



**REPAIRING.  
REBUILDING.  
RESTORING.**

**2025**



# **Annual Report**

# Letter from Debbie Plummer

## Dear Getting To We Community,

In 2025, we witnessed a number of notable turning points in U.S. politics, global relationships and public life. These shifts showed up in escalating immigration actions and enforcement, rising threats and violence targeting Jewish, Muslim, LGBTQ+ people, women and communities of color, ongoing tensions around race and belonging, debates over the role of science, intensifying climate and natural disaster responses and the rapidly evolving role of technology.

It was a turning point for Getting To We as well. We became more deeply aware that our work was not simply a “nice to have” but a non-negotiable for how we meaningfully interact with each other in places where we live, work, serve, socialize, and worship.

Even within our polarization, we still have a bell curve distribution with most individuals clustering somewhere in the middle... living and managing their fears and anxieties with moral clarity and principled-centered behavior, just trying to be better humans for each other. That describes us as the Getting To We Community.

All of us have to learn how to live effectively and inclusively with uncertainty, nuances, ambiguity, within our multiple and layered realities. That is the work of Getting To We.

We remain clear about how we get the work done. Our work is not about compromising, as compromising and centrism are never the solution in periods like the one we are experiencing now, characterized by extreme ideological polarization, anti-democratic forces, and moral and ethical conflicts.

Our work is a deep exploration of what is actually effective for the benefit of all. It's hard work because, as humans we are more comfortable with certainty and yet, we know that people are motivated and inspired by possibility.

We, as the Getting To We Community, foster possibilities and hope. We are inclusive and justice-making people.

As evidenced in this annual report, we could not do this work without you. In 2025, you made it possible for us to lean into and live with possibility and hope of impact and growth. We are most grateful.

In Equity, Solidarity and with Deep Gratitude,



Founder/Executive Director



# Letter from Donna Skurzak

## As I reflect on the year,

the current state of change is top of mind. We continue to navigate social media, government regulations, the reality of AI, and an ever-evolving workplace that impacts our daily lives. As a result of these changes and more, I am grateful for the privilege of being a part of a community of resolute leaders that compose the board and the staff of Getting to We. I marvel at the accomplishments of what is possible when dedicated people choose curiosity, commitment, and the value of connection to overcome division and transform us from “me to we.”

Getting to We (GTW), founded in 2021, continues to promote inclusion and belonging in the creative production of plays known as DEIB Edutainment™, film, learning modules, books, and research. Bridging and Bonding retreats offer immersive spaces where participants can connect, practice listening, empathy, trust building, and the opportunity to create new friendships and build communities together. This year our “Become a Producer” online fund-raising campaign met and exceeded our goal. The creation and launch



of online learning modules are a crucial step in making our frameworks accessible to individuals, schools, and organizations nationwide. These digital offerings extend our reach far beyond in person gatherings, ensuring that anyone seeking to build equitable, inclusive communities can practice skills that aid in engaging and building connection and community.

The humble, yet ambitious beginning of GTW has afforded me the opportunity to be involved with the many successful results and continues to uplift us during some confusing, yet exciting times.

Thank you to all who continue to support our mission, and I look forward to all the potential we hold for our future. Together, we will keep moving toward a world where every person is seen, valued, and connected. Where we “turn us and them into we.”

