



**CHANGING THE**

**FACE OF TECH**

**Ada Annual Report**  
**July 1, 2018 – June 30, 2019**



ada developers  
academy

# Letter from Leadership

## Dear Ada Community:

We are so pleased to share with you the first-ever Ada Developers Academy annual report. Ada has grown beyond our startup roots, and we are excited to share our impact results, financials, and programs from fiscal year 2019. During this season of thanks and reflection, we wanted to acknowledge and send our appreciation to each of you for your investment in our work.

The past year has been full of exciting changes and opportunities — as well as a handful of challenges. We've welcomed 7 new staff members, 4 new members to our Board of Advisors, and we've worked to increase transparency around Ada's programs in our communities. Ada has been through an important year of transition, and we have appreciated the support and engagement of our community as we evolve. Your support will continue to keep our mission and the Adie (Ada alums) community at the forefront of what we do.

**Ada is strong:** **89 Adies graduated this past year** — including Cohort 9 (January 2019) and Cohort 10 (June 2019) — bringing our total Adie alum community to 333. Adies are deeply engaged individuals and contribute hundreds of hours of volunteer time supporting our current students.

**Ada is impactful:** 94% of our Cohort 9 and Cohort 10 students complete the Ada program, and 95% have a job in the tech industry within 180 days of graduation. **Ada graduates increase their earnings by an average of 126% post-program**, resulting in the creation of \$24M in new salaries in our community.

**Ada is ready:** With a talented, experienced, and energized staff, a new strategic plan and direction, and an updated brand and website, **Ada is prepared to welcome new leadership in early 2020.**

We could not do this work without the amazing support of our corporate partners and community-based philanthropy. With the deep commitment and support from our entire community, women and gender diverse students receive the education, training, and opportunity to change the face of tech. We know that Ada changes lives and helps build healthy, equitable environments, and a more inclusive tech industry.

**On behalf of the Ada Staff and Board of Advisors,**



**Scott Case**

*Co-founder and Board Chair*



**Christine Martin**

*Interim Executive Director*



# Who We Are



**We are a nonprofit, tuition-free coding school for women and gender diverse adults.** We focus on serving individuals from low-income, underrepresented minority, and LGBTQIA+ communities.

Ada develops software engineers who are skilled, confident, and work-tested — our graduates are experienced in practical, team-based software development, and they learn new technology rapidly.

We believe that diversity in teams creates more effective work cultures and innovative products. We advocate for and support our students, alums, and partners to foster healthy, equitable environments. Together, we are building toward a more inclusive tech industry.

## OUR IMPACT\*

91%

of our graduates were hired into full-time jobs in tech\*\*

78%

of our graduates are people of color

48%

of our graduates are from underrepresented communities of color

29%

of our graduates identify as part of the LGBTQIA+ community

51%

of all of individual giving came from our alums and students

*\*between July 1, 2018 and June 30, 2019*

*\*\*within 180 days of graduating from Ada Developers Academy*



# Ada's Future



Ada continues to leave an indelible mark in Seattle's tech sector — **and we want to further increase our impact and serve more individuals from underserved and underrepresented communities.**

We are excited for the future. Ada recently completed a strategic planning process and have developed a plan for strategic growth that we will roll out over the next 18-24 months. Ada is poised for growth, expanded support of our students and alums, and an increased reach to the individuals who benefit from Ada programs the most.

We selected the following strategies as our top priorities in the months ahead:

**Strategy 1:** Build a strong student recruiting process and pool of potential applicants that meet our target demographics and best align with the students Ada is best positioned to serve.

**Strategy 2:** Evaluate and align the Ada core curriculum to ensure it reflects company partner standards and the relevant job market for our students. Build additional support systems to help guide student success.

**Strategy 3:** Diversify our funding sources to meet the unique needs of our students outside of the classroom and core program.

## Ada Moves!

Ada is moving to a new location in the fall of 2020 so we have the space and program services to support, educate, and prepare more students for internships and jobs at our amazing partner companies.

