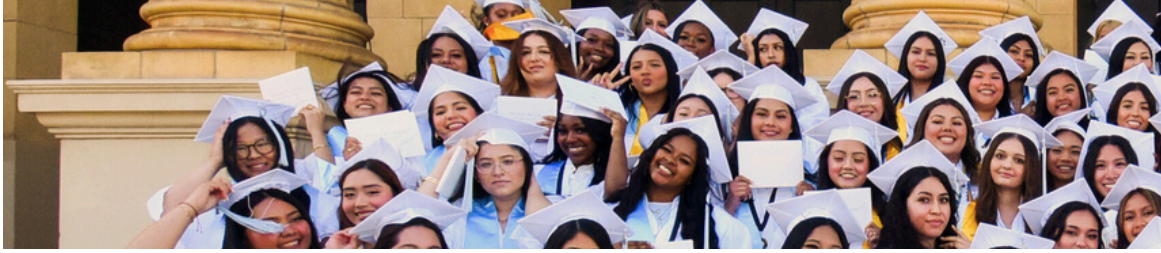
ICA CRISTO REY ACADEMY EST. 1883 | 140 YEARS

Gratitude Report

2024





Celebrating

140 Years of ICA Cristo Rey Academy



ICA Cristo Rey's *Her*story

1876

Sister Maria Pia Backes and two fellow Dominican Sisters move to San Francisco.



1883

Immaculate Conception Academy opens.



1904

ICA expands to the corner of 24th & Guerrero Streets.



1924

ICA officially becomes an all-girls high school.





The 2023-24 school year marked a milestone in the history of ICA Cristo Rey as we celebrated 140 years of educating the young women of San Francisco. It also marked 14 years since joining the Cristo Rey Network of schools, incorporating an innovative Corporate Work Study program.

We proudly stand as the oldest all-girls school in San Francisco, dedicated to guiding our students to be women of service, community, prayer, and study. Rooted in the Dominican tradition upon which we were founded, we extend our heartfelt gratitude to everyone who supports our mission of empowering the next generation of women leaders.

Front Cover: Elim Tecleab '24, now at the University of San Francisco, displays her cultural henna at the May 2024 Baccalaureate Mass at St. Ignatius Church.

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A Timeline of Events

Today

1986

Herbst Hall and the gymnasium are built.



2009

Immaculate Conception Academy is accepted into the Cristo Rey Network and adopts the Corporate Work Study program.



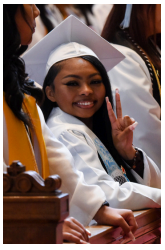
2010

The Class of 2010 are the first ICA class with experience in the Corporate Work Study program.



2023

ICA Cristo Rey celebrates its 140th anniversary with a 100% college acceptance rate.



A Letter from the *President*

Dear ICA Cristo Rey Community,

We are joined together by our passionate commitment to a mighty mission: to create equity of opportunity for every young woman to develop her potential regardless of zip code or life circumstance. We are so grateful for your support in this audacious project of hope. Pope Francis has said that "to educate is always an act of hope," and hope is something we do together in community. **Thank you for being a part of our community of hope, helping young women build the skills, knowledge, and confidence to thrive in college, career, and life.**

ICA's foundress, Mother Maria Pia Backes, O.P., answered a call 140 years ago that forms the heart of ICA's mission today: "a fierce desire to serve the young, the poor, and the vulnerable." We stand as the oldest all-girls school in San Francisco and take pride in this legacy, while we continue to innovate to meet the needs of today's and tomorrow's students.

One of ICA's most innovative and unique features is its Corporate Work Study (CWS) program, which significantly enhances the existing services in the community by bridging the gap between education and professional development for young women from low-income communities and communities of color. In a city like San Francisco, where opportunities in high-demand fields like tech, biotech, and finance abound, many students from underserved backgrounds often lack access to these career pathways. **With your help, our Corporate Work Study program not only provides students with hands-on experience in these industries, but also complements community efforts to promote diversity, equity, and inclusion in the workforce.**

Our young women credit the CWS program, together with the caring sisterhood of ICA and the loving support of their teachers, with helping them develop the confidence they need to engage their futures with boldness. This is all the more striking given that studies show nearly half of teen girls in the United States doubt they're smart enough to pursue their dream careers. Your engagement with our program helps alter that statistic, introducing our young women to new possibilities and mentors that build their confidence in the promise of their own futures.

