



EVEN WITH A MYRIAD OF COLORFUL PIECES THAT SHINE THROUGHOUT OUR COMMUNITY, TOO MANY RESIDENTS IN SAN ANTONIO ARE CAUGHT IN THE GAPS BETWEEN OPPORTUNITY AND OBSTACLE.

OUR VISION IS A PORTRAIT OF A COLLECTIVE JOURNEY TOWARD EQUITY AND WHOLENESS; A VIBRANT MOSAIC WITH EACH PIECE AS BEAUTIFUL AND VALUED AS THE REST.



One of the fastest growing cities in the country.¹

Named one of the top cities to live in.²

Population expected to top 4 million by 2050.1

One of the best places for cybersecurity jobs.³

One of the top cities for college educated millennial growth.¹





Highest poverty rate among all major metropolitan cities.¹

One of the leading cities in income segregation.

A larger proportion of San Antonians living in poverty are employed.¹

(compared with Texas and the US)

More San Antonio women live in poverty.¹

(compared with Texas and the US)

44% of renter households in San Antonio are cost-burdened.⁷

TRUST BASED PHILAN THROP



As I reflect on the challenges of the past year, there was a phrase that I kept coming back to, supplied by my friend Andi Rodriguez, who said the work of the Area Foundation represents "an incredible mosaic of generosity." So many people stepped up to the plate when we needed them most, trusting that the San Antonio Area Foundation would put their resources to the best use. It became clear to me: when we trust each other, we fit together in a meaningful way. Our individual pieces become a mosaic, a picture befitting the generous spirit of our community.

Finding a better way to match resources and solutions together is the basis for the Area Foundation's embrace of Trust-Based Philanthropy (TBP). TBP is a way of giving that recognizes that those closest to a seemingly intractable problem are the ones who know best how to solve it. At the Area Foundation, we learned very quickly and very clearly, with significant input from the "boots-on-the-ground" community-based organizations, that a streamlined pipeline between donor and recipient means that more funds could be dedicated to direct services where they were needed most. We like to say that we move funds "at the speed of trust," trusting grant dollars, training, and support to the leaders who are doing the deep work. In short, we are not here to make things, but rather to make things better.

The Area Foundation believes that with an eye on the larger picture of what our ideal community should look like, we can fit the pieces together. It is only by giving all of the stakeholders a place at the table, that will we see our community transformed and we will remain...

...stronger together. Marjie French

Marjie French, CEO, San Antonio Area Foundation

A Message from General James T. Hill

2021 was a pivotal year for the Board of Directors of the Area Foundation. We recognized how vital it was to challenge the organization, and ourselves, to take a critical look at our mission and vision to ensure that we are all on the same page—and on the right path—to making measurable differences in the lives of those friends and neighbors throughout the region who may be struggling. Above all, we wanted to name and embrace the unique role and responsibility that we have to our donors and to the community as a whole.

An honest assessment of the inequities that persist throughout San Antonio and beyond drove us to articulate our vision of what the impact of our efforts should look like: to close the opportunity gaps for the people of San Antonio who need it most. This vision of a city that is defined by the strength of its opportunities not the weakness of its divisions is one that I think we can all share.

New Vision:

Close the opportunity gaps for those in San Antonio who need it most.

With closing the gaps in mind, we knew we had to stake our claim as the organization to fill that space with the collective human and financial resources of the myriad stakeholders committed to making our city the best it can be. Simply put, the mission of the Area Foundation is to serve as your most trusted and impactful philanthropic partner. Guided by integrity and urgency, we are committed to our role as transparent stewards of resources and as dedicated advocates for those whose voices must be heard.

New Mission:

Serve as San Antonio's most trusted and impactful philanthropic partner.

We want donors and investors to see the value in our new mission and vision and decide for themselves that they want to make a difference by taking this journey with us. Change never comes about easily nor quickly, but there's no turning back. We must continue to be forward-looking with a dream of creating transformational change in our community. We're ready to address the needs of our community with impactful vigor and determination. Join us.

Sincerely

General James T. Hill, Board Chair

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2021 BOARD MEMBERS

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Lorenzo Gomez III
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Brad Parman
Alex Perez

Gurpaul Singh Suzanne Wade



IN 2021, THE AREA FOUNDATION ENTERED THE NATIONAL SPOTLIGHT BY UNITING COMMUNITY THROUGH NIMBLE, RESPONSIVE INITIATIVES.

10 | TRUST BASED PHILANTHROPY PROGRAMS



SUCCESSFULLY AGING AND LIVING IN SAN ANTONIO (SALSA)

SALSA is the Area Foundation's in-house collective impact initiative focused on housing, transportation, caregiver support, and social connectedness for older adults. By coordinating partners, managing commitments, building capacity, and celebrating successes, we are advancing towards a San Antonio where older adults are respected, thrive, and enjoy connected lives. SALSA is now serving as a national model for best practices.

REFRAMING AGING

This long-term social change initiative improves the public's understanding of what aging means. This new approach, developed by the renowned FrameWorks Institute and based on social science research, can help change conversation, be more persuasive, and influence public understanding to create a more just, inclusive, and age-friendly society. The Area Foundation graduated 15 facilitators in 2021 to use evidence-based, cutting-edge communications tools and messages tailored for our community.



CORPORATE PARTNERS FOR RACIAL EQUITY (CPRE)

In 2021, 30+ local and national leaders convened to understand the systemic disadvantages underserved groups face and develop recommendations for collective action. CPRE has entrusted the Area Foundation with the program's \$15M financial investments in three focus areas: equitable education, economic opportunity, and community safety and justice.

SAN ANTONIO EQUITY FELLOWSHIP

The Area Foundation launched a transformational leadership program focused on bringing together African American and LatinX participants to strengthen relationships from diverse communities of color.

CONNECTING COMMUNITIES IN AMERICA (CCA)

The Area Foundation was one of seven community foundations from three countries to receive a CCA grant to implement mapping research. The Area Foundation project will study the effects of the pandemic on the wealth disparities experienced by the LatinX population in San Antonio.

COMMUNITY PIPE REPAIR FUND (CPR)

Responding to a direct request from Mayor Ron Nirenberg after the devastating February winter storm, the Area Foundation and SAWS established the CPR Fund to assist residents with emergency plumbing repairs. Individuals, corporations, and private foundations from across the country contributed more than \$1M to the Fund.

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I came to San Antonio to earn my master's degree at UTSA.

