



The LEAGUE  
of Amazing Programmers

# Impact Report

2022-2023



# Vision

To Inspire Inclusive Tech Leadership  
for a Better Tomorrow

# Mission

Developing the next generation of tech leaders and entrepreneurs to drive positive change and create a more equitable tomorrow

# Purpose Statement

We advance our mission by delivering immersive computer programming training coupled with industry relevant project experience to youth aged 10–18 across San Diego County. Our innovative, accessible, and hands-on courses are offered in a variety of different formats, all aimed at elevating students' ability to enter the workforce or pursue further education in the STEAM field.

We envision a future where the tech landscape is characterized by inclusivity and fairness. By working for our community's youth, we're nurturing compassionate, confident, and critical-thinking tech leaders. We're committed to achieving balanced representation at all levels of start-ups and corporations alike, fostering growth and prosperity for all.

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# Letter from the Chair

## Welcome from Eric Busboom, Chair of the Board of Directors

Thank you for your interest in The League of Amazing Programmers, a San Diego-based nonprofit organization that teaches coding to kids and teens in 5th-12th grade. Since its founding in 2006, this unique organization has brought programming to over 3,000 students from Chula Vista in the South of San Diego up to Fallbrook in North County with 38% of these places being funded by grants or by gifts from our generous supporters.

Recognized by Assembly Member Tasha Boerner as a California Nonprofit of the Year in 2023, The League is still the only nonprofit organization teaching coding up to industry certification for high school students. We successfully navigated lock-down, adding on-line and hybrid teaching to our programs, increasing access for those with limited mobility or transportation.

The past few years have been a period of rapid transition and change for The League of Amazing Programmers. We branched out into new areas of programming, working with the Office of Innovation at San Diego Unified School District to provide Tech-Discovery Days to their middle school students, and we created the Gen-Connect Program in partnership with Outside the Lens and the NCRC Community Cohesion Center. We added Python and Javascript pathways to our core programs, and appointed two Fostering Inclusion Fellows through Americorps Vista program.

External factors had a great impact on The League across this time. Covid-19, inflation and financial pressures, and the important social justice movements of the last 3 years, have all presented new realities to which the organization has had to respond. In 2023 The League undertook a wide-ranging strategic review to hone our vision, mission and values and develop a new 3-year Strategic Plan. The review involved the staff team, the board of directors, volunteers, students and their family members. This resulted in a more clearly articulated and shared understanding of who we are and what we do. Our 2023 -26 Strategic Plan can be seen [on page XX](#)

We do hope you will be inspired to support us in whatever way you can and to spread the word about our exciting work with the leaders of tomorrow.



A handwritten signature of Eric Busboom's name.

Eric Busboom  
Chair, Board of Directors



A handwritten signature of Sarah Tuakli Cooper's name.

Sarah Tuakli Cooper  
Executive Director

# Leadership

## Meet our Founders



The LEAGUE began 17 years ago as a technical school for Java programming – catering primarily to youth in the Carmel Valley vicinity in afterschool and weekend classes.

Vic Wintriss and his wife, Diane, realized that programming was going to be a critical skill for all students and decided to start an afterschool program where youth could get straight into the coding languages used in industry. Our most successful students have acquired the fundamental skills and certifications needed to enter the workforce as highly skilled, in-demand workers in a knowledge economy.

In recognition of its importance and value, The League was selected as a California Nonprofit of the Year in 2023 by Assembly Member Tasha Boerner – District 77.



“

In San Diego, starting salaries for computer programmers often exceed \$100,000 and there is a critical shortage of programmers here. These kinds of salaries can truly change the financial life of an underserved child and their extended family and provide a model of success for others around them. We receive, almost daily, letters from both parents and kids, thanking us for the opportunities that the school has provided...truly changing kids lives.

