

National Association of Black Accountants, Inc.
Dallas/Fort Worth Chapter
&
Southern Methodist University



"Lifting As We Climb"

2015 Accounting Career Awareness Program
Final Report





"Lifting As We Climb"



2015 Dallas ACAP Summary Report



Dallas ACAP Administrators



Nora O'Garro, Director



Odell L. Brown, CIA, CPA, PHR,
Executive Director

Note: For photos of the entire Dallas ACAP 2015 Team, see:
<http://www.dallasacap.com/acap-2015-team.html>

ACAP Counselors



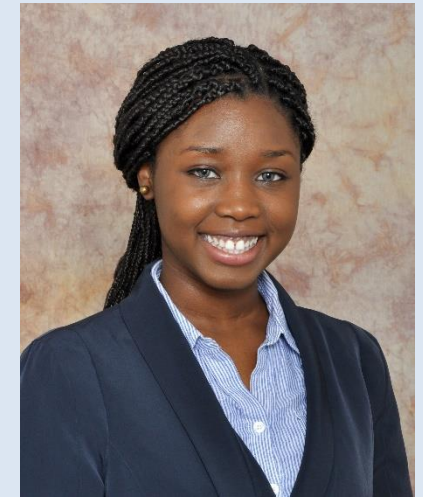
Brandon Fields



Paula Brown



Gerald Burnett



Audrianna Irving



Elisabeth Johnson



Kristofer O'Garro



Kelvin Anthony



Kim Jones

Resident Volunteers



Israel Pierre



Lauren Hawkins

Dallas ACAP 2015—Executive Summary

- ACAP Director: Nora O’Garro
- ACAP Executive Director: Odell L. Brown, CIA, CPA, PHR
- Dallas ACAP’s Existence: Since 2001
- ACAP Week: June 21 – 26, 2015
- Host School: SMU
- # Students this Year: 56
- Gender:
 - Males: 25
 - Females: 31
- Ethnicity:
 - African American: 35
 - Asian: 3
 - Caucasian: 2
 - Hispanic: 16
- # Students since inception in 2001: 664
- # Counselors: 8
- # Resident Volunteers: 2
- # Volunteers: Approximately 50
- # High Schools Represented: 34
- Scholarship Dollars Awarded: \$5,000
- Other Monetary Awards: \$1,505
- Overall ACAP Evaluation, Students: ACAP Exceeded Expectations
- Funding Dollars: \$74,600
- # Financial Supporters:
 - Companies & Organizations: 12
 - Individuals & Parents: 65
- # Alumni Attended: Approximately 15
- Dallas ACAP Board of Directors:
 - Nora O’Garro
 - Odell Brown, CIA, CPA, PHR
 - Marquesa Ukawilu
 - Angela Dunlap, CPA
 - Michael Guidry
 - Colin O’Garro
 - Fred Ross, CPA
 - Danica Williams, CPA

Executive Summary, Continued

- **Major Stakeholders:**
 - Corporate Partners
 - High School Students
 - University/High School Supporters
 - Other Professional Organizations with similar mission
 - NABA (local, regional, national)
 - Churches; Community at Large
- **Marketing Strategy/Methods:**
 - Promotional Videos
 - Social Media:
 - Facebook
 - Twitter
 - Instagram
 - YouTube
 - LinkedIn
 - Dallas ACAP Website (www.dallasacap.com)
 - Word-of-Mouth
 - Career Days
 - Community Events
- **Benefits to Students:**
 - Development of Soft Skills
 - Time Management Strategies
 - Tiered, Targeted Curriculum
 - Goal Setting
 - Career Awareness & Planning
 - Personal Branding
 - Role Models/Mentors
- **Benefits to Corporate Partners:**
 - Identification of Students for Recruiting & Hiring
 - Increased Exposure of Employer Source
 - Opportunity for Providing Community Service
 - Opportunity for Professional and Personal Growth and Development of its Employees

Dallas ACAP Goals

- To increase the number of high school students from underrepresented ethnic groups that attend college and major in accounting or business-related disciplines (accounting, finance, information technology, economics, business management, marketing, entrepreneurship, etc.)
- To increase college enrollment of these particular ethnic groups
- To provide a pipeline program for directing these students to the accounting/business profession

