

2022–2023

Annual Impact Report



Message from the Executive Director



Thank you to everyone who supported OutNebraska during the 2022/2023 year.

Every year we strive to celebrate, educate, and advocate on behalf of the LGBTQIA+ community in Nebraska. We could not do this without the generous support of our volunteers, donors, partners, and community members.

This year has been tough for our community across the country - with more than 500 negative bills introduced. Thanks to you, Nebraskans can count on us to show up in policy spaces year in and year out.

Looking forward, we have lots of work to do. I hope you go on this journey with us because your voice matters. I hope you feel proud of the work you powered. Thank you again for your continued support!

A handwritten signature in black ink, reading "Abbi Swatsworth". The signature is written in a cursive, flowing style. It is positioned above the printed name and title of the Executive Director.

Abbi Swatsworth
Executive Director

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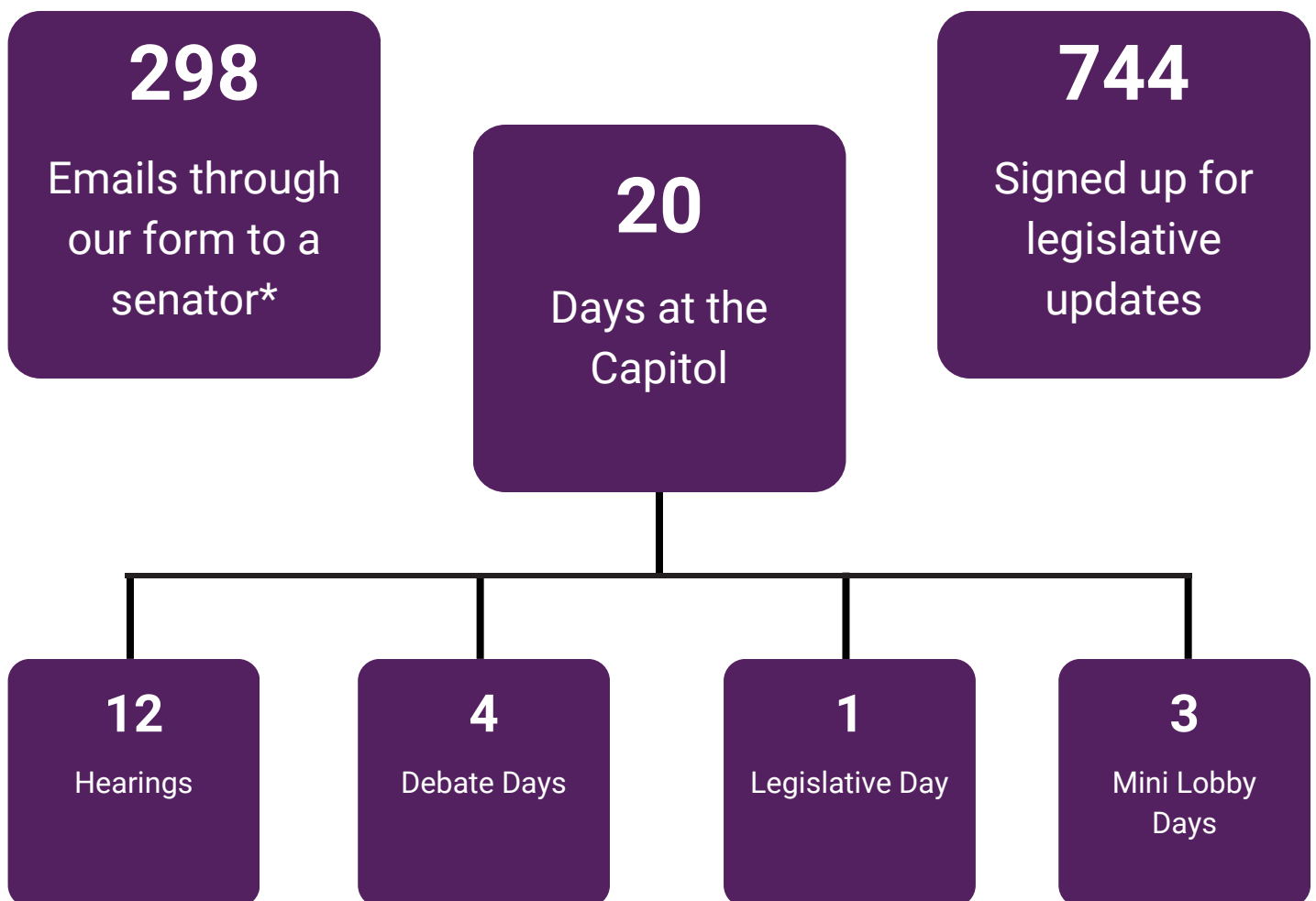


Advocate.

2023 Legislative Session

OutNebraska helped to organize historic numbers of LGBTQIA+ and allied people who participated in the policy process during the 2023 session. Hundreds of people engaged in the committee hearing process to make their voices heard. So many people came to the Capitol during hearings for several bills that, unfortunately, committee chairs chose to limit the total time available for testimony.

