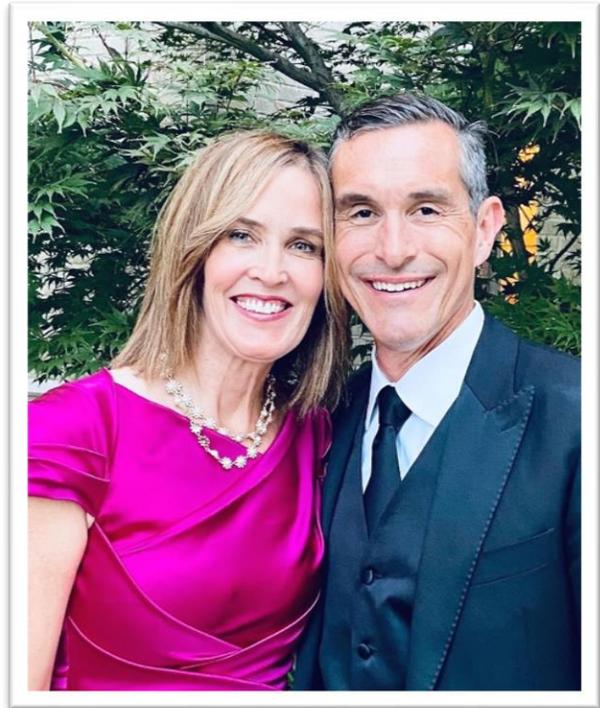


Note: C12 is about community, and that is why we meet in our groups. However, there is a broader community of C12 members throughout North Texas. Look for a series of introductions that you can use to get to know others that share the bonds of C12. – Tom Hawes, Joe Galindo, Mike Gullatt, Tom O'Dwyer, Kevin Pate, Michelle Moore, Andrea Rodarte

	C12 NORTH TEXAS COMMUNITY C12 NORTHWOOD – MEET THE MEMBER TAD MCINTOSH	 Experts in People	
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Meet Tad McIntosh

Tad and his wife, Pam, have been married 30 years. They met at a wedding in Dallas when Tad was on his way to Korea to serve as an Army Infantry Officer. During their early marriage, they lived in Washington D.C., where Tad had assignments at the Pentagon, in the White House U.S. Honor Guard, and completed his active-duty service with the rank of Captain. Later, they settled in Pam's hometown of Dallas and lived in University Park until a few years ago, when they moved to Plano. Their church home for the past 27 years has been Highland Park Presbyterian Church. Tad is an elder and a deacon and has been active in the youth program along with their three sons. Their eldest, Crayton (28), a software engineer, just celebrated one year of marriage to Clara. Ike (26), a writer in Hollywood, is engaged to marry Jess at the end of July 2022. Will (19), an incoming sophomore at A&M in College Station, is serving the Lord working at Pine Cove as a camp counselor this summer. The family has two beloved retrievers, Ranger, a black lab, and Molly, a golden retriever. Tad is the President of HumCap, a Human Resources and Recruiting service company. <https://humcapinc.com/>



Where did you grow up? Where are your roots?

I grew up in the North Atlanta area, but we lived in several places before settling there. After high school, I went to West Point and graduated with an Engineering degree. My mom is from Oklahoma, and my dad is from Jamaica, so I jokingly refer to myself as a "Jamokie." My paternal great-grandfather, a black doctor, was a medical missionary in Jamaica in the early 1900s. He left the U.K. to attend medical school in Canada, then went to Jamaica as a medical missionary. Through our church and Son Servants, I have been able to go on mission trips to Jamaica with my sons. It has been fun to connect with those roots.

What are some of your favorite things, and how do you spend your spare time?

I love worshipping, family time together, and time outdoors. A fitness nut, I enjoy doing different sport-related hobbies with each of my sons. I am a triathlete and enjoy hiking, biking, and spending time at our lake house. The first hour of each day is my most important hour, when I have quiet time with the Lord to pray, read, and journal. Afterward, I go for a run before I start to work.

What was the last outing or trip you took with your family?

I took a memorable trip in the summer of 2020, the year my company celebrated its 20th year. My family and I went hiking in Yellowstone for a week, then spent another week in the Tetons. My wonderful wife arranged for me to stay an additional four weeks after the family left. I was able to visit friends in Montana, Wyoming, and Idaho, work from the road, and enjoy solitude and silent hikes. It was a great retreat and time of reflection. Last year, we enjoyed Mt. Rushmore, Montana, Idaho, and Washington.