ACAP Website:

www.dallasacap.com

Informative

- Detailed Information on ACAP and what we're trying to accomplish each day of ACAP Week
- Schedule of Activities
- Rooms, venues, driving directions
- Success Stories of Dallas ACAP Alumni
- Diversity Perspective
- Visual Aids (Videos, Pictures, Templates, How-to Guides, etc.)
- Marketing Information (facilitates the ACAP Ambassador)
- Opportunities to Volunteer; Opportunities to contribute financially
- Gives the student the ability to respond online (submission, blogs, etc.)
- It's a trailblazing initiative within the NABA Family (Dallas ACAP is a premiere ACAP Chapter)

Resources (before, during, and after ACAP Week)

- College Admissions and Financial Aid
- Informative on the Accounting Profession

Dallas ACAP 2015: Some Key Dates

- Application Period: January 1 – April 18, 2015
- ACAP Interviews: May 23rd; May 30th
- Students/Parents Orientation: June 6, 2015
- Dallas ACAP Week: June 21-26, 2015



ACAP 2015 Demographics

| Ethnic Group | Fr | So | Jr | Sr | Male | Female | Total |
|---------------------------|-----------|-----------|-----------|-----------|-------------|---------------|--------------|
| African-American | 12 | 7 | 12 | 4 | 19 | 16 | 35 |
| Asian | 0 | 1 | 2 | 0 | 1 | 2 | 3 |
| Caucasian | 1 | 1 | 0 | 0 | 1 | 1 | 2 |
| Hispanic | 2 | 3 | 7 | 4 | 4 | 12 | 16 |
| Totals | 15 | 12 | 21 | 8 | 25 | 31 | 56 |
| | | | | | | | |
| Returning Students | 0 | 1 | 6 | 0 | 1 | 6 | 7 |

Click [here](#) for a photos of the ACAP 2015 students and click [here](#) for a roster of the students.

ACAP Male Students

NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS, INC. 2015 ACCOUNTING CAREER AWARENESS PROGRAM (ACAP)

Male Room Assignments: 25 Students

Executive Director: Odell Brown*

Head Counselor: Brandon Fields*

Resident Volunteer: Israel Pierre

| Kelvin Anthony**, Counselor | Gerald Burnett*, Counselor | Kristofer O'Garro**, Counselor |
|---|--|--|
| <ul style="list-style-type: none"> Lewis Guillory Jalen Ball | <ul style="list-style-type: none"> Sheldon Herrington Tre' Brown | <ul style="list-style-type: none"> Chazz Newman, Jr Noah Armstrong |
| <ul style="list-style-type: none"> Emmanuel Olawore Javier Soto | <ul style="list-style-type: none"> Joel Leach II* Andrew Thompkins | <ul style="list-style-type: none"> Roberto Carillo Thomas Hatton |
| <ul style="list-style-type: none"> Don'Trell Dosia Trevon Thomas | <ul style="list-style-type: none"> Anoop Kumar Desmond Wilson | <ul style="list-style-type: none"> Darrius Lee David Cruz |
| <ul style="list-style-type: none"> Jonathan Bailey Matthew McKelvey | <ul style="list-style-type: none"> Tariq Ramzy Tedros Kesete | <ul style="list-style-type: none"> Jaylon Crump Devin Wyatt |
| | <ul style="list-style-type: none"> Jorge Castillo | |

* Repeat ACAP Student or Counselor

** ACAP Alum

Date: June 4, 2015

ACAP Female Students

NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS, INC. 2015 ACCOUNTING CAREER AWARENESS PROGRAM (ACAP)

