



Gila River Indian Community Grant Application Grant Cycle 2022

Cover Sheet

Municipality Information	
1. Date of Application: 3/31/2022 (NOTE: Click field or use up/down arrow keys to move among fields)	
2. Name of City, Town or County: City of Chandler	
3. Mayor (City or Town) or Board of Supervisor's Chairman (County): Mayor Kevin Hartke	
4. Mailing Address: Mail Stop 603 P.O. Box 4008	
5. City: Chandler	State: Arizona
Zip Code: 85224-4008	
6. Acknowledgement of Submission by Authorized Municipality Representative: Typed Name/Title: Dawn Lang, Deputy City Manager, Chief Financial Officer Signature: Email Address: Dawn.lang@chandleraz.gov	
Applicant Information	
7. Department/Organization Name: ICAN: Positive Programs for Youth	
8. Select Organization Type: 501c3 Non-Profit @ If Non-profit please attach IRS Determination Letter	
9. Application Contact Person: Shelby Pedersen Title: CEO	
10. Phone Number: 480-874-7576	
11. Mailing Address: 650 E. Morelos St.	
12. City: Chandler	State: Arizona
Zip Code: 85225	
13. Email Address: shelby@icanaz.org Website Address: www.icanaz.org	
Project Information	
14. Project Name: ICAN's Free Afterschool Program for Vulnerable Youth	
15. Purpose of Grant: Increase Enrollment at Three ICAN Sites by Adding Three Part-Time Program Staff	
16. Priority Funding Area	Education
17. Annual amount requested	\$75,130
18. Number of years that funding is requested	3
19. Total amount requested (annual amount x number of years)	\$225,390
20. Has your organization received past funding from GRIC? If yes, list each year and amount	2011 - \$100,000 2022 - \$28,303
21. Geographic area served	Chandler, AZ – primarily zip codes 85225 & 85224

For Office Use Only:		
Data Entry	Receipt	Evaluation
☐ Approval – Amount/Term \$		☐ Denial



Gila River Indian Community Grant Application Grant Cycle 2022

Narrative

Please structure your proposal to provide the following information in the order indicated. Provide the narrative in paragraph form in the text field provided. Please be thorough but strive for brevity.

1. Briefly describe your organization's history, mission and goals.

ICAN was founded in 1991 by a concerned citizen in Chandler, AZ. Henry Salinas was a humble man who saw gang violence taking over his neighborhood and decided to do something about it. Henry's initial investment of time and compassion to area teens has blossomed into a full-service youth center whose programs are still free to the Chandler community whom Henry held so dear, and now impacts youth, teens and their families across three sites. For 30 years, ICAN has remained dedicated to its mission to provide free, comprehensive programs that empower youth to be productive, self-confident, and responsible members of the community. ICAN's goal is to break the cycle of poverty, creating a new pathway for youth to achieve future success. ICAN is in the midst of an aggressive expansion plan, with a 10-year goal to increase youth served daily from 250 to over 2,000 and grow from three sites to over twenty.

2. To determine eligibility for this grant, if the applying organization is non-municipal or a non-profit 501c, please describe your relationship with the supporting municipality including past and present support, whether through partnerships, collaborations, in-kind contributions, grants, tax-based funding or other. Describe the supporting municipality's role in this project. If the applying organization is a municipality or a municipal sub-division please enter the text "Not applicable" and go to item 3.

Since its early beginning, ICAN has maintained a model partnership with the City of Chandler. City administration and various City departments have been long-time supporters of ICAN programs, contributing financially and through the time and talents of city employees serving as ICAN volunteers, program advisors, and Board members - working in close collaboration to help further ICAN's mission and the overall well-being of the city's most vulnerable youth and families. For example, in 1997 the City of Chandler provided a small facility to ICAN and as the agency quickly outgrew this space, the City assisted ICAN to secure 2.5 acres within a City park to use for construction of its current Youth Center in 2012. For over a decade the City of Chandler Neighborhood Services has confidently and continuously awarded annual program grants to ICAN, averaging \$80,000 per year, and benefitting thousands of Chandler youth over the years. In 2010, ICAN was one of the panelists to represent Chandler as they vied for and won the "All American City" designation.

