2020 IMPACT REPORT
To our community, friends and supporters –

2020 has been a year we will never forget. Together, we’ve experienced new hardships and challenges in a “triple pandemic” that has required us to think more thoughtfully and intentionally about racial justice and equity, the economy, and more.

We’ve witnessed our social sector’s resilience while serving our community through this global pandemic. And, in facing these new set of challenges, we’ve surfaced opportunity and have responded in creative, innovative ways – shifting the way we work and serve and examining what this means in the context of true systemic change.

As I reflect on this moment in time, I can’t help but think of the leaders, organizations and networks that have come alongside us and those who have invited us on this journey of leaning into learning and action. We are so grateful for your trust this past year. Your support and partnership aren’t just what fuels our work, it is our work.

- MADGE VÁSQUEZ
ABOUT US

MISSION

To equip and connect mission-driven leaders, organizations, and networks advancing equity and opportunity through their work.

VISION

A Central Texas where all have access to opportunity and can thrive.
As the COVID pandemic hit in March, we focused on deeply listening to our communities and constituents to better understand what they needed and, specifically, what they needed from Mission Capital.

Leaning in to Mission Capital’s traditional role as a nonprofit hub or connector, we asked ourselves...

**HOW CAN WE HELP NONPROFITS AND FUNDERS MAKE WISE, EQUITABLE DECISIONS THAT PRIORITIZE COMMUNITY NEEDS AND SUSTAINABILITY?**

We recognized that when no one has the answers, the best thing we could do was to get into conversation, listen, create spaces for peers to share their “real time” insights, questions and decisions so that people could learn from one another.
REACH & IMPACT

- **General Audience Trainings**: 5
- **Member Events**: 12
- **Child Welfare**: 20
- **Social Venture Partners**: 21
- **Consulting**: 61
- **Aligned Impact**: 5
- **Customized Trainings**: 3
- **Research & Evaluation**: 7

**5,598** Registrations across 125 events.
Pivoting our activities to virtual due to COVID-19 allowed for broader reach and higher participation.

**NUMBER OF REGISTRATIONS**

<table>
<thead>
<tr>
<th>Year</th>
<th>DATA INSTITUTE</th>
<th>BOARD ESSENTIALS</th>
<th>TCCC PEER COACHING</th>
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<td>279</td>
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</tr>
<tr>
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<tr>
<td>2020</td>
<td>371</td>
<td>501</td>
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INNOVATIVE PARTNERSHIPS

Recognizing that nonprofits’ ability to pay for capacity building services lessened due to COVID-19, but their needs remained the same or increased, we developed innovative partnerships with funders.

These partnerships allowed us to assist grantees by providing guidance and peer support through laser coaching, customized trainings, CEO Circles, and consulting engagements.

GRANTEE ORGANIZATIONS SERVICED IN 2020

- MICHAEL & SUSAN DELL FOUNDATION: 100
- ANDERSON FOUNDATION: 54
- APPLIED MATERIALS: 54
- STILL WATER FOUNDATION: 30
LEADERS

Building the capacity and connectedness of nonprofit and philanthropic leaders.

RACE TO LEAD CENTRAL TEXAS & PARTNERSHIP WITH THE BUILDING MOVEMENT PROJECT (BMP)

Benchmarking locally against important national research on what leaders – particularly leaders of color – need to be successful in the nonprofit sector.

LEVEL OF INTEREST IN TAKING A LEADERSHIP ROLE AMONG NON-EDS/CEOS

- **People of Color**
  - National: 52%
  - Central Texas: 51%
- **White**
  - National: 37%
  - Central Texas: 39%
QUALIFIED & READY

The data showed us that local respondents of color are more interested and qualified in pursuing nonprofit leadership positions than white counterparts and are equally qualified.

LACK OF MENTORSHIP

8% POC nationally less likely than white respondents to say they had mentors outside or inside their workplaces.

16% Local POC less likely to have received external mentoring than national POC.

FEW POC-LED ORGANIZATIONS

<25% POC in leadership and board positions.

FUNDRAISING, ACCESS & RACE

44% Local POC more likely than their white counterparts to say they often or always lack relationships with funding sources.

Source: BMP Central Texas Report
IMPLICIT BIAS LEARNING CIRCLES

We launched this new program in the fall, the first of a new line of equity workshops coming in 2021.

Participants embarked on this 6-week journey to individually understand their implicit bias and how to mitigate it, specifically as it relates to race and racism.

![Circle chart showing 20 participants: 10 board presidents, 7 senior leaders, 2 CEOs/EDS/partners, 1 other.]

“This learning opportunity was eye-opening and challenged me to assess my whiteness and confront my biases. The facilitators were adept at eliciting authentic responses, which made the experience very rich. I highly recommend this learning opportunity to others.”

- Rebecca, Cohort 1 Participant
ORGANIZATIONS
Increasing organization resiliency and sustainability.

CITY OF AUSTIN ANCHOR FUND

$6 MILLION
We partnered with the City of Austin to offer technical assistance to organizations seeking one of their $20,000 COVID-19 relief grants.

150 NONPROFITS
Reached out to our staff to receive technical assistance in the form of webinars and office hours.
Central Texas nonprofit organizations belong to our membership program.

