



*Developing the  
Next Generation  
of Latino Leaders®*



# 2018

## CHCI ANNUAL REPORT

# CHCI

*Creating a transformative and  
lasting IMPACT on Latino youth  
and our nation.*







## A MESSAGE FROM THE PRESIDENT & CEO

Dear Friends:

Over forty years ago, our founders created the Congressional Hispanic Caucus Institute (CHCI) to change the trajectory of the U.S. Latino community - from vulnerable immigrants to empowered and engaged citizens. As we continue to make strides - celebrating the election of a record number of Latinos into public office and the most diverse Congress in our country's history - now more than ever, CHCI's mission to develop the next generation of Latino leaders is critical to a more inclusive, equitable U.S. society.

The future is bright. Young Latinos' dreams and aspirations are irrepressible. Take for instance CHCI alumni Juan Otero, Comcast Chief Diversity Officer, and Bertha Guerrero, Chief of Staff for California Rep. Jimmy Gomez - both were honored as CHCI Distinguished Alumnus and Young Alumnus respectively at the 2018 Annual Alumni Leadership Luncheon. They overcame humble backgrounds and adversity to succeed as first-generation college students and now as accomplished professionals in corporate America and Congress.

Each year, we meet thousands of intelligent, ambitious young Latinos who are ready and excited to lead. Our leadership programs are designed to open life-changing opportunities for these young people. Our founders left an indelible legacy, one that CHCI is proud to nurture and cultivate - and I'm pleased to report that we are thriving.

Thanks in significant part to you, our mission partners, CHCI ended 2018 stronger than ever, with increased revenue and reserves, and reduced debt with our headquarters' building nearly paid off. Today, CHCI is positioned for an even brighter, more influential future.

In May of 2019, CHCI will welcome a new CEO, Marco A. Davis. The depth and breadth of his experience are impressive. There is no question, Marco will further CHCI's reach to the regions and position the institute as a center for thought leadership. I am excited for all that Marco will accomplish in 2019 and beyond.

It is bittersweet to write this final message as CEO - to highlight the successes and leave behind a remarkable group of leaders. I am grateful to CHCI's Board of Directors, Advisory Council, accomplished alumni, and dedicated staff for their support these last several years. Together, we strengthened the institute, transformed more lives, and took CHCI to the next level.

Adelante!

Warmest regards,

A handwritten signature in black ink that reads "Domenika Lynch". The script is elegant and fluid, with a large, stylized 'D'.

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 2018, 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 2018, CHCI educated:**

- 1.4 million visitors through our dynamic website: [www.chci.org](http://www.chci.org)
- 1,232 Latinos through partner events
- 22 scholarship recipients

## EMPOWER

### **In 2018, CHCI empowered:**

- 72 Congressional Interns
- 100 R2L® NextGen participants
- 10 Public Policy Fellow participants
- 6 Graduate Fellow Program participants

## CONNECT

### **In 2018, CHCI connected:**

- An audience of more than 30,000 people with a 42% follower increase across all social platforms. CHCI also reached more than 500,000 million people through media impressions.
- 5,339 stakeholders at CHCI's 58 landmark events
- 1,112 young Latinos to our powerful network of leaders
- 3,847 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 over 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 CHCINextOpp.net, a powerful online version of our National Directory of Scholarships, Internships and Fellowships for Latino Students. More than 20,500 Latino students, parents and educators visited the site in 2018 and used its features to search, save and share 925 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.

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## **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. From health care to human resources, CHCI's 2018 Scholar-Intern Programs gave 22 individuals an opportunity to gain important skills while earning money for their education. In addition to awarding \$245,000 in scholarships, we facilitated internships across the country to help advance young Latinos' professional careers and put their academics into action.

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## **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 900 students at these events in 2018, sharing opportunities, leadership guidance and educational support.

In March 2018, in cooperation with the Embassy of Japan and the Japanese International Cultural Center, CHCI sent 17 fellows and alumni to Japan as part of the KAKEHASHI project. Participants spent eight days learning about Japanese government and culture, and gained a greater understanding of the U.S.-Japan alliance.



# EMPOWER

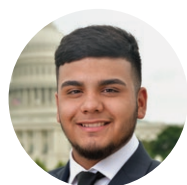
**Through CHCI, young Latinos are mentored by policymakers and gain leadership skills and legislative experience.**

**Through these priceless opportunities, we foster success and encourage work for positive change—locally, regionally and nationally.**

## **R2L® NextGen**

### **Sparking Civic Engagement**

In 2018, we marked the eighth year of R2L® NextGen, an invaluable youth leadership experience that brings 100 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.



*“After an unforgettable week in Washington DC, being around other leaders from around the nation, I am excited to see what the future has stored for all of us. R2L NextGen has motivated me even more to continue my search of success. A great future doesn’t require a great past, and taking chances will turn us into extraordinary people.”*

**Cesar Carlos, Jr.**

2018 R2L® NextGen Scholar  
Skyline High School, Dallas, Texas

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## **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 2018, CHCI hosted 72 interns.

