

20th Anniversary Edition

2018 ANNUAL REPORT OUR COMMUNITY | OUR POTENTIAL

2018



CAREER PLACEMENTS



DEGREES & CERTIFICATES EARNED



PEOPLE SERVED

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Messages From Our Leaders

EXECUTIVE DIRECTOR



This past year, Capital IDEA celebrated 20 years of lifting adults out of poverty and into living wage careers through education. As an avid runner, I can say that leading Capital IDEA these past two decades has been much like a marathon with progress coming one step at a time. We've not only kept the pace, we've adapted along the way to the needs of our students and our local workforce. When Capital IDEA started, jobs in the semi-conductor industry were in high demand. Today, that demand is in healthcare and information technology. We're training students for the best careers of the day and keeping an eye on what's ahead. Of the students we've invested in, 1,600 have crossed the finish line so far, and that number keeps growing. Thanks for reflecting with us on our past accomplishments while we gear up for the miles ahead!

Steve Jackobs | Capital IDEA

BOARD CHAIR



I am proud to chair the Capital IDEA Board and represent the business community as the President and CEO of Cooper Consulting Company in Austin. For the last 20 years, Capital IDEA has supported thousands of people in pursuit of a new career and a better life. With the help of our generous funders, Capital IDEA works hard to expand access to education and opportunity for our neighbors, knowing that good jobs lead to bright futures and healthy communities. In 2018, 103 students graduated as registered nurses, dental hygienists, computer network administrators, surgical technicians, and more. Each has a unique story that brought them to Capital IDEA, but all have worked tirelessly to get to the graduation stage – and we couldn't be more proud. Read about three of these amazing graduates starting on page 5.

Melynda Caudle | President and CEO, Cooper Consulting Company

AUSTIN INTERFAITH



Capital IDEA was founded in 1998 through the leadership of Austin Interfaith partnering with the business community. Austin Interfaith believes people can and will succeed if given the opportunity. Not only do we believe this, but we take action to create opportunity and we're thrilled to celebrate the now more than 1,600 people who have been placed into new careers thanks to Capital IDEA. In 2018, I was happy to be featured in a new orientation video series designed to inform potential students about the Capital IDEA program. These videos are just part of several new online resources that will make it easier for everyone to access the information and apply to our program. You can read more about the launch of Capital IDEA's online application process on page 10.

Fannie Akingbala | Capital IDEA Board | Austin Interfaith Leader

Capital IDEA at-a-Glance in 2018



CAREER PLACEMENTS

107 Career Placements in 2018



The average starting wage for all career placements in 2018 was \$22.09 per hour.

Our goal is to place students in career fields and starting positions that make use of the knowledge and skills they have acquired, even if they leave the program early without graduating. In 2018, 17 of the 107 job placements were placed early. Their income is included in the average starting wage.



DEGREES & CERTIFICATES

103 Degrees & Certificates Earned in 2018

HEALTHCARE



80% of the credentials earned in 2018 were in the healthcare field.
[58% Registered Nurses]

TECH (IT)



15% of the credentials earned in 2018 were in IT, information technology.

TRADES & OTHER



5% of the credentials earned in 2018 were in professional trades, applied technology, science, or other fields.

Note that December graduates are often placed in careers the following year.



PEOPLE SERVED

1139 Central Texas Adults Served in 2018

In 2018, 1139 individuals received direct support from Capital IDEA in the form of career navigation, guidance, financial assistance, and/or job placement. Additionally, 867 children experienced spill-over benefits from having a parent supported by Capital IDEA.



GENDER

Men: 23%
Women: 77%



AGES

under 24: 38%
age 25 to 34: 36%
age 35 to 44: 18%
age 45+: 8%



ETHNICITY

Hispanic: 55%
African American/Black: 21%
White/Anglo: 19%
Asian: 4%
Other: 1%

Celebration of Achievements



Capital IDEA's annual Celebration of Achievements Luncheon honoring the graduates of 2018. Norris Conference Center, February 28, 2019.

CELEBRATING OUR HEROES!

Each year, we host a special luncheon to celebrate the successes of our degree and certificate earners who've finished their programs. These hard-working students make numerous personal sacrifices to secure a brighter future for themselves and their families. When their hard work pays off, it's time to celebrate!

