

MEMBER MEETUP



[September 17th, 2025](#)

Agenda



1. Bagels & Coffee
2. Intros
3. Keeping up with ID
4. Upcoming Events & Offerings for Members
5. **ID Member Spotlight:** Sonia Lal from Ivy League Potential
6. **ID Member Resource:** Joe Cassidy from College of DuPage

Keeping up with ID:



- **Welcome to our new Operations Director, Beth Wymyslowski!**
- **Member Portal is available for your use!**
- **Room Booking is available through the portal**
- **Midwest Innovation and Entrepreneurship Summit: Moved to February 26, 2026**
- **E2: 10/01/2025 – 11/05/2025**
- **Clean Energy Incubator Program:**
 - **Fill out the Connect Form**
 - **Connect with Bill Payne and Mike Varon**

Scan the QR code to keep up with the news:



YOUR MONEY MATTERS

WITH JON HANSEN



WEDNESDAY
SEPTEMBER 24TH, 2025
6:30PM



Tune in to WGN Radio 720 AM on September 24th, 2025 at 6:30pm, for Your Money Matters with Jon Hansen. **Innovation DuPage's Managing Director, Dan Facchini, MS, CFRE, and Director of Clean Energy Incubator Program, Bill Payne,** will be on air with **Jake Mickley of Aila Technologies.** Join them for an engaging discussion about business growth opportunities and strategies for small business success in today's market.

FEATURING:



Member Exclusive:

**Female Founders
Roundtable - Pilot Series**



Jules Wilhelm

Thursday 5:30-7:30pm
September 18th
535 Duane St, Glen Ellyn, IL 60137

Female Founders

ID

Register Today!



Upcoming Workshop:

Lenders Forum

Meet the Lenders. Learn the Process.



Michael Dunn
U.S. Bank
Vice President
Business Banking
Relationship Manager



Michael Knazur
Byline Bank
Senior Vice President
SBA Sales Manager



Rowan Richards
Allies for Community Business
Director of Community Business



Giuseppe Veneziano
Old National Bank
Assistant Vice President
Small Business
Relationship Manager

September 24th from 5:30pm - 7pm

535 Duane St, Glen Ellyn, IL 60137



Register Today!



Resources and Workshops



Additional Resources



Strategic Business Advisor

Mike Varon
Innovation DuPage



Strategic Technology Advisor

Justin Mayer
Innovation DuPage



Executive-in-Residence

Bill Payne
Innovation DuPage



MEMBER MEETUP



ID Member Spotlight:

Ivy League Potential

Sonia Lal

Navigating Success: College Admissions, Standardized Tests, and Holistic Child Development



IVY LEAGUE
POTENTIAL

World Class College Admissions Counseling



**Ivy League Potential
provides world class
guidance, real skills, and
coaching to help your
child through the college
admissions process and
get into the college of
their dreams.**

Our Students Attend All Types of Colleges



Future Job Outlook



*IBM Study of 1500
top executives in 60
countries

**Robots will replace
38% of jobs
in the next 15 years**

"Creative and critical thinking will be highly valued,
as will emotional intelligence."

-Jon Andrews, Head of Technology, PwC

A 15-Minute Puzzle



- **GPA**
- **Standardized Tests (SAT / ACT)**
- Recommendation Letters
- College List
- Demonstrated Interest
- Interviews
- Leadership
- Creativity
- Essays
- Resume
- Career Interest
- Extracurricular Activities
- Summer Activities
- Academic Focus
- Social Media Profiles
- Supplemental Material

Guidance Counselors



The average student-to-guidance counselor ratio in the US is **481:1**.

Counselors do not have enough time to give students the individual attention they need. Even at private schools, where the ratio is smaller, counselors often juggle multiple responsibilities.

AI-Proof Career Exploration

- ◆ Hiking
- ◆ Girls Scouts
- ◆ Art Lessons
- ◆ Yoga
- ◆ Religious Camps
- ◆ Mission Trips
- ◆ Creative Writing
- ◆ Newspaper
- ◆ DECA
- ◆ Tutoring



- ◆ Orchestra
- ◆ Tennis
- ◆ Key Club
- ◆ French Club
- ◆ Model UN
- ◆ Math Team
- ◆ Research
- ◆ Hospital
- ◆ Work
- ◆ Babysitting
- ◆ Caring for a parent

Community Service Leadership

Work with a mentor and friends. Study the lives of Nobel Peace Prize winners and leaders. Start a club or organize a community service project.



Internships

Silicon Valley Entrepreneurs



Research Program

- Work 1:1 with university professors and scholars from top colleges: MIT, Harvard, Yale, Columbia, Oxford & more!
- Some students will publish their research, write reports, and win awards
- Possibility of getting a good letter of recommendation
- 100% Online

STEM: Computer Science, Robotics, Mechanical Engineering, Electrical Engineering, Physics, Biology, Chemistry, Calculus, Statistics

PLUS: Finance, Economics, Entrepreneurship, Law, History, Literature, Psychology, Film, Art History



8-11th Grade

1. Create an Action Plan
2. Select High School Classes
3. Learn Study Skills
4. Prepare for Standardized Tests
5. Explore Careers
6. Choose Extracurricular Activities
7. Find Your Academic Focus
8. Create a Detailed Summer Schedule
9. Develop Leadership Skills
10. Ignite Your Creativity



12th Grade

1. Research Colleges
2. Demonstrate Interest
3. Showcase Activities in a Resume
4. Write Stellar Essays
5. Get Tailored Recommendation Letters
6. Prepare for Interviews
7. Submit Supplemental Material
8. Review Social Media Profiles
9. Proofread Applications
10. Evaluate Acceptance Letters



