Developing the
Next Generation
of Latino Leaders®
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>MESSAGE FROM THE PRESIDENT &amp; CEO</td>
</tr>
<tr>
<td>4</td>
<td>IMPACT</td>
</tr>
<tr>
<td>5</td>
<td>EDUCATE</td>
</tr>
<tr>
<td>7</td>
<td>EMPOWER</td>
</tr>
<tr>
<td>9</td>
<td>CONNECT</td>
</tr>
<tr>
<td>11</td>
<td>DEMOGRAPHIC SNAPSHOT</td>
</tr>
<tr>
<td>13</td>
<td>ALUMNI</td>
</tr>
<tr>
<td>14</td>
<td>SUPPORT</td>
</tr>
<tr>
<td>15</td>
<td>THANK YOU</td>
</tr>
<tr>
<td>17</td>
<td>FINANCIAL HIGHLIGHTS</td>
</tr>
<tr>
<td>18</td>
<td>LEADERSHIP</td>
</tr>
</tbody>
</table>
Dear Friends,

Forty years ago, our founders created CHCI to fill an opportunity gap for Latino youth by providing them with up-close experience in public service through training and internships in our nation’s capital.

They left an incredible legacy, one that CHCI is proud to continue—and I’m pleased to report that we are thriving.

We continue to build on past successes while trying new programmatic innovations and developing new partnerships. After a budget turnaround and with a number of new staff, we are positioned for an even stronger, more influential future. And our mission to educate, empower and connect is needed more than ever.

The Pew Research Center reports that U.S. Hispanics are the youngest of our nation’s racial and ethnic groups, and that the number of Hispanics attending college has reached a new high. We are seeing a generation of bright, ambitious young Latinos who are ready and excited to lead.

Our programs are designed to open up opportunities for these young people. To paraphrase CHCI’s 2017 Medallion of Excellence winner, Lin-Manuel Miranda, our scholars are just like their country—young, scrappy and hungry—and we’re helping them get their shot at success.

On behalf of CHCI’s Board of Directors, Advisory Council, accomplished alumni and dedicated staff, thank you for your continued support.

Sincerely,

Domenika Lynch
CHCI President & CEO
Congressional Hispanic Caucus Institute
IMPACT

EXCEEDING OUR FOUNDERS’ DREAMS

CHCI’s inaugural fellowship class served four Latinos in 1981. In 2017, CHCI changed the lives of more than a thousand young Latinos through our programs, and reached millions more through our social media communities and website. We continue to exceed our founders’ vision to improve the Latino community and shape future Latino leaders.

EDUCATE

In 2017, CHCI educated:

• 1.4 million visitors through our dynamic website: www.chci.org
• 1,232 Latinos through partner events
• 29 scholarship recipients

EMPOWER

In 2017, CHCI empowered:

• 60 Congressional Interns
• 60 R2L* NextGen participants
• 17 Public Policy and Graduate Fellows

CONNECT

In 2017, CHCI connected:

• 20% more followers via social media communities, reaching some 8 million people through CHCI social networks and millions more through media impressions
• 7,000 stakeholders at CHCI’s 65 landmark events
• 1,398 young Latinos to our powerful network of leaders
• 3,656 alumni around the world
EDUCATE

CHCI opens pathways to success for future leaders by unlocking and offering congressional internships and fellowships that bolster classroom knowledge with real-world experience in a range of fields.
CHCI’s resources and programs serve a pipeline of young Latinos—from high school students to early-career professionals—with a focus on educational attainment and college access (EDUCATE), professional and leadership development (EMPOWER), and networking with powerful Latino leaders (CONNECT).

For 40 years, CHCI has educated, empowered and connected thousands of promising American Latino youth with programs and services designed to provide unparalleled leadership opportunities. With profound U.S. demographic and economic shifts expected to continue, we aim to do even more—expanding our important work and offering exceptional programs that encourage college completion and foster community involvement.

By unlocking college access and facilitating congressional internships and fellowships, CHCI bolsters classroom knowledge with real-world experience in a range of fields, providing thousands of bright young Latinos with pathways to future success.