The founder of the Cristo Rey Network, Father John Foley, S.J., claimed that "Our mission is not merely to make things slightly better but to effect transformational change at every level." I do not know what is more transformational, and joyful, than fostering hope for the future by investing in our young women today. Each of you, joined in like-minded, good-hearted community, are effecting such transformational change every day through your support of ICA Cristo Rey.



Peace and blessings,

Karen Kenkel

Dr. Karen Kenkel
President

Dr. Karen Kenkel became ICA Cristo Rey's first lay President in 2022. She previously served as interim President of Villa Joseph Marie High School in Pennsylvania and founding Director of Quest Forward Academy in Santa Rosa. Dr. Kenkel has held leadership roles at Stanford Online High School and was a Professor of German at Stanford University. She earned her Ph.D. and master's in German Studies from Cornell University and her undergraduate degree from Stanford University.





"Our mission is not merely to make things slightly better but to effect *transformational* change at every level."

—

Father John Foley, S.J.
Founder of the Cristo Rey Network

140 Years of *Excellence*

Class of 2024 College Destinations

On May 31, 2024, ICA proudly graduated a remarkable class of 81 young women, all of whom are currently enrolled in college. The Class of 2024 earned acceptances to 114 colleges and universities across the country, including prestigious institutions such as the University of Pennsylvania, Boston University, Santa Clara University, University of San Francisco, UC Berkeley, and UC Davis. We are especially thrilled to have our first student attending Harvard and, for the second year in a row, a student attending Yale!

Check Out More College Destinations Stories Here.

Class of 2024 College Statistics

100%
of the Class of 2024 are attending college.

89%
are first-generation college students.

$10 million
in scholarships and grants were earned by the Class of 2024.



Ashley Rostran '24

Yale University

One standout from the Class of 2024 is Ashley Rostran, now a first-year student at Yale University, where she's double majoring in Economics and Ethnicity, Race, and Migration with a certificate in Global Health.

Ashley credits her success to ICA Cristo Rey's dedicated faculty and the Corporate Work Study (CWS) program, which gave her invaluable professional experience. During her junior and senior years, Ashley worked at KGO-TV ABC7 News Station, an experience that she believed helped prepare her for college interviews and boosted her confidence when presenting herself to the 13 colleges that offered her an acceptance. "I felt proud explaining the skills I gained working with different companies throughout high school," she shared.

ICA Cristo Rey also played a key role in fostering Ashley's passion for healthcare. She participated in ICA's Certified Nursing Assistant (CNA) program in partnership with the University of San Francisco's School of Nursing and Health Professions. Through this program, Ashley and her classmates earned CNA certification, equipping them with hands-on skills and credentials to pursue careers in healthcare.

Ashley is the second ICA Cristo Rey student in a row to attend Yale. Currently, Giselle Gonzalez, a member of the Class of 2023, is also at Yale studying Biomedical Engineering.



Jasmin Gonzalez Ortiz ‘24
Santa Clara University

Jasmin Gonzalez Ortiz’s inspiring journey at ICA Cristo Rey highlights the transformative impact of the Corporate Work Study (CWS) program. Now a first-generation first-year student at Santa Clara University’s Leavey School of Business, Jasmin is double majoring in Finance and Marketing.

Her CWS placement at Spyglass Capital Management during her junior and senior years played a crucial role in her college application process. “Talking about my experience in my college applications made me feel proud of what I’ve accomplished,” she shared. Her time at Spyglass strengthened her resume, increased her confidence, and gave her real-world insights into the finance industry. The summer after graduation, Jasmin was offered an internship at Spyglass Capital Management, and she continues to deepen her knowledge and passion for finance at Santa Clara University.



Kathleen Zapata ‘24
Harvard University

Kathleen Zapata, now a first-year student at Harvard, is pursuing Biomedical and Chemical Engineering. In the spring of 2024, Kathleen received acceptances to an impressive 15 colleges, including prestigious schools like Yale, Johns Hopkins, Vanderbilt, Cornell, and UCLA. After thoughtful discussions with supportive faculty and staff at ICA, and attending an admitted students event at Harvard, Kathleen confidently chose Harvard, where her tuition is fully covered.

Kathleen's inspiring journey reflects ICA Cristo Rey’s rigorous academic environment and the unwavering support of its dedicated educators and corporate mentors. Her Corporate Work Study (CWS) placement at AbbVie, a biotech company, with an all-female team provided her with invaluable mentorship and encouragement. “I’ve gained so many amazing mentors, a safe space, and the confidence to pursue a career as a scientist,” Kathleen shared.