On February 28, 2019 supporters, students, and guests all joined us for this year's luncheon to celebrate the graduates of 2018 and hear the inspiring stories of three graduates: Jeremy Acosta, Stephanie Mbulu, and Joanna Decrescenzo.



Capital IDEA staff at luncheon, from left: Career Navigator Sister Ane Nguyen, Office Manager Laly Ruiz, Community Outreach Coordinator Daniel Lopez, Accounts Payable Blanca Vazquez, and Development Officer Daniell Rider.

Thank You to Our Event Sponsors



Montemayor Britton Bender PC
CERTIFIED PUBLIC ACCOUNTANTS





Jeremy Acosta, IT Graduate and keynote speaker at the Celebration of Achievements Luncheon.

GRADUATE STORY: JEREMY ACOSTA

Good afternoon, my name is Jeremy Acosta and I'm honored to be here as a Capital IDEA alumni and one of the first graduates to come from the IT Career ACCelerator when it was just a pilot program. I'm glad to be here to speak about my experience and the obstacles that I overcame to get to where I am today.

I have a great job as a Help Desk Technician at LifeWorks, and I enjoy every moment. LifeWorks is a local nonprofit that provides pathways to self-sufficiency for more than 4,000 youth and families, many of whom are facing life's most difficult challenges, including homelessness, trauma, and abuse. In addition to help desk support, I also work on their network and servers.

Before all this, I was a trouble maker. My parents separated while I was still young, and it was just me and my mom. I never had a father figure in my life, and my clearest memory to this day is watching my mom struggle to make ends meet and do what she had to take care of me. With no guidance in my life, I ended up getting into all kinds of trouble and ultimately landed myself in jail, just like many statistics would have predicted.

After I got out on probation, I had fines to pay, and restrictions on where I could go. I did my best to find a job so that I could pay my dues, but it wasn't easy with a record. Frustrated and feeling stuck, I started

considering some of the same things that got me in trouble in the first place.

Luckily, my mom saw the signs, and she decided to intervene. She told me that I had a choice – to give up on myself and go back to jail, or do the right thing because I was a smart man. I made the right choice and decided not to go down those old roads.

I moved to Houston to look for work. I found a fire and water restoration job. It was physically demanding and I was always on call, day and night, including weekends and holidays. I typically worked over 130 hours a week. I was finally paying my fines and earning good money, but the job was taking its toll. I couldn't keep it up so, I decided to go back home to Austin.

When I got back, my mom told me about this program called Capital IDEA. She said they could help me earn an associate degree and get into a high demand career. I went to the information session to learn more, and I remember thinking to myself, "What's the catch? This is way too good to be true. All this support!"

I took a leap of faith and applied anyway. I got in, and I was on my way to college. I thought college would be like an extension of high school, but I was wrong. Fortunately, I had the support of Capital IDEA, most of all, I was glad I had James, my Career Navigator. He was there when I needed to talk. It was like I had an extended family.

I had to learn how to use my time wisely, especially when I took the Career ACCelerator route, which allowed me to go at my own pace. I ended up pushing as hard as I could, taking up to 15 credit hours in one semester. I changed my work schedule, taking on 18 hour weekend shifts, so I could be at school during the week. Because of the reduction of hours, I was hurting financially, but none of that mattered because I had a goal, and I was trying to make good on an important promise I had made to my aunt. She was sick, and doctors told us we she didn't have much time left. My promise to her was that she'd see me walk the graduation stage.

I delivered on that promise. My aunt was there when I graduated in 2017, as was my whole family. It was one of the proudest moments of my life. I was the first in my family to graduate from college. Since then, one of my cousins has followed in my footsteps. I now enjoy encouraging others to take a leap of faith to improve their lives, just like I am doing every day.

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JEREMY'S STORY CONTINUED...

Since graduation, I have been working for LifeWorks, where I get to serve more than 200 employees on all their computer and connectivity needs. So far, I have earned four pay raises and I was voted what is like our Employee of the Month. I'm no longer struggling like I used to. It wasn't easy to get here, but now, I find it very easy to do this job I love. I have hit some major milestones in my life, and the newest one is my little

one. I have a great partner: my wife, a great motivator: my son, and a steady job that helps me enjoy what I have. As for my future, I am taking the steps to become a home owner. I also plan to continue to sharpen my IT skills and would like to earn my Bachelor's Degree. Whatever else comes after that, I know how to set goals and take action to reach them. Thank you Capital IDEA for giving me this second chance.

