



FY26

Inclusion & Engagement Report





***A letter from Julie Kaminski,
President & CEO***

I am thrilled to announce that we have achieved an impressive response rate to our annual employee engagement survey this year, with 79% of you participating. This level of engagement is a testament to the dedication and commitment of our incredible team.

Our mission at Immanuel is Christ-centered service to seniors, each other, and the community. Your active participation in this survey underscores the importance of our mission's "each other" aspect. By sharing your insights and experiences, you help us understand what we need to do to continue attracting the best talent to work at Immanuel and ensure we can serve seniors and our communities.

Your contributions play a crucial role in shaping the future of our organization and ensuring that we continue to grow and thrive together. Thank you for taking the time to share your perspectives and for being an integral part of our mission.

By producing this report and sharing the results, we aim to demonstrate our transparency and willingness to listen, ensure alignment, and show our commitment to acting on and implementing your feedback.

Sincerely,

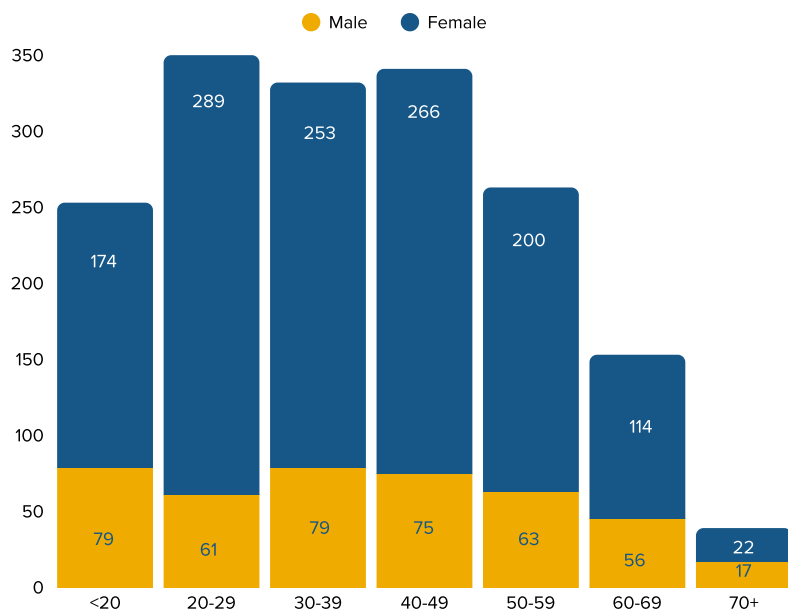
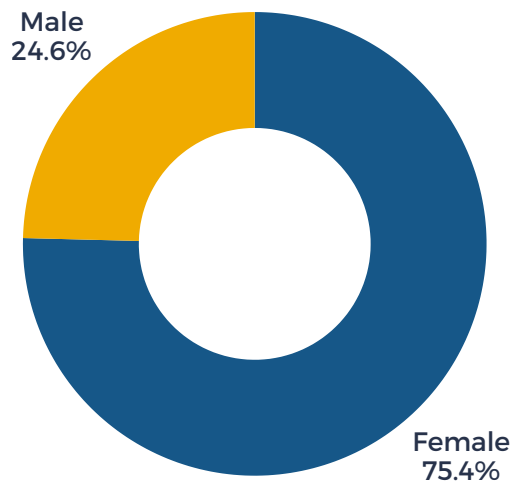
***Julie Kaminski
President & CEO***

Workforce

Who works at Immanuel?

Gender

Currently, our workforce stands at 75.4% female and 24.6% male. Beyond statistics, our aim is to foster an environment where everyone, regardless of gender, feels empowered to contribute to the collective success of Immanuel.



Age

We take pride in our diverse workforce, comprising individuals of various ages. Our team is a vibrant blend of experiences, perspectives, and talents, reflecting our commitment to inclusivity and fostering an environment where everyone's contributions are valued and celebrated.

