



# 2016 Ingage Culture Book





## 2016 Culture Book

volume 2



“What we **get** we can make a living.  
But what we **give** we can make a life.”  
-Arthur Ashe

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# All it took was a vision... & lots of hard work.

On January 11, 2011, at 11:11 pm, we launched Ingage Partners as a place where people could work for the greater good. Our vision was to encourage technology professionals to think differently about their roles in the community and inspire positive change.

Ingage strives to set an extraordinary example in business and community. Every employee here continues to provide high performing management and technology consulting services while being a force for good. Being involved with the Ingage family as a client, employee, partner, and community member makes you a champion of change.

Ingage has grown exponentially in the past five years with the help of a skilled and passionate team. A vital factor lies in our culture, the most important aspect leading to the community and trust we build together. We have a deeply rooted interest in being genuine, caring for others and being the change that we wish to see in the world.

Please join us in taking a look at the incredible things we've accomplished in the past few years years.

Kelly Dolan & Michael Kroeger  
Co-founders, Ingage Partners



# There's a lot to celebrate.

June 2014: Ingage's first culture book was born



INGAGE 2014  
CULTURE BOOK



September 2015:  
the idea of Thrive  
was born



2015 Awards:



B Corporation  
Best for the World  
Overall Impact

2014 Awards:



B Corporation Champion Award  
Best for the World Overall Impact



## 2014 Review

Revenue: 3.6 mil  
Employees: 33  
\$ Donated: \$51,000  
Hrs Donated: 1,700+



Greater Cincinnati's  
Best Places to Work



# We're proud of what we do here.

We have expanded our service offerings to clients, empowering businesses with quality delivery life-cycle solutions and increasing the value of their work.

## Software Engineering



Architecture  
Data Development  
Application Development

## Organizational Transformation



Process Optimization  
Change Management  
Assessments

## User Experience



User Research  
User Experience Design  
Usability/Design Testing

## Delivery Management



Project Management  
Agile Practices  
Metrics and Reporting

## Product Management



Requirements Analysis  
Data Analysis  
Story Mapping

2013-2015 GROWTH REVENUE: \$2.4 mil - \$5.2 mil

25 CLIENTS SERVED

"Working with a non-profit client like Crossroads has given me an immense sense of work fulfillment. I know my work here positively impacts the client and the greater Cincinnati area. I've really enjoyed working in a highly collaborative and agile environment. Everyone is always willing to help each other to reach the same objective. It's great to work at a client with so many fellow Ingagers - we all share a similar team culture with Crossroads."

-Lizett T, Business Analyst



Below is a selection of the clients we have worked with:



34.51°

vantiv



CHAMPION

crossroads

# Spotlight: Crossroads Case Study



Crossroads is a 25,000+ member church with a homegrown system approximately 8 years old that supported ministry activity within the church including:

- Managing volunteers and events
- Managing childcare/Kid's Club

- Making meeting room reservations
- Maintaining member profiles

- Maintaining community groups
- Signups for group trips

Within 8 years, Crossroads grew from 1 physical location to 6, with a mobile app/website supporting a virtual Crossroads population. It became the 8th largest church in the US. In 2014 Crossroads sought a consulting partner to help implement a custom solution built around the Ministry Platform church management software package they purchased. Crossroads needed technical solutions for

<b>Scaling</b>		Support ministry activities across multiple sites
<b>Data</b>		Measure impact between ministries & communities
<b>API</b>		Allow for future off-the-shelf technologies & apps
<b>Sharing</b>		Give away solutions to other churches

## Ingate's Solution:

## MVP: 18 Ingagers, 25 people total

- Coached and implemented agile processes to enhance team workflow
- Performed UX research and UI testing to validate website content
- Built translation layer allowing database system's API to talk to other APIs
- Modularized code-base to allow sectional sharing with other churches
- Implemented Open-source solutions where-ever possible
- Made website mobile friendly, updated CMS, and profile/sign-up apps
- Added new administration portal with database tools/reports/extensions
- Created knowledge base tool with instructions for using new portal
- Executed training plan to roll out new system to users at all 5 sites

## AREAS OF EXPERTISE

- User experience & interface
- CSS/HTML, Angular JS
- Enterprise architecture
- Continuous build processes
- Scrum, Kanban and SAFe
- Business analysis
- Story mapping
- Manual & automated testing
- Org change management
- Training program development

CSS/HTML  
Angular JS  
.NET  
SQL  
SSRS  
MongoDB  
Linux  
Azure  
Selenium  
ReSharper  
TeamCity  
Git, Github