Now settling into life in Boston, Kathleen is eager to explore the vast opportunities at Harvard and the city beyond. She also plans to participate in Harvard’s dual-enrollment program with MIT to further her engineering studies.

140 Years of *Sisterhood*

The Impact of *Sisterhood*: The Carol Brandi Family and Linda Squires Grohe Scholarship



Thanks to the generosity of Carol and Tom Brandi, 35 sisters attending ICA received the Carol Brandi Family and Linda Squires Grohe Scholarship during the 2023-24 school year.

It is core to ICA Cristo Rey's mission that no student is ever turned away due to financial constraints. Tuition contributions from students' families cover only 7% of the total cost of education. The remaining costs are supported through the students' earnings via the Corporate Work Study program and scholarships like the Carol Brandi Family and Linda Squires Grohe Scholarship.

Carol Brandi and Linda Squires Grohe (pictured above), for whom this scholarship is named, are sisters who had a profound impact on the ICA Cristo Rey community, particularly during its transition into a Cristo Rey Network school. Their shared commitment to ICA Cristo Rey's mission exemplifies the spirit of the Spartan Sisterhood.

Carol and Linda grew up in San Francisco's Richmond District and attended Alamo Elementary School, Presidio Middle School, and George Washington High School. Both later graduated from San Jose State University. Linda earned a BA and MA in Speech and went on to have a 40-year career as a college professor and Dean at City College of San Francisco. After Carol earned her degree, she got married, and while raising two boys went back to complete her teaching credential and obtain an MA in Film from San Francisco State University. She dedicated much of her professional life to women's health advocacy as a paralegal at The Brandi Law Firm.

Carol and Linda's connection to ICA Cristo Rey began in 2009 when Carol joined the Board of Directors during a pivotal moment in the school's history. That year, the school became the 20th member of the Cristo Rey Network and the first and only all-girls school in the network, adopting the name ICA Cristo Rey. Linda joined the board shortly after and worked alongside Carol and other members to secure the school's success. Carol played a key role in developing the Business Lunch, the school's premier fundraising event. Linda later served as Board Chair, leading the creation of a strategic plan to guide ICA Cristo Rey's long-term sustainability.

Linda and Carol strongly believed in providing unique learning opportunities in the classroom, and in the corporate world via the unique Corporate Work Study program. Both dedicated time and expertise to support ICA Cristo Rey's young women, driven by a passion for supporting first-generation college students.

After Linda's death from cancer in 2020, the Carol Brandi Family and Linda Squires Grohe Scholarship was established to provide many sisters in the ICA community access to ICA Cristo Rey's transformative education, helping to make a generational impact on families. We are so grateful for the dedication of these long-time supporters!

Sisters Lesly Reyes ('24) and Jennifer Reyes ('28), recipients of the Carol Brandi Family and Linda Squires Grohe Scholarship, at the Class of 2028 Welcome Family Mass.





The Desta family during the Class of 2024's Graduation Commencement Ceremony in May 2024.

The Desta Sisters

Yorkabiel Desta ‘24 and Betiel Desta ‘27 are two recipients of the Carol Brandi Family and Linda Squires Grohe Scholarship.

Yorkabiel, now a first-year student at St. Olaf College in Northfield, Minnesota, was an active and enthusiastic member of the ICA Cristo Rey community during her four years as a Spartan. She was a member of both the soccer and flag football teams and a member of Spartan Sparks, a student leadership group on campus. Yorkabiel was awarded the prestigious Posse Foundation Scholarship, which covers her college tuition for all four years. At St. Olaf, Yorkabiel is excited to be pursuing a degree in Nursing.

Yorkabiel's sister, Betiel, is continuing the Desta legacy at ICA Cristo Rey. As a current sophomore, Betiel is taking a challenging course load including Honors English, Biology, and Geometry, and working as a Student Associate at Heffernan Insurance. She is also a member of the Spartan Sparks leadership group and involved in ICA’s Campus Ministry program.

We are so grateful to the Brandi family for their support of the Desta sisters and 33 other siblings and their families in the Spartan community!

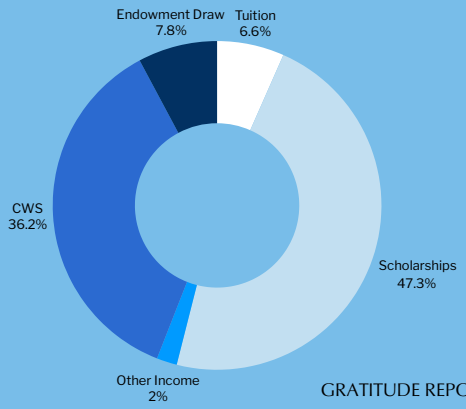
Bridge the Gap: Sponsor a Scholarship, Shape a Future

Please consider sponsoring student scholarships for ICA Cristo Rey students.

