



# 2025 Annual Databook

# Introduction

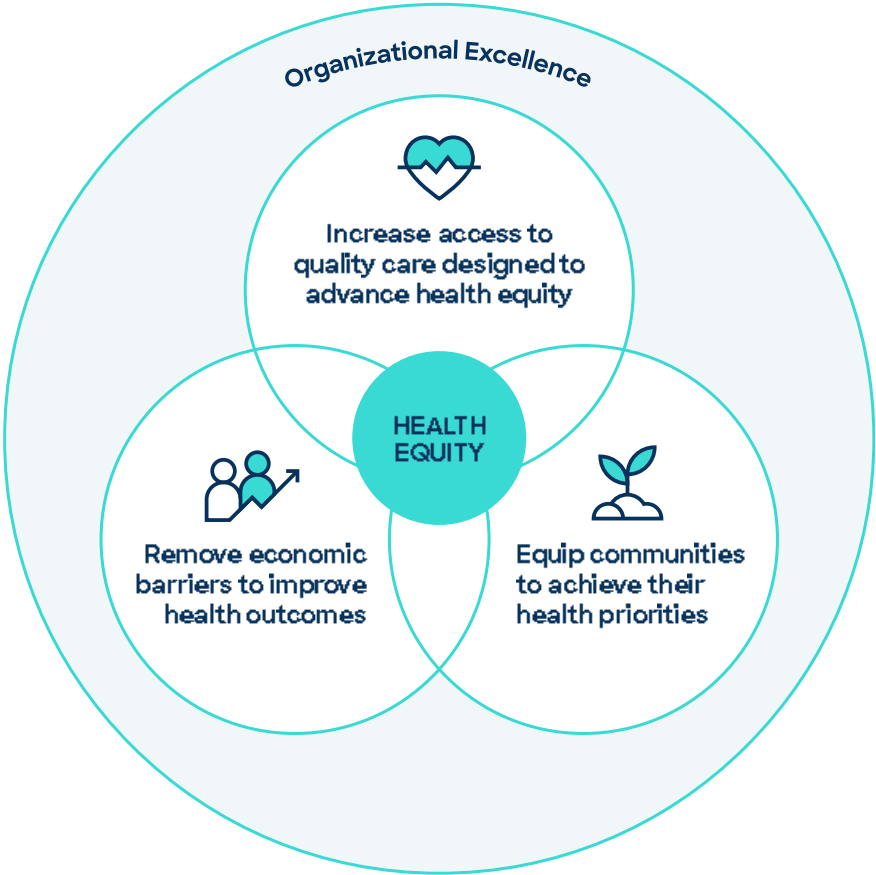
## St. David's Foundation is committed to measuring outcomes and striving for high impact work.

We view data as an important tool for learning, collaboration, and accountability. By sharing our progress, we can better listen and, thus, evolve and strengthen our ongoing work.

The Foundation's 2024-2030 strategic plan, [Pathways to Health Equity](#), sets a bold new direction for the organization - building on our long-term work of meeting the immediate needs of individuals in the community through direct services while expanding investments and action towards upstream strategies that address the root causes of health challenges.

This report shares key data and insights on the impact of the programs operated by the Foundation - the **Dental Program** and the St. David's Neal Kocurek (SDNK) **Scholarship Program** - as well as our grantmaking.

Realizing lasting change for communities takes time and collaboration. The progress reflected in 2025 represents early steps towards the goals of our strategic plan, and we recognize that there is more work ahead to reach where we aspire to be in 2030. These initial efforts, however, provide essential momentum and valuable insights that will inform and strengthen our work in the years to come.



# Table of Contents



**2025 Programmatic and Grant Investments Dashboard ..... 7**

A visual tool reflecting how investments through grantmaking and programs operated by the Foundation align with the goals and aspirations of the strategic plan.

**2025 Impact Data by Goal Area**

Synthesized findings from evaluations of programs operated by the Foundation and grantmaking in order to more deeply understand how our efforts are impacting Central Texans.

**> Access to Care ..... 8**

Progress data from the Dental Program and Grantmaking

**> Economic Stability ..... 13**

Progress data from the Scholarship Program and Grantmaking

**> Community Driven Change ..... 18**

Progress data from Grantmaking

**Appendix ..... 22**

- A. Cumulative Grantmaking Dashboard
- B. Guide to 2030 Impacts
- C. 2025 Health Equity Zones
- D. Works Cited

# A Look at the Tools the Foundation Uses to Measure Impact

## 2030 Impacts

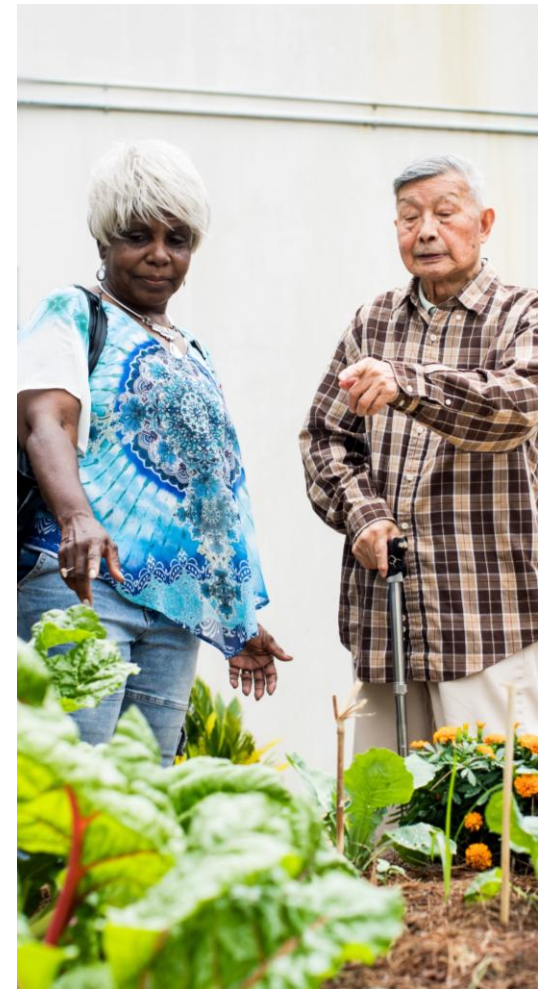
The Foundation has identified twelve long-term impacts it seeks to influence by 2030. These impacts range from strengthening service delivery today to driving more upstream changes that have the potential to reshape systems and conditions for future generations. Our 2030 Impacts serve as a tool to align efforts towards the long-term outcomes we are uniquely positioned to influence over time. They will be used by teams to guide our work and are a cornerstone piece of the strategic plan's evaluation framework.

A **Guide to 2030 Impacts**, which includes more information on how we will measure changes over time, is included in the Appendix.

## How We Measure Impact: Evaluation for Learning and Adaptation

Our approach to evaluation views data not simply as a tool for measurement, but as a resource for learning that helps the Foundation and our partners to strengthen effectiveness and deepen long-term impact.

To more deeply understand the short-term impacts of the Foundation's investments and actions, we evaluate outcomes using a variety of methods. For the programs operated by the Foundation, we assess internal data to understand changes in scope, scale, quality, and reach. For grantmaking, we use in-depth mixed-methods evaluations to explore how and under what conditions outcomes are achieved.



# Impact Framework

The Foundation has identified four core approaches that lead to the impact we seek through our investments and actions. As we remain committed to operating and funding direct service programs, the framework provides a clear template for how our work should result in desired impacts over time and reflects our aspiration to move upstream to address systems and conditions for generational change.

