Thank you, Steve Jacobs for more than 23 years!
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## 2021

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For more than 23 years, I was honored to lead Capital IDEA in its mission to lift our neighbors out of poverty and into living-wage careers through education and career advancement. Since its founding, more than 2,000 previously low-income adults have joined the middle-class workforce in healthcare, technology, and trades. By focusing our energy on living-wage, in-demand careers available in Central Texas, we have tested and proven the theory that if you give people the tools and the support, enormous change is possible.

The road we’ve traveled with our students has not been easy. Many barriers threatening to keep Central Texans living in poverty had to be addressed, such as poor academic preparation, an inability to pay for childcare, and a lack of funds for tuition, books, and fees. Many were living on thin margins, and even a financial shortfall of a few hundred dollars could spiral into a missed semester or more. Our support had to be sufficient for the challenges our students faced.

To meet the need, we relied on partnerships and collaborations, first between Central Texas Interfaith and business leaders, then with regional employers, community colleges, partner organizations, and ultimately with our students and graduates. Working alongside these community stakeholders, we paved the way for Capital IDEA students and widened the road to financial freedom.

In my last letter as Executive Director, I want to say I am immensely proud to have had a hand in creating an organization that values equity in mission, culture, and practice. For over two decades, we’ve stood committed to building a more equitable Central Texas through equal access to higher education and employment and advocating for substantial and meaningful change within higher education and workforce development. Since our founding in 1998, we have acted on the principle of "all people, all together."

Today, the need for Capital IDEA remains strong. I am confident that, with the continued support of our stakeholders and the unyielding grit and perseverance of our now and future students, Capital IDEA will continue connecting the need for a skilled, diverse talent pool for local businesses to the critical need for our underemployed and unemployed neighbors to change the financial future for themselves and their families.

Steve Jackobs
Founding Executive Director
Since its founding, the road to opportunity and success has been paved by the vision and dedication of Capital IDEA’s founding Executive Director, Steve Jackobs. Some of the organization’s most proud accomplishments during his tenure were Steve’s successful efforts to widen the road of opportunity for low-income adults in Central Texas in general and Capital IDEA students in particular. Wherever roadblocks narrowed the path, slowing some down and leaving others behind, Steve dug in. He worked tirelessly and relentlessly to draw attention, resources, and community support to these areas. He was a collaborator when collaboration was the way forward and an agitator when the status quo needed a shakeup. And through these efforts, he brought awareness to numerous opportunities for improving workforce outcomes for bright futures. See a highlight of celebrated milestones at right.

Under Steve’s leadership, in 2021, Capital IDEA students continued to prove that with support, they can navigate the roadblocks that life sets forth. Their tenacity and ability to stay the course have been remarkable.

**Rev. Paul Skeith**
Board Chair

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**CELEBRATED MILESTONES DURING STEVE JACKOBS’ TENURE AS EXECUTIVE DIRECTOR, 1998-2022**

**2003**
Through the partnership and commitment of Ascension Seton and St. David’s HealthCare, Capital IDEA added Registered Nursing to its list of sponsored careers. We have helped more than 550 RNs launch their careers.

**2005**
The Geneva and Bunky Whitlow Fund was established to support Williamson County residents. More than 300 Williamson County residents have graduated to date and about 160 students are currently in training.

**2012**
Capital IDEA celebrated its 1,000th program completer, Elizabeth Soltero Carroll. Ten years later, Elizabeth continues growing her IT career, and recently completed her MBA with an emphasis in Computer Science. She now works at Dell and is actively involved in Capital IDEA’s Alumni Network.

**2015**
Capital IDEA launched the IT Career Expressway in partnership with ACC by combining financial assistance from Capital IDEA with accelerated instruction for in-demand tech careers from ACC and guaranteed paid internships. To date, nearly 200 students have graduated through this program.

**2019**
Thanks to the efforts of Central Texas Interfaith, Capital IDEA received its first public grant from Hays County. Expansion into Hays County was first catalyzed in 2016 through the support of the St. David’s Foundation.
In 2021, Capital IDEA served 1,107 Central Texas adults. They received direct support to match their needs such as: financial support (tuition and textbooks), childcare, career guidance, and job placement.

In 2021, 136 students were placed in employment. Note: December graduates are often placed the following year.