I stayed because I fell in love with the city—its calmness and its love of family and community. As a part of my studies

I got to know many teachers and the education system in

San Antonio. I was inspired by them to use my passion for equity and social justice to become an advocate and create change. After the murder of George Floyd, Spurs leadership wanted to do more than just release a statement. It has been the most impactful effort I have done in my career to work alongside our CEO and the San Antonio Area Foundation

Corporate Partners for Racial Equity Fund to convene other business leaders to have difficult conversations and then roll up their sleeves to advance racial equity.

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Morgan Jones

Senior Manager of Diversity, Equity, and Inclusion at Spurs Sports and Entertainment San Antonio Area Foundation Equity Fellow





WHEN WE TRUST EACH OTHER, WE WORK TOGETHER IN A MORE MEANINGFUL WAY.

OUR GRANT MAKING APPROACH

TO FULFILL OUR MISSION OF BEING YOUR MOST TRUSTED AND IMPACTFUL PHILANTHROPIC PARTNER, WE HAVE ADOPTED THE PRACTICES OF TRUST-BASED PHILANTHROPY AND APPROACH GRANTMAKING IN THIS WAY:

Equitable Grant Practices: We award grants to organizations at **all budget levels** by apportioning the funds available for grantmaking to each budget level based on the number of grant applications submitted.

Targeted: To achieve our vision of closing the opportunity gaps for people that need it the most, we **prioritize funding for organizations serving the lowest income and/or most-challenged zip codes** in the city and organizations serving in our 8-county area (Bexar, Atascosa, Medina, Bandera, Kendall, Comal, Guadalupe, and Wilson counties).

General Operating Support: We trust the expertise of our nonprofit partners and **award unrestricted, multi-year grants** for operating expenses, salaries, programs, capacity building or whatever use they need to fulfill and advance their missions.

Community Input: We rely on the expertise and passion of diverse community volunteers to support our decision-making process. Community Advisory Committees (CACs) give the final decision on grant awards following a thorough review of the recommendations provided by the Area Foundation professional staff and the Committee Chair. There are CACs in place for all impact areas, with over 80% new CAC members in 2021.





OUR DONORS REPRESENT A MOSAIC OF GENEROSITY, GIVING TO ALL FACETS OF OUR COMMUNITY AND ALWAYS GIVING FROM THE HEART. AS YOUR MOST TRUSTED AND IMPACTFUL PHILANTHROPIC PARTNER, IT IS OUR PRIVILEGE TO SAY "THANK YOU." HERE IS THE DIFFERENCE YOU MADE IN 2021.

\$1.1 BILLION

Charitable Funds 550+

Total Grantmaking

To Nonprofits

In Scholarships

In Hardship Grants

\$48.4 MILLION \$41.4 MILLION \$5.1 MILLION

\$1.9 MILLION

Total Nonprofit Grants

1,375

Nonprofit Community Leaders Trained

1,557



Being a native person from traditional roots, I live in the traditional indigenous way and strive to identify what is most important about who we serve, what we do for them, and why we do it. We use our cultural values to uplift the lives of all native people in San Antonio and Bexar County. We also want to educate the rest of the community on what exclusion and erasure means. This is why I am so grateful to have been part of the Area Foundation's first **Equity Fellowship** to foster meaningful dialogue and share personal insights with other nonprofit leaders. As a father of two wonderful children, I want to make sure they have a place of belonging. I want them to learn, as we did, about what our Ancestors endured for us and I want them to see the pathway forward that we are now creating. I have a quote that I tell people as much as possible, 'We are the new Ancestors. Act accordingly.'

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Ramon D. Vasquez

Community Engagement Manager American Indians in Texas at the Spanish Colonial Missions San Antonio Area Foundation Equity Fellow





WE ARE HELD TOGETHER WITH STRENGTH, CREATIVITY, AND A SHARED VISION.

II. Putting the Pieces Together

A MOSAIC OF IMPACT

THE VISION OF A BETTER SAN ANTONIO IS MADE POSSIBLE BY DONORS, THE COMMUNITY, AND NONPROFITS ACROSS THE REGION COMING TOGETHER IN THE FOLLOWING WAYS TO ACHIEVE MEANINGFUL IMPACT IN FOUR KEY AREAS: CULTURAL VIBRANCY, LIVABLE AND RESILIENT COMMUNITIES, YOUTH SUCCESS, AND SUCCESSFUL AGING.

RESPONSIVE GRANTMAKING

We award multi-year unrestricted grants to support operating expenses, salaries, programs, or whatever use nonprofits need to carry out their missions. We believe that those on the front lines know best how to address the challenges that they face every day. In 2021, more than \$3.7M was distributed to area nonprofits.



EMERGENCY RESPONSE

The Area Foundation provides fast-tracked emergency funding to organizations that have encountered an unforeseen disaster or situation that could impact service delivery. This can be in the form of a grant from the Special and Urgent Needs Fund or a fund uniquely created to address a specific community need or impact area.

STRATEGIC PARTNERSHIPS

Strategic partners with a shared vision for our community help us target improved outcomes and better service capacity while bringing new dollars and resources to those most in need. In the case of Catchafire, participating nonprofits saved more than \$1M in staffing costs in 2021 by identifying volunteer resources.

The Area Foundation offers nonprofits a range of programs and resources. To learn more, visit **saafdn.org/nonprofits/nonprofit-resources**.

LEARNING AND PROFESSIONAL DEVELOPMENT

Local and regional experts teach tools to strengthen leadership strategies, make sound financial decisions, build effective boards, raise funds, and address community needs. Professionals can also earn a nonprofit management certificate covering an array of essential topics. More than 1,500 nonprofit leaders participated in 64 trainings in 2021.

EXECUTIVE LEADERSHIP TRAINING

Through a number of innovative cohorts, the knowledge base for area nonprofit professionals is strengthened. The Holt Leadership Program, Holt Values Based Leadership™ Fellows Program, and the Equity Cohort engage local experts to offer training in communication, strategic planning, diversity, equity and inclusion, and more.



IMPACT AREAS

YOUTH SUGGES

THE AREA FOUNDATION INVESTS IN A
NETWORK OF AGENCIES AND PROGRAMS
IN SAN ANTONIO THAT GIVE ALL CHILDREN
THE CHANCE TO BE HAPPY, HEALTHY, AND
READY TO THRIVE.

