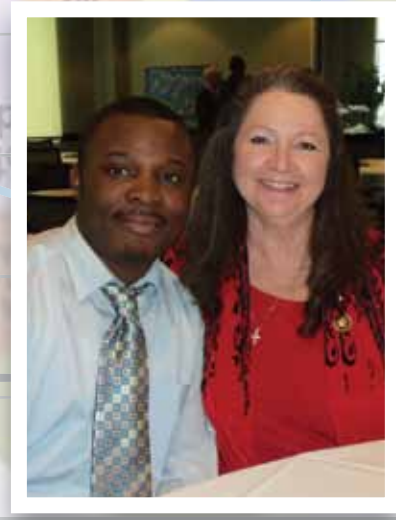
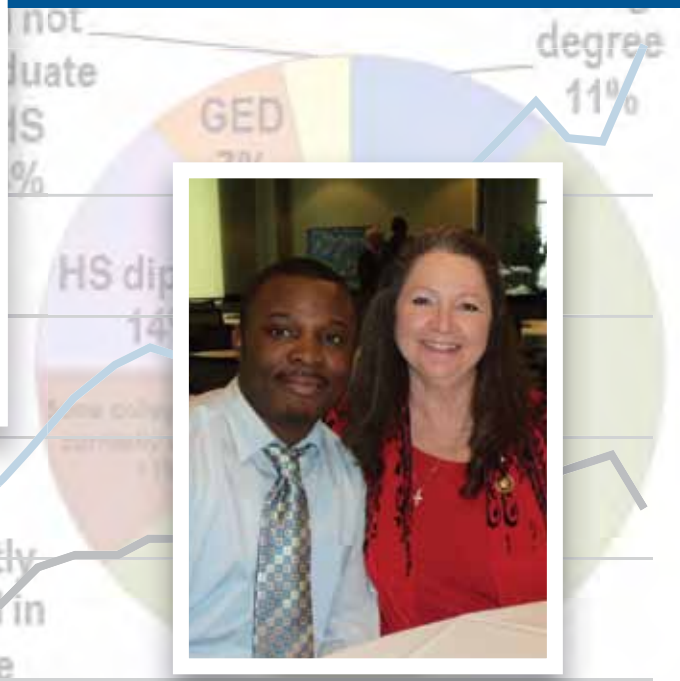


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## 2011 Annual Report

# Innovation Inspiration Impact



Earnings Gains

ROI

Generational Impact





# 2011 Annual Report

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**Pictured on the Cover:** Left - 2011 Graduate Lina Lespron Perez (center), surrounded by her family and her Capital IDEA Counselor Maria Mora (far right). Right - 2011 Graduates Sema Toe and Johnnie Love.

# Messages from Our Leaders

## Board Chair, Executive Director, and Austin Interfaith



Dear Supporters,  
I support Capital IDEA because of its excellent management and proven results. In 2011, an outside evaluator, the Ray Marshall Center at the University of Texas found that Capital IDEA has a 501% return

on investment (ROI) over 20 years (page 10), equivalent to an annual return of 17%! This is a staggering figure. In addition, a survey conducted this past summer by a student at Southwestern University (page 9), showed that 90% of the children of Capital IDEA Alumni graduated from high school and 75% went on to college, assuring them of a better path to good career opportunities. I am privileged to work with such an effective organization and thankful for your continued partnership and support.

Mark Melliar-Smith  
Board Chair, Capital IDEA  
CEO, Molecular Imprints



Dear Friends,  
After 13 years and nearly 1,000 graduates, we have proven that, *with the right support*, working poor adults can successfully return to school, graduate from the community college, excel in high-demand careers, and ultimately break the cycle of poverty. What's our "secret"? Capital IDEA's model is truly unique and successful because of the mutual commitment between us and our participants. Participants commit to finish and we in turn promise to support them through the highs and lows of their educational journey. 2011 graduate Jean Claude Ntiranyibagira's personal story (page 4) highlights the importance of this mutual commitment. The support Capital IDEA receives allows us to continue keeping our promise to the hundreds of adults in our program!

Steven Jackobs  
Executive Director  
Capital IDEA

Dear Readers,

Austin Interfaith is proud of Capital IDEA and our graduates. We teamed up with business leaders in 1998 to create Capital IDEA as a new kind of economic development strategy. Last year, the Ray Marshall Center's fourth update on local workforce development organizations confirmed Capital IDEA's significant, long-term impact on graduates' earnings. Please take a moment to read the report (page 10) along with the story of Teresa Garza, a 2001 graduate. Her story powerfully illustrates their findings. Please join us to make the same kind of difference for the thousands of remaining working poor in Central Texas.



