



BIENNIAL REPORT 2020 & 2021

LETTER FROM THE PRESIDENT, BOARD OF DIRECTORS

Dear Impact Austin Members, Community Partners, Nonprofit Colleagues, and Friends:

Impact Austin's Biennial Report covers two years that challenged all communities and the nonprofit organizations serving them. Amid a global pandemic and national movements for equity and justice, Impact Austin stayed true to our mission, members, and the Central Texas region. At the same time, we considered the broader landscape and how we should respond to the challenges of 2020 and 2021.

A two-year retrospective could take multiple pages. But our website houses numerous resources.

[Blog and News](#) reflects on member activities, grantmaking, and organizational changes. [Past Events](#) links to webinars on philanthropy and membership education, Signature Events, community issues, and more. [See Our Impact](#) shares current and past Community Partners and the outcomes of Impact Austin grants totaling \$7.64 million as of June 30, 2021.

COMMUNITY, PARTNERS, AND GRANTMAKING

In FY20 and FY21, the female philanthropists of Impact Austin and Girls Giving Grants (g3) awarded \$764,100 to 17 Community Partners serving Bastrop, Hays, Travis, and Williamson counties. The numbers tell only part of our story.

- When Christina Gorczynski joined as Impact Austin's Executive Director in August 2018, she forged relationships that became invaluable in the pandemic's earliest months. [Learn more](#).
- In March 2020, Grants leadership quickly modified our practices to maximize support to strained nonprofits. For the first time, all grant finalists were funded; grants were unrestricted and paid in one lump sum; and reapplication was opened immediately. [A streamlined process continues](#).
- In November 2019, we awarded our first Social Innovation Grant (SIG), the culmination of a two-year [Impact Incubator](#) pilot with a mission to support women and girls of color. The 2019 award supported [The Innocence Initiative](#), and the 2020 grant went to [Black Mamas ATX](#). With the success of the SIG, and in alignment with our mission, the Social Innovation Grant became a new grant focus area in Spring 2021. The Equity Grant is now awarded each fall.
- Girls Giving Grants (g3) is Impact Austin's youth initiative, engaging girls in grades 8-12 with community needs, grant review, and leadership. Since g3's founding in 2006, total giving was \$98,000 as of June 2021.
- Impact Austin continues to shine a light on current and past Community Partners in blogs, newsletters, and social media; through our [Women Leaders](#) webinars and Signature Events; and in 2020's Giving Tuesday Now campaign.
- "Together in Service" videos in [2020](#) and [2021](#) highlight the work of our Community Partners during two challenging years.

PHILANTHROPY EDUCATION

As a learning organization, we are committed to exploring trends in philanthropy, the mechanics of giving generously, Central Texas issues to support, and how to cultivate our members' philanthropic journeys. The pivot to virtual programming proved a positive, creating free events that we opened to the wider community. Topics included:

- Central Texas issues; Corporate Social Responsibility; Diversity, Equity, Inclusion, and Belonging (DEIB); and more during [Discovery Days](#)
- [National Trends in Collective Giving](#), [Trust-Based Philanthropy](#), [The Changing Face of Philanthropy](#), [Impactful Giving](#) and [Investing Through a Gender Lens](#)

LETTER FROM THE PRESIDENT, BOARD OF DIRECTORS (CONT)

OUR COMMITMENT TO DEIB VALUES

Giving circles like Impact Austin grow organically in their earliest years. But our organic growth has shifted to strategic growth so that membership and practices better reflect community diversity. The [DEIB commitment](#) that our Board of Directors adopted in 2018 continued to develop in FY20 and FY21, and DEIB values are woven through every part of our Strategic Plan.

