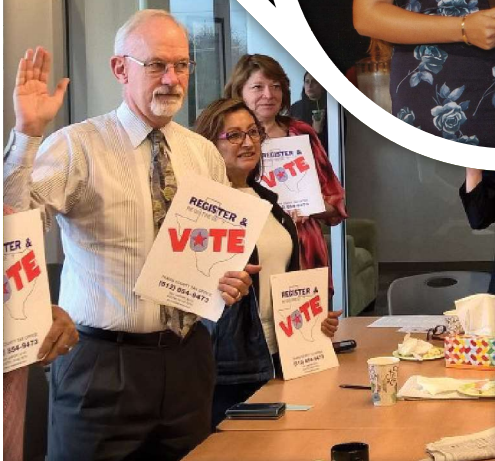
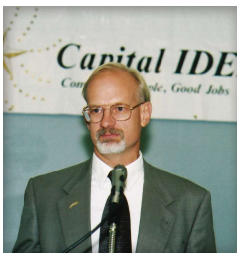




ANNUAL REPORT

20
21

Thank you,
Steve Jackobs
for more than
23 years!



P.O. BOX 1784
AUSTIN, TX 78767

WWW.CAPITALIDEA.ORG
512-457-8610

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STEVE JACKOBS LETTERS FROM OUR LEADERS



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

"We have tested and proven the theory that if you give people the tools and the support, enormous change is possible."

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 Jacobs
Founding Executive Director

PAUL SKEITH LETTERS FROM OUR LEADERS



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

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.

YEAR IN REVIEW 2021 AT-A-GLANCE

1,107

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.

Career Placements

136



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

Starting Wages

\$25



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

Credentials Earned

133



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

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

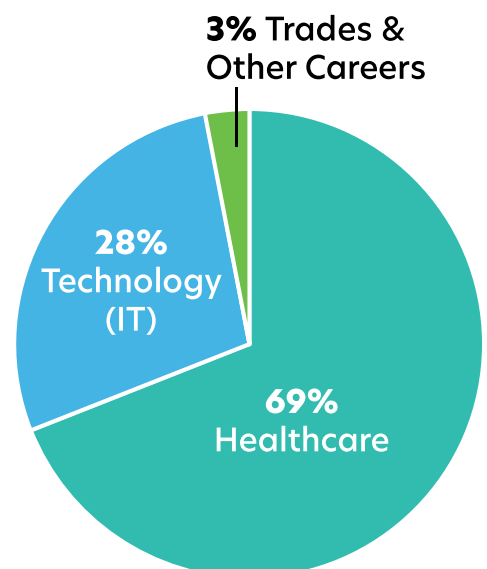
4% Asian

21% African American/Black

3% More than one race or other

18% White

GRADUATES BY FIELD



TERESA GARZA 2021 LEADERSHIP AWARD



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

"I advocate for Capital IDEA and the importance of education, because I am living proof that the combination works."

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

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.

combination works. I understand the feeling of being stuck and having dreams of living a better life.

One of the best things about being an educator is when I see my former students working out in hospitals and clinics. They are not only working, but thriving financially, professionally, and personally. It is the best feeling in the world that I had a part in their success. Simply put, I want those coming behind me to succeed. That drives my passion to continue to advocate for all current and future students. So, when they begin their own journey for a better life, Capital IDEA will continue to be able to offer support, guidance, and provide the foundation for their own success story.

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

ABOUT THE AURORA ALWORTH SPIRIT AWARD

The Aurora Alworth Spirit Award remembers one of Capital IDEA’s earliest students whose commitment to her education could not be stopped, even by cancer. Aurora maintained her studies during treatment and inspired her fellow students. She passed away in 2002, and we honor her by recognizing a graduate who shows this same spirit of perseverance and inspiring others.

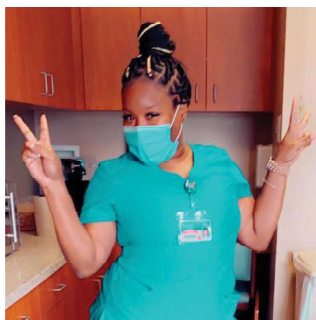
my studies, stayed true to my sobriety, and built up my support system. And it paid off.”

