The 2016-17 year was a time to focus on ICAN’s core mission and ensure that all efforts support that focus. Our board of directors spent a great deal of time analyzing committee structure, goal planning and evaluating priorities for the organization. The end result of all of these efforts are clear and concise goals and a plan for how to achieve them.

This was also a year of transition, as we welcomed Shelby Pedersen to her new role as the CEO of ICAN. I am thrilled at the results to be reported from her first year in this position and firmly believe that ICAN is in great hands. Shelby and her staff have continued to provide some of the most effective, results driven programs for our youth and have done so while helping to create an exciting and financially sound plan for the future of ICAN.

I am pleased to report that ICAN ended the fiscal year in very sound financial standing. In fact, ICAN had the best financial performance that we’ve had since our capital campaign to build a new facility ended in 2012.

We were able to be aggressive with our goals and very structured with expenses to ensure our programs were fully supported today, and in the future. Moving forward, we have goals to continue planning for the future of our programs – ensuring that our critical services remain free to our community. The board and staff have done incredible work this year and I thank them for their dedication to the youth of our community.

I hope that you enjoy reading about the accomplishments ICAN has been able to achieve this past year. I am very proud of the work that has been accomplished by our board and staff and look forward to more successes to come!

Brett Henkel
Board Chair

One of the spectacular benefits of working with youth is that learning and growth are imbedded in everything you do. In fact, one of the inherent qualities we look for in new employees is a “learning mindset” – a commitment to continued development and lifelong education. We know that it is through education that we achieve real change.

There is nothing more rewarding than watching a child learn. Watching them develop a skill that can truly change their lives. That’s the business that ICAN is in and each year the investments we receive from our community allow us to do a lot of good.

For example, this year ICAN enhanced our services to parents by providing the Bridges to High School program in partnership with ASU. This program harnesses education to help adolescents excel at school and in life. By pairing inventive program components with a family-centered model, parents and teens work together to decrease school disengagement and dropout, while promoting academic success. Innovations like this are vital as we seek to prepare youth for their futures.

Over the next few years, we will be looking at how we use our educational programming to reach even more students. But most importantly, we’ll be looking at how we do that with quality and sustainability. I want to extend my heartfelt gratitude for your investment in what we do. You’ve helped us get here. Now, we hope you’ll join us as we embark on our next phase of our journey.

With sincere gratitude,

Shelby Pedersen
ICAN CEO
Building Bright Futures Breakfast
ICAN hosted its inaugural Building Bright Futures Breakfast which well exceeded its first year expectations and raised over $35,000.

Best Places to Work
ICAN continued its strong tradition of excelling in workplace environment by being honored for the 4th year in a row.

Service Enterprise
ICAN was the first nonprofit in the state of Arizona to be certified as a Service Enterprise for its volunteer program by the Governor’s Office and Points of Light.

State Farm Neighborhood Assist
ICAN won a $25,000 grant from State Farm with the help of everyone who voted and kept ICAN in the top 40 nationwide to win. ICAN was then chosen as one of four organizations nationwide to have a film crew come to Chandler and complete a story on the program.

Henry Salinas Society Heroes Award
ICAN was honored to recognize the 2017 HSS Heroes: Brandon Bagley, Chandler Police Department and Intel.

Henry Salinas Society

CCYSA in White House Roundtable
CCYSA was included in a roundtable discussion on the Opioid Epidemic hosted by the White House Office of National Drug Control Policy.

Bell Steel Golf Tournament
ICAN started a new partnership with Bell Steel and was the beneficiary of their first golf tournament which raised over $20,000.

Library
Two retired teachers who are long-time ICAN volunteers revamped the library program at ICAN, resulting in the library being opened more hours for youth and with programs that align with Chandler schools’ literacy.

Parent Club
ICAN Family Programs staff started a Parent Club at ICAN. The group meets monthly to help plan family programs and events and to ensure that ICAN’s resources are available for the entire family.
Lavaughan comes from a big family – a REALLY big family. He has eight siblings, three that are younger than him and four that are older. He actually started coming to ICAN because of his younger siblings. All three of them were attending ICAN programs. Lavaughan was in 8th grade and wasn’t too excited about coming to ICAN – he says he was “too cool for school” and thought ICAN was not a cool place to go. But right from his very first day he fell in love with the program and has been at ICAN ever since. 
He started attending ICAN in 2012, when the program was still at the old ICAN building. He remembers working on school essays in the learning lab and making new friends every day. He especially remembers seeing ICAN’s new building for the first time. He said that he was in shock over how big it was compared to the old building.

Lavaughan continued his involvement at ICAN throughout his high school career. He even became a Peer Leader at ICAN when he was a sophomore. Peer Leaders are teen leadership positions at ICAN that assist program staff with managing the younger members. This past May Lavaughan graduated from Chandler High School. He started classes at Chandler Gilbert Community College in August. Luckily for ICAN, he’s still sticking around – he was hired as a part time Youth Program Leader over the summer and now is part of ICAN staff team. He has thrived having his own group of youth to work with and really connects with them on a new level. He says that his goal in life is to be a role model for youth because he did not have a role model growing up. He is definitely getting that chance now and ICAN youth are lucky to have Lavaughan in their life!
ICAN’s program is grounded in what research calls “whole child” development. Whole child development views healthy child development as addressing a range of domains that contribute to a child’s ability to learn and thrive in school, including social and behavioral skills. This approach also recognizes the importance of working with the many aspects of a youth’s environment – school, family, community.