- Our 2020 member survey underscored existing membership composition and opportunities for diversification.
- We strive to make membership more inclusive and attainable with a rolling membership year, monthly payments, immediate member benefits and voting rights upon first payment, sponsored membership, a Community Partner member category, and more. Additional Membership Task Force recommendations are under evaluation.
- The new [Strategic Advisory Council](#) launched in 2021 with multiple goals, including community feedback on our work processes and guidance for diversifying membership and grantmaking.
- Conversations on bias, implicit bias, and anti-racism are woven into training for Impact Austin leaders and grant review committees.
- Webinars, blogs, and Discovery Days sessions explored topics on equity and DEIB education, including but not limited to: [race and racism in Central Texas](#); [DEIB within nonprofits](#); and equity around [ableness](#), [generational bias](#), and [LGBTQ+ issues](#).
- “[We are in this together](#)” declared Impact Austin’s solidarity with the Black community, especially our Community Partners. A [statement of support to AAPI members](#) and friends included local resources for further education. The [Ripple Reads family book club](#) and [event with Austin Child Guidance Clinic](#) addressed conversations about racism with our children.

IMPACT AUSTIN STARTS AND ENDS WITH OUR MEMBERS

Our community impact has been built by 2,747 female philanthropists of all ages. Without our members, Impact Austin would not exist. In the midst of a global pandemic, member recruitment and engagement have presented challenges - but also opportunities.

- The pivot to virtual meetings and events meant we could engage frequently, albeit electronically. Our Zones team crafted creative Zoom social activities and later added in-person volunteer events with nonprofits. [Past Events](#) and [blogs](#) share all of these.
- We took the time to bolster our digital presence with a redesigned website, prolific blog, growing YouTube channel, four social media channels, and a new Member Portal.
- [Volunteer](#) and [leadership positions](#) were organized and clarified during FY20 and FY21.
- In May 2021, Impact Austin Founder Rebecca Powers launched her book, [Trust Your Cape](#). Proceeds from its sales will benefit our [endowment fund](#) named for Rebecca, who continues to inspire and mentor fledgling giving circles across the country.

At the close of FY21, the Board expanded and welcomed six Directors to launch FY22 with new Board President Katherine Mudge. New opportunities to serve Central Texas await us! [Join Impact Austin](#).



Susan Palombo
President, Board of Directors

Thank you to the members of Impact Austin who served the organization on the Board, Committee Cabinet, or as Executive Support in FY 2020 and FY 2021.

FY20 BOARD OF DIRECTORS

Susan Palombo, *President*
Sarah Harris, *Secretary*
Jessica Forrest, *Treasurer*
Lauren Paver, *Immediate Past President*
Jenny Cotner, *Director*
Deanna DeHaven, *Director*
Allison Marshall, *Director*
Katherine Mudge, *Director*
Nancy Mutscher, *Director*
Tracey Nelson, *Director*
Michelle Rankin, *Director*

FY20 COMMITTEE CABINET

Kim Davis, *Diversity, Equity and Inclusion*
Sue Breland and Sarah Williamson,
Girls Giving Grants
Kathryn Drew and Marla Whelan, *Grants*
Becky Austen, *Grantmaking and Strategic Partnerships*
Judi McCarthy and Linda Yang, *Marketing*
Robin Krumme, *Membership: First Year Members*
Anne Helmick-Lyon and Melissa O'Reilly,
Membership: Recruitment
Christine Egli and Tanja Horan, *Technology*
Margaret Ballinger, Angela D'Andrea, Robin Krumme, Kalina Leopold, Tonya Netzley, Dawn Skinner, *Zones Team*

FY20 STAFF

Christina Canales Gorczynski, *Executive Director*
Nicole Genovese, *Office Manager*

FY21 BOARD OF DIRECTORS

Susan Palombo, *President*
Katherine Mudge, *Vice President*
Allison Marshall, *Secretary/Administrative Officer*
Jessica Forrest, *Treasurer*
Jenny Cotner, *Director*
Deanna DeHaven, *Director*
Sarah Harris, *Director*
Tracey Nelson, *Director*
Michelle Rankin, *Director*
Simone Talma Flowers, *Director*