In 2021, the average starting wage for students placed in jobs was $25 an hour or approximately $52,000 a year.

In 2021, 133 students earned a degree or certification after an average of 3 years enrolled with Capital IDEA.

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### 2021 Student Body Demographics

**Gender**
- 79% Women
- 21% Men

**Age**
- 34% 18 to 24
- 19% 35 to 44
- 41% 25 to 34
- 6% 45 and older

**Race/Ethnicity**
- 54% Hispanic
- 21% African American/Black
- 18% White
- 4% Asian
- 3% More than one race or other

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### Graduates by Field

- 28% Technology (IT)
- 69% Healthcare
- 3% Trades & Other Careers
My name is Teresa Garza, and I am extremely honored to receive the Mark Melliar-Smith Leadership Award.

My story begins back in 1999 when I was a full-time retail worker making $7.85 an hour, picking up clothes off the floor, and knowing that I could be doing more with my life. A classmate told me about how Capital IDEA could assist me with tuition, books, support, and guidance. I was skeptical that such a program existed, but I attended an orientation session, applied, and received the "yes" that would change the trajectory of my life.

Capital IDEA supported me through the Associate of Applied Science degree in Diagnostic Medical Imaging-Radiology offered at Austin Community College. I graduated in 2001, and I worked for eleven years at a local hospital in San Marcos, Texas, and enjoyed serving my hometown community.

In 2009, I took a leap of faith and accepted a full-time faculty position in the same radiology program where I was once a student. I discovered that I enjoy teaching the next generation of imaging professionals, some of which are Capital IDEA students. I also decided to continue my education by earning my bachelor’s degree in radiology and my master’s degree in education.

Capital IDEA is part of the foundation to which I owe my success. Over the years, I have continued to assist in the Capital IDEA mission by serving on the Capital IDEA board, in the Alumni Network, and sharing my story to those who will listen. I advocate for Capital IDEA and the importance of education, because I am living proof that the combination works.
ABOUT THE MARK MELLIAR-SMITH LEADERSHIP AWARD

The Mark Melliar-Smith Leadership Award was created to honor and cultivate the tradition of leadership among Capital IDEA’s students and graduates. It is named for former Board member, Mark Melliar-Smith, whose level of involvement and dedication over his twelve years on the board serves as our example of excellence in leadership.

GABRIELLE MICHELLE SHEPHERD 2021 SPIRIT AWARD

Gabrielle Michelle Shepherd is a registered nurse and this year’s Aurora Alworth Spirit Award recipient. As a child, Michelle experienced many forms of abuse and says, “all of this led to a lack of self-respect or any sort of hope for a happy life.” It was only “by the Grace of God, I overcame abuse and addiction to drugs and alcohol.”

At age 15, Michelle became pregnant, and the father disappeared. “It was time for me to grow up,” she says. Her mother enrolled her in Austin Can Academy where Michelle struggled with old habits. She dropped out but came back more determined than
ever when she realized “I wanted more for myself and my daughter.” This time, she succeeded and earned her high school diploma at age 19.

Two years later, her sister invited her to a church-based recovery program. She was pregnant with her second child and determined to kick her old habits for good. It was there she learned about Capital IDEA. It sounded too good to be true, and she recalls thinking, "how am I going to go back to school after all these years, and now I have three kids?"

Her moment of inspiration came at a women’s conference when the presenter talked about fear. Michelle was struggling with thoughts like “What if I fail? What if I don't make it? What if I'm not good enough?” She realized she had to overcome these fears in order to reach her goal, her “land of milk and honey.”

She applied to Capital IDEA, but to her dismay, there wasn’t enough childcare funding. “I was discouraged, but I didn’t lose hope! I had a relationship with the Lord and a support system that continued to spur me on.”

In 2016, Michelle tried again and was accepted. “I lived in my mom’s house with my husband, our three kids, my sister, her husband, and their four kids. It was crazy and chaotic.” But her husband and mom encouraged her to give it a go.

“College wasn’t easy. I didn’t pass every semester, and I didn’t get straight A’s. I had many setbacks: I lost my beloved dog, Cha Cha, I had another child, and I was diagnosed with PTSD from all of my childhood trauma.” But Michelle didn’t give up. “I had to be intentional every single day about making the right decisions for myself and my future. I attended church and my Celebrate Recovery groups, focused on my studies, stayed true to my sobriety, and built up my support system. And it paid off.”

