

## NOTICE OF PUBLIC MEETING

Notice is hereby given that a public meeting of the Brain Injury Oversight Committee will be held on April 17<sup>th</sup>, 2026, 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 Conference 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 Hrcirik at (402) 559-5837 or [mhrncirik@unmc.edu](mailto: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 17, 2026  
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 20, 2026
- VII. Vote on fund recipient(s)
- VIII. Committee appointments discussion
- IX. Vote for Vice Chair and Secretary
- X. Next meeting
  - July 17, 2026 (In-person, location Madonna Rehabilitation Hospital of Lincoln)
    - UNMC Invoice and BIOC FY27 Budget
    - Set timelines and goals for FY27
  - September 18, 2026 (Virtual meeting)
    - Review annual report from Funding Recipient
    - Planning for the Release of NOFO
  - February 2027 – tentative Madonna Rehabilitation Hospital of Lincoln
    - Form work group for reviewing applications
- XI. Adjourn

# Brain Injury Oversight Committee (BIOC) Meeting Minutes

**Date:** February 20, 2026

**Time:** 1:00 PM – 3:00 PM

**Location:** In person at Madonna Rehabilitation Hospital, Lincoln Campus (5401 South St Lincoln, NE 68506 Clay Conference Room). Due to the weather, a virtual meeting was added <https://unmc.zoom.us/j/95925602112?pwd=2JpsUAGsQOrXlh9icKE3RaiprrjMcj.1>.

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## Public Notice

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

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## Attendance

**Members Present:** Kody Moffatt, Anna Cole, Jeffrey Baker, Shauna Dahlgren, Dale Johannes, Lindy Foley, and Thomas Janousek

**Members Absent:** Sara Morgan, Lorie Regier, Sheila Kennedy, Peggy Reisher, and Tiffany Armstrong

**UNMC Staff:** Mike Hrcirik

**Guests:** Liz Gebhart-Morgan

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## Meeting Proceedings

### Call to Order

Shauna Dahlgren called the meeting to order.

### Open Meetings Act Announcement

Notice of this meeting was published on the UNMC website. A link to the Nebraska Open Meetings Act was included in the agenda, and a physical copy was available in the meeting room.

### Roll Call & Introductions

Committee members introduced themselves.

### Approval of Agenda

The agenda was reviewed and unanimously approved.

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## **Public Comment**

Tom Janousek reported an update on Federal Funding for rural health in Nebraska; The Division of Behavioral Health is working on advanced funding for rural nursing home level of care facilities to be able to meet the needs of those with brain injury and thus be able to accept them into their long-term care facilities. Initiative to identify nursing facilities that have interest in accepting patients who have behaviors or other challenges and exploring doing some pilots with these facilities to develop resources to serve clients with BI. Mike said NMC has also been asking about this. Put in a bid for 200 million dollars for 5 years but received 218 million thus working on putting out grant applications and non-profit agencies to work on utilizing these funds. Tom put the link to the website in the chat to follow the timeline and the 7 different initiatives the money would cover across the state.

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## **Approval of Previous Meeting Minutes**

The minutes from the September 19<sup>th</sup>, 2025, meeting were reviewed and approved.

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## **Committee Business**

### **Form workgroup for reviewing applications**

Kody, Dale and Tiffany are willing to be a part of the workgroup to review applications and will provide recommendations at the April meeting.

### **Bi-Annual report from the funding recipient**

Liz provided an update on the funding recipient from last year. She shared the mid-year report for the BI Assistance Act and discussed the first 6-month period.

Resource facilitation services are being modeled after North Dakota's approach. Liz can make this document available electronically for further review. Clients were served from 41 different counties. Individuals are hearing about BIA through violence shelters, corrections, etc. 49 different agencies referred people to BIA-NE. There was a shift in how people are getting connected to BIA via the website now which has been a change. Reviewed funding supports/employment with use of the Medicaid state plan being the highest. The report discusses reasons for unemployment. Reviewed the data on causes of brain injury and percentage of people who were seen by a medical provider after the injury.

Shauna asked if the data collected is based on asking the client about what benefits they receive because there is concern that the clients may not fully understand what they are receiving and if they are receiving multiple benefits, therefore the data may not entirely reflect the reality.

Kody commented on the demographics data form and gave context to the interpretation of the data.

Liz also reviewed the remaining sections of the report including Training for Professionals section of the report, the TBI Registry Letter section, Public Awareness section, supporting research, quality improvement/standards of care, evaluating needs and financial overview.

Lindy requested a copy of the report. Liz will send it to Mike and he will forward it on to the committee members.

### **Updates on Committee Terms**

Shauna shared a general update on working to get clarification on the renewal terms. The renewal terms were to be completed on every 4 years. It is a 12-member committee so in order to have quorum you need 7 people, but there are currently only 11 people on the committee thus need to fill the open space in the committee. Discussed conflicts of interest if Peggy were to be on the committee, working on committee operations and Ryan at the Attorney General's office reported that based on how the committee is operating and people are forthcoming with their external affiliations, he feels the committee is in compliance. If the committee wants a written or formal opinion, the committee needs to have specific questions identified and then vote to take those to the AG office and request a written response from that office to those questions.

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### **Upcoming Meetings**

**Date:** April 17th, 2026

**Time:** 1:00 PM – 3:00 PM

**Format:** In-person (Madonna Rehabilitation Hospital of Lincoln)

**Agenda:** Vote on recipients for the Funding recipients and vote for vice chair and secretary. If anyone is interested in those positions, please let Shauna know.

**Date:** July 17<sup>th</sup>, 2026

**Format:** In person (Tentatively Madonna Rehabilitation Hospital of Lincoln) – need 2 in-person meetings per year.

**Date:** September 18<sup>th</sup>, 2026

**Format:** Virtual

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**Adjournment**

The meeting was adjourned at 2:52 PM

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**Minutes respectfully submitted by:**

Diane Ulmer

# Brain Injury Association of Nebraska’s 2026-2027 Brain Injury Assistance Act Application

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# Project Summary, Description, & Work Plan

## Project Goal

The Brain Injury Association of Nebraska works to create lasting, system-level change so individuals with brain injury and their families can thrive. Through targeted training, personalized resource facilitation, mentoring, and strong community partnerships, we reduce barriers, strengthen resilience, and connect people to the supports they need at the right time.

We are requesting \$475,000 from Nebraska's Brain Injury Assistance Act to sustain and expand our Resource Facilitation Program from July 2026 through June 2027, ensuring continued access to individualized guidance and coordination across systems of care.

Together, we can turn knowledge into action, close service gaps, and build a more responsive and brain injury-informed Nebraska.

## 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 2025 – December 2025)** 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 2025 through December 2025, BIA-NE offered 31 trainings for a total of 1207 training participants.
- **Follow-Up with Brain Injury Registry Contacts.**  
From July 2025 to December 2025, a total of 3,664 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.**  
Research on brain injury in high-risk populations remains limited, particularly among individuals who are justice-involved, experiencing homelessness, survivors of intimate partner violence, and those served in behavioral health systems. Emerging evidence shows brain injury is both common and frequently unrecognized in these groups. The Brain Injury Association of Nebraska partners with University of Nebraska–Lincoln and Dr. Kathy Chiou in the Department of Psychology to study these trends and examine how earlier identification and coordinated support—especially through Resource Facilitation—can improve outcomes. In addition, University of Nebraska Medical Center received a four-year National Institutes of Health grant in 2023 to study brain injury screening in community-based programs serving survivors of intimate partner violence and sex trafficking, with BIA-NE as a lead partner. In 2025, BIA-NE also received funding from the Sherwood Foundation to examine brain injury prevalence among justice-involved youth and support systems-level change.
- **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:

<b>Long-Term Objective #1 - Sustain and Strengthen individualized support in Nebraska.</b>		
<b><i>Specific Objectives</i></b>	<b><i>Timeline</i></b>	<b><i>Aims/Measurables</i></b>
Ensure continued statewide access to Resource Facilitation for individuals with brain injury	Present, Ongoing	The number of clients served
Maintain active outreach and referral pathways to reach newly identified individuals with brain injury, including medically based programs and organizations serving high-risk populations	Present, Ongoing	The number of new referral sources identified
Provide individualized Resource Facilitation that supports self-directed goals, including identifying strengths and challenges, clarifying service needs, navigating systems, and connecting to appropriate resources	Present, Ongoing	The number of barriers identified  The number of alternative strategies identified
Monitor client outcomes and satisfaction to ensure services remain responsive and effective	Present, Ongoing	Client surveys to measure impact and satisfaction
<b>Long-Term Objective #2 - Provide education, training, and support for professionals who work with individuals with brain injuries.</b>		
<b><i>Specific Objectives</i></b>	<b><i>Timeline</i></b>	<b><i>Aims/Measurables</i></b>
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
<b>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.</b>		
<b><i>Specific Objectives</i></b>	<b><i>Timeline</i></b>	<b><i>Aims/Measurables</i></b>

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, 2024, and 2025. In February of 2026, BIA-NE and PIE provided the mid-year report covering data from July 2025 through December 2025.

## Budget Justification Narrative

Please see [Attachment C](#) for the BIA-NE Budget Justification Narrative 2026-2027.

# 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, 2024, and 2025, the Brain Injury Association of Nebraska has strengthened the capacity and statewide reach of its Resource Facilitation program to meet ongoing and emerging needs across Nebraska.

During this period, BIA-NE increased its Resource Facilitation staffing from one full-time and one contract position to a team that now includes six full-time Resource Facilitators, three part-time Resource Facilitators working 20 hours per week, and two contracted Resource Facilitators providing up to 10 hours per week, ensuring consistent statewide access and timely response to new client referrals.

To support this service delivery model, BIA-NE has also built a dedicated administrative infrastructure, including:

- **Executive Director** – Providing strategic leadership and program oversight
- **Director of Operations** – Managing program logistics, funding compliance, and continuous process improvement
- **Marketing & Special Events Coordinator** – Supporting outreach, public education, and awareness efforts

This administrative team enhances the effectiveness of Resource Facilitators by:

- Supporting remote and regional staff with home office setup and operational needs
- Developing marketing and outreach materials to promote local events and services
- Coordinating ongoing training and professional development opportunities
- Overseeing data collection, reporting, and quality assurance to ensure accountability and measurable impact

Together, this structure allows BIA-NE to sustain high-quality, individualized Resource Facilitation services while maintaining a strong, responsive statewide presence.

## 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 Nebraskans 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.

As requested in the NOFO, the following are also attached:

- **Attachment Q** - BIA-NE's 2024 990 Tax Return
- **Attachment R** - BIA-NE's 2024 Financial Audit / Statements
- **Attachment S** - BIA-NE's 2026 Board-Approved Budget

## 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 Association

#### 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 2025– December 2025)

- **Referrals to 185 different community-based agencies:** Demonstrating our extensive reach and collaboration across various sectors.
- **Serving 351 unique clients:** Reflecting our commitment to providing individualized support and care.
- **Providing 31 training opportunities for over 1200 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 76 Facebook, 26 Instagram, and 5 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. Shireen Rajaram** is the Associate Professor at the University of NE College of Public Health, Department of Health Promotion. Her address is 984365 Nebraska Medical Center, Omaha, NE 68198-4365.

### Attachment T

**Dr. Erika Franta** is an Assistant Professor of Psychology at the Munro Meyer Institute, 6902 Pine St., Omaha, NE 68106. **Attachment U**

## Project Contact

Submitted and Signed by:



Peggy Reisher, MSW  
Executive Director  
Brain Injury Association of Nebraska  
PO Box 22147, Lincoln, NE 68542  
402-890-0606 | [peggy@biane.org](mailto:peggy@biane.org) | [www.BIANE.org](http://www.BIANE.org)

## List Of All Additional Attachments For This Application

- A. BIA-NE Brain Injury Assistance Act Mid-Year Report for July 2025 through December 2025
- B. BIA-NE Resource Facilitator Position Description, drafted August 2021
- C. BIA-NE Brain Injury Assistance Act Budget Justification Narrative for Year 6 (2026-2027), with Y1-5 history
  
- D. Resume - Peggy Reisher, Executive Director
- E. Resume - Paula Dodds, Director of Operations
- F. Resume - Jordan Willis, Marketing and Special Events Coordinator
- G. Resume - Brenda Horner, Resource Facilitation Team Lead
- H. Resume - Rachel Brandenburg, Resource Facilitator, Omaha & Northeast (FTE)
- I. Resume - Ross Van Amburg, Resource Facilitator, Panhandle (IC)
- J. Resume - Jennifer Sexton, Resource Facilitator, Omaha & Northeast (FTE)
- K. Resume - Alexa Hann, Resource Facilitator, Omaha & Northeast (PTE)
- L. Resume - MenDi McCuiston, Resource Facilitator, Western (PTE)
- M. Resume - Marisa Mears, Resource Facilitator, Western (IC)
- N. Resume - Michelle Meyer, Resource Facilitator, Lincoln & Southeast (PTE)
- O. Resume - Gina Simanek, Resource Facilitator, Lincoln & Southeast (FTE)
- P. Resume - Shir Smith, Resource Facilitator, Western (FTE)
  
- Q. BIA-NE's most recent 990 tax return (2024)
- R. BIA-NE's most recent audited financial statement (2024)
- S. BIA-NE's Board-Approved 2026 budget
- T. Letter of Support from Dr. Shireen Rajaram
- U. Letter of Support from Dr. Erika Franta



**Brain Injury Assistance Act**

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**MID-YEAR REPORT**

**Key Highlights from the Brain  
Injury Association  
of Nebraska for  
July – Dec. 2025**

The Brain Injury Assistance Act 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 to address **seven expenditure priorities**<sup>1</sup>.

The Brain Injury Association of Nebraska (BIA-NE) is in its fifth year of receiving the funding. While this report primarily highlights **efforts from July 1, 2025 through December 31, 2025**, there are areas where trend data is explored. The evaluation is conducted by Partners for Insightful Evaluation (PIE), with bi-annual reports developed for the Brain Injury Oversight Committee and public.

### 1. Resource Facilitation

**345 individuals** were served through Resource Facilitation

**366 referrals** and **1,355 resources** were provided during the six-month time frame

### 2. Training for Service Providers

**31 Brain Injury 101 trainings** have been offered, reaching **more than 1,200 attendees**

About **83%** reported an **increase in knowledge** about brain injury following the training

### 3. Registry Letter Follow-up

**Half of those who called the BIA-NE** after receiving the Registry letter sought services from the BIA-NE (n=15)

### 4. Public Awareness

**More than 200 outreach events** took place during the six-month period

BIA-NE staff met **with 52 organizations** to generate referrals and/or identify additional supports for clients

### 5. Supporting Research

**149 screenings** were done through the Online Brain Injury Screening and Support System (OBISSS). De-identified data is shared monthly with UNL to further explore symptoms and prevalence in Nebraska.

### 6. Quality Improvement and Standards of Care

At least **119 unique people** have been screened for **Adverse Childhood Experiences (ACEs)** through the BIA-NE, with more than half wanting to be linked to resources specifically about their ACEs

### 7. Evaluating Needs

About **20%** of the clients who completed services during the six-month period complete a satisfaction survey; **90%** felt the **level of communication from the BIA-NE was just right**

<sup>1</sup> Legislative Bill 418 <https://nebraskalegislature.gov/FloorDocs/106/PDF/Slip/LB481.pdf>

# Resource Facilitation

**PRIORITY 1**

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

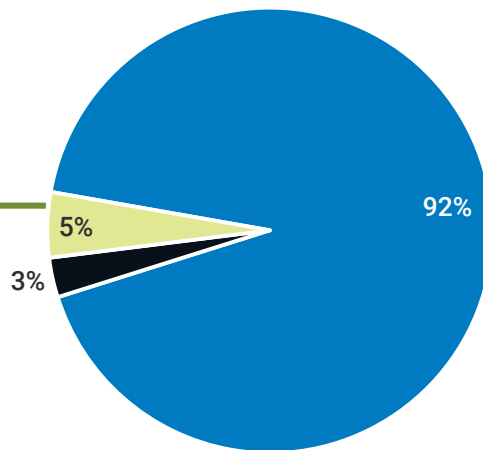
Throughout the six months, there were 380 cases – a majority of which were with clients who were **served by Resource Facilitators for more than one hour**<sup>2</sup>

A case is a formal period of service with a Resource Facilitator, with a start and end point. An individual or professional may have multiple cases with the BIA-NE.

### Professional Consult

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

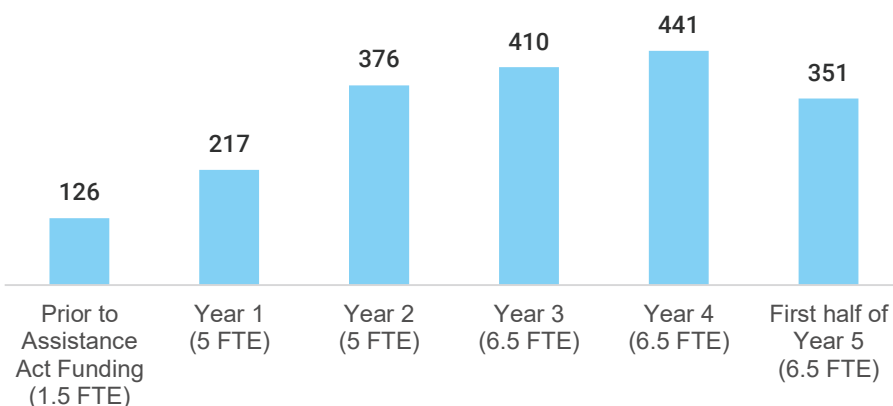
 **19 professionals received support from the BIA-NE**



### A Note About Service Levels

The levels of resource facilitation were redefined in fall 2025 to align with North Dakota's approach. Rather than having each RF determine what type of case each client should have, it is standardized based on time. If a staff member spends more than 60 minutes working with a client, they have a "Resource Facilitation" level of service. Less than one hour is considered "Information and Referral."

The number of resource facilitation cases each year has increased, in part due to enhanced capacity of the staff<sup>3</sup>

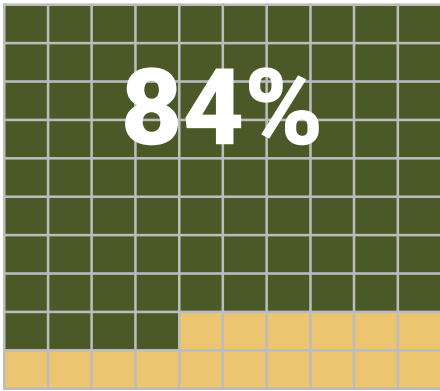


**345**  **unique individuals were served through Resource Facilitation<sup>4</sup>**

<sup>2</sup> This encompasses any client who was actively served between July 1 and December 31, 2025. It includes those who started services during the six-month period as well as those who started prior to July 2025 and were still receiving services.

<sup>3</sup> This graph reflects cases that started during that fiscal year, so the actual caseload may be higher in a given year. It does not include professional consult cases. The FTE is based on how many FTEs were designated. Staff vacancies occurred each year, which may have decreased capacity at a given time.

<sup>4</sup> This is the total of unique individuals served. Some graphs in the report will have less than 345, likely indicating information is missing for clients. Other graphs may have more than 363. That indicates the graph is related to data where an individual may have more than one (i.e. area of need, brain injury, etc.).

