



**SA2020**

**Nonprofit Partner  
Impact Report**

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2021



## About San Antonio's Shared Community Vision and SA2020

Every ten years, a growing number of San Antonians co-create a shared vision, made up of specific results and indicators by which to measure progress. Most recently, in 2020, nearly 12,300 San Antonians reaffirmed and strengthened nine Community Results for the year 2030 and identified more than 50 Community Indicators.

SA2020, an independent, nonprofit organization, drives progress toward San Antonio's shared Community Vision through research, storytelling, and practice. **Learn more about SA2020 and San Antonio's progress at [SA2020.org](https://sa2020.org).**

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# Executive Summary

Before the start of the COVID-19 crisis, nonprofits accounted for at least 12.5 million jobs in the United States. From March – May 2020, nonprofits lost an estimated 1.64 million jobs, reducing the national nonprofit workforce by 13.2% just three months into the pandemic. As of March 2022, an estimated 82% of those jobs have been recovered.<sup>1</sup>

**Throughout this time, nonprofits remained critical to communities as trusted sources of information and services. Their impact—both on the people employed and the people served—is undeniable.**

As part of our work driving progress toward San Antonio's Community Vision, SA2020 partners with area nonprofits that commit to shared goals.

SA2020's 115 Nonprofit Partners make up just under 3% of the total number of nonprofit organizations in Bexar County.<sup>2</sup> Yet, in the last year, just these 115 nonprofits employed 7,434 people and brought in \$660 million in revenue, moving the needle on all 9 Community Results that make up the shared vision and improving life outcomes for people in every City Council District in San Antonio.

Knowing that impact is even greater when coordinated across organizations, 77% of Nonprofit Partners participate in a formal collaboration.

The work of these nonprofits is further made possible by volunteers. In the last year, 22,171 volunteers served upwards of 599,470 hours, producing an added value of more than \$16.8 million to the nonprofit sector and, therefore, San Antonio's economy.<sup>3</sup> An additional 1,593 people volunteered their time and expertise as board members.

SA2020 Nonprofit Partners illustrate the nonprofit sector's strength and significance. They also highlight three opportunities for nonprofits leaders, funders, and people who believe in their mission to deepen impact and advance racial equity: increasing the number of paid internships, removing institutional barriers to the advancement of people of color and specifically women of color in Executive Director and CEO roles, and increasing individual donations to nonprofits led by people of color with budgets less than \$500,000.

## **1. Support student success with paid internships.**

Student interns are more likely to achieve higher grades, secure job interviews, and earn higher wages than those without an internship experience.<sup>4</sup> Unpaid internships risk shutting out low-income, first-generation, and/or students of color in need of paid work.<sup>5</sup> Of the 708 internships hosted by Nonprofit Partners, 69% were unpaid.

## **2. Remove institutional barriers to allow people of color to lead.**

Race to Lead attributes the lack of representation in the nonprofit sector nationally to policies and practices that prevent qualified people of color from realizing these leadership positions. San Antonio is 75% people of color and 60% of Nonprofit Partner EDs and CEOs are White. People of color who are EDs and CEOs of Nonprofit Partners are most likely to be under the age of 45.

3. **Give to small nonprofits led by people of color.**

National research shows that nonprofits led by people of color are less likely to receive unrestricted funding, which trusts the expertise of nonprofit leaders to use grant money wherever the need is greatest, rather than for a specific use identified by the funder.<sup>6</sup> Individual giving, the largest source of philanthropy in the U.S., has the power to disrupt this. The majority of Nonprofit Partners with budgets of \$500,000 or less saw a loss of individual donors during the pandemic.

The first decade of driving progress toward San Antonio's Community Vision proved that sustainable change is possible when we collaborate to reach shared goals. **Strengthening the health and sustainability of nonprofits, and, therefore, their impact on the lives of San Antonians, must be shared by other sectors—including philanthropy—and the community at large.**



*Battered Women and Children's Shelter, a program of Family Violence Prevention Services  
Report photos by Vanessa Velazquez Photography*

# Introduction

SA2020 drives progress toward San Antonio's shared Community Vision, in part, by partnering with multi-sector organizations and supporting their work through collaboration, data-sharing, storytelling, and capacity-building.

As a requirement of partnership, Nonprofit Partners complete an annual impact survey.<sup>7</sup> This report reflects the data submitted by 115 Nonprofit Partners for their most recently completed fiscal year, spanning January 31, 2020 – December 31, 2021.<sup>8</sup>

The survey asked Nonprofit Partners to report their annual revenue, expenses, funding sources, the number of volunteers, interns, and employees, the demographics of their ED/CEO, evaluation processes, as well as the effect of COVID-19 on their programs and operations, including their experience with the U.S. Small Business Administration's Paycheck Protection Program.

SA2020 assessed the data alongside national research on the nonprofit sector, which is shared throughout the report. This report puts into perspective the critical role of nonprofits in continuing COVID-19 relief and recovery for San Antonians and ultimately realizing the shared Community Vision.

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The research additionally amplifies the shared responsibility that exists across sectors and in the community at large to ensure the success of area nonprofits. By tracking community indicators and monitoring the landscape of work across Partner organizations, SA2020 holds a unique bird's-eye view of San Antonio. Informed by this view and the key opportunities highlighted in the Executive Summary, the report concludes with calls to action for community members, people who work in nonprofits, people who work in philanthropy, and elected officials.

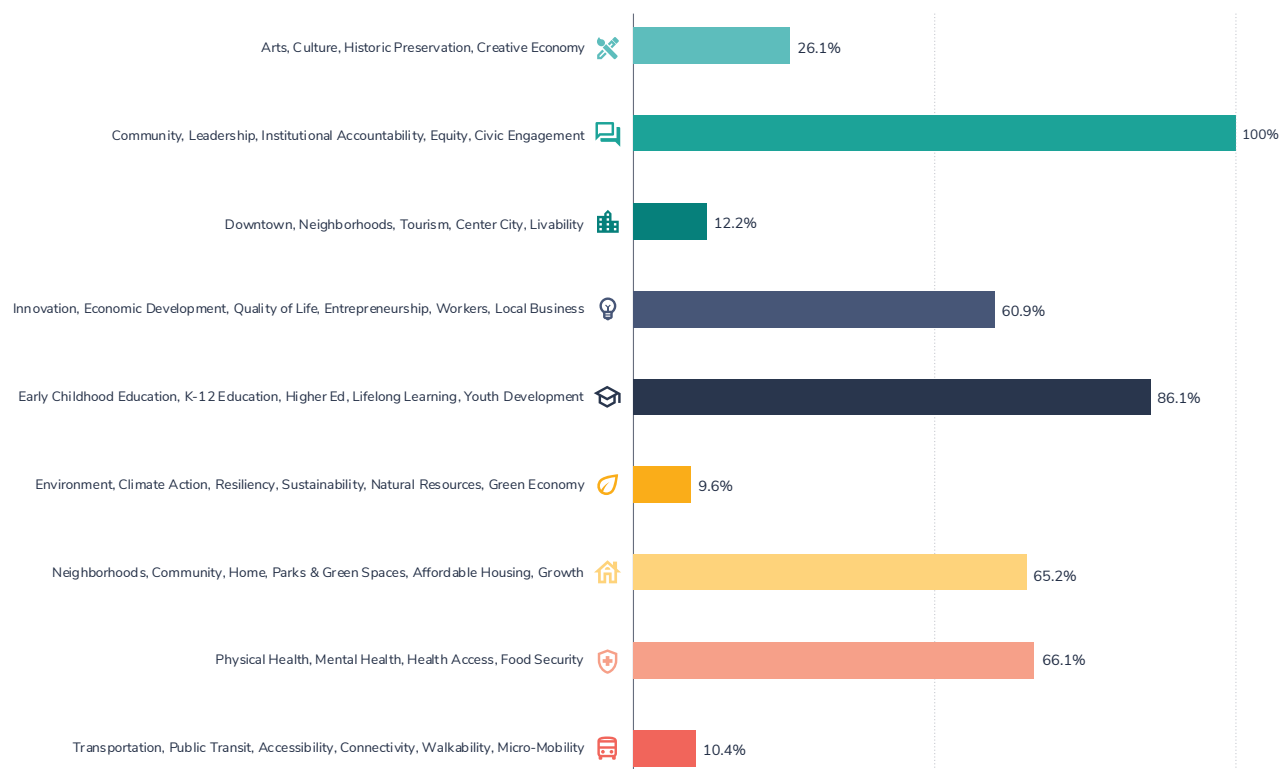
A list of SA2020's 115 Nonprofit Partners can be found at the end of this report. Explore the impact of all our current Nonprofit Partners at [SA2020.org/partners](https://sa2020.org/partners).

