



2023-2024

Annual Report



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A Collaborative Message from the CEO and Board Chair

This has truly been a year of transformation for ICAN. Since 2020, ICAN has grown from 1 site serving 200 kids to 5 sites now serving nearly 700 and we're still growing! Through such significant growth, we've also spent a lot of time this year developing our team structure to meet the current needs and future vision of the organization. As part of that process, we added a new executive-level position, hiring our first Chief Operating Officer to oversee programs, human resources, and mission impact. Our new COO, Kris Alexander, brings decades of educational experience to ICAN, having most recently served as Executive Director of Student Service with Fountain Hills School District and he's already hit the ground running in support of our big plans for the future!

This year, we've also deepened partnership work with our district partners, Chandler Unified School District and Mesa Public Schools. We've explored many ways to collectively increase impact for youth, from shared data agreements that inform our program lineup to collaborating on curriculum, so students have greater continuity between their school day and their ICAN day.

Ultimately, ICAN's vision is to see vital out-of-school time programs expanded in underserved communities all across the Valley, until every kid has access. This year was all about building a strong foundation for us to continue tracking toward that vision. We're excited to share that ICAN's board approved another growth-focused strategic plan in May that brings us a few steps closer...we will be growing enrollment at all 5 ICAN sites this year in order to maximize our current impact, but we're also evaluating where needs exist in both Chandler and Mesa for expansion into new schools as well.

We can't wait to celebrate with you as we hit new and exciting milestones along our strategic journey in the next year. Thank you for your support and guidance, we can't do this work without you and we're grateful for the important part you play in our journey.



Shelby Pedersen

ICAN CEO



Matt Julian

Board Chair 2023-2024

ICAN Meets the Need

Access to affordable child care is still a significant challenge in our community, with 493,000 children lacking access to these essential services. For those families who do have access, the high cost of year-round child care, especially for families with multiple children, is often unaffordable. The rising cost of living, further exacerbates this issue, making it increasingly difficult for families to afford the care their children need. The expense is even greater for summer camps and full-day programming during school breaks, putting additional strain on families trying to provide safe, enriching environments for their children.



"I've been able to spend more quality time with my son after I'm finished with my work day due to the homework assistance provided at ICAN. I am so grateful for ICAN staff for being able to provide a safe, nurturing, and constructive place for my son."

-ICAN Parent

OUR IMPACT

84%

of ICAN Parents agree or strongly agree that ICAN's no-cost out of school programs helps them stay employed.

87%

of ICAN Parents feel their children are always in a safe and supportive environment.

93%

of ICAN parents strongly agree or agree that ICAN teaches their children to make responsible decisions.

100%

of Teen participants said they feel very safe or extremely safe when they are at ICAN.



"ICAN has really helped me in my character development. When I first came to ICAN I used to [get angry] easily. Through ICAN lessons, I have learned to manage my emotions better and try to help others when I see them experiencing the same emotions. Now I feel I can be a role model for younger ICAN youth and my younger siblings. I have learned so much from ICAN that I look forward to volunteering or working for ICAN once old enough to do so."

- ICAN Youth • 10th Grade



700 YOUTH



48% Single Parent Households



9 Under-Resourced Schools in Mesa and Chandler



\$75,000+ Meals Served

91%

of the families we support qualify for free and reduced lunch, a federal program that provides meals to children in low-income households. Free and reduced lunch is a critical indicator of financial hardship and reflects the ongoing need for support in our community. For many families, access to basic needs like food security can be a struggle.

ICAN YOUTH

- Hispanic - 46%
- African-American - 15%
- Caucasian - 17%
- Pacific Islander - 1%
- Native American - 4%
- Asian American - 1%
- Multi Racial - 7%
- Other - 8%

ICAN STAFF

- Hispanic - 41.9 %
- African-American - 20.9%
- Caucasian - 32.6%
- Other - 4.6%

ICAN LEADERSHIP

- Hispanic - 35.7 %
- African-American - 28.6%
- Caucasian - 35.7%



Building Brighter Futures:

At ICAN, our impact extends far beyond the youth who walk through our doors each day. We believe in strengthening families and providing the resources and support they need to thrive. For many parents, ICAN has become more than just an after-school program—it's a critical support that brings peace of mind, community, and a brighter future for their children.

