

# ANNUAL REPORT 2019



# LETTER FROM THE PRESIDENT, BOARD OF DIRECTORS

Dear Impact Austin members, Community Partners, grant applicants, and friends in our community:

Thank you so much for all that you do to make our collective giving organization successful and for all that you do out in our community with your clients to make Austin a better place for all to live. As a volunteer-powered organization, we so appreciate the passion, commitment, strategy, and pure human hours that make all of this happen.

In Fiscal Year 2019 we implemented a new strategic plan under the leadership of Christina Gorczynski, our new Executive Director who joined Impact Austin in August 2018. Along with the Board's Advancement Committee, Christina shared new successes in our growth and sustainability strategy. At the same time, recruitment reached 510 members, thanks to the tireless work of Founder Rebecca Powers and founding member Phylis Donelson.

Our focus on Diversity, Equity and Inclusion (DEI) was evident in both our recruitment and board and team leaders' training. We crafted new values statements to reflect our evolution as an organization, the changing demographics of our community, and our commitment to community and membership.

- **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.

Our commitment to DEI spurred the development of a new pilot grant, the Social Innovation Grant (SIG), which supports a specific population each cycle. Unique aspects of this new grant are: outreach to community thought-leaders for input; a specific population; a collaborative requirement; and a streamlined process in a compressed schedule. The 2019 SIG was focused on advancing equity for women and girls of color. Members' FY 2019 contributions funded the \$110,000 SIG grant, which was awarded to the Innocence Initiative: A Collaborative Disruption of the Adultification of Black Girls in Central Texas.

Our traditional grantmaking for FY 2019 included \$100,000 high-impact grants for each of our three focus area Program Grants: Community, Education, and Health and Well-Being. For the fifth year, we also funded the Catalyst Grant of \$100,000 for capacity building. FY 2019's grant recipients are introduced within this report.

We are truly blessed to be in this growing and vibrant city, working shoulder to shoulder with smart and passionate women to support community causes we value. Thank you for your curiosity, empathy, and inclusivity to allow our Community Partners to make an impact in Central Texas.

Gratefully,



Susan Palombo  
President, Board of Directors

**Thank you to the members of Impact Austin who served the organization on the Board or Committee Cabinet in FY 2019.**

## BOARD OF DIRECTORS

**Lauren Paver**, President  
**Susan Palombo**, Vice President  
**Sarah Harris**, Secretary  
**Mary Blegen**, Treasurer  
**Mary Campana**, Director  
**Jenny Cotner**, Director  
**Nancy Mutscher**, Director  
**Rebecca Powers**, Director

## COMMITTEE CABINET

**Becky Austen & Laura Kane**, Grants Co-Chairs  
**Judi McCarthy, Sarah Bagwell Rudy**, Marketing Co-Chairs  
**Sue Breland & Jennifer Long**, Girls Giving Grants (g3) Co-Chairs  
**Joanna Nolte**, Diversity, Equity and Inclusion Chair  
**Christine Egli & Ashley Brown**, Technology Co-Chairs  
**Stacey Vicari**, Member Journey  
**Rebecca Powers & Phylis Donelson**, Member Recruitment

## STAFF

**Christina Canales Gorczynski**, Executive Director  
**Suhailah Waheed**, Operations Coordinator

## 2019 GRANTMAKING

Impact Austin's cumulative grantmaking neared \$6.9 million with the announcement of four new grants in June, 2019. Three Program Grants of \$100,000 each went to these new Community Partners: Austin Bat Cave (Education Grant); Con Mi MADRE (Community Grant); and half Helen Foundation (Health and Well-Being Grant). The Catalyst Grant of \$100,000 for capacity building was awarded to American Gateways.

## WHAT'S NEW: DEVELOPING A SOCIAL INNOVATION GRANT

In Spring 2019, [Impact Incubator](#) volunteers began exploring a new grant category and a new method of grantmaking. The team conducted extensive research and consulted community thought leaders with a focus on women and girls of color. Moreover, they determined that the grant recipient would, in fact, be a collaborative of nonprofits working together to address an issue or problem. Research continued through Summer 2019, with the first Social Innovation Grant awarded in November 2019.