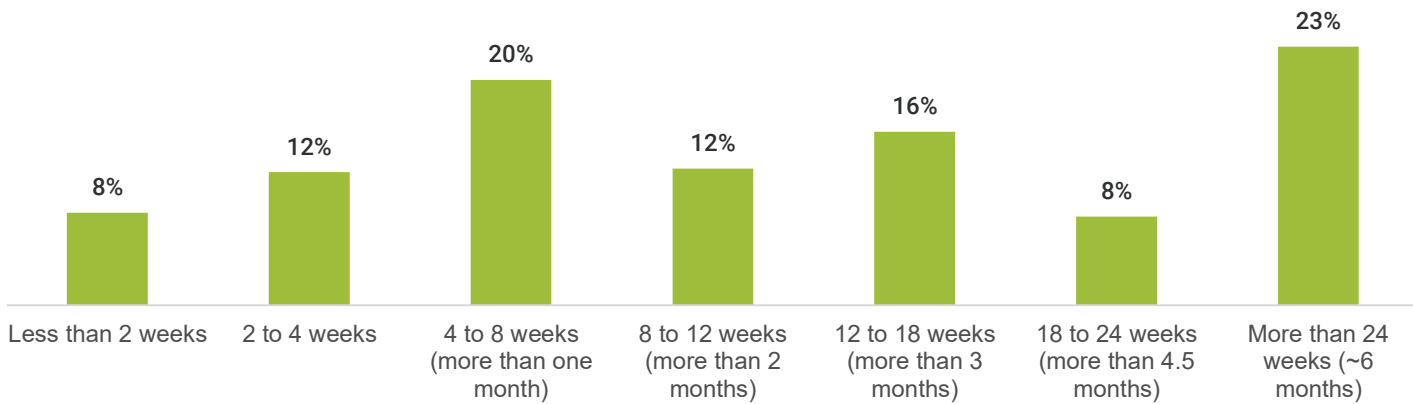


of the cases during the six-month period closed while the remaining 16% were still actively receiving services

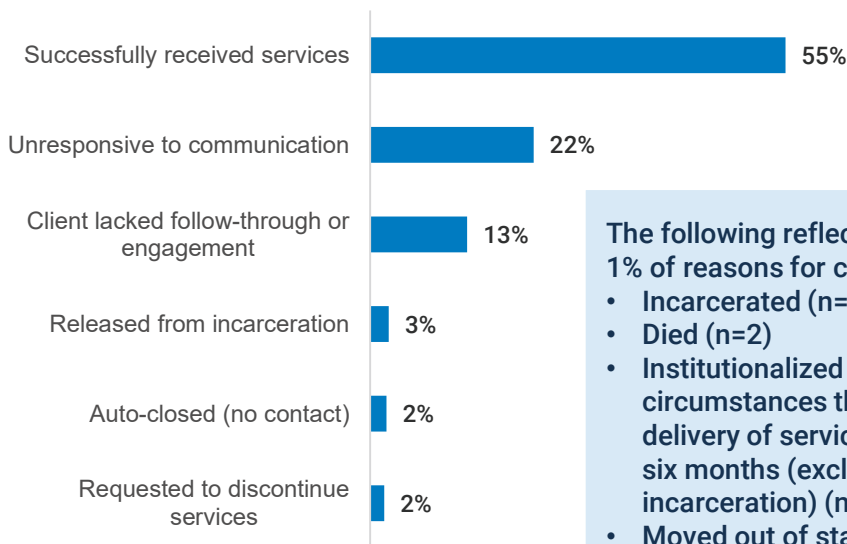
Among the cases that were open as of 12/31/25 (n=62), the average length of time the case has been going is **21 weeks**



Among the cases with clients that have closed, the average length of time the case was open was 16.5 weeks (n=300)



More than half the cases that closed concluded because the client successfully received services (n=318)



The following reflected less than 1% of reasons for case closure:

- Incarcerated (n=4)
- Died (n=2)
- Institutionalized under circumstances that preclude delivery of services for at least six months (excluding incarceration) (n=2)
- Moved out of state (n=2)
- Other (n=2)

Among cases that closed, at least

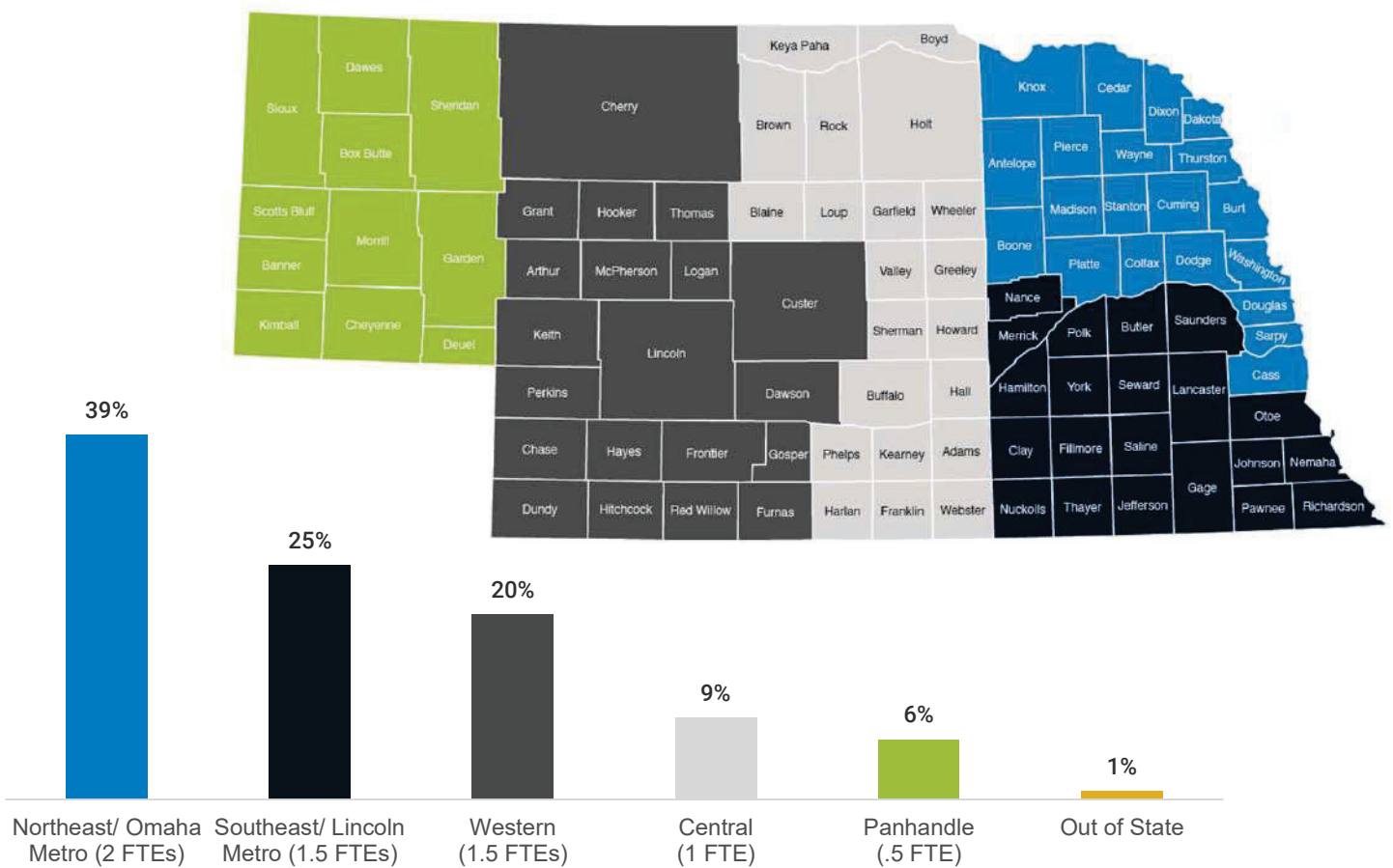
**3,178**

tasks were documented between July 1 and December 31, 2025<sup>5</sup>

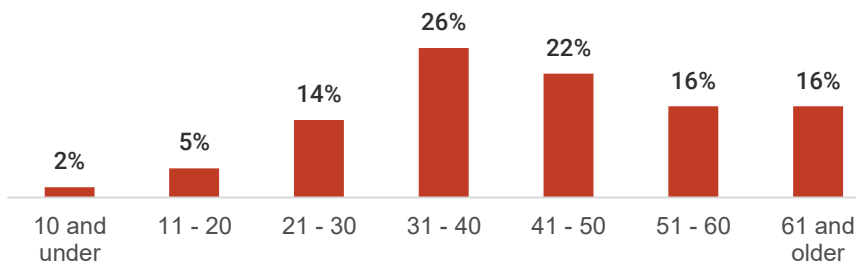
<sup>5</sup> Resource Facilitators are not required to document tasks in Salesforce. This is also based on the date of the task, so clients who are reflected in this data may have had additional tasks prior to July 1, 2025.

## Demographics of Clients Served<sup>6</sup>

The geographic locations of clients served during the year varied, in part based on the capacity of Resource Facilitation in that region (n=344)<sup>7</sup>



Individuals with brain injury served were between the ages of 3 and 84, with the average age being 43 (n=333)

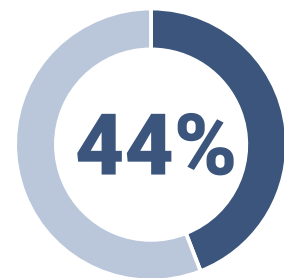


51% male



48% female

Clients were from 41 counties in Nebraska, representing



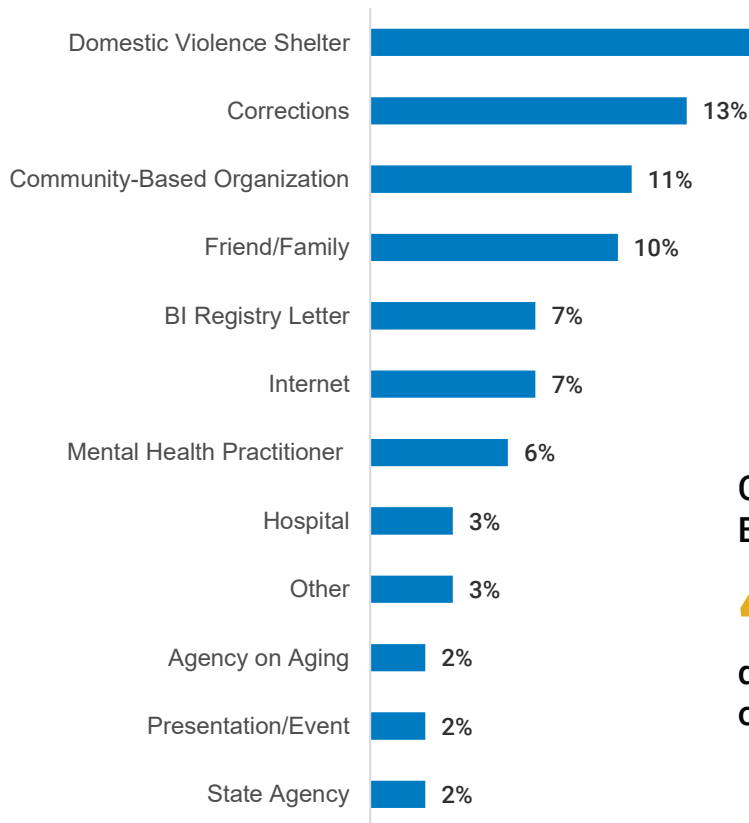
of Nebraska's 93 counties

<sup>6</sup> 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.

<sup>7</sup> Of the out of state clients, two were from Iowa and one was from Illinois.

## Hearing About BIA-NE<sup>8</sup>

### Domestic violence shelter and corrections remain the most common ways people hear about BIA-NE (n=173)



This remained a key referral entity because BIA-NE is 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

**49**  
different  
organizations



**53%**

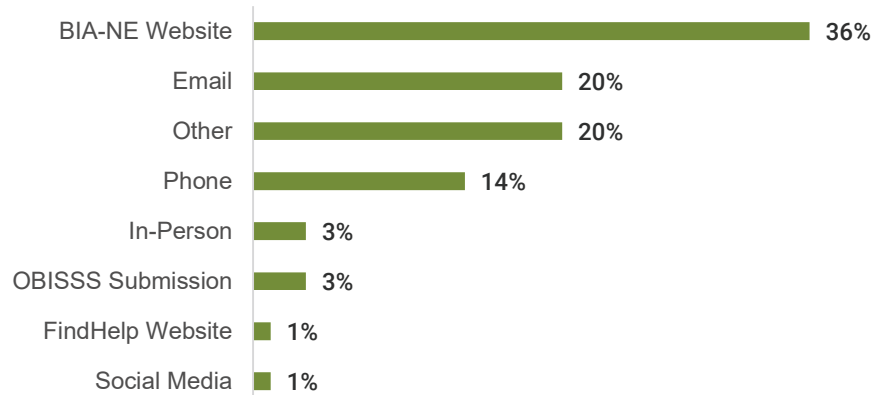
were organizations that were not listed as an inbound referral source during Year 4

### A Note About Connecting to the BIA-NE



In part to streamline the collection of information and better serve clients, the website was updated to include a way for individuals with brain injury, family members/caregivers, and professionals to request support from the BIA-NE. While the website only accounted for 5% of the inbound referrals documented in Year 4, that substantially increased in the first half of Year 5.

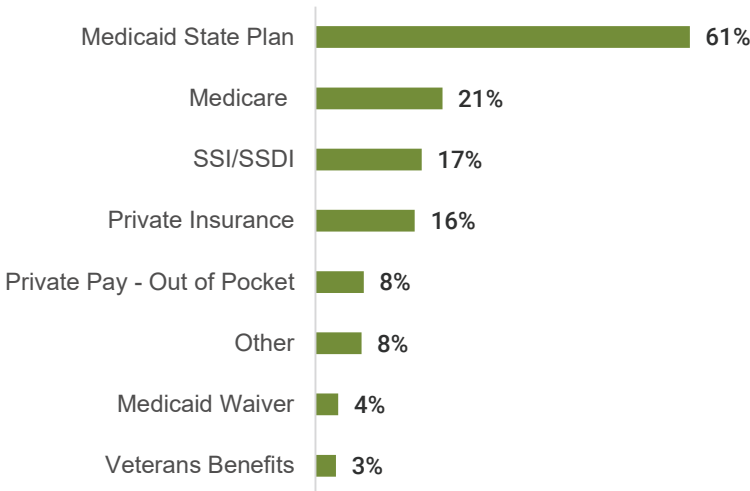
### The BIA-NE website was the most common way people got connected to the (n=173)



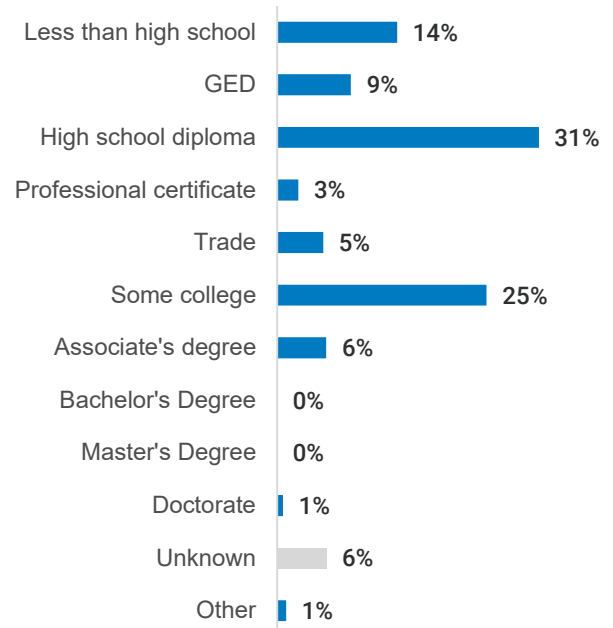
<sup>8</sup> Data is based on the date of the inbound referral. This will include any individual (regardless of whether they received Resource Facilitation services) that was referred to BIA-NE between July 1, 2025 and December 31, 2025. It would not reflect clients served during this fiscal year that were referred to BIA prior to July 1, 2024.

## Funding Supports / Employment

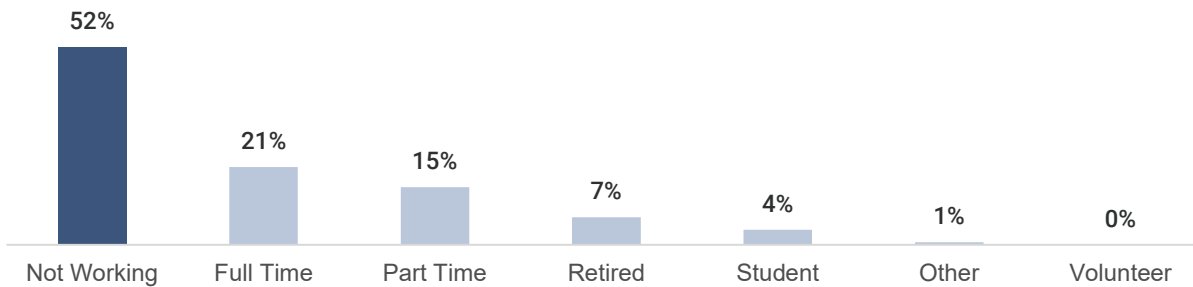
### More than half the clients served reported being on a Medicaid State Plan (n=265)



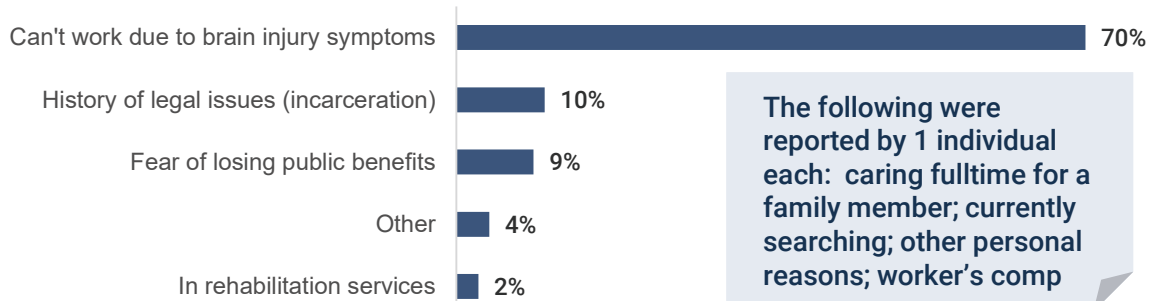
### Half the clients served have a high school diploma or less (n=275)



### Half the clients that started an RF case in the previous six months with employment data were listed as not working (n=151)<sup>9</sup>



### A majority have that they are unable to work due to brain injury symptoms reported as the reason for not working (n=161)<sup>10</sup>



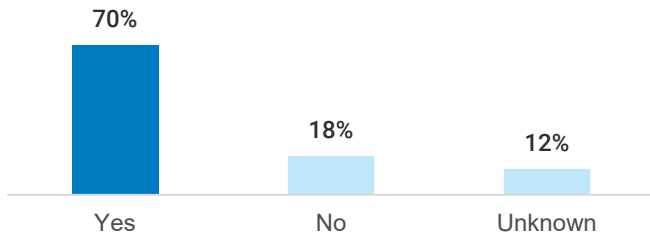
The following were reported by 1 individual each: caring fulltime for a family member; currently searching; other personal reasons; worker's comp

<sup>9</sup> Due to how data elements are tracked (by person rather than their case), there are two caveats with employment data. The first is it only reflects clients who started services between July 1, 2025 and December 31, 2025. Second, the employment record may not reflect their employment during that time period, if the data is even available. That information is updated as able by staff primarily for case management clients.

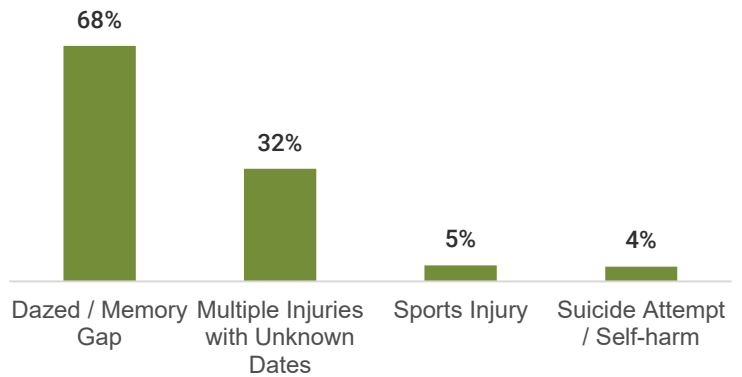
<sup>10</sup> Can't work due to brain injury symptoms may include noise sensitivity, light sensitivity, not getting or having accommodations, etc. This is based on discussion between the client and Resource Facilitator.

## Injury Details<sup>11</sup>

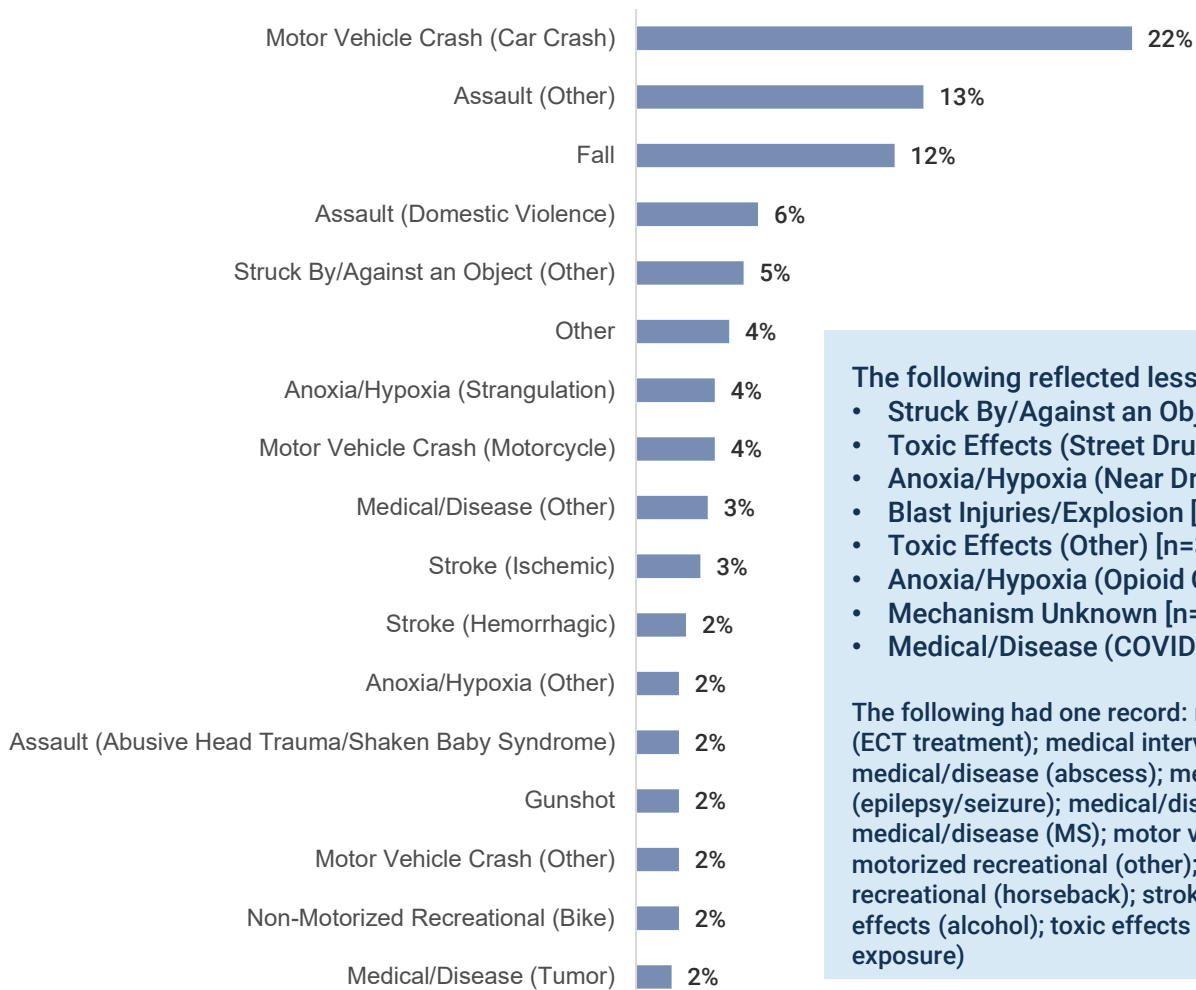
A new data field shows that 70% reported being seen by a medical professional for the brain injury (n=33)



About two-thirds of the injuries recorded resulted in the individual feeling dazed or having a memory gap (n=308)



Among 308 injuries documented for 191 clients, car crash, assault (other), and fall accounted for about half the injuries



The following reflected less than 2% of injuries:

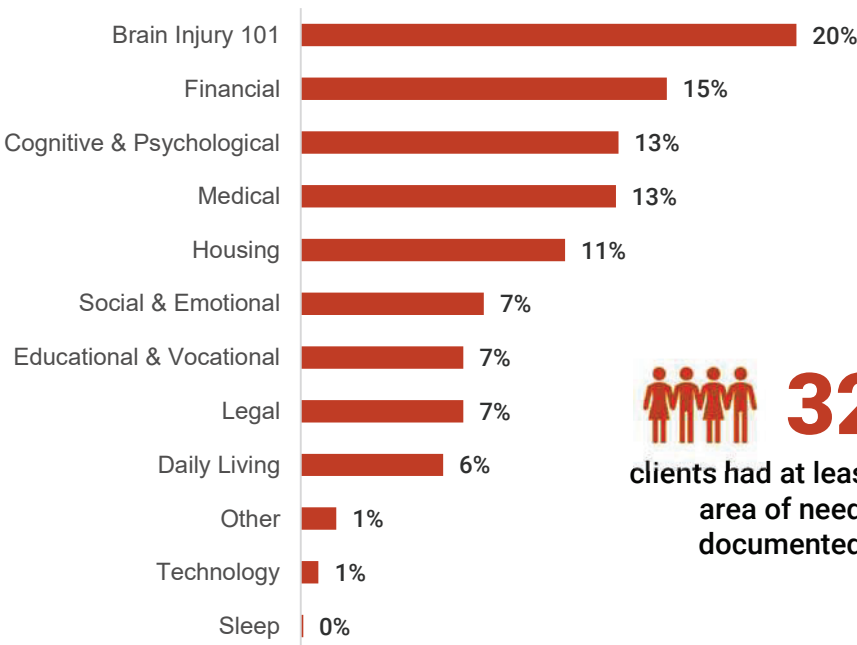
- Struck By/Against an Object (Pedestrian) [n=4]
- Toxic Effects (Street Drugs) [n=4]
- Anoxia/Hypoxia (Near Drowning) [n=3]
- Blast Injuries/Explosion [n=3]
- Toxic Effects (Other) [n=3]
- Anoxia/Hypoxia (Opioid Overdose) [n=2]
- Mechanism Unknown [n=2]
- Medical/Disease (COVID-19) [n=2]


The following had one record: medical interventions (ECT treatment); medical interventions (other); medical/disease (abscess); medical/disease (epilepsy/seizure); medical/disease (meningitis); medical/disease (MS); motor vehicle crash (moped); motorized recreational (other); non-motorized recreational (horseback); stroke (TIA); toxic effects (alcohol); toxic effects (chemical exposure)

<sup>11</sup> Injury information is reported for the clients that were actively served from July 1, 2025 to December 31, 2025. The types of injury include up to 48 causes, which aligns with other states that utilize SalesForce to track services. 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 share – particularly if a full intake is not being done, which is often the case for those who have Information & Referral cases.

