

GRATEFUL



**Junior
Achievement**[™]
of North Florida

2022 Annual Report

TO OUR JA COMMUNITY

Tomorrow's generation of leaders are in our classrooms today; the world they will enter after graduation is changing more rapidly than ever before.

Junior Achievement of North Florida focuses on delivering high-impact programs that drive long-term outcomes in the areas of financial capability, work readiness, and fostering the entrepreneurial spirit. Together with the business and education communities, we are working to cultivate future-ready students with the mindsets, competencies, and confidence to flourish.

While this report summarizes the impact of our work during the 2021-2022 school year, we are equally excited about the momentum we have heading into the 2022-2023 school year and the promise for the future of our organization headlined by:

 **New Brand:** A new brand was launched this summer - the first change to the Junior Achievement logo since 1986. When the logo was last updated, JA was a supplemental youth development program. Over the years, Junior Achievement has evolved significantly to become a vital K-12 education partner working closely with our partners in education, business, and the community to ensure that we deliver proven, life-changing learning experiences to students.

 **Strategic Plan:** We engaged a consultant in spring 2022 to help us develop a new strategic plan that will be our roadmap for success in achieving our goal of greater impact in the region.

 **Capstone Facility:** Our board has launched the exploration process to bring a JA capstone facility to Jacksonville; these are state-of-the-art learning facilities where students can apply concepts and practices of business, entrepreneurship, career readiness, and financial literacy in a 360-degree authentic and immersive experience.

Our volunteers, educators and supporters inspire and prepare students to succeed through learning experiences that focus on three sets of critical life skills that are not always taught in schools. Via these efforts we:

▶ Drive higher levels of inspiration, hope, and motivation in our students.

▶ Build key student competencies such as critical thinking and collaboration skills to address gaps cited by post-secondary education and industry leaders.

▶ Introduce and develop targeted life readiness skills through real-world scenarios, to address the challenges that students will face after graduation.

Junior Achievement doesn't work without our partners and volunteers; we thank you for your ongoing support and look forward to working with you to achieve our vision of a world where young people have the skillset and mindset to build thriving communities.

With Gratitude,

Shannon Italia
President

Mary-Ann Callahan
Chairman of the Board



JA PURPOSE

To inspire and prepare young people to succeed in a global economy.

FINANCIALLY RESPONSIBLE

JA students incur less debt than their peers.

JA students know how to:

- create and manage a realistic budget
- improve their credit score
- utilize credit and debt appropriately
- save to achieve lifelong goals

CAREER READY

JA students secure employment at higher rates than their peers.

JA students know how to:

- demonstrate communication, critical thinking, collaboration and innovative problem solving skills
- exhibit professional behavior and strong work ethic
- apply their skills, talents and traits to high demand jobs

ENTREPRENEURIAL

JA students start companies at higher rates than their peers.

JA students know how to:

- leverage resources to start a business
- operate a business
- increase revenue and manage expenses to maximize profit
- think critically, solve problems and overcome challenges

MISSION:

**JA INSPIRES AND
PREPARES YOUNG
PEOPLE TO SUCCEED IN
A GLOBAL ECONOMY.**

VISION:

A WORLD IN WHICH...

**YOUNG PEOPLE
HAVE THE SKILLSET
AND MINDSET TO
BUILD THRIVING
COMMUNITIES.**

OUR CORE VALUES

BELIEVE

in the boundless potential of young people

TEACH

principled, market-based economics and entrepreneurship that build a more sustainable world

SEEK-OUT

diverse backgrounds, perspectives, and talents in our staff and volunteers, and boards to reflect the geographies and communities we serve

