NOTICE OF PUBLIC MEETING

Notice is hereby given that a public meeting of the Brain Injury Oversight Committee will be held on April 21, 2023, from 1:00 to 3:00 PM and the meeting will be held in person only. The meeting will be held at the University of Nebraska Lincoln Campus 4000 East Campus Loop South, Lincoln NE. 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 Jamie Stahl at (402) 559-6300 or Jamie.stahl@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 21, 2023
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 of the previous meeting, February 17, 2023

VII. Committee Vote on Vice-Chair and Secretary Positions

VIII. Discussion of Submitted Applications

IX. Committee Vote on recipients for FY2023 $450,000 BIOC Funds

X. Discussion of $7,163 in available funds held by UNMC from previous years

XI. Next meeting July 21, 2023 1:00-3:00 PM in person meeting

Upcoming Meetings:
- July 21, 2023 meeting agenda will include
  - Establishing timeline goals for FY 2023-24
  - Manage any other housekeeping needs
- Sept. 2023 meeting will include
  - Annual report from funding recipient

XII. Adjourn

Brain Injury Oversight Committee Meeting
February 17, 2023, 1:00 pm to 3:00 pm
Nebraska Health Care Assoc., 1200 Libra Dr., Suite 100, Lincoln, NE

Draft MEETING MINUTES

Public notice of upcoming meetings will be available on the University of Nebraska Medical Center (UNMC) website https://www.unmc.edu/aboutus/community-engagement/bioc/index.html at least 10 days before each meeting.

MEMBERS PRESENT: Tiffany Armstrong, Anna Cole, Peggy Reisher, Sheila Kennedy, Shauna Dahlgren, Dr. Kody Moffatt, Jeff Baker, Lindy Foley, Tom Janousek (representing the NE Dept. of Behavioral Health in place of Sheri Dawson), and Dale Johannes

MEMBERS ABSENT: Caryn Vincent

UNMC STAFF PRESENT: Mike Hrncirik

GUEST: Liz Gebhart-Morgan

CALL TO ORDER
The meeting of the Brain Injury Oversight Committee commenced at 1:02 p.m.

ANNOUNCEMENT OF THE AVAILABILITY OF THE OPEN MEETINGS ACT
Public notification of this meeting was made on the UNMC website and Mike Hrncirik had copies of the open meetings act.

INTRODUCTIONS AND ROLL CALL
Shauna Dahlgren called on each committee member to introduce themselves.

AGENDA APPROVAL
The agenda was reviewed. Dr. Kody Moffatt moved to approve the agenda. Jeff Baker seconded the motion, and the motion was carried out by unanimous consent.

PUBLIC COMMENT
No public members were present.

APPROVAL OF PREVIOUS MEETING MINUTES
The minutes from Sept. 23, 2022, meeting was reviewed. A motion was made by Dr. Kody Moffatt and seconded by Dale Johannes to approve the Sept. 23, 2022, meeting minutes. There were no objections to the motion, and it was carried out by unanimous consent.

NOTICE OF FUNDING OPPORTUNITY POSTED FEB. 1, 2023

Shauna Dahlgren informed the Brain Injury Oversight Committee that the NOFO was posted to the UNMC website on Feb. 1, 2023. Proposals are due no later than March 15, 2023. Shauna encouraged members of the committee to promote the NOFO announcement.

REVIEW AND APPROVAL OF UNMC INVOICES

The committee reviewed and discussed the UNMC invoices from July 1, 2020, to June 30, 2021, and July 1, 2021, to June 30, 2022. A motion was made by Dale Johannes and seconded by Dr. Kody Moffatt to approve the $45,000 invoice from UNMC for their support of the committee from July 1, 2020, to June 30, 2021, and the $45,000 invoice from UNMC for their support of the committee from July 1, 2021, to June 30, 2022. There were no objections to the motion, and it was carried out by unanimous consent.

DISCUSSION OF BIOC FUNDS HELD AT UNMC

Mike Hrncirik reported that UNMC is holding $7,163 of unspent Brain Injury Awareness Act Funds. These are funds that had been set aside to help pay for committee expenses (travel for committee members, rental of meeting space, etc.) that were not used from July 1, 2020, to June 30, 2021, and July 1, 2021, to June 30, 2022. The committee discussed options for use of the funds:

1. Give the funds to the awarded recipient to use in the current award cycle
2. Add the funding to upcoming/future NOFO awards
3. Use the funds to allow committee members to attend various brain injury meetings and conferences. This has been done with other governor-appointed committees. Mike states he will see if UNMC has a template for those types of expenditures.

At this time the committee did not decide or vote on how the funds would be used but agreed to put it back on the agenda for the next meeting.

ESTABLISH A WORK GROUP TO REVIEW FUNDING APPLICATIONS

A work group was established to review NOFO proposals prior to the next meeting. This work group would provide a recommendation to the rest of the committee to consider. Those volunteering to be on the work group included Dr. Kody Moffatt, Dale Johannes, Tiffany Armstrong, and Sheila Kennedy. Kody volunteered to organize the work group meeting.

BIANNUAL FUNDING RECIPIENT UPDATE

Liz Gebhart Morgan shared outcome data from the July 2022 to Dec. 2022 Brain Injury Awareness Act Report and the Brain Injury Resource Facilitation Report created by BIA-NE. See attached reports for details.

REVIEWED ESTABLISHED TIMELINE GOALS FOR FY2022-23

- Feb. 1, 2023 release notice of NOFO with a deadline of March 15, 2023
- Feb. 17, 2023 meeting agenda will include

    - Bi-annual report from funding recipient
- April 21, 2023 meeting agenda will include
    - Vote on fund recipient(s)
    - Vote on Vice-Chair and Secretary positions
- July 21, 2023 meeting agenda will include
    - Establishing timeline goals for FY 2023-24
    - Manage any other housekeeping needs
- Sept. 2023 meeting will include
    - Annual report from funding recipient

NEXT COMMITTEE MEETINGS

April 21, 2023, from 1:00 to 3:00 in person in Lincoln.

ADJOURN

A motion was made by Jeff Baker and seconded by Peggy Reisher with unanimous consent to adjourn the meeting at 3:07 pm.

Meeting minutes submitted by Peggy Reisher, Brain Injury Oversight Committee Secretary

Brain Injury Assistance Act Mid-Year Report

July – December 2022

Brain Injury Alliance NEBRASKA

Partners for Insightful Evaluation

BACKGROUND

The Brain Injury Trust Fund Act, changed to the Brain Injury Assistance Act in 2022, has seven expenditure priorities. The Brain Injury Alliance (BIA-NE) of Nebraska was awarded the funding during the first year (July 2021 – June 2022) as well as the second year. This report summarizes progress within each of the seven priority expenditures, primarily focusing on efforts in the second year.

PRIORITY 1

Resource facilitation shall be given priority and made available to provide ongoing support for individuals with a brain injury and their families for coping with brain injuries. Resource facilitation may provide a linkage to existing services and increase the capacity of the state's providers of services to individuals with a brain injury by providing brain-injury-specific information, support, and resources and enhancing the usage of support commonly available in a community. Agencies providing resource facilitation shall specialize in providing services to individuals with a brain injury and their families.

PRIORITY 2

Voluntary training for service providers in the appropriate provision of services to individuals with a brain injury

PRIORITY 3

Follow-up contact to provide information on brain injuries for individuals on the brain injury registry established in the Brain Injury Registry Act

PRIORITY 4

Activities to promote public awareness of brain injury and prevention methods

PRIORITY 5

Supporting research in the field of brain injury

PRIORITY 6

Providing and monitoring quality improvement processes with standards of care among brain injury service providers

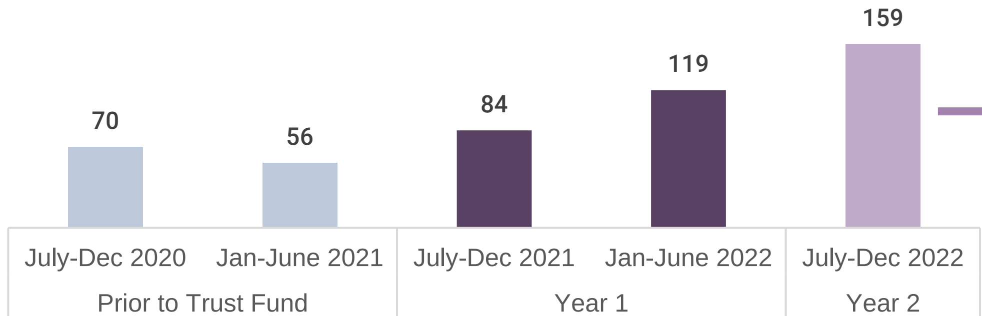
PRIORITY 7

Collecting data and evaluating how the needs of individuals with a brain injury and their families are being met in this state

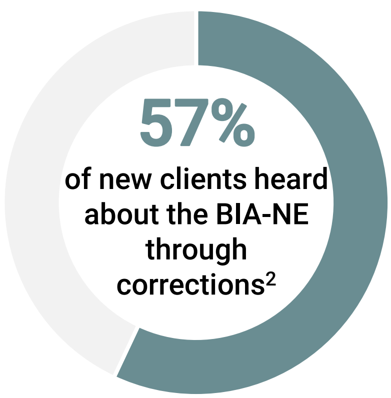
PRIORITY 1
Resource Facilitation

NOTE: See the Resource Facilitation Data report for more comprehensive summary of clients served by the BIA-NE through Resource Facilitation

Support through the Brain Injury Assistance Act has allowed BIA-NE to continue increasing the number of new clients served[1]



21% of the new clients served in Year 2 received Case Management services



Since 7/1/2020, more than 1,850 referrals have been provided to new clients, with the top referrals being for:

1. **Brain Injury Basics (17%)**
2. **Neuro Resources (13%)**
3. **Support Groups (11%)**

The BIA-NE transitioned to a new database in December 2022. This captures more comprehensive data for Resource Facilitation and integrates community outreach efforts. Some of the key changes include:

- Tracking referrals given to clients by organization rather than broad category
- Monitoring areas of need for clients rather than barriers; Resource Facilitators can denote which barriers they are helping address
- Providing information on why a client may not be working

BIA-NE refers clients and stays connected to

23 support groups

for brain injury, three of which are available virtually to have statewide reach

With the new BIA-NE database, workshops and support groups will be tracked as events.

[1] This number does not include individuals that may have been assisted through other agencies (i.e., an agency contacted BIA-NE to receive a referral, resource, or recommendation related to brain injury for one of their clients). It only includes BIA-NE clients who were considered "in service" as a Resource Facilitation client in the database. Beginning in January 2023, the BIA-NE will be able to track when supports are offered to other agencies on behalf of individuals with brain injury.
[2] During the first year of the funding, 23% of new clients heard about the BIA-NE through corrections. In the year prior, it was 1% of new clients. This is due to the new Resource Facilitator hired through the Brain Injury Assistance Act, as they have a focus in the correctional system.

PRIORITY 2
Training for Service Providers

32 Brain Injury 101 trainings were offered to professionals

701 Attendees reached (average of 24 per event)

75 Minutes was the average length of events

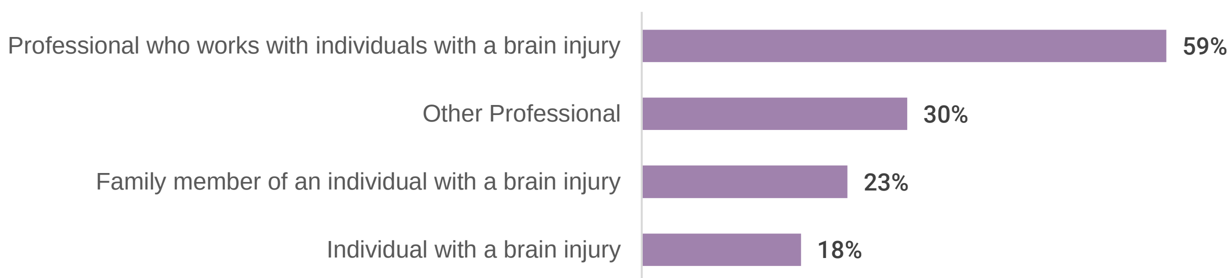
140 Evaluations were completed from 15 events

This was something I hadn't really thought about unless it was an emergency situation, this has brought it forward how often Brain Injuries Happen - really brought awareness. I was raised with the just rub some dirt on it and shake it off - This has opened my eyes and changed my thinking.

Attendees who completed evaluations reflected

22 NE Counties

More than half the individuals who completed an evaluation were a professional (n=134)[3]

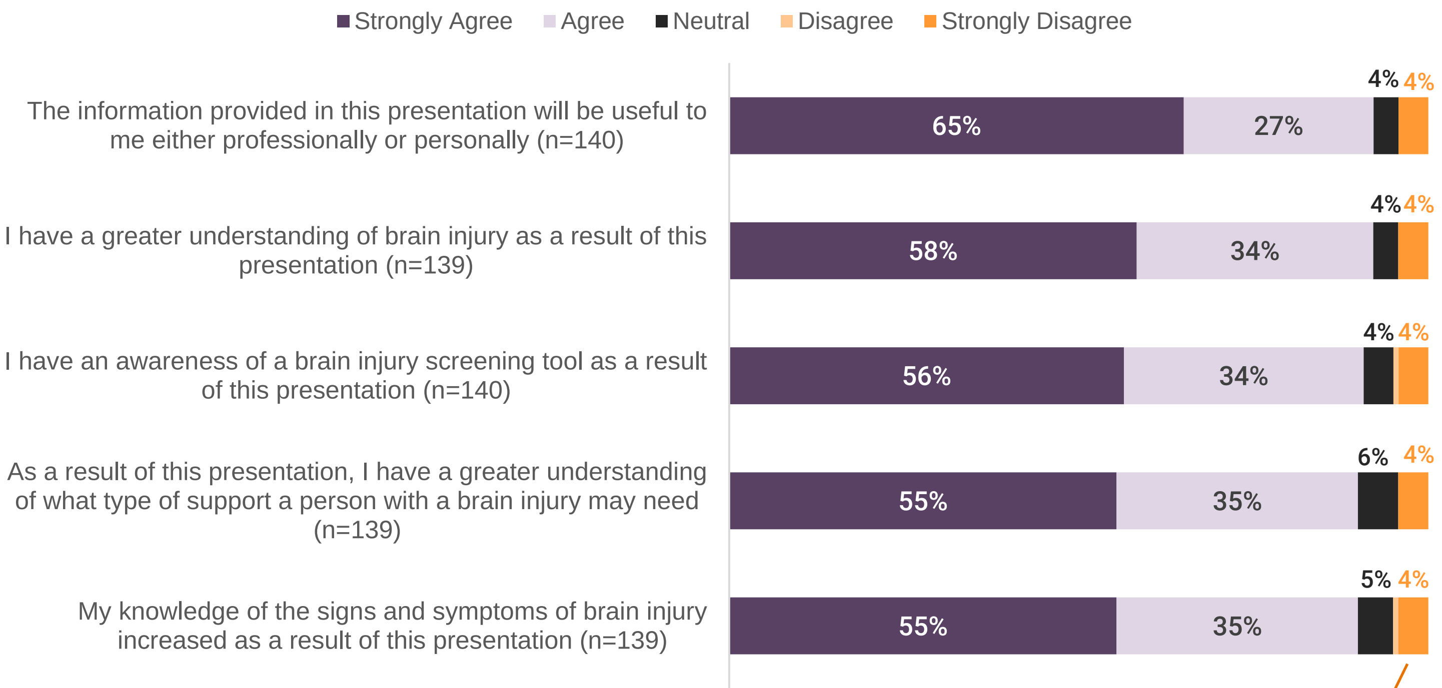


I think the handouts are the most valuable because I can use them to share information with others. I was not aware of how common trauma brain injury is and how it might mimic other diagnosis.

Peer support specialists, foster care specialists, and juvenile detention officers were the most noted professions on the evaluation forms (n=251)

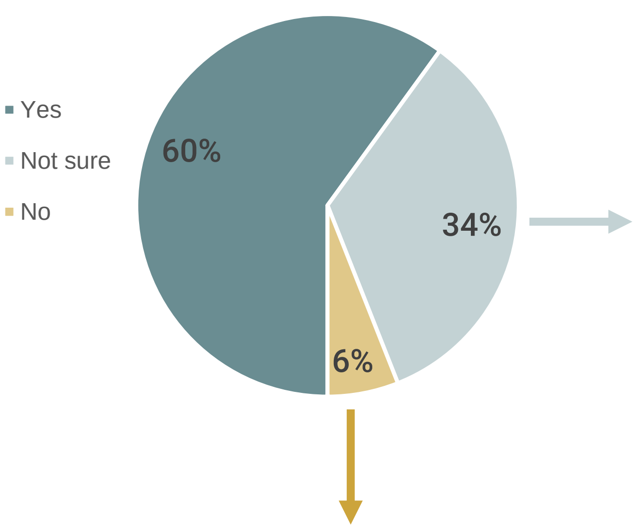
[3] A respondent could select more than one response option. That was the case for 30 individuals.

Nearly all the evaluation respondents agreed the information was useful and the training gave them greater awareness and understanding of brain injury



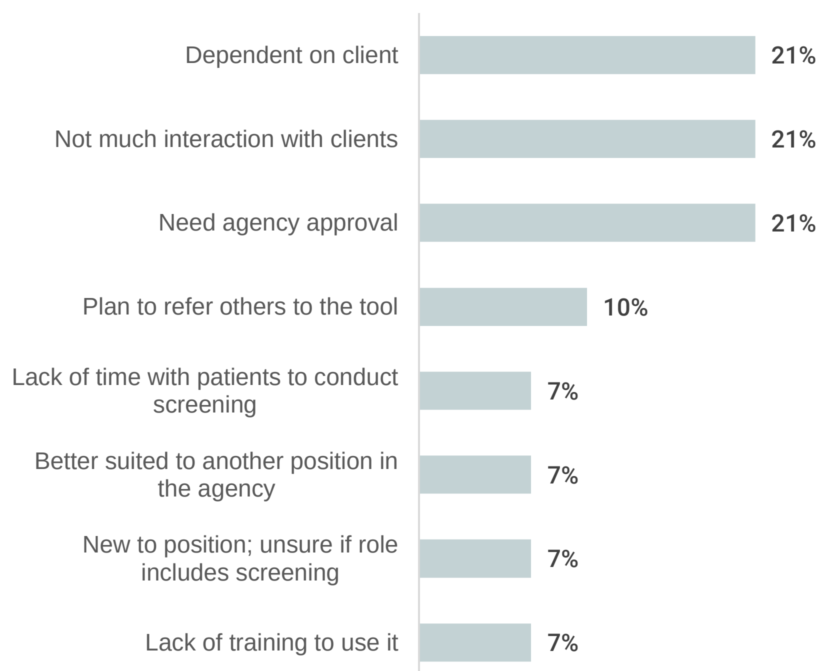
Nearly all the “strongly disagree” responses were from individuals who had positive open-ended feedback, indicating these may be incorrectly marked

Three out of five respondents noted they would have an opportunity to use the brain injury screening tool with individuals they work with or serve (n=132)



A majority of those who responded “no” stated that it was because they do not work directly with clients

Open-ended responses from those who were not sure if they could use the screening tool fell into eight categories (n=29)

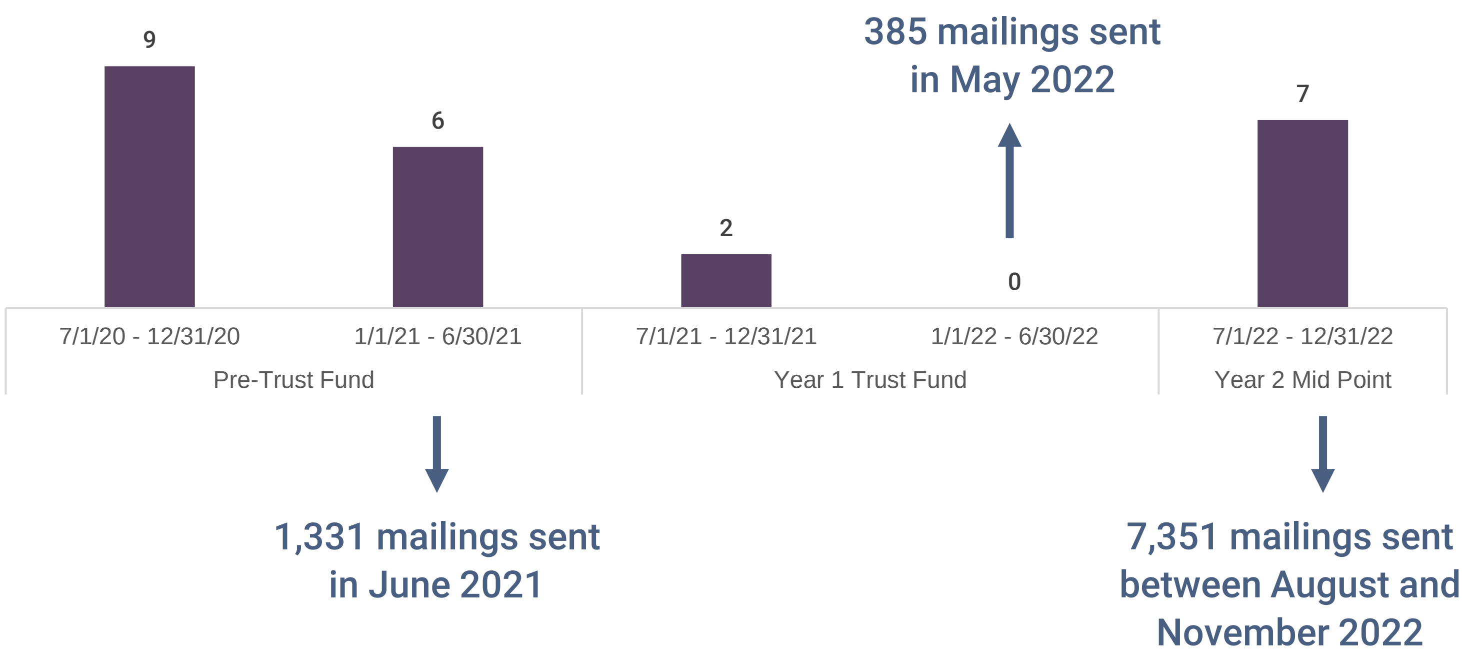


Some noted screening would be dependent on the client as some are non-verbal and others may have already been screened and/or are being treated for brain injury

PRIORITY 3

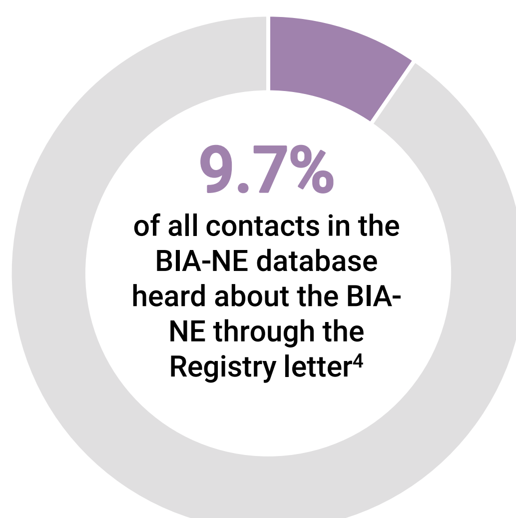
Brain Injury Registry Letter Follow-up

The number of clients who hear about the BIA-NE through the Brain Injury Registry Letter fluctuates depending on when and how many mailings are sent



Fewer letters than normal were sent out leading up to and during the first year of the Brain Injury Assistance Act funding. This was due to delays with the Nebraska Department of Health and Human Services obtaining data for the TBI Registry. The 2020 TBI Registry report indicated that the average number of TBI cases per year between 2015 and 2019 was 13,850.

BIA-NE staff members are active in the Brain Injury Data Workgroup, which meets every other month. The workgroup is part of an initiative through Nebraska VR (Vocational Rehabilitation) to address priority areas withing their federal funding. In addition to identifying, collecting, and using data to better estimate the prevalence of brain injury in Nebraska, the workgroup assists with another funding priority to enhance TBI Registry mailings to ensure more individuals with recent TBIs get information on resources and services available.



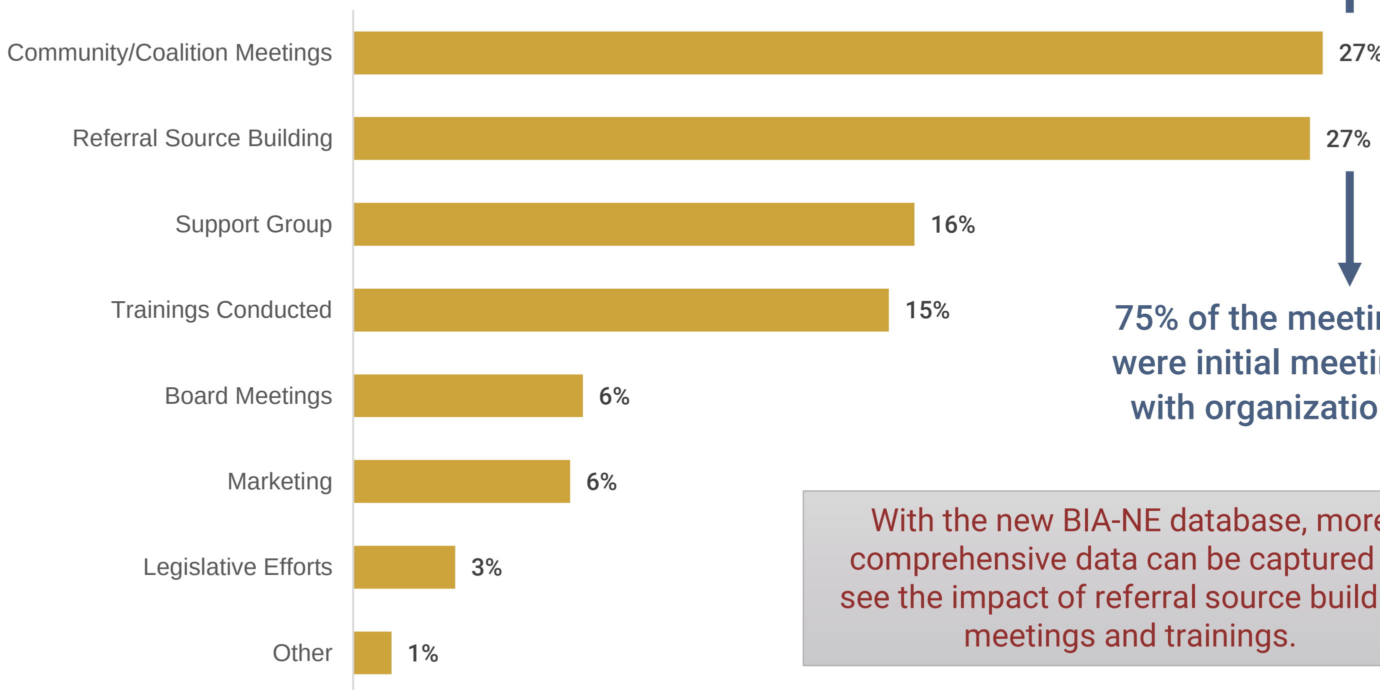
[4] There are 30 response options for Resource Facilitators to denote regarding how the client heard about BIA-NE. In the previous database, only one response option can be selected. As a result, it is possible that more people prior to January 2023 could have heard about the BIA-NE through the Registry letter.

PRIORITY 4

Public Awareness

Among 74 meetings, there were 2,075 people in attendance

The majority of community outreach efforts continued to be community/coalition meetings and referral source building opportunities (n=283)[5]



75% of the meetings were initial meetings with organizations

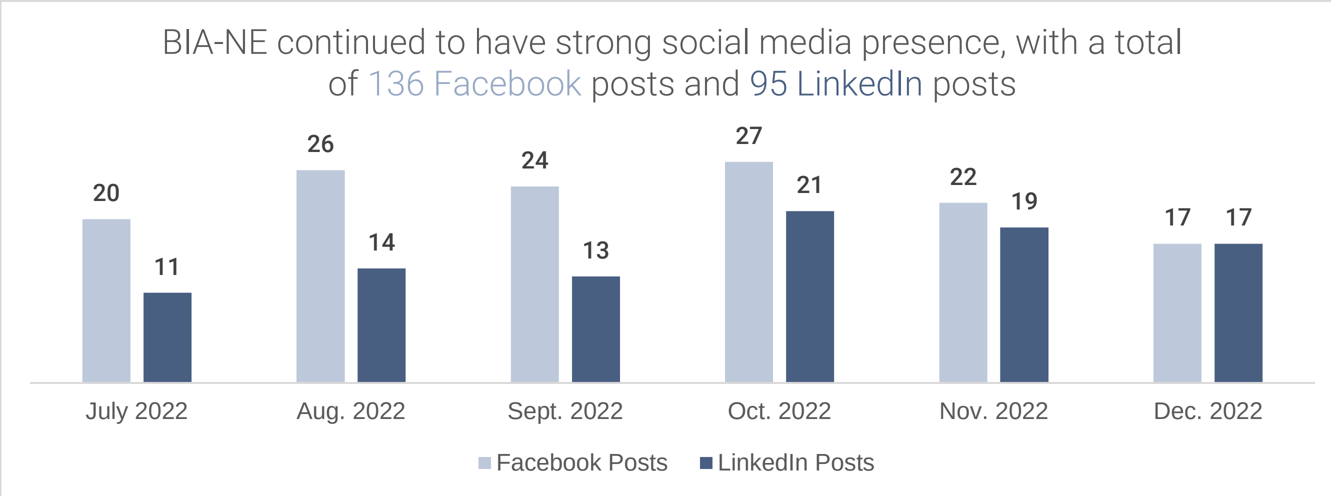
With the new BIA-NE database, more comprehensive data can be captured to see the impact of referral source building meetings and trainings.

BIA-NE is on pace to engage in a similar amount and type of community outreach efforts as the first year of the Brain Injury Assistance Act

Type of Outreach	Total in Year 1	Year 2 Midpoint
Referral Source Building	305	75
Community/Coalition Meetings	147	75
Support Group	101	44
Trainings Conducted	80	42
Marketing	41	17
Board Meetings	35	18
Legislative Efforts	6	8
Other	1	3

The intent of community outreach for Resource Facilitators is to ensure people in need of services within the community are aware of and can connect to BIA-NE. At some point there will be less focus on referral source building and more on assessing clients.