**CHCI NextOpp**

**Preparing Latinos for College Attainment**

‘Through a continuing partnership with State Farm®, CHCI offers CHCI_NextOpp.net, a powerful online version of our National Directory of Scholarships, Internships and Fellowships for Latino Students. More than 27,000 Latino students, parents and educators visited the site in 2017 and used its features to search, save and share more than 900 life-changing opportunities across the U.S., based on their profiles, locations and interests. The site also provides valuable materials to further inform students about what it takes to apply, attend and complete college.

**Scholar-Intern Programs**

**Connecting Financial Support with Hands-On Experience**

Supporting education is a crucial part of our mission to develop the next generation of Latino leaders. CHCI’s Scholar-Intern Programs provide monetary support as well as hands-on experience in numerous fields. From media to health care to human resources, CHCI’s 2017 Scholar-Intern Programs gave 29 individuals an opportunity to gain important skills while earning money for their education. In addition to awarding $260,000 in scholarships, we facilitated internships across the country to help advance young Latinos’ professional careers and put their academics into action.

**CHCI Partner Events**

**Sharing the Value of Civic Engagement and Leadership**

Through attendance at partner events, speaking engagements and recruitment efforts, CHCI reaches students across the country. CHCI representatives engaged with more than 1,200 students at these events in 2017, sharing opportunities, leadership guidance and educational support.
Through CHCI, young Latinos are mentored by policymakers and gain leadership skills and legislative experience. Through these priceless opportunities, we foster success and encourage work for positive change—locally, regionally and nationally.

R2L® NextGen
Sparking Civic Engagement

In 2017, we marked the seventh year of R2L® NextGen, an invaluable youth leadership experience that brings 60 low-income Latino high school students from across the nation to Washington, D.C., for five days, all expenses paid. During another successful year of the program, students enhanced their leadership skills, learned about public policy and legislation, met with influential Latino leaders, visited historic sites and explored their Hispanic heritage.

“The R2L NextGen program empowered me to become a greater citizen in America. This program has given me knowledge about the Latino community and how strong we are. Together we shall rise and make change, not only in America, but around the world.”

Alexander Castro
2017 R2L® NextGen Scholar
W. T. White High School, Dallas, Texas

100% of eligible R2L® NextGen participants graduate from high school. Of those, 94% have gone on to college.

Congressional Internship Program
Gaining Legislative Experience

Through CHCI’s summer and semester internships, talented Latino undergraduates gain firsthand experience in public policy by working in congressional offices, benefit from weekly leadership development sessions, engage in timely discussions on issues affecting the Hispanic community and learn the importance of engaged citizenship through community service projects. In 2017, CHCI hosted 60 interns.
Public Policy Fellowship Program
Empowering Future Policymakers

In keeping with our founders’ vision, CHCI’s 2017 Public Policy Fellowship program brought 11 talented young Latinos to Washington, D.C., for our prestigious, nine-month, paid Public Policy Fellowship. This latest cohort excelled in their placements and gained important insights into the national public policy arena.

Graduate Fellowship Program
Immersing Latinos in Public Policy

In 2017, CHCI’s Graduate Fellowship Program offered six emerging Latino leaders the opportunity to immerse themselves in public policy fields such as health, housing and law. The fellows presented their analytical public policy white papers and moderated a policy discussion for our Capitol Hill Policy Briefing Series.

“CHCI has allowed me an extraordinary opportunity, from writing talking points for my member, attending oral arguments before the Supreme Court, to even being able to draft my own bill, CHCI has allowed me into spaces and given me experiences I had only dreamt of. Being able to participate in policies and conversations that will not only affect my hometown, but also the entire nation, has both been thrilling and humbling.”

Stacey Berdejo
2017-2018 CHCI/PepsiCo Foundation Law Graduate Fellow
University of Illinois Urbana-Champaign
Placements with U.S. Representative Jan Schakowsky and U.S. Senator Tammy Duckworth
In 2017, CHCI offered unparalleled access to an influential network of leaders through exciting events and robust social media communities.

