ICAN is celebrating its 25th Anniversary this year, it’s hard to imagine that it was 25 years ago that Henry Salinas saw a need in our community and decided to do something about it. What a change he has made! ICAN had grown by leaps and bounds over the years, but our mission remains the same. We continue our commitment to break the cycle of poverty and empower youth to make positive choices in their lives.

ICAN went through some big changes in 2015-16, including the naming of our new CEO. Becky Jackson left her position as CEO of ICAN in January and ICAN’s Board of Directors conducted a thorough search for her replacement. In June of 2016, long-time ICAN employee Shelby Pedersen was named the new CEO, after serving as Interim Executive Director for six months. With the movement in the staff structure of the organization, we were able to utilize the incredible pool of talent on ICAN’s internal staff and offer promotions to seven individuals over the past year, some of whom moved departments to grow their skills in other areas. What an asset to have such a strong team with so many talents!

I hope you enjoy reading through this year’s annual report. Even in the midst of all of the changes, we accomplished many things and kept ICAN’s programs delivering the highest quality to our youth. On the next few pages, you will see ICAN’s key achievements from last year, learn of a touching success story and take a look back over the past 25 years. Thank you for your continuing support of ICAN and all that we do in the community!

Brett Henkel
Board Chair

A note to our ICAN’s friends...

As a student of Jim Collin’s work*, I believe in making sure you have great people first, in order to accelerate a vision. Coming into this new role after 8 years as a department leader, I know first-hand how high quality ICAN’s people are. From the volunteers and donors who support our mission, to the dedicated staff and board, ICAN is surrounded by high quality people who have equally high expectations of this organization.

We know that it’s not enough to merely do good work. This team has expectations of greatness...that we innovate, that we challenge ourselves to expand our reach and scope. Most importantly, we expect to make an impact on the people we serve, despite challenges or set-backs we may experience along the way.

As we move into this new year, we’ll build upon the strong foundation that has been set by leaders past, ensuring stability, continuity of our important services and enhanced quality in everything we do. I am so proud of the work we have done to this point but I am equally motivated by what we can achieve together in the future.

With sincere gratitude,

Shelby Pedersen
ICAN CEO (effective 6/22/16)

*Jim Collins is the author of a book titled, Good to Great. His research and practices have been used widely in the business world but have also served to shape many of the practices at ICAN.

Board Governance

Edward Upshaw, Chair
Patti Bruno
Caroline Hoeye
Scott Nance
Michelle Schechner
Bill Woodruff
Inaugural dreamBIG
ICAN hosted its first dreamBIG gala, taking the place of Festival of Trees. The first dreamBIG was a great success, raising over $300,000!

National Award
ICAN was one of four organizations nation-wide to be a recipient of the 2015 National Exemplary Award for Innovative Substance Abuse Prevention Programs

Best Places to Work
ICAN was named one of the Best Places to Work by the Phoenix Business Journal for the 3rd year in a row!!

Workforce Development
ICAN’s new program ICAN Start Working launched with multiple teens placed in internships and apprenticeships throughout Chandler

CCYSA Expansion
ICAN’s CCYSA (Chandler Coalition on Youth Substance Abuse) was tapped by the Town of Gilbert to expand its reach into that community

Henry Salinas Society Heroes Award
ICAN’s Henry Salinas Society honored Commander Edward Upshaw and First Credit Union with the 2016 Heroes Award

New Vans
ICAN secured $124,000 in grant funding through the Arizona Sports & Tourism Authority and Thunderbirds Charities to replace the entire fleet of vans, which are also ADA compliant!

Women’s Auxiliary
Sharon Anderson
Melissa Avalos
Brenda Banda
Melissa Bickham
Elicia Bivins
Suzie Brush
Carla Cantrell
Beth Chepelsky
Christine Comune
Carol Coon
Katie Easley
Susan Hansen
Marjorie Hawkes
Kelly Kapp
Mary Jo Landwehr
Lynda Michael
Heather Lewis
Ruth Pena
Sarah Richardson
Gwen Rusk
Christine Schenk
Amanda Souders
Tracy Steiner
Victoria Stinson
Miggy Sudyka
Illamari Vazquez
Karen Wilson
ICAN has a very close working relationship with Chandler Unified School District, especially through the Hill Academy @ ICAN non-traditional high school on the ICAN campus. The Cervantes family came to ICAN through a referral from Jen Chandler with Hill Academy. Last year she was working with their oldest boy Trey, getting him enrolled at Chief Hill, and asked ICAN about the possibility of placing Trey’s younger siblings in ICAN’s programs.

The Cervantes kids were living with their grandfather Angel and had experienced a rough couple of years. Their mom had passed away after years of battling with leukemia and their father was not in a place where he could care for the children. The children came to live with Angel and it was up to him to take care of all five grandchildren, grades kindergarten through high school and work full time to support the family.

When the kids started attending programs at ICAN they struggled at first. Adriana, was just starting kindergarten, and as a result of all the new adjustments in her life she was frequently having accidents. ICAN staff worked with her to make sure to always have a change of clothes available and to find stability in her daily routine. Her brother Carlos, a 5th grader, was struggling with his self-esteem and was attention seeking. He was also always hungry, as boys that age tend to be. ICAN’s after school snack and dinner programs have always been welcomed by Carlos! Alex was in 4th grade when he came to ICAN and had a burst of energy that the ICAN staff was able to focus into structured sports.