Paul Skeith  
Board Vice-chair, Capital IDEA  
Austin Interfaith

Maria Emerson  
Board Treasurer, Capital IDEA  
Austin Interfaith

# Capital IDEA at-a-Glance

## Demographic and Financial Overview

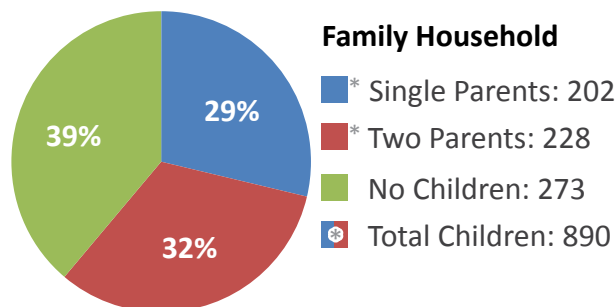
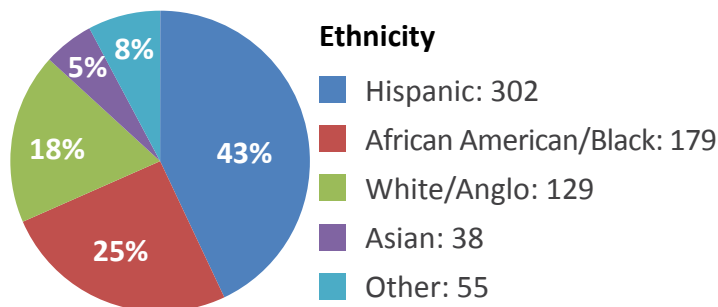
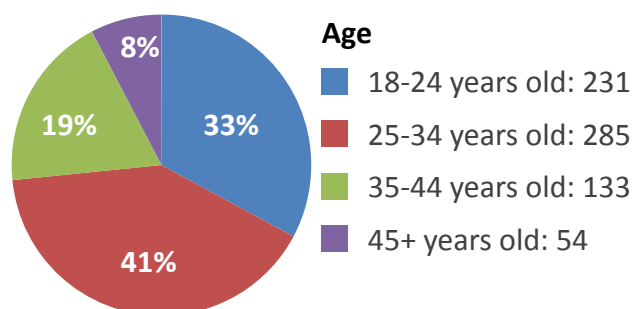
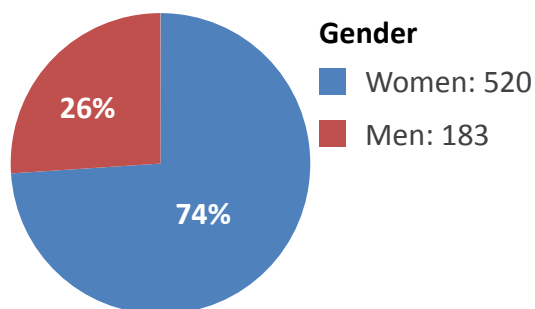
### 2011 Program Outcomes

In 2011, Capital IDEA served 703 low-income Central Texas adults in their career education by fully funding tuition, fees, and textbooks, assisting with childcare and transportation expenses, and providing intensive career counseling and case management services.

Total number of Participants Served: **703**  
 Total number of Graduates: **72**  
 Average starting wage at placement: **\$17.81**

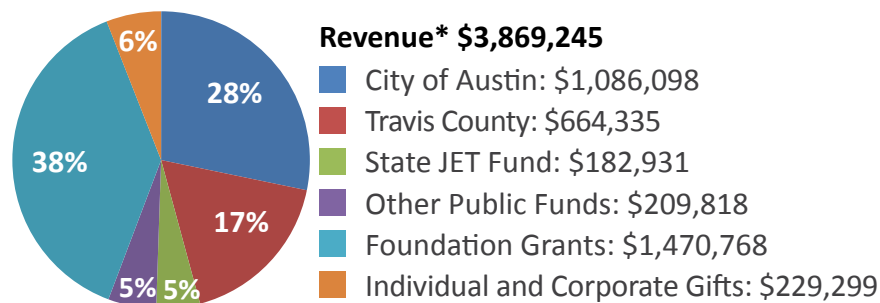
### 2011 Participant Demographics

For Capital IDEA in Central Texas



### FY 2011 Financial Overview

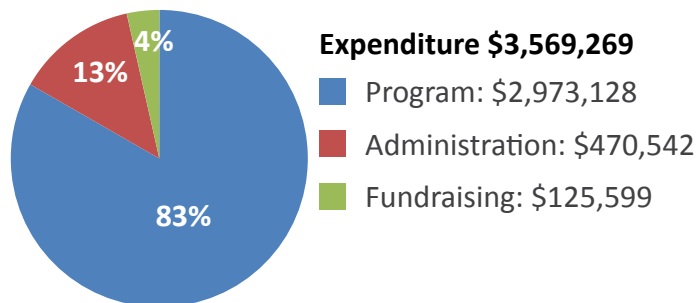
For Capital IDEA and Capital IDEA Houston. This information was excerpted from the financial statements and independent auditors' report prepared by Maxwell Locke & Ritter LLP for the year ending September 30, 2011.



#### Miscellaneous Revenue (0.7% of Total)

Interest Income: \$523  
 Other Revenue: \$25,473

\*Audited Revenue doesn't include \$1,317,037 in leveraged funding through Workforce Solutions (child care & WIA) and financial aid, tuition, and utility assistance referrals.



#### Assets

Net assets beginning of year: \$516,752  
 Net assets end of year: \$816,728  
 Change in net assets: \$299,976

# Jean Claude Ntiranyibagira

## 2011 Capital IDEA Graduate

Jean Claude immigrated to the United States as a refugee in 2006, along with his mother and sister. “I started working as an assembler, an entry level job, where I earned \$8 an hour.” Before coming to the US, Jean Claude had completed a semester of college at the University of Namibia. *“I was very eager to continue my education; however my job was very tiring. In addition, my income was very low and I could not afford to pay school tuition.”*

When a friend told him about Capital IDEA, Jean Claude eagerly looked into the opportunity and decided it was the right program for him. He also shared the information with his sister, Gisele. They both applied and were accepted into the Capital IDEA program in the summer of 2007, and enrolled at ACC.