MARK MELLIAR-SMITH LEADERSHIP AWARD: STEPHANIE MBULU

Stephanie Mbulu's calling to be a nurse first took root when she was in elementary school, and her mother was in a horrific car accident. Her family spent a lot of time at the hospital, and one of her most vivid memories of that time was seeing the skill and compassion of the nursing staff who cared for her mother. The seed was planted, and later it grew into a realization that this is the kind of person she wanted to be — a person who helps others in their moments of greatest need.

Capital IDEA asks all its students to give back to the community once they graduate, but Stephanie didn't wait for graduation. Even while finishing school, working, and being a single parent to her son, Stephanie found numerous ways to volunteer and advocate for others. She's taken the time to share her personal story with decision makers at the State Capitol who can impact the students coming up behind her. She's volunteered her time for fundraising events, and she even spent many grueling hours on a video shoot to help Capital IDEA produce an instructional video that will make applying to Capital IDEA easier for prospective students.

When asked why Capital IDEA is important, Stephanie says "Capital IDEA makes individuals stronger, so that we can do the work that makes our community stronger." It is the mark of a true leader that she seeks the good of her community, and it became evident early on to the staff who've worked with her that Stephanie is first and foremost dedicated to serving her community. She gives her time to ensure opportunities will be there for others, and she advocates on behalf of those who have the greatest need. We are convinced that we have seen only the beginning of her leadership and service, and we're honored to be among the earliest organizations to recognize Stephanie as a current and future leader.



From left: Suzanne Baker and Steve Jackobs with Stephanie Mbulu and son, Kamani, at her pinning ceremony.

About Our Awards

Mark Melliar-Smith Leadership Award

To cultivate a spirit and tradition of leadership, each year Capital IDEA selects a student or graduate to recognize with the Mark Melliar-Smith Leadership award, named for former board member, Mark Melliar-Smith. Mark's level of involvement and dedication over his twelve years on the board serves as our example of excellence in leadership.

Aurora Alworth Spirit Award

Aurora was one of Capital IDEA's first students. While enrolled, she was diagnosed with cancer. Aurora stayed committed to her education and encouraged others with her upbeat personality. Although Aurora lost her battle with cancer in 2002, her spirit of dedication and perseverance continues to inspire us today.



Pictured: Joanna Decrescenzo (center) with friends and family and Career Navigator Sister Ane (second from right) at Capital IDEA's Annual Celebration of Achievements Luncheon in February.

AURORA ALWORTH SPIRIT AWARD: JOANNA DECRESCENZO

This past year, Joanna Decrescenzo reached a personal goal 30 years in the making by graduating as a nurse at the age of 58. Joanna married a few years out of high school and started a family. She and her husband ran a business and raised five children, and during that time Joanna often dreamed of going to college. But when the family business went into decline, those aspirations got put aside.

Joanna found work as an embroiderer at a uniform company earning \$12 an hour. When they finally had to close the doors on their family business, their financial situation grew dire. Joanna recalls they didn't pay their mortgage or electric bill for an entire year. And when their daughter graduated high school, they celebrated with an affordable treat — ice-cream cones at McDonalds.

But through perseverance and dedication, Joanna helped her children access Pell Grants and reach the goal she had wanted for herself: a college education. All five of her kids made it into college. Then, in 2009, it was finally her turn. Joanna showed up at an ACC campus and sat down with an advisor. She recalls, "I almost let my fears keep me from taking this step." She didn't know where she would get the money for tuition, or if she could do the work, but she was determined to give it a try.

She made it through her basic courses, and with each small hurdle she overcame, her confidence grew. Then came the nursing program. Although she'd been a good student, the nursing program was academically challenging and more expensive than she'd anticipated. Luckily, around this time she heard about Capital IDEA. She applied, qualified, and continued on in the program with the additional support she needed.

Then during her second semester, she was hit by a car while leaving her clinical lab at the hospital. She had a broken wrist and a concussion, but the real pain came from the news that her injuries meant she wouldn't be able to finish out the semester. It took her months to recover, and longer still for the fall application date to roll back around. But true to her nature, Joanna didn't give up. She reapplied to the nursing program and completed her degree.

In December 2018, she graduated with her Associate of Applied Science in Nursing. Shortly thereafter, she was hired and started her new job as a nurse at Ascension Seton.