**Eleven interns and fellows from the 2018 cohorts have been hired by Members of Congress since their program including roles in the Senate, House, Committees and District Offices.**





## Public Policy Fellowship Program Empowering Future Policymakers

In keeping with our founders' vision, CHCI's 2018 Public Policy Fellowship program brought 10 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.



*"The Fellowship - through its programming, training, and placements - opened my eyes to the endless possibilities and career opportunities for a driven and service-oriented young Latina professional like me. I was especially moved by how the program exposed me to the top events and professionals in the Washington, D.C. area and by the one-on-one dedication to my personal growth that I received. Thanks to the Fellowship, I am now better equipped to pursue these opportunities and I have reaffirmed that there are no limits on what I can accomplish to better myself and my community."*

**Jessica Valdes Garcia**

2018-2019 CHCI-PepsiCo Foundation Pre-Law Public Policy Fellow

## Graduate Fellowship Program Immersing Latinos in Public Policy

In 2018, 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 briefs and moderated a policy discussion for our Capitol Hill Policy Briefing Series.

# CONNECT

**In person and online, CHCI joined communities and assembled luminaries from politics, business and other arenas to foster a brighter future for Latino youth, raise awareness about important issues and work together toward solutions.**

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

In 2018, CHCI offered unparalleled access to an influential network of leaders through exciting events and robust social media communities.

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### **CHCI PREMIER EVENTS:**

- Raised \$4.978 million to support CHCI programs
- Organized 58 landmark events across the U.S.
- Convened top leaders for 2018 Hispanic Heritage Month Events, including members of Congress.
- Elevated Latino issues, Latino leaders and best practices by convening nearly 1,000 influencers at the 2018 Leadership Conference
- The 2018 Energy Summit and 2018 Tech Summit kicked off the CHCI Industry Summit Series. The day-long summits connected Members of Congress, Fortune 500 executives, entrepreneurs, experts, thought leaders, CHCI program participants and alumni, for high-level discussions on emerging trends, policy issues, and opportunities in their respective sectors.

### **INTEGRATED TRADITIONAL & SOCIAL MEDIA:**

- Engaged 30,000+ supporters, followers and fans
- Promoted positive images about Latinos through social, traditional and modern media, with millions of impressions.
- Appeared in more than 24 media outlets covering CHCI Hispanic Heritage Month events







# DEMOGRAPHIC SNAPSHOT

## CHCI Educated, Empowered and Connected 1,112 U.S. Latino Students in 2018

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 4,800 individuals from 47 states, the District of Columbia and Puerto Rico began CHCI profiles in the 2018 application portal. We directly served 210 students, representing 27 states, the District of Columbia and Puerto Rico.