This meant that 162+ advocates who took time away from work or who traveled long distances were not heard by the committee. In addition, it gave the impression that there were equal amounts of support and opposition to bills specifically aimed at taking away the rights of the LGBTQIA+ community which was not a true representation.



*These are only the number of emails we facilitated. We know this number is a fraction of the total amount sent by the community.

Speak Out Nebraska

This program was a collection of community education sessions at the kickoff, midpoint, and recap of the session. Each virtual meeting provided basic information about how to be civically engaged in the policy process.



2023 Legislative Day

In February, OutNebraska helped community members and allies directly access their elected officials through a community-wide Legislative Day. OutNebraska paid special attention to the care of community members who were engaging in these efforts by providing Comfort Buddies—mental health professionals and peers who were available to anyone who needed support.



Deep Canvassing

Deep Canvassing is an art and a science to engage community members in conversations that help change hearts and minds around a difficult topic. It is not a persuasion technique but a kind of deep listening that allows community members to come to a new internal understanding of the issue at hand.

31

Volunteers

796

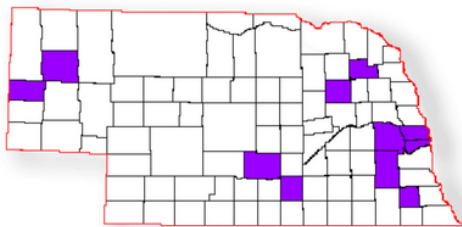
Doors Knocked

232

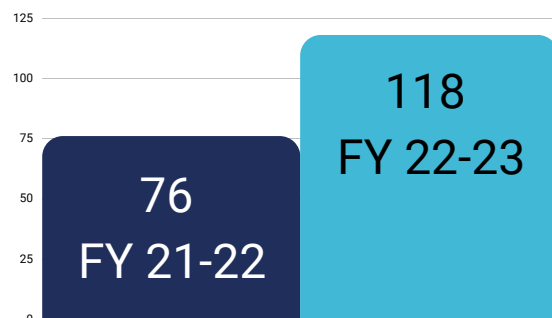
Conversations



Nebraska Competes is a non-partisan coalition of businesses committed to achieving nondiscrimination policies at the community and state levels in order to attract the best talent, to increase business-to-business & business-to-consumer relationships, and to grow Nebraska's economy.



Locations of Members



Membership Growth



Educate.



Presentations

OutNebraska worked hard to provide educational sessions on LGBTQIA+ topics. We spoke to general community members; business ERG and leadership groups; nonprofit organizations serving at-risk communities; churches; and more.

42

Presentations

21

Different Topics

1418

Individuals
Impacted

Popular Topics

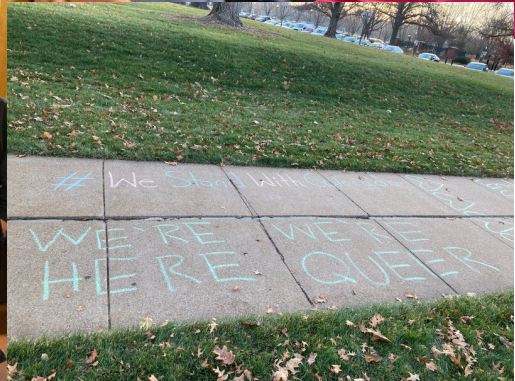
- LGBTQIA+ History
- LGBTQIA+ Terminology
- Allyship 101
- OutNebraska
- Creating safe spaces for LGBTQIA+ people
- Inclusive Mentorships
- Nondiscrimination policies in the workplace
- Legislation
- Mental health
- Implicit bias

Partnerships

- Coalition to End Sexual and Domestic Violence
- Minority Health Disparities Initiative
- New Conversation Initiative
- Inclusive Communities



Celebrate.





This film festival exists to highlight LGBTQIA+ stories and creators in the film industry. As we enter our 13th year, we could not be more excited about its growth. The film festival is back in person after a virtual hiatus during COVID! Coordinating with the Friends of the Ross theater has been a dream and we will continue to celebrate these stories.



Drag Story Hour Nebraska happens each month at two locations: Urban Abbey in Omaha and Indigo Bridge in Lincoln. During the program a performer reads various books to families in the community. We are proud to be the home organization for this program and will continue to work to expand these events across Nebraska.

Pride Season 2023

This pride season was the busiest yet for OutNebraska. Our organization and communities across the state found joy in these celebrations. OutNebraska continues to prioritize the funding of prides across the state to support the celebration in new communities. We invested nearly \$5,000 across the state in fiscal year 2022-2023.

