The 2017-18 fiscal year was another successful one for ICAN, and as that fiscal year came to a close, so did my time serving as Chair for ICAN’s Board of Directors. It was an exciting two years full of positive changes, growth, and impact on the lives of youth in our community.

This past year was, once again, a very successful financial year. Our leadership team did an extraordinary job managing our expenses and developing relationships with new donors and partners. As you will see in the financial report, cash & equivalents increased over last year and that allowed ICAN to contribute to our reserve account, giving ICAN greater financial viability and sustainability. This groundwork of financial security will not only ensure that ICAN’s programs will remain free to our youth most in need, but it will give us the opportunity to serve even more youth in the future.

One of the most important aspects of my position as CEO is building a happy and healthy team who are equipped to work with our youth every day. It is important for our team to have core values that guide every aspect of our work. This past year, we worked on defining those values and spent time over our Development Week to set goals that would embed our values in everything we do. Our ICAN core values are Gardeners (who cultivate the full potential of others), Trust Builders (who say what we mean and do what we say), Life-Long Learners (who strive to grow every day), Role Models (who demonstrate humility, respect and productivity) and Problem Solvers (who raise the bar every day and inspire others to do the same). Defining our values and working on goals as a team really set the standard for programs as we entered the new school year with a consistent, positive atmosphere.

As we look back on the 2017-18 year, I am proud of the positive financial standing that our team has worked so hard to achieve. We have many other accomplishments, in programs and philanthropy, that I am certain you will enjoy reading about in the coming pages. I also would like to thank Brett Henkel for his time as our Board Chair these past two years. He has been such a dedicated and loyal leader to ICAN and myself. Our staff and Board Members are all so grateful to him for giving so freely of his time to help ensure ICAN is strong and healthy for those we serve.

I am also excited to lead in 2018-19 alongside Brandon Bagley, our new Board Chair. We have big plans for this fiscal year and hope to create more impact through broader reach within our community. Thanks for everything YOU do to help ICAN build a strong foundation for the future.

With sincere gratitude,

Shelby Pedersen
ICAN CEO

As my time as Chair ends, I leave ICAN in the best of hands with our new Chair, Brandon Bagley. Brandon has been involved with ICAN for 8 years and has served as a board member for 6 years. I am excited to see Brandon lead ICAN into a new era and am certain that he will continue to ensure the same quality programs that impact our community.

I hope that you enjoy reading about the successes and impactful stories from this past year. I would like to thank ICAN’s staff and Board of Directors for their time and leadership in continuing Henry’s legacy to change the lives of youth.
COA Accreditation
ICAN renewed its accreditation through the Council on Accreditation, meeting over 400 standards of excellence.

Bridges to Middle School
ICAN launched the Bridges to Middle School program where youth participate with their parent, learning about goal setting techniques and coping skills, which can be used whenever the youth are facing a crisis.

CCYSA Receives National Award
CCYSA was awarded the National “Rally and Walk / Run Event” of the Year by SAMSHA and The Faces & Voices of Recovery for its work on the “Voice of Hope” walk and community event for National Recovery Month

CEO Named Women of Chandler
ICAN’s CEO, Shelby Pedersen, was named in Chandler Lifestyle’s distinguished list of “The Real Women of Chandler” for 2017.

Henry Salinas Receives History Award
ICAN’s founder, Henry Salinas, who passed away in 2017, was honored by the Chandler Historical Society at their annual luncheon in the spring. His family was there to accept the award on behalf of Henry.

CCYSA Presentations Expand to High Schools

Garden Club
ICAN’s Garden Club “grew” thanks to volunteer Tom Escobedo, with more youth members and a spring, fall and summer harvest. Youth enjoyed a salad party after each harvest and dried herbs into spices.

Bassett Makeover
Bassett Furniture celebrated the opening of their Chandler location by providing an office makeover for ICAN – making a more collaborative workspace for staff.

Henry’s Classic
The Henrys group hosted their first-ever “Henry’s Classic” in May. The festive cornhole tournament raised over $4,000.
This success story was provided by Carla Cantrell, one of ICAN’s “Library Ladies”.