“The whole program took me about four years to complete. I moved a little slowly because I was working full time and I had to wait a semester for my acceptance into the nursing program.” Jean Claude earned a 4.0 GPA his first year in college and was inducted into the Phi Theta Kappa honors society the following year.



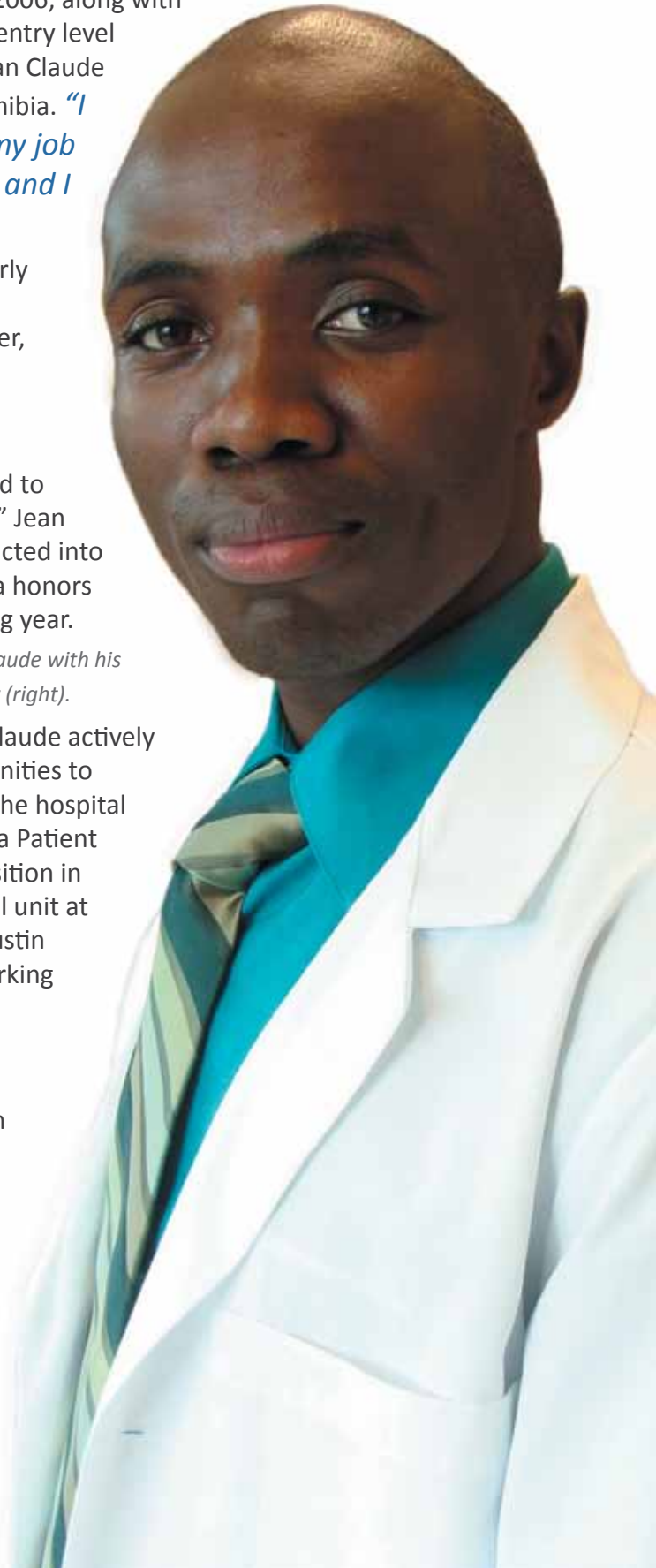
*Pictured at left: Jean Claude with his sister (left), and mother (right).*

Additionally, Jean Claude actively sought out opportunities to gain experience in the hospital setting. He landed a Patient Care Technician position in the Medical Surgical unit at St. David’s South Austin Medical Center, working

the 7pm to 7am weekend shift.

After about six months at St. David’s South Austin Medical Center, Jean Claude was nominated for the ‘Because I Care’ award, submitted by a patient for going above and beyond. In recognizing him, Jean Claude’s colleagues praised his warm personality and the care he took to make his patients feel comfortable.

In his last semester of the nursing program, Jean Claude co-enrolled in the WIA program at Workforce Solutions Capital Area. With the support of both programs he graduated from ACC with his Registered Nurse Associate’s Degree in May 2011. His Capital IDEA counselor, Maria Mora, adds that *“Jean Claude has been very successful. Although he had the additional challenges of studying in a second language and adapting to different customs, he has always*





*shown himself to be such a loving, caring person.”*

Following his graduation Jean Claude received an offer from Seton Healthcare Family. In July he began working as a Registered Nurse at Brackenridge Hospital in the Cardiac Stepdown Telemetry Unit. Compared to his previous position Jean Claude notes, “I have more accountability and responsibility. It’s a professional position with a good paycheck. My hourly wage has doubled.”

*Pictured at left: Jean Claude with his Capital IDEA Counselor Maria Mora.*

Looking back at his time in the program, he recalls “Some days I would ask myself, ‘Why did I get into this?’ The nursing program is not for the faint of heart, there were new challenges every day. But I could feel that nursing was my talent. Knowing that I was doing what I was meant to do, helped me persevere.”

*“Capital IDEA lifted me on my feet.” - Jean Claude*

Since his graduation Jean Claude, his mom and sister have bought a home and he plans to get married and start his own family soon. Also, “I want to continue with my education. I’d like to obtain a Masters degree in nursing, and possibly a PhD.” He offers these final thoughts, “Capital IDEA lifted me on my feet. I encourage current participants to focus on not only increasing their knowledge of nursing, but to also develop their talent for caring for others. Expect to meet daily challenges, don’t give up, and you’ll receive a greater reward at the end of the day.”

