WE ARE HERE TO INSPIRE A COMMUNITY OF HEROES

2019 ANNUAL REPORT
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</table>
In 2019, Capital IDEA graduates continued to deliver on their promise to give back to the community. This informal commitment that each new student makes, is our way of encouraging leadership, civic engagement, and generosity. This year, alumni turned up as advocates speaking before elected officials, shared their story with prospective students, and made financial gifts to help future generations of students. One such graduate is Aida Nacro. Her story is on page 6, and it is a perfect example of why we believe that an investment in the future of an individual is an investment in the future of our entire community.

Melynda Caudle  |  President and CEO, Cooper Consulting Company

In 2019, Austin Interfaith officially re-branded as Central Texas Interfaith. Now reflecting a 10-county region, Central Texas Interfaith is unified in its focus on key issues affecting our community. Workforce development has always been a critical issue area, which is why our leaders helped found Capital IDEA 22 years ago. I am proud to be one of eight Central Texas Interfaith leaders serving on the Capital IDEA board. Back in March, I had the opportunity to present the Aurora Alworth Spirit Award to one of Capital IDEA’s 2019 graduates. Turn to page 7 and read why we honored Alondra Rodriguez with this award.

Sammy Hall, Sr.  |  Capital IDEA Board  |  Central Texas Interfaith Leader

A record-breaking 129 students graduated with the support of Capital IDEA in 2019. Now working for employers such as VISA, Ascension | Seton, CommUnity Care, Spectrum, and St. David’s HealthCare (to name just a few), these graduates exemplify perseverance and grit. Capital IDEA provided the support structure, and their individual determination and resilience did the rest. Grad Amber Bothne (page 11), summed up this spirit: “If you have the support that you need, you can do anything. You just need to keep showing up, and put one foot in front of the other.” Congratulations to all our graduates on their inspiring accomplishments!

Steve Jackobs  |  Capital IDEA
In 2019, 1,242 adults received direct support from Capital IDEA in the form of career guidance, financial assistance for tuition, books, student fees, and/or job placement. Additionally, 980 children experience spill-over benefits from having a parent supported by Capital IDEA.
For two decades, Capital IDEA has supported thousands of people in pursuit of a new career and a better life. It is with the support of our partners, funders, event sponsors, and community that Capital IDEA has been able to expand access to education throughout Central Texas, knowing that education leads to good jobs and bright futures for our neighbors.

The cost of tuition, books, childcare and transportation can weigh heavily on a low-income individual, preventing capable, hard working adults from succeeding and moving up. The financial support Capital IDEA provides helps ease these burdens so that our students can direct their focus where it needs to be – on honing skills and earning degrees that prepares them for their futures.

In 2019, a record-breaking 129 students graduated with the support of Capital IDEA in career paths ranging from Automotive Technicians to Registered Nurses, Dental Hygienists, Computer Network Administrators and more.

At our annual Celebration of Achievements Luncheon, Capital IDEA graduate and keynote speaker, Jaime Martinez, shared his story. We also honored awardees, Aida Nacro and Alondra Rodriguez. Read on for their stories.
Innovation  Inspiration  Impact -

KEYNOTE SPEAKER: JAIME MARTINEZ

My name is Jaime Martinez, and I have been fortunate to have been surrounded by people who believed in me and pushed me to accomplish so much in my life. The truth is, school didn't come easy for me. I was not the best student in high school, and I didn't put in a lot of effort. In fact, I remember when I asked my mom if she was coming to my high school graduation, she joked: "You never to go school. I'm afraid if I go they're never going to call your name." In case you're wondering, they did call my name, and I did graduate. After high school, I married my high school sweetheart, Norma, and found a job at a fast-food place. Even though I didn't study hard, I did work hard. My willingness to show up and do the work eventually earned me an assistant manager position. I was making the most money I had ever made in my life, and yet I still wanted to do more for my family.

