



Webber Family Foundation

2022 **IMPACT REPORT**

Celebrating 22 years of impact

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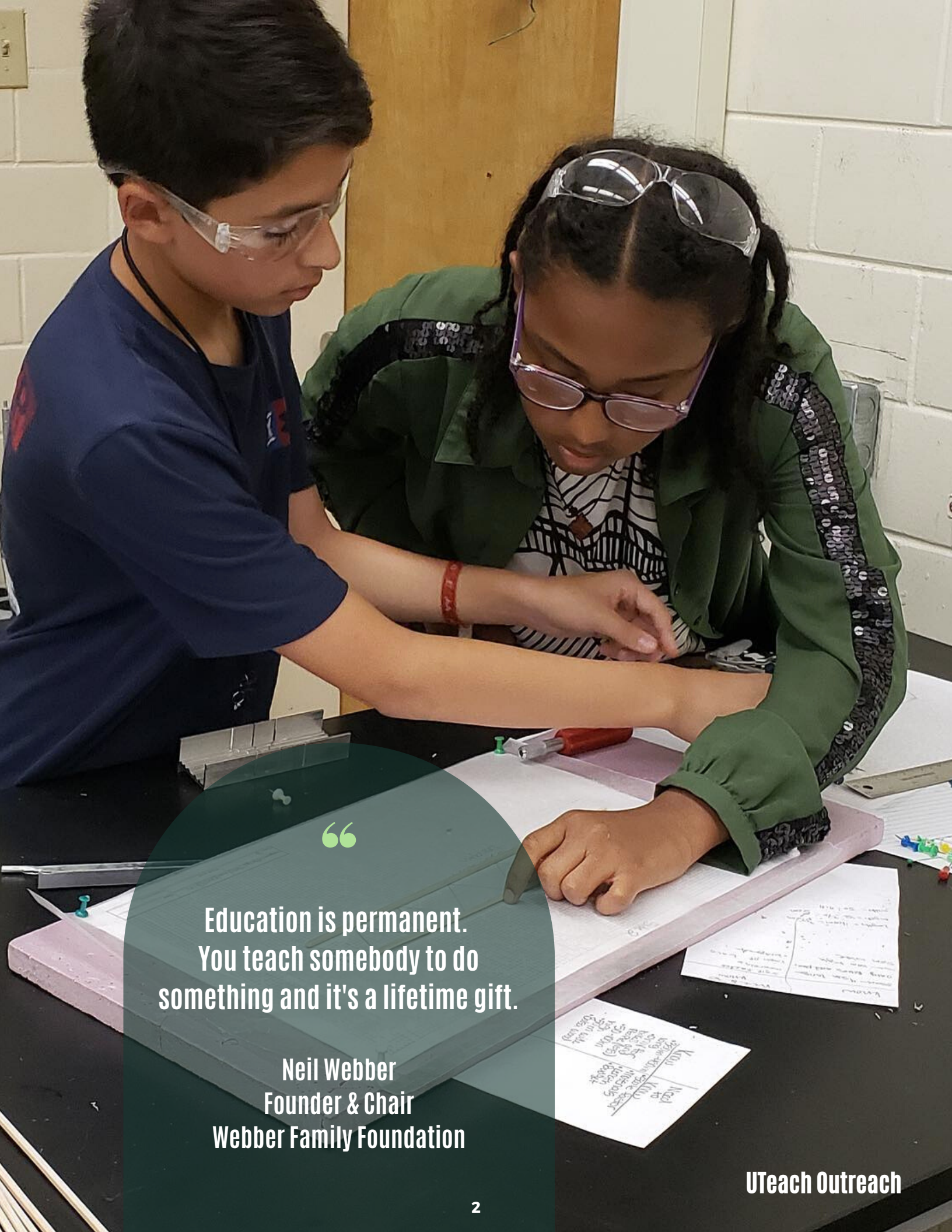
**Congratulations to the Webber Family
Foundation on twenty years of
investments in Austin's young people.**

**Austin has changed a lot in the last two
decades. Thanks to your leadership and
support, there are more opportunities
than ever for students to achieve their
dreams and make Austin an even more
equitable and vibrant place to live.**

**Kirk Watson
Former Texas State Senator**

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Education is permanent.
You teach somebody to do
something and it's a lifetime gift.

Neil Webber
Founder & Chair
Webber Family Foundation

U Teach Outreach

CELEBRATING TWO DECADES OF IMPACT

Since inception in 2000, the Webber Family Foundation has been committed to **breaking the cycle of generational poverty through education.**

As part of this commitment, the foundation has invested millions in resources and expertise to help build hundreds of exceptional education nonprofits in both the Central Texas and Washington DC regions.

Today, our giving continues to evolve in response to changing times and community needs. We are fortunate to have built strong, long-lasting relationships with countless talented leaders working to advance the education of high-achieving, low-income youth.

We are proud to learn from and work alongside these outstanding change-makers to provide opportunities for individuals to achieve their highest potential.



FOUNDATION PROFILE: WHAT WE DO

In 2008, after several years of funding a wide variety of educational programs, the foundation adopted a more focused grantmaking strategy centered on **high-achieving, lower-income youth**. Our priorities have centered on the following goals:

A STRONG EARLY FOUNDATION



We believe breaking the cycle of poverty starts with high quality early childhood education.

OUR GOAL: to increase the number of lower-income students who enter Kindergarten as high-achievers (at or above grade-level norms) and achieve reading proficiency by third grade.

ACCESS TO QUALITY ENRICHMENT IN ACADEMICS AND THE ARTS

We believe out-of-school time learning provides enriching, transformational experiences, and the arts are essential for youth development and innovation.



OUR GOAL: to increase the number of lower-income students who perform at the highest levels of achievement in academics and the arts.

QUALITY SCHOOL OPTIONS



We believe all families deserve the right to choose a quality education for their children.

OUR GOAL: to expand the capacity of high performing charter schools that serve predominantly lower-income students.

POST SECONDARY SUCCESS

We believe a college education unlocks opportunity in a competitive global economy.

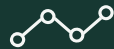
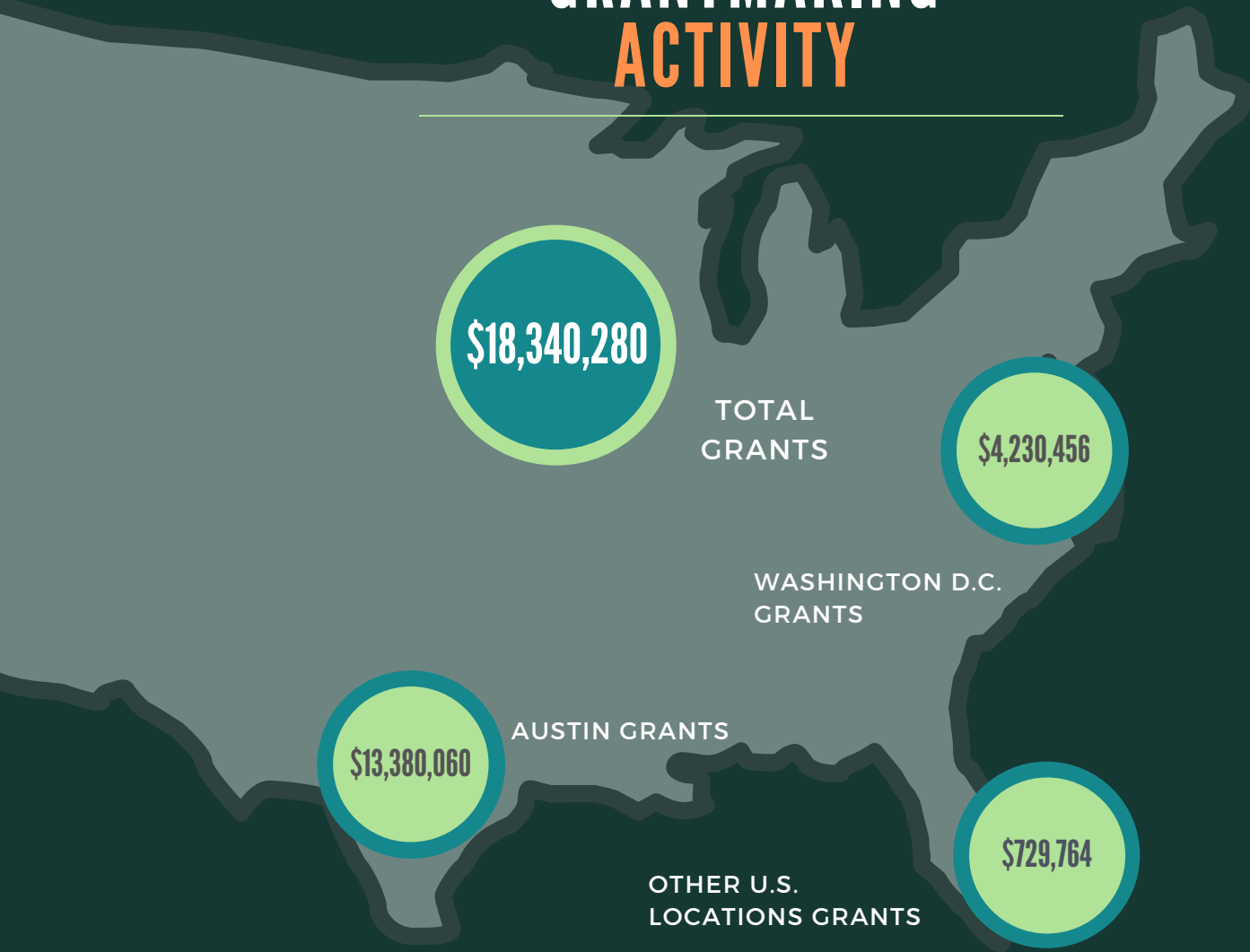
OUR GOAL: to increase the number of exceptionally well-prepared graduates who enroll in and succeed in college.





Con Mi Madre

GRANTMAKING ACTIVITY



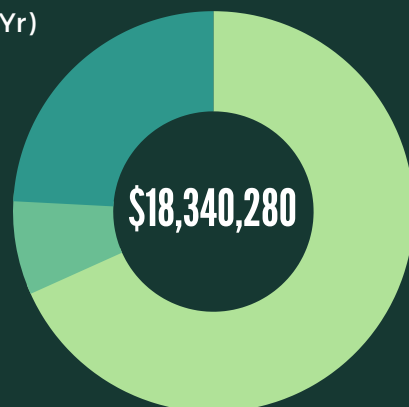
GRANTS FUNDED BY TYPE

The foundation has partnered with more than 300 nonprofit organizations through three distinct types of grants.