ID MEMBER MEETUP

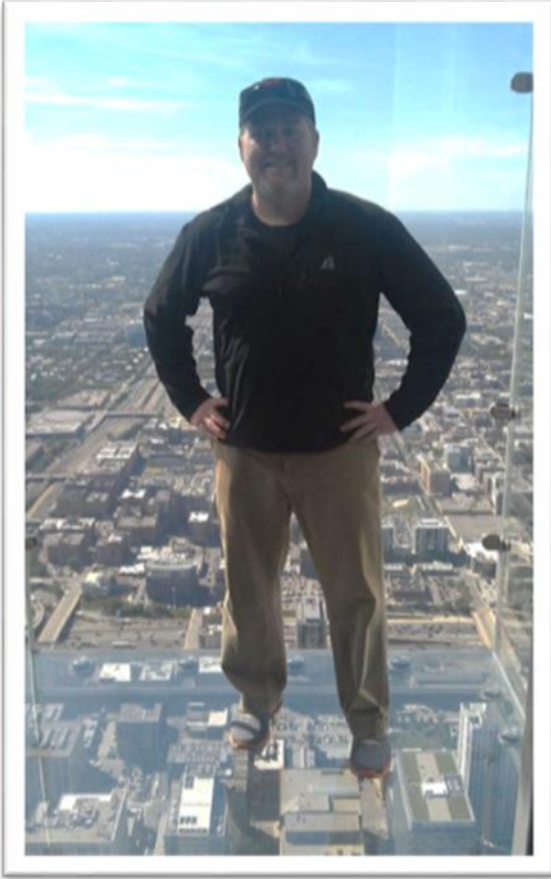


ID Member Resource:

College of DuPage

Joe Cassidy

Introductions



Joe Cassidy, MBA, EdD

Boards and Associations:

President and Chair Innovation DuPage

President National Council for Continuing Education and Training

Treasurer Worknet DuPage (Area 6 WIB)

Choose DuPage, Trustee

Downers Grove Economic Development Corporation

Illinois Science and Technology Coalition

Illinois Innovation Network (U of I)

CEJA Collaboration Lead

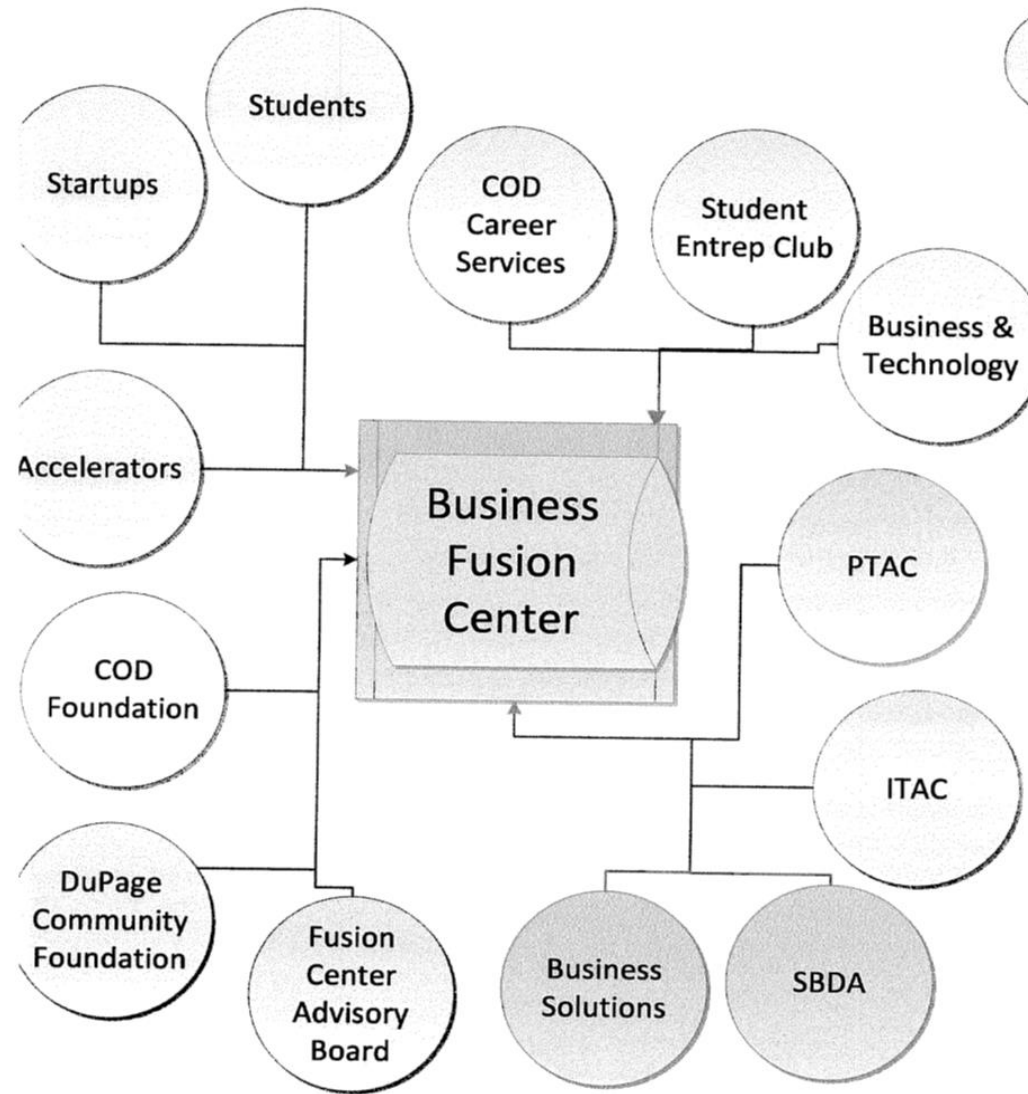
Naperville I-88 Planning Committee

Naropa University, Finance Chair, Academic Affairs Committee



Before ID

2010 - 2012



fu·sion

/ˈfyooZHən/

n.