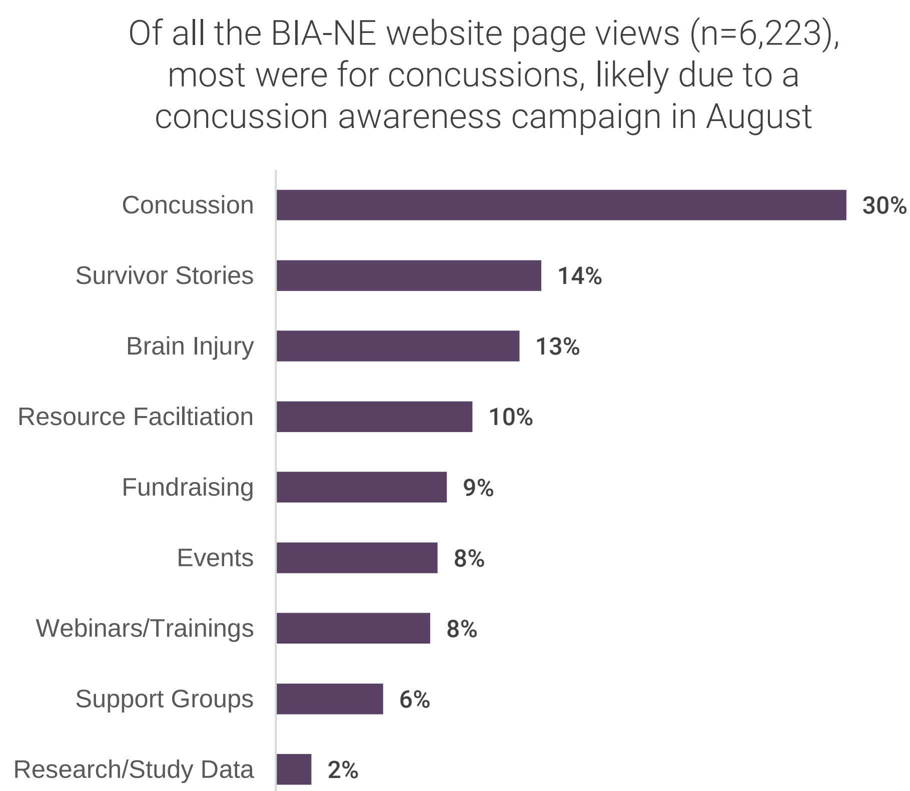
[5] The other types of community outreach included participating in: 1) a discussion with an organization about adverse childhood experiences (ACEs) scoring tools; 2) helping with a senior center cruise night; and 3) an overview of Medicaid waivers virtual meeting.

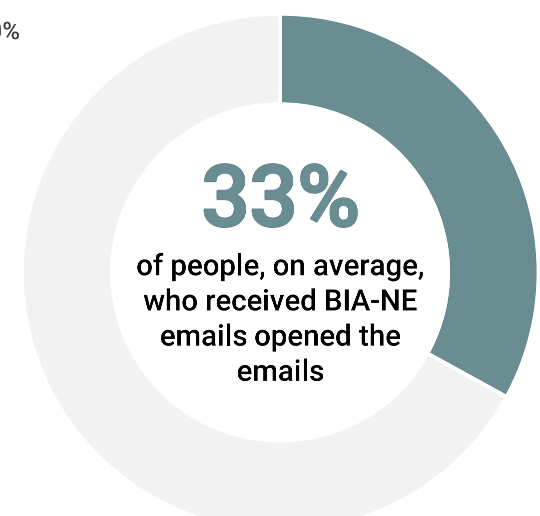


Follower Engagement	Facebook (136 posts)	LinkedIn (95 posts)
Total Reach/Impressions	146,567	58,990
Avg. Reach/Impressions per Post	1077	621
Total Likes/Reactions	929	78
Total Shares	153	50

During the first year of the Trust Fund, BIA-NE had an average of 23 Facebook posts per month and 13 LinkedIn posts per month.

A few paid social media campaigns were implemented between July and December 2022 that may have impacted the number of website visits. These were complemented by direct mail letters and emails, with a focus on highlighting the positive impacts of BIA-NE's work rather than primarily promoting the needs and problems faced by individuals affected by brain injury.





PRIORITY 5
Supporting Research

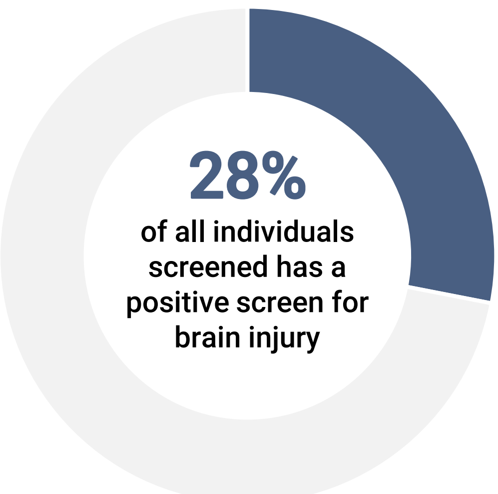
BIA-NA is collaborating with Dr. Kathy Chiou at the University of Nebraska – Lincoln. Dr. Chiou received IRB-approval to collect screening data, with the goal of studying the outcomes and prevalence rates to publish the findings.

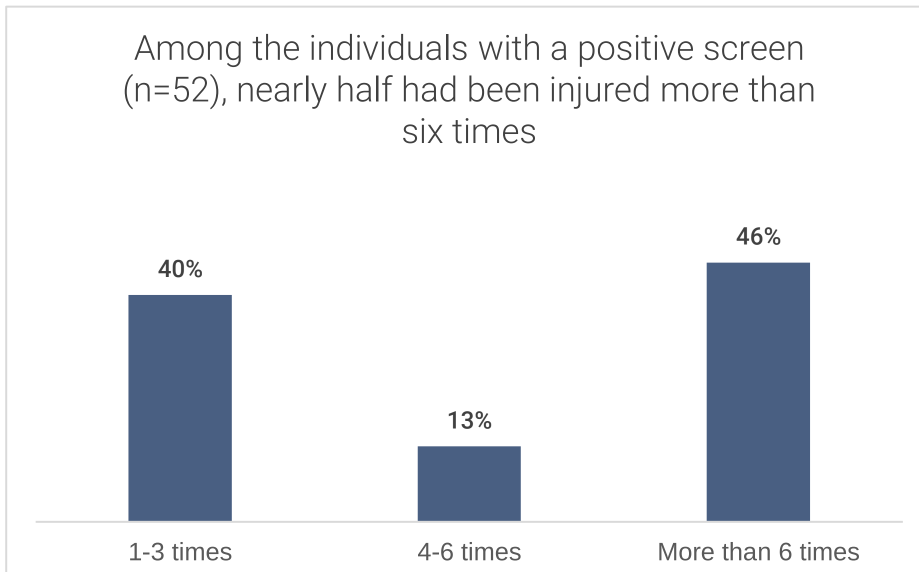
AGENCIES SCREENING

1. CEDARS
2. Family Services in North Platte
3. Friendship Home
4. Kearney YRTC
5. Lincoln/Lancaster County Youth Diversion Program
6. Nebraska Mental Health Association
7. Sarpy County Juvenile
8. Scottsbluff Youth Diversion Program
9. South Central NE Area Agency on Aging

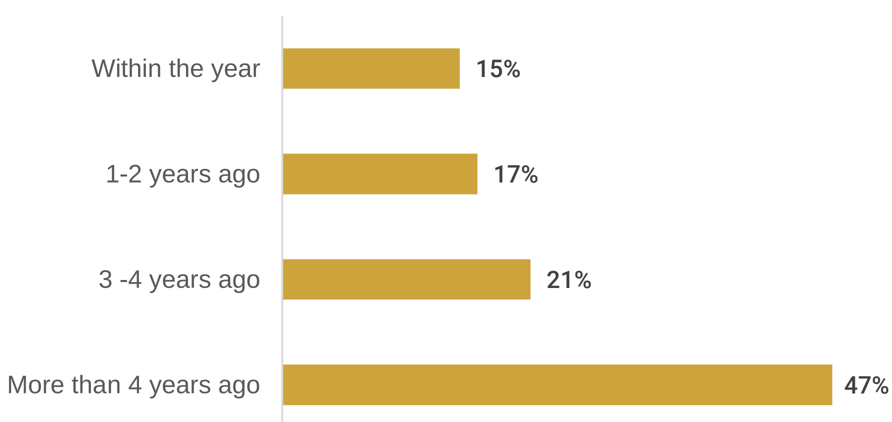
186

Individuals were screened for brain injury at 8 agencies between July and December 2022





Slightly less than half the individuals who noted a length of time since their injury experienced it more than 3 years ago (n=66)



46%

of those with a positive screen reported they did not receive medical attention

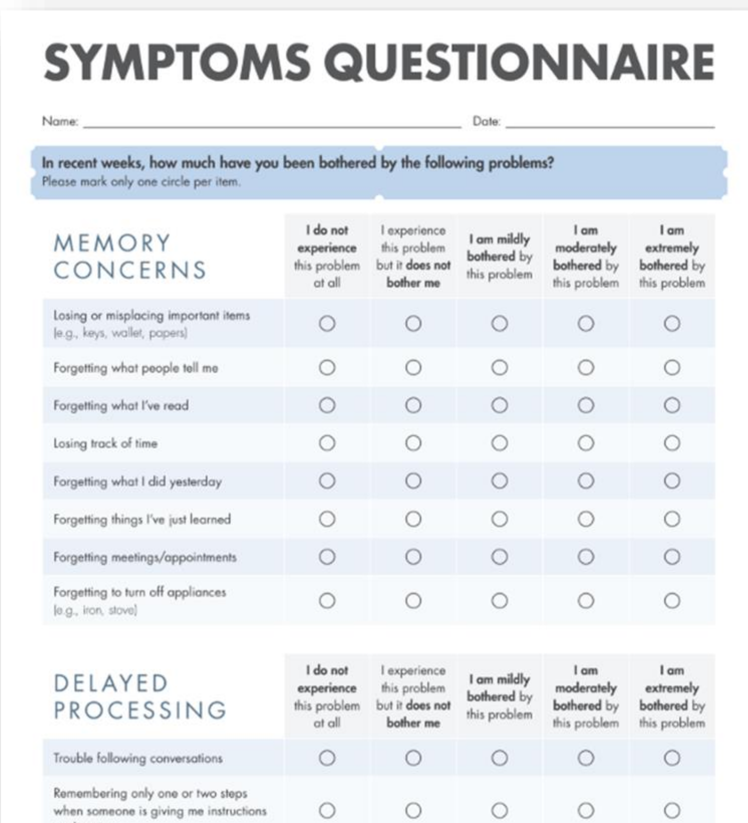
PRIORITY 6

Quality Improvement & Standards of Care

With increased staffing and capacity, BIA-NE worked to bring on new projects for 2023 to work with agencies on quality improvement and standards of care

1. **Lincoln Regional Center screening and symptom assessment + training**
2. **Douglas County Youth Center screening and symptom assessment + training**
3. **NDHHS Children and Family Services training on Understanding Brain Injury in High Risk Populations**
4. **Piloting an Adverse Childhood Experiences (ACEs) screening tool through Resource Facilitation**

Friendship Home continues to screen for brain injury. With assistance through their agency and UNL, BIA-NE created a brain injury information flyer in Arabic.



SYMPTOMS QUESTIONNAIRE

Name: ______________________ Date: ____________

In recent weeks, how much have you been bothered by the following problems?
Please mark only one circle per item.

MEMORY CONCERNS	I do not experience this problem at all	I experience this problem but it does not bother me	I am mildly bothered by this problem	I am moderately bothered by this problem	I am extremely bothered by this problem
Losing or misplacing important items (e.g., keys, wallet, papers)	○	○	○	○	○
Forgetting what people tell me	○	○	○	○	○
Forgetting what I've read	○	○	○	○	○
Losing track of time	○	○	○	○	○
Forgetting what I did yesterday	○	○	○	○	○
Forgetting things I've just learned	○	○	○	○	○
Forgetting meetings/appointments	○	○	○	○	○
Forgetting to turn off appliances (e.g., iron, stove)	○	○	○	○	○

DELAYED PROCESSING	I do not experience this problem at all	I experience this problem but it does not bother me	I am mildly bothered by this problem	I am moderately bothered by this problem	I am extremely bothered by this problem
Trouble following conversations	○	○	○	○	○
Remembering only one or two steps when someone is giving me instructions or directions	○	○	○	○	○

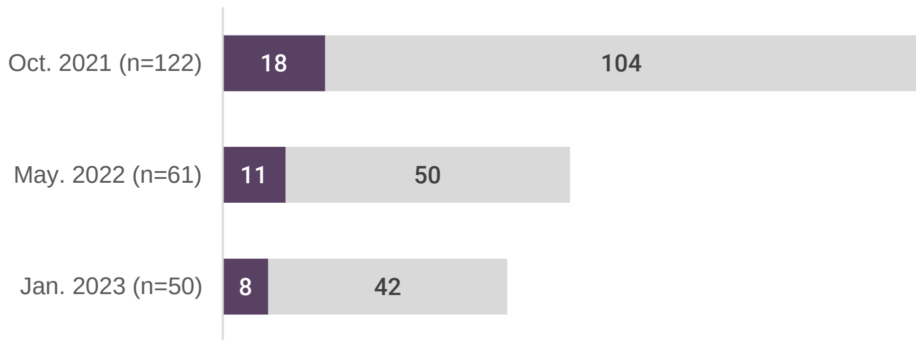
9

sectors are assessed through the juvenile symptom questionnaire. Upon submission to MINDSOURCE, an email is sent with follow up strategies and interventions that can be used to address areas of concern.

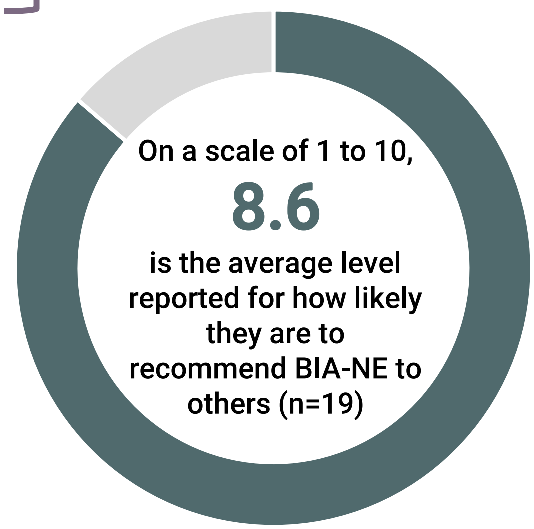
PRIORITY 7
Evaluating Needs

They have educated me and given me resources for finding brain injury support groups.

About 16% of survey recipients complete BIA-NE's client satisfaction survey



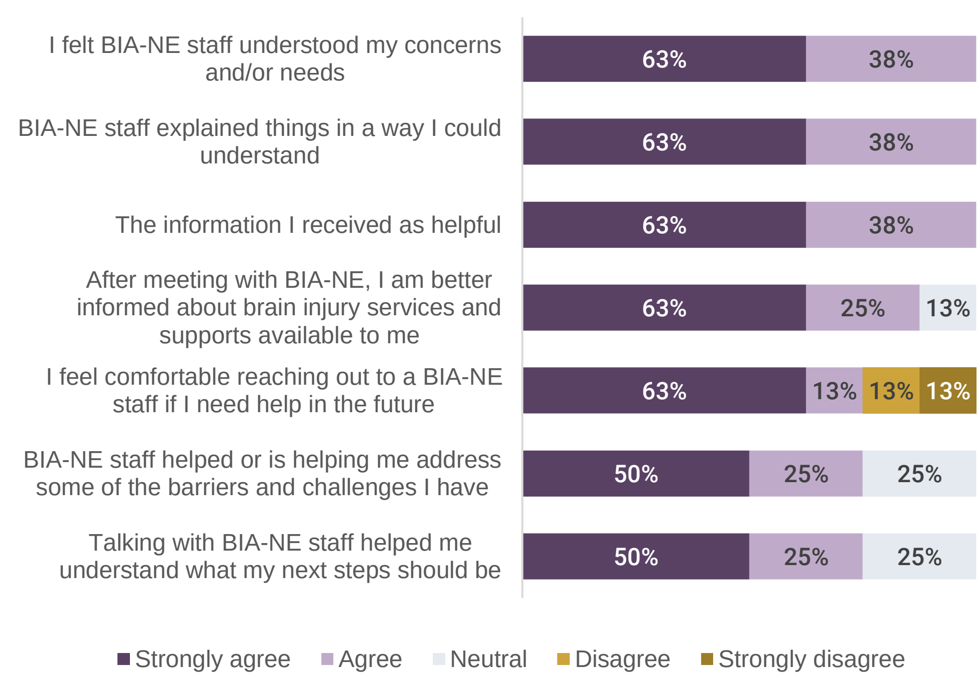
Among the respondents, 56% reported being family members or caregivers while 38% were individuals with brain injury



To capture more feedback from clients, the BIA-NE will develop a paper survey that can be used with clients in the correction system or who may not have access to email.

Respondents to the January 2023 client satisfaction survey noted that they contacted the BIA-NE after being recommended by a professional (63%) or visiting the BIA-NE website (37%).

All respondents felt BIA-NE understood their needs or concerns, explained things in a way they could understand, and received helpful materials (n=8)



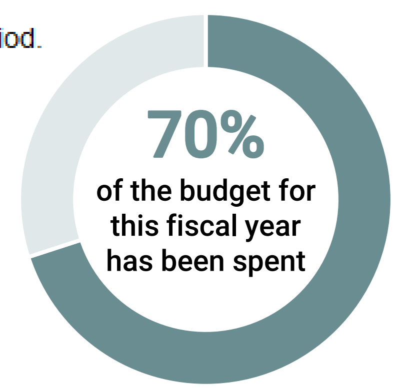
[BIA-NE] saved me from giving up trying to get better or figure out resources help & answers. I felt crazy and I was getting such good care from them and a letter for people to help explain them and understand them in a non complicated way without emotions.

TRUST FUND SPENDING

	YEAR ONE July 2021 - June 2022		YEAR TWO July 2022 - June 2023*	
Total Funding:	**$ 450,000.00**		**$ 450,000.00**	
Use of Funding:				
Payroll and Related Expenses	$ 373,078.85	69.92%	$ 235,174.87	74.6%
Accounting and Auditing Fees	4,450.87	0.83%	-	0.00%
Consultants (Strategic Planning/Impl./IT)	32,765.59	6.14%	18,298.27	5.81%
Advertising & Promotion	23,069.00	4.32%	5,283.49	1.68%
Bank, CC, and Investment Fees	989.22	0.19%	269.51	0.09%
Software and Website Expenses	24,154.73	4.53%	-	0.00%
Conferences and Meetings	730.81	0.14%	973.20	0.31%
Contract Services (Data Collection/Rpt)	14,341.19	2.69%	19,555.00	6.20%
Dues & Subscriptions	7,406.94	1.39%	1,569.83	0.50%
Program Events and Efforts	200.33	0.04%	4,036.33	1.28%
Insurance	5,345.77	1.00%	6,901.02	2.19%
Office Supplies and Expenses	11,494.45	2.15%	2,839.68	0.90%
Postage, Mailing Service	125.90	0.02%	4.88	0.00%
Printing & Copying	10,428.76	1.95%	274.96	0.09%
Rent and Utilities (Telephone, Internet)	3,163.47	0.59%	2,068.69	0.66%
Travel and Meals	9,008.89	1.69%	11,066.17	3.51%
Professional Development/Training	12,771.82	2.39%	6,100.58	1.94%
Miscellaneous	67.90	0.01%	776.09	0.25%
Total Use of Funding:	**$ 533,594.49**		**$ 315,192.57**	
Underspent (Overspent)	$ (83,594.49)		$ 134,807.43	
Staff Utilization (% of BIA Staff Time Spent on Resource Facilitation)	**82.7%**		**87.0%** *	

Overspent amounts represent program costs that exceed the Trust Fund award amounts and are funded with BIA's own operating funds.

* Year Two only includes actuals for the July 2022 through December 2022 time period.

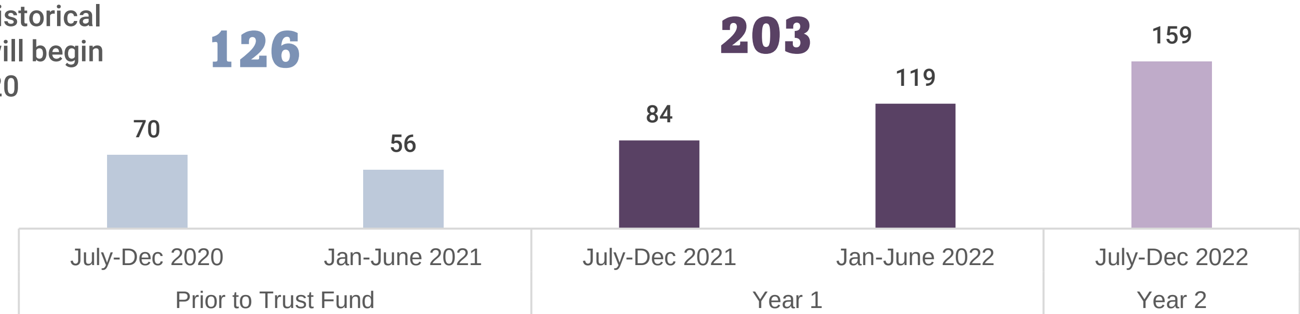


BIA-NE Resource Facilitation

Resource Facilitation (RF) is a free service through the Brain Injury Alliance of Nebraska (BIA-NE). Resource Facilitators provide support and referrals to 1) individuals with brain injury; 2) family members and caregivers; and 3) health care or other social service professionals related to brain injury. Beyond helping individuals identify and navigate resources, Resource Facilitators assist with monitoring an individual's progress.

With the migration to a new database, historical data on clients will begin in 7/1/2020

Support through the Brain Injury Assistance Act has allowed BIA-NE to continue increasing the number of new clients served[1]

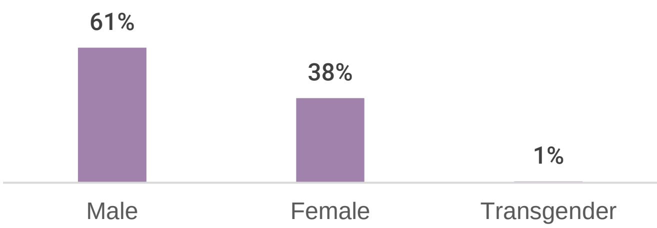


New Clients Served

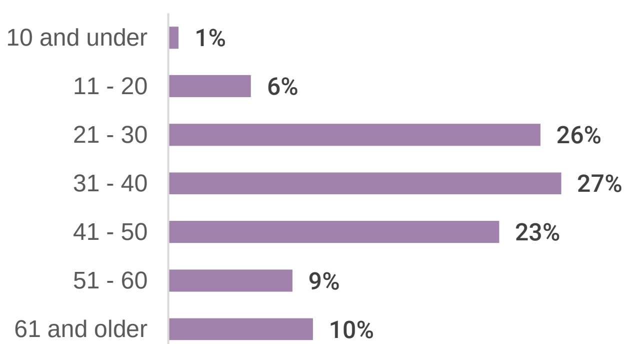
159

New clients were served from 7/1/22 – 12/31/22

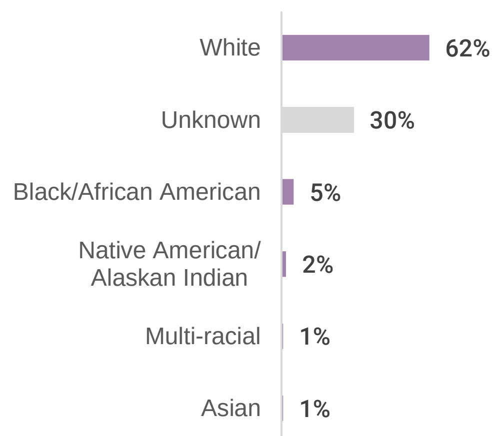
Slightly more than 60% of the new clients reported being male (n=156)



New clients were between the ages of 10 and 84, with the average age being 39 (n=143)



A majority of the new clients served reported being white (n=159)[2]



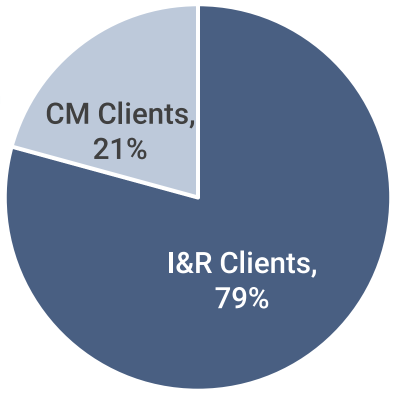
[1] This number does not include individuals that may have been assisted through other agencies (i.e., an agency called to get a referral or recommendation for one of their clients). It only includes BIA-NE clients who have an individual folder in the database. Beginning in January 2023, the BIA-NE will be able to document those cases.

[2] An "unknown" response means the RF did not ask the client for the individual's race. It does not indicate that the client does not know his or her race. The "Refused" response option would be selected if the client did not want to provide his or her race. A goal for the remainder of 2023 is to reduce the number of unknown entries.

Levels of Resource Facilitation

About one in five of new clients served between 7/1/22 and 12/31/22 received case management (n=159)

Case Management
A more intensive level of RF where people develop a personalized plan that includes setting goals, monitoring progress, and evaluating outcomes. These are generally clients that need more than just resources or referrals.



I&R Services
This refers to Intake or Information & Referral services. Interactions at this level may be a one-time interaction through a hotline call, or as many as five or six interactions to get initial connections to resources and referrals.

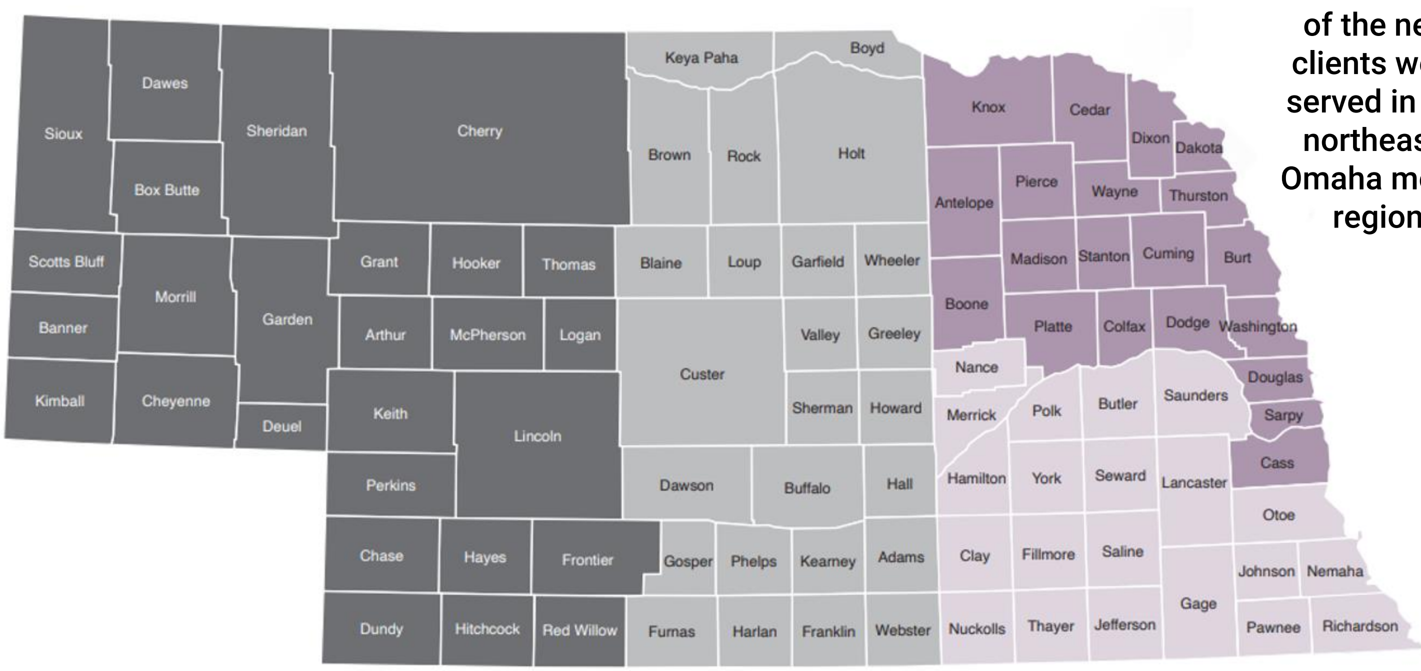
Among new clients between 7/1/2020 and 6/30/2021 (n=329), a slightly smaller percentage of clients (18%) received case management

Clients Served by RF Region[3]

With the new BIA-NE database, the region will be auto-populated based on the county of residence for each client. Additionally, the western region will be divided between the Panhandle region (11 counties) and the western area.

63%
of the new clients were served in the western region

21%
of the new clients were served in the northeast/ Omaha metro region



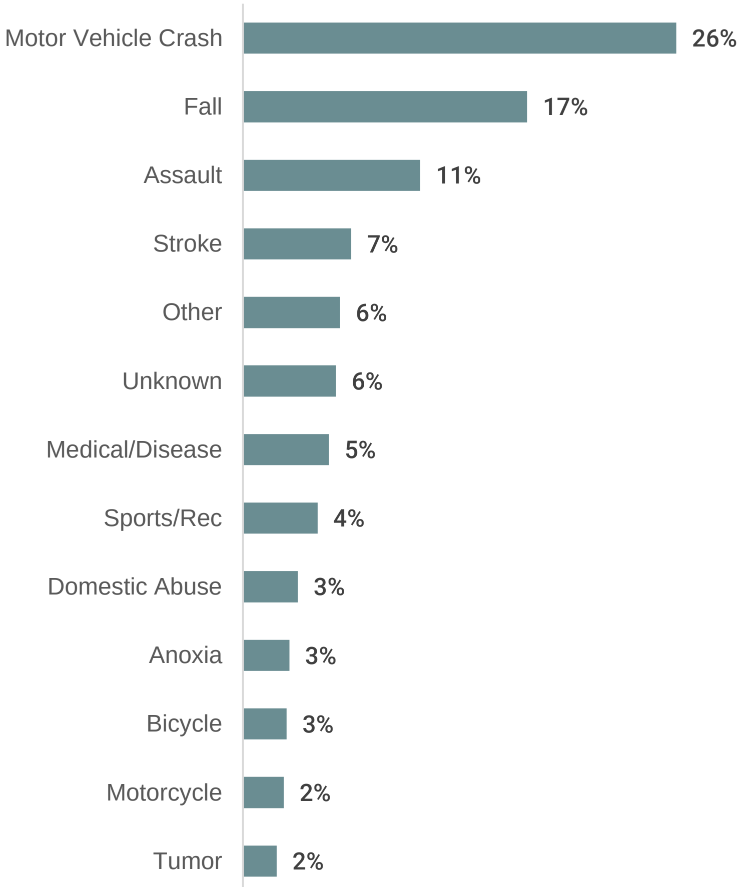
6%
of the new clients were served in the central region

11%
of the new clients were served in the southeast/Lincoln metro region

[3] For this report, the region is based on the staff member who created the contact. Moving forward, the county and region where the client resides will be used to monitor the reach of Resource Facilitation.