## CHRISTINA GORCZYNSKI HIRED AS EXECUTIVE DIRECTOR

[Christina Canales Groczyński](#) joined Impact Austin as full-time Executive Director in August 2019. Christina started her career as Executive Director of the League of Women Voters of the Houston Area. She also worked as Principal Consultant at First Person LLC, specializing in advocacy and capacity building for nonprofits, private foundations and social enterprise. Before joining Impact Austin, she served as a Program Officer at the Simmons Foundation. The Board of Directors was impressed with Christina's energy, passion for Impact Austin's mission, and enthusiasm for its new strategic plan. Christina was formally introduced to the membership at the September 2019 Town Hall Meeting.

## SPECIAL EVENTS

- **Town Hall Meeting** – This popular September event was held at AFS Cinema and headlined by Jessica Honegger, author of *Imperfect Courage*, whose title provided the evening's theme. Jessica is the founder of Noonday Collection, a "not-just-for-profit" business that designs and sells accessories made by artisans around the world. Members were introduced to Impact Austin's new strategic plan.
- **Annual Nonprofit Workshop** – Austin Ridge Bible Church offered the location for our fall workshop to educate and assist potential grant applicants. The event included a presentation and panel discussion with Impact Austin leaders, plus helpful insights from past Community Partner Thais Perkins, Executive Director of TreeFolks.
- **Discovery Day** – Impact Austin's signature day of learning focused on diversity, recognizing and overcoming bias, and how data can drive grantmaking. Keynote Speaker for the event at St. David's Episcopal Church was Toya Cirica Bell, Deputy Chief Ethics Officer, Texas Health and Human Services System.
- **Annual Meeting** - The biggest event of the year was held again at Dell Jewish Community Center. Members voted on eight finalists for four grants of \$100,000 each, and Girls Giving Grants (g3) announced their grant recipient to the Impact Austin membership. Organizational updates included our Diversity, Equity and Inclusion initiative and the new Social Innovation Grant.
- **Zones Social Activities** – Impact Austin Zones offer casual, social gatherings for members in neighborhoods where they live or work. Events include potlucks, brunches and dinners out, field trips to nonprofit venues, art activities, happy hours and more.

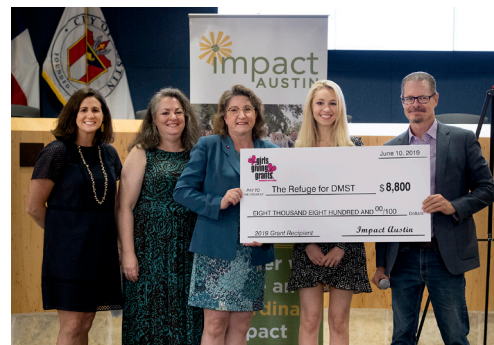
Girls Giving Grants (g3) is a model of collective giving designed by Impact Austin to educate and engage young philanthropists. The 2018-19 members were 88 young women in grades 8 – 12, from 22 area schools, each donating \$100 to create a meaningful grant and award it to a Central Texas nonprofit of their choice.



## g3 AWARDS LARGEST GRANT EVER IN 2019

Girls Giving Grants announced their largest grant ever in FY 2019. They reviewed 42 applications for funding, selected seven semi-finalists for closer evaluation, and made site visits to two nonprofit finalists. The g3 members voted to award their grant to the Refuge for DMST (Domestic Minor Sex Trafficking). 2018-19 President Haley Justiz explained, “This nonprofit provides restorative care to girls who have been exploited through sex trafficking. Our \$8,800 grant will help fund the SEE Program, which helps integrate the girls back into society through fun and educational field trips.