## Areas of Need Among Clients<sup>12</sup>

Among all the needs documented and assigned to one of 12 need categories, the most common was Brain Injury Self-Understanding (n=970)



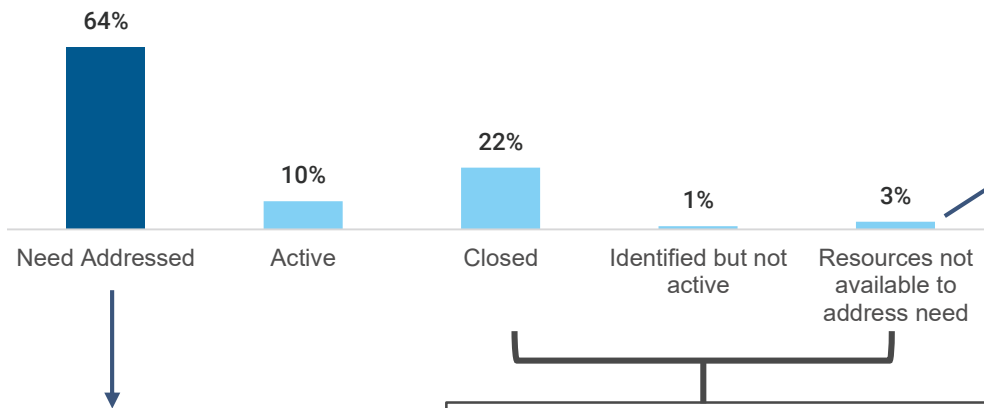
 **322**  
clients had at least one area of need documented

### A Note About Needs

Areas of need are meant to describe what anyone – regardless of whether they've had a brain injury – need support with working through, understanding, or navigating. The goal for Resource Facilitators is not to identify every single need. The RF works with the client to prioritize what core needs may need to be addressed in the coming weeks, and that is what the staff will provide referrals, resources, and support around.

**29%**  
of those clients (n=94) had 4 or more areas of need documented

Nearly two-thirds of the needs identified were addressed by the Resource Facilitator (n=973)



The 26 needs that could not be met fell within 8 of the 12 categories

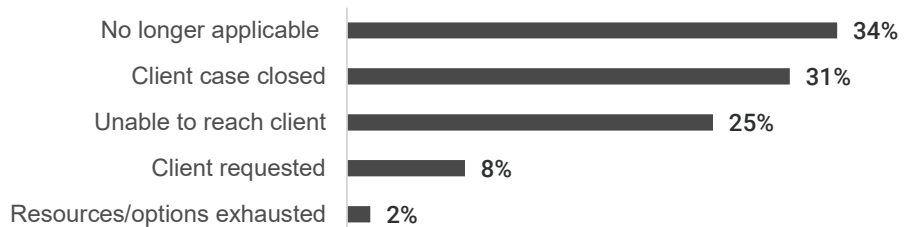
- Housing needs were most common category (23%)
- Financial reflected 19% of the unmet needs
- Social & Emotional and Transportation had 15% each

Among cases that started during the six-month period, clients received an average of

**6.5**

referrals and resources to address their needs

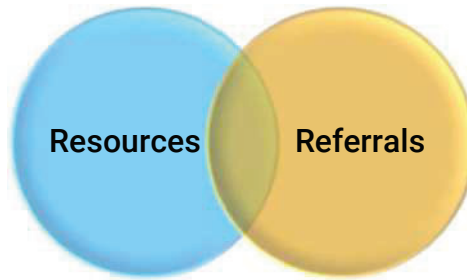
Among needs that weren't addressed, more than half (56%) were because staff could not reach the client or the case closed (n=343)



<sup>12</sup> For areas of need, Resource Facilitators write in a description of the need and categorize it from a list of 59 types of need. This list was revised in the spring of 2025 to be more descriptive of the types of needs experienced. Each category is defined in a reference document for staff and fall under 12 different categories of need.

## Referrals & Resources<sup>13</sup>

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.



# 1,355

resource shares were documented during the six-month period

A new mechanism was also developed within Salesforce to more easily share resources with clients via email. After a client selects which resource(s) they would like to share with a client, an email template is generated to allow staff to copy/paste active links to all the resources for clients.

The most common resources were:

- BIA-NE Staff Verbal Support (125 shares)<sup>14</sup>
- A Guide to Working with Individuals with Brain Injury (102 shares)
- OBISSS Flyer (87 shares)
- Resource Facilitation Brochure (79 shares)
- Feeling Different After a BI / BI Symptoms Rack Card (61 shares)

*If you'd like to copy the information about the resources to share in an email select the text below*

Accommodating TBI  
<https://biane.my.salesforce.com/sfc/p/8Z000000bwoS/a/UP0000059LYb/wHxwflUh1KpUY4OeAzMN.V39LDBrjdxuKkKcQV8Q>

Adjusting Expectations  
<https://www.haileymagee.com/blog/2023/12/30/adjusting-expectations?rq=adjusting%20expectations>

BIA-NE Handout: OBISSS Flyer  
[https://biane.my.salesforce.com/sfc/p/8Z000000bwoS/a/UP0000035a6r/dqjTH\\_LBUON64CQ39UMV11TPXwysybm5APVx8qjQYU](https://biane.my.salesforce.com/sfc/p/8Z000000bwoS/a/UP0000035a6r/dqjTH_LBUON64CQ39UMV11TPXwysybm5APVx8qjQYU)

*"She gave me lots of contacts to reach out to. Without her help I wouldn't know where to begin."*



### A Note About Resources



BIA-NE staff use Salesforce to maintain resources for clients. By the end of the calendar year, there were 469 active resources in the Resource Library, with more than 100 new resources being added during the six-month timeframe. Staff receive an email each week summarizing new resources that have been added.

# 366

referrals were documented during the six-month period



Clients were referred to

# 185

unique organizations

The most common organizations included:

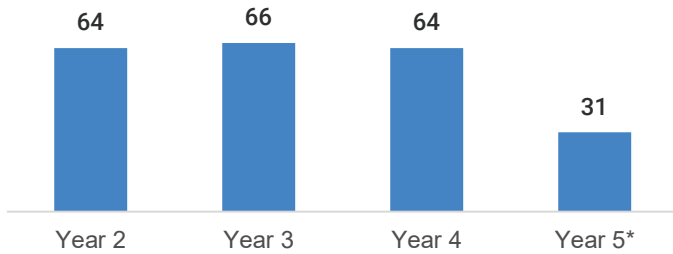
- Madonna Rehabilitation Hospital – Lincoln (23 referrals)
- Legal Aid of Nebraska (12 referrals)
- Barkley Speech Language & Hearing Clinic and Nebraska VR (9 referrals each)
- Easterseals Nebraska (7 referrals)
- Assistive Technology Partnership, DHHS – Division of Medicaid and Long-Term Care – Eastern Nebraska Office on Aging, and Society of St. Vincent de Paula Omaha (6 referrals each)

<sup>13</sup> Data on this page includes referrals and resources that were provided between July 1, 2025 and December 31, 2025 for greater accuracy. Clients served may have received referrals and resources before and/or after that time frame.

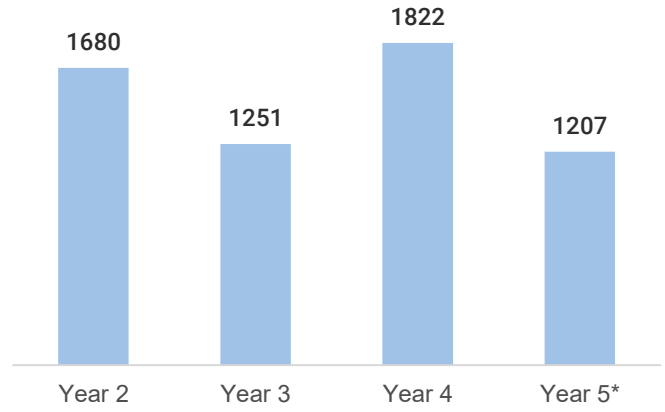
<sup>14</sup> BIA-NE Staff Verbal Support describes assistance provided by staff members based on their expertise and/or experiences, such as social work, behavioral health, etc. This is not meant to capture general engagement with clients.

BIA-NE is on track to offer as many Brain Injury 101 trainings as they have in previous years

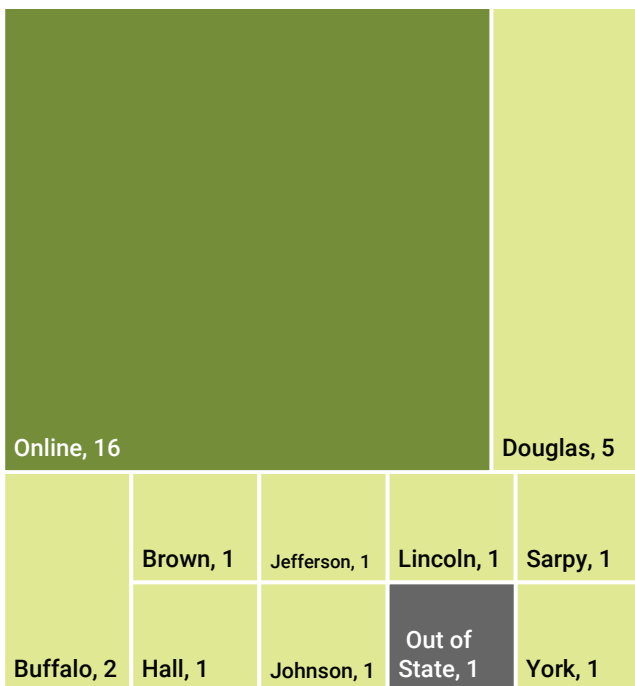
BI 101 Trainings Offered Each Year



Number of Attendees at BI 101 Trainings



While most trainings were offered online, there were also in-person trainings done in 9 Nebraska counties

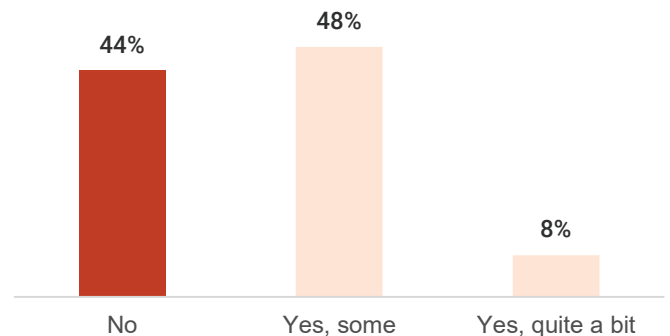


"All of it was valuable to the staff I support. I may not see patients, however the staff I arranged this for will."



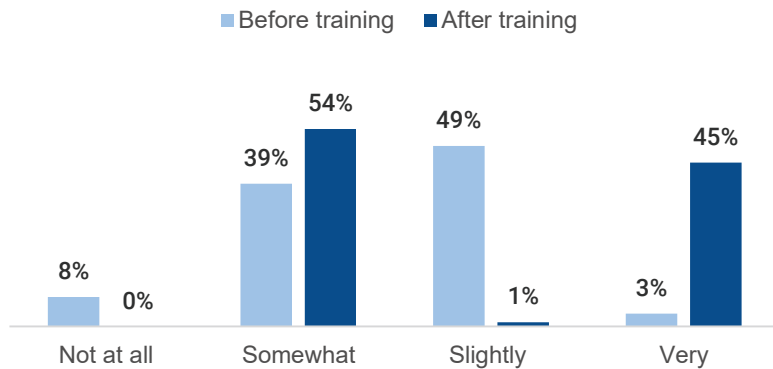
87 evaluations were completed<sup>15</sup>

About two out of every five people trained reported they had **not** previously participated in brain injury training or education (n=87)

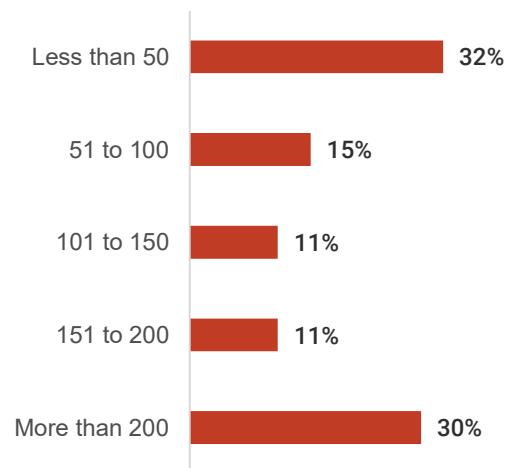


<sup>15</sup> Although efforts are made to promote the evaluation after the training, including having paper copies available for in-person trainings, using QR codes, and offering time to complete the survey during the training, there is still a relatively small number of people who complete the evaluation following a training or presentation.

**About 83% reported an increase in knowledge about brain injury because of the training (n=87)**



**Among the attendees that work directly with clients or patients, half serve more than 100 individuals each year (n=71)**

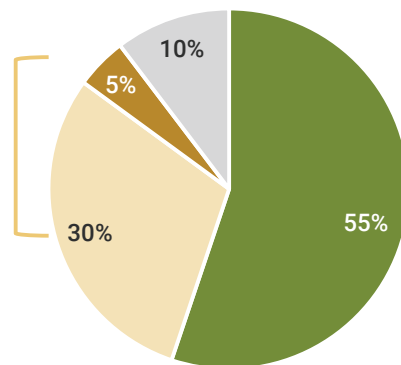


**More than half indicated they would have a chance to use the brain injury screening tool with people they serve (n=87)**

■ Yes ■ Not sure ■ No ■ Not applicable

**Among 31 who noted why they would not or weren't sure if they could use the screening tool:**

- 45% reported they would need agency approval
- 35% reported it is not their role in the agency
- 19% reported they have limited to no interaction with clients

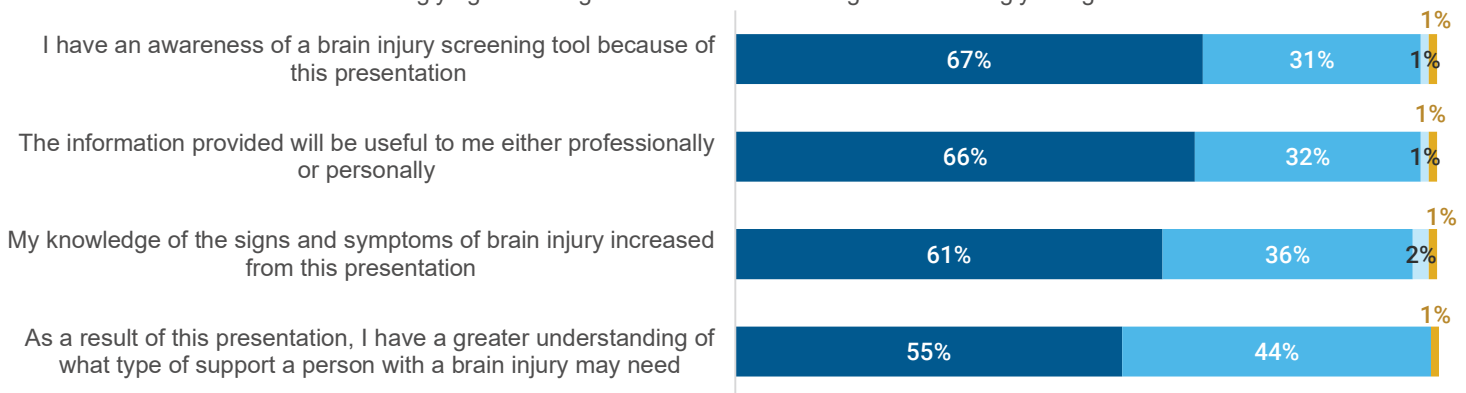


*"The most valuable part of the presentation was the screening tools shared and the different accidents that can cause a TBI."*



**Nearly all agreed they have a greater understanding of what type of support a person with a brain injury may need (n=87)**

■ Strongly agree ■ Agree ■ Neutral ■ Disagree ■ Strongly disagree



**Need Help?**

**Brain Injury Association of Nebraska**  
 (844) 423-2463  
[bia-ne.org](http://bia-ne.org)  
 Staff are located throughout the state and are knowledgeable about brain injury. They provide information, referrals, and assistance with accessing community services.

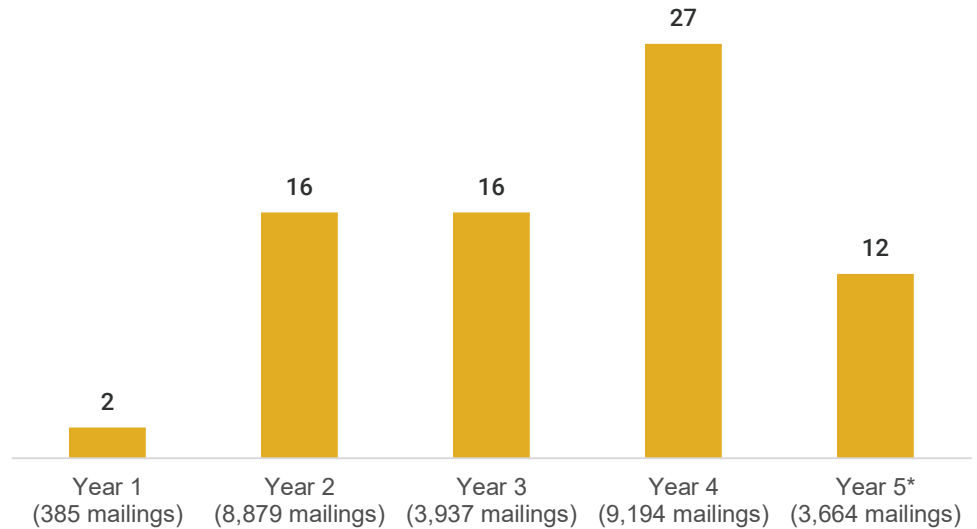
**Aging & Disability Resource Center**  
 (844) 843-6364  
<https://dhhs.ne.gov/Pages/Aging-and-Disability-Resource-Center.aspx>  
 The 13 ADRCs serve Nebraskans 60 years and older, people with disabilities of all ages, family members, caregivers, and advocates. They connect people to information, referrals, and assistance with accessing community services and long-term care options.

**NE Client Assistance Program's (CAP) Hotline for Disability Services**  
 (800) 742-7594  
<https://cop.nebraska.gov/>  
 The hotline offers information and referrals to Nebraskans who have questions or concerns related to a disability. Common topics include rehabilitation services, special parking permits, transportation, and legal rights.