The student scholarship program plays a pivotal role in providing a transformational education to the exceptional young women of ICA Cristo Rey. Unlike many private schools, we have a steadfast commitment to ensuring that no student is ever turned away due to financial constraints. As a result, some families contribute as little as $500 per year, with the average annual tuition amounting to $1,700. However, with the actual cost of educating each student reaching $27,000 for the 2024-25 academic year, tuition covers just 7% of the total cost, leaving a substantial funding gap.

Scholarships provided by generous supporters help cover 47% of the education costs not met by family contributions or the students’ earnings through the Corporate Work Study Program.

An investment of $12,000 can bridge the gap between family contributions and the full cost of education, directly impacting a young woman’s future. We invite you to sponsor a scholarship and help shape the next generation of leaders. Please contact the Development Team at devteam@icacademy.org to discuss further how you can contribute.



140 Years of *Community*

Women Who *Lead*

During the 2023-2024 school year, two Student Associates, Ashley Salazar ’24 and Nataly Cruz ’24, worked with ICA Cristo Rey’s marketing team to tell the story of the ICA Cristo Rey experience and community.

Ashley and Nataly conducted twelve in-depth interviews with ICA Cristo Rey alumnae from graduating classes spanning 1993 to 2020. These alumnae shared powerful stories of community, support, and excellence that reflect the enduring value of an ICA Cristo Rey education.

Check out all of the stories in the series here.





Tiara Reed ‘10





Tiara Reed, Class of 2010, graduated with a degree in Psychology from UC Berkeley. Today, she works as a Therapeutic Preschool Teacher for the Early Childhood Mental Health Program, a nonprofit organization in the East Bay that provides essential support to families dealing with life stressors and trauma. Tiara is proud to serve vulnerable communities in her work, a commitment that aligns with the Dominican values of service and community emphasized during her time at ICA Cristo Rey.

For Tiara, ICA Cristo Rey’s all-girls environment fostered a deep sense of community and empowerment. "Being in an all-girls school really highlights the power of women working together. It taught me that when we collaborate and put our strengths together, we're unstoppable," she says.

Tiara also credits ICA with nurturing her empathetic side, an important trait in her current profession. "I had teachers and counselors who supported me beyond the classroom, which helped me understand the importance of being attuned to others and offering support when possible," she recalls. Her favorite subjects at ICA Cristo Rey—psychology, social studies, and humanities—fueled her fulfilling career in mental health.

Gabriela Lanza ‘18

Gabriela Lanza, Class of 2018, has been shaped by the connections, opportunities, and support she received at ICA Cristo Rey. Gabriela attended the University of San Francisco, majoring in Media Studies with a minor in Film. Through the Corporate Work Study program, Gabriela spent all four years of high school working at Dome Construction and later continued as a Marketing Assistant there during college. "The Corporate Work Study program introduced me to my Dome family, and without them, I don’t think I’d be at ABC7 now," she reflects. Gabriela now works as a Production Assistant and Video Editor at KGO-TV ABC7, an ICA Cristo Rey Corporate Partner, and credits the Corporate Work Study Team for helping her pursue her dream career.



Class of 1974 50-year *Reunion*

On June 8, 2024, thirty members of ICA's Class of 1974 gathered in the auditorium to celebrate their 50th graduation anniversary. Alumnae traveled from as far as New Zealand to commemorate their time in the halls of ICA!

The celebration was filled with special moments, including a luncheon, campus tours, and a Golden Diploma Ceremony. President Dr. Karen Kenkel personally presented each alumna in attendance with a Golden Diploma, honoring their enduring commitment to the Spartan community and celebrating their remarkable legacy. Sister Mary Catherine Antczak, O.P., a current ICA Cristo Rey board member, joined the reunion, sharing in the joy with her former students from the Class of 1974.

This event raised $8,000 for the current students of ICA Cristo Rey. We are deeply grateful for our wonderful network of passionate alumnae who continue to support the mission of ICA. The Class of 1974's love for ICA and their fond memories were inspiring and a testament to the ongoing 140-year legacy of ICA.





