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Our Mission

Our mission is to activate a technology community of change agents to power social and economic freedom. We're grounded in our values. They define how we work and how we live our lives.

A Letter From Our President

Dear i.c.stars stakeholders,

Fiscal year 2020 (September 1, 2019 - August 31, 2020), was a year like no other. Between the COVID-19 pandemic and the civil unrest that stemmed from racial injustices, i.c.stars has been challenged in ways we never expected. However, I am proud of the way i.c.stars has stayed grounded in our values and mission to activate a technology community of change agents to power social and economic freedom.

In March 2020, we transitioned our entire training program to a remote learning platform. Our dedicated case manager ensured that our interns had what they needed- from internet access and stable housing to medical care and support with phone bills- so they could continue training during the pandemic.

In this virtual world, our program staff has been increasing online candidate recruitment efforts. We have been furthering our engagement with HR and business leaders- through a hackathon, roundtables, and brainstorming- around entry-level hiring opportunities for i.c.stars graduates.

Although FY20 was a challenging year, there were still many successes to celebrate:

• i.c.stars Chicago celebrated 20 years of impact
• New partnerships in Milwaukee with the MKE Tech Hub Coalition, the Milwaukee Area Technical College, and the Convergence Resource Center have created many opportunities for our interns and residents
• We served 80 individuals across four cycles in both Chicago and Milwaukee
• Indiana Wesleyan has partnered with i.c.stars to help pave the way for our graduates to earn their degrees while they work
• i.c.stars was selected for New Profit’s Postsecondary Innovation for Equity (PIE) Initiative which is strengthening our impact measurement and organizational equity through facilitated peer learning
• We partnered with ARA Mentors, which advocates for women in technology, and P33’s TechReady Illinois platform, which helps Illinois residents hurt by COVID-19 gain new digital skills at steeply discounted tuition rates
• We have formed new hiring partnerships with companies including Amsted Rail, Oya Solutions, Kalderos, Thinkful, Accuity, and others

With your support, we are “coding the future” of the next tech generation by creating jobs, inspiring leaders, and bringing the necessary attention to the systemic wage and wealth inequities in our communities. We appreciate you for being a part of our mission and for all you do to see stars.

Sincerely,

Sandee Kastrul
President and Co-founder, i.c.stars
Project Highlights: Chicago
i.c. stars catalyzes change by equipping interns with awareness, tools, and connections.

Cycle 45 worked with client Adtalem Global Education Foundation, receiving mentorship from Adtalem’s IT team as they built a solution integrating robotic process automation and information security. Participants learned cyber security fundamentals as well as UiPath, among other tools, helping drive job skills training to launch their technology careers.

Cycle 46 worked with client US Foods, creating an application that allows for customer, product, and sales order management, using COBOL, a programming language that has recently undergone a resurgence.

I feel more encouraged and inspired to begin changing the environment in the community I grew up in.
- Cycle 45 Alumni

Advocating for others while being a great leader is now my goal.
- Cycle 46 Alumni

Demographics

60% African American
26% Latinx
7% Asian
5% Other or multi-race
2% Caucasian

40% Female
60% Male

12% are parents
26% are justice-involved

54% of graduates donated to a community-based organization.
56% of graduates volunteered at a community-based organization.

100% of our interns have developed strong resilience as a result from facing adversity, which we believe makes for great coders, leaders, and community organizers.
Project Highlights: Milwaukee

i.c.stars teaches the importance of IT skills in combination with standing in one’s power and connecting with others.

Cycle 4 worked with client Navistar, Inc., designing a headcount forecasting web application for their HR and IT leadership teams, and was part of a process automation project.

Cycle 5 worked with Milwaukee Public Schools Office of Contract Compliance and Building2Learn, developing a "Time Card" tracking application that allows students to input their work hours in their phone app for paid and unpaid time on tasks that can be sent to employers for HR purposes, contract compliance offices for tracking, and their mentors for accountability. They developed an interface leveraging react.js and/or angular.js and node.js, along with a back-end relational database, with a REST/JSON API-based connection between the two to ensure accurate data transfer.