APPROACH

our work with passion, honesty, integrity and excellence

ADVOCATE

for relevant hands-on learning

NURTURE

the power of partnership and collaboration



COMMUNITY IMPACT

23,027

STUDENTS SERVED

4,386

ELEMENTARY

18,641

SECONDARY

532

VOLUNTEERS

78

SCHOOLS
SERVED

348

EDUCATORS
SERVED

87,133

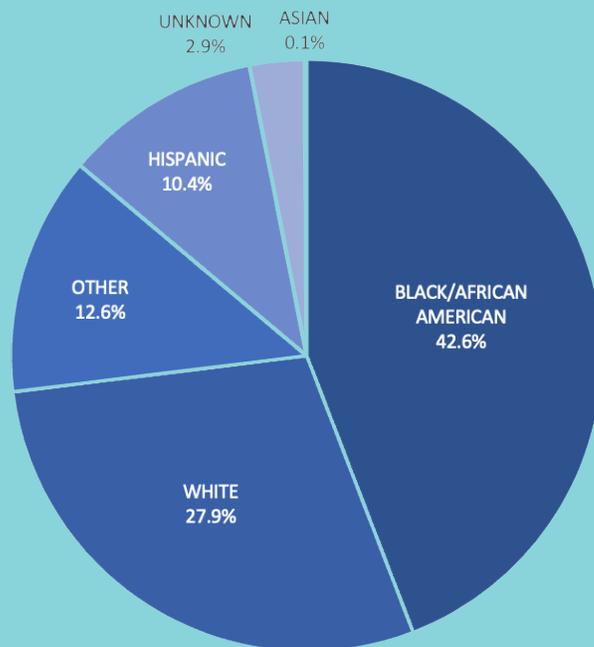
STUDENT CONTACT HOURS

49.8%

FREE & REDUCED LUNCH
STUDENTS SERVED

6

NORTH FLORIDA COUNTIES
SERVED



ETHNICITY OF
STUDENTS SERVED

“I learned about jobs I didn’t know existed, but I would like to pursue.”

- JA Inspire Student

Feelings about JA Participation

91%

**Motivated Me
to Learn**



Feelings about JA Participation

92%

**Influenced Belief I
Could Achieve My
Goals**



“ I love how Junior Achievement provides students with fun and unique programs to get them inspired and prepared for their future. Beyond my Board role, I have enjoyed the opportunity to volunteer and work directly with the students in our community and it’s a very fulfilling experience.”

*Wendy Alexaitis
Vice President - Marketing
bestbet
Member of the Board of Directors*



PROGRAMS



JA Day

JA partners with low to moderate income elementary schools to provide JA learning experiences that are led by business volunteers. JA Days are an effective way for groups of volunteers to deliver JA's lessons to one or multiple grade level(s) all in the same day; they provide the framework for companies to take part in high-impact, one-day employee engagement experiences.

“Leadership is the foundation, but participation is the implementation to greatness. Partners provide our students the opportunity to see beyond their present-day situation. JA gives the students that picture into their future, it allows them to peek into the possibilities that I can be my own business owner, I can be a Lawyer, I can be financially solvent, I can run my own household.”

- Dr. Diana Greene, Duval County Public Schools Superintendent



Career Speaker Series

JA Career Speakers Series gives students the opportunity to learn about industries and companies first-hand from business professionals. A volunteer guest speaker visits the classroom and shares information about his or her career, work, and education experience; students have an opportunity to ask questions to probe deeper into areas of interest. This JA learning experience was delivered in a virtual format in 2021-2022 to middle school and high school students. Key Concepts: Careers, Career Path, Education, Soft Skills.