-Vic Wintriss

”

## Board of Directors

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Branch Manager, City Heights/Weingart Library**

**Diane Wintriss, Secretary  
Co-Founder: The League of Amazing Programmers**

**Vic Wintriss, Chair Emeritus  
Co-Founder: The League of Amazing Programmers**

# 942

Students Served  
in 2022

2022 was a phenomenal year for The League thanks to our supporters, volunteers, partners, and team members. We are grateful for the increased impact on students around San Diego that our teams were able to make last year compared to 2021 and are excited for the continued opportunity to grow our work for those we serve.





# Our Work

The LEAGUE of Amazing Programmers is a 501c(3) non-profit programming school with the mission of igniting young minds through programming. The LEAGUE trains young students to write computer programs using object-oriented programming platforms such as Java & Python. We arm students in grades 5 through 12 with the critical thinking skills they need to prepare for college and get well-paying jobs in science and technology careers of the 21st century.

Students use professional programming tools starting on their first day at The League and learn to write interactive programs and games from scratch.

By focusing on a small number of concepts in each level, students develop their confidence, mastery and a firm foundation in problem solving and logical thinking.

- kids code amazing video games, social media, mobile device apps and automated robots & drones
- experience rapid achievement with our recipe and level-driven curriculum
- get expert in-class teaching directly from software professional volunteers
- use GitHub to publish their work.

# Weekly Coding Classes

## Java

We have been teaching Java since 2006. Java is the basis for AP Computer Science A and our 10-level curriculum takes students right up to the Oracle certificate exam.

Java is a widely-used language in the industry and is often taught in university CS programs. It is used in many large-scale applications, such as Android app development, financial systems, and enterprise software. It is also known for its robustness, scalability, and performance, which are important skills for a software engineer to have.

## Python

We added Python as a weekly class in 2020 and it is increasingly popular.

Python programming presents an accessible and enjoyable introduction to coding, providing a solid foundation for future learning. Python's simple syntax and readability makes it easy to grasp key programming concepts. Python can be applied to various fields, such as web development, data analysis, and game development. It is also a popular language used in many industries, including data science, machine learning, and web development.