**Convening Powerful, High-Profile Leaders to Support CHCI’s Mission**

In 2017, CHCI offered unparalleled access to an influential network of leaders through exciting events and robust social media communities.

**CHCI PREMIER EVENTS:**

- Raised $4.1 million to support CHCI programs
- Organized 65 landmark events across the U.S.
- Convened top leaders for 2017 Hispanic Heritage Month Events, including members of Congress.
- Elevated Latino issues, Latino leaders and best practices by convening 905 influencers at the 2017 Leadership Conference
- Hosted the CHCI Industry Breakfast Series, a quarterly networking initiative to create opportunities for dialogue among stakeholders from the targeted sectors, mission partners and members of Congress with a mutual goal of preparing America’s future Latino leaders

**INTEGRATED TRADITIONAL & SOCIAL MEDIA:**

- Engaged 27,000+ supporters, followers and fans
- Promoted positive images about Latinos through traditional and social media, reaching over eight million
- Appeared in more than 85 top media outlets covering CHCI Hispanic Heritage Month events
CHCI Educated, Empowered and Connected 1,398 U.S. Latino Students in 2017

CHCI programs serve an important need in the Latino community, promoting educational attainment, developing leadership characteristics and sparking civic engagement in deserving young Hispanics.

GEOGRAPHICALLY DIVERSE PARTICIPANTS

More than 5,000 individuals from all 50 states, the District of Columbia and Puerto Rico began CHCI profiles in the 2017 application portal. We directly served 166 students, representing 27 states, the District of Columbia and Puerto Rico.

DEMOGRAPHIC SNAPSHOT

60 R2L® NextGen Participants

29 Scholar-Interns

60 Congressional Interns

17 Public Policy & Graduate Fellows
LATINOS SERVED WITH GREATEST NEED

In 2017, CHCI programs continued to serve outstanding students with financial need. Of the 148 leadership program participants:

- 67% were from households with incomes below $45,000
- 76% were the first generation in their families to attend college

REPRESENTING DISTINCT HERITAGES

Participants self-designated a variety of heritages, adding a valuable cultural aspect to each program.

African American  
Afro-Latina  
American Indian  
Argentinean  
Asian Pacific Islander  
Bolivian  
Brazilian  
Caucasian  
Chilean  
Columbian  
Costa Rican  
Cuban  
Dominican  
Ecuadorian  
Guatemalan  
Honduran  
Mexican  
Nicaraguan  
Panamanian  
Paraguayan  
Peruvian  
Puerto Rican  
Salvadoran  
Spaniard  
Venezuelan

1 IN EVERY 4 AMERICANS UNDER 18 YRS OLD IS LATINO

1 IN EVERY 3 LIVE UNDER THE POVERTY LINE

AVERAGE AGE

28 43

LATINO AMERICANS  
ALL AMERICANS

21% HISPANICS MAKE UP

OF ALL U.S. MILLENNIAL

70% ENROLLED IN HIGHER EDUCATION

2011-2022 PROJECTED INCREASE IN COLLEGE ENROLLMENT

27%

CHCI’s Powerful Alumni Network: Engaged Leadership in the Latino Community

Every day, CHCI alumni* bring the leadership principles and skills they’ve gleaned from CHCI’s experiential leadership programs into their work in communities across the country and around the world.

Taking CHCI’s mandate of “Educate, Empower and Connect” to heart, they make significant contributions through volunteerism, mentorship and philanthropy.

* A CHCI alumnus/alumna is an individual who completed one of CHCI’s leadership development programs—Graduate Fellowship, Public Policy Fellowship, Congressional Internship, Scholarship/Scholar-Internship and/or R2L® NextGen.

† According to the Independent Sector’s valuation of a volunteer hour at $39.45.

3,656 ALUMNI ACROSS 47 STATES & 8 CHAPTERS NATIONWIDE

2,675 VOLUNTEER HOURS VALUED AT OVER $105,528

PERSONALLY DONATED NEARLY $7,880

HELPED FACILITATE SPONSORSHIPS TOTALING NEARLY $82,500
SUPPORT

WHY GIVE TO CHCI?