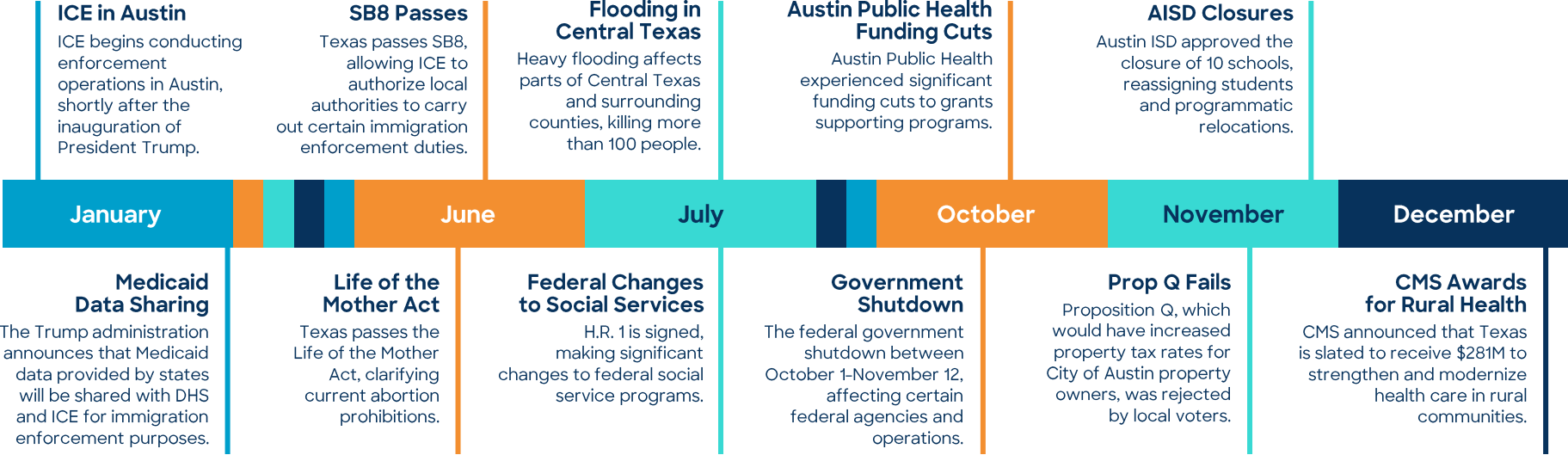
**Note:** Impact Framework icons are used throughout the report to highlight where the Foundation is focused on service delivery and developing capacity versus longer-term community changes.

Today  Tomorrow



# Outcomes in Context

In 2025, there were many factors, beyond the Foundation, that profoundly impacted communities with the greatest health needs in Central Texas. The timeline below highlights a sample of key moments from 2025 and provides an overview of the context in which our grantees and our organization were both working and responding.



See Appendix for Sources

## More Information on **Federal Changes to Social Services** Impacting Central Texas:

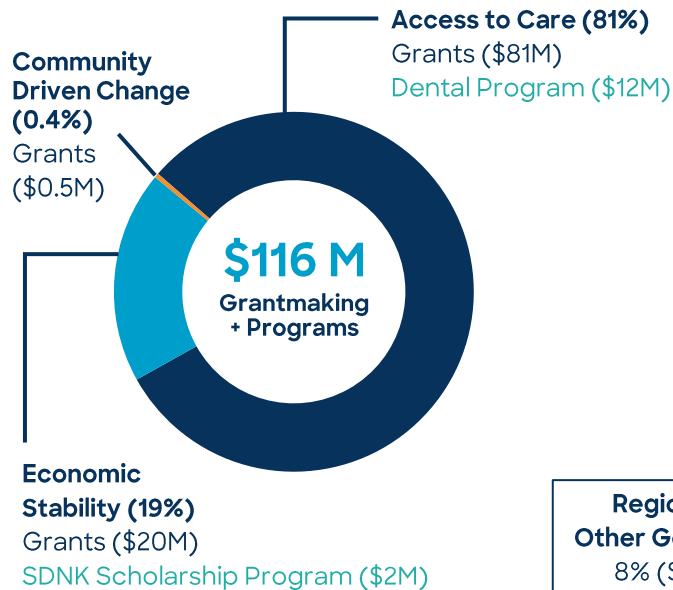
- Medicaid and Medicare eligibility was restricted to U.S. citizens and certain classifications of migrants, including green-card holders. Coverage is set to terminate no later than 18 months from enactment for people who are currently enrolled but are no longer eligible with these changes. Changes to Medicare were effective immediately and changes to Medicaid go into effect October 1, 2026.
- Supplemental Nutrition Assistance Program (SNAP) benefits expanded work requirements, requiring those who previously qualified, who are able-bodied adults ages 18-64, to work at least 80 hours per month, with exceptions for education and vocational training. Previous exemptions from the work requirement were also removed, including those for veterans, people experiencing homelessness, and youth aging out of foster care, limiting their benefits to three-months. Certain groups of legally present immigrants will also lose SNAP benefits, including refugees, asylees, and human trafficking survivors.

# 2025 Dental and Scholarship Programs and Grantmaking Dashboard

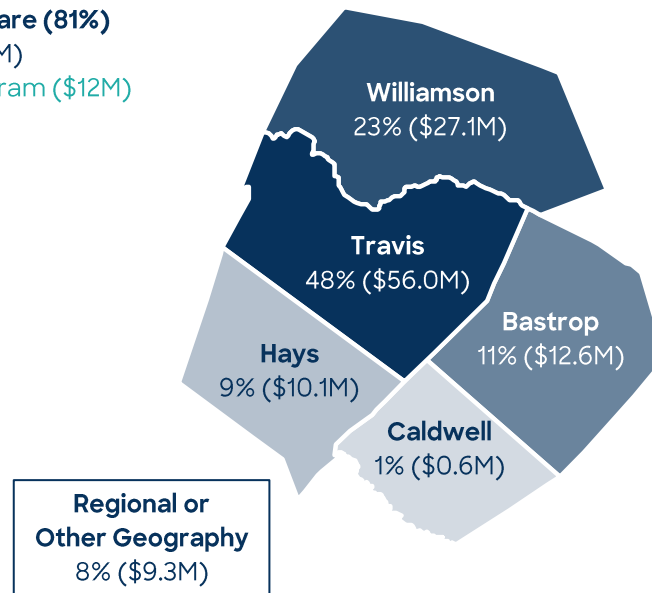
Total value of investments to the Central Texas community through the Dental and Scholarship Programs, and grants awarded in 2025 that advance the 2024–2030 *Pathways to Health Equity* Strategic Plan.



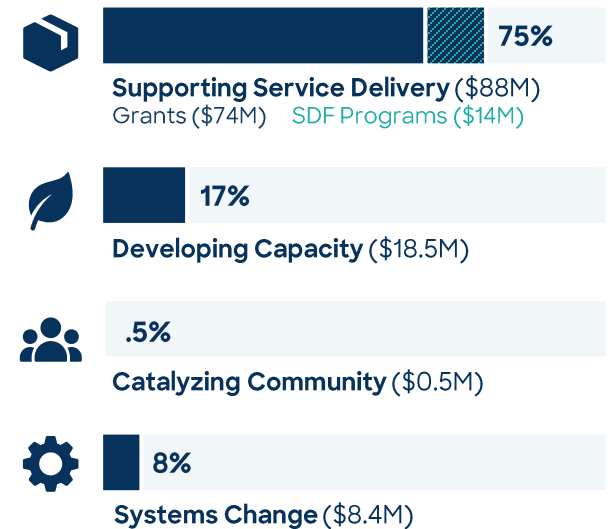
## BY GOAL AREA



## BY PRIMARY COUNTY



## BY IMPACT FRAMEWORK



The value of programs operated by the Foundation is determined by the total number of scholarships disbursed in the calendar year and the estimated value of free dental care provided to patients served, based on fees charged by providers in the local area. The value of grants reflects grants awarded and the total funding amount is reflected in the year a grant is approved even when the term is multiyear. However, grantees' work in the community occurs over the full grant term, which can extend beyond the year of approval.

GOAL 1

# Access to Care

*Increase access to quality care designed to advance health equity*



## 2030 IMPACTS



*Service Delivery*

Increase the number of un/underinsured Central Texans receiving primary, dental, maternal, and mental health services.



*Developing Capacity*

Increase the percentage of primary care safety net sites applying best practices in patient centered, quality, culturally responsive care independent of SDF funding.



*Developing Capacity*

Increase regional capacity to provide culturally responsive, community-informed maternal health and mental health support within and outside clinics, independent of SDF funding.



*Systems Change*

Leverage SDF funding to increase public and private financial support for improving maternal health and mental health outcomes in Central Texas.



*Developing Capacity*

Establish a region wide collaborative infrastructure to support Central Texans in enrolling and accessing the benefits for which they are eligible.

# Dental Program Impact

The Dental Program provides free dental services from mobile clinics at elementary schools and partner sites throughout Central Texas and is the largest such program in the country.

In 2025, the Dental Program served 5,683 patients across 42 sites, reaching 150+ more patients than in 2024. The program also increased the total value of services provided, with nearly \$12 million in care provided at no cost to the patient.