- 1 : the act or process of liquefying or rendering plastic by heat
- 2 : a union by or as if by melting: as
 - a : a merging of diverse, distinct, or separate elements into a unified whole
 - b : a political partnership : COALITION
 - c : popular music combining different styles (as jazz and rock)
 - d : food prepared using techniques and ingredients of two or more ethnic or regional cuisines —called also *fusion cuisine*
- 3 : the union of atomic nuclei to form heavier nuclei resulting in the release of enormous quantities of energy when certain light elements unite

busi·ness fu·sion

\ˈbiz-nəs\ /ˈfyooZHən/

The act or process of partnering, combining diverse styles, skills and knowledge to harness enormous quantities of energy to effect entrepreneurial thinking, activity and enterprise.

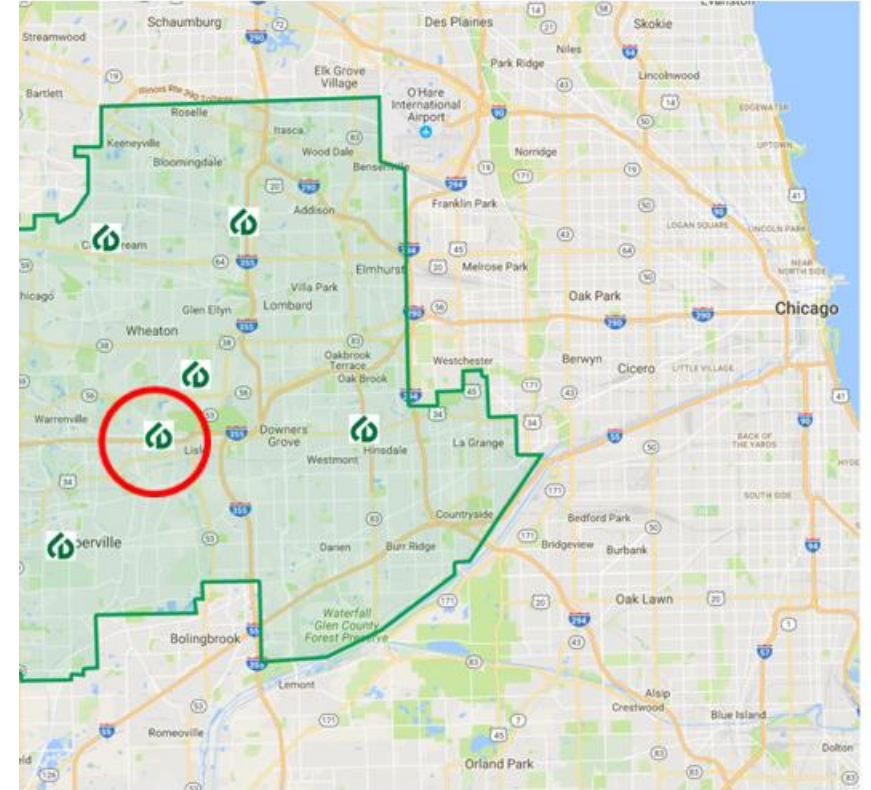
DuPage County

- 937,142 residents (+.4% since 2020)
- Median household income \$110,502 (national average \$80,610)
- 367,833 housing units, 94.7% Occupancy
- 27% Associate Degree or some college
- 51.4% Bachelor's Degree or higher (national 37.7%)
- 78% White, 16.3% Hispanic, 13.6% Asian, 5.6% African-American
- One of the counties with fastest changing demographics in IL
- Growing Index of Need for Adult Education in IL
- 20.2% foreign born, 29.4% households speak other languages, 6.6% in poverty
- 34,252 employer establishments, 98,579 Total Firms
- 585,637 working within DuPage County (net job exporter)