Causes & Date of Injury

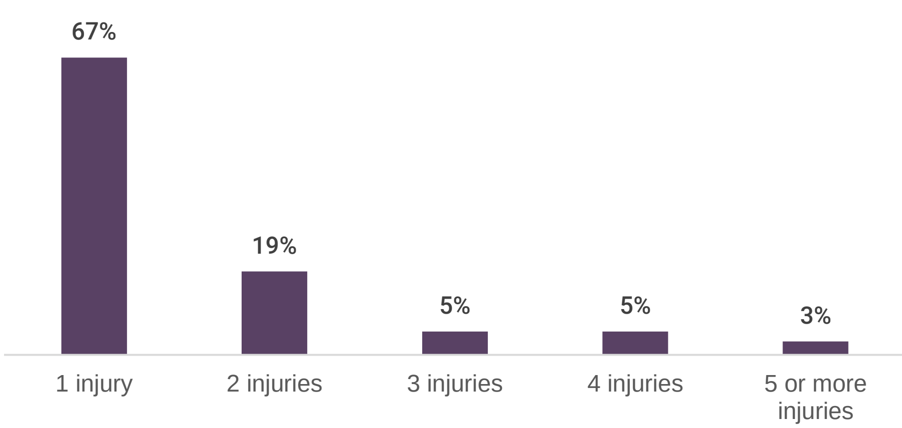
About one-fourth of the brain injuries recorded in the database were due to motor vehicle crashes (n=1,183)[4]



The average age of injury varied by the cause of injury[5]

Cause of Injury	Avg. Age at Time of Injury
Shaken Baby Syndrome (n=9)	0.5
Sports/Rec (n=49)	20
Other (n=58)	22
Bicycle (n=27)	27
Gunshot (n=13)	27
Anoxia (n=30)	30
Blast/Explosion (n=10)	30
Pedestrian (n=14)	30
Assault (n=120)	31
Domestic Abuse (n=35)	31
Medical/Disease (n=54)	31
Motor Vehicle Crash (n=276)	31
Tumor (n=19)	31
Motorcycle (n=26)	35
Struck By/Struck Against (n=2)	35
Suicide Attempt (n=3)	38
ATV (n=8)	41
Fall (n=172)	41
Stroke (n=69)	50

Among new clients, a majority have one injury documented in the database (n=132 clients)



Among new clients with 1 brain injury documented in the database (n=89), on average there were

8.5 years

between their injury and connecting with BIA-NE[6]

[4] The following causes of injury accounted for less than 2% of the clients: pedestrian, gunshot, blast/explosion, all terrain vehicle (ATV), shaken baby syndrome, suicide attempt, and struck by/struct against.
[5] This is among all clients in the database that have a date of birth and date of injury.
[6] Amount of time was calculated by subtracting the date the contact was created in the database and the date of injury.

Hearing about BIA-NE

How clients heard about BIA-NE in the previous year has changed compared to how clients have typically reported hearing about the organization [7,8,9]

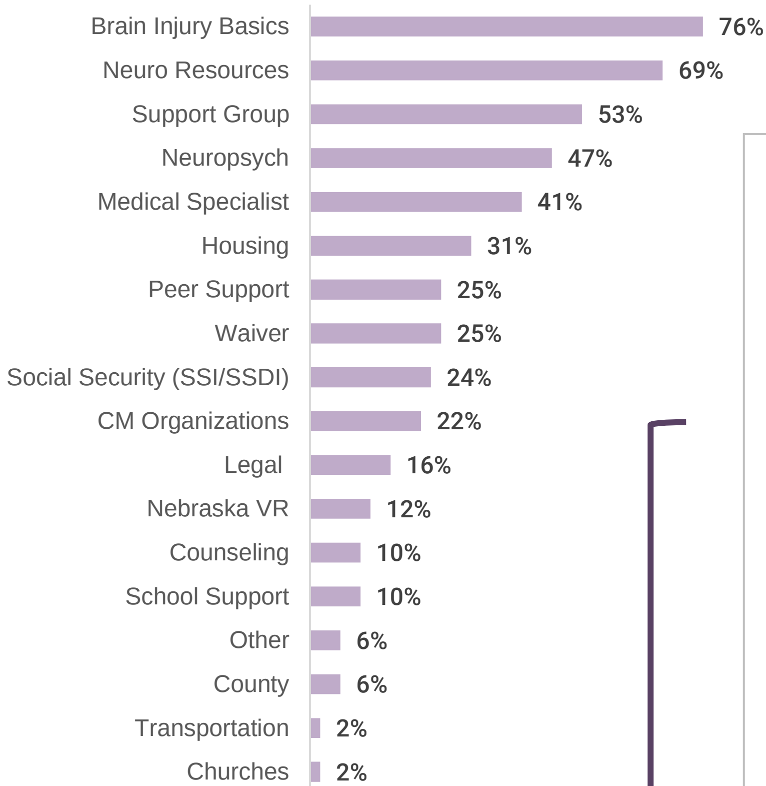
Referral Source	**Before Assistance Act Funding** 7/1/20 – 6/30/21 (n=182)	**Year 1** 7/1/21 – 6/30/20 (n=188)	**Year 2 Midpoint** 7/1/22 – 12/31/22 (n=155)
Aging & Disability Resource Center (ADRC)	4%	6%	1%
Agency on Aging (AAA)	0%	2%	1%
BI Registry Letter	8%	**1%**	5%
Community Based Organization	7%	6%	5%
Corrections	1%	**23%**	**57%**
Domestic Violence Shelter	2%	3%	1%
Early Development Network	1%	0%	0%
Friend/Family	7%	**21%**	12%
Hospital	9%	6%	**1%**
Internet	25%	**12%**	**5%**
Other	3%	3%	5%
Legal	0%	0%	0%
Media – Other	1%	0%	0%
Media – TV	0%	0%	0%
Media – Social Media	0%	0%	0%
Media – Radio	0%	0%	0%
Mental Health Practitioner	1%	0%	0%
Personal Professional Contact	19%	**7%**	**4%**
Primary Care Provider	0%	1%	1%
School	1%	0%	0%
Skilled or Long-Term Care Nursing Home	2%	2%	1%
State Agency	2%	0%	0%
Support Group	5%	3%	1%
Unknown	2%	2%	1%
US-BIA Affiliates	1%	1%	0%
Veteran's Affairs (VA)	0%	1%	0%

There was a substantial increase in the number of people who heard about BIA-NE through Corrections, likely due to the focus two Resource Facilitators have on that population

[7] This data includes professionals and non-professional support persons heard about BIA-NE. Future analysis will compare differences between professionals, non-professional support persons, and persons with brain injury.
[8] Prior to December 2022, each person could only have one response option selected. With the new database, more than one referral source can be selected or how an individual heard about the BIA.
[9] Response options were modified with the new database. While most of the previous data was re-categorized to match the new data fields (such as the DHHS entry being listed as a state agency), some are new response options, such as media.

A total of 243 referrals were documented for 51 of the new clients served between 7/1/22 and 12/31/22

Among the 51 new clients with referrals in the database, three-fourths received a referral for Brain Injury Basics and nearly 70% received a referral to neuro resources

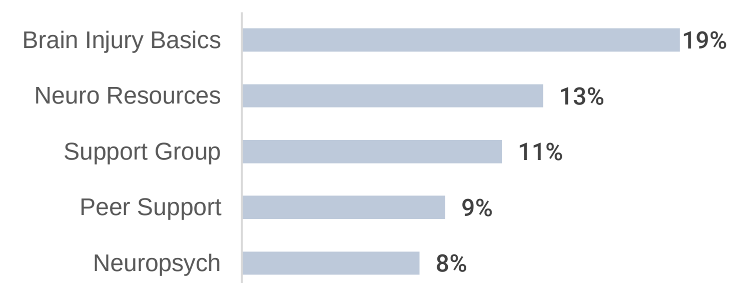


They have educated me and given me resources for finding brain injury support groups.

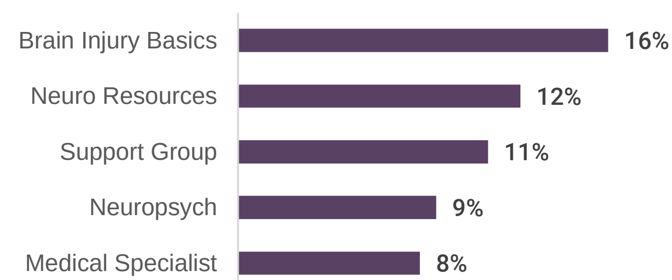
New clients receive
an average of 5 referrals

Since 7/1/2020, more than 1,850 referrals have been provided to new clients, with the top referrals being for 1) brain injury basics; 2) neuro resources; and 3) support groups.

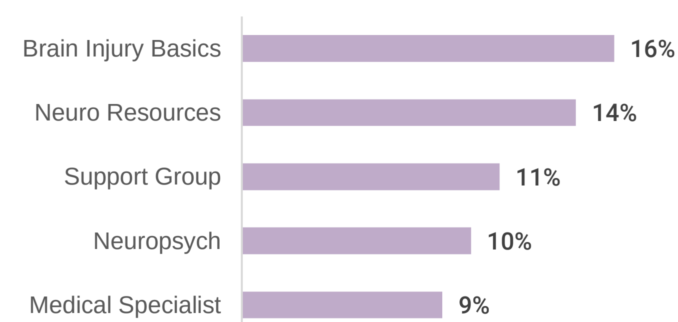
Top Five Referrals Pre-Brain Injury Assistance Act Funding
(n=900 referrals)



Top Five Referrals Year 1 Brain Injury Assistance Act
(n=714 referrals)



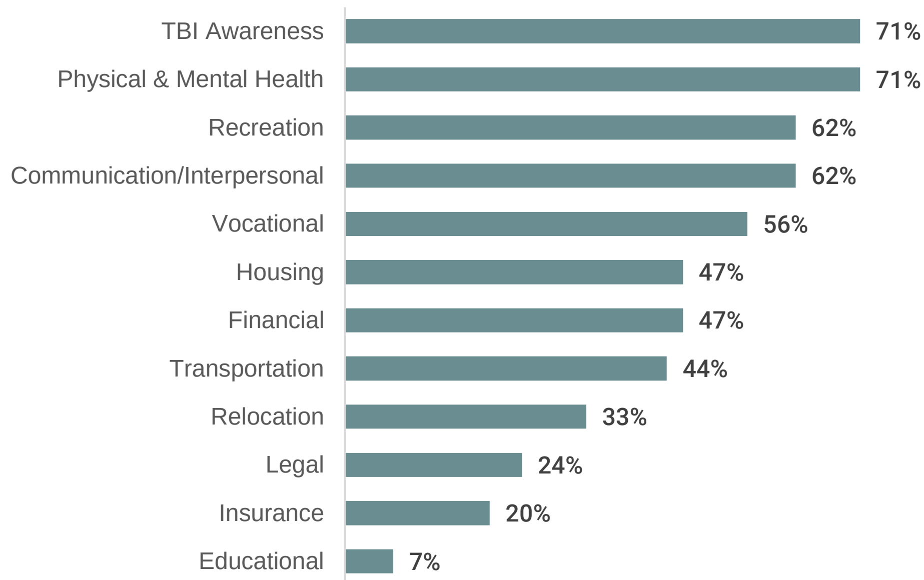
Top Five Referrals Year 2 Mid-Point
(n=243 referrals)



With the new BIA-NE database, referrals will be tracked by organization rather than broad categories.

Client Barriers

Among the 45 new clients that had barriers documented in the database, a majority of the challenges were related to TBI Awareness and Physical & Mental Health

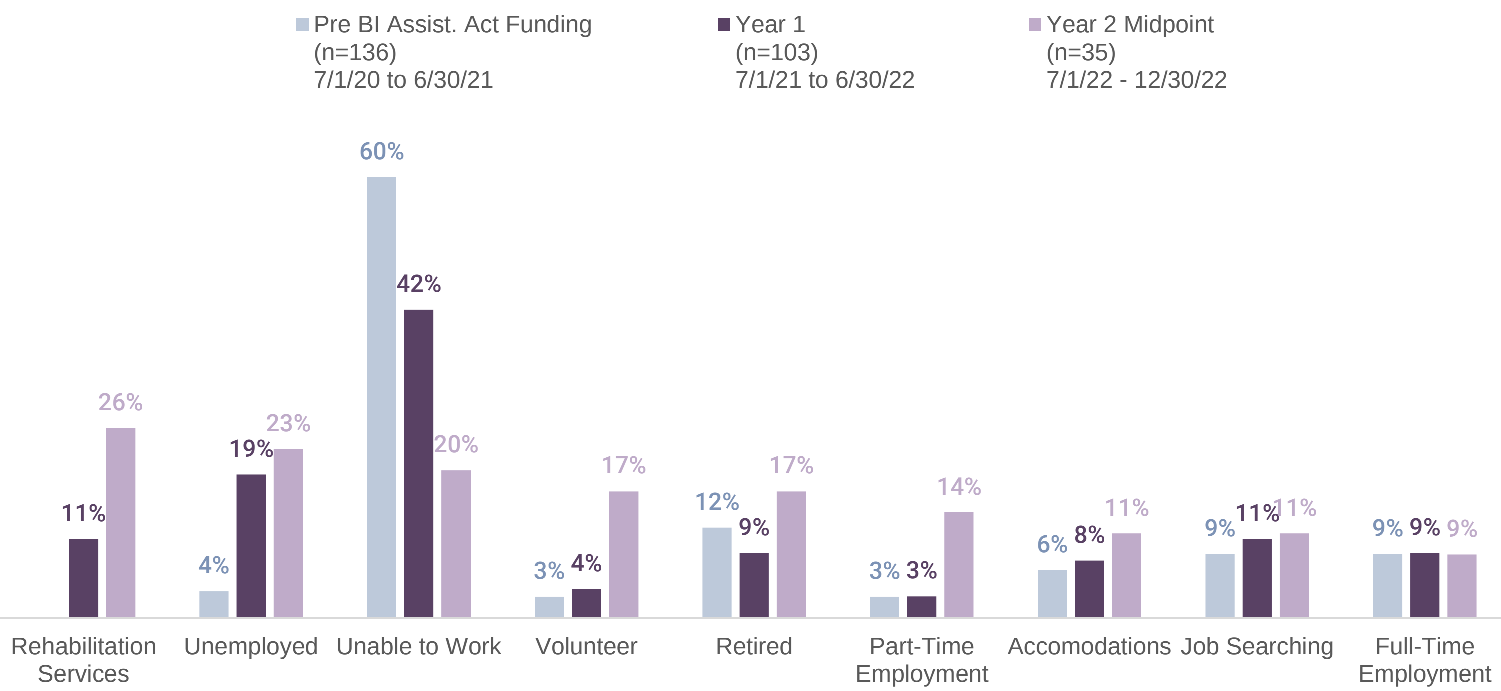


Among the physical and mental health barriers (n=32), about half noted it was due to not receiving neurorehabilitation

With the new BIA-NE database, Resource Facilitators will document Areas of Need for clients and indicate whether that need is 1) being addressed; 2) completed; 3) unable to be addressed through Resource Facilitation services; or 4) closed, with an open-ended field to denote reason for closing.

Employment

Primarily due to changes in guidance for the database, there was a higher percentage of new clients listed as "unemployed" rather than "unable to work"



With the new BIA-NE database, the reason that a client is unable to work will be noted

Brain Injury Alliance
NEBRASKA

P.O. Box 22147 • Lincoln, NE 68542
BIANE.org • info@biane.org • 402-423-2463
Toll-free: 844-423-2463

Our Mission:

To create a better future for all Nebraskans through brain injury prevention, education, advocacy, and support.

Brain Injury Alliance of Nebraska's 2023-2024 Brain Injury Assistance Act Proposal

Project Description & Work Plan **2**
Project Goal 2
Needs Being Met & How These Relate To The Brain Injury Assistance Act Priorities 2
Project's Primary Objective: Resource Facilitation 3
Additional Activities Supporting The Direct Services Of Resource Facilitation 4
Broad, Long-Term Objectives & Specific Aims 5
Long-Term Community Impact 6
Data & Evaluation 6
Budget Justification Narrative 7
Qualifications **8**
BIA-NE's History & Capacity To Take On The Project 8
What Sets BIA-NE Apart 9
Personnel In Key Positions 9
Coordination & Collaboration **10**
Community Involvement & Relationships 10
Letters Of Support (attached) 11
Project Contact 11
List Of All Additional Attachments For This Application 11

Project Description & Work Plan

Project Goal

The Brain Injury Alliance of Nebraska's (BIA-NE's) goal is to continue to bring meaningful system change and provide a better future for individuals affected by brain injury. We will continue to build community support networks through training and mentoring, and help individuals and families across the state navigate life changes resulting from brain injuries.

BIA-NE is requesting $450,000 from Nebraska's Brain Injury Assistance Act to sustain its Resource Facilitation program from June 2023 through July 2024.

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

Brain injury can happen to anyone, anywhere, at any time. A brain injury can be caused by a bump, blow, or jolt to the head (these are known as a traumatic brain injury or TBI), a lack of oxygen to the brain, a stroke, meningitis, a brain tumor, ingestion of a toxic substance, anoxia, hypoxia, etc. All these types of injuries have the potential to permanently change an individual's life instantly and without notice.

There is a need to increase statewide awareness and access to accurate identification and management of brain injury.

Because there is not a brain injury recovery system, many with brain injury in Nebraska are unidentified and/or undiagnosed and flail/fail in other systems. Without effective ongoing support, some individuals with brain injury struggle with basic daily tasks. Brain injury can present interpersonal challenges leading to instability in social, academic, or employment performance. Without proper support, brain injury can also lead to financial distress causing concerns over basic needs like housing, access to care, food insecurities, and transportation issues.

Nebraska has few health care or clinical providers that specialize in community-based brain injury services. These professionals are often spread across multiple disciplines, including neuropsychologists, rehabilitation therapists, physiatrists, or vocational specialists. Individuals with brain injury and their families may not know what kind of professional to access for different problems, and not all professionals within a given profession may be an expert in brain injury. These professionals would benefit from having a greater understanding of brain injury so they can better serve individuals with brain injury in their community.

Further, there are multiple gaps between the health care system and other social supports. Overwhelmed individuals with brain injury and their families are typically challenged by complex funding guidelines according to their policies that include, types of services covered, eligibility criteria, and waiting lists.

The individual with a brain injury and their family are left to navigate an ocean with no compass; exacerbating the effects of the emotional and psychosocial consequences of the injury. This can detrimentally impact their recovery gains while setting the stage for further deterioration through the development of comorbidities such as depression, substance abuse, family breakdown, and, all too often, incarceration.

Below is a brief description of how BIA-NE is addressing the Assistance Act priorities.

- **Resource Facilitation**, which is BIA-NE's top priority, has two main purposes:
  - o supporting individuals with brain injury through information and referral and case management services,
  - o and increasing the capacity of the state's service providers to offer brain injury-specific supports and resources.

- **Voluntary Training** for service providers to help them better identify and manage the needs of the clients who have suffered a brain injury.

- **Brain Injury Registry Follow-Up** with individuals who are on the Nebraska Brain Injury Registry looking for help and connections to specialized brain injury community resources and services.

- **Public Awareness** efforts which include print advertisements, electronic email newsletters, and social media platforms, promote information about brain injury to the general public.

- **Supporting Research** through the continued brain injury research partnership with Dr. Kathy Chiou in the Department of Psychology at UNL. BIA-NE and Dr. Chiou have been screening individuals in high-risk populations since 2018. This data is used in the submission and publication of various scientific research journals.

- **Process Improvement** through providing additional support and consultation to organizations that are using the screening tool and follow-up brain injury symptom questionnaires.

- **Data Collection & Evaluation** to illustrate the needs of individuals with a brain injury and their families. This data informs the brain injury community of gaps in services and opportunities for growth and development.

BIA-NE Brain Injury Assistance Act Mid-Year Report for July 2022 through December 2022 further illustrates how BIA-NE is meeting the needs of the Brain Injury Assistance Act priorities. 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 have three key functions, including:

- **Working with individuals to understand and address their specific needs.** Resource Facilitators 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. Resource facilitators 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. Resource Facilitators 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, Resource Facilitators 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.** Resource Facilitators 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 his or her needs.
- Recognize and encourage the client's right to make his or her 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 himself or herself 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 2022 through December 2022, BIA-NE offered 32 trainings for a total of 701 training participants.

- **Follow-Up with Brain Injury Registry Contacts.** On average, 13,850 new individuals are added to the Nebraska Brain Injury Registry per year. 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. BIA-NE also plays an active role in the workgroup led by Nebraska VR and Partners for Insightful Evaluation (PIE) evaluating the data gathered by the brain injury registry.

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

- **Supporting Research.** There is a limited amount of research that has been done identifying brain injury in populations at higher risk. Those populations include individuals who are justice-involved, homeless, victims of intimate partner violence, and individuals served in the behavioral health systems. BIA-NE will continue to partner with Dr. Kathy Chiou, at UNL's Dept. of Psychology to study these trends and identify ways in which brain injury identification and management, with the help of Resource Facilitation, can improve these individuals' lives.

- **Improving Processes.** BIA-NE helps systems build their capacity in meeting 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 will be 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 USBIA state affiliates to identify a common data set so states can begin to compare data from state to state.

Broad, Long-Term Objectives & Specific Aims

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

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

Long-Term Objective #3 - Maintain a centralized point of entry for information, referral, and support which can be accessed through a 1-800 number with trained staff available including a website, resource directory, and information about brain injury.		
Specific Objectives	***Timeline***	***Aims/Measurables***
Maintain the brain injury helpline	Present, Ongoing	The number of monthly calls received
Maintain website	Present, Ongoing	The number of visits to the website
Produce monthly e-newsletter	Present, Ongoing	The number of e-newsletter views

Long-Term Community Impact

The long-term needs of individuals with brain injury over the years can be best summarized by the most recent (2010) Nebraska State Brain Injury Needs & Resource Assessment. This assessment identified the following barriers which prevent or limit access to brain injury services:

- Lack of case management and resource facilitation
- Lack of awareness and knowledge of brain injury
- Lack of service awareness

Additionally, this study assessed the most critical needs of statewide providers who serve brain-injured children, teens, and adults:

- Increase brain injury-specific training for service providers
- Increase public awareness and advocacy

BIA-NE's Resource Facilitation program has been working to address these needs. We have done this by:

- Resource Facilitators providing statewide case management/navigation services for individuals with brain injury.
- Educating individuals and families about brain injury by sharing basic brain injury information and guidance on strategies to overcome deficits.
- Collaborating across systems to ease access to multiple systems of services. Collaboration leads to the goal of delivering timely and a streamlined system of services.
- Providing brain injury-specific training so providers are better able to identify and manage the specific needs of those with brain injury.
- Increasing public awareness about brain injury and thus removing the stigma many often feel.

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 (for activities occurring July 2021 through June 2022) in September of 2022. In February of 2023, BIA-NE and PIE provided the mid-year report covering data from July 2022 through December 2022.

See **Attachment C** for the Resource Facilitation report covering July 2022 through December 2022.

Budget Justification Narrative

Please see **Attachment D** for the BIA-NE Budget Justification Narrative 2023-2024.

Qualifications

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

Established in 2009, BIA-NE is a 501(c)3 nonprofit with a mission to create a better future for those in Nebraska who have been impacted by brain injuries through prevention, education, advocacy, and support efforts.

BIA-NE is the only program in Nebraska offering Resource Facilitation as envisioned during the February 12, 2015, Nebraska Brain Injury Advisory Council's sponsored event, "Shaping the Future of Brain Injury, Nebraska's Brain Injury Summit on Resource Facilitation." During this meeting, representatives from across the state convened to:

- Develop guiding principles for implementing Resource Facilitation in Nebraska.
- Develop a state definition for Resource Facilitation in Nebraska.
- Prioritize services provided under the Resource Facilitation model.

The document created as part of this exercise, which serves as the blueprint for BIA-NE's model, defines Resource Facilitation 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."*

BIA-NE advocated for sustainable dollars for Resource Facilitation since it began in 2009. BIA-NE's leadership met with senators for nearly ten years before the Brain Injury Trust Fund Act was finally passed, making Resource Facilitation a priority, in the spring of 2019.

And, while BIA-NE advocated for sustainable state funds to support Resource Facilitation for nearly ten years before it passed, BIA-NE did receive federal ACL funds passed through Nebraska VR from July 2015 to June 2018 to pilot Resource Facilitation in Nebraska. These federal funds gave BIA-NE an opportunity to develop a Resource Facilitation model for Nebraska and helped establish the Nebraska database for client activity.

Although the funding from Nebraska VR ceased in 2018, BIA-NE was still committed to providing Resource Facilitation services in Nebraska. BIA-NE continued to apply for community grants, approach foundations, and used donor dollars to sustain the program until July 2021 and July 2022 when BIA-NE received $450,000 each year from the Brain Injury Assistance Act.

Due to the Brain Injury Assistance Act funding of $450,000 in July 2021 and again in July 2022, BIA-NE has been able to build and sustain its team to five full-time regional Resource Facilitators on staff. BIA-NE now has the capacity to cover the entire state, which was difficult to do prior to the award when we only had one full-time and one contract employee offering Resource Facilitation services.

In addition to the five full-time Resource Facilitators, BIA-NE has an administrative team that is made up of its Executive Director, a Director of Operations, and a Marketing and Special Events Coordinator. The administrative team supports the work of the Resource Facilitators. Examples of that support include:

- Assisting them in setting up their "home office"
- Creating flyers for their events
- Arranging for professional development
- Coordinating the data management process

Resource Facilitators come with a long history of knowledge about brain injury from their lived experience, their prior work history in the community, and their long-standing relationship with BIA-NE.

What Sets BIA-NE Apart

What sets BIA-NE apart from other organizations is that BIA-NE:

- Is the only organization in the state which does Resource Facilitation and has done so since 2015
- Has the staff and the systems in place to continue growing the program
- Has strong partnerships already established in the community
- Has offered brain injury training, to build systems capacity since 2009
- Has a well-established board of directors providing strong leadership for the organization
- Has established data collection and evaluation processes
- Can address all the trust fund priorities as demonstrated in the last 18 months worth of reports
- Has the ability to bring matching federal MAC funds to support Resource Facilitation****

*****BIA-NE is one of 11 partners which make up the Aging and Disability Resource Center (ADRC). The ADRC 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 5 resource facilitators, the Executive Director, and the Director of Operations, BIA-NE was able to quarterly draw down over $60,000 of a match from the MAC funds. BIA-NE is able to reinvest some of these dollars in the resource facilitation project, making the state's Brain Injury Trust Fund dollars go even further towards supporting the brain injury community.

Personnel In Key Positions

Executive Director
The Executive Director of the Brain Injury Alliance of Nebraska is responsible for the effective management of all operations and administration of the Alliance office and participating as a non-voting member of the Executive Committee of the Board of Directors in the development and implementation of all programs of this not-for-profit, statewide, brain injury advocacy organization.

Director of Operations
The Director of Operations is responsible for overseeing the daily operations of all programs, services, development, information and technology services, human relations and resources, volunteer, and other administrative functions of the organization. The Director of Operations works closely with the Executive Director to develop and support a long-term vision for the organization.

Marketing and Special Events Coordinator
The primary purpose and function of this position are to ensure that all programs and events of BIA-NE are marketed and publicized effectively to increase the awareness of the BIA-NE and participation and support from the organization's constituencies: members, funders, the media, and other external audiences.

Resource Facilitators
The Resource Facilitators work directly with individuals with brain injury, community members, service providers, and other key stakeholders for the purpose of improving the delivery of brain injury services, further improving the outcomes and lives of those with whom they serve. Each RF is responsible for providing outreach activities, educational and training opportunities, and service coordination.

To view a brief personal bio of each staff member, you can view them on **Attachment E.

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

Coordination & Collaboration

Community Involvement & Relationships

BIA-NE has formed many successful partnerships with various organizations including government agencies, private sectors, community-based programs, and service providers in a joint effort to coordinate available services to individuals with BI and their families. BIA-NE facilitates the existence of brain injury awareness. Developing relationships with partners is vital to providing effective delivery of referral services.

Seeking, developing, and nurturing natural alliances with other organizations and professional partners is a constant focus of the BIA-NE. A sampling of partners we have built relationships with include:

- University of Nebraska Medical Center
- University of Nebraska Lincoln
- Madonna Rehabilitation Hospitals
- QLI
- Children's Medical Center
- 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)
- Brain Injury School Support Teams
- Nebraska State Athletic Trainers Association
- Members of the Nebraska Veterans Brain Injury Task Force
- Members of the Nebraska Concussion Coalition
- Nebraska Education Television
- Nebraska Advocacy Services, Inc.
- Easterseals Nebraska
- Nebraska Hospital Association
- Nebraska Medical Association
- Nebraska Stroke Foundation
- Ticket to Work Program and Goodwill Industries
- Center for Independent Living
- Nebraska Consortium for Citizens with Disability
- Division of Veterans Services Administration
- and many more

BIA-NE has a proven track record of building a structure that brings stakeholders together to get things done. Our partners want to work with us because we help promote their services and want to help get their messages out to the community. One of the primary duties of the resource facilitators is to continually explore new programs and develop partnerships with agencies and providers. It is imperative to understand the needs and offerings available to ensure appropriate services are attained to meet specific individual requirements.

BIA-NE has demonstrated the ability to develop relationships.

Within the last six months of funding from the Brain Injury Assistance Act, BIA-NE:

- Made more than 240 referrals to community-based agencies
- Served 159 new clients
- Provided 32 training opportunities for service providers in 22 counties
- Had 136 Facebook posts and 95 LinkedIn posts
- Worked with 9 agencies who screened over 180 of their clients for brain injury

Letters Of Support (attached)

Kasia Richardson and **Jen Karolski** are professionals who work closely with us at QLI in Omaha, Nebraska. QLI has been an expert in “real world” brain injury rehabilitation programs since 1990 and we consider it an honor to be partners with them. Their address is 6404 North 70th Plaza, Omaha, NE 68104. - **Attachment O**

Lynneta Poff is the Corps Officer/Administrator of the North Platte Salvation Army Corps and works closely with Shir Smith and MenDi McCuiston. She sees firsthand the good that MenDi and Shir are doing in the North Platte community. Her address is 1029 North Adams Avenue, North Platte, Nebraska 69101. – **Attachment P**

Project Contact

Submitted and Signed by:

Peggy Reisher

Peggy Reisher, MSW
Executive Director
Brain Injury Alliance of Nebraska
PO Box 22147, Lincoln, NE 68542
402-890-0606
peggy@biane.org
www.BIANE.org

List Of All Additional Attachments For This Application

A. BIA-NE Brain Injury Assistance Act Mid-Year Report for July 2022 Through December 2022
B. BIA-NE Resource Facilitator Position Description, drafted August 2021
C. BIA-NE Resource Facilitation Report, Covering July 2022 Through December 2022 Activities
D. BIA-NE Brain Injury Assistance Act Budget Justification Narrative for 2023-2024
E. BIA-NE Staff Bio Sheet
F. Resume - Peggy Reisher, Executive Director
G. Resume - Paula Dodds, Director of Operations
H. Resume - Brittney Lippincott, Marketing and Special Events Coordinator
I. Resume - Chris Stewart, Resource Facilitator
J. Curriculum Vitae - Gina Simanek, Resource Facilitator
K. Resume - Shir Smith, Resource Facilitator
L. Resume - Melinda (MenDi) McCuiston, Resource Facilitator
M. Resume - Brenda Horner, Resource Facilitator
N. Resume - Anna Cole, Resource Facilitator for Special Projects
O. Letter of Support from Kasia Richardson & Jen Karolski at QLI
P. Letter of Support from Lynneta Poff at the North Platte Salvation Army
Q. BIA-NE’s most recent 990 (2021)
R. BIA-NE’s most recent audit (2021)
S. Board approved organizational budget for 2023

Brain Injury Assistance Act Mid-Year Report

July – December 2022

Brain Injury Alliance NEBRASKA

Partners for Insightful Evaluation

BACKGROUND

The Brain Injury Trust Fund Act, changed to the Brain Injury Assistance Act in 2022, has seven expenditure priorities. The Brain Injury Alliance (BIA-NE) of Nebraska was awarded the funding during the first year (July 2021 – June 2022) as well as the second year. This report summarizes progress within each of the seven priority expenditures, primarily focusing on efforts in the second year.