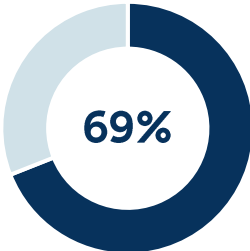
## Impact Snapshot

**5,683**  
Patients Treated  
(+3%)

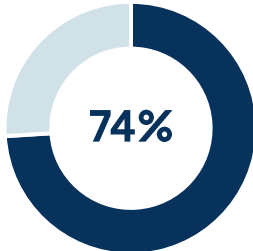
**\$11.7M**  
Value of Care  
(+8%)

**\$1,600+**  
Average Value per Patient  
(+11%)

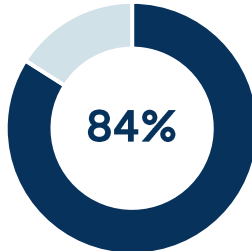
\*Compared to 2024



Of All Procedures Were Preventative



Of All Patients Received a Cleaning



Of All Patients Received Fluoride Varnish

### Of Patients Served in 2025:



Uninsured



Low-Income



Live in Highest-Need Zip Codes



People of Color

GOAL 1: ACCESS TO CARE

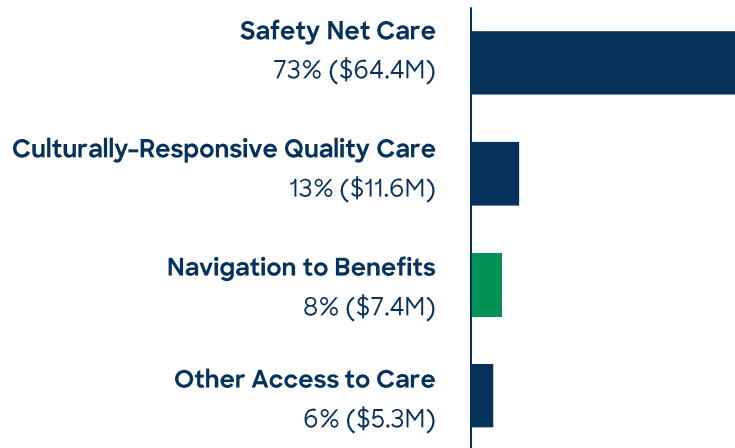
# Grants Awarded

Since 2024, \$88.8M has been funded through 84 grants across the Access to Care goal. Of that, \$83 million was awarded through four funding opportunities, and \$5.3 million was awarded through responsive rolling funding and special awards.

The impact data reflects outcomes from grants that have completed at least one year of their grant term. **For 2025, only 8% of funded work has impact data currently available.**



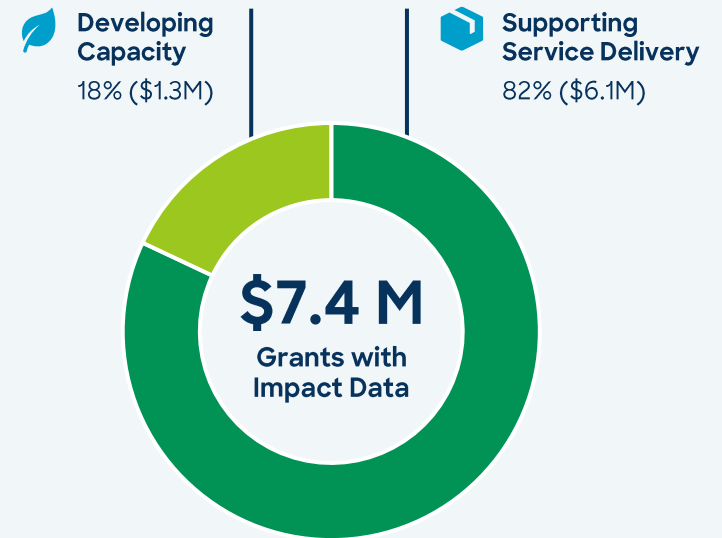
BY FUNDING PRIORITY



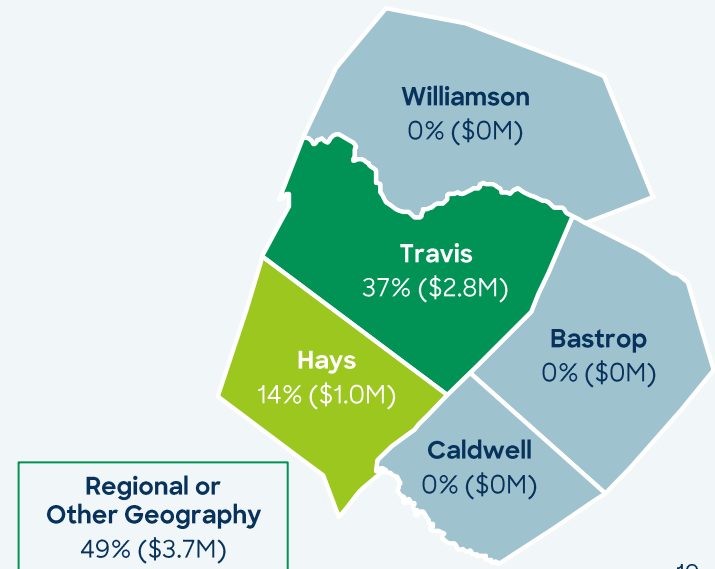
**Recently Funded** - Less than 1 year into grant term  
**Impact** - Impact data available and included in report

# Grants with Impact Data Currently Available

BY LEVEL OF IMPACT



BY PRIMARY COUNTY



# Grantee Impact



## Supporting Service Delivery

(82% of Access to Care Funding with Impact Data Available as of Dec 2025)

### 27,000 enrolled

in healthcare benefits (Medicaid, CHIP, or ACA) through 13 grantees.

Many more individuals met with financial advisors or were screened for eligibility, highlighting the complexity of administrative efforts required to enroll eligible patients.

- **88%** of new enrollments were driven by four large organizations
- **1,100** enrolled from hard to reach populations through trusted community led grantees
- **2,200** enrolled through referrals from three grantees providing ongoing assistance



## Developing Capacity

(18% of Access to Care Funding with Impact Data Available as of Dec 2025)

- **Two grantee enrollment organizations acquired new statuses or certifications**, allowing enrollment specialists to monitor health insurance applications as they move through the state system and follow up when applications were not processed efficiently or accurately (Level 3 Status of the Texas Community Partner Program).
- **State enrollment employees trained** through an advocacy-focused grantee to reduce determination errors for eligible patients and increase applications approved within the state system.

## We all Benefit

One of the first open calls under the new strategic plan, We All Benefit, was a first step towards the 2030 Impact of establishing a region-wide collaborative infrastructure to support Central Texans in enrolling and accessing the benefits for which they are eligible.

Through an external evaluation, the Foundation is learning about the impact of funding enrollment directly and the challenges and opportunities to support collaboration and partnerships across the Central Texas enrollment ecosystem.

# Actionable Insights

## 1. Need to continue strengthening collaboration and coordination among organizations:

As information gaps, misinformation, and systemic confusion grow, one of the benefits of having grantees in a cohort is the sharing of strategies to increase the chances that client applications are approved. Unfortunately, workarounds and connections are necessary to best support patients and stronger collaboration is needed among outreach and enrollment partners to share accurate information.

## 2. Legal counsel and additional technical assistance identified as an opportunity for future support

Undocumented parents avoid enrolling legally-residing children in Medicaid due to concerns about immigration status, data privacy, and misuse of the information. As parents are reluctant to participate in systems, non-profit staff struggle with messaging and providing sound legal guidance.

## 3. Need for mental health supports as enrollment workforce faces stress and burnout:

Outreach and enrollment staff experienced burnout and anxiety at higher levels in 2025 due to unstable funding, hostile political climate, and patient frustration.

**“We are encountering serious and escalating hesitancy among patients due to the current political climate.”**

Grantees noted that undocumented and mixed-status families are avoiding engagement with any public systems, including health insurance, due to concerns about deportation, ICE involvement, and data privacy. Even when children are legally eligible for Medicaid or CHIP, undocumented parents are often reluctant to enroll them out of fear that participation could negatively affect immigration status.

This climate of fear slows outreach and requires more time for the grantees to build trust within the communities they serve.

*Excerpt from Evaluation of the **We All Benefit** Funding Opportunity*

GOAL 2

# Economic Stability

*Remove economic barriers to improve health outcomes*



## 2030 IMPACTS



*Systems Change*

Leverage Foundation funding to increase the number of safe, healthy, and affordable housing options and strengthen cross-sector efforts to improve Central Texas' affordable housing ecosystem.



*Service Delivery*

Increase the number of Central Texas students – traditional and nontraditional – graduating from healthcare certificate and degree programs (including the SDNK Scholarship Program) that lead to an economically stable career.



*Developing Capacity*

Increase opportunities for students from marginalized communities to enter financially stable healthcare careers through collaborations with workforce development programs, employers, philanthropy, and the local education pipeline.



*Systems Change*

Maximize federal, state, and local funding for supports addressing economic barriers to health and well-being through coordination and collaboration across community-based organizations

# SDNK Scholarship Program Impact

The St. David's Neal Kocurek (SDNK) Scholarship is the largest healthcare scholarship program in the state of Texas. In 2025, the Scholarship Program distributed \$2.04 million to 265 active scholars and provided additional support, including mentorship, tutoring, and counseling.