**100**

**R2L® NextGen  
Participants**

**22**

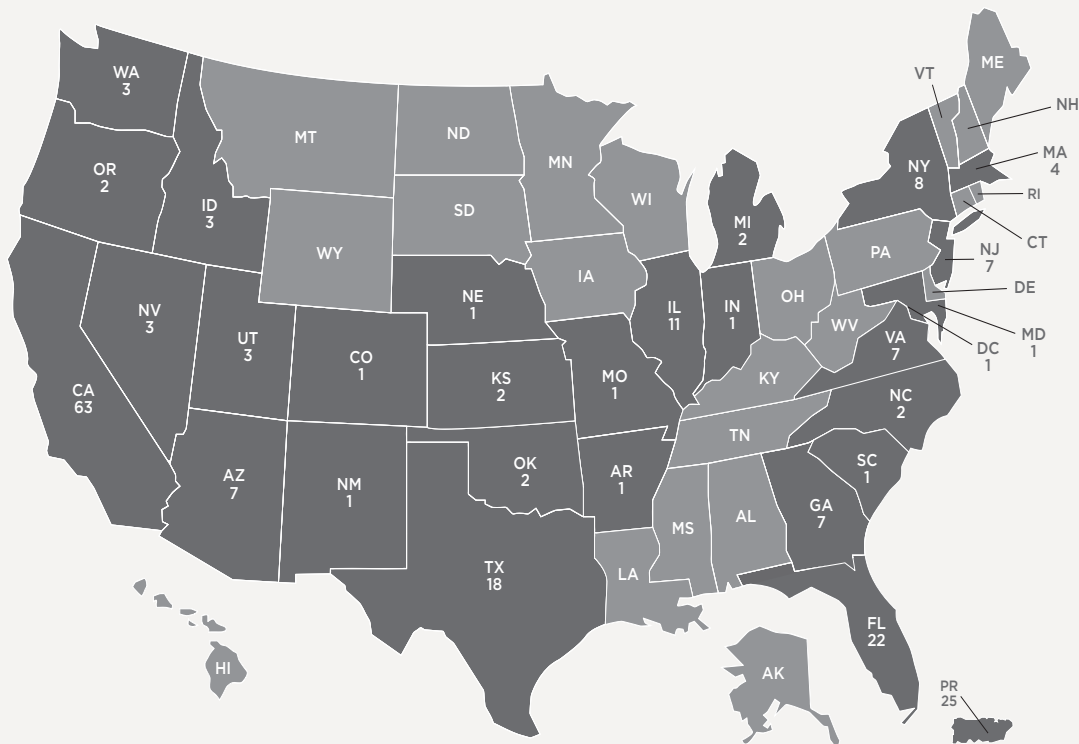
**Scholar-Interns**

**72**

**Congressional  
Interns**

**16**

**Public Policy &  
Graduate Fellows**



## LATINOS SERVED WITH GREATEST NEED

In 2018, CHCI programs continued to serve outstanding students with financial need. Of the 148 leadership program participants:

- 66% were from households with incomes below \$45,000
- 80% were from households with incomes below \$65,000
- 68% were the first generation in their families to attend college
- 3.85 average GPA

## REPRESENTING DISTINCT HERITAGES

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

*African American*  
*American Indian*  
*Argentinean*  
*Bolivian*  
*Chilean*

*Columbian*  
*Costa Rican*  
*Cuban*  
*Danish*  
*Dominican*

*Ecuadorian*  
*Guatemalan*  
*Honduran*  
*Mexican*  
*Nicaraguan*

*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

HISPANICS MAKE UP

21%  
OF ALL U.S. MILLENNIAL

70%  
ENROLLED IN HIGHER EDUCATION

27% 2011-2022  
PROJECTED INCREASE IN COLLEGE ENROLLMENT

# ALUMNI

## 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.

**3,847**  
ALUMNI  
ACROSS 47 STATES  
& **8 CHAPTERS**  
NATIONWIDE

CONTRIBUTED OVER  
**4,015**  
VOLUNTEER  
HOURS VALUED AT  
OVER **\$105,528**

PERSONALLY  
DONATED NEARLY  
**\$6,388**

HELPED FACILITATE  
**SPONSORSHIPS**  
TOTALING NEARLY  
**\$299,300**

*\*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.*





# 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.

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## WAYS TO GIVE TO CHCI

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

- **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](https://chci.org/donate)** or contact our giving team at **[development@chci.org](mailto: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.*

# THANK YOU

## 2018 CHCI Mission Partners

### CAPITAL CAMPAIGN

Bank of America  
Charter Communications  
Entravision  
Hyundai Motor America  
PepsiCo Foundation

### GENERAL DONORS

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#### Founder's Society Circle

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#### Legacy Circle

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State Farm  
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ExxonMobil  
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Morgan Lewis  
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Southwest Airlines  
Society for Human Resource  
Management (SHRM)  
The Coca-Cola Foundation  
UPS Corporation and Foundation  
The Walton Family Foundation  
Toyota Motor Company

#### 1978 Circle

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Dell

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International Cooperation Center  
Eli Lilly & Company  
Entravision  
FedEx Corporation  
Ford Motor Company Fund  
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National Education Association  
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Union Pacific  
United Food & Commercial Workers  
Union (UFCW)  
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Valero Energy Corporation  
Verizon Communications  
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Wells Fargo & Company

#### Innovator Circle

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American Federation of Teachers  
(AFT)  
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Manufacturers  
AstraZeneca  
AT&T  
California Teachers Association  
Crown Imports/Constellation Brands  
CVS Health  
Dropbox  
Edison Electric Institute  
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Telecommunications Association  
(NCTA)  
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Opportun  
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Manufacturers of America (PhRMA)  
Phillips 66  
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Seton Healthcare Family  
Southern Company  
Target Corporation  
Texas Instruments  
The Walt Disney Company  
Wendy & Dario Marquez Foundation  
United Airlines  
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Walgreen Company

#### Leader Circle

AmerisourceBergen  
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Anthem  
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CHRISTUS Health  
Democracy Fund  
Democratic National Committee  
DIAGEO  
Duty Free America  
Emily's List  
Federal Home Loan Bank  
of San Francisco  
Jose Fernandez

Foundation for Advancing  
Alcohol Responsibility  
Geico  
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Intuit, Inc.  
Laborers' International Union  
of North America (LIUNA)  
Lockheed Martin  
Lyft  
Macy's  
Mars, Inc.  
Mary Kay, Inc.  
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Merck and Company  
Motion Pictures Association  
of America, Inc.  
Motorola Solutions Foundation  
Property Casualty Insurers  
Association of America  
Quest Diagnostics Foundation  
Regions Bank  
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Starz Entertainment  
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US Chamber of Commerce  
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California - Price School  
Visa, Inc.