Respectfully submitted,

Donna Skurzak, Chair, Board of Directors,  
*Getting To We, Inc.*



**REPAIRING.  
REBUILDING.  
RESTORING.**

*As trust is being  
ruptured, we are  
repairing.*

*As inclusive systems  
are being dismantled,  
we are rebuilding.*

*As human connectivity  
is weakened, we are  
restoring.*

# Contents

<b>Letter from Debbie Plummer</b> .....	2
<b>Letter from Donna Skurzak</b> .....	3
<b>Our History</b> .....	6
<i>Our Current State</i> .....	7
<i>Our Future State</i> .....	9
<b>Your Investment, Our Impact</b> .....	10
<i>The Future is Women —</i> <i>Bridging, Bonding &amp; Building Conversation</i> . . .	10
<b>Your Investment, Our Impact</b> .....	12
<i>Virtual Bridging, Bonding &amp;</i> <i>Building Conversation</i> .....	12
<i>The Men’s Initiative, Becoming Better</i> <i>Humans Speakere Series</i> .....	14
<i>Words Create Worlds Award —</i> <i>Frederick Joseph, This Thing of Ours</i> .....	16
<i>The God I Know — Theater</i> <i>Edutainment Experience</i> .....	17
<i>Trust in Black and White —</i> <i>Documentary Film Now Available to Rent</i> . . . .	18
<i>Online Assessment Tools</i> .....	20
<b>2025 Donor List</b> .....	21
<b>Volunteer Thank You!</b> .....	22
<b>2025 Financials</b> .....	23
<b>Onward and Upward</b> .....	24
<b>2025 GTW Team</b> .....	26
<b>In Getting to We’s Vision</b> .....	27



# Our History

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**GETTING TO WE** began as a conversation between friends, laying the foundation of connection rooted in shared humanity. This was fortified into a non-profit organization that uses the transformative nature of the arts to help people understand their shared, core identity as humans and relate to each other without fear.

After the murder of George Floyd in May 2020, psychologists Dr. Deborah Plummer and Dr. Lori Stevic-Rust began asking what it would look like to bring women together across race for healing and change. What started as the 136% Project (named for the 91% of Black women and 45% of White women who, in our shared view, supported racial equity through their vote) became the Social Trust Project, and ultimately the nonprofit organization Getting To We, Inc., incorporated in June 2021.

Our roots run deeper still. Getting To We grew out of a community that formed around the Cape Cod Institute workshop *Advancing Inclusion: Turning Us & Them into We*, which Dr. Plummer facilitated from 2015 to 2022. The workshop's curriculum, rooted in her research program and publications as a university professor, combined with the philanthropic work of D.L. Plummer & Associates (including online assessment tools and CDO Chats), became the foundation of our nonprofit's initiatives, along with the Women's Social Trust Retreat experiences.

From 29 listening circles spanning 20 states, to an inaugural Women's Social Trust Retreat in Cleveland, to a Social Rights Civil Rights Tour, to the completion and premiere of the documentary *Trust in Black and White* at the Cleveland International Film Festival in 2024, each step of this journey has been guided by one unwavering belief: that enough of us together can carry all of us forward.

## Our Current State

We entered 2025 as an organization of deep commitment and deliberate scale, a community of 2,789 active subscribers, a national Board of Directors with 15 members, and a Circle of Advisors of 10. Our DEIB Edutainment Theater Company includes 14 paid actors. We operate with a volunteer-based staffing model and one paid administrator, proof that mission can be the greatest multiplier.

Our 2025 budget was \$225K, with individual donors representing 43% of our funding, foundations at 40%, earned income at 10%, and corporate sponsors at 7%. Since December 2021, we have welcomed 385 individual donors — 54 of them giving repeatedly — with a total of 444 donations made and a giving range from \$10 to \$300,000. Our no-debt status is a strong indicator of our financial health. We take pride in exceptionally high

ROI, transforming donations into significant, measurable outcomes with great impact, fostering social trust, and rebuilding public trust.

We are deeply grateful for the foundation partnerships that have made this work possible, including the Karp Family Foundation, the David and Inez Myers Foundation, the Whiting Smith Family Foundation, the Nordson Foundation, and others. And for corporate sponsors like Froedtert ThedaCare Health System, The AKA Team, and Dix & Eaton, who support our marketing and communication efforts and provide invaluable advice pro bono.

Over 29,000 unique visitors have used our online tools. And with each event, each conversation, each film screening, and each award, our community grows.