## Workforce Solutions Capital Area 2011 Tournament of Champions

Workforce Solutions

***“Tournament of Champions event was a great time honoring the businesses, organizations, and individuals who make the local workforce system...work.”***

Among those honored at the 2011 event were three graduates who received financial assistance from both Workforce Solutions and Capital IDEA: Jean Claude Ntiranyibagira,



Gisele Ntiranyibagira, and Tishika Bruno. Workforce Solutions named all three graduates as “2011 Individual Achievement Award” honorees. The awards acknowledged their significant challenges and commended their hard-won success. *Pictured above (left to right): ACC President Dr. Richard Rhodes, Jean Claude Ntiranyibagira, Gisele Ntiranyibagira and Workforce Solutions Board Chair Alex Gonzales.*



# 2011 Year in Review

## Highlight of News and Events

### Celebration of Achievements



For the third year in a row Seton Healthcare Family hosted Capital IDEA's Celebration of Achievements at their administrative offices, providing both a lovely space and the delicious catering. More than 200 gathered to celebrate the achievements of 2011 graduates who obtained a college-level certificate or an Associate's Degree, as well as completers of English for Speaker's of Other Languages (ESOL), and GED (names listed on opposite page).

**Generously Hosted by:**



### Graduate Speaker: Jeanette Haywood



“My name is Jeanette Haywood. I graduated with an Associate's Degree in Nursing from Austin Community College in May 2011— a day I will never forget.

*The memory of walking across that stage ranks up there with all of the most*

*significant and happiest memories of my life.*

I didn't graduate from high school, so before that day, I had never walked across a stage. It was a personal triumph, and the most important goal I'd ever achieved for myself.

When I thought about going back to school on my own, I imagined having to quit my job in order to go, and that scared me to death. We have five children and were barely making it as it was, living paycheck to paycheck. And that was with my husband and I both working, and relying on public housing and food stamp assistance. Losing an income, plus having to pay for my education, was just not a possibility.

Getting my education sponsored by Capital IDEA relieved about 90% of my fear, and removed my

biggest barrier. They covered the cost of tuition, books, and assisted me with childcare and gas vouchers. With that, the incredible support of my family, and some Pell Grant money, we were able to keep our living expenses covered.

Going back to school was a life changing experience from the very start. Passing my first math class was a major boost to my self-esteem. *I was able to start helping my kids with their homework and set an example for them of how to succeed.*

Today, I'm employed as a Registered Nurse at Austin State Supportive Living Center. I make two and half times the best wage I ever made before. *I'm off of all government assistance and I feel completely free.* I've guided two of my children through the process of applying for college admission and financial aid. My husband and I are attending classes on home buying and are really enjoying the process of looking for our first home.

A little further down the road, I want to go back to school and eventually get my Master's degree. With the confidence I've gained and with my family behind me, I really feel like I can do anything now. And that's the biggest blessing of all.”





## 2011 Graduates, GED and ESOL Completers

### **Accounting Technician**

Menbere Alemayehu  
Anis Golshan  
Ngoc Luu  
Ban Nguyen

### **Automotive Technician**

Robert Arias  
Guillermo Hernandez  
Blake Mahlow  
Cristopher Wright

### **Computer Aided Design**

Yonas Arefaine  
Yanet Vega  
Wayne Wilson  
Jenifer Woods  
Tewodros Yimer  
Richard Zapata

### **Dental Hygienist**

Rachel Jennings  
Laticia Levi

### **Education - Bilingual Ed**

Miriam Ortiz

### **Education - Special Ed**

Silvia Barron  
Brian Brannon  
Angelique Moore

### **Electrician Apprentice**

Richard Sanchez

### **Electronics**

James Guzman

### **English for Speakers of Other Languages**

Semira Amhed

Sidia Banegas

Tawfik Benzayer  
Abdelilah Bounhiza  
Guadalupe Cabriaes  
Lian Cing  
Rebecca Emnetu  
Armando Estupinan  
Adriana Hernandez  
An Huynh  
Hang Luong  
Maria Miranda  
Tania Monica Santiago  
Leon  
Magela Sosa Cruz  
Tuyen Tran  
Linh Tran  
Caline Lord Tsapmo  
Patricia Venegas  
Rosina Villanueva  
Tigist Wolde  
Betzaida Zapata

### **Game Art**

Grace Loftin

### **General Equivalency Diploma**

Juan Rodriguez  
Guadalupe Sifuentes

### **Heating, Air Conditioning and Refrigeration**

Evan Frame  
Eulalio Perez

### **IT Certification - A Plus**

Solomon Assaye  
Charles Brown  
Hamid El Amrani  
Javier Zavala

### **IT Certification - Net Plus**

Arturo Rios

### **Licensed Vocational Nurse**

Tricia Booth  
Tara Eaton  
Ashley Harnett-Ybarra  
Paula Iwenofu  
Crystal Lara  
Carmelite Malivert  
Seraphine Miller  
Eliana Serna  
Maria Villegas

