



FY25

# **Inclusion & Engagement Report**





## ***A letter from Eric Gurley, President & CEO***

I am thrilled to announce that we have achieved an impressive response rate to our annual employee engagement survey this year, with 82% 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,**

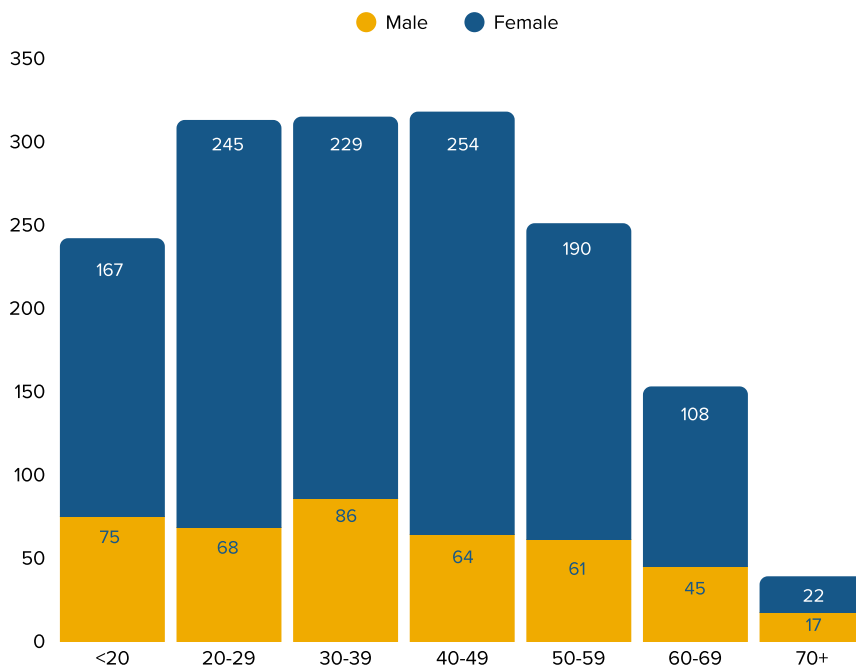
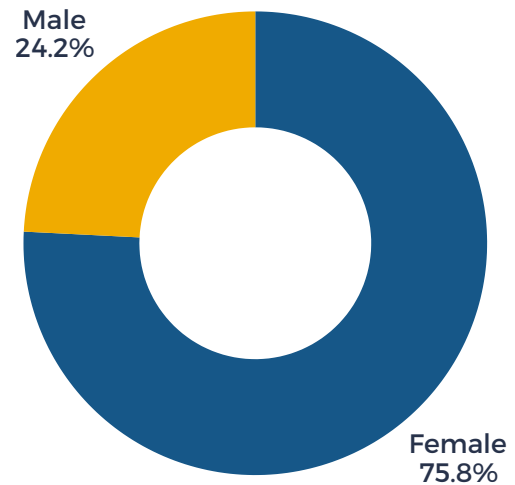
**Eric Gurley**  
*President & CEO*

# Workforce

Who works at Immanuel?

## Gender

Currently, our workforce stands at 75.8% female and 24.2% 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 from 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.