302
NONPROFIT
GRANTEES

Partner
(Gen Ops / Multi-Yr)
\$4,434,400

Discretionary
\$1,385,200



Capacity
Building
\$12,520,680

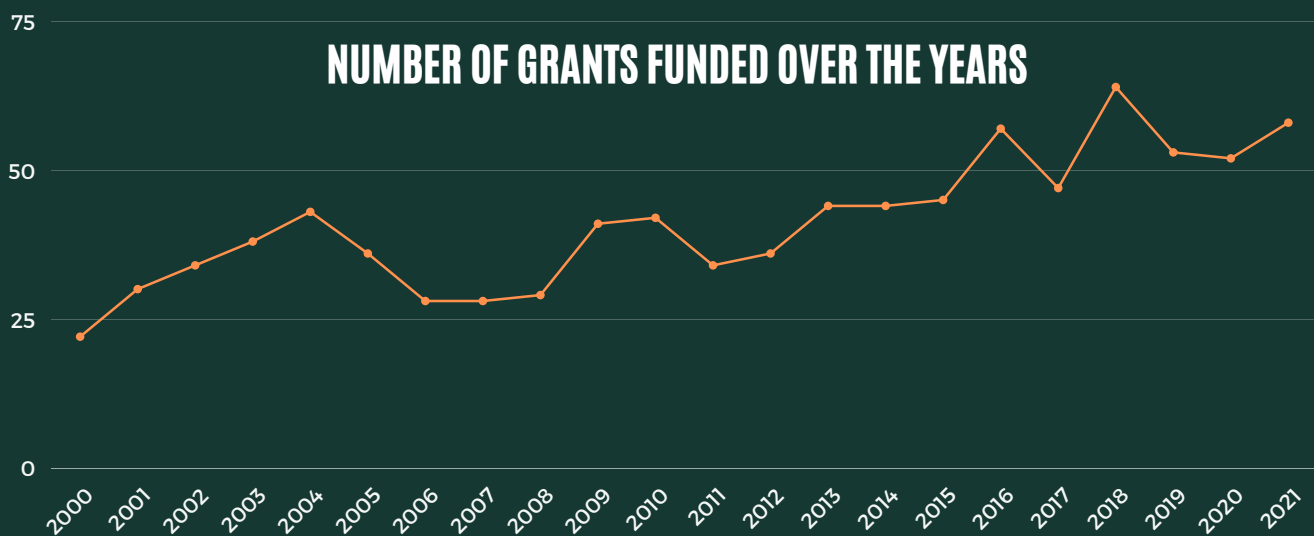


HOW OUR GRANTMAKING HAS EVOLVED

INCREASED COMMUNITY OUTREACH AND COMMUNITY BUILDING

With the foundation's desire to transform the lives of more youth, we have increased the number of grants funded each year through multiple grant types, including **Partner, Capacity Building and Discretionary grants**.

Since inception, the foundation has invested more than **\$18 million** in grants to create significant opportunities for underserved communities.



STUDENTS SUPPORTED

2000
\$662K GRANTS
20K STUDENTS



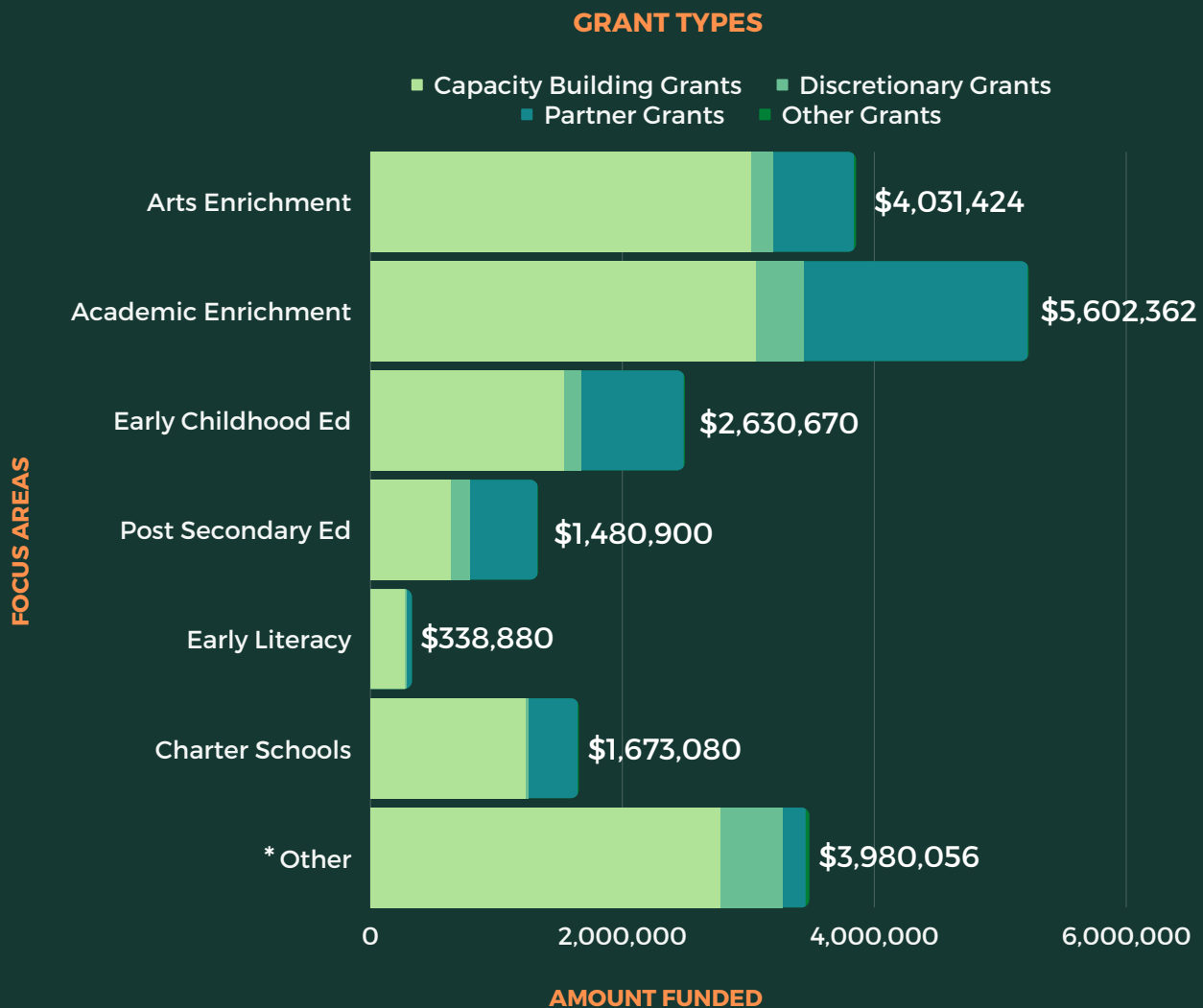
2021
\$800K GRANTS
35K STUDENTS



 = 1,000 students



INVESTING IN THE EDUCATION PIPELINE

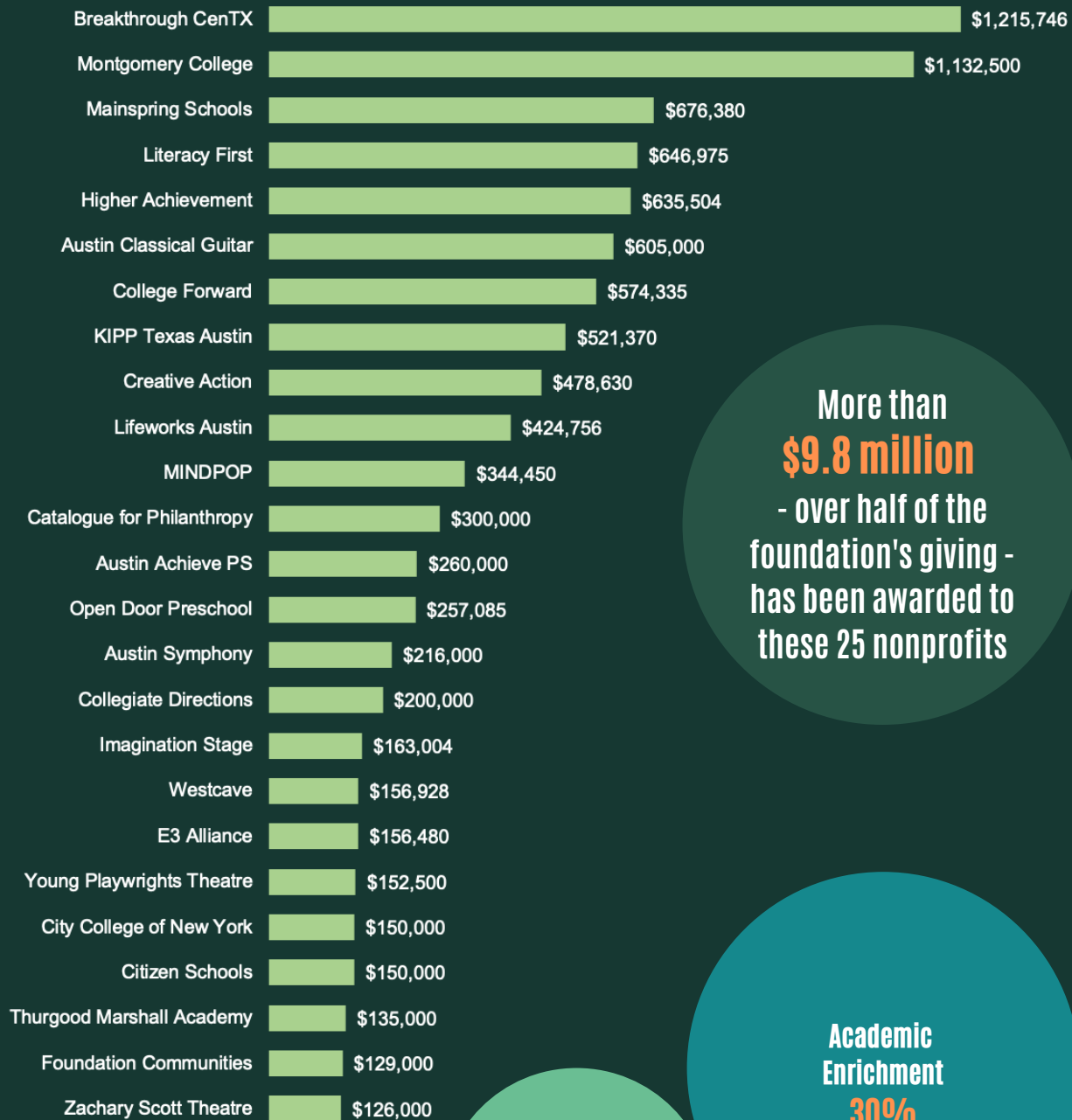


"Other" focus area includes grants that were issued early in the foundation's giving that are outside of the focus today, and discretionary grants.

