award from the Lincoln-Lancaster Women's Commission in recognition for girls and women in sports and fitness
1999	Team Captain of Washburn University Marathon Training Team
1998	Outstanding Pre-Internship Graduate Student, Washburn University
1998	Psi-Chi, National Honor Society
1996-1999	Washburn University Endowed Scholarship
1997-1999	President and founder of Washburn University Running Club
1996	Chairman's GOAL Award, Madonna Rehabilitation Hospital, Lincoln, NE
1989-1990	Co-captain of Men's and Women's Cross-Country and Track Teams, Hastings College
1988	Alpha Chi Academic Honor Society, Hastings College
1987	Most Promising Art Student Award, Hastings College

REFERENCES

Karen Hux, Ph.D., Full Professor of Communication Disorders, University of Nebraska-Lincoln, 318 Barkley Memorial Center, P.O. Box 830738, Lincoln, NE 68583-0738
(402) 472-8249; khux1@unl.edu

Ron Hruska, MPA, PT, Director and business owner of Hruska Clinic, Inc., Restorative Physical Therapy Services, 5241 R. St., Lincoln, NE 68504
402-467-4545; ron@hruskaclinic.com

Kate Kulesher Jarecke, Advocacy & Issue Management, Inc., 3510 Old Dominion Road, Lincoln, NE 68516; 402-430-0722; Kate.aiminc@gmail.com

Peggy Reisher, Director, Brain Injury Association of Nebraska, 2424 Ridge Point Circle Lincoln, NE, 68512; (402) 423-2463; Peggy@biane.org

Marcia Matthies, Nebraska State Stroke Association, 6900 L St., Lincoln, NE, 68510
(402)-484-8131; matthies.marcia@hotmail.com

Rose Dymacek, Program Specialist, Nebraska Department of Education, Special Populations Office, 301 Centennial Mall South, P.O. Box 94987, Lincoln, NE 68509
(402)471-6695; rose.dymacek@nebraska.gov

James L. Nedrow, O.D., M.S., F.A.A.O., Neuro Optometrist, Oculi Vision Rehabilitation, 1401 Infinity, Suite D, Lincoln, NE, 68512 (402) 420-0880; jnoculi@neb.rr.com

Sarah Strong, Director of Residential Housing, Integrated Life Choices, Inc., 2012. P.O. Box 80728, Lincoln, NE 68501
(402) 742-0311

Travis Groft, Ph.D., Licensed Psychologist, Director of Neuropsychology, Supervisor, Madonna Rehabilitation Hospital, 5401 South St., Lincoln, Nebraska 68506
(402) 483-9547

Charlyn Shickell, PhD., Community Mental Health Center of Lancaster County, 2200 St. Mary's Avenue, Lincoln, NE 68502
402-441-7940

Gary Forbach, Ph.D., Psychology Department, Thesis Committee, Professor, Washburn University, 1700 College, Topeka, Kansas 66621
(785) 231-1010 ext. 1564

Laura Stephenson, Ph.D., Dept. Chair of Psychology, Professor, Advisor, Thesis Chair, Washburn University, Psychology Department, HC211, 1700 College, Topeka, Kansas 66621
(785) 231-1010 ext, 1564

Dave Provorse, Ph.D., Clinical Supervisor, Professor, Washburn University, Psychology Department, HC211, 1700 College, Topeka, Kansas 66621

(785) 231-1010 ext, 1564

Diane Kirchoff-Ness, LMHP, Supervisor, Community Mental Health Center of Lancaster County, 2200 St. Mary's Avenue, Lincoln, Nebraska 68502
(402) 441-7940

Bill Johnston, RMLP, Supervisor, South Central Community Mental Health Center, 2365 W. Central St., El Dorado, KS 67042
(316) 321-6036

Joanne Farrell, LMHP, Harvest Project Supervisor, Lincoln Information for the Elderly (LIFE), 1005 "O" Street, Suite 300, Lincoln, Nebraska, 68508
(402) 441-7070

Shir Smith

14092 West State Farm Road, North Platte, NE 69101 · (308) 530-7288
ranshir.smith@yahoo.com or inmates2016@gmail.com

I began a Non-profit organization, Ranshir Revolving Door Rescue Rehab, to continue my passion for helping others who have been a victim of trauma. Starting from the ground up by developing a Board of Directors, securing funding status, and writing Policies and Procedures for a program that utilizes rescue horses to facilitate and promote therapeutic healing in a community resource setting. My passion is helping others and showing them there is more to life then what they may be feeling in the present.

Experience

May 2020 – Present

Family Support Worker/Team Coordinator, Guardian Light Family Services

Working with individuals to reunify their families, helping other Family Support Workers to do their job accurately and efficiently, and doing consults individually with Family Support Workers and training where there may be needs.

SEPTEMBERS 2016 –May 2019

FACILITATOR/ANTI-VIOLENCE PROGRAM/INCARCERATED ADVOCATE, VOLUNTEER

Facilitating women's groups for the batter's intervention program using the Duluth model, helping to hold women accountable by teaching the steps of the program to include actions, the cause of the action, the outcome, and where they are going from here, working with inmates of local jails that are victims of domestic violence and sexual assault, and assisting victims with locating community resources for substance abuse treatment, housing, grief counseling, and the effects of trauma.

September 2014 – May 2019

Sexual Assault Coordinator, Rape/Domestic Abuse Program

Assisting victims with locating community resources for substance abuse treatment, housing, and grief counseling, educating victims on the effects of trauma, and working with victims of domestic violence and sexual assault.

Education

May 1993

Associates of Arts, Mid-Plains Community College

Degree completed in Medical Secretarial Services.

Continuing Education

Continuing education and training on Traumatic Brain Injury and its effects, over 200 hours of continuing education credits in Domestic Violence including a conference on Prison Rape in 2016, Motivational Interviewing, Trauma Informed, and Safe from Harm.Emerge and Duluth training for Batterer's Intervention Programs with men and women. Fingerprint Certified

Accomplishments

- Awarded 2019 BIA-NE "The Above and Beyond Award" recognition.
- 2020 Governor Nomination as member of the Brain Injury Trust Oversight Committee.
- Nominated for the "Women of the Year" for North Platte, NE in the 2021 Volunteer category.
- Awarded the "Visionary Voice Award" in 2018.
- Awarded the "Volunteer of the Year" award in 2016 from The Salvation Army.

Activities

Along with volunteering at The Salvation Army for the After School Program, I volunteered time working with the youth in the group home and cooking meals for different programs. I continue to volunteer time for the Jail Ministry program, and I am actively involved as an advocate on the Sexual Assault Hotline since 2014.

References

MARY ROMACK (402) 519-3837
WILMA TACKETT (308) 532-2038
ROXIE CHASE (308) 532-9169

UNIVERSITY OF Nebraska Lincoln

DEPARTMENT OF PSYCHOLOGY

Dr. Kathy Chiou
Department of Psychology University of Nebraska-Lincoln
238 Burnett Hall
Lincoln, NE 68588-0308

February 3, 2025

Subject: Letter of Support for the Brain Injury Association of Nebraska (BIA-NE)

Dear Members of the Brain Injury Oversight Committee,

I am writing to express my strong support for the Brain Injury Association of Nebraska (BIA-NE) and their application for funding through the Brain Injury Assistance Act. As a faculty member in the Department of Psychology at the University of Nebraska-Lincoln, I have had the privilege of collaborating with BIA-NE on research and training initiatives aimed at improving brain injury identification, intervention, and long-term outcomes.

Brain injuries often go undiagnosed and untreated, leaving survivors to navigate a complex and fragmented system with little guidance. BIA-NE has been instrumental in bridging these gaps by training professionals, facilitating research, and advocating for improved services. Their efforts have significantly enhanced Nebraska's capacity to support individuals affected by brain injury. Through our collaborations, I have seen firsthand BIA-NE's unwavering commitment to advancing brain injury research and education. Their impact includes:

- Training service providers and professionals on brain injury recognition, symptom management, and best practices for supporting individuals with brain injuries.