1,681

Surveys Created

1,326

Surveys Completed

82%

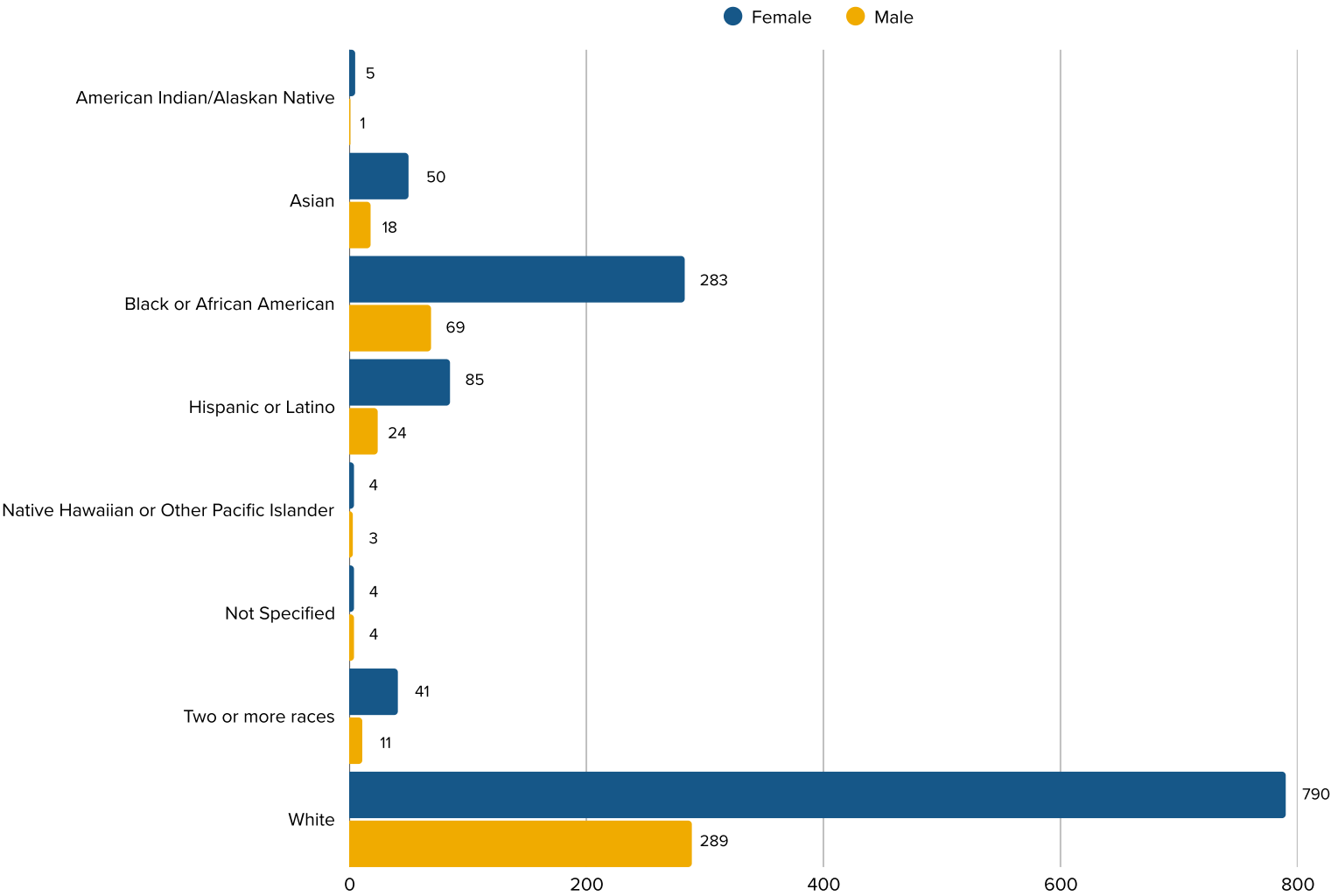
Response Rate

# Workforce

Who works at Immanuel?

## Race

Our commitment to diversity extends to race, reflecting a vibrant 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.



1,681

Total Employees

21

Communities & Centers

90%

Satisfaction Score



# Engagement

What are our employees telling us?

Areas of the FY25 Engagement Survey where we felt we succeeded and improved year over year:

## Management & Training

**95%**

“My management team cares about me as a person.”

**95%**

“I receive the training I need to meet customer needs.”

**94%**

“I feel I belong at Immanuel.”

## Mission & Purpose

**96%**

“Immanuel fulfills our Mission.”

**96%**

“My job provides me with a sense of meaning & purpose.”



Immanuel Culinary Cup



# Engagement

What are our employees telling us?

Areas of the FY25 Engagement Survey where we feel we can grow and improve:

## Feedback & Development

**88%**

"I get regular feedback about my job performance."