PRIORITY 1

Resource facilitation shall be given priority and made available to provide ongoing support for individuals with a brain injury and their families for coping with brain injuries. Resource facilitation may provide a linkage to existing services and increase the capacity of the state's providers of services to individuals with a brain injury by providing brain-injury-specific information, support, and resources and enhancing the usage of support commonly available in a community. Agencies providing resource facilitation shall specialize in providing services to individuals with a brain injury and their families.

PRIORITY 2

Voluntary training for service providers in the appropriate provision of services to individuals with a brain injury

PRIORITY 3

Follow-up contact to provide information on brain injuries for individuals on the brain injury registry established in the Brain Injury Registry Act

PRIORITY 4

Activities to promote public awareness of brain injury and prevention methods

PRIORITY 5

Supporting research in the field of brain injury

PRIORITY 6

Providing and monitoring quality improvement processes with standards of care among brain injury service providers

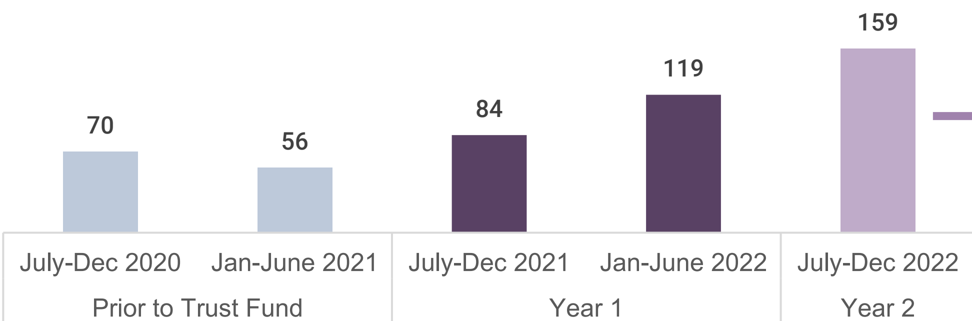
PRIORITY 7

Collecting data and evaluating how the needs of individuals with a brain injury and their families are being met in this state

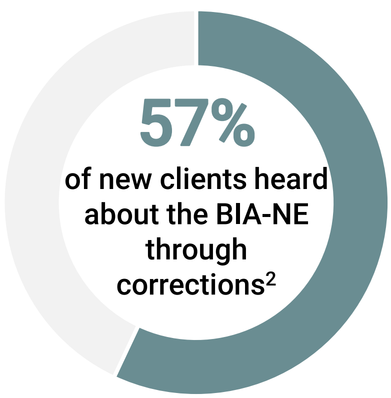
PRIORITY 1
Resource Facilitation

NOTE: See the Resource Facilitation Data report for more comprehensive summary of clients served by the BIA-NE through Resource Facilitation

Support through the Brain Injury Assistance Act has allowed BIA-NE to continue increasing the number of new clients served[1]



21% of the new clients served in Year 2 received Case Management services



Since 7/1/2020, more than 1,850 referrals have been provided to new clients, with the top referrals being for:

1. **Brain Injury Basics (17%)**
2. **Neuro Resources (13%)**
3. **Support Groups (11%)**

The BIA-NE transitioned to a new database in December 2022. This captures more comprehensive data for Resource Facilitation and integrates community outreach efforts. Some of the key changes include:

- Tracking referrals given to clients by organization rather than broad category
- Monitoring areas of need for clients rather than barriers; Resource Facilitators can denote which barriers they are helping address
- Providing information on why a client may not be working

BIA-NE refers clients and stays connected to

23 support groups

for brain injury, three of which are available virtually to have statewide reach

With the new BIA-NE database, workshops and support groups will be tracked as events.

[1] This number does not include individuals that may have been assisted through other agencies (i.e., an agency contacted BIA-NE to receive a referral, resource, or recommendation related to brain injury for one of their clients). It only includes BIA-NE clients who were considered "in service" as a Resource Facilitation client in the database. Beginning in January 2023, the BIA-NE will be able to track when supports are offered to other agencies on behalf of individuals with brain injury.

[2] During the first year of the funding, 23% of new clients heard about the BIA-NE through corrections. In the year prior, it was 1% of new clients. This is due to the new Resource Facilitator hired through the Brain Injury Assistance Act, as they have a focus in the correctional system.

PRIORITY 2

Training for Service Providers

32 Brain Injury 101 trainings were offered to professionals

701 Attendees reached (average of 24 per event)

75 Minutes was the average length of events

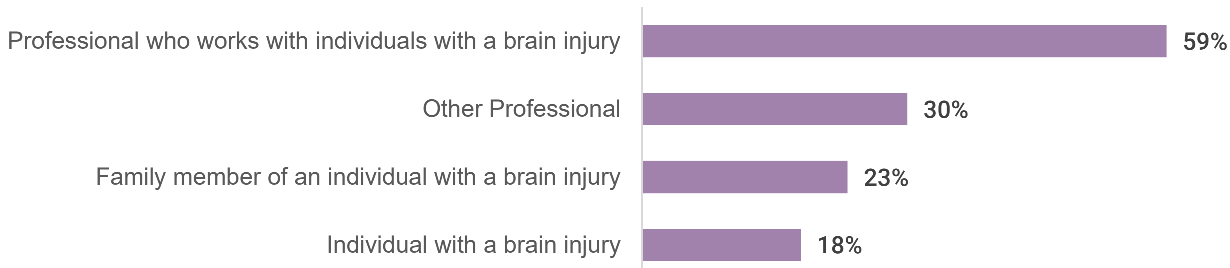
140 Evaluations were completed from 15 events

> *This was something I hadn't really thought about unless it was an emergency situation, this has brought it forward how often Brain Injuries Happen - really brought awareness. I was raised with the just rub some dirt on it and shake it off - This has opened my eyes and changed my thinking.*

Attendees who completed evaluations reflected

22 NE Counties

More than half the individuals who completed an evaluation were a professional (n=134)[3]

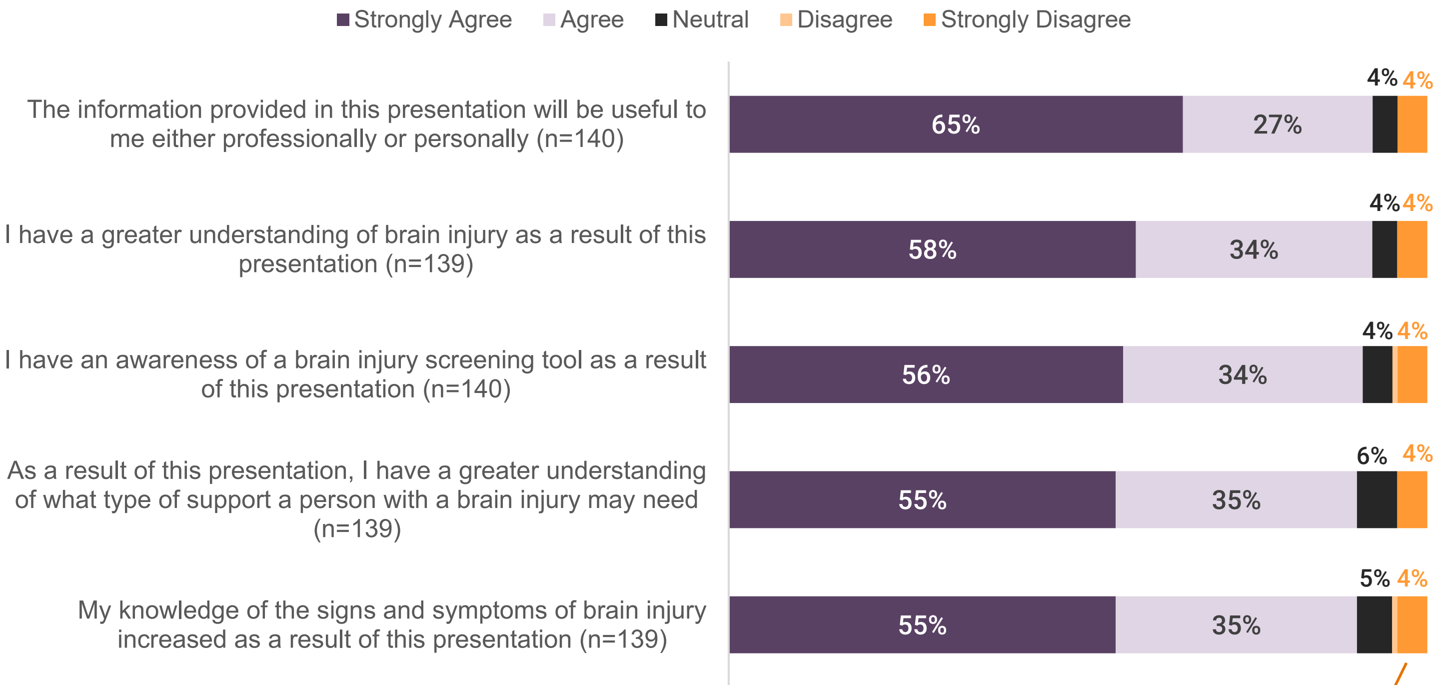


> *I think the handouts are the most valuable because I can use them to share information with others. I was not aware of how common trauma brain injury is and how it might mimic other diagnosis.*

Peer support specialists, foster care specialists, and juvenile detention officers were the most noted professions on the evaluation forms (n=251)

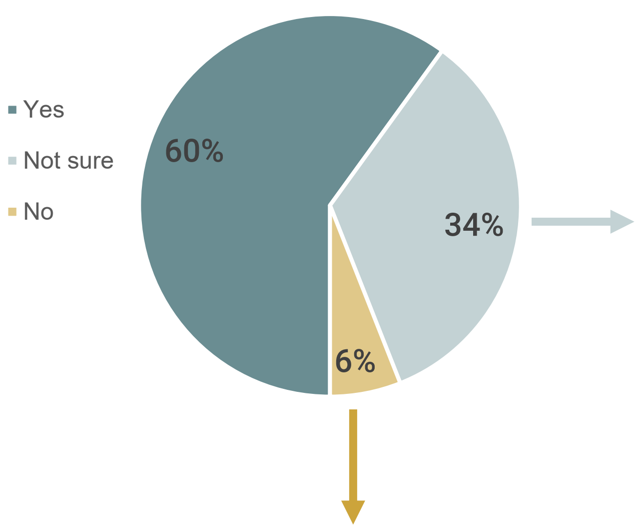
[3] A respondent could select more than one response option. That was the case for 30 individuals.

Nearly all the evaluation respondents agreed the information was useful and the training gave them greater awareness and understanding of brain injury



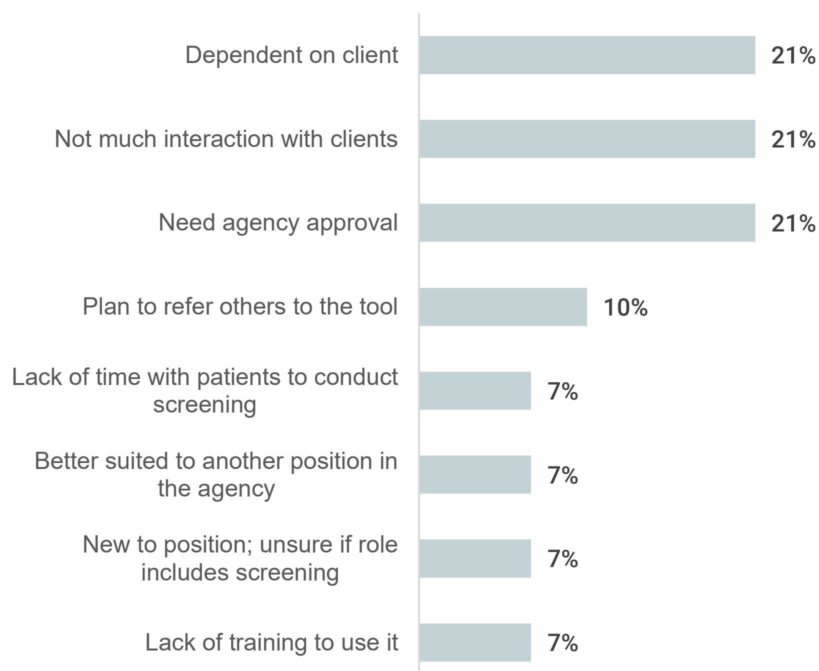
Nearly all the "strongly disagree" responses were from individuals who had positive open-ended feedback, indicating these may be incorrectly marked

Three out of five respondents noted they would have an opportunity to use the brain injury screening tool with individuals they work with or serve (n=132)



A majority of those who responded "no" stated that it was because they do not work directly with clients

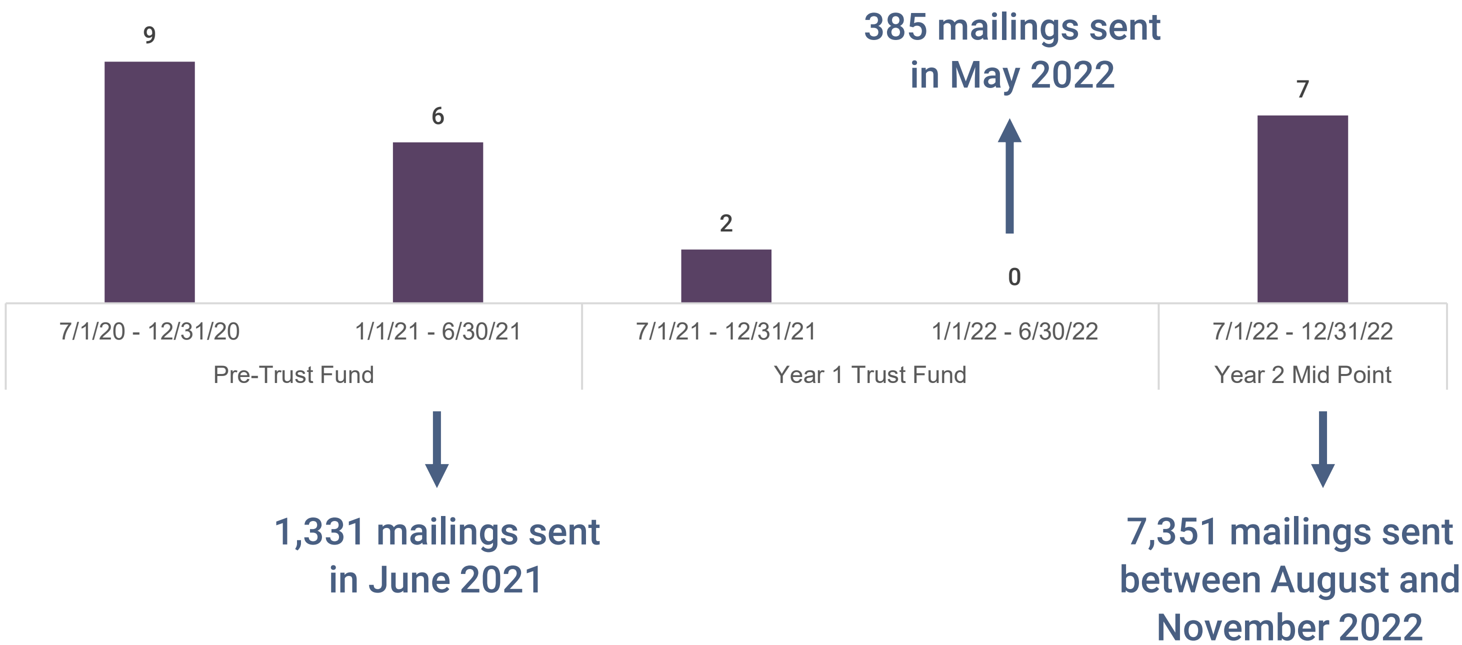
Open-ended responses from those who were not sure if they could use the screening tool fell into eight categories (n=29)



Some noted screening would be dependent on the client as some are non-verbal and others may have already been screened and/or are being treated for brain injury

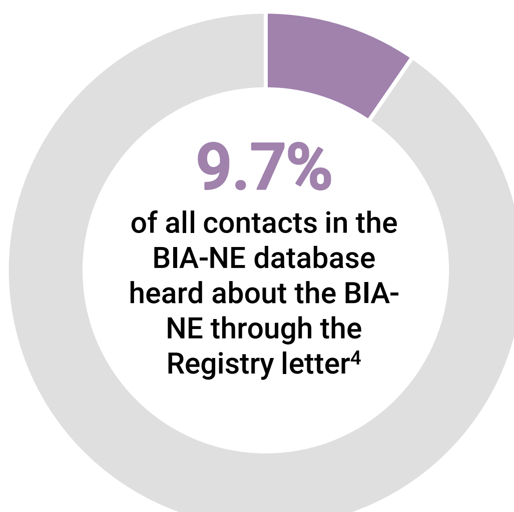
PRIORITY 3
Brain Injury Registry Letter Follow-up

The number of clients who hear about the BIA-NE through the Brain Injury Registry Letter fluctuates depending on when and how many mailings are sent



Fewer letters than normal were sent out leading up to and during the first year of the Brain Injury Assistance Act funding. This was due to delays with the Nebraska Department of Health and Human Services obtaining data for the TBI Registry. The 2020 TBI Registry report indicated that the average number of TBI cases per year between 2015 and 2019 was 13,850.

BIA-NE staff members are active in the Brain Injury Data Workgroup, which meets every other month. The workgroup is part of an initiative through Nebraska VR (Vocational Rehabilitation) to address priority areas withing their federal funding. In addition to identifying, collecting, and using data to better estimate the prevalence of brain injury in Nebraska, the workgroup assists with another funding priority to enhance TBI Registry mailings to ensure more individuals with recent TBIs get information on resources and services available.



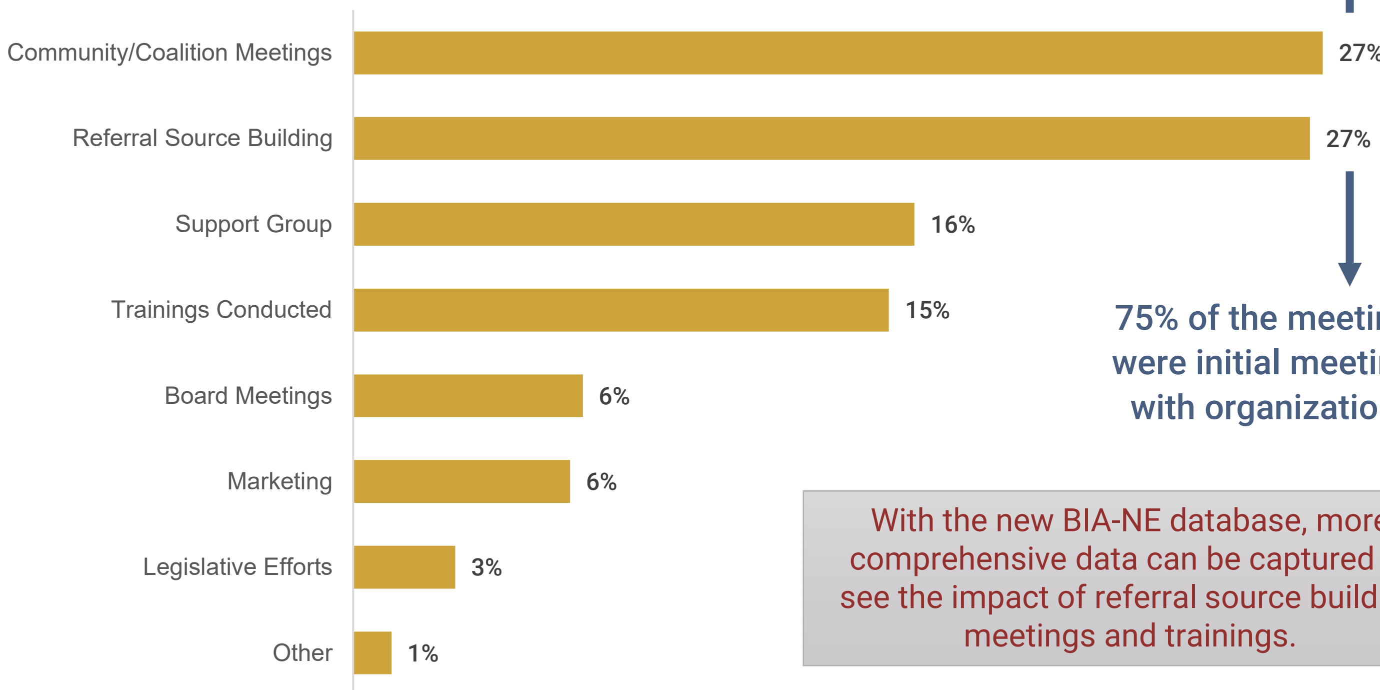
[4] There are 30 response options for Resource Facilitators to denote regarding how the client heard about BIA-NE. In the previous database, only one response option can be selected. As a result, it is possible that more people prior to January 2023 could have heard about the BIA-NE through the Registry letter.

PRIORITY 4

Public Awareness

Among 74 meetings, there were 2,075 people in attendance

The majority of community outreach efforts continued to be community/ coalition meetings and referral source building opportunities (n=283)[5]



75% of the meetings were initial meetings with organizations

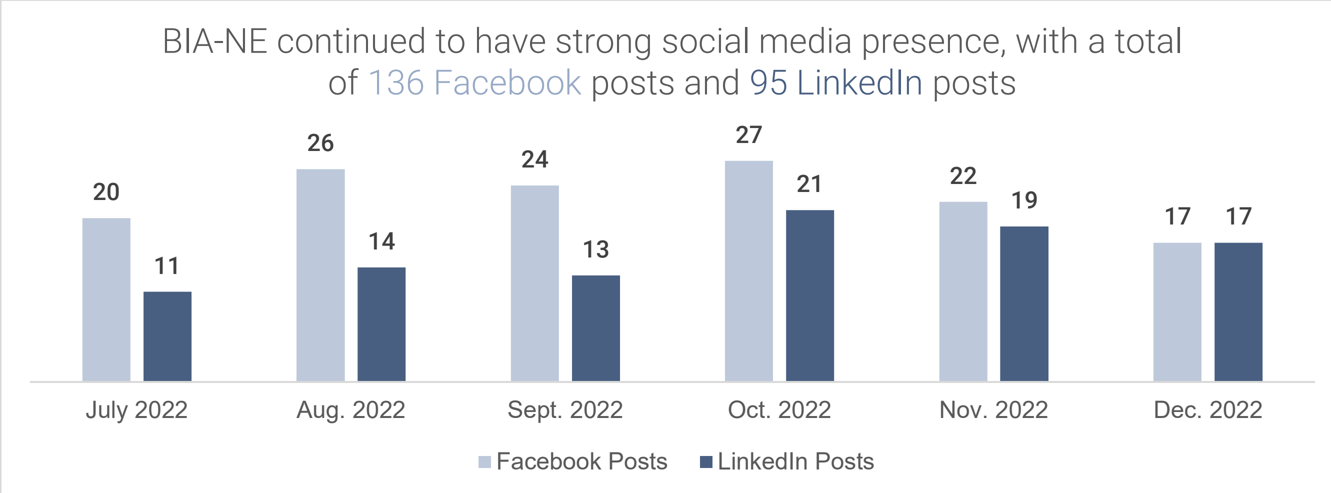
With the new BIA-NE database, more comprehensive data can be captured to see the impact of referral source building meetings and trainings.

BIA-NE is on pace to engage in a similar amount and type of community outreach efforts as the first year of the Brain Injury Assistance Act

Type of Outreach	Total in Year 1	Year 2 Midpoint
Referral Source Building	305	75
Community/Coalition Meetings	147	75
Support Group	101	44
Trainings Conducted	80	42
Marketing	41	17
Board Meetings	35	18
Legislative Efforts	6	8
Other	1	3

The intent of community outreach for Resource Facilitators is to ensure people in need of services within the community are aware of and can connect to BIA-NE. At some point there will be less focus on referral source building and more on assessing clients.

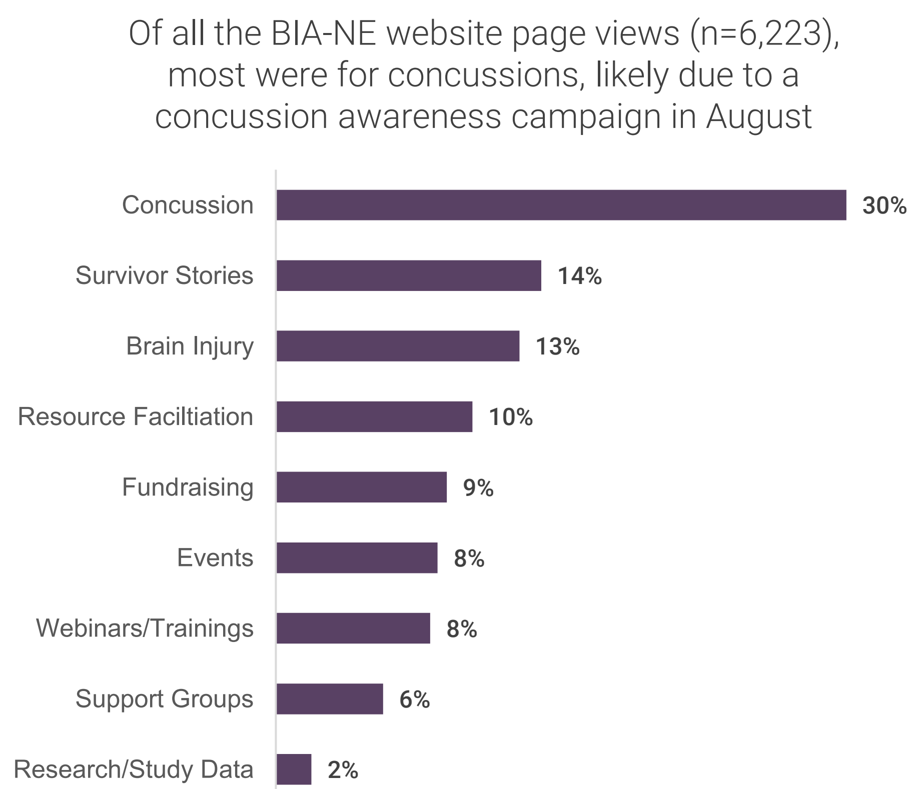
[5] The other types of community outreach included participating in: 1) a discussion with an organization about adverse childhood experiences (ACEs) scoring tools; 2) helping with a senior center cruise night; and 3) an overview of Medicaid waivers virtual meeting.

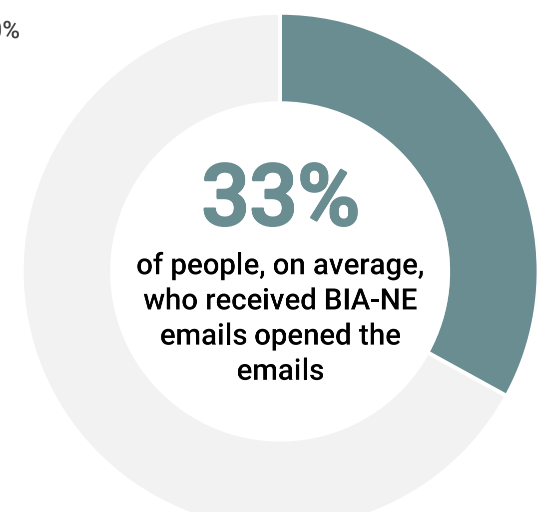


Follower Engagement	Facebook (136 posts)	LinkedIn (95 posts)
Total Reach/Impressions	146,567	58,990
Avg. Reach/Impressions per Post	1077	621
Total Likes/Reactions	929	78
Total Shares	153	50

During the first year of the Trust Fund, BIA-NE had an average of 23 Facebook posts per month and 13 LinkedIn posts per month.

A few paid social media campaigns were implemented between July and December 2022 that may have impacted the number of website visits. These were complemented by direct mail letters and emails, with a focus on highlighting the positive impacts of BIA-NE's work rather than primarily promoting the needs and problems faced by individuals affected by brain injury.





PRIORITY 5
Supporting Research

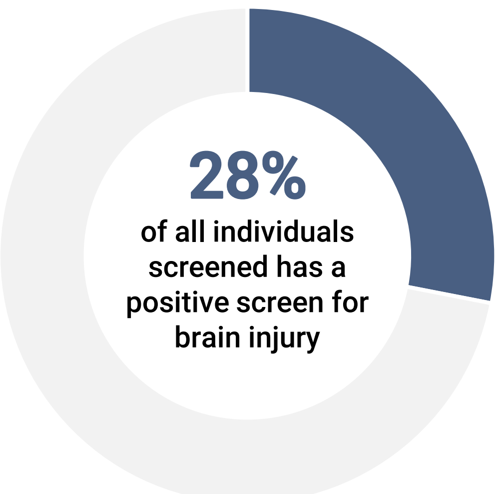
BIA-NA is collaborating with Dr. Kathy Chiou at the University of Nebraska – Lincoln. Dr. Chiou received IRB-approval to collect screening data, with the goal of studying the outcomes and prevalence rates to publish the findings.