One day, my wife Norma came home with a flyer for Capital IDEA. She told me "you can do this." But remembering how I'd done in high school, I hesitated. When I finally went to an information session, it seemed too good to be true! I couldn't believe that they would pay for everything. I applied and I got in.

Going to college wasn't easy for me. I had to improve my language skills because I couldn't speak English very well. I also had to keep working to support my family. So I went to class from 5 pm to 8 pm every day, and studied late into the night, then got up in the morning to go to work. My advice to others in the program now is to trust that your hard work will pay off. Even if you're struggling and it feels like it will never end — keep at it.

For me, my hard work started paying off in 2003, when I earned my two certifications in A+ and Network + from ACC. Shortly after, I interviewed with a contract agency that worked with Dell. I was applying to be a Customer Service Technician, but I didn't get the job. Still, I impressed the person interviewing me so much, that he offered me a different job as a Prototype Technician! About five years later, a position opened up as a Program Manager, and my supervisor encouraged me to apply. He recognized my work ethic, and he knew that even though I didn't know the job, I would learn. After a round of intense and difficult interviews, I got the job.

I've been at Dell for 16 years. I've moved up from Prototype Technician to where I am today as a Senior Advisor for Project Management. I have two certifications from ACC, and I have managed to beat out people with higher degrees from top universities for jobs. What made the difference? People saw and recognized my drive to keep learning and my commitment to do whatever is needed to get the job done. One of my former supervisors at Dell still tells the story about one winter when a hard freeze hit the Austin area. Since Dell is a corporation that allows its employees to work remotely, everybody in our department called in that day. When my supervisor called to check on me, he asked, "Jaime, where are you?" I said to him, "I'm in the lab, where else would I be? It's a workday." He started using that story as an example of good work ethic.

I tell my kids that I expect the same thing from them; to work hard and to keep learning. I even bring home my annual reviews to show them what people at work say about me. This way I can show them that I'm not asking them to do anything I won't do myself.

During my time at ACC, one of the people who was really important to me was Theresa, my Career Navigator at Capital IDEA. She would call me to make sure I was keeping up with my studies. She knew when I had big tests coming up and would ask if there was anything I needed help with. She even helped me out...
with gas for my car when I needed to get to classes. When I wanted to quit, she was there to encourage me to keep going. And when I graduated, she is the one who introduced me to the contract agency that got me the interview at Dell.

Capital IDEA did so much more than just pay for my school. They supported me throughout the whole process, and they opened a door for me that I would have never thought possible. I have a wonderful career with so many opportunities for advancement still ahead of me. I now earn about four times as much money as I used to. I have a great house and a daughter who now has the opportunity to go to a top university. I get to run marathons as a hobby. I get to travel all over the world for work and see some pretty amazing things.

Last, but definitely not least, I have to tell you about my wife Norma. She has been my rock. My encourager. She believed in me from the very beginning. She stood by me and kept our family together when I was hardly available to her because I had to work and study. And when I wanted to quit, she encouraged me to push through. She never stopped believing in me. I owe her everything.

If you've ever supported Capital IDEA in any way, you have also supported me, and people like me. Capital IDEA opened a door for me to a future that I never would have dreamed of. Isn’t it incredible to believe that your support has helped someone go from a small-town farm in Mexico, into a high paying job at one of the largest computer companies in the country? I am so thankful and proud to be a Capital IDEA graduate. Thank you for your support.

MARK MELLIAR-SMITH LEADERSHIP AWARD: AIDA NACRO

This year’s Mark Melliar-Smith Leadership award was presented to Aida Nacro in recognition of her passionate and steadfast leadership.

Aida graduated from Austin Community College in 2016 as a Computer Network Administrator. Aida knew that she wanted a career working with computers, but obstacles in her life prevented her from following that dream. Then she applied to Capital IDEA where she demonstrated focus, determination, and a high level of motivation.

