

Message from the Executive Director and Board President

2024-2025 was a year of growth for OutNebraska. We purposefully budgeted to spend reserve funds—choosing to invest in staff, programs, and infrastructure. We provided staff coaching and market adjustments to salaries. We added a key role, Operations Manager, to help us with vital tasks that keep the train on the tracks when programming keeps us all busy.

We are six full-time team members, several interns, and more than a hundred active volunteers who contributed nearly 1,000 hours—working together to help queer and transgender Nebraskans access the power of their voices and the belonging of community.

We completed Strategic Planning, which focused our team on the creation of documentation regarding the how and why of our work. Standard Operating Procedures aren't exciting, but they are invaluable for building out a strong foundation for ongoing growth.

We believe deeply in the value of these investments and in the power of our collective voices. Your support in this work mean so much to us. Thank you!

Enjoy reading about how you made an impact on the queer and trans community across the state.



Abbi Swatsworth

EXECUTIVE DIRECTOR



Demi Kulper
BOARD PRESIDENT



CONTENTS

- **03** Advocacy
- 08 Education
- 10 Celebration
- 13 Financials
- 14 Staff and Board
- 16 Contact Us



Nebraska is 101 all of us.

Nebras's for all s.

Nebraska All of

ebraska :

all of us.

We Are All

OUTNEBRASKA

ADVOCACY



During the 2025 **Legislative Session**, OutNebraska, our partners, and everyday advocates worked tirelessly to reduce the harm of LB 89, a bill that began as a sweeping attack on LGBTQ+ Nebraskans.

Through countless conversations with senators and community members about the importance of transgender inclusion in schools, we helped remove damaging sections, including attempts to redefine sex and restrict restroom and locker room access for transgender and nonbinary students.

Together, our community's advocacy efforts also helped keep six harmful bills from advancing out of committee. Supporters who testified in person, submitted online comments, and contacted their senators showed the power of informed, engaged Nebraskans speaking up for equality.

6
PHONE BANK NIGHTS

15 LEGISLATIVE HEARINGS 22
BILLS
TRACKED

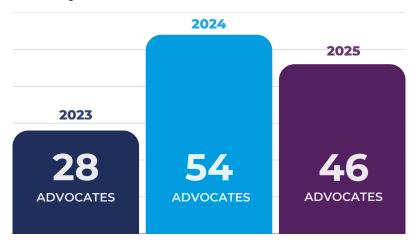
166 ADVOCATES SIGNED UP FOR UPDATES



Community education sessions hosted by OutNebraska were held at the start, midpoint, and end of the session. Each virtual meeting provided basic information about how to be civically engaged in the policy process. Behind the scenes, our team took extra steps to ensure the safety of staff and attendees while keeping information private.

TOTAL ATTENDEES IN ALL
THREE SESSIONS

In April, OutNebraska empowered community members and allies to connect directly with their elected officials during our community-wide **Legislative Day**. Participants spoke with senators from 23 of Nebraska's 49 districts—nearly half of the legislature—about key LGBTQ+ issues in our state.





In the past fiscal year, volunteers made over 1,700 calls to connect Nebraskans with important LGBTQ+ issues through our phone bank program.

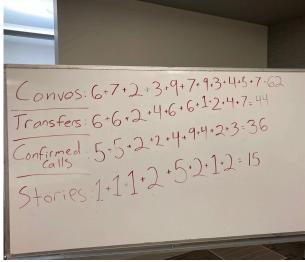
Thanks to this program and the efforts of our partners and community, we were able to reduce the harm of LB 89. These accomplishments show how powerful collective action and advocacy can be in making an impact.

EVENTS

43 **VOLUNTEERS**

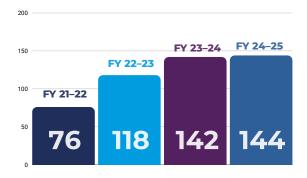
1,790 **CALLS MADE**



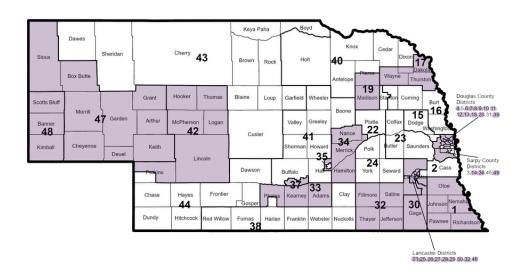




Nebraska Competes is a non-partisan coalition of businesses committed to achieving nondiscrimination policies at the community and state levels in order to attract the best talent, to increase business-to-business and business-to-consumer relationships, and to grow Nebraska's economy.



MEMBERSHIP GROWTH



MEMBER LOCATIONS BY LEGISLATIVE DISTRICT



OUTNEBRASKA

EDUCATION



OutNebraska worked hard to provide educational presentations on LGBTQ+ topics. We sparked important conversations and promoted greater awareness across Nebraska by speaking to community members, business ERGs and leadership groups, nonprofit organizations, churches, and more.