1,648

Surveys Created

1,309

Surveys Completed

79%

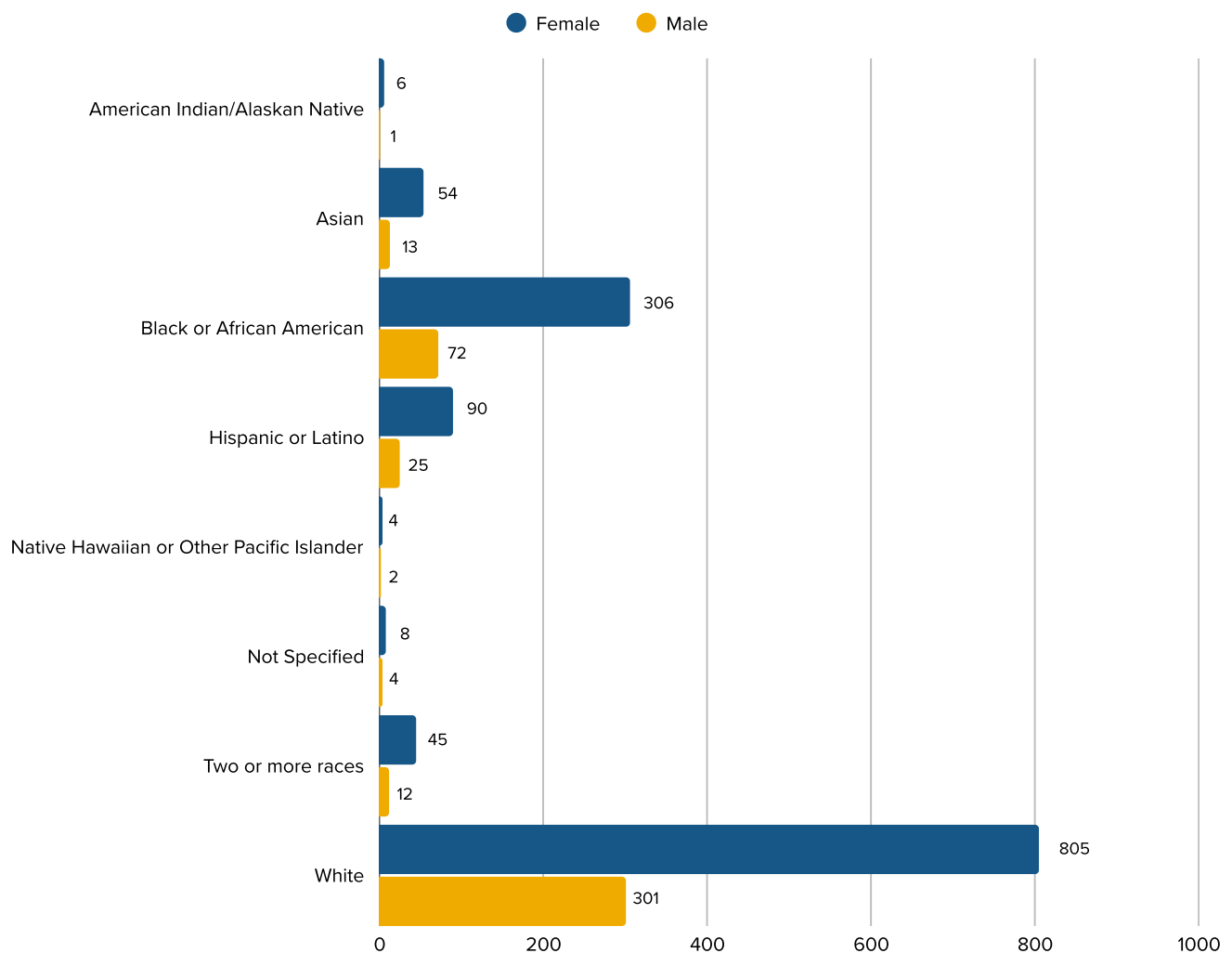
Response Rate

Workforce

Who works at Immanuel?

Race

Our commitment to diversity extends to race, reflecting a dynamic tapestry within our organization. We embrace many racial backgrounds, fostering an inclusive culture that values and celebrates each individual's unique perspectives. Our workforce stands united, collectively contributing to an environment that thrives on the strength of diversity.



1,748

Total Employees

21

Communities & Centers

91%

Satisfaction Score

Engagement

What are our employees telling us?

Areas of the FY26 Engagement Survey where we felt we succeeded and improved year over year:

Management & Training

92%

“My team exhibits behaviors that make me feel included.”

93%

“Immanuel’s benefit offerings align with my needs.”

88%

“I feel comfortable sharing my opinions and ideas with co-workers and managers.”

Mission & Purpose

97%

“Immanuel fulfills our Mission.”

96%

“I feel I belong at Immanuel.”



Copper Shores Village Team at Leadership Summit

Engagement

What are our employees telling us?