FY21 COMMITTEE CABINET

Kendall Antonelli and Carmaleta McKinnis-Williams, *Diversity, Equity, Inclusion and Belonging*
Sue Breland and Sarah Williamson,
Girls Giving Grants
Kathryn Drew and Marla Whelan, *Grants*
Becky Austen, *Grantmaking and Strategic Partnerships*
Judi McCarthy and Linda Yang, *Marketing*
Robin Krumme, *Membership: First Year Members*
Tori Smith, Lucy Coady, Chelsea Elliott, Nicole Genovese and Christina Gorczynski,
Membership: Recruitment
Christine Egli and Tanja Horan, *Technology*
Margaret Ballinger, Angela D'Andrea, Robin Krumme, Kalina Leopold, and Tonya Netzley,
Zones Team

FY21 STAFF

Christina Canales Gorczynski, *Executive Director*
Nicole Genovese, *Office Manager*

MISSION

We cultivate and expand the knowledge, passion, and generosity of our members to make a positive impact by developing strong relationships and leveraging the power of collective giving.

VISION

To unlock the potential in our community by uniting to fulfill our philanthropic purpose.

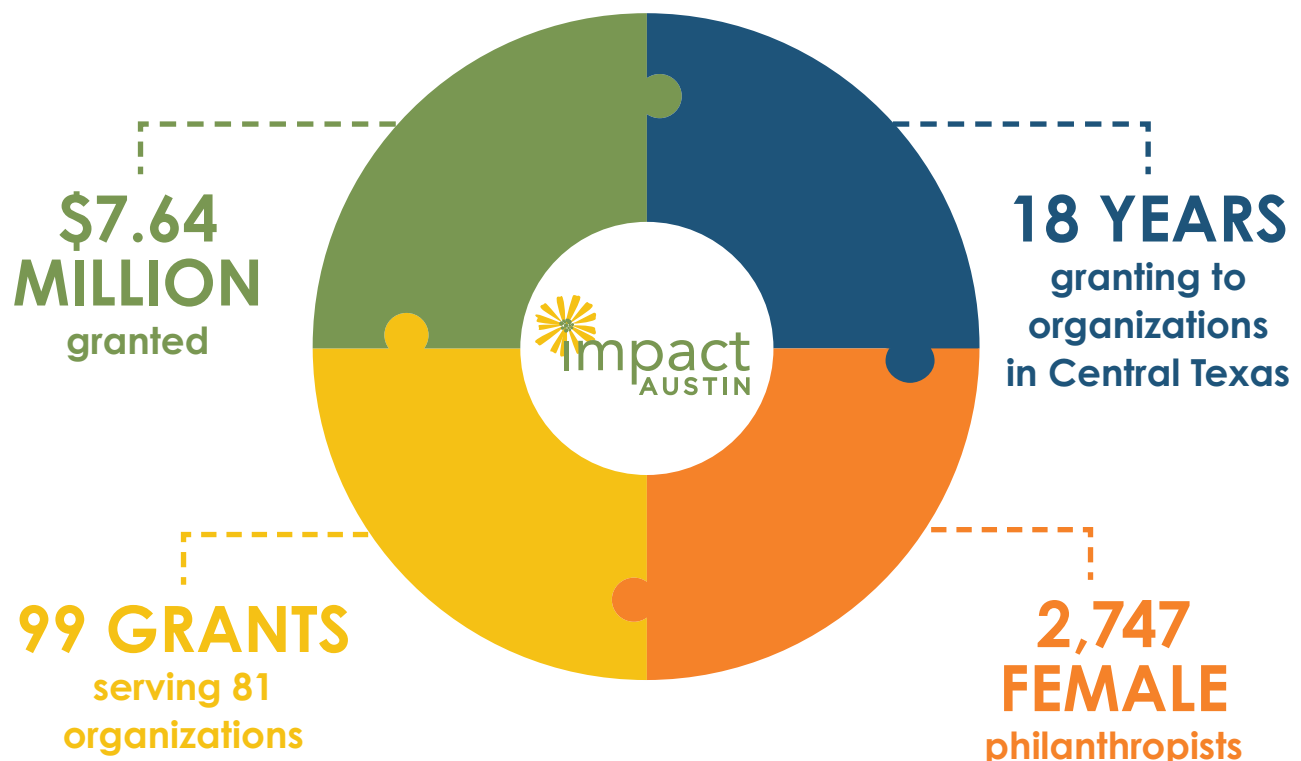
VALUES

INCLUSIVITY | We welcome all women with a passion to give and a desire to grow.