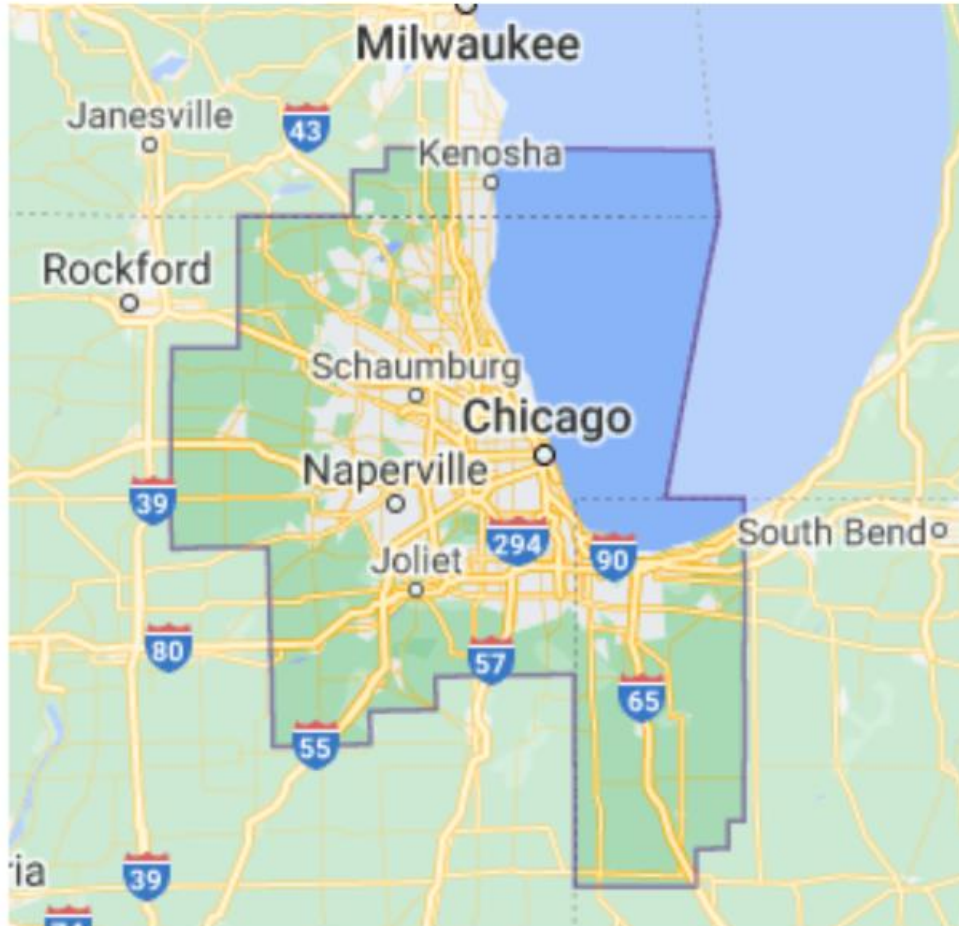
College of DuPage

- Serves 1M Residents from 51 communities
- 273-acre Glen Ellyn Campus
- Five satellite campuses
- 1.8M sq footage of facilities
- \$363M annual budget
- Largest of 48 Illinois community colleges
- Serves 24,000-degree students per term and over 34,000 Continuing Education students annually
- Largest Feeder of many 4-year schools
- Grants 7 Associate Degrees and over 180 Certificates in 50 areas of study
- Will celebrate 60 years in 2027



Illinois

Chicago-Naperville-Elgin, IL-IN-WI Metropolitan Statistical Area



- 3rd Largest MSA in US
- Diversified economy (23 Major Industry Clusters)
- Six million employees
- 400 major corporate headquarters (31 Fortune 500)
- Leading research universities
- Two of seventeen US National Labs
- Top TDL Hub in US
- Abundant natural resources (water, coal, gas, agriculture)
- Climate and Equitable Jobs Act (clean energy)
- 2nd largest manufacturing workforce in US
- Largest manufacturing inventory in US

CE@COD At A Glance



YOUTH ACADEMY

High School Classes
Talent Search
Youth Camps
Career Exploration
Youth Enrichment
COACH and Vocational Skills



ADULT ENRICHMENT

Arts and Culture
Computers
Finance and Investment
Food and Beverage
Fitness and Health
History
Hobby and Recreation
Home and Garden
Languages
Mind, Body and Spirit
Music