Nneka is a parent who has been part of the ICAN family for several years. She shares the profound impact that ICAN has had on her life as a single mother of seven children. Here, in her own words, she reflects on how ICAN has supported her family:

Nneka's Family Story

"Where do I begin to [share] how ICAN has changed my family's lives? I will start off by giving a little bit of our background. At the time that my children started attending ICAN, I was a single mother of 7 children. I was a Preschool Paraprofessional at the time and could not afford to send my children to daycare. Over the years, **ICAN provided a safe, educational environment for my children at no cost to us.** That alone was enough to be grateful for. But ICAN went way above and beyond. In addition to making sure my children completed homework, they also provided dinner to my children. My kids were also amongst other children within their age group, which helped them develop a sense of belonging. One of my sons discovered his love for technology while attending ICAN. As a result, my son is now going off to college in the fall to pursue a degree in electrical engineering. I also absolutely love the ICAN Family Nights and will always have wonderful memories of these events. I could go on and on about what ICAN has done for this family!



Thank you so much ICAN for all the support and everything that you did for us. We are eternally grateful!"

-Nneka



2023
2024

Highlights

Team Structure & Stability

ICAN has grown a lot over the last few years, expanding our mission to include a whole new community, 4 new program sites and many more kiddos! Alongside that growth, youth academic achievement, literacy rates, mental health and so much more were negatively impacted in significant ways by the COVID pandemic. These changes placed new demands on our team, particularly around program strategy and human resources, which is why ICAN expanded our executive team to include a Chief Operating Officer in 2024. This new role has been pivotal as we move to continue growing our program.



Kris Alexander
COO of ICAN

Our new COO, Kris Alexander, brings decades of educational experience, having most recently served as the Executive Director of Student Services with Fountain Hills School District. With a deep understanding of district operations and a strong background in education and youth development, the COO's leadership has already resulted in:

Additional capacity in the CEO role to work more regularly in the community, gathering much-needed support for our growing programs rather than running day-to-day operations

Enhanced partnerships with the district, allowing both ICAN and our partners to work smarter, not harder

Realignment of staff roles to enhance the infrastructure for sustainable and effective future growth

Stronger recruitment and retention efforts, particularly in part-time program roles, leading to increased stability for youth and families

Equity Work in Action

ICAN is all about creating equitable access to programming, not for some kids, but for all kids. As a result, we serve a beautifully diverse population of kids and families, which we strive to match among our staff, volunteers and board of directors.



Teniqua Broughton
Founder and CEO of
VerveSimone Consulting

This year, to extend our equity work, we forged a partnership with Teniqua Broughton, Founder and CEO of VerveSimone Consulting. Renowned in the metro Phoenix area for her expertise in equity readiness assessments and workshops, Teniqua also specializes in nonprofit management and change readiness, making her a perfect fit for ICAN! Through this collaboration, Teniqua provided excellent training for our team and facilitated conversations around building a culture that values all voices and all perspectives, both between our team members and the students we serve.

Collaborating for Impact

At ICAN, we are committed to investing in our youth, our families, and our team to ensure we are serving the community to the best of our ability. We leverage community partnerships to create a fun and meaningful experience for the youth we serve. These collaborations ensure that our programs are more robust and effective, addressing the diverse needs of the youth we serve.

Partnerships show up in several different capacities at ICAN including:



CORPORATE & INDIVIDUAL VOLUNTEERS

Volunteer opportunities include daily classroom support, program event support (Me and My Family Nights, Water Days, etc.), and tailored activities that introduce youth to new workforce or skill knowledge.