140 Years of *Generosity*



Student MCs, Gabi Locon '24 and Morrei Meneses '24 on stage at the Business Lunch 2024.

A Business Lunch Full of *Spartan Heart*

Approximately 600 guests gathered to recognize ICA Cristo Rey students at the 2024 Business Lunch in March. Celebrating the "Spartan Hearts" of the ICA Cristo Rey community, the Business Lunch raised an amazing $1.1M to provide a transformative educational experience for ICA's young women leaders.

More than 50 students took on the role of youth hosts, welcoming guests during the reception and actively participating in the lunch event. Since September 2023, our students prepared for the Business Lunch through a series of four events, enhancing their networking skills through improv and performance techniques.

ICA Cristo Rey was thrilled to recognize Mary and George Lawson; Cotchett, Pitre & McCarthy, LLP; and the Frank Heffernan Family. Student speakers Lesly R. '24, Veronica L. '24, Yorkabiel D. '24, and Raphaela D. '25 each spoke about their educational journey at ICA Cristo Rey and shared how ICA's college prep education, Corporate Work Study program, and community has shaped their hopes for the future. The Class of 2024 student speakers are now attending UC Berkeley, UCLA, and St. Olaf College, respectively.

We are most grateful to our outstanding student MCs, Gabi Locon '24 and Morrei Meneses '24, both now first-year students at UC Davis, and the 2024 Business Lunch Co-Chairs, board members Maureen McCaffery Coleman and John Ring.



Exciting Auditorium Renovations

In the summer of 2024, ICA Cristo Rey completed a series of important renovations to its historic auditorium, enhancing the space where our students, families, and community come together for school events, cultural celebrations, and spiritual growth. Thanks to the generous contributions of Shea Family Charities & Shea Properties and The William G. Irwin Charity Foundation, along with the support of BBI Engineering and MetroElectric, our auditorium now boasts vital seismic upgrades, a state-of-the-art AV system, and newly restored stage flooring.

Since these renovations, the auditorium has hosted many community Masses and assemblies, student club meetings, events for prospective students, and student mentorship events. These improvements modernize our facilities and will enrich the event experience for our students and families for years to come.



The Auditorium at ICA's Admissions Open House event in October 2024



Your Legacy, Their *Future*

Please ensure our mission for years to come by making ICA Cristo Rey Academy part of your legacy. Your legacy gifts will secure a path for future generations of young women seeking Catholic education, regardless of their financial circumstances.

A legacy gift supports scholarships, campus improvements, and innovative programs while offering tax benefits. Options include naming ICA Cristo Rey in your will or trust, designating the school as a life insurance beneficiary, or exploring other planned giving opportunities. Please contact Kirra Steel, VP of Development, at ksteel@icacademy.org, to learn more about your options and how the ICA Cristo Rey team can support you.

Donors who inform us of their estate plans become honored members of the Spartan Society. Membership carries no obligations but allows us to recognize your generosity and inspire others.

Learn more about joining the Spartan Society here.

With *Gratitude* For

Our 2023 - 2024 Corporate Work Study Partners

AbbVie
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Young Electric

Our Corporate Work Study program

Our Corporate Work Study (CWS) program gives students the opportunity to gain professional work experience throughout their four years of high school. Over 80 companies across the San Francisco Bay Area hire our students for diverse roles, providing them with valuable skills, career insights, and a path to success.

Each student works one day a week at a Corporate Work Study company. In return, partner companies pay a fee for the students' work, which directly offsets tuition costs and keeps ICA Cristo Rey affordable for families. Students receive professional skills training and are fully insured and transported to work by ICA Cristo Rey.

Interested in supporting the next generation of women leaders in San Francisco? Learn more about becoming a CWS Partner!



BECOME A CWS PARTNER TODAY!



Our 2023 - 2024 Supporters

Our financial supporters make a significant difference in the lives of our students. They ensure that ICA Cristo Rey, the only all-girls school with a work-study program in the country, can continue to foster an environment where young women explore and develop their passions and talents, both in the classroom and the professional arena. 90% of each student's tuition is offset by their Corporate Work Study earnings and donor-funded scholarships to keep the average annual family tuition at an average of $1,700, making ICA one of the most affordable and accessible independent all-girls schools in the nation.

Thank you for being a crucial part of our Spartan community!

This year, we are excited to relaunch our annual report as the Gratitude Report. In the 2025 edition, we will recognize our supporters by name for their generosity. Supporters will be contacted in summer 2025 to confirm their donor listing.