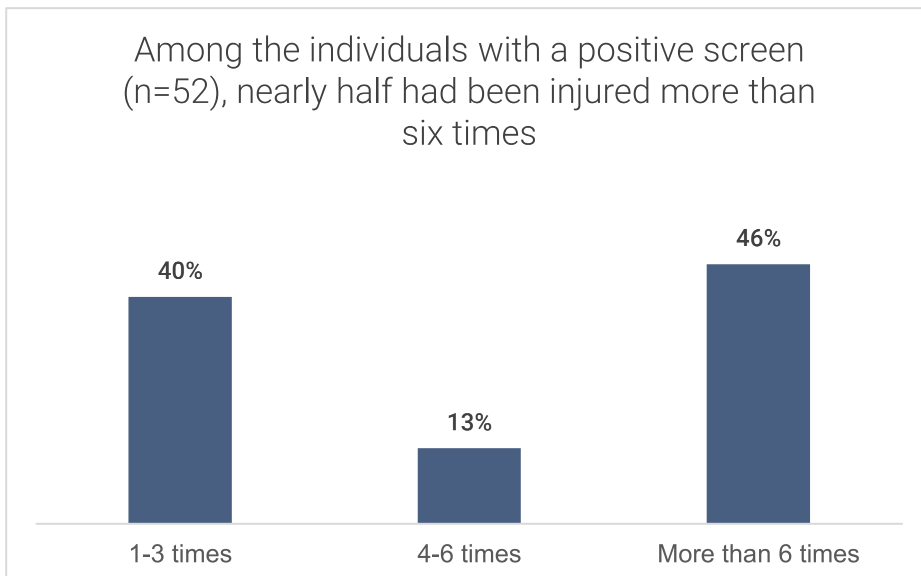
AGENCIES SCREENING

1. CEDARS
2. Family Services in North Platte
3. Friendship Home
4. Kearney YRTC
5. Lincoln/Lancaster County Youth Diversion Program
6. Nebraska Mental Health Association
7. Sarpy County Juvenile
8. Scottsbluff Youth Diversion Program
9. South Central NE Area Agency on Aging

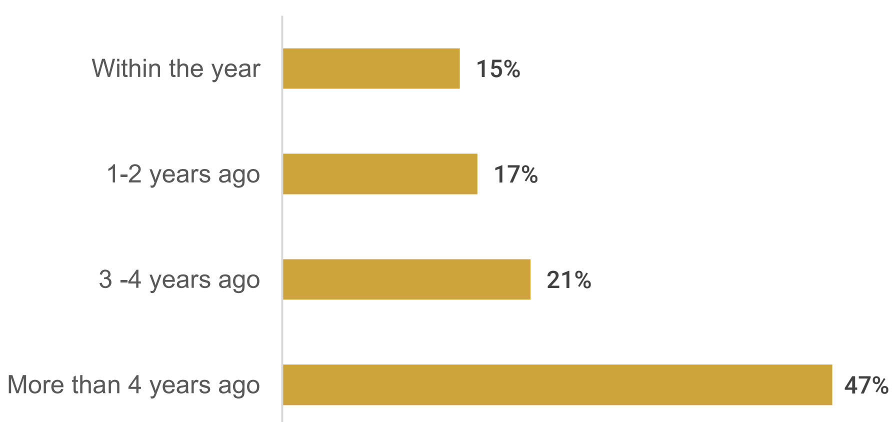
186

Individuals were screened for brain injury at 8 agencies between July and December 2022





Slightly less than half the individuals who noted a length of time since their injury experienced it more than 3 years ago (n=66)



46%

of those with a positive screen reported they did not receive medical attention

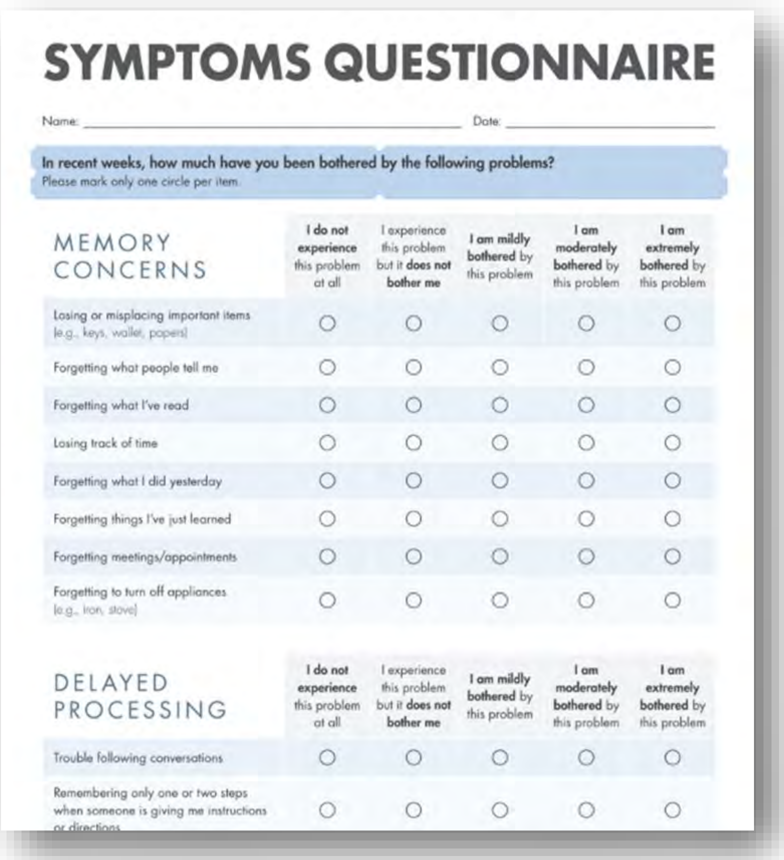
PRIORITY 6

Quality Improvement & Standards of Care

With increased staffing and capacity, BIA-NE worked to bring on new projects for 2023 to work with agencies on quality improvement and standards of care

1. **Lincoln Regional Center screening and symptom assessment + training**
2. **Douglas County Youth Center screening and symptom assessment + training**
3. **NDHHS Children and Family Services training on Understanding Brain Injury in High Risk Populations**
4. **Piloting an Adverse Childhood Experiences (ACEs) screening tool through Resource Facilitation**

Friendship Home continues to screen for brain injury. With assistance through their agency and UNL, BIA-NE created a brain injury information flyer in Arabic.



SYMPTOMS QUESTIONNAIRE

Name: ______________________ Date: ____________

In recent weeks, how much have you been bothered by the following problems?
Please mark only one circle per item.

MEMORY CONCERNS	I do not experience this problem at all	I experience this problem but it does not bother me	I am mildly bothered by this problem	I am moderately bothered by this problem	I am extremely bothered by this problem
Losing or misplacing important items (e.g., keys, wallet, papers)	○	○	○	○	○
Forgetting what people tell me	○	○	○	○	○
Forgetting what I've read	○	○	○	○	○
Losing track of time	○	○	○	○	○
Forgetting what I did yesterday	○	○	○	○	○
Forgetting things I've just learned	○	○	○	○	○
Forgetting meetings/appointments	○	○	○	○	○
Forgetting to turn off appliances (e.g., iron, stove)	○	○	○	○	○

DELAYED PROCESSING	I do not experience this problem at all	I experience this problem but it does not bother me	I am mildly bothered by this problem	I am moderately bothered by this problem	I am extremely bothered by this problem
Trouble following conversations	○	○	○	○	○
Remembering only one or two steps when someone is giving me instructions or directions	○	○	○	○	○

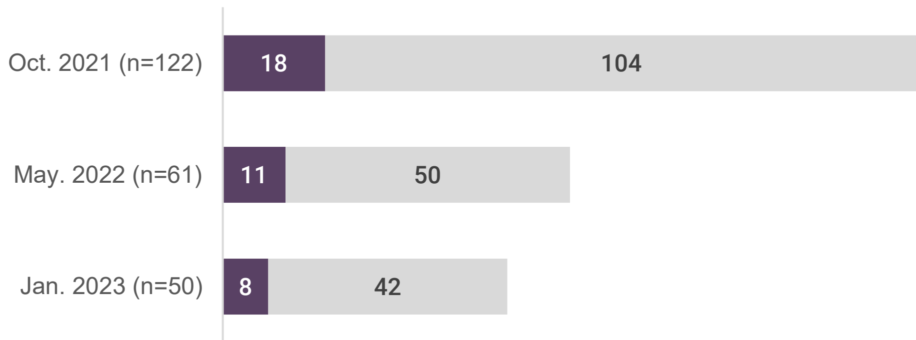
9

sectors are assessed through the juvenile symptom questionnaire. Upon submission to MINDSOURCE, an email is sent with follow up strategies and interventions that can be used to address areas of concern.

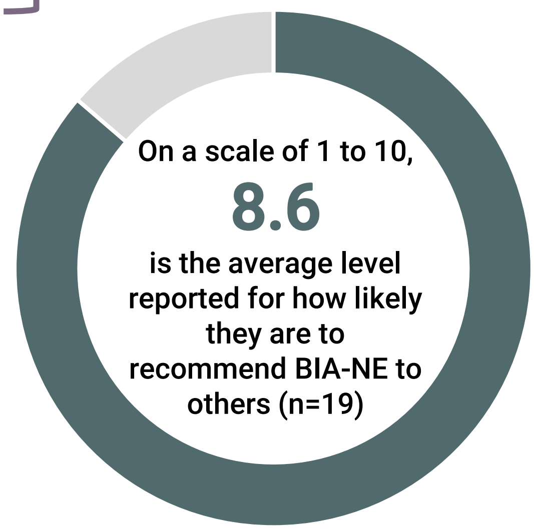
PRIORITY 7
Evaluating Needs

> *They have educated me and given me resources for finding brain injury support groups.*

About 16% of survey recipients complete BIA-NE's client satisfaction survey



Among the respondents, 56% reported being family members or caregivers while 38% were individuals with brain injury

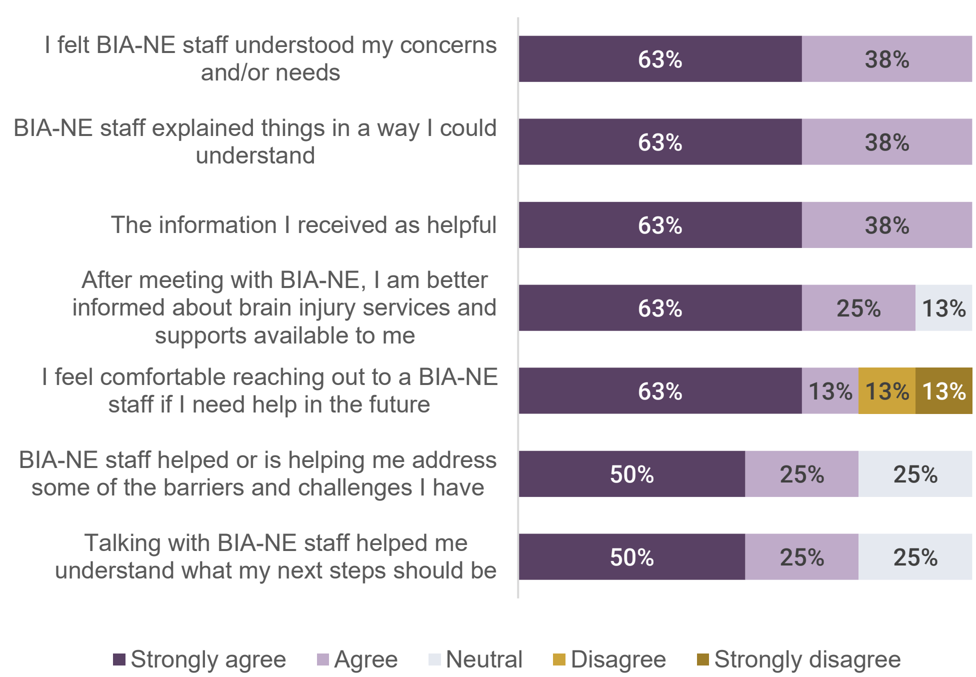


To capture more feedback from clients, the BIA-NE will develop a paper survey that can be used with clients in the correction system or who may not have access to email.

Respondents to the January 2023 client satisfaction survey noted that they contacted the BIA-NE after being recommended by a professional (63%) or visiting the BIA-NE website (37%).

> *[BIA-NE] saved me from giving up trying to get better or figure out resources help & answers. I felt crazy and I was getting such good care from them and a letter for people to help explain them and understand them in a non complicated way without emotions.*

All respondents felt BIA-NE understood their needs or concerns, explained things in a way they could understand, and received helpful materials (n=8)

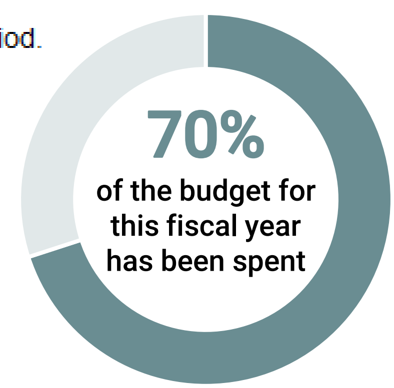


TRUST FUND SPENDING

	YEAR ONE July 2021 - June 2022		YEAR TWO July 2022 - June 2023*	
Total Funding:	**$ 450,000.00**		**$ 450,000.00**	
Use of Funding:				
Payroll and Related Expenses	$ 373,078.85	69.92%	$ 235,174.87	74.6%
Accounting and Auditing Fees	4,450.87	0.83%	-	0.00%
Consultants (Strategic Planning/Impl./IT)	32,765.59	6.14%	18,298.27	5.81%
Advertising & Promotion	23,069.00	4.32%	5,283.49	1.68%
Bank, CC, and Investment Fees	989.22	0.19%	269.51	0.09%
Software and Website Expenses	24,154.73	4.53%	-	0.00%
Conferences and Meetings	730.81	0.14%	973.20	0.31%
Contract Services (Data Collection/Rpt)	14,341.19	2.69%	19,555.00	6.20%
Dues & Subscriptions	7,406.94	1.39%	1,569.83	0.50%
Program Events and Efforts	200.33	0.04%	4,036.33	1.28%
Insurance	5,345.77	1.00%	6,901.02	2.19%
Office Supplies and Expenses	11,494.45	2.15%	2,839.68	0.90%
Postage, Mailing Service	125.90	0.02%	4.88	0.00%
Printing & Copying	10,428.76	1.95%	274.96	0.09%
Rent and Utilities (Telephone, Internet)	3,163.47	0.59%	2,068.69	0.66%
Travel and Meals	9,008.89	1.69%	11,066.17	3.51%
Professional Development/Training	12,771.82	2.39%	6,100.58	1.94%
Miscellaneous	67.90	0.01%	776.09	0.25%
Total Use of Funding:	**$ 533,594.49**		**$ 315,192.57**	
Underspent (Overspent)	$ (83,594.49)		$ 134,807.43	
Staff Utilization (% of BIA Staff Time Spent on Resource Facilitation)	**82.7%**		**87.0%** *	

Overspent amounts represent program costs that exceed the Trust Fund award amounts and are funded with BIA's own operating funds.

* Year Two only includes actuals for the July 2022 through December 2022 time period.



Brain Injury Alliance NEBRASKA

Partners for Insightful Evaluation

Resource Facilitator
Brain Injury Alliance of Nebraska
Nebraska (statewide)

Position Summary

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

The Resource Facilitator 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 Resource Facilitator 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 supports and services to better serve Nebraska's BI population.

About The Brain Injury Alliance Of Nebraska

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

The Purpose of Resource Facilitation

The mission of the Brain Injury Alliance of Nebraska (BIA-NE) 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 service system, social service system, and medical service system.
- Understanding of disability issues.
- Demonstrated involvement in community organizing as a passionate, motivated, and solutions-oriented collaborator.
- Excellent verbal and 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.

Duties & Responsibilities

Working within the parameters of the Alliance, Resource Facilitators are responsible for:

The coordination and delivery of resources to individuals with brain injury, family members or caregivers, and 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 and supports.
- Guide individuals/family in identifying appropriate services and supports both formal and informal.
- Guide individuals/family in resolving difficulties with agencies, access to services and/or service delivery.
- Conduct ongoing assessment and 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 and 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, and agencies to establish and expand program referrals.
- Support BIA-NE events and 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 and training to professionals, organizations, and other entities.
- Serve as a resource on brain injury issues for agencies and providers.
- Establish and maintain working relationships with individuals living after brain injury, family members, and representatives from community organizations.
- Establish and maintain regional service provider networking opportunities.

Program development.

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

To Apply For The Resource Facilitator Position

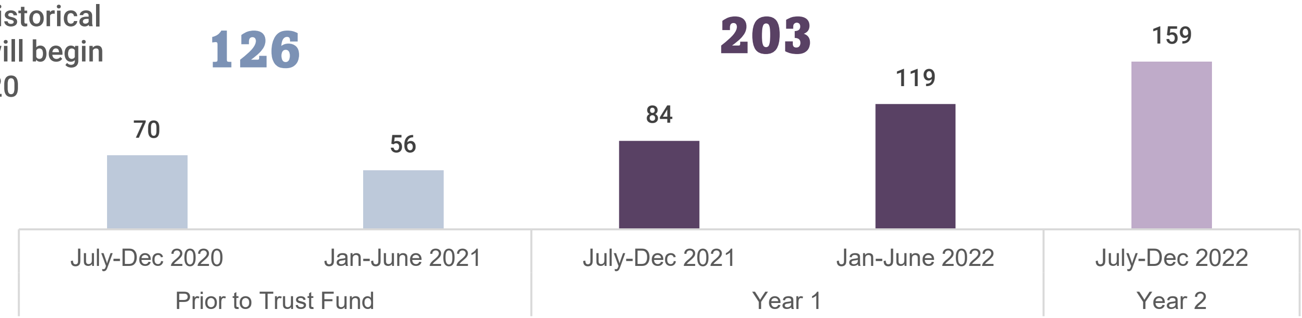
To apply for this position with the Brain Injury Alliance of Nebraska, please email your resume and cover letter highlighting why you'd be perfect for this position to hr@biane.org with "Resource Facilitator" in the subject line. The deadline for applications is **Friday, September 10, 2021**. Applications will be reviewed and interviews may be granted before the deadline.

BIA-NE Resource Facilitation

Resource Facilitation (RF) is a free service through the Brain Injury Alliance of Nebraska (BIA-NE). Resource Facilitators provide support and referrals to 1) individuals with brain injury; 2) family members and caregivers; and 3) health care or other social service professionals related to brain injury. Beyond helping individuals identify and navigate resources, Resource Facilitators assist with monitoring an individual's progress.

With the migration to a new database, historical data on clients will begin in 7/1/2020

Support through the Brain Injury Assistance Act has allowed BIA-NE to continue increasing the number of new clients served[1]

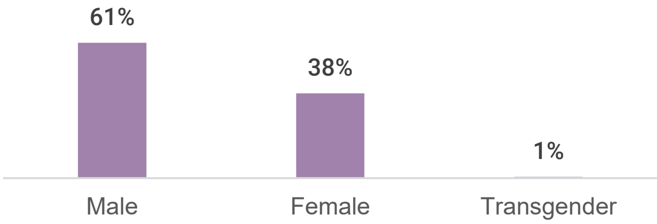


New Clients Served

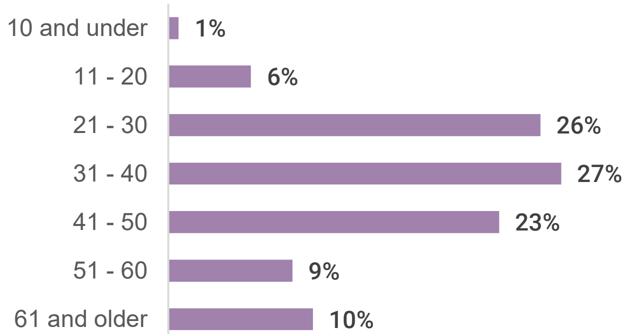
159

New clients were served from 7/1/22 – 12/31/22

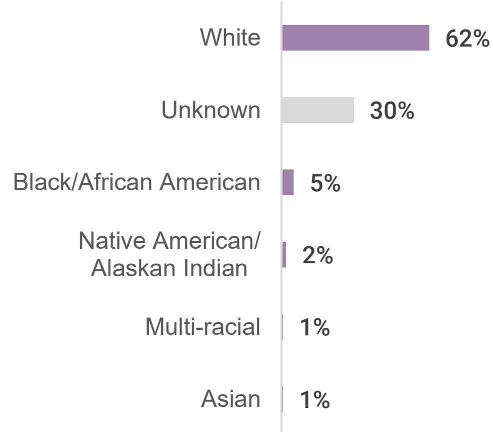
Slightly more than 60% of the new clients reported being male (n=156)



New clients were between the ages of 10 and 84, with the average age being 39 (n=143)



A majority of the new clients served reported being white (n=159)[2]



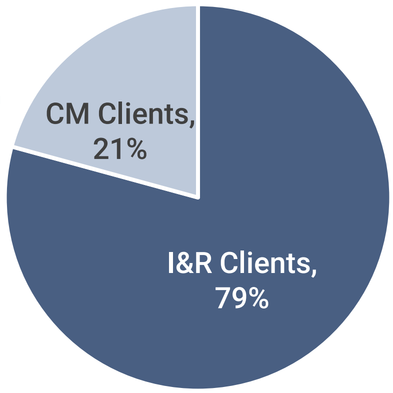
[1] This number does not include individuals that may have been assisted through other agencies (i.e., an agency called to get a referral or recommendation for one of their clients). It only includes BIA-NE clients who have an individual folder in the database. Beginning in January 2023, the BIA-NE will be able to document those cases.

[2] An "unknown" response means the RF did not ask the client for the individual's race. It does not indicate that the client does not know his or her race. The "Refused" response option would be selected if the client did not want to provide his or her race. A goal for the remainder of 2023 is to reduce the number of unknown entries.

Levels of Resource Facilitation

About one in five of new clients served between 7/1/22 and 12/31/22 received case management (n=159)

Case Management
A more intensive level of RF where people develop a personalized plan that includes setting goals, monitoring progress, and evaluating outcomes. These are generally clients that need more than just resources or referrals.



I&R Services
This refers to Intake or Information & Referral services. Interactions at this level may be a one-time interaction through a hotline call, or as many as five or six interactions to get initial connections to resources and referrals.

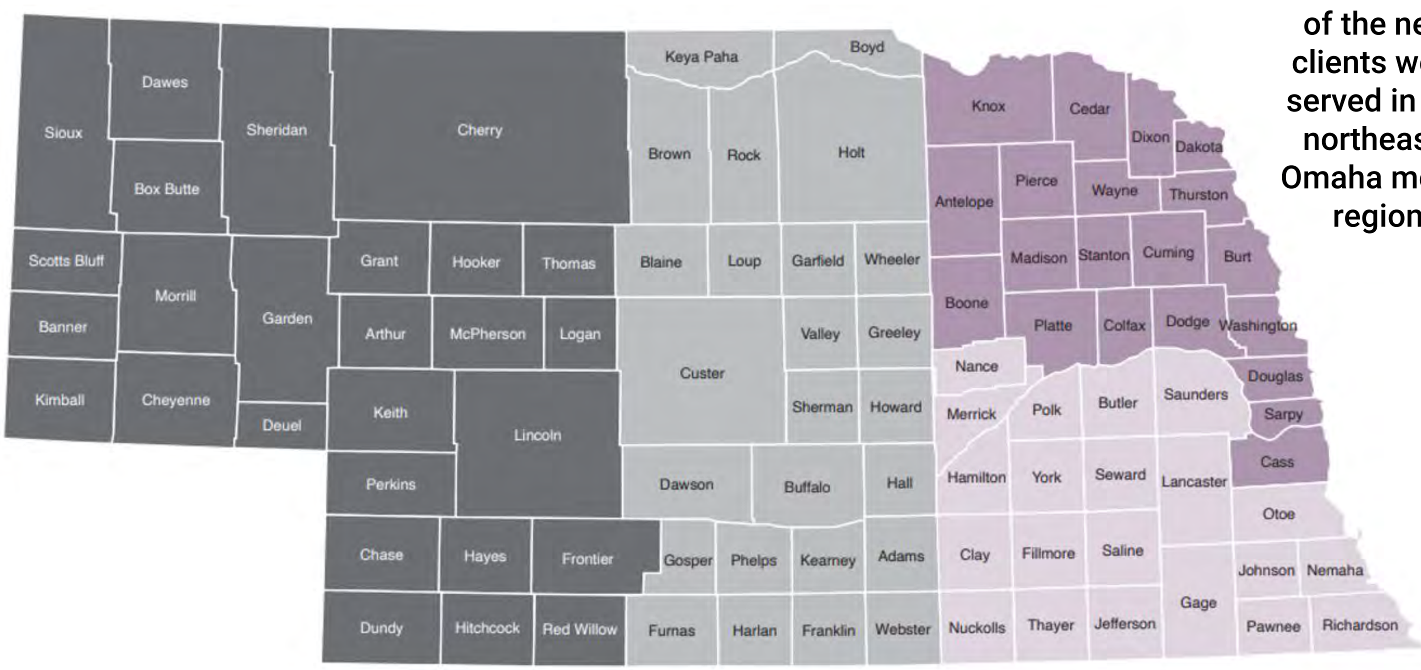
Among new clients between 7/1/2020 and 6/30/2021 (n=329), a slightly smaller percentage of clients (18%) received case management

Clients Served by RF Region[3]

With the new BIA-NE database, the region will be auto-populated based on the county of residence for each client. Additionally, the western region will be divided between the Panhandle region (11 counties) and the western area.

63% of the new clients were served in the western region

21% of the new clients were served in the northeast/ Omaha metro region



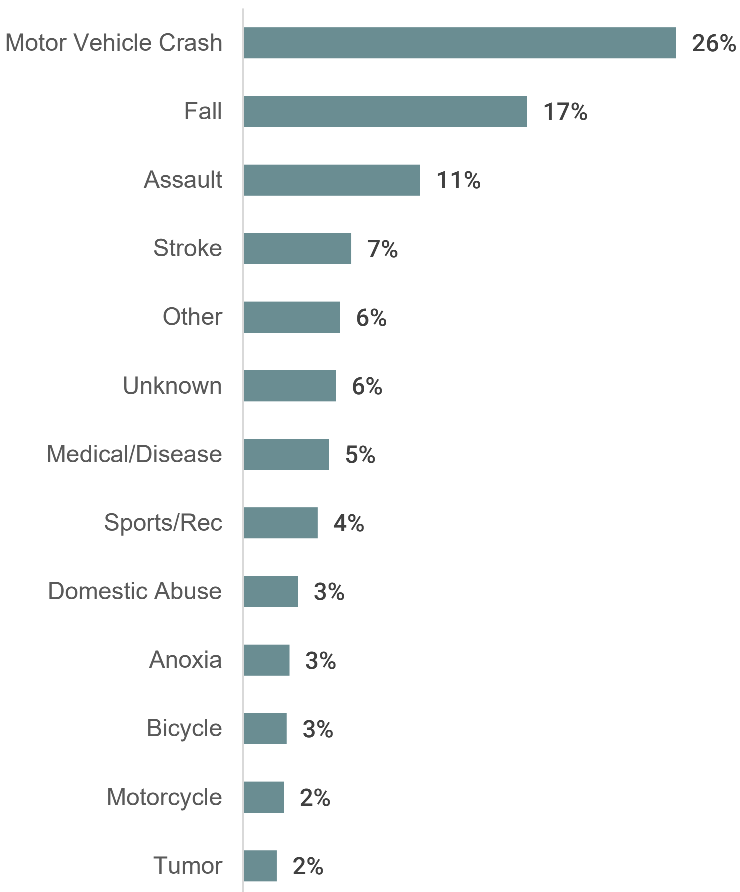
6% of the new clients were served in the central region

11% of the new clients were served in the southeast/Lincoln metro region

[3] For this report, the region is based on the staff member who created the contact. Moving forward, the county and region where the client resides will be used to monitor the reach of Resource Facilitation.

Causes & Date of Injury

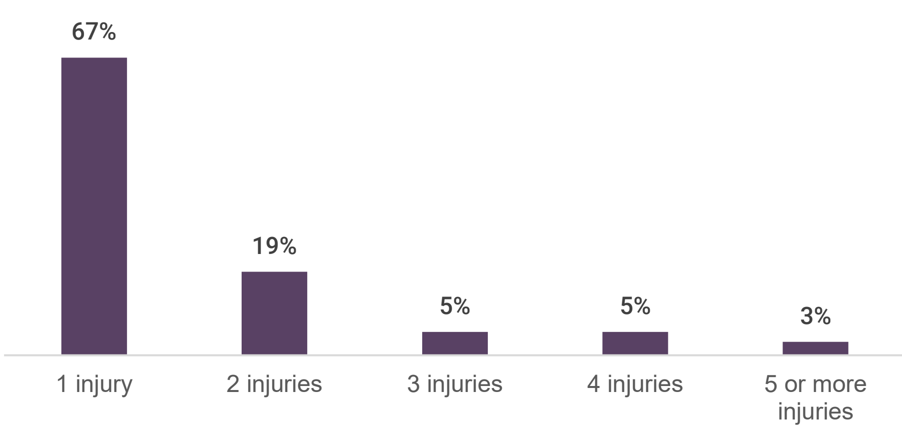
About one-fourth of the brain injuries recorded in the database were due to motor vehicle crashes (n=1,183)[4]



The average age of injury varied by the cause of injury[5]

Cause of Injury	Avg. Age at Time of Injury
Shaken Baby Syndrome (n=9)	0.5
Sports/Rec (n=49)	20
Other (n=58)	22
Bicycle (n=27)	27
Gunshot (n=13)	27
Anoxia (n=30)	30
Blast/Explosion (n=10)	30
Pedestrian (n=14)	30
Assault (n=120)	31
Domestic Abuse (n=35)	31
Medical/Disease (n=54)	31
Motor Vehicle Crash (n=276)	31
Tumor (n=19)	31
Motorcycle (n=26)	35
Struck By/Struck Against (n=2)	35
Suicide Attempt (n=3)	38
ATV (n=8)	41
Fall (n=172)	41
Stroke (n=69)	50

Among new clients, a majority have one injury documented in the database (n=132 clients)



Among new clients with 1 brain injury documented in the database (n=89), on average there were

8.5 years

between their injury and connecting with BIA-NE[6]

[4] The following causes of injury accounted for less than 2% of the clients: pedestrian, gunshot, blast/explosion, all terrain vehicle (ATV), shaken baby syndrome, suicide attempt, and struck by/struct against.
[5] This is among all clients in the database that have a date of birth and date of injury.
[6] Amount of time was calculated by subtracting the date the contact was created in the database and the date of injury.