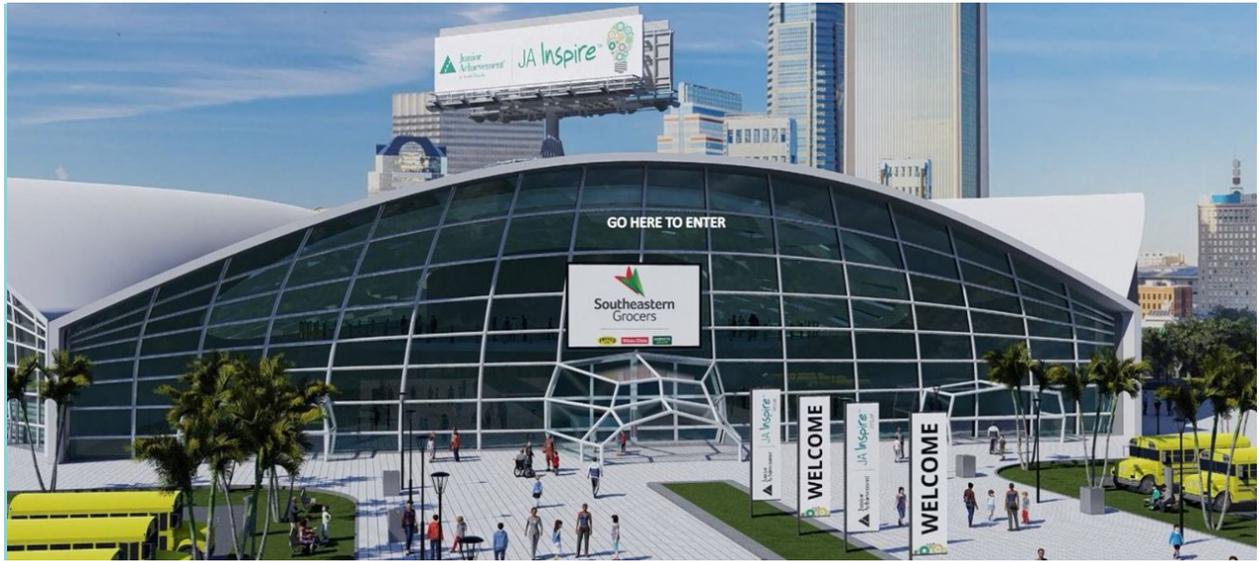


Day of the Girl

Day of the Girl is a one-day program in partnership with corporate volunteers to deliver JA programs and other workshops. Two hundred girls (4th-8th grade) were treated to a special day of fun and learning, rotating between five interactive workshops focusing on topics such as STEM skills, career readiness, confidence, budgeting, and mental & physical health.

JA INSPIRE

When our young people know where they're going, we all advance.



We introduced JA Inspire: A Career Exploration Program during the 2021-2022 school year; this program brought together the business community and local schools to help launch students into their futures.

JA Inspire brings careers to life, helps students develop positive attitudes about their futures and increases their understanding of work readiness skills. JA Inspire is an interactive pathway approach to multiple learning experiences that instills knowledge and builds skills and key competencies aligned with national, state and industry organized standards. This program is designed to inspire and prepare eighth grade students in choosing the next steps within a career, technical and/or education pathway. Students who have an idea of what they want to do after high school, based on their self-awareness and exposure to business opportunities, are much more likely to take relevant courses, stay in school, and graduate.

After this year's program concluded, participating students indicated that they felt better prepared to make informed decisions about their futures.

Junior Achievement of North Florida gratefully acknowledges The Jim Moran Foundation for their transformational grant that enabled the build out of JA Inspire's technology platform; their financial support directly impacted students in Duval and surrounding counties and helped to set them on the path to success.

JA Inspire helps bring to life different occupations and careers to inspire the academic and professional futures of students. The Jim Moran Foundation's investment is the catalyst that helped us – via JA Inspire - prepare the next generation of employable, productive citizens.

JA INSPIRE BY THE NUMBERS

4,569

STUDENTS

3

COUNTIES

79

VOLUNTEERS

42

SCHOOLS

81

TEACHERS

59

EXHIBITORS

92%

I KNOW OF AT LEAST ONE CAREER FIELD THAT IS A GREAT MATCH FOR MY TALENTS, ABILITIES, AND INTERESTS

86%

NOW THAT I HAVE FINISHED THE JA PROGRAM, I AM MORE AWARE OF SKILLS THAT WILL MAKE ME MORE SUCCESSFUL IN THE FUTURE

88%

I BETTER UNDERSTAND WHAT I NEED TO DO TO PREPARE FOR A FUTURE JOB/CAREER

85%

I FEEL I AM BETTER PREPARED TO MAKE AN INFORMED DECISION ABOUT MY HIGH SCHOOL PLANS

"I learned what soft skills were; attitude, communication skills, problem solving skills, and being a team player" - JA Inspire Student