EMPATHY | We care deeply about our community, partners, and fellow members.

CURIOSITY | We are a learning organization that educates members on community needs and solutions.

IMPACT | We challenge ourselves to give of our time, expertise, and financial resources to address systemic challenges facing our community.



Changes to grantmaking in 2020 and 2021 are reflected below. Impact Austin now awards funding to both finalists in each grant category. The primary award goes to the nonprofit winning the most membership votes, and funding supports the work proposed in the grant application. The secondary grant is unrestricted to support the nonprofit's mission and programs. As of 2021, Impact Austin shifted to year-round grantmaking, with awards announced in spring and fall.

FY20 COMMUNITY PARTNERS

CATALYST GRANTS

[Austin Child Guidance Center](#)

Austin Child Guidance Center's mission is to improve the mental health of children and their families through early intervention, diagnosis, and treatment to help them develop the emotional skills to face life's challenges. The \$75,000 grant would support a new teletherapy program to connect clinicians to clients for assessment, intervention, and consultation. The program launched early to remove barriers to service and address mental health needs associated with COVID-19.

[Family Eldercare](#)

Our \$25,000 grant supports services to Central Texas seniors and adults with disabilities.



COMMUNITY GRANTS

[Casa Marianella](#)

Casa Marianella welcomes recently arrived refugees and asylum seekers in Austin and promotes self-sufficiency by providing shelter and support services such as case management, access to care, legal services, and more. The \$75,000 grant would support current and past residents throughout the COVID-19 crisis so they remain healthy and avoid homelessness. Expanded programming for teens and youth ages 18-21 was also planned.

[BookSpring](#)

Our \$25,000 grant supports early literacy programs for Central Texas' low-income children and families.



EDUCATION GRANTS

[Welcome Table](#)

Welcome Table uses the Children's Defense Fund's proven model to offer Freedom Schools' unique enrichment program to elementary-aged scholars from working-poor families in East Austin. The \$75,000 grant would allow the organization to pivot during the pandemic, creating an online curriculum and supporting families through at-home learning. In-person enrichment would continue when safe.

[Kids In a New Groove \(KING\)](#)

Our \$25,000 grant supports free music lessons and mentorship to youth in foster care.



FY20 COMMUNITY PARTNERS (CONT)

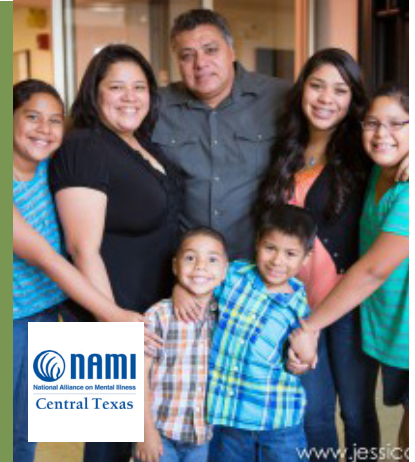
HEALTH & WELL-BEING GRANTS

NAMI Central Texas

NAMI Central Texas provides education, support, and advocacy programs at no cost for families and individuals as well as community mental health training and workshops. The \$75,000 grant would launch “Mental Health Mamas,” a program to support parents and caregivers of children experiencing a mental health crisis, with connection to support programs, resources, and education.

Up Together (Family Independence Initiative)

Our \$25,000 grant supports services that invest directly in low-income people.



SOCIAL INNOVATION GRANT

MEASURE

With the \$110,000 Social Innovation Grant, a collaborative of MEASURE, Girl Scouts of Central Texas, Hearts 2 Heal, Lone Star Justice Alliance, and Community Advocacy and Healing Project would address the adultification of Black girls in Central Texas through the Innocence Initiative. Six courses of action were proposed, including a public education campaign; training defense attorneys; issuing a public report on the impact of adultification of Black girls; community events; and much more.