- Facilitating research on brain injury outcomes, particularly in high-risk populations, to inform policy and improve service delivery.

- Connecting researchers with real-world data and lived experiences, ensuring that our academic efforts translate into practical solutions for individuals with brain injuries.

Additionally, I am a strong adovocate for the BIA-NE's Resource Facilitation program. This program plays a vital role in Nebraska's brain injury support system, helping individuals access critical services, navigate healthcare and rehabilitation options, and receive personalized guidance. Their work directly aligns with evidence-based best practices for improving brain injury outcomes and reducing long-term challenges.

Continued funding for BIA-NE is essential to ensuring the sustainability and expansion of these efforts. With increased investment, BIA-NE can broaden its research partnerships, expand training initiatives, and reach more individuals in need. Their work is invaluable to Nebraska's brain injury community, and I strongly urge you to support their funding request.

Please feel free to contact me at kchiou2@unl.edu or (402)472-5843 if you require further information.

Sincerely,

Kathy S. Chiou, Ph.D.
Assistant Professor
Department of Psychology
University of Nebraska-Lincoln

SARPY COUNTY PUBLIC DEFENDER

1208 Golden Gate Drive, Box #1700
Papillion, NE 68046
Phone (402) 593-5933 Fax (402) 593-5939

Todd West
Public Defender

April O'Loughlin
Chief Deputy

February 13, 2025

Dennis P. Marks
Sarpy County Public Defender
1210 Golden Gate Drive
Papillion, NE 68046
DMarks@sarpy.gov

Subject: Letter of Support for the Brain Injury Association of Nebraska (BIA-NE)

Dear Brain Injury Oversight Committee,

I am writing to express my strong support for the Brain Injury Association of Nebraska (BIA-NE) and their application for funding through the Brain Injury Assistance Act. As the Sarpy County Public Defender, I work with individuals involved in the justice system - many of whom have a history of undiagnosed or unaddressed brain injuries. Through my ongoing partnership with BIA-NE, I have seen firsthand the critical role they play in identifying brain injuries, supporting affected individuals, and training professionals who work with justice-involved youth.

BIA-NE has been an essential partner in helping screen, identify, and provide support for individuals in the justice system who are struggling with the long-term effects of brain injuries. In collaboration with my office, they have:

- Provided brain injury screenings for justice-involved youth and adults, ensuring that underlying cognitive and behavioral challenges are recognized and addressed.
- Delivered specialized training for juvenile justice professionals, equipping them with the knowledge to better support youth at high risk.

- Assisted in making appropriate referrals for individuals with brain injuries, connecting them with services that help reduce recidivism and improve long-term outcomes.

Brain injuries are a major but often overlooked factor in the justice system. Without proper identification and support, individuals with brain injuries may struggle with impulse control, memory deficits, and difficulty following legal proceedings, which can lead to repeated interactions with the justice system. BIA-NE's work is crucial in breaking this cycle by providing education, advocacy, and direct support to those who need it most.

Continued funding for BIA-NE is essential to sustaining these efforts. With additional resources, they can expand their screening programs, increase training opportunities for justice professionals, and strengthen referral networks—all of which are necessary for improving outcomes for individuals with brain injuries and making Nebraska's justice system more effective and fair.

I fully support BIA-NE's funding request and strongly encourage your consideration. Their work is making a real and measurable difference in the lives of justice-involved individuals, and continued investment in their programs will benefit Nebraska's communities as a whole.

Please feel free to contact me at **DMarks@sarpy.gov or at 402-593-5933** if additional information is needed.

Sincerely,

Dennis P. Marks
Sarpy County Public Defender

27316 04/25/2024 3:20 PM

Form **990** — Department of the Treasury, Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047 — **2023** — Open to Public Inspection

A For the 2023 calendar year, or tax year beginning , and ending

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Final return/terminated ☐ Amended return ☐ Application pending

C Name of organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Doing business as: BRAIN INJURY ALLIANCE OF NEBRASKA

Number and street (or P.O. box if mail is not delivered to street address): P.O. Box 22147 — Room/suite:

City or town, state or province, country, and ZIP or foreign postal code: LINCOLN NE 68542

D Employer identification number: 26-0851140

E Telephone number: 402-423-2463

G Gross receipts $ 1,124,401

F Name and address of principal officer: PEGGY REISHER, P.O. Box 22147, LINCOLN NE 68542

H(a) Is this a group return for subordinates? ☐ Yes ☒ No

H(b) Are all subordinates included? ☐ Yes ☐ No — If "No," attach a list. See instructions

I Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) ( ) (insert no.) ☐ 4947(a)(1) or ☐ 527

J Website: WWW.BIANE.ORG

H(c) Group exemption number

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other — L Year of formation: 2008 — M State of legal domicile: NE

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities:
TRAUMATIC BRAIN INJURY SUPPORT.

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.

3 Number of voting members of the governing body (Part VI, line 1a)	3	14
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	14
5 Total number of individuals employed in calendar year 2023 (Part V, line 2a)	5	13
6 Total number of volunteers (estimate if necessary)	6	0
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

	Prior Year	Current Year
Revenue		
8 Contributions and grants (Part VIII, line 1h)	1,105,738	1,064,951
9 Program service revenue (Part VIII, line 2g)	26,520	11,754
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		0
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	-14,809	39,718
12 Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)	1,117,449	1,116,423
Expenses		
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	531,492	696,571
16a Professional fundraising fees (Part IX, column (A), line 11e)		0
b Total fundraising expenses (Part IX, column (D), line 25) 13,072		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	241,989	255,655
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	773,481	952,226
19 Revenue less expenses. Subtract line 18 from line 12	343,968	164,197

Net Assets or Fund Balances	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	1,103,951	1,273,059
21 Total liabilities (Part X, line 26)	21,225	26,136
22 Net assets or fund balances. Subtract line 21 from line 20	1,082,726	1,246,923

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

COPY

Signature of officer — Date

PEGGY REISHER — EXECUTIVE DIRECTOR

Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
JOSEPH J. MEDUNA		04/25/24		P01378332

Firm's name: GRAFTON & ASSOCIATES, P.C. — Firm's EIN: 82-3725220

Firm's address: 5935 S. 56TH ST., SUITE A, LINCOLN, NE 68516 — Phone no. 402-486-3600

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

Part III **Statement of Program Service Accomplishments**

Check if Schedule O contains a response or note to any line in this Part III ☐

1 Briefly describe the organization's mission:

TO CREATE A BETTER FUTURE FOR ALL NEBRASKANS THROUGH BRAIN INJURY PREVENTION, EDUCATION, ADVOCACY, AND SUPPORT.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses $ 881,979 including grants of $) (Revenue $ 11,754)

FURTHERING PUBLIC GOOD THROUGH DEDICATION TO THOSE WHO HAVE SUFFERED TRAUMATIC BRAIN INJURIES AND THE SERVICE PROVIDERS.

4b (Code:) (Expenses $ including grants of $) (Revenue $)

N/A

4c (Code:) (Expenses $ including grants of $) (Revenue $)

N/A

4d Other program services (Describe on Schedule O.)