After graduation, Aida made time in her extremely busy schedule to advocate for Capital IDEA by participating in Central Texas Interfaith Accountability meetings with local officials, visiting the State Capitol, and representing Capital IDEA at events with funding partners. Aida was also a member and key contributor to the IT Action Collaborative. She devoted time and energy alongside employers, Capital IDEA Board Members, and staff from ACC to quadruple the enrollment in IT professions and cut a year from the time needed to earn a degree!

Aida has also taken on a leadership role within Capital IDEA’s Alumni Association. And she has managed all of this while also working full time as a Network Administrator, raising her two children as a single parent, and working towards her Bachelor’s degree in Computer Science.
AURORA ALWORTH SPIRIT AWARD: ALONDRA RODRIGUEZ

This year’s Aurora Alworth Spirit Award was presented to Alondra Rodriguez for her dedication to education, perseverance in overcoming challenges, and willingness to help others.

Alondra started with Capital IDEA in 2015 as a College Prep student. For a decade before that, she’d held onto a dream of becoming a nurse without any idea of how she would get there. Although she often feared it would never happen, she clung to hope, and in 2019, Alondra became the first person in her family to graduate college.

Her Career Navigator, Sister Ane, nominated Alondra for this award because, throughout her time in college, Alondra had a heart for others and showed a willingness to help her peers, often taking time to work with other students who struggled despite her own demanding schedule and family responsibilities as a single mother of three.

When asked about her motivation to lend a hand to those around her, Alondra said that seeing others struggle reminded her of herself, and she knew how hard it could be to feel like it was the end of the world. Having someone to tell her that she could keep going made a huge difference to her and she wants to be that for other people.

For Alondra, that has meant getting involved in the Associate Degree Nursing Student Association to support her fellow students. She would reach out to those a level or two behind her in the nursing program, offering them encouragement, pulling them forward, and helping them find resources to keep them on track.

Previously, Alondra also shared her personal story with the teen mom classes at Any Baby Can for the same reason — to be that voice of encouragement.

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 our former board member. 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.
HEALTHCARE CAPITAL IDEA STUDENTS HIRED IN 2019

Ahmad Abdulhadi  Justin Felan  Judith Lufong  Erin Pina
Jazmin Albarran  Lluvia Flores  Angelica Luna  Brandi Price
Naomi Alfaro  Zoa Friday  Yolisma Luna  Bertha Quintero
Mary Allen  Elicia Fulton  Shaleise Mainor  Megan Reyes
Annalysia Allison  Kathleen Garcia  Jose Manet  Le Richard
Lenia Alvarado  Isabel Gomez  Ahmad Mansoor  Elizabeth Rivera
Jayme Arreguin  Carolynne Griffin  Amanda Marino  Shelley Rizley
Sherilynn Balderas  Mallory Hamilton  Alondra Martinez  Gabrielle Robison
Amber Bothne  Jennifer Hampton  Stephanie Mbulu  Serena Rodriguez
Chantell Braddy  Estela Hernandez  Tyler Menge  Kelly Rutland
Alexandra Bruno  Crystal Hernandez  Keidra Meredith  Yuri Santos
Malorie Campbell  Diana Hernandez  Ashley Miskin  Monique Showels
Lesdy Canales  Andrea Hickman  Adriana Montano  Alize Sissac
Diana Capetillo  Crystal Hogg  Sandra Montoya  Shannon Sutherland
Lucia Cardassi  Jamaica Holder  Sarah Morgan  Lorena Torres
Ericka Castillo  Rafiullah Hotak  Zaria Munze  Lyly Tran
Amber Collins  Hali Hudson  Rose Navarro  Tam Tran
Laci Combs  Lima Ishaqzai  Lani Nielsen  Marissa Vasquez
Liliana Correa  Canitra Jackson  Noorullah Noor  Brianna Velasquez
Jeremy Daus  Jessica Jaimes  Judith Nwigbo  Elizabeth Villafan-Diaz
Tiffany De la Fuente  Candace Jimenez  Favour Okoro  Leslie Wade
Joanna Decrescenzo  Jenna Leshikar  Carmen Olazabal-Oro  Stacy Wagner
Yessenia DeGante  Kitty Levi  Lissette Padro  Abdul Waziry
Susan Deleon  Sharon LoGiudice  Anayeli Paredes  Brandie Williams
Kimberly Desha  Jonathan Lopez  Araceli Patino  Ruby Zaleta
Mykia Durham  Marisol Lozano  Cindy Perez  Adriana Zermeno
Ebony Edmondson-Stites  Crystal Lucio  Cynthia Perry  Shondra Zinnecker

