

impossible | possibilities®



YEAR IN REVIEW
2019

LETTER FROM THE BOARD



Dear Supporters,

Impossible Possibilities (IP) expanded its Maven's Milestones reading achievement program into a fourth school in 2019. We successfully introduced more than 500 new students to the character of Maven the Raven, and initial reports indicate students at all four campuses are on a collective pace to have their best reading year since program inception 10 years ago!

Early childhood literacy is an important step in every student's long-term educational journey. Children who are not reading at grade level by the end of the third grade are four times more likely to drop out of high school ^[1]. The students involved in the Maven's Milestones program are determined to change the statistics in their favor, and we at IP are working hard to make sure they succeed.

We continue to receive requests each year to implement our reading program at additional campuses. With other schools waiting in the wings, we are working diligently to upgrade our platforms to support future expansions.

Happy New Year,

IP Advisory Board

^[1] *Double Jeopardy How Third-Grade Reading Skills and Poverty Influence High School Graduation Report* for the Annie E. Casey Foundation, 2012.

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IP 2019 Scholarship Class

**Ofuchinyelu Akpom, Sam Houston
High School in Arlington**

**Titilayo Arowolo, L.V. Berkner
High School in Richardson**

**Vy Chu, Carter Riverside High
School in Fort Worth**

**Nura Ibrahim, South Hills High
School in Fort Worth**

**Destinee Mendez, Sam Houston
High School in Arlington**

**Michelle Mora, Polytechnic High
School in Fort Worth**

**Elena Regalado, Martin High
School in Fort Worth**

**Tanya Serna, Fossil Ridge High
School in Keller**

**Mashal Syed, W.E. Boswell High
School in Fort Worth**

**Blessing Umoeka, Dubiski Career
High School in Grand Prairie**

SCHOLARSHIPS

IP awarded 10 new scholarships to local students pursuing their college degrees.

Committee members reviewed 175 applications submitted by graduating high school seniors in the Dallas-Fort Worth area. After a three-round process that included final interviews, 10 students were selected to receive a \$2,000 scholarship. The funds will be used to pay student tuition and expenses.

**'THIS IS THE FIRST TIME IN THE
ORGANIZATION'S HISTORY THAT
WE HAVE AN ALL-WOMEN
SCHOLARSHIP CLASS.'**

"This is the first time in the organization's history that we have an all-women scholarship class," IP co-founder Justin Hernandez said. "These young ladies have worked very hard to get to where they are today. We know their example will inspire others to follow their dreams."

Since 2009, IP has awarded scholarships to 77 students totaling more than \$140,000.



SCHOLARSHIP NETWORK PARTY



IP hosted its annual Scholarship Party on Saturday, June 15, 2019, at the Woodshed Smokehouse in Fort Worth. Students from the 2019 scholarship class and their families attended the party and networked with former scholarship recipients and members of IP's Advisory Board.

"This is another milestone year for Impossible Possibilities," co-founder Joshua Hernandez said. "Not only is this our first year to have an all-women class, but we were able to award 10 scholarships in consecutive years. It says a lot about the growth of this organization and the amazing support we continue to receive."

The 2019 class adds to a growing network of scholarship recipients since 2009. Students have access to the organization's "Scholarship Network," a user-friendly platform that allows past and present recipients to connect with one another based on university, major and common interests.

Recipients can also connect with members of the IP Advisory Board for potential mentorship, internship and employment opportunities. The Advisory Board is comprised of business professionals who share a common belief in education and who provide strategic and financial support.



STUDENT SPOTLIGHTS



Teresa Ricardo, IP Class of 2011, is a first-generation college graduate who earned her Bachelor of Science in 2013 from Texas Women's University and her Masters in Occupational Therapy in 2016 from the University of North Texas.

Teresa is a licensed Occupational Therapist working for a nonprofit organization in San Francisco, Calif. Teresa provides services to at-risk youth who are battling the effects of family separation, sexual abuse and community violence.