**86%**

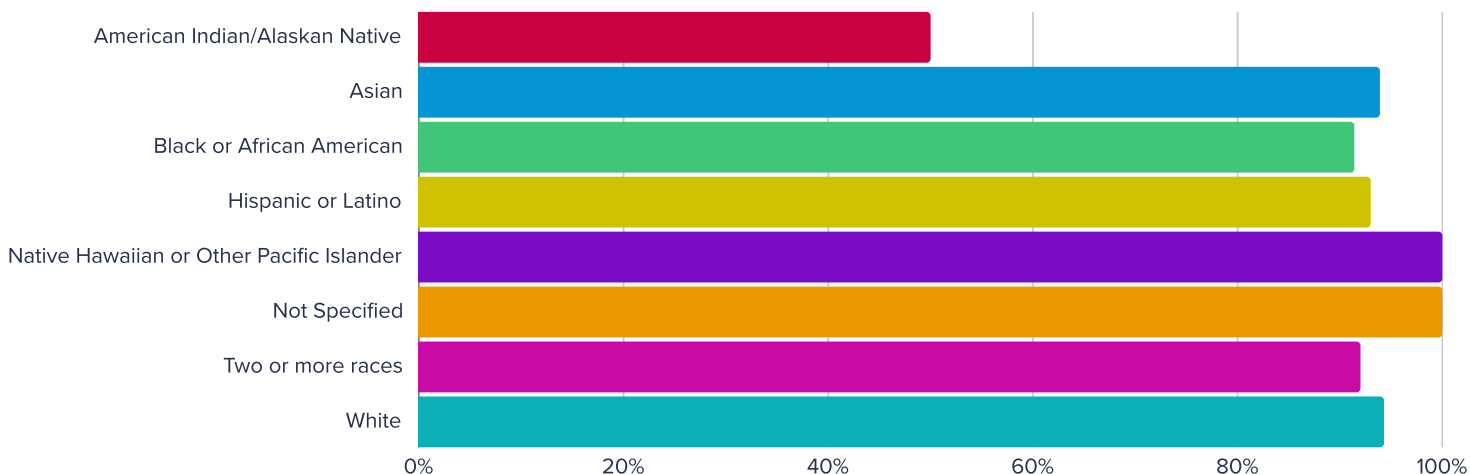
"I have opportunities to grow professionally."



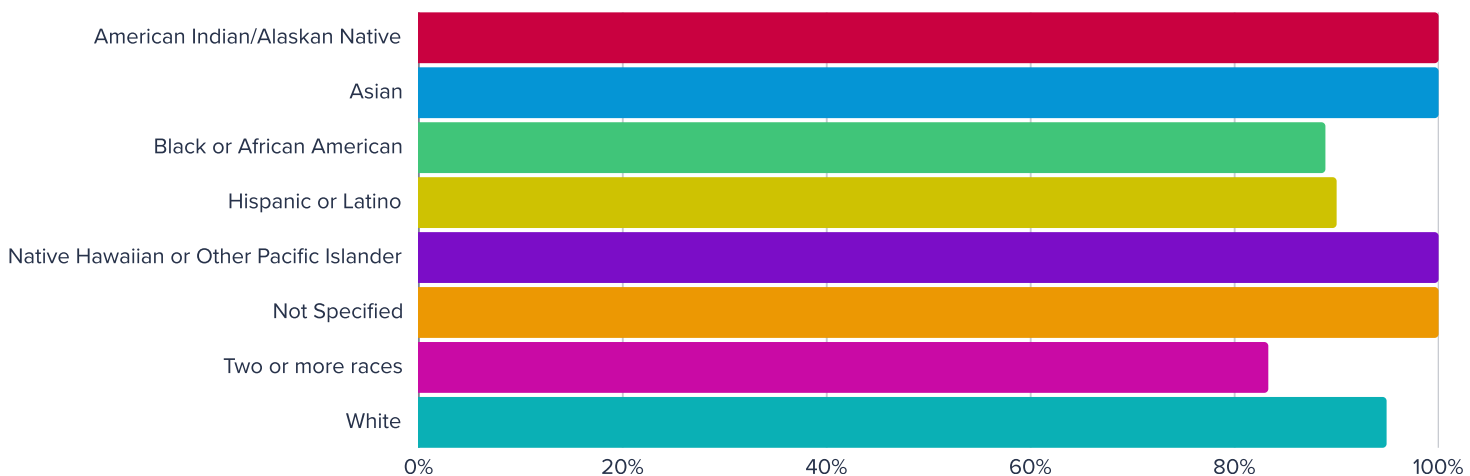
# “I feel I belong”

(Total 94% agreement)