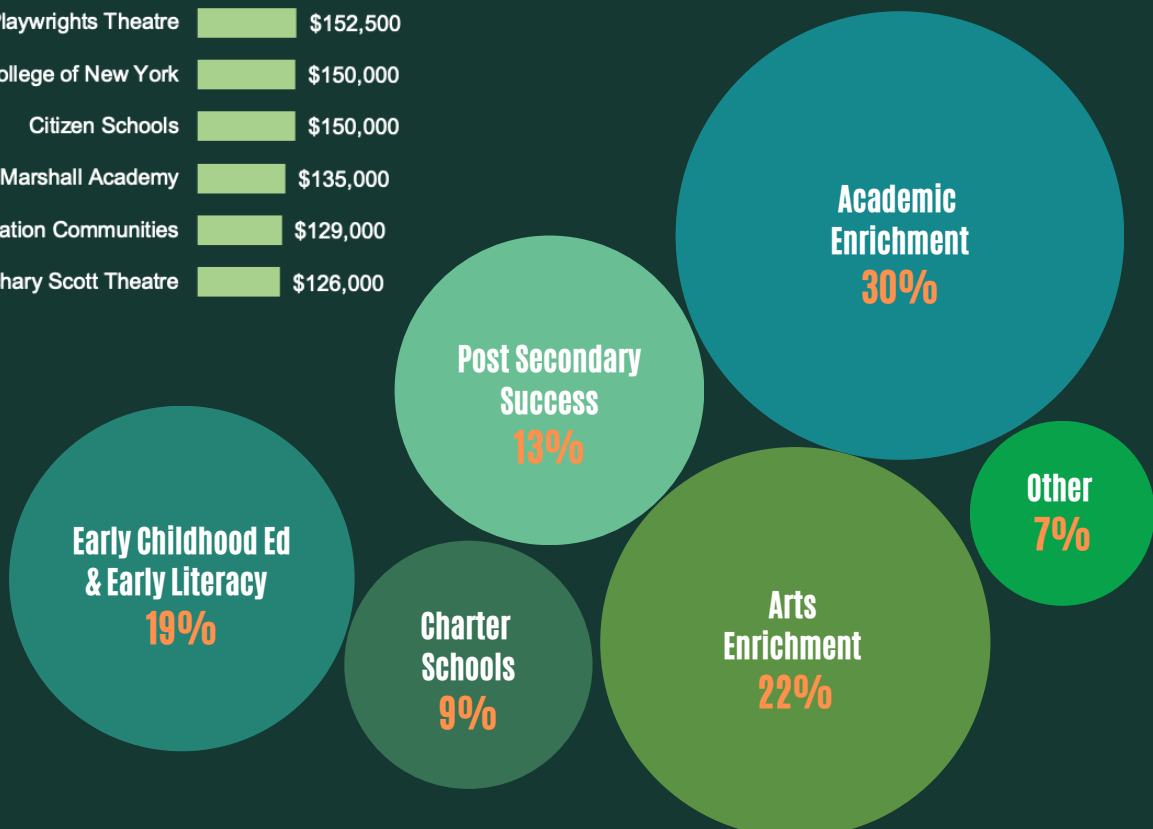
OVER TIME, THE FOUNDATION HAS GRANTED MORE THAN **\$10 MILLION** TO ARTS AND ACADEMIC OUT-OF-SCHOOL TIME ENRICHMENT PROGRAMS FOR UNDER-SERVED YOUTH. EACH HAS RECEIVED ABOUT **2X** MORE FUNDING THAN ANY OTHER FOCUS AREA.



TOP FUNDED GRANTEES



More than
\$9.8 million
- over half of the
foundation's giving -
has been awarded to
these 25 nonprofits



A photograph of two young women sitting at a desk, looking at a laptop. The woman on the left has blonde hair and is resting her chin on her hand. The woman on the right has dark hair and is pointing at the laptop screen. The image is overlaid with a semi-transparent dark blue filter.


S U C C E S S

=

T H E H E A D

+

T H E H E A R T



As our founder Neil Webber says, there is value in the diversity of approaches to philanthropy. We don't claim to do philanthropy right or best; rather, we work to align the foundation's resources with our interests, our values, and the community's needs.

Over the last two decades, we've made hundreds of grants that have helped define what success looks like for the Webber Family Foundation. The most impactful grants are those that speak to the head - through strong outcomes backed by data - and the heart, allowing us to share the joy of students who achieve their dreams and leaders who are rightfully proud of their work.

Success at the Webber Family Foundation means **focusing on leadership, taking risks, investing in nimble non-profits rather than in public systems, and leveraging our networks to amplify our grant-making.**





FOCUSING ON LEADERS

We've learned that a great idea is not a great investment unless the leadership is also great. What does "great" look like among our grantees? The most successful CEOs are

- **inspiring** in their love of the work, belief in their students, and passion for change.
- **adaptive**, able to respond to changing circumstances with resourcefulness and innovation. They listen, learn, and modify their approaches on the basis of what's happening outside their doors.
- **generous**, top-notch collaborators who talk openly about successes and failures, build effective partnerships, take time to mentor emerging leaders, and share credit willingly.
- **team builders** – providing feedback systems, opportunities for career growth, and leadership development for staff; harnessing the power of the board and volunteers; and making plans for succession.

Time and again, we've learned that the Executive Director/CEO is the key driver of success – for strategy, execution, partnerships and sustainability. We're grateful to have supported and learned from so many exceptional leaders over the years.



INVESTING IN OUT-OF-SCHOOL TIME

Early in the foundation's life we made the decision to fund outside the school system where the impact of our dollars would be greater. We believed then, as now, that the hours after school and during the summer hold huge opportunities for students to explore their passions, build relationships with caring adults, and develop skills and knowledge that will fuel their success later in life.

We continue to see more opportunities in the out-of-school-time space to partner, leverage funding and innovate, especially as school districts' K-12 budgets continue to be stretched to the max.

EMBRACING RISK

As a private foundation, we have the freedom to take risks with our grants. We can bet on social entrepreneurs, fund the testing of new approaches, and be patient, curious, and helpful with grantees when their initial attempts to solve a problem fail.

The foundation has been the first-in funder for several organizations that have become major community players. We've provided seed money for pilot programs, new staff positions, and partnerships. Our support has provided critical dollars for start-up expenses and credibility for promising leaders. In addition, we've experienced the joy of seeing ideas grow into thriving organizations – a big reward for being bold.



“

The [CTEF] site is very useful to help a super-busy small staff to allocate their most precious resource, time, wisely. I especially like the Giving Profile. It is very easy to follow. Some of the findings were surprising, such as the funders' dexterity when responding to legislative challenges. Also, the 'topics of interest to funders' bubble helps predict funders' future interests.

-The Austin Project

Ballet Afrique
Performance at Central Texas Education Funders event

USING OUR POWERS FOR GOOD

In addition to making grants, the foundation leverages its influence by convening, educating, and advocating for our grantees, other funders and our shared goals. Rather than working in isolation, we activate networks to help grantees solve problems, raise funds, partner effectively and encourage innovation.

We've built relationships through Austin Area Funders, Central Texas Education Funders, Philanthropy Advocates, the Creative Learning Initiative, Grantmakers for Education, and Washington Regional Area Grantmakers. In our early days, colleagues guided us to resources, advised us on operations, and shared their grant-making strategies. Over the years they've become key partners in supporting the issues we care about.



Commitment to Collaboration

In 2008, the Webber Family Foundation co-founded Central Texas Education Funders (CTEF) to help foundations learn from each other and partner more effectively. CTEF has grown from 12 member foundations in 2008 to 75 today. In addition, CTEF is credited as the genesis of Philanthropy Advocates, a statewide group of foundations that formed in 2011 to advocate at the Texas legislature for increased investments in education.

CTEF offers networking, site visits, and tools for grant-makers and grant-seekers, including:

- Common Grant Application
- Common Grant Report
- Common Outcomes & Indicators of Success
- Giving Profile

CTEF has streamlined the grant process for many grantees and improved grant-makers' effectiveness through collective learning, funding and advocacy.



PROGRAM SUCCESS FACTORS

Intentional, high-quality program design increases the odds of positive student outcomes. We've been fortunate to learn alongside our grantees through their practices, reflections, data and research. Program quality is dependent on many factors, and the lists of indicators below demonstrate the complexities in providing exceptional support for youth.

Academic Enrichment

- Rigorous, intensive programming over an extended period of time
- Evidence-based curriculum and supports for individualized instruction
- Access to appropriate supplies and equipment
- Ongoing program and student assessments
- Alignment to school curriculum
- College and career prep experiences
- High-quality, professional development
- Meaningful relationships with peers and supportive adults
- Active family involvement

Arts Ed Enrichment

- High-dosage programming over an extended period of time
- Access to appropriate supplies, equipment, instruments and/or performance space
- Strong school leadership that understands value of arts ed
- Focus on developing students as individuals
- Ongoing program and student assessments
- High-quality, ongoing professional development, including classroom management
- Meaningful relationships with peers and supportive adults

Charter Schools

- Increased days of instruction per year
- A "no excuses" culture in place
- Data-driven instruction
- High-dosage tutoring
- College-going culture
- High parental engagement
- Recruitment and retention of top talent
- Investments in high-quality, ongoing professional development
- Curriculum and instruction adjustments
- Active community engagement, buy-in and accountability

Post Secondary Success

- Frequent and ongoing individually-tailored academic advising
- Guided pathways support
- Financial support and emergency funds, esp for first-gen students
- Bridge program offerings
- Access to peer mentoring
- Regular gathering of student feedback
- Predictive student analytics
- Active family decision-making
- Career exploration and internship opportunities
- Student empowerment to set goals, manage time, set expectations, manage stress and take responsibility

Early Childhood Education & Early Literacy

- Small class sizes and high adult:child ratios
- 1:1 tutoring for literacy intervention
- Developmentally appropriate and evidence-based curriculum
- Meets state regs, licensure and standards
- Safe and clean indoor and outdoor settings
- Language- and content-rich environments
- Ongoing and relevant family engagement opportunities
- Warm and positive interactions between child and adult
- High-quality, ongoing professional development
- Focus on social emotional development and responsive teaching
- Qualified and appropriately compensated teachers/staff



It's on us to **support the community** when we can, and the great thing about philanthropy is there are so many different ways you can do that.

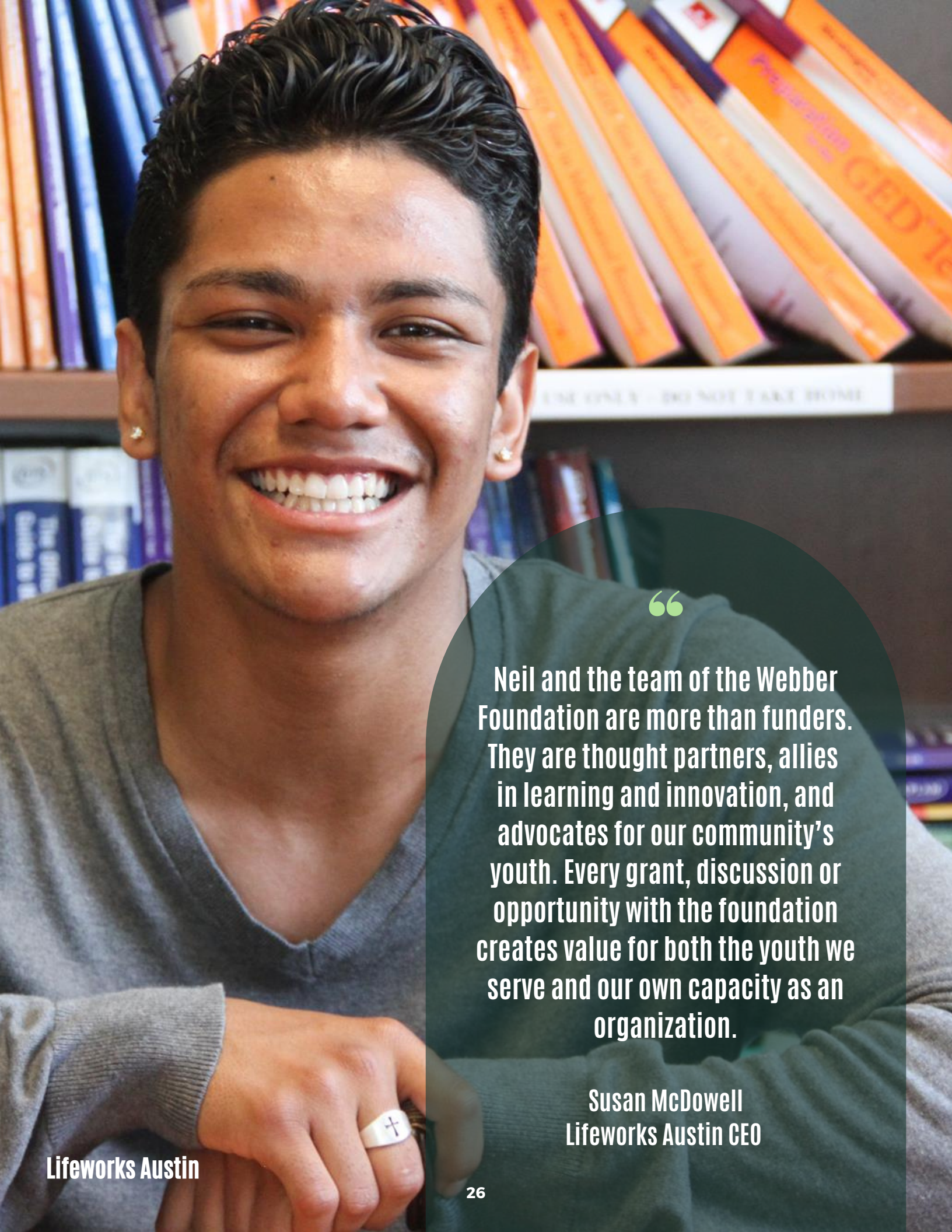
We try to look for ways to add value beyond just the grantmaking. The grantmaking is important, but we have resources and a lot of attributes as a private foundation that allow us to **do more** than just make grants.