Through your support, we can:



**DEVELOP NEW PROGRAMS**



**EDUCATE MORE STUDENTS**



**BUILD A STRONGER COMMUNITY**

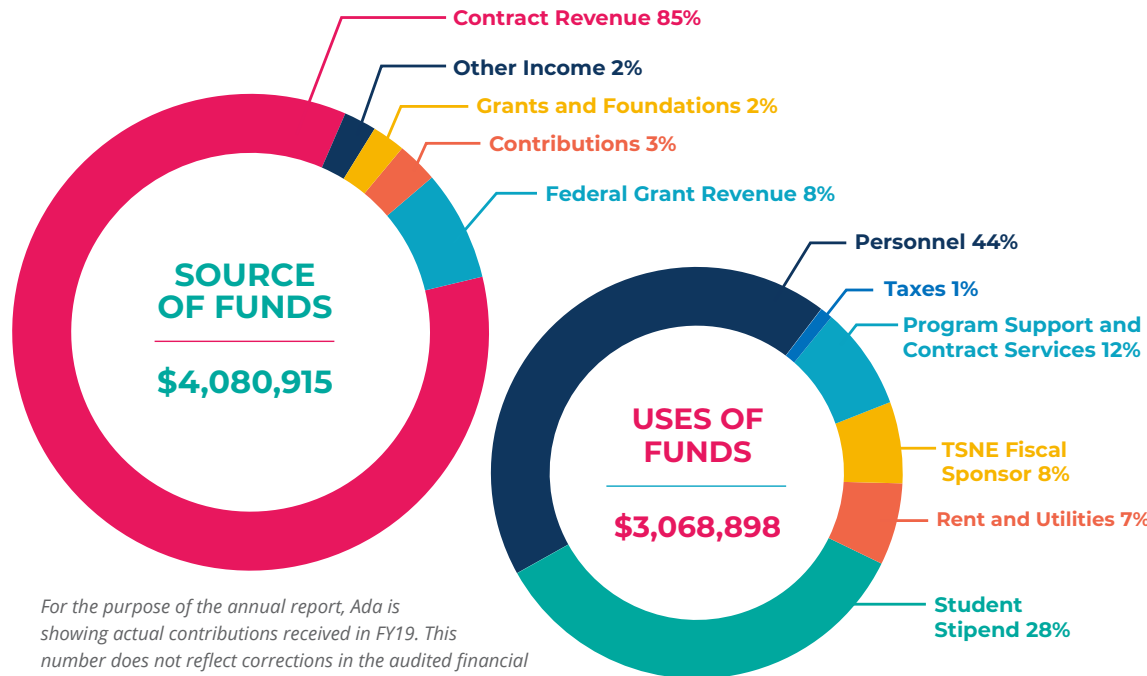


**CHANGE THE FACE OF TECH**

*\*For sponsorship opportunities, please reach out to Alexandra Holien, [alexandra@adadevelopersacademy.org](mailto:alexandra@adadevelopersacademy.org).*



# Financials



For the purpose of the annual report, Ada is showing actual contributions received in FY19. This number does not reflect corrections in the audited financial statement for contributions received in prior fiscal years. Total net assets of \$1.8M as of June 30, 2019 reflected in the TSNE audited financials remain unchanged.

## Ada Loans // Cohort 9–Cohort 12



Fundraising efforts over the past two years have been focused on securing funding for loans to Ada students for living expenses while attending Ada programs. We are deeply appreciative of donations made to support these students. Each cohort, together we raise \$175,000–\$200,000 prior to the start of a program to create loans of up to \$15,000 per qualifying students. As Adies repay these loans, starting with Cohort 9 in the Spring of 2019, funds are invested in this program for future student loans.