GRATEFUL FOR EVENTFUL MOMENTS



Top Golf Fundraiser with Deutsche Bank - April 2022



JA Golf Classic - July 2021



\$smart Women Make Change - October 2021



Hall of Fame - May 2022



HALL OF FAME LAUREATE

Richard Sisisky

The Shircliff & Sisisky Company



HALL OF FAME INDUCTEE

Charlie Kauffman
Wells Fargo



VOLUNTEER OF THE YEAR

Karen Blutcher
JEA



EDUCATOR OF THE YEAR

LTC William Holt
Liptrot, Jr.
Raines High School



Building a better
working world

COMPANY OF THE YEAR

Ernst & Young

“I’m mindful that my brothers and I did not need to be taught about capitalism; we watched it every day and we talked about it at the dinner table. Not everyone has that advantage and that’s why the work JA does to prepare young people for success is so important and why your attendance here today and your support of this organization is so critical.”

- Rishard Sisisky, President of The Shircliff & Sisisky Company

GRATEFUL FOR OUR AMAZING VOLUNTEERS



Junior Achievement inspires and prepares young people to plan for their futures and make smart economic choices; we mobilize the business community to volunteer in K-12 classrooms leading JA learning experiences that focus on work & career readiness, entrepreneurship, and financial literacy. JA volunteers serve as role models helping to positively impact young people's perceptions about the importance of education, as well as critical life skills.

532 volunteers led JA learning experiences in North Florida during the 2021-2022 school year. We are grateful for our dedicated network of volunteers who give their time to improve students' lives and bolster families and communities.

TOP 10 VOLUNTEER SOURCES FOR 2021-2022



OUR THANKS TO THE FOLLOWING ORGANIZATIONS WHO SUPPORTED EMPLOYEE
VOLUNTEER ENGAGEMENT WITH JUNIOR ACHIEVEMENT THIS YEAR.

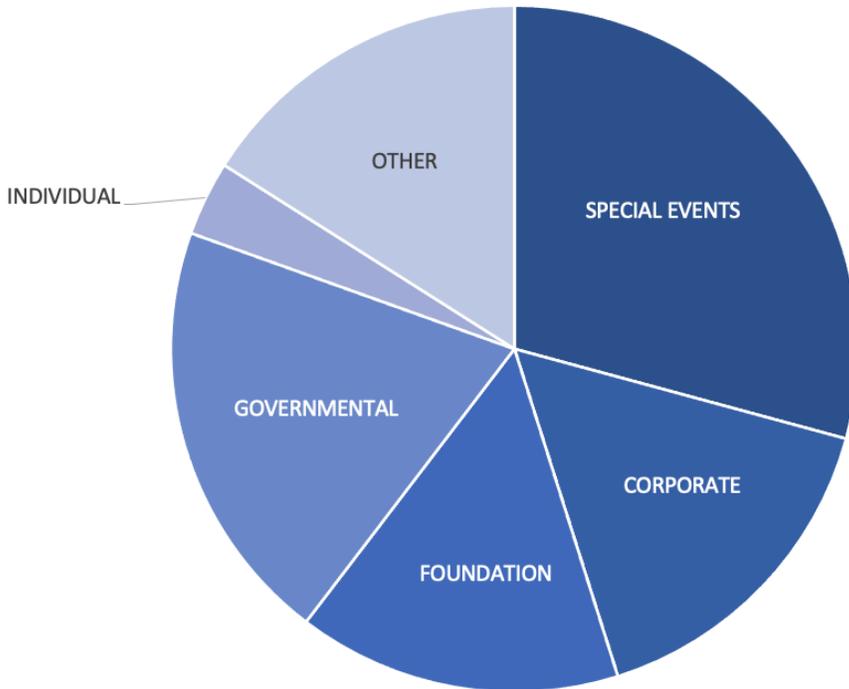
223 Agency
Accenture
AJAX
Ally Financial
AMWAT Moving Warehousing Storage
Arby's Restaurant Group, Inc.
Arlington Park Funeral Home
Asure Software Jacksonville
At the Table Life Coaching & Motivational Speaking
Bank of America
Batson Cook Construction
bestbet
Black Knight Financial Services
BNI Global, LLC
Capital City Home Loans
Carr, Riggs & Ingram, LLC
Centennial Bank
Citibank
Citizens Bank
City of Jacksonville
City Year Jacksonville
Cleaveland and Cleaveland Law Firm
Coldwell Banker Hartung and Noblin, Inc.
Cross Country Healthcare
Crowley Maritime
CSX
Daily's
Delores Barr Weaver Policy Center
Deutsche Bank
Double-M Digital, LLC
DTCC
Engaged Academics, LLC
Ensaf Jacksonville
Ernst & Young
Eshden Partners Limited, LLC
Fanatics
Fidelity Investments
Fifth Third Bank
Firehouse Subs
First Commerce Credit Union
First Horizon Bank
FIS
Flagler College-Tallahassee
Florida Blue
Florida Department of Education
Florida Department of Environmental Protection
Florida Power & Light
Florida Rock & Tank Lines
Florida State College of Jacksonville
Florida State University
Fortegra
Front Line Strategies, Inc.
FSU Credit Union