Neil Webber

VALUE BEYOND THE GRANT

In addition to making grants, the Webber Family Foundation has made an impact through:

- **CREATING PARTNERSHIPS** to attract additional funders to our interest areas, streamline application and reporting processes, and educate ourselves and others
- **SERVING IN LEADERSHIP ROLES** for our grantees and communities to share experience, expertise, and lessons learned; volunteer time; and provide mentorship
- **MODELING** fair, transparent, collaborative grant-making that respects grantees' expertise and time
- **CONVENING** and hosting grantee retreats for strategic planning, team building, and professional development



“

Neil and the team of the Webber Foundation are more than funders. They are thought partners, allies in learning and innovation, and advocates for our community's youth. Every grant, discussion or opportunity with the foundation creates value for both the youth we serve and our own capacity as an organization.

Susan McDowell
Lifeworks Austin CEO

22 YEARS **CAPACITY
BUILDING**
+
**PARTNER
GRANTS**

A photograph of three students playing cellos in a music room. They are all wearing face masks. The student in the center is a young woman with dark hair, wearing a black mask. The student on the left is a young woman with dark hair, wearing a light blue mask. The student on the right is a young man with dark hair, wearing a light blue mask. They are all wearing black shirts. The background is a wood-paneled wall.

“

Through generous **capacity building support** and start-up funding from the Webber Family Foundation, Austin Soundwaves is proud to have **launched the Austin Music Education Coalition**. This support was meaningful to us because it allowed us to give students an opportunity to perform at a high level with their peers from around the region. We are also proud that the coalition has provided music teachers an outlet to learn from each other and feel less alone in their increasingly challenging jobs. Today, the Coalition is self-sustaining and includes traditional public schools, charter schools, community-based music programs, and alternative learning settings. We are grateful for our initial funding partner, the Webber Family Foundation, for believing in this vision.

Patrick Slevin
Austin Soundwaves Director

THE IMPACT OF CAPACITY BUILDING GRANTS



90% of the foundation's grantmaking is focused on Capacity Building grants made to direct-service nonprofits. We focus on these grants that build an organization's capacity to provide **expanded, higher quality, and/or more sustainable services.**

“With its highly dedicated staff and an emphasis on building capacity, the Webber Family Foundation has consistently helped Breakthrough Central Texas scale programs, innovate, and bring about lasting change.”

Sara Rosenberg
Director of Institutional Giving

How Our Capacity Building Grants are Distributed



SUSTAINABILITY

Building the infrastructure

New partnerships, talent, recruitment, earned income modeling, accreditation, program expansion (e.g. help preschool receive NAEYC accreditation; develop Principals in Residence program to prepare for growth; develop earned-income through curricular subscriptions)



QUALITY

Enhancing programs

Curriculum development & training, strategic planning, professional development, fundraising, marketing, research, data & evaluation (e.g. build a donor database; develop college-matching app / tool; hire a consultant for long-term planning)



CAPITAL & SUPPLIES

The "stuff"

Acquisition of supplies, furniture, equipment, technology / software / infrastructure; and facility repairs (e.g. outfit a preschool classroom or science lab; purchase band instruments or library books; secure 1:1 tablets)



SEED & SCHOLARSHIPS

Start of something new

Launch orgs or pilot programs, establish scholarship funds (e.g. provide start-up funds for new charter school; pilot art fellows/internship program; establish scholarship fund at community college)



THE IMPACT OF PARTNER GRANTS

To help nonprofits maximize their impact, since 2008 the Webber Family Foundation has offered multi-year, general operating grants to organizations whose missions are closely aligned with our goals. We call these grantees our "Partners."

Building on strong, trusting relationships, we began offering this type of support to reduce the time grantees were spending on the application and reporting processes; provide stability necessary for growth; allow flexibility for longer-term projects, changing times and opportunities; and encourage strategic risk-taking.

In total, the WFF has awarded over **\$7.3 million** - in both capacity building and general operating grants - to our Partners. We hear time and again how this type of support is critical for meeting community needs.

The featured **12 nonprofits** in this report are long-time, high-performing Partners. Over the years, we have learned tremendously from them and have developed a deep sense of trust, collegiality and respect. We are proud to support them and applaud their growth and impact.

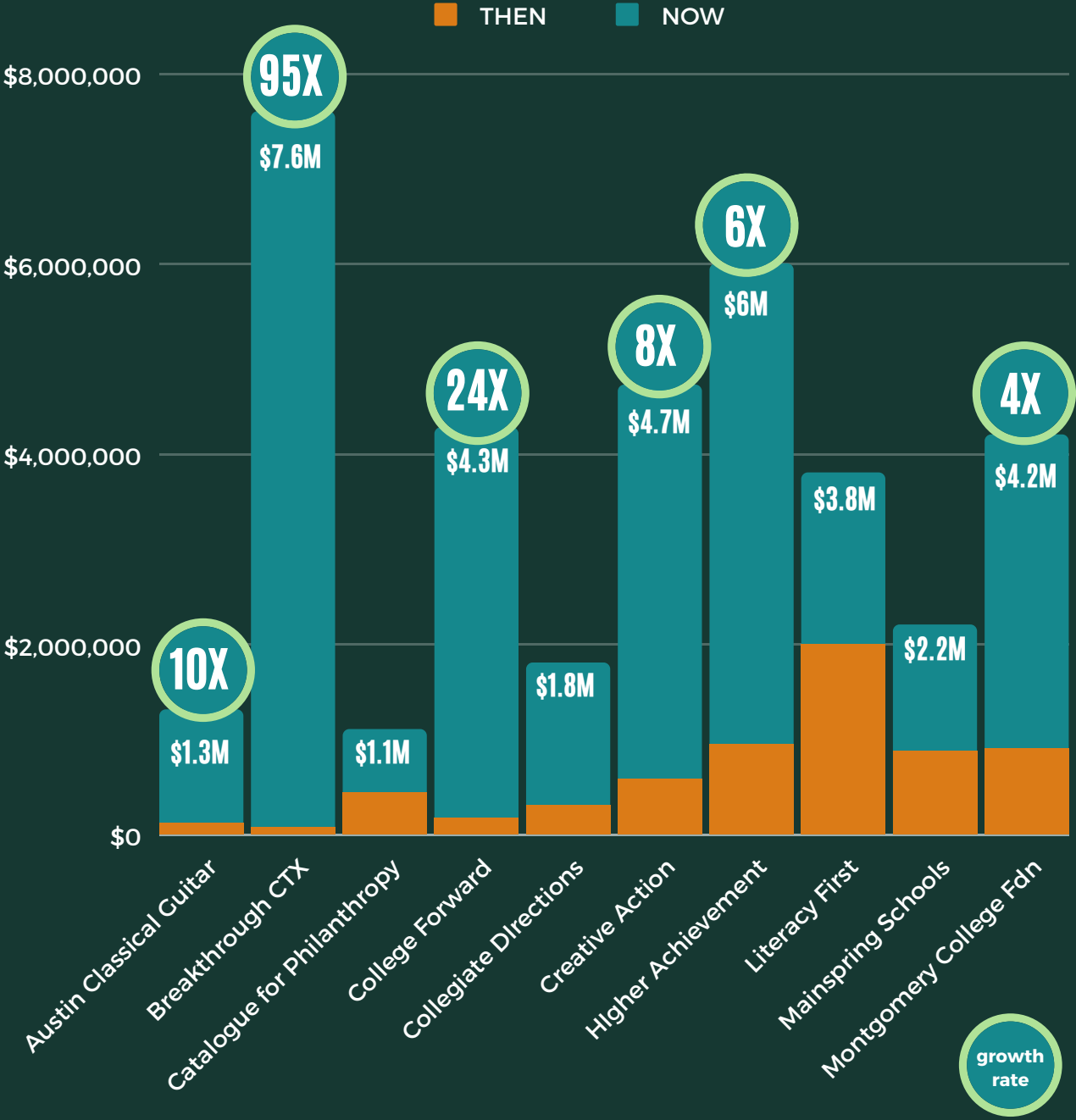


OUR PARTNERS' GROWTH PATH

“ We generally work with smaller organizations that are striving to be bigger organizations, and the ability to help them navigate that path and to see them grow from a set of slides on a piece of paper to an ongoing thriving organization ... that's really motivating. ”

Neil Webber

How Partner Grantees' Organizational Budgets Have Grown Since Initial WFF Support



Note: Charter partners are not included in bar chart
Austin Achieve grew from \$1.6m to \$29m; KIPP Texas - Austin grew from \$1.4m to \$342m (state budget)



2008 - TODAY

MEET OUR PARTNER GRANTEES

AUSTIN ACHIEVE PUBLIC SCHOOLS

CHARTER SCHOOL PREPARING EAST AUSTIN
YOUTH TO EXCEL AT TOP UNIVERSITIES

Est. in 2011

Students served today: 2,277

“AAPS never felt like an institution but rather, a home away from home—a tight-knit community that rallies behind its students to succeed.”