# Success Stories

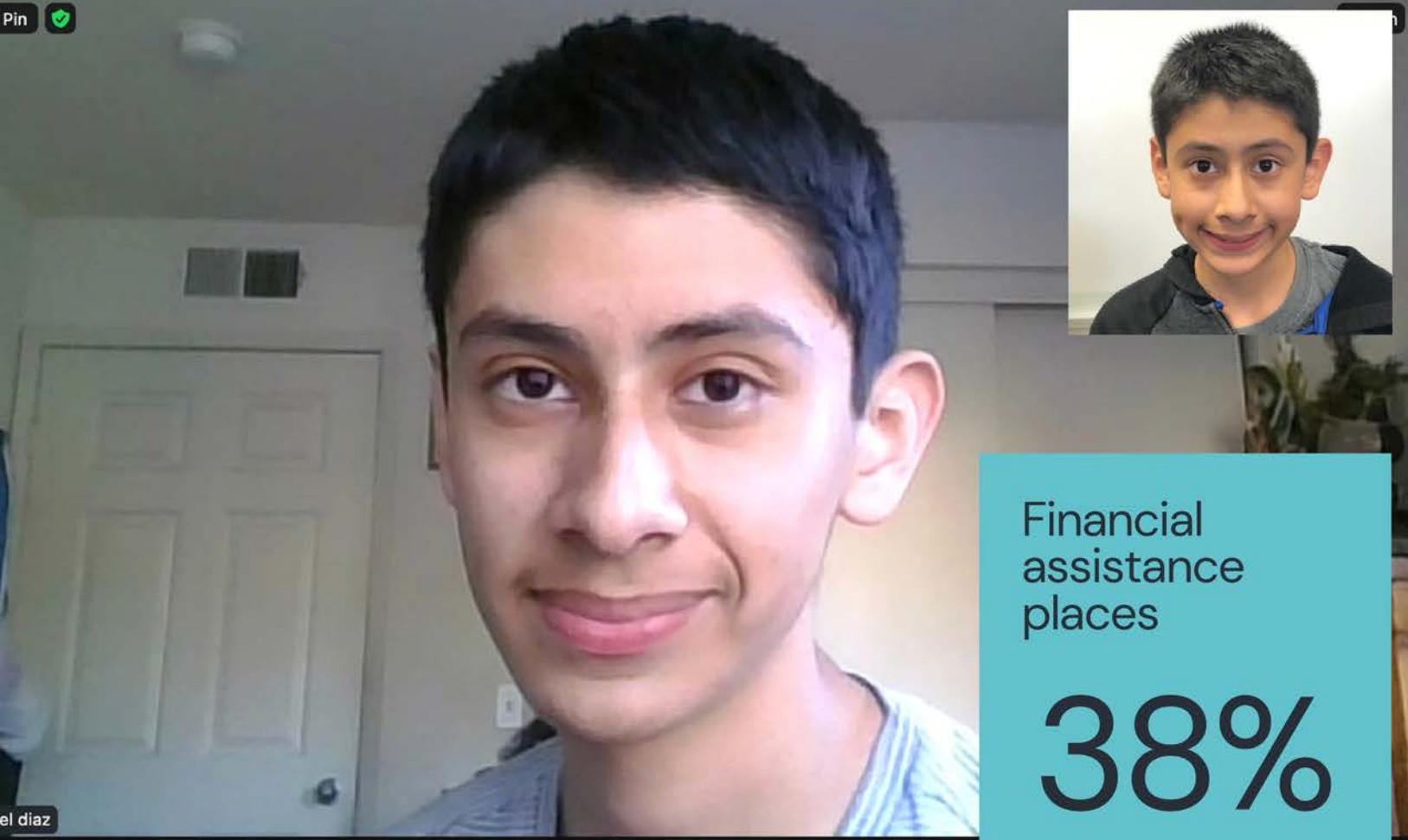
## Angel Diaz

**Thanks to the support of generous donors,  
Angel Diaz has been studying at The League  
since 2019 and is now on Level 6**

A sophomore at San Marcos High School, Angel discovered coding in 6th grade through our Java classes at his middle school. He compared learning to code to playing an instrument: tough at first, but practice makes perfect. Apart from coding, Angel enjoys soccer and running. He's considering majoring in computer science or maybe physics in college.

Angel doesn't particularly love typing out all the code, but what he really enjoys is the feeling of accomplishment when his code works!

The League of Amazing Programmers has played a big part in Angel's coding journey. He says, "It isn't just about learning code; it's a place where questions are encouraged, and students feel comfortable asking for help." Angel represents today's tech-savvy youth, navigating coding's challenges and pondering the ethical side of technology. His story shows how important this scholarship opportunity is, shaping young minds in the coding world.



# In the Community

One of our main community partners for the last 6 years, Malcolm X Library has been home to League workshops, classes, and project screenings.

The Legler Benbough Teen IDEA Lab is a welcoming environment for the whole community and in June 2022 they hosted the screening of our Gen-Connect students' final projects. Grandparents, aunts and uncles, little brothers and sisters, all got to watch the stories and see the websites created by these 6-9th graders, followed by tacos on the terrace. The best that San Diego has to offer!





# Valencia/Malcolm X

Prior to the lockdown, The League was operating classes in 12 different locations around San Diego County.

With a 3-year grant from the Legler Benbough Foundation the League has been able to offer workshops & classes at the Downtown Central Library and the Malcolm X Library over many years. This was extended in 2021 to Logan Heights – next next Teen IDEA Lab to come online.

Whether students attend a weeklong camp or year-round classes with us, we want them to leave our programs with a sense of belonging in the tech community. Low teacher to student ratios, with teaching assistants and volunteers ready to mentor, provide each student with the individualized support they need.

Our goal in 2022 was to reignite some of those opportunities to go to where we are most needed.

1 million programming jobs in the U.S. are projected to remain unfilled this year. Our community programs address this shortage by educating and empowering a diverse generation of programmers that reflects all of San Diego's populations and perspectives.

These classes aim especially to increase digital access for low-income, minority, and female students. By expanding our programming into areas where computer science is not readily available in schools, we hope to create a more accessible and equitable pathway into tech careers for participating students.