## Our Future State

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With your continued support, within three to five years, Getting To We will:

- Strengthen our nonprofit leadership with three paid positions: an Executive Director, Financial Manager, and Administrator, while sustaining our volunteer-based staffing model. We are actively engaged in leadership succession planning for 2027 to follow our founding Executive Director..
- Grow our subscriber community from 2,800 to 25,000 through enhanced branding and social media reach.
- Double our individual donor base from 385 to 800 unique donors, while deepening foundation and corporate partnerships.
- Expand our in-person events from Cleveland to Boston, Atlanta, and the Bay Area — and reach a goal of 25% of our budget from earned income.

This is the future we are building. And we are building it together, one conversation at a time. Because meaningful, forward-moving conversation that builds social trust is still at the heart of everything we do.



# Your Investment, Our Impact

## The Future is Women — Bridging, Bonding & Building Conversation (*In-Person*)

We gathered women across race, region, and background to do the most important work of our time: building social trust. Our in-person Bridging, Bonding & Building Conversation brought together diverse women in a powerful shared experience designed to strengthen gender solidarity and advance racial equity in the places where we work, live, serve, play, and worship.

**BRIDGING...** The conversation with the panel of dynamic community leaders invigorated the participants.

**BONDING...** A trust-building dialogue with the participants was characterized by vulnerability, active listening, and a mutual willingness to learn.

**BUILDING...** Together, we shared strategies and resources for continuing to build social trust in polarizing times.





# Your Investment, Our Impact



## The Future Is Women

June 24<sup>th</sup> @ 7:30 ET



## Virtual Bridging, Bonding & Building Conversation

Because building social trust knows no zip code. Our virtual Future is Women experience brought the same powerful conversation to our Getting To We community across the nation, strengthening our community, deepening our reach, and proving that connection is possible even through a screen. With participants from Florida, California, Massachusetts, Pennsylvania, Ohio, and Canada, authors Glory Edim and Kathy Sherbrooke were moderated by MyKhan Shelton as they discussed the “stories” women tell about each other in our racial identity and how we build social trust.

***Because getting to we  
requires ALL of us.***



“ This conversation has illuminated why I love those genres [memoirs and historical fiction] and gives me permission to keep dedicating time to reading and discussion. It is such an opportunity to meet people and understand their many diverse worlds and experiences. And in these times, it can bring comfort.”

“ I find hope in staying close to my daughter and learning more about her experiences and views about the world. She already has a friend community that is so much more diverse than mine. I love that we both find gender solidarity critical to moving through our lives and can share our views with the men in our world who care about their personal growth.”



# The Men's Initiative



## Becoming Better Humans Speaker Series

### Men Building Social Trust Across Race and Gender — Honoring the Role and Impact of Men

In 2025, we widened our circle in a meaningful way. Our Becoming Better Humans Speaker Series explored a long-overdue conversation: the critical role men play in building social trust. This Bridging, Bonding & Building Conversation examined masculinity in today's society, covering changing gender roles, men's progress, men in leadership, and the transformative power of men as bridge-builders.



 GettingToWe **SEPTEMBER 18TH 7:30PM EST**

A Bridging, Bonding & Building Conversation  
**Men Building Social Trust  
Across Race and Gender:**

Honoring the Role and Impact of Men



**Meet The Speakers**

Hosted by Erica Merritt  
Moderator Dr. Jason Johnson



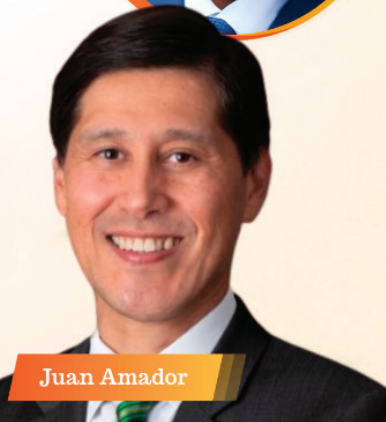
**PANELISTS**



Greg Deegan



Evan Richard



Juan Amador

# Words Create Worlds Award

Language represents our thinking and words create worlds. To “get to we” and move to a relational model of understanding the dynamics of differences requires changing the narrative that will lead us to new ways of knowing and being. To do that, GTW offers a curated *Read, Watch, Listen List* of books, media, podcasts, our annual *GTW Books* and our *Becoming Better Humans Speaker Series*—all of these resources are aligned with a contemporary understanding of differences, GTW annually amplifies the voices of writers of books, essays, screen plays, and poetry whose message is aligned with the mission, vision, and values of GTW with a prestigious *Words Create Worlds Award*.