Hearing about BIA-NE

How clients heard about BIA-NE in the previous year has changed compared to how clients have typically reported hearing about the organization [7,8,9]

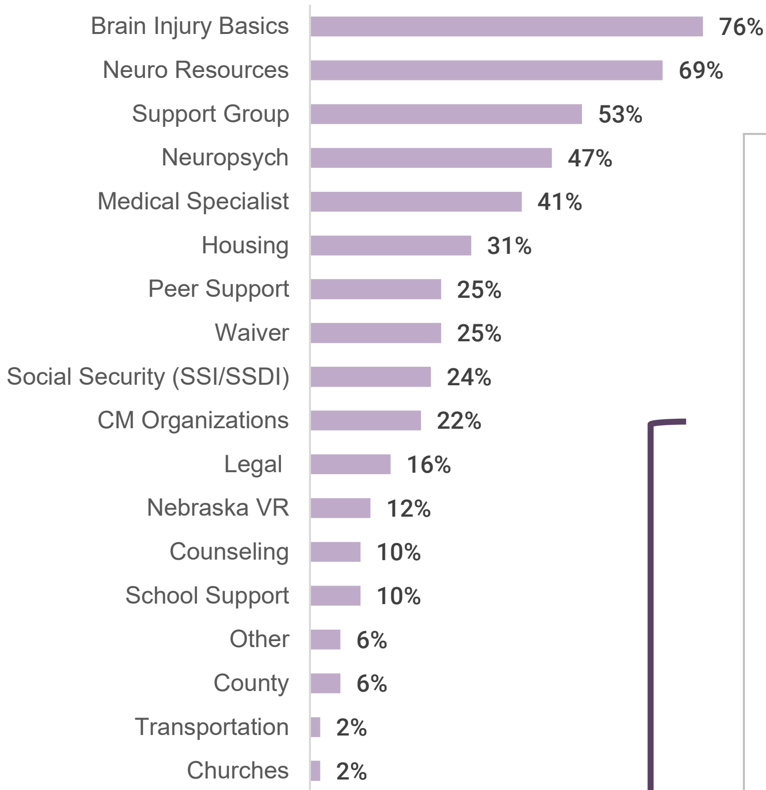
Referral Source	**Before Assistance Act Funding** 7/1/20 – 6/30/21 (n=182)	**Year 1** 7/1/21 – 6/30/20 (n=188)	**Year 2 Midpoint** 7/1/22 – 12/31/22 (n=155)
Aging & Disability Resource Center (ADRC)	4%	6%	1%
Agency on Aging (AAA)	0%	2%	1%
BI Registry Letter	8%	**1%**	5%
Community Based Organization	7%	6%	5%
Corrections	1%	**23%**	**57%**
Domestic Violence Shelter	2%	3%	1%
Early Development Network	1%	0%	0%
Friend/Family	7%	**21%**	12%
Hospital	9%	6%	**1%**
Internet	25%	**12%**	**5%**
Other	3%	3%	5%
Legal	0%	0%	0%
Media – Other	1%	0%	0%
Media – TV	0%	0%	0%
Media – Social Media	0%	0%	0%
Media – Radio	0%	0%	0%
Mental Health Practitioner	1%	0%	0%
Personal Professional Contact	19%	**7%**	**4%**
Primary Care Provider	0%	1%	1%
School	1%	0%	0%
Skilled or Long-Term Care Nursing Home	2%	2%	1%
State Agency	2%	0%	0%
Support Group	5%	3%	1%
Unknown	2%	2%	1%
US-BIA Affiliates	1%	1%	0%
Veteran's Affairs (VA)	0%	1%	0%

There was a substantial increase in the number of people who heard about BIA-NE through Corrections, likely due to the focus two Resource Facilitators have on that population

[7] This data includes professionals and non-professional support persons heard about BIA-NE. Future analysis will compare differences between professionals, non-professional support persons, and persons with brain injury.
[8] Prior to December 2022, each person could only have one response option selected. With the new database, more than one referral source can be selected or how an individual heard about the BIA.
[9] Response options were modified with the new database. While most of the previous data was re-categorized to match the new data fields (such as the DHHS entry being listed as a state agency), some are new response options, such as media.

A total of 243 referrals were documented for 51 of the new clients served between 7/1/22 and 12/31/22

Among the 51 new clients with referrals in the database, three-fourths received a referral for Brain Injury Basics and nearly 70% received a referral to neuro resources

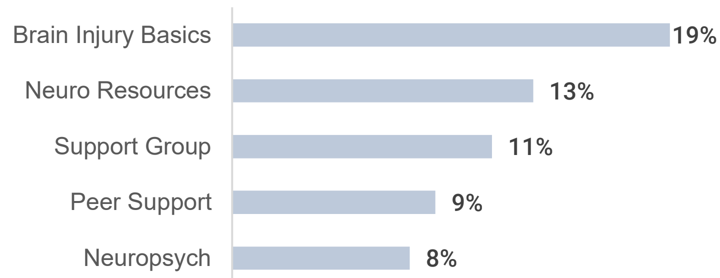


They have educated me and given me resources for finding brain injury support groups.

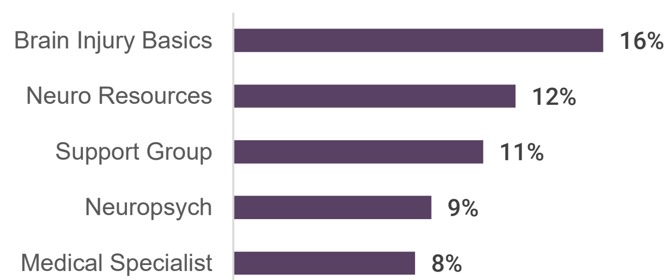
New clients receive
an average of 5 referrals

Since 7/1/2020, more than 1,850 referrals have been provided to new clients, with the top referrals being for 1) brain injury basics; 2) neuro resources; and 3) support groups.

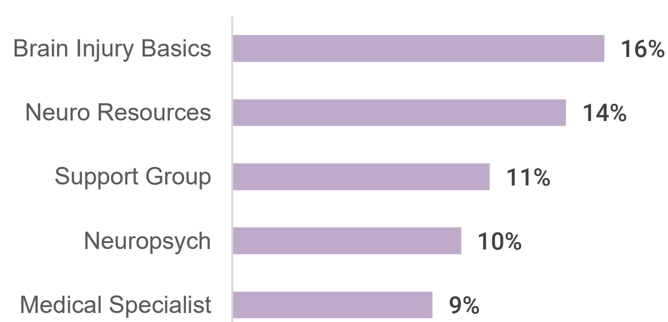
Top Five Referrals Pre-Brain Injury Assistance Act Funding
(n=900 referrals)



Top Five Referrals Year 1 Brain Injury Assistance Act
(n=714 referrals)



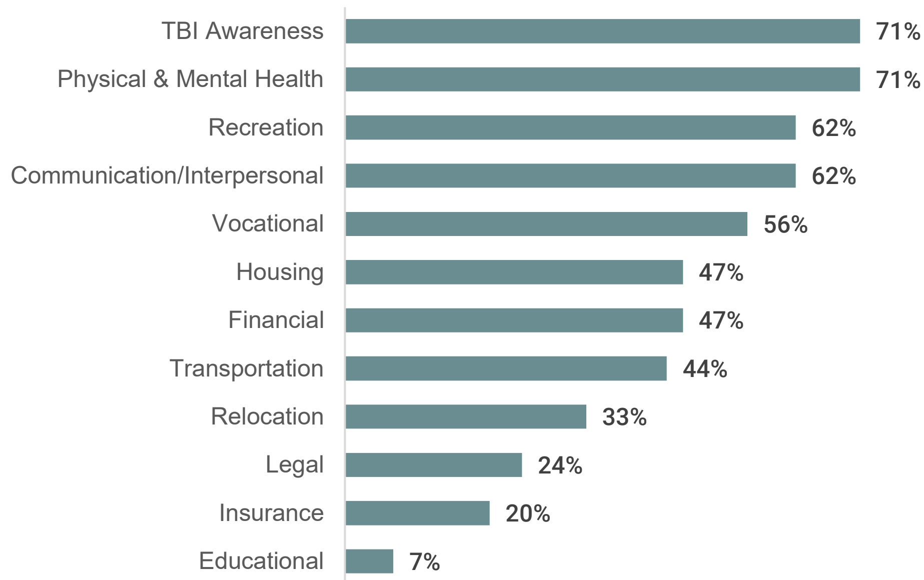
Top Five Referrals Year 2 Mid-Point
(n=243 referrals)



With the new BIA-NE database, referrals will be tracked by organization rather than broad categories.

Client Barriers

Among the 45 new clients that had barriers documented in the database, a majority of the challenges were related to TBI Awareness and Physical & Mental Health

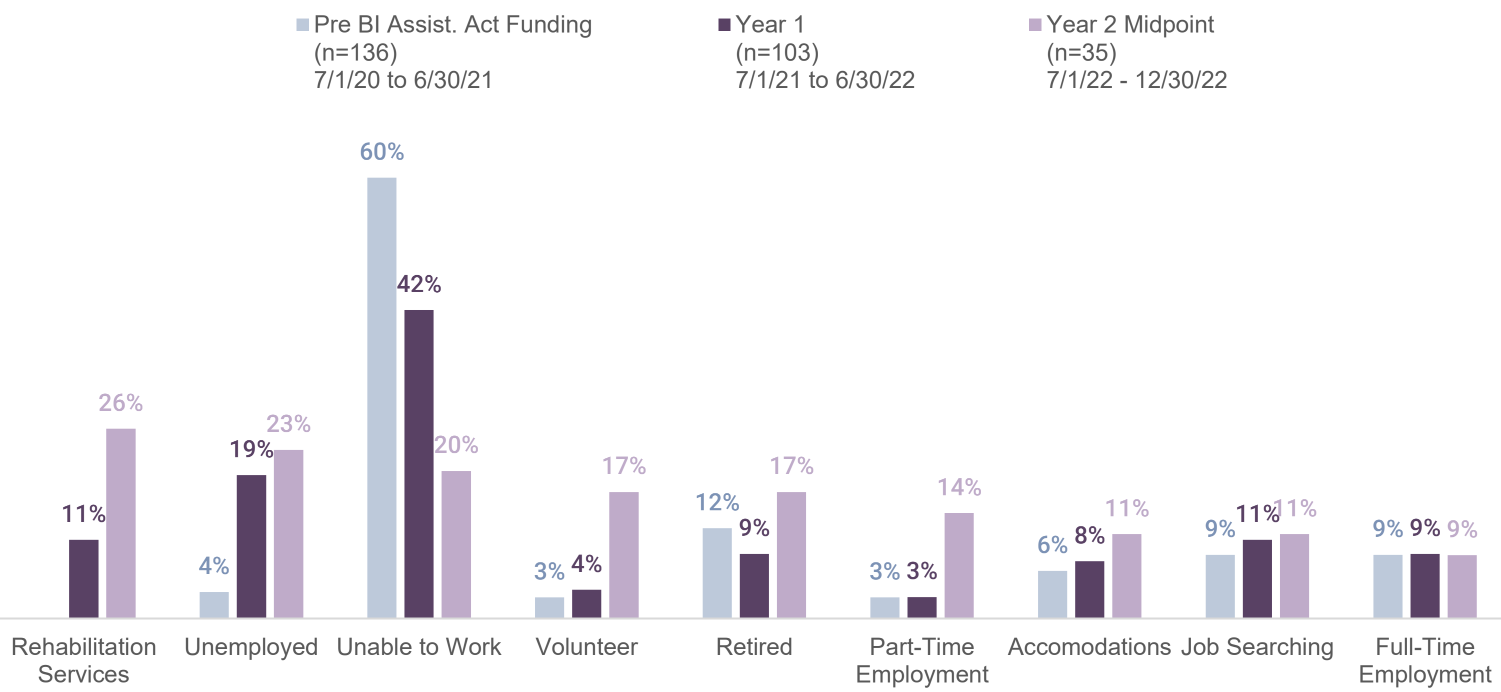


Among the physical and mental health barriers (n=32), about half noted it was due to not receiving neurorehabilitation

With the new BIA-NE database, Resource Facilitators will document Areas of Need for clients and indicate whether that need is 1) being addressed; 2) completed; 3) unable to be addressed through Resource Facilitation services; or 4) closed, with an open-ended field to denote reason for closing.

Employment

Primarily due to changes in guidance for the database, there was a higher percentage of new clients listed as "unemployed" rather than "unable to work"



With the new BIA-NE database, the reason that a client is unable to work will be noted

BIA-NE Brain Injury Assistance Act Budget Report & Proposal 2023-2024

	Year 1 Actuals July 2021 - June 2022	%	Year 2 Actuals July 2022 - December 2022*	%	Year 3 Proposed Budget July 2023 - June 2024	%	Budget Narrative
Revenue:							
Nebraska Brain Injury Assistance Act	**$ 450,000.00**		**$ 450,000.00**		**$ 450,000.00**		
Expenses:							
Payroll and Related Expenses - Resource Facilitation Team	$ 373,078.85	118%	$ 235,174.87	75%	$ 470,000.00	73%	BIA-NE's largest expense includes the resource facilitation team. Resource facilitation accounts for 75-85% of all staff time.
Additional Expenses:							
Accounting and Audit Fees	4,450.87	1%	-	0%	7,500.00	1%	BIA-NE has an annual audit performed by an independent local CPA firm
Resource Facilitation - Strategic Planning and Implementation	32,765.59	10%	18,298.27	6%	20,000.00	3%	BIA-NE implemented high quality data collection software to capture accurate program information and assist in producing timely reporting for goal and objectives analysis. BIA-NE also partnered with strategic planning professionals to better facilitate and plan granular action plans in support of statewide resource facilitation
Advertising and Promotion	23,069.00	7%	5,283.49	2%	20,000.00	3%	Historically BIA-NE has had very few dollars to promote brain injury in general, and specifically resource facilitation. BIA-NE's goal is to increase awareness and referrals for services so promoting and advising will be key to growing the program. BIA-NE has been able to track improved engagement on its social media and other advertising platforms
Bank, Credit Card, & Investment Fees	989.22	0%	269.51	0%	1,000.00	0%	BIA-NE incurs normal processing and similar fees for payments and other transactions. BIA-NE has streamlined and simplified payments options for donors, program users, and others.
Software, Website, and IT Related Expenses	24,154.73	8%	-	0%	15,000.00	2%	Ongoing fees related to data collection software implementation and maintainence, as well as other supporting IT, website, and software expenses
Conferences and Meetings	730.81	0%	973.20	0%	10,000.00	2%	As we move past COVID restrictions, BIA-NE anticipates a resurgence of meeting and conference opportunities to both provide learning for our team, as well as provide opportunities for BIA-NE to promote its program offerings
Data Reporting and Analysis	14,341.19	5%	19,555.00	6%	30,000.00	5%	BIA-NE contracts with Partners for Insightful Evaluation (PIE) to compile and analyze a robust amount of data tracked by BIA-NE to illustrate the impact of the resource facilitation program.
Dues and Subscriptions	7,406.94	2%	1,569.83	0%	10,000.00	2%	BIA-NE is a member of local, state, and national memberships for which there are dues. These memberships allow BIA-NE opportunities to collaborate and share resources which ultimately help the resource facilitation program.
Program Events and Efforts	200.33	0%	4,036.33	1%	1,000.00	0%	BIA-NE further promotes program resources through marketing events, which include various promotional materials.
Insurance	5,345.77	2%	6,901.02	2%	7,000.00	1%	BIA-NE works with a reputable carrier to provide insurance for the resource facilitation program to ensure appropriate types and levels of coverage
Office Expenses and Supplies	11,494.45	4%	2,839.68	1%	4,000.00	1%	The majority of these start-up costs for these expenses came in the first year when BIA-NE worked to properly equip its resource facilitators. Going forward, expenses include typical office supply needs
Printing Materials and Copying	10,428.76	3%	274.96	0%	8,200.00	1%	Printing cost for promotional activities and trainings.
Postage and Shipping	125.90	0%	4.88	0%	1,000.00	0%	BIA-NE's statewide reach requires information and materials will need to be mailed at times.
Professional Development and Training	12,771.82	4%	6,100.58	2%	7,500.00	1%	In year one, BIA-NE had higher professional development and training expenses as staff was onboarded. Going forward, expenses will level off some; however, BIA-NE remains commited to provide quality training opportunities to its resource facilitation team
Rent and Utilities (Telephone, Internet)	3,163.47	1%	2,068.69	1%	3,500.00	1%	BIA-NE maintains a small meeting space in the North Platte are that resource facilitators use to meet with clients. Additional expenses include typical phone and internet usage fees.
Travel and Meals	9,008.89	3%	11,066.17	4%	25,000.00	4%	COVID restrictions limited travel opportunities in Year 2; however, going forward, BIA-NE intentionally encourages its resource facilitators to offer statewide support, which requires a large degree of travel.
Miscellaneous	67.90	0%	776.09	0%	-	0%	Occasionally, BIA-NE provides tribute or memorial gifts to families of those served by BIA-NE resource facilitators.
Total Expenses	**$ 533,594.49**		**$ 315,192.57**		**$ 640,700.00**		
Remainder (Anticipated to be spent Jan. - June 2023)			**$ 134,807.43**	30%			In the first half of the funding cycle, BIA-NE has spent 70% of the $450,000 budget leaving 30% of the budget for the last half of the funding cycle. The pattern of increased resource facilitation work and related expenses is supporting the fact that this work is needed and valued across the State of Nebraska.
Excess (Covered by BIA NE Operational Budget)	**$ (83,594.49)**	-19%			**$ (190,700.00)**	-42%	In Year 1, BIA-NE utilized approximately $83,000 of its own operating funds to support resource facilitation work beyond what the NE Brain Injury Assistance Act provided. In Year 2, BIA-NE anticipates fully utilizing the provided funding, and will spend approximately $135,000 of its own operating funding for additional resource facilitation program costs. For Year 3, that number will continue to grow as BIA-NE expands the program and anticipates covering approximately $165,000-$185,000 of the resource facilitation program with its own funds.

** Year 2 Actuals include the 6-month period July 2022 through December 2022, which is the most available information as of the time of this reporting.*

Brain Injury Alliance NEBRASKA

Meet Our Staff

Peggy Reisher, MSW, Executive Director

Peggy Reisher has worked in the field of brain injury for over 25 years. She helped establish the Brain Injury Alliance of Nebraska (BIA-NE) in 2009 and became the Executive Director in July 2013. Prior to being the Executive Director, she served as the Director of Programs and Services.

Peggy has a master's degree in social work and worked 14 years on the traumatic brain injury unit at Madonna Rehabilitation Hospital in Lincoln, Neb. where she helped patients and families identify community resources upon discharge from the hospital.

Peggy is currently the President of the United States Brain Injury Alliance and is on the Munroe Meyer Institute Board of Directors.

Peggy grew up in St. Paul, NE, but has spent her adult life in Lincoln where she and her husband Tom raised their three children, Nathan, Amy, and Erica.

Paula Dodds, MBA, Director of Operations

From her first office job at the age of 15, Paula fell in love with putting systems in place, organized, and easy to access. Granted, she started just one step above the mailroom as a file clerk, but she quickly grew that skill set to become a company trainer and then office manager by nineteen.

With over twenty-five years of administrative and team-building experience, Paula brings professionalism, innovation, and ingenuity to every project and event she works on. During Paula's career, she has served the executive search, human resources, nonprofit, and healthcare markets, in addition to professional business and life coaches.

She lives in Omaha, Nebraska, and is currently raising four beautiful, independent daughters (preschool to grad school ages) with her very patient (and VERY outnumbered) fiancé, Matt.

Brittney Lippincott, Marketing and Special Events Coordinator

As the Marketing and Special Events Coordinator, Brittney hopes to improve the BIA-NE's reach and impact through marketing, events, and outreach via social media and the website.

Brittney has bachelor's degrees in both graphic design and communications and brings over six years of experience in marketing communications and a passion for strategic branding, planning, and marketing to the team.

Brittney lives in La Vista and enjoys reading and spending time with friends and family outside of work.

Gina Simanek, MA, LMHP, Resource Facilitator - Lincoln and Southeast Nebraska

Gina is a tenacious advocate of those with brain injury across the state of Nebraska. As a licensed mental health practitioner, consultant, educator, and volunteer, she was the first to ever provide outreach services in Lincoln and the entire state of Nebraska for individuals with Brain Injury (BI) and their families. Gina did this solo while working another full-time position to meet unmet needs for individuals with BI and their caregivers for 30 years and continues this work today.

In 2008, Gina contracted as the Nebraska State BI Ombudsperson and a Statewide Information and Referral Specialist for the Brain Injury Alliance of Nebraska (BIA-NE). In 2021, Gina joined BIA-NE full-time.

Gina has a background with administration and interpretation of various psychological and neuropsychological assessments; educates professionals, individuals, and families about brain injuries and mental health; is experienced in neurofeedback and biofeedback; facilitates mental/medical health support groups, served on several state advisory boards, and did a research study on brain injury coping in parents that gained recognition (2001 Student Research Award – Division 22, Rehabilitation Psychology), and has contributed to other brain injury research publications.

Outside of work, Gina is also active in biking long distances and assisting other runners and bikers to accomplish a marathon or long biking adventure successfully. She enjoys the outdoors, animals, artistic endeavors, and being around family, friends and those who appreciate the value of assisting others in various ways.

Chris Stewart, Resource Facilitator - Omaha and Northeast Nebraska

Chris Stewart has spent her career working with non-profits on capacity building, reliant on grassroots support, to meet the needs of underserved populations.

For 10 years with the Eastern Nebraska 4-H Center, Chris collaborated on team-building programs for youth and professional groups. As a Coordinator for 12 years, Chris worked with professionals and families across the state to establish and promote the Nebraska Respite Network and Subsidy Program.

With a degree in Education and the personal experience of her youngest son suffering a TBI on his 6th birthday, Chris, as a Resource Facilitator, is dedicated to ensuring that no one should live for decades with the lasting effects of a brain injury without connections to awareness, advocacy and supports.

Brenda Horner, Resource Facilitator - Central Nebraska

Brenda's husband had a hemorrhagic stroke in 2009 while serving in the military, so she understands brain injury from a spouse's/caregiver's perspective. Over the years, Brenda has learned to navigate family life, military life, and the VA system regarding her husband's brain injury. She has 20 years of experience working with people of all ages and disabilities.

Brenda also has ample experience working in and with various Special Education programs across the state of Nebraska. Previously, she helped families as a Service Coordinator for The Early Development Network as well as working in hospice and as a Registered Behavior Technician.

Brenda grew up in York, NE. She currently resides in Grand Island, NE with her husband and has 2 daughters, 2 sons-in-law, and 2 granddaughters that keep her busy in her spare time.

MenDi McCuiston, Resource Facilitator - Western Nebraska

MenDi is the mother of a child that received a brain injury in a car accident at the age of sixteen and dealt with the repercussion of the school and court system treating her child as an uncontrollable child instead of treating the symptoms. She understands the struggles of a parent feeling helpless, hopeless, and abandoned by the "system." Her goal with the Brain Injury Alliance of Nebraska is to educate others on the signs and symptoms of brain injury and offer support for those in the same position she found herself in seven years ago.

MenDi has a bachelor's in behavioral science and has worked as a life coach, a family support worker, and has held various other positions within the non-profit realm helping individuals to set goals, recover from grief, and find their purpose. She has a passion for helping others and is inspired by those who do not let their situation keep them down.

MenDi was born and raised in North Platte, spent 14 years in McCook but missed home, and returned to North Platte where she lives with her husband. She has five children and six grandchildren who keep her busy and young at heart.

Shir Smith, Resource Facilitator - Western Nebraska

As someone who suffers from a brain injury and has overcome obstacles in her life, Shir Smith is ready and willing to help others. Shir has a passion for making people aware of brain injury and how it affects people's lives. Shir always states, "There is no limit to your Sky, go Above and Beyond."

Before joining the Brain Injury Alliance of Nebraska, Shir spent a large part of her life volunteering for and working with non-profit programs. From the Salvation Army to the Lincoln County Jail to Guardian Light Family Services, she saw needs that helped shape her passions and skills–guiding her to where she was meant to be–helping others to help others.

Shir is certified in a wide range of programs and training and brings a wealth of training and knowledge to the team. She has experience working with a Rape and Domestic Abuse Program as an advocate, starting a Wise Minds and an Incarcerated Victim Advocacy Program in the Lincoln County Jail, working with an Anti-Violence program for women, and working as a Sexual Assault Coordinator.

Anna Cole, Resource Facilitator - Special Projects

Anna's focus on and passion for care is evident throughout her life—beginning with her early career as a Registered Nurse. She then cared for and raised four wonderful sons as a stay-at-home mom. When her children reached school age, she accepted various positions in their schools, all of which involved caring for and helping hundreds of children. Prior to joining the Brain Injury Alliance of Nebraska, Anna most recently served as the full-time Congregational Care Coordinator at her church.

As a freshman at an out-of-state college, Anna's youngest son was involved in a serious car accident that resulted in a brain injury. Finding and accessing providers and resources to assist in his recovery and successful return to school ignited Anna's passion to assist others facing a similar challenge.

Anna grew up in New Hudson, Michigan, but has lived in Omaha for over 35 years. She and her husband Blake are empty-nesters with their dog, Jack. Anna has four awesome grown sons, two beautiful daughters-in-law, and two wonderful grandchildren.

PEGGY A. REISHER

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

Executive Profile

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

Skill Highlights

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

Core Accomplishments

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

Professional Experience

Brain Injury Alliance of Nebraska July 2007 to Current
Project Coordinator 2007 to 2013 /Executive Director 2013 to Current
Lincoln, Nebraska

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

CIMRO of Nebraska January 2011 to October 2013
Quality Improvement Advisor
Lincoln, Nebraska

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

Madonna Rehabilitation Hospital May 1996 to December 2010
Medical Social Worker
Lincoln, Nebraska

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

St. Vincent New Hope September 1994 to April 1996
Social Work Consultant
Indianapolis, Indiana

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

Education

University of Nebraska Omaha
Masters in Social Work (MSW)

University of Nebraska at Kearney
Bachelors of Social Work (BSW)

Awards

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

Boards/ Memberships

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

References

REFERENCES AVAILABLE UPON REQUEST

Paula A. Dodds, MBA

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

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

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

Certifications:

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

Volunteer Work:

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

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

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

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

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

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

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

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

(Experience continued on next page.)

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

SKILLS & QUALIFICATIONS

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

SOFTWARE & APPLICATIONS

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

Brittney Lippincott

(402) 658-6809
brittney_91@live.com
behance.net/brilippin

Creative Communicator

Recent Experience

Graphic Designer
American Fence Company
La Vista, NE
April 2021 - Present

- Create, design, and write content for Constant Contact e-mail campaigns.
- Develop and refine brand standards for American Fence Company and its six divisions.
- Develop content strategies for and manage the six division social media pages.
- Update and maintain photo galleries for the 10 branch location websites and their divisions.
- Assist with writing blog posts for the company's branch and division websites.
- Organize and maintain corporate photo library.

(Temporary) Public Information Officer I
Nebraska Department of Labor,
Lincoln, NE
February 2021 - April 2021

- Reviewed Nebraska Department of Labor website and proposed adjustments to improve organization and user experiences.
- Developed social media content to promote agency programs.

Lead Graphic and Marketing Designer
The Salvation Army Omaha Kroc Center,
Omaha, NE
December 2018 - October 2020

- Designed, proofed, edited and produced print and digital collateral for marketing campaigns and communications materials for multiple Kroc Center departments.
- Maintained the Omaha Kroc Center's website with timely updates to page banners, content and file assets.
- Assisted in the development of social media content for the social media editorial calendar, and reported performance of posts and ads to the Strategic Communications Manager.
- Handled project management and information gathering for creative projects as assigned and in the absence of the Strategic Communications Manager.

Artist II
Nebraska Department of Labor,
Lincoln, NE
February 2015 - November 2018

- Created original designs and layouts and prepared artwork for all types of publications, displays, charts, graphs and forms for various business units in the Department of Labor.
- Worked with web development team to design and improve agency website and applications.
- Assisted with the curation, development and oversight of content for agency social media platforms.

Skills & Technical Proficiencies

- Written and verbal communications skills
- Brand management and strategy
- Content writing, copy-editing, and proofreading
- Typography
- Client and vendor interaction
- Pre-press file preparation
- Graphic Design
- Basic HTML and CSS coding
- Experience working with Wordpress content management systems
- Photography and Photo editing
- Adobe Creative Suite software: Photoshop, Illustrator, InDesign
- Microsoft Office software: Word, Excel, and PowerPoint
- Social media management
- Experience working with the Constant Contact digital communication platform

Education

Graduated Summa Cum Laude. Cumulative G.P.A. 3.99

B.S., Graphic Design | B.A., Communication: Journalism Emphasis.
Union College, Lincoln, NE.
August 2010 - December 2014.

Career Accomplishments

Made key contributions in the research, development, and design of the Omaha Kroc Center's Winterfest 2020 event's branded theme, its campaign collateral, and environmental branding.

Played an integral role in the Kroc Center's brand response to the Covid-19 pandemic outbreak by assisting in the development and rollout of cohesive, branded messaging for the organization's website, building signage, wayfinding, and social media.

Collaborated with the Strategic Communications Manager to develop brand identities and strategic templates for the Kroc Center's seven departments and helped train new department managers in use of the templates to maintain brand integrity.

Migrated the Omaha Kroc Center's website templates and website assets into a cloud system for ease of remote updates and reduction of server backlog: identified and deleted outdated/unnecessary assets, developed and documented organization system for asset migration, and tested migrated site for errors.

Chris Stewart
Chris.BellStewart@yahoo.com
402-881-6140

OBJECTIVE: *As a Resource Facilitator for the Brain Injury Association of Nebraska, continue my passion for assisting people of all ages and special needs to access resources, education and financial programs that provide support in achieving their personal goals in socialization, work, and living options. With a background in planning and promotion of not-for-profit organizations, continue to foster effective partnerships resulting in increased capacity to collaborate and offer training and services that meet the needs of professionals, individuals and families to find hope and supports that enrich their lives.*

Experiences related to the Brain Injury Association of Nebraska Resource Facilitator position:

- **Partnered -** with representatives from for-profit, nonprofit, governmental organizations, donors, and volunteers to create and enhance educational opportunities, awareness efforts, financial support, and direct services that annually served over 2000 individuals living with special needs, their families, and professionals across Nebraska. Through collaboration created annual plans approved by DHHS and ENOA.

- **Care Management –** over 15 years' experience collaborating with people living with disabilities, including those related to brain injury, health care providers, teachers, social service workers, direct care staff, and families to create individual program plans to assist in the attainment of personal goals.

- **Education/Training -** with community leaders provided monthly educational opportunities for professionals offering continuing education credits. Facilitated annual statewide events attended by over 50 family and professional caregivers. Assisted in the development and staff training on databases that assisted in the compilation of information used in establishing annual goals for individuals and programs.

- **Strategic Planning** - resulted in the infrastructure for the Nebraska Respite Network. Through Partnerships in Aging (now Partnerships in Caregiving), the Eastern Nebraska Office on Aging and the Enrichment Fund provided $110,000 annually to over 200 individuals with disabilities for services that improved the quality of their life. Expanded the annual state appropriation through awarded federal and local grants that combined with conference registration fees and donations, raised over $290,000 for educational opportunities, and emergency funding over a three year period.

- **Awareness of Community Resources -** media outreach, community networking, and presentations for local, statewide and national forums, increased awareness and support of services addressing trending issues facing people living with disabilities and their caregivers. Recruited and updated the database of over 1000 independent providers and community organizations, referred to families and individuals with disabilities.

WORK HISTORY:

Facilitator of Community Enrichment Opportunities: *Collaboration with individuals and organizations in the community to offer programs and resources that provide inspiration, inclusion, and purpose to individuals with special needs and their families.*
January 1998 – Present
Current Outreach:

- Created, advertised and led a 10 week Guided Autobiography Writing Workshop to encourage participants in the review, evaluation, and engagement in their past, present and future experiences.
- Trained as an instructor for "Eden at Home" workshops, assisting in the building of effective care partnerships by engaging individuals receiving services through the Person-Directed Model.