### **Medical Lab Technician**

Hieu Nguyen  
Dagmawi Solomon  
Sema Toe

### **Network Administrator**

Suzanne Hawley

### **Ophthalmic Technician**

Christina De Leon

### **Pharmacy Tech with IV Certification**

Jamette Lister  
Matonya Owens

### **Photo Voltaic Technician**

Jeremy Croke  
Henry Vines

### **Physical Therapist Assistant**

Cynthia Cox  
Hien Helen Nguyen

### **Registered Nurse**

Genevieve Akpaitim  
Chaibia Darif  
Delilah Deguirre  
Angeline Germain  
Ashley Hayes-Merriman  
Jeanette Haywood  
Lina Lespron Perez  
Jillian Martin  
Seyrah Nembhard  
Jean Ntiranyibagira  
Carolyn Angel Ramsey  
Virginia Rios  
Patricia Rodriguez  
Amy Smith  
Kathryn Taylor

### **RN Mobility**

Johnnie Love

### **Respiratory Therapist**

Casey Greenway

### **Sonographer**

Dana Charles

### **X-Ray Technician**

Elizabeth Mendoza  
Jennifer Mendoza  
Deshandrick Mitchell  
Pearl Pena



## Whitlow Good Neighbor Event - Honoring Judy McLeod



Pictured above: Geneva Whitlow, Judy McLeod and Nancy Rabb. Pictured at right: Capital IDEA graduate (speaker and singer for the event) Manessa Grady with her family.



The Whitlow Education Fund Task Force helps raise awareness about Capital IDEA, as well as funds to support Williamson County residents through the program. To honor the memory of Bunky Whitlow and the enduring legacy of Geneva Whitlow, we were proud to give the 2011 Geneva and Bunky Whitlow Good Neighbor Award to Judy McLeod, a very deserving long-time community leader and current member of Capital IDEA's Board of Directors. Judy was presented with the award at a fun, family-friendly Ice Cream Social on Sunday, September 25, 2011 at Old Settlers Association Main Hall in Round Rock. The event was hugely successful with more than 200 people in attendance to help us honor Judy and *more than \$32,000 was raised to help support the 139 Williamson County participants* who are working hard to improve the lives of themselves and their families!

## 4th Annual Putt for Progress Golf Tournament

The 2011 Putt for Progress Golf Tournament & Silent Auction was held October 17 at the UT Golf Club at Steiner Ranch. It was another amazing day filled with sunshine, golf, and great people! For the 4th year in a row, this incredible event was generously presented by Austin Asset Management. 19 teams and 12 corporate sponsors came together to raise money and awareness to support Capital IDEA's mission. Capital IDEA Graduate Angel Ramsey shared her story with the crowd. Thanks to all who made the 2011 Putt for Progress a great success!



### Winning Team:

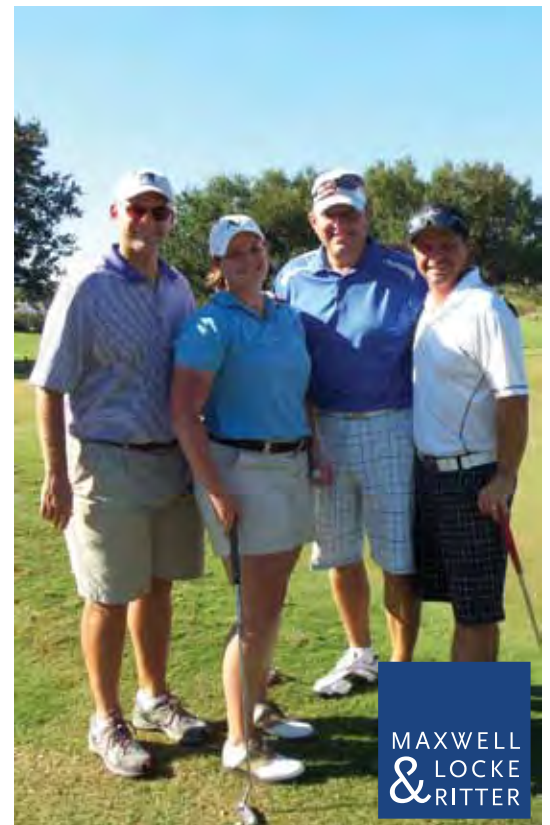
(pictured at right)  
Maxwell Locke & Ritter LLP  
AJ Zimmerhanel,  
Ashlee Martin,  
Kyle Parks,  
Steve Harvey

### Longest Drive:

Ashlee Martin

### Closest to the Pin:

Eric Hehman

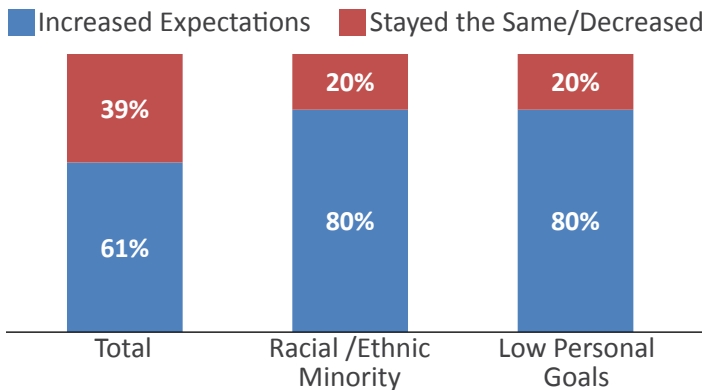


## Generational Impact Study

The primary goal of the Generational Impact Study was to determine if and how Capital IDEA has an effect on the educational performance and attainment levels of graduates' children – “the next generation.” Southwestern University sociology student Kristen McCollum designed an objective electronic survey and conducted in-depth interviews.