Sept-Nov '14 Planning, Estimation & Vision	Jan-May' 15 Split into two teams, Demonstration & Integration environment stacks, story- mapping, group features added, UI/UX & customer feedback loop begun	May-Sept '15 Third team added, Production environment stood up, Automated test framework established	Nov-Jan '16 Building Management, Event Management, Cutover plan, Database Migration, OCM team (5 people) delivered 80+ training sessions across sites
Nov-Jan '15 Team formation, agile methods, person profile work, technology stack hardening	Sept-Nov '15 Mobile, content, security features, Knowledgebase tool, documentation, training plan complete	Jan 26, 2016 Successful transition from old to new system	

# We're a family...

---



Alan H.  
2015



Amy M.  
2013



Andrew C.  
2014



Andy E.  
11 & '16



Angie R.  
2015



Barry B.  
2013



Brenda K.  
2015



Charlie R.  
2015



Dan P.  
2014



David B.  
2013



David M.  
2014



Erich B.  
2016



Ian S.  
2016



Jack D.  
2015



Jack W.  
2014



Jacqueline M.  
2014



Jessica N.  
2015



Jessica S.  
2015



Jim K.  
1905



John C.  
2015



Jon H.  
2016



Katie D.  
2016



Kelly D.  
2010



Ken B.  
2016



Kevin H.  
2014



Kim M.  
2015



Kim P.  
2016



Lakshmi N.  
2015



Laura P.  
2012



Lenay D.  
2013



Lisa K.  
2012



Lizett T.  
2015



Markku K.  
2013



Matt B.  
2012



Matt S.  
2014



Michael H.  
2014



Michael K.  
2010



Michael L.  
2014



Michael S.  
2014



Nick H.  
2015



Phil L.  
2016



Sandeep B.  
2016



Sandi R.  
2014



Sara S.  
2015



Sara S.  
2016



Sarah F.  
2016



Sarah W.  
2016



Shane P.  
2013



Sheree N.  
2015



Tony M.  
2013



Victor G.  
2014



Viktoria K.  
2011



Ying L.  
2016

# (Guess Who Said What?)

## ♥ Guilty Pleasure ♥

- 
- 1. Barry Manilow
  - 2. Never Gonna Give You Up - Rick Asty
  - 3. 80's music
  - 4. Candy, Lady Gaga, & Percy Jackson Novels
  - 5. Q102's Second Date Update
  - 6. The Good, Bad, & Ugly
  - 7. Anime
  - 8. Dirty Dancing
  - 9. Friends
  - 10. Cheesy movies & shows (Dawson's Creek, Gilmore Girls, etc.)
  - 11. Mexican food & margaritas



1-Barry 2-Kevin 3-Matt.S 4-Nick 5-Kelly 6-Erich 7-Shane 8-Sandi 9-Michael L 10-Charlie 11-Jack.W

## ♣ Most Embarrassing Moment ♣

- 
- 12. In 6th grade we changed clothes for gym. I didn't know, but my pants were split in the back. I got called on to demonstrate something. I turned around and bent over, and the whole class laughed.
  - 13. I dressed up as Britney Spears for Halloween. I went a little far; nobody could tell it was me, even my mom.
  - 14. I thought my family was leaving me at a gas station. I started chasing the car only to find out it wasn't our car.
  - 15. I was playing with friends in the yard; I did a back-bend and my hand went in dog poop.
  - 16. I almost lost the top of my swimsuit on a waterslide.
  - 17. I scored a goal on my own team.
  - 18. My sweatpants ripped during basketball practice in 7th grade.
  - 19. After drinking a tall glass of strawberry quik, I threw up pink in front of my 5th grade science class.
  - 20. I sleepwalk. One night my family found me downstairs in front of three light switches, turning the lights off and on over and over. I dreamed I was flying an airplane.
  - 21. I said the F word during recess in grammar school. The principal had his secretary write up the incident. He left a blank space, and I had to write the F word there. I had to take the document home to have my parents sign it. Instead, I forged my dad's signature and took it back to the principal's office. Later, I was called back to the office... and my parents were there. It turns out that aside from my attempt to forge my dad's signature with grammar school skills, I had misspelled my dad's name as "Timimothy" instead of "Timothy".



...in a home away from home...