## Female



## Male



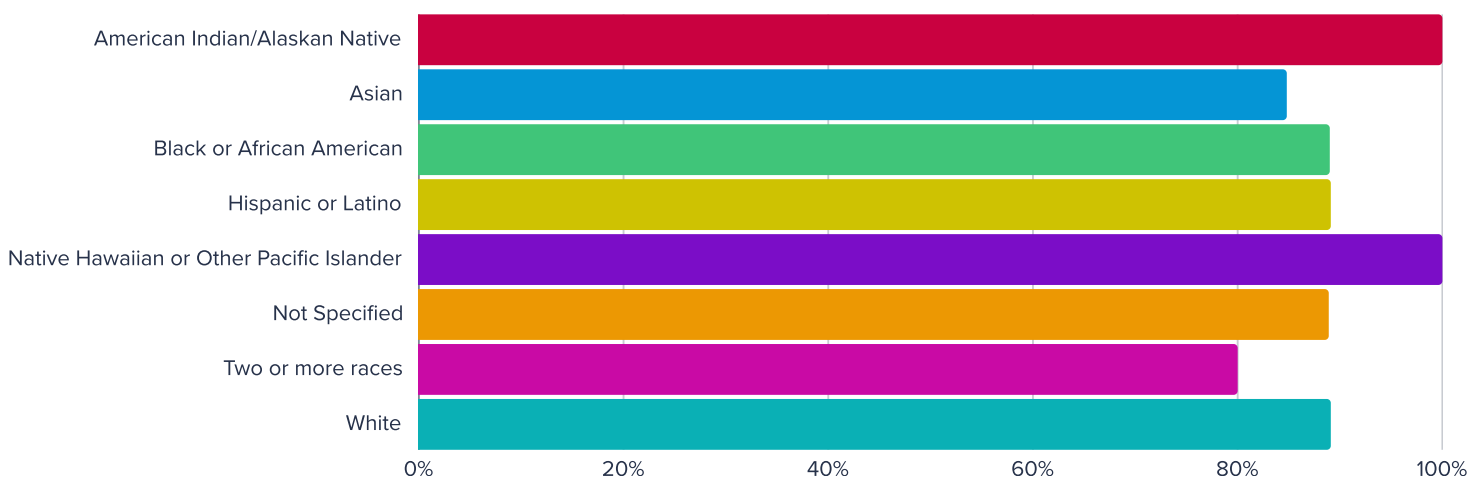
## OUR MISSION

Christ-Centered Service to Seniors, Each Other, and the Community.

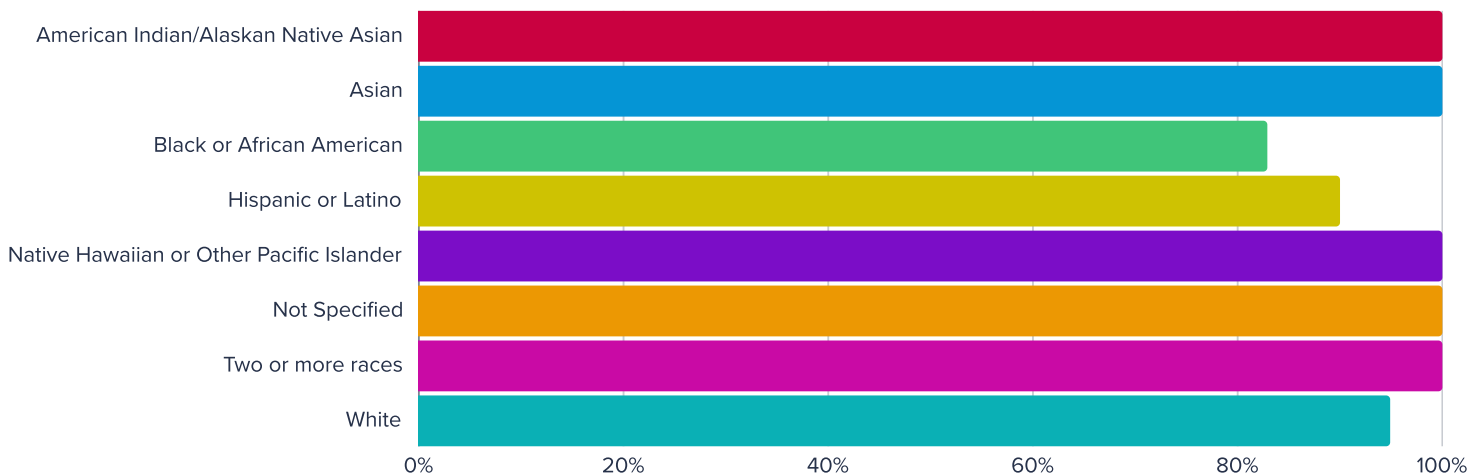
# “My team makes me feel included”

(Total 90% agreement)