She passed her Japanese Proficiency Language Test and uses the language to communicate with her clients during therapy sessions. She also gives back to others through international mission trips to developing countries.



Lester Polty, IP Class of 2016, is a senior at the University of Notre Dame majoring in Business Technology with a concentration in Finance and Financial Accounting and a minor in Anthropology.

Lester will graduate with his Bachelor of Arts in May of 2020 and plans to return to Texas to work for KPMG LLP in the Financial Management group.

Lester spent his summer abroad in South Africa, where he studied the legacy of apartheid and conducted research on the ethics of business. He serves as Treasurer in the Black Student Association and spends his extracurricular time playing basketball, watching movies and traveling.



Eric Wagner, IP Class of 2014, graduated from the University of Texas at Arlington in 2018. He earned a Bachelor in Marketing with a minor in Philosophy.

Eric has traveled to 101 countries on six different continents. He spent a semester abroad as an exchange student in Auckland, New Zealand, volunteered at an orphanage in Cusco, Peru, and climbed Mt. Kilimanjaro in Tanzania. Domestically, he has traveled to 42 states and has visited all 30 Major League Baseball stadiums. His long-term plans involve moving to Salt Lake City, Utah, to work as a teacher and / or school administrator.



NINE YEARS OF MAVEN'S MILESTONES

Mavens Milestones is an incentive-based reading program that rewards students for reaching each of Maven the Raven's milestones: Ascent, Afterburner, Approach and Call Sign Maven. Each milestone represents a specific number of points the students earn by reading books and passing online quizzes.

The goals of the program are to increase elementary school reading levels, improve standardized testing results and encourage students to become lifelong readers. IP also coordinates interactive student engagements and provides monthly comprehensive reading dashboards to school administrators.

During the 2018-2019 academic school year, more than 1,250 students at three Fort Worth ISD elementary schools participated in the program.

Students at Washington Heights matched their performance from a year ago with 75% reaching the highest reading level. Fifth graders recorded a STAAR pass rate of 94%, which is the highest percentage since the program began at the school in 2010.

Approximately 60% of students at Cesar Chavez reached the highest reading level, which is the highest percentage since the program began at the school in 2013. Third and

fourth graders recorded a STAAR pass rate of 80% and 79%, respectively, which was also the highest percentage since 2013.

"We're extremely encouraged with this year's program results and STAAR pass rates," IP co-founder Justin Hernandez said. "This is what the program is all about. These students are motivated to read and the results continue to come in strong year after year."

Additional Program Metrics 2018-2019 Academic School Year

WASHINGTON HEIGHTS

- 100% of all kinder students reached the highest reading level.
- 1st and 3rd grade students had the highest reading comprehension scores since program implementation and are reading at grade level

CESAR CHAVEZ

- 2nd and 4th grade students had the highest percent of student at the Maven level and the highest reading comprehension score since program implementation.
- 5th grade students had the highest reading comprehension score since program implementation

VAN ZANDT-GUINN

- 5th grade students had the highest reading comprehension score since program implementation



MAVEN'S MILESTONES ADDS FOURTH SCHOOL



IP expanded its Maven's Milestones reading achievement program into Diamond Hill Elementary School for the 2019-2020 academic school year.

"We felt Diamond Hill was the right school for an expansion after their continued interest in the program the past few years," co-founder Justin Hernandez said. "The school's administrators understand the value of the program, and we are excited to partner with them and see how their students perform."



The 2019-2020 academic school year marks the tenth consecutive year IP has hosted the program. The organization officially kicked off the new school year on Friday, Sept. 6, 2019, by revealing the prizes each student is eligible to receive, such as a click 'n catch, puzzle maze, and a gumball machine.





STUDENTS GO EXPLORING

IP co-founder Joshua Hernandez gave two presentations in 2019 to fourth and fifth graders participating in the Maven's Milestones reading achievement program.