BOY WITH A BALL SAN ANTONIO

Boy with a Ball is a name deeply rooted in the transformational power of realizing potential. As their leadership says, the name "came from a little boy's discovery that the ball he was clinging to as a security object could be used for so much more." With the help of the Area Foundation's Youth Leadership Development grant funded by Blue Meridian Partners, Boy with a Ball trains Harlandale ISD high school students to mentor middle school students, helping each group of young people gain better perspective, leadership skills, motivation, and self-discipline to grow and to help others grow as well.

CULTURINGUA

Another Youth Leadership Development and Responsive grant recipient, Culturingua conducted the Global Social Entrepreneurship Journey virtual exchange in which Lanier High School students teamed up with students in Benghazi, Libya to devise a solution to bring clean water to a refugee camp in Nigeria. Zakaria, a Libyan student, said of his experience, "The skill that I learned, in addition to how to solve problems, is how to deal with someone from a foreign country. This was my first time to talk to native English speakers. They helped me a lot, and I learned how they think, search, and find solutions."

YWCA

YWCA, a Youth Leadership Development and Responsive grant recipient, has grown tremendously in service to women and girls on the Westside. The YWCA San Antonio Teens Taking Action program hosted six volunteer events around the city, focused on racial equity and environmental justice. Teens have led volunteer events including park clean ups, animal care, tending the community garden, providing free hot meals to families, and attending various community marches for youth to show solidarity for issues they believe need more attention and action steps towards equity.

Support organizations providing children and youth with social-emotional support and promoting academic success. Visit **saafdn.org/community-initiatives** to contribute.

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IMPACTAREA:

IWABLEAND RESILIENT

THE AREA FOUNDATION ENVISIONS A
THRIVING, CONNECTED, AND RESILIENT
CITY WHERE RESIDENTS CAN ENJOY A
SAFE, STABLE LIFE OF OPPORTUNITY NO
MATTER WHAT PART OF TOWN THEY
CALL HOME.

LIBRARIES WITHOUT BORDERS

Libraries Without Borders US (LWB US) designs and implements innovative programs that reimagine libraries, often by transforming nontraditional spaces into hubs for community learning and engagement. In San Antonio, their Wash and Learn Initiative opened pop-up libraries in laundromats. During the height of the pandemic, LWB US utilized the Area Foundation COVID-19 relief funds to implement the ConnectED Technology Kit program to provide constituents with a personal computer, a mobile hotspot, one year of internet service, and a curated educational resource packet. LWB US is building capacity through general operating grant support, participation in the Area Foundation's Equity Fellowship and engagement with Catchafire, a skills-based volunteer program made possible through one of the many Area Foundation's strategic partnerships.

MAGDALENA HOUSE

Magdalena House is a neighborhood of transitional homes in San Antonio that serves mothers and children who have fled dangerous and abusive lives. They provide the families safe, nurturing homes, supportive wraparound services for mothers and their children, and the encouragement for each mother as she works toward self-awareness and achievement of her personal goals. General operating grant support made expansion efforts possible by supporting a capital campaign and funding key staff positions needed to advance the organization's mission. Staff capacity has also been strengthened through participation in various professional development opportunities, including the Area Foundation's Equity Fellowship.

PRIDE CENTER

The Pride Center is the only LGBTQ+ community center in south Texas dedicated to promoting health, wellness, support, education, and advocacy for the local LGBTQ+ community. General operating support allowed The Center to expand service capacity by offering free case management and counseling services to un/under-insured individuals and provide services virtually, ultimately reaching a broader audience than before the pandemic. With additional Area Foundation support, including a grant from the Recovery Fund for the Arts and professional development opportunities, The Pride Center has also strengthened its staff capacity to better serve its community.

Support organizations that contribute to building a thriving, connected, and equitable city. Visit **saafdn.org/community-initiatives** to contribute.

IMPACT AREA:

ILTURAL IBPANCY

CULTURE HAS SHAPED THE IDENTITY
OF THE REGION AND REMAINS CENTRAL
TO OUR GROWTH AS A DYNAMIC CITY.
IN ORDER TO MAINTAIN THE UNIQUE
VIBE THAT MAKES SAN ANTONIO AND
SURROUNDING COMMUNITIES UNIQUE,
WE SUPPORT THE CONTINUATION OF
TRADITIONAL ARTS AND PRESERVE THE
HISTORY OF OUR NEIGHBORHOODS.

SAN ANTONIO AFRICAN AMERICAN COMMUNITY ARCHIVE AND MUSEUM (SAAACAM)

The San Antonio African American Community Archive and Museum is dedicated to uncovering the legacy of African Americans in the region from its earliest days of the Spanish colonists and Texas Republic. By gathering authentic stories, photos, and artifacts from community members, SAAACAM is "reclaiming San Antonio's Black history by empowering individuals to curate their own archives and cultivate a community-driven museum of digitized, audiovisual exhibits." The timeliness of this work was reaffirmed through SAAACAM Executive Director Deborah Jarmon's participation in the inaugural cohort of the Area Foundation Equity Fellowship.

MUSEO DEL WESTSIDE: A PROJECT OF THE ESPERANZA PEACE AND JUSTICE CENTER

The Museo del Westside is dedicated to preserving and presenting the unique history, heritage, culture, pride, work ethic, and diverse experiences of the people of the Westside. A project of long-time Area Foundation partner, the Esperanza Peace and Justice Center, the Museo "hopes to increase understanding and appreciation of the neighborhood and its people in order to create a more vibrant future for our community." With the help of funding from the San Antonio Area Foundation, the goal to create a "community participatory museum" developed by and for the residents is well on its way.

WITTE MUSEUM

In 2021, the John L. Santikos Charitable Fund of the San Antonio Area Foundation supported the exhibition *Black Cowboys: An American Story* at the Witte Museum. The exhibition explores the lives and work of the numerous Black men, women, and children–enslaved and free–who labored on the ranches of Texas and participated on cattle drives before the Civil War through the turn of the twentieth century.

Support organizations that increase community connectivity and embrace the cultural diversity of San Antonio. Visit **saafdn.org/community-initiatives** to contribute.

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IMPACTAREA:

SUCCESSFUL

AS OUR RESIDENTS LIVE LONGER AND HEALTHIER LIVES, OPPORTUNITIES ARE ABUNDANT TO INTEGRATE MORE FULLY THE KNOWLEDGE, WISDOM, AND TALENTS OF OLDER ADULTS. SAN ANTONIO IS CULTURALLY PRIMED TO LEAD THE NATION TO EMBRACE MEANINGFUL CHANGES THAT IMPROVE THE QUALITY OF LIFE FOR ALL GENERATIONS BY SUPPORTING SOLUTIONS TO ENSURE WE CAN ALL THRIVE AS WE AGE.