Female Room Assignments: **31 Students**

Resident Volunteer: Lauren Hawkins**

| Paula Brown*, Counselor | Audrianna Irving**, Counselor | Elisabeth Johnson*, Counselor | Kim Jones*, Counselor |
|---|--|---|--|
| <ul style="list-style-type: none"> • Katherine Villasana | <ul style="list-style-type: none"> • Jade Tucker* • Darcy Bedford | <ul style="list-style-type: none"> • Lauren Brown* • Cassie Garner | <ul style="list-style-type: none"> • Kellea Roberson • Selena Botello* |
| <ul style="list-style-type: none"> • Sandra Vasquez • Alexandria Reynolds | <ul style="list-style-type: none"> • Angelica Rayo* • Teale Conley | <ul style="list-style-type: none"> • Kennedi Gordon • Jessica Ayanbule* | <ul style="list-style-type: none"> • Sharone' Jackson • Jessica Miranda-Martinez |
| <ul style="list-style-type: none"> • Toi Williams • Linh Nguyen | <ul style="list-style-type: none"> • Liz Kufor • Sydney Swayzer | <ul style="list-style-type: none"> • Atayliya Irving • Lizbeth Miranda | <ul style="list-style-type: none"> • Alexa Silva • Yoselin Charles |
| <ul style="list-style-type: none"> • Elma Rico* • Ashlee Jones | <ul style="list-style-type: none"> • Beatrice Ramirez • Fabiola Torres | <ul style="list-style-type: none"> • Harshini Vivekananden • Rosemary Cerda | <ul style="list-style-type: none"> • Dorrian Roberson • Zaray Flores* |

Repeat ACAP Student or Counselor

* ACAP Alum

Date: June 4, 2015

Project Groups

NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS, INC. 2015 ACCOUNTING CAREER AWARENESS PROGRAM (ACAP)

Group Project Assignments

| Kelvin Anthony**, Counselor | Paula Brown*, Counselor | Gerald Burnett*, Counselor |
|--|---|---|
| <ul style="list-style-type: none"> • Jessica Ayanbule* (11) • Harshini Vivekananden (11) • Joel Leach II* (12) • Darrius Lee (10) • Sandra Vasquez (12) • Kennedi Gordon (10) • Liz Kufor (9) • Sheldon Herrington (9) | <ul style="list-style-type: none"> • Elma Rico* (11) • Cassie Garner (10) • Jaylon Crump (9) • Sydney Swayzer (10) • David Cruz (12) • Andrew Thompkins (11) • Tedros Kesete (11) • Kellea Roberson (9) | <ul style="list-style-type: none"> • Lauren Brown* (11) • Alexia Silva (9) • Emmanuel Olawore (11) • Jonathan Bailey (9) • Thomas Hatton (11) • Jessica Miranda-Martinez (11) • Beatrice Ramirez (11) • Dorrian Roberson (12) |

| Audrianna Irving**, Counselor | Elizabeth Johnson*, Counselor | Kim Jones*, Counselor | Kristofer O'Garro**, Counselor |
|---|--|--|---|
| <ul style="list-style-type: none"> • Alexandria Reynolds (11) • Fabiola Torres (9) • Selena Botello* (11) • Javier Soto (12) • Devin Wyatt (10) • Chazz Newman, Jr (9) • Noah Armstrong (9) • Sharone' Jackson (10) | <ul style="list-style-type: none"> • Linh Nguyen (10) • Jade Tucker* (11) • Lizbeth Miranda (10) • Yoselinn Charles (11) • Don'Trell Dosia (9) • Tariq Ramzy (12) • Tre' Brown (9) • Jalen Ball (10) | <ul style="list-style-type: none"> • Katherine Villasana (10) • Trevon Thomas (11) • Desmond Wilson (11) • Jorge Castillo (12) • Zaray Flores* (10) • Lewis Guillory (9) • Atayliya Irving (9) • Ashlee Jones (11) | <ul style="list-style-type: none"> • Toi Williams (9) • Angelica Rayo* (11) • Rosemary Cerda (9) • Darcy Bedford (12) • Teale Conley (10) • Matthew McKelvey (11) • Roberto Carillo (11) • Anoop Kumor (11) |