(Expenses $ including grants of $) (Revenue $)

4e Total program service expenses 881,979

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		X
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? *If "Yes," complete Schedule C, Part II*	4	X	
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Rev. Proc. 98-19? *If "Yes," complete Schedule C, Part III*	5		X
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		X
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X, as applicable.			
a	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI*	11a		X
b	Did the organization report an amount for investments—other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*	11b		X
c	Did the organization report an amount for investments—program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX*	11d	X	
e	Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X*	11e		X
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? *If "Yes," complete Schedule D, Part X*	11f	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI and XII*	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional*	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at $100,000 or more? *If "Yes," complete Schedule F, Parts I and IV*	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or other assistance to or for any foreign organization? *If "Yes," complete Schedule F, Parts II and IV*	15		X
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or other assistance to or for foreign individuals? *If "Yes," complete Schedule F, Parts III and IV*	16		X
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I.* See instructions	17		X
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18	X	
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20a	Did the organization operate one or more hospital facilities? *If "Yes," complete Schedule H*	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than $5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		X

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
22	Did the organization report more than $5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		X
26	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? *If "Yes," complete Schedule L, Part II*	26		X
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? *If "Yes," complete Schedule L, Part III*	27		X
28	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions).			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? *If "Yes," complete Schedule L, Part IV*	28a		X
b	A family member of any individual described in line 28a? *If "Yes," complete Schedule L, Part IV*	28b		X
c	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in noncash contributions? *If "Yes," complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1*	34		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		X
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35b		
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? **Note:** All Form 990 filers are required to complete Schedule O.	38	X	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V ☐

					Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable	1a	1			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c		

Part V Statements Regarding Other IRS Filings and Tax Compliance *(continued)*

				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 13			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	X	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		X
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O*		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		X
b	If "Yes," enter the name of the foreign country See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		X
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		X
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state? **Note:** See the instructions for additional information the organization must report on Schedule O.		13a		
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.		15		X
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.		16		X
17	**Section 501(c)(21) organizations.** Did the trust, any disqualified or other person engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953? If "Yes," complete Form 6069.		17		

Part VI **Governance, Management, and Disclosure** *For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.*

Check if Schedule O contains a response or note to any line in this Part VI .... [X]

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a 14			
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.				
b	Enter the number of voting members included on line 1a, above, who are independent	1b 14			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		5		X
6	Did the organization have members or stockholders?		6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?		8a	X	
b	Each committee with authority to act on behalf of the governing body?		8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses on Schedule O*		9		X

Section B. Policies *(This Section B requests information about policies not required by the Internal Revenue Code.)*

			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a		X
b	Describe on Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Did the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe on Schedule O how this was done*	12c	X	
13	Did the organization have a written whistleblower policy?	13	X	
14	Did the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b		X
	If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **None**

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.

[ ] Own website [X] Another's website [X] Upon request [ ] Other *(explain on Schedule O)*

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records.

PEGGY REISHER P.O. BOX 22147
LINCOLN NE 68542 402-890-0606

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII ☐

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) PEGGY REISHER EXECUTIVE DIRECTOR	40.00 0.00			X				94,528	0	0
(2) GEORGE ACHOLA DIRECTOR	1.00 0.00	X						0	0	0
(3) JULIE BRAUER DIRECTOR	1.00 0.00	X						0	0	0
(4) MIKAELA DAVIS TREASURER	1.00 0.00	X		X				0	0	0
(5) BRETT HOOGEVEEN DIRECTOR	1.00 0.00	X						0	0	0
(6) DESIREE MAUCH DIRECTOR	1.00 0.00	X						0	0	0
(7) ELIZABETH MCCLELLAND DIRECTOR	1.00 0.00	X						0	0	0
(8) BETSY RAYMER DIRECTOR	1.00 0.00	X						0	0	0
(9) JOHN RODRIQUEZ DIRECTOR	1.00 0.00	X						0	0	0
(10) MARK RUSSELL PRESIDENT	1.00 0.00	X		X				0	0	0
(11) CURTISE RUWE DIRECTOR	1.00 0.00	X						0	0	0

Part VII **Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees** *(continued)*

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(12) TAMI SOPER PRESIDENT-ELECT	1.00 0.00	X		X				0	0	0
(13) CHARLES TAYLON DIRECTOR	1.00 0.00	X						0	0	0
(14) KAY WENZL DIRECTOR	1.00 0.00	X						0	0	0
(15) BRETT YOUNG SECRETARY	1.00 0.00	X		X				0	0	0
(16)										
(17)										
(18)										
(19)										

		(D)	(E)	(F)
1b	Subtotal	94,528		
c	Total from continuation sheets to Part VII, Section A			
d	Total (add lines 1b and 1c)	94,528		

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 of reportable compensation from the organization 0

			Yes	No
3	Did the organization list any **former** officer, director, trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		X
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	4		X
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 of compensation from the organization 0

Part VIII **Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII ☐

Section	Line	Description		Amount	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a	31,741				
	b	Membership dues	1b					
	c	Fundraising events	1c	16,650				
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	911,105				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	105,455				
	g	Noncash contributions included in lines 1a-1f	1g	$				
	h	**Total.** Add lines 1a–1f			1,064,951			
Program Service Revenue				Business Code				
	2a	CONFERENCE		900099	11,754	11,754		
	b							
	c							
	d							
	e							
	f	All other program service revenue						
	g	**Total.** Add lines 2a–2f			11,754			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)						
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties						
				(i) Real / (ii) Personal				
	6a	Gross rents	6a					
	b	Less: rental expenses	6b					
	c	Rental inc. or (loss)	6c					
	d	Net rental income or (loss)						
				(i) Securities / (ii) Other				
	7a	Gross amount from sales of assets other than inventory	7a					
	b	Less: cost or other basis and sales exps.	7b					
	c	Gain or (loss)	7c					
	d	Net gain or (loss)						
	8a	Gross income from fundraising events (not including $ 16,650 of contributions reported on line 1c). See Part IV, line 18	8a	27,505				
	b	Less: direct expenses	8b	7,978				
	c	Net income or (loss) from fundraising events			19,527			
	9a	Gross income from gaming activities. See Part IV, line 19	9a					
	b	Less: direct expenses	9b					
	c	Net income or (loss) from gaming activities						
	10a	Gross sales of inventory, less returns and allowances	10a					
	b	Less: cost of goods sold	10b					
	c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue				Business Code				
	11a	BENEFICIAL INT AGENCY ACCTS		900099	18,618	18,618		
	b	MISCELLANEOUS		900099	1,573	1,573		
	c							
	d	All other revenue						
	e	**Total.** Add lines 11a–11d			20,191			
	12	**Total revenue.** See instructions			1,116,423	31,945	0	0

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	94,528	87,737	4,737	2,054
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	545,364	511,139	27,600	6,625
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	7,728		7,728	
10 Payroll taxes	48,951	45,814	2,473	664
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	67,682	62,211	3,414	2,057
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.)				
12 Advertising and promotion	31,533	30,594	461	478
13 Office expenses	24,321	21,199	1,948	1,174
14 Information technology	24,081	21,427	2,654	
15 Royalties				
16 Occupancy	4,979	4,630	349	
17 Travel	32,086	30,679	1,407	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	43,200	42,637	563	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	6,549	6,446	103	
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a PROFESSIONAL DEVELOPMENT	11,534	10,349	1,165	20
b DUES & SUBSCRIPTIONS	7,477	5,892	1,585	
c BANK & CREDIT CARD FEES	1,609	898	711	
d MISCELLANEOUS	604	393	211	
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	952,226	882,045	57,109	13,072
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part X ☐

			(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing	834,357	1	964,595
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net	17,257	3	12,113
	4	Accounts receivable, net	148,558	4	180,652
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges	18,180	9	17,722
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D — 10a			
	b	Less: accumulated depreciation — 10b		10c	
	11	Investments—publicly traded securities		11	
	12	Investments—other securities. See Part IV, line 11		12	
	13	Investments—program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11	85,599	15	97,977
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	1,103,951	16	1,273,059
Liabilities	17	Accounts payable and accrued expenses	21,225	17	26,136
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26	**Total liabilities.** Add lines 17 through 25	21,225	26	26,136
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here** ☒ **and complete lines 27, 28, 32, and 33.**			
	27	Net assets without donor restrictions	842,601	27	1,093,161
	28	Net assets with donor restrictions	240,125	28	153,762
		Organizations that do not follow FASB ASC 958, check here ☐ **and complete lines 29 through 33.**			
	29	Capital stock or trust principal, or current funds		29	
	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
	31	Retained earnings, endowment, accumulated income, or other funds		31	
	32	Total net assets or fund balances	1,082,726	32	1,246,923
	33	Total liabilities and net assets/fund balances	1,103,951	33	1,273,059

Part XI **Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI [X]

1	Total revenue (must equal Part VIII, column (A), line 12)	1	1,116,423
2	Total expenses (must equal Part IX, column (A), line 25)	2	952,226
3	Revenue less expenses. Subtract line 2 from line 1	3	164,197
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,082,726
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	1,246,923

Part XII **Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII [ ]

			Yes	No
1	Accounting method used to prepare the Form 990: [ ] Cash [X] Accrual [ ] Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both. [ ] Separate basis [ ] Consolidated basis [ ] Both consolidated and separate basis	2a		X
b	Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both. [X] Separate basis [ ] Consolidated basis [ ] Both consolidated and separate basis	2b	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.	2c	X	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F?	3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b		

SCHEDULE A
(Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

Attach to Form 990 or Form 990-EZ.

Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Employer identification number: 26-0851140

Part I Reason for Public Charity Status. (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

1 [ ] A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**

2 [ ] A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990).)

3 [ ] A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**

4 [ ] A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:

5 [ ] An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)

6 [ ] A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**

7 [X] An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

8 [ ] A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)

9 [ ] An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university:

10 [ ] An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions, subject to certain exceptions; and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

11 [ ] An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**

12 [ ] An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

a [ ] **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**

b [ ] **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**

c [ ] **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**

d [ ] **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**

e [ ] Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations

g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–10 above (see instructions))	(iv) Is the organization listed in your governing document? Yes	No	(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	222,050	351,449	838,588	1,105,738	1,064,951	3,582,776
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3	222,050	351,449	838,588	1,105,738	1,064,951	3,582,776
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public support.** Subtract line 5 from line 4						3,582,776

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	222,050	351,449	838,588	1,105,738	1,064,951	3,582,776
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 **Total support.** Add lines 7 through 10						3,582,776

12 Gross receipts from related activities, etc. (see instructions) — 12 — 264,243

13 **First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f) divided by line 11, column (f)) — 14 — 100.00 %

15 Public support percentage from 2022 Schedule A, Part II, line 14 — 15 — 100.00 %

16a **33 1/3% support test — 2023.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☒

b **33 1/3% support test — 2022.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

17a **10%-facts-and-circumstances test — 2023.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

b **10%-facts-and-circumstances test — 2022.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐

Part III **Support Schedule for Organizations Described in Section 509(a)(2)**

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

14 **First 5 years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ☐

Section C. Computation of Public Support Percentage

15	Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16	Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2023** (line 10c, column (f), divided by line 13, column (f))	17	%
18	Investment income percentage from **2022** Schedule A, Part III, line 17	18	%

19a **33 1/3% support tests — 2023.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

b **33 1/3% support tests — 2022.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

			Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? *If "No," describe in **Part VI** how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.*	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? *If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).*	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? *If "Yes," answer lines 3b and 3c below.*	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? *If "Yes," describe in **Part VI** when and how the organization made the determination.*	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? *If "Yes," explain in **Part VI** what controls the organization put in place to ensure such use.*	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? *If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.*	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? *If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.*	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? *If "Yes," explain in **Part VI** what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.*	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? *If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in **Part VI**, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).*	5a		
b	**Type I or Type II only.** Was any added or substituted supported organization part of a class already designated in the organization's organizing document?	5b		
c	**Substitutions only.** Was the substitution the result of an event beyond the organization's control?	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? *If "Yes," provide detail in **Part VI.***	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? *If "Yes," complete Part I of Schedule L (Form 990).*	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7? *If "Yes," complete Part I of Schedule L (Form 990).*	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? *If "Yes," provide detail in **Part VI.***	9a		
b	Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? *If "Yes," provide detail in **Part VI.***	9b		
c	Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? *If "Yes," provide detail in **Part VI.***	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? *If "Yes," answer line 10b below.*	10a		
b	Did the organization have any excess business holdings in the tax year? *(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)*	10b		

Part IV Supporting Organizations *(continued)*

			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
a	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and 11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
c	A 35% controlled entity of a person described on line 11a or 11b above? *If "Yes" to line 11a, 11b, or 11c, provide detail in **Part VI**.*	11c		

Section B. Type I Supporting Organizations

			Yes	No
1	Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? *If "No," describe in **Part VI** how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.*	1		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? *If "Yes," explain in **Part VI** how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.*	2		

Section C. Type II Supporting Organizations

			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? *If "No," describe in **Part VI** how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).*	1		

Section D. All Type III Supporting Organizations

			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?	1		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? *If "No," explain in **Part VI** how the organization maintained a close and continuous working relationship with the supported organization(s).*	2		
3	By reason of the relationship described on line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? *If "Yes," describe in **Part VI** the role the organization's supported organizations played in this regard.*	3		

Section E. Type III Functionally Integrated Supporting Organizations

1 *Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (**see instructions**).*

a ☐ The organization satisfied the Activities Test. *Complete **line 2** below.*

b ☐ The organization is the parent of each of its supported organizations. *Complete **line 3** below.*

c ☐ The organization supported a governmental entity. *Describe in **Part VI** how you supported a governmental entity (see instructions).*

			Yes	No
2	Activities Test. ***Answer lines 2a and 2b below.***			
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? *If "Yes," then in **Part VI identify those supported organizations and explain** how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.*	2a		
b	Did the activities described on line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? *If "Yes," explain in **Part VI** the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.*	2b		
3	Parent of Supported Organizations. ***Answer lines 3a and 3b below.***			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? *If "Yes" or "No," provide details in **Part VI**.*	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? *If "Yes," describe in **Part VI** the role played by the organization in this regard.*	3b		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (*explain in **Part VI***). **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A – Adjusted Net Income			(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1		
2	Recoveries of prior-year distributions	2		
3	Other gross income (see instructions)	3		
4	Add lines 1 through 3.	4		
5	Depreciation and depletion	5		
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6		
7	Other expenses (see instructions)	7		
8	**Adjusted Net Income** (subtract lines 5, 6, and 7 from line 4)	8		

Section B – Minimum Asset Amount			(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):			
a	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
c	Fair market value of other non-exempt-use assets	1c		
d	**Total** (add lines 1a, 1b, and 1c)	1d		
e	**Discount** claimed for blockage or other factors (*explain in detail in **Part VI***):			
2	Acquisition indebtedness applicable to non-exempt-use assets	2		
3	Subtract line 2 from line 1d.	3		
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4		
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5		
6	Multiply line 5 by 0.035.	6		
7	Recoveries of prior-year distributions	7		
8	**Minimum Asset Amount** (add line 7 to line 6)	8		

Section C – Distributable Amount				Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1		
2	Enter 0.85 of line 1.	2		
3	Minimum asset amount for prior year (from Section B, line 8, column A)	3		
4	Enter greater of line 2 or line 3.	4		
5	Income tax imposed in prior year	5		
6	**Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).	6		

7 ☐ Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).

Part V **Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations** *(continued)*

Section D – Distributions			**Current Year**
1	Amounts paid to supported organizations to accomplish exempt purposes	1	
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4	Amounts paid to acquire exempt-use assets	4	
5	Qualified set-aside amounts (prior IRS approval required—*provide details in* ***Part VI***)	5	
6	Other distributions (*describe in* ***Part VI***). See instructions.	6	
7	**Total annual distributions.** Add lines 1 through 6.	7	
8	Distributions to attentive supported organizations to which the organization is responsive (*provide details in* ***Part VI***). See instructions.	8	
9	Distributable amount for 2022 from Section C, line 6	9	
10	Line 8 amount divided by line 9 amount	10	

Section E – Distribution Allocations (see instructions)		**(i)** **Excess Distributions**	**(ii)** **Underdistributions Pre-2023**	**(iii)** **Distributable Amount for 2023**
1	Distributable amount for 2023 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2023 (reasonable cause required–*explain in* ***Part VI***). See instructions.			
3	Excess distributions carryover, if any, to 2023			
a	From 2018			
b	From 2019			
c	From 2020			
d	From 2021			
e	From 2022			
f	**Total** of lines 3a through 3e			
g	Applied to underdistributions of prior years			
h	Applied to 2023 distributable amount			
i	Carryover from 2018 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2023 from Section D, line 7: $			
a	Applied to underdistributions of prior years			
b	Applied to 2023 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, *explain in* ***Part VI***. See instructions.			
6	Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in* ***Part VI***. See instructions.			
7	**Excess distributions carryover to 2024**. Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2019			
b	Excess from 2020			
c	Excess from 2021			
d	Excess from 2022			
e	Excess from 2023			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

SCHEDULE C (Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under Section 501(c) and Section 527

Complete if the organization is described below. Attach to Form 990 or Form 990-EZ.

Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then:

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then:

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then:

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization	Employer identification number
BRAIN INJURY ASSOCIATION OF NEBRASKA	26-0851140

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV. See instructions for definition of "political campaign activities."

2 Political campaign activity expenditures. See instructions .... $ ....

3 Volunteer hours for political campaign activities. See instructions ....

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 .... $ ....

2 Enter the amount of any excise tax incurred by organization managers under section 4955 .... $ ....

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? .... ☐ Yes ☐ No

4a Was a correction made? .... ☐ Yes ☐ No

b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities .... $ ....

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities .... $ ....

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b .... $ ....

4 Did the filing organization file **Form 1120-POL** for this year? .... ☐ Yes ☐ No

5 Enter the names, addresses, and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

	(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

Part II-A **Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

A Check ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)	1,642	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	1,187	
c Total lobbying expenditures (add lines 1a and 1b)	2,829	
d Other exempt purpose expenditures	957,375	
e Total exempt purpose expenditures (add lines 1c and 1d)	960,204	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	169,031	

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
not over $500,000,	20% of the amount on line 1e.
over $500,000 but not over $1,000,000,	$100,000 plus 15% of the excess over $500,000.
over $1,000,000 but not over $1,500,000,	$175,000 plus 10% of the excess over $1,000,000.
over $1,500,000 but not over $17,000,000,	$225,000 plus 5% of the excess over $1,500,000.
over $17,000,000,	$1,000,000.

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)	42,258	
h Subtract line 1g from line 1a. If zero or less, enter -0-	0	
i Subtract line 1f from line 1c. If zero or less, enter -0-	0	

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ Yes ☐ No

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) Total
2a Lobbying nontaxable amount	58,422	90,721	142,335	169,031	460,509
b Lobbying ceiling amount (150% of line 2a, column (e))					690,764
c Total lobbying expenditures	1,813	4,497		2,829	9,139
d Grassroots nontaxable amount	14,606	22,680	35,584	42,258	115,128
e Grassroots ceiling amount (150% of line 2d, column (e))					172,692
f Grassroots lobbying expenditures	984	3,708		1,642	6,334

Part II-B **Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.	(a) Yes	(a) No	(b) Amount
1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i Other activities?			
j Total. Add lines 1c through 1i			
2a Did the activities in line 1 cause the organization to not be described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

		Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1		
2 Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3 Did the organization agree to carry over lobbying and political campaign activity expenditures from the prior year?	3		

Part III-B **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."**

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) nondeductible lobbying and political expenditures (**do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditures next year?	4	
5 Taxable amount of lobbying and political expenditures. See instructions	5	

Part IV **Supplemental Information**

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions); and Part II-B, line 1. Also, complete this part for any additional information.

Part IV **Supplemental Information** *(continued)*

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
Attach to Form 990.
Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047
2023
Open to Public Inspection

Name of the organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Employer identification number: 26-0851140

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II Conservation Easements

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
- ☐ Preservation of land for public use (for example, recreation or education)
- ☐ Preservation of a historically important land area
- ☐ Protection of natural habitat
- ☐ Preservation of a certified historic structure
- ☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included on line 2a	2c	
d	Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year

4 Number of states where property subject to conservation easement is located

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year

8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenue included on Form 990, Part VIII, line 1 $

(ii) Assets included in Form 990, Part X $

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items.

a Revenue included on Form 990, Part VIII, line 1 $

b Assets included in Form 990, Part X $

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that make significant use of its collection items (check all that apply).

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange program
e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV **Escrow and Custodial Arrangements**
Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table.

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII ☐

Part V **Endowment Funds**
Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment %
b Permanent endowment %
c Term endowment %
The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

		Yes	No
(i) Unrelated organizations?	3a(i)		
(ii) Related organizations?	3a(ii)		
b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI **Land, Buildings, and Equipment**
Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, line 10c, column (B))*

Part VII Investments – Other Securities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. *(Column (b) must equal Form 990, Part X, line 12, col. (B))*		

Part VIII Investments – Program Related

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. *(Column (b) must equal Form 990, Part X, line 13, col. (B))*		

Part IX Other Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

	(a) Description	(b) Book value
(1)	BENEFICIAL INTEREST IN AGENCY ACCTS	97,977
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total.	*(Column (b) must equal Form 990, Part X, line 15, col. (B))*	97,977

Part X Other Liabilities

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1.	(a) Description of liability	(b) Book value
(1)	Federal income taxes	
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total.	*(Column (b) must equal Form 990, Part X, line 25, col. (B))*	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ☒

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return
Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements			1	1,124,401
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:				
a	Net unrealized gains (losses) on investments	2a			
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIII.)	2d	7,978		
e	Add lines 2a through 2d			2e	7,978
3	Subtract line 2e from line 1			3	1,116,423
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	
5	Total revenue. Add lines 3 and 4c. *(This must equal Form 990, Part I, line 12.)*			5	1,116,423

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return
Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements			1	960,204
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIII.)	2d	7,978		
e	Add lines 2a through 2d			2e	7,978
3	Subtract line 2e from line 1			3	952,226
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIII.)	4b			
c	Add lines 4a and 4b			4c	
5	Total expenses. Add lines 3 and 4c. *(This must equal Form 990, Part I, line 18.)*			5	952,226

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Part X - FIN 48 Footnote

The Alliance is exempt from Federal and state income taxation under Code Section 501(c)(3) of the Internal Revenue Code and is not a private foundation. As such, income earned in the performance of its exempt purpose is not subject to income tax. Any income received through activities not related to its exempt purpose may be subject to unrelated business income taxes and taxed at normal corporate rates. The Alliance had no such income for the years ended December 31, 2023 and 2022. Management also believes the Alliance does not have any uncertain tax positions for the years ending December 31, 2023 and 2022. The Alliance's federal Returns of Organization Exempt from Income Tax (Form 990) for the years ended December 31, 2022, 2021, and 2020 may still be subject to examination by the IRS, generally

Part XIII Supplemental Information *(continued)*

for three years after they were filed.

Part XI, Line 2d - Revenue Amounts Included in Financials - Other

RECLASSIFICATION OF FUNDRAISING EXPENSES $ 7,978

Part XII, Line 2d - Expense Amounts Included in Financials - Other

RECLASSIFICATION OF FUNDRAISING EXPENSES $ 7,978

SCHEDULE G (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than $15,000 on Form 990-EZ, line 6a.

Attach to Form 990 or Form 990-EZ.

Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Employer identification number: 26-0851140

Part I **Fundraising Activities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

a ☐ Mail solicitations
b ☐ Internet and email solicitations
c ☐ Phone solicitations
d ☐ In-person solicitations
e ☐ Solicitation of non-government grants
f ☐ Solicitation of government grants
g ☐ Special fundraising events

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☐ No

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least $5,000 by the organization.

	(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions? Yes	No	(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
Total							

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

Part II **Fundraising Events.** Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than $15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than $5,000.