COMMUNITY RESOURCE PARTNERSHIPS

Community resource partners fill a crucial role for the families we serve. If ICAN doesn't provide a specific resource, like housing support, food boxes, etc., we refer them to one of our community partners to ensure our families and youth are taken care of from every angle.



SCHOOLS AND DISTRICT PARTNERSHIPS

Deep school partnerships are the heart of ICAN's success. In our new school-based model, not only do we benefit from cost-savings associated with hosting our program at the school, but we are better able to build strong relationships with youth, their guidance counselors, and their teachers, all of which enable our program to be more effective for families. This year, we also deepened data-sharing with our district partners, establishing benchmarks around academic performance, attendance, and other key indicators of youth success. We can now gain valuable insight into the impact of ICAN programming on the youth served as opposed to peers in their school who do not attend our program.

I commend ICAN for partnering with [school] staff to expand relationships within our community. By working closely with educators and administrators, ICAN fosters a sense of unity and cooperation that benefits both students and the broader community."

Cynthia Modjeski

**Principal,
Longfellow Elementary School**



Empowering Futures

Our award-winning, year-round youth development program transforms the lives of children and their families, equipping them with the skills and support needed for future success. Explore our 5 key program areas and examples of the supplemental activities that strengthen each one.



Education Enrichment

Providing literacy, STEAM education, and homework support to encourage on-track graduation and broad academic success.

- Homework Help
- Literacy Support
- Education Partnerships, such as:
 - Arizona State University Literacy Program
 - Arizona Department of Education Tutoring
 - Local Librarians Bring Stories to Life during ICAN Programming



STEAM Focused Activities (Science, Technology, Engineering, Art, Math)

Youth participate in fun and engaging age-appropriate STEAM activities, intended to spark an interest and foster a love for these subjects from an early age.

- Robotics, Art, and Other STEAM Clubs
- Corporate Partners in STEAM Fields Lead Engaging, Hands-On Activities
- STEAM Focused Field Trips, such as:
 - Musical Instrument Museum
 - Vision Gallery, Herberger Theater
 - Chandler-Gilbert Community College Environmental Technology Center



Career Exposure

Exposing students to a broad range of career-centric activities at the earliest possible age, when students are most open to personal growth and discovery.

- Daily Lessons Connected to Real-World Career Opportunities
- Career Exploration Workshops with Local Community Colleges
- Engaging Career Exploration Activities Led by Corporate Partners, such as:
 - Ballet Arizona Career Day
 - Kovach Career Day
 - AZ Cardinals Career Panel



Life Skill Development

Cultivating essential life skills like resilience, positive character, and community connection, equipping youth to navigate challenges and build a bright future.

- Focus on the 5 C's of Positive Youth Development (Connection, Confidence, Character, Competence, Contribution)
- Personalized Life Skill Development with Our Low Youth-to-Staff Ratio
- External Partners Lead Engaging Life-Skill Development Activities, such as:
 - Gabriel's Angels Therapy Dog
 - Professional Baseball Player Jonathan Levin - Mental Health Awareness Discussion with Teens
 - Edward Jones Financial Literacy Workshop for Youth and their Families



Enrichment Activities

Integrating daily sports, recreation, outdoor play, and Club Fridays focused on enriching opportunities.