We were especially impressed with the Refuge’s attention to detail and emphasis on the girls’ safety.” Since 2006, g3 has awarded more than \$80,000 to Greater Austin nonprofits serving youth.



## WHY GIRLS GIVING GRANTS?

By Katiana Soenen, g3 member and Education Chair, 2018-2019

Girls Giving Grants offers middle and high school aged girls the opportunity to take charge in their community by becoming informed and passionate philanthropists, well versed in the importance of collaboration and leadership. g3 is unique, in that it is almost entirely led by its members. Girls are encouraged to participate, starting in 8th grade through the grant reviewing process, and then to expand their roles as leaders in the organization. In this way, girls can gain confidence, public speaking skills, and enthusiasm for philanthropy alongside their peers.

Involvement in g3 is invaluable. When I first joined, I did not know much about the workings of a nonprofit and sought to become more informed about the issues my community faced. As I continued in the organization, I learned not only about how many nonprofits are run but also about the most pressing needs in our community and how we can work together to address them. I quickly grew more confident and more empowered. I learned my age was not a limit to my ability, but instead, an asset. As a young person, I have enthusiasm ready to be nurtured and a vast future ahead of me.

Girls Giving Grants provides a space in which we can grow to identify our roles in our community, to gather skills that will last a lifetime. g3 inspires us to be driven, passionate, and confident teens – and later, adults.

## 2018 GRANT IMPACT

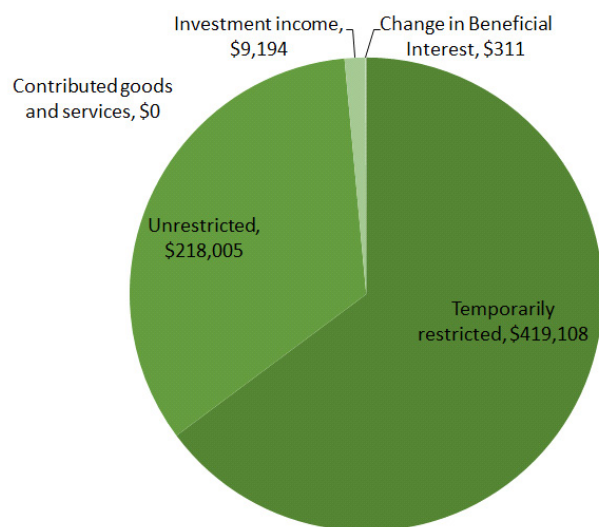
The members of g3 awarded \$8,200 in 2018 to Foster Angels of Central Texas. The grant purchased beds and bedding for children in foster care.

[Learn more](#) about the impact of their grant.

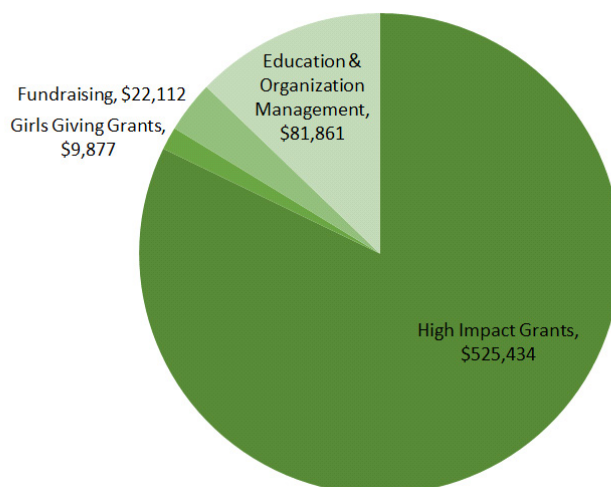


# FINANCIAL OVERVIEW

## FY2019 REVENUE: \$646,618



## FY2019 EXPENSES: \$639,284



## Change in Net Assets: \$7,334

The positive Change in Net Assets of \$7,334 is attributable to the fundraising efforts of the Board of Directors to offset program expenses.