Areas of the FY26 Engagement Survey where we feel we can grow and improve:

Feedback & Development

86%

"I get regular feedback about my job performance."

87%

"I have opportunities to grow professionally."



The Landing's Fourth of July Celebration



Home Office Picnic in the Park

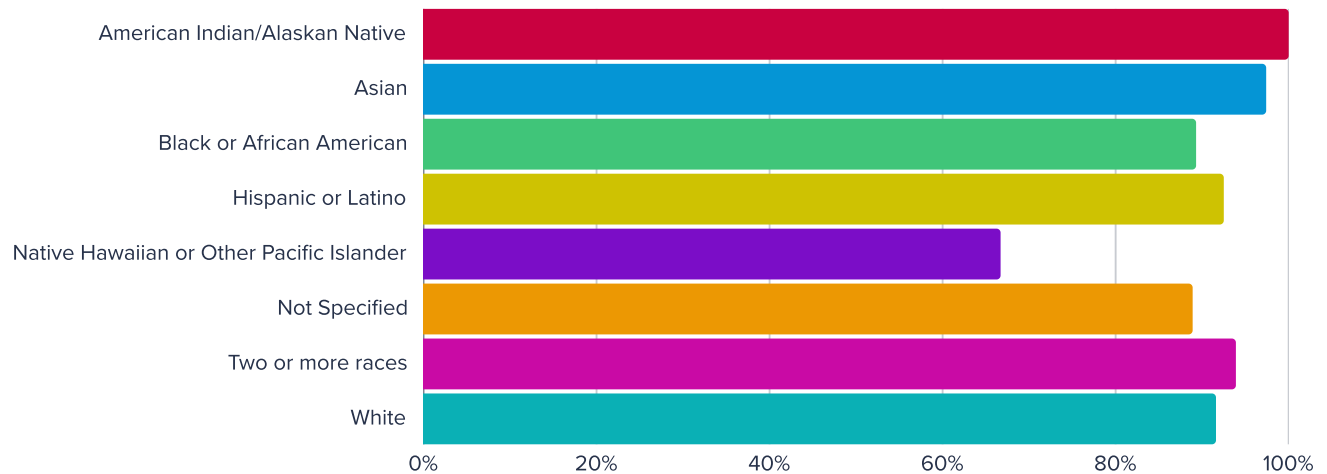


Council Bluffs Alzheimer's Walk

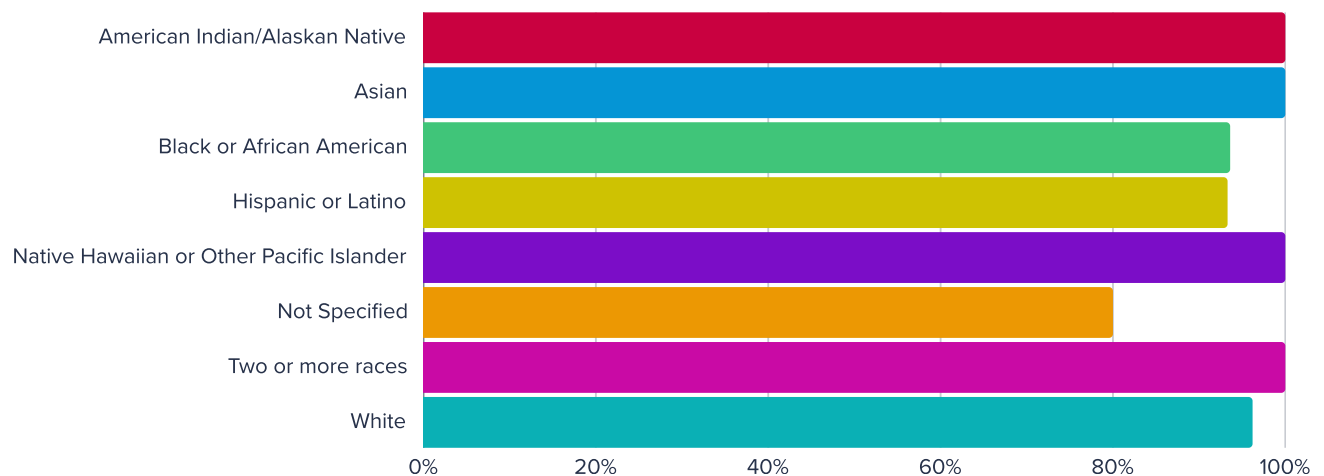
“I feel I belong”