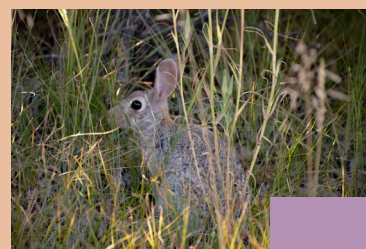
His first presentation focused on Palo Duro Canyon, often referred to the "Grand Canyon of Texas," located in the state's panhandle region near Amarillo.

Hernandez provided a history of the canyon dating back to the Paleo-Indians, the Apache and Comanche tribes, and the early Europeans. He also discussed different geological features of the canyon, and showed the students

different pictures of the unique landscape and native wildlife.

His second presentation focused on Acadia National Park, the country's first national park east of the Mississippi River. Located on Maine's Mount Desert Island, Acadia is one of the most visited parks in the country for its diverse landscape of ocean shoreline, mountains, woodlands and lakes.

"Whenever I'm traveling, I'm always putting these presentations together in my head and thinking of what would interest and inspire the students I'll be speaking to," Joshua said.



ADVISORY BOARD NETWORKING EVENTS

IP hosted three networking events attended by members of the organization's Advisory Board and former scholarship recipients. All three outings were sponsored by Texas Capital Bank.



Feb. 23, 2019: Pinstripes Bowling in Fort Worth



April 27, 2019: Baseball game between the Baylor Bears and TCU Horned Frogs



Nov. 16, 2019: The Axe Factory in Fort Worth

*“Our goal with the Advisory Board has always been to **develop relationships** and build a strong community. We're now inviting our former scholarship recipients to participate. Hosting these events helps **promote networking opportunities** for the students to interact with the Advisory Board members who support them financially,” said co-founder Justin Hernandez.*

THE ADVISORY BOARD IS A GROUP OF PROFESSIONALS WHO SHARE A COMMON BELIEF IN EDUCATION AND WHO PROVIDE STRATEGIC AND FINANCIAL SUPPORT.



JOIN OUR ADVISORY BOARD, JOIN OUR FAMILY

The IP Advisory Board is comprised of individuals who share a common belief in education. Members are eligible to participate in program committees, sponsored outings and networking events.

MEMBERSHIP

Members serve two-year terms, either as Junior or Senior members. Junior members are required to make a minimum annual contribution of \$300, while Senior members are required to make a minimum annual contribution of \$500. The only difference between Senior and Junior members is the donation amount. All contributions are tax deductible.

MEETINGS

Members are not required, but are highly encouraged, to attend organization functions, such as program-related activities and networking events.

RESPONSIBILITIES

The responsibilities are to 1) offer recommendations to the Board of Directors concerning improvements in the areas of programs, administration and fundraising, and 2) assist the Board of Directors in securing financial resources by contributing funds, recruiting new members and referring potential donors.

**Email contact@ipdfw.org or go to
www.ipdfw.org/advisory-board/ for more information.**

CURRENT ADVISORY BOARD

Kabiru Abubakar - Chief Oil & Gas, Reserve Engineering Manager

Michael Bache - VALUE Incorporated, Principal

Johnathan Baker - Sabre, Senior Manager, Financial Planning & Analysis

Kyle Barrie - Chief Oil & Gas, Geologist

Rhett Bennett - Black Mountain Exploration, President

Caroline Biggers - Impossible Possibilities, Intern

Jeremy Burton - Select Interactive, President

Demi Butler - Charity Advertising and Marketing Partners, Corporate Trainer

Tanner Davidson - DR Horton, Business Development

Chad Edwards - Trophy Insurance Solutions, LLC, Licensed Insurance Agent

Michael Elliott - Lockheed Martin, F-35 Special Tooling & Test Equipment Program Manager

Mikel Faulkner - Retired HKN Inc., President and CEO

Jacob Ferguson - Alexander Vineyards, Co-Owner

Guillermo Galindo - Lineage Logistics, Lead Quality and Inventory Control Specialist

Erick Gordon - Abbott Labs, Senior Engineer

Colin Grunewald - ShopPalmTree.com, Head of Business Development

George Gyimah

Joshua Hernandez - Petra Home Lending, Senior Loan Officer

Justin Hernandez - Chief Oil & Gas, Vice President of Finance

Katelynn Hernandez - Mary Kay, Inc., Inventory Supervisor - Global Inventory Control