## Frederick Joseph, *This Thing of Ours*

Each year, Getting To We honors a writer whose work amplifies the voices and values that turn *us and them into we*. Our 2025 Words Create Worlds Award was given to **Frederick Joseph**, author of *This Thing of Ours* — a collection of storytelling from young adults who meet the challenges of our time

(book banning, racial discrimination, abuse of power) with real courage, modeling what it means to be an upstander.

His writing doesn't call people out — it calls people in. And that is exactly what this award is for.

*Congratulations, Frederick!*



“Both heartening and heartbreaking, this richly layered, sensitive YA fiction debut from Joseph unflinchingly confronts systemic racism, classism, and homophobia via a powerful story of self-discovery and social justice that aims, shoots, and scores.”

— Publisher's Weekly

# The God I Know

A THEATER EDUTAINMENT EXPERIENCE

## The God I Know — Theater Edutainment Experience

*The God I Know* is a rallying cry for love without boundaries, compassion, and moral clarity. In 2025, it reached a live audience of **over 400 people across 4 performances** in Cleveland.

As Christian Nationalism is being introduced into our democracy, the conversation this production sparks has never been more timely. *The God I Know* is a community social trust project that explores the interface between personal and religious identity, sparking meaningful dialogue about religion in public life and the intersection of religious liberty, freedom of speech, and the separation of church and state.

And now it's a film! *The God I Know* is available as a film theater experience for organizations and communities everywhere.

### *Praise for The God I Know*

“Sparks **meaningful conversation** about religion in the public space.”

“Fantastic event, loved the discussion afterward.”

### “OUTSTANDING”

“Extremely **thought provoking** and engaging.”

“Shows people respectfully having a **challenging conversation** about a sensitive issue and **coming to a resolution.**”



Increased  
**SOCIAL TRUST**

**100%**

reported the play enhances social trust by creating a culture of inclusion and respect

**75%**

reported feeling greater agency and confidence to have trust-building conversations about Christian Nationalism

**100%**

would recommend seeing *The God I Know* to Others

**Underfunctioning Antiracist**

**Racial Identity Status Self-Assessment**

**What's Your Racial Identity Status?**

Take The RISSA

© 2020 Deborah L. Plummer

Progress (11%)

For those statements that apply or that are mostly true for you. If the statement does not apply to you, or is not aligned with how you do not understand what the statement means, then choose N/A for not applicable.

TRUE	N/A
TRUE	N/A
TRUE	N/A
TRUE	N/A
TRUE	N/A

NEXT

GettingToWe

THOUGHT LEADERSHIP PAPER

**TRUST**  
in Black & White

Social Trust as an Emotion and a Choice

© 2020 Deborah L. Plummer

**Trust as an Emotion**

The springboard for the current tension between Black and White women is embedded in our American history. White women made up approximately 40% percent of all slave owners. Slave-owning women not only witnessed the most brutal features of slavery, but took part in them, profited from them, and defended them. White women were economic actors in the slave system.

Threads of White women's power-over relationship with Black women—while benefitting rather than defending systemic racism—persist to the current day. Systemic racism operates at both explicit and implicit levels and shapes how these relationships breed mistrust. Trust becomes even more elusive as Black women have negative experiences for each other in o

# Trust in Black and White — Documentary Film Now Available to Rent

Some stories need to be seen to be understood. Trust in Black and White is one of them.

Our documentary is a gripping, raw, and transformative cinematic exploration of the elusive dynamics of social trust between Black and White women. It became available for streaming rental in 2025, and nearly 500 viewers engaged with it. Each viewing is an invitation: to sit with discomfort, to witness the stories of real women across race, and

to ask what it would take to build something different.