Galileo
Gigamon
Harbor View Advisors
Haskell
iBeriaBank
JEA
Jacksonville Fire and Rescue Department
Jacksonville Sheriff's Office
Jacksonville University
Jax Federal Credit Union
Jaxport
Jim Moran College of Entrepreneurship
Johnson & Johnson Vision Care
Jtech Institute
League of Southeastern Credit Unions and Affiliates
Malivai Washington Kids Foundation
Mandarin High School
Mayo Clinic
Mercedes Benz, USA
Miller Electric Company
Navy Federal Credit Union
Northwestern Mutual Life Insurance Company
Oxford Preparatory Academy
Pivot CPA's
PNC Financial Services
PwC
Quadrant
ReAndra Clayton, LLC
Regal
Regions Bank
RSM US LLP
Salesforce
Savour Tallahassee
Seven Hills Financial
SoFi
Southeastern Grocers
SouthState Bank
Sterling Flight Training
Suddath Global Logistics
TecWorks
The Boeing Company
The Front Line Agency
The SmallBiz Brain Bank
TIAA Bank
Total Beauty Institute
Truist Bank
Uni Cleaning Crew LLC
United States Army
United States Coast Guard
United States Navy
University of Florida
University of North Florida
Watson Realty Corporation Mandarin
WFSU Public Media
YMCA - Metro Office

Companies in **BOLD** had 10 or more volunteers in 2021-2022

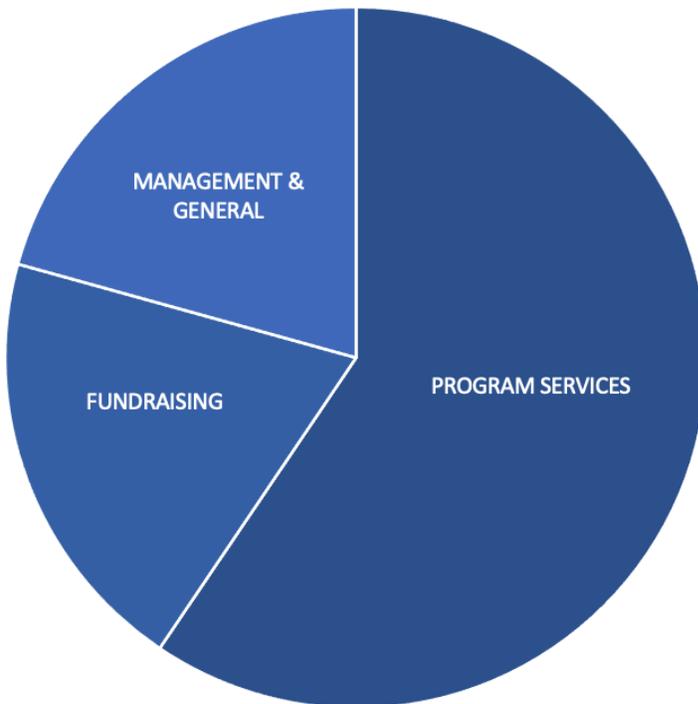
FINANCIALS

Audited Financials for Fiscal Year July 1, 2021 - June 30, 2022



REVENUE.....\$1,117,376

Special Events.....\$326,429
Corporate.....\$177,896
Foundation.....\$170,233
Governmental.....\$224,666
Individual.....\$39,277
Other.....\$178,875