*Repeat ACAP Student or Counselor

Yearly Breakdown by Class & Gender

| Year | Fr | So | Jr | Sr | Male | Female | Total |
|--------|----|-----|-----|-----|------|--------|-------|
| 2001 | 0 | 0 | 9 | 11 | 5 | 15 | 20 |
| 2002 | 2 | 7 | 12 | 9 | 11 | 19 | 30 |
| 2003 | 0 | 8 | 11 | 8 | 11 | 16 | 27 |
| 2004 | 0 | 3 | 22 | 15 | 11 | 29 | 40 |
| 2005 | 1 | 5 | 7 | 15 | 18 | 20 | 38 |
| 2006 | 0 | 10 | 20 | 19 | 22 | 27 | 49 |
| 2007 | 1 | 10 | 21 | 17 | 20 | 29 | 49 |
| 2008 | 0 | 15 | 30 | 13 | 21 | 7 | 58 |
| 2009 | 0 | 12 | 19 | 17 | 22 | 26 | 48 |
| 2010 | 2 | 14 | 12 | 18 | 15 | 31 | 46 |
| 2011 | 18 | 1 | 22 | 10 | 33 | 29 | 62 |
| 2012 | 9 | 23 | 14 | 14 | 22 | 38 | 60 |
| 2013 | 13 | 4 | 12 | 11 | 14 | 26 | 41 |
| 2014 | 5 | 14 | 9 | 12 | 11 | 29 | 40 |
| 2015 | 15 | 12 | 21 | 8 | 25 | 31 | 56 |
| Totals | 66 | 149 | 252 | 197 | 263 | 401 | 664 |

High Schools Represented

- Bentonville High School (Bentonville, AR)
- James Bowie High School
- Bishop Dunne High School
- Cascia Hall Prep School (Tulsa, OK)
- Cedar Hill Collegiate High School
- Cedar Hill High School
- Glenda Dawson High School (Pearland, TX)
- DeSoto High School
- Duncanville High School
- Grenada High School (Grenada, MS)
- Heritage High School (Frisco, TX)
- John Horn High School
- Independence High School
- International Leadership of Texas
- Mansfield Lake Ridge High School
- Mesquite High School
- Midlothian Heritage High School
- Moses Molina High School
- Oakleaf High School (Jacksonville, FL)
- Plano West Senior High School
- Prosper High School
- Ridgepoint High School (Missouri City, TX)
- School of Business & Management (Townview)
- School of Gifted & Talented (Townview)
- School of Health Profession (Townview)
- School of Social Services Magnet (Townview)
- Skyline High School
- South Grand Prairie High School
- H. Grady Spruce High School
- Stepton High School
- Sunnyvale High School
- Timber Creek High School
- Ursuline Academy
- Woodrow Wilson High School

ACAP 2015 Evaluation: Students

| Category | Actual Ratings | Average Rating |
|----------------------------------|---|-----------------------|
| Application/Registration Process | <ul style="list-style-type: none"> •Good--14 •Very Good--10 •Excellent--14 | 2.91-- Good |
| Dorm Life | <ul style="list-style-type: none"> •Poor—3 •Good—12 •Very Good—5 •Excellent--15 | 2.91-- Good |
| Food | <ul style="list-style-type: none"> •Poor—1 •Good—12 •Very Good—9 •Excellent--13 | 2.97—Good |
| Counselors | <ul style="list-style-type: none"> •Good—2 •Very Good—18 •Excellent--15 | 3.37—Very Good |
| Administrators | <ul style="list-style-type: none"> •Good—3 •Very Good—9 •Excellent--23 | 3.57-- Very Good |
| ACAP Met/Exceeded Expectations | <ul style="list-style-type: none"> •Met Expectations—10 •Exceeded Expectations--25 | Exceeded Expectations |



"Lifting As We Climb"



2015 Dallas ACAP Detailed Report



Accounting Career Awareness Program (ACAP)

What is ACAP?

ACAP is a career development program designed by NABA for minority high school students at all grade levels.

During a week-long residency camp, a select group of students explore careers in accounting and business. ACAP steers students toward these vocations and guides them through career decisions.

The program is fully supervised, all-expenses paid (no cost to selected students), supported by donations from leading business professionals and grants from a number of NABA corporate partners.

Students selected for ACAP receive free tuition, room and board, books, materials, tours, and mentoring. Candidates must complete an application, obtain personal references, and write an essay. Students will also compete for scholarships.