The Chandler Police Department has been actively involved in ICAN since its inception, with representation on ICAN's Board of Directors, along with volunteer activities and mentorship. Lieutenant Shawn Hancock of the Chandler Police Department has been involved with ICAN since 2013. He shares this powerful statement, "The City of Chandler is proud to report its historically low crime rates over the last two decades, even as the city's population has grown exponentially. It is evident ICAN's programs addressing the challenges facing our youth have been instrumental in reducing criminal activity in our community. ICAN's ability to reduce youth exposure to gangs by providing free programs



Gila River Indian Community Grant Application Grant Cycle 2022

that teach them to be responsible, productive citizens has proven effective. ICAN is one of the most valued partnerships of the Chandler Police Department."

Finally, ICAN and Chandler Unified School District (CUSD) have maintained a formal partnership for over 20 years. CUSD keeps ICAN informed of youth's academic needs, helps to recruit families for ICAN services, and participates in community needs assessments, program evaluation, and program governance. In 2014, CUSD opened Hill Academy@ICAN (a public high school) at ICAN's campus, permitting full access to ICAN's award-winning programs for teens who are at high risk of dropping out of school. ICAN's expansion efforts, which are the focus of this grant application, are in partnership with CUSD. ICAN opened two new sites over the last couple of years – ICAN @ Galveston opened in October of 2020 and ICAN @ Hartford opened in January of 2021. CUSD provides space and support at the schools for ICAN to operate these satellite program sites.

3. Describe the proposed project, objectives, and your plan to implement.

ICAN exists to break the cycle of poverty in the East Valley's most vulnerable neighborhoods and continues to expand to reach more families. ICAN opened two satellite sites in Chandler last year, and now reaches 250 youth a day across the three sites. ICAN is expanding in to Mesa in August of 2022, beginning with two sites, with plans to grow to as many as twenty. All three current sites continue to operate on a waiting list for services. Hartford in particular has 40 youth on the waiting list. ICAN is requesting \$75,000 a year for three years from Gila River Indian Community to support the addition of three part-time Youth Program Leaders (YPL's) for ICAN's team. For each Youth Program Leader added, ICAN can add 22 youth to the roster at one of the three Chandler sites. GRIC's investment in ICAN's program would allow 60+ youth to access ICAN's free and comprehensive programs.

ICAN's afterschool program offers a holistic approach to helping youth from vulnerable backgrounds to prevent and overcome life challenges and prepare for healthy transitions to adulthood. The program utilizes the "5 C's of Positive Youth Development," 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 5 C's include: connection, confidence, character, competence and contribution.

Programming is rooted in current 21st Century Learning Skills critical for youth success. These include: Learning Skills (collaboration, communication), Literacy Skills (STEM), and Life Skills (social emotional learning).

ICAN uses evidence-supported curricula to build in 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. Youth (ages 5-18) attend programs everyday afterschool, and full days during summer and intercession breaks, ensuring parents can continue to work. ICAN's staff are trained in Adverse Childhood Experiences (ACE's) and incorporate Trauma-Informed Care techniques of working with youth from disadvantaged backgrounds into their daily interactions. Youth are divided into age groups and work closely with ICAN staff and volunteers. The "positive youth development" model is woven into daily structured curriculum activities for youth. These may include a STEAM activity, structured recreational activity, team building activity or group lesson focused on communication. Youth also receive



Gila River Indian Community Grant Application Grant Cycle 2022

daily homework help, along with literacy skill building in ICAN's library (led by a team of volunteers who are all retired teachers). Youth receive healthy snacks and dinner daily, ensuring that their basic nutritional needs are met. Each Friday, youth participate in special "clubs" - these can include gardening, trains, art, soccer, and writing.

ICAN expanded its STEAM program a number of years ago to better align with 21st Century Learning Skills. Youth participate in STEAM activities nearly every day, throughout the entire year. STEAM activities can be as simple as building a structure out of marshmallows and toothpicks, to dissecting and rebuilding a computer. ICAN's Art Room is the perfect template for creativity, where youth learn to work with watercolors, pastels, clay and other mediums. ICAN has a robotics club that meets weekly and competes annually as a team.

STEAM learning is critical for ICAN's minority population. Underrepresented racial and ethnic groups make up 27% of the population, but only 11% of the STEM workforce. Building a strong workforce is critical for the Chandler community, where STEM jobs are so valued. Among Chandler's 30 largest employers, 8 companies provide over 20,000 jobs in STEM related fields, including Intel, NXP, Microchip Technology, Northrop Grumman, Rogers Corporation, Dignity Health, AZ Nutritional Supplements, and CVS.