From left 2018 Honorees: Joanna Decrescenzo and Stephanie Mbulu

Career Goals Achieved in 2018

Healthcare Careers Capital IDEA Student Hired in 2018

Rodolfo Herrera
Davidson Isokpunwu
Angelika Jada
Christalyne Kahmann
Fariba Karimi
Melanie Kihnel
Lisa Lee
Mekbeb Lemma
Jennifer Lopez
Clara Loza
Gabriella Lozano
Jeanett Lujan
Ytzayana Macias
Laura-Star Malone
Natalie Marquez
Jessica Martinez
Candace Martinez
Bessy Matute

Laura Medina
Frehiwot Mesfin
Fares Messaoudene
Helen Moges
Elizabeth Molina
Brittany Moore
Monica Mutrux
Alice Ntiranyibagira
Anne Ogbolu
Juana Patino
Jessie Perez
Amber Phillips
Nancy Quiroz
Patricia Riddick
Denise Riojas
Quintara Robinson
Iaeilin Rodriguez
Noemi Romero

Imaculee Ruremesha
Tarry Sallas
Josie Saucedo
Setsuko Shibata
Allison Smith
Zara Stewart
Rosa Tan
Tina Torres
Megan Trevino
Ifeoma Ukoh
Mandoh Ursula
Emely Villegas
Kathleen Watters
LaTonya Williams
Jessica Wray
Michelle Young
Jasmine Zambrano

Healthcare Employers

Hired Students in 2018



Ascension Seton
Austin Regional Clinic
Austin Family Dentistry
Austin Retirement and Nursing
Center
Austin Wellness and Rehabilitation
Balcones Dental
Central Texas Medical Center
Clinical Pathology Labs

Diagnostic Laboratories
Focused Post-Acute Care
Partners
Grifols
G's Dental Studio
Lone Star Circle of Care
Mentis Neuro Health
MGA Homecare
My Pure Delivery
Our Family Home Care
Park Bend Health Center
Physicians Premier
Pillpack
Poet's Walk: A Spring Hills
Memory Care Community
Post Acute Medical Rehabilitation
Hospital
PSA Healthcare

Rapid Recovery Center
Retama Manor Del Rio, LLC
Senior Care Centers
Special Kids Care
Sports and Spine Associates
St. David's HealthCare
Texas Department of Health
and Human Services/ Austin
Supported Living Center
The Hospital at Westlake
Travis County
Urology Austin
Veracyte
Vitae Clinic
Wesleyan Home
Westlake Dermatology
Westminster Manor



Info Tech (IT) Careers

Capital IDEA Students
Hired in 2018

Ivy Affum
Jacob Butts
Abdelfettah Charfaoui
Skyler Coffman
Waseem Hasan
Jared Hillis
Casey Hunt
Catherine Komar
Eric Matias
Alexander Mcfarland
Onel Riveron
Jeffrey Roye
Yasmin Sosa-Nistal
Poele Wikongo
Tonya Williams

Trades & Other Careers

Capital IDEA Students
Hired in 2018

Hermilo Aviles
James Christenson
Damian Comparan
Toya Dixon
Ba Gay
Rodolfo Gomez
Ruben Gonzales
Abubakar Kamara
Christopher Maxwell
Thong Nguyen
Samuel Nizigiyimana
Silvia Nunez
Rogelio Romero

Info Tech (IT) Employers

Hired Students in 2018



Applied Materials
Blackbox
Dell Computer
Facebook
Hostway Services
Insight Global
KRG/HCL Technologies Inc.
Q2ebanking
Securelink Inc.
Shop LC
Spectrum
VISA



Trades and Other Employers

Hired Students in 2018



Austin Independent School
District (AISD)
Austin Community College

Burke Center for Youth
Capitol Chevrolet Automotive
Group
City of Austin
Comfort Solutions Service
Family Endeavors
Gold Standard Asset
Management
H-E-B
Internal Revenue Service
Jaguar Land Rover Austin
T. Morales Company

Standout Moments From 2018

WHITLOW EDUCATION FUND: Ice Cream Social Fundraiser

SEPTEMBER 30, 2018 The Whitlow Task Force was formed in 2005 to build awareness about Capital IDEA in the Williamson County community and to raise funds to support county residents through the program. Every other year, the Task Force hosts an ice cream social to celebrate the success of Capital IDEA graduates and to recognize remarkable Williamson County leaders with an award that honors the example of the much beloved and fondly remembered couple Bunky and Geneva Whitlow. This year's Whitlow Good Neighbor Awards went to former Texas State Representative Larry Gonzales, and Jerry and Linda Bradley. The event raised more than \$42,000 to support Williamson County residents enrolled in Capital IDEA.