# ...in the biggest small town in the country.



Results are in! Ingage's Local Favorites:



Runner Ups:

Camp Washington  
Dewey's  
Agamesis



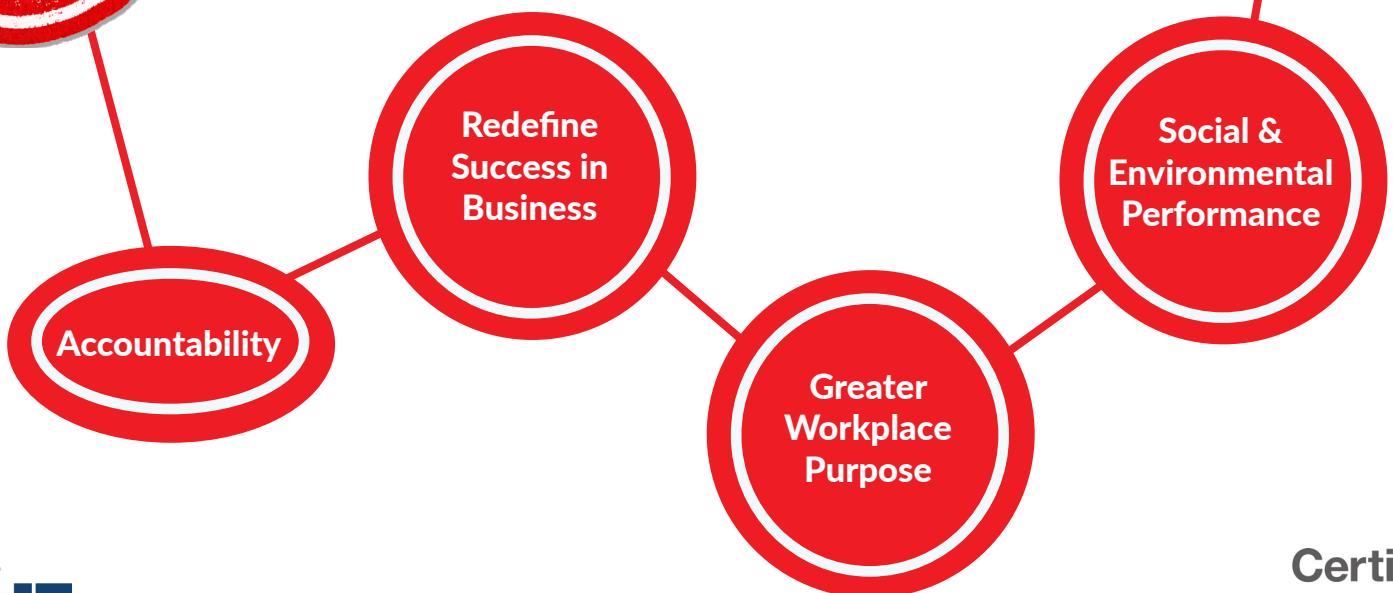
# We're changing our community.



## Business as a Force for Good

Inage Partners became a certified B Corp in June 2011. We bring a greater purpose to consulting by offering quality services through a group of passionate people who fuel positive change in our community.

1,800+ Corporations, 50 Countries, 130 Industries



2014, 2015  
Best for the World Overall Impact

We were recognized by B Corp for our outstanding environmental, community, and worker impact, earning a score in the top 10% on the B Impact Assessment and setting standards for high impact companies that offer a vision of better business.



Triple Bottom Line: People | Planet | Profit



## **Southwest Ohio GiveCamp**

A weekend-long event that brings together a community of volunteers who donate their time and talents to provide web and software solutions for local non-profit organizations.

## **Code.org Hour of Code**

Teaching students with the help of a non-profit dedicated to expanding access to computer science, and increasing participation by women and underrepresented students of color.

We started Pay It Forward Cincinnati (PIFC) to promote generosity, kindness, and love to bring positive change to Greater Cincinnati. Even the smallest acts of kindness can have a monumental effect on others. If each act of kindness is a ripple, PIFC aims to create tidal waves of positive change.

***Create ripples that make waves, be the change you seek, and help bring positive change to Cincinnati.***

## **Little Free Libraries**

A nationwide movement that allows neighbors to easily share their favorite books! PIFC has placed 5 libraries in neighborhoods around Cincinnati so far.

## **Kindness Chain Reaction**

A 10 day program in which students record each act of kindness they complete on a small strip of paper, and the pieces of paper are linked together to form a paper chain of kindness. Students compete for prizes for creating the longest paper chain of kindness.

## **Pay It Forward Day**

Every year on the last Thursday in April, people from over 65 countries around the world come together to participate in acts of kindness. PIF Day is a Holiday for Ingage.