Trust in Black and White is growing the women's social trust movement one screen at a time. Watch it on your own, with a friend, or host a community screening. The conversation that starts is one we need to be having.

*Run time: 62 minutes. Available to rent at [trustinblackandwhite.org](http://trustinblackandwhite.org).*

**Pre-Bridging and Bonding Retreat Survey**

Orientation	Raw Data	Percent%
Traditional (1922-1944)	0	38.89
Baby Boomer (1945-1964)	21	20.37
Generation x (1965-1980)	11	1.85
Millennials (1981-2000)	1	100
Generation Z (2001-)	54	
<b>Total</b>		

**Post-Bridging and Bonding Retreat Survey**

Orientation	Raw Data	Percent%
Traditional (1922-1944)	0	54.05
Baby Boomer (1945-1964)	20	27.03
Generation x (1965-1980)	10	18.92
Millennials (1981-2000)	7	0
Generation Z (2001-)	0	100
<b>Total</b>	37	

**Diversity Inclusion Belonging Survey (DIBS)**

Raw Data	Percent%
3.72	
44.89	
28.48	

**DIBS**  
Diversity Inclusion Belonging Survey  
Metrics that Matter

When it comes to diversity, equity, inclusion, and belonging in organizations, the old adage remains true: what doesn't get measured, doesn't get done and what gets measured matters.

Now there's an assessment tool designed especially for arts organizations, firms, agencies, non-profits, small businesses and corporations that captures data on member engagement and their sense of belonging, the inclusive characteristics of the organizational culture, and the degree to which diverse groups experience inclusion.

DIBS captures the interplay of **identity, engagement, and inclusion** within the organization and defines belonging in its dynamic state. **That's what DIBS measures!**

**DIBS is...**

- A 22-item survey with minimal response burden yielding rich results.
- Theory based, reliable and valid measure
- Focused on the strategic direction for change and action planning steps
- Designed to meet today's need for solid accountability of diversity, inclusion and belonging efforts
- Affordable and user-friendly

the Creator of DIBS

Racial Identity Status Scale

GettingToWe

THOUGHT LEADERSHIP PAPER

# TRUST in Black & White

The Power of Conversation

Antiracist Style Indicator

What's Your Antiracist Style?

There's more to being an antiracist than aligning yourself with its value and endorsing its principles. Take this antiracist self-assessment tool to determine how effectively you work to dismantle racism in systems and within yourself.

Take The ASI

© 2020 Deborah L. Plummer

Support delves into the rich and illuminating discussions that emerged from listening circles that were facilitated by Dr. Deborah L. Plummer and Dr. Lori Steverson (April 2021- December 2021). The listening circles brought together a space that fostered open dialogue, allowing participants to share their reflections on race-related topics.

Seventy-six (336) Black and white women, for an average of 11 participants per listening circle sessions. Participants represented all seven U.S. geographic regions: Northeast, Midwest, Northwest, Southwest, and Central) and represented 17 states: Alabama, Virginia, Maryland, New Jersey, Pennsylvania, Maine, New York, Michigan, Illinois, Oregon, Wyoming, California, Texas, Kansas, and Colorado.

With an overview of shared goals, what is meant by social trust, the importance of shared goals, and a Social Trust poll. The session was candid and open conversation. Participants consented to the following:

- What has personal heart and meaning
- Honesty and depth while being crisp and deep; sharing airtime rather than sharing all the details, back fill in only if necessary.
- Learning by engaging, processing, and joining with other participants.
- The Conversation, keep the excitement of YOUR learning while assuming positive intent.
- Assumptions, look for new insights while assuming positive intent.

notes. After the session, participants were encouraged to share their insights in the media.

public officials primarily because of their role in the media.

does not apply to you or your organization for not applicable.

TRUE

TRUE

FALSE

FALSE



# Online Assessment Tools — 29,000+ Individuals Reached

The journey from me to we begins with understanding how you use yourself as a tool for behavioral change—yours and others. That’s the idea behind our suite of online self-assessment tools, and in 2025, over 29,000 individuals took that first step.