# Hoover High School

**As part of Hoover Community Connections, The League teaches a weekly class at Hoover High each school year.**

Students in the Academy of Information Technology at Hoover High School have an opportunity to participate in Java classes and if they find it is a good fit, some will also take the AP Computer Science A exam.

**The importance of high school computer science cannot be overstated.**

CS builds computation and critical thinking skills that support learning across most disciplines. Yet, according to *Computer Science for California*, just 3% of the 1.9M high-school students took a computer science course in 2018 and students of color, girls, low-income and rural students are disproportionately affected by the lack of access to CS courses.



# Student Impact

A core goal at The League is to ensure our high-quality programming reaches communities traditionally excluded from the STEM education that shapes the future workforce.

We utilize community partnerships and funding to reach underserved youth, acknowledging the barriers they face in accessing quality educational opportunities. This commitment extends to supporting low-income students, girls, rural populations, and students with different accessibility challenges. Targeting Black, Indigenous, and People of Color (BIPOC) students aligns with our mission to bridge racial and ethnic gaps in STEM education.

**942**

Students served in  
2022

**632**

65% Funded places

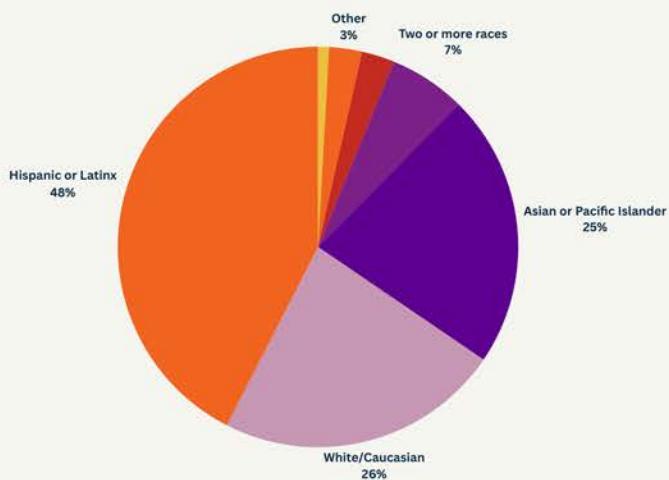
**84%**

Attendance rate

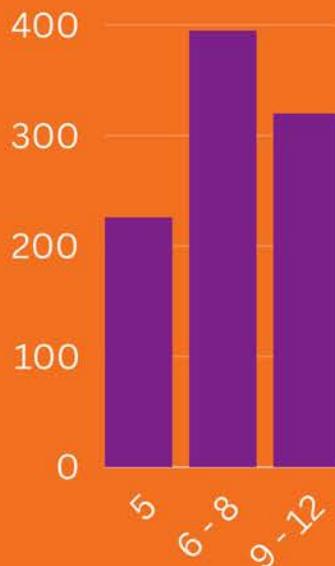
**85%**

Retention Rate

**Across an increasingly  
diversified demographic**



**school grades**



▪ Male ▪ Female ▪ Non-Binary

**73%**

**26%**

**1%**



# Level Up 2022

2022 was our second year of providing summer coding camps free to San Diego Unified School District students.

Students from 5 different middle schools across San Diego and the surrounding areas were able to enjoy a week-long coding camp. They built games in java, javascript and python and learned how to think algorithmically and apply the design process.

For some of the students, this was the first time they have considered computer programming as a potential pathway and realize it is utilized in so many industries and different ways.

Through a grant from San Diego Foundation 492 students completed a week-long camp.

Not only were we offering new adventure to many middle-school kids, but this was also a chance for our junior and senior high-schoolers to join in as teaching assistants and camp counselors. There is no better way to learn than to teach, and it really helped the younger students to relate to young adults and visualize a pathway to success through programming.