L. Kelly Jones - Jones-Hassett Attorneys, Attorney

Dr. Jessie Lemp-Hull - Alcon Labs, Sr. Clinical Project Lead - Surgical Franchise

Patrick Loudon - Parker & Lynch, Executive Recruiter

Duff Mahan - Texas Capital Bank, Group Manager, Loan Syndications

Luis Marrufo - Lockheed Martin, Industrial Engineer

Mason Orr - North Texas Specialty Physicians, Senior Financial Analyst

Jonathan Ozuna - Peerless Mfg., Regional Sales Manager

Michael Quast - Jasper Ridge Partners, L.P., Director

Travis Sapaugh - CBRE, Inc., Senior Vice President - Advisory & Transaction Services, Occupier

Brennan Sawyer - Chief Oil & Gas, Senior Gas Marketing Rep.

Lucas Sawyer - Worthington National Bank, Senior Vice President

Justin Stasney - Stasney Energy Partners, LLC, Managing Partner

Andrew Tirbeni - TPG, Vice President, Fundraising

Richard Wegner - Basic Energy Services, Vice President, Health, Safety & Environment

Names in **orange** indicate Board of Directors.
Names in **purple** indicate senior level Advisory Board members.

FINANCIAL OVERVIEW

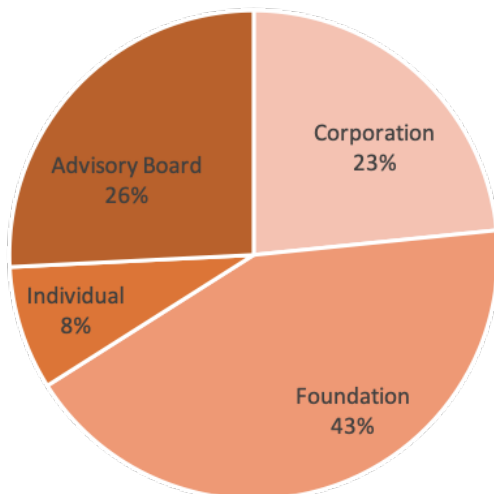
GRANTS RECEIVED

\$5K RYAN FOUNDATION
\$5K KEN DAVIS FOUNDATION
\$5K MILES FOUNDATION
\$5K LOCKHEED MARTIN AERO CLUB
\$7K TEXAS CAPITAL BANK

FINANCIALS

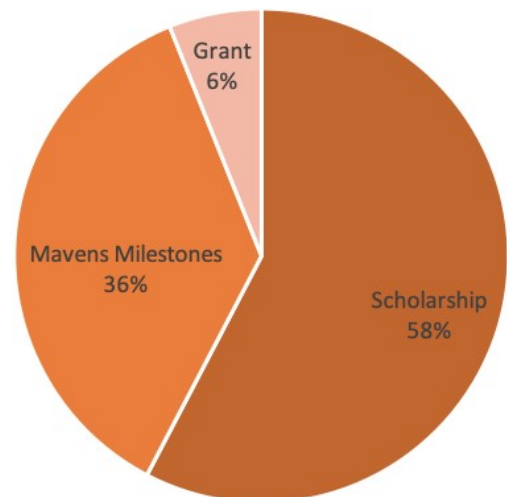
REVENUE	\$47,421
EXPENSE	\$(43,954)
INCOME	\$3,467
BEGINNING CASH	\$48,964
ENDING CASH	\$52,431

REVENUE



■ Corporation ■ Foundation ■ Individual ■ Advisory Board

PROGRAM EXPENSE



■ Scholarship ■ Mavens Milestones ■ Grant

HOW YOU CAN SUPPORT

IP is able to impact students in the local community because of the support of individual donors just like you! If you would like to make a financial contribution that will benefit student education, you can do so by going directly to www.ipdfw.org.

All donations are tax deductible.



Impossible Possibilities
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