G Rojano, former student
Stanford University
Class of '23

2011

Provide seed funding to prep charter application and launch school

Outfit science lab with tech, furniture, equipment and supplies for middle school

Support elementary school expansion with targeted professional development

Build data systems (Salesforce) to improve fundraising, marketing and recruitment

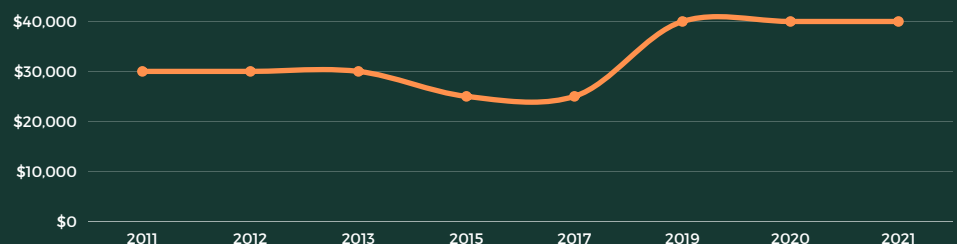
Purchase technology for the new 1:1 digital inclusion program

Enhance the Principal-in-Residence program, a year-long research and development initiative

Support curriculum development and alignment, data collection and analysis

\$260,000
IN 6 GRANTS
SINCE 2011

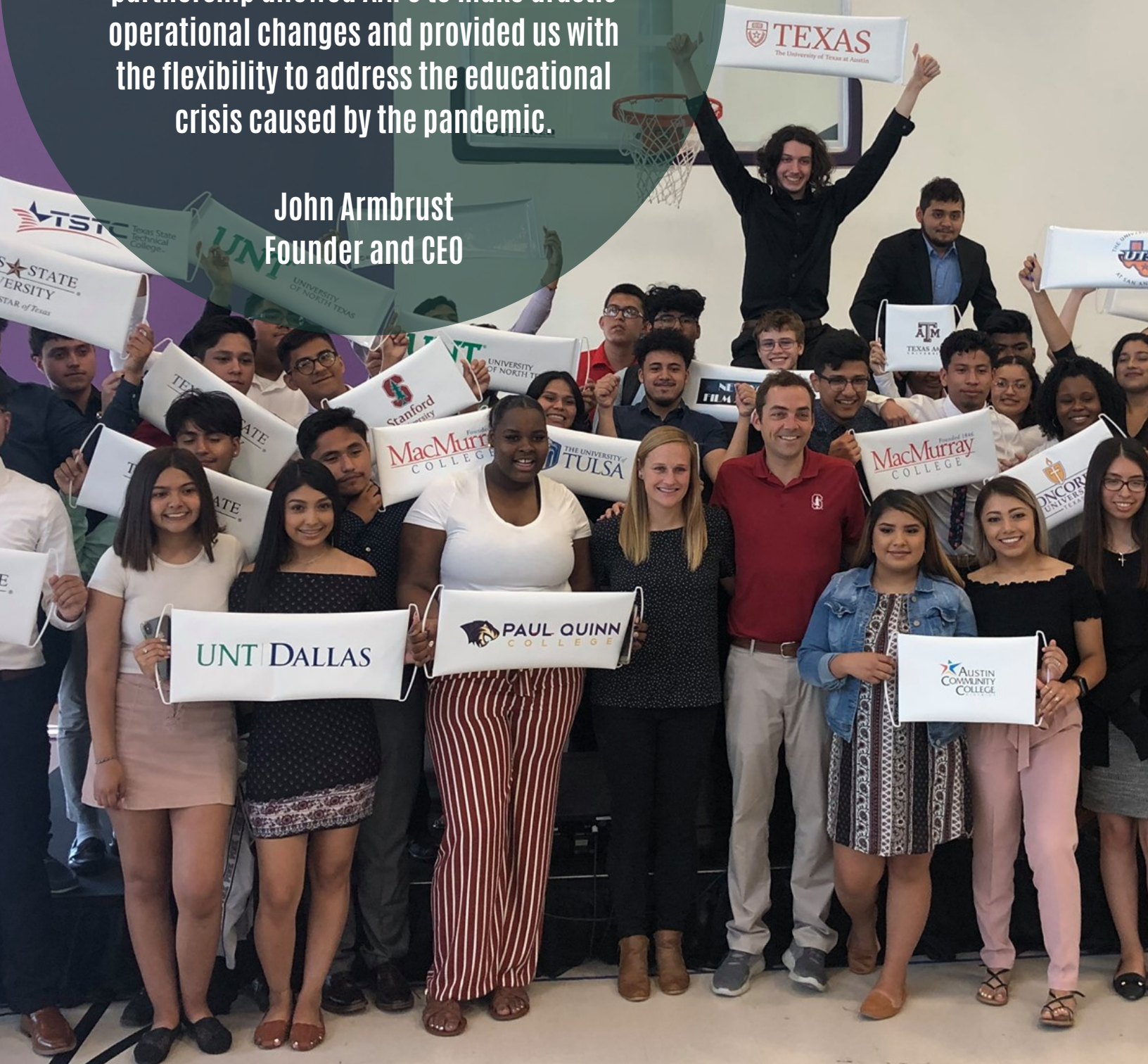
Amount Funded Each Year



“

Through continued support from the Webber Family Foundation, Austin Achieve Public Schools has been able to **provide much-needed resources to both scholars and their families during COVID-19**. This partnership allowed AAPS to make drastic operational changes and provided us with the flexibility to address the educational crisis caused by the pandemic.

John Armbrust
Founder and CEO



AUSTIN CLASSICAL GUITAR

PROVIDES QUALITY, INTENSIVE GUITAR
INSTRUCTION TO UNDERSERVED YOUTH

Est. in 1990

Students served today: 4,000

“ All I want
to do is improve.
Being able to get a new
guitar motivates me to
play even more and
practice even more.

Juan Itzep
ACG Senior ”

2
0
0
5

Develop educational
outreach program
and build out
curriculum

Expand program to serve
more students and
develop online training
program for guitar
educators

Increase program staff,
externally assess
curriculum, develop new
programs at Juvenile
Justice System

Revise and expand
curriculum, launch online
curriculum, offer individual
lessons in Title 1 schools +
UIL opportunities

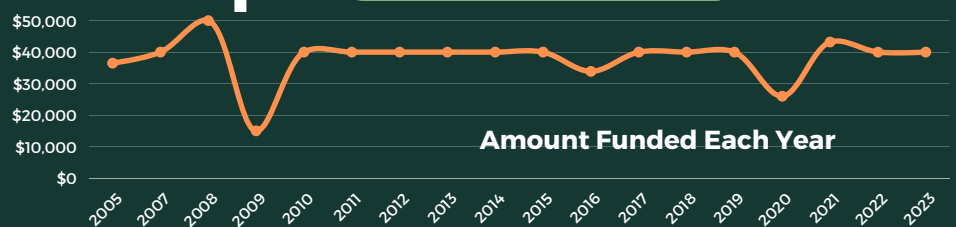
Hire first development and
marketing staff, develop
youth orchestra program,
enter elementary school
space

Support partnership with TX
School for Blind and Visually
Impaired, develop braille
curriculum

Expand programming to
Dripping Springs, Del Valle,
Manor & Hutto ISDs, roll-out
the Lullaby Project with
Travis Co jail system

Develop online teacher
training systems during
COVID and build out a new
performance and program
space @ The Rosette

\$605,000
IN 13 GRANTS
SINCE 2005



“

The Webber Family Foundation believed in us early on and supported a vision for a better foundational curriculum for school-based guitar education. With the help of the Foundation, we were literally able to lay the groundwork for the development of hundreds of new school programs.

Matthew Hinsley
Executive Director



BREAKTHROUGH CENTRAL TEXAS

**BUILDS A PATH TO AND THROUGH COLLEGE
FOR LOW-INCOME, FIRST-GEN STUDENTS**

Est. in 2001

Students served today: 3,000

“ Breakthrough treated my daughter like the unique, amazing person she is ... Seeing her graduate from college ... has inspired me. I am proud to say I recently graduated from Concordia University.

Narda Alba
Parent ”

2000

Launch program in Austin, build partnership with UT, and develop year-round curriculum

Develop and implement outreach, communications and marketing plan, and performance management system

Support transition to an AmeriCorps program and build partnerships with Del Valle ISD, St. Stephen's and St. Andrew's

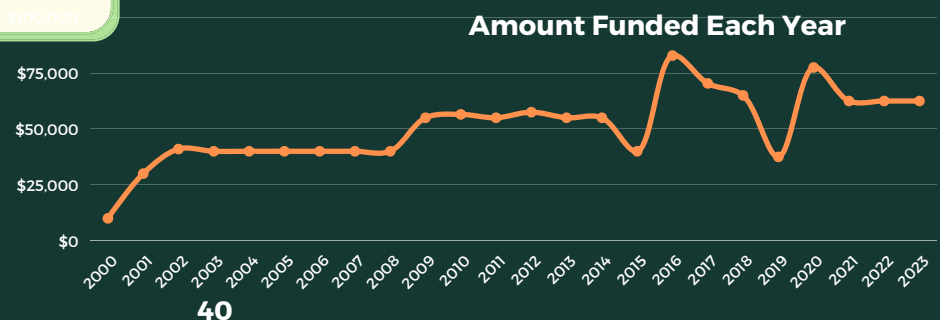
Launch a school-based model and policy advocacy practice

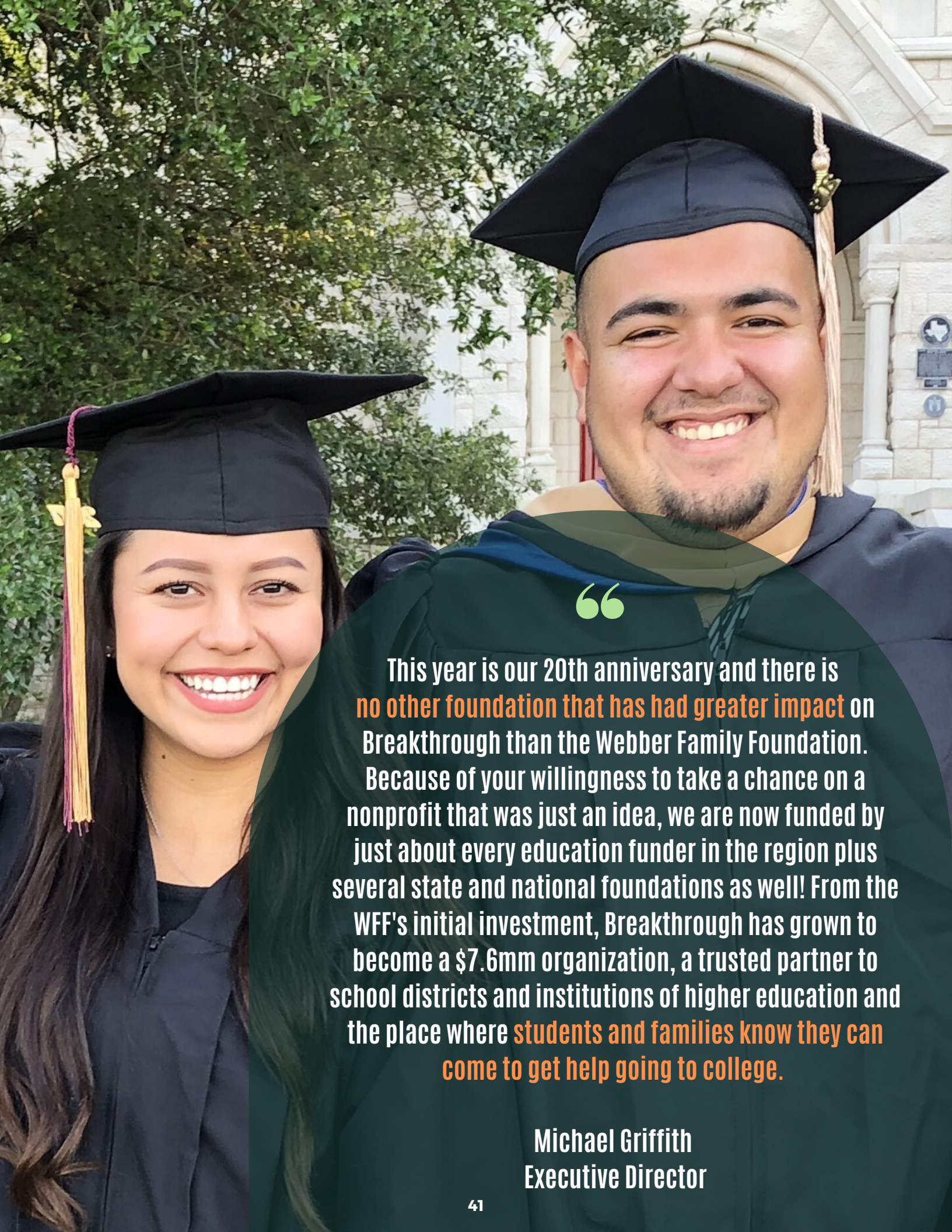
Support multi-year expansion and replication plans to serve more students in Austin and Manor ISDs