HEALTHCARE EMPLOYERS THAT HIRED STUDENTS IN 2019

Aloha Dental  Aspin Dental Management Inc  BCforward
Ascension Seton  Austin Diagnostic Clinic  BioLife Plasma Services
  • Cedar Park Regional Medical Center  Austin Hills Dental  BrightStar Care
  • Dell Children's Medical Center  Austin Public Health  Brookdale Lakeway
  • Medical Center Austin  Austin Regional Clinic  Brookdale Senior Living
  • Medical Center Hays  Aveanna  Carus Dental
  • Medical Center Williamson  Baylor Scott & White  Cedar Park Surgery Center
HEALTHCARE EMPLOYERS CONTINUED...

<table>
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<tr>
<th>Clinical Pathology Labs</th>
<th>Pflugerville Family Dentistry</th>
<th>St. David's Healthcare</th>
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<tbody>
<tr>
<td>Cornerstone Hospital</td>
<td>Regency Integrated Healthcare Systems</td>
<td>• Medical Center</td>
</tr>
<tr>
<td>Covenant Management Systems</td>
<td>Rock Springs Hospital</td>
<td>• North Austin Medical Center</td>
</tr>
<tr>
<td>Cross Country Healthcare</td>
<td>S.P.J.S.T. Skilled Nursing &amp; Rehabilitation</td>
<td>• South Austin Medical Center</td>
</tr>
<tr>
<td>Gracy Woods II Living Center</td>
<td>Senior Lifestyle Corporation</td>
<td>Texas Department of Health and Human Services</td>
</tr>
<tr>
<td>Howerton Eye Clinic</td>
<td>Sherwood Pediatric Denistry</td>
<td>Texas NeuroRehab Center</td>
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<tr>
<td>Longhorn Village at Steiner Ranch</td>
<td>Sonography Solutions</td>
<td>Thrive Skilled Pediatric Care</td>
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<td>MGA Homecare</td>
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<td>Travis County</td>
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<tr>
<td>Orthopedic Specialists of Austin</td>
<td></td>
<td>Walgreens</td>
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<td>Pediatric Healthcare Connection</td>
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INFORMATION TECHNOLOGY (IT) CAPITAL IDEA STUDENTS HIRED IN 2019

<table>
<thead>
<tr>
<th>Zachary Burkett</th>
<th>Rizwanullah Hamedi</th>
<th>Benny Mendoza</th>
<th>Arturo Sandoval</th>
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<tbody>
<tr>
<td>Ricardo Cardona</td>
<td>Cassandra Lawrence</td>
<td>Christopher Messick</td>
<td>Tatsue Senior</td>
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<tr>
<td>Rufino Coronado</td>
<td>Ehtson Limon</td>
<td>Asrat Minase</td>
<td>Oghenebrohien Uwalogho</td>
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<tr>
<td>Joe Angel Cruz</td>
<td>Jason Lopez</td>
<td>Maria Patino</td>
<td>Thinh Vu</td>
</tr>
<tr>
<td>Ramon Gonzalez</td>
<td>Mario Machuca</td>
<td>Baylee Rhodes</td>
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INFORMATION TECHNOLOGY (IT) EMPLOYERS THAT HIRED STUDENTS IN 2019