## ENDOWMENT FUND

The Rebecca Warren Powers Endowment for Impact Austin was established in 2016. Over time, the investment income that the endowment generates will help support Impact Austin's annual budget. The balance in the fund at the end of FY 2019 was \$65,233.

The endowment is professionally managed by the Austin Community Foundation (ACF). Gifts to the endowment can include checks and appreciated stock donations. Donors who have required minimum distributions (RMDs) from their retirement accounts may use all or part of that amount (up to \$100K) as a charitable donation to Impact Austin's 501(c)(3) or to the Rebecca Warren Powers Endowment at ACF, providing a pre-tax contribution to Impact Austin. Questions about the endowment and how to support it can be directed to Executive Director Christina Gorczynski at [Christina@impactaustin.org](mailto:Christina@impactaustin.org).

Impact Austin thanks these generous donors for their FY 2019 contributions to Impact Austin's endowment.

Mary Blegen  
KeyBank Foundation  
Dina Mavridis

Tonya Netzley  
Susan Palombo  
Sara Pantin

Rebecca Powers  
Linda Ward  
Christine Wilson



## Catalyst | American Gateways Capacity Building

American Gateways empowers low-income immigrants and their families to navigate the U.S. immigration legal system. Research shows that immigrants with legal representation are ten times more likely to win relief from deportation than those without a lawyer, but few can afford one. With Impact Austin's support, American Gateways will build a development team that will reduce their reliance on government funding and better leverage the tremendous support for immigrant rights within the Austin community. Specifically, the grant will help fund a Development Coordinator, Grants and Operations Manager, and a Communications and Pro Bono Coordinator. With this team in place, American Gateways will increase their capacity to engage more pro bono attorneys, assisting even more immigrants in Central Texas.



## Education | Austin Bat Cave ABC Bat Mobile: A Classroom on Wheels

Austin Bat Cave (ABC) partners with nonprofit organizations and Title 1 schools all over Austin to provide free writing workshops and summer camps for students ages 6-18, serving over 1,000 students each year. ABC's trained volunteer teachers are novelists, poets, educators and other professionals, all passionate about writing and empowering young people to find their voices. Each year, ABC publishes a collection of students' stories, and helps them pitch their writing to local and national publications. ABC will use the Impact Austin Education grant to expand free programming in Del Valle by converting a city bus into a mobile classroom. The Bat Mobile will be outfitted with a book-making station, library, study nook, internet access, Chromebooks, and desks, and will provide programming that directly responds to educational needs voiced by educators and parents in the Del Valle community.



## Community | Con Mi MADRE Lifting Latinos out of Poverty through Education

Con Mi MADRE is a two-generation organization that empowers young Latinas and their mothers through education and support services that increase preparedness, participation, and success in post-secondary education. Con Mi MADRE translates to 'with my mother,' which is a unique programming element. The organization intentionally engages mothers in their daughters' educational journeys from 6th grade through college graduation. Con Mi MADRE contributes to increasing college completion rates among Latina youth and decreasing the cycle of poverty. With support from Impact Austin, Con Mi MADRE will reach an additional 180 mother-daughter teams in Central Texas.