ADULT EDUCATION

Adult Basic Education
High School Equivalency
English Language Acquisition



CAREER AND PROFESSIONAL TRAINING

Adjunct Faculty Training Institute

Business Development Center

CDL

Contract Training

Craft Beer

Healthcare

Lean Six Sigma

Project Management

Public Service Institute

Scrum Master

Supply Chain

Test Preparation

Innovation DuPage



HOMELAND SECURITY TRAINING INSTITUTE

Cyber Security

Disaster Preparedness

Police Academy

Public Safety

School Safety

Corporate Security and Executive
Protection

PUBLIC SERVICES

Fire Science

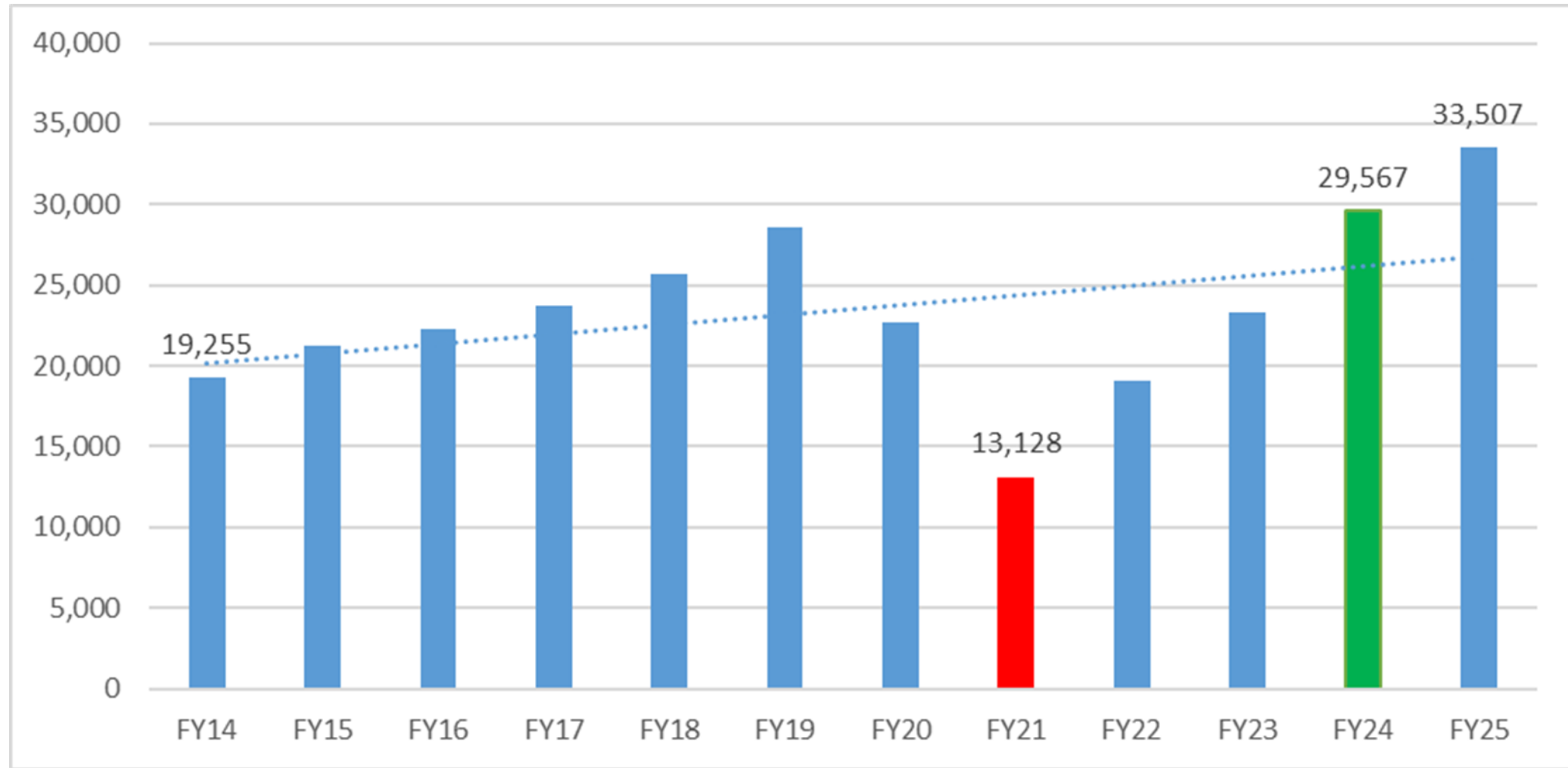
Real Estate

Aviation

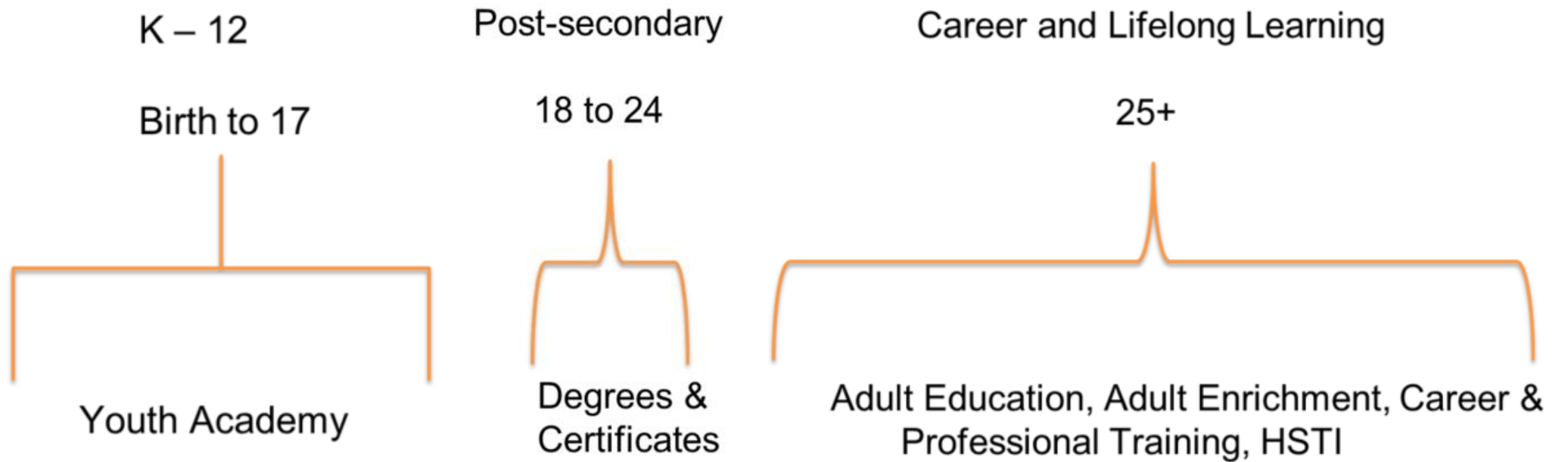
CE and Public Services at a Glance

- +33,000 enrollment
- 600 annual partners
- 4,000 courses per year
- 800 adjunct faculty
- 2 full-time faculty teaching credit courses
- 24 full-time faculty collaborations
- 700 active partners per year
- Dozens of annual visibility and engagement events
- Over \$8m in annual grants
- Cut \$4m in expenses since FY10
- CE Major source of student matriculation

COCDE Enrollment up 74% FY14 to FY25



The 60-Year Curriculum



EDUCAUSE

October 26, 2020

92%

Four Decades of COD Economic Development



1967 COD and COD CE Founded

1979: Founded Business Solutions

1984: Founded Business Development Center

2010: Continuing Education begins research:
Grants, focus groups, studied “skills gap” (entrepreneurship)

Dissertation at Benedictine University

Innovation DuPage: A Mixed Methods Case Study for Creating a Business Incubator at US Community Colleges

2018: ID established as a 501(c)3

2019: ID Headquarters opened

Present: Sharing the model across the country

Municipalities and Colleges exploring replication



Outcomes 2004 - 2024

NUMBER OF CLIENTS		ADVISING HOURS		ADVISING SESSIONS	
10,918		83,557		102,711	
CONTRACTS		CAPITAL, LOANS, AND INVESTMENTS		EXPORTS	
\$701,312,810		\$67,200,009		\$269,404,822	
BUSINESSES CREATED	BUSINESS EXPANSION	ACQUIRED BUSINESSES	JOB'S CREATED	JOB'S RETAINED	
1,483	140	276	4,660	7,414	

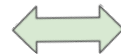
Over \$1.04 Billion in Economic Impact



 **College of DuPage**
Continuing Education



 **College of DuPage**
Career and Professional Training

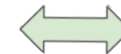


 **College of DuPage**
Business Development Center

AMERICA'S
SBDC
ILLINOIS

ILLINOIS
PTAC

AMERICA'S
SBDC
ILLINOIS



 **INNOVATION
DUPAGE**

COD grows business

Ambassadors for IL

	State or federal district	2022	2020
	⬆	⬆	⬆
1	 California *	3,558,512	3,007,187.7
2	 Texas *	2,354,455	1,775,587.8
3	 New York *	2,034,912	1,724,759.1
4	 Florida *	1,371,468	1,106,035.5
5	 Illinois *	1,024,019	858,366.9
6	 Pennsylvania *	915,424	771,897.9
7	 Ohio *	817,627	677,561.2
8	 Georgia *	747,535	622,627.8
9	 New Jersey *	737,654	618,579.3
10	 North Carolina *	723,163	589,829.0
11	 Washington *	717,336	604,253.8
12	 Massachusetts *	679,122	582,476.8
13	 Virginia *	642,755	549,535.8
14	 Michigan *	615,408	515,119.9
15	 Colorado *	480,828	382,584.7