# Our Board + Staff

## CURRENT BOARD OF ADVISORS

**Scott Case**  
CO-FOUNDER, BOARD CHAIR

**Lisa Chin**  
**Liz Rush**

ADA ALUM COHORT 1

**Miriam Cortes**  
ADA ALUM COHORT 6

**Rachel Klein**  
**Tammarrrian Rogers**

## CURRENT STAFF MEMBERS

**Alexandra Holien**  
**Becca Elenzil**  
**Bethany Lindsey**  
**Chris McAnally**  
**Christine Martin**  
**Dee Del Rosario**  
**Devin Helmgren**  
**Gabriela Pinto**  
**Kaida Masaki**  
**Lisa Flores**  
**Jane Park**  
**Jared Maddox**  
**Sarah Ervin**

## FORMER BOARD OF ADVISORS

We are grateful for the support of the following former board members who have guided and supported Ada at various points during our first 6 years:

**Elise Worthy**  
CO-FOUNDER

**Amy McCullough**

**Cynthia Tee**  
**Jill Domanico**

**Kalpana Naranaswamy**

**Liz Pearce**  
**Marleigh Chiles**

ADA ALUM COHORT 3

**Melinda Mizuta**  
ADA ALUM COHORT 1

**Michelle Goldberg**  
**Rachel Stoermer**  
**Rogers Weed**  
**Susannah Malarkey**  
**Ted Bardusch**

# Thank You to Our FY2019 Supporters

## CORPORATE PARTNERS

Alaska Airlines  
 Allen AI  
 Amazon  
 Avalara  
 Blue Origin  
 Climate Corporation  
 Code.org  
 Concur  
 Convoy  
 Extra Hop  
 Getty Images  
 GoDaddy  
 Google  
 Highspot  
 Hulu  
 Indeed  
 Microsoft  
 Nordstrom  
 Okera  
 Outreach  
 Pinterest  
 Redfin  
 Remitly  
 Rover  
 Socrata  
 Tableau  
 Uber  
 Zillow  
 Zulily

## CORPORATE DONORS + FOUNDATIONS

Capital One  
 Laural Fund  
 Getty Images  
 Seattle Credit Union  
 Yestler Org  
 Lamb Foundation  
 Uber

## GOVERNMENT GRANT

Department of Labor and Seattle Central College (Tech Hire)

## IN-KIND DONORS

Moz  
 Indeed  
 Amazon  
 Zillow

## INDIVIDUAL DONORS

### Amplifiers\*

Amy Watson  
 Beda Family Fund  
 Bo Trethewey  
 Campbell Glass  
 Christiane Sawadogo  
 Christine Martin  
 Cynthia Tee & C.Y Lee  
 Dan DiCamillo  
 Daniel Cordell

David Griffin  
 Emily Abrash  
 Fabio Yeon  
 Frey-Parry Fund  
 Hunter Davis  
 Jade Vance  
 Jennifer Owens  
 Jessica Weeber  
 John Vehey  
 Johna Morris  
 Kim Rachmeler  
 Matthew Bielich  
 Michelle & Brad Goldberg  
 Miriam Cortes  
 Rebecca Tolmach  
 Robert Morris  
 Sasha Pierson  
 Scott and Margot Case  
 Tamiko Terada  
 Thomas King  
 Zackary Cava

*\*Amplifiers are those who have donated \$1,000 or more in FY 2019.*

### Sustainers\*

Allison Northrop  
 Alyssa Hursh  
 Amy Cash  
 Ashton Horton  
 Beau Beveridge

Brenna Darroch  
 Brianna Kemp  
 Campbell Glass  
 Christiane Sawadogo  
 Davida Marion  
 Elizabeth Uselton  
 Emily Gordon  
 Eric Ritzel  
 Consulting  
 Erica Case  
 George Wheaton  
 Jeremy Flores  
 Joanna Rives  
 Johna Morris  
 Kate Fulton  
 Kate Shaffer  
 Kay Nelson  
 Lauren Cardella  
 Lauren Fries  
 Lila Garcia  
 Loraine Kanervisto  
 Nora Peters  
 Olivia Hunter Pryor  
 Olivia Legge  
 Patrick Bramble  
 Quai Wentt  
 Rachel and Taylor Clark  
 Rebecca Mark  
 Regan Huff  
 Rosalyn Anuseh  
 Sai Samant  
 Sara Frandsen  
 Shari Meggs  
 Sophia Baldonado