These two tools meet people wherever they are in their diversity, equity, inclusion and belonging journey:

- **Antiracist Style Indicator (ASI)** — There’s more to being an antiracist than aligning yourself with its value and endorsing its principles. Take this antiracist self-assessment tool to determine how effectively you work to dismantle racism in systems and within yourself.
- **Racial Identity Status Self-Assessment (RISSA)** — Living in an increasingly multiracial society, achieving healthy racial identity resolution and understanding ourselves as racial beings is complex. The RISSA supports you to understand your racial identity resolution process and how it is manifested in your personal and professional lives.

## Metrics Matter in Organizations

**Diversity Inclusion Belonging Survey (DIBS)** — When it comes to diversity, equity, inclusion, and belonging in organizations, the old adage remains true: what doesn’t get measured, doesn’t get done, and what gets measured matters.

We have an assessment tool designed specifically for arts organizations, firms, agencies, non-profits, small businesses, and corporations that captures data on member engagement and sense of belonging, the inclusive characteristics of organizational culture, and the extent to which diverse groups experience inclusion.

DIBS captures the interplay of identity, engagement, and inclusion within the organization and defines belonging in its dynamic state.

Research-backed assessment tool offered to nonprofits at no cost. Join over 60 organizations meeting today’s needs for accountability of diversity, inclusion, and belonging efforts.

## We recognize all 2025 donors and funders with deep appreciation for your generosity!

Getting To We focuses on learning together and building social trust as a foundational aspect of our ability to be better humans for other humans, as the bedrock of healthy communities. We invite those who share in our mission, vision, and values to join us by contributing to the work that turns social mistrust into social trust.