- Facilitate a monthly Alzheimer's Support Group. Chairperson of Volunteer Recruitment and Logistics for the 2016 Nebraska Alzheimer's Conference.
- Strategic planning and fundraising with the Executive Service Corps to improve the quality of services provided by home care agencies.
- Membership in networking groups promoting resources, training and supports to the community:

Comper Care & Rehab, Inc. Community Outreach Manager *(Interim Administrator/H.R./Scheduler)*
Comper Care & Rehab, Inc. is one of 40 + in-home agencies offering medical care, therapies and companionship in the Greater Omaha and Council Bluffs' areas; serving approximately 100 adults a month on 60 day episodes covered by Medicare/Medicaid/V.A. or private pay.
April 2014-April 2015

- Initiated branding of the business through revised marketing materials and unique community events.
- Updated the Employee Handbook, Policies and Procedures.
- Recruited, oriented, evaluated, and scheduled staff to meet requested hours.
- Provided 24/7 on call support for clients, referrals, and staff.
- Conducted investigations through resolutions on complaints from clients and staff.

Mosaic Direct Support Coordinator *(Directed services for adults with developmental and intellectual disabilities living in their own home or an Extended Family Home - EFH) Mosaic serves more than 3,700 people with intellectual disabilities through individualized learning programs, increased living, working, and integration opportunities.*
November 2012 – April 2014

- Established preferred living options for 82 individuals with developmental disabilities, ensuring the personal goals were met and reported.
- Directed and evaluated the efforts of 5 managers, 31 direct care staff, and 42 independent contractors, surpassing the annual goal for billable hours, allowing for an increase from 70% to 80% reimbursement rate for services.
- Led the managers and care staff in evaluating the Strengths, Weakness, Opportunity and Threat (SWOT) assessment process to improve agency wide communication.
- Trained staff on the implementation of a new statewide data collection system.
- Managed and reported financials, variation in hours, activities, and outcomes on a regular basis.

Respite Resource Center Coordinator (*Directed the implementation and growth of the organization)*
The Respite Resource Center is the Eastern Area for the Nebraska Respite Network, established through the passage of legislation; the 501 (c) 3 Partnerships in Aging (Caregiving) received the contract through the Department of Health and Human Services (DHHS).
May 2000 – July 2012

- With support from UNMC and 28 representatives from organizations, completed a community needs assessment and created the infrastructure for the Respite Resource Center.
- Assisted more than 1000 families a year in locating, affording, and accessing services.
- Partnered with over 1000 independent providers and community organizations annually to provide monthly educational and annual celebratory events.
- Collaborated with universities, medical professionals, television, print and radio outlets, and community organizations to assess and inform professionals and families of resources and studies related to caregiving.
- Compiled collected data and created annual work plans with measureable outcomes approved by DHHS, ENOA Governing Board and the Respite Advisory Council.

EDUCATION: B.S. in Education. University of Nebraska – Lincoln.

CURRICULUM VITAE

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

ADDRESS

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

EDUCATION

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

CLINICAL EXPERIENCE

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 Groft, Ph.D.

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

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

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

CAREER INTEREST

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

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

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

CAREER-RELATED EXPERIENCE

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Supervisor: Dan Allison, M.S

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

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

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

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

<u>Duties</u>: 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.

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

<u>Duties</u>: 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

<u>VOLUNTEER</u>, 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

<u>Duties</u>: 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

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

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

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

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

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

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

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

Supervisors: Joanne Baumann, RMLP, Donovan Lee, MSW

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

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

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

RESEARCH EXPERIENCE

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

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

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

PUBLICATIONS

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

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

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

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

PRESENTATIONS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

PROFESSIONAL ORGANIZATIONS

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

HONORS AND AWARDS

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

REFERENCES

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

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

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

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

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

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

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

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

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

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

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

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

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

(785) 231-1010 ext, 1564

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

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

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

Shir Smith

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

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

Experience

May 2020 – Present

Family Support Worker/Team Coordinator, Guardian Light Family Services

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

SEPTEMBERS 2016 –May 2019

FACILITATOR/ANTI-VIOLENCE PROGRAM/INCARCERATED ADVOCATE, VOLUNTEER

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

September 2014 – May 2019

Sexual Assault Coordinator, Rape/Domestic Abuse Program

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

Education

May 1993

Associates of Arts, Mid-Plains Community College

Degree completed in Medical Secretarial Services.

Continuing Education

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

Accomplishments

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

Activities

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

References

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

MELINDA C. MCCUISTON

FAMILY SUPPORT WORKER/LIFE COACH

P (308) 350-2978

E mcs1991np@yahoo.com

A 163 Hillcrest Drive, North Platte, NE 69101

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

QUALIFICATIONS

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

EXPERIENCE

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

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

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

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

EDUCATION

Bellevue University, Bellevue, Nebraska

Bachelor of Behavioral Science

GPA in major: 3.933/4.00

Phi Theta Kappa Honor Society Member

CERTIFICATIONS

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

REFERENCES

AVAILABLE UPON REQUEST

BRENDA HORNER

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

Summary

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

Skills

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

Experience

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

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

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

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

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

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

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

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

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

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

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

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

Education and Training

Central Community College, Grand Island, NE

Transcripts, Continuing education, and certifications available upon request.

Some College (No Degree) in Psychology American Military University

Anna Cole
7007 S 130th Street
Omaha, NE 68138
beamcole@cox.net
402-677-2758

Career Experience

Beautiful Savior Lutheran Church (June 2014-September 2022)

Congregational Care Coordinator
Church Receptionist

Concordia Jr/Sr High School (August 2006-June 2014)

School Secretary/Receptionist

Concordia Academy (August 2005-May 2006)

Paraprofessional-2nd Grade

Competencies-Independent critical thinking and problem solving. Organizational multi-tasking. Self-Starting. Team building. Relationship development. Medical Terminology. Compassion.

Education

Mercy School of Nursing-Detroit, MI

Diploma of Nursing RN-1983

Professional Associations & Certifications

Brain Injury Oversight Committee

Committee Member

Lift Up Sarpy Committee

Committee Member

Stephen Ministry

Stephen Leader & Stephen Minister

QLI
Tri-Dimensional Rehab
Brain and Spinal Cord Injury Specialists

March 13, 2023

Dear Brain Injury Oversight Committee Members:

We are writing to endorse the Brain Injury Alliance of Nebraska's (BIA-NE) application to the Brain Injury Assistance Act to support its resource facilitation program from July 1, 2023, through June 30, 2024.

As Admissions Liaison and as Director, Marketing and Development at QLI, we have had experience working with BIA-NE's resource facilitation program and its brain injury training program. It is a valuable and necessary resource for those living with brain injury in our state.

QLI's post-hospital rehabilitation program is focused on helping clients rebuild lives after a catastrophic brain injury. We have developed a revolutionary model that addresses the core medical and physical aspects of rehabilitation in conjunction with helping each patient gain sense of hope, optimism, and purpose following injury. Over the years we have partnered with BIA-NE's resource facilitators to find support and services to best meet the needs of our clients as they return to their communities upon discharge from our programs.

We encourage you to support BIA-NE's current and future resource facilitation work with an award of $450,000 from the Brain Injury Assistance Act. Their work throughout the state serves a vital need and contributes to the health and well-being of individuals living with the chronic effects of brain injuries.

Thank you for your consideration of BIA-NE's proposal.

Sincerely,

Kasia Richardson
Admissions Liaison, QLI
6404 N 70th Plaza
Omaha, NE 68104

Jen Karolski
Director, Marketing and Development, QLI
6404 N 70th Plaza
Omaha, NE 68104

The Salvation Army
Founded in 1865

DOING THE MOST GOOD

North Platte Corps & Community Center
1020 North Adams Avenue
North Platte, Nebraska 69101
(o) 308.532.2038 (f) 308.534.1931
www.usc.salvationarmyusa.org

March 1, 2023

Dear Brain Injury Oversight Committee Members:

I am writing to endorse the Brain Injury Alliance of Nebraska's (BIA-NE) application to the Brain Injury Assistance Act to support its resource facilitation program from July 1, 2023 through June 30, 2024.

As the Corps Officer/Administrator for the Salvation Army in North Platte, I have worked with BIA-NE and its resource facilitation staff for the last two years.

BIA-NE's resource facilitators Shir Smith and MenDi McCuiston, provide support and referrals to our members with brain injury, connecting them with professionals in the North Platte community who can provide an accurate diagnosis and treatment, and the specific support they need to live meaningful lives. Without these referrals, our members suffering from issues related to brain injury might not be connected to the resources they need to pursue recovery.

Shir and MenDi work with individuals to identify their strengths, weaknesses and needs, and find the appropriate resources and programs they need to achieve self-directed goals. Since BIA-NE began offering resource facilitation in North Platte, I can affirm that the lives of many in our area have been strengthened, and will continue to be, as BIA-NE continues and expands its resource facilitation work in our community.

I strongly encourage you to support BIA-NE's resource facilitation work in North Platte, and throughout the state of Nebraska with an award of $450,000 from the Brain Injury Trust Fund.

Thank you for your consideration of BIA-NE's proposal.

Sincerely,

Lynneta Poff, Major
Corps Officer/Administrator

Form **8879-TE**

Department of the Treasury
Internal Revenue Service

IRS *e-file* Signature Authorization for a Tax Exempt Entity

For calendar year 2021, or fiscal year beginning ...., 2021, and ending ...., 20 ....

▶ Do not send to the IRS. Keep for your records.

▶ Go to *www.irs.gov/Form8879TE* for the latest information.

OMB No. 1545-0047

2021

Name of filer: BRAIN INJURY ASSOCIATION OF NEBRASKA

EIN or SSN: 26-0851140

Name and title of officer or person subject to tax: PEGGY REISHER, EXECUTIVE DIRECTOR

Part I Type of Return and Return Information

Check the box for the return for which you are using this Form 8879-TE and enter the applicable amount, if any, from the return. Form 8038-CP and Form 5330 filers may enter dollars and cents. For all other forms, enter whole dollars only. If you check the box on line **1a, 2a, 3a, 4a, 5a, 6a, 7a, 8a, 9a,** or **10a** below, and the amount on that line for the return being filed with this form was blank, then leave line **1b, 2b, 3b, 4b, 5b, 6b, 7b, 8b, 9b,** or **10b,** whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not** complete more than one line in Part I.

1a	**Form 990** check here ▶	[X]	b **Total revenue,** if any (Form 990, Part VIII, column (A), line 12)	1b	946,792
2a	**Form 990-EZ** check here ▶	[ ]	b **Total revenue,** if any (Form 990-EZ, line 9)	2b	
3a	**Form 1120-POL** check here ▶	[ ]	b **Total tax** (Form 1120-POL, line 22)	3b	
4a	**Form 990-PF** check here ▶	[ ]	b **Tax based on investment income** (Form 990-PF, Part VI, line 5)	4b	
5a	**Form 8868** check here ▶	[ ]	b **Balance due** (Form 8868, line 3c)	5b	
6a	**Form 990-T** check here ▶	[ ]	b **Total tax** (Form 990-T, Part III, line 4)	6b	
7a	**Form 4720** check here ▶	[ ]	b **Total tax** (Form 4720, Part III, line 1)	7b	
8a	**Form 5227** check here ▶	[ ]	b **FMV of assets at end of tax year** (Form 5227, Item D)	8b	
9a	**Form 5330** check here ▶	[ ]	b **Tax due** (Form 5330, Part II, line 19)	9b	
10a	**Form 8038-CP** check here ▶	[ ]	b **Amount of credit payment requested** (Form 8038-CP, Part III, line 22)	10b	

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that [X] I am an officer of the above entity or [ ] I am a person subject to tax with respect to (name of entity) ____________, (EIN) ____________ and that I have examined a copy of the 2021 electronic return and accompanying schedules and statements, and, to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the return to the IRS and to receive from the IRS **(a)** an acknowledgement of receipt or reason for rejection of the transmission, **(b)** the reason for any delay in processing the return or refund, and **(c)** the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the electronic return and, if applicable, the consent to electronic funds withdrawal.

PIN: check one box only

[ ] I authorize Peggy Reisher (ERO firm name) to enter my PIN ____ as my signature (**Enter five numbers, but do not enter all zeros**)

on the tax year 2021 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

[X] As an officer or person subject to tax with respect to the entity, I will enter my PIN as my signature on the tax year 2021 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Signature of officer or person subject to tax ▶ Date ▶ 05/05/22

Part III Certification and Authentication

ERO's EFIN/PIN. Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN. 47283568516

Do not enter all zeros

I certify that the above numeric entry is my PIN, which is my signature on the 2021 electronically filed return indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163,** Modernized e-File (MeF) Information for Authorized IRS *e-file* Providers for Business Returns.

ERO's signature ▶ [signature] Date ▶ 05/05/22

ERO Must Retain This Form — See Instructions

Do Not Submit This Form to the IRS Unless Requested To Do So

For Privacy Act and Paperwork Reduction Act Notice, see back of form.

DAA

GRAFTON & ASSOCIATES, P.C.
5935 S. 56TH ST., SUITE A
LINCOLN, NE 68516
402-486-3600
www.graftoncpa.com

May 5, 2022

CONFIDENTIAL

BRAIN INJURY ASSOCIATION OF
NEBRASKA
2424 RIDGE POINT CIR
LINCOLN, NE 68512

Dear PEGGY:

We have prepared the following returns from information provided by you without verification or audit.

Return of Organization Exempt From Income Tax (Form 990)

We suggest that you examine these returns carefully to fully acquaint yourself with all items contained therein to ensure that there are no omissions or misstatements.

Federal Filing Instructions

Your Form 990 for the year ended 12/31/21 shows no balance due.

Your return is being filed electronically with the IRS and is not required to be mailed. If you mail a paper copy of your return to the IRS it will delay the processing of your return. Your electronically filed return is not complete without your signature. You are using a Personal Identification Number (PIN) for signing your return electronically. Form 8879-EO, IRS *e-file* Signature Authorization for an Exempt Organization should be signed and dated by an authorized officer of the organization and returned as soon as possible to:

GRAFTON & ASSOCIATES, P.C.
5935 S. 56TH ST., SUITE A
LINCOLN, NE 68516

Important: **The due date of your return is** May 16, 2022. **Your return will not be filed with the IRS until the signed Form 8879-EO e-file Signature Authorization has been received by this office.**

If previously signed and returned, no further action is required for Form 8879-EO.

Also enclosed is any material you furnished for use in preparing the returns. If the returns are examined, requests may be made for supporting documentation. Therefore, we recommend that you retain all pertinent records for at least seven years.

Any accounting, business or tax advice contained in this communication, including attachments and enclosures, is not intended as a thorough, in-depth analysis of specific issues, nor a substitute for formal opinion, nor is it sufficient to avoid tax-related penalties.

In order that we may properly advise you of tax considerations, please keep us informed of any significant changes in your financial affairs or of any correspondence received from taxing authorities.

If you have any questions, or if we can be of assistance in any way, please contact us.

Sincerely,

GRAFTON & ASSOCIATES, P.C.

27316 05/05/2022 4:47 PM

Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

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

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

A For the 2021 calendar year, or tax year beginning , and ending

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

C Name of organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Doing business as: BRAIN INJURY ALLIANCE OF NEBRASKA

Number and street (or P.O. box if mail is not delivered to street address): 2424 RIDGE POINT CIR

Room/suite:

City or town, state or province, country, and ZIP or foreign postal code: LINCOLN NE 68512

D Employer identification number: 26-0851140

E Telephone number: 402-423-2463

G Gross receipts $ 955,633

F Name and address of principal officer:
PEGGY REISHER
2424 RIDGE POINT CIR
LINCOLN NE 68512

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

H(c) Group exemption number ▶

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

J Website: ▶ WWW.BIANE.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 2008

M State of legal domicile: NE

Part I Summary

Activities & Governance

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

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

3 Number of voting members of the governing body (Part VI, line 1a)	3	15
4 Number of independent voting members of the governing body (Part VI, line 1b)	4	15
5 Total number of individuals employed in calendar year 2021 (Part V, line 2a)	5	9
6 Total number of volunteers (estimate if necessary)	6	10
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a	0
b Net unrelated business taxable income from Form 990-T, Part I, line 11	7b	0

	Prior Year	Current Year
Revenue		
8 Contributions and grants (Part VIII, line 1h)	351,449	928,110
9 Program service revenue (Part VIII, line 2g)	37,198	19,254
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)		0
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	8,126	-572
12 Total revenue – add lines 8 through 11 (must equal Part VIII, column (A), line 12)	396,773	946,792
Expenses		
13 Grants and similar amounts paid (Part IX, column (A), lines 1–3)		0
14 Benefits paid to or for members (Part IX, column (A), line 4)		0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	166,607	266,718
16a Professional fundraising fees (Part IX, column (A), line 11e)		0
b Total fundraising expenses (Part IX, column (D), line 25) ▶ 12,716		
17 Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e)	125,504	173,548
18 Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25)	292,111	440,266
19 Revenue less expenses. Subtract line 18 from line 12	104,662	506,526

Net Assets or Fund Balances	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	246,504	764,498
21 Total liabilities (Part X, line 26)	14,272	25,740
22 Net assets or fund balances. Subtract line 21 from line 20	232,232	738,758

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.

COPY

Sign Here

Signature of officer | Date

PEGGY REISHER EXECUTIVE DIRECTOR
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
JOSEPH J. MEDUNA		05/05/22		P01378332

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

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

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

For Paperwork Reduction Act Notice, see the separate instructions.
DAA

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 $ 385,819 including grants of $) (Revenue $ 22,019)

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 ▶ 385,819

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules *(continued)*

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

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

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

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

				Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 9			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?		2b	X	
	Note: If the sum of lines 1a and 2a is greater than 250, you may be required to *e-file*. See instructions.				
3a	Did the organization have unrelated business gross income of $1,000 or more during the year?		3a		X
b	If "Yes," has it filed a Form 990-T for this year? *If "No" to line 3b, provide an explanation on Schedule O*		3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		4a		X
b	If "Yes," enter the name of the foreign country ▶				
	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		5b		X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b		
7	**Organizations that may receive deductible contributions under section 170(c).**				
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?		7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		7e		X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g		X
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?		7h		X
8	**Sponsoring organizations maintaining donor advised funds.** Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		8		
9	**Sponsoring organizations maintaining donor advised funds.**				
a	Did the sponsoring organization make any taxable distributions under section 4966?		9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b		
10	**Section 501(c)(7) organizations.** Enter:				
a	Initiation fees and capital contributions included on Part VIII, line 12	10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11	**Section 501(c)(12) organizations.** Enter:				
a	Gross income from members or shareholders	11a			
b	Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?		12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b			
13	**Section 501(c)(29) qualified nonprofit health insurance issuers.**				
a	Is the organization licensed to issue qualified health plans in more than one state?		13a		
	Note: See the instructions for additional information the organization must report on Schedule O.				
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c	Enter the amount of reserves on hand	13c			
14a	Did the organization receive any payments for indoor tanning services during the tax year?		14a		X
b	If "Yes," has it filed a Form 720 to report these payments? *If "No," provide an explanation on Schedule O*		14b		
15	Is the organization subject to the section 4960 tax on payment(s) of more than $1,000,000 in remuneration or excess parachute payment(s) during the year?		15		X
	If "Yes," see instructions and file Form 4720, Schedule N.				
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?		16		X
	If "Yes," complete Form 4720, Schedule O.				
17	**Section 501(c)(21) organizations.** Did the trust, any disqualified person, or mine operator engage in activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?		17		
	If "Yes," complete Form 6069.				

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

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

Section A. Governing Body and Management

				Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year ..... **1a** 15 If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain on Schedule O.				
b	Enter the number of voting members included on line 1a, above, who are independent **1b** 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?		2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?		5		X
6	Did the organization have members or stockholders?		6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a	The governing body?		8a	X	
b	Each committee with authority to act on behalf of the governing body?		8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses on Schedule O*		9		X

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

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

Section C. Disclosure

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

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

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

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

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

PEGGY REISHER 2424 RIDGE POINT CIRCLE
LINCOLN NE 68512 402-423-2463

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, Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than $100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations.

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

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

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (W-2/1099-MISC/1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(1) PEGGY REISHER EXECUTIVE DIRECTOR	40.00 0.00			X				72,689	0	0
(2) GEORGE ACHOLA DIRECTOR	0.23 0.00	X						0	0	0
(3) JOSEPH ACIERNO DIRECTOR	0.23 0.00	X						0	0	0
(4) PENNY COSTELLO DIRECTOR	0.23 0.00	X						0	0	0
(5) MIKAELA DAVIS TREASURER	0.23 0.00	X		X				0	0	0
(6) DENISE GEHRINGER DIRECTOR	0.23 0.00	X						0	0	0
(7) MICHELLE HAWLEY-GRIESER DIRECTOR	0.23 0.00	X						0	0	0
(8) BRETT HOOGEVEEN DIRECTOR	0.23 0.00	X						0	0	0
(9) MARK JONES PRESIDENT	0.23 0.00	X		X				0	0	0
(10) BETSY RAYMER DIRECTOR	0.23 0.00	X						0	0	0
(11) SHARON ROYERS SECRETARY	0.23 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: Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/ 1099-MISC/ 1099-NEC)	(E) Reportable compensation from related organizations (W-2/ 1099-MISC/ 1099-NEC)	(F) Estimated amount of other compensation from the organization and related organizations
(12) MARK RUSSELL PRESIDENT-ELECT	0.23 0.00	X		X				0	0	0
(13) CHARLES TAYLON DIRECTOR	0.23 0.00	X						0	0	0
(14) JOSHUA WINKELMANN DIRECTOR	0.23 0.00	X						0	0	0
(15) BRETT YOUNG DIRECTOR	0.23 0.00	X						0	0	0
1b Subtotal ▶								72,689		
c Total from continuation sheets to Part VII, Section A ▶										
d Total (add lines 1b and 1c) ▶								72,689		

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

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

Section B. Independent Contractors

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

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

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

Part VIII Statement of Revenue

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

					(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c	13,750				
	d	Related organizations	1d					
	e	Government grants (contributions)	1e	552,057				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	362,303				
	g	Noncash contributions included in lines 1a-1f	1g	$				
	h	**Total.** Add lines 1a–1f		▶	928,110			
Program Service Revenue				Business Code				
	2a	CONFERENCE		900099	19,254	19,254		
	b							
	c							
	d							
	e							
	f	All other program service revenue						
	g	**Total.** Add lines 2a–2f		▶	19,254			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		▶				
	4	Income from investment of tax-exempt bond proceeds		▶				
	5	Royalties		▶				
				(i) Real / (ii) Personal				
	6a	Gross rents	6a					
	b	Less: rental expenses	6b					
	c	Rental inc. or (loss)	6c					
	d	Net rental income or (loss)		▶				
				(i) Securities / (ii) Other				
	7a	Gross amount from sales of assets other than inventory	7a					
	b	Less: cost or other basis and sales exps.	7b					
	c	Gain or (loss)	7c					
	d	Net gain or (loss)		▶				
	8a	Gross income from fundraising events (not including $ 13,750 of contributions reported on line 1c). See Part IV, line 18	8a	5,504				
	b	Less: direct expenses	8b	8,841				
	c	Net income or (loss) from fundraising events		▶	-3,337			
	9a	Gross income from gaming activities. See Part IV, line 19	9a					
	b	Less: direct expenses	9b					
	c	Net income or (loss) from gaming activities		▶				
	10a	Gross sales of inventory, less returns and allowances	10a					
	b	Less: cost of goods sold	10b					
	c	Net income or (loss) from sales of inventory		▶				
Miscellaneous Revenue				Business Code				
	11a	MISCELLANEOUS		900099	2,074	2,074		
	b	BENEFICIAL INT AGENCY ACCTS		900099	691	691		
	c							
	d	All other revenue						
	e	**Total.** Add lines 11a–11d		▶	2,765			
	12	**Total revenue.** See instructions		▶	946,792	22,019	0	0

Part IX Statement of Functional Expenses

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

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

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	72,689	65,915	3,195	3,579
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	174,642	164,109	7,955	2,578
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes	19,387	19,054		333
11 Fees for services (nonemployees):				
a Management				
b Legal				
c Accounting	27,874	14,699	8,685	4,490
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.)	71,087	60,256	9,663	1,168
12 Advertising and promotion	1,607	1,555		52
13 Office expenses	17,282	15,859	909	514
14 Information technology	9,146	4,882	4,264	
15 Royalties				
16 Occupancy	2,413	1,210	1,203	
17 Travel	4,678	4,617	61	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	26,794	26,437	355	2
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance	5,551	5,283	268	
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 DUES & SUBSCRIPTIONS	5,834	710	5,124	
b BANK & CREDIT CARD FEES	1,038	989	49	
c PROFESSIONAL DEVELOPMENT	244	244		
d				
e All other expenses				
25 **Total functional expenses.** Add lines 1 through 24e	440,266	385,819	41,731	12,716
26 **Joint costs.** Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ [ ] if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

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

			(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing	223,108	1	544,046
	2	Savings and temporary cash investments		2	
	3	Pledges and grants receivable, net	23,396	3	35,846
	4	Accounts receivable, net		4	76,021
	5	Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use		8	
	9	Prepaid expenses and deferred charges		9	7,894
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D 10a			
	b	Less: accumulated depreciation 10b		10c	
	11	Investments—publicly traded securities		11	
	12	Investments—other securities. See Part IV, line 11		12	
	13	Investments—program-related. See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets. See Part IV, line 11		15	100,691
	16	**Total assets.** Add lines 1 through 15 (must equal line 33)	246,504	16	764,498
Liabilities	17	Accounts payable and accrued expenses	14,272	17	25,740
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26	**Total liabilities.** Add lines 17 through 25	14,272	26	25,740
Net Assets or Fund Balances		**Organizations that follow FASB ASC 958, check here ▶ ☒ and complete lines 27, 28, 32, and 33.**			
	27	Net assets without donor restrictions	222,947	27	489,676
	28	Net assets with donor restrictions	9,285	28	249,082
		Organizations that do not follow FASB ASC 958, check here ▶ ☐ and complete lines 29 through 33.			
	29	Capital stock or trust principal, or current funds		29	
	30	Paid-in or capital surplus, or land, building, or equipment fund		30	
	31	Retained earnings, endowment, accumulated income, or other funds		31	
	32	Total net assets or fund balances	232,232	32	738,758
	33	Total liabilities and net assets/fund balances	246,504	33	764,498

Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	1	946,792
2	Total expenses (must equal Part IX, column (A), line 25)	2	440,266
3	Revenue less expenses. Subtract line 2 from line 1	3	506,526
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	232,232
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	738,758

Part XII Financial Statements and Reporting

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

			Yes	No
1	Accounting method used to prepare the Form 990: [ ] Cash [X] Accrual [ ] Other If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule O.			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
	If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: [ ] Separate basis [ ] Consolidated basis [ ] Both consolidated and separate basis			
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
	If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: [X] Separate basis [ ] Consolidated basis [ ] Both consolidated and separate basis			
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on Schedule O.			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits	3b		

SCHEDULE A (Form 990)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Employer identification number: 26-0851140

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

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

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

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

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

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

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

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

7 ☒ 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 331/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)

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

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

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

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

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

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

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

f Enter the number of supported organizations

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

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

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

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) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	362,705	210,607	222,050	351,449	838,588	1,985,399
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add lines 1 through 3	362,705	210,607	222,050	351,449	838,588	1,985,399
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 **Public support.** Subtract line 5 from line 4						1,985,399

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7 Amounts from line 4	362,705	210,607	222,050	351,449	838,588	1,985,399
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 **Total support.** Add lines 7 through 10						1,985,399

12 Gross receipts from related activities, etc. (see instructions) **12** 266,616

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

Section C. Computation of Public Support Percentage

14 Public support percentage for 2021 (line 6, column (f) divided by line 11, column (f)) ..... **14** 100.00 %

15 Public support percentage from 2020 Schedule A, Part II, line 14 ..... **15** 100.00 %

16a **33 1/3% support test—2021.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☒

b **33 1/3% support test—2020.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶ ☐

17a **10%-facts-and-circumstances test—2021.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ▶ ☐

b **10%-facts-and-circumstances test—2020.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and **stop here.** Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ▶ ☐

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

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total.** Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of $5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 **Public support.** (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included on line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 **Total support.** (Add lines 9, 10c, 11, and 12.)						

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

Section C. Computation of Public Support Percentage

15	Public support percentage for 2021 (line 8, column (f), divided by line 13, column (f))	15	%
16	Public support percentage from 2020 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17	Investment income percentage for **2021** (line 10c, column (f), divided by line 13, column (f))	17	%
18	Investment income percentage from **2020** Schedule A, Part III, line 17	18	%

19a **33 1/3% support tests—2021.** 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—2020.** 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 in line 12 on Part I. If you checked box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

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

Part IV Supporting Organizations *(continued)*

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

Section B. Type I Supporting Organizations

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

Section C. Type II Supporting Organizations

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

Section D. All Type III Supporting Organizations

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

Section E. Type III Functionally Integrated Supporting Organizations

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

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

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

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

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

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

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

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

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

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

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

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

Section D – Distributions		**Current Year**
1	Amounts paid to supported organizations to accomplish exempt purposes	
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	
4	Amounts paid to acquire exempt-use assets	
5	Qualified set-aside amounts (prior IRS approval required—*provide details in **Part VI***)	
6	Other distributions (*describe in **Part VI***). See instructions.	
7	**Total annual distributions.** Add lines 1 through 6.	
8	Distributions to attentive supported organizations to which the organization is responsive (*provide details in **Part VI***). See instructions.	
9	Distributable amount for 2021 from Section C, line 6	
10	Line 8 amount divided by line 9 amount	

Section E – Distribution Allocations (see instructions)		**(i) Excess Distributions**	**(ii) Underdistributions Pre-2021**	**(iii) Distributable Amount for 2021**
1	Distributable amount for 2021 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2021 (reasonable cause required–*explain in **Part VI***). See instructions.			
3	Excess distributions carryover, if any, to 2021			
a	From 2016			
b	From 2017			
c	From 2018			
d	From 2019			
e	From 2020			
f	**Total** of lines 3a through 3e			
g	Applied to underdistributions of prior years			
h	Applied to 2021 distributable amount			
i	Carryover from 2016 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2021 from Section D, line 7: $			
a	Applied to underdistributions of prior years			
b	Applied to 2021 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2021, 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 2021 Subtract lines 3h and 4b from line 1. For result greater than zero, *explain in **Part VI***. See instructions.			
7	**Excess distributions carryover to 2022.** Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2017			
b	Excess from 2018			
c	Excess from 2019			
d	Excess from 2020			
e	Excess from 2021			

Schedule B (Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

▶ Attach to Form 990 or Form 990-PF.
▶ Go to *www.irs.gov/Form990* for the latest information.