*Note: Due to rounding, some percentages that appear in the figures throughout this report may not precisely reflect the absolute numbers or add up to 100%.*

# Nonprofit Partners & The Community Vision

Nonprofit Partners influence every aspect of the Community Vision, made up of nine Community Results. All Nonprofit Partners impact two or more Community Results and 81% impact four or more.

The majority—86%—impact education, 66% impact health and neighborhoods, and 61% move the needle on economy.



By working with volunteers, activating individual donors, and pursuing institutional funding, every Nonprofit Partner affects civic engagement.

According to *Nonprofit Vote*, voters contacted by nonprofits turn out at rates 3 percentage points higher than comparable voters. Voters engaged by nonprofits are 2.4 times more likely to be voters of color, 2.1 times more likely to have less than \$30,000 in household income, and 1.6 times more likely to be under 25 years old.<sup>9</sup> To learn everything you need to know about upcoming elections, head to [ILoveSanAntonio.org](http://ILoveSanAntonio.org), SA2020's one-stop resource for voters.

Achieving results defined by the community requires disrupting, dismantling, and recreating policies, processes, budgets, and programs across entire organizations and sectors. Nonprofit Partners share this principle, with 77% (88) participating in a formal collaboration.

The rate of collaboration among Nonprofit Partners has remained steady through the pandemic. SA2020's 2019 Nonprofit Partner Impact Report, representing 144 Nonprofit Partners, reported 76% (110) participating in a formal collaboration. According to the most recent [Nonprofit Finance Fund's State of the Sector Survey](#) (2018), 68% of nonprofits nationally collaborate with other nonprofits.<sup>10</sup>

The collaboratives with the largest Nonprofit Partner participation have the potential to impact San Antonio's longstanding racial inequities, including college access and completion, health access, workforce development, and mobility.



[Excel Beyond the Bell](#), hosted by UP Partnership, is a comprehensive, coordinated, citywide system of Out of School Time program providers that ensures young people reach their potential.

[ReadyKidSA](#), a coordination of organizations across Bexar County overseen by United Way of San Antonio and Bexar County, promotes the social, emotional, physical, and cognitive development of children ages 0-8 and provides resources to parents and caregivers to fully support their families.

The [Successfully Aging and Living in San Antonio](#) (SALSA) initiative, hosted by the San Antonio Area Foundation, seeks to create a community where older adults are respected, thrive, and live connected lives.



SAY SÍ

# People Served

Nonprofit Partners collectively reach every neighborhood in San Antonio. The majority serve all of San Antonio's 10 City Council districts.



In addition to serving the City of San Antonio and/or Bexar County, 54.8% of Nonprofit Partners have a regional reach, while 10.4% provide services statewide, 7% reach people nationally, and 4.3% influence outcomes internationally. With this scope, Nonprofit Partners can amplify the significance of a shared community vision beyond San Antonio and more widely celebrate the city's progress.

*While the Community Vision details the desired future for San Antonio, it also acknowledges the city's position nationally and internationally. It envisions "world-class innovation," "leading the world as a creative community," and "the healthiest [people] in the nation."*

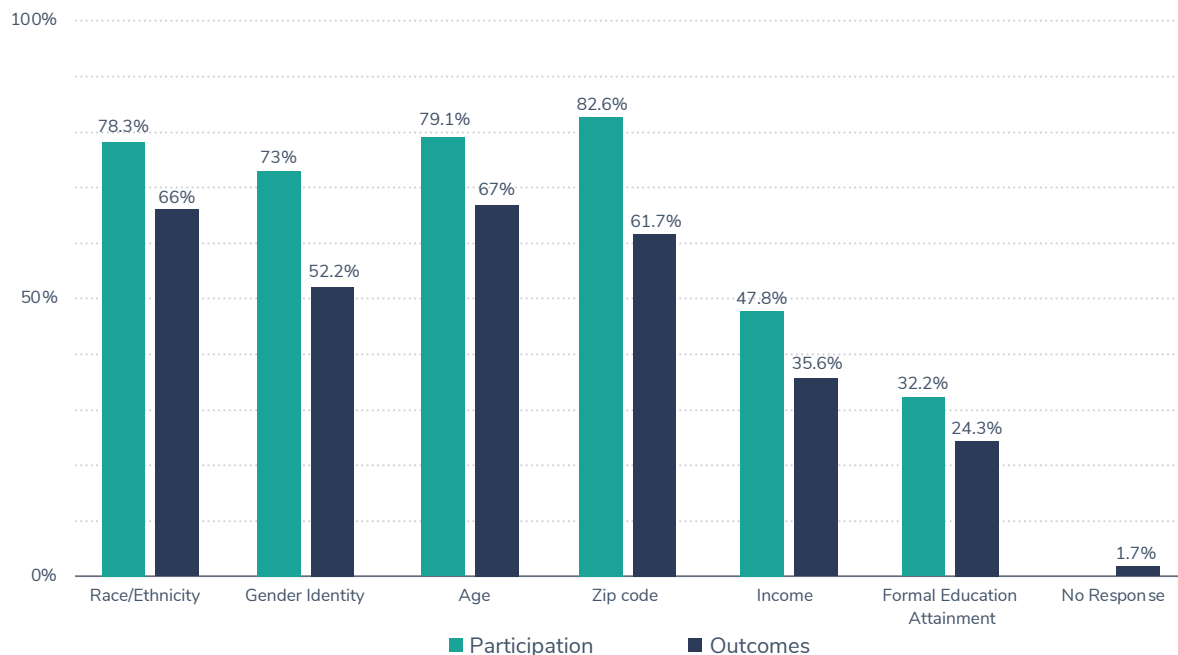
Fifty-nine percent (68) of Nonprofit Partners reported serving fewer people due to the COVID-19 crisis. Reasons nonprofits offered to explain this decrease include: the effect of mandatory stay-at-home orders, people’s fear or inability to seek help despite their needs, and serving fewer people with a higher intensity of engagement.

Thirty-two percent (37) of Nonprofit Partners reported serving more people due to the COVID-19 crisis, and 6% (7) reported that the crisis did not affect the number of people served.

## Tracking Participation & Measuring Impact

SA2020 advocates for organizations to track both who they serve and the impact of their programs or services on people’s lives, disaggregating both by race, gender, age, and geography. This helps ensure services meet the needs of the community.

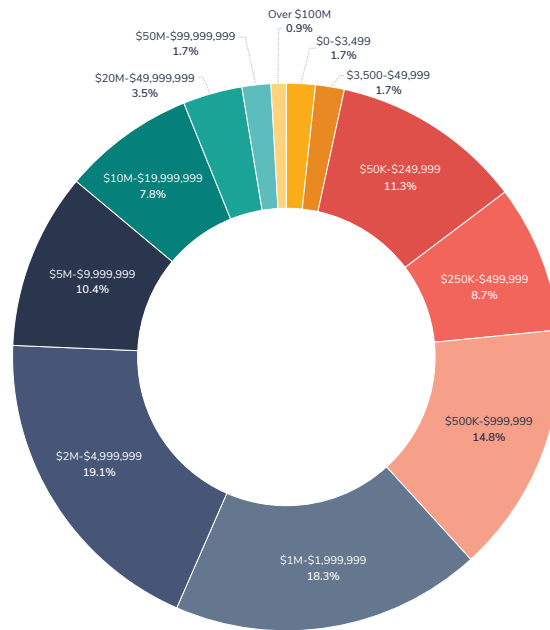
Nonprofit Partners are more likely to track program participation by demographics (94%) than measure outcomes—or how people are faring in their programs—by demographics (82%). Outcomes refer to the specific shifts in learning, actions, and conditions that occur as a result of an organization’s work. When tracking participation, Nonprofit Partners track zip code and age at a higher rate than they track race.



Services created by and for specific populations offer the specificity necessary for moving the needle on community-level indicators, while also creating the organizational processes necessary to address inequities in all forms. By tracking both race and zip code in participation and outcomes, organizations can help ensure their programs impact the people who need them the most.

# Economic Impact

SA2020's 115 Nonprofit Partners have a combined economic impact of \$660 million in revenue and \$600 million in expenses. Nineteen percent (22) of Nonprofit Partners have a budget size between \$2 million and \$4.9 million, making this the category with the most organizations represented. Thirty-eight percent (44) of the nonprofits have budget sizes under \$1 million.



Forty-nine percent (56) of Nonprofit Partners reported that their revenue decreased due to the COVID-19 crisis. Of these nonprofits, 73% reported revenue decreasing from individuals, followed by companies (57%), local foundations (50%), local government (32%), federal government (13%), and national foundations (11%).

Thirty-seven percent (43) of Nonprofit Partners reported that their revenue increased from the previous year from the following sources: local foundations (56%), local government (53%), federal government (51%), individuals (51%), companies (33%), and national foundations (23%).

Of the 51 Nonprofit Partners that reported an increase in expenses, programs (76%), operations (76%), and employees (57%) were listed as the most common type of increased expense while development was cited as the least common (22%).