### Expectations for Achievement

61% of all children experienced increased parental educational expectations for their academic achievement. Children with parents from racial or ethnic minority backgrounds, as well as children whose parent’s personal goals were at most to finish high school as a teen, were even more likely to experience these increased expectations.



*“Once I realized that education was what I needed, I knew that I needed to instill that. Even though education wasn’t a big part of my life growing up, it had to be for them.”*  
- Graduate comment

78 Capital IDEA graduates responded and information was gathered on 74 eligible children who were in school when their parents first enrolled in Capital IDEA. In-person and phone interviews were conducted with 11 graduates and 8 children.

## Capital IDEA Houston Update



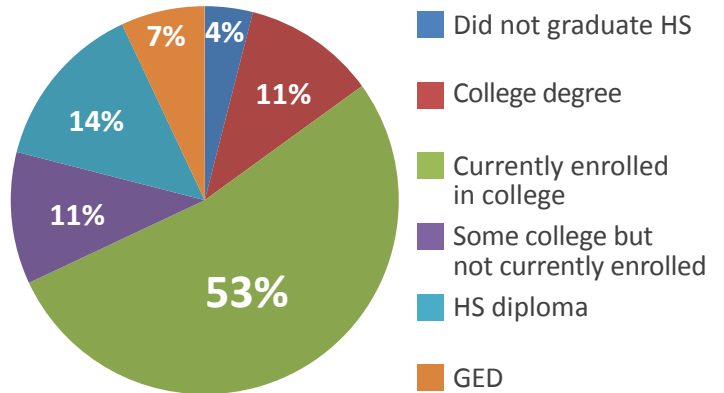
Since its launch in 2009, Capital IDEA Houston has come

a long way thanks to the dedication of staff, local foundation support, and the critical organizing efforts of The Metropolitan Organization (TMO).

With offices on campus, Capital IDEA Houston has developed strategic partnerships with both Houston Community College and Lone Star College systems.

### Highest Education Level Attained

Of the children who are now age 18 and older, nearly 90% have received a high school diploma. Another 7% received their GED. 75% are currently enrolled in college or have received at least some college education.



This compares favorably to only 18% of economically disadvantaged Texas high school graduates who enroll in higher education that next fall. (Source: THECB, “2009 High School Graduates Enrolled in Higher Education Fall 2009, by Diploma Type and Ethnicity”)

### Further Reading

Download the full Findings Summary from the Capital IDEA website <http://www.capitalidea.org/downloads/Generational-Impact.pdf>

Austin American Statesman Article: **Workforce training of parents boosts children’s aspirations**

By Ralph K.M. Haurwitz

Published: Thursday, Nov. 24, 2011

<http://www.statesman.com/news/local/workforce-training-of-parents-boosts-childrens-aspirations-1993466.html?viewAsSinglePage=true>

Throughout 2011, the Houston program *served a total of 145 Gulf Coast residents* thanks to the financial support from the State JET Fund, the City of Houston, Houston Endowment, Kellogg Foundation (funding through Houston Community College), United Way of Greater Houston, and The Olson Family Charitable Fund.

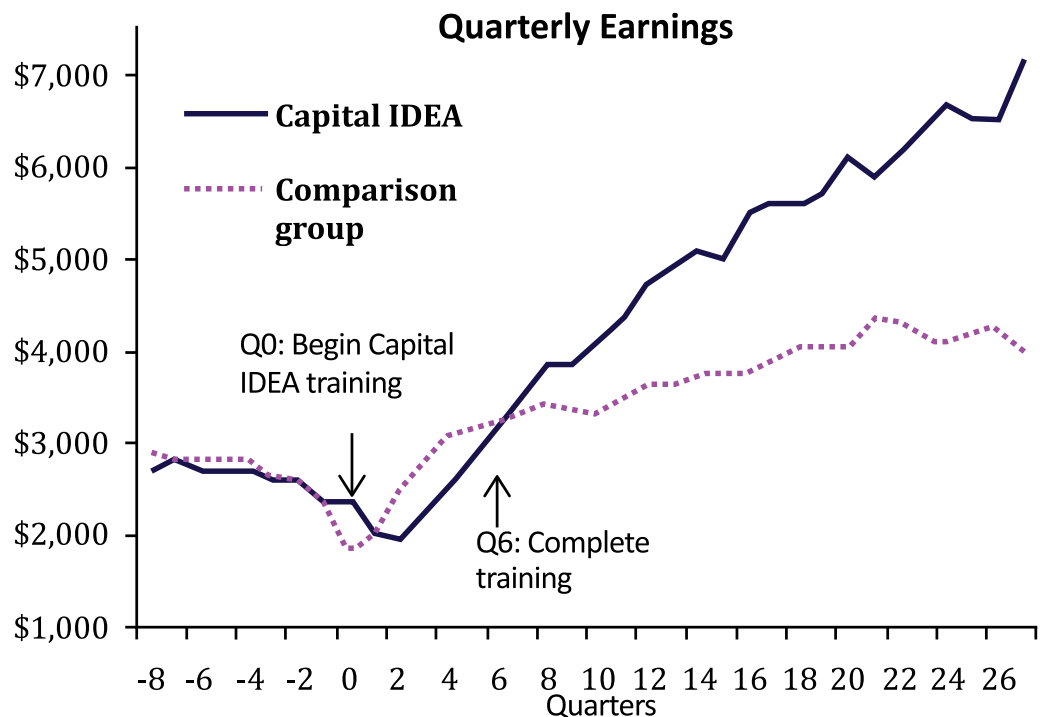
Over the next few years, Capital IDEA in Austin will continue to provide guidance and administrative support to the Houston program until it becomes an independent organization.