OMB No. 1545-0047

2021

Name of the organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Employer identification number: 26-0851140

Organization type (check one):

Filers of:	**Section:**
Form 990 or 990-EZ	[X] 501(c)(3) (enter number) organization
	[ ] 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation
	[ ] 527 political organization
Form 990-PF	[ ] 501(c)(3) exempt private foundation
	[ ] 4947(a)(1) nonexempt charitable trust treated as a private foundation
	[ ] 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule.**
Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

[ ] For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling $5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

[X] For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the $33^1/_3$% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** $5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than $1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

[ ] For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than $1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling $5,000 or more during the year ▶ $

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

Name of organization: BRAIN INJURY ASSOCIATION OF

Employer identification number: 26-0851140

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	NE DEPARTMENT OF TRANSPORTATION HIGHWAY SAFETY 301 CENTENNIAL MALL S LINCOLN NE 68508	$ 19,998	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
2	NE DEPT. OF HEALTH & HUMAN SERVICES CONCUSSION & DV 301 CENTENNIAL MALL S LINCOLN NE 68508	$ 61,109	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
3	MIDLAND AREA AGENCY ON AGING 2727 W 2ND ST STE 440 HASTINGS NE 68901	$ 58,020	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
4	DILLON FOUNDATION PO BOX 6368 LINCOLN NE 68506	$ 30,000	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
5	STATE OF NEBRASKA 301 CENTENNIAL MALL SOUTH LINCOLN NE 68509	$ 450,000	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
6	THE ACKLIE CHARITABLE FOUNDATION 400 NW 56TH ST LINCOLN NE 68528	$ 20,000	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

Name of organization: BRAIN INJURY ASSOCIATION OF

Employer identification number: 26-0851140

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
7	COMBINED HEALTH AGENCIES DRIVE 7101 NEWPORT AVE OMAHA NE 68152	$ 19,474	Person [X] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)
		$	Person [ ] Payroll [ ] Noncash [ ] (Complete Part II for noncash contributions.)

DAA

SCHEDULE C
(Form 990)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

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

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

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

OMB No. 1545-0047

2021

Open to Public Inspection

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

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

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

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

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

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

Name of organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Employer identification number: 26-0851140

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

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

2 Political campaign activity expenditures. See instructions ▶ $

3 Volunteer hours for political campaign activities. See instructions

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

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

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

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

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

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

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

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

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

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

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

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

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

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

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

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)	3,708	
b Total lobbying expenditures to influence a legislative body (direct lobbying)	789	
c Total lobbying expenditures (add lines 1a and 1b)	4,497	
d Other exempt purpose expenditures	449,107	
e Total exempt purpose expenditures (add lines 1c and 1d)	453,604	
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.	90,721	

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

	(a) Filing organization's totals	(b) Affiliated group totals
g Grassroots nontaxable amount (enter 25% of line 1f)	22,680	
h Subtract line 1g from line 1a. If zero or less, enter -0-	0	
i Subtract line 1f from line 1c. If zero or less, enter -0-	0	

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

4-Year Averaging Period Under Section 501(h)

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

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2018	(b) 2019	(c) 2020	(d) 2021	(e) Total
2a Lobbying nontaxable amount	201	52,388	58,422	90,721	201,732
b Lobbying ceiling amount (150% of line 2a, column (e))					302,598
c Total lobbying expenditures	1,003	3,305	1,813	4,497	10,618
d Grassroots nontaxable amount	50	13,097	14,606	22,680	50,433
e Grassroots ceiling amount (150% of line 2d, column (e))					75,650
f Grassroots lobbying expenditures			984	3,708	4,692

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

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

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

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

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

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

Part IV Supplemental Information

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

Schedule C, Part II-A, Explanation of Four Year Averaging

THE BRAIN INJURY ASSOCIATION OF NEBRASKA FILED A FORM 5768 FOR A SECTION 501(h) ELECTION AND BEGAN INCURRING EXPENSES IN 2018 AND NOT DURING THE PRECEEDING YEARS.

SCHEDULE D (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

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

OMB No. 1545-0047
2021
Open to Public Inspection

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

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

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

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

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

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

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

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

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d	

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

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

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

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

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

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

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

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

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

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

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

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

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

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

b Assets included in Form 990, Part X ▶ $

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

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

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

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

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

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

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

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

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

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

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

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

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

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

a Board designated or quasi-endowment ▶ .... %
b Permanent endowment ▶ .... %
c Term endowment ▶ .... %

The percentages on lines 2a, 2b, and 2c should equal 100%.

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

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

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

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

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				
Total. Add lines 1a through 1e. *(Column (d) must equal Form 990, Part X, column (B), line 10c.)* ▶				

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

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

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

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

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

(a) Description	(b) Book value
(1) BENEFICIAL INTEREST IN AGENCY ACCTS	100,691
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. *(Column (b) must equal Form 990, Part X, col. (B) line 15.)* ▶	100,691

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

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

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	955,633
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	8,841		
e	Add lines **2a** through **2d**			2e	8,841
3	Subtract line **2e** from line **1**			3	946,792
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	946,792

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	449,107
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	8,841		
e	Add lines **2a** through **2d**			2e	8,841
3	Subtract line **2e** from line **1**			3	440,266
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	440,266

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

RECLASSIFICATION OF FUNDRAISING EXPENSES $ 8,841

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

RECLASSIFICATION OF FUNDRAISING EXPENSES $ 8,841

SCHEDULE G (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

Open to Public Inspection

Name of the organization: BRAIN INJURY ASSOCIATION OF NEBRASKA

Employer identification number: 26-0851140

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

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

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

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

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

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

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

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

		(a) Event #1 Blazing Trails (event type)	(b) Event #2 (event type)	(c) Other events None (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts	19,254			19,254
	2 Less: Contributions	13,750			13,750
	3 Gross income (line 1 minus line 2)	5,504			5,504
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	8,841			8,841
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				8,841
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				-3,337

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

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

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

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

b If "No," explain:

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

b If "Yes," explain:

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

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

13 Indicate the percentage of gaming activity conducted in:

a The organization's facility | 13a | %

b An outside facility | 13b | %

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

Name ▶

Address ▶

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

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

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

Name ▶

Address ▶

16 Gaming manager information:

Name ▶

Gaming manager compensation ▶ $

Description of services provided ▶

☐ Director/officer ☐ Employee ☐ Independent contractor

17 Mandatory distributions:

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

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

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

SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

▶ Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021

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 IX, Line 11g - Other Fees for Services

Description	Tot/Prog Service	Mgt & General	Fundraising
CONTRACT SERVICES			
	$ 60,256	$ 9,663	$ 1,168

Name of the organization: BRAIN INJURY ASSOCIATION OF

Employer identification number: 26-0851140

Form 990, Part XI, Line 9 - Other Changes in Net Assets Explanation

RECLASSIFICATION OF FUNDRAISING EXPENSES	$	8,841
RECLASSIFICATION OF FUNDRAISING EXPENSES	$	-8,841

Federal Statements

Form 990, Part IX, Line 11g - Other Fees for Service (Non-employee)

Description	Total Expenses	Program Service	Management & General	Fund Raising
CONTRACT SERVICES	$ 71,087	$ 60,256	$ 9,663	$ 1,168
Total	$ 71,087	$ 60,256	$ 9,663	$ 1,168

Grafton&Associates P.C.
CERTIFIED PUBLIC ACCOUNTANTS

May 19, 2022

Peggy Reisher, Executive Director
Brain Injury Alliance of Nebraska
2424 Ridge Point Circle
Lincoln, NE 68512

Dear Peggy:

Enclosed are two copies of the audited financial statements and related auditor communication letter for Brain Injury Alliance of Nebraska for the year ended December 31, 2021 and 2020. A report letter describing the scope of our work is included with the financial statements.

Thank you for the opportunity to serve you again this year. It is neat to see the Organization's growth!

Sincerely,

GRAFTON & ASSOCIATES, P.C.

Joseph J. Meduna, CPA
CEO

JJM/mjs

Enclosures

www.graftoncpa.com
5935 S. 56th Street • Suite A • Lincoln, NE 68516
P 402.486.3600 F 402.486.3664 E mail@geacpa.com

BRAIN INJURY ALLIANCE OF NEBRASKA

FINANCIAL STATEMENTS AND
INDEPENDENT AUDITORS' REPORT

DECEMBER 31, 2021 and 2020

Grafton&Associates p.c.
CERTIFIED PUBLIC ACCOUNTANTS

BRAIN INJURY ALLIANCE OF NEBRASKA

Table of Contents

December 31, 2021 and 2020

	Page
Independent Auditors' Report	3
Financial Statements:	
Statements of Financial Position	5
Statements of Activities	6
Statement of Functional Expenses - 2021	7
Statement of Functional Expenses - 2020	8
Statements of Cash Flows	9
Notes to Financial Statements	10

INDEPENDENT AUDITORS' REPORT

Board of Directors
Brain Injury Alliance of Nebraska
Lincoln, Nebraska

Opinion

We have audited the accompanying financial statements of Brain Injury Alliance of Nebraska (the Alliance), (a not-for-profit corporation) which comprise the statements of financial position as of December 31, 2021 and 2020 and the related statements of activities, statement of functional expenses and statements of cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Brain Injury Alliance of Nebraska as of December 31, 2021 and 2020, 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 Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Alliance and meet our other ethical responsibilities on 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; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Alliance's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or error, and to issue an auditor's report that

www.graftoncpa.com
5935 S. 56th Street • Suite A • Lincoln, NE 68516
P 402.486.3600 F 402.486.3664 E mail@geacpa.com

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, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Alliance's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgement, there are conditions events, considered in the aggregate, that raise substantial doubt about the Alliance's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Yount ; Austin, P.C.

May 5, 2022

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENTS OF FINANCIAL POSITION

December 31,

ASSETS

	2021	2020
CURRENT ASSETS		
Cash and cash equivalents	$ 314,499	$ 223,108
Accounts receivable	76,021	-
Prepaid expenses	7,894	-
Grants and pledges receivable	35,846	23,396
Total current assets	434,260	246,504
OTHER ASSETS		
Restricted cash and cash equivalents	229,547	-
Beneficial interest in assets invested by others	100,691	-
Total other assets	330,238	-
Total assets	764,498	246,504

LIABILITIES AND NET ASSETS

	2021	2020
CURRENT LIABILITIES		
Accounts payable	$ 18,466	$ 4,788
Accrued vacation	-	4,361
Other accrued expenses	7,274	5,123
Total current liabilities	25,740	14,272
NET ASSETS		
Net assets without donor restrictions	489,676	222,947
Net assets with donor restrictions	249,082	9,285
Total net assets	738,758	232,232
Total liabilities and net assets	$ 764,498	$ 246,504

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

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENTS OF ACTIVITIES

For the years ended December 31,

	2021	2020
NET ASSETS WITHOUT DONOR RESTRICTIONS		
Revenues and support		
Contributions	$ 175,711	$ 167,207
Grants	270,016	154,835
Conference	1,954	29,500
Fundraising event	37,137	7,698
Increase in the beneficial interest in assets invested by others	691	-
Miscellaneous revenue	2,074	428
Total revenue and support	487,583	359,668
Net assets released from restrictions	228,253	29,305
Expenses		
Program	385,819	235,926
Management	41,731	42,241
Fundraising	21,557	13,944
Total expenses	449,107	292,111
Increase in net assets without donor restrictions	266,729	96,862
NET ASSETS WITH DONOR RESTRICTIONS		
Grants and contributions	450,000	29,305
Conference	17,300	7,800
Fundraising events	750	-
Net assets released from restrictions	(228,253)	(29,305)
Increase in net assets with donor restrictions	239,797	7,800
Total increase in net assets	506,526	104,662
Net assets at beginning of year	232,232	127,570
Net assets at end of year	$ 738,758	$ 232,232

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

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2021

	Program Services	Management & General	Fundraising	Totals
Advertising	$ 1,555	$ -	$ 155	$ 1,710
Bank and credit card fees	989	49	-	1,038
Contract services	60,256	9,663	1,168	71,087
Dues and subscriptions	710	5,124	-	5,834
Conferences and meetings	761	-	-	761
Event fees	25,676	355	1,629	27,660
Insurance	5,283	268	-	5,551
Professional development	244	-	-	244
Payroll taxes	20,789	-	1,014	21,803
Postage and shipping	69	344	279	692
Printing	8,031	309	259	8,599
Professional fees	14,699	8,685	4,490	27,874
Salaries	228,289	11,150	12,489	251,928
Supplies	7,759	256	24	8,039
Travel, meals and entertainment	4,617	61	50	4,728
Utilities	1,210	1,203	-	2,413
Website	4,882	4,264	-	9,146
Total functional expenses	$ 385,819	$ 41,731	$ 21,557	$ 449,107

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

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENT OF FUNCTIONAL EXPENSES

For the year ended December 31, 2020

	Program Services	Management & General	Fundraising	Totals
Advertising	$ 37,033	$ 250	$ -	$ 37,283
Bank and credit card fees	-	1,493	-	1,493
Contract services	40,888	750	4,138	45,776
Dues and subscriptions	9,075	1,800	-	10,875
Conferences and meetings	1,122	50	-	1,172
Event fees	3,692	-	-	3,692
Insurance	-	2,843	-	2,843
Professional development	160	379	-	539
Payroll taxes	9,803	2,039	648	12,490
Postage and shipping	69	30	-	99
Printing	2,695	920	-	3,615
Professional fees	-	11,070	-	11,070
Salaries	129,447	16,245	8,425	154,117
Supplies	1,098	152	-	1,250
Travel, meals and entertainment	844	33	-	877
Utilities	-	2,371	-	2,371
Website	-	1,816	733	2,549
Total functional expenses	$ 235,926	$ 42,241	$ 13,944	$ 292,111

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

BRAIN INJURY ALLIANCE OF NEBRASKA

STATEMENTS OF CASH FLOWS

For the years ended December 31,

	2021	2020
Cash flows from operating activities		
Total increase in net assets	$ 506,526	$ 104,662
Adjustments to reconcile increase in net assets to net cash provided by operating activities:		
Net increase in beneficial interest in assets held by others	(691)	-
(Increase) decrease in assets		
Accounts receivable	(76,021)	-
Grants and pledge receivables	(12,450)	(15,571)
Prepaid expenses	(7,894)	-
Increase (decrease) in operating liabilities		
Accounts payable	13,678	(698)
Accrued vacation	(4,361)	(895)
Other accrued expenses	2,151	5,123
Net cash provided by operating activities	420,938	92,621
Cash flows from investing activities		
Assets provided to others to hold for investment	(100,000)	-
Net cash provided by investing activities	(100,000)	-
Net increase in cash and cash equivalents	320,938	92,621
Cash and cash equivalents at beginning of year	223,108	130,487
Cash and cash equivalents at end of year	$ 544,046	$ 223,108

Cash and cash equivalents, and restricted cash are reported within the statement of financial position as follows:		
Cash and cash equivalents	$ 314,499	$ 223,108
Restricted cash and cash equivalents	229,547	-
Total cash and cash equivalents, and restricted cash	$ 544,046	$ 223,108

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

BRAIN INJURY ALLIANCE OF NEBRASKA

NOTES TO FINANCIAL STATEMENTS

December 31, 2021 and 2020

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1. Organization

Brain Injury Alliance of Nebraska (the Alliance) is a not-for-profit organization that was incorporated under the laws of the State of Nebraska in 2008. The mission of the Alliance is to enhance the quality of life for persons with brain injuries and their families and work towards the prevention of brain injuries.

2. Basis of Accounting

The financial statements of the Alliance have been prepared on the accrual basis of accounting. Under the accrual basis, revenue and expenses are recognized when earned or incurred, regardless of when the related cash flows occur.

3. Basis of Presentation

The financial statement presentation follows the recommendation of the Financial Accounting Standards Board (FASB) and reports information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions, which represents the expendable resources that are available for operations at management's discretion; and net assets with donor restrictions, which represent resources restricted by donors as to purpose, by the passage of time, or those which neither expire by passage of time nor can be fulfilled or otherwise removed by actions of the Alliance. As of December 31, 2021 and 2020, the Alliance had $249,082 and $9,285 in net assets with donor restrictions, respectively.

4. Cash and Cash Equivalents

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

5. Grants, Pledges, and Accounts Receivable

Grant, pledges, and accounts receivable are stated at the amount management expects to collect from balances outstanding at year-end. Based on management's assessment of the creditworthiness of grantors, donors, or having outstanding balances, it has concluded that losses on balances outstanding at year-end are improbable.

6. Beneficial Interest in Assets Invested by Others

During 2021, the Alliance placed $50,000 of funding into agency accounts with both the Omaha Community Foundation and Lincoln Community Foundation. The Alliance specified itself as the beneficiary of these agency funds but did grant to the respective Foundations'

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – Continued

6. Beneficial Interest in Assets Invested by Others – Continued

Board of Directors the right to redirect the assets to a different beneficiary under specific circumstances which management believes has a remote likelihood of occurring. The Alliance follows the guidance of the *Not-For-Profit Entities* section of the FASB codification and records the Alliance's interest in the assets of the respective Foundations as an asset on the statement of financial position.

7. Revenue Recognition

The Alliance's revenue from contributions and grants is principally awarded to the Alliance for the benefit of the public rather than as a fee for service transaction. As such, the Alliance typically accounts for this revenue following the guidance for revenue recognition of the *Not-for-Profit Entities* section of the Financial Accounting Standards Board's Accounting Standards Codification (the Codification).

Certain other revenue of the Alliance, predominantly fees and event revenue, is considered an exchange transaction and therefore, the Alliance relies upon the guidance of Topic 606 of the Codification. Fees and event revenue, such as for the conference or training opportunities, are separately recognized as distinct performance obligations and are deferred until the completion of the event for which the customer registered. As of December 31, 2021 and 2020, there were no significant contract assets or liabilities related to these sources of revenue.

The Alliance does not incur significant costs to obtain the fees and event revenue, it does not have any significant financing, and it does not have any anticipated impairment losses.

8. Restricted and Unrestricted Revenue and Support

Contributions received are recorded as support with or without donor restrictions depending on the existence and/or nature of any donor restrictions. Certain restricted contributions may be reported as increases in net assets without donor restrictions if the restrictions expire (that is, when a stipulated time restriction ends or purpose restriction is accomplished) in the same reporting period in which the revenue is recognized. Otherwise, when a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the Statements of Activities as net assets released from restrictions.

9. Income Tax

The Alliance is exempt from Federal and state income taxation under Code Section 501(c)(3) of the Internal Revenue Code and is not a private foundation. As such, income earned in the performance of its exempt purpose is not subject to income tax. Any income received through activities not related to its exempt purpose may be subject to unrelated business income taxes and taxed at normal corporate rates. The Alliance had no such income for the years ended

NOTE A – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – Continued

9. Income Tax – Continued

December 31, 2021 and 2020. Management also believes the Alliance does not have any uncertain tax positions for the years ending December 31, 2021 and 2020. The Alliance's federal Returns of Organization Exempt from Income Tax (Form 990) for the years ended December 31, 2021, 2020, and 2019 are subject to examination by the IRS, generally for three years after they were filed.

10. Advertising

The Alliance expenses advertising costs when incurred. The accompanying Statements of Activities include advertising expense of $1,710 and $37,283 for the years ended December 31, 2021 and 2020, respectively.

11. Functional Expenses

Certain expenses are charged directly to program, management, or fundraising in general categories on the Statements of Functional Expenses, based on specific identification. Indirect expenses have been allocated among the programs and supporting services benefited on a basis of personnel expenses, which are based on specific job functions.

12. Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. According, actual results could differ from those estimates.

13. Reclassifications

Certain amounts from the previously presented financial statements have been reclassified. Most notably the classification of revenue has been recategorized to provide greater clarity of the type and/or restrictions of the Alliance's revenue.

NOTE B – COMMITMENTS

The Alliance often plans conferences and meetings in advance of the events and had entered into one contract to secure a location for a future event to be held in March 2022. 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. All arrangements that were contracted for the 2022 Nebraska Brain Injury Conference were cancelled and there was no cancellation penalty imposed by the conference center. Therefore, as of December 31, 2021, the Alliance had no outstanding commitments for hotel contracts.

NOTE C – NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are available for the following purposes as of December 31,:

Restriction	2021	2020
Purpose restricted		
Brain injury support center	$ 1,485	$ 1,485
Trust funds for resource facilitation	229,547	-
Time restricted		
Conference exhibit income	17,300	7,800
Blazing trails fundraising event	750	-
Net assets with donor restrictions	$ 249,082	$ 9,285

NOTE D – CONCENTRATIONS

A significant portion of the Alliance's revenue is provided by two sources. Grants from the Nebraska Department of Health and Human Services accounted for 7.4% and 14.7% of the total revenue for the years ending December 31, 2021 and 2020, respectively. Additionally, the Alliance received 46.9% of its revenue for the year ending December 31, 2021 from the Nebraska Brain Injury Trust Fund. If this funding was lost, the Alliance would not be able to continue the level of services currently provided.

The Alliance maintained one bank account which, for a large portion of the year, held a balance greater than the FDIC insured limit of $250,000. As of December 31, 2021, the Alliance's uninsured bank balance was $294,045. Management believes that the risk is mitigated by holding funds in a reputable institution with no known risks or history of financial trouble.

NOTE E – LIQUIDITY

The Alliance must maintain sufficient resources to meet responsibilities to its donors. Thus, financial assets may not be available for general expenditures within one year. The following reflects the Alliance's liquid financial assets as of the December 31, 2021 and 2020, respectively, reduced by amounts not available for general use because of contractual or donor-imposed restrictions within one year of the balance sheet date.

NOTE E – LIQUIDITY – Continued

	2021	2020
Financial assets:		
Cash and cash equivalents	$ 314,499	$ 223,108
Grants and pledges receivable	35,846	23,396
Accounts receivable	76,021	-
Restricted cash and cash equivalents	229,547	-
Beneficial interest in assets invested by others	100,691	-
Less those unavailable for general expenditures within one year, due to:		
Restricted by donor with time or purpose restrictions	(249,082)	(9,285)
Beneficial interest in assets invested by others as an operational reserve	(100,691)	-
Financial assets available to meet cash needs for general expenditures within one year	$ 406,831	$ 237,219

As part of the Alliance's liquidity management, it typically structures its financial assets to be available as its general expenditures, liabilities and other obligations come due.

The beneficial interests in assets invested by others represent agency funds held at Lincoln Community Foundation and Omaha Community Foundation. As disclosed in Note A, the distribution of the funds is at the discretion of the Board of Directors. The funds may be drawn upon in the event of financial distress or an unanticipated liquidity need. However, the Alliance intends to hold such funds as an operational reserve to ensure the future financial stability of the Organization.

NOTE F – SUBSEQUENT EVENTS

In preparing these financial statements, the Alliance has evaluated events and transactions for potential recognition or disclosure through May 5, 2022, the date the financial statements were available to be issued. No other events or transactions were noted to the date the financial statements were available to be issued which requires further disclosure.

Brain Injury Alliance of Nebraska

2023 Budget

	2022 Budget Operating Budget	2022 Budget Trust Fund Budget	2022 Budget Total Budget	2022 Pre-Audit Total Actuals	2023 Budget Operating Preliminary	2023 Budget Trust Fund Preliminary	2023 Budget Total Preliminary
Revenue							
Event Revenue							
Conference Exhibit Income	$ -	$ -	$ -	$ -	$ 4,000.00	$ -	$ 4,000.00
Conference Registration	$ 18,000.00	$ -	$ 18,000.00	$ 17,647.37	$ 15,000.00	$ -	$ 15,000.00
Conference Sponsorships	$ 15,000.00	$ -	$ 15,000.00	$ 8,850.00	$ 15,000.00	$ -	$ 15,000.00
Blazing Trails Sponsorships	$ 15,000.00	$ -	$ 15,000.00	$ 17,600.00	$ 15,000.00	$ -	$ 15,000.00
Blazing Trails Registrations	$ 7,000.00	$ -	$ 7,000.00	$ 5,438.72	$ 5,000.00	$ -	$ 5,000.00
Blazing Trails Donations	$ -	$ -	$ -	$ 1,045.00	$ -	$ -	$ -
	$ 55,000.00	$ -	$ 55,000.00	$ 50,581.09	$ 54,000.00	$ -	$ 54,000.00
Contributions/Donations							
Annual Appeal	$ 25,000.00	$ -	$ 25,000.00	$ 2,650.00	$ 15,000.00	$ -	$ 15,000.00
Foundations	$ 60,000.00	$ -	$ 60,000.00	$ 60,000.00	$ 62,000.00	$ -	$ 62,000.00
Businesses / Organizations	$ 1,000.00	$ -	$ 1,000.00	$ 112,351.50	$ 10,000.00	$ -	$ 10,000.00
Individual Donations	$ 20,000.00	$ -	$ 20,000.00	$ 27,889.51	$ 20,000.00	$ -	$ 20,000.00
CHAD / United Way	$ 22,000.00	$ -	$ 22,000.00	$ 24,147.12	$ 23,700.00	$ -	$ 23,700.00
Give to Lincoln Day Donations	$ 3,000.00	$ -	$ 3,000.00	$ 2,299.85	$ 2,000.00	$ -	$ 2,000.00
Memorials	$ -	$ -	$ -	$ 1,551.50	$ -	$ -	$ -
	$131,000.00	$ -	$131,000.00	$ 230,889.48	$132,700.00	$ -	$132,700.00
Government Funding & Grants							
Dept of Highway Safety (State Grant)	$ 15,000.00	$ -	$ 15,000.00	$ 19,780.21	$ 20,000.00	$ -	$ 20,000.00
DHHS Concussion & DV Grants - Peg (State)	$ 50,000.00	$ -	$ 50,000.00	$ 48,051.11	$ 53,000.00	$ -	$ 53,000.00
DHHS Juvenile Justice Grant (State)	$ 3,000.00	$ -	$ 3,000.00	$ 2,116.41	inactivate	$ -	inactivate
Voc Rehab	$ -	$ -	$ -	$ 12,817.00	$ 6,000.00	$ -	$ 6,000.00
Dept of Behavioral Health (DBH) Grant (State)	$ 23,000.00	$ -	$ 23,000.00	$ 18,333.20	$ 46,000.00	$ -	$ 46,000.00
ADRC Funding (State)	$ 8,555.00	$ -	$ 8,555.00	$ 6,617.92	$ 8,555.00	$ -	$ 8,555.00
MAC Funding (Federal)	$100,000.00	$ -	$100,000.00	$ 283,857.00	$240,000.00	$ -	$240,000.00
Nebraska Brain Injury Trust Fund (State)		$ 350,000.00	$350,000.00	$ 450,000.00	$ -	$ 450,000.00	$450,000.00
Lancaster County - JJPF Grant (Cedars)	$ 9,000.00	$ -	$ 9,000.00	$ 5,382.30	$ 1,000.00	$ -	$ 1,000.00
Other Government Income	$ -	$ -	$ -	$ (493.69)	$ -	$ -	$ -
	$208,555.00	$ 350,000.00	$558,555.00	$ 846,461.46	$374,555.00	$ 450,000.00	$824,555.00
Other Revenue							
Investment Returns (Interest, Fund Growth)	$ 4,000.00	$ -	$ 4,000.00	$ (17,558.62)	$ (15,000.00)	$ -	$ (15,000.00)
Miscellaneous Revenue	$ -	$ -	$ -	$ 902.40	$ -	$ -	$ -
	$ 4,000.00	$ -	$ 4,000.00	$ (16,656.22)	$ (15,000.00)	$ -	$ (15,000.00)
TOTAL REVENUES:	$398,555.00	$ 350,000.00	$748,555.00	$ 1,111,275.81	$546,255.00	$ 450,000.00	$996,255.00
Expenses							
Professional Services: Accounting/Audit	$ 8,500.00	$ -	$ 8,500.00	$ 7,460.00	$ 8,300.00	$ -	$ 8,300.00
Professional Services: IT Support (Salesforce Implm., Max Winkler)	$ 500.00	$ 1,000.00	$ 1,500.00	$ 34,700.00	$ 5,040.00	$ 9,360.00	$ 14,400.00
Professional Services: Consulting (Parlay, Strawhecker)	$ 8,500.00	$ -	$ 8,500.00	$ 5,276.09	$ 6,000.00	$ -	$ 6,000.00
Advertising Expenses (incl. networking events like Chambers)	$ 4,500.00	$ 20,000.00	$ 24,500.00	$ 30,527.66	$ 5,000.00	$ 20,000.00	$ 25,000.00
Bank and Credit Card Fees	$ 1,000.00	$ -	$ 1,000.00	$ 501.49	$ 500.00	$ -	$ 500.00
Software and Website Expenses	$ 10,000.00	$ 1,800.00	$ 11,800.00	$ 24,340.42	$ 10,000.00	$ 15,000.00	$ 25,000.00
Conferences & Meetings/Networking	$ 2,000.00	$ 5,000.00	$ 7,000.00	$ 1,880.00	$ 2,000.00	$ 5,000.00	$ 7,000.00
Contract Services (PIE/Schmeeckle, Kathy Chiou, etc.)	$ 18,000.00	$ 30,000.00	$ 48,000.00	$ 32,400.00	$ 54,000.00	$ 35,000.00	$ 89,000.00
Dues & Subscriptions	$ 8,000.00	$ 1,500.00	$ 9,500.00	$ 10,624.30	$ 3,150.00	$ 5,850.00	$ 9,000.00
Program Events and Efforts (billboards, CEU costs, tshirts, prizes, con	$ 36,000.00	$ -	$ 36,000.00	$ 39,135.22	$ 36,000.00	$ -	$ 36,000.00
Insurance	$ 6,500.00	$ -	$ 6,500.00	$ 6,070.36	$ 6,500.00	$ -	$ 6,500.00
Office Supplies and Expenses	$ 5,000.00	$ -	$ 5,000.00	$ 8,299.31	$ 3,275.00	$ 5,225.00	$ 8,500.00
Payroll and Related Expenses	$126,654.66	$ 405,320.94	$531,975.60	$ 538,181.77	$250,869.27	$ 398,884.91	$649,754.19
Postage, Mailing Services	$ 500.00	$ 3,000.00	$ 3,500.00	$ 373.88	$ 500.00	$ 3,000.00	$ 3,500.00
Printing & Copying	$ 3,000.00	$ 6,000.00	$ 9,000.00	$ 14,748.27	$ 3,000.00	$ 6,000.00	$ 9,000.00
Rent & Utilities (Telephone, Internet)	$ 2,500.00	$ -	$ 2,500.00	$ 5,842.19	$ 2,100.00	$ 3,900.00	$ 6,000.00
Travel and Meals (mileage, travel meals)	$ 2,000.00	$ 25,000.00	$ 27,000.00	$ 17,056.07	$ 2,000.00	$ 25,000.00	$ 27,000.00
Professional Development/Training	$ 750.00	$ 5,000.00	$ 5,750.00	$ 14,767.94	$ 5,000.00	$ 5,000.00	$ 10,000.00
Miscellaneous Expenses	$ -	$ -	$ -	$ 870.05	$ -	$ -	$ -
TOTAL EXPENSES:	$243,904.66	$ 503,620.94	$747,525.60	$ 793,055.02	$403,234.27	$ 537,219.91	$940,454.19
YOY Net Income (Income - Expenses)							
	$154,650.34	**$(153,620.94)**	**$ 1,029.40**	**$ 318,220.79**	**$143,020.73**	**$ (87,219.91)**	**$ 55,800.81**