During the COVID-19 crisis, nonprofits were included in emergency Small Business Administration programs for the first time with a focus on the Paycheck Protection Program (PPP). While the 181,680 loans made to nonprofits nationally represent just 3.7% of the total loans administered under the PPP, nonprofits received a larger share of the “high-dollar loans” (over \$150,000) than all other types of entities.<sup>11</sup>

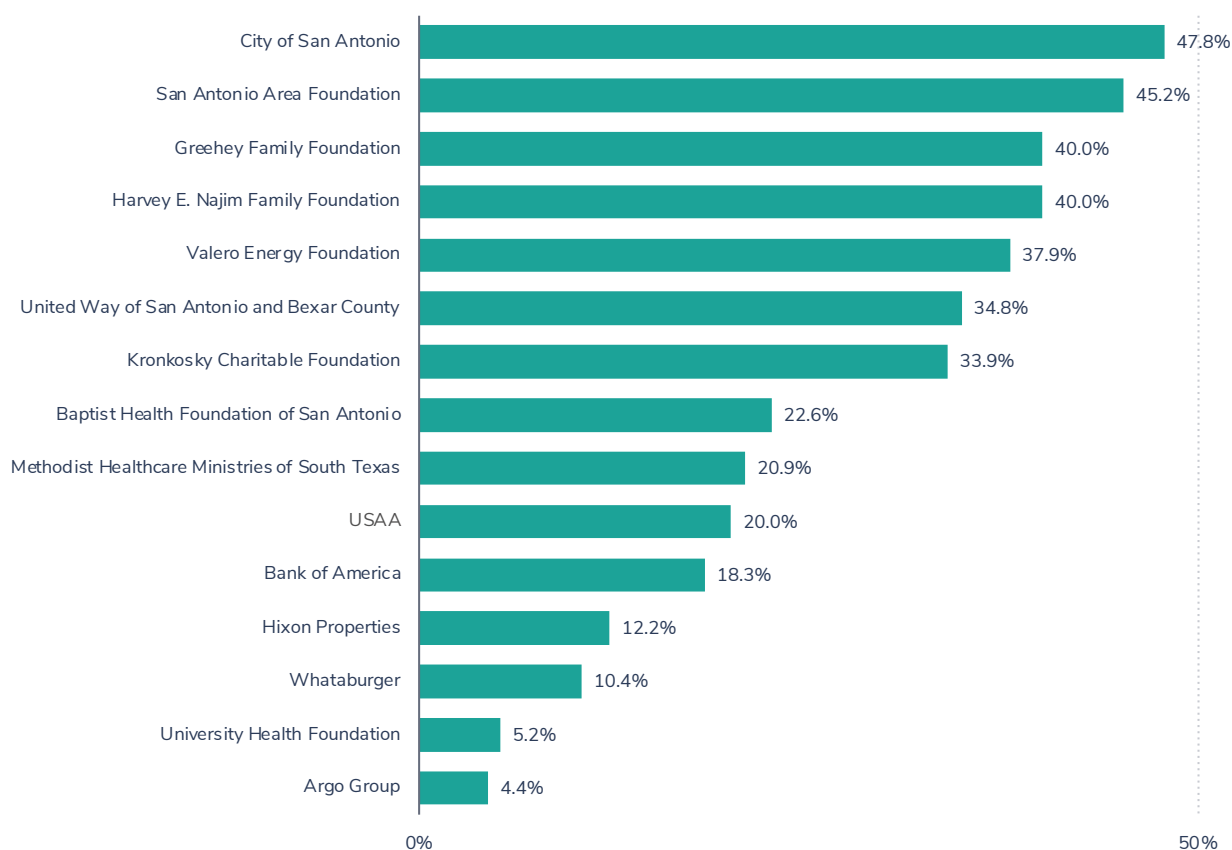
Among 115 Nonprofit Partners, 74% (85) applied for a Paycheck Protection Program Loan. Of these, 98% (83) were approved and 93% (79) have been forgiven. The total amount approved was \$45.1 million, with loans ranging from \$6,000 to \$5.5 million with a median loan amount of \$160,000. Forty-eight percent (41) of the organizations received loans over \$150,000. To date, \$42.6 million total has been forgiven.<sup>12</sup>

# Philanthropic Giving

## INSTITUTIONAL FUNDING

Nonprofits require funding to fulfill their mission, and funders cannot generate impact without nonprofits. The most powerful and transformational partnerships between nonprofits and funders are forged in ultimately meeting community needs—as identified and prioritized by San Antonians.

The majority of Nonprofit Partners—84% (97)—are funded by at least one of the organizations listed below. Of these, nearly half are funded by the City of San Antonio.



Twenty-seven Nonprofit Partners received the COVID-19 Recovery Grant from the City of San Antonio, totaling \$20 million.<sup>13</sup> This includes 12 arts organizations that received \$661,559. Thirty-nine nonprofits received a COVID-19 recovery grant from Bexar County, totaling \$4 million.<sup>14</sup>

*In addition to partnering with nonprofits, SA2020 partners with companies and foundations/funders that are committed to supporting the nonprofit sector by aligning their philanthropic giving and/or volunteer hours with the needs of SA2020 Nonprofit Partners. Learn more at [SA2020.org/partnerships](https://SA2020.org/partnerships).*

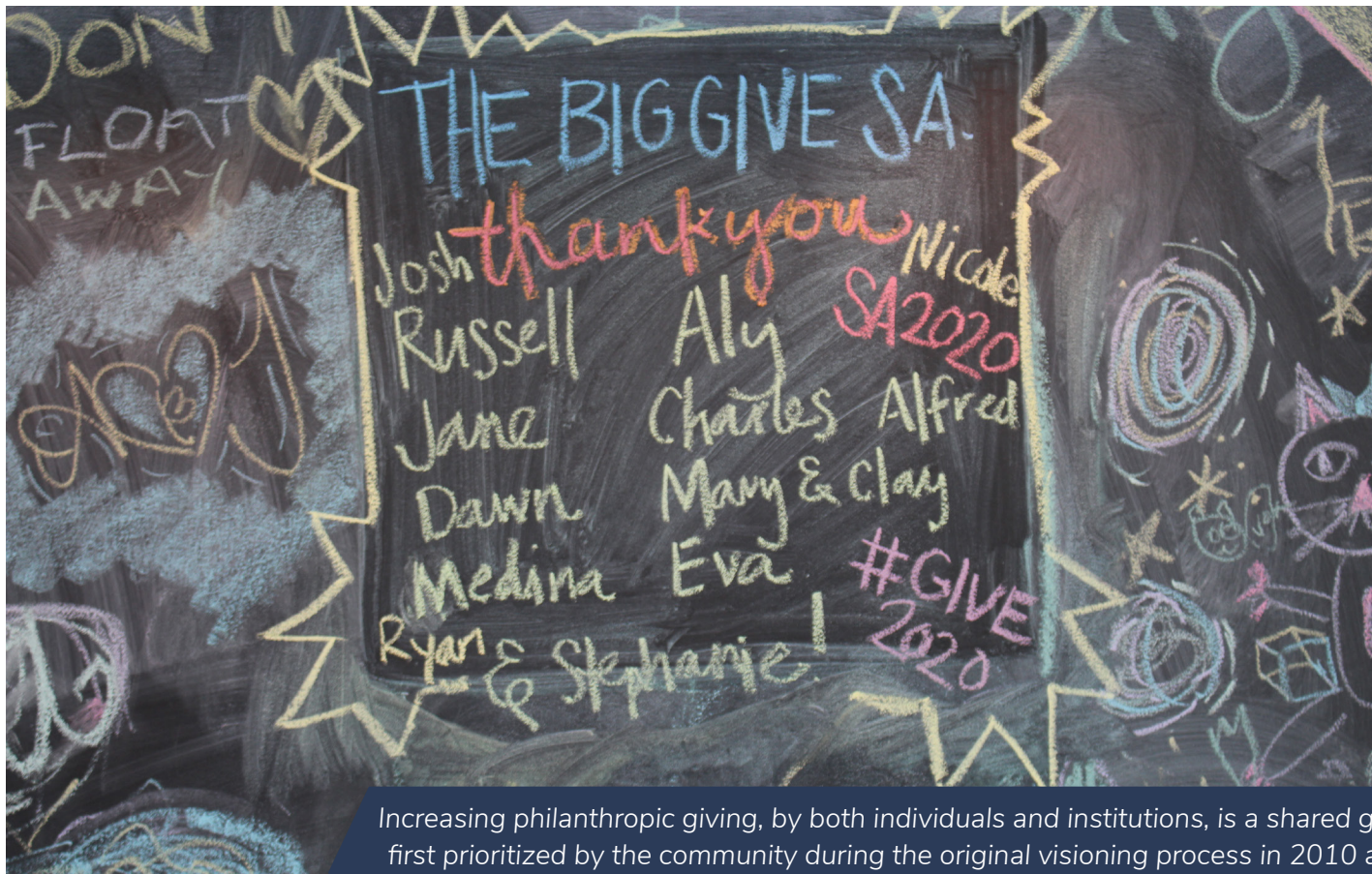
## INDIVIDUAL DONORS

In 2020, in the midst of the pandemic, individuals in the U.S. gave \$324.10 billion to charitable organizations, according to [Giving USA](#). That's more than three times the amount of giving from corporations (\$16.88 billion) and foundations (\$88.55 billion) combined.