## Impact Snapshot

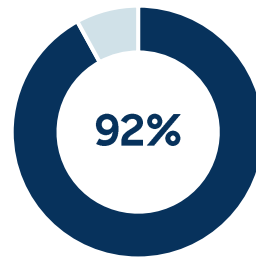
**265**

**Active Scholars**  
(no change)

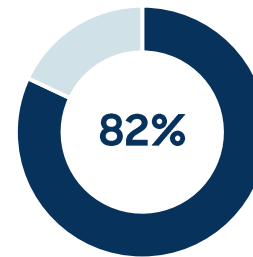
**\$2.04M**

**In 2025 Scholarships**  
(-2%)

*\*Compared to 2024*



Student Retention rate



Scholars With a Mentor

**45**

**New Scholars**

**64**

**Graduating Scholars**

### Of Active Scholars in 2025:

**48%**

First-Generation College Students

**77%**

People of Color

**12%**

From Highest-Need Zip Codes

GOAL 2: ECONOMIC STABILITY

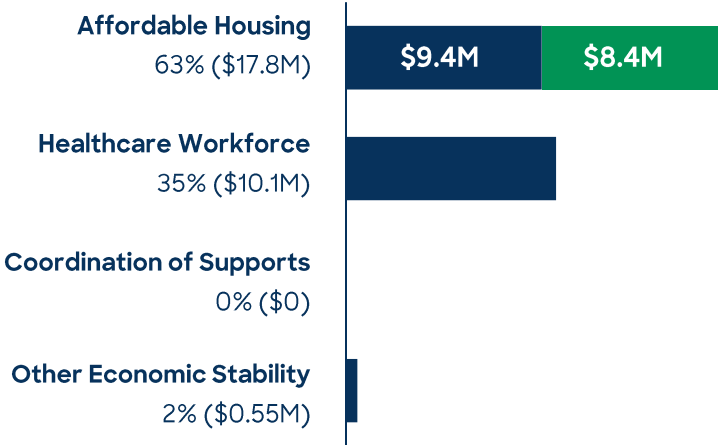
# Grants Awarded

Since 2024, \$28.5M has been funded through 39 grants across the Economic Stability goal. Of that, \$27.9 million was awarded through three funding opportunities and \$550,000 was awarded through responsive rolling funding.

The impact data reflects outcomes from grants that have completed at least one year of their grant term. **For 2025, 30% of funded work has impact data currently available.**



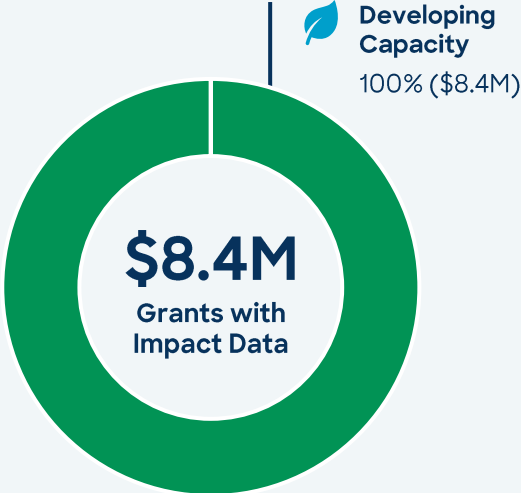
BY FUNDING PRIORITY



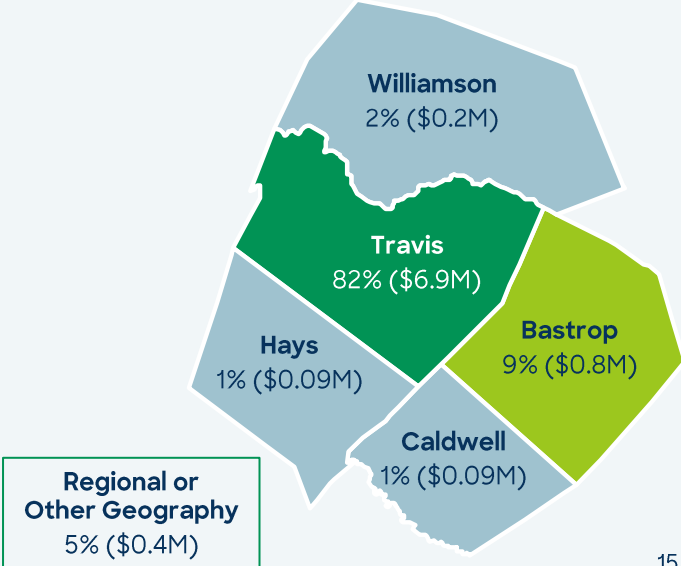
**Recently Funded** - Less than 1 year into grant term  
**Impact** - Impact data available and included in report

# Grants with Impact Data Currently Available

BY LEVEL OF IMPACT



BY PRIMARY COUNTY



# Grantee Impact



## Developing Capacity

(100% of Economic Stability Funding with Impact Data Available as of Dec 2025)

**644**

new affordable housing units are on track to be developed through 18 grantees.

Of these projects, six focused on planning efforts, eight on predevelopment, and four included aspects of both. The number of units on track represents 77% of the 820 units envisioned at the beginning of all projects.

- **Community voice in planning** resulted in actionable insights and tangible outcomes that reflected the needs and desires of local residents.
- **Pivots** for three projects specifically cited ways in which the grant built capacity and preserved momentum for future housing development.



## Systems Change

(Secondary Purpose of Funding with Impact Data Available as of Dec 2025)

### Over \$25M of external funding

from public and private sources was acquired by grantees with support from Foundation funding and reputation, turning the median investment of \$500K per project into funding that, in some cases, tripled the amount of funding available.

## Housing + Health

The Housing + Health open call builds on the [Foundation's past approaches to housing](#) and marks the Foundation's first step into the strategic plan towards the 2030 impact of leveraging Foundation funding to increase the number of safe, healthy, and affordable housing options and strengthen cross-sector efforts to improve Central Texas' affordable housing ecosystem.

Through an external evaluation, the Foundation is learning about the impact of funding planning and predevelopment and differing conditions across our region that support or hinder housing affordability.

# Actionable Insights

## 1. Need for differentiated strategies for rural communities:

While imperfect, there are many more resources and supportive policies that streamline affordable housing development within Austin city limits. For cities and municipalities outside of Travis County, there is little to no infrastructure potential developers can utilize to successfully realize projects. Grantees saw narrative change and deepening understanding for both residents and government entities within rural areas as the biggest opportunity for future impact.

## 2. Need for narrative change to build public and political will for affordable housing:

Opposition due to misperceptions of affordable housing was cited by grantees as the biggest challenge to successful development. Many community members, and particularly public officials in rural communities, view affordable housing projects as negative, attracting poorer populations to their communities. Sophisticated awareness and education campaigns, and resources to build this ability for existing partners, could maximize future affordable housing investments.

**“The joint groundbreaking ceremony was a powerful moment for the Dove Springs community. Residents, local officials, and project partners gathered (in the rain!) to celebrate not just two affordable housing developments, but a comprehensive approach to community development that prioritizes resident voices and creates a pathway to long-term affordability.”**

Grantees reflect on the work, noting many accomplishments, but also on the different approach to incorporate community feedback into the process, which has historically been neglected in affordable housing development.

*Excerpt from Evaluation of the **Housing + Health** Funding Opportunity*

GOAL 3

# Community Driven Change

*Equip communities to achieve their  
health priorities*



## 2030 IMPACTS



Catalyzing  
Community

Increase the number of organizations and local governments engaging community members in decision-making and leadership.



Catalyzing  
Community

Increase the number and strength of locally rooted networks in communities with the greatest health needs in Central Texas.



Catalyzing  
Community

Increase the percentage of funds directed by communities with the greatest health needs.

GOAL 3: COMMUNITY DRIVEN CHANGE

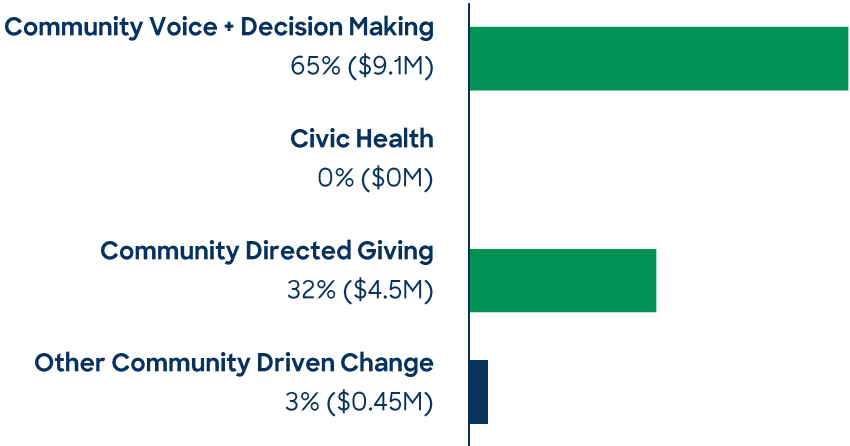
# Grants Awarded

Since 2024, \$14.1M has been funded through 39 grants across the Community Driven Change goal. Of that, \$13.6 million was awarded through two funding opportunities in 2024 and \$450,000 was awarded through responsive rolling funding and special awards in 2025.