TEXAS RAMP PROJECT

The Texas Ramp Project volunteer-built wheelchair ramps provide safety, independence, and improved quality of life to clients and their families. These durable ramps are built free of charge and follow all ADA guidelines, allowing low-income seniors and people with disabilities the accessibility needed for safety and freedom of movement so that they don't have to remain homebound. In 2021, with support from the Area Foundation, the Texas Ramp Project built 1,693 ramps spanning 112 miles.

RIDE CONNECT TEXAS

Ride Connect Texas provides transportation assistance to older adults, people with disabilities, and those who care for them so that they can access the resources and services to maintain independence, promote healthy aging, and live a good quality life. After the COVID-19 crisis, Ride Connect utilized multiple Area Foundation resources to rebuild its mission and core of volunteers, a particularly acute need as Ride Connect is the only transportation assistance program on San Antonio's Southside.

The City of San Antonio Disability Access Office (DAO), disABILITY SA, and Successfully Aging and Living in San Antonio (SALSA) began discussions on how to better serve the local disability community during the COVID-19 pandemic. As a result of these discussions, the organizations released a survey to gather feedback on how the pandemic is affecting the lives of people with disabilities and to identify potential solutions for these challenges. The online survey gathered responses from individuals with disabilities, family members and caregivers of those with disabilities, interested residents, and disability advocates and professionals. Over a four-week period, 415 respondents provided critical information about the needs of the area's disability community, providing the basis for targeted action.

Support organizations focused on improving the quality of life of older adults. Visit **saafdn.org/community-initiatives** to contribute.

ADDITIONAL

ANIMAL SERVICES

THE AREA FOUNDATION ANIMAL SERVICES FUND IMPROVES THE LIVES OF PEOPLE AND PETS THROUGH COLLABORATION AND THE RESPONSIVE GRANTMAKING PROCESS. OUR ANIMAL SERVICES PROGRAM PARTNERS WITH THE ANIMAL WELFARE COMMUNITY THROUGH CONVENING AND THE RESPONSIVE GRANT PROCESS.

DAISYCARES

DaisyCares provides pet food, urgent or emergent funding aid toward veterinary care, and reduces animal abuse through animal welfare education and awareness. A subsidiary of the San Antonio Food Bank, DaisyCares serves families who might otherwise be faced with the decision of abandoning or surrendering their family's beloved pets. With grant support from the Area Foundation, DaisyCares has grown into a major component of service delivery for the San Antonio Food Bank.



BIOMEDICAL RESEARCH

BIOMEDICAL RESEARCH GRANTS ARE
AVAILABLE TO SUPPORT PROGRAMS
DEDICATED TO ADVANCING THE
PREVENTION, TREATMENT, AND
UNDERSTANDING OF CANCER, DIABETES,
HEART DISEASE, AND INFECTIOUS
DISEASES. INSTITUTIONS RECEIVING
THE BIOMEDICAL RESEARCH GRANTS
PROPOSE HOW THEY PLAN TO UTILIZE
THE FUNDS: EITHER FOR A SINGLE
RESEARCH PROJECT OR PROGRAM OR
FOR MORE THAN ONE SMALLER PROJECT.

UT HEALTH SAN ANTONIO

In 2021, the Area Foundation awarded a 2-year grant to UT Health San Antonio to further their potentially life-saving work on pediatric cancer. The Area Foundation funding will assist investigators from the Greehey Children's Cancer Research Institute, the UTHSA Division of Pediatric Hematology/Oncology, and the Mays Cancer Center, through a project to centralize sarcoma and other pediatric tumor tissue, blood, and patient demographic and outcome data in a common Pediatric Solid Tumor Biorepository. This will be used ongoing for research that will lead to the development of new therapies. The potential for new therapies is vital as cancer remains the second most common cause of death in children aged 1 to 14 in the United States.

UNIVERSITY OF TEXAS AT SAN ANTONIO

The mission of the UTSA South Texas Center for Emerging Infectious Diseases is to advance the fields of microbiology, immunology, and infectious diseases through research, education, and collaboration. One major area of emphasis is the pathogenic mechanisms of emerging infectious diseases. A grant from the Area Foundation directly supports the education and advancement of future generations of scientists conducting research to help solve mankind's health challenges now and in the future.

SPECIAL AND URGENT NEEDS

WHEN OTHER FUNDING SOURCES ARE NOT AVAILABLE. THE SPECIAL AND URGENT NEEDS FUND (SUNF) PROVIDES RAPID RESPONSE, ONE-TIME GRANTS OF UP TO \$5,000 WHEN AN UNEXPECTED UNBUDGETED NEED CRITICAL TO OPERATIONS WOULD PREVENT AN ORGANIZATION FROM FULFILLING THEIR MISSION. IN 2021. SEVERAL SUNF GRANTS WERE PROVIDED DURING THE FEBRUARY FREEZE TO PAY FOR UNPLANNED EXPENSES SUCH AS HOTELS FOR NONPROFIT STAFF TO STAY NEAR THEIR AGENCIES AND CONTINUE PROVIDING LIFE-SAVING SERVICES TO THEIR CLIENTS.

ROY MAAS YOUTH ALTERNATIVES

Roy Maas Youth Alternatives serves children in crisis by promoting individual success and healthy relationships in a safe, healing environment, giving children and families the tools to end the cycle of abuse. A grant from SUNF paid 100% of the insurance deductible when organization facilities suffered severe freeze damage including burst pipes and sprinkler heads, ruined walls and fixtures, and loss of food due to power outages.



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This year I celebrate 50 years since my first job. In 1972, I became the first female TV reporter in San Antonio. I might not have recognized the significance then, but as I look back, everything in my life has led me to being an aging advocate. The increasing numbers around the aging population are quite significant, so we need to understand the importance of what older citizens bring to the table. Of course, the thing about aging is that everyone's doing it. That's why the work of **SALSA** and the Area Foundation is so important to educate people of all ages, including children, about the vital role older adults play in the community. It's also crucial that young people take care of themselves so that they stay healthy mentally, physically, and spiritually as they age. For me personally, my advocacy work gives me purpose, excitement, and passion. It's what all older Americans need.



Linda Burton

Immediate Past Chair, Buda Task Force on Aging SALSA "Returnship" Participant Aging in Place Team Member





NEW SKILLS AND NEW IDEAS KEEP OUR VISION VIBRANT AND RELEVANT

THE AREA FOUNDATION BELIEVES THE PEOPLE WHO DO THE HARD WORK OF

COMMUNITY DEVELOPMENT DESERVE THE BEST SUPPORT THAT WE CAN GIVE THEM.