Tamira Vojnar  
 Trish Griego  
 Valerie Conklin  
 Victoria Sawchuk  
 Whitney-Rose Levis  
 Zheng Cao

*\*Sustainers are those who are recurring donors during FY 2019.*

### Contributors\*

Adam Ahringer  
 Adam Gardner  
 Addie Land  
 Adrian Cohea  
 Aessa Nassri  
 Aki Namioka  
 Alan Weber  
 Alana Yee  
 Alex Hunter  
 Alexander Buckles  
 Alexandra Holien  
 Ali Friedman  
 Alice Young  
 Allison Gillespie  
 Amanda Bonner  
 Amy Fernandes  
 Amy Hunter  
 Anders Smith  
 Andrew Gorcester  
 Andrew Hedges  
 Andrew Peterson  
 Andy Alm  
 Andy Karmy  
 Ania Gonzalez  
 Anika Lehde  
 Anil Bhagwat  
 Anjelica Jones  
 Anna Boyd  
 Anna Mason  
 Anna Wilson  
 Anne Kimsey  
 Annie Hahn  
 Annie Lucia  
 Anthony Jones  
 Ashley Eberts  
 Ashley Ossmann  
 Ashton Horton  
 Ashton Horton  
 Austin Valeske  
 Barbara Masaki  
 Barry Dougan  
 Ben Reilly  
 Benny Anderson  
 Bianca Fernandez  
 Blake Hamamoto  
 Bo Wang  
 Bradley Johnson  
 Brian Ledbetter  
 Briana Eng  
 Brittany Walentin  
 Bryan Wilson  
 Cara Comfort  
 Carl Walsh  
 Chandler Minner  
 Chanisha Somatilaka  
 Charlie Kelson  
 Chris Paape  
 Chris Park

Chris Radcliff  
 Chris Simmons  
 Christine Burton  
 Christopher DePuydt  
 Christopher McAnally  
 Christopher Morris  
 Christopher Newell  
 Clint Malcolm  
 Craig Nakashima  
 Crystal Perreira  
 D. Hasseldahl  
 Dana & Jeffrey Doemer  
 Daniel Cushing  
 Daniel Gifford  
 Daniel Man  
 Danielle Birbal  
 Danielle Schrimmer  
 Daphne Cheok  
 David Anderson  
 David Dennis  
 David Husa  
 David Jimison  
 Davida Marion  
 Davida Marion  
 Derek Reynolds  
 Devon Persing  
 Dina Cabrera  
 Dirk Hubregs  
 Doug Andersen  
 Doug Ilijev  
 Douglas Cole  
 Dylan Deverill  
 Elia Grenier  
 Elizabeth Davis