Pictured: Margaret Fuhr and Lavon Mills enjoying Maggie Moo's ice cream at the 2018 Whitlow Good Neighbor Ice Cream Social fundraiser.



Pictured from left: Board Member Jesse Navarrete, Cynthia Flores, and Good Neighbor awardee Larry Gonzales.



Pictured: Good Neighbor awardees Jerry and Linda Bradley (center) with family.

UPGRADED ACCESSABILITY: Our Application Process is Now Online

In 2018, Capital IDEA took its application process online. It was a big project funded by the generous financial support of the Michael & Susan Dell Foundation; plus time and talent from web developers, designers, a video production company, staff, board members, and numerous volunteers. In late September, the online dashboard went live, and new applicants began moving themselves through the first few steps of the process.

By the end of the year, almost 900 individuals had learned more about Capital IDEA by watching the online videos, and nearly 500 individuals had filled out the online application. Plans to expand the online dashboard in 2019 are under way.



Pictured: Capital IDEA graduate, Marie Valerio, one of the volunteers who helped produce our CareerUp videos.

20 YEARS OF LEADERSHIP: We Say Thank You to Steve Jackobs



Pictured from left: current and former staff: Janie Mendoza, Alfredo Gomez, Steve Jackobs, Eva Rios-Lleverino, Dazzie McKelvy, and Sister Ane Nguyen

In October, Capital IDEA staff, supporters, and friends gathered to honor founding Executive Director Steve Jackobs' twenty years of service. Deputy Executive Director Eva Rios-Lleverino summed up his impact, saying, "Our community is now engaged in city-wide discussions about the same topic Steve interviewed me on 20 years ago, except now almost everyone at the table believes that investing in adults pays off for our entire community. There is a track record and evidence to support it, in no small part because of the work Steve has done."

GIVING BACK: The Capital IDEA Alumni Association Relaunches in 2018

In late summer 2018, former Career Navigator, Suzanne Baker, transitioned to a newly created position: Alumni & Student Engagement Coordinator. Suzanne says reviving the alumni association became a priority in 2018 because "Capital IDEA now has graduates with upwards of 18 years of professional experience. They've gone through personal and professional growth, and they are eager to mentor the next generation. It is up to us to provide them those opportunities to do so."

In October, alumni volunteers spoke at the Capital IDEA Student Assembly encouraging current students to register to vote. They followed up with a non-partisan, Get Out the Vote phone bank in November.



Picture from left: Capital IDEA Alumni: Jose Manet, Josyel Oliviera, Amy Lopez-Escobedo, Kim Otnes, Jacob Garcia, Frank Christenson, Fares Messoudane, Michael Holman, and Pasqual Salazar Jr.

That same month, speakers began volunteering to share their personal stories with potential new applicants at CareerUp information sessions throughout the community.

2018 SURVEY RESULTS: Participant Satisfaction



Pictured: Capital IDEA students in their last semester of classes meet with Ron Modesty, Senior Employer Coordinator, to start preparing for their job hunts.

In 2018, 437 Capital IDEA students took our annual student survey. Here are some of the results.

98% of respondents said yes, they were satisfied with Capital IDEA.

99.5% said they would recommend us to family and friends.

93% rated their commitment to finishing their program as *excellent* or *good*!

62% reported that they'll be the first in their family to graduate from college.

Invested Community

2018 FUNDERS & DONOR CIRCLES

Public Funders

\$1,000,000+

City of Austin

\$500,000+

Travis County

\$100,000+

State of Texas (ACE Fund)

Texas Veterans + Family
Alliance Grant Program

Employer Investors

SAM, Inc.