		(a) Event #1	(b) Event #2	(c) Other events	(d) Total events (add col. (a) through col. (c))
		Blazing Trails (event type)	(event type)	None (total number)	
Revenue	1 Gross receipts	44,155			44,155
	2 Less: Contributions	16,650			16,650
	3 Gross income (line 1 minus line 2)	27,505			27,505
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	7,978			7,978
	10 Direct expense summary. Add lines 4 through 9 in column (d)				7,978
	11 Net income summary. Subtract line 10 from line 3, column (d)				19,527

Part III **Gaming.** Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than $15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	☐ Yes ____ % ☐ No	
	7 Direct expense summary. Add lines 2 through 5 in column (d)				
	8 Net gaming income summary. Subtract line 7 from line 1, column (d)				

9 Enter the state(s) in which the organization conducts gaming activities:

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain:

10a Were any of the organization's gaming licenses revoked, suspended, or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain:

11 Does the organization conduct gaming activities with nonmembers? ☐ Yes ☐ No

12 Is the organization a grantor, beneficiary or trustee of a trust, or a member of a partnership or other entity formed to administer charitable gaming? ☐ Yes ☐ No

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility 13a %

b An outside facility 13b %

14 Enter the name and address of the person who prepares the organization's gaming/special events books and records:

Name

Address

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue? ☐ Yes ☐ No

b If "Yes," enter the amount of gaming revenue received by the organization $ and the amount of gaming revenue retained by the third party $

c If "Yes," enter name and address of the third party:

Name

Address

16 Gaming manager information:

Name

Gaming manager compensation $

Description of services provided

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

a Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license? ☐ Yes ☐ No

b Enter the amount of distributions required under state law to be distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year $

Part IV **Supplemental Information.** Provide the explanations required by Part I, line 2b, columns (iii) and (v); and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also provide any additional information. See instructions.

SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

Attach to Form 990 or Form 990-EZ.

Go to *www.irs.gov/Form990* for the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Name of the organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Employer identification number: 26-0851140

Form 990, Part VI, Line 11b - Organization's Process to Review Form 990

THE ASSOCIATION'S EXECUTIVE DIRECTOR AND BOARD FINANCE COMMITTEE REVIEWS THE FORM 990.

Form 990, Part VI, Line 12c - Enforcement of Conflicts Policy

CONFLICT OF INTEREST DISCLOSURE STATEMENTS ARE COMPLETED BY EMPLOYEES AND DIRECTORS UPON APPOINTMENT, ANNUALLY THEREAFTER, AND WHEN CIRCUMSTANCES CHANGE. CONFLICT OF INTEREST DISCLOSURE STATEMENTS ARE REVIEWED BY THE EXECUTIVE DIRECTOR AND BOARD CHAIR.

Form 990, Part VI, Line 15a - Compensation Process for Top Official

COMPENSATION IS BASED ON BUDGET AND COMPARING LIKE WAGES TO OTHER NON-PROFITS IN THE REGION (BASED ON DATA FROM NON-PROFIT ASSOCIATION OF THE MIDLANDS).

Form 990, Part VI, Line 19 - Governing Documents Disclosure Explanation

THE ASSOCIATION MAKES IT'S GOVERNING DOCUMENTS AND FINANCIAL STATEMENTS AVAILABLE TO THE PUBLIC UPON REQUEST AND VIA THEIR WEBSITE.

Form 990, Part XI, Line 9 - Other Changes in Net Assets Explanation

RECLASSIFICATION OF FUNDRAISING EXPENSES	$	7,978
RECLASSIFICATION OF FUNDRAISING EXPENSES	$	-7,978

Form **990**

Event Income and Deduction Worksheet

2023

Description Blazing Trails

Name: BRAIN INJURY ASSOCIATION OF

Taxpayer Identification Number: 26-0851140

Use this worksheet to verify data entered for a specific activity on your form 990/990EZ

Income & Expense Summary:

1. Gross receipts or sales	1.	27,505
2. Advertising income	2.	
3. Circulation income	3.	
4. Other income	4.	
5. Returns and allowances	5.	
6. Contributions received	6.	16,650
7. **Total revenue.** Add lines 1 through 6	7.	44,155
8. Cost of Goods Sold	8.	
9. Employment Expense	9.	
10. Fees for services	10.	
11. Indirect Expense	11.	
12. Depreciation Expense	12.	
13. Exempt Activity Expense	13.	
14. Fundraising Expense	14.	7,978
15. **Total expenses.** Add lines 8 through 14	15.	7,978
16. **Net Income/Loss.** Line 7 minus Line 15	16.	36,177

Expense Details - Cost of Goods Sold:

Beginning inventory	
Purchases	
Labor	
Section 263A costs	
Other costs	
Ending inventory	
Total Cost of Goods Sold	

Expense Details - Employment Expense:

Compensation of officers	
Other salaries and wages	
Pension plan contributions	
Other employee benefits	
Payroll taxes	
Total Employment Expense	

Expense Details - Fees for Services:

Management	
Legal	
Accounting	
Lobbying	
Professional fundraising	
Investment management	
Other	
Total Fees for Services	

Information is indicated for use on Form 990-T, Schedule A:

Schedule A, UBIT Activity Code______ Seq #____

- ☐ Part V, Debt Financing
- ☐ Part VI, Controlled Org Income
- ☐ Part VII, Investments for C(7)(9)(17)
- ☐ Part VIII, Exploited Activities
- ☐ Part IX, Advertising Income

Expense Details - Indirect Expense:

Advertising and promotion	
Office	
Printing/publication/postage	
Info technology/Maintenance	
Royalties & License Fees	
Occupancy/Real Estate Taxes	
Travel & Repairs	
Travel/entertainment (officials)	
Conferences/meetings	
Interest	
Insurance	
Total Indirect Expense	

Expense Details - Depreciation Expense:

On investment property	
On non-investment property	
Amortization	
Depletion	
Total Depreciation Expense	

Expense Details - Exempt Activity Expense:

Repairs and Maintenance	
Bad debts	
Taxes/licenses	
Charitable contributions	
Dividend recd deductions	
Readership costs	
Other expenses	
Total Exempt Activity Expense	

Expense Details - Fundraising Expense:

Cash prizes	
Non-cash prizes	
Rent and facility costs	
Food & beverages (Part II only)	
Entertainment (Part II only)	
Other direct expenses	7,978
Total Fundraising Expense	7,978

Allocation of Expense to Program Service Accomplishments:

First	
Second	
Third	
All other	

BRAIN INJURY ALLIANCE OF NEBRASKA

FINANCIAL STATEMENTS AND
INDEPENDENT AUDITORS' REPORT

DECEMBER 31, 2023 AND 2022

Grafton&Associates p.c.
CERTIFIED PUBLIC ACCOUNTANTS

BRAIN INJURY ALLIANCE OF NEBRASKA

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December 31, 2023 and 2022

INDEPENDENT AUDITORS' REPORT

Board of Directors
Brain Injury Alliance of Nebraska
Lincoln, Nebraska

Opinion

We have audited the accompanying financial statements of Brain Injury Alliance of Nebraska (a nonprofit organization), which comprise the statements of financial position as of December 31, 2023 and 2022 and the related statements of activities, functional expenses, cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Brain Injury Alliance of Nebraska (the Alliance) as of December 31, 2023 and 2022, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Alliance and meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Alliance's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that

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includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Alliance's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Alliance's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

[illegible], P.C.

March 9, 2024

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENTS OF FINANCIAL POSITION

December 31,

ASSETS

	2023	2022
CURRENT ASSETS		
Cash and cash equivalents	$ 886,697	$ 699,550
Accounts receivable	180,652	148,558
Prepaid expenses	17,722	18,180
Grants and pledges receivable	12,113	17,257
Total current assets	1,097,184	883,545
OTHER ASSETS		
Restricted cash and cash equivalents	77,898	134,807
Beneficial interest in assets invested by others	97,977	85,599
Total other assets	175,875	220,406
Total assets	$ 1,273,059	$ 1,103,951

LIABILITIES AND NET ASSETS

	2023	2022
CURRENT LIABILITIES		
Accounts payable	$ 14,538	$ 13,437
Other accrued expenses	11,598	7,788
Total current liabilities	26,136	21,225
NET ASSETS		
Net assets without donor restrictions	1,093,161	842,601
Net assets with donor restrictions	153,762	240,125
Total net assets	1,246,923	1,082,726
Total liabilities and net assets	$ 1,273,059	$ 1,103,951

The accompanying notes are an integral part of these financial statements.