GIRLS GIVING GRANTS (g3) AWARDS

Friends of the Children Austin

Friends of the Children Austin is part of a national nonprofit that is breaking the cycle of generational poverty by providing children with a professional mentor from kindergarten through high school graduation. g3's \$7,725 award funded outings and activities for children and their mentors.

Mothers' Milk Bank Austin

g3's \$2,575 award supports programs saving lives of very fragile babies with human milk.



FY21 COMMUNITY PARTNERS

COMMUNITY GRANTS

Austin Tenants Council

Austin Tenants Council was established in 1973 to help residents avoid homelessness and to promote fair access to safe and decent housing. The \$78,500 grant would expand the reach of ATC housing education and counseling services to underserved Bastrop, Hays, and Williamson counties. Within Travis County, a team of Community-Based Housing Advocates would provide easily accessible peer-to-peer housing rights education within communities at high risk of housing loss.

Austin Diaper Bank

Our \$19,600 grant supports services in six counties providing diapers, wipes, and period supplies.



EDUCATION GRANTS

Mainspring Schools

Mainspring Schools prepares kids ages six weeks to five years old for success in school and life through high-quality early education, nutrition, family services, and community building. The \$78,500 grant would fund a full-time licensed therapist, a parenting boot camp, and an intervention program to identify toxic stress and prevent impaired brain and physical development.

Ecology Action of Texas

Our \$19,600 grant supports the environmental education program at Circle Acres Nature Preserve.



SOCIAL INNOVATION GRANT

Black Mamas ATX

A collaborative of Black Mamas ATX, People's Community Clinic, Austin Regional Clinic, and Manor ISD would bring Black Mamas programming to Manor, which has one of the highest Black populations in Central Texas but currently has no OB/GYN clinics. The \$40,000 grant would help fund support groups, doula services, midwifery clinic services, and remote/online case management and psychotherapy services.



GIRLS GIVING GRANTS (g3) AWARD

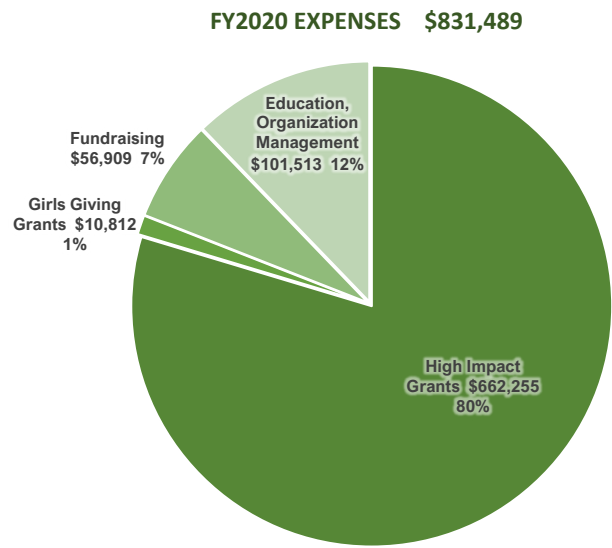
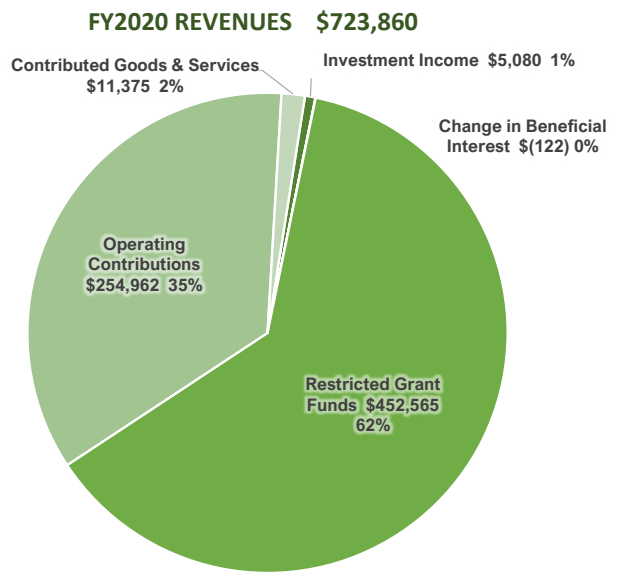
Center for Survivors of Torture