Establish development department and grow higher ed bridge fund, student and family support fund

Support technology system upgrades, professional development for operations staff and the hiring of an HR consultant

\$1,215,746
IN 28 GRANTS
SINCE 2000





“

This year is our 20th anniversary and there is **no other foundation that has had greater impact** on Breakthrough than the Webber Family Foundation. Because of your willingness to take a chance on a nonprofit that was just an idea, we are now funded by just about every education funder in the region plus several state and national foundations as well! From the WFF's initial investment, Breakthrough has grown to become a \$7.6mm organization, a trusted partner to school districts and institutions of higher education and the place where **students and families know they can come to get help going to college.**

Michael Griffith
Executive Director

CATALOGUE FOR PHILANTHROPY

INCREASES THE VISIBILITY, RESOURCES, AND CAPACITY FOR SMALL, DC-BASED NON-PROFITS

Est. in 2003

Total featured non-profits: 808

I really appreciate CFP's response to COVID-19 & how they've stepped up with resources. I feel less alone & more prepared to move forward with our work!

Learning Commons Participant

2009

Support the creation of the Catalogue

Enhance website to build awareness and better feature charities

Support fundraising goals to grow a culture of giving among donors

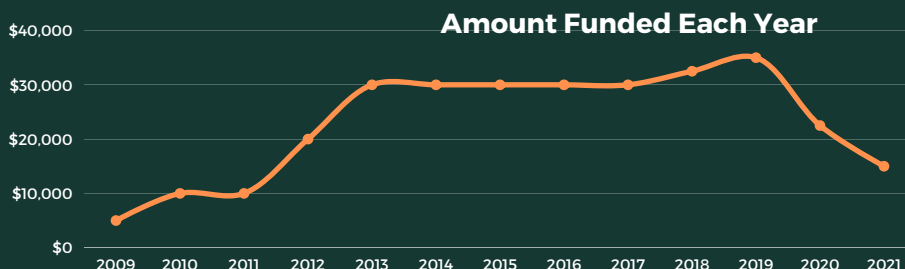
Refine model to prep for scaling to other cities, develop "Next Generation" initiative to expand donor base

Launch free PD "Learning Commons" workshops to help CFP nonprofits build organizational capacity

Hire first Marketing Director and develop a comprehensive strategic plan

Support COVID issue of the Catalogue and launch "Learning Commons" for non-profits nationwide

\$300K
IN 13 GRANTS
SINCE 2009



“

The Webber Family Foundation has been one of the Catalogue for Philanthropy's most important partners. By providing us with general operating funding, WFF has played a critical role in **the expansion of our programming**. Because of the flexibility this support provides, WFF has also been a vital partner in **the growth of our team, the development and upgrade of our technology, the expansion of our digital presence**, and so much more. WFF has been there every step of the way during our growth and it is not an exaggeration to say we likely would not be where we are at programmatically and operationally today without its support.

Aaron Gonzales
Co-Executive Director



COLLEGE FORWARD

**HELPS UNDERSERVED HIGH SCHOOL STUDENTS
SUCCEED AND OBTAIN A COLLEGE DEGREE**

Est. in 2003

Students served today: 6,500

“ CoFo helped me achieve my #1 goal of getting accepted into my dream university. Even throughout the pandemic, CoFo provided me an amazing mentor and resources.

Francesca Student ”

2005

Build framework for college retention program

Replace aging IT - phone systems, servers and computers - to better serve students

Expand programs to Austin, Del Valle, Georgetown, Hays, Manor, Pflugerville and Round Rock ISDs

Deepen services through new partnerships and offerings around financial literacy

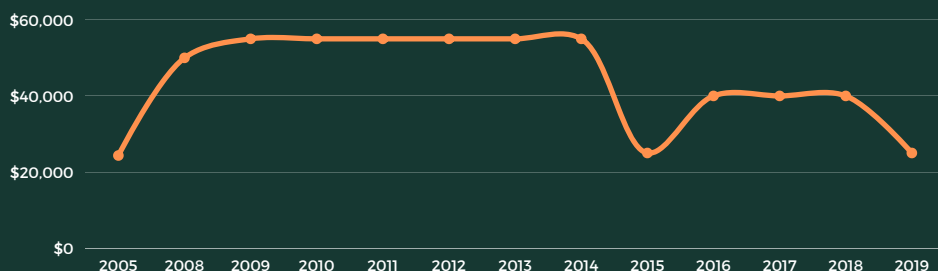
Enhance branding, technology, proprietary tools, processes; and diversify income

Develop a suite of tools: "Optimum Match," "Connect" & "Co-Pilot" to support individual needs of students

Transition from a direct-service org to one that builds tools and programs for post-secondary ed systems across the country

\$574,335
IN 7 GRANTS
SINCE 2005

Amount Funded Each Year





“

General operating support from the Webber Family Foundation has allowed College Forward to **focus on serving students in the best and most innovative ways possible**. Trusting us to know our students' unique college-going needs enabled us to **create new programming** that combines technology with personal relationships, allowing us to reach more students where they are in their postsecondary journey.

Priscilla Walsh
Director of Grants

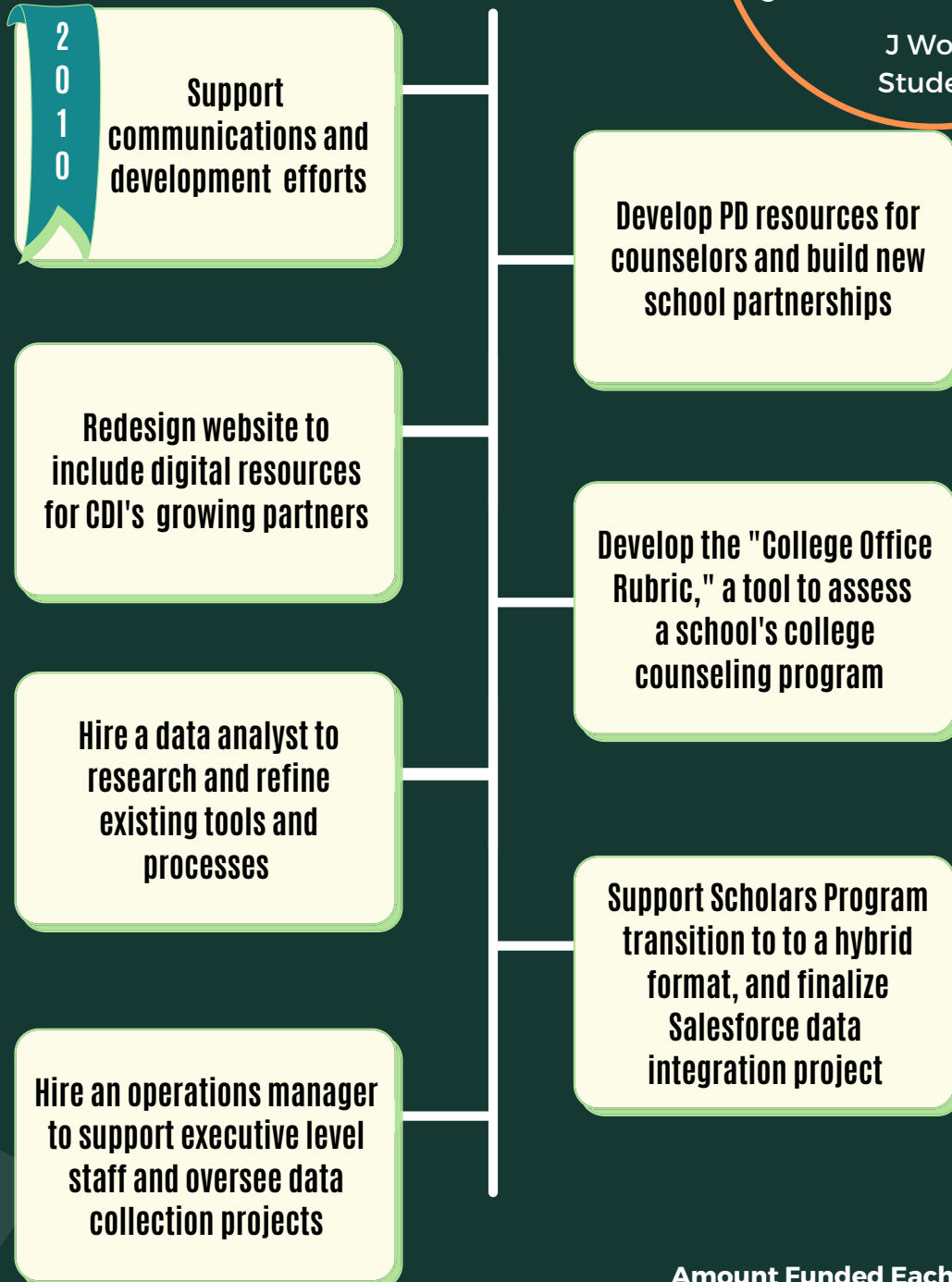
COLLEGIATE DIRECTIONS, INC.

PROVIDES SCHOOLS WITH CONSULTING SERVICES TO
IMPROVE COLLEGE ADVISING FOR FIRST-GEN STUDENTS

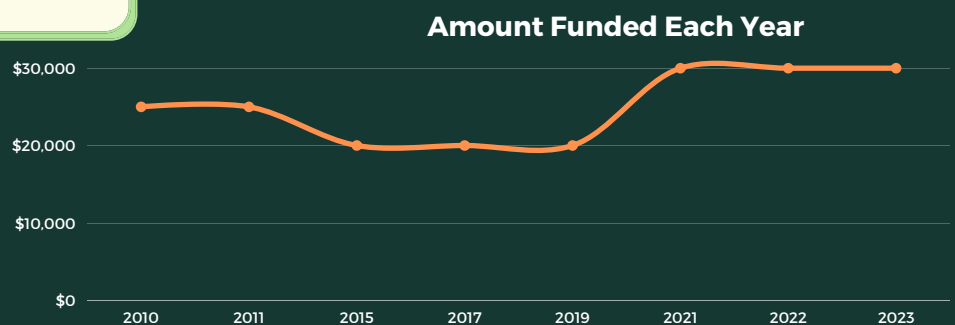
Est. in 2005

Students served today: 3,265

“ Because my parents had not gone to college, without CDI, I would have been completely lost. I am currently a student at Princeton because CDI gave me the extra push.”
J Wong
Student



\$200K
IN 5 GRANTS
SINCE 2010



A close-up photograph of two young women, graduates, wearing yellow caps and stoles. They are both smiling warmly at the camera. The woman on the left has dark hair and wears glasses and large white hoop earrings. The woman on the right has long, wavy brown hair and is wearing red lipstick. A large, semi-transparent dark green circle is overlaid on the center of the image, containing a quote and the name of the speaker.