For Angel, transportation was critical. The fact that ICAN picked up all of the kids from school, brought them to ICAN for programs, and brought them home at the end of the day, was essential for him to be able to work full time and keep a steady job.

The Cervantes kids are now starting their second year in programs at ICAN and are thriving. Adriana has adjusted well and has really built up her self-esteem. She loves doing projects in the art room. Carlos has built up his confidence much more than when he first arrived – his favorite place at ICAN is the technology center where he can work on the computer. Alex still loves sports and plays outside every chance he gets. Daniel is now enrolled in Chief Hill Academy himself and Trey is still working on finding his place in the world. Angel is so grateful for the support and encouragement his grandchildren have found at ICAN.

“ICAN has allowed the kids to be kids, have good activities and to be with friends.”

Angel Cervantes

Carlos, Alex and Adriana Cervantes attend ICAN’s Youth Programs
ICAN by the Numbers for Fiscal Year 2015-2016

IMPACTING YOUTH – PARENTS – COMMUNITY

ICAN’s nationally-recognized prevention programming teaches disadvantaged youth life skills including: **goal setting, positive decision making and how to avoid the risky behaviors** that are prevalent in the community ICAN serves. ICAN’s evidence-based programming equips youth to achieve personal and academic success. Parenting classes and substance abuse education complete ICAN’s programming, impacting the entire community.

Program success is tracked through daily attendance and outcome-based surveys administered to youth three times per year by our independent evaluator. Evaluations from FY 2015-16 demonstrate impressive gains in youth learning and application of those skills in the academic setting over the past year alone. Example gains between FY2014-15 and FY2015-16 include:

**Coming to ICAN helped me to:**
- Do better in school = 81% to 85%
- Try harder in school = 84% to 89%
- Participate more in class activities = 84% to 89%
- Get along better with my teachers = 81% to 87%

*Number of evidence-based curricula ICAN utilizes*

1) Botvin’s Life Skills  
2) Too Good for Drugs  
3) Second Steps  
4) P.A.T.H.S. (Promoting Alternative Thinking Strategies)  
5) Boys Council/Girls Circle  
6) CATCH (Coordinated Approach to Child Health)  
7) Project Alert  
8) Steps to Respect

Development Committee

Brett Henkel, Chair  
Carey Allen  
Rodie Ayala  
Brandon Bagley  
Staci Charles  
Nathan Crane  
Vincent Feutrier  
Matt Julian  
Rob Montoya  
Brennen Ray  
Paul Stringer  
Adam Turner  
Francesca van der Feltz
25 years ago, a concerned Chandler resident decided to take action against the gang violence he was seeing every week. Henry Salinas took it upon himself to reach out to the youth on the streets and give them a safe place to go after school. In December of 1991, Henry began picking teens up from school and transporting them to parks in his own personal car. By the next year, ICAN’s programs were expanded to local elementary schools and ICAN received its first major grant - $5,000 from Motorola. Support from the Chandler Police Department, namely Edward Upshaw (who was then sergeant of the gang unit) and Chandler City Council, in particular Council member Patti Bruno (who hosted a swim party for ICAN teens at her home in 1991) was critical.

There were some significant milestones throughout the years. In 1997, ICAN moved into its first permanent home on Washington Street. Service for youth grew there to accommodate up to 150 youth per day. The annual budget in 1997 was just $150,000 per year. In 2010, an aggressive capital campaign was started with a goal of raising $5 million to move ICAN into a new facility. An initial gift of $1 million by Chris and Caroline Hoeye kicked off that campaign and set it on a course for success. In 2012, ICAN youth were welcomed into their new home – a 23,000 square foot, sparkling, new facility that now serves up to 300 youth per day.

ICAN tries its best to remain true to its roots. Henry stops by at least a few times a year to say “Hi” to staff and especially to the kids. He’s treated like royalty each time, it’s as if Santa was coming for a visit!

Ariel Granillo is an ICAN alumni from 2000-2004. She stayed in touch with staff and was featured at Festival of Trees in 2014. Soon after that, Ariel joined ICAN’s Board of Directors and is now actively involved in programs, even starting a teen leadership group.

Marcus Ritschel is another alumnus from when ICAN first got its start. Marcus was a member of three gangs when he decided to ditch that lifestyle and give ICAN a try. Marcus is now a father of an adorable young son and is a firefighter for the Department of Defense. Marcus reconnected with ICAN in 2014 and is now a donor and member of the Henry Salinas Society.

ICAN Ignite - Young Professionals Group

Tiffany Carlson-Richison, Chair
Jon Eltonhead
Vincent Feutrier
Andrew Greaves
Matt Marshall
Lauren Mason
Susie Scadlock
Amanda Sounders
Francesca van der Feltz
Chad Yosick
Ivy Zhang
ICAN Hours of Operation
During School Session
Monday – Friday 2:30 PM – 6:00 PM

During Summer/Intersession
Monday – Friday 10:30 AM – 6:00 PM

Office Hours
Monday – Friday 10:00 AM – 6:00 PM

Hill Academy @ ICAN Hours of Operation
Monday – Friday 7:00 AM – 3:30 PM