EXPENSES.....\$1,004,861

Program Services.....\$597,426
Fundraising.....\$199,464
Management & General.....\$207,971

BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

Mary-Ann Callahan, Chair, Citizens Bank
Tim Hamilton, Chair-Elect, Truist Bank
Scott Finnegan, Treasurer, Baptist Health
Meg Rose, Secretary, Firehouse Subs
Lisa O'Neill, DTCC
Bob Wall, Retired Executive

MEMBERS

Pat Adams, Johnson & Johnson Vision Care
Wendy Alexaitis, bestbet
Carl Bailey, Florida Blue
Mike Clements, Clements Publishing Company
Jeff Edwards, Beaver Street Fisheries
Lakshmi Goel, Ph.D., University of North Florida
Jeremy Harris, EY
Sharnese Harris, Fidelity Investments
Andrew Harrison, Bank of America
Paul Jones, W.W. Gay
Chris Kalin, The PNC Financial Service Group

Patty Keenan, Miller Electric
Treve Kinsey, Transworld Business Advisors
Jennifer Kirouac, First Horizon Bank
Dr. Dana Kriznar, Duval County Public Schools
Eric Loller, TIAA Bank
Shelbi MacDonald, Citi
Jeff Machols, VOYA Financial
Fred McGinnis, McGinnis & Associates
Luke O'Steen, Plan Analysts
Nate Rozof, FIS Global
Charlie Saman, Jax Federal Credit Union
Rob Sandlin, Past Chair, Florida Rock & Tank Lines, Inc.
David Sillick, Sillick, Inc.
Trish Skoglund, Crowley
Jason Spencer, Wells Fargo
Gary Thrash, KPMG
Shatara Troy, UpTime Solutions
Sheryl Tschimpke, Pivot CPAs
John J. Wall, Ph.D., Florida State College Jacksonville

Includes Board Members who served during all or part of FY22

“ Junior Achievement provides young people with so much more than the skills they need to be ready for today’s workforce. JA connects caring leaders with young people in a way that affirms the possibility that anyone can still aspire to make our American Dream a reality! This to me is the magic of JA.”

*Charlie M. Saman
VP of Commercial Lending
JAX FEDERAL CREDIT UNION
Member of the Board of Directors*



GIVING LEVEL\$

\$75,000 and up

The Jim Moran Foundation, Inc.

\$50,000-74,999

Duval County Public Schools
Lucy Gooding Charitable Foundation Trust

\$30,000-49,999

Citibank
Deutsche Bank
Fidelity National Information Services
Fidelity Investments
Firehouse Subs
Johnson & Johnson Foundation
Taco Bell Foundation
Wells Fargo Financial

\$20,000-29,999

Arby's Foundation
Delores Barr Weaver Forever Event Fund
Florida Blue
TIAA Bank

\$10,000-19,999

Bank of America
Baptist Health System, Inc.
Bastian Solutions
Beaver Street Fisheries
BHE Gas Transmission & Storage
City of Tallahassee
Citizens Bank
Florida Rock & Tank Lines, Inc.
JEA
Jessie Ball duPont Fund
Mercedes Benz USA
PGA Tour, Inc
Publix Super Markets Charities, Inc.
Remmer Family Foundation, Inc.
Southeastern Grocers