On December 13, 2021, Michelle graduated with her associate degree from Austin Community College. On February 7th, she started as a medical surgical nurse at Ascension Seton Main. “My dream had come true! I used to be a troubled teen who couldn’t seem to get it together, and my parents were far from proud. And now, my entire family is proud of me.”

What’s next for Michelle? “I was recently invited to speak at my old school, Austin Can Academy, where I shared my story with other students, hopefully inspiring them to pursue their dreams. I want to use everything I have learned, and will learn, in the nursing field to help others, just like so many have helped me.” Her spirit of perseverance has brought her to this point, and now, “I’d like to be a part of a program or help create programs for individuals who need assistance with affording healthcare and also programs for behavioral health issues like recovering from addiction.”

Michelle’s full acceptance speech is available at www.capitalidea.org/category/stories
NEW CAREERS 2021 EMPLOYERS & GRADUATES

TECHNOLOGY EMPLOYERS
HIRING PARTNERS

- Cirrus Logic
- City of Austin
- Dell Computer
- Infineon
- iTech Express: Cell Phone and Computer Repair
- Luna Data Solutions
- Modis Inc.
- MyItPros
- Populus Group
- Q2
- Skyworks Solutions
- Spectrum
- Synack, Inc.
- US Tech Solutions Inc
- Visa
- Wipro
- Workforce Solutions
- Capital Area

TECHNOLOGY CAREERS
HIRED GRADUATES

- Abbas Arkawazi
- Bryanna Cabrera
- Dylan Calderon
- Erica Capps
- Alexander Carr
- Zachariah Cavin
- Leo Coakley
- Liliana Espinoza
- Javier Galaviz
- Cynthia Gauna
- M Eshaq Haidari
- Kamri Hardeman
- Jonathan Harris
- Amy Hartmann
- Dustin Kaltman
- Marco Lopez
- Andrea Lujan
- Raz Muhammad Nizami
- Daniel Olivares
- Michael Perron
- Mahboob Rahman
- Alexander Riley
- Ramon Rivera
- Valerie Robateau
- Levi Shaw
- Andrew Vanvoorhees
- Nyaradzai Zhou

TRADES & OTHER EMPLOYERS
HIRING PARTNERS

- Agave LD
- AutoNation Chevrolet West Austin
- Bleyl Engineering
- Dashiell Corp
- Randstand
- RideNow
- Sterling Acura of Austin
- Tom Green & Company Engineers, Inc

TRADES & OTHER CAREERS
HIRED GRADUATES

- Victor Camarena
- Marcos Flores
- John Menna
- Phillip Monreal
- Thinh Nguyen
- Stephen Onuokwu
- Khaiibar Rahimy
- Elysia Silver
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<td>Christina Agundiz</td>
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<td>A-List Staffing</td>
<td>Doni Alexander</td>
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<td>ARA Diagnostic Imaging</td>
<td>Mary Allen</td>
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<td>Ascension Seton</td>
<td>Alex Alvarado</td>
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<td>Austin Community College</td>
<td>Amy Alvarado</td>
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<td>Jennifer Angulo</td>
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<td>Austin State Hospital</td>
<td>Catalina Arellano</td>
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<td>Baylor Scott &amp; White</td>
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<td>Carus Dental</td>
<td>Mungu Barrett</td>
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<td>Central Texas Rehabilitation Hospital</td>
<td>Keara Becerra</td>
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<td>Ciox Health</td>
<td>Lizabeth Benitez Jaramillo</td>
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<td>Clinical Pathology Labs</td>
<td>Lamanda Bonnet</td>
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<td>Davita Kidney Care</td>
<td>Esmeralda Bueno</td>
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<td>Daybreak Dental</td>
<td>Aaron Calderon</td>
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<td>Encompass Health</td>
<td>Rosario Casanova-Marrufo</td>
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<td>Experity Health</td>
<td>Sandra Castillon Valdes</td>
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<td>Focus Care at Stonebriar</td>
<td>Elizabeth Cole</td>
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<td>Forest Family Dentistry</td>
<td>Molly Cox</td>
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<td>From the Heart Therapy Services</td>
<td>Natalie Crouch</td>
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<td>Georgetown Orthopedics</td>
<td>Jomar Daus</td>
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<td>Guadalupe Regional Medical Center</td>
<td>Ashley Davidson</td>
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<td>Hospice Austin</td>
<td>Monica Escobar</td>
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<td>Lone Star Circle of Care</td>
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<td>Piazza Center for Plastic Surgery and Advanced Skin Care</td>
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<td>Luwam Ghebregiorgis</td>
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<td>St. David’s HealthCare Surgical Care Affiliates</td>
<td>Josefina Gonzalez</td>
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<td>Texas Cardiac Arrhythmia</td>
<td>Stephanie Gonzalez</td>
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<td>The Center at Parmer</td>
<td>Shalisa Granados</td>
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<td>Brittany Krizin</td>
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<td>Betelhem Zeyede</td>
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ALUMNI NETWORK | GIVING BACK IN 2021