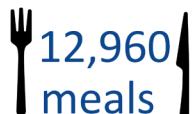


# Making ripples in the pond...



**4**

Little Free Libraries  
installed and serving 4  
communities



12,960  
meals

56 lbs  
food sent to  
South Africa

provided to Hands  
Against Hunger



27+ bags

Garbage collected in  
Over the Rhine



23  
Employee  
Charitable Giving  
Requests Awarded

**TOTALING**  
**\$11,700**

**1** child with cancer gifted  
through the  
  
**Children's Miracle Network**

**GIVE CAMP**  
1,817 Hours donated  
17 Non-profits served

Funded  
29  
Rooms  
for  
Cancer  
Patients

  
**395 students**

  
were taught an Hour of Code during  
**Computer Science  
Education Week**



**2,061**  
Acts of Kindness

**winter Coats**  
20  
donated to  
Freestore Food Bank

**50**

Dogs  
Rescued

  
**84**  
Angel Tree

gifts given to children



**46**   
company  
volunteer  
opportunities



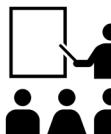
**13,000**  
bars of soap

labeled with  
sex slavery  
hotline #

**1,000**

Pay It Forward  
Cincinnati  
**cards**  
distributed

**1**



new  
business born



**240** children  
in the public school  
system were reached  
through Whiz Kids



**190**  
local  
Thanksgiving  
meals provided

**\$90,276**

awarded in PVTO

**\$52,129**

donated to nonprofit partners

**4,623 hrs**

volunteered by employees

**\$161,356**

donated into the community

Helped  
build  
one home  
changing  
the life  
of one  
family

# Helping those around us...



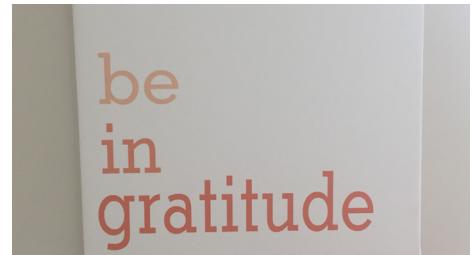
# And Thriving.



Thrive provides IT Outsourcing Services to clients by training a local untapped talent pool, helping families and companies thrive in our local marketplace. We prepare motivated and curious adults who are unemployed or in low-wage jobs for life-changing careers as IT professionals, and we create on-ramps to businesses in need of their talents.

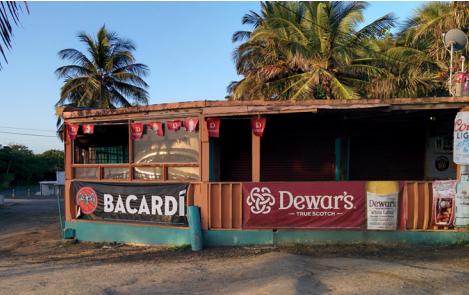
We began Thrive with the same vision for building a better business as we began Ingage. We want to tap into a talent pool of underemployed and unemployed people in our community living in poverty, collectively making a positive impact on the lives of people around us. By partnering with Per Scholas, a non-profit IT training organization, we are able to participate in an intensive 8-week training course that helps graduates find sustainable careers in Quality Assurance Software Testing.

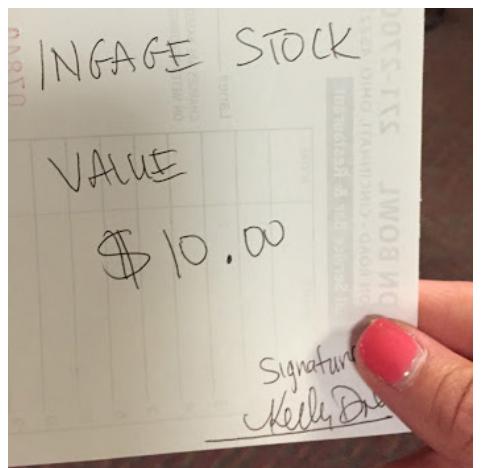
Thrive hired 15 graduates of the inaugural Per Scholas QA course. These new IT professionals will continue to be trained and mentored to excel in the field. Ingage continues to work closely with Thrive by providing mentorship and support to create a collaborative foundation that will benefit both companies in the future.



**Hope lies in dreams, in imagination, and in the courage of those who dare to make dreams into reality.**

# We're having fun along the way.





# So thank you for sharing these moments with us!