16

Tabling Events

12

Pride Festivals

31

Fundraisers

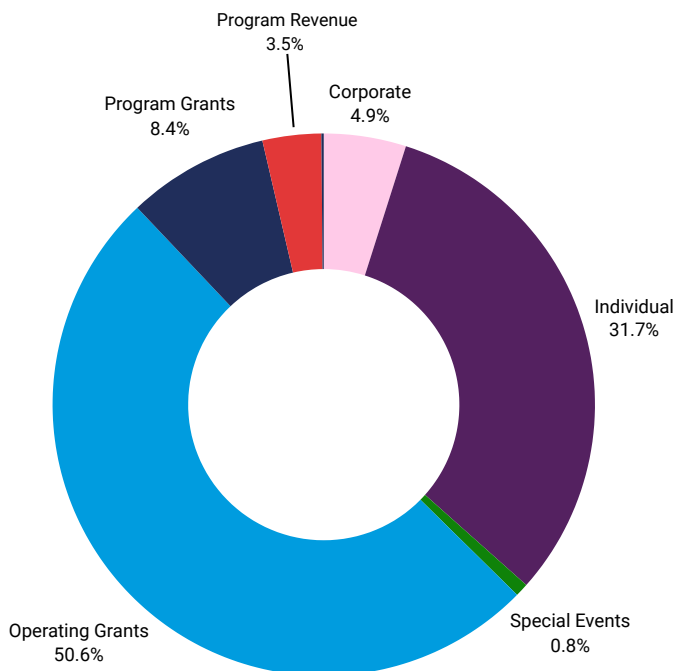
Pride Communities

- Alliance
- Grand Island
- Omaha
- Lincoln
- Offut Air Force Base
- Hastings
- Norfolk
- Sioux City
- Scotts Bluff
- Winnebago
- North Platte
- Aurora

Financials

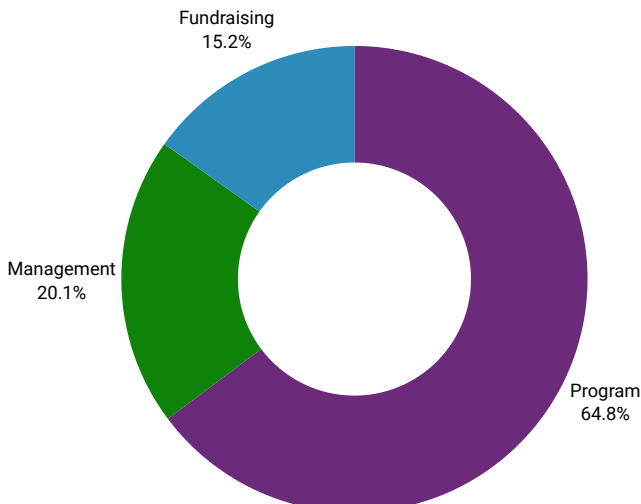
OutNebraska was the recipient of significant investments to support LGBTQIA+ work in Nebraska. This allowed us to hire an additional full time staff member and to make investments in movement-wide work during the fiscal year. In addition, carryover funds will increase staff salaries, fund an additional intern position, and increase program activities in fiscal year 2023-2024.

Revenue



Corporate	\$21,530.90
Individual	\$139,174.58
Special Events	\$3,472.93
Operating Grants	\$222,144.97
Program Grants	\$37,031.50
Program Revenue	\$15,361.62
Interest	\$621.42
TOTAL	\$439,337.92

Expenses



Program	\$246,669.20
Management	\$76,425.69
Fundraising	\$57,762.34
TOTAL	\$380,857.23

Staff and Board

2022-2023

STAFF

Abbi Swatsworth (she/they)
Executive Director

Sarah Phelps (she/her)
Programs and Operations Director
Started April 2023

Aryn Huck (he/they)
Community Organizing Manager

Johnny Redd (they/them)
Communications Manager

Paige Schroeder (she/her)
Development Manager
Started February 2023

Lauren Falconer (she/her)
Development and Operations Manager
Through November 2022

BOARD LEADERSHIP

Kinzie Mabon (she/they)
President

Drew Duncan (he/him)
Vice President

Kandra King (she/her)
Secretary

Kari Dittmer (she/her)
Treasurer

AT-LARGE BOARD MEMBERS

Ralph Kellogg (he/him)

Lindsey Weber (she/they)

Katherine MacHolmes (she/her)

A.T. Miller (they/them)

Michael Regnier (he/him)

Dawn Darling (she/he)

Kam Neeman (he/him)

Aaron Thiessen (he/him)

Andy Gartner (he/him)

Andrew Farias (he/him)

Check out our GuideStar profile <https://bit.ly/guidestarOUTNE> to view our staff and board demographics

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2023-2024

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Charles Pratt (he/they)

Andy Gartner (he/him)

Lindsey Weber (she/they)

Laura Muñoz (she/her/ella)

Dawn Darling (she/he)

Michael Regnier (he/him)

Xander Crawford (he/they)

Candide Villard-Santiago
(she/her)

Contact Us

Reach out:

Email: info@outnebraska.org

Phone: (402) 488-1130

Donate:

<https://outnebraska.org/donate/>

Visit us online at ***outnebraska.org***



@outnebraska