Profound demographic shifts in the American landscape are transforming our nation’s workforce and economy. Already, 1 in 4 Americans under 18 are Latino, nearly 100,000 Latinos turn 18 every month, and 74 percent of new entrants to the workforce between 2010 and 2020 are projected to be Latino (per the U.S. Census Bureau).

Given this demographic reality, the strength of the United States is closely tied to the success of the Latino community. As the future driver of economic growth and the foundation of the modern American workforce, Latino youth must be educated and fully prepared to assume leadership roles across sectors. Investment in the Latino community today through leadership and skills development is critical to the future health of our society, democracy and economy. Investing in Latino youth is smart for business and good for society.

WAYS TO GIVE TO CHCI

Gifts of all sizes help us educate, empower and connect young Latinos. You can support CHCI by:

• **Sponsoring** Sponsoring an event and/or a young leader’s participation in a program.

• **Donating** in-kind products or services.

• **Creating** a long-lasting endowment.

• **Recognizing** a loved one through Gifts in Honor or Gifts in Memoriam.

• **Remembering** CHCI in your estate plan as a contingent beneficiary.

You can make an online gift today at [chci.org/donate](http://chci.org/donate) or contact our giving team at development@chci.org.

CHCI is tax-exempt under section 501(c)(3) of the Internal Revenue Code, Federal ID #52-1114225. CHCI does not attempt to influence legislation and does not employ or retain any registered lobbyists. All grants and contributions to CHCI are tax-deductible to the extent permitted by federal law.
2017 CHCI Mission Partners

CAPITAL CAMPAIGN
Cornerstone Donors
Anheuser-Busch Companies
Bank of America
Dell Inc.
PepsiCo Foundation
State Farm
Toyota Motor North America

Capstone Donors
Charter Communications
The Coca-Cola Company
Entravision
Hyundai Motor America

GENERAL DONORS
Chair’s Circle
Walmart Foundation

Founder’s Society Circle
Gilbert & Jacki Cisneros Foundation
PepsiCo Foundation

Legacy Circle
State Farm
Toyota Motor North America
United Health Foundation

Visionary Circle
AltaMed
Bank of America
BP America
The Coca-Cola Company
Comcast/NBC Universal/Telemundo/
Comcast Foundation
Dell Inc.
ExxonMobil
Google
Hyundai Motor America
Morgan Lewis
PepsiCo
Southwest Airlines
UPS Corporation/UPS Foundation

1978 Circle
AARP
Altria Client Services Inc.
Amazon
American Beverage Association
American Petroleum Institute
Amgen
Chevron
DaVita, Inc.
Entravision
Facebook
FedEx Corporation
Ford Motor Company Fund
General Motors Company
H&R Block
Hyundai Motor America
JPMorgan Chase & Co.
Major League Baseball
McDonald’s Corporation
National Association of Broadcasters
National Education Association
New York Life Insurance Company
Novo Nordisk
Pacific Gas and Electric Company
Prudential Financial, Inc.
Service Employees International Union
Shell Oil Company
Society for Human Resource Management
T-Mobile USA
Toyota Motor North America
Union Pacific
United Food and Commercial Workers Union
UnitedHealth Group

Innovator Circle
AltaMed
American Federation of Teachers
American Fuel & Petrochemical Manufacturers
American Gas Association
Anheuser-Busch Companies Inc.
Apple
AT&T
Bristol-Myers Squibb
California Teachers Association
College of Southern Nevada
Communications Workers of America,
AFL-CIO
Crown Imports/Constellation Brands
Dropbox
Edison International
Eli Lilly & Co.
Entergy Corporation
Exelon/PECO Corporation
Federal Home Loan Bank of San Francisco
Heineken USA
Herbalife International
Intel
Lockheed Martin
Lumina Foundation
Mary Kay Inc.
MGM Resorts International
Microsoft
National Cable and Telecommunications Association
Nielsen
Oportun
Otsuka America Pharmaceutical Inc.
Pearson
Pfizer Inc.
Phillips 66
PhRMA
Planned Parenthood Federation of America
Salt River Project
Southern California Gas Company/Sempra
Target
Texas Instruments
Time Warner
United Healthcare Group
Walmart Foundation