2021 SPECIAL PROJECT | In 2021, Capital IDEA’s Alumni Network collaborated with the Eastern Crescent Healthy Now Advisory Council to implement surveys to advance planning efforts for healthy living in the Eastern Crescent region of Central Texas. Capital IDEA received a grant through the University of Texas at Austin for its participation in this project.

2021 FUNDRAISING

$3,635 Donated
$6,500 Alumni-Leveraged Funds Raised

2021 ALUMNI PROJECTS

320 HOURS  Block walks in Dove Springs
160 HOURS  Eastern Crescent Health community survey
132 HOURS  Outreach with personal networks
115 HOURS  Capital IDEA flyer distribution
80 HOURS  Civic Engagements - assemblies, voting, voter registration, speaking with candidates and elected officials
72 HOURS  Guest panels for College Prep Academy
72 HOURS  A Dream Come True Foundation activities
60 HOURS  Creating tutorial videos for current students
50 HOURS  Meeting with Capital IDEA supporters
48 HOURS  Hays County meetings
12 HOURS  Conference panel, Association for Public Policy Analysis & Management
10 HOURS  Outreach strategy brainstorming
10 HOURS  High school outreach presentations

1,141 TOTAL HOURS DONATED IN 2021
FUNDERS & DONORS SUPPORTERS IN 2021

Public Funders
$1,000,000+
City of Austin

$500,000+
Travis County

$100,000+
State of Texas (ACE Fund)

$25,000+
Hays County

Employer Investors
Ascension | Seton
St. David’s HealthCare

Philanthropic Funders
Champions $1,000,000+
St. David’s Foundation

Benefactors $25,000+
Austin Community Foundation
Campbell Foundation
Education and Careers for America (EC4A)
JPMorgan Chase
Sooch Foundation
Topfer Family Foundation

Leaders $10,000+
Beth Avery
First United Methodist Church of Georgetown
Samir Hanna
Long Foundation
Gwen May
Montandon Foundation
Nowlin Family Trust

Fellows $2,500+
BBVA
BancorpSouth
Paul and Jane Dietche*
Rhonda and John Dirvin
Steve Goode
Atchyuth Gorti
Eric Hehman
Insperity
John Jackobs
Nyle Maxwell Family of Dealerships
R Bank

Scholars $1,000+
Malcom Davis
Patricia and Gregory Donica
Janet Freidberg
Frost Bank
Teresa Garza
Gray & Becker, P.C.
Mona Munson
Jesse Navarrete
Round Rock Woman's Club
Minerva Camarena-Skeith and Paul Skeith
Mark Melliar-Smith
Paul and Katherine Solon
Kathleen Tulle
VeraBank
Amy Webberman
Samuel and Luz Yontz
Jeanie Youngblood

Friends $999 and Under
Jacob Adams
Tim Anderson
Falan Austin
Bob Batlan
Janet Beinke
Ericka Bereuter
Julie Bosshart Lammers*
Stacy Britton
Paul Bryan
Cynthia Bryant*
Darlene Byrme*
Joe Canales
Suzanne Cantu*
Judith Carlson

Alumni Donors
Mario Beltran
Peter Chau Dinh
Teresa Garza
Ramon Gonzalez
Michael Holman
Koreena Malone
Felicia Reed
Thinh Vu