## Ray Marshall Center Study

The University of Texas at Austin's Ray Marshall Center's multi-year study entitled "Local Investments in Workforce Development" provides an independent evaluation of various occupational training programs supported by Travis County. They reviewed unemployment data for several hundred Capital IDEA participants. We are especially pleased to report that its May 2011 update confirms even more Capital IDEA's positive, long-term impact for participants, taxpayers, and the community.

As noted below, the *earnings of Capital IDEA participants continue to increase steadily over time*, despite the recession, while the earnings of a comparison group flatten and decline. The graph below and paragraph titled Impact Analysis is taken directly from the Ray Marshall Research Brief. An anecdotal example of Capital IDEA's long-term impact can be found on the next page.

**Impacts Analysis:** A 2011 report from the Ray Marshall Center at the University of Texas compared outcomes for Capital IDEA participants (completers and non-completers) to those of a matched comparison group of individuals who received basic job search assistance. Participation in Capital IDEA is associated with large, statistically significant gains in quarterly employment, eligibility for Unemployment Insurance benefits, and average quarterly earnings as indicated in the chart to the right.



### Return on Investment from Capital IDEA

**ROI** This year, for the first time, the Ray Marshall Center also conducted a cost-benefit analysis, taking into account the benefit of increased tax revenues and reduced public assistance costs. For taxpayers, the expected *20-year Return on Investment for taxpayers is \$5.01 for every dollar invested, equivalent to 17% annual interest!* The one-page Research Brief (link provided at right) provides a great summary of these findings.

### Further Reading

Ray Marshall Center Research Brief [http://www.capitalidea.org/downloads/RayMarshall\\_Brief\\_May2011.pdf](http://www.capitalidea.org/downloads/RayMarshall_Brief_May2011.pdf)

Ray Marshall Center "Local Investments in Workforce Development: 2011 Evaluation Update," concludes that: "These results... suggest that **longer-term investments in skills training yield large, lasting returns in the labor market.**" (page 36, emphasis added) <http://www.capitalidea.org/downloads/Ray-Marshall-2011-Evaluation-Update.pdf>

Full reports can also be found on the Ray Marshall Center website: [www.raymarshallcenter.org](http://www.raymarshallcenter.org)

*"I have a personal motto that I live by. I tell myself that failure is not an option. Never give up. Take chances." - Teresa Garza, pg 11*

# Teresa Garza

## Capital IDEA Alumni Story



Teresa Garza is an Assistant Professor in the Diagnostic Medical Imaging Department at Austin Community College (ACC). She has an Associate of Applied Science in Radiologic Technology and is nationally certified in Magnetic Resonance Imaging (MRI) and Radiography. She is

currently enrolled at Midwestern State University and will graduate this fall 2012, with a Bachelor of Science in Radiologic Science. "I have a personal motto that I live by. I tell myself that failure is not an option. Never give up. Take chances."

Before enrolling in Capital IDEA, Teresa was working full-time at a retail store making \$7.85 an hour. "I remember thinking that I didn't want to be folding and picking up clothes off the floor for the rest of my life. I felt that there was more that I could do."

Teresa applied to the X-ray program, "I had finally found something that I loved to do. When you find a career that you enjoy, you put all of your energy into being successful." She received her Associate's Degree from ACC in August of 2001. *"I am*

*thankful that Capital IDEA gave me the opportunity to move forward. They took a chance on me. They provided me with the support I needed to be successful."*

After graduation, Teresa began working full-time at Central Texas Medical Center (CTMC). "I enjoyed the field and enjoyed the patient interaction. I felt like I was making a difference." She also noticed that

*"I was more confident in myself. I had high self-esteem and felt like I could achieve*

*anything I wanted."* A positive attitude which continues to this day.

In 2008, Teresa was offered the opportunity to reinstate the MRI program at Austin Community College. "I was definitely apprehensive about leaving a full-time hospital job to go teach. I questioned if I was making the right decision. The unknown can be very scary."

With the help of a fellow colleague, Teresa developed the curriculum and the program was launched in August 2009. "I went down that path, and it was one of the best decisions I could have made in my life."

Teresa continues to work part-time on weekends performing MRIs, keeping up her skills and allowing her to continue the work she truly loves. In March 2012, Teresa was recognized for 10 years of service at Central Texas Medical Center. Even with her many accomplishments, Teresa is not done yet. Once she completes her Bachelor's degree, Teresa plans to continue on for her Master's degree. Also, "I hope to continue to strengthen my teaching skills. I have plans to convert the MRI program into a hybrid – online format in fall 2013."

The differences in her personal life that Teresa is most excited about include being able to purchase her first home. "I have also been able to travel the world. I have traveled around the U.S., Canada, Mexico, United Kingdom, Europe, Central America, Australia, and New Zealand. I love a good adventure."



Picture left: "My first skydive (15,000 ft jump) in Dec 2007 in Queenstown, New Zealand"

As one of the earliest graduates from the Capital IDEA program, Teresa is a shining

example of the impact educational opportunities can have on a life. "If I could give someone advice, it would be to set a goal and put your energy into that goal. Capital IDEA will open that door for you, but you have to decide to take advantage of the opportunity you have been given."