In response to COVID-19, and in an effort to ensure that payment was not a barrier to organizations accessing our resources, we introduced a Pay What You Can Model for standard memberships that traditionally cost $250 annually.

Organizations took advantage of the Pay What You Can offer.

Board Essentials, our most popular course, to ALL members
SHIFT IN PROGRAMMING

Membership programming in 2020 served as a resource and gathering hub providing peer learning, togetherness, and connections. Our bi-monthly Office Hours and Member Meet-Ups covered relevant topics such as:

- Staff support with Workforce Solutions Capital Area
- Virtual work support with IT guys
- Centering equity to support your team
- Pivoting programs to a virtual environment
- Reimagining the workplace for a safe return

I AM GRATEFUL FOR MISSION CAPITAL OFFERING SUCH VALUABLE RESOURCES FOR NONPROFITS IN THE AUSTIN AREA. THESE RESOURCES ARE NEEDED NOW MORE THAN EVER TO OFFER GUIDANCE AND IDENTIFY WAYS TO EXTEND THE IMPACT THAT SO MANY NONPROFITS OFFER.

- DIANA DOBSON, ED REGARDING CANCER
Expanding collaboration opportunities in Central Texas.

COVID-19 RESPONSE

Leveraging our position as a connector in our community, we partnered with the nonprofit, philanthropic, governmental and for-profit nodes of the Central Texas data ecosystem to gather insights, build relationships, and offer timely resources and support to nonprofits during the COVID-19 crisis.

NONPROFIT PULSE SURVEY I - MARCH 31, 2020

This survey, intended for nonprofit leaders (e.g. Executive Director/CEO, board chair), offers an initial snapshot of the dire situation most Central Texas nonprofits were facing.

Partners, including Mission Capital, came together to understand the reality of Central Texas to respond to the COVID-19 pandemic.
Unduplicated responses that shared a desperate request for philanthropy, government and capacity builders to act swiftly with funding, advocacy and technical assistance.

Individuals registered for our webinar to hear the survey findings.

This work was featured in:

- The Nonprofit Times
- GivingCity
- Austin American Statesman

NONPROFIT PULSE SURVEY II - MAY 8, 2020

This survey, intended to help funders and stakeholders understand where historical inequities may show up as a result from this crisis.

Partners, including Mission Capital, came together to stem the compounding effects of historical inequities accelerated by COVID-19.
WHEN WE HEARD THE FIRST PULSE SURVEY WAS GOING TO HAPPEN. I SAID THAT’S IT! THAT’S WHAT WE NEED SO WE CAN BETTER FORMULATE HOW WE’RE GOING TO RESPOND.

I DIDN’T WANT TO JUST RELY ON OUR PARTNERS. I WANTED TO RELY ON THESE ORGANIZATIONS THAT WE OFTEN DON’T HAVE THESE RELATIONSHIPS WITH. FOR US, IT’S DIRECTLY IMPACTED WHAT PEOPLE ARE SEEING THAT WE’VE DONE.

- WILLIAM BUSTER, ST. DAVID’S FOUNDATION PANELIST DURING SECOND NONPROFIT PULSE SURVEY WEBINAR.

BEYOND THE PULSE SURVEYS

Following the findings of the Pulse Surveys we collaborated with nonprofit, government and private sector partners on:

- Digital Equity & Inclusion Needs in Central Texas
- Texas Nonprofit Leaders COVID-19 Survey
- Central Texas Collective for Racial Equity (CTCRE)
In 2019, Mission Capital ratified our new mission. Since then we have been in the throes of exploring the deep, personal work of racial identity and lived experience among our own board and staff, as well as what it means to adopt an intentional racial equity lens to our work.

We also realize we have a positional power as a gatekeeper and influencer, and we seek to leverage it, and our relationships, to proactively serve everyone with humility and respect.
We have a responsibility to evaluate our impact and recognize that without consideration of equity, we risk advancing inequitable solutions in the communities we serve.

WE ARE CHANGING OUR CULTURE

Central to our theory of change, is to be constantly doing the work of identifying how bias and white supremacy culture show up in ourselves, as individuals and as a collective.

Until we change ourselves, we only risk reinforcing existing inequities.

WE ARE BUILDING A PLACE WHERE WE ALL BELONG

We envision a Mission Capital where equity is at the heart of everything we do. Where we are one team and equity is threaded throughout everything we do.

Our hope is to create a Mission Capital where our staff and clients are empowered, come first, and where everyone feels seen and heard.
THANK YOU

This year, our work advancing equity and opportunity by equipping and connecting leaders, organizations and networks was made possible by your ongoing support, and the generosity of funding partners who provided flexible grants and operating funds.

With your partnership, we’re committed to continuing to evolve our work to face these unprecedented challenges in the year ahead. Thank you for being a champion of Mission Capital and our Central Texas social sector. We look forward to continuing this important work together in 2021.

- Applied Materials
- Aragona Foundation
- BBVA
- Blackbaud
- H-E-B
- Michael & Susan Dell Foundation
- Mitte Foundation

- Reissa Foundation
- Shield-Ayres Foundation
- St. David’s Foundation
- Still Water Foundation
- Truist
- UFCU
- Wells Fargo