<table>
<thead>
<tr>
<th>Accenture</th>
<th>Harte Hanks</th>
<th>Snap Kitchen</th>
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<tr>
<td>ACS Group HireGenics</td>
<td>Housing Authority for the City of Austin</td>
<td>Spectrum</td>
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<tr>
<td>Apple</td>
<td>Hyatt Regency Lost Pines</td>
<td>Travis County Sheriff's Office</td>
</tr>
<tr>
<td>Austin Travis County Integral Care</td>
<td>Kelly Services</td>
<td>Trend Micro</td>
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<td>Austin Independent School District</td>
<td>RICOH</td>
<td>United States Postal Service</td>
</tr>
<tr>
<td>C. Garcia Solutions, LLC</td>
<td>Samsung</td>
<td>University of Texas</td>
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<tr>
<td>EOS Resourcing Inc</td>
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TRADES & OTHER CAPITAL IDEA STUDENTS HIRED IN 2019

<table>
<thead>
<tr>
<th>Krystal Abdenur</th>
<th>Albino Armijo</th>
<th>Marco Mosqueda-Rodriguez</th>
</tr>
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<tbody>
<tr>
<td>Irineo Acosta-Arroyo</td>
<td>Hammurabi Bueno</td>
<td>Celestine Pendrey</td>
</tr>
<tr>
<td>Tigestu Amare</td>
<td>Joel Manzo</td>
<td>Sian Visser</td>
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TRADES & OTHER EMPLOYERS THAT HIRED STUDENTS IN 2019

<table>
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<tr>
<th>Atwell, LLC</th>
<th>Consolidated Reinforcement</th>
<th>TradeSTAR Staffing</th>
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<tr>
<td>Bowman Consulting Group</td>
<td>Firestone Tire and Auto</td>
<td></td>
</tr>
<tr>
<td>City of Austin</td>
<td>KIA of South Austin</td>
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STANDOUT MOMENTS FROM 2019

20 YEARS OF SERVICE: A MILESTONE YEAR FOR THREE OF OUR TEAM

In 2019, three long-time staff reached an impressive milestone — twenty years at Capital IDEA! Sara Hernandez, Suzanne Baker, and Ron Modesty were each presented with a framed award at a special celebration breakfast. In addition, each of them is eligible for a four-week paid sabbatical. Deputy Executive Director, Eva Rios-Lleverino explains why: “We decided that an extended vacation was the best way to thank staff who’ve stuck with us for so long. We value their collective experience and want to keep them with us for as long as they’re willing to stay!”

MICHAEL & SUSAN DELL FOUNDATION: CALCULATING FOR SUCCESS

In 2019, with the help of the Michael & Susan Dell Foundation, Capital IDEA implemented an algorithm into our case management database. The Student Semester Survey helps our team assess barriers and risks that individual students face. The tool streamlines our Career Navigators’ workload by clearly identifying where intervention is most needed for academic, financial, and situational needs. Based on the survey data, Career Navigators are able to better prioritize their students’ needs and direct services and resources accordingly.

AT THE UT TAILGATE: FUN & FUNDRAISING

SEPTEMBER 7, 2019 Capital IDEA’s professional employer organization, Insperity, invited Capital IDEA to co-host a tailgate for the UT vs. LSU football game. Staff, graduates, and friends of the organization showed up for barbecue and raffle prizes. During the event, Insperity presented Capital IDEA with a surprise donation!
In the summer of 2019, 559 Capital IDEA students responded to our annual student survey.

**99%** of respondents said they were satisfied with Capital IDEA.

**99%** said they would recommend us to their family and friends.

**98%** rated their commitment to finishing their program as excellent or good.

**60%** reported that they’ll be the first in their family to graduate from college.
## INVESTED COMMUNITY IN 2019

### 2019 FUNDERS & DONOR CIRCLES

#### Public Funders

**$1,000,000+**
- City of Austin

**$500,000+**
- Travis County

**$100,000+**
- Central Health
- State of Texas (ACE Fund)

#### Employer Investors

- Ascension | Seton
- SAM, Inc.
- St. David’s HealthCare

#### Philanthropic Funders

**Champions $500,000+**
- Michael & Susan Dell Foundation
- St. David’s Foundation

**Benefactors $25,000+**
- Austin Community Foundation
- General Motors
- Hindu Charities for America
- The Campbell Foundation
- The Sooch Foundation
- Topfer Family Foundation
- United Way of Williamson County