## Many of the students had a chance at building and programming robots

"Level Up SD nonprofits will offer students a sense of hope, belonging and anticipation to help every child flourish for the coming school year," said Mark Stuart, President & CEO of The San Diego Foundation. "This is an opportunity to change the learning landscape and reimagine summer, because the future for these students is shaped well beyond school hours."

In The League camps, we make programming a lively process of discovery so that students embrace the rewards of coding. At first it may seem mysterious,

but we unlock mysteries together to make software programming fun and playful.

Software programming is a challenge that can easily become a personally satisfying experience with opportunities for a rewarding career. Students gain self-confidence through the mastery of computer programming. All our activities at The LEAGUE are designed for kids to have fun, make friends and think hard at the same time!



# 2023-2026 Strategic Plan

## Core Values

At The League of Amazing Programmers, we believe that culture and belonging is at the core of how we can deliver tangible change for our community. Our culture is exemplified by how we represent our organization's Core Values, which are:

### Accessible

we are committed to empowering each student and ensuring easy engagement for both students and parents. We are committed to providing a diverse and accessible learning environment where everyone can excel. We believe that education is a transformative force that should be made available to every individual, regardless of circumstances.

### Responsible

we instill in our students a sense of accountability for the impact they can have on the world, while also cultivating a culture of respect and empathy across all our communities. We work to empower youth to not only innovate but to do so ethically, ensuring that technology becomes a force for positive change in our society.

### Excellent

we uphold excellence through effective communication, professionalism in all we do, and transparency in our processes and protocols that drive quality teaching and purposeful innovation. We're dedicated to pushing boundaries and delivering the best for our students and our community.

### Innovative

we continuously craft a cutting-edge curriculum that inspires and resonates with our diverse community, particularly our students, including encouraging honest feedback from all stakeholders. By nurturing creative freedom, we empower individuals to embrace change and drive transformative progress.

## Key Priorities

### 1 Operational Excellence

Establish standard processes around all critical operational tasks, volunteer engagement & effective communication, enabling a team of motivated and collaborative staff and volunteers to implement our strategic plans. Enhancing our overall efficiency and effectiveness and creating a clear and cohesive organizational structure will ensure optimal and responsible resource utilization.

### 2 Strong Program Delivery

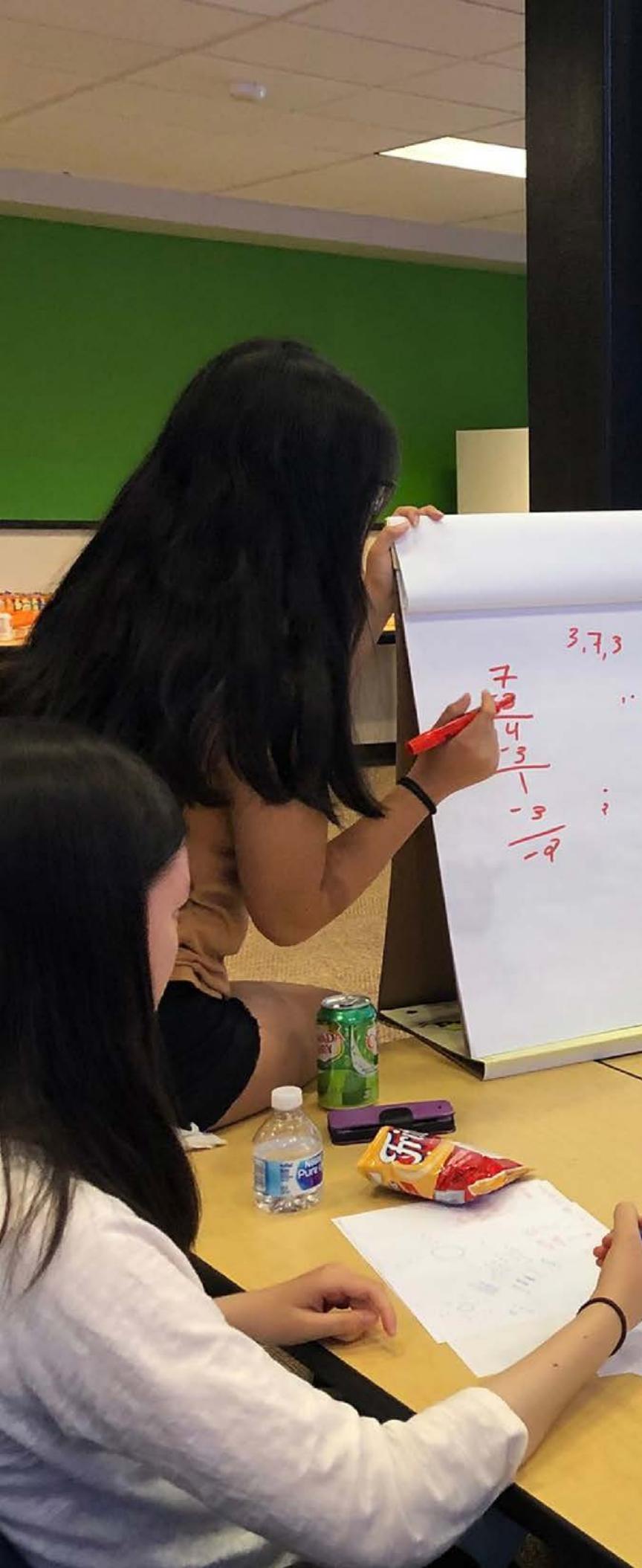
Continually improve our curriculum, learning environment and programming development spaces to ensure we meet all students where they are at and that we provide the optimal services to best support their aspirations. Ensuring that our programming is helping all our students achieve success, regardless of background, directly reflects on our ability to achieve our mission..