[According to the Urban Institute](#), nonprofits with budgets under \$500,000—which make up most of the sector in the U.S. and depend most heavily on individual donations—experienced a decrease in individual donations in 2020 in greater numbers than larger nonprofits.<sup>15</sup>

Twenty-seven Nonprofit Partners have budgets under \$500,000. Of these, 63% (17) reported that their revenue decreased overall, with 88% (15) reporting that revenue from individuals decreased. None reported that their revenue from individuals increased.

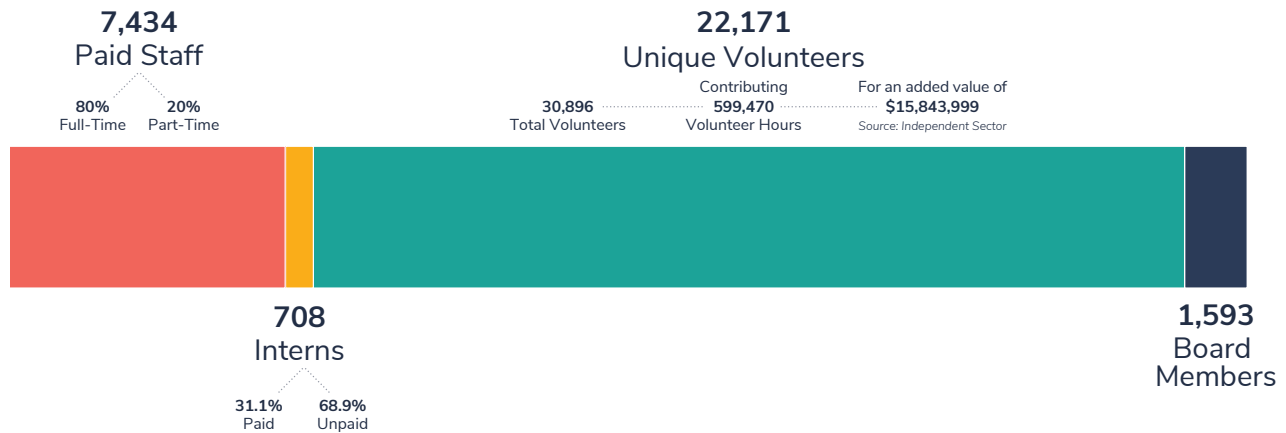
[Research](#) shows that organizations led by people of color are less likely to receive unrestricted funding.<sup>16</sup> Unrestricted assets held by nonprofits led by people of color were 76% smaller than those led by White people.<sup>17</sup> This type of funding is coveted because it trusts nonprofit leaders to use it wherever the need is greatest, rather than for a specific use identified by a donor. Individual giving, the largest source of philanthropy in the U.S., has the power to disrupt this.



Increasing philanthropic giving, by both individuals and institutions, is a shared goal first prioritized by the community during the original visioning process in 2010 and reaffirmed in 2020. The Big Give, San Antonio's 24-hour online campaign of giving, will take place September 22-23, 2022. Learn more at [TheBigGiveSA.org](https://TheBigGiveSA.org).

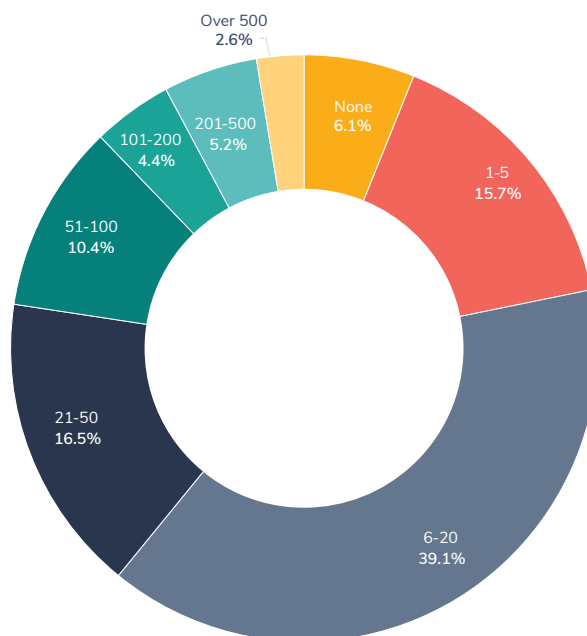
# The People Powering Nonprofit Organizations

From volunteers to interns, full-time and part-time employees, and Boards of Directors, Nonprofit Partners represent the combined efforts of 31,906 people.

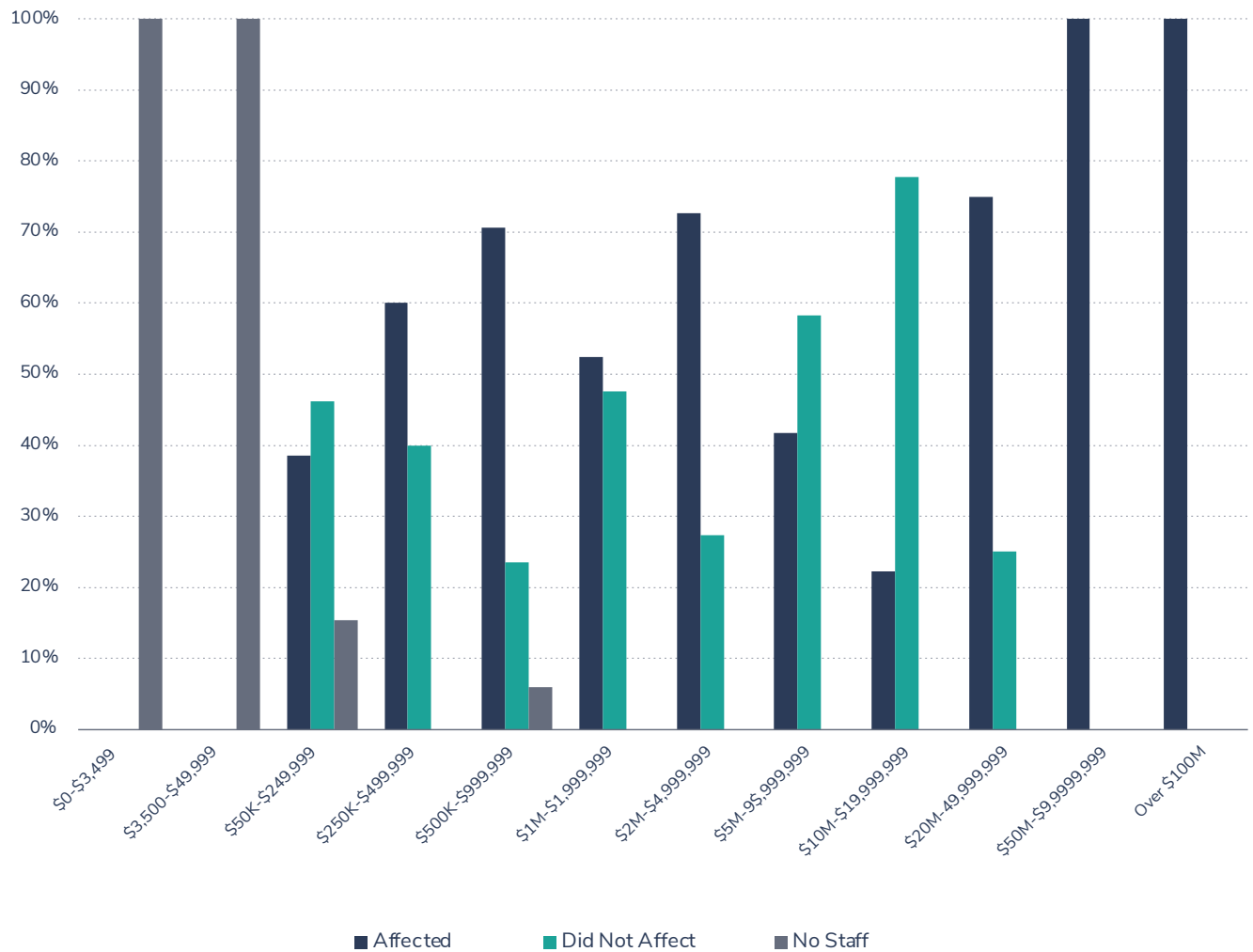


Nonprofit Partners also reported 443 open Board seats. To learn how SA2020 is helping to fill those gaps and connect more San Antonians with board service, read about [The Board Game](#) on page 18.