The impact data reflects outcomes from grants that have completed at least one year of their grant term. **For 2025, 97% of funded work has impact data currently available.**



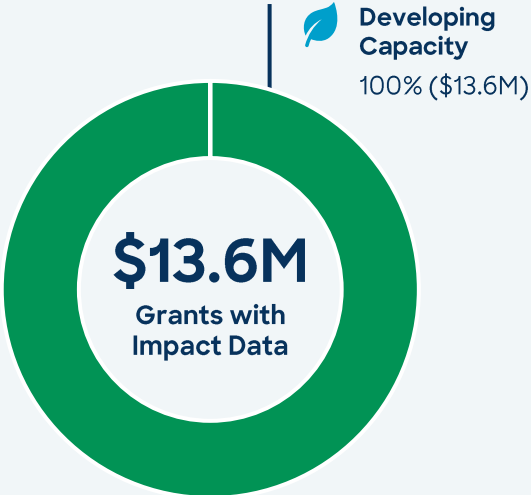
BY FUNDING PRIORITY



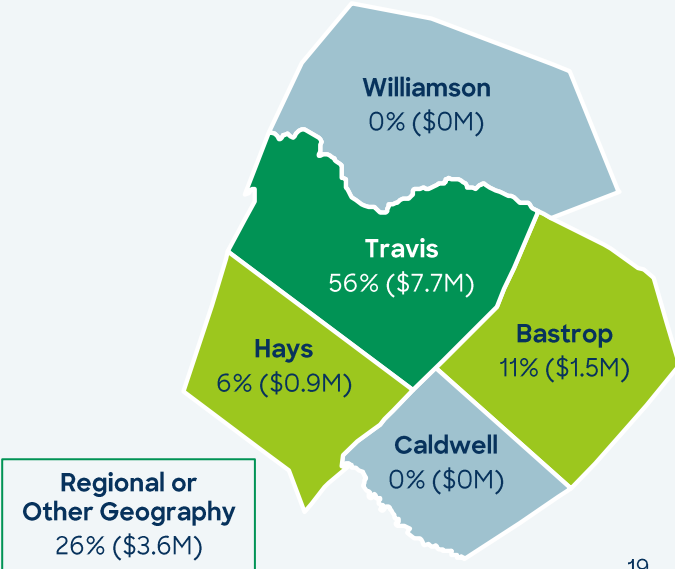
**Recently Funded** - Less than 1 year into grant term  
**Impact** - Impact data available and included in report

# Grants with Impact Data Currently Available

BY LEVEL OF IMPACT



BY PRIMARY COUNTY



# Grantee Impact



## Developing Capacity

(100% of Community Driven Change Funding with Impact Data Available as of Dec 2025)

### Community Directed Giving

**8 of 8 grantee intermediaries built their capacity to regrant funds** through community led processes.

### Capacity to Regrant Funds

- 3 new systems built to regrant for the first time
- 3 new pooled funds
- 1 new fiscal sponsor

**8 of 8 grantees increased community voice** in decision-making and provided capacity building to their subgrantees

### Community Voice

**23 community driven grantees stabilized their operations** allowing them to deepen community decision-making power and weather volatility.

### Organizational Capacity

- 6 created leadership positions
- 5 established stipend structures for community members
- 4 built financial reserves
- 4 built technological infrastructure
- 4 raised staff salaries



## Catalyzing Community

(Secondary Purpose of Funding with Impact Data Available as of Dec 2025)

### \$1.7M regranted

**through community directed processes led by 8 Central Texas grantee intermediaries.** Through deep connections with the community, intermediaries supported efforts led by people with lived experience of the challenges they aim to solve.

## Community Driven Change + Investing in Impact

The first open call under the new strategic plan, Community Driven Change was the first step towards a new way of working focused on equipping communities to achieve their health priorities. It was followed by Investing in Impact, an open call to build the capacity of intermediaries to regrant funds using a community directed process.

Through external evaluations, we are learning about the impact of unrestricted funding on organizational stability and what it takes to build capacity for community directed giving. In addition, we are lifting up the mindsets, practices, and approaches of community driven organizations.

# Actionable Insights

## 1. Unrestricted funding enabled organizations to pivot and adapt to the volatility of the context surrounding their communities:

Some community driven programs had to make significant shifts to how they operate to protect their clients as fears of deportation grew.

## 2. Organizations that are deeply rooted in community bring lived experience that builds trust, but they need resources and time:

Grantees can relate and deeply understand the lived experience of their community members because they, too, have navigated the same systems, faced similar barriers, and shared the same cultural context. In turn, these organizations are well positioned to address health inequities in their communities; however, resources are limited and scarce and funders tend to not understand that this work moves at the speed of trust, which is especially challenging in the current political context.

## 3. Need for additional capacity to expand community-directed giving practices among intermediaries:

There is a clear need for additional intermediary capacity to sustainably expand community-directed giving practices, particularly in areas such as grant administration, fiscal sponsorship, community facilitation, and capacity-building for grassroots leaders.

**“We don’t just talk about community voice – we design for it. The way we run our community hub is one of the clearest examples. It’s not just a venue. It’s a platform. A tool. A home. And the way we use it reflects a deeper value: we trust people to know what they need...We don’t program the community – we equip it.”**

*Excerpt from **Community Driven Change**  
Year 1 Evaluation*

**“Through our community-led grantmaking process, participants are not only learning about the most pressing issues facing our region but also connecting directly with the nonprofit leaders working to address them. We see a powerful ripple effect of impact beyond the grant award itself. Year after year, community reviewers and committee members become deeply invested advocates for change– donating personally, joining nonprofit boards, and encouraging others to get involved.”**

*Excerpt from **Investing in Impact**  
Year 1 Evaluation*

# Appendix



## Cumulative Grantmaking Dashboard ..... 24

Visual tool reflecting how grants made to advance the 2024–2030 *Pathways to Health Equity* strategic plan align with the goals and aspirations of the plan.

## Guide to 2030 Impacts ..... 25

Background information on 2030 Impacts and baseline data on where Central Texas is starting within these issues.

## Central Texas Health Equity Zones ..... 32

A key tool used across the Foundation to identify the communities with the greatest health needs in our region.

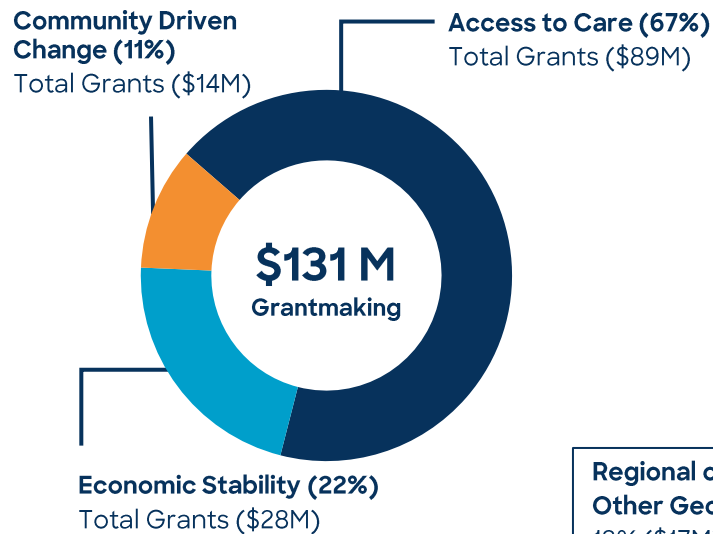
## Works Cited ..... 33

# Cumulative 2024-2025 Grants Toward the Pathways to Health Equity Strategic Plan

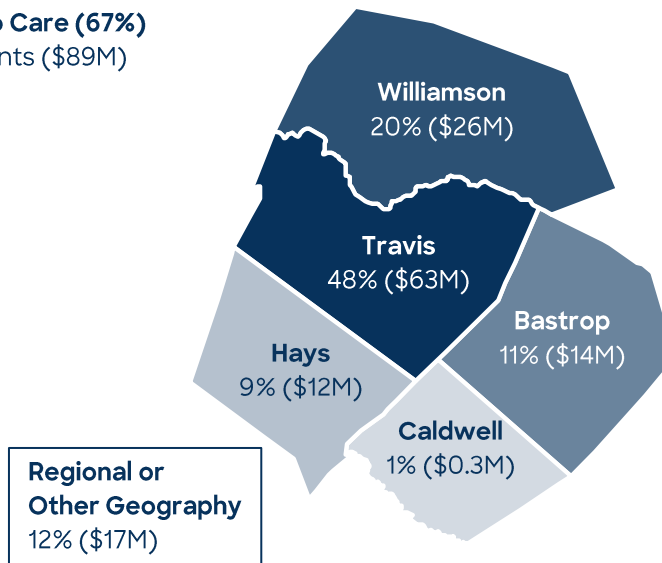
Does not include \$82.6M in Transition Funding awarded in 2024 and 2025.