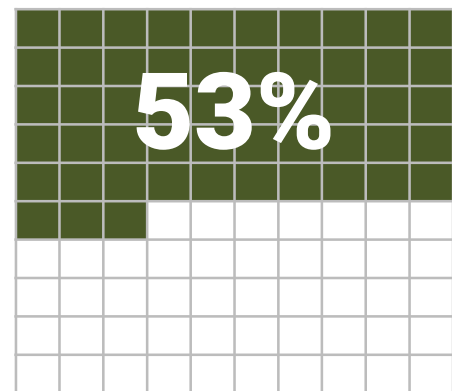
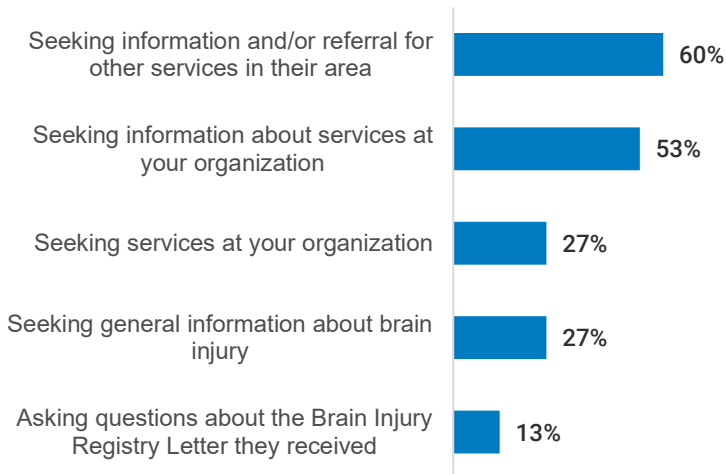
**Nebraska 211**  
 (866) 813-1731  
<https://www211.org/nebraska-programs/>  
 This directory provides information on support services and programs across the state.



BIA-NE is one of four organizations listed on the rack card provided with the TBI Registry Letter, though the total number of people who receive services from the BIA-NE after the mailings vary<sup>17</sup>



There were 15 calls documented by the BIA-NE following a Registry mailing, with most seeking information about services in their area<sup>18</sup>



of those who called were able to receive general education about brain injury from the BIA-NE

<sup>16</sup> Information about the TBI Registry letter and rack card is available through the Brain Injury Advisory Council website at <https://braininjury.nebraska.gov/resources/brain-injury-data-and-statistics>.

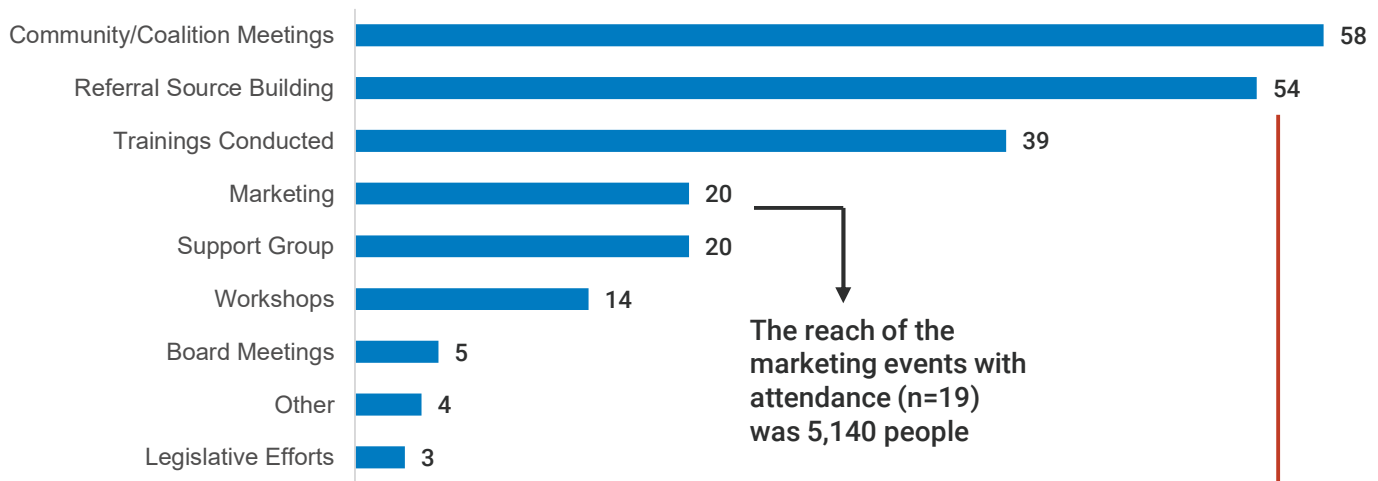
<sup>17</sup> Prior to January 2023 (Year 2), there were 30 response options for how a client heard about BIA-NE, though only one option could be selected. That was modified with the transition to Salesforce so staff can select all that apply. As a result, it is possible that more people prior to January 2023 heard about the BIA-NE through the Registry letter.

<sup>18</sup> BIA-NE staff record information about calls they receive because of the TBI Registry Letter through a survey for Nebraska VR. Staff have a prompt within Salesforce to complete the form if they select that a client heard about the BIA-NE through the TBI Registry Letter.

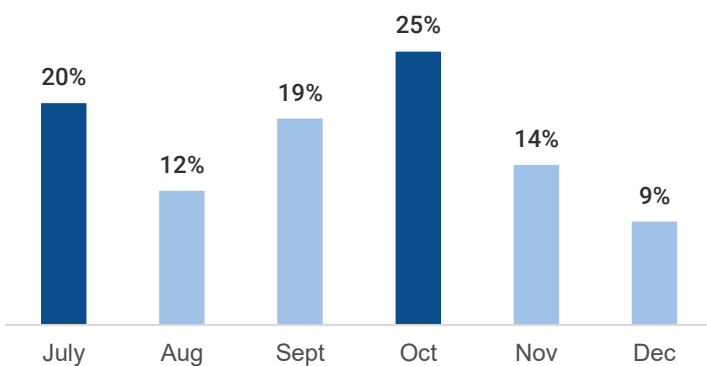
# Public Awareness

**PRIORITY 4**

More than 200 outreach events were recorded in the first half of FY26 (n=217)



Nearly half the outreach took place in **July and October** (n=213)

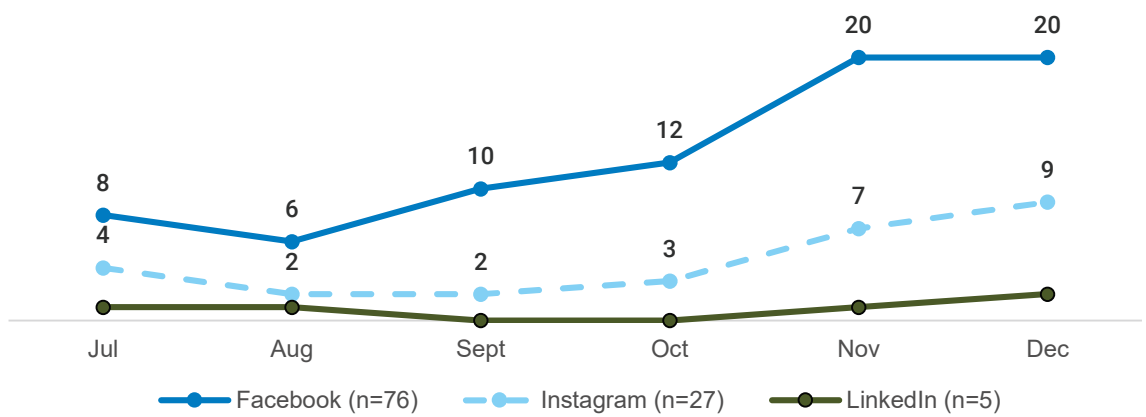


**80%** of the referral source building outreach were initial meetings for staff (n=54)

Staff met with **52** unique organizations

Social media posting increased toward the end of the calendar year, with Facebook being the most common

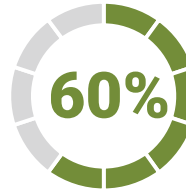
**10,754** people received BIA-NE emails





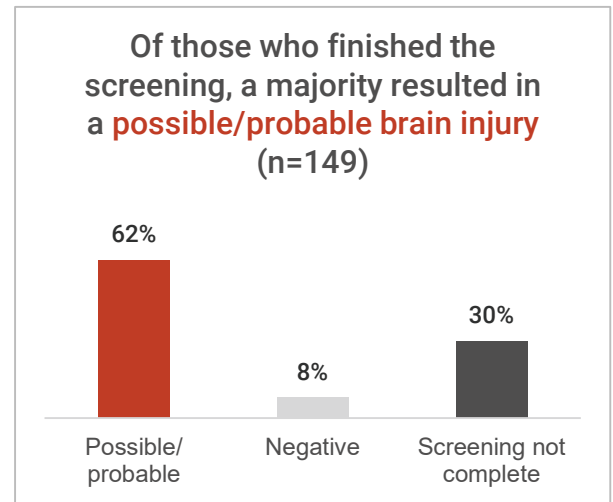
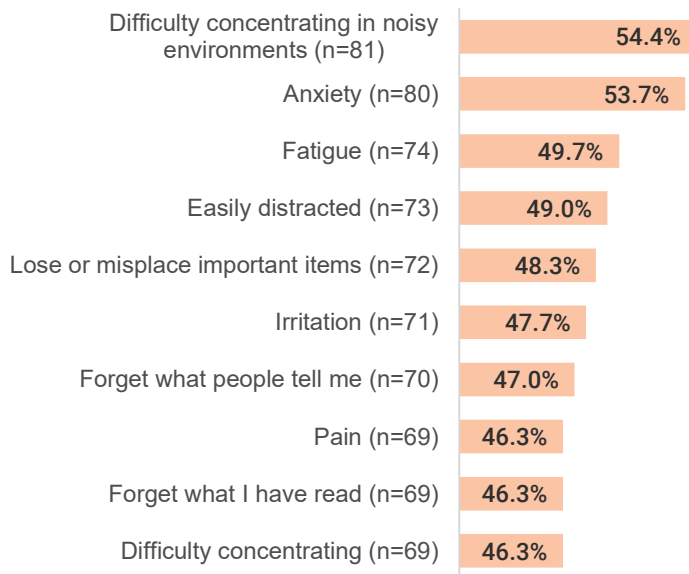
149

screenings were completed during the six-month period through the OBISSS<sup>19</sup>



of the screenings were affiliated with the BIA-NE; the remaining screenings were done by or as a result of other organizations providing the OBISSS link to individuals

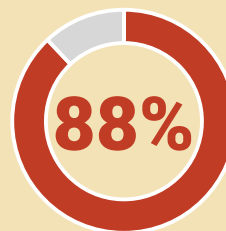
More than half indicated they have challenges with concentrating in noisy environments and with anxiety



OBISSS data is shared with the Nebraska Dept. of Health and Human Services and Dr. Kathy Chiou at the University of Nebraska – Lincoln to better understand the outcomes and prevalence rates. Dr. Chiou has IRB-approval to publish findings.

## Complementary Work

As part of a Sherwood Foundation grant, BIA-NE is collaborating with UNL and Munroe-Meyer Institute to conduct the OBISSS and cognitive screenings with youth at three juvenile justice centers.

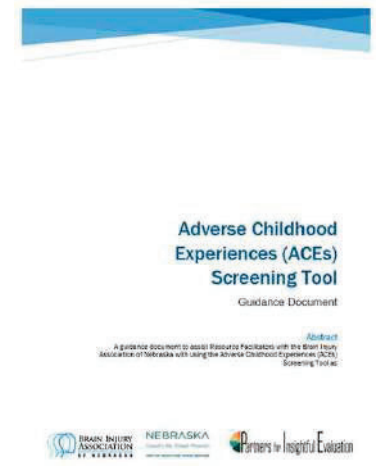
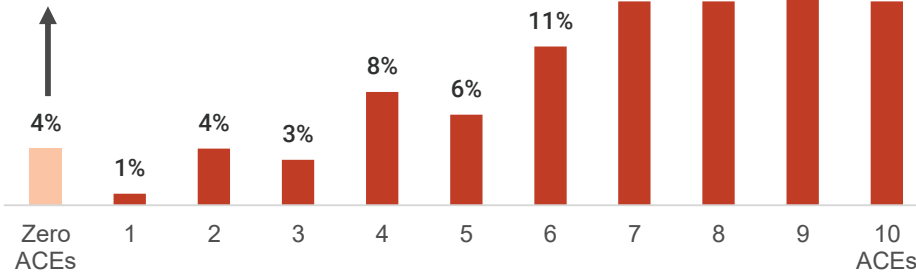


of youth screened among three juvenile justice centers had a possible/probable brain injury

<sup>19</sup> The OBISSS can be accessed at [www.nashia.org/OBISSS](http://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.

About half (49%) of those screened for ACEs reported 8 or more (n=127)

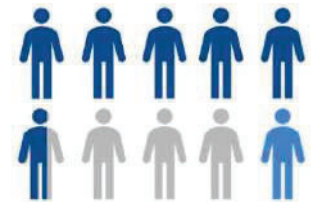
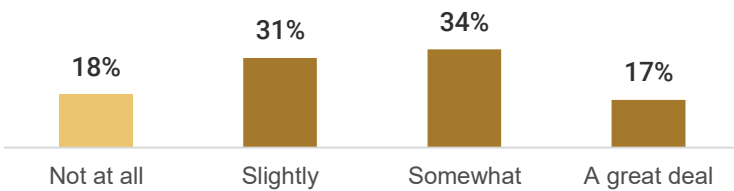
36% of the US population and 44% of Nebraskans reported experiencing zero ACEs<sup>20,21</sup>



## Complementary Work

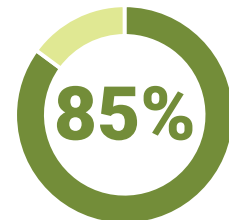
Through funding from the Sherwood Foundation grant, BIA-NE is working toward system changes within juvenile justice settings.

More than 80% of staff reported knowing about brain injury and its symptoms has changed how they interact with youth (n=103)



**57%**

wanted to be connect to resources related to their ACEs, though 11% wanted to wait (n=101)



reported being very or moderately confident in identifying neuropsychiatric symptoms in patients following one of the four virtual sessions (n=62)



Unique participants attended sessions as part of the "Advancing Neuropsychiatric Care: Connecting Brain Injury Treatment to Better Outcomes" training series in fall 2025

<sup>20</sup> Centers for Disease Control and Prevention. <https://www.cdc.gov/violenceprevention/aces/ace-brfss.html>

<sup>21</sup> Swedo EA, Aslam MV, Dahlberg LL, et al. Prevalence of Adverse Childhood Experiences Among U.S. Adults — Behavioral Risk Factor Surveillance System, 2011–2020. MMWR Morb Mortal Wkly Rep 2023;72:707–715. DOI: <http://dx.doi.org/10.15585/mmwr.mm7226a2>.

# Evaluating Needs

**PRIORITY 7**

**20%** 

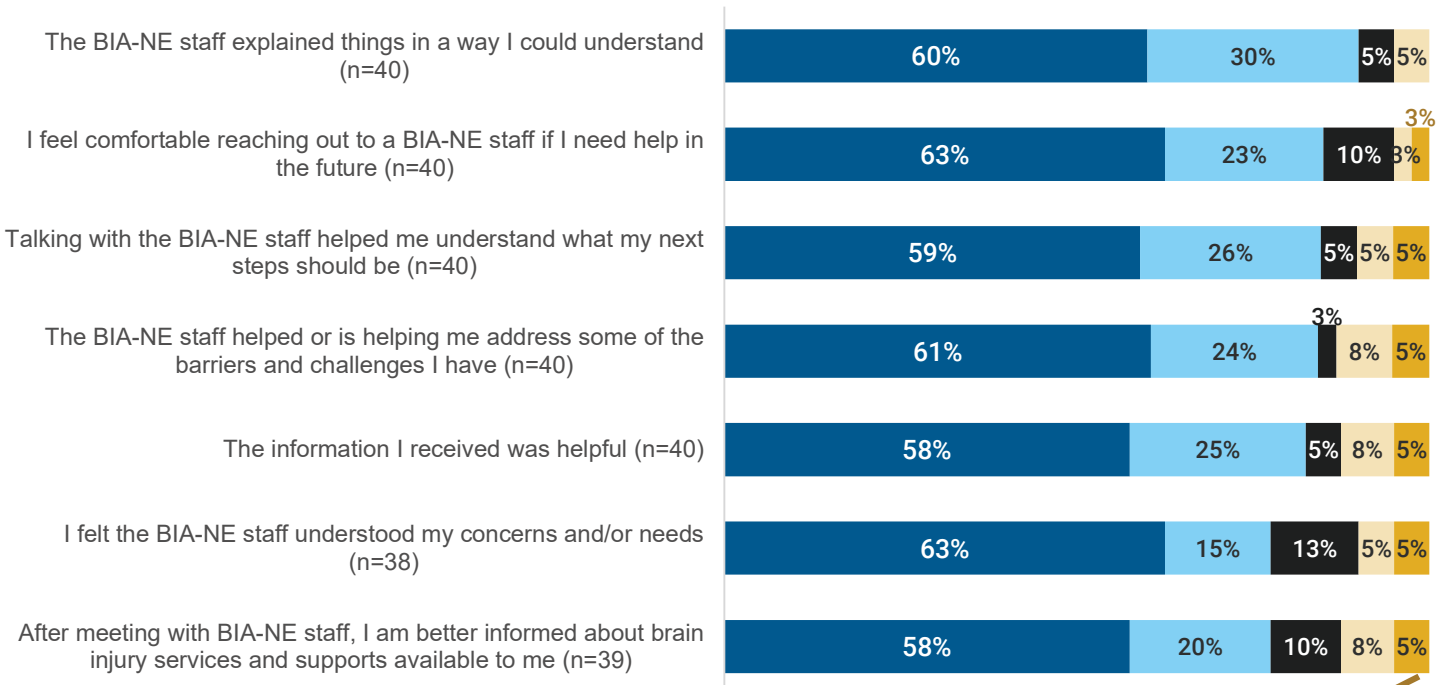
of those who received the client satisfaction survey participated in it (n=202)<sup>22</sup>

*"I wasn't swamped with information or overcome by continual requests for contact, but always felt help was there if needed. We interacted a few times and it felt just right."*



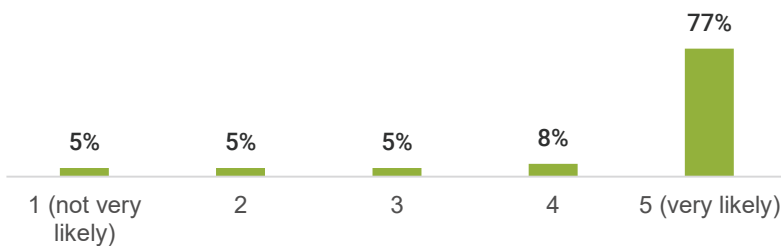
Nearly 80% **agreed** with seven statements asked about the services provided by the BIA-NE during the previous six months

■ Strongly agree ■ Agree ■ Neutral ■ Disagree ■ Strongly disagree



The strongly disagree responses came from two individuals, one of whom lives on the lowa border and the other noted they did not services provided only via virtual opportunities

Most clients would recommend BIA-NE to others (n=39)



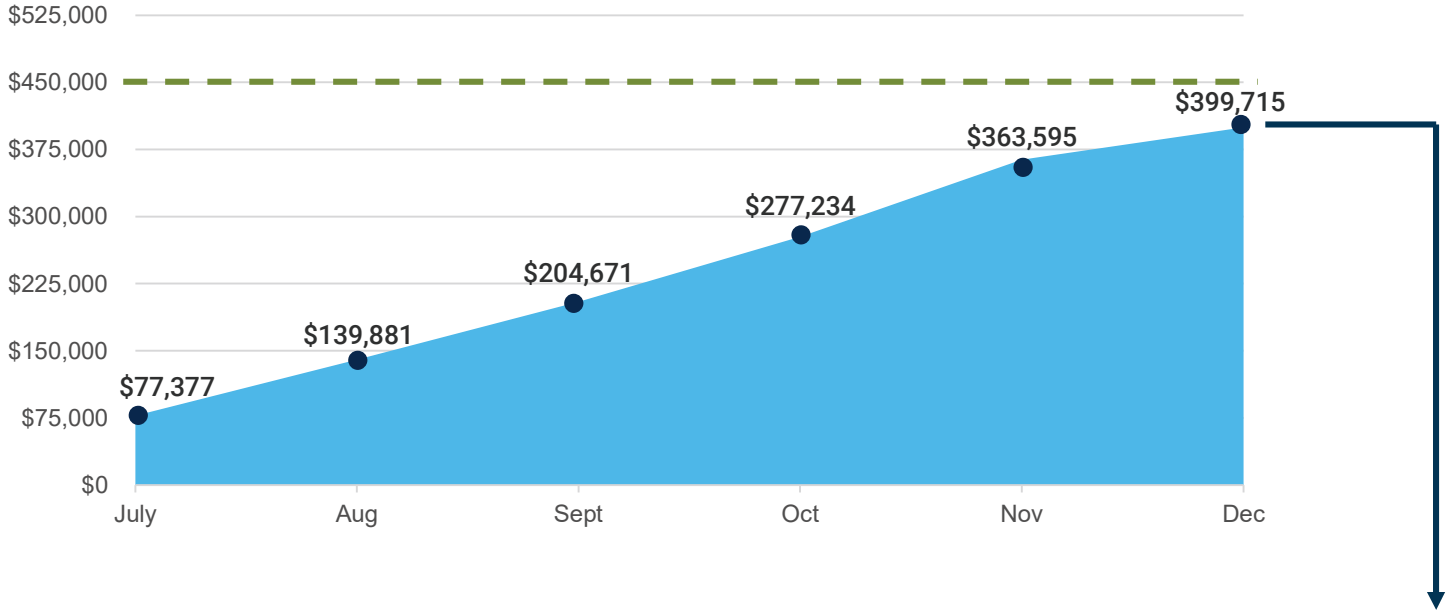
reported the amount of communication they had with the BIA-NE staff was "about right"

<sup>22</sup> Client who ended services with the BIA-NE between July and December 2025 were sent a survey in January 2026. Surveys were sent via SurveyMonkey. To help increase the response rate, BIA staff sent a generic link of the survey to their clients who had not responded to the survey following two reminder emails via SurveyMonkey.