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENTS OF ACTIVITIES

For the years ended December 31,

	2023	2022
NET ASSETS WITHOUT DONOR RESTRICTIONS		
Revenues and support		
Contributions	$ 127,679	$ 130,104
Grants	470,623	406,989
Conference and fundraising event sponsorship	11,754	18,520
Fundraising event	27,505	24,084
Increase (decrease) in the beneficial interest in assets invested by others	18,618	(12,398)
Miscellaneous revenue	1,572	902
Total revenue and support	657,751	568,201
Net assets released from restrictions	553,013	566,957
Expenses		
Program	882,045	745,267
Management	57,109	19,534
Fundraising	21,050	17,432
Total expenses	960,204	782,233
Increase in net assets without donor restrictions	250,560	352,925
NET ASSETS WITH DONOR RESTRICTIONS		
Grants and contributions	450,000	550,000
Conference and fundraising event sponsorship	16,650	8,000
Net assets released from restrictions	(553,013)	(566,957)
Decrease in net assets with donor restrictions	(86,363)	(8,957)
Total increase in net assets	164,197	343,968
Net assets at beginning of year	1,082,726	738,758
Net assets at end of year	$ 1,246,923	$ 1,082,726

The accompanying notes are an integral part of these financial statements.

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2023

	Program Services	Management & General	Fundraising	Totals
Advertising	$ 30,594	$ 461	$ 830	$ 31,885
Bank and credit card fees	898	711	-	1,609
Dues and subscriptions	5,892	1,585	-	7,477
Conferences and meetings	2,750	465	-	3,215
Event and program fees	39,887	98	1,434	41,419
Insurance	6,446	103	-	6,549
Miscellaneous	393	211	-	604
Other payroll related costs	-	7,728	-	7,728
Professional development	10,349	1,165	20	11,534
Payroll taxes	45,814	2,473	1,073	49,360
Postage and shipping	270	91	308	669
Printing	13,810	1,487	1,262	16,559
Professional fees	62,211	3,414	2,057	67,682
Salaries	598,876	32,337	14,020	645,233
Supplies	7,119	370	46	7,535
Travel and meals	30,679	1,407	-	32,086
Utilities	4,630	349	-	4,979
Software and website	21,427	2,654	-	24,081
Total functional expenses	$ 882,045	$ 57,109	$ 21,050	$ 960,204

The accompanying notes are an integral part of these financial statements.

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2022

	Program Services	Management & General	Fundraising	Totals
Advertising	$ 27,993	$ 26	$ 253	$ 28,272
Bank and credit card fees	270	994	-	1,264
Contract services	39,330	-	-	39,330
Dues and subscriptions	8,867	1,658	-	10,525
Conferences and meetings	1,214	666	-	1,880
Event and program fees	37,296	8	1,831	39,135
Insurance	3,038	-	-	3,038
Miscellaneous	870	-	-	870
Professional development	10,647	-	-	10,647
Payroll taxes	36,512	752	981	38,245
Postage and shipping	62	82	230	374
Printing	13,819	32	897	14,748
Professional fees	44,056	3,514	356	47,926
Salaries	477,279	9,834	12,824	499,937
Supplies	7,341	958	-	8,299
Travel and meals	16,987	9	60	17,056
Utilities	4,022	421	-	4,443
Software and website	15,664	580	-	16,244
Total functional expenses	$ 745,267	$ 19,534	$ 17,432	$ 782,233

The accompanying notes are an integral part of these financial statements.

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENTS OF CASH FLOWS

For the years ended December 31,

	2023	2022
Cash flows from operating activities		
Total increase in net assets	$ 164,197	$ 343,968
Adjustments to reconcile increase in net assets to net cash provided by operating activities:		
Net (increase) decrease in beneficial interest in assets held by others	(12,378)	15,092
(Increase) decrease in assets		
Accounts receivable	(32,094)	(72,537)
Grants and pledge receivables	5,144	18,589
Prepaid expenses	458	(10,286)
Increase (decrease) in operating liabilities		
Accounts payable	1,101	(5,029)
Other accrued expenses	3,810	514
Net cash provided by operating activities	130,238	290,311
Net increase in cash and cash equivalents	130,238	290,311
Cash and cash equivalents at beginning of year	834,357	544,046
Cash and cash equivalents at end of year	$ 964,595	$ 834,357
Cash and cash equivalents, and restricted cash are reported within the statement of financial position as follows:		
Cash and cash equivalents	$ 886,697	$ 699,550
Restricted cash and cash equivalents	77,898	134,807
Total cash and cash equivalents, and restricted cash	$ 964,595	$ 834,357

The accompanying notes are an integral part of these financial statements.

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1. Organization

Brain Injury Alliance of Nebraska (the Alliance) is a not-for-profit organization that was incorporated under the laws of the State of Nebraska in 2008. The mission of the Alliance is to enhance the quality of life for persons with brain injuries and their families and work towards the prevention of brain injuries.

2. Basis of Accounting

The financial statements of the Alliance have been prepared on the accrual basis of accounting. Under the accrual basis, revenue and expenses are recognized when earned or incurred, regardless of when the related cash flows occur.

3. Basis of Presentation

The financial statement presentation follows the recommendation of the Financial Accounting Standards Board (FASB) and reports information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions, which represents the expendable resources that are available for operations at management's discretion; and net assets with donor restrictions, which represent resources restricted by donors as to purpose, by the passage of time, or those which neither expire by passage of time nor can be fulfilled or otherwise removed by actions of the Alliance.

4. Cash and Cash Equivalents

For purposes of the Statements of Cash Flows, the Alliance considers highly liquid investment accounts with an expected holding period of less than three months to be cash equivalents.

5. Grants, Pledges, and Accounts Receivable

Grant, pledges, and accounts receivable are stated at the amount management expects to collect from balances outstanding at year-end. Based on management's assessment of the creditworthiness of grantors, donors, or having outstanding balances, it has concluded that losses on balances outstanding at year-end are improbable.

6. Beneficial Interest in Assets Invested by Others

During 2021, the Alliance placed $50,000 of funding into agency accounts with both the Omaha Community Foundation and Lincoln Community Foundation. The Alliance specified itself as the beneficiary of these agency funds but did grant to the respective Foundations'

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – Continued

6. Beneficial Interest in Assets Invested by Others – Continued

Board of Directors the right to redirect the assets to a different beneficiary under specific circumstances which management believes has a remote likelihood of occurring. The Alliance follows the guidance of the *Not-For-Profit Entities* section of the FASB codification and records the Alliance's interest in the assets of the respective Foundations as an asset on the statement of financial position.

7. Revenue Recognition

The Alliance's revenue from contributions and grants is principally awarded to the Alliance for the benefit of the public rather than as a fee for service transaction. As such, the Alliance typically accounts for this revenue following the guidance for revenue recognition of the *Not-for-Profit Entities* section of the Financial Accounting Standards Board's Accounting Standards Codification (the Codification).

Certain other revenue of the Alliance, predominantly fees and event revenue, is considered an exchange transaction and therefore, the Alliance relies upon the guidance of Topic 606 of the Codification. Fees and event revenue, such as for the conference or training opportunities, are separately recognized as distinct performance obligations and are deferred until the completion of the event for which the customer registered. As of December 31, 2023 and 2022, there were no significant contract assets or liabilities related to these sources of revenue.

The Alliance does not incur significant costs to obtain the fees and event revenue, it does not have any significant financing, and it does not have any anticipated impairment losses.

8. Restricted and Unrestricted Revenue and Support

Contributions received are recorded as support with or without donor restrictions depending on the existence and/or nature of any donor restrictions. Certain restricted contributions may be reported as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the same reporting period in which the revenue is recognized. Otherwise, when a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the Statements of Activities as net assets released from restrictions.