# Thank You

Elizabeth Pearce	Jason Knoll	Katherine Lonczak	Luxi Lindsey	N. Long	Ryan Robinson	Thad Hitchcock
Elizabeth Sparks	Jason Panzer	Kathryn Pond	Madeleine Johnson	Nathan Scott	S. Barag	Thomas O'Connor
Elle Vargas	Jason Studstill	Kathy Davis	Maiu Fischer	Natomas In Home Computer Repair	Sahana Murthy	Tim Chang-Miller
Emilce Sanchez	Jayden Shagam	Katie Rembold	Maja Graonic	Nicholas Johnson	Sally Moore	Timothy DeHan
Emily Ireland	Jeanie Walker	Katie Ritter	Mariano Martinez III	Nicole Iwasaki	Samuel Livingston- Gray	Timothy Plummer
Eric Lindburg	Jeff McKean	Kaylee Andrews	Marie Potter	Nicole Url	Sara Stiltner	Timothy Swast
Eric Petersen	Jeff Nienaber	Kelsey McAlphine	Marjorie Ferris	Nikita Hurkadli	Sean Haneberg	Todd Pfannenstiel
Eric Shoubridge	Jeff Richards	Ken Sriwijaya	Mark Neumann	Nisha Uppala	Sean Smith	Tom Blikre
Erik Blazing	Jeffery Miller	Keren Katz	Mark Pitman	Oliver Moffat	Shane Johnson	Tracy Kropp
Erin Sullivan	Jeffrey Hulten	Kimberley Zell	Mary Lamkin	Olivia Crusoe	Shannon Callies	Travis Hartwell
Eva Sawyer	Jenna Badanowski	Kirsten Schumy	Mary Morrison	Ordenez and Suan	Shawn South	Travis Spangle
Evan Gilbertson	Jennifer Batten	Kristine Toguchi	Matt Feodoroff	Patrick Sheehy	Sigrid Benezra	Tyson Burris
Evette Bacon	Jeremy Modjeska	Kyle Bluff	Matt Mickelson	Paul Reinitz	Simon Cropp	Ujwala Khaire
Federico Nava	Jessica Cook	Kyle Curnutt	Matt Prichard	Pete Higgins	Stacey York	Vaughn Bench
Feiya Wang	Jill Domanico	Kyle Marcon	Matt Tassos	Peter Garland	Stanley Rawrysz	Vero Petro
Gareth Ferneyhough	Jillian Boshart	Kyle Trethewey	Matthew Bell	Philippe Brissaud	Stephan Mack	Victoria Garcia
Geetika Bangard	John Layton	Kylie Della	Matthew Wilson	Piera Damonte	Stephanie Hippo	Victoria Shimizu
George Gaylor	John Pile	Laura Naegel	Melinda Reese	Qijing Yu	Stephanie Nelsen	Vince Szopa
Grant Eoff	John Weeber	Laura Szkolar Sienkiewicz	Melissa Dalton	Rajbeer Dhatt	Stephen Phillips	VirginiaTrethewey
Gregory Harrison	Jon Byrum	Laura Webb	Michael Rodriguez	Rennick Oxford	Steve Krause	Vocal Image Communications, LLC
Guinevere Saenger	Jon Gill	Lauren Herrera	Michael Cavaliere	Rex McAnally	Steve Talt	Wendy Grus
Harshal Vadnere	Jonas Barklund	Lauren Knueppel	Michael Kosten	Robb Ip	Steven Pautler	Wenjie Fang
Holly Styant-Browne	Juan Lopez	Lea Catoe	Michael Schaeffer	Robb Vest	Steven Roberts	Yihua Zhang
Honex Escarez	Julie Foecking	Lea Nishimura	Michael Spann	Robbie Ames	Suraj Parameswara Iyer	Yuri Nakashina
Ian Greenfield	Julio Rivera	Leander LeSure	Michelle Gamboa	Robert Villahermosa	Suzanne Hwang	Zachary Cook
Ilyssa London	Julius Canter	Leang Chung	Michelle Gutierrez	Rohith Maneyapanda Ponnappa	Suzanne Mulligan	Zane Teh
Irena Lam	Justin McKay	Lee Byrne	Michelle Urberg	Ronnie Huynh	T. Lie	
Isabel Suchanek	Kaitlin Ramirez	Lindsay Thompson	Mike Tosch	Ryan Hood	Tamar Hershenbaum	
Issac Del Rosario	Karen Nalls	Lindsey Patterson	Miles Crawford	Ryan Johnson	Tanja Nijemcevic	
Jade Siminitus	Karin Kubischta	Lisa Rolczynski	Minh Ha Pham	Ted Roberts	Tanja Stroble	
James Grams	Karrie Pilgrim	Logan McDonald	Morgan Cole	Tehut Getahun		
Janina Buechner	Katey Schuyler	Lorraine Andrew	Morgan Rote			
Jared Proske	Katharine Spitzer	Louis Brotherton	Moses Allooh			
Jason Hortsch	Katherine Defliese		Moz Contributions			

*\*Contributors are those who have given their support of Ada through a donation in FY2019.*



# Contact Us

To learn more about involvement with Ada Developers Academy, please contact Alexandra Holien, our Strategic Partnership and Development Director. **Thank you for your engagement and support of Ada Developers Academy.**

## Alexandra Holien

DIRECTOR OF STRATEGIC PARTNERSHIPS AND DEVELOPMENT

[alexandra@adadevelopersacademy.org](mailto:alexandra@adadevelopersacademy.org)

253.344.9787