### 3 Community Outreach and Engagement

Foster extensive community and industry engagement and partnerships, facilitating lasting connections with educational institutions, local organizations, and former students to promote awareness, learning, and collaboration. Growing our partnerships will bring valuable resources, expertise, support, and awareness to our organization creating a stronger network.

### 4 Diversify our Funding Streams

Invest in growing Earned Income and expand Philanthropic & Corporate relationships to ensure operating expenses are funded and capacity exists to continually achieve our mission. Establishing consistent cashflow and growing our unrestricted giving will allow us to maintain, expand and further invest in the comprehensive services needed to meet our mission.



# Teacher Stories

## Tammy & Ryan



**CS Teacher, Tammy Neuhaus first volunteered at The League in 2008.**

Creating a good impact report means being transparent with your audience. Back up your claims with relevant data. Keep your sentences concise when necessary, but dive into detail when it comes to qualitative and quantitative evidence. Remember: an impact report is a combination of understanding your mission, your work, and your audience, and communicating that clearly with the rest of the world. understanding your mission, your work, and your audience, and communicating that clearly with the rest of the world. understanding your mission, your work, and your audience, and communicating that clearly with the rest of the world. understanding your mission, your work, and your audience,

**Ryan Scott joined as an Electrical Engineering Senior at San Francisco State.**

Growing up in Chula Vista, Ryan has a soft spot for the students in our satellite programs in South East San Diego. He joined The League in 2022 to teach some robotics summer camps but quickly embraced the Minecraft modding camp as the most fun thing to do with your summer!

Ryan has contributed loads to our Python curriculum development and is planning a reinvigoration of the weekly Electrical Engineering class at our Carmel Valley Headquarters which was initiated by Vic but was a casualty of lockdown. Now a fully-fledged electrical engineer at Quantum Design, we are lucky to have him!



# Gen-Connect

**Gen-Connect is a Multi-Agency, Multi Generational program designed to increase Digital Access and Literacy in San Diego Promise Zone**

A 12-week training program empowering San Diego Promise Zone students entering 6th-9th grade with the skills, knowledge and confidence to build their own website and create high-quality digital media content, all while connecting with an elder in their family to help preserve their history and learn digital skills.