9. Income Tax

The Alliance is exempt from Federal and state income taxation under Code Section 501(c)(3) of the Internal Revenue Code and is not a private foundation. As such, income earned in the performance of its exempt purpose is not subject to income tax. Any income received through activities not related to its exempt purpose may be subject to unrelated business income taxes

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – Continued

9. Income Tax – Continued

and taxed at normal corporate rates. The Alliance had no such income for the years ended December 31, 2023 and 2022. Management also believes the Alliance does not have any uncertain tax positions for the years ending December 31, 2023 and 2022. The Alliance's federal Returns of Organization Exempt from Income Tax (Form 990) for the years ended December 31, 2022, 2021, and 2020 may still be subject to examination by the IRS, generally for three years after they were filed.

10. Advertising

The Alliance expenses advertising costs when incurred. The accompanying Statements of Activities include advertising expense of $31,885 and $28,272 for the years ended December 31, 2023 and 2022, respectively.

11. Functional Expenses

Certain expenses are charged directly to program, management, or fundraising in general categories on the Statements of Functional Expenses, based on specific identification. Indirect expenses have been allocated among the programs and supporting services benefited on a basis of personnel expenses, which are based on specific job functions.

12. Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

NOTE B – COMMITMENTS

The Alliance often plans conferences and meetings in advance of the events and entered into one contract to secure a location for a future event to be held in March 2024. This contract had different stated potential costs for cancellation, largely based on a number of indeterminable variables, such as number of participants and the timing of the notification of cancellation. As of December 31, 2023, the Alliance was committed for $13,120 for this location.

NOTE C – NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are available for the following purposes as of December 31,:

Restriction	2023	2022
Purpose restricted		
Brain injury support center	$ 1,485	$ 1,485
Brain Injury Assistance Act funds for resource facilitation	77,898	134,807
Douglas County Youth Center	57,729	95,832
Time restricted		
Conference and fundraising event sponsorships	16,650	8,000
Net assets with donor restrictions	$ 153,762	$ 240,124

NOTE D – CONCENTRATIONS

A significant portion of the Alliance's revenue is provided by two sources. The Alliance received 40.0% of its revenue in the years ending December 31, 2023 and 2022, from the Nebraska Brain Injury Assistance Act. Additionally, for the years ended December 31, 2023 and 2022, the Alliance received 34.2% and 25.2% of its revenue, respectively, from the Nebraska Department of Health and Human Services, Division of Medicaid and Long-Term Care State Unit on Aging. If this funding were terminated, the Alliance would not be able to continue the level of services currently provided.

The Alliance maintained one bank account which, for a large portion of the year, held a balance greater than the FDIC insured limit of $250,000. As of December 31, 2023 and 2022, the Alliance's uninsured bank balances were $721,085 and $596,611, respectively. Management believes that the risk is mitigated by holding funds in a reputable institution with no known risks or history of financial trouble.

NOTE E – LIQUIDITY

The Alliance must maintain sufficient resources to meet responsibilities to its donors. Thus, financial assets may not be available for general expenditures within one year. The following reflects the Alliance's liquid financial assets as of December 31, 2023 and 2022, respectively, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the balance sheet date.

NOTE E – LIQUIDITY – Continued

	2023	2022
Financial assets:		
Cash and cash equivalents	$ 886,697	$ 699,550
Grants and pledges receivable	12,113	17,257
Accounts receivable	180,652	148,558
Restricted cash and cash equivalents	77,898	134,807
Beneficial interest in assets invested by others	97,977	85,599
Less those unavailable for general expenditures within one year, due to:		
Restricted by donor with time or purpose restrictions	(153,762)	(240,124)
Beneficial interest in assets invested by others as an operational reserve	(97,977)	(85,599)
Financial assets available to meet cash needs for general expenditures within one year	$1,003,598	$ 760,048

As part of the Alliance's liquidity management, it typically structures its financial assets to be available as its general expenditures, liabilities and other obligations come due.

The beneficial interests in assets invested by others represent agency funds held at Lincoln Community Foundation and Omaha Community Foundation. As disclosed in Note A, the distribution of the funds is at the discretion of the Board of Directors. The funds may be drawn upon in the event of financial distress or an unanticipated liquidity need. However, the Alliance intends to hold such funds as an operational reserve to ensure the future financial stability of the Organization.

NOTE F – SUBSEQUENT EVENTS

In preparing these financial statements, the Alliance has evaluated events and transactions for potential recognition or disclosure through March 9, 2024, the date the financial statements were available to be issued.

Effective January 19, 2024, the Alliance was notified that Douglas County Youth Center (DCYC) was terminating its memorandum of understanding with the Alliance for screening services. Subsequently, the Alliance received a release of restrictions for the amounts previously received for the DCYC program (see Note C for amounts restricted for the DCYC program as of December 31, 2023 and 2022). The release of restrictions allows the Alliance to utilize funds for operational or other programmatic purposes; however, the Alliance intends to seek additional opportunities to utilize the funds for similar program efforts. No other events or transactions were noted to the date the financial statements were available to be issued which requires further disclosure.

2025 Budget

Approved by the Board of Directors on 1/10/25

Revenue

	Budget 2025: 'Normal' Operational	Budget 2025: 'One Time' Specific Items	Budget 2025: TOTAL
Event Revenue			
Conference Registration & Exhibits	$ 18,500	$ -	**$ 18,500**
Conference Sponsorships	11,000	-	**11,000**
Blazing Trails Sponsorships	15,000	-	**15,000**
Blazing Trails Registrations	5,000	-	**5,000**
	$ 49,500	$ -	$ 49,500
Contributions/Donations			
Foundation Contributions	$ 93,000	$ -	**$ 93,000**
Business/Org Contributions	8,000	-	**8,000**
Individual Contributions	20,000	-	**20,000**
CHAD / United Way	25,000	-	**25,000**
	$ 146,000	$ -	$ 146,000
Government Funding & Grants			
Dept. of Highway Safety Grant	$ 30,000	$ -	**$ 30,000**
DHHS Concussion & DV Grants	73,000	-	**73,000**
DBH Grant	10,000	-	**10,000**
ADRC Grant	8,555	-	**8,555**
MAC Funding	400,000	-	**400,000**
BIAA (Spent Portion)	475,000	-	**475,000**
NIH - DV Grant (2023-2027)	20,000	-	**20,000**
	$ 1,016,555	$ -	$ 1,016,555
Other Revenue			
Investment Return / Interest Income	$ 12,000	-	**$ 12,000**
	$ 12,000	$ -	$ 12,000
	$ 1,224,055	**$ -**	**$ 1,224,055**

Expenses

	Budget 2025: 'Normal' Operational	Budget 2025: 'One Time' Specific Items	Budget 2025: TOTAL
Professional Services : Accounting & Audit	$ 21,100	$ -	**$ 21,100**
Professional Services: IT Support	15,000	-	**15,000**
Professional Services : Consultants	86,120	-	**86,120**
Marketing & Advertising Expenses	12,500	12,500	**25,000**
Bank, Credit Card, and Investment Fees	2,000	-	**2,000**
Software and Website Expenses	39,000	-	**39,000**
Conferences & Meetings	7,000	-	**7,000**
Dues & Subscriptions	34,500	(7,872)	**26,628**
Program Events and Efforts	85,000	5,000	**90,000**
Insurance	10,000	-	**10,000**
Office Supplies and Expenses	8,000	2,000	**10,000**
Payroll and Related Expenses	873,313	-	**873,313**
Postage, Mailing Service	800	-	**800**
Printing & Copying	15,000	3,500	**18,500**
Rent & Utilities (Telephone, Internet)	7,000	-	**7,000**
Travel and Meals	45,000	-	**45,000**
Professional Development/Training	10,000	-	**10,000**
Miscellaneous	1,500	-	**1,500**
	$ 1,272,833	**$ 15,128**	**$ 1,287,961**

Net Results

	Budget 2025: 'Normal' Operational	Budget 2025: 'One Time' Specific Items	Budget 2025: TOTAL
	$ (48,778)	**$ (15,128)**	**$ (63,906)** *

* Note: The 2025 Budget reflects BIA's intentions to spend unrestricted funds received in prior years. The spend down reflects some specific 'one-time' items, as well as elevated budgeted expenses in certain categories based on the Organiztation's anticipated activities for 2025.