The Center for Survivors of Torture (CST) exists to facilitate healing, ease transition into new beginnings, and foster hope in survivors of trauma. g3's \$7,600 award focused on the Center's Healing Children Program, providing equipment and access for web-based telehealth and virtual counselling services for child victims of torture.

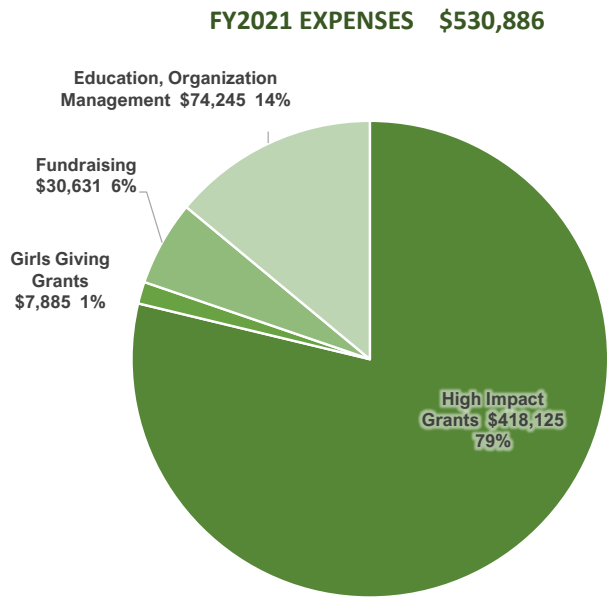
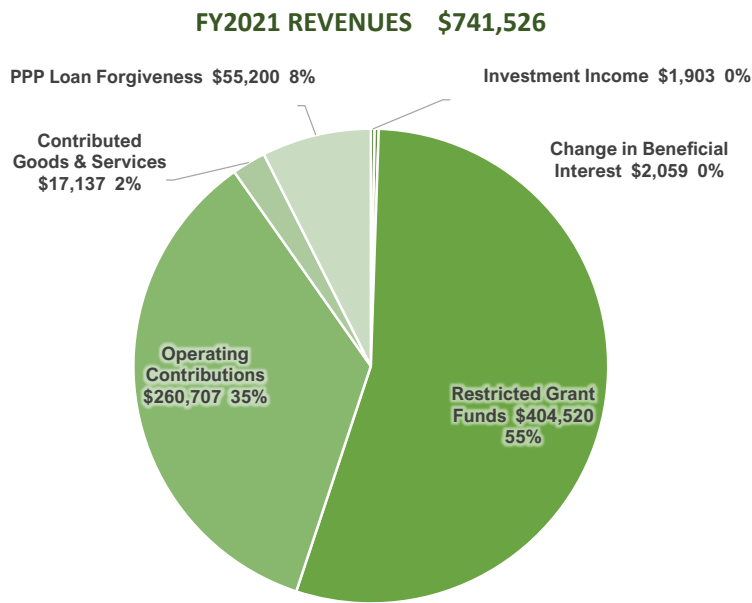


FY2020 CHANGE IN NET ASSETS: \$ (107,629)

Award of the Social Innovation Grant funded in FY19 was distributed in FY20.