Comparing U.S. States to Entire Countries by GDP



Article & Sources:
<https://howmuch.net/articles/comparing-us-states-to-entire-countries-by-gdp-2019>
 GDP by U.S. State - Bureau of Economic Analysis - <https://www.bea.gov>
 GDP by Country - International Monetary Fund - <https://www.imf.org>

Ambassadors for IL

18th largest GDP in the World



	Country/Territory	UN Region	IMF ^{[1][13]}	
			Estimate	Year
	World	—	101,560,901	2022
1	United States	Americas	25,035,164	2022
2	China	Asia	18,321,197	^[n 1] 2022
	European Union ^[n 4]	Europe	16,613,060	2022
3	Japan	Asia	4,300,621	2022
4	Germany	Europe	4,031,149	2022
5	India	Asia	3,468,566	2022
6	United Kingdom	Europe	3,198,470	2022
7	France	Europe	2,778,090	2022
8	Canada	Americas	2,200,352	2022
9	Russia	Europe	2,133,092	2022
10	Italy	Europe	1,996,934	2022
11	Iran	Asia	1,973,738	^[n 5] 2022
12	Brazil	Americas	1,894,708	2022
13	South Korea	Asia	1,734,207	2022
14	Australia	Oceania	1,724,787	2022
15	Mexico	Americas	1,424,533	2022
16	Spain	Europe	1,389,927	2022
17	Indonesia	Asia	1,289,429	2022
18	Saudi Arabia	Asia	1,010,588	2022
19	Netherlands	Europe	990,583	2022
20	Turkey	Asia	853,487	2022

Ambassadors for greater DuPage

DuPage County \$105 billion in 2021



61st largest GDP in the World

62	<u>Ecuador</u>	\$104 billion
63	<u>Cuba</u>	\$96.85 billion
64	<u>Slovakia</u>	\$95.62 billion
65	<u>Sri Lanka</u>	\$87.36 billion
66	<u>Ethiopia</u>	\$80.56 billion
67	<u>Kenya</u>	\$79.26 billion
68	<u>Dominican Republic</u>	\$75.93 billion
69	<u>Guatemala</u>	\$75.62 billion
70	<u>Oman</u>	\$70.78 billion



ID

Incubator at U.S. Community Colleges

A dissertation submitted

by

Joseph Conan Cassidy

to

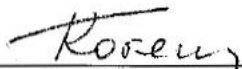
Benedictine University

in partial fulfillment of
the requirements for the
degree of

Doctor of Education
in
Higher Education and Organizational Change

Lisle, Illinois

August 2021



Tamara Korenmah, Ph.D.
Chair

August 27, 2021

Date

Committee Members

Julie M. Bjorkman, Ph.D. Benedictine University
Kirk Overstreet, Ph.D. Benedictine University

Context: The Convergence of Three US Phenomena

1. US Economic Development
2. US Higher Education
3. US Incubation



Benedictine
University

ABSTRACT

Small businesses are the primary driver of economic growth and job creation in the US, yet half fail by year five and over two thirds fail by year ten (US Census Bureau, 2016). **Supporting small businesses through an entrepreneurial ecosystem greatly increases chances of success for these firms, which our economy relies on.**

Further, soaring tuition cost, student debt, and a rapidly changing world are eroding confidence in the value and relevance of formal degrees (Gallup, 2019). **Colleges that provide business incubation and acceleration models foster business growth while demonstrating value to stakeholders.**

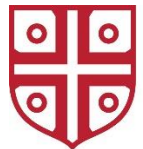
The convergence of US economic development initiatives and the phenomenon of business incubation has positioned community colleges as an ideal host for business incubation/acceleration. This mixed methods, case study is **a model for community colleges to explore** whether a business incubator and/or accelerator make sense as part of their strategic planning and institutional economic development initiatives.



Benedictine
University

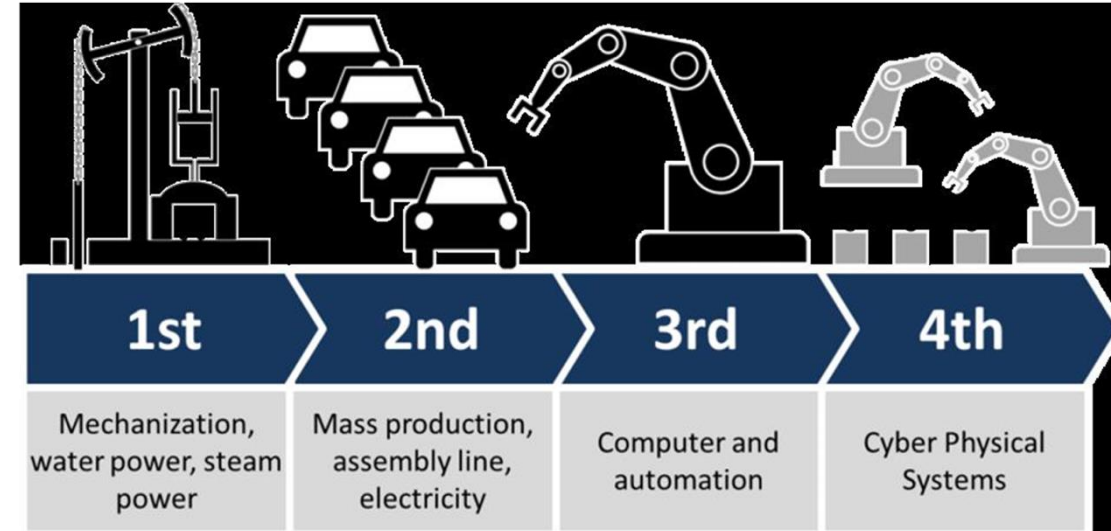
Business Incubation and Acceleration

- Batavia Industrial Center (1959)
- University City Science Center (1963)
- Incubation Reaches England (1972)
- First Academic Studies of Business Incubation (1980s)
- European Business and Innovation Centre Network (1984)
- National Business Incubation Association (1985)
- First Chinese Business Incubator in Wuhan (1987)
- First Business Accelerators (2000s)
- First Community College Business Accelerator (2010)
- 1871 Incubator Opened in Chicago (2012)
- Innovation DuPage Formed (2017)