Seton | Ascension

St. David's HealthCare

Philanthropic Funders

Champions \$500,000+

Michael & Susan Dell
Foundation

St. David's Foundation

Benefactors \$25,000+

General Motors

Georgetown Health Foundation

United Way of Williamson County

Leaders \$10,000+

Austin Community Foundation

Beth Avery

Bank of America

BBVA Compass Bank

The Campbell Foundation

Georgetown Hospital Auxiliary

Samir Hanna

Hindu Charities for America

Lola Wright Foundation

Long Foundation

Lowe Foundation

Shield-Ayres Foundation

W.D. Kelley Foundation

Women's Independence
Scholarship Program

Fellows \$2,500+

Austin Community College District

Baylor Scott & White Healthcare

Bettye Nowlin and Family

Carl and Claire Stuart

Children at Heart Ministries

Jessica Chapin

Rhonda and John Dirvin

Nyle and Nancy Maxwell

Samsung Austin Semiconductor

Sanford and Cynthia Levinson

Wells Fargo

Scholars \$1,000+

Patricia and Gregory Donica

Ben Eynon

Friedel Family Foundation

Frost Bank

Nikki Graham

Craig and Felicia Hester

IBM

Gwen May

Jim and Lavon Mills

Lori and Felix Munson

Professional Management Group
(PMG)

Paul Skeith and

Minerva Camarena-Skeith

George and Sally White

Bill and Jeanie Youngblood

Alumni Donors

Krickett Avalon

Maricarmen Buelow

Delilah Deguirre

Peter Chau Dinh

Darmyelesh Fenta

Teresa Garza

Lauren Glass

Michael Holman

Cody Jennings

Tania Santiago Kelly

Paul Maicah

Koreena Malone

Dragana Novakovic

Kim Otnes

Lajju Patel

Laura Pellerin

Kenisha Purcell

Clayton Skidmore

FY2018 Financials

This financial information was excerpted from the financial statements and independent auditors report prepared by Montemayor Britton Bender PC, certified public accountants.

Revenue: \$4,174,681

City of Austin: \$1,877,028

Foundation Grants: \$862,913

Travis County: \$620,330

State ACE Fund: \$341,463

Individual & Corporate: \$199,970

Other Revenue: \$272,977

Expenses: \$4,900,120

Program: \$4,156,012

Administration: \$711,685

Fundraising: \$32,423

Change in Assets: (\$725,439)

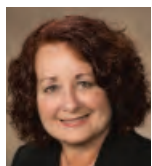
Net assets start of year: \$3,169,148

Net assets end of year: \$2,443,709

Board of Directors

FISCAL OVERSIGHT & STRATEGIC GUIDANCE

Leaders of Austin Interfaith and representatives from healthcare and technology employers founded our board in 1998. Today, the board has 16 director seats: 8 seats for Austin Interfaith leaders, 7 for business community leaders, and 1 seat for a representative of Capital IDEA's Alumni.



Melynda Caudle
Board Chair

President and CEO,
Cooper Consulting
Company



T. Carols "Tim"
Anderson*
Board Member
AIF Leader, Abiding
Love Lutheran Church



Koreena Malone
Board Member
Principal, KM Business
Solutions



Rev. Katie Wright
Board Vice Chair

Associate Rector and
AIF Leader, St. David's
Episcopal Church



Joe Canales
Board Member
Vice President of
Human Resources
Seton | Ascension



Jim O'Quinn**
Board Member
VP, Technology
Financial Services
Online
AIF Leader, Our
Lady of Guadalupe
Catholic Church



Jesse Navarrete *
Board Secretary

Director of Financial
Reporting & Planning,
Continental Insurance



Holly Coe
Board Member
Business Development
Director, B2
Management &
Consulting, LLC



Joy Penticuff
Board Member
Professor Emerita, UT
School of Nursing
AIF Leader, First
Congregational
Church of Austin



Jawana Gutierrez
Board Treasurer

Retired, Austin Energy



Ben Eynon**
Board Member
R&D Senior Director
Business & Marketing
Development,
Suss MicroTec Inc.



Robert Williams
Board Member
AIF Leader, Mt. Olive
Baptist Church



Fannie Akingbala**
Board Member

AIF Leader, Ebenezer
Baptist Church



Teresa Garza*
Alumni Representative
Associate Professor
of Radiology, Austin
Community College



Curtis Wyman*
Board Member
AIF Leader, University
United Methodist
Church



Nikki Graham**
Board Member
Senior Vice President
and Austin Market
President, Bank of
America

* Began Board Service in 2018

** Completed Board Service in 2018

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