## Health and Well-Being | half Helen Foundation Optical Prime: Transforming Vision Services for Children in Poverty

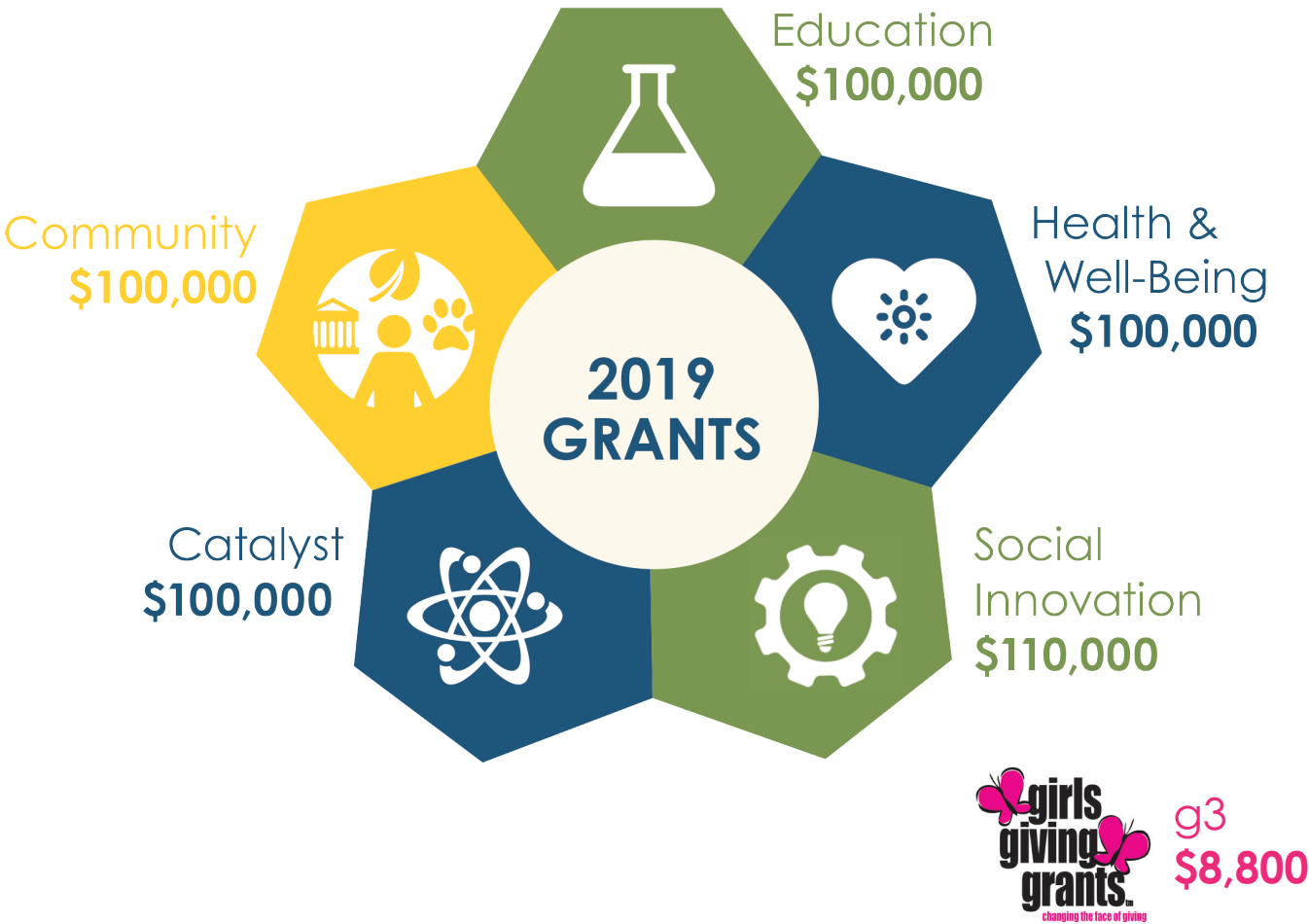
half Helen Foundation (hH) has provided over 45,000 vision screenings for children in low-income schools. Uncorrected vision issues are associated with reading problems, poor attention, lower grades, lower test scores in reading and math, and can impact a child's social, cognitive, and emotional development. hH is expanding its vision screening program to serve 10,000 children. Children who fail their vision screenings will be offered a free eye exam and glasses at their school. Impact Austin funds will help pay for the cost of a state-of-the-art grinder to allow hH to operate a portable, school based optometry clinic (not just screenings) and provide free eyeglasses on site. It will also fund the hiring of a part-time optician.