Abby Westbrook

Agnes Lucas

Alicia Hubrey

Amy & Marc  
Morgenstern Fund

Andres Gonzalez

Ann Higley

Ariane Kirkpatrick

Barb Piscopo

Benjamin Louis

Blake & Maggie Davis

Carl Haefling

Cindy Einhouse

Cynthia Dunn

Deborah Plummer  
Bussey & Michael  
Bussey

Denise Coats

Diana Starks

Donna Skurzak

Doreene Etongue-  
Mayer

Edith Guffey

Eileen Burkhart

Elaine Martin

Eloisa Wright

Enid Rosenberg

Eve Bridburg

Fairmount  
Presbyterian Church  
Community Grant

Felicia Davis

Felix Brueck &  
Ann Smith

Froedtert ThedaCare  
Health

Gladys McMickens

Harriet Brooks

Herb Stevenson

Jejuana Brown

Jennifer Ehrhardt  
Robock

Jeroan Allison

Jerry & Cindy Brodsky

Jerry Peiffer

Jill Ellen Karp

JoAnn White

Jo Salvatore

Joi & Paul Jackson

Jon Frew

Joy & William  
O'Connor

Judy Hillow

Julia Gaughan

Kara A. Buss

Karen Tucker & Jerry  
Avorn

Karp Family  
Foundation

Kate Matthews &  
Jackie Cerruti Cassara

Katerina Uribe

Katherine Sherbrooke

Kathleen Huff

Kathleen Q. Powers

Kathryn Bryan

Kathy McNamara

Kimberly Chapmon-  
Wynne

Lara Kalafatis

Lateefah Conner

Lauren Clarke

Lauren Rich Fine

Laurie Albright

Laurie Zuckerman &  
Steve Johnson

Leslie Wright

Linn Grenert

Lorraine Shoto

Marcia Wexberg

Maria DeRyke

Marie Kittredge

Marie Manning

Marieme Coats

Marlene Blumenthal

Marlene Rink

Marlon Moore

Marti Nagel

Martie Adams

Mary Catherine Caine

Mary Ellen Brock

Matthew Selvaggio

Melodie Yates

Melody Stewart

Mercedes & Anthony  
Zimmerman

Michelle Hereford

Nancy K. Smith

Nancy Plummer

Nicki Price

Nikki Russell

Patricia Razzante

Paula Woods &  
Regina Webb

Rebecca Richards  
Kramer

Renee Richard

Robert Hartl

Ruth Harwood

Sally Zimmerman

Sandra Brown

Sandra Golden

Sharon Fagin

Sharon Garner

Sondra Miller

Sr. Kathleen  
McDonnell

Susan Alcorn

Susan Berger &  
Robert N. Brown

Susan Kent &  
Ben Sperry

Susan McKeon &  
Sandy Cook

Suzanne Zilber

Sydney Merz

Tamie Cauley

Teri Trautwein

Tom Woll

Tomica Holmes

Trudy Hutchinson

Valerie Butler

Vanessa Whiting

Vicki Elder

Wedge Block  
Foundation

Yvonne Nichols Sims

# Volunteer Thank You!

As a volunteer-based non-profit, there are not enough words to adequately honor the people who give their time, talent, and hearts to this work. Getting To We has always believed that it takes enough of ANY of us to carry ALL of us forward. These remarkable volunteers have proven that belief true, year after year.

With gratitude that runs deeper than any statistic can measure, we recognize our volunteers for their contributions from 2021 through 2025. It takes a village to build a nonprofit, and we give a shout-out to the Getting To We Village:

## Development |

Maria DeRyke, Cyndy Dunn,  
Jill Karp, Donna Skurzak,  
JoAnn White

## Event Logistics |

Lee Carstens, Felicia Davis,  
Jeannine Gaskin, Linn  
Grenert, Kathi Heimann,  
Cierra Hilson, Leah Hough,  
Isabelle Murphy, Patti  
Razzante, Jay Rust, Jo  
Salvatore, Yvonne Sims,  
Donna Skurzak, Teri

Trautwein, Alissa Vaughn,  
Melodie Yates

**Facilitators |** Denise Coats,  
Kimberly Chapmon-Wynne,  
Lori Stevic-Rust, Ariane  
Kirkpatrick, Erica Merritt,  
Syd Merz, Teresa Metcalf  
Beasley, Jeannine Gaskin,  
Katie Paris, Abby Westbrook,  
Vanessa Whiting

## Thought Leadership

**Papers |** Jeroan Allison,  
Amber Banks, Jessica

Colombi, Jon Frew,  
Erica Merritt, Sally Parker,  
Sharina Person, Ayonmi  
Rajapaaksi, Donna  
Skurzak, Lori Stevic-Rust

## Words Create Worlds Award Committee |

Eve Bridburg, Felicia Davis,  
Jill Karp, Mary Keber, Kate  
Matthews, Marc Skvirsky,  
Karen Tucker

**Finance |** Jerry Peiffer,  
Jo Salvatore

*A standing ovation for each and every one of you.  
This work is your work too, and we could not do it without you.*



# 2025 Financials

Getting To We ended 2025 with a continued commitment to financial transparency and mission-aligned stewardship. Every dollar invested in this organization is a dollar invested in the work of repairing trust, rebuilding community, and restoring human connection.

Revenue	Amount	Notes
Program Revenue	\$14,288.74	From plays, events, workshops, and retreat programming
Individual Donations	\$157,848.88	From individual donors via Stripe, Square, Venmo, crowdfunding campaigns, and in-kind contributions
Grants & Foundations	\$85,000.00	From individual sponsors and family foundations
<b>Total 2025 Revenue</b>	<b>\$257,137.62</b>	6.1% decrease from FY2024 (2024 Revenue of \$273,837.46)

Expenses	Amount	Notes
Personnel	\$82,452.00	Includes contract staff salaries, facilitator stipends, bookkeeper, and legal fees
General Admin, Travel & Other \$63,913.16		Technology, supplies, marketing, insurance, bank fees, facilities, professional development, board, and travel
Program Expenses	\$17,998.00	For play productions, Words Create Worlds Award, and video production
<b>Total 2025 Expenses</b>	<b>\$164,363.17</b>	24.4% decrease from FY2024 (2024 Expenses of \$217,322.20)

# Onward and Upward

There is a phrase that has anchored this organization since its very beginning: ***Enough of us together carry all of us forward.***

In 2025, we discovered just how true those words are and how much they are needed.