“

The trust and open dialogue that Collegiate Directions has with The WFF is the cornerstone to our partnership. We are able to freely express both opportunities and challenges in a way that is constructive and forward moving. Our work together moves beyond that of a transactional relationship, the **trust creates a strong foundation for a partnership** that truly values our work and knows that it evolves as it responds to Scholars' needs. The Foundation team comes from a place of deep understanding about how important it is to meet nonprofits where they are with their constituents and how to be open about the feedback they receive from on-the-ground practitioners. We are so grateful to have a partner who holds that as its approach and strategically uses its investment to **build greater impact and support stronger outcomes** for vulnerable communities.

Amma Felix, President & CEO

CREATIVE ACTION

USES THE ARTS TO ENGAGE YOUTH IN A STUDENT-CENTERED CURRICULUM THAT SUPPORTS ACADEMIC, SOCIAL AND EMOTIONAL DEVELOPMENT

Est. in 1997

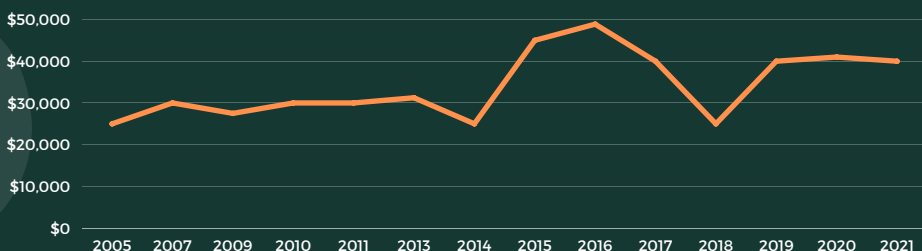
Students served today: 3,000

“ Youth Cinema Collective allowed me to push the boundaries... I don't need to limit myself - I can make whatever art or movie I want to make.

Youth Cinema Collective Participant ”



Amount Funded Each Year



\$478,630
IN 10 GRANTS
SINCE 2010



“

Since the Webber Family Foundation began supporting Creative Action, it has helped the organization grow from a small grassroots nonprofit to one of the largest arts education organizations in the country. Additionally, the foundation has **led the way for a sustainable, coordinated system of arts education in Central Texas**, investing in large-scale arts partnerships through the AISD Creative Learning Initiative.

Karen LaShelle
Former Executive Director

HIGHER ACHIEVEMENT PROGRAM

INTENSIVE AFTER SCHOOL AND SUMMER ACADEMIC
ENRICHMENT PROGRAM FOR MIDDLE SCHOOLERS

Est. in 1975

Students served today: 1,100

“ You can always
find your place at
Higher Achievement.
It's been one of the most
helpful experiences in
my life.

- Ara
HAP Scholar ”

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4

Purchase
headquarters:
5,000 sq. ft. row house
in the North Capital
area of DC

Program expansion into
Ward 8 in DC & national
expansion to 2 additional
cities

Pilot the intensive
Afterschool Academy,
enhance the High School
Placement program, and
evaluate summer program

Enhance and implement
STEM & Humanities
curriculum, establish SEL
tools and train staff

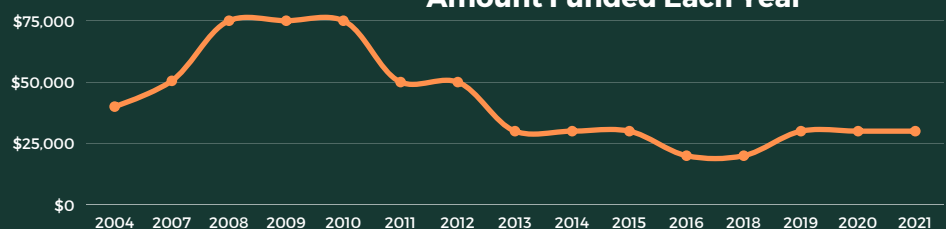
Codification of best
practices / training
materials and professional
development

Pilot 9th grade summer
bridge institute, create
volunteer training, develop
alumni outreach and
support program

Develop new school
partnerships, create a 3-
year strategic plan and
redevelop a high-school
tier system

\$635,504
IN 8 GRANTS
SINCE 2004

Amount Funded Each Year





“

Higher Achievement is grateful for our partnership with the Webber Family Foundation. The multi-year grant has enabled us to better reach our **goals of top high school placement for middle school scholars in the DC metro area**. With this support, we were able to improve our programming by **updating our curriculum in STEM and humanities and codifying our social-emotional work**.

Thalia Theodore Washington
Executive Director, DC Metro

KIPP TEXAS - AUSTIN

CHARTER SCHOOL NETWORK THAT PREPARES
LOW-INCOME STUDENTS FOR SUCCESS

Est. in 2002

Students served today: 5,261

“ Robotics has let me experience different aspects of STEM. These subjects are now less intimidating and more exciting, I am considering STEM careers for my future

Brisa Rodriguez
Student ”

2003

Purchase instruments and music curriculum for jazz and band programs

Purchase books for middle and high school library expansion project

Outfit computer lab for KALS, support growth planning and CEO / leadership transition

Grow student enrollment at 8 schools, and open 4 new schools in Central Texas

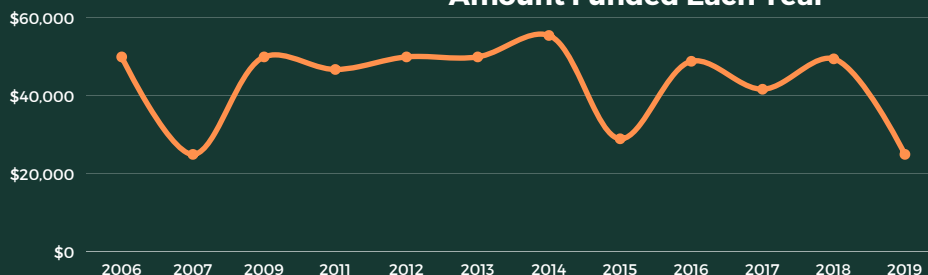
Purchase math curriculum software licenses for 4 schools and outfit Jan Hughes elementary playground

Develop a K-12 college readiness framework and refine academic data reporting

Define and implement Teacher Career Pathways initiative, and purchase teacher observation platform

\$521,370
IN 15 GRANTS
SINCE 2003

Amount Funded Each Year





“

KIPP Texas Public Schools - Austin is so grateful to the WFF for being a true partner in our work of **preparing Central Texas students, regardless of economic background, to pursue any life path they choose**. Over the years, WFF has shown a genuine interest in learning about KIPP Texas - Austin's work with our amazing and resilient KIPPsters, and flexibility in aligning their priorities with our students' needs.

Justin Scott
Regional Superintendent

LITERACY FIRST

PROVIDES EVIDENCE-BASED LITERACY SUPPORT
TO PK-3RD GRADE STUDENTS AND THEIR PARENTS

Est. in 1994

Students served today: 1,400

“

Yeah!

I read a lot of words
today and I passed my
goal. I'm going to see if
I can go even BIGGER
tomorrow!

Literacy First
Student

”

2
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5

Expand program
to include a parent
and child literacy
component (PALS)
and grow from
2 to 4 sites

Create new partnerships
with Lucy Read, Jumpstart,
childcare centers, housing
authority, and pilot ESL
parent classes

Pilot literacy program at
Wayside and Austin
Achieve, and hire 2 full-
time AmeriCorps tutors to
support 40 K-2 students

Support program
expansion into Manor, Del
Valle, and Elgin ISDs and
build a sustainable
revenue plan

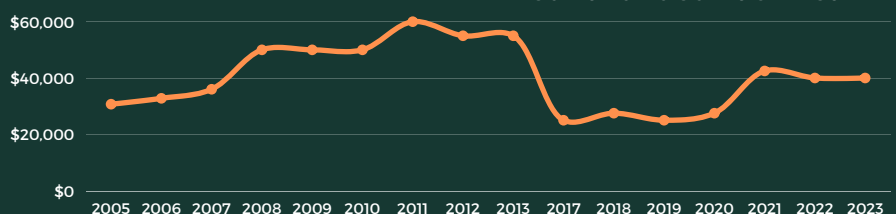
Grow and develop
curriculum and training
model, develop advisory
board and fundraising
model

Hire first Program
Manager to pilot summer
literacy program for rising
kinder students

Launch new delivery
model using district
paraprofessionals as
literacy tutors and hire
bilingual literacy
supervisor

\$646,975
IN 14 GRANTS
SINCE 2005

Amount Funded Each Year





“

Literacy First's relationship with the Webber Family Foundation has been critical to our mission of ensuring all children become strong readers by 3rd grade. Foundation staff have been true thinking partners throughout this time—**asking the right questions, encouraging innovation, assisting with capacity building, making introductions to other organizations in our space, and providing generous financial support.** Every time we engage with the foundation we come closer to achieving our vision: **that all Central Texans have equal access to opportunities through early literacy.** We are immensely grateful for this partnership with the WFF.

Mary Ellen Isaacs
Former Director

MAINSRING SCHOOLS

NAEYC-ACCREDITED EARLY CHILDHOOD LEARNING
CENTER AND IN-DISTRICT CHARTER PRESCHOOL

Est. in 1941

Students served today: 110+

“ I love Mainspring because of the amazing support that is shown to families and staff, the quality care provided to our children.

Astrius Bell
Teacher ”

2008 Purchase books and classroom supplies, and support teacher training

Support accreditation, improve marketing and communications, implement new student assessment processes

Upgrade facilities with security cameras and fencing, kitchen equipment, HVAC, playground equipment

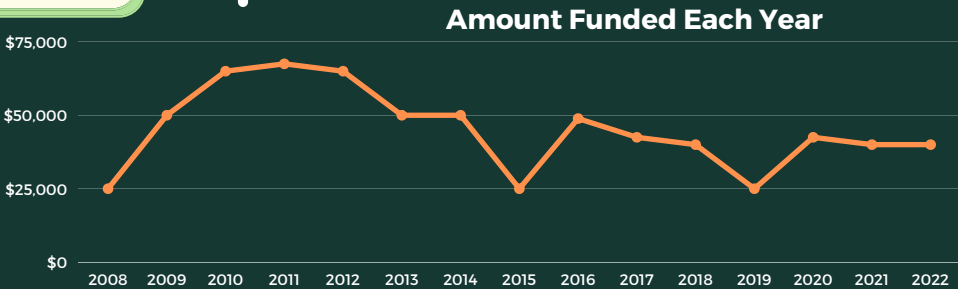
Develop partnerships with early headstart and AISD to expand reach and support longitudinal evaluation for students

Outfit a new portable classroom, expand parent program, increase the board size, and form an advisory council

Create and furnish three new classrooms in the neighboring housing authority complex, and fund student field trips

Hire first Dev Director, purchase technology and donor tracking software, develop a manual of best practices

\$676,380
IN 13 GRANTS
SINCE 2008





“

Mainspring is **serving at-risk children and families every day**, and is in a position to grow and serve more in the near future, thanks to the Webber Foundation. Our now-retired executive director said that the Foundation **saved the school during very hard times** many years ago. Without your confidence in this work, Mainspring might not be here today.