FY2021 CHANGE IN NET ASSETS: \$ 210,640



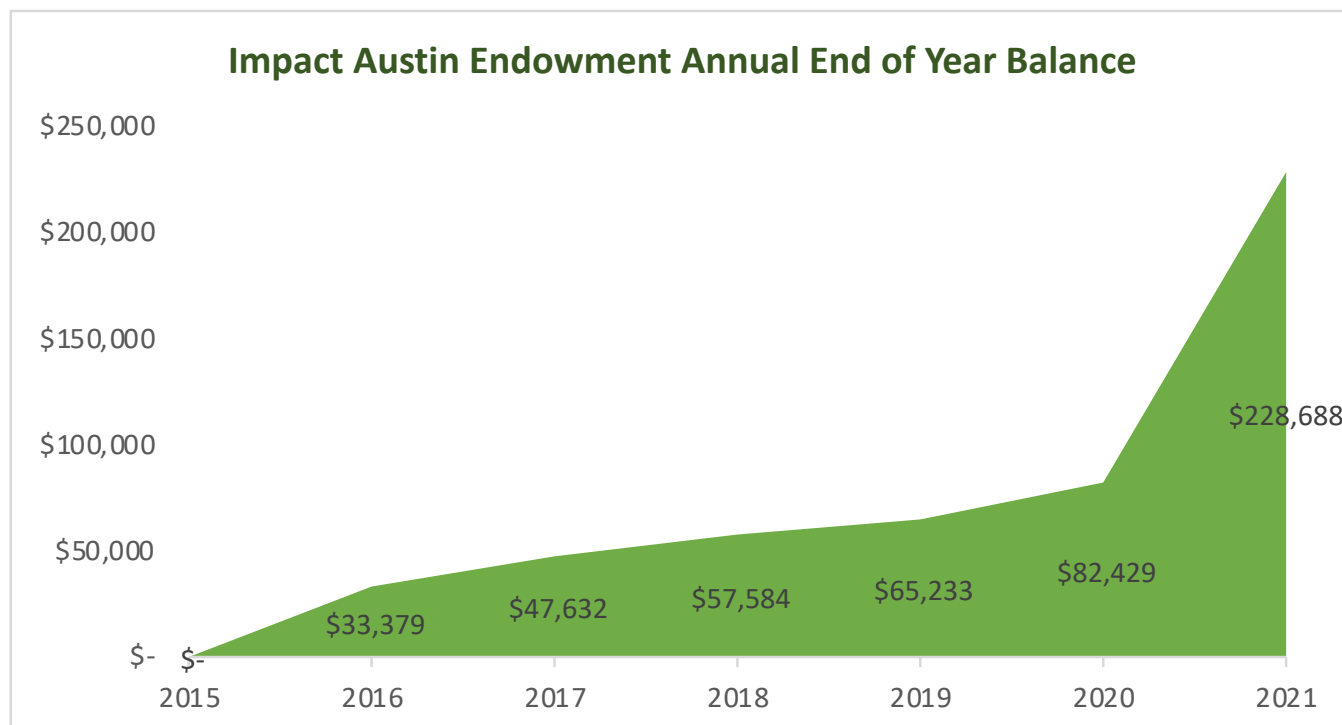
Starting in FY21 Impact Austin introduced a semi-annual, streamlined grant process. The four focus area grants are distributed in two cycles, fall (Equity and Health & Well-Being) and spring (Community and Education). The first of the semi-annual cycles was awarded in May 2021; the fall grants to be voted and awarded in November 2021, after the close of FY21. Starting in FY21, all grants follow the semi-annual schedule with award amounts based on membership levels and announced at the start of each grant cycle.

Impact Austin’s fiscal year 2020 ran from July 1, 2019 to June 30, 2020. Fiscal year 2021 ran from July 1, 2020 to June 30, 2021. Independent audits for both years were conducted by Allman & Associates, Inc., Certified Public Accountants. The complete audited financial statements and the auditor’s report can be found on our website. [FY 2020](#) and [FY 2021](#)

REBECCA WARREN POWERS *Endowment* for **impact** AUSTIN

The Impact Austin Endowment, launched in 2016, was established in honor of Impact Austin's founder, Rebecca Warren Powers. The endowment is professionally managed by the Austin Community Foundation (ACF). Over time, the income generated will help support Impact Austin's annual budget. The balance at the end of Fiscal year 2021 was \$228,687.85.