- Youth Enrichment is at the Heart of Every ICAN Lesson
- Unique Learning Opportunities such as FREE Swimming Lessons at Local Pools
- Weekly Club Time, such as:
 - Yoga
 - Gardening & Skills
 - Sports

ICAN Partners with ASU Public Allies



Jayla Curtis
ASU Public Allies



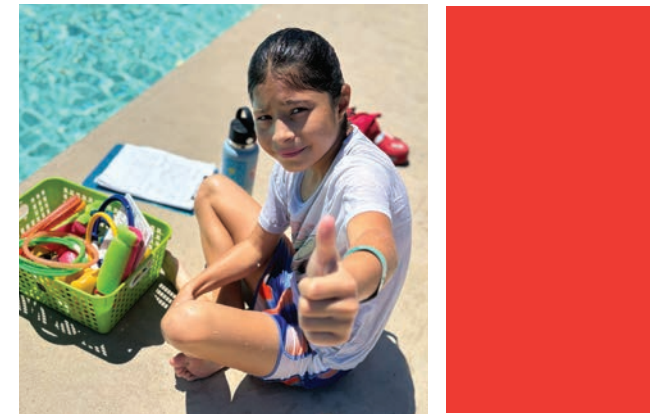
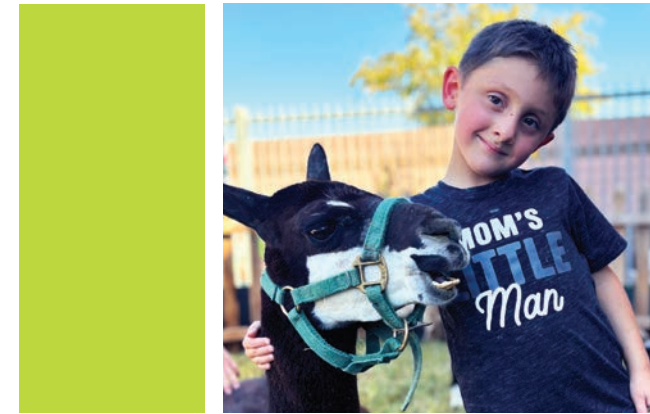
Jade Oji
ASU Public Allies

This year, ICAN was privileged to partner with the ASU Public Allies Program - a leadership development program that partners with organizations to place talented young leaders in meaningful roles within the community. Through this partnership, ICAN gained two new team members who focused on building out our literacy program, enhancing our management of youth data, and increasing the efficiency of youth enrollment.

ICAN's Future

At ICAN we are committed to widening and deepening our impact. In the coming year we are focused on building on the work that was put in motion in the 2023-24 year:

- Developing our team structure to meet the current and future plans of the organization.
- Deepening our relationship with our district, corporate, and community partners to holistically serve our youth through strategic, meaningful collaborations.
- Growing the number of youth served at each of our four school-based sites.
- Evaluating our curriculum needs to align with what our youth learn during their school day with a greater focus on math.



Shelby Pedersen's Piper Trust Fellowship



As we look to the future, ICAN's commitment to growth and innovation is embodied by the selection of CEO Shelby Pedersen as one of nine inspiring Maricopa County nonprofit leaders in Piper Trust's 2023 Class of Piper Fellows. This prestigious fellowship provided Shelby with the opportunity to enhance her leadership skills through a transformative, self-designed professional development sabbatical.

By joining this distinguished network of nonprofit leaders, Shelby had the opportunity to deepen her human-centered change management skills through an innovative program at UVA Darden School of Business. She also strengthened her Spanish-language skills through Zoom lessons and a dedicated Spanish immersion program in Mexico City. Her dedication to empowering our community and the insights gained through this experience will play a vital role in shaping ICAN's future, helping us reach even greater heights in serving our youth and families.



It Takes a Village:

The impact created at ICAN involves a robust community of individuals and organizations who care deeply for the mission put in motion over 30 years ago. Here are just a few examples of supporters, volunteers, and long-term partners who make up that community:

How would you describe ICAN's mission and the importance of supporting youth and families?

Founder Henry Salinas' mission to break the cycle of gang involvement that threatens at-risk youth deeply resonated with me. Growing up in Compton, I witnessed firsthand the devastating consequences of doing nothing. I've stayed involved because I've seen the positive impact ICAN has had on underserved youth and families. Over three generations, I've watched crime rates drop, and I know programs like ICAN are a key reason Chandler remains one of the safest cities in the country. As a founding board member, I truly believe in ICAN's mission and am incredibly proud of its growth. ICAN is a model for addressing gang issues across the United States.