The library at ICAN has become a busy, happy place, but it didn’t happen overnight. The “Big Kids”, third graders and older, didn’t want to be in the library. The library had books, books meant words, words meant reading and most of them were not very good readers. The schools test their students and give them multiple ratings of red, yellow or green depending on their scores. Green designates a successful reader, yellow, a struggling or emergent reader and red, a failing reader. These labels may be lost on the younger students, but the older youth soon figure it out. That is why one boy’s story is so important to those of us who work in the library.

Last fall, a fourth grade boy came into the library. He comes from a home where Spanish and English are both spoken and, although he is most proficient in English, it is far from perfect. He had heard we were giving away prizes as incentives for reading. When you read 10 books, you got a prize and he wanted some of the prizes. He told us the prizes were ok for the “Little Kids”, but he would like something different. So, we created some different incentive criteria for him, and by extension, all the “Big Kids”. He had to read aloud a total of 200 pages from books at or near his grade level. He told us he was a red in all of his tests. He started out slowly, laboriously reading aloud from books at a second grade level. Each day, the library was open, he returned, selected a new book, and read. A month later he had read the required 200 pages and chose his prize, a bag of LEGO. More importantly, he had moved on to the third grade books. Twice a week, month after month, he came and read aloud and logged his pages and collected his prizes. He moved on to “chapter books”. At the end of the year, he sheepishly told us, he was a yellow. A great achievement for him. Now, however, he and his brother were going to Mexico for the entire summer. He was concerned. He said his Spanish wasn’t very good and there would not be anyone to read to while he was there. We encouraged him to read anyway and packed up some books for him to take to Mexico. The school year ended and he was gone.

We thought about him often throughout the summer. Would he read the books? Would he lose the progress he had made? Would he even come back to ICAN and back to the library? School had been back in session for three weeks before we opened the library. The first library day there was no sign of him. The second day he arrived. We were so happy to see him. He was owed a prize, but didn’t seem too anxious to collect one. He told us he had already been tested and he was now a green! He was really proud of himself.

During the year his older brother had started coming to the library with him, getting page credit for listening to the “Little Kids” read. He had quietly told us that he wasn’t a good reader, a red. He may come in this year. Who knows? I do have it on good authority that even he read the books we sent with them to Mexico.
ICAN leadership recently defined our youth activities into 5 program categories, helping to provide further clarity around what we offer and how that fits into our mission to provide free, comprehensive programs that empower youth to be productive, self-confident and responsible members of the community.

Our 5 categories closely follow the “5 C’s of Positive Youth Development Model,” which is a nationally-recognized youth engagement model that focuses not on “fixing” behavior problems, but building and nurturing all a child’s beliefs, behaviors, knowledge, attributes and skills. The result should be a healthy and successful childhood – leading to a healthy and successful adulthood.

ICAN has incorporated the 5 C’s of Youth Development in a number of ways:

- We have adopted a behavior management system designed to focus on the positive attributes in youth’s behavior.
- We offer a structured play model that encourages youth to practice real life skills through play.
- We offer hands-on learning that provides unique experiences and reinforces skill building.
- We emphasize staff and volunteers being strong role models for youth.
- Youth participate in community service projects – they not only participate in the activity, they help come up with what they are going to do and plan the components as well.
- Finally, youth have an opportunity each Friday to choose a recreational activity they would like to participate in. These activities range from soccer to karate, to “Girls Circle” which fosters self-esteem and helps girls maintain authentic connections with their peers.
## Financials

### ASSETS

<table>
<thead>
<tr>
<th>Current Assets</th>
<th>FY Ending 2018</th>
<th>FY Ending 2017</th>
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</thead>
<tbody>
<tr>
<td>Cash &amp; Equivalents</td>
<td>$389,048</td>
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<td>Accounts Receivable</td>
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<td>Promises to give, net</td>
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<td>Prepaid Expenses</td>
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<td><strong>TOTAL CURRENT ASSETS</strong></td>
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<td>Property &amp; Equipment, net</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$3,831,153</strong></td>
<td><strong>$3,811,870</strong></td>
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</table>

### LIABILITIES AND NET ASSETS

<table>
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<tr>
<th>Current Liabilities:</th>
<th>FY Ending 2018</th>
<th>FY Ending 2017</th>
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<tbody>
<tr>
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<td>Accrued Payroll</td>
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<td>Deferred Revenue</td>
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<td>Current portion of note payable</td>
<td>$4,955</td>
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<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
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<td>Note Payable, net of current portion</td>
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<td><strong>TOTAL LIABILITIES</strong></td>
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<td>Unrestricted</td>
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<td>Temporarily restricted</td>
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<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>$3,628,790</strong></td>
<td><strong>$3,604,962</strong></td>
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<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td><strong>$3,831,153</strong></td>
<td><strong>$3,811,870</strong></td>
</tr>
</tbody>
</table>