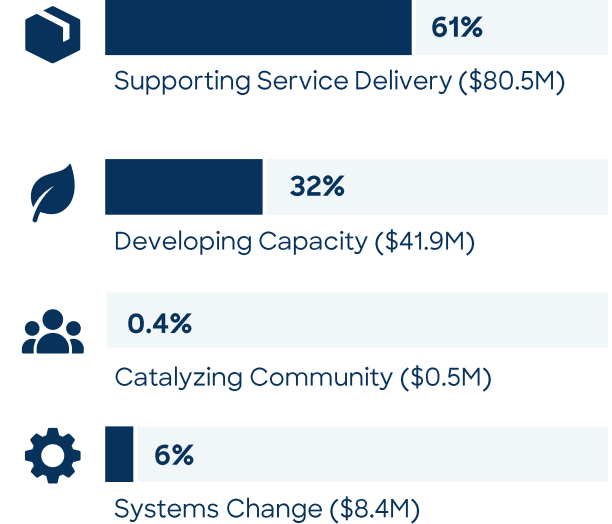
## BY GOAL AREA



## BY PRIMARY COUNTY



## BY IMPACT FRAMEWORK



## BY FUNDING MECHANISM



# A Guide to 2030 Impacts

## What are 2030 Impacts and why does the Foundation have them?

To align Foundation efforts towards the longer-term impact we are uniquely positioned to influence across efforts over time, the Foundation identified twelve changes it seeks to influence by 2030 that range from service delivery to more upstream changes with the potential to shift systems and conditions in the future.

Ultimately, St. David's Foundation seeks to improve health outcomes and reduce health disparities for the communities with the greatest health needs in Central Texas. The [Community Health Needs Assessment](#) provides the latest data on population-wide health outcomes and disparities, and data on the health needs for communities we serve. It serves as a “vital sign” for the region—providing insight into emerging trends, needs, and opportunities – and is not intended as a direct measure of impact, given the many complex and dynamic factors influencing health across the region.

## Can the 2030 Impacts change over time?

As the Foundation learns, with its partners, how and under what conditions it can have the greatest impact, the 2030 Impacts will evolve. Recommended changes to 2030 Impacts based on data about the Foundation, our partners, and the Central Texas context, will be brought to the CIC for discussion ahead of making changes. This approach recognizes that dynamic nature of complex systems change and reflects the Foundation’s adaptive grantmaking strategy that is designed to evolve based on where the Foundation can have the most impact. 2030 Impacts reflect changes beyond the Foundation’s direct funding and can be influenced by many factors beyond the Foundation’s control.

## How are 2030 Impacts different from the outcomes of programs the Foundation operates and grantees?

To understand the impact from the programs we operate and the grantees we fund in the short term, we rely on in-depth evaluations. Evaluations are a tool for learning that helps the Foundation and our partners to strengthen effectiveness and deepen impact by using mixed methods to explore how and under what conditions outcomes are achieved. 2030 Impacts reflect changes beyond the Foundation’s direct funding and can be influenced by many factors beyond the Foundation’s control.

## How will we measure 2030 Impacts?

2030 Impacts fall into four different levels tied to the Foundation’s impact framework (core approaches) to create change. The level of impact for each change is key to understanding the time horizon and sustainability of the impacts as well as measurement.

Today  Tomorrow



**Supporting service delivery impacts** focus on the Foundation providing or paying for important services that improve outcomes for individuals receiving them. Sustained support is required for the same level of services to continue in the future.

**Measures focus on reach and scope of grantees and SDF programs** (i.e., number of patients and visits by service line)



**Developing capacity impacts** focus on creating durable changes to an organization or sector that can be sustained without the same level of investment from the Foundation in the future.

**Measures focus on capacity of regional infrastructure, inclusive of but not limited to grantees and SDF programs** (i.e., number of sites, providers, coalitions providing services or adopting practices)



**Catalyzing community impacts** focus on communities being organized, coordinated, and supported to respond to their health priorities through community leadership, networks, and collective action.

**Measures focus on structural changes to decision-making practices** (i.e., who holds decision-making power within communities)



**Systems change impacts** focus on leveraging funds to increase public resource allocation, private sector investments, and advocacy efforts. Changing systems is a long-term strategy that requires cross-sector will and support.

**Measures focus on resource allocation to issue areas** (i.e., depth and diversity of funding sources)

## Where is Central Texas starting on 2030 Impacts?

The following pages present data on where Central Texas is starting within the areas the Foundation seeks to impact. The data presented is not intended to be a singular metric for each impact that will be reassessed in 2030. We will measure progress through more comprehensive assessments where additional data points outside the metrics presented here may best reflect changes in 2030.



# Supporting Service Delivery

Supporting Service Delivery impacts focus on the Foundation providing or paying for important services that improve outcomes for individuals receiving them.

## Increase the number of uninsured and underinsured Central Texans receiving primary, dental, maternal, and mental health services. (Goal 1 - Access to Care)

In 2025, SDF's mobile dental program served 5,683 low-income students, 39% of whom were uninsured, increasing access to high quality dental services for communities with the greatest health needs.

Approximately 42% of uninsured primary care safety net patients were served by SDF grantees in 2022 (PCCA, 2024). Beyond SDF grantees, the demand for safety net care outpaced supply, with the primary care safety net serving 130,000 un/underinsured Central Texans, which was less than half of the 280,000+ uninsured individuals in Central Texas in 2022.

## Increase the number of Central Texas students – both traditional and nontraditional – graduating from healthcare certificate and degree programs (including the SDNK Scholarship Program) that lead to economically stable careers. (Goal 2 - Economic Stability)

In 2025, there were 265 St. David's Neal Kocurek (SDNK) scholars actively pursuing healthcare-related degrees, which included 64 students who successfully graduated from their bachelor's (39), master's (7), or doctorate (18) programs. Since 2005, the SDNK program has distributed over \$27M to more than 860 scholars.

The Foundation's history of funding workforce projects traces back almost three decades to 1997. During that time, over \$50 million has been invested in projects related to strengthening the healthcare workforce. Primarily grants have been made for the benefit of individuals pursuing careers in medicine or related healthcare fields through scholarships, mentorship, and other services that have impacted over 12,900 individuals.



# Developing Capacity

**Developing Capacity impacts focus on creating durable changes to organizations or a sector that can be sustained without the same level of investment from the Foundation in the future.**

**Increase the percentage of sites applying best practices in patient centered, quality, culturally responsive care independent of SDF funding. (Goal 1 – Access to Care)**

The primary care safety net serves disproportionately high numbers of people of color and individuals best served in a language beside English compared to the Central Texas population. Yet accountability for incorporating best practices for culturally responsive care is not always an expectation. In 2022, 65% of safety net clinics in Central Texas screened for non-medical issues, 85% provided telehealth appointments, and 60% provided readily accessible translation services. However, we know these practices, while beneficial, are one aspect of culturally responsive care and we are exploring additional proxies to understand the current context (PCCA, 2024).

**Increase regional capacity to provide culturally responsive, community-informed mental and maternal health support within and outside clinics independent of SDF funding. (Goal 1 – Access to Care)**

Many marginalized Central Texans do not trust traditional healthcare systems and seek culturally responsive care through community-based organizations who design their services specifically for the needs of their community. In 2025, there were at least 18 community organizations providing culturally responsive care for mothers and their babies in Central Texas. The vast majority of these organizations focus on Travis County and serve approximately 900 families annually. The ecosystem of non-clinical culturally responsive mental health providers is less established (SDF Healthy Births, Healthy Communities evaluation).