Edward Upshaw
Retired Chandler Police Department
Commander; Former ICAN Board Member;
ICAN Henry Hope Legacy Circle Member

What inspired you to become involved with ICAN, and what has kept you engaged over the years?

ICAN's mission to provide free programs for youth resonated with my belief that kids need a place to learn, to believe in themselves, and to trust that caring, warm, and safe places do exist - especially when families face so many challenges and children's resilience manifests as resistance to trust. Seeing how ICAN empowers youth by offering vital support for those in need has kept me committed.



Mindy Jones
Owner of Amy Jones Group;
ICAN Henry Salinas Society Hero 2023

How do you believe ICAN impacts the community, and why is that important to you?

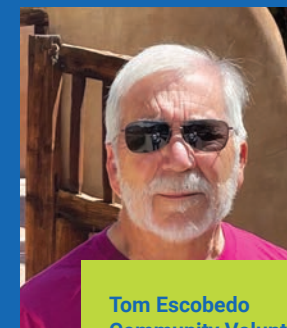
ICAN is supporting the underserved and underrepresented populations within our own community. Through their programming, they are engaging students outside of the school day with rich and meaningful activities. Coupled with this, they are keeping students safe, off the street, and fed. ICAN is exposing students to a variety of opportunities that they may not otherwise have. Through this exposure, students are able to dream of their future and what opportunities exist. ICAN also provides great role models to our youth. Beyond the student, ICAN is allowing parents to work and earn money without having to worry about their children after the school day and during other non-school times throughout the year.



Heather Anguiano
CUSD Executive Director of
Elementary Education;
ICAN Board Member

What is your favorite part about participating in the ICAN program?

My favorite part is supporting the youth through the garden. It's amazing to see how the garden becomes a gathering place after school—a safe space where they can dig, plant, water, harvest, and even enjoy the food they've grown. [Through the garden] I want them to learn that it takes patience and teamwork to make something beautiful. What I love most is hearing parents tell me how much their child enjoys spending time in the garden. When we have a good [vegetable] harvest, we will leave extras out for parents to take some home, and they often come back with [baked goods] made from what we've grown together.



Tom Escobedo
Community Volunteer &
ICAN Garden Club Lead

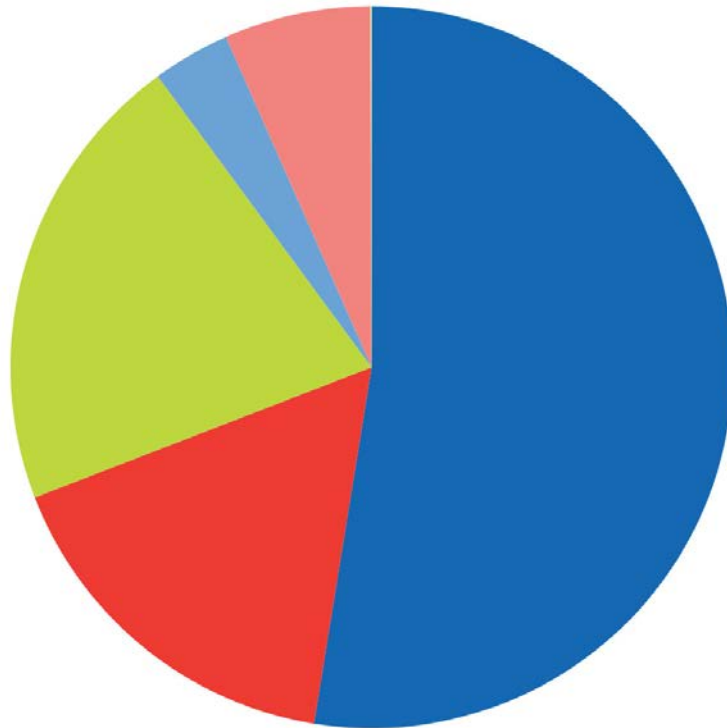
**Thank you to everyone who is a part of the ICAN Village
who play a crucial role in advancing our mission!**