*"Perfection is achieved, not when there is nothing more to add, but when there is nothing left to take away."*

~ANTOINE DE SAINT-EXUPERY





### A Multi-Generational Approach to Digital Equity

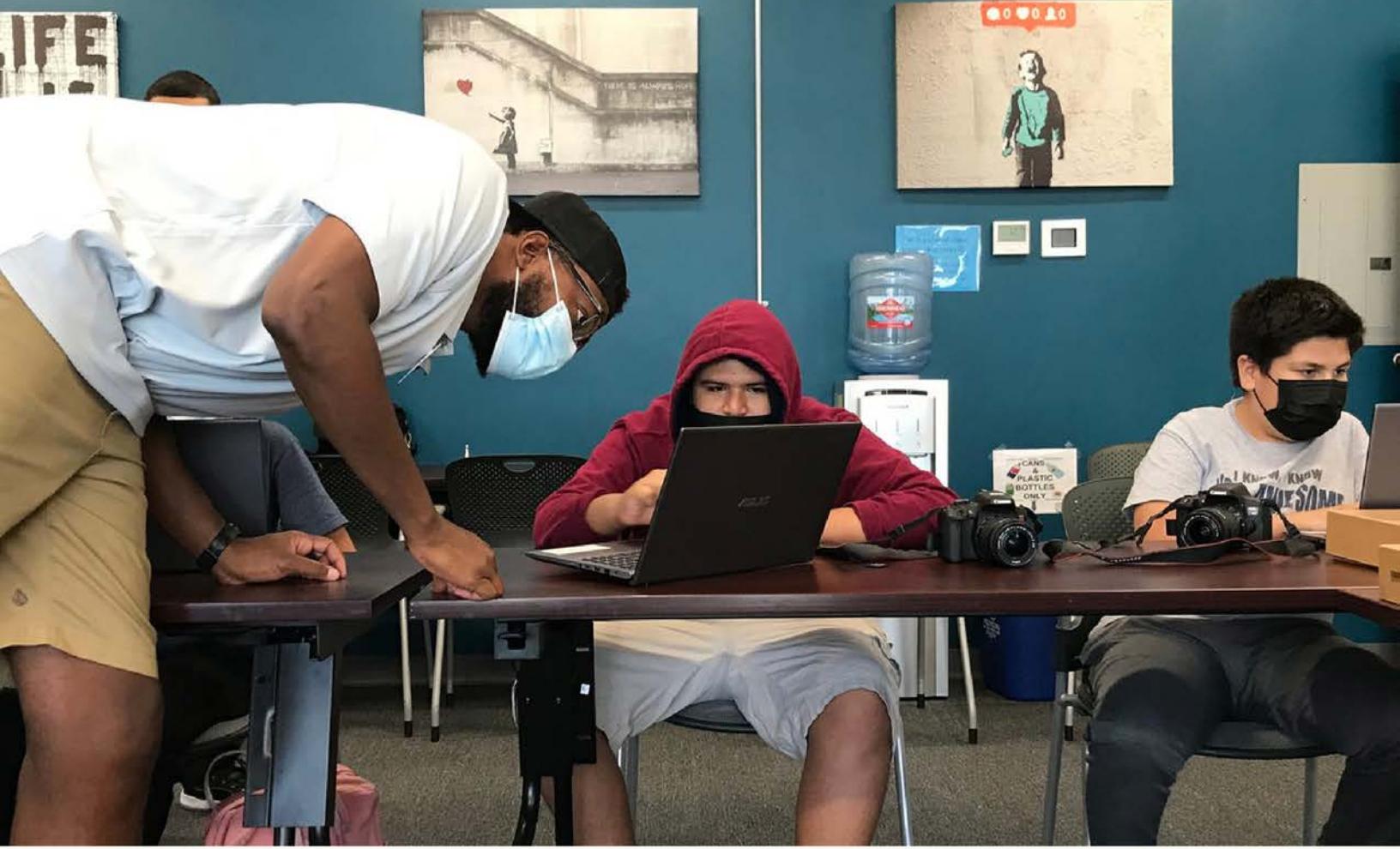
Students contributed to the production of a body of video and photographic content and collected oral histories from the community. They each collaborated with a family member to create valuable digital content.