Six percent (7) of Nonprofit Partners are volunteer-led and do not have paid staff. The majority of Nonprofit Partners—55% (63)—have between one and 20 employees.



Of the 108 Nonprofit Partners with full-time or part-time employees, 58% (63) reported that COVID-19 affected employment. This included reduced hours, reduced compensation, layoffs, and/or furlough. Of the 45 Nonprofit Partners that reported that COVID-19 did not affect employment, 78% (35) have a budget of \$500,000 or more.



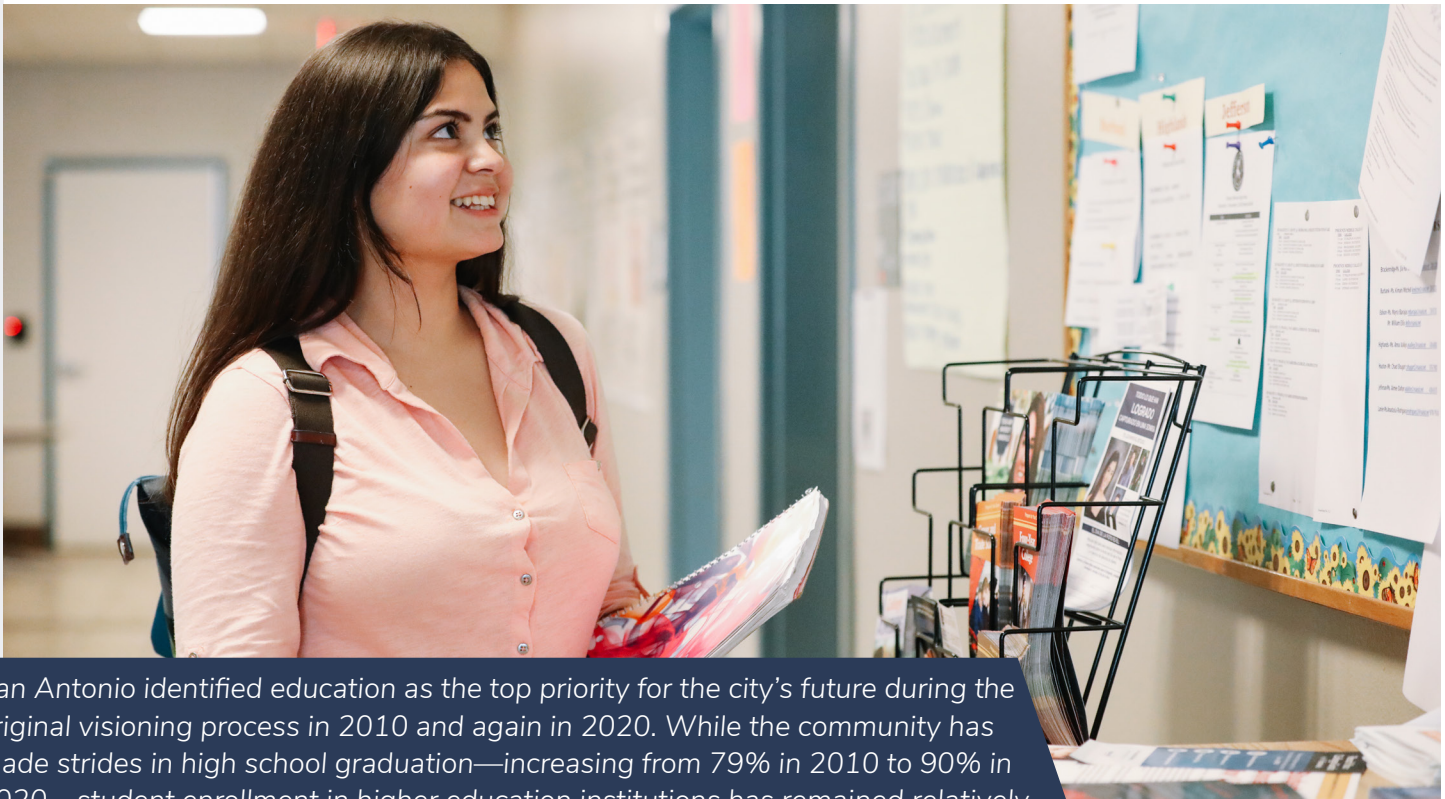
## INTERNS

Sixty-four Nonprofit Partners hosted 708 interns. Of the 64 Nonprofit Partners that hosted an intern, 31% (20) hosted fewer interns due to the COVID-19 crisis and 55% (35) hosted interns virtually. Of the 708 internships hosted, 31% were paid.

Investing in students through paid internships has the potential to shift education and economic outcomes for entire families and advance shared community goals for college access and completion.

Multi-sector partnerships can help make paid internships—whether in-person, virtual, or hybrid—a reality. Since 2016, Family Service, SA WORX, and the City of San Antonio's Ambassador Program have worked together to create a Summer Internship Collaboration, partnering with employers—including government, companies, and nonprofits—to host paid internships. Family Service focuses on student interns aged 14-17 years old, while SA WORX serves ages 16-20, and the City of San Antonio serves ages 18-22.

In 2019, the collaboration coordinated over 1,000 paid summer internships for students. While the pandemic has made it more challenging for coordinating agencies, employers, and students to participate, the number of internships facilitated in 2021 (522) grew by 160% over 2020 (201). Of the 522 internships hosted in 2021, 9% were virtual and 6% were hybrid.



SA WORX

San Antonio identified education as the top priority for the city's future during the original visioning process in 2010 and again in 2020. While the community has made strides in high school graduation—increasing from 79% in 2010 to 90% in 2020—student enrollment in higher education institutions has remained relatively flat over the last decade. Today, the shared goal for advanced degrees aligns to the Texas Higher Education Coordinating Board's 60X30TX goal: 60% of the population, ages 24-35, have a post-secondary credential by the year 2030.

## BOARDS OF DIRECTORS

The size of a nonprofit Board varies based on the organization's mission and scope of work. Nonprofit Partners' Board sizes range from 3 to 75 members. There are currently 1,593 people serving on Nonprofit Partner boards with 443 Board seats open. The total number of open seats per Nonprofit Partner ranges from 1 to 35.

Of the 115 Nonprofit Partners, 33% (38) onboarded new board members during their most recently completed fiscal year. Fifty-seven percent (66) reported that their Board of Directors were more invested as an effect of the COVID-19 crisis, while 13% (15) reported that the Board were less invested. Sixty-two percent (71) held Board meetings virtually and 3% (3) hosted hybrid meetings.

## VOLUNTEERS

Of the 111 Nonprofit Partners that hosted volunteers, 80% (89) reported that the number of volunteers fell due to the COVID-19 crisis. Still, over the past fiscal year, 22,171 individual volunteers served upwards of 599,470 hours for Nonprofit Partners. In 2021, the [Independent Sector](#) estimated the average hourly rate of volunteers at \$28.14 per hour in Texas, a 6.5% increase over 2020. The volunteers serving Nonprofit Partners produced an added value of more than \$16.8 million to the nonprofit sector and, therefore, San Antonio's economy.