Leader Circle
AstraZeneca
Annie E. Casey Foundation
Democracy Fund
Diageo
Emerson Collective
Emily’s List
Environmental Defense Fund
Goldman Sachs
Donor Spotlight

Honda Motor Co. Ltd.
The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America
Intuit Inc.
Laborers’ International Union of North America
Mars Inc.
Merck
Motion Picture Association of America
Motorola Foundation
Quest Diagnostics Foundation
S&P Global
Shire
Southern Company

Principal Circle
3M Company
AFL-CIO
American Express Corporation
American Federation of Government Employees
American Federation of State, County and Municipal Employees
American GI Forum National Veterans Outreach
American Hospital Association
American Sugar Alliance
AmerisourceBergen
Arizona Public Service Association of American Railroads
Baxter International
Better Medicare Alliance
BOLD Pac
Jules and Amy Buenabenta
CBS Corporation
CHRISTUS Health
The Gilbert & Jacki Cisneros Foundation
City View
CVS Caremark
Dallas/Fort Worth International Airport
Democratic National Committee
Democratic Senatorial Campaign Committee
Duty Free Americas
Edison Electric Institute
Foundation for Advancing Alcohol Responsibility
Bill & Melinda Gates Foundation
Georgetown University
Hewlett Packard Enterprise Company
Honeywell
International Brotherhood of Electrical Workers
League of Conservation Voters
Marathon Oil Corporation
MicroTech
Luis Miranda
MMM Healthcare
Molina Healthcare
National Association of Minority Automobile Dealers
National Beer Wholesalers Association
National Collegiate Athletic Association
National Football League
National HEP/CAMP Association
National Installment Lenders Association
Ogletree Deakins
Politank
Seton Healthcare Family
Sierra Club
Tonio Burgos and Associates
Tradeshow Tables
Uber Technologies
Visa
Volkswagen AG
Western Union

Trailblazer Circle
Abbott Laboratories
American Gaming Association
Avalos Foundation
Caesars Entertainment
California Endowment
Castellano Family Foundation
Enterprise Holdings
Geico
Groundswell Communication
Le Grand High School
Local Initiatives Support Corporation
Lin-Manuel Miranda
Dr. Steve Molina
Morgan Lewis
Mylan
National Basketball Association
Oracle
Audrey Ponzio
Property Casualty Insurers Association of America
SunTrust Banks Inc.
Teach for America
TELACU
Union Bank
Wal-Mart Puerto Rico Inc.

Explorer Circle
American Kidney Fund
Gear Up Los Angeles
Great Minds in STEM

STRATEGIC MEDIA PARTNERS
CapitalWirePR
The Hill Latino
HITN
Latina Style
Latino Magazine
Latino Print Network
Washington Hispanic
**2017 FINANCIAL HIGHLIGHTS**

**TOTAL ASSETS**
$17,087,446

**CASH & CASH EQUIVALENTS**
$2,969,989

**INVESTMENTS**
$3,826,407

**TOTAL LIABILITIES**
$3,408,404

**UNRESTRICTED NET ASSETS**
$9,207,835

**TEMPORARILY RESTRICTED NET ASSETS**
$3,851,994

**PERMANENTLY RESTRICTED NET ASSETS**
$619,213

**CHANGE IN NET ASSETS**
$1,534,138

---

**2017 REVENUE**
$9,026,245

**2017 EXPENSES**
$7,492,107

Source: CHCI Inc. Audited Financial Statements
## LEADERSHIP

We are extremely grateful to the gifted leaders who served on CHCI’s Board of Directors and Advisory Council in 2017. These dedicated individuals volunteered their time and talents to ensure that CHCI had the critical guidance, networking connections and financial support needed to fulfill our mission to Develop the Next Generation of Latino Leaders®.