William Carrington*
Marian and Armando Castroverde *
Tania Castroverde
Moskalenko*
Laura Colwell*
Sarah Cook
Linda Copenhaver
Susan Crews
Colleen Cunningham
Brandon Dallorso*
Geraldine Dalton
Leslie Davis*
Kim Davis Callaway*
Dickson Delahaye
Gloria DeVere
Saba Dilawari*
Jeffrey Dooley
Debbie Dunn*
Kristin Ellis
Suzy Estes*
Cathy Eubank
April and Michael Floyd
Pascal Forgione
Maria Frank*
Gabrielle Frasier*
Jared Frost
Sarah Fugelsang *
Martha Furst
Diego Gaytan
Lora Ann Gerson*
Ariel Godwin*
Bonnie Gossels*
Florence Gould
Ann Graham*
Emily Hagins*
Megan Hagins*
Mona Hale*
continued...

*In Memory of Diego Dietche
**FUNDERS & DONORS** CONTINUED

**Friends $999 and Under**
*Continued…*
- Sammy Hall
- Edwin Donald Hanson, Jr.
- Rebecca Harris
- Adrian Haynes*
- Diane Hebner*
- Rebekah Henderson
- Trenton Henrichson
- Ann and David Hillis *
- Lon Holder*
- Michelle Hotchkiss
- Tina Huckabee*
- Steven Jackobs
- Cornel & Delores Jones*
- Gilbert Keith-Agaran*
- Dales Kent
- Marsha Kessler & David Golden*
- Richard Kilmer
- Dana Kiper*
- Robert Knaus
- Marcel & Cyril Kuhns*
- Emma Linn
- Lauren Love*
- Peg Liedtke*
- Steven Lin
- Jennifer Loehlin
- Mark Lyon
- Ruth Mallory
- Tela Mange*
- Helen Manno
- Robert Manzer
- Carrie Matherly*
- Elizabeth McCombs
- Ann McGINley
- Dazzie McKelvy
- Judy Mcleod
- Ana Mejia-Dietche
- Wanda and Jim Mills
- Lori & Felix Munson
- Tom Murphree
- Sona Nast
- Daniel Nicholson
- Lisa Nicolau*
- Sarah Oldmixon
- Alyssia Palacios-Woods
- Penny Paul*
- Joy Penticuff
- Kimberly Perkins
- Timothy Perry
- Virginia Philippy
- Tony Pitts
- Nora Predey*
- Jennifer Purcell
- Liz Ramon
- Gilbert Rappaport
- Deborah Rippstein
- Blair Robbins*
- Amie Rodnick*
- Kate Rush Sheehy*
- Enrique Saenz
- Henry Savage
- Candace Schmidt*
- Mary Schumann
- Mireille Seewan
- Maria Smith
- Sidney South
- Paula Spears*
- David Sullivan
- Nancy Sutherland
- Brenda Thompson*
- John Thornborrow
- Kim Thrower
- Joe Tiago
- Enrique & Hedda Trapp*
- Anna Trask
- Veronica Trott
- Kathryn Tullos*
- University Federal Credit Union
- Tona Vasquez
- Shevawn Walzel
- James Webb
- Barbara Wiederaenders
- Bruce Williams
- Anne and Jim Witwer
- Ran Woodfin*
- Curt Wyman
- Jennifer Yantes
- Catherine Zarker*
- Erin Zehr
*In Memory of Diego Dietche

**FY2021 FINANCIALS**

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

**Revenue: $4,805,265**
- City of Austin: $2,396,032
- Foundation Grants: $289,077
- Travis County: $858,718
- State ACE Fund: $407,108
- Individual & Corporate: $311,469
- Other Revenue: $512,861

**Expenses: $5,282,136**
- Program: $4,499,018
- Administration: $701,439
- Fundraising: $81,679

**Change in Assets: ($476,871)**
- Net assets start of year: $3,608,191
- Net assets end of year: $3,131,320
Leaders of Central Texas Interfaith and representatives from healthcare and technology employers founded our board in 1998. Today, the board has 16 director seats: eight for Central Texas Interfaith (CTI) leaders, seven for business community leaders, and one for a representative of Capital IDEA’s Alumni.