STRENGTHENING NONPROFITS THROUGH TRAINING

Board Boot Camp

Board Principles I - Effective Governance

Board Principles II - Legal Issues

Board Principles III - Financial Oversight

Board Principles IV - Responsible

Fundraising

Branding

Budget Basics 1: Setting Up Your Budget

Change Management

CEO Succession Planning

Conflict Management 101

Effective Communication in Today's Climate

Emotional Intelligence

Event Fundraising 101

Gearing Up for 2021

Getting the Narrative Right

Grant Writing

Grant Management

The Great Resignation and What it Means

for Employee Retention

How to Deal with Difficult or Disruptive

Employees

HR Basics

HR Performance Evaluations

Implementing Your Strategy

Love Yourself: Quick, Effective Ways to

Relax and Rejuvenate

Managing Disruptive Employees

Managing Up

Mastering Supervisory Skills

New Year, New Fundraising
Overview of Strategic Planning
Person-First Leadership
Recruiting, Managing and
Retaining Volunteers
Social Media Deep Dive
Start the Year Off Right
Storycraft: Voice. Story. Control
Succession Planning
Successful Year-End Fundraising
Understanding Internal Controls
Website Do's and Don'ts

HOLT ADVANCED LEADERSHIP PROGRAM

Behavioral Profile
Communicating the Value of
Your Work
Conflict Resolution Highway
Influencing Skills
Leadership Resilience and
Emotional Intelligence
The Nonprofit Sector and Diversity,
Equity and Inclusion
Situational Leadership II
Strategic Planning for Nonprofits –
Decisions, Decisions, Decisions
Values-Based Leadership

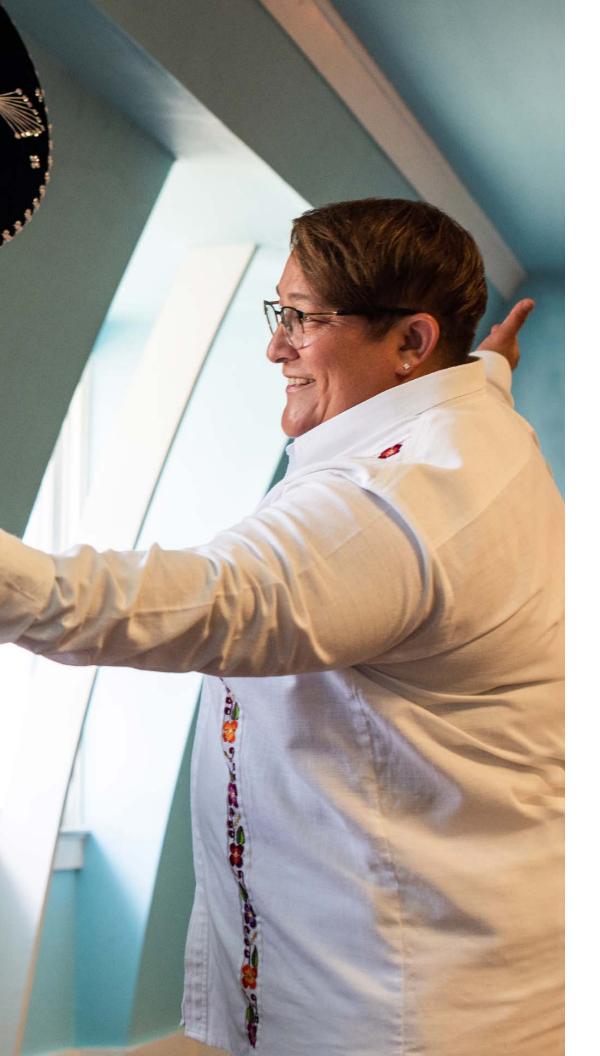
THE AREA FOUNDATION LEADS NONPROFITS IN TIMES OF TRANSITION

Since 2016, the Area Foundation has partnered with HOLT Cat to provide an exclusive leadership training program to over 100 nonprofit executives. In 2021, in the wake of the pandemic, nonprofit leaders faced increased demands for services amidst budget and staffing challenges. Our Learning and Development team surveyed local executives and looked to national research to understand the tools needed to lead agencies during times of transition.

As a result, the existing executive leadership training was modified to emphasize building resilience and adaptability. The curriculum centered around HOLT's Values Based Leadership™ program and other proven leadership concepts. We created an environment of trust that allowed participants to learn from and share their struggles and opportunities with one another.

"It is refreshing when a foundation truly implements trust-based philanthropy principles to empower the communities they serve," said Yvonne De La Rosa. "As the Executive Director of a nonprofit organization in a rural community, I have been afforded the opportunity to grow personally and professionally through the 2021 HOLT Leadership Academy which has centered me to build community and learn alongside other nonprofit leaders."





TEATRO DE ARTES DE JUAN SEGUIN

The mission of Teatro De Artes De Juan Seguin is to promote a better understanding of the Mexican-American culture by the teaching, study, practice, and performance of the arts. Celebrating its 39th year, Teatro De Artes convenes year-round community-, center- and school-based programming including ballet folklórico and mariachi music classes, poetry readings, cultural and historic lectures, conjunto jam sessions, visual arts and agroecology summer camps, and craft & culture sessions. These offerings educate young and old to better accept and learn from different cultures as they develop their own talents and abilities.

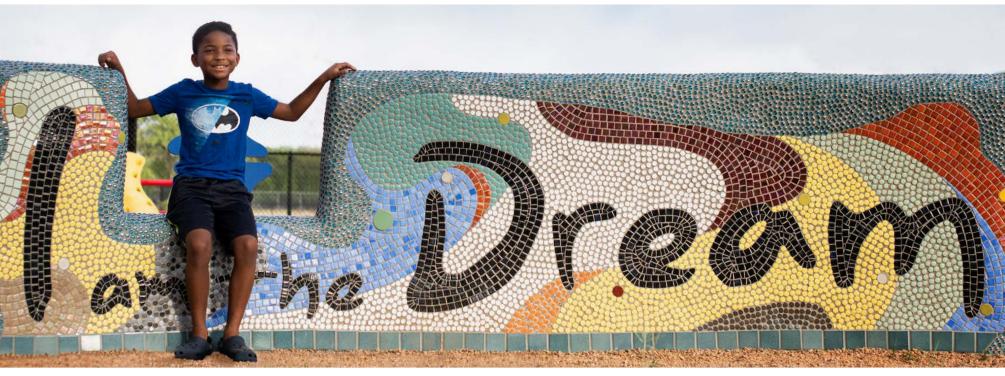
"I started as a student of the Teatro when I was seven. I didn't know then but appreciate now how important it was for me to understand my heritage, to know who I was, and to be strong in my identity. Even as kids, we always took very seriously our role as "Ambassadors" to a community that has not always understood Mexican-American culture. Today, we wrap our arms around anyone, from any background, who wants to participate. We are a safe space where people learn to express themselves, appreciate other cultures, and embrace education. This is our legacy."