2016 Key Dates:

- | | |
|-------------------------|---------------------------------------|
| •September/October 2015 | Initial High School Visits, Marketing |
| •February 2016 | High School Visits; Revisits |
| •April 15, 2016 | Deadline for Applications |
| •April 30, 2016 | Screening of Student Applications |
| •May 21, May 28, 2016 | Student Interviews |
| •May 31, 2016 | Notification of Student Acceptance |
| •June 4, 2016 | Student/Parent Orientation |
| •June 12– 17, 2016 | ACAP Week 2016 |

Dallas ACAP Success Stories

Partial Listing:

- 664 students have graduated since inception in 2001
- Range of class size -- 20 students to 62 students
- Average GPA approximates 3.4
- Repeat students each year (stay in pipeline)
- Scholarship dollars awarded each year, \$2,000-\$5,000
- Students come from approximately 30 different high schools
- Former ACAP students have served as Counselors
- Participants include siblings and NABA member children
- Approximately 80% of ACAP graduates major in business
- Dallas ACAP is a premier NABA program
- Dallas ACAP was held on the following campuses: UNT (2001); TWU (2002 and 2003); SMU (2004 – Present); UTD & SMU (2011 & 2012).



For additional information on ACAP, go to the Dallas ACAP website: www.dallasacap.com. The Dallas ACAP address is Dallas ACAP, P.O. Box 380426, Duncanville, TX 75138. The ACAP Director is Nora O'Garro. You may contact her at nramzy@sbcglobal.net or at 214-529-5110. The Executive Director is Odell Brown, CIA, CPA, PHR. You may contact him at odellbrown72@gmail.com or at 214-212-9374.