## Female



## Male



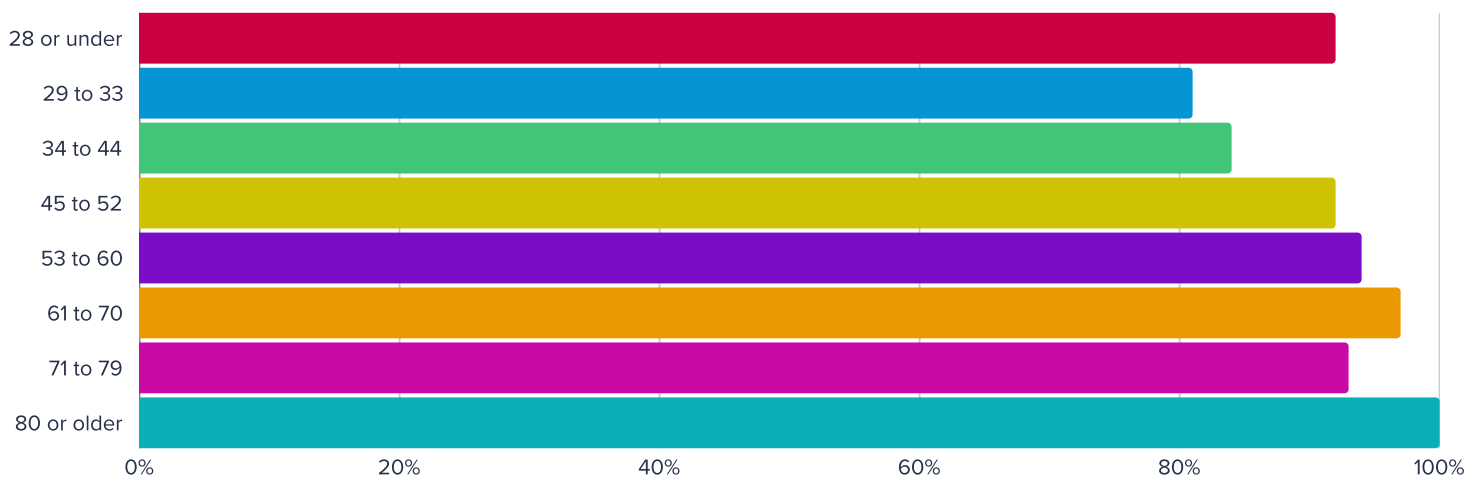
## OUR VISION

All people will grow and age with Dignity, Safety, and Wellness.

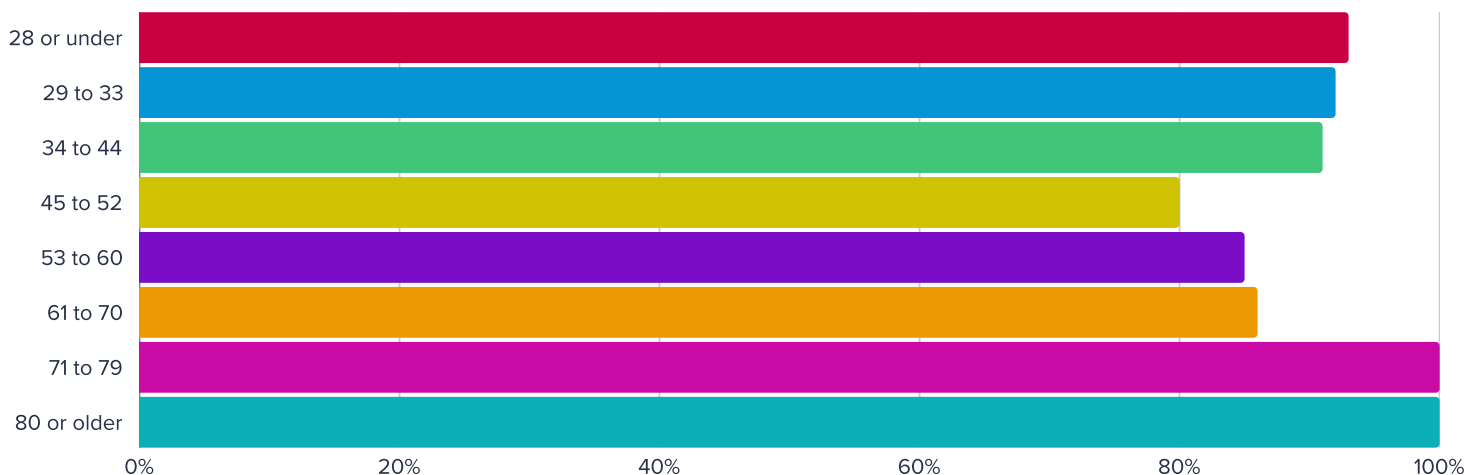
# “Benefits align to my needs”

(Total 90% agreement)

## Female



## Male



OUR MOTTO

Here for You, *Not for Profit*



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Affiliated with the Nebraska Synod, Evangelical Lutheran Church in America



**Immanuel.com**