This has been a year of repair, of rebuilding, of restoring. Not because it was easy, but because the alternative — letting trust erode, letting division win, letting fear define our interactions with one another — is simply not something we are willing to accept. We have experienced the power of trust and the power of courage in transforming communities, building inclusive organizations, and making each of us better friends, neighbors, families, co-workers, citizens--better humans. Over six years, this community has shown us that the work of turning us and them into “we” is not theoretical. It is lived. It is chosen. It is practiced in theater seats and retreat rooms, in listening circles and virtual conversations, in the small moment when someone decides to stay in the discomfort just a little longer, because they know that is where the learning lives.

We have watched audiences leave performances with their hearts cracked open. We have watched women who arrived as strangers leave as friends. We have watched men lean into conversations about masculinity and trust with a vulnerability that surprised even them. We

have data from over 29,000 individuals who began a self-assessment journey that could change how they move through the world. We have experienced organizations that meet the challenges of managing the dynamics of differences.

And we have done all of this together.

As we look ahead to 2026, we do not do so with exhaustion or hopelessness — we do so with energy and empowerment from the growing Me to We movement. The need for this work is not going away. If anything, the trust deficit is deeper. The invitation to retreat into sameness and isolation is louder.

But so are we.



## In 2026, we will work toward:

- Deepening our presence in Boston and extending our community to Atlanta and the Bay Area because social trust-building is not a regional need, it is a national one.
- Growing our subscriber community from nearly 2,800 to a movement of 25,000.
- Continuing The Future is Women Bridging & Bonding experiences, in-person and virtual.
- Deepening the Men Building Social Trust conversation with expanded opportunities.
- Bringing The God I Know as a theatrical film experience to more organizations and communities everywhere.
- Continuing the distribution of Trust in Black and White by making it open access.
- Helping the next 29,000 individuals begin their journey with our online assessment tools.

*Enough of us together are carrying all of us forward — to a healthier, more connected, and more just future for us all.*

Thank you for being a part of this. Thank you for believing that we can get there. Thank you for investing in the possibility of WE.



**“Enough of Us Together  
Carrying All of Us Forward”**



# 2025 GTW Team

## GETTING TO WE BOARD OF DIRECTORS

Susan Berger  
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Jon Frew  
Andres Gonzalez

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Lori Stevic-Rust  
Karen Tucker

## GETTING TO WE TEAM

Deborah L. Plummer,  
*Founder/Executive Director*

Erica Merritt, *VP Strategy &  
Thought Leadership*

Leah Hough, *Administration*

Jo Salvatore, *Finance &  
Operations*

Lori Stevic Rust, *Women's  
Social Trust Movement*

Colleen Jackson, *Director/  
Acting Coach*

Jeanine Gaskin, *DEIB  
Edutainment™*

Jon Frew, *Research &  
Thought Leadership*



# In Getting to We's Vision,

- We progress from apathy and insensitivity to **understanding and inclusivity**, and a nation where social discourse about race and identity is productive and solutions oriented.
- We **embrace empathy** and shared responsibility for our fellow humans.
- Public spaces feel physically and **emotionally safe** for everyone.
- We experience healthy workplaces where **diversity is valued**, honest ideas are welcome, and we expand knowledge and understanding of each other to serve the mission and business objectives of the organization.
- We have educational institutions where environments foster an **inclusive experience for all learners**.
- We have a society where all feel **empowered** to contribute to the greater good.

We've launched a social trust movement!  
Now we ready to grow with you!

GTW seeks support to expand and deepen its transformative approach to building and embracing a common humanity toward greater human connectivity—starting with you!

## DONATE:





**REPAIRING.  
REBUILDING.  
RESTORING.**



**gettingtowe.org**