Accounting...For All Seasons of Your Life

High School

Accounting Career Awareness Program (ACAP)*:

- Introduction to Careers in Accounting & Business
- Exposure to College Life
- Exposure to Accounting Professionals
- Corporate Tour
- Networking Opportunities
- Working in Teams
- Mentoring Opportunities
- Scholarship Dollars
- Interactions with other High School Students
- Targeted Curriculum

College

NABA Student Chapter*:

- Internships/Job Opportunities
- Interviews & Interviewing Skills Workshops
- Exposure to Accounting & Business Careers
- Exposure to Accounting Professionals
- Mentoring Opportunities
- Scholarship Dollars
- Interactions with other college students
- Seminars and Workshops

Professional

NABA Professional Chapter Member:

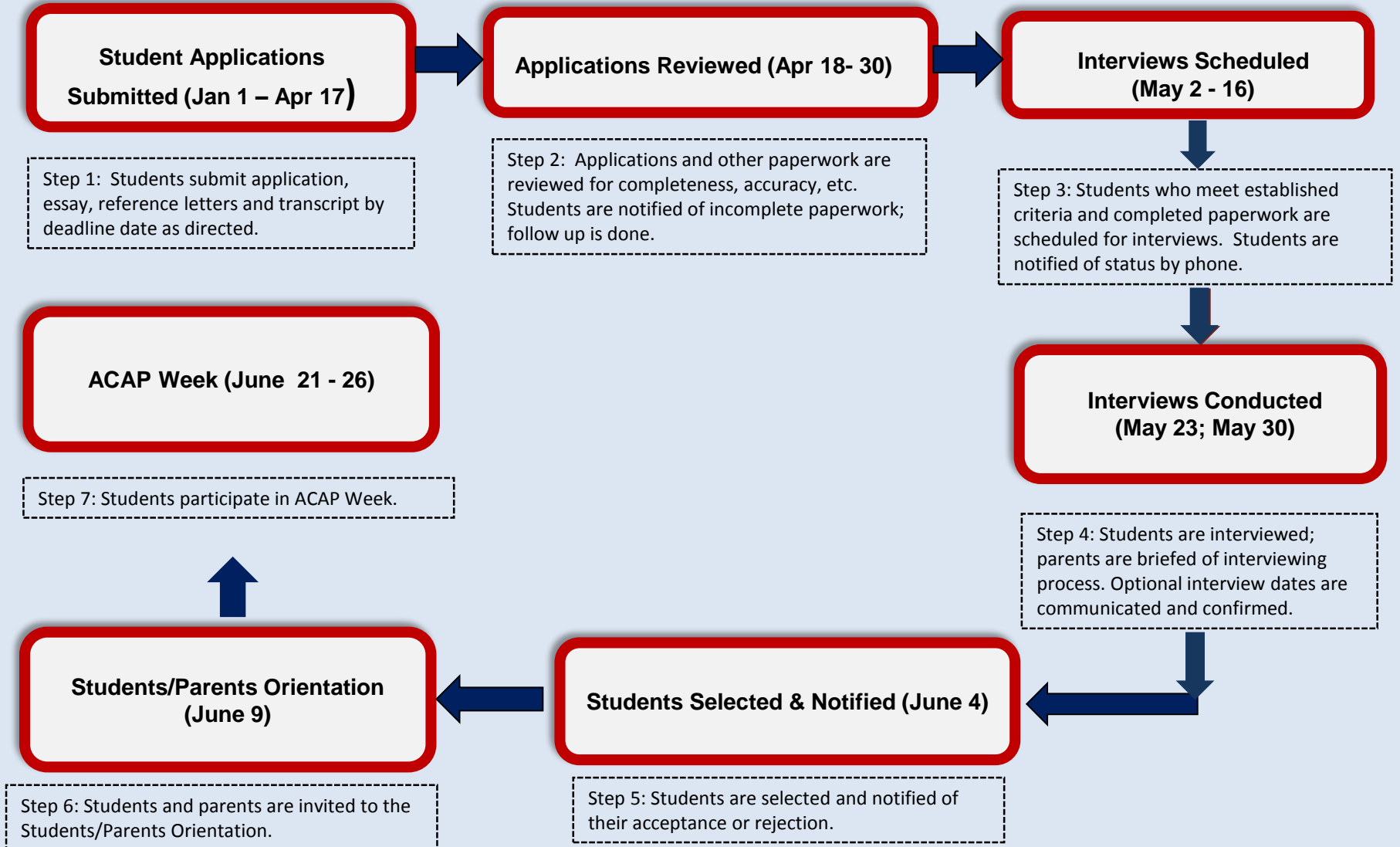
- Career Opportunities in Accounting and Business
- Exposure to the Big 4 Accounting Firms
- Exposure to Seasoned Business Professionals
- Mentoring Opportunities
- Exposure to various industries and working environments
- Advancement Opportunities at various levels within the firms/corporations
- Consideration for positions on corporate and non-profit boards
- Unlimited opportunities in technical and skills training
- Networking Opportunities