Jason Gindele
Executive Director

MONTGOMERY COLLEGE

**PREMIER PUBLIC AND FULLY-ACCREDITED
COMMUNITY COLLEGE**

Est. in 1983

Scholars served this year: 2,900

“WFF's support during my time at MC & extended support at Georgia Tech was truly invaluable. I graduated with my master's in electrical engineering. I am now applying to PhD programs. Thank you!
MC Scholar”

2000

Support an endowed student internship program with the Smithsonian

Implement Arts Institute inaugural master class series and the Residencies in the Arts at 3 campuses

Expand Will Power Shakespeare festival and grow residencies in world/classical music, visual arts, theater and dance

Establish Innovation Fund, develop curriculum, learning strategies and professional development tied to student access and college success

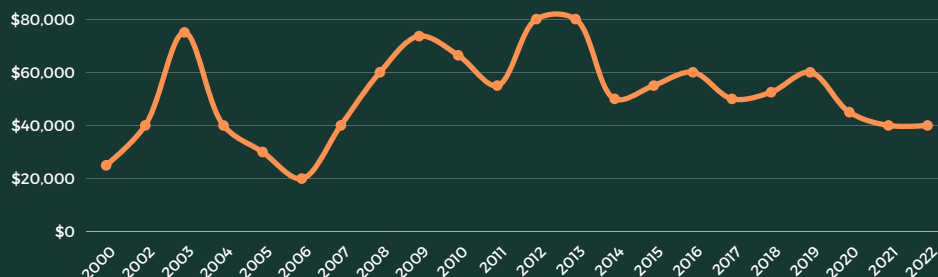
Establish Webber Endowment to support student scholarships in engineering, arts and "gateway to college"

Establish Global Humanities Initiative, including study abroad, and grow the Innovation Fund

Support for student emergency aid, books, internships and seed funding for entrepreneur business planning

\$1,132,500
IN 27 GRANTS
SINCE 2000

Amount Funded Each Year





“

Montgomery College is **using a wide variety of strategies to target college completion**—implementing innovative programming, redesigning curricula, reorganizing academic and student services structures, and analyzing the barriers and challenges that students of different backgrounds encounter. Our ability to **serve our students and our community** would not be possible without the generous multi-year, general operating support and partnership of donors like the Webber Family Foundation.

- Rose Garvin Aquilino
Director of Grants & Sponsored Programs



THE PAST 22 YEARS HAVE GIVEN US MUCH TO CELEBRATE, LEARN FROM, AND GROW.

While the foundation's grantmaking strategies and processes have evolved over time, our belief today remains the same as 22 years ago: **education transforms lives.**

Today and tomorrow, we make a commitment to continue to build organizations that empower youth to achieve their greatest potential.

In our communities, we promise to work hard toward making real systemic change, and improving educational opportunities and outcomes for youth.

With our partners, we promise to empower young minds to dream big, think smart, be curious and practice persistence.

In our grantmaking, we promise to take risks, and be collaborative, innovative, transparent and data-driven.

And through it all, we promise to continue to learn, grow and be better. **So youth can shine.**

THANKS TO OUR GRANTEES.

2000-2021

A New Community For Children
A Wider Circle
Advancing America Foundation
Advocates for Science and Math Education, Inc.
New Orleans Center for Science & Math
African American Youth Harvest Foundation
American Red Cross of Central Texas
American YouthWorks
AmeriCorps Central Texas
Andrew Keegan Theatre
Andy Roddick Foundation
Ann Richards School
Anthropos Arts
Any Baby Can of Austin
AppleTree Institute
Aspire! Afterschool Learning
Assistance League of Austin
Association of Fundraising Professionals
Greater Austin Chapter
Austin Achieve Public Schools
Austin Achievement Zone
Austin Area Interreligious Ministries
Austin Bat Cave
Austin Chamber Music Center
Austin Civic Orchestra
Austin Classical Guitar
Austin Community Foundation
Austin Community Steelband
Austin Ed Fund
Austin Film Festival
Austin Free-Net
Austin Idea Network
Austin Jazz Workshop
Austin Kids First
Austin Music Foundation
Austin Nature and Science Center
Austin Opera
Austin Opportunity Youth Collaborative
Austin Parks Foundation
Austin Pathways
Austin Playhouse
Austin Public Library Foundation
Austin Quality School Operators Project
Austin Soundwaves
Austin Symphony
Austin Theatre Alliance
Austin Together Fund
Austin Voices for Education and Youth

Austin YMBL Sunshine Camps
Austin Youth River Watch
AVANCE-Austin
Badgerdog Literary Publishing, Inc.
Ballet Austin
Bat Conservation International
Believe In Me Project, Inc.
BEST Kids, Inc.
Bethesda-Chevy Chase High School Ed Fdn
Beyond the Grade
Big Brothers Big Sisters of Central Texas
BLF Foundation
Blind Faith School of Music and Art
Bookspring
Boys & Girls Clubs of Greater Washington
Boys and Girls Club of the Austin Area
Boys and Girls Club of the Highland Lakes
Breakthrough Central Texas
Breakthrough Collaborative
BUILD Metro DC
C5 Youth Foundation
Camp Fire Central Texas
Cap City Kids
Capital Area Alliance For The Homeless
Capital City Public Charter School
Capital IDEA
Capital Partners for Education
Capitol School of Austin
Carrying Hope
Casis Elementary School PTA
Catalogue for Philanthropy
Center for Inspired Teaching
Center for Successful Fathering, Inc.
Central East Austin Community Organization, Inc.
Central Texas Discover Engineering
Champions Education Foundation
Chess Challenge in DC
Children at Risk
Cine Las Americas
Citizen Schools
City College of New York
Code2College
College Bound
College Forward
College Tracks
College Tribe
Collegiate Directions, Inc.
Columbia Center for Theatrical Arts, Inc.



Communities In Schools - Central Texas, Inc.
Community Family Life Services
Community Services for Autistic Adults and Children
Community Web, Inc.
Con Mi Madre
Connections Resource Center
Council on At-Risk Youth
Creative Action
Crittenton Services
DC Prep
DC Youth Orchestra
Discovery Creek Children's Museum of Washington
E3 Alliance
Early Childhood Computer Enrichment Initiative
Eastside Community Connection
El Ranchito
Emerging Scholars
English Now
Entrepreneurs Foundation
Everybody Wins!
Explore Austin
FACETS
Families Empowered
Family Connections
Family Forward
Family Support Center
For the Children, Inc.
Foundation Communities
Friendship Public Charter School
Frontera 501
Generation Citizen
Generation Hope
Generation SERVE
Girl Scouts Central Texas
Girls Empowerment Network
Girlstart
Global Kids
Go Austin/Vamos Austin
Goodwill Central Texas
Grace House
Grantmakers for Education
Greater Austin Area My Brother's Keeper Initiative
Harmony Charter Schools
Heart House Austin
Helping Hand Home
Herman Foundation
Higher Achievement Program
Hill Elementary School PTA
Holy Cross of San Antonio
Horizons Greater Washington
Humane Rescue Alliance

Humanities Institute Living Newspaper
I Live Here I Give Here
IDEA Public Schools
Imagination Stage, Inc.
Institute For Childcare Excellence
Jefferson Dollars for Scholars
Jewish Social Service Agency
Jubilee Jumpstart
Jumpstart DC
Junior Achievement
Just
Khabele School
Kid smART
Kids in a New Groove
KIPP DC
KIPP Texas - Austin
KLRU
Leadership Austin
Learn All The Time
Lifeworks Austin
Lisa's H.O.P.E. Chest
Literacy Coalition of Central Texas
Literacy Council of Montgomery County
Literacy First
Live It Learn It
Liz Lerman Dance Exchange
Magnolia Montessori For All
Mainspring Schools
Marnie Paul Arts Center
Martha's Table
Mexic-Arte Museum
MINDPOP
Mission Capital
Montgomery College
Moore-Weis Children's Center of Austin
Moving Image Arts and Education
Murchison Middle School
National Guild for Community Arts Education
National Wildlife Federation
New Orleans Opera
New Orleans Outreach
NYOS Charter School
Odyssey School
One World Theatre
OneStar Foundation
Open Door Preschool
Open My World
Outreach Productions
Passion For Learning
Patrick Henry PTA
PelotonU

People Organized in the Defense of Earth and
Her Resources

People's Community Clinic
Philanthropy Advocates
Phoenix Arising Aviation Academy
Phoenix Houses of Texas
Playworks of Greater Washington
Pollyanna Theatre Company
Posse Foundation
RavenStar Learning Center
Rawson-Saunders School for Dyslexic Children
Recording for the Blind & Dyslexic
Retired Scientists, Engineers & Technicians
RGK Center
River City Youth Foundation
ROCK (Ride On Center for Kids)
Rockville Arts Place
Rude Mechanicals
Salon Concerts, Inc.
Salvage Vanguard Theatre
Salvation Army Austin
School for Ethics and Global Leadership
Science Mill
Seedling Foundation
Septima Clark Public Charter School
Settlement Home
SilverStar
Skillpoint Alliance
Songwriting with Soldiers
Southwest Key Programs
Special Olympics Louisiana
Special Olympics Texas
St. Coletta of Greater Washington
St. Edward's University
St. Francis School
St. John Community Alliance
St. Stephen's Episcopal School
Start the Adventure in Reading (STAIR)
Stepping Stones Shelter
Strathmore
Strive DC, Inc.
Student Inc Fund
Study and Work Pay Organization
SummerBridge New Orleans: A Breakthrough
Program
Sustainable Food Center
TAME
Teach for America
Texas Academy of Excellence Charter School
Texas Book Festival

Texas Empowerment Academy
Texas Heritage Music Foundation
Texas Language Learning Alternatives Corporation
Texas Memorial Museum
Texas Network of Youth Services
Texas New Media
Texas Performing Arts
Texas Public Charter Schools Association
Texas State University
The Contemporary
The Girls School Of Austin
The Lago Vista Friends of The Library
The Lifeworks Institute, Inc.
The Literacy Lab
The Musiclink Foundation
The National Teaching Academy
The Nature Conservancy of Texas
The Reading Connection
The Safe Alliance
The SEED School of Washington, D.C.
Thinkery
Thurgood Marshall Academy Public Charter School
Todos Juntos
Trinity Child Development Center
United Way for Greater Austin
University of Texas at Austin
University of Texas Foundation
Institute for Technology and Learning
Upper Ninety
Urban Roots
UT Austin - Int'l Energy & Environmental Policy
UT Elementary School
UTeach Outreach
Valor Public Schools
VSA Arts of Texas
Washington English Center
Washington School for Girls
Waterloo Gateway
Wayside Schools
Welcome Home Project
Westcave Outdoor Discovery Center
Widen Elementary School
Women and Their Work
YMCA Educational Services
YMCA of Austin
Young Aspirations/Young Artists, Inc.
Young Leaders Academy of Baton Rouge, Inc.
Young Playwrights' Theater
YouthLaunch
Zachary Scott Theatre

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