# Developing Capacity

**Developing Capacity impacts focus on creating durable changes to organizations or a sector that can be sustained without the same level of investment from the Foundation in the future.**

## **Establish a region-wide collaborative infrastructure to support Central Texans in enrolling and accessing the benefits for which they are eligible. (Goal 1 – Access to Care)**

In 2025, there were 96 Central Texas organizations participating in the state-wide program to better enroll patients in Medicaid and CHIP, 60 of which (63%) have the highest level of access to the Texas application review process which improves the organization's ability to provide ongoing case management and application follow-up when applications are not processed efficiently or accurately (Texas Community Partner Program, 2025). However, there is a lack of shared infrastructure between enrollment organizations in key areas such as legal support technical assistance on policy shifts, and mental health resources for staff (We All Benefit Year 1 Evaluation).

## **Increase opportunities for students from marginalized communities to enter financially stable healthcare careers through collaborations with workforce development programs, employers, philanthropy, and the local education pipeline. (Goal 2 – Economic Stability)**

The 2025 Healthcare Industry Snapshot identified the highest demand careers in healthcare to be nurses, medical assistants, radiology technicians, and surgical technicians, representing 40% of all healthcare related job-postings in Central Texas. Three of these pathways represent financial stability for entry-level positions with medical assistants remaining a viable stepping stone to a living wage (Texas Talent Experts, 2025).

Initial research conducted by Urban Institute and Workforce Solutions Capital Area identified barriers and opportunities by specific career types within healthcare. One of the most common barriers across healthcare career pathways is a shortage of clinical placements that most patient-facing degrees require prior to graduation, reducing education and training programs' ability to expand offerings to more students, even when student interest surpasses current capacity. Increasing the healthcare workforce will require increased collaboration between educational institutions and potential employers to create additional opportunities for clinical training.



# Catalyzing Community

Catalyzing Community Impact focus on communities being organized, coordinated, and supported to respond to their health priorities through community leadership, networks, and collective action.

## Increase the number of organizations and local governments engaging community members in decision-making and leadership. (Goal 3 – Community Driven Change)

A 2025 survey from Center for Effective Philanthropy found that use of community feedback is widespread across nonprofits but uneven in depth. The largest barrier to collecting high-quality feedback is limited staffing and resources. Despite relying on nonprofit-collected feedback, most foundations do not provide funding or support for these efforts. Central Texas data on nonprofits use of community feedback will be collected as part of the 2027 Applicant Feedback Survey which is fielded every three years by the Foundation (Voices that Matter, 2025).

## Increase the number and strength of locally rooted networks in communities with the greatest health needs in Central Texas. (Goal 3 – Community Driven Change)

Across our region, the Civic Information Index shows stark disparities in civic participation, with Travis (74/100) and Williamson (64/100) demonstrating strong civic participation environments, while Hays (36/100), Bastrop (22/100), and especially Caldwell (12/100) face significant gaps. These differences point to uneven civic infrastructure and mirror the differences in scores concerning News and Information, where we see Bastrop and Caldwell score significantly lower than the more urban counties (Civic Information Index, 2025).

## Increase the percentage of funds directed by communities with the greatest health needs. (Goal 3 – Community Driven Change)

Community-directed giving represents a small share of local grantmaking. In 2025, \$1.7M in funding was awarded through processes that included community decision-making power in Central Texas, known as community-directed giving. This funding is concentrated among a small subset of intermediaries, organizations that receive funding from originating funders and distribute these resources on their behalf. A significant portion of community directed intermediaries are new and were established as a result of SDF's Investing in Impact open call. For most originating donors, a small portion of regional funding is visibly routed through community-directed mechanisms (Frontline Solutions Benchmarking Report, 2026).



# Systems Change

**Systems Change Impacts focus on leveraging funds to increase public resource allocation, private sector investments, and advocacy efforts. Changing Systems is a long-term strategy that requires cross-sector will and support.**

**Leverage Foundation funding to increase public and private financial support for improving maternal and mental health outcomes in Central Texas. (Goal 1 – Access to Care)**

**Leverage Foundation funding to increase the number of safe, healthy, and affordable housing options and strengthen cross-sector efforts to improve Central Texas’ affordable housing ecosystem. (Goal 2 – Economic Stability)**

**Maximize federal, state, and local funding for supports addressing economic barriers to health and well-being through coordination and collaboration across community-based organizations. (Goal 2 – Economic Stability)**

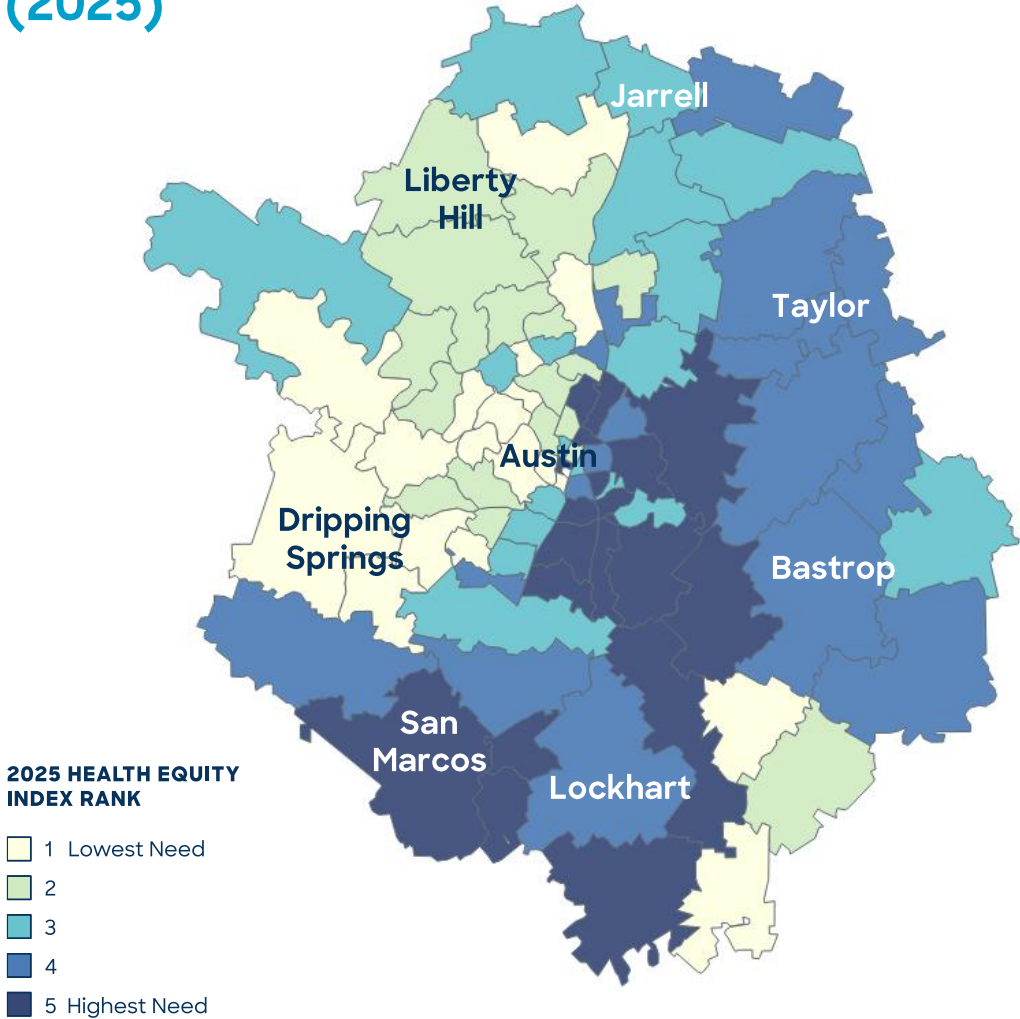
Within the three initial areas where we seek to influence systems, culturally responsive care, affordable housing, and benefits enrollment, we will assess progress towards 2030 impacts by measuring the extent to which the Foundation has influenced other resource allocation from public and private funders. Resource allocation changes considered to be at the system level often require changes in public or political will and results in fundamental shifts to available support.

This approach recognizes that the scale of services needed to replace a broken system is too large for the Foundation to influence through funding for services alone. For example: \$27M monthly would be required in monthly investments to replace funding left by the gap 77,000 individuals eligible but not enrolled in SNAP in Central Texas (HHSC, 2025).

Prior to 2025, the Foundation has not assessed leverage systematically therefore there is no clear baseline.

# Central Texas Health Equity Zones

(2025)



## Where are the communities with the greatest health needs?

To answer this, we rely, in part, on the Health Equity Index.

The Health Equity Index helps us to identify the highest-need Health Equity Zones, or the areas of Central Texas where the residents face the greatest health inequities and would benefit most from the Foundation’s programs, investments, and actions.

Indicators used to calculate the Health Equity Index include income, employment, education, race, and language. These social determinants of health strongly correlate with population health outcomes, including premature death, poor general health, and preventable hospitalizations.