(Total 96% agreement)

Female



Male



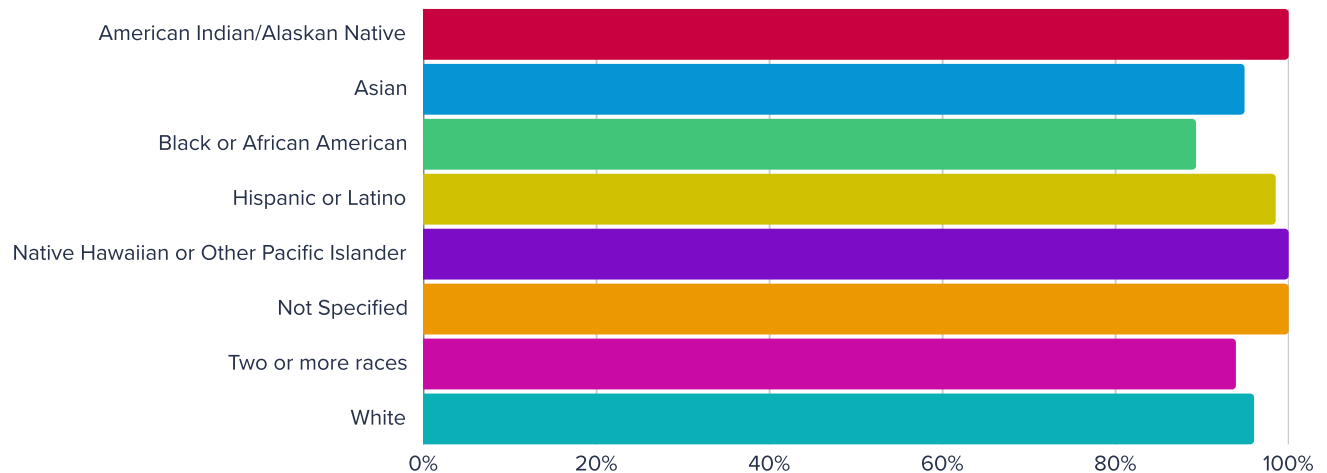
Our Mission

Christ-centered service to seniors, each other, and the community.

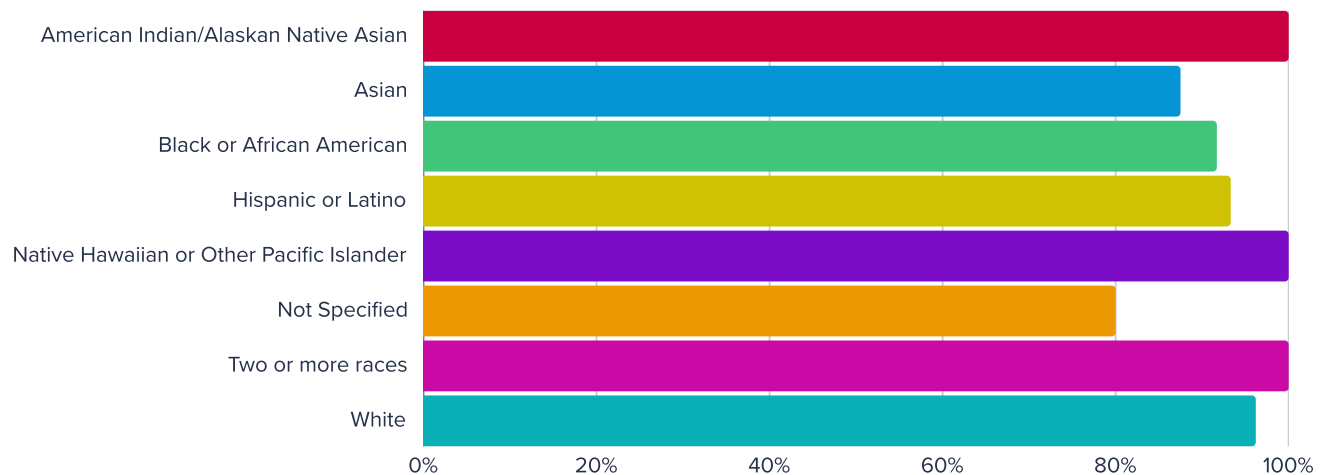
“My team makes me feel included”

(Total 92% agreement)