- **Yvonne M. De La Rosa**, Ph.D., Executive Director of Teatro de Artes de Juan Seguin and member of the HOLT Advanced Leadership Program

ENGAGING DIVERSE

OUR THREE COMMUNITY OUTREACH FUNDS PROMOTE PHILANTHROPY BY AND FOR UNDER-REPRESENTED AND UNDER-SERVED COMMUNITIES IN THE SAN ANTONIO AREA. EACH OUTREACH FUND ENGAGES VOLUNTEERS TO INCREASE AWARENESS, PROVIDE OPPORTUNITIES FOR INVOLVEMENT AND RAISE FUNDS TO AWARD GRANTS AND SUSTAIN PROGRAMS IN THEIR PARTICULAR AREAS OF INTEREST.

THE COMMUNITY OUTREACH FUNDS ARE HOSTED AT THE SAN ANTONIO AREA FOUNDATION BUT ARE DIRECTED BY VOLUNTEER LEADERS FROM THE COMMUNITY, EACH WITH THEIR OWN INDEPENDENT STEERING COMMITTEES AND INITIATIVES.



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SAN ANTONIO AREA AFRICAN AMERICAN COMMUNITY FUND

The mission of the San Antonio Area African American Community Fund (SAAAACF) is to promote and advocate for philanthropy to enhance the quality of living of the African American community in the San Antonio Area. In 2021, SAAAACF leadership was particularly thankful when construction company Vulcan Materials offered a \$25,000 donation to support nonprofits primarily in San Antonio's Eastside who are still reeling from the impact of the COVID-19 pandemic.

The SAAAACF 2021 Vulcan Materials grant recipients included Antioch Missionary Baptist Church, San Antonio Ivy Educational Fund, Community Alliance Program, Beyond the Light Outreach Project, San Antonio City Wide NSBE Jr. Chapter "VEX IQ", Holy Redeemer Catholic Church, Life's Little Miracles, Rockn Rockers Kids Pajama Foundation, and the San Antonio African American Community Archive and Museum.

In partnership with the San Antonio Area Foundation, the SAAAACF shared the final report on the State of the African American Community in Bexar County and San Antonio. The report presents data, policy analysis, recommendations, and personal observations to gain a deep understanding of the African American community in business, criminal justice, education, financial health, population, and social issues.

WOMEN & GIRLS DEVELOPMENT FUND

The mission of the Women & Girls Development Fund (WGDF) is to build a community of women who bring positive change through philanthropy. The fund supports nonprofits that promote a broader concept of leadership, one free of gender bias that speaks to empowerment of others and includes self-leadership as a foundation for the leadership of others.

In November 2021, WGDF awarded a \$10,000 grant to Austinbased Girls Empowerment Network (GEN) to establish GEN's Girl Connect program in San Antonio. This program partners with schools to meet the needs of high-risk girls ages 8 to 18. According to Chloé LaPorte, GEN's Program Director, "We have established Girl Connect programs in the Austin, Houston, and Dallas areas, but this grant enables us to launch a presence in San Antonio and Bexar County."

Andrea Figueroa, Executive Director of Empower House and member of the WGDF Steering Committee, noted that establishing the Girl Connect program in San Antonio is a milestone for WGDF saying, "We never have enough resources like this for women and girls in our community."

LATINO FOUNDATION OF SAN ANTONIO

The mission of the Latino Foundation is to enhance Latino economic, cultural, civic, and philanthropic leadership in San Antonio. John Cruz, Senior Vice President at Broadway Bank and Chairman of the Board of Directors of the Latino Foundation says, "This is one of those efforts everyone should be 100 percent behind since we continue to be underrepresented at the executive and corporate levels in San Antonio."

At the top of the current priority list is helping diversify C-suites and corporate boards in San Antonio. Teaming up with the UTSA Executive Leadership Program, the foundation places candidates in top posts, lining them up with a personal mentor. Candidates such as Leticia Mond, the Chief Financial Officer for the CCC Group, recalls her training experience as having a positive effect on her career. Mond, who serves on the boards of the San Antonio Medical Foundation and Texas Heritage Bank, states, "I would strongly recommend the Latino Fund to other professionals and to those who have served in our local community and are ready to increase their capacity in the corporate leadership area."



SCHOLARSHIP DE COES AND SOLVE GOES AND SOLVE GOES

A LITTLE FINANCIAL ASSISTANCE GOES
A LONG WAY TOWARD HELPING YOUTH
REALIZE THEIR COLLEGE DREAMS.
HIGH SCHOOL STUDENTS RECEIVING
SCHOLARSHIPS EXPERIENCED IMPROVED
2021 COLLEGE ENROLLMENT RATES,
MORE TIMELY DEGREE COMPLETION
RATES AND LESS SCHOOL DEBT.*

KEY FINDINGS

- Students receiving an Area Foundation scholarship were **more** likely to enroll in a four-year college over a two-year college.
- An Area Foundation scholarship increased the likelihood of students earning undergraduate degrees within four years.
 Awardees graduated from four-year colleges on time at higher rates than their peers.
- Four-year college students with an Area Foundation scholarship experienced decreased college loan debt by about \$4,500 on average after four years of college.

\$40,000,000+

To College-Going Students Since 1969

100+ Funds

For Graduating High School Students and Current College Students

1,470 Awards Totaling \$5,154,161 Given in 2021

"The Area Foundation program is an example of a community-based solution to increasing economic mobility through education.

We see our work with them as an ongoing partnership to strengthen this local effort.

Our collaboration is part of a bold vision of student success that is transforming our entire community."