Financial Overview

REVENUE

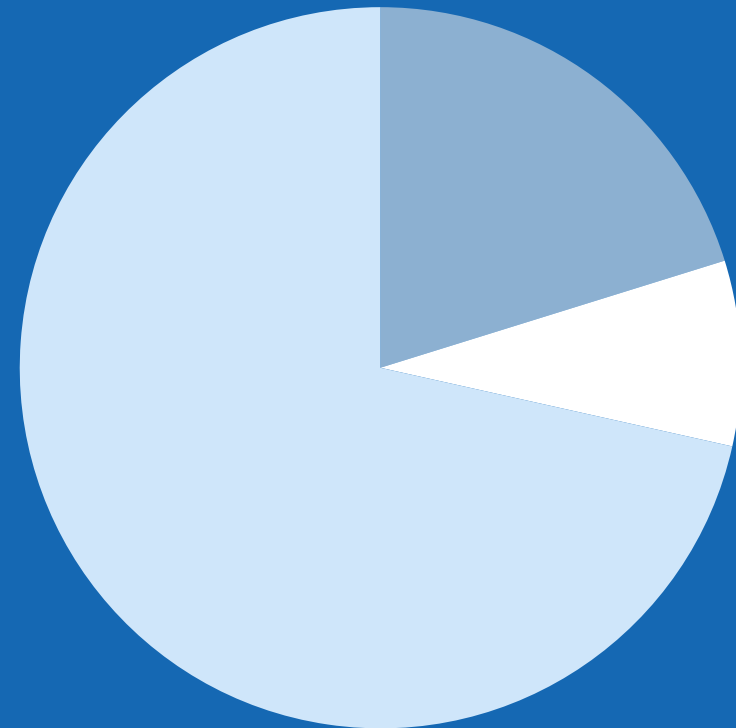
- Contributions & Grants (52.55)
- Special Events (16.58)
- Government Grants (20.78)
- Facility Use Income (3.48)
- Investment Income (6.56)
- In-Kind Donations (0.05)



TOTAL REVENUE: \$3,051,051

EXPENSES

- Program (71.5)
- General & Administrative (20.2)
- Fundraising Grants (8.3)



TOTAL EXPENSES: \$3,271,072

Intentional Deficit:

The Board of Directors passed a deficit budget for the 2023-2024 fiscal year in order to accommodate specific one-time investments to support infrastructure and growth.

This included:

- Significant one-time maintenance repairs for our now 12+ year-old building
- Growth in the staffing model to support the infrastructure and capacity for the organization

Although planned for, the impact of the economy, shifts in philanthropic efforts to support the housing crisis in Arizona, and the timing of a significant contribution did impact the 2023-24 year. This is why our Board of Directors and Executive Team have focused on developing a healthy financial reserve that provides stability and sustainability in years where one-time infrastructure needs or economic hardship impacts the bottom line at ICAN.

Financial Reserves:

Financial Reserves: 8.4 months cash on hand* (as of June 30, 2024)

Future of ICAN Fund: \$1,617,788 (as of June 30, 2024)

Trusted and Transparent: Proudly Recognized by Charity Navigator & GuideStar



*Industry best practices suggest at least 6 months cash on hand are necessary to ensure financial wellness.



Get Involved in the Mission

Take a Tour

If you haven't visited ICAN, the best way to get involved is to stop by for a tour and meet our amazing team and the kids your involvement will support.

Volunteer

Join the ICAN team as a volunteer and help in a classroom, read with our youngest kids, help maintain our beautiful urban garden, support our administrative needs and so much more.