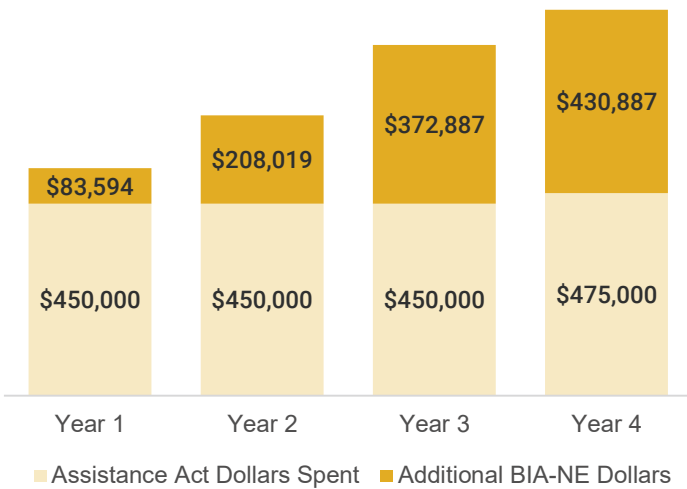
# Financial Overview

## SPENDING

By the end of December, BIA-NE was nearing the **\$475,000 budget** allocated for the year's Assistance Act funds



In previous years, the BIA-NE utilized contributions from donors and Medicaid Administrative Claiming (MAC) funding received through the Aging and Disability Resource Center (ADRC) to cover additional costs



### Use of Funding

Payroll and Related Expenses	\$338,321
Accounting and Auditing Fees, Legal	\$1,879
IT Support, Consultants	\$23,016
Marketing & Advertising	\$1,494
Bank, Credit Card, and Investment Fees	\$294
Software and Website Expenses	(\$5,797)
Conferences and Meetings	\$1,540
Dues & Subscriptions	\$4,812
Program Events and Efforts	\$553
Insurance	\$2,444
Office Supplies and Expenses	\$5,883
Postage, Mailing Service	\$310
Printing & Copying	\$5,309
Rent and Utilities (Telephone, Internet)	\$545
Travel and Meals	\$16,623
Professional Development/Training	\$1,617
Miscellaneous	\$875
<b>Total Use of Funding:</b>	<b>\$399,716</b>

## **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](http://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.

**To Apply**

To apply for this position with the Brain Injury Association of Nebraska, please email your resume and cover letter highlighting why you'd be perfect for this position to [hr@biane.org](mailto:hr@biane.org) with "Resource Facilitator" in the subject line.

Deadline for applications is **XXX**. Applications will be reviewed and interviews may be granted before the deadline.

*At BIA-NE, we are dedicated to building an authentic workforce, so if you're excited about this role, but your past experience doesn't align perfectly with every qualification in this job description, we encourage you to apply and lay out that passion in your cover letter!*

# Brain Injury Association of Nebraska

## Brain Injury Assistance Act

Year Six

Proposed Budget

July 2026 - June 2027

Year Six			
Proposed Budget			
July 2026 - June 2027			
<b>Revenue:</b>			
Brain Injury Assistance Act	\$	475,000	
<b>Proposed Use of Funding &amp; Narrative Explanation:</b>			
Payroll & Related Expenses	\$	698,500	76%
Accounting & Auditing Fees	\$	16,200	2%
Consultants	\$	65,800	7%
Advertising & Promotion	\$	6,500	1%
Bank, Credit Card, & Fees	\$	1,500	0%
Software & Website Expenses	\$	29,000	3%
Conferences & Meetings	\$	6,500	1%
Dues & Subscriptions	\$	4,800	1%
Program Events & Efforts	\$	12,500	1%
Insurance	\$	7,500	1%
Office Supplies & Expenses	\$	12,000	1%
Postage, Mailing Service	\$	1,000	0%
Printing & Copying	\$	11,250	1%
Rent & Utilities	\$	5,250	1%
Travel & Meals	\$	33,750	4%
Professional Development	\$	7,500	1%
Miscellaneous	\$	1,125	0%
<b>Estimated Use of Funding:</b>		<b>\$920,675</b>	<b>100%</b>
<b>Excess (Covered by BIA NE Operational Budget)</b>		<b>\$ (445,675.00)</b>	

BIA-NE's largest expense includes the resource facilitation team. Resource facilitation accounts for ~70-75% of all staff time (payroll time).

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.

BIA-NE engaged specialized consultants to design, build, and customize a data collection platform that supports accurate program tracking and timely reporting on project goals and objectives. This line item also includes support from an external data evaluator who assists in analyzing program data and strengthening BIA-NE's ability to assess outcomes and inform program improvements.

In addition, BIA-NE partnered with strategic planning professionals to facilitate statewide planning and develop detailed action steps to strengthen and expand Resource Facilitation services.

To extend Resource Facilitation coverage in Nebraska's Western and Panhandle regions, BIA-NE also engages two Resource Facilitators as independent contractors. These contractors provide limited service hours (fewer than 10 hours per week or 40 hours per month) and support outreach and service coordination in areas where maintaining a regular staff presence is not currently feasible. Because they are engaged as contractors rather than employees, their compensation is reflected in this line item rather than in payroll expenses.

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.

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.

Ongoing fees related to data collection software implementation and maintenance, as well as other supporting IT, website, and software expenses.

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.

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.

BIA-NE further promotes program resources through marketing events, which include various promotional materials.

BIA-NE works with a reputable carrier to provide insurance for the resource facilitation program to ensure appropriate types and levels of coverage.

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.

BIA-NE's statewide reach requires information and materials will need to be mailed at times.

Printing cost for promotional activities and trainings.

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.

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.

BIA-NE remains committed to provide quality training opportunities to its resource facilitation team.

Occasionally, BIA-NE provides tribute or memorial gifts to families of those served by BIA-NE resource facilitators.

Year over year (as demonstrated on the Years 1-5 detailed breakdown also included with this narrative), BIA-NE utilizes a portion of its own operational funds to support Resource Facilitation work beyond what the Nebraska Brain Injury Assistance Act provides. 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 FOUR July 2024 - June 2025		YEAR FIVE July 2025 - June 2026 (in progress)			
Month	BIAstt. Act TOTAL EXPENSES	BIA Employee - Percentage of RF Time	BIAstt. Act TOTAL EXPENSES	BIA Employee - Percentage of RF Time	
Jul-24	\$ 72,363	61%	Jul-25	\$ 77,377	61%
Aug-24	\$ 68,436	66%	Aug-25	\$ 62,504	62%
Sep-24	\$ 70,852	66%	Sep-25	\$ 64,790	64%
Oct-24	\$ 79,874	67%	Oct-25	\$ 72,563	69%
Nov-24	\$ 72,907	61%	Nov-25	\$ 86,361	64%
Dec-24	\$ 50,657	50%	Dec-25	\$ 36,120	50%
Jan-25	\$ 92,975	75%	Jan-26	\$ 86,417	59%
Feb-25	\$ 72,589	69%	Feb-26	\$ 58,868	62%
Mar-25	\$ 80,116	72%	Mar-26		
Apr-25	\$ 91,270	78%	Apr-26		
May-25	\$ 86,291	64%	May-26		
Jun-25	\$ 67,558	75%	Jul-26		
<b>Spent</b>	<b>\$ 905,888</b>	<b>67%</b>	<b>\$ 545,000</b>	<b>61%</b>	
Unspent	\$ -	Average Time	\$ -	Average Time	
Total	\$ 475,000		\$ 475,000		
Overspent	<b>\$ 430,888</b>		<b>\$ 70,000</b>		
(Used BIA Operational Funds)			(Used BIA Operational Funds)		
Total BIA Expenses July 2024 - June 2025	\$ 1,232,396		Total BIA Expenses July 2025 - Feb 2026	\$ 784,699	
Total BI Assistance Act Expenses	\$ 905,887		Total BI Assistance Act Expenses	\$ 545,001	
RF Effort Percentage	74%		RF Effort Percentage	69%	
<b>Use of Funding:</b>			<b>Use of Funding:</b>		
Payroll & Related Expenses	\$ 698,359	77%	Payroll & Related Expenses	\$ 447,943	82%
Accounting & Auditing Fees	\$ 16,144	2%	Accounting & Auditing Fees	\$ 1,879	0%
Consultants	\$ 64,735	7%	Consultants	\$ 35,618	7%
Advertising & Promotion	\$ 6,263	1%	Advertising & Promotion	\$ 1,651	0%
Bank, Credit Card, & Fees	\$ 903	0%	Bank, Credit Card, & Fees	\$ 587	0%
Software & Website Expenses	\$ 27,904	3%	Software & Website Expenses	\$ 6,891	1%
Conferences & Meetings	\$ 6,399	1%	Conferences & Meetings	\$ 1,577	0%
Dues & Subscriptions	\$ 4,696	1%	Dues & Subscriptions	\$ 8,262	2%
Program Events & Efforts	\$ 4,524	0%	Program Events & Efforts	\$ 553	0%
Insurance	\$ 6,060	1%	Insurance	\$ 4,475	1%
Office Supplies & Expenses	\$ 8,493	1%	Office Supplies & Expenses	\$ 8,285	2%
Postage, Mailing Service	\$ 611	0%	Postage, Mailing Service	\$ 543	0%
Printing & Copying	\$ 7,319	1%	Printing & Copying	\$ 5,378	1%
Rent & Utilities	\$ 4,148	0%	Rent & Utilities	\$ 706	0%
Travel & Meals	\$ 41,876	5%	Travel & Meals	\$ 17,964	3%
Professional Development	\$ 6,148	1%	Professional Development	\$ 1,814	0%
Miscellaneous	\$ 1,303	0%	Miscellaneous	\$ 875	0%
<b>Total Use of Funding:</b>	<b>\$905,887</b>	<b>100%</b>	<b>Total Use of Funding:</b>	<b>\$545,001</b>	<b>100%</b>

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

YEAR ONE July 2021 - June 2022			YEAR TWO July 2022 - June 2023			YEAR THREE July 2023 - June 2024		
Month	BI Asst. Act DTAL EXPENSE	BIA Employee - Percentage of RF Time	Month	BI Asst. Act DTAL EXPENSE	BIA Employee - Percentage of RF Time	Month	BI Asst. Act DTAL EXPENSE	BIA Employee - Percentage of RF Time
Jul-21	\$ 13,305	62%	Jul-22	\$ 41,961	67%	Jul-23	\$ 63,931	59%
Aug-21	\$ 17,126	58%	Aug-22	\$ 39,861	67%	Aug-23	\$ 62,855	67%
Sep-21	\$ 27,108	80%	Sep-22	\$ 42,312	65%	Sep-23	\$ 66,349	69%
Oct-21	\$ 47,304	91%	Oct-22	\$ 64,967	63%	Oct-23	\$ 66,114	67%
Nov-21	\$ 40,044	79%	Nov-22	\$ 49,540	64%	Nov-23	\$ 59,705	60%
Dec-21	\$ 75,352	95%	Dec-22	\$ 76,552	58%	Dec-23	\$ 54,362	54%
Jan-22	\$ 54,951	81%	Jan-23	\$ 68,152	77%	Jan-24	\$ 76,908	64%
Feb-22	\$ 43,347	83%	Feb-23	\$ 43,854	66%	Feb-24	\$ 58,541	70%
Mar-22	\$ 38,604	79%	Mar-23	\$ 42,209	73%	Mar-24	\$ 63,963	69%
Apr-22	\$ 48,194	83%	Apr-23	\$ 70,839	66%	Apr-24	\$ 73,628	68%
May-22	\$ 48,573	67%	May-23	\$ 55,503	79%	May-24	\$ 101,704	71%
Jun-22	\$ 79,689	67%	Jun-23	\$ 62,270	82%	Jun-24	\$ 74,828	68%
Spent	\$ <b>533,594</b>	<b>77%</b>	Spent	\$ <b>658,019</b>	<b>69%</b>	Spent	\$ <b>822,888</b>	<b>66%</b>
Unspent	\$ -	Average Time	Unspent	\$ -	Average Time	Unspent	\$ -	Average Time
Total	\$ 450,000		Total	\$ 450,000		Total	\$ 450,000	
Overspent (Used BIA Operational Funds)	\$ <b>83,594</b>		Overspent (Used BIA Operational Funds)	\$ <b>208,019</b>		Overspent (Used BIA Operational Funds)	\$ <b>372,888</b>	
Total BIA Expenses July 2021 - June 2022	\$ 673,709		Total BIA Expenses July 2022 - June 2023	\$ 824,749		Total BIA Expenses July 2023 - June 2024	\$ 1,153,983	
Total BI Assistance Act Expenses	\$ 533,594		Total BI Assistance Act Expenses	\$ 658,019		Total BI Assistance Act Expenses	\$ 822,888	
RF Effort Percentage	<b>79%</b>		RF Effort Percentage	<b>80%</b>		RF Effort Percentage	<b>71%</b>	
<b>Use of Funding:</b>			<b>Use of Funding:</b>			<b>Use of Funding:</b>		
Payroll & Related Expenses	\$ 373,079	70%	Payroll & Related Expenses	\$ 484,488	74%	Payroll & Related Expenses	\$ 622,091	76%
Accounting & Auditing Fees	\$ 4,451	1%	Accounting & Auditing Fees	\$ 5,645	1%	Accounting & Auditing Fees	\$ -	0%
Consultants	\$ 47,107	9%	Consultants	\$ 61,762	9%	Consultants	\$ 47,904	6%
Advertising & Promotion	\$ 23,069	4%	Advertising & Promotion	\$ 23,447	4%	Advertising & Promotion	\$ 11,471	1%
Bank, Credit Card, & Fees	\$ 989	0%	Bank, Credit Card, & Fees	\$ 640	0%	Bank, Credit Card, & Fees	\$ 811	0%
Software & Website Expenses	\$ 24,155	5%	Software & Website Expenses	\$ 7,757	1%	Software & Website Expenses	\$ 39,404	5%
Conferences & Meetings	\$ 731	0%	Conferences & Meetings	\$ 1,976	0%	Conferences & Meetings	\$ 3,830	0%
Dues & Subscriptions	\$ 7,407	1%	Dues & Subscriptions	\$ 6,687	1%	Dues & Subscriptions	\$ 12,748	2%
Program Events & Efforts	\$ 200	0%	Program Events & Efforts	\$ 7,045	1%	Program Events & Efforts	\$ 12,588	2%
Insurance	\$ 5,346	1%	Insurance	\$ 9,592	1%	Insurance	\$ 5,931	1%
Office Supplies & Expenses	\$ 11,494	2%	Office Supplies & Expenses	\$ 4,593	1%	Office Supplies & Expenses	\$ 7,068	1%
Postage, Mailing Service	\$ 126	0%	Postage, Mailing Service	\$ 205	0%	Postage, Mailing Service	\$ 214	0%
Printing & Copying	\$ 10,429	2%	Printing & Copying	\$ 2,889	0%	Printing & Copying	\$ 15,690	2%
Rent & Utilities	\$ 3,163	1%	Rent & Utilities	\$ 4,982	1%	Rent & Utilities	\$ 6,561	1%
Travel & Meals	\$ 9,009	2%	Travel & Meals	\$ 21,970	3%	Travel & Meals	\$ 31,831	4%
Professional Development	\$ 12,772	2%	Professional Development	\$ 13,460	2%	Professional Development	\$ 4,324	1%
Miscellaneous	\$ 67	0%	Miscellaneous	\$ 882	0%	Miscellaneous	\$ 421	0%
<b>Total Use of Funding:</b>	<b>\$533,594</b>	<b>100%</b>	<b>Total Use of Funding:</b>	<b>\$658,019</b>	<b>100%</b>	<b>Total Use of Funding:</b>	<b>\$822,888</b>	<b>100%</b>

# PEGGY A. REISHER

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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

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

# Jordan Willis

703-853-5626

[jordanmarshallwillis@gmail.com](mailto:jordanmarshallwillis@gmail.com)

Skilled professional with a proven track record in strategic planning and implementation, adept at leading teams and managing projects across various industries. Possesses strong leadership abilities, creativity, and a keen understanding of market trends. Known for thriving in fast-paced environments, adapting to last-minute changes, and delivering results under pressure. Highly organized and detail-oriented, with a talent for problem-solving and fostering collaborative relationships.

*CliftonStrengths: Relator, Individualization, Communication, Learner, Arranger*

## SKILLS

- Multi-project Management
- Marketing Analytics
- Grassroots Marketing
- Community Engagement
- Budget Management
- Marketing Campaign Development
- Event Coordination
- Email Marketing
- Client Management
- Customer Relationship Management (CRM)
- Community Relationship Building
- Vendor Relations
- Customer Segmentation
- Customer Acquisition

## EXPERIENCE

### **Felius Cat Shelter & Rescue, Omaha, NE - Cat Experience & Guest Coordinator**

October 2024 - Present

- Managed customer engagement by educating guests on proper cat care, pet introductions, and the importance of rescue and adoption.
- Monitored feline behavior and health, tracking transitions, checking microchips, and promptly reporting any health or behavioral concerns.
- Supported marketing efforts by assisting with special events such as quiz nights, adoption clinics, educational workshops, and pop-up fundraisers.
- Maintained inventory and supply tracking, restocking essential items for both guest services and animal care.
- Answered incoming calls and routed them to appropriate staff in a professional and timely manner.

### **Omaha Performing Arts, Omaha, NE - Marketing Manager**

March 2024 - June 2024

- Directed strategic creation and execution of print and digital marketing campaigns and advertising buys for education and community engagement programs, institutional marketing, and select performances.
- Led grassroots marketing efforts and community engagement events to enhance public awareness and foster community partnerships.
- Coordinated and scheduled weekly inter- and intra-departmental meetings, as well as external meetings with media partners and account representatives.
- Managed show settlements for Education and Community Engagement, special events, and select

performances.

### **Omaha Performing Arts, Omaha, NE - *Marketing Operations Manager***

June 2021 - March 2024

- Independently transitioned the organization to a new project management software, consolidating various tools to enhance user experience and inter-departmental communication.
- Developed and implemented all marketing project processes and timelines, ensuring efficient workflow and project management.
- Solely responsible for creating workflow automations and overseeing the progress of over 700 annual creative projects within the organization.
- Managed the email marketing schedule and assisted with the development and execution of the email marketing strategy.
- Supported the execution of marketing campaigns and operations on a daily basis, ensuring timely delivery and consistency.
- Collected and analyzed patron demographic, website, digital marketing (SEM, PPC), and post-show survey data to develop targeted campaigns aimed at capturing and retaining diverse audiences.
- Created segmented patron lists for email, direct mail, and SMS campaigns using Tessitura (CRM), enhancing the effectiveness of marketing outreach.

### **Omaha Performing Arts, Omaha, NE - *HR Assistant***

October 2020 - June 2021

- Engaged staff with ongoing trainings, demonstrations, and activities focused on wellness, inclusion, and diversity, fostering a positive and inclusive work environment.
- Assisted in the recruitment and screening of potential candidates, ensuring a thorough and efficient hiring process.
- Authored and designed the monthly newsletter, keeping employees informed and connected.
- Maintained and updated all employee records and files promptly and accurately, ensuring data integrity and compliance.
- Answered incoming calls and routed them to appropriate staff or departments in a professional and timely manner.

### **Omaha Performing Arts, Omaha, NE - *Marketing Assistant***

August 2019 - June 2020

- Assisted in project routing, ensuring smooth workflow and timely completion of tasks.
- Prepared show settlements, contributing to accurate financial tracking and reconciliation.
- Coordinated digital signage, ensuring effective promotion and communication of events.
- Supported show promotions, enhancing visibility and attendance of performances.
- Collected and analyzed patron survey data, providing insights for targeted marketing strategies.
- Answered incoming calls and routed them to appropriate staff or departments in a professional and timely manner.

### **University of Nebraska at Omaha, Omaha, NE - *Graduate Assistant***

May 2020 - May 2021

- Curated, wrote grants, and coordinated marketing and logistics for "Powerful Perspectives: A Recital Celebrating Underrepresented Composers," showcasing diversity in classical music and securing funding through successful grant proposals.
- Solely responsible for all marketing efforts for "Powerful Perspectives", demonstrating strong self-starting abilities and organizational skills.
- Initiated and implemented a new organizational system for the UNO Chamber Music Library, transforming disorganized piles of music into an accessible, detailed catalog.

## **Vyral Marketing, Omaha, NE - Marketing Project Manager**

July 2018 - August 2019

- Developed and implemented social media and email marketing strategies, enhancing client engagement and outreach.
- Updated client marketing tools, including social media, blogs, emails, and CRM systems, ensuring up-to-date and effective communication channels.
- Managed the completion of multiple projects simultaneously for 45+ clients, demonstrating strong multitasking and project management skills.

## **Redding Parks and Recreation, Redding, CA - Marketing Assistant**

July 2017 - June 2018

- Developed and maintained social media marketing campaigns, increasing engagement and visibility for programs.
- Created monthly email campaigns to promote programming to subscribers, driving participation and interest.
- Regularly analyzed social media and website data, providing insights to optimize marketing strategies.
- Assisted in designing marketing materials, ensuring visually appealing and effective communication.
- Proactively sold ad space in quarterly Activity Guides and coordinated their city-wide distribution, enhancing community outreach and revenue generation.

## **North State Symphony, Chico, CA - Outreach Assistant**

May 2017 - May 2018

- Maintained social media outreach, enhancing online presence and community engagement.
- Coordinated promotional outreach events, including managing event volunteers to ensure smooth and successful operations.
- Developed and established new community partnerships, expanding the organization's network and collaborative opportunities.