Past Projects and Economic Theories

- Microfinance (Hans Yunus, 1976)
- Coopetition (Ray Noorda, 1992)
- Fourth Industrial Revolution (Klaus Schwab, 2016)
- Entrepreneurial Ecosystem (Joseph Schumpeter, 1934)



“We stand on the brink of a technological revolution that will fundamentally alter the way we live, work, and relate to one another... the response to it must be **integrated** and **comprehensive**, involving stakeholders of the global polity, from the **public and private sectors** to **academia** to **civil society**.”

(Schwab, 2016)



Benedictine
University



Incubators & Entrepreneurship Centers

Entrepreneurship centers in our network include incubators, accelerators, small business development centers (SBDC's), and other organizations. These centers support startup companies in rural, urban, and developing countries around the world.



Shared Workspaces

The explosion of coworking and makerspaces has created a renaissance era in shared workspaces. Shared spaces enable diverse groups of entrepreneurs, remote workers, and other independent professionals to share resources, knowledge, and networks.



University Entrepreneurship Centers

Our network of universities are critical for the commercialization and incubation of startups. Some of the more prominent industries include “deep tech” fields like biotech, clean energy, and advanced manufacturing, which are led by students and researchers that leverage university labs and resources to launch their companies.



Government & Economic Development Organizations

EDO's and government policy makers are quickly realizing that startups and small businesses drive job creation faster than large corporations. The rise of innovation districts and investment in entrepreneurial economic development is critical for job creation and economic prosperity.

4. INCUBATOR & ACCELERATOR GROUPING

Business incubators and accelerators are further divided into the following four subgroups:



University

Business incubator/accelerator that **derives its business objectives primarily from one or more universities**, by which it is often operated and primarily financed.



Public

Business incubator/accelerator that **derives its business objectives primarily from one or more public entities** by which it is often operated and primarily financed.



Private

Business incubator/accelerator that **develops its business objectives largely independently**, often operates autonomously and primarily finances its own operations.



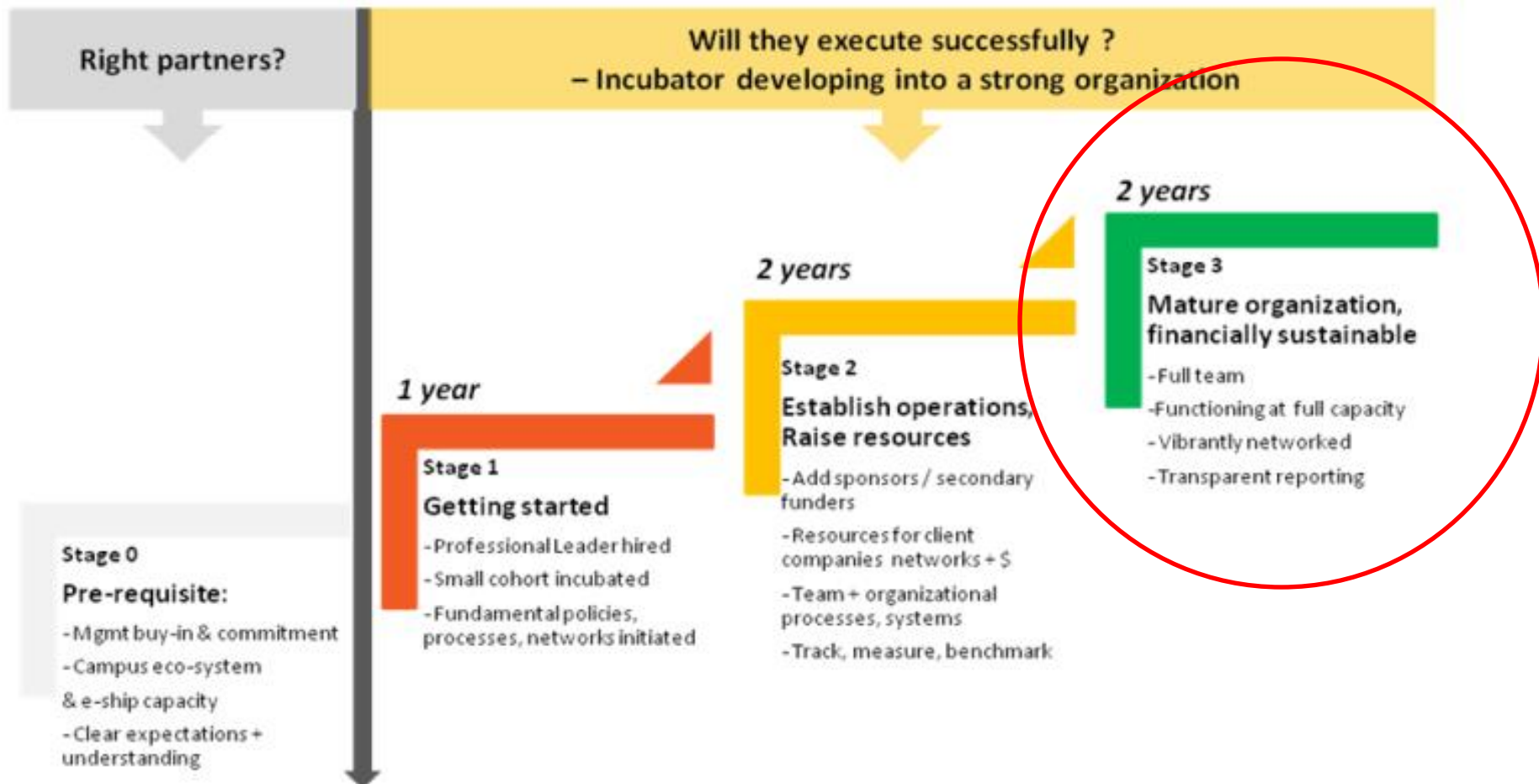
Corporate

Business incubator/accelerator that **derives its business objectives primarily from one or more for-profit corporations**, by which it is often operated and primarily financed.