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American Federation of State,  
County and Municipal Employees  
(AFSCME)  
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American Sugar Alliance  
Arizona Public Service

Association of American Railroads  
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Georgetown University  
Gilead Sciences  
Green Latinos  
Honeywell  
Hospital Interamericano de Medicina  
Avanzada (HIMA)  
Horizon Pharma  
International Brotherhood  
of Electrical Workers (IBEW)  
The International Union, United  
Automobile, Aerospace and  
Agricultural Implement Workers  
of America (UAW)  
Insikt  
League of Conservation Voters  
McAfee  
MMM Healthcare, Inc.  
National Beer Wholesalers Association  
NIKE, Inc.  
POET  
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Group (PSEG)  
Salesforce  
Share Our Strength - No Kid  
Hungry Campaign  
SOMOS Community Care  
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US Telecom Association  
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American Dental Education  
Association  
Avalos Foundation  
Caesar's Entertainment  
Center for Responsible Lending  
Growth Energy  
Leadership for Educational Equity  
Local Initiatives Support Corporation  
Lumina Foundation  
Natural Resource Defense Council  
National HEP/CAMP Association  
Office of the Director of  
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Teach for America  
Tesla Motors, Inc.

#### Explorer Circle

American Maritime Congress  
California American Water  
Great Minds in Stem  
Groundswell Communication

#### STRATEGIC MEDIA PARTNERS

CapitalWirePR  
HITN  
Latina Style Inc.  
Latino Magazine  
Latino Print Network  
The Hill Latino  
Washington Hispanic

## Donor Spotlight

**BANK OF AMERICA** 

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 **State Farm®**

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**TOYOTA**

**Vayamos  
Juntos**

**Walmart** 



**PEPSICO**  
    



# 2018 FINANCIAL HIGHLIGHTS

## TOTAL ASSETS

\$17,454,834

## CASH & CASH EQUIVALENTS

\$3,606,414

## INVESTMENTS

\$4,504,673

## TOTAL LIABILITIES

\$2,756,769

## UNRESTRICTED NET ASSETS

\$10,850,837

## TEMPORARILY RESTRICTED NET ASSETS

\$3,228,015

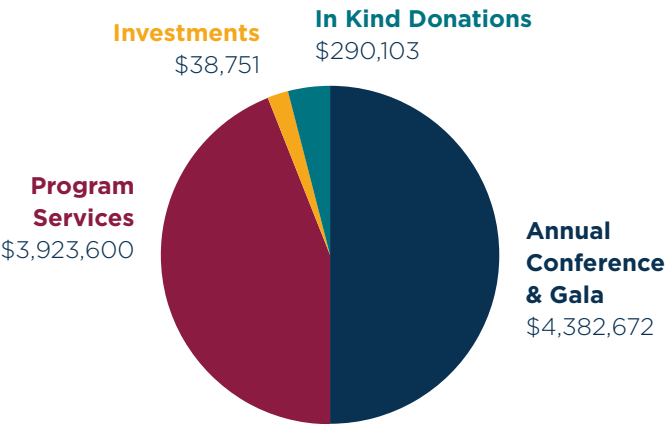
## PERMANENTLY RESTRICTED NET ASSETS

\$619,213

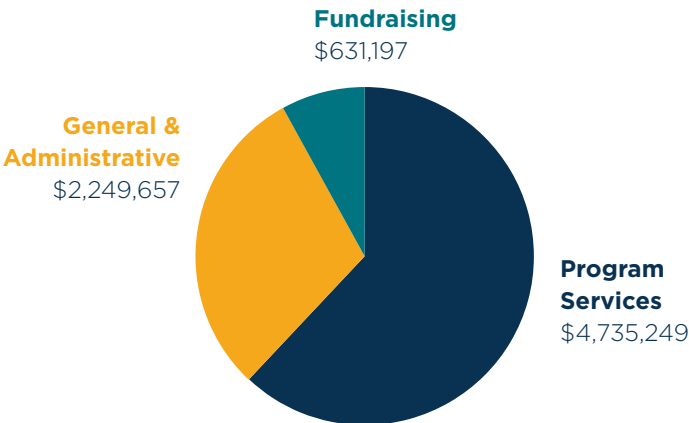
## CHANGE IN NET ASSETS

\$1,019,023

**2018  
REVENUE  
\$8,635,126**



**2018  
EXPENSES  
\$7,616,103**



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 2018. 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®.

## 2018-19 CHCI BOARD OF DIRECTORS

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Mr. Lupe De La Cruz, III  
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### GENERAL COUNSEL

Ms. Anne Marie Estevez, Esq.  
*CHCI General Counsel;  
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*Developing the Next Generation of Latino Leaders®*

**CONGRESSIONAL HISPANIC CAUCUS INSTITUTE**

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