ICAN's Equity & Empowerment Task Force (a diverse group of ICAN team members) lead the charge in ensuring that ICAN continues to thoughtfully evaluate curriculum, messaging, outreach, and more, to ensure that the program is welcoming and equitable. The group has identified a roadmap of priorities and goals that align with ICAN's mission and commitment to diversity, equity, and inclusion.

4. Describe how the proposed project satisfies one or more of the priority funding areas identified by the Gila River Indian Community.

ICAN's program aligns with Gila River's funding priorities of education, healthcare, and economic development. Arizona lacks tremendously in support of youth. The state ranks 49th in education funding (U.S. Census Bureau) and 33rd in children's health (WalletHub). Youth in Arizona experience significantly more Adverse Childhood Experiences (ACE's) than the rest of the country (Nat'l. Survey of Children's Health). ICAN's program directly impacts the education of youth.

Research shows that high-quality afterschool programs improve students' educational outcomes, school attendance, and social and emotional learning. Consistent participation in afterschool programs has shown lower dropout rates and has helped close achievement gaps for low-income students. For older youth, regular participation in an afterschool program may also reduce risky behaviors and help them gain college and career-needed skills (NCSL, 2021).

Afterschool programs are an essential source of support for working parents—giving them peace of mind when at work and helping them to keep their jobs. More than 8 in 10 parents (83 percent) of children in afterschool programs agree that afterschool programs help working parents keep their jobs (Afterschool Alliance).

ICAN's youth evaluation program takes place annually and evaluates youth gains in the areas of academic success, sense of self, life skills, and positive life choices. Reports over the past 8+ years show consistent gains for youth in well over 80% of the youth population in these areas. ICAN hopes to place a focus on future evaluations of youth academic



Gila River Indian Community Grant Application Grant Cycle 2022

performance as it correlates to the critically important indicator of 3rd grade reading levels. ICAN's data sharing agreement with CUSD and Mesa Public Schools will allow for year-over-year comparisons specific to ICAN youth.

5. Identify the needs/problems to be addressed, target population and number of people to be served by the project.

ICAN's service area is a small pocket of Chandler where government housing, trailer parks and run-down apartments house a population that includes 15,000 youth. Poverty in the area is grinding and youth in the area suffer from frequent hunger, illness, and exposure to risky behaviors. Over 85% of ICAN youth are minority populations, primarily Hispanic (2% of youth are Native American). 85% of enrolled families report incomes below the AZ poverty level. ICAN's partner school, Galveston, reports the highest percentage in the district of youth who qualify for free and reduced lunch – 87%.

School suspensions at ICAN's larger feeder school for Junior High are THREE TIMES higher than other Chandler Junior Highs. Achievement testing data shows a twenty-point gap in Language and thirty point gap in Math.

The top risk factors for youth in 85225 (grades 8,10,12) are low neighborhood attachment (56%), family conflict (42%), low commitment to school (55%) and reward for anti-social behavior (51%).

The top risky behaviors for youth in 85225 (grades 8,10,12) are binge drinking (12%), gambling (25%), stealing (20%) and being drunk or high at school (18%)

The average cost for childcare in the U.S. is \$5,000 a year per child, which can become a tremendous burden for families living in poverty -- forcing them to make difficult decisions about their priorities. ICAN's program is equitable to all and supports youth along with their families. The program encourages the future financial success of youth served, at the same time supporting the immediate financial needs of its families by providing free childcare.

ICAN's program is currently serving 500 youth a year (250 youth daily). The proposed funding for 3 YPL's will increase daily attendance at the three Chandler sites to 316 daily. That combined with the Mesa sites will increase overall enrollment to 400 youth daily (approximately 700 unduplicated youth per year).

6. Define the project as a new or continuing program. Has GRIC previously funded this project?

ICAN's program is ongoing, with expansion continuing each school year. GRIC previously funded ICAN in 2011 with a \$100,000 grant for the capital campaign for the current ICAN Main campus at 650 E. Morelos St. ICAN was also the beneficiary of Gila River Casinos' unclaimed jackpots in 2022, with a gift of \$28,303 supporting ICAN's afterschool program. ICAN welcomed Delia Rose and Manuel Hernandez for a check presentation event celebrating the gift.