We witnessed the profound impact of bringing students and seniors together to collaborate in the digital realm, specifically to discuss internet safety and digital citizenship. During our “community circles,” we quickly gathered that both age groups were concerned for one another’s safety—students felt that the seniors were easy targets for phishing and scams, while seniors feared that students were at risk of getting cyberbullied or viewing inappropriate content.

We addressed their unique concerns by teaching both groups internet safety techniques to protect against these digital hazards.

Over the course of the sessions, these community circles became a sacred space for both meaningful communication and digital education.

For their final projects, students worked with seniors to film documentaries about their family’s culture and ancestry. The finished documentaries were heartwarming reflections of students’ unique upbringings, touching on personal topics ranging from Latino heritage to teenage motherhood.



OUTSIDETHELENS



### Digital Media & Identity

Learning how to tell our own stories, control our own narratives and strengthen our voices

### Web Design & Development

Stepping into the driving seat & contributing to our communities.

### Multi-Generational Collaboration

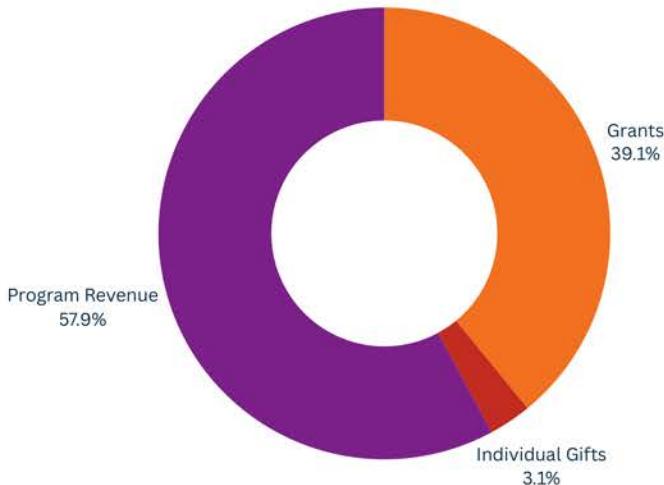
Learning to listen, pay attention and connect deeply with each other.



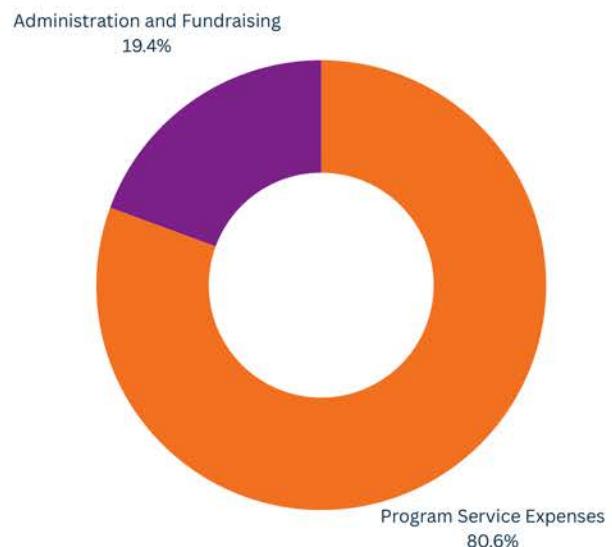
# Financial Statements

This is a result of our efforts to optimize our operations, increase sales and control expenses. We have been able to successfully increase our revenue while maintaining a low cost structure. We are pleased with our current performance and believe that our strategies will continue to drive profit growth in the future.

**\$808,817 in Revenue**



**\$853,078 in Expenditure**



## Income **\$808,817**

Grants	\$315,950	39%
Individual Gifts	\$24,755	3%
Program Revenue	\$467,958	58%
Other	\$154	0%

## Expenditure **\$853,078**

Program Service	\$687,623	81%
Administration and Fundraising	\$165,455	19%

## Net Assets

End of Year	\$72,805
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# Partners & Supporters

Sending gratitude to all our generous sponsors

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&  
Thank you  
to all our  
wonderful  
Students!



# We thank you for your ongoing support of our programme

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