Gifts to the endowment may include checks, appreciated stocks, and other asset class contributions. Donors with annual required minimum distributions (RMDs) from their retirement accounts may use all or part of that amount (up to \$100,000) as a Qualified Charitable Distribution (QCD) to Impact Austin's 501(c)(3) Endowment at ACF. Questions about the endowment and how to support it can be directed to contact@impactaustin.org.



GRANT OUTCOMES

These Community Partners completed their grant programs in FY20 and FY21. We're pleased to share significant impacts our Partners achieved with Impact Austin investment. Additional results and video reports are available on our website's [See Our Impact](#) page.

CATALYST GRANTS



AMERICAN GATEWAYS

Capacity Building

- Diversified funding and increased overall funding by 12%
- Drew 200 volunteers, a 50% increase
- Helped 300 people apply for U.S. citizenship



CASA OF TRAVIS COUNTY

Increasing Volunteer Diversity through Targeted Marketing and Recruitment

- Hired a Diversity Recruitment Specialist
- Digital advertising reach to 190,000 people
- By 2020, 37% of volunteer applicants are People of Color

COMMUNITY GRANTS



CON MI MADRE

Lifting Latinos out of Poverty through Education

- Success program for 418 girls and 409 mothers, plus 50 college students
- 3 college academies and one week-long virtual college fair through #Collegeforall
- 83% planning post-graduation futures



Jeremiah Program

JEREMIAH PROGRAM

Empowerment and Life Skills Classes for Single Moms

- 46 single moms and their children lived on campus during grant period
- Pandemic pivot offered virtual Life Skills programming; reliable internet and computers; housing support
- Our grant catalyzed support from local funders; annual grant funding doubled

EDUCATION GRANTS



AUSTIN BAT CAVE

ABC Bat Mobile: A Classroom on Wheels

- Purchased, retrofitted, outfitted a city bus to become a mobile classroom
- Served 45 students at 3 Del Valle ISD schools and more with virtual programs
- Produced 2020 Anthology of student writing



CIS CENTRAL TEXAS

APIRE Family Literacy Program

- 91 parents, 141 children in 2018-2019; 77 parents, 134 children in 2019-2020
- 100% of K, 1st, 2nd graders promoted to next grade
- 82-89% of adult students gained in math, reading, writing, English language attainment

HEALTH & WELL-BEING GRANTS



HALF HELEN FOUNDATION

A Thousand Points of Sight

- Purchased optical equipment to produce 325 pairs glasses for Title I school students
- Conducted 7,846 student screenings and 162 comprehensive eye exams
- Converted some funding to operating support and hired a Director of Development



HELPING HAND HOME FOR CHILDREN

Families First

- Hired a second Family Home Developer
- Exceeded goals to recruit and train 44 families for the Foster and Adopt Program
- Exceeded goals to place 60 children in homes and serve 51 children with transition services

SOCIAL INNOVATION GRANT



MEASURE

The Innocence Initiative

- Hosted 5 community led training sessions that reached 565 parents, teachers, advocates
- Created 6-part teaching video series on how to protect Black girls
- Wrote an 11-page policy document to regional school districts, city councils, and State of Texas

GIRLS GIVING GRANTS (G3) AWARDS



THE REFUGE FOR DMST

The SEE Program

- 12 field trips to offer acculturation experiences to girls rescued from sex trafficking
- Educational activities to enhance on-site UT charter school
- Average academic improvement was 1.5 grade levels; 5 girls graduated high school



FRIENDS OF THE CHILDREN AUSTIN

Engagement Events for Families in Poverty

- 103 children served with weekly mentorship, 16 hrs/month
- Pandemic included virtual field trips, art supply boxes, pen pal project
- Unrestricted funding ensured all children had laptops and wifi



MOTHERS MILK BANK AUSTIN

Charitable Care Program

- Unrestricted funding provided life-saving donor human milk to all infants with a need, regardless of the family's ability to pay

See all g3 awards on their web page. www.impactaustin.org/girls-giving-grants-impact



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