ICAN offers a holistic approach to helping youth from disadvantaged backgrounds to prevent and overcome life challenges and prepare for healthy transitions to adulthood. The program teaches youth the skills necessary to encourage pro-social behavior and prevent substance abuse and delinquency, develop life skills and leadership capacity, and enhance self-image and self-confidence. Specifically, instruction is offered - in age-specific groups - in substance abuse and violence prevention and life and leadership skills.

ICAN’s end of the year evaluation results for 2016-17 reflect continued improvement over the past 3 years

- **Program Quality**
- **Life Skills**
- **Sense of Self**
- **Health & Wellness**
- **Academic Success**

**ICAN by the Numbers for Fiscal Year 2016-2017**

- **200** Average Daily Attendance
- **64,106** Healthy Meals Served to ICAN youth at no charge
- **89** High School graduates from Hill Academy @ ICAN in 2016 (up from 24 last year)
- **800** Number of volunteers who gave one hour or more of their time last year
- **90%** Number of ICAN youth who qualify for free and reduced lunch at their schools
- **900** Students in Chandler high schools who heard a presentation by CCYSA this year
- **90%** Youth report they “make better decisions” because of coming to ICAN
- **88%** Youth report they “do better in school” because of coming to ICAN
### Financials

**ASSETS**

Current Assets:
- Cash & Equivalents: $164,760 ($218,255)
- Accounts Receivable: $113,389 ($58,767)
- Promises to give, net: $3,372 ($5,158)
- Prepaid Expenses: $501

Total Current Assets: $282,022 ($282,180)

Property & Equipment, net: $3,529,848 ($3,583,077)

Total Assets: $3,811,870 ($3,865,257)

**LIABILITIES AND NET ASSETS**

Current Liabilities:
- Accounts Payable: $14,734 ($32,316)
- Accrued Payroll: $19,439 ($17,794)
- Deferred Revenue: $10,000 ($33,000)
- Current portion of note payable: $7,636 ($7,607)

Total Current Liabilities: $51,809 ($90,717)

Note Payable, net of current portion: $155,099 ($164,305)

Total Liabilities: $206,908 ($255,022)

Net Assets:
- Unrestricted: $3,585,557 ($3,605,077)
- Temporarily restricted: $19,405 ($5,158)

Total Net Assets: $3,604,962 ($3,610,235)

### Revenue Sources

- Government Contracts 33%
- Contributions and Other Grants 46%
- Donations In-Kind 4%
- Special Events Revenue 11%
- Facility Use Revenue 5%
- Other Revenue 1%

### Expenses by Program Area

- Family 13%
- Community 14%
- Youth 73%
Leadership Committees

**Board of Directors**
Brandon Bagley
Trisha Baggs
David Baker
Zef Banda
Ariel Granillo
Shawn Hancock
Brett Henkel
Steve Hewitt
Troy Norris
Brennan Ray
Kristine Salmon
Paul Stringer
Adam Turner
Dean Reiter
Brenda van Gelder

**Ex-Officio Members**
Danielle Janitch
David Ralls

**Governance Committee**
Brandon Bagley
Ariel Granillo
Shawn Hancock
Brett Henkel
Steve Hewitt

**Programs Committee**
David Baker, Vice Chair
Marty Breeden
Andrea Buehman
Tanya Burns
Helen Jacobs
Lisa Shore

**Finance Committee**
Brenda van Gelder, Vice Chair
Tim Allen
Dan Capote
Ben Cilek
Matt Julian
Troy Norris
Jason Richards

**Henry Salinas Society Council**
Carey Allen
Rudy Apodaca
Zef Banda
Stephanie Clerge
Heidi Kim
Renee Levin
Kristi Salmon
Edward Upshaw

**Development Committee**
Carey Allen
Rodie Ayala
Trisha Baggs
Staci Charles
Nathan Crane
Vincent Feutrier
Matt Julian
Rob Montoya
Thomas Moore
Dean Reiter
Paul Stringer
Adam Turner
Francesca van der Feltz
Salim Zerkoune

**Audit Committee**
Barbara Benham
Greg Recker

**ICAN Ignite**
Tiana Bribiescas
Tiffany Carlson-Richison
Jon Eltonhead
Vincent Feutrier
Kelly Fujio
Andrew Greaves
Justin Jones
Matt Marshall
Lauren Mason
Erica Miller
Michael Mills
Christina Romero

**Martha Russo**
Susie Scadlock
Amanda Souders
Kelton Trejo
Francesca van der Feltz
Chad Yosick
Ivy Zhang

**Dream Team Committee**
Katie Easley
Ora Klotz
Caroline Hoeye
LeNetta Leger
Martha Martin
Lisa Reilly
Melanie Slate

**Development Committee**
Carey Allen
Rodie Ayala
Trisha Baggs
Staci Charles
Nathan Crane
Vincent Feutrier
Matt Julian
Rob Montoya
Thomas Moore
Dean Reiter
Paul Stringer
Adam Turner
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Salim Zerkoune

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Katie Easley
Ora Klotz
Caroline Hoeye
LeNetta Leger
Martha Martin
Lisa Reilly
Melanie Slate

**Auxiliary**
Elicia Bivins
Carla Cantrell
Beth Chepelsky
Carol Coon
Marjorie Hawkes
Kelly Kapp
Mary Jo Landwehr
Lynda Michael
Gwen Rusk
Christine Schenk
Amanda Souders
Tracey Steiner
Victoria Stinson
Miggy Sudyka
Karen Wilson

**ICAN Advisory Council**
Rudy Apodaca
Patti Bruno
Mary Contreras
Trinity Donovan
Caroline Hoeye
LeNetta Leger
Ed Upshaw
Bill Woodruff
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