Female



Male



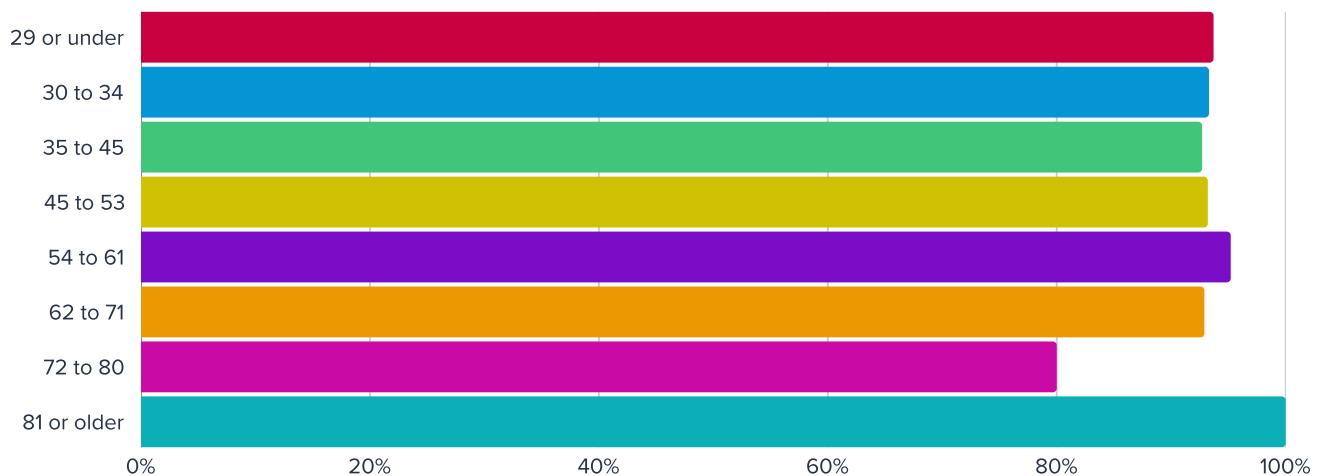
Our Vision

All people will grow and age with dignity, safety, and wellness.

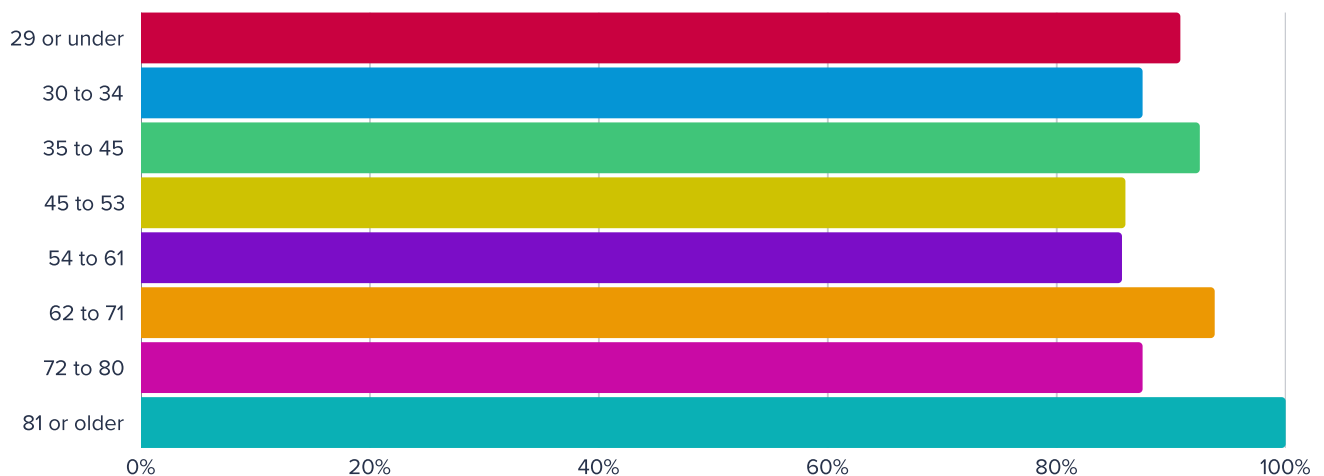
“Benefits align to my needs”

(Total 93% agreement)

Female



Male





1044 North 115th Street, Suite 500 | Omaha, NE 68154 | 402-787-4772



Affiliated with the Nebraska Synod, Evangelical Lutheran Church in America

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