## g3 | The Refuge for DMST The SEE Program

The Refuge for DMST™ (Domestic Minor Sex Trafficking) has developed The Refuge Ranch, a long-term, residential, therapeutic community for 48 girls, minors through age 19, who have been rescued out of sex trafficking. Located on 50 acres outside of Austin, The Refuge Ranch provides trauma-informed, holistic care for the girls on site, including a University of Texas Charter School program, a medical clinic staffed by community partners, and various therapeutic programs uniquely designed for the development of a child survivor. g3's \$8,800 grant will help fund the SEE program, which helps integrate the girls back into society through fun and educational field trips.





# GRANT OUTCOMES

These Community Partners completed their grant programs in FY 2019. [\[View Video\]](#)  
Their impact by the numbers is shown below:

## Interfaith Action of Central Texas

### EDUCATION GRANT



GOALS	RESULTS
<ul style="list-style-type: none"> <li>Hire a Refugee Youth Program Coordinator</li> <li>Recruit and train at least 50 volunteers</li> <li>20 volunteers to serve as teacher's aides during summer program</li> <li>15 volunteer tutors staffing year-round Saturday morning tutoring</li> <li>15 volunteers to serve as 1:1 mentors for high school students</li> <li>Serve at least 50 students in iLearn summer program</li> <li>Serve at least 30 students at Saturday morning tutoring</li> <li>Provide consistent mentoring for 10 high school refugee students</li> </ul>	<ul style="list-style-type: none"> <li>Program Coordinator hired</li> <li>71 volunteers recruited and trained</li> <li>49 volunteers served as teacher's aides for the summer program</li> <li>28 volunteers participated in Saturday tutoring</li> <li>30 volunteers served as 1:1 mentors for high school students</li> <li>The iLearn summer program served 139 refugee children</li> <li>24 students were served at Saturday morning tutoring</li> <li>19 teens were mentored</li> </ul>

## The SAFE Alliance

### HEALTH & WELL-BEING GRANT



GOALS	RESULTS
<ul style="list-style-type: none"> <li>Alumni Navigator outreach to at least 60 former foster care youth</li> <li>Develop a Navigation Plan and engage with approximately 40 youth</li> <li>Monitor/assess and document completion of 20 youth's Navigation Plans and progress</li> <li>85% of youth with Navigation Plans will increase knowledge of community resources – gauged through a survey at intake and after 6 months</li> <li>90% of those who developed a Navigation Plan will remain engaged with the Alumni Navigator until at least 3 needs have been met</li> </ul>	<ul style="list-style-type: none"> <li>Outreach conducted to over 60 former foster care youth with 56 served through the program</li> <li>Navigation Plans were developed with 56 youth</li> <li>The survey on youth progress with the Navigation Plans was delayed due to staff turnover and the decision to create a self-sufficiency survey for multiple programs. Anecdotally, the youth who completed Navigation Plans report that they increased their skills and ability to identify resources.</li> </ul>

## The Seedling Foundation

### CATALYST GRANT



GOALS	RESULTS
<ul style="list-style-type: none"> <li>Create a business model for growth to serve more children</li> <li>Develop a branding and a communications strategy for the organization</li> </ul>	<ul style="list-style-type: none"> <li>A business model was developed that included diversified funding strategies, created a presentation with case statements to approach more school districts, developed a cost per unit of service to use for funding solicitations, changed approach to matching at schools, developed third-party event gaming fundraiser, and created entrepreneurial project to develop a mentoring product to sell to others</li> <li>Developed a new logo, tagline, colors and name of the organization. Developed new website, collateral, videos, and a communications plan.</li> </ul>