How did you start your business, and how did you get to where you are now?

My background includes both H.R. and recruiting. Before starting my business, I worked at a startup technology company. I saw them grow significantly from 15 employees, so I experienced firsthand the problems of growing a small business into a much larger one. Companies must ask how they can grow their infrastructure and also how they can grow



talent. In Humcap, we were able to start a company that provides a dual service for our clients. We provide H.R. services and can also recruit talent for them. The H.R. needs for small businesses and the recruiting needs for all companies are an insatiable demand. Nobody ever arrives. When leaders grow their business, they must grow their people, and when they grow their



people, they must grow the infrastructure of the people. What it takes to start a company with 10-15 employees versus how to scale a business that is now 50 employees are two different scenarios. Both usually need help. The H.R. Division and the Recruitment Division of our company are different employees that serve different needs. There is that duality of need across the board, and we can serve both.

What service does your company provide?

Outsourcing Human Resources & Recruiting Services.

How do you describe HumCap's mission and values?

Our mission: Delivering **Human Capital** excellence

Our values: Serve with Excellence, Win as a Team, Better Every Day

Our purpose: Helping people, customers, and the community

Serving begins as first serving the Lord. Winning as a team means winning externally with our customers while winning internally with many teams. Each client has a specialized team serving them, and no one serves alone. Better Every Day is a value around what was good enough yesterday is not good enough tomorrow. The foundation of business and the world is constantly changing, and companies need to adapt.

Who are your primary customers?

We have three types of customers: small companies, growing companies, and technology companies. The majority of our customers are small companies with 25-50 employees. Growing companies need our help navigating dynamic change. Technology employers comprise 80% of our recruiting.

How and why did you come to C12?

In 2012, another CEO told me C12 offered good community and business advice. He invited me to the group and told me I should think about joining, so I could put my faith at work in my business. I had thought about it but did not have the necessary tools. I knew it was my job to steward what God had put in front of me, and I wanted to return to God what he had given me. It is easy now for anyone to see it is God's company.

What do you value about your group?

I value the community and the collaboration around the table and iron sharpening iron, as well as knowing it is a trusting environment. We can discuss the most challenging pieces of running a faith-oriented business, just running a business, being a leader, and the most important roles of being a child of God, a husband, and a father. With all that on our plate, collaborating around those issues in a trusted network of people is priceless.



What challenges as a business owner have you faced, and how has your C12 group and chair helped with these challenges?

One of the bigger challenges we faced was to rethink our mission, vision, and values, and reform some of our internal operations, in light of it being God's company. This also involved bringing in new resources such as chaplain services, Pocket Testament League, and other faith-based materials available, then integrating all of this into our business.

How could you help other C12 members? This can be either professionally or personally.

One is to be a part of their community of believers as fellow sojourners together in the community at large. Secondly, I am available to talk on a non-client basis about human resources and recruiting. Humcap serves over 200 companies yearly, and I have served thousands in my career. I am a fellow business owner who has been through experiences in my own business, and I am highly connected in North Texas through my work in H.R. and recruiting. I am available to my fellow C12 members to be used as a resource, whether or not they are a customer.

How do you use your business as a ministry?

Internally, we spend a lot of time praying for internal and customer needs. We are regularly in the word, either individually or in community, through lessons and studies. When we place someone in a company, they receive a gift bag that includes a Pocket Testament. The word is all around our office via signs, prayer boards, and other resources. We share the gospel at our company's Easter celebration and Christmas party. Externally, we do a lot of community service work in the greater Dallas area, some of which is with faith-based organizations. We are a member of the Communities Foundation of Texas and have multiple designated giving funds. One we use to support ministries and not-for-profits. With another, we match 100% of our employee donations yearly on North Texas Giving Day. Since 2009, through the Bill Glass Prison Ministry, I have visited prisons 20-30 times, and I always invite my employees to go along with me. Humcap sponsors a First-Generation STEM scholarship at UTD, a Hendrick STEM Scholarship whose recipients are Plano ISD graduates who have overcome adversity, and various other sponsorships and events to support and foster the local STEM community.