President's Report

ID Progress Report

Overview - incubator development milestones





What Does Success Look Like for Non-profit Incubators?

The goal of a non-profit incubator is to set up a robust entity that can sustain the **creation of value** in a local economy. Possible metrics include ongoing impact in the form of new entrepreneurs created, jobs created, and revenue to fuel local economies. According to the **Aspen Institute** and National Entrepreneurship Network of India (2013) white paper, however, these developments typically take between four to five years to mature and require a different focus, resources, and outcomes along the way as the incubator progresses.

Over the long term, revenue and jobs are goals of an incubator but, according to the white paper, they may also be useful as active indicators to determine the immediate success of the startup.

ID Funding and Sustainability



	Annual Revenue	Annual COD Contribution	Annual COD Contribution as % of Total
FY19	\$213,000	\$213,000	100%
FY20	\$386,650	\$284,000	73%
FY21	\$511,905	\$284,000	55%
FY22	\$585,911	\$284,000	48%
FY23	\$526,197	\$284,000	54%
FY24	\$560,036	\$284,000	51%
FY25	\$759,361	\$550,000	72%
FY26	\$802,000	\$550,000	69%
FY26 w/ CEJA ii	\$2,327,042	\$550,000	24%

Board of Directors



Joe Cassidy



Jake Mickley



David Virgilio



Walter J. Johnson



Meredith Hannah



Bob Clark



Shaiska Malca



Janice Kaushal



Gautam Wadhwa



Jennifer Cumpston

What can ID do for you?

- Connect with other entrepreneurs, mentors and experts
- Provide an address and work space
- Help tell your story
- Connect to COD and partner resources
- Support market analysis, business development and planning, strategic planning, etc., etc.
- ID programs
 - O2CEO
 - Intern Plus
 - Workshops
 - Grants and funding



Business Incubation



Member Features

Compare each membership type to determine what will be best for you.



Connect



IDEate

Programs and resources that will help you construct a strong foundation.

- ✓ Initial Business Assessment
- ✓ Business Development Consulting with BDC
- ✓ Market Research Databases
- ✓ Individualized Mentoring
- ✓ Entrepreneurial Community Events



Collaborate

Build your tech stack, plug into customized programs, and utilize our state of the art facilities.

Includes IDEate features, plus the following:

- ✓ Startup Tech Resources
- ✓ Customized Cohort-based Programs
- ✓ Co-Working Space
- ✓ In-Depth Business Roadmap
- ✓ Access to Subsidized Interns
- ✓ ID Membership Meetings



Scale

Reaching product/market fit requires diligence, feedback, capital and personal support.

Includes IDEate & Collaborate features, plus the following:

- ✓ Website, Graphic Design and Video Content Support
- ✓ Reservable Conference Rooms and Event Space
- ✓ ID Member Scholarship for NIU MBA Programs
- ✓ Business Analysis through NIU MBA Program
- ✓ Guest Access
- ✓ Mail Drop Program

Providing Internships



More than 175 interns:



Acceleration



Three-month intensive cohort program covering business planning and strategy, sales and marketing, finance, digital and traditional marketing, law, HR, etc.

13 Cohorts, 147 Companies



Owner2CEO customized for the construction industry with funding from partner, the Hispanic American Construction Industry Association.

6 Cohorts, 75 Companies

Enterprise Partners



Six Years of Impact



- More than 400 companies in residence
- 165+ active members, representing:
 - Over \$46M in annual revenue
 - More than 850 full- and part- time jobs
 - 70% Women and/or minority businesses
 - 70% Based in DuPage County
 - 30% Self-identify as low- to moderate- income
- Over \$750,000 in scholarships awarded
- **0% equity stake taken**
- 175+ student internships provided
- Thousands engaged through workshops and events



Awards

2021	Award of Excellence for Outstanding College/Corporate Partnership, American Association of Community Colleges: Innovation DuPage
2022	Small Business Persons of the Year, Illinois Small Business Administration: Gindo's Spice of Life
2024	Multicultural Innovator Award, Nicor Gas: Natural Science
Entrepreneurial Excellence Awards, Daily Herald Suburban Business:	
2019	Early Stage: Joe Barron, Gray Matters Games
2020	Young Entrepreneur: Jason Krantz, Strategy Titan
2021	Early Stage: Larry Blackburn, Datatelligent
2022	Young Entrepreneur: Sara Dickenson, Dickenson Strategy
2022	Innovation: Keith Wakeman, SuperBetter
2022	Innovation: Maureen Longoria, LivNow
2022	Outstanding Service to Entrepreneurs: Dr. Joseph Cassidy College of DuPage & Innovation DuPage
2023	Innovation: Lance Rock, Audit Master Pro
2023	Growth: Melissa Villanueva, Brewpoint Coffee
2023	Regional Spirit: Shian Jno-Lewis, The Tidy Queens

What can you do for ID?

- Share your story with us
- Stay connected
- Refer entrepreneurs and partner organizations
- Present/take part in E2, Intern Plus and in supporting other ID members
- Tell us how we are doing and what you need
- Prosper



Thank you. Questions?



Collaborate • Scale • Succeed



INNOVATION
DUPAGE



Catch the next Meetup on 10/01/2025

Collaborate • Scale • Succeed



INNOVATION
DUPAGE