MOVE Texas

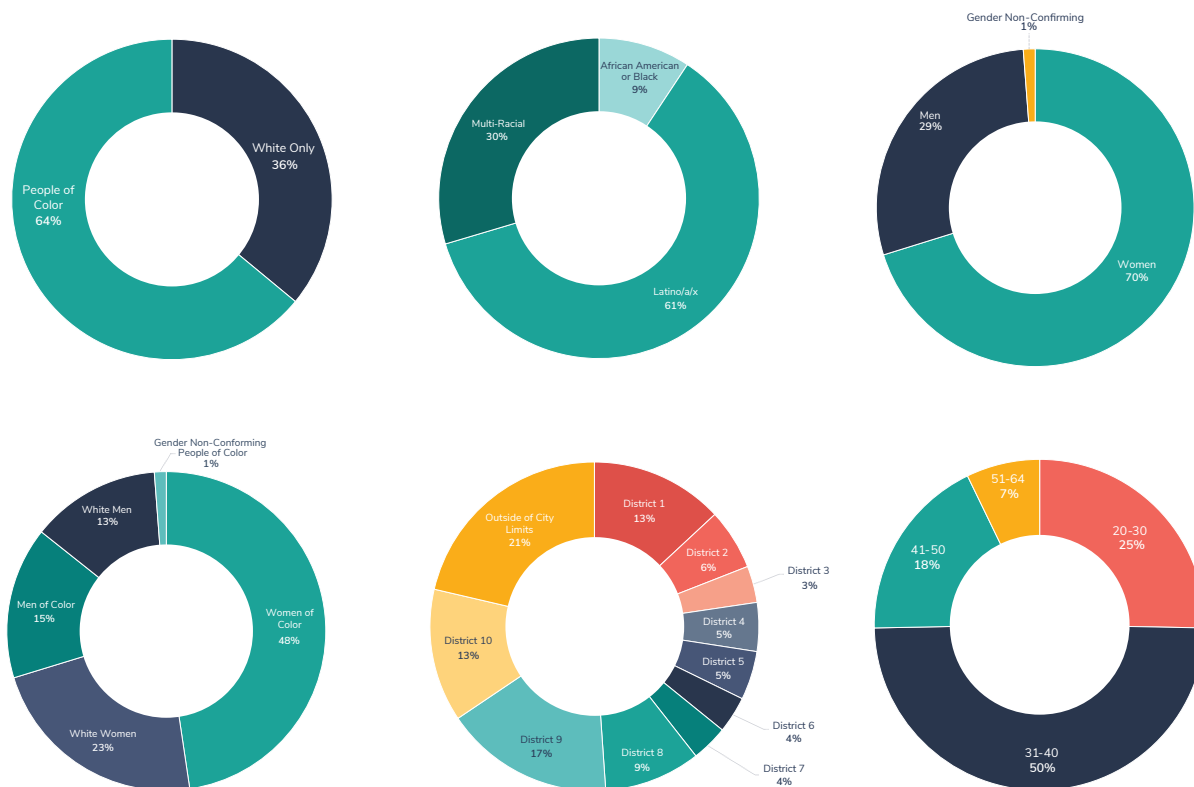
# THE BOARD GAME

Nonprofit Board service is an opportunity to help realize San Antonio's shared vision for civic engagement and eliminate barriers to advancing equity in nonprofit strategy, resource development, and oversight and governance.

SA2020's 100+ Nonprofit Partners annually report more than 400 open seats on their Boards of Directors and the need to diversify their boards by race, gender, age, geography, and expertise. In 2019, SA2020 launched [The Board Game](#) to bridge that gap.

With a focus on advancing racial equity, SA2020 trains the leadership of Nonprofit Partners on best practices in board development and recruits San Antonians to learn how to successfully apply and serve on a nonprofit board. Then, SA2020 matches San Antonians to current board openings based on the expertise identified by participating Nonprofit Partners. By targeting recruitment to people of color, people in City Council Districts 2-7, and people under 40, The Board Game helps make local nonprofit boards more representative of San Antonio.

In 2021, SA2020 trained and matched 84 people with 37 participating nonprofits (including SA2020): 64% (54) are people of color and more specifically, 48% (40) are women of color; 74% (62) are 40 years old or younger; and 26% (22) reside in City Council Districts 2-7. Seventy percent (59) had not previously served on a board and 100% were matched to three or more Nonprofit Partners.



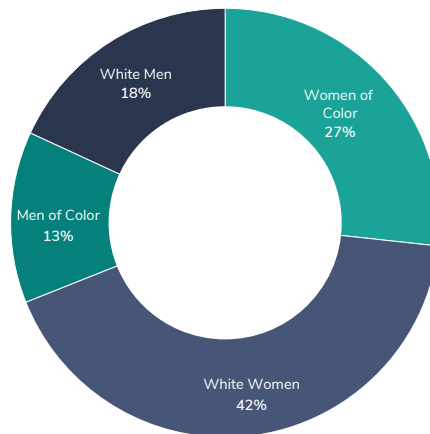
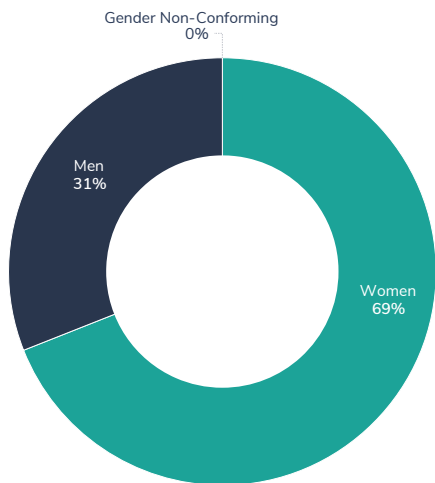
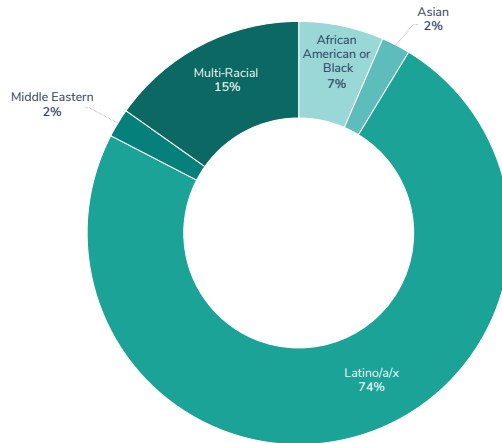
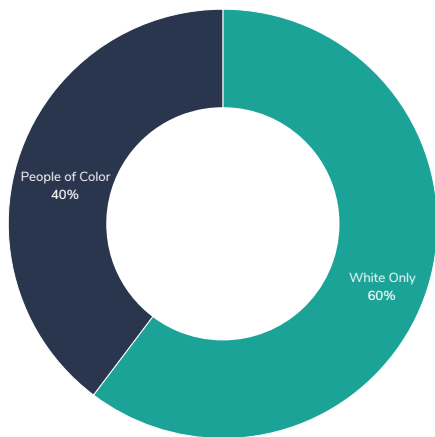
For more information about participating in The Board Game, as an individual or Nonprofit Partner, visit [SA2020.org/board-game](https://SA2020.org/board-game).

# EXECUTIVE DIRECTORS & CEOS

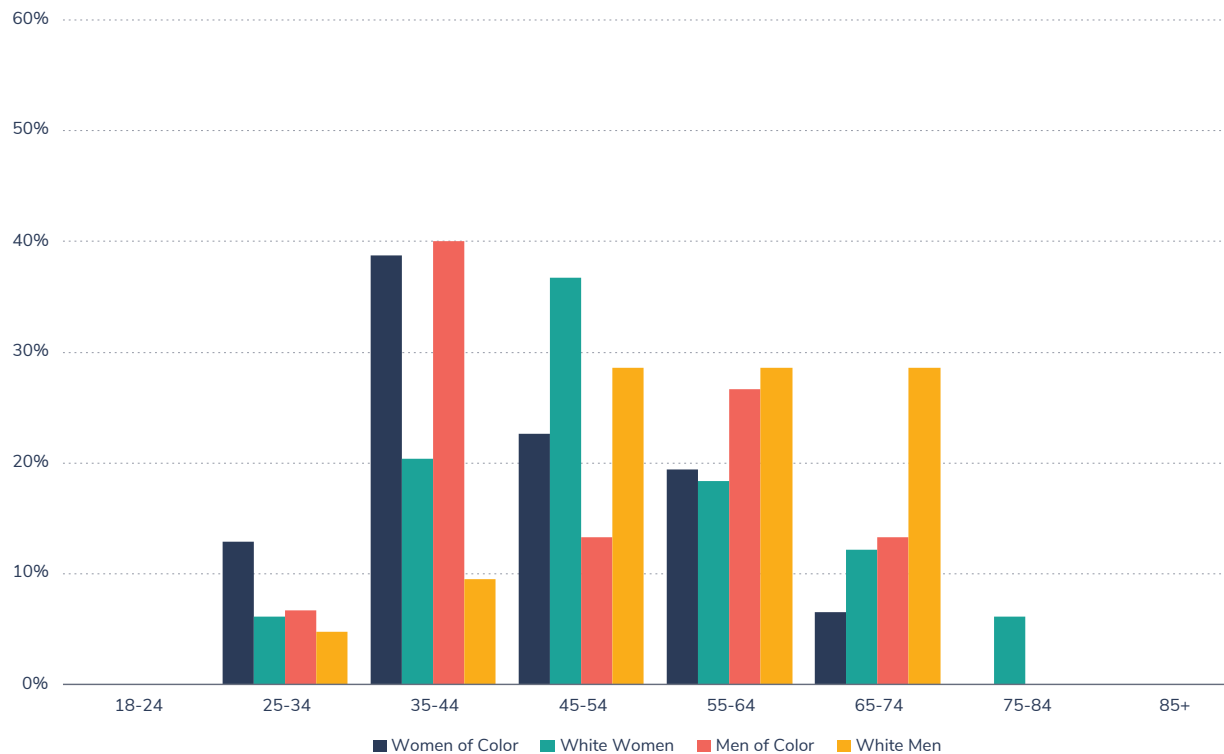
Representation in leadership—when leaders reflect the population they serve by race, gender, age, and geography—supports both an increase in civic engagement and the likelihood that policies and programs will adequately meet the needs of people served.