# Invested Community

## Central Texas Donors, Partners and Supporters

Total gifts above \$1,000 received between January 1, 2011 and December 31, 2011

### Public Funders

#### \$500,000+

City of Austin  
Travis County

#### \$250,000+

Jobs and Education for Texans  
(JET) Fund

#### \$10,000+

Austin Community College  
Capital Area Workforce Board  
Rural Capital Area Workforce  
Board

### Employer Investors

HCA Cares  
Scott & White Healthcare  
Seton Healthcare Family  
St. David's HealthCare

### Philanthropic Funders

#### Champions (\$100,000+)

KLE Foundation  
Sooch Foundation  
St. David's Foundation  
TG



#### Advocates (\$50,000+)

Bank of America  
Georgetown Health Foundation †  
The Walter Angerman  
Scholarship Fund  
Topfer Family Foundation  
United Way of the Capital Area

#### Benefactors (\$25,000+)

KDK-Harman Foundation  
United Way of Williamson  
County †

#### Leaders (\$10,000+)

The Long Foundation  
Nancy and Nyle Maxwell †  
Mills Dennis Family Foundation  
Nowlin Family Foundation  
RGK Foundation  
Seawell Elam Foundation  
W.D. Kelley Foundation †  
Women's Independence  
Scholarship Fund

#### Patrons (\$5,000+)

Charles and Beth Avery †<sup>E\*\*</sup>  
Lowe Foundation  
Maxwell Locke & Ritter LLP <sup>E</sup>  
Mark and Pat Melliar-Smith<sup>\*\*</sup>  
Seton Healthcare Family<sup>E</sup>  
Shield-Ayres Foundation  
Carl and Claire Stuart

#### Fellows (\$2,500+)

CLS Partners <sup>E</sup>  
Sanford and Cynthia Levinson  
Michael and Nancy Ohlendorf  
Old Settlers Association †<sup>E</sup>  
Seton Medical Center  
Williamson<sup>†E</sup>  
St. David's Round Rock Medical  
Center †<sup>E</sup>  
St. David's Episcopal Church  
Jeanie Youngblood



#### Scholars (\$1,000+)

Austin Ventures  
John and Nancy Barnidge  
John and Rhonda Dirvin  
First Lockhart National Bank <sup>E</sup>  
Frost Bank  
Jesus and Quen Garza  
Gray & Becker, P.C. <sup>E</sup>  
Eric and Jayleen Hehman<sup>\*\*</sup>  
Steve Jackobs and Betty Weed  
Low Load Insurance Services <sup>E</sup>  
PMG – Professional Management  
Group <sup>E</sup>  
MariBen Ramsey and Karen  
Kahan <sup>\*\*</sup>  
Charles and Felicia Reed <sup>\*</sup>  
Round Rock Express †<sup>E</sup>  
Round Rock Woman's Club †<sup>E</sup>  
Scott & White Healthcare -  
Round Rock †<sup>E</sup>  
Paul and Minerva Skeith <sup>\*\*</sup>  
Martha Smiley <sup>\*\*</sup>  
Texas Perspectives <sup>E</sup>  
Women Impacting the Nation  
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\*\* Board Member

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# Board of Directors

## Providing Fiscal Oversight and Strategic Guidance in 2011

*The Capital IDEA Board of Directors* is comprised of *16 members*, 8 leaders of Austin Interfaith, 7 leaders from the business community and 1 representative of Capital IDEA's Alumni. *100% of the board has given financially in support of Capital IDEA.*



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**W. Eric Hehman,** Austin Asset Management Company, CEO



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**Eloina Serna\*\*,** ex-officio; Capital IDEA Alumni Representative; PPD, Research Nurse Coordinator

\* Outgoing member, \*\* Incoming member



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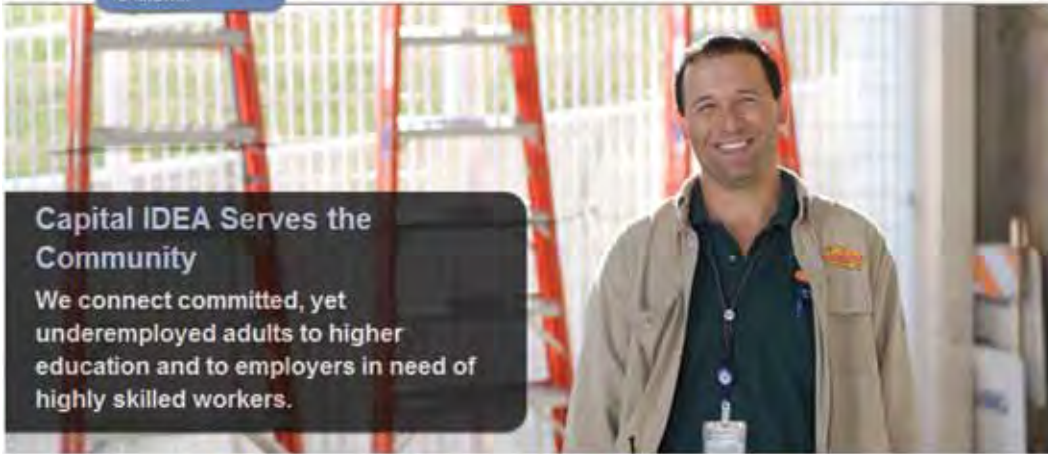
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### Capital IDEA Serves the Community

We connect committed, yet underemployed adults to higher education and to employers in need of highly skilled workers.

Our Mission is to lift working adults out of poverty and into living wage careers through education.

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