 Dr. Mike Villarreal, Director of the Urban Education Institute and Assistant Professor in the Department of Educational Leadership and Policy Studies

*2021 UTSA Analysis

NEW LEGACY SCHOLARSHIP

\$40,000 TO 50 STUDENTS

A NEW MULTIMILLION-DOLLAR SCHOLARSHIP BEQUEST AVAILABLE TO STUDENTS IN BEXAR AND WEBB COUNTIES. WILL BECOME ONE OF THE LARGEST STUDENT SCHOLARSHIPS NOT JUST IN OUR REGION, BUT ALSO NATIONALLY.

Annually, the San Antonio Area Foundation Legacy Scholarship will award at least \$2 million total to 50 students from Bexar and Webb counties. Each student will receive \$10,000 per academic year, renewable for up to four years.

"We are enormously grateful for the opportunity to provide students in our communities a pathway to pursue higher education," said Marjie French, CEO of the Area Foundation. "We're so honored—not just by this transformational bequest—but by the trust and confidence placed on us to advocate for these future leaders."





SCHOLARSHIP RECIPIENTS

- "My name is Logan and I will be studying Political Science at Yale University this year. The generosity of the San Antonio Area Foundation and CITGO Distinguished Scholars Program made it possible for me to attend my dream college and kick start my future career in politics. Thank you CITGO!"
- Logan George, CITGO Distinguished Scholar
- "Thank you Whataburger Family
 Foundation for giving me the
 opportunity to make impactful
 changes on campus, build
 everlasting friendships and make
 memories that will last a lifetime!"
- Medea Romero, Whataburger Family Foundation Scholarship Recipient
- "Thank you **Whataburger Family Foundation** because with your generosity, I was able to fully focus on my academics this past year and excited to say I have been accepted into the BSN program at Texas A&M University-Commerce!"
- Diana Herrera, Whataburger Family Foundation Scholarship Recipient

"If it wasn't for the generosity the Area Foundation provided, I would not have been able to attend RIT and study the medium I'm most passionate about. Thank you for giving me the opportunity to achieve my dreams of becoming an animator."

- Andres Gutierrez, Rapier Educational Foundation Scholarship Fund Recipient and MLK Commission Scholarship Recipient
- "The **Duncan Scholarship** has given me an opportunity to pursue a degree in pre-med Physiology! I love my career, and I am grateful for the financial ease the Duncan Scholarship has given me. It has allowed me to have time to study hard for my courses and have the right balance for my well-being and social life. This is my final year at the University of Wyoming, and I am thankful for being able to earn my education with the support of the Duncan Scholars Program."
- Joshua Gallardo, Duncan Scholars
- "Thank you so much **San Antonio Area Foundation!** Without having been blessed with this scholarship, I would not be as financially stressed as I am now. Graduating high school during the midst of COVID-19 was hard, but I still graduated and thanks to the Area Foundation, I will be graduating again in 2023. I truly cannot express my gratitude enough!"
- **Trika Neighbors,** Rapier Educational Foundation Scholarship Recipient
- "The **Penny Ann Powers Scholarship** made the difference between reaching for the stars and another dream deferred! Thanks you so much for believing in me!"
- **Teunshea Morris**, Penny Ann Powers Scholarship Fund Recipient

ACHEVE YOUR CHARITABLE

POWER OF DONOR ADVISED FUNDS (DAFS)

DONOR ADVISED FUNDS ARE A WONDERFUL TOOL FOR CHARITABLE GIVING PROVIDING AN IMMEDIATE TAX BENEFIT AND FLEXIBILITY IN GRANTMAKING. AS YOUR MOST TRUSTED AND IMPACTFUL PHILANTHROPIC PARTNER, THE AREA FOUNDATION ALSO OFFERS THE OPPORTUNITY TO LEVERAGE YOUR DONOR ADVISED FUND TO SUPPORT ONE OF THE FOUR COMMUNITY IMPACT AREAS OR HELP SUPPORT A FUND CREATED TO ANSWER A SPECIFIC COMMUNITY NEED. IN 2021,

THE AREA FOUNDATION HOSTED MORE THAN 175 DONOR ADVISED FUNDS WITH ASSETS TOTALING MORE THAN \$130M.

2021:

\$26,093,081 IN GRANTS FROM DAFS MORE THAN 900 GRANTS TO 483 NONPROFIT

RECOVERY FUND FOR THE ARTS FUNDED BY THE AREA FOUNDATION DONOR ADVISED FUNDS

The arts sector has been particularly vulnerable to the financial fallout from the COVID-19 pandemic. Through our COVID-19 Emergency Response Fund, the San Antonio Area Foundation issued nearly \$400,000 in emergency grants to 18 cultural organizations in our community last year. However, the need to support local arts remained acute and ongoing because of so many public performances and events that have remained indefinitely suspended. In response, the Area Foundation created the Recovery Fund for the Arts funded almost entirely by Donor Advised Funds. This is a significant endorsement of the Area Foundation by fund advisors who embraced our mission and the work we do as our community's most trusted philanthropic partner. Fund advisors were confident in our awards process as the mechanism to most effectively distribute their gifts and achieve their desire to keep the arts community thriving.

"We chose to partner with the San Antonio Area Foundation because we wanted to define a clear mission on our annual giving and we trust the direction and support that the Area Foundation will allow us."

Rick Cavender, The Cavender Auto Family

ORGANIZATIONS



VISIONARY CIRCLE LEGACY SOCIETY

The Visionary Circle Legacy Society recognizes those who, through their estate or financial plans, ensure that the causes they care about today will have support in the future. While we honor these individuals in our Visionary Circle who are listed below, we also appreciate the gifts of those who wish to remain anonymous.

Bill Asher and Molly Asher

James Ardoin, Jr. and Priscilla Hill-Ardoin

Isabelle Badouh Elsa G. Barshop Jamie L. Barshop Arthur H. Bayern

Glenn Bernard and Gisele Bernard Dr. Charles Brady, III and Teresa Llanas

Dee Ann Bridges

Dr. Willis Brown, Jr. and Elizabeth A. Brown

Calvin Buchholtz, Jr.

Lee Cabibi and Christine Schmid Cabibi

Rev. J. C. Cain Sue Caldwell Barbara Candler

Gary and Pam Chambers

Lee Childress and Cecilia Childress

Tom Christal and Lyn Christal Dr. Pamela Christian

Dr. Elizabeth D. Conklyn

Phyllis Conrad Evelyn Cooper Rose Marie Cutting

Albert DeLauro and Claire DeLauro

John Demsey

Heather C. Diehl and J. F. Bierlein

Sue Dodson

Seymour Dreyfus and Jane Dreyfus

Randell L. Drum

Francis Bowie Duncan, II and Helen Duncan

Carl I. Duncan

Howard D. Engleman and Dr. Lorna L. Engleman Dr. Robert M. Esterl, Jr.