According to [Race to Lead](#), the lack of racial diversity in the nonprofit sector nationally is the result of institutional barriers, including the lack of support from predominately White boards of directors and the biases of executive recruiters. Due to persistent institutional inequities, increased education and training do not provide equity for women of color to advance within the sector.<sup>18</sup> Women of color who do overcome institutional barriers continue to face inequities within the leadership roles. Among nonprofit CEOs with a master’s degree in the U.S., for example, women of color are the most likely to earn less than \$50,000 a year.<sup>19</sup>

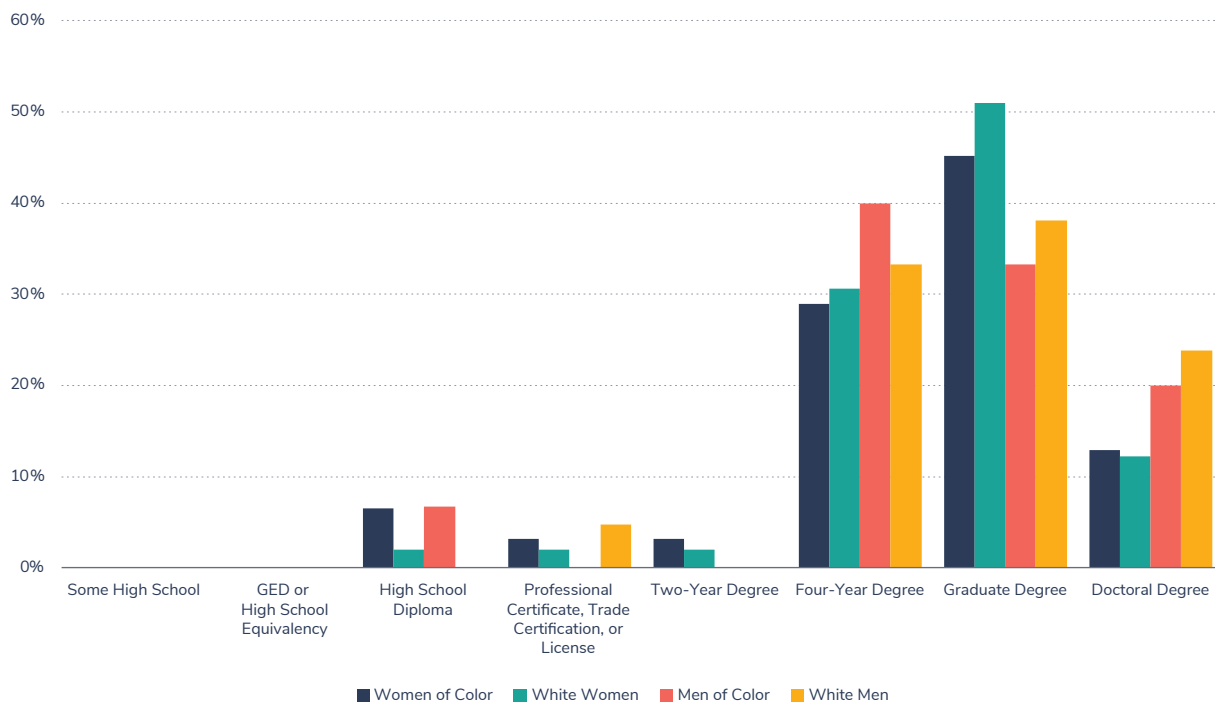
Forty percent of Nonprofit Partner EDs and CEOs are people of color, 74% of whom identify as Latino/a/x. Sixty-nine percent of EDs and CEOs are women: 42% White women and 27% women of color.<sup>20</sup>



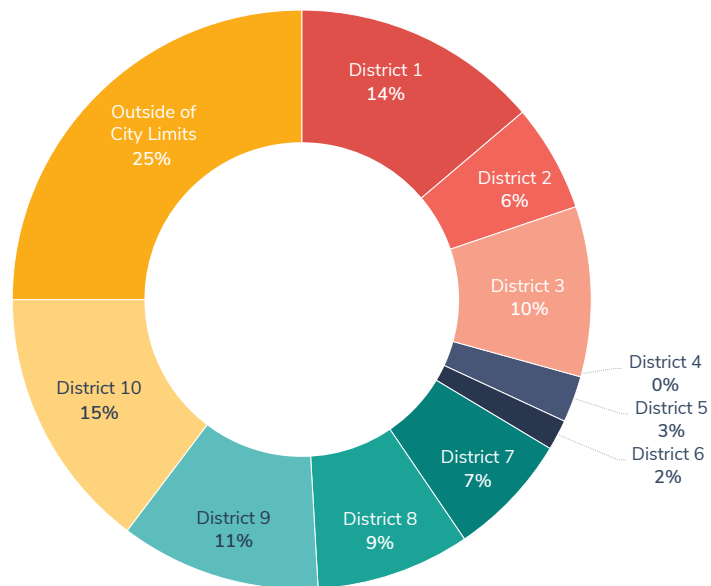
The age group with the highest number of EDs and CEOs is 45-54 (29%), followed by 35-44 (26%), and 55-64 (22%). People of color are most likely to be 44 and younger while White people are most likely to be 45 and older.



The majority of EDs and CEOs (92%) hold a four-year degree or higher. Of the 60% of EDs and CEOs with a graduate degree, 70% are women and 30% are men.



Twenty-five percent (29) of EDs and CEOs live outside of the San Antonio City limits, followed by 15% in District 10, 14% in District 1, and 11% in District 9.<sup>21</sup>



# Call to Action

Civic engagement is both the foundation of the shared Community Vision and its own Community Result, which reads, in part, “Our entire community takes responsibility for our collective well-being.” After learning more about the impact of area nonprofits, consider the power you have to affect change by supporting their work and commit to a call to action.

## FOR INDIVIDUAL COMMUNITY MEMBERS

- [Share this report](#) and San Antonio’s progress toward its Community Vision with people in your networks.
- Learn more about a [Nonprofit Partner](#) impacting the Community Results you’re most passionate about.
- Support SA2020 in creating research like this report by becoming a [monthly donor](#).
- Participate in [The Big Give](#), San Antonio’s 24-hour online campaign of giving, by donating to Nonprofit Partners actively aligning to the shared Community Vision.
- Participate in and spread the word about SA2020’s [The Board Game](#), a leadership development training and matching program for nonprofit board service.

## FOR PEOPLE WHO SERVE ON NONPROFIT BOARDS

- Work with your organization’s ED/CEO to [become an SA2020 Partner](#).
- Help ensure the organization tracks demographic data (e.g., race, gender, age, and zip code) for all Board members.
- Seek racial and gender diversity when recruiting new Board Members and/or an ED/CEO.
- Serve as an advocate for the nonprofit sector among funders and elected officials.
- Participate in SA2020’s [The Board Game](#), a leadership development training and matching program for nonprofit board service, to learn best practices in advancing racial equity through board service.

## FOR PEOPLE WHO WORK IN NONPROFITS

- [Become an SA2020 Partner](#).
- Participate in SA2020’s [The Board Game](#), a leadership development training and matching program for nonprofit board service.
- Work with SA2020 to put racial equity into practice across your policies and programs. [Email us](#) to learn more.
- Participate in a paid intern placement program.
  - [SAWORX](#)
  - [Family Service](#)
  - [City of San Antonio’s Ambassador Program](#)

## FOR PEOPLE WHO WORK IN PHILANTHROPY

- Assess your current giving by the budget size of nonprofits, demographics of the EDs and CEOs and Board of Directors.
- Develop strategies to support people of color led nonprofits with unrestricted, multi-year funding.
- Work with SA2020 to put racial equity into practice across your policies and programs. [Email us](#) to learn more.
- Support SA2020's [The Board Game](#), a leadership development training and matching program for nonprofit board service.
- Support your grantees in [becoming SA2020 Partners](#) aligned to the shared Community Vision.
- Fund paid internships among nonprofit grantees.

## FOR ELECTED OFFICIALS AND POLICYMAKERS

- [Share this report](#) and San Antonio's progress toward its Community Vision with your constituents.
- Use this report, SA2020's [City Council Profiles](#), and SA2020's [Community Data](#) to help ensure policies and budgets meet the needs of San Antonians.
- Engage [SA2020 Nonprofit Partners](#) as content experts.
- Collaborate with [nonprofit organizations](#) in your City Council District to lead meaningful community engagement and co-create policies.



# SA2020 Partner Principles & List of Nonprofit Partners

## PARTNERSHIP PRINCIPLES

- We share the same vision for San Antonio as defined by the community.
- We respect knowledge and expertise across organizational hierarchies.
- We agree to work collaboratively and focus on Community Results.
- We promote asset-based thinking and communication.
- We commit to a shared language for impact and accountability.
- We challenge one another to uphold the “why.”
- We are outcomes driven and data informed.
- We advance racial equity in every aspect of our work.
- We celebrate incremental change.
- We practice continuous learning and improvement.
- We believe achieving Community Results requires cross-sector partnerships.