Gila River Indian Community Grant Application Grant Cycle 2022

7. Provide a brief timeline including start and finish dates. Indicate if the timeline is flexible.

Upcoming timelines for ICAN's program include:

- Summer Intercession (May 31 – July 15) – All ICAN sites attend full day sessions at ICAN Main
- Fall Session (begins July 18) – ICAN Main, ICAN Galveston, ICAN Hartford
- Fall Session (begins August 3) – ICAN Adams, ICAN Longfellow (two new Mesa sites)
- Fall 2022 – With secured funding from GRIC, ICAN will recruit three new YPL's for the team
- January 2 – Winter/Spring Session begins with increased enrollment at the three Chandler sites
- Spring 2023 – Youth at all sites will be evaluated on their increases in academic success, sense of self, life skills, and positive life choices

8. Identify other organizations, partners or funders participating in the project and their roles.

As mentioned earlier, CUSD is a critical partner in ICAN's expansion efforts – providing space and support at the satellite sites. CUSD also operates ICAN's nutrition program, facilitating and operating the program that ensures all youth receive a healthy snack and dinner each day.

Valley of the Sun United Way, another key partner, provides literacy instruction during the summer - keeping youth reading and preventing summer learning loss. ICAN has many other partners that supplement programming offered daily at ICAN. These include Chandler CARE Center (referrals for physical health, dental and behavioral health) and Big Brothers/Big Sisters (on-site mentoring program).

9. Would you be able to implement the proposed plan if your organization received partial funding for this project?

ICAN would be able to implement portions of the plan, based on partial funding. Each YPL position added is an additional \$25,000 for ICAN's organizational budget and each additional YPL allows ICAN to add 22 youth to the program. While ICAN is requesting \$75,130/year for 3 years, the plan can be adjusted and lowered based on grant funds received.

10. Describe your plan for project financial sustainability beyond the grant period. If this is a program/project previously funded by the Gila River Indian Community describe efforts made towards the previously described sustainability plan.

As ICAN continues to grow and expand in Chandler and into the East Valley, ICAN's donor base grows as well. ICAN's signature gala, dreamBIG, saw a 30% increase in revenue from 2019 to the 2020 event. ICAN maintains a diverse funding



Gila River Indian Community Grant Application Grant Cycle 2022

portfolio, including funding from individuals, service clubs, public (city/state/fed), and private (corporate/foundation) sources. ICAN maintains over 40 formal partnerships with community organizations and local businesses that contribute their expertise and resources to enhancing our program. In addition, ICAN's growth strategy is fiscally sound -- the organization is able to serve more youth by bringing the program into the schools, greatly reducing ICAN's cost per youth ratio.

11. Describe your plan to document progress and results.

ICAN has several evaluation tools in place to measure the effectiveness of the program. Goals for this grant proposal include:

1. Serve 316 youth per day, on average through the afterschool program at the three Chandler sites (measured through attendance data).
2. Consistent attendance, with 70% of youth attending 3+ days per week (measured through attendance data).
3. A minimum of 70% of youth in the afterschool program reporting improvements in key metrics because of attending ICAN (academic success, sense of self, life skills, and positive life choices).

Youth in the afterschool program at ICAN are evaluated with an assessment tool that measures the identified key metrics. ICAN also utilizes the Listen for Good evaluation model, with response from youth and parents collected multiple times each year. The key component of the Listen for Good model is a continuous feedback loop, where ICAN youth and families learn what the results were and how ICAN is acting on those responses.

In addition to the above metrics, ICAN will also be using the Arizona Progress Meter as a basis for measuring impact in two areas: 1) 3rd grade reading and 2) high school graduation. ICAN will also be bolstering our ability to measure improvements in the economic mobility of families by offering our free program. These enhanced evaluation systems will help ICAN target services to the highest need individuals and ensure the program strategies are tailored to achieve the highest impact as we grow. Pairing this new data with our existing "community listening" strategies will also ensure our participants are engaged in program design -- it's important for us to work side-by-side with the community we serve to create lasting change. These high quality systems of data collection will allow for that.

12. Indicate any application to and/or awards made by a tribe other than the Gila River Indian Community for state shared revenues for this and any other project for the past five (5) years. If this information is included in a separate attachment, please indicate that here.

No other applications or awards to other tribes, aside from Gila River, have been proposed by ICAN.



*Gila River Indian Community Grant Application
Grant Cycle 2022*



Gila River Indian Community Grant Application Grant Cycle 2022

Project Budget

Budget Period: 2022/2023

For each budget item listed here please provide a narrative description on the following Project Budget Detail page.