POPULAR TOPICS

- LGBTQ+ history
- LGBTQ+ terminology
- Allyship 101
- OutNebraska
- Legislation
- Mental health
- Implicit bias
- Safe spaces for LGBTQ+ people
- Inclusive mentorships
- Workplace nondiscrimination policies

PARTNERSHIPS

- Nebraska Coalition to End Sexual and Domestic Violence
- Inclusive Communities
- New Conversation Initiative



Roger Baldwin Civil Libertarian of the Year Award from ACLU of Nebraska



CELEBRATION



In April, we hosted the Classy Tacky Ball at the Cornhusker Marriott in Lincoln, bringing together LGBTQ+ individuals and allies for a night of music, fashion, and celebration. The event reached a milestone this year, selling out for the first time, showcasing the extraordinary support of our community.

We also debuted our fashion show, crowning the first-ever Classy and Tacky outfit winners. The evening was a joyful celebration of creativity, inclusivity, and connection, highlighting the vibrant spirit of our community while raising funds to support our ongoing work.







We had another jam-packed Pride season full of joy and celebration across Nebraska! OutNebraska continues to prioritize the funding of Prides to support celebrations in several communities. In fiscal year 2024-2025, we invested \$4,750 statewide.

18

PRIDE FESTIVALS AND EVENTS

11

COMMUNITY FUNDRAISERS

916

SIGN-UPS TO JOIN OUR NETWORK

PRIDE COMMUNITIES

- Grand Island
- Hastings
- Lincoln
- Norfolk
- Omaha
- Scottsbluff
- South Sioux City
- Winnebago



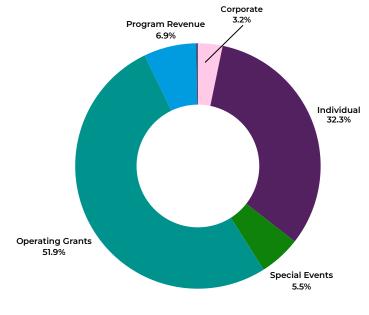


Financials

OutNebraska was the recipient of significant investments to support LGBTQ+ advocacy and education work in Nebraska. We were able to make investments in movement-wide work during the fiscal year. In addition, carryover funds will increase staff salaries, fund an additional part-time position, and increase program activities in fiscal year 2025-2026.

REVENUE

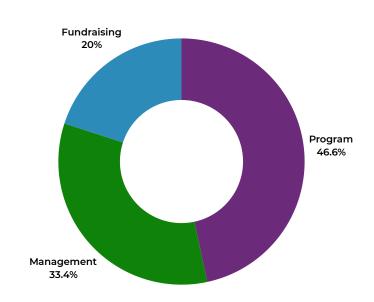
Corporate	\$12,188
Individual Donations	\$121,475
Special Events	\$20,526
Operating Grants	\$195,000
Program Revenue	\$26,086
Interest	\$669
Restricted Grants	\$100
TOTAL	\$376,044



Restricted Grants < 0.03%

EXPENSES

Program	\$240,745
Management	\$172,189
Fundraising	\$103,221
TOTAL	\$516,155



Staff and Board of Directors 2024-2025

Abbi Swatsworth (she/they) Executive Director

Tayden Bundy (he/him) Development Manager

Owen Rush (she/her) Communications Manager

Alma Cerretta (she/her) Operations Manager

Aryn Huck (they/he) Community Organizing Manager

MacKenzie Loncke (she/her) Policy Fellow

Demi Kulper (she/her) President
Alex White (he/him) Vice President
Kandra King (she/her) Secretary
A.T. Miller (they/them) Treasurer
Xander Crawford (he/they)
Dawn Darling (she/he)
Andrew Dominguez Farias (he/him)
Andy Gartner (he/him)
Courtney Leikam (she/her)

Laura Muñoz (she/her/ella)
Charles Pratt (he/they)

Lindsey Weber (she/they)

View staff and board demographics on our GuideStar profile: https://bit.ly/guidestarOUTNE



Staff and Board of Directors 2025-2026

Abbi Swatsworth (she/they) Executive Director
Tayden Bundy (he/him) Development Manager
Alma Cerretta (she/her) Operations Manager
Bailee Martin (she/they) Community Organizer
MacKenzie Loncke (she/her) Policy Fellow

Demi Kulper (she/her) President

Alex White (he/him) Vice President

Courtney Leikam (she/her) Secretary

A.T. Miller (they/them) Treasurer

JJ Bell (he/him)

Bridget Claborn (she/her)

Xander Crawford (he/they)

Dawn Darling (she/he)

Andrew Dominguez Farias (he/him)

Andy Gartner (he/him)

Kandra King (she/her)

Jane Langan Mach (she/her)

View staff and board demographics on our GuideStar profile: https://bit.ly/guidestarOUTNE



Contact Us

Reach out:

Email: info@outnebraska.org

Phone: (402) 488-1130

Donate:

https://outnebraska.org/donate/

Visit us online at outnebraska.org







O in @ @outnebraska