Join the Henry's Ambassador Committee

The Henrys are a volunteer ambassador group dedicated to supporting ICAN through volunteerism and philanthropy. In 2023, the Henrys branched off to form two groups—one in Chandler and one in Mesa. Named after our founder, Henry Salinas, each group meets once per month in a fun, social setting.

Join the dreamTEAM

This group of creative leaders comes together to support the planning and fundraising of ICAN's largest philanthropic event, dreamBIG. The event is hosted in November and meetings are typically held 4-6 times during the year.

Henry Salinas Society

The Henry Salinas Society is a group of donors who support ICAN with an annual gift of over \$1,000. These generous donors are the backbone of ICAN's program, ensuring they remain free to families. Member benefits include annual recognition as a Society member, member mixers, and more.

Henry's Hope Legacy Circle

The Henry's Hope Legacy Circle is a group of supporters who choose to invest in ICAN's future through gifts made in their estate plan. Joining the Circle is easy - just determine how best to include ICAN in your plan and share with us that you've done so.

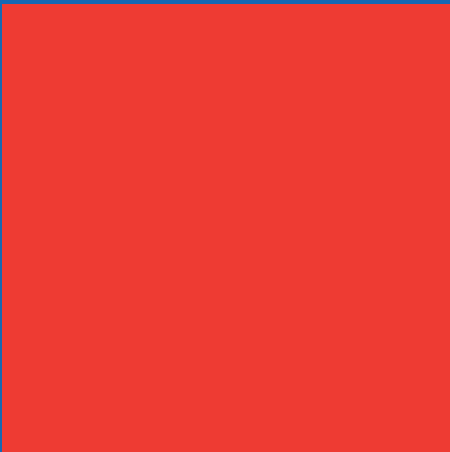


Equip ICAN for the Future

ICAN's main campus is now over 12+ years old and our equipment is deteriorating after years of use. ICAN is in need of new lunch tables, classroom tables, and more.

Want to get involved in any of the above ways?

Reach out to the Director of Philanthropy, **Nicole Szymkowski**, at nicole@icanaz.org and she will connect you with the right person.



Leadership & Community

BOARD OF DIRECTORS LEADERSHIP



Matt Julian
Chair, Investment Advisory Representative,
Cetera Investors



Mike McDaniel
Vice Chair, Group President, Commercial Solutions
for Conduent



Jacque Dobson
Treasurer, Office Manager, Off-Five



Shannon Clark
Secretary, Attorney, Gallagher & Kennedy, PA

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Michael Angulo
Brandon Bell
Toby Day
Jesus Deanda
Andi Fourlis
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Amy Richardson
Mona Sands
Pat Stevens
Scott Vanderpool

Ninette Vaz
Megan Winters

Danielle Janitch, Ex-Officio
Shelby Pedersen, Ex-Officio
Gilbert Ochoa, Ex-Officio

THE HENRYS 2023-2024



Shannon Clark
Chandler Co-Chair



Ariane Jariwala
Mesa Chair



Jennifer Nielson
Chandler Co-Chair

Andrea Marconi
Antone White
Jennifer Earwood
Kristha Lima
Jason Heinkel
Jennifer Murray
Letty Kaufman
Ashley Fitzgibbons
Emily Liberatore
Chris Haines
Denise McCreery
Jason Richards
Justin Perkins
Travis Feyen

Nicholas Partida
Yazmin Montoya
Vaughn Emery
Carino Maldonado
Darrin Cooke
Hannah Perkins
Madison DeHaven
Sarah Tolar
Renee Parker

DREAMTEAM COMMITTEE 2023-2024



Jacque Dobson
Co-Chair



Matt Carder
Co-Chair

Neely Tubati-Alexander
Darrell J. Cunningham
Gary Dixon
Matthew Julian
Casey Nakamura
Preston Pilcher
Mona Sands
Joyce Selk
Caroline Strok
Dan White
Nicole Willsey
Megan Winters



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