## Foster Angels of Central Texas

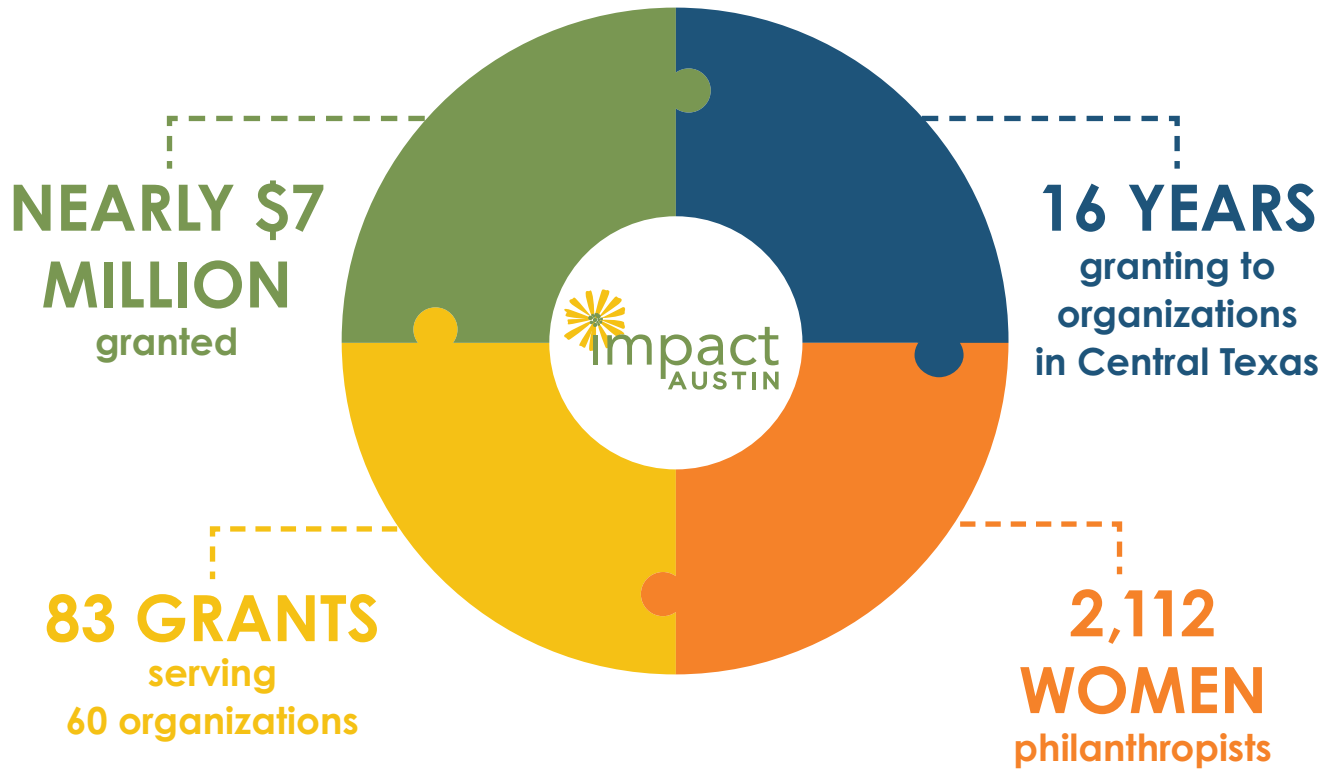
### g3 GRANT



GOALS	RESULTS
<ul style="list-style-type: none"> <li>Serve over 4,500 children and youth</li> </ul>	<ul style="list-style-type: none"> <li>Served 4,611 children and youth with beds, cribs, mattresses, and bedding</li> </ul>



## OUR CUMULATIVE IMPACT



**\$80,100** granted

**14 YEARS** supporting local organizations

**14 ORGANIZATIONS** supported

## OUR MISSION

We cultivate the collective  
*wisdom & strength*  
of women to  
*transform*  
ourselves and our  
communities through  
*philanthropy.*



## OUR VISION

We  
*unlock the potential*  
of our communities  
when we  
*help women achieve*  
their full philanthropic  
capacity.



## EMPOWER SPONSORS

Empower Sponsors enhanced our impact in FY 2019. Our appreciation goes to...



Meg Arnold, member



Carol & Katie Dochen, members



Emily Moreland, member



Pam Friedman, member



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