## **EDUCATION**

### **University of Nebraska at Omaha, Omaha, NE - Master of Music - Violin Performance**

May 2021

### **James Madison University, Harrisonburg, VA - Bachelor of Music - Music Industry**

May 2017

## **ACHIEVEMENTS**

- Black Arts Leadership Alliance Co-Founder - 2019
- Recipient of Amplify Arts Micro Grant - 2020
- Recipient of \$5000 award from from College of Communications, Fine Arts & Media, and UNO's Office of Research, and Creative Activity for the recital Powerful Perspectives, Celebrating Underrepresented Composers - 2020
- American String Teachers Association National conference presentation, "Celebrating Underrepresented Composers, a Collaborative Project" - 2021
- Voices AMPLIFIED! Committee - 2022

## **VOLUNTEERING**

### **Haven Humane Society**

September 2017- June 2018 / Anderson, CA

## **TRAININGS**

### **Racial Equity Institute Phase 1**

March 2021

## **CERTIFICATIONS**

### **Monday.com Product Certification**

September 2021

## **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
- Resourceful

### **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

## RACHEL BRANDENBURG

Plattsmouth, NE 68048 | 402.297.6044

[rachel\\_brandenburg@hotmail.com](mailto:rachel_brandenburg@hotmail.com) | [www.linkedin.com/in/rachel-brandenburg/](http://www.linkedin.com/in/rachel-brandenburg/)

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### 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

**Ross Van Amburg  
Occupational Therapist**

[rmvanamburg@gmail.com](mailto:rmvanamburg@gmail.com)

2705 Pacific Blvd.  
Gering, NE 69341  
(308) 631-5896

**Professional Objective:**

To work with responsible, community health care providers addressing a wide range of client populations and needs.

**Education:**

**Colorado State University** 1993 - 1995  
Ft. Collins, Colorado 80523  
Department Of Occupational Therapy  
Bachelor of Science in Occupational Therapy  
\*Minor in General Philosophy  
*Pi Theta Epsilon* - Honor Society

**University of Utah** 1972 - 1976  
Salt Lake City, Utah  
Humanities Study

**Fieldwork Experience:**

Physical Disability:

**Kaiser Permanente:** Outpatient Hand and Upper Extremity  
Denver, Colorado June 26 - September 25, 1995

**Craig Hospital:** Acute/Subacute TBI and SCI  
Englewood, Colorado March 13 - 17, 1995

**Kaiser Permanente:** Outpatient Hand and Upper Extremity  
Denver, Colorado May 16 - 20, 1994

Pediatrics:

**Niwot Associated Therapists:** Sensory Integration, Schools, Therapeutic Riding  
Longmont, Colorado September 25 - December 15, 1995

**Roberta Smith, OTR:** Contract/Home Health, NDT, Sensory Integration, Oral Motor  
Greeley, Colorado August 8 - 15, 1994

**Published Article:**

Van Amburg, R (1997). A copernican revolution in clinical ethics: Engagement versus Disengagement. *American Journal of Occupational Therapy*, 3, 186 - 190.

**Professional Accomplishments:**

**Wyoming State Training School:** 1997 - 2000 OT/COTA Fieldwork Supervisor, Visions (TBI program) - program development and lead therapist , NAHRA (North American Riding For the Handicapped Association) Certification lead therapist, Sensory Integration Program Development and lead therapist

**Key Rehab:** 2000 - 2003 Area Supervisor Western Nebraska, Regional Supervisor Western Nebraska/Wyoming

**ESU13:** 2014- 2024 BIRSST (Brain Injury Regional School System Team) - developed and coordinate Return to Play and Return to Learn programs for the Nebraska Department of Education

**Rehabilitation Work Experience Companies/Organizations:**

Independence Rehab (current), Monument Rehab and Healthcare (current), ESU13, Nebraska Department of Education (BIRSST), Rehab Solutions, Aegis Therapies, Dynamic, Infinity, Synertex, Vencor, Life Span Therapy (Lander, Wyoming), Wyoming State Training School, Lander Valley Medical Center, Sundance, Hillhaven

# Jennifer N. Sexton, M.A.

Omaha, NE 68136 • jennifersexton.ntc@gmail.com

## EDUCATION

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**Bachelor of Science, Neuroscience** | Baylor University **2016-2020**  
**Master of Arts, Psychology** | University of Nebraska at Omaha **2020-2023**

## RELEVANT EXPERIENCE

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### **Swift Behavioral Health** - Omaha, Nebraska

*Clinical Assistant* | 2020-Present

- Assisted psychologist with functional behavioral assessments reports for adults with developmental disabilities and other special needs, including patients with brain injury.
- Provided clerical support, including scanning, digital and paper file organization, insurance billing assistance, and other tasks.

### **Nebraska Transition College** - Remote

*Instructor & Social Coach* | 2021-Present (Seasonal)

- Deliver skill-based lessons on independent living, social skills, and executive functioning to young adults with developmental disabilities.
- Promote a safe, supportive classroom environment that encouraged self-advocacy and resilience.

### **Radical Minds** - Omaha, Nebraska

*Registered Behavior Technician* | 2024-2025

- Delivered individualized interventions and skill-building plans to children with autism.
- Collaborated with Board Certified Behavior Analysts (BCBAs) to align goals and strategies for each client.

### **University of Nebraska Medical Center** - Omaha, Nebraska

*Graduate Assistant - Warren Neuroscience Lab* | 2020-2025

- Recruited and consented research participants, working closely with families to provide clear communication and support throughout research process.
- Translated research on Down syndrome and Alzheimer's disease risk into accessible information for caregivers and community partners.

### **Quality Living Incorporated (QLI) Volunteer** - Omaha, NE

*Hux Research Lab* | May-Aug. 2019

- Examined assistive technology to support reading in patients with brain injury and aphasia.
- Transcribed audio recordings of brain injury patients with aphasia for analysis.

### **Advocacy Center for Crime Victims and Children** - Waco, Texas

*Crisis Intervention Volunteer* | 2018-2020

- Responded to crisis calls and provided immediate support to survivors of domestic violence and sexual assault.
- Connected clients with community resources including emergency shelter, counseling, medical care, and legal services.

### **Talitha Koum Institute** - Waco, Texas

*Therapeutic Nurture Center Volunteer* | 2018-2020

- Supported young children exposed to chronic adversity using trauma-informed care.
- Promoted emotional regulation through co-regulation, redirection, and trust-building.

# ALEXA HANN

Email: [ahann35@outlook.com](mailto:ahann35@outlook.com)

Mobile: 570-279-7982

Location: 17002 Huntington Ave.

## OVERVIEW/PROFESSIONAL SUMMARY

Effective, analytical, and results-oriented professional with extensive experience in development, implementation, and management of complex programs designed to serve and meet the needs of key stakeholders. Self-starter who excels in professional cooperation and advocacy. Driven to focus on the development and improvement of programs and resources.

## SKILLS/COMPETENCIES

- Program oversight & monitoring
- Microsoft office
- Electronic health records
- Policy interpretation & development
- Time management & problem solving
- Strong verbal & written communication
- Detail-oriented & results-driven
- Independent worker & team player

## EXPERIENCE

### Inpatient Psychiatric Caseworker

Geisinger Bloomsburg Hospital | Bloomsburg, PA | January 2024 – May 2025

Organized discharge plans for patients by collaborating with established or referring to new outpatient providers for continued treatment following discharge. Scheduled and facilitated process for involuntary commitment hearings. Retained and expanded referral network of outpatient services (i.e. psychiatry, psychotherapy, drug and alcohol services, and other community supports). Completed biopsychosocial assessments and entered social history information into the electronic health record within 2 business days of admission. Completed PHQ-9 and Crisis Plans with patients. Participated in multi-disciplinary treatment team meetings to present updates regarding disposition planning for each patient.

### Operations Manager

Advance Central PA | Lewisburg, PA and Remote | May 2023 – January 2024

Managed and monitored implementation of workforce services, policies and procedures pertaining to youth and adult programming. Supported and guided the teams responsible for implementation of jobseeker programs as well as equal opportunity and compliance and monitoring. Developed program monitoring reports distributed to sub-contractors. Subject matter expert of the policies within the Workforce Innovation and Opportunity Act (WIOA) and Temporary Assistance for Needy Families (TANF) youth funded programs. Provided technical assistance to subcontractors. Developed and fostered relationships with stakeholders such as schools, businesses, and community-based organizations to

enhance partner networks and initiatives. Connected businesses with tools such as Career Trees® to build and grow their internal talent. Represented the organization at local job fairs and other student and school related events.

### **Youth Programs Manager**

**Advance Central PA | Lewisburg, PA and Remote | January 2019 – May 2023**

Managed and monitored services, policies and procedures pertaining to youth and young adult programs including special grants. Maintained working knowledge of the Pennsylvania Department of Education's Career Education and Workforce Standards (CEWS), PA Future Ready Index, and Career Readiness Standards. Analyzed performance data to ensure objectives were being met and drove change through problem solving and collaboration to meet desired goals. Represented Advance Central PA at statewide and local workgroups, committees, career fairs, and other cross-partner agency meetings. Lead and provided oversight of Advance Central PA's Mentor Coordinator. Integral leader in the development, management, and growth of [www.pathtocareers.org](http://www.pathtocareers.org). Tracked expenditures related to budgets for special grants, made recommendations to remain on target, and completed quarterly narrative reports to submit to the funding agency. Managed and coordinated Workforce Development Board Youth Committee meetings and maintained documentation associated with committee plans and objectives.

### **Senior Youth Program Coordinator**

**Advance Central PA | Lewisburg, PA | October 2017 – January 2019**

Developed and updated policy in alignment with state and federal expectations for youth programs and other local, state and federal programs. Acted as liaison and maintained working relationships with the Pennsylvania Department of Labor & Industry and the Department of Human Services, Advance Central PA's subcontractors, the PA CareerLink network, and all 9-county regional local school district administration on matters regarding youth programs.

### **Senior Workforce Program Coordinator**

**Advance Central PA | Lewisburg, PA | May 2016 – October 2017**

Assisted with planning, organizing, and implementing a strategic plan for the delivery of services within the applicable guidelines to meet performance requirements. Managed, developed, and presented reports for Advance Central PA management, the Local Workforce Development Board and subcommittees, and program subcontractor staff.

### **Workforce Coordinator**

**Advance Central PA | Lewisburg, PA | November 2014 – May 2016**

Maintained knowledge of federal, state and local laws, regulations and policy for Pennsylvania Departments of Human Services and Labor & Industry programs. Provided technical assistance, information and training on regulations and policies relating to program operations to CPWDC's subcontractors of the PA CareerLink® network. Used Excel to organize information, analyze trends, and track real-time data to compare to goals.

## **Psychiatric Rehabilitation Associate**

Community Services Group | Northumberland County | September 2012 – November 2014

Communicated and collaborated with the treatment team. Developed individualized rehabilitation plans in partnership with clients. Planned and implemented skill building activities to assist in development toward desired outcomes. Adapted to versatile and adverse situations effectively. Demonstrated thorough organizational skills.

## **EDUCATION**

**Bachelor of Arts in Psychology** | Bloomsburg University | August 2008-May 2012  
Bloomsburg, Pennsylvania

**High School Diploma** | Milton Area High School | August 2004-June 2008  
Milton, Pennsylvania

**BLS Certification** American Red Cross | Active July 2025 through July 2027

## **ACTIVITIES, COMMITTEES & SPECIAL PROJECT HIGHLIGHTS**

Served as Co-Chair of the Pennsylvania Workforce Development Association (PWDA) Youth Technical Workgroup for 5 years.

Primary contributor of and oversight responsibilities for [www.pathtocareers.org](http://www.pathtocareers.org), the Central Region's web-based platform linking business and industry representatives offering work-based learning experiences to regional K-12 students and educators

Extensive interviewing experience with video production of outreach series developed to enhance and market programs and create understanding, interest, and engagement for target audiences

Happy Harbor Pre-School Board Member - Fall 2024-Spring 2025

Warrior Run Flag Football Cheer Coach - Fall 2024

Warrior Run Little League Tee-Ball Coach - Spring 2025

# 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  
\(inspiring-  
transformations.com\)](http://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 8<sup>th</sup> 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 60<sup>th</sup> 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

IN-HOUSE THERAPIST/STAFF SUPERVISOR, 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.

Duties: 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 Graft, 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

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

Responsibilities: 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

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

Duties: 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

GRANT COORDINATOR- PROJECT RE-ENTRY: Students Serving Individuals w/Traumatic Brain Injury to enter the School System Successfully, 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

Duties: 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, 42<sup>nd</sup> 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. 8<sup>th</sup> 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 70<sup>th</sup> 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., Sughrue, 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, 51<sup>st</sup> 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, 51<sup>st</sup> 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 70<sup>th</sup> 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." 5<sup>th</sup> 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, 610 224<sup>th</sup> St., Milford, NE

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

Simanek, G. (2010, November). "Brain Connections, Are You Always on Target?" Stroke Support Group, Milford's Sunrise Country Manor, 610 224<sup>th</sup> 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 109<sup>th</sup> 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 6 <sup>th</sup> 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](mailto: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](mailto:ron@hruskaclinic.com)

Kate Kulesher Jarecke, Advocacy & Issue Management, Inc., 3510 Old Dominion Road, Lincoln, NE 68516; 402-430-0722; [Kate.aiminc@gmail.com](mailto: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](mailto:Peggy@biane.org)

Marcia Matthies, Nebraska State Stroke Association, 6900 L St., Lincoln, NE, 68510 (402)-484-8131; [matthies.marcia@hotmail.com](mailto: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](mailto: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; [jnocoli@neb.rr.com](mailto:jnocoli@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](mailto:ranshir.smith@yahoo.com) or [inmates2016@gmail.com](mailto: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 than 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

**Return of Organization Exempt From Income Tax**  
Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

**2024**  
Open to Public Inspection

Do not enter social security numbers on this form as it may be made public.  
Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

**A For the 2024 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 \_\_\_\_\_  
 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 \$** **1,333,614**

**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**

<b>Activities &amp; Governance</b>	<b>1</b> Briefly describe the organization's mission or most significant activities: <b>TRAUMATIC BRAIN INJURY SUPPORT.</b>		
	<b>2</b> Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.		
	<b>3</b> Number of voting members of the governing body (Part VI, line 1a)	<b>3</b>	<b>15</b>
	<b>4</b> Number of independent voting members of the governing body (Part VI, line 1b)	<b>4</b>	<b>15</b>
	<b>5</b> Total number of individuals employed in calendar year 2024 (Part V, line 2a)	<b>5</b>	<b>16</b>
	<b>6</b> Total number of volunteers (estimate if necessary)	<b>6</b>	<b>0</b>
	<b>7a</b> Total unrelated business revenue from Part VIII, column (C), line 12	<b>7a</b>	<b>0</b>
<b>b</b> Net unrelated business taxable income from Form 990-T, Part I, line 11	<b>7b</b>	<b>0</b>	
<b>Revenue</b>	<b>8</b> Contributions and grants (Part VIII, line 1h)	<b>Prior Year</b>	<b>Current Year</b>
	<b>9</b> Program service revenue (Part VIII, line 2g)	<b>1,064,951</b>	<b>1,251,277</b>
	<b>10</b> Investment income (Part VIII, column (A), lines 3, 4, and 7d)	<b>11,754</b>	<b>34,875</b>
	<b>11</b> Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	<b>39,718</b>	<b>24,300</b>
	<b>12</b> Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	<b>1,116,423</b>	<b>1,322,201</b>
<b>Expenses</b>	<b>13</b> Grants and similar amounts paid (Part IX, column (A), lines 1-3)		<b>0</b>
	<b>14</b> Benefits paid to or for members (Part IX, column (A), line 4)		<b>0</b>
	<b>15</b> Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	<b>696,571</b>	<b>853,847</b>
	<b>16a</b> Professional fundraising fees (Part IX, column (A), line 11e)		<b>0</b>
	<b>b</b> Total fundraising expenses (Part IX, column (D), line 25)	<b>10,304</b>	
	<b>17</b> Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	<b>255,655</b>	<b>360,686</b>
<b>18</b> Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	<b>952,226</b>	<b>1,214,533</b>	
<b>19</b> Revenue less expenses. Subtract line 18 from line 12	<b>164,197</b>	<b>107,668</b>	
<b>Net Assets or Fund Balances</b>	<b>20</b> Total assets (Part X, line 16)	<b>Beginning of Current Year</b>	<b>End of Year</b>
	<b>21</b> Total liabilities (Part X, line 26)	<b>1,273,059</b>	<b>1,387,266</b>
	<b>22</b> Net assets or fund balances. Subtract line 21 from line 20	<b>26,136</b>	<b>32,675</b>
		<b>1,246,923</b>	<b>1,354,591</b>

**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**  
 Signature of officer: **PEGGY REISHER** **EXECUTIVE DIRECTOR**  
 Date: \_\_\_\_\_  
 Type or print name and title

**Paid Preparer Use Only**  
 Preparer's name: **JOSEPH J. MEDUNA** Preparer's signature: *Joseph J. Meduna* Date: **05/07/25** Check  if self-employed  if PTIN **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**

**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 \$ **1,126,486** including grants of \$ ) (Revenue \$ **34,875** )  
**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 **1,126,486**

**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)? <i>If "Yes," complete Schedule A</i>	<input checked="" type="checkbox"/>	
2 Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	<input checked="" type="checkbox"/>	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		<input checked="" type="checkbox"/>
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	<input checked="" type="checkbox"/>	
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? <i>If "Yes," complete Schedule C, Part III</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule D, Part I</i>		<input checked="" type="checkbox"/>
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		<input checked="" type="checkbox"/>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule D, Part IV</i>		<input checked="" type="checkbox"/>
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule D, Part VI</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule D, Part VII</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule D, Part VIII</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule D, Part IX</i>	<input checked="" type="checkbox"/>	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>		<input checked="" type="checkbox"/>
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)? <i>If "Yes," complete Schedule D, Part X</i>	<input checked="" type="checkbox"/>	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	<input checked="" type="checkbox"/>	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		<input checked="" type="checkbox"/>
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		<input checked="" type="checkbox"/>
14a Did the organization maintain an office, employees, or agents outside of the United States?		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule F, Parts I and IV</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule F, Parts II and IV</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule F, Parts III and IV</i>		<input checked="" type="checkbox"/>
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? <i>If "Yes," complete Schedule G, Part I. See instructions</i>		<input checked="" type="checkbox"/>
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		<input checked="" type="checkbox"/>
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		<input checked="" type="checkbox"/>
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		<input checked="" type="checkbox"/>
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
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? <i>If "Yes," complete Schedule I, Parts I and II</i>		<input checked="" type="checkbox"/>

**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		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		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		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
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?		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a	<b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I		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		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		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		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		X
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV		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		X
29	Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I		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		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		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		X
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?		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		
36	<b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2		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		X
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? <b>Note:</b> All Form 990 filers are required to complete Schedule O.	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		
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable		
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?		

1a	3
1b	0

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

Yes No

<b>2a</b>	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	<b>2a</b>	<b>16</b>		
<b>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	<b>2b</b>		<input checked="" type="checkbox"/>	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?	<b>3a</b>			<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	<b>3b</b>			
<b>4a</b>	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)?	<b>4a</b>			<input checked="" type="checkbox"/>
<b>b</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).				
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	<b>5a</b>			<input checked="" type="checkbox"/>
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<b>5b</b>			<input checked="" type="checkbox"/>
<b>c</b>	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	<b>5c</b>			
<b>6a</b>	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?	<b>6a</b>			<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	<b>6b</b>			
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>				
<b>a</b>	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?	<b>7a</b>			<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?	<b>7b</b>			
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	<b>7c</b>			<input checked="" type="checkbox"/>
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year	<b>7d</b>			
<b>e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	<b>7e</b>			<input checked="" type="checkbox"/>
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	<b>7f</b>			<input checked="" type="checkbox"/>
<b>g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	<b>7g</b>			<input checked="" type="checkbox"/>
<b>h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	<b>7h</b>			<input checked="" type="checkbox"/>
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	<b>8</b>			
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>				
<b>a</b>	Did the sponsoring organization make any taxable distributions under section 4966?	<b>9a</b>			
<b>b</b>	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	<b>9b</b>			
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter:				
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12	<b>10a</b>			
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<b>10b</b>			
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter:				
<b>a</b>	Gross income from members or shareholders	<b>11a</b>			
<b>b</b>	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	<b>11b</b>			
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	<b>12a</b>			
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	<b>12b</b>			
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>				
<b>a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note:</b> See the instructions for additional information the organization must report on Schedule O.	<b>13a</b>			
<b>b</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	<b>13b</b>			
<b>c</b>	Enter the amount of reserves on hand	<b>13c</b>			
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?	<b>14a</b>			<input checked="" type="checkbox"/>
<b>b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	<b>14b</b>			
<b>15</b>	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.	<b>15</b>			<input checked="" type="checkbox"/>
<b>16</b>	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.	<b>16</b>			<input checked="" type="checkbox"/>
<b>17</b>	<b>Section 501(c)(21) organizations.</b> 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.	<b>17</b>			

**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

**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 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.		
	15		
b	Enter the number of voting members included on line 1a, above, who are independent		
	15		
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?		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?		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		X
6	Did the organization have members or stockholders?		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?		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?		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	X	
b	Each committee with authority to act on behalf of the governing body?	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		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?		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?		
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?		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	X	
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	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	X	
13	Did the organization have a written whistleblower policy?	X	
14	Did the organization have a written document retention and destruction policy?	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	X	
b	Other officers or key employees of the organization If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.		X
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?		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  Another's website  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 **NE 68542** **402-890-0606**  
**LINCOLN**