\$5,000-9,999

Ally Financial
Berg Family Charitable Foundation
Black Knight Financial Services
Bob Wall
Borland Groover
Charles D. Hyman & Co.
Ernst & Young, LLP
First Coast Energy LLP
First Horizon Bank
Florida Agricultural & Mechanical University
Florida Power & Light Company
Gelest, Inc.
Heil Trailer International, Inc.
Hood Container
Island Transport
Jeff Edwards
Jim Moran Institute
Mansfield Oil Company of Gainesville
Mary Ann Callahan
Mary Dolan
Miller Electric Company
Nate Rozof
National Interstate Insurance Company
Ortec
PNC Financial Services Group
Regions Bank
SouthState Bank
State Farm

\$5,000-9,999 (continued)

Suddath Global Logistics
Swisher International, Inc.
Tallahassee Community College
Turtle & Hughes, Inc.
W.W. Gay
William & Eloise Gay Foundation
Winston Family Foundation

\$2,500-4,999

AT&T Company
bestbet Holdings, Inc.
Comcast Corporation
Crowley Maritime Corporation
Dr. Kenneth Horn
DTCC
Dubow Family Foundation
Florida State College of Jacksonville Foundation, Inc.
Florida State University, Jim Moran College of Entrepreneurship
Front Line Strategies, Inc.
FSU Credit Union
Gulf Winds Cares Foundation, Inc.
Jacksonville Sheriff's Office
KPMG LLP
Lisa O'Neill
Lockton
Mack Trucks, Inc.
Nextran Truck Center
Pivot CPAs
Robert and Margaret Hill Advised Fund
Scott Finnegan
Selevan Family Foundation, Inc.
Stephen M. Suddath
Susan & John Ryzewic
Toray Japan & USA
UNF Foundation
Walmart

\$1,000-2,499

Accenture
Bevis Funeral Home
Capital City Bank
Carl Bailey
Cindy Cooper Killian
Conservatives for Better Leadership
David A. Stein Family Foundation
David C. Miller Family Fund
Dawg Investments
EcoLab
EnSafe Inc.
Fifth Third Bank
First Commerce Credit Union
Forcura
Gerard LaMothe
Harbor View Advisors
Howard Dale
Jacksonville Port Authority (JAXPORT)
Jason Miller
Jeff Machols
Jeffrey Armstrong
John H. Jr. & Norma A. Williams
Meg Rose
Michael and Glenn Miller Family Fund
Mindy and Dave Hinaman Charitable Fund
One on One Communications, Inc.
Ronald Elinoff
RSM US Foundation
Sachs Media Group, Inc.
Stephen Silverman
Zimmerman Family Foundation

GET INVOLVED

Today, many young people don't have someone to show them how to believe in themselves, be part of a team, plan for the future, embrace their dreams.

You can help change that. By supporting Junior Achievement, your words, engagement, and investment can change lives.

Let's inspire tomorrows by working together to positively change the future, one life at a time.

Donate. Volunteer. Get Involved.

“Volunteer led JA experiences can open young people’s minds; the exposure to JA’s key concepts make meaningful connections to the real world. It’s important for kids to see community members involved in education. It’s crucial that they see education is more than the four walls of their school. It’s also good for volunteers to see what happens inside the four walls of a school. It gives a big-picture outlook on so many parts of life and provides critical engagement for both schools and the corporate world.”

*Eric Loller
SVP, CRA Officer
TIAA Bank
Member of the Board of Directors*



THANK YOU!



**Junior
Achievement**[™]
of North Florida

WITH GRATITUDE FROM OUR STAFF

Shannon Italia, President
Tiffany Guthrie, Vice President, Programs & Partnerships
Melissa Covey, Senior Program Manager
Jerri McInturff, Program Manager
Jordan Ravenscraft, Program Manager
Alyssa Seymour, Program Manager
Stephanie Saman, Senior Events Manager
Tammy Shistle, Operations and Fundraising Manager
Elyse Cornelison, Director – Big Bend District
Jordyn Harlow, Program Manager – Big Bend District

Junior Achievement of North Florida, Inc.®
4049 Woodcock Dr., Suite 200
Jacksonville, FL 32207

(904) 398-9944