*Program or activity sponsored by the National Association of Black Accountants, Inc. (NABA). For additional information on NABA, go to the following websites: www.nabainc.org (National); www.nabadfw.org (DFW Chapter of NABA); www.dallasacap.com for ACAP application, scholarship application, etc. You may also contact Dallas ACAP at P.O. Box 380426, Duncanville, TX 75138.

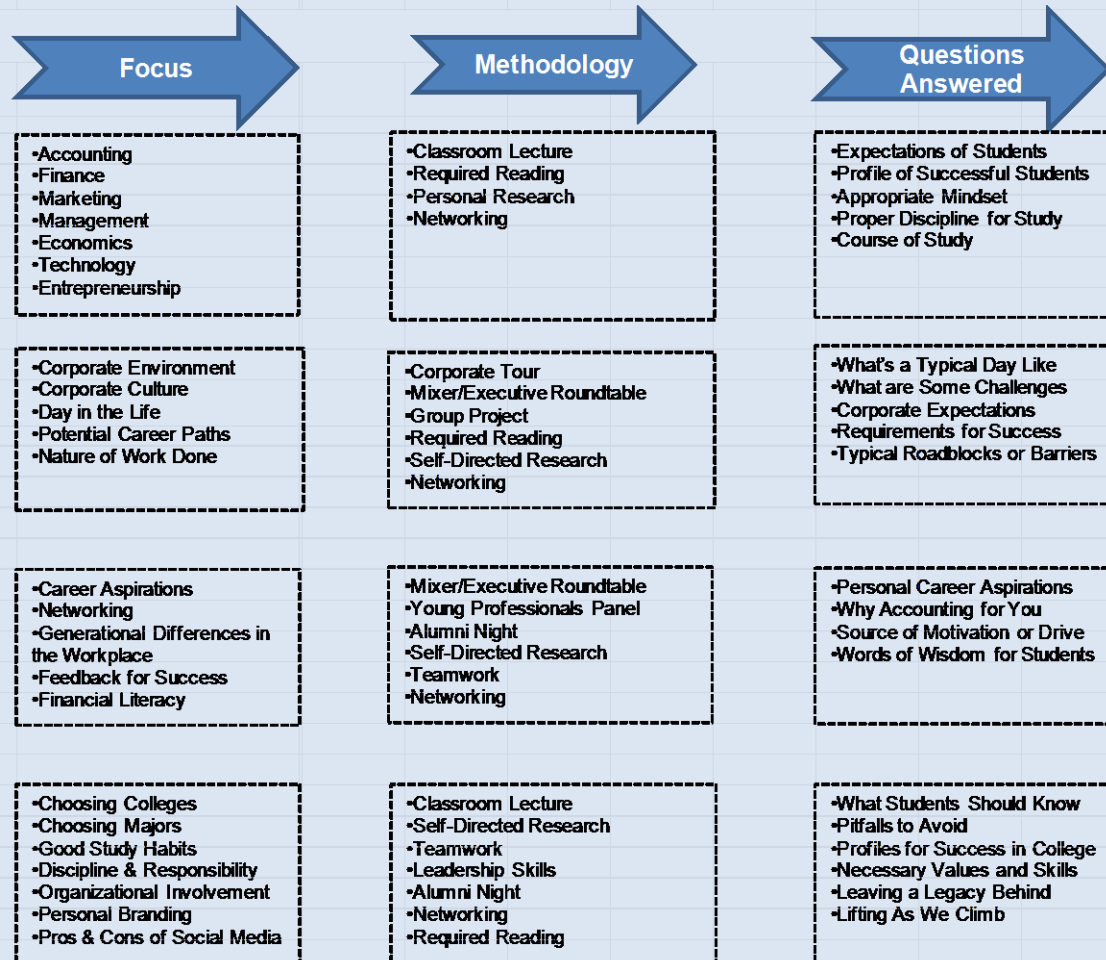
ACAP 2015 Student Selections Process

Targeted Audience: High School Freshmen, Sophomores, Juniors, & Seniors



ACAP Roadmap

ROADMAP: ACCOUNTING CAREER AWARENESS PROGRAM



ACAP Week Curriculum

- **Sunday**
 - Student Check-In
 - Opening Reception
 - Teambuilding Activities
 - Group Project Overview
- **Monday**
 - Introduction to College Life
 - Business Institute
 - Campus Tour
 - Admissions & Financial Aid
 - Executive Roundtable/Dinner
 - Alumni Night
 - Group Project Overview
- **Tuesday**
 - Personal Branding
 - Panel: Introduction to Business Education
 - Computer Lab: Group Project
 - Managing Your Money
 - Talk Back: Keeping It Real
- **Wednesday**
 - Computer Lab: Group Project
 - Corporate Tour: PwC
 - Community Service Project
 - Social Outing
 - Group Project
- **Thursday**
 - Computer Lab: Group Project
 - ACAP Evaluation
 - Student Voting (Awards)
 - Group Presentation Rehearsal
 - Scholarship Interviews
 - Talent Show Rehearsal
 - Group Project Presentations
 - Talent Show
- **Friday**
 - Corporate Tour: Thomson Reuters
 - Book Summary Presentation
 - Student/Counselor Check-Out
 - Closing Banquet

Click [here](#) for the ACAP Schedule At-A-Glance.

Executive Roundtable/Dinner

The Executive Roundtable/Dinner provided an opportunity for students and professionals to interact and to chat and chew. Seating was based on students' expressed career interests and the professionals' area of expertise. Click [here](#) for seating chart and [here](#) to see additional pictures.

- Public Accounting
- Corporate Accounting
- Tax Accounting
- Payroll Accounting
- Internal Audit
- Consulting
- Regulatory Reporting
- FDIC; FBI
- Finance
- Investments
- Financial Planning
- Information Technology
- Entrepreneurship
- Motivational Speaking
- Higher Education
- Advanced Degrees; Certifications
- Human Resources
- College Recruiting
- Advising
- Internships
- Career Development
- Professional Affiliations



Executive Roundtable/Dinner



Alumni Night



Social Outing: Dave & Buster's



Group Project Requirements

Create a Business Plan

- The name of your business
- Mission Statement
- A description of your product or service
- Why are you thinking of starting this company?
- How do you intend to produce this product or service?
- How much will the product(s) or service(s) cost?
- When would you expect to launch?
- Develop a slogan or jingle for your product or service