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
Khaibar Rahimy
Elysia Silver





HEALTHCARE EMPLOYERS

HIRING PARTNERS

Ageless Living Home
Health
A-List Staffing
ARA Diagnostic Imaging
Ascension Seton
Austin Community College
Austin Diagnostic Clinic
Austin Regional Clinic
Austin State Hospital
Baylor Scott & White
Carus Dental
Central Texas
Rehabilitation Hospital
Ciox Health
Clinical Pathology Labs
Davita Kidney Care
Daybreak Dental
Encompass Health
Experity Health
Focus Care at Stonebriar
Forest Family Dentistry
From the Heart Therapy
Services
Georgetown Orthopedics
Guadalupe Regional
Medical Center
Hospice Austin
ICU Medical
KAD Dental Staffing
Lone Star Circle of Care
Piazza Center for Plastic
Surgery and Advanced
Skin Care
Pomphrey Consulting
PPD
Rose Dental Group
Silverado Memory Care
SOAL Home Health
Services
St. David's HealthCare
Surgical Care Affiliates
Texas Cardiac Arrhythmia
The Center at Parmer
Thrive Skilled Pediatric
Home Health
Universal Health Services

HEALTHCARE CAREERS

HIRED GRADUATES

Christina Agundiz
Doni Alexander
Mary Allen
Alex Alvarado
Amy Alvarado
Amarachi Amaikwu
Jennifer Angulo
Catalina Arellano
Maryame Baaddi
Mungu Barrett
Keara Becerra
Lizabeth Benitez Jaramillo
Lamanda Bonnet
Esmeralda Bueno
Aaron Calderon
Rosario Casanova-Marrufo
Sandra Castillon Valdes
Elizabeth Cole
Molly Cox
Natalie Crouch
Jomar Daus
Ashley Davidson
Monica Escobar
Jeanette Estrada Lopez
Kala Faulkner
Marissa Fonseca
Jamie Freeman
Natalia Garcia
Jo Ann Garza
Nardos Ghebregiorgis
Mebrhit Ghebregiorgis
Luwam Ghebregiorgis
Josefina Gonzalez
Stephanie Gonzalez
Shalisa Granados
Cindy Gutierrez
Lee-Ann Guzman-Cortes
Karizma Harrison
Elizabeth Harvey
Tremisha Henderson
Casey Hensen
Martha Hernandez
Anavelky Hernandez
Yasmine Herrera
Mistilyn Holmstrom
Jenee Holycross
Precious Hopes
Tien Huynh

Sonia Jaramillo
Emily Johnson
Ali Kassab
Laura Kelley
Brittany Krizin
Jenna Leifeste
Tajaiiraie Lewis
Andrea Leyva
Sharon LoGiudice
Charlotte Mack
Yissel Martinez
Howaneiqua McCreary
Monica Mercer
Jordan Minister
Victoria Montoya
Tina Moore
Beatrice Mugabezaki
Brittany Oliva
Leandra Paine
Jessica Paul
Iris Perez
Jasmine Perkins
Heather Pham
Mayra Pineda
Rachel Reed
Elvia Reyes
Emma Riegler
Amanda Rodgers
Alicia Rodriguez
Beunca Roque
Tanilia Rosario
Ashley Rosas
Estrella Saldana
Juan Salinas
Angelo Sanchez
Allyson Serrano
Zablon Sibwori
Ashley Silva
Kathleen Simpson
Michelle Smith
Natalie Smith
Trevor Tomlin
Maria Toribio
Thao Tran
Nardos Tsegaye
Kristal Tyus
Candice Ulbrich
Kyleigh Varvel
Kassandra Vazquez
Dania Villafranca
Vanessa Woolf
Leah Wright
Betelhem Zeyede

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

217
ACTIVE
ALUMNI

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 Byrne*
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 Nicolaou*
Sarah Oldmixon
Alyssia Palacios-Woods
Penny Paul*
Joy Penticuff
Kimberly Perkins
Timothy Perry
Virginia Philipp
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

BOARD OF DIRECTORS SERVING IN 2021



Rev. Paul Skeith
Board Chair

CTI Leader,
SoCo Episcopal
Community



**Alyssia
Palacios-Woods**
Vice Chair

President & CEO, Austin
Young Chamber of
Commerce



Jesse Navarrete
Secretary

Director of Financial
Reporting & Planning,
Continental Insurance



Joy Penticuff
Treasurer

CTI Leader, Abiding
Love Lutheran Church



T. Carlos "Tim"
Anderson

CTI Leader, Abiding
Love Lutheran Church



Joe Canales**

Retired, Vice President
of Human Resources
Ascension



Teresa Garza
Alumni Rep.

Associate Professor
of Radiology, Austin
Community College



Sammy Hall Sr.

CTI Leader, Hidden
Valley and High
Meadows Residents'
Association



Trenton Henrichson *

CTI Leader, St. Ignatius
Martyr Catholic Church



Koreena Malone**

Principal, KM Business
Solutions



Enrique J. Saenz

CTI Leader, Our Lady
of Guadalupe Catholic
Church



Robert Williams

CTI Leader, Mt. Olive
Baptist Church



Curtis Wyman

CTI Leader, University
United Methodist
Church

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.

* Began Board Service in 2021
** Completed Board Service in 2021



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