**Leaders $10,000+**
- Bank of America
- BBVA Compass Bank
- Lola Wright Foundation
- Long Foundation
- Lowe Foundation
- Nowlin Family

**Fellows $2,500+**
- Ascension | Seton
- Austin Community College District
- Rhonda and John Dirvin
- Insperity
- John Jackobs
- Carl and Claire Stuart
- United Heritage Charity Foundation
- Wells Fargo
- Women’s Independence Scholarship Program
- Workforce Solutions Capital Area

**Scholars $1,000+**
- Patricia and Gregory Donica
- Frost Bank
- Gray & Becker, P.C.
- Craig and Felicia Hester
- Gwen May
- Lori and Felix Munson

**Leaders $10,000+ Continued**
- Paul Skeith and Minerva Camarena-Skeith
- Mark Melliar-Smith
- Solar Winds
- George and Sally White
- Kristen Woolstrum
- Curtis Woolstrum
- Jeanie Youngblood

**Scholars $1,000+ Continued**
- Christina De Leon
- Peter Chau Dinh
- Darmyelesh Fenta
- Teresa Garza
- Michael Holman
- Brandy Holmes
- Ytzayana Macias
- Paul Maicah
- Laura-Star Malone
- Joel Manzo
- Praneeta Gurung Oli
- Patricia Rodriguez
- Clayton Skidmore
- Thinh Vu

### FY2019 FINANCIALS

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

<table>
<thead>
<tr>
<th>Revenue: $4,960,929</th>
<th>Expenses: $4,992,712</th>
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<tbody>
<tr>
<td>City of Austin: $1,901,680</td>
<td>Program: $4,200,700</td>
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<tr>
<td>Foundation Grants: $1,480,320</td>
<td>Administration: $721,229</td>
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<tr>
<td>Travis County: $763,104</td>
<td>Fundraising: $70,783</td>
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<tr>
<td>State ACE Fund: $290,546</td>
<td>Change in Assets: ($31,783)</td>
</tr>
<tr>
<td>Individual &amp; Corporate: $173,845</td>
<td>Net assets start of year: $2,443,709</td>
</tr>
<tr>
<td>Other Revenue: $193,934</td>
<td>Net assets end of year: $2,411,926</td>
</tr>
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FISCAL OVERSIGHT & STRATEGIC GUIDANCE

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

**Melynda Caudle**
Board Chair
President and CEO, Cooper Consulting Company

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

**Koreena Malone**
Board Member
Principal, KM Business Solutions

**Rev. Katie Wright**
Board Vice Chair
Associate Rector and CTI Leader, St. David’s Episcopal Church

**Holly Coe**
Board Member
Community Volunteer

**Alyssia Palacios-Woods**
Board Member
President and CEO, Austin Young Chamber

**Jesse Navarrete**
Board Secretary
Director of Financial Reporting & Planning, Continental Insurance

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

**Joy Penticuff**
Board Member
Professor Emerita, UT School of Nursing

**Jawana Gutierrez**
Board Treasurer
Retired, Austin Energy

**Sammy Hall Sr.**
Board Member
CTI Leader, Hidden Valley and High Meadows Residents’ Association

**Enrique J. Saenz**
Board Member
CTI Leader, Our Lady of Guadalupe Catholic Church

**T. Carlos "Tim" Anderson**
Board Member
CTI Leader, Abiding Love Lutheran Church

**Trenton Henrichson**
Board Member
CTI Leader, St. Ignatius Martyr Catholic Church

**Robert Williams**
Board Member
CTI Leader, Mt. Olive Baptist Church

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**Robert Williams**
Board Member
CTI Leader, Mt. Olive Baptist Church

**Koreena Malone**
Board Member
Principal, KM Business Solutions

* Began Board Service in 2019  ** Completed Board Service in 2019