**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 (do not check more than one box, unless person is both an officer and a director/trustee)						(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
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) PEGGY REISHER EXECUTIVE DIRECTOR	40.00 0.00			X				106,950	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) DESIREE MAUCH DIRECTOR	1.00 0.00	X						0	0	0
(6) ELIZABETH MCCLELLAND DIRECTOR	1.00 0.00	X						0	0	0
(7) BRETT NEELY SECRETARY	1.00 0.00	X		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 PAST PRESIDENT	1.00 0.00	X		X				0	0	0
(11) CURTISE RUWE PRESIDENT-ELECT	1.00 0.00	X		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 (do not check more than one box, unless person is both an officer and a director/trustee)						(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
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(12) <b>TAMI SOPER</b>	1.00									
(12) <b>PRESIDENT</b>	0.00	X		X			0	0	0	
(13) <b>CHARLES TAYLON</b>	1.00									
(13) <b>DIRECTOR</b>	0.00	X					0	0	0	
(14) <b>KAY WENZL</b>	1.00									
(14) <b>DIRECTOR</b>	0.00	X					0	0	0	
(15) <b>MICHALA WITAS</b>	1.00									
(15) <b>DIRECTOR</b>	0.00	X					0	0	0	
(16) <b>BRETT YOUNG</b>	1.00									
(16) <b>DIRECTOR</b>	0.00	X					0	0	0	
(17)										
(18)										
(19)										
<b>1b Subtotal</b>							<b>106,950</b>			
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>							<b>106,950</b>			

**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 **1**

	Yes	No
<b>3</b> 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		X
<b>4</b> 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		X
<b>5</b> 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		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

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1a</b> Federated campaigns	<b>1a</b> 23,823				
	<b>b</b> Membership dues	<b>1b</b>				
	<b>c</b> Fundraising events	<b>1c</b> 570				
	<b>d</b> Related organizations	<b>1d</b>				
	<b>e</b> Government grants (contributions)	<b>1e</b> 1,078,732				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above	<b>1f</b> 148,152				
	<b>g</b> Noncash contributions included in lines 1a-1f	<b>1g</b> \$				
	<b>h</b> Total. Add lines 1a-1f		<b>1,251,277</b>			
	<b>Program Service Revenue</b>	Business Code				
<b>2a</b> CONFERENCE		900099	34,875	34,875		
<b>b</b>						
<b>c</b>						
<b>d</b>						
<b>e</b>						
<b>f</b> All other program service revenue						
<b>g</b> Total. Add lines 2a-2f		<b>34,875</b>				
<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts)		24,300			24,300
	<b>4</b> Income from investment of tax-exempt bond proceeds					
	<b>5</b> Royalties					
	<b>6a</b> Gross rents	(i) Real				
		(ii) Personal				
		<b>6a</b>				
	<b>b</b> Less: rental expenses	<b>6b</b>				
	<b>c</b> Rental inc. or (loss)	<b>6c</b>				
	<b>d</b> Net rental income or (loss)					
	<b>7a</b> Gross amount from sales of assets other than inventory	(i) Securities				
		(ii) Other				
		<b>7a</b>				
	<b>b</b> Less: cost or other basis and sales exps.	<b>7b</b>				
<b>c</b> Gain or (loss)	<b>7c</b>					
<b>d</b> Net gain or (loss)						
<b>8a</b> Gross income from fundraising events (not including \$ 570 of contributions reported on line 1c). See Part IV, line 18						
	<b>8a</b>	13,348				
	<b>b</b> Less: direct expenses	<b>8b</b>	11,413			
<b>c</b> Net income or (loss) from fundraising events			1,935			
<b>9a</b> Gross income from gaming activities. See Part IV, line 19						
	<b>9a</b>					
	<b>b</b> Less: direct expenses	<b>9b</b>				
<b>c</b> Net income or (loss) from gaming activities						
<b>10a</b> Gross sales of inventory, less returns and allowances						
	<b>10a</b>					
	<b>b</b> Less: cost of goods sold	<b>10b</b>				
<b>c</b> Net income or (loss) from sales of inventory						
<b>Miscellaneous Revenue</b>	Business Code					
	<b>11a</b> BENEFICIAL INT AGENCY ACCTS	900099	9,717	9,717		
	<b>b</b> MISCELLANEOUS	900099	97	97		
	<b>c</b>					
	<b>d</b> All other revenue					
<b>e</b> Total. Add lines 11a-11d			9,814			
<b>12</b> Total revenue. See instructions			<b>1,322,201</b>	<b>44,689</b>	<b>0</b>	<b>24,300</b>

**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	106,950	99,277	5,752	1,921
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	672,182	630,854	36,549	4,779
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	15,111		15,111	
10 Payroll taxes	59,604	55,895	3,196	513
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	10,348	5,926	4,422	
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.)	95,510	91,927	1,675	1,908
12 Advertising and promotion	11,148	9,659	989	500
13 Office expenses	25,512	23,331	2,181	
14 Information technology	25,738	24,131	1,425	182
15 Royalties				
16 Occupancy	5,940	5,574	366	
17 Travel	55,423	54,118	1,223	82
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	90,361	89,704	238	419
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	5,859	5,296	563	
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 <b>DUES &amp; SUBSCRIPTIONS</b>	26,482	24,032	2,450	
b <b>PROFESSIONAL DEVELOPMENT</b>	7,216	6,202	1,014	
c <b>BANK &amp; CREDIT CARD FEES</b>	1,149	560	589	
d				
e All other expenses				
<b>25 Total functional expenses.</b> Add lines 1 through 24e	<b>1,214,533</b>	<b>1,126,486</b>	<b>77,743</b>	<b>10,304</b>
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 <input type="checkbox"/> 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
<b>Assets</b>	<b>1</b> Cash—non-interest-bearing	<b>964,595</b>	<b>1</b>	<b>876,919</b>
	<b>2</b> Savings and temporary cash investments		<b>2</b>	
	<b>3</b> Pledges and grants receivable, net	<b>12,113</b>	<b>3</b>	<b>17,651</b>
	<b>4</b> Accounts receivable, net	<b>180,652</b>	<b>4</b>	<b>352,379</b>
	<b>5</b> 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		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		<b>6</b>	
	<b>7</b> Notes and loans receivable, net		<b>7</b>	
	<b>8</b> Inventories for sale or use		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges	<b>17,722</b>	<b>9</b>	<b>32,623</b>
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	<b>10a</b>		
	<b>b</b> Less: accumulated depreciation	<b>10b</b>	<b>10c</b>	
	<b>11</b> Investments—publicly traded securities		<b>11</b>	
	<b>12</b> Investments—other securities. See Part IV, line 11		<b>12</b>	
	<b>13</b> Investments—program-related. See Part IV, line 11		<b>13</b>	
	<b>14</b> Intangible assets		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11	<b>97,977</b>	<b>15</b>	<b>107,694</b>
<b>16 Total assets.</b> Add lines 1 through 15 (must equal line 33)	<b>1,273,059</b>	<b>16</b>	<b>1,387,266</b>	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses	<b>26,136</b>	<b>17</b>	<b>32,675</b>
	<b>18</b> Grants payable		<b>18</b>	
	<b>19</b> Deferred revenue		<b>19</b>	
	<b>20</b> Tax-exempt bond liabilities		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D		<b>21</b>	
	<b>22</b> 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		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties		<b>24</b>	
	<b>25</b> 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		<b>25</b>	
	<b>26 Total liabilities.</b> Add lines 17 through 25	<b>26,136</b>	<b>26</b>	<b>32,675</b>
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow FASB ASC 958, check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27, 28, 32, and 33.</b>			
	<b>27</b> Net assets without donor restrictions	<b>1,093,161</b>	<b>27</b>	<b>1,297,941</b>
	<b>28</b> Net assets with donor restrictions	<b>153,762</b>	<b>28</b>	<b>56,650</b>
	<b>Organizations that do not follow FASB ASC 958, check here</b> <input type="checkbox"/> <b>and complete lines 29 through 33.</b>			
	<b>29</b> Capital stock or trust principal, or current funds		<b>29</b>	
	<b>30</b> Paid-in or capital surplus, or land, building, or equipment fund		<b>30</b>	
	<b>31</b> Retained earnings, endowment, accumulated income, or other funds		<b>31</b>	
<b>32 Total net assets or fund balances</b>	<b>1,246,923</b>	<b>32</b>	<b>1,354,591</b>	
<b>33 Total liabilities and net assets/fund balances</b>	<b>1,273,059</b>	<b>33</b>	<b>1,387,266</b>	

**Part XI Reconciliation of Net Assets**

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

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	<b>1,322,201</b>
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	<b>1,214,533</b>
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	<b>107,668</b>
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	<b>4</b>	<b>1,246,923</b>
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain on Schedule O)	<b>9</b>	
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	<b>10</b>	<b>1,354,591</b>

**Part XII Financial Statements and Reporting**

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

	Yes	No
<b>1</b> Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.		
<b>2a</b> 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. <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		<b>X</b>
<b>b</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. <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	<b>X</b>	
<b>c</b> 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.	<b>X</b>	
<b>3a</b> 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?		<b>X</b>
<b>b</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		

**SCHEDULE A**  
**(Form 990)**

**Public Charity Status and Public Support**

OMB No. 1545-0047

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

**2024**

Department of the Treasury  
Internal Revenue Service

Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

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  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?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
<b>Total</b>						

**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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	351,449	838,588	1,105,738	1,064,951	1,251,277	4,612,003
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add lines 1 through 3	351,449	838,588	1,105,738	1,064,951	1,251,277	4,612,003
<b>5</b> 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)						57,737
<b>6 Public support.</b> Subtract line 5 from line 4						4,554,266

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>7</b> Amounts from line 4	351,449	838,588	1,105,738	1,064,951	1,251,277	4,612,003
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources					24,300	24,300
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>11 Total support.</b> Add lines 7 through 10						4,636,303
<b>12</b> Gross receipts from related activities, etc. (see instructions)					12	284,560
<b>13 First 5 years.</b> 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 <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2024 (line 6, column (f), divided by line 11, column (f))	<b>14</b>	98.23 %
<b>15</b> Public support percentage from 2023 Schedule A, Part II, line 14	<b>15</b>	100.00 %
<b>16a 33 1/3% support test — 2024.</b> 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 <input checked="" type="checkbox"/>		
<b>b 33 1/3% support test — 2023.</b> 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 <input type="checkbox"/>		
<b>17a 10%-facts-and-circumstances test — 2024.</b> 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 <input type="checkbox"/>		
<b>b 10%-facts-and-circumstances test — 2023.</b> 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 <input type="checkbox"/>		
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions <input type="checkbox"/>		

**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) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
<b>2</b> 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						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>6 Total.</b> Add lines 1 through 5						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons						
<b>b</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						
<b>c</b> Add lines 7a and 7b						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in)	(a) 2020	(b) 2021	(c) 2022	(d) 2023	(e) 2024	(f) Total
<b>9</b> Amounts from line 6						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
<b>c</b> Add lines 10a and 10b						
<b>11</b> Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
<b>13 Total support.</b> (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**

<b>15</b> Public support percentage for 2024 (line 8, column (f), divided by line 13, column (f))	<b>15</b>	%
<b>16</b> Public support percentage from 2023 Schedule A, Part III, line 15	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2024 (line 10c, column (f), divided by line 13, column (f))	<b>17</b>	%
<b>18</b> Investment income percentage from 2023 Schedule A, Part III, line 17	<b>18</b>	%

**19a 33 1/3% support tests — 2024.** 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 — 2023.** 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

Table with 3 columns: Question, Yes, No. Rows include questions 1 through 10b regarding supported organizations, such as 'Are all of the organization's supported organizations listed by name...', 'Did the organization have any supported organization that does not have an IRS determination of status...', etc.

**Part IV Supporting Organizations (continued)**

	Yes	No
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> 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?		
<b>11a</b>		
<b>b</b> A family member of a person described on line 11a above?		
<b>11b</b>		
<b>c</b> 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 <b>Part VI</b> .		
<b>11c</b>		

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> 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 <b>Part VI</b> 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.		
<b>1</b>		
<b>2</b> 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 <b>Part VI</b> how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
<b>2</b>		

**Section C. Type II Supporting Organizations**

	Yes	No
<b>1</b> 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 <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		
<b>1</b>		

**Section D. All Type III Supporting Organizations**

	Yes	No
<b>1</b> 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?		
<b>1</b>		
<b>2</b> 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 <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s).		
<b>2</b>		
<b>3</b> 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 <b>Part VI</b> the role the organization's supported organizations played in this regard.		
<b>3</b>		

**Section E. Type III Functionally Integrated Supporting Organizations**

<b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
<b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
<b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
<b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a governmental entity (see instructions).		
<b>2</b> Activities Test. Answer lines 2a and 2b below.		
<b>a</b> 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 <b>Part VI</b> identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to each of its supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
<b>2a</b>		
<b>b</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 <b>Part VI</b> the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
<b>2b</b>		
<b>3</b> Parent of Supported Organizations. Answer lines 3a and 3b below.		
<b>a</b> 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 <b>Part VI</b> .		
<b>3a</b>		
<b>b</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 <b>Part VI</b> the role played by the organization in this regard.		
<b>3b</b>		

**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	<b>Adjusted Net Income</b> (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	<b>Total</b> (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	<b>Minimum Asset Amount</b> (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	<b>Distributable Amount.</b> 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	<b>Total annual distributions.</b> 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 2024 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-2024	(iii) Distributable Amount for 2024
1	Distributable amount for 2024 from Section C, line 6		
2	Underdistributions, if any, for years prior to 2024 (reasonable cause required—explain in Part VI). See instructions.		
3	Excess distributions carryover, if any, to 2024		
a	From 2019		
b	From 2020		
c	From 2021		
d	From 2022		
e	From 2023		
f	Total of lines 3a through 3e		
g	Applied to underdistributions of prior years		
h	Applied to 2024 distributable amount		
i	Carryover from 2019 not applied (see instructions)		
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.		
4	Distributions for 2024 from Section D, line 7: \$		
a	Applied to underdistributions of prior years		
b	Applied to 2024 distributable amount		
c	Remainder. Subtract lines 4a and 4b from line 4.		
5	Remaining underdistributions for years prior to 2024, 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 2024. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.		
7	<b>Excess distributions carryover to 2025.</b> Add lines 3j and 4c.		
8	Breakdown of line 7:		
a	Excess from 2020		
b	Excess from 2021		
c	Excess from 2022		
d	Excess from 2023		
e	Excess from 2024		



**SCHEDULE C  
(Form 990)**

**Political Campaign and Lobbying Activities**

OMB No. 1545-0047

**2024**

**Open to Public  
Inspection**

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](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

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 I-B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and I-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 <b>BRAIN INJURY ASSOCIATION OF NEBRASKA</b>	Employer identification number (EIN) <b>26-0851140</b>
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**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 EINs 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.

<b>Limits on Lobbying Expenditures</b> (The term "expenditures" means amounts paid or incurred.)		(a) Filing organization's totals	(b) Affiliated group totals
<b>1a</b> Total lobbying expenditures to influence public opinion (grassroots lobbying) .....		<b>1,525</b>	
<b>b</b> Total lobbying expenditures to influence a legislative body (direct lobbying) .....		<b>1,481</b>	
<b>c</b> Total lobbying expenditures (add lines 1a and 1b) .....		<b>3,006</b>	
<b>d</b> Other exempt purpose expenditures .....		<b>1,222,940</b>	
<b>e</b> Total exempt purpose expenditures (add lines 1c and 1d) .....		<b>1,225,946</b>	
<b>f</b> Lobbying nontaxable amount. Enter the amount from the following table in both columns.		<b>197,595</b>	
<b>IF the amount on line 1e, column (a) or (b), is:</b>	<b>THEN the lobbying nontaxable amount is:</b>		
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.		
<b>g</b> Grassroots nontaxable amount (enter 25% of line 1f) .....		<b>49,399</b>	
<b>h</b> Subtract line 1g from line 1a. If zero or less, enter -0- .....		<b>0</b>	
<b>i</b> Subtract line 1f from line 1c. If zero or less, enter -0- .....		<b>0</b>	
<b>j</b> 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? .....			<input type="checkbox"/> Yes <input type="checkbox"/> 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.)

<b>Lobbying Expenditures During 4-Year Averaging Period</b>					
Calendar year (or fiscal year beginning in)	(a) 2021	(b) 2022	(c) 2023	(d) 2024	(e) Total
<b>2a</b> Lobbying nontaxable amount	<b>90,721</b>	<b>142,335</b>	<b>169,031</b>	<b>197,595</b>	<b>599,682</b>
<b>b</b> Lobbying ceiling amount (150% of line 2a, column (e))					<b>899,523</b>
<b>c</b> Total lobbying expenditures	<b>4,497</b>		<b>2,829</b>	<b>3,006</b>	<b>10,332</b>
<b>d</b> Grassroots nontaxable amount	<b>22,680</b>	<b>35,584</b>	<b>42,258</b>	<b>49,399</b>	<b>149,921</b>
<b>e</b> Grassroots ceiling amount (150% of line 2d, column (e))					<b>224,882</b>
<b>f</b> Grassroots lobbying expenditures	<b>3,708</b>		<b>1,642</b>	<b>1,525</b>	<b>6,875</b>

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.

Table with columns (a) Yes/No and (b) Amount. Rows include: 1 During the year, did the filing organization attempt to influence foreign, national, state, or local legislation... a Volunteers? b Paid staff or management... c Media advertisements? d Mailings to members... e Publications... f Grants to other organizations... g Direct contact with legislators... h Rallies, demonstrations... 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).

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

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."

Table with columns 1-5. Rows include: 1 Dues, assessments, and similar amounts from members. 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. b Carryover from last year. c Total. 3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues. 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? 5 Taxable amount of lobbying and political expenditures. See instructions.

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.

Series of horizontal dotted lines for providing supplemental information.



**SCHEDULE D**  
**(Form 990)**  
(Rev. December 2024)  
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](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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?		<input type="checkbox"/> Yes <input type="checkbox"/> 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).	
<input type="checkbox"/> Preservation of land for public use (for example, recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> 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.	<b>Held at the End of the Tax Year</b>
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?	<input type="checkbox"/> Yes <input type="checkbox"/> 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)?	<input type="checkbox"/> Yes <input type="checkbox"/> 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    |
|--|-----------|
| <b>c</b> Beginning balance             | <b>1c</b> |
| <b>d</b> Additions during the year     | <b>1d</b> |
| <b>e</b> Distributions during the year | <b>1e</b> |
| <b>f</b> Ending balance                | <b>1f</b> |
- 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 in 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
<b>1a</b> Beginning of year balance					
<b>b</b> Contributions					
<b>c</b> Net investment earnings, gains, and losses					
<b>d</b> Grants or scholarships					
<b>e</b> Other expenditures for facilities and programs					
<b>f</b> Administrative expenses					
<b>g</b> 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 |
|-------------------------------------|---------------|----|
| <b>(i)</b> Unrelated organizations? | <b>3a(i)</b>  |    |
| <b>(ii)</b> Related organizations?  | <b>3a(ii)</b> |    |
- 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
<b>1a</b> Land				
<b>b</b> Buildings				
<b>c</b> Leasehold improvements				
<b>d</b> Equipment				
<b>e</b> 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)		
<b>Total.</b> (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)		
<b>Total.</b> (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) <b>BENEFICIAL INTEREST IN AGENCY ACCTS</b>	<b>107,694</b>
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total.</b> (Column (b) must equal Form 990, Part X, line 15, col. (B))	<b>107,694</b>

**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)	
<b>Total.</b> (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	1,333,614
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	11,413	
e	Add lines 2a through 2d		2e	11,413
3	Subtract line 2e from line 1		3	1,322,201
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	1,322,201

**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	1,225,946
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	11,413	
e	Add lines 2a through 2d		2e	11,413
3	Subtract line 2e from line 1		3	1,214,533
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	1,214,533

**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 Association 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 Association had no such income for the years ended December 31, 2023 and 2022. Management also believes the Association does not have any uncertain tax positions for the years ending December 31, 2024 and 2023. The Association's federal Returns of Organization Exempt from Income Tax (Form 990) for the years ended December 31, 2023, 2022, and 2021 may still be subject to examination by the IRS, generally for three years after they were filed.

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

RECLASSIFICATION OF FUNDRAISING EXPENSES \$ 11,413

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

RECLASSIFICATION OF FUNDRAISING EXPENSES \$ 11,413

**Part XIII** Supplemental Information *(continued)*

**SCHEDULE O**  
**(Form 990)**  
(Rev. December 2024)  
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.

OMB No. 1545-0047

Attach to Form 990 or Form 990-EZ.

Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

**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** \$ **11,413**  
**RECLASSIFICATION OF FUNDRAISING EXPENSES** \$ **-11,413**

Form <b>990</b>	<b>Event Income and Deduction Worksheet</b>	<b>2024</b>
	Description <b>Blazing Trails</b>	

Name <b>BRAIN INJURY ASSOCIATION OF</b>	Taxpayer Identification Number <b>26-0851140</b>
--	---

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.	<b>13,348</b>
2. Advertising income	2.	
3. Circulation income	3.	
4. Other income	4.	
5. Returns and allowances	5.	
6. Contributions received	6.	<b>570</b>
7. <b>Total revenue.</b> Add lines 1 through 6	7.	<b>13,918</b>
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.	<b>11,413</b>
15. <b>Total expenses.</b> Add lines 8 through 14	15.	<b>11,413</b>
16. <b>Net Income/Loss.</b> Line 7 minus Line 15	16.	<b>2,505</b>

**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	
<b>Total Indirect Expense</b>	

**Expense Details - Depreciation Expense:**

On investment property	
On non-investment property	
Amortization	
Depletion	
<b>Total Depreciation Expense</b>	

**Expense Details - Exempt Activity Expense:**

Repairs and Maintenance	
Bad debts	
Taxes/licenses	
Charitable contributions	
Dividend recd deductions	
Readership costs	
Other expenses	
<b>Total Exempt Activity Expense</b>	

**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	<b>11,413</b>
<b>Total Fundraising Expense</b>	<b>11,413</b>

**Expense Details - Cost of Goods Sold:**

Beginning inventory	
Purchases	
Labor	
Section 263A costs	
Other costs	
Ending inventory	
<b>Total Cost of Goods Sold</b>	

**Expense Details - Employment Expense:**

Compensation of officers	
Other salaries and wages	
Pension plan contributions	
Other employee benefits	
Payroll taxes	
<b>Total Employment Expense</b>	

**Expense Details - Fees for Services:**

Management	
Legal	
Accounting	
Lobbying	
Professional fundraising	
Investment management	
Other	
<b>Total Fees for Services</b>	

**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	

**Allocation of Expense to Program Service Accomplishments:**

First	
Second	
Third	
All other	

BRAIN INJURY ASSOCIATION OF NEBRASKA

FINANCIAL STATEMENTS AND  
INDEPENDENT AUDITORS' REPORT

DECEMBER 31, 2024 AND 2023



BRAIN INJURY ASSOCIATION OF NEBRASKA

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December 31, 2024 and 2023

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## INDEPENDENT AUDITORS' REPORT

Board of Directors  
Brain Injury Association of Nebraska  
Lincoln, Nebraska

### Opinion

We have audited the accompanying financial statements of Brain Injury Association of Nebraska (a nonprofit organization), which comprise the statements of financial position as of December 31, 2024 and 2023 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 Association of Nebraska (the Association) as of December 31, 2024 and 2023, 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 Association 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 Association'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

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 Association'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 Association'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.