We monitor these indicators and update the map annually to reflect changes in demographics and need.

You can learn more about the Health Equity Index [here](#).

# Works Cited – Outcomes in Context

- “Austin ISD School Consolidations.” Austin ISD, 20 Nov. 2025, [www.austinisd.org/consolidate](http://www.austinisd.org/consolidate). Accessed 10 Feb. 2026.
- Austin Public Health. “Your Health, Our Work: What Happens When the Work Is Undone.” ArcGIS StoryMaps, 8 Apr. 2025, [storymaps.arcgis.com/stories/8e841272426746e5aa3f0db518d36525](https://storymaps.arcgis.com/stories/8e841272426746e5aa3f0db518d36525). Accessed 10 Feb. 2026.
- Castro, Johann, and Isabella Basco. “ICE Conducts Enforcement Operations in the Austin Area.” KVUE, 26 Jan. 2025, [www.kvue.com/article/news/local/first-ice-raids-austin-texas-area-president-donald-trump-immigration/269-2ab9b542-e43c-4935-9bc1-0703bbc9dbf4](http://www.kvue.com/article/news/local/first-ice-raids-austin-texas-area-president-donald-trump-immigration/269-2ab9b542-e43c-4935-9bc1-0703bbc9dbf4). Accessed 10 Feb. 2026.
- Centers for Medicare and Medicaid Services. “CMS Announces \$50 Billion in Awards to Strengthen Rural Health in All 50 States.” CMS, U.S. Centers for Medicare & Medicaid Services, 29 Dec. 2025, [www.cms.gov/newsroom/press-releases/cms-announces-50-billion-awards-strengthen-rural-health-all-50-states?\\_cldee=-nwrj9nwlra0MGE-tgnrzjFen0RcoA\\_BK2Ko6LaXyF9kP75j9woSWzqFIHnr5RXXDJcnRzH\\_UkNHDWk2t5xbsg&recipientid=contact-27a9aa1766de4ba88007d6cadfd2f3e6-ba](http://www.cms.gov/newsroom/press-releases/cms-announces-50-billion-awards-strengthen-rural-health-all-50-states?_cldee=-nwrj9nwlra0MGE-tgnrzjFen0RcoA_BK2Ko6LaXyF9kP75j9woSWzqFIHnr5RXXDJcnRzH_UkNHDWk2t5xbsg&recipientid=contact-27a9aa1766de4ba88007d6cadfd2f3e6-ba). Accessed 13 Feb. 2026.
- Gonzalez, Stephanie, and Zak Zeh. “The Stories That Shaped Central Texas in 2025.” CBS Austin, Sinclair Inc., 31 Dec. 2025, [www.cbsaustin.com/news/local/the-stories-that-shaped-central-texas-in-2025](http://www.cbsaustin.com/news/local/the-stories-that-shaped-central-texas-in-2025). Accessed 10 Feb. 2026.
- Hughes, Bryan. Life of the Mother Act. 23 May 2025, [capitol.texas.gov/tlodocs/89R/analysis/pdf/SB00031F.pdf#navpanes=0](http://capitol.texas.gov/tlodocs/89R/analysis/pdf/SB00031F.pdf#navpanes=0). Accessed 10 Feb. 2026.
- “Implementation Dates for 2025 Budget Reconciliation Law | KFF.” KFF, 4 Aug. 2025, [www.kff.org/medicaid/implementation-dates-for-2025-budget-reconciliation-law/](http://www.kff.org/medicaid/implementation-dates-for-2025-budget-reconciliation-law/).
- Kallins, Lauren. “5 Changes the “Beautiful” Bill Is Bringing to SNAP.” National Conference of State Legislatures, 22 Oct. 2025, [www.ncsl.org/state-legislatures-news/details/5-changes-the-beautiful-bill-is-bringing-to-snap](http://www.ncsl.org/state-legislatures-news/details/5-changes-the-beautiful-bill-is-bringing-to-snap).
- National Conference of State Legislators. “Federal Government Shutdown: What It Means for States and Programs.” NCSL, National Conference of State Legislators, 13 Nov. 2025, [www.ncsl.org/legislative-staff/in-dc/federal-government-shutdown-what-it-means-for-states-and-programs](http://www.ncsl.org/legislative-staff/in-dc/federal-government-shutdown-what-it-means-for-states-and-programs). Accessed 12 Feb. 2026.

# Works Cited (Continued)

Pillai, Drishti, et al. “Potential Implications of the New Medicaid Data Sharing Agreement between CMS and ICE.” KFF, 14 Jan. 2026, [www.kff.org/immigrant-health/potential-implications-of-the-new-medicaid-data-sharing-agreement-between-cms-and-ice/](http://www.kff.org/immigrant-health/potential-implications-of-the-new-medicaid-data-sharing-agreement-between-cms-and-ice/). Accessed 13 Feb. 2026.

Ramage, Lorna. “Austin’s Prop Q Would Provide Revenue for Essential City Services - Every Texan.” Every Texan, 24 Oct. 2025, [everytexan.org/2025/10/24/austins-prop-q-would-provide-revenue-for-essential-city-services/](http://everytexan.org/2025/10/24/austins-prop-q-would-provide-revenue-for-essential-city-services/). Accessed 10 Feb. 2026.

Schwertner, Charles, and Joan Huffman. S.B. 8. 1 June 2025, [capitol.texas.gov/tlodocs/89R/billtext/pdf/SB00008F.pdf#navpanes=0](http://capitol.texas.gov/tlodocs/89R/billtext/pdf/SB00008F.pdf#navpanes=0). Accessed 10 Feb. 2026.

# Works Cited - Guide to 2030 Impacts

- Civic Information Index. "Civic Information Index - Engaged, Informed, Equitable, and Healthy Communities Nationwide." *Civic Info Index*, Civic Information Index, Nov. 2024, [civicinfoindex.org/](https://civicinfoindex.org/). Accessed 18 Feb. 2026.
- Davis, Warren. "Libraries Benefit Communities through Partnerships: Texas Health and Human Services Commission's Community Partner Program." *TSL Texas*, 28 Jan. 2025, [www.tsl.texas.gov/ld/librarydevelopments/2025/01/28/libraries-community-partner-program/](https://www.tsl.texas.gov/ld/librarydevelopments/2025/01/28/libraries-community-partner-program/). Accessed 18 Feb. 2026.
- Einhorn, Amy, and Susana Morales. "Central Texas Primary Care Capacity Assessment 2024." *St. David's Foundation*, 31 Oct. 2024, [stdavidfoundation.org/research-and-insights/pcca-2024/](https://stdavidfoundation.org/research-and-insights/pcca-2024/). Accessed 18 Feb. 2026.
- Frontline Solutions. "Community Directed Giving Benchmarking Assessment". Feb. 2026.
- Grundhoefer, Seara, et al. "Voices That Matter: How Nonprofits and Foundations Engage with the Communities They Support." *The Center for Effective Philanthropy*, The Center for Effective Philanthropy, July 2025, [cep.org/report/voices-that-matter-how-nonprofits-and-foundations-engage-with-the-communities-they-support/?utm\\_source=media&utm\\_medium=press-release&utm\\_campaign=voices-that-matter&utm\\_content=pr](https://cep.org/report/voices-that-matter-how-nonprofits-and-foundations-engage-with-the-communities-they-support/?utm_source=media&utm_medium=press-release&utm_campaign=voices-that-matter&utm_content=pr). Accessed 18 Feb. 2026.
- Texas Talent Experts. "Healthcare - Austin Labor Market Insights + Community Impacts." Workforce Solutions Capital Area, Apr. 2025, <https://wfscapitalarea.com/reports-insights/labor-market/healthcare-industry-snapshot-apr-2025/>. Accessed 18 Feb. 2026.
- Workforce Solutions Capital Area. "Huge Growth Brings Huge Opportunity | Healthcare Industry Snapshot (Feb 2024)." *Workforce Solutions Capital Area*, Workforce Solutions Capital Area, 29 Feb. 2024, [wfscapitalarea.com/reports-insights/labor-market/healthcare-industry-snapshot-feb-2024/](https://wfscapitalarea.com/reports-insights/labor-market/healthcare-industry-snapshot-feb-2024/). Accessed 18 Feb. 2026.

**St. David's Foundation** is a community-focused and equity-driven organization supporting health and wellness in Central Texas. It is one of the largest health foundations in the United States, funding more than \$100 million annually in a five-county area surrounding Austin, Texas. The Foundation also operates one of the largest mobile dental programs in the country and offers the largest health scholarship program in Texas, the St. David's Neal Kocurek Scholarship Program. To learn more about the Foundation, visit [stdauidsfoundation.org](http://stdauidsfoundation.org)