## LIST OF NONPROFIT PARTNERS

[ACE Mentor Program of Greater San Antonio](#)

[Alpha Home](#)

[Alzheimer's Association - San Antonio & South Texas](#)

[American Cancer Society](#)

[Any Baby Can](#)

[Artpace San Antonio](#)

[Autism Community Network](#)

[Avow](#)

[Bexar County Family Justice Center](#)

[Big Brothers Big Sisters of South Texas](#)

[Bihl Haus Arts](#)

[Blessed Sacrament Academy](#)

[Blue Star Contemporary](#)

[Boysville, Inc.](#)

[Brighton Center](#)

[Build San Antonio Green](#)

[Catholic Charities, Archdiocese of San Antonio](#)

[Celebrate Dyslexia](#)

[Centro San Antonio](#)

[Child Advocates San Antonio \(CASA\)](#)

[Children's Association for Maximum Potential \(CAMP\)](#)

[Children's Bereavement Center of South Texas](#)

[Chosen](#)

[Chronic Pain Resource Center of South Texas](#)

[City Year San Antonio](#)

[Clarity Child Guidance Center](#)

[Common Threads](#)

[Communities In Schools of San Antonio](#)

[ConnectAbility](#)

[disABILITYsa](#)

[Down Syndrome Association of South Texas](#)

[Dress for Success San Antonio](#)

[Education Service Center, Region 20](#)

[Empower House](#)

[Epilepsy Foundation Central & South Texas](#)

[Family Service](#)

[Family Violence Prevention Services, Inc.](#)

[For Her](#)

[Friends of Spare Parts](#)  
[Gemini Ink](#)  
[Girls Inc. of San Antonio](#)  
[Girls on the Run Bexar County](#)  
[Good Samaritan Community Services](#)  
[Goodwill Industries of San Antonio](#)  
[Greater Edwards Aquifer Alliance](#)  
[greater:SATX](#)  
[Green Spaces Alliance of South Texas](#)  
[Guardian House](#)  
[Guide Dogs of Texas, Inc.](#)  
[Haven for Hope of Bexar County](#)  
[Healy-Murphy Center](#)  
[Hemisfair](#)  
[House of Neighborly Service](#)  
[ImmSchools](#)  
[Intercultural Development Research Association](#)  
[Las Casas Foundation](#)  
[Leadership SAISD](#)  
[LiftFund](#)  
[Madonna Center, Inc.](#)  
[Magik Theatre](#)  
[MCH Family Outreach](#)  
[Meals on Wheels San Antonio](#)  
[Morgan's Inclusion Initiative](#)  
[MOVE Texas](#)  
[Musical Bridges Around the World](#)  
[National Hispanic Institute at San Antonio](#)  
[OPERA San Antonio](#)  
[Parent/Child Incorporated of San Antonio & Bexar County](#)  
[Planned Parenthood South Texas](#)  
[Pride Center San Antonio](#)  
[Project MEND](#)  
[Project QUEST](#)  
[Rays of Relief](#)  
[Restore Education](#)  
[RISE Rehab](#)  
[SA Hope Center](#)  
[SACADA](#)  
[SAMministries](#)  
[SAMSAT](#)  
[San Antonio AIDS Foundation](#)  
[San Antonio Lighthouse for the Blind and Visually Impaired](#)  
[San Antonio Public Library Foundation](#)  
[San Antonio Sports](#)  
[San Antonio Youth Literacy](#)  
[San Antonio Zoo](#)  
[SAY Sí](#)  
[Seton Home](#)  
[Snack Pak 4 Kids San Antonio](#)  
[Social and Health Research Center](#)  
[South Alamo Regional Alliance for the Homeless](#)  
[Spurs Give](#)  
[St. Peter-St. Joseph Children's Home](#)  
[Students of Service \(SOS\)](#)  
[Teach For America](#)  
[TEAMability, Inc](#)  
[Texas Diaper Bank](#)  
[The Arc of San Antonio](#)  
[The Banquet Table](#)  
[The Children's Shelter](#)  
[The Dee Howard Foundation](#)  
[The DoSeum](#)  
[The Health Collaborative](#)  
[The Immunization Partnership](#)  
[The Prosthetic Foundation](#)  
[The Public Theater of San Antonio](#)  
[The Rape Crisis Center](#)  
[THRU Project](#)  
[Trinity University College Advising Corps](#)  
[TXReads](#)  
[UP Partnership](#)  
[Visitation House Ministries](#)  
[Woodlawn Theatre](#)  
[Yoga Day Nonprofit](#)  
[Youth Code Jam](#)  
[Youth Orchestras of San Antonio](#)

# Endnotes

- 1 Center for Civil Studies Archive. (2022, April 4). Nonprofit employment during the COVID-19 crisis. Johns Hopkins University. <http://ccss.jhu.edu/research-projects/nonprofit-economic-data/covid-nonprofitemployment>
- 2 Pulled from the IRS database on March 2022. There are 81,769 organizations eligible to receive tax-deductible donations in Texas, 4,357 in Bexar County, and 3,903 in San Antonio.
- 3 Independent Sector 2021 valuing of volunteer hour source.
- 4 Hora, M.T., Colston, J., Chen, Zhidong, & Pasqualone, A. (2021). National survey of college internships (NSCI) 2021 [report]. Center for Research on College-Workforce Transitions (CCWT), University of Wisconsin-Madison. [https://ccwt.wceruw.org/wp-content/uploads/2021/08/CCWT\\_NSICI-2021-Report.pdf](https://ccwt.wceruw.org/wp-content/uploads/2021/08/CCWT_NSICI-2021-Report.pdf)
- 5 Hora, M.T., Colston, J., Chen, Zhidong, & Pasqualone, A. (2021). National survey of college internships (NSCI) 2021 [Report]. Center for Research on College-Workforce Transitions (CCWT), University of Wisconsin-Madison. [https://ccwt.wceruw.org/wp-content/uploads/2021/08/CCWT\\_NSICI-2021-Report.pdf](https://ccwt.wceruw.org/wp-content/uploads/2021/08/CCWT_NSICI-2021-Report.pdf)
- 6 Dorsey, C., Bradach, J. & Kim, P. (2020, May 4). Racial equity and philanthropy: Disparities in funding for leaders of color leave impact on the table. The Bridgespan Group. <https://www.bridgespan.org/insights/library/philanthropy/disparities-nonprofit-funding-for-leaders-of-color>
- 7 In 2021, 42 organizations were unable to complete SA2020's Nonprofit Partner Impact Survey between October - December. Nonprofits who do not fulfill the survey requirement are deactivated as Partners until they can complete it.
- 8 The impact survey was not administered in 2020 due to capacity constraints among nonprofits.
- 9 Nonprofit Power: Engaging voters for a more inclusive democracy." 2021. Nonprofit Vote. <https://www.nonprofitvote.org/findings-2>
- 10 The 2022 Survey results will release in June 2022.
- 11 130 Independent sectors Health of the U.S. Nonprofit Sector
- 12 Note: Seven organizations reported applying for a Paycheck Protection Program Loan and did not share the dollar amount. Two organizations reported applying for a PPP Loan and did not share the forgiveness status.
- 13 One organization, that reported received the grant, did not report the amount.
- 14 Two organizations, that reported receiving the grant, did not report the amount.
- 15 Faulk, L., Kim, M., Derrick-Mills, T., Boris, E.T., Tomasko, L., Hakizimana, N., Chen, T., Kim, M., & Nath, L. (2021, October 7). Nonprofit trends and impacts 2021: National findings on donation trends from 2015 through 2020, diversity and representation, and first-year impacts of the COVID-19 pandemic. Urban Institute. <https://www.urban.org/research/publication/nonprofit-trends-and-impacts-2021>
- 16 Dorsey, C., Bradach, J. & Kim, P. (2020, May 4). Racial equity and philanthropy: Disparities in funding for leaders of color leave impact on the table. The Bridgespan Group. <https://www.bridgespan.org/insights/library/philanthropy/disparities-nonprofit-funding-for-leaders-of-color>
- 17 Dorsey, C., Bradach, J. & Kim, P. (2020, May 4). Racial equity and philanthropy: Disparities in funding for leaders of color leave impact on the table. The Bridgespan Group. <https://www.bridgespan.org/insights/library/philanthropy/disparities-nonprofit-funding-for-leaders-of-color>
- 18 Building Movement Project. (2020, July). Race to lead revisited: Obstacles and opportunities in addressing the nonprofit racial leadership gap. Race to Lead. [https://buildingmovement.org/wp-content/uploads/2020/07/RTL\\_Revisited\\_National-Report\\_Final.pdf](https://buildingmovement.org/wp-content/uploads/2020/07/RTL_Revisited_National-Report_Final.pdf)
- 19 Biu, O. (2019). Race to lead: Women of color in the nonprofit sector. Building Movement Project. <https://racetolead.org/women-of-color/>
- 20 According to the 2018 National Finance Fund's State of the Nonprofit Sector Survey, 17% of EDs and CEOs nationwide are people of color.
- 21 Outside of the San Antonio City limits includes unincorporated Bexar County and other nearby municipalities.