*Yuth : Amth, P.C.*

April 29, 2025

BRAIN INJURY ASSOCIATION OF NEBRASKA

STATEMENTS OF FINANCIAL POSITION

December 31,

	ASSETS	
	2024	2023
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	\$ 876,919	\$ 964,595
Accounts receivable	352,379	180,652
Prepaid expenses	32,623	17,722
Grants and pledges receivable	17,651	12,113
Total current assets	1,279,572	1,175,082
<b>OTHER ASSETS</b>		
Beneficial interest in assets invested by others	107,694	97,977
Total other assets	107,694	97,977
Total assets	\$ 1,387,266	\$ 1,273,059
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	\$ 20,650	\$ 14,538
Other accrued expenses	12,025	11,598
Total current liabilities	32,675	26,136
<b>NET ASSETS</b>		
Net assets without donor restrictions	1,297,941	1,093,161
Net assets with donor restrictions	56,650	153,762
Total net assets	1,354,591	1,246,923
Total liabilities and net assets	\$ 1,387,266	\$ 1,273,059

The accompanying notes are an integral part of these financial statements.

BRAIN INJURY ASSOCIATION OF NEBRASKA

STATEMENTS OF ACTIVITIES

For the years ended December 31,

	<u>2024</u>	<u>2023</u>
<b>NET ASSETS WITHOUT DONOR RESTRICTIONS</b>		
Revenues and support		
Contributions	\$ 171,975	\$ 127,679
Grants	1,027,667	842,725
Conference and fundraising event sponsorship	30,775	11,754
Fundraising event	13,918	27,505
Increase in the beneficial interest in assets invested by others	9,717	12,378
Interest	24,300	6,240
Miscellaneous revenue	<u>97</u>	<u>1,572</u>
Total revenue and support	<u>1,278,449</u>	<u>1,029,853</u>
Net assets released from restrictions	<u>152,277</u>	<u>180,911</u>
Expenses		
Program	1,126,486	882,045
Management	77,743	57,109
Fundraising	<u>21,717</u>	<u>21,050</u>
Total expenses	<u>1,225,946</u>	<u>960,204</u>
Increase in net assets without donor restrictions	<u>204,780</u>	<u>250,560</u>
<b>NET ASSETS WITH DONOR RESTRICTIONS</b>		
Grants and contributions	51,265	77,898
Conference and fundraising event sponsorship	3,900	16,650
Net assets released from restrictions	<u>(152,277)</u>	<u>(180,911)</u>
Decrease in net assets with donor restrictions	<u>(97,112)</u>	<u>(86,363)</u>
Total increase in net assets	107,668	164,197
Net assets, beginning of year	<u>1,246,923</u>	<u>1,082,726</u>
Net assets, end of year	<u>\$ 1,354,591</u>	<u>\$ 1,246,923</u>

The accompanying notes are an integral part of these financial statements.

BRAIN INJURY ASSOCIATION OF NEBRASKA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2024

	Program Services	Management & General	Fundraising	Totals
Marketing and advertising	\$ 9,659	\$ 989	\$ 1,044	\$ 11,692
Bank and credit card fees	560	589	-	1,149
Dues and subscriptions	24,032	2,450	-	26,482
Conferences and meetings	5,228	-	-	5,228
Event and program fees	84,476	238	2,740	87,454
Insurance	5,296	563	-	5,859
Other payroll related costs	-	15,111	-	15,111
Professional development	6,202	1,014	-	7,216
Payroll taxes	55,895	3,196	1,081	60,172
Postage and shipping	594	84	-	678
Printing	15,217	4	472	15,693
Professional fees	97,853	6,097	1,908	105,858
Salaries	730,131	42,301	14,131	786,563
Supplies	7,520	2,093	-	9,613
Travel and meals	54,118	1,223	159	55,500
Utilities	5,574	366	-	5,940
Software and website	24,131	1,425	182	25,738
Total functional expenses	<u>\$ 1,126,486</u>	<u>\$ 77,743</u>	<u>\$ 21,717</u>	<u>\$ 1,225,946</u>

The accompanying notes are an integral part of these financial statements.

BRAIN INJURY ASSOCIATION OF NEBRASKA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2023

	Program Services	Management & General	Fundraising	Totals
Marketing and 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
	<u>\$ 882,045</u>	<u>\$ 57,109</u>	<u>\$ 21,050</u>	<u>\$ 960,204</u>
Total functional expenses	<u>\$ 882,045</u>	<u>\$ 57,109</u>	<u>\$ 21,050</u>	<u>\$ 960,204</u>

The accompanying notes are an integral part of these financial statements.

BRAIN INJURY ASSOCIATION OF NEBRASKA

STATEMENTS OF CASH FLOWS

For the years ended December 31,

	<u>2024</u>	<u>2023</u>
Cash flows from operating activities		
Total increase in net assets	\$ 107,668	\$ 164,197
Adjustments to reconcile increase in net assets to net cash provided by operating activities:		
Net increase in beneficial interest in assets held by others	(9,717)	(12,378)
(Increase) decrease in assets		
Accounts receivable	(171,727)	(32,094)
Grants and pledge receivables	(5,538)	5,144
Prepaid expenses	(14,901)	458
Increase (decrease) in operating liabilities		
Accounts payable	6,112	1,101
Other accrued expenses	<u>427</u>	<u>3,810</u>
Net cash (used) provided by operating activities	<u>(87,676)</u>	<u>130,238</u>
Net (decrease) increase in cash and cash equivalents	(87,676)	130,238
Cash and cash equivalents, beginning of year	<u>964,595</u>	<u>834,357</u>
Cash and cash equivalents, end of year	<u>\$ 876,919</u>	<u>\$ 964,595</u>

The accompanying notes are an integral part of these financial statements.

# BRAIN INJURY ASSOCIATION OF NEBRASKA

## NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

### NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1. Organization

Brain Injury Association of Nebraska (the Association) is a not-for-profit organization that was incorporated under the laws of the State of Nebraska in 2008. The mission of the Association 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 Association 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 Association.

4. Cash and Cash Equivalents

For purposes of the Statements of Cash Flows, the Association considers highly liquid investment accounts with an expected holding period of less than three months to be cash equivalents.

5. Grants and Pledges

Grants based on the incurrence of qualified expenditures and pledges 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, and others having outstanding balances, it has concluded that losses on balances outstanding at year-end are improbable.

6. Allowance for Expected Credit Losses

The Association has receivables from the Nebraska Department of Health and Human Services, Division of Behavioral Health (DBH) and the Nebraska Department of Education, Vocational Rehabilitation (VR), based on underlying fee-for-service contracts.

BRAIN INJURY ASSOCIATION OF NEBRASKA

NOTES TO FINANCIAL STATEMENTS – Continued

December 31, 2024 and 2023

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – Continued

6. Allowance for Expected Credit Losses – Continued

The Association evaluates an allowance for expected credit losses calculated on a pooled basis where similar risk characteristics exist under ASC Topic 326. Receivables are evaluated individually when they do not share similar risk characteristics which could exist in circumstances where amounts are considered at risk or uncollectible. The Association considers the receivable balances under the DBH and VR contracts as separate pools for analysis purposes. At each reporting period, the allowance is updated to reflect any changes in credit risk since the related receivable was initially recorded. The allowance estimate is derived from a review of the Association's historical losses based on the aging of receivables, and is adjusted for management's assessment of current conditions and reasonable and supportable forecasts regarding future events, and any other factors deemed relevant by the Association.

Based on management's analysis, an allowance for credit losses was not deemed necessary for the years ended December 31, 2024 and 2023.

7. Promises to Give

Unconditional promises to give are recognized as revenues in the period received and as assets, decreases of liabilities, or expenses depending on the form of the benefits received. Conditional promises to give are recognized only when the barriers on which they depend have been substantially met and the promises become unconditional.

8. Beneficial Interest in Assets Invested by Others

During 2021, the Association placed \$50,000 of funding into agency accounts with both the Omaha Community Foundation and Lincoln Community Foundation. The Association specified itself as the beneficiary of these agency funds but did grant to the respective Foundations' 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 Association follows the guidance of the *Not-For-Profit Entities* section of the FASB codification and records the Association's interest in the assets of the respective Foundations as an asset on the statement of financial position.

9. Revenue Recognition

The Association's revenue from contributions and grants is principally awarded to the Association for the benefit of the public rather than as a fee for service transaction. As such, the Association 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).

BRAIN INJURY ASSOCIATION OF NEBRASKA

NOTES TO FINANCIAL STATEMENTS – Continued

December 31, 2024 and 2023

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – Continued

9. Revenue Recognition – Continued

Certain other revenue of the Association, predominantly fees and event revenue, is considered an exchange transaction and therefore, the Association 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, 2024 and 2023, there were no significant contract assets or liabilities related to these sources of revenue.

The Association 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.

10. 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.

11. Income Tax

The Association 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 Association had no such income for the years ended December 31, 2024 and 2023. Management also believes the Association does not have any uncertain tax positions for the years ending December 31, 2024 and 2023. The Association's federal Returns of Organization Exempt from Income Tax (Form 990) for the years ended December 31, 2023, 2022, and 2021 may still be subject to examination by the IRS, generally for three years after they were filed.

12. Advertising

The Association expenses advertising costs when incurred. The accompanying Statements of Activities include advertising expense of \$11,692 and \$31,885 for the years ended December 31, 2024 and 2023, respectively.

BRAIN INJURY ASSOCIATION OF NEBRASKA

NOTES TO FINANCIAL STATEMENTS – Continued

December 31, 2024 and 2023

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – Continued

13. 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.

14. 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 Association 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 2025. 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, 2024, the Association was committed for \$15,280 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,:

<u>Restriction</u>	<u>2024</u>	<u>2023</u>
Purpose restricted		
Brain injury support center	\$ 1,485	\$ 1,485
Brain Injury Assistance Act funds for resource facilitation	51,065	77,898
Douglas County Youth Center	-	57,729
Time restricted		
Conference and fundraising event sponsorships	<u>4,100</u>	<u>16,650</u>
Net assets with donor restrictions	<u>\$ 56,650</u>	<u>\$ 153,762</u>

NOTE D – CONCENTRATIONS

A significant portion of the Association’s revenue is provided by two sources. The Association received 35.6% and 40.0% of its revenue, respectively, in the years ending December 31, 2024 and 2023, from the Nebraska Brain Injury Assistance Act. Additionally, for the years ended December 31, 2024 and 2023, the Association received 39.2% and 34.2% 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 Association would not be able to continue the level of services currently provided.

BRAIN INJURY ASSOCIATION OF NEBRASKA

NOTES TO FINANCIAL STATEMENTS – Continued

December 31, 2024 and 2023

NOTE D – CONCENTRATIONS – Continued

The Association maintained accounts at a regional bank whose balances exceeded the FDIC insured limit of \$250,000 for a significant portion of the year. As of December 31, 2024 and 2023, the Association’s uninsured bank balances were \$633,548 and \$721,085, 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 – CONDITIONAL GRANTS

The Association regularly receives grants with barriers to their recognition. The Association evaluates these barriers to recognition.

As of December 31, 2024, conditional promises to give with barriers to its recognition consist of:

	<u>2024</u>
Conduct the activities of the Nebraska Concussion Coalition and to conduct brain injury training	\$ 48,169
Provide brain injury training to the Lincoln Regional Center and Norfolk Regional Center	8,400
Develop and implement strategies for brain injury screening resulting from intimate partner violence	<u>1,853</u>
Total conditional promises to give	<u>\$ 58,422</u>

As of December 31, 2023, conditional promises to give with barriers to its recognition consist of:

	<u>2023</u>
Conduct the activities of the Nebraska Concussion Coalition and to conduct brain injury training	\$ 39,085
Create and place billboard graphic encouraging the use of motorcycle helmets	30,000
Develop and implement strategies for brain injury screening resulting from intimate partner violence	<u>10,000</u>
Total conditional promises to give	<u>\$ 79,085</u>

NOTE F – LIQUIDITY

The Association 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 Association’s liquid financial assets as of December 31, 2024 and 2023, respectively, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the balance sheet date.

BRAIN INJURY ASSOCIATION OF NEBRASKA

NOTES TO FINANCIAL STATEMENTS – Continued

December 31, 2024 and 2023

NOTE F – LIQUIDITY – Continued

	<u>2024</u>	<u>2023</u>
Financial assets:		
Cash and cash equivalents	\$ 876,919	\$ 964,595
Grants and pledges receivable	17,651	12,113
Accounts receivable	352,379	180,652
Beneficial interest in assets invested by others	107,694	97,977
Less those unavailable for general expenditures within one year, due to:		
Restricted by donor with time or purpose restrictions	(56,650)	(153,762)
Beneficial interest in assets invested by others as an operational reserve	<u>(107,694)</u>	<u>(97,977)</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 1,190,299</u>	<u>\$ 1,003,598</u>

As part of the Association’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 Association intends to hold such funds as an operational reserve to ensure the future financial stability of the Organization.

NOTE G – RECLASSIFICATION

Certain accounts in the prior-year financial statements have been reclassified for comparative purposes to conform with the presentation in the current-year financial statements. These reclassifications had no effect on the reported results of operations.

BRAIN INJURY ASSOCIATION OF NEBRASKA

NOTES TO FINANCIAL STATEMENTS – Continued

December 31, 2024 and 2023

NOTE H – SUBSEQUENT EVENTS

In preparing these financial statements, the Association has evaluated events and transactions for potential recognition or disclosure through April 29, 2025, the date the financial statements were available to be issued.

Following the dissolution of the United States Brain Injury Alliance effective December 31, 2024, of which the Association was a member, the Association cancelled use of its trade name ('doing business as' (dba) name): Brain Injury Alliance of Nebraska. Consequently, effective January 1, 2025, the Association will be known solely by its legal name, Brain Injury Association of Nebraska.

Company name: Brain Injury Association of Nebraska

Budget name: Budget FY2026

Budget type: Profit and loss

Period: FY 2026 (Jan 2026 - Dec 2026)

Consolidated

Accounts	Budget totals
4100.01 Conference Exhibit Income	\$2000.00
4100.02 Conference Registration	\$13000.00
4100.03 Conference Sponsorships	\$11000.00
4100.05 Blazing Trails Sponsorships	\$13000.00
4100.06 Blazing Trails Registrations	\$5000.00
<b>Total 4100 EVENT REVENUE</b>	<b>\$44000.00</b>
4200.02 Foundations	\$193000.00
4200.03 Business/Organizations	\$6000.00
4200.04 Individuals	\$20000.00
4200.05 CHAD / United Way	\$20000.00
<b>Total 4200 CONTRIBUTIONS/DONATIONS</b>	<b>\$239000.00</b>
4300.01 NDOT Dept of Highway Safety (Federal)	\$30000.00
4300.02 DHHS Concussion & DV Grants - Peg (Federal)	\$67000.00
4300.04 Voc Rehab (Federal)	\$40000.00
4300.05 Dept of Behavioral Health (DBH) Grant (State)	\$0.00
4300.06 ADRC Funding (State)	\$8555.00
4300.07 MAC Funding (Federal)	\$400000.00
4300.08 NE Brain Injury Assistance Act (State)	\$475000.00
4300.10 NIH - DV Grant, 2023-2027 (Federal)	\$5000.00
<b>Total 4300 GOVERNMENT FUNDING &amp; GRANTS</b>	<b>\$1025555.00</b>
4400.01 Madonna Hospitals - Expanding MH Support Peer Group (2026-2027)	\$5000.00
<b>Total 4400 PROGRAM SERVICE REVENUE (CONTRACTED SERVICES &amp; PARTNERSHIPS)</b>	<b>\$5000.00</b>
<b>Total 4700 MISCELLANEOUS REVENUE</b>	<b>\$0.00</b>
4800 INVESTMENT RETURN	\$20000.00
<b>Total Income</b>	<b>\$1333555.00</b>
5101.01 Accounting and Audit Fees	\$22000.00
5101.03 IT Support	\$15000.00
5101.04 Consultants	\$70000.00
<b>Total 5101 Professional Services</b>	<b>\$107000.00</b>
5102 Marketing & Advertising Expenses	\$2500.00
5102.01 Chambers of Commerce	\$1300.00
5102.02 Promotional Items	\$8500.00
5102.03 Paid Advertisements	\$5000.00
<b>Total 5102 Marketing &amp; Advertising Expenses</b>	<b>\$17300.00</b>
5103 Bank, CC, and Investment Fees	\$2000.00
5104 Software and Website Expenses	\$45000.00
5105 Conferences & Meetings	\$14000.00
5107 Dues & Subscriptions	\$35000.00
5108 Program Events and Efforts	\$75000.00
5109 Insurance	\$11000.00
5110 Office Supplies and Expenses	\$15000.00
5111 Payroll and Related Expenses	\$940000.00
<b>Total 5111 Payroll and Related Expenses</b>	<b>\$940000.00</b>
5112 Postage, Mailing Service	\$1500.00
5113 Printing and Copying	\$20000.00
5114 Rent and Utilities (Telephone, Internet)	\$7000.00
5115 Travel and Meals	\$50000.00
5116 Professional Development/Training	\$8200.00
5202 Miscellaneous Expenses	\$2500.00
<b>Total Expense</b>	<b>\$1350500.00</b>
<b>Total Net Income</b>	<b>\$-16945.00</b>



February 20, 2026

Dear Members of the Review Committee,

I am writing to express my strong support for the Brain Injury Association of Nebraska's (BIA-NE) application for funding through Nebraska's Brain Injury Assistance Act for the 2026–2027 funding period.

In my role with the University of Nebraska Medical Center College of Public Health, I have partnered with BIA-NE on a National Institutes of Health R01-funded project focused on implementing brain injury screening and support within community-based programs serving survivors of intimate partner violence (IPV), sexual assault and sex trafficking. Through this work, it has become increasingly clear that brain injury is both highly prevalent and frequently unrecognized among individuals who have experienced IPV, creating significant barriers to recovery, safety, and long-term stability.

BIA-NE is a co-investigator and serves as a lead community partner in this NIH-funded initiative, bringing critical expertise in brain injury education and Resource Facilitation. Their Resource Facilitation program plays a vital role in ensuring that individuals identified through screening as having a brain injury are connected to appropriate, trauma-informed support services, rather than being left to navigate complex medical, behavioral health, and social service systems on their own. This coordinated follow-up is essential to translating research into meaningful, real-world impact.

From a public health perspective, BIA-NE's work reflects best practices in early identification, care coordination, and systems-level improvement for high-risk populations. Their commitment to data-informed decision making and cross-sector collaboration strengthens both the research aims of this federally funded project and the broader service infrastructure across Nebraska.

Continued investment through the Brain Injury Assistance Act is critical to sustaining this work and ensuring that survivors of IPV-related brain injury have access to individualized support, guidance, and long-term community-based resources. BIA-NE has demonstrated strong capacity, accountability, and leadership in this area, and I fully support their request for funding.

Thank you for your consideration.

Sincerely,

*Shireen Rajaram*

Shireen S. Rajaram, PhD  
Associate Professor



MUNROE-MEYER  
INSTITUTE

Brain Injury Oversight Review Committee  
42nd and Emile  
Omaha, Nebraska 68198  
402-559-4000

Dear Members of the Review Committee,

We are writing to express my strong support for the Brain Injury Association of Nebraska's (BIA-NE) application for funding through Nebraska's Brain Injury Assistance Act for the 2026–2027 funding period.

At the Munroe-Meyer Institute (MMI), we have had the opportunity to work alongside BIA-NE and to observe their longstanding commitment to improving outcomes for individuals with brain injury across Nebraska. BIA-NE has established itself as a trusted statewide leader in brain injury identification, education, and community-based support, particularly for individuals and families navigating complex systems of care.

BIA-NE's Resource Facilitation program plays a critical role in bridging gaps between medical services and community supports. Individuals with brain injury often face challenges related to behavior, learning, emotional regulation, employment, and system involvement that can be misunderstood or overlooked without specialized guidance. Through individualized Resource Facilitation, BIA-NE helps ensure that people with brain injury receive appropriate, coordinated, and person-centered support.

From MMI's perspective, BIA-NE's work complements clinical and research efforts by ensuring that individuals do not fall through the cracks once they leave formal healthcare settings. Their ability to collaborate across healthcare, behavioral health, education, and justice systems strengthens Nebraska's overall capacity to respond effectively to brain injury as a chronic condition.

Continued investment through the Brain Injury Assistance Act is essential to sustaining this infrastructure and ensuring that individuals with brain injury throughout the state have access to timely information, referrals, and ongoing support. BIA-NE has demonstrated strong leadership, accountability, and impact, making them a valuable partner in advancing brain-injury-informed systems of care in Nebraska.

I strongly support BIA-NE's request for funding and appreciate your consideration of this application.

Sincerely,

**Brandy L. Clarke, PhD, LP**  
*Professor, Psychology, MMI*  
*Director, Psychology, MMI*

**Erika R. Franta, PhD, LP**  
*Assistant Professor, Psychology, MMI*