Create a Marketing Strategy

- Description of prospective customers, target markets, growth prospects, competitors
- Benefits of your products and services
- How you will market your products or services (e.g., advertising, Internet, direct marketing)

Prepare Financial Statements

- Projected Balance Sheet
- Projected Income Statement

Presentation

- PowerPoint
- 5-7 Minutes

Some Candid Shots



Closing Banquet Speaker



[Frank K. Ross, CPA](#)

(click on name for bio)

Closing Banquet

Theme: *“Building on a Legacy of Excellence”*



Scholarship Winners

(\$1,000 each)



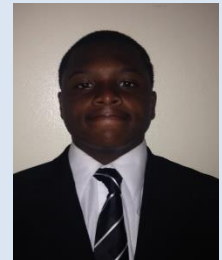
Darcy Bedford
David Cruz
Joel Leach, II
Dorrian Roberson
Javier Soto



Other Award Winners

■ Monetary Awards:

- Top Student—Female: Selena Botello (\$100)
- Top Student—Male: Jaylon Crump (\$100)
- Most Inspirational : Ashlee Jones (\$50)
- Most Enthusiastic : Lewis Guillory (\$50)
- Rising Star Award: Lewis Guillory (\$75)
- Male Counselor Award: Kelvin Anthony (\$100)
- Female Counselor Award: Elisabeth Johnson (\$100)



Top Male & Female Winners



Jaylon Crump and Selena Botello

Most Inspirational, Rising Star Awardees



Ashlee Jones and Lewis Guillory*

*Lewis Guillory also received the Most Enthusiastic Award.

Top Male & Female Counselors



Kelvin Anthony and Elisabeth Johnson

Group Project Winners

(\$50 each)

- Jorge Castillo
- Zaray Flores
- Lewis Guillory
- Atayliya Irving
- Ashlee Jones
- Trevon Thomas
- Katherine Villasana
- Desmond Wilson
- Kim Jones, Counselor



Talent Show Winners



Trevon Thomas, Sheldon Herrington, and Sydney Swayzer



ACAP 2015 Financial Supporters

(Companies & Organizations)

- SMU
- Antioch Fellowship Missionary Baptist Church
- AICPA
- Grant Thornton
- PricewaterhouseCoopers
- EY
- Raytheon
- Behringer
- Texas Society of CPAs
- NABA Western Region
- Thomson Reuters
- Walmart



ACAP 2015 Financial Supporters

(Circle of Influence—Individuals, Parents, Room Deposits, Ticket Sales)*

- Odell Brown (MPrints)
- Ron Brown
- Steve Denson
- Angela Dunlap
- Thomas H. Garner Ministries
- Juanita Harris
- Mike Johnson
- Racquel Johnson
- Anthony McNeal
- Colin & Nora O'Garro
- Fred Ross, CPA
- Wayne Rowe, CPA
- Maurice H. Smith Consulting
- Pat Smith
- Marquesa Ukawilu, CIA
- Danica Williams
- Marvyn & Brenda Williams
- Kimberly Ball
- ACAP Parents**
- ACAP Students—Room Deposits**
- Banquet Ticket Sales**
- Lawrence J. Harrington
- Zenetta Drew
- Joyce Roberson
- Laura Adams
- Nigun C. Frengell & Phillip Snowden
- Yvonne Thompson
- Hopewell School Foundation—Louisiana
- French Taylor
- Shannon Tisdale
- Lee Anderson
- Vi8vekanandan Vasudevan
- Hallie Tolbert
- Daphne Branch
- McKelvey Family
- Jennifer Sanders

*New concept started in 2014

**Separate listing available

Dallas ACAP 2016: Some Key Dates

- Application Period: January 1 – April 15, 2016
- ACAP Interviews: May 21, 2016 ; May 28, 2016
- Students/Parents Orientation: June 4, 2016
- Dallas ACAP Week: June 12-16, 2016



Questions



For the Dallas ACAP application and additional information: see www.dallasacap.com.

National Association of Black Accountants, Inc.

Dallas/Fort Worth Chapter



"Lifting As We Climb"

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Post Office 380426

Duncanville, TX 75138

Website: www.dallasacap.com