I am now a Business Consulting Specialist at Northwestern Mutual. In my current position I’m the project manager, product owner, and scrum master. I’ve learned self leadership, and how to be an empathetic and relational leader, which is helpful when working with vendors and clients. - Cycle 4 Alumni

Demographics

58% African American
17% Asian
14% Latinx
6% Caucasian
5% Other or multi-race

53% Female
47% Male

36% are parents
11% are justice-involved

25% of graduates created a new for-profit business or social enterprise
33% of graduates contributed through public speaking to a community-based organization

100% of our interns have developed strong resilience as a result from facing adversity, which we believe makes for great coders, leaders, and community organizers.
Corporate Partners

Chicago
- Accenture
- Accuity
- Adtalem
- Brilliant
- CDW
- Cloudbakers
- Collabera
- Comcast Business
- DeVry University
- Essendant
- Home Chef
- Inspirant
- Interactive Business Systems, Inc
- Jump Trading
- Kalderos
- Keeper Security
- KPMG
- Levi, Ray & Shoup, Inc

Milwaukee
- Advicent Solutions LP
- Advocate Aurora
- Amazon Web Services
- American Family Insurance
- Batteries Plus Bulbs
- CertiFact Taxes
- Eversana
- Kalderos
- Kohl’s
- MARS
- Molson Coors Beverage Company
- Navistar
- Northwestern Mutual
- Oya Solutions
- Paylocity
- TechHire

Foundations
Our foundations and corporate partners make our program possible!

$100K+
- The Dohmen Company Foundation
- Harry & Jeanette Weinberg Foundation
- New Profit
- Salesforce
- Workday Foundation
- Yelp

$0-$49K
- Accuity
- Alliant Credit Union Foundation
- Anonymous
- Brinson Foundation
- The Dali Kutnick and Laura Gordon Kutnick Foundation
- Evan and Marion Helfaer Foundation
- Forward Community Investments
- Full Circle Foundation
- Glencoe Union Church
- Grainger
- Irvin Stern Foundation
- Lenovo
- OCC
- Otto Bremer Trust
- Polk Bros. Foundation
- PurePoint Financial
- PwC Charitable Foundation
- Relativity
- Robert R. McCormick Foundation
- University of Notre Dame

$50K-$99K
- American Family Insurance Dreams Foundation
- Bader Philanthropies
- Kohl’s Community Cares
- Motorola Solutions Foundation
- Stand Together Foundation
- William G. McGowan Charitable Fund

In-kind
- ClearEdge Marketing
- Inspirant
- von Briesen & Roper, s.c.
Employers

Here at i.c.stars, we find talent, we train talent, and we put talent to work. We connect our graduates to job opportunities through our social enterprise and partner organizations as they embark on their new careers in tech.

Employers

- Accenture
- Accuity
- Advocate Aurora
- Amsted Rail
- Briljent
- CertiFact Taxes
- Cloudbakers
- Collegis Education
- Eversana
- GE Healthcare
- Guaranteed Rate
- IDHA
- Kalderos
- Keeper Security
- Navistar
- Northwestern Mutual
- Oya Solutions
- Thinkful
- TTEC
- US Dept of Veteran Affairs
- WI House of Corrections
- YJM/TechHire

Role Types

- Jr. Developer
- Tech Apprentice
- GIO Apprentice
- Cloud Support Specialist
- IT Specialist
- Data Science Intern
- Technology Fellow
- Consumer Support Specialist
- IT Imaging Technician
- Bus Dev. Representative
- IT Helpdesk Technician
- Data Specialist
- Software Engineer Associate
- Data Analyst
- Software Engineer Apprentice
- Intake Specialist

“"The program generates resourceful and fast-acting candidates whom organizations throughout the Chicagoland area and beyond recognize as self-starters capable of delivering a real ROI.

- President and CEO of TransTech IT Staffing

Accenture is always looking for an innovative way to recruit talent. [...] it’s the more diverse talent from unexpected backgrounds that builds creativity on your team. It’s being a good steward to your community to build these in-demand skills.

- Tech Director at Accenture

By The Numbers

227% average annual earnings increase

$680K aggregate earnings increase

52 graduates

65% career placement rate during the height of the COVID-19 pandemic

4 months average speed to career placement
Events, Volunteering, Workshops

i.c.stars hosts events and workshops throughout the year attracting hundreds of industry leaders—CIOs, CTOs, and other practitioners. Events range from half-day conferences to HR Roundtables to our signature volunteer experience, High Tea.

Chicago

In December 2019, i.c.stars celebrated 20 years of impact in Chicago with a CIO Prom at Wintrust Grand Banking Hall—bringing together board members, volunteers and employers who have engaged over the years. Hack the Dream took place on MLK Day bringing together community partners and the i.c.stars tech community. Capitalize on Illinois was hosted virtually in May 2020 after the onset of COVID-19 and focused on AI and Bias, featuring a presentation from US Foods on their Cycle 46 project sponsorship.