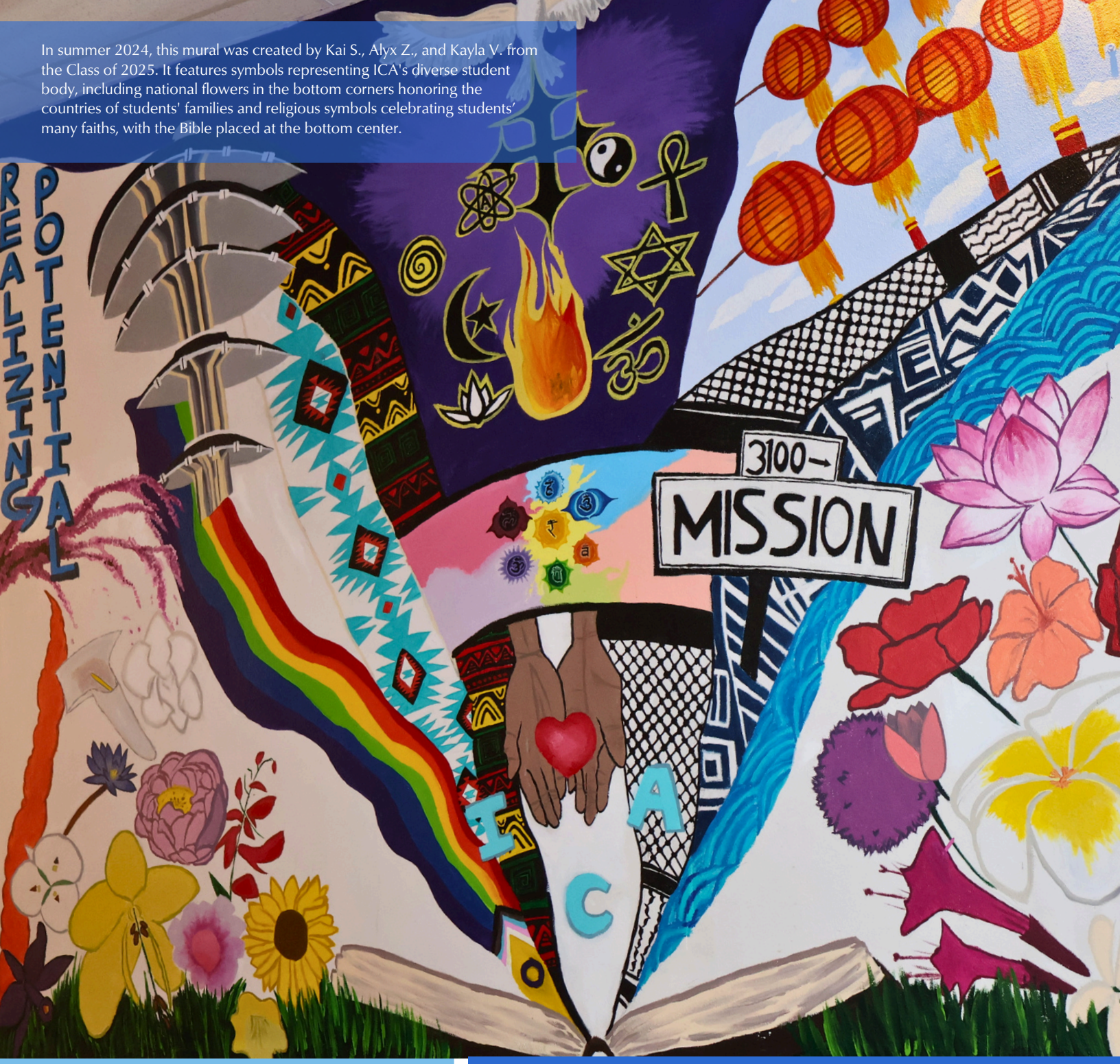
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Stay connected!

Visit our website to stay up to date with upcoming events.



In summer 2024, this mural was created by Kai S., Alyx Z., and Kayla V. from the Class of 2025. It features symbols representing ICA's diverse student body, including national flowers in the bottom corners honoring the countries of students' families and religious symbols celebrating students' many faiths, with the Bible placed at the bottom center.

ICA CRISTO REY ACADEMY EST. 1883 | 140 YEARS

The only all-girls high school in the nation *that works.*

Contact us

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Support the next generation of women leaders and donate today at www.icacristorey.org/donate.

Get involved!

Learn ways you can get involved with ICA Cristo Rey! Contact devteam@icacademy.org or visit our website for upcoming events.

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