### 2017–18 CHCI BOARD OF DIRECTORS

#### OFFICERS
- Rep. Joaquin Castro
  CHCI Chair
- Ms. Cristina Antelo
  CHCI Vice Chair; CEO, Ferox Strategies
- Mr. Gilberto Valdes
  CHCI Treasurer, New York Life Insurance Company
- Mr. Lupe De La Cruz, III
  CHCI Secretary; PEPSICO

#### CHCI PRESIDENT & CEO
- Ms. Domenika Lynch

#### GENERAL COUNSEL
- Ms. Anne Marie Estevéz, Esq.
  CHCI General Counsel; Morgan, Lewis & Bockius LLP

#### BOARD OF DIRECTORS
- Rep. Pete Aguilar
  Unification Communications Inc.
- Mr. Ronald (Ron) Estrada
- Rep. Ruben Gallego
- Ms. Lily Eskelsen García
  National Education Association
- Mr. Rich Garcia
  State Farm
- Mr. Amilcar Guzman
  CHCI Alumnus; President, CHCI Alumni Association; CASA De Maryland
- Ms. Esther Lopez
  United Food & Commercial Workers International
- Mr. Ed Loya
  Dell Inc.
- Mr. Mario Lozoya
  Toyota Motor Manufacturing, Texas
- Ms. Lidia S. Martinez
  Southwest Airlines
- Rep. Grace Flores Napolitano
- Mr. Chris Ornelas
  National Association of Broadcasters
- Mr. Juan Ortero
  CHCI Alumnus, Comcast Corp.
- Rep. Raúl Ruiz, MD
- Ms. Rocío Saenz
  Service Employees International Union
- Ms. Wendy Thompson-Marquez
  EVS Communications Inc.
- Rep. Juan Vargas
- Mr. Peter R. Villegas
  The Coca-Cola Company

### 2017–18 CHCI ADVISORY COUNCIL

#### GENERAL COUNSEL
- Ms. Silvia R. Aldana
  Pacific Gas and Electric Company
- Mr. Carlos Alzate
  JPMorgan Chase & Co.
- Mr. Arnoldo Avalos
  CHCI Alumnus, The Avalos Foundation
- Mr. Joe Avila
  Ford Motor Company Fund
- Rep. Nanette Barragán
- Ms. Michele Bobadilla
  University of Texas, Arlington
- Maria Luisa Boyce
  UPS
- Mr. Zafar Brooks
  Hyundai Motor America
- Rep. Salud Carbajal
- Rep. Tony Cárdenas
- Mr. J. Robert Carr, JD
  Society for Human Resource Management
- Ms. Jacki Cisneros
  The Gilbert & Jacki Cisneros Foundation
- Mr. John Collingwood
  Bank of America
- Rep. J. Luis Correa
  Sen. Catherine Cortez Masto
- Rep. Jim Costa
- Rep. Henry Cuellar
- Rep. Carlos Curbelo
- Ms. Evelyn Dejesus
  American Federation of Teachers, United Federation of Teachers
- Marty Durbin
  American Petroleum Institute
- Rep. Adriano Espaillat
- Mr. Max Espinoza
  Bill & Melinda Gates Foundation
- Ms. Micaela Fernandez Allen
  Walmart
- Rep. Vicente Gonzalez
- Rep. Jennifer González-Colón
- Rep. Raúl Grijalva
- Rep. Michelle Luján Grisham
- Rep. Luis V. Gutiérrez
- Dr. Meriah E. Heredia-Griego
  University of New Mexico
- Mr. John Hoel
  Altria Group/Altria Client Services Inc.
- Rep. Ruben Kihuen
- Ms. Sally Kolenda
  BP America
- Mr. R. Mateo Magdaleno
  CHCI Alumnus, IDQ Group Inc.
- Mr. Waldó McMillan Jr.
  Charter Communications
- Mr. Antonio (Tony) Moya
  Salt River Project
- Mr. Rafael Návar
  AFL-CIO, CLC
- Mr. Joaquin Nuño-Whelan
  General Motors
- Mr. Jesse Price
  Eli Lilly & Company
- Ms. Deanna Rodriguez
  Entergy
- Ms. Ivette Rodriguez
  American Entertainment Marketing