Proposed Budget Expense (list each budget item)	Amount requested from GRIC	Amount requested or secured from other sources	In Kind contributions	Total Budget
1. Salaries	\$69,888	\$424,372	\$0	\$494,260
2. ERE	\$5,242	\$39,786	\$0	\$45,028
3. Program Supplies	Click here to enter text.	\$23,290	\$0	\$23,290
4. Printing & Copying	\$0	\$900	\$0	\$900
5. Technology/Equipment	\$0	\$5,744	\$0	\$5,744
6. Travel Expense	\$0	\$485	\$0	\$485
7. Automobile	\$0	\$24,879	\$0	\$24,879
8. Click here to enter text.	\$0	\$0	\$0	\$0
9. Click here to enter text.	\$0	\$0	\$0	\$0
10. Click here to enter text.	\$0	\$0	\$0	\$0
11. Click here to enter text.	\$0	\$0	\$0	\$0
12. Click here to enter text.	\$0	\$0	\$0	\$0
13. Click here to enter text.	\$0	\$0	\$0	\$0
14. Click here to enter text.	\$0	\$0	\$0	\$0
15. Click here to enter text.	\$0	\$0	\$0	\$0
Total Budget	\$75,130	\$519,456	\$0	\$594,586



Gila River Indian Community Grant Application Grant Cycle 2022

Project Budget Detail

Please provide a narrative description for each of the project budget items listed on the previous page. Include the dollar figure and how it was derived.

1. Salaries – Three part-time Youth Program Leaders, \$16/hr x 28 hours per week x 52 weeks = \$69,888
2. Taxes/ERE – FICA/Medicare/SS taxes on wages of three part-time Youth Program Leaders, \$69,888 x .75 = \$5241
3. Program Supplies – all materials needed to facilitate programs – not included in project ask
4. Printing & copying – costs of printing curriculum, lessons plans, and homework sheets – not included in project ask
5. Technology/Equipment – costs of membership registration software and communication software for parents – not included in project ask
6. Travel expense – mileage reimbursement for staff who travel between sites. Mileage reimbursed at state rate (.445 per mile) – not included in project ask
7. Automobile – vehicle expenses associated with transporting youth from schools to ICAN facility (includes; registration, insurance, gas, maintenance for four – 15 passenger vans
8. [Click here to enter text.](#)
9. [Click here to enter text.](#)
10. [Click here to enter text.](#)
11. [Click here to enter text.](#)
12. [Click here to enter text.](#)
13. [Click here to enter text.](#)
14. [Click here to enter text.](#)
15. [Click here to enter text.](#)

Other explanation: [Click here to enter text.](#)

To ensure a complete application and proper submission please refer to the Grant Application Instructions.

CINCINNATI OH 45999-0038

In reply refer to: 0248367579
May 30, 2014 LTR 4168C 0
86-0761030 000000 00
00024342
BODC: TE

I C A N IMPROVING CHANDLERS AREA
NEIGHBORHOODS
650 E MORELOS ST
CHANDLER AZ 85225



023992

Employer Identification Number: 86-0761030
Person to Contact: Mr. Gerding
Toll Free Telephone Number: 1-877-829-5500

Dear Taxpayer:

This is in response to your May 20, 2014, request for information regarding your tax-exempt status.

Our records indicate that you were recognized as exempt under section 501(c)(3) of the Internal Revenue Code in a determination letter issued in August 1994.

Our records also indicate that you are not a private foundation within the meaning of section 509(a) of the Code because you are described in section(s) 509(a)(1) and 170(b)(1)(A)(vi).

Donors may deduct contributions to you as provided in section 170 of the Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

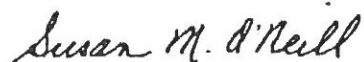
Please refer to our website www.irs.gov/eo for information regarding filing requirements. Specifically, section 6033(j) of the Code provides that failure to file an annual information return for three consecutive years results in revocation of tax-exempt status as of the filing due date of the third return for organizations required to file. We will publish a list of organizations whose tax-exempt status was revoked under section 6033(j) of the Code on our website beginning in early 2011.

0248367579
May 30, 2014 LTR 4168C 0
86-0761030 000000 00
00024343

I C A N IMPROVING CHANDLERS AREA
NEIGHBORHOODS
650 E MORELOS ST
CHANDLER AZ 85225

If you have any questions, please call us at the telephone number
shown in the heading of this letter.

Sincerely yours,



Susan M. O'Neill, Department Mgr.
Accounts Management Operations