Milwaukee

The Capitalize on Wisconsin event brought together technology and business leaders for a virtual conference offering exclusive networking opportunities through a panel discussion, and facilitated breakout room conversations with CxOs – all to support i.c.stars’ technology training program for underserved Milwaukee adults. iOpener Innovation 2020 also took place virtually as our first national event pulling speakers from Milwaukee, Chicago, and Kansas City to speak to the future of workforce and tech talent.
Thank you to all of those who support i.c.stars and our life-changing technology training program. We cannot make the impact we do without YOU. Thank you for seeing stars!

**Financial Statement**

*The global COVID-19 pandemic began in March 2020, which greatly impacted i.c.stars’ revenue and expenses.*

### Expenses FY20 Total

<table>
<thead>
<tr>
<th>Expenses</th>
<th>FY20 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs</td>
<td>$1,826,698</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>$994,097</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$230,320</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$3,051,115</strong></td>
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</tbody>
</table>

### Revenue FY20 Total

<table>
<thead>
<tr>
<th>Revenue</th>
<th>FY20 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions (grants, sponsors, individual donors)</td>
<td>$2,105,344</td>
</tr>
<tr>
<td>Events (Net)</td>
<td>$238,261</td>
</tr>
<tr>
<td>Fees for services</td>
<td>$426,008</td>
</tr>
<tr>
<td>Other/Restricted (Includes multi-year revenue)</td>
<td>$269,709</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$3,039,322</strong></td>
</tr>
</tbody>
</table>

### Fundraising Mix

- 60% Programs
- 33% Management & General
- 7% Fundraising
- 69% Contributions
- 8% Events
- 14% Fees for services
- 9% Other

*58% Corporate and Foundation Grants
5% Individual Giving and Board Gifts
10% CIO Sponsors
11% Events
16% Staffing Fees & Other*
i.c.stars Staff
- Sandee Kastrul, President and Co-Founder, i.c.stars
- Kevin McFall, Chief Operating Officer, i.c.stars
- Elizabeth Ferruelo, Chief Revenue Officer, i.c.stars
- Amanda Hogan, Director of Corporate Partnerships, i.c.stars
- NaCherrie Cooper, Strategic Partnerships Manager, i.c.stars
- Paige Brown, Program Manager, i.c.stars Chicago
- Josh Miller, Technology Training Manager, i.c.stars Chicago
- Rico Brant, Recruitment Manager, i.c.stars Chicago
- Tandelaya Hill, Case Manager, i.c.stars Chicago
- Arely Dorsey, Workforce Development Manager, i.c.stars Chicago
- Sarah Dollhausen-Clark, General Manager, i.c.stars Milwaukee
- Ben Juarez, Technology Training Manager, i.c.stars Milwaukee
- William Deck, Program Manager, i.c.stars Milwaukee
- Rosalinda Fowkes, Recruitment Manager, i.c.stars Milwaukee
- Leia Ferrari, Workforce Development Manager, i.c.stars Milwaukee

i.c.stars National Governing Board
- David Edelstein, Syracuse University, *Chairman
- Scott Glickson, McGuire Woods LLP, *Secretary
- Michael Italiano, The Dohmen Company, *Treasurer
- Sandee Kastrul, i.c.stars
- Robert Kress, Accenture
- Cynthia LaConte, The Dohmen Company
- Richard Linden, Red Foundry, LLC, *Vice Chairman

i.c.stars Milwaukee Advisory Board
- Bill Caraher, von Briesen & Roper, s.c.
- Melanie Cannon, Dohmen Company Foundation
- Holly Baumgart, Sargento
- Rebekah Kowalski, Manpower
- Dale Mittelstaedt, Dohmen Company Foundation
- Dale Egan, von Briesen & Roper, s.c.
- Brad Enneking, Wells Fargo
- Marie O’Brien, Enterforce
- Julie Ragland, Navistar

i.c.stars Chicago Advisory Board
- Yemi Akisanya, OCC
- Jeremie Bacon, Imagineer Technology Group
- Ellen Barry, EBarry Group
- Scott Boruff, PwC
- Edward Earl, Littelfuse
- Scott Glickson, McGuire Woods LLP
- Mark Griesbaum, Affinity4U, LLC
- Bruce Jones, Civitas Learning
- Robert Kress, Accenture
- Dale Kutnick, Gartner
- Richard Linden, Red Foundry, LLC
- Patrick Moroney, Central States Funds
- Ramesh Rangarajan, Ascension Technologies
- Geoffrey Robertson, Investor
- Jerome Snell, Accuity
- Helen Sun, STATS
- Jim Tantaro, Salesforce
- Mary Ellen Woods, Woods Advisory Services