Colonel Stephen R. Fischer, Ph.D., USAF (Ret.)

Bertie Frank
Pauline S. Freberg
T. Paul Furukawa, Ph.D.
Alicia Z. Galvan

Richard and Antonia Goldsmith John S. Gutzler and Sarah Harte

Raymond Hannigan and Patricia Hannigan

Jack Hansen

Dr. Dwight Henderson

John Hill and Caroline Hill

Dr. Linda J. Holley and Lon Taylor David Holmes and Rebecca Holmes

Sterlin Holmesly

Dr. Penn Jackson and Dr. Carlayne Jackson

Dr. Norman L. Jacobson

Rosemary Jasso

Roquey and Anna Jobes

Curtis R. Johnson Concha Jones Wister H. Kampmann

Xonia Kargl William Kromer Anne C. Larme

James Lazarus, Ph.D. and Dr. Susan L. Gershenhorn

James Letchworth and Kirk Swanson Colonel Lawrence Luken (Ret.) and

Margaret Luken Meredith McGuire, Ph.D. Dr. Laura McKieran Marlene Merritt

Brice Moczygemba and Teresa Moczygemba Dr. John V. Mumma and Judy Jay Mumma

Henry R. Muñoz, III Keith Orme and Pat Orme

Sean Oslin

Major General Susan L. Pamerleau, USAF (Ret.)

David W. Pasley and Elizabeth G. Pasley

Donna Parker Brad J. Parman

Philip Peacock and Sallie Steves Peacock Fred Pfeiffer and Ann Maria Pfeiffer Robert Phipps and Jane Phipps

Claire Pronovost Charles Puls Mary Quandt Edwin P. Riley, Jr. Noel Robin

Leonel Rodriguez and Gerry Frost

Chickie Rose

Larry W. Rosenberger, Jr. and Diana Rosenberger

Nancy Russell

Dr. Deanna Schupbach

Donald Schmidt and Susan Kent

Joseph A. Soane Doris Barshop Spector

Sue Spellman

Kevin Steingart and Karen Steingart John T. Suggs, Jr. and Karen Suggs

Kathy Toyoda

Albert and Denise Trujillo

Robert Watson and Suzanne Watson

Dorothy R. Wilson Juanita Wittmer

IN FOND REMEMBRANCE

The San Antonio Area Foundation gratefully remembers the lives of these special supporters who passed away in 2021. Their bright lights shine on in the community through all the lives they reached with their generosity.

Becky H. Whitehead (1951 - 2021) Constance Ann Aust (1927 - 2021)

Curtis C. Gunn (1936 - 2021)

Robert C. Thorschmidt (1937 - 2021)

Carlos X. Camacho, Sr. (1921 - 2021) Sara F. Valenzuela (1924 - 2021)

Patricia S. Scott (1940 - 2021)

Hugh A. Fitzsimons, Jr. (1930 – 2021)

Iris G. McFee (1927 - 2021)

W. Lawrence Walker, Jr. (1941 - 2021)

David M. Davenport (1965 – 2021) Susan S. Jacobson (1941 – 2021)

Joan N. Kelleher (1932 – 2021)

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My parents are from the Westside and my grandparents still live there. I have watched the changes that have occurred during recent years to the near Westside along San Pedro Creek. It is an area of town that is rich with history, culture, values, and customs that are still alive today. I applied for the **San Antonio Area Foundation** grant because I wanted the young artists I worked with who live in the neighborhood to see their community in a different way and reflect on the changes that are happening through new development and gentrification. It was inspiring to see how the students were able to record these observations and then use them to create, exhibit, and sell original prints. It really showed them the power that art has to open their eyes to new ways of expressing themselves and to open the door of possibilities for their own futures. I appreciate the Area Foundation for the opportunity to work in the community in the intersection of arts and education.



Ashley Mireles
Artist/Educator
2021 Grantee





THE THEME OF "MOSAIC"
RESONATED WITH US AS AN ORGANIZATION
THAT THRIVES ON COLLECTIVE IMPACT:
WHERE A MYRIAD OF PIECES COME TOGETHER
TO ACHIEVE A MEANINGFUL GOAL.

THE MOSAICS FEATURED IN THIS REPORT
CAN BE FOUND ACROSS THE CITY AND
REFLECT THE UNIQUE PEOPLE AND PLACES
THAT, TOGETHER, CREATE A VIBRANT PORTRAIT
OF A COMMUNITY ON THE RISE.

WE HOPE YOU WILL VISIT THESE
PUBLIC ART WORKS TO APPRECIATE
THE RICHNESS THAT OUR CITY HAS TO OFFER
AND DISCOVER YOUR OWN PLACE
WITHIN THIS BIGGER PICTURE.





- 3.
- 6.











- Passage
 Artist: Oscar Alvarado
 Hilton Palacio Del Rio
 200 S Alamo St 78205
- 2. The San Antonio River Artist: Dixie Friend Gay Weston Centre 112 E Pecan St 78205
- 3. Confluence of Civilization (Merida) Artist: Carlos Merida Henry B. Gonzalez Convention Center 900 E Market St 78205
- 4. San Antonio Songbirds Artist: Dixie Friend Gay Northeast Senior Center 4135 Thousand Oaks Dr 78217
- 5. Roman
 Artist: Susanne Cooper
 Mama's Cafe
 2442 Nacogdoches Rd
 78217
- 6. Zarzamora Bus Stops Artist: Oscar Alvarado 3901-3999 S Zarzamora St 78225
- 7. San AntonioArtist: C. F. WinansHyatt Regency Riverwalk123 Losoya St 78205
- 8. Von's Bench Artist: Twyla Arthur Blue Star Arts Complex 1414 S Alamo St 78210
- I am the Dream
 Artist: Oscar Alvarado
 Martin Luther King Park
 3503 Martin Luther King Dr
 78220

saafdn.org/giving

Since 1964, the San Antonio Area Foundation has served as the city's community-giving headquarters. We facilitate charitable giving from the community for the community. As a community foundation, we help donors reach their charitable goals by hosting, managing, and supporting over 500 charitable funds. With more than \$1 billion in assets, the Area Foundation has grown to become one of the largest community foundations in the nation based on asset size. To date, the Area Foundation has awarded over \$400 million in grants and scholarships to enhance the quality of life in our region. Learn more at saafdn.org.