### REVENUE SOURCES

- Government Contracts 33%
- Contributions and Other Grants 43%
- Donations In-Kind 5%
- Special Events Revenue 13%
- Facility Use Revenue 5%
- Other Revenue 1%

### EXPENSES BY PROGRAM AREA

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

Board of Directors
Brett Henkel, Chair
Brandon Bagley
Trisha Baggs
David Baker
Shawn Hancock
Steve Hewitt
John Hoopes
Matt Julian
Blas Minor
Sara Nance
Troy Norris
Brennan Ray
Adam Turner
Brenda Van Gelder

Governance Committee
Brandon Bagley, Chair
Shawn Hancock
Brett Henkel
Steve Hewitt

Advisory Circle
Rudy Apodaca
Patti Bruno
Mary Contreras
Trinity Donovan
Caroline Hoeye
Chris Hoeye
LeNetta Leger
Fernando Salinas
Henry Salinas Jr.
Edward Upshaw
Bill Woodruff

Audit Committee
Adam Turner, Chair
Barb Benham
Greg Recker

Development Committee
Trisha Baggs, Chair
Rodie Ayala
Staci Charles
Bridget Doherty
John Hoopes
Matt Julian
Rob Montoya
Thomas Moore
Joe Pequeno
Paul Stringer
Adam Turner

HSS Council
Rudy Apodaca
Heidi Kim
Renee Levin
Scott Nance
Amy Richardson
Kristi Salmon
Edward Upshaw

Dream Team
Kristi Salmon, Chair
Brandon Bagley
Erica Cardenas
Katie Easley
Jen Kindell
Sherry Kiyler
LeNetta Leger
Megan Mayhall
Rhonda Simmons
Melanie Slate

PQI Committee
David Baker
Tom Escobedo
Eva Hernandez
Mary Jo Landewehr
Christine Smith
Princessa Triste

CCYSYSA Committee
Edward Upshaw, Chair
Dawna Allington
Josh Azevedo
Liz Beck
Dr. James Bogash
Steve Brown
Susan Cadena
Natalia Chimo-Andrade
Kathleen Dowler
Victor Escoto
Angela Geren

Ex Officio Members:
Danielle Janitch
David Ralls
Keldy Winters

The Henrys
Andrew Greaves, Chair
Tiffany Carlson-Richison
Brooke Holmes
Julie Reid
Christina Romero
Susie Scadlock
Andy Scott
Corey Smith
Carole Speranza
Jason Triano
Jessie Whitfield
Chad Yosick
Chris Zotos

Finance Committee
Troy Norris, Chair
Dan Capote
Ben Cilek
Matt Julian
Sara Nance
Jason Richards
Brenda van Gelder

CCYSYSA Committee Cont.
Cynthia Hardy
Mariah Hile
Sarah Hunter
Jason Hutchins
Dr. Sandy Indermuhle
Mike Japenga
Anna Luna
Blas Minor
Joronda Montano
Summer Peregrin
Tom Putrow
Mike Reinman
Terry Roe
Michael White

Auxiliary
Amanda Souders, Co-Chair
Victoria Stinson , Co-Chair
Elicia Bivins
Tiana Bribiescas
Martha Bowling
Carla Cantrell
Beth Chepelsky
Marjorie Hawkes
Helen Jacobs
Mary Jo Landwehr
Lynda Michael
Gwen Rusk
Margaret Souders
Miggy Sudyka
Karen Wilson
Kay Wimmer
ICAN is a free youth center in the East Valley that offers programming for youth, teens, families and the community. ICAN's nationally-recognized prevention programming teaches disadvantaged youth real-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. ICAN is one of only 21 AZ nonprofits accredited by the National Council on Accreditation (meeting over 400 standards for excellence), was named "Outstanding Afterschool Program" by the Arizona Center for After School Excellence in 2009 and 2013, and is a four-time winner of "Best Places to Work" by the Phoenix Business Journal.