

2023-2024

# ANNUAL REPORT



**Junior Achievement™**  
of San Diego County



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# WELCOME LETTER

Friends:

The 2023-2024 year was one of innovation and meaningful impact for Junior Achievement of San Diego County (JA San Diego) as we continue to serve and empower our local communities.

From increased student engagement in North County to the JA Fellows program delivering in-class workforce development during the school year, followed by paid work experiences over the summer, JA San Diego remains committed to evolving and being the change our communities are demanding... and the demand is growing.

With more of our families experiencing the challenges of living in San Diego – where housing becomes more expensive and the cost of goods and services continue to rise, our mission of empowering young people with the tools and resources for economic self-efficacy has never been more essential. As you will read in this report, capstone programs like Mission Fed JA Finance Park and work-based experiences through JA Fellows continue to expand access to sustainable wage careers for students across San Diego County.

On behalf of the JA San Diego Board, staff, volunteers, and partners, thank you for your continued support and interest in our work. We look forward to engaging with you in the coming year as we remain dedicated to developing tomorrow’s leaders today.

In service,

**Siddhartha “Sidd” Vivek**  
President & CEO  
JA San Diego

**Debra Schwartz**  
Board Chair  
(Retired President & CEO, Mission Fed Credit Union)

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**32,265**  
STUDENTS



**4,398**  
VOLUNTEERS



**326**  
SCHOOLS



**559,843**  
CONTACT HOURS



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# OUR MISSION

## Inspire and prepare young people to succeed in the global economy

Through immersive experiential programming rooted in our three pillars of success – work readiness, financial literacy, and entrepreneurship – JA San Diego supports students in developing the knowledge, skillset, and confidence that is critical in achieving future economic success.

JA San Diego exposes students to a range of career pathways in leading industries through early career exploration and paid work-based learning experiences. Students are connected to social capital and professional networks which play key roles in professional development and access to opportunity.

Working closely with schools and community partners, JA San Diego adapts programming to meet the unique needs of the communities served ensuring that all youth have access to the resources and social capital needed to succeed in the modern economy.

## The Three Pillars of Success

JA San Diego equips young people with the knowledge and skills to succeed through Common Core aligned programming guided by the three pillars of success:



### Work Readiness

Early career exploration and connection to professionals from a range of industries exposes students to the possibilities available to them in their local community and helps them recognize the steps they can take to achieve their future educational and professional goals.



### Financial Literacy

Through simulated learning, students gain hands-on practice in managing personal finances and build the foundational knowledge in key financial topics including creating a household budget, developing long-term investing strategies, and how to leverage debt responsibly.



### Entrepreneurship

Young people jumpstart their entrepreneurial spirit and understand how to conceptualize and develop a viable business idea. Students explore how business can be used to create value in their community.

# ECONOMIC EMPOWERMENT

JA San Diego facilitates work-based learning experiences in which students gain first-hand insights on being an active participant in the local workforce. Beginning in elementary school, students build the foundational knowledge in business, careers, and money management through JA programs such as the McGrath Family JA BizTown. At the high school level, programs like JA Fellows connect students to career exploration, mentorship, and paid youth employment experiences.

JA San Diego provides young people with access to social capital and professional networks that support students along their early career journeys. Recognizing social capital as a key factor in future success, JA San Diego collaborates with local companies and professionals to provide young people with the opportunity to develop their professional skillset and networks in their prospective career pathways.



## MEET AXEL

Axel is a senior at Chula Vista Learning Community Charter and a participant in the JA Fellows program. An aspiring lawyer, Axel participated in a paid work-based learning experience at the County of San Diego where he was connected to the public sector.

*“The County District Office not only provided me a chance to learn about politics in the community I live in, but grants me the privilege to step out of my comfort zone and be exposed to a different type of environment. This will not only help me further develop as a professional but set my path towards both learning more about political science and legal studies in college and future career.”*

# EXPERIENTIAL WORK-BASED LEARNING

Through former County Supervisor and Chairwoman Nora Vargas' Youth Empowerment Initiative, JA San Diego launched the Summer Youth Employment Program to provide high school students from Southeast San Diego and Chula Vista with paid work-based learning experiences connecting students to career pathways in high-demand industries.

## MEET YOSELYN

Yoselyn is a Lincoln High senior and JA Fellows alum. She participated in a paid work-based learning experience with Maya's Cookies where she expanded her professional skillset. Inspired by her work experience and driven by a desire to help others, Yoselyn plans to pursue a career in nursing.

*"JA Fellows taught me important skills like teamwork, leadership, and how to run a business. It helped me feel more confident and showed me that hard work and creativity can make a real difference in the community."*



**82**

STUDENT PARTICIPANTS



**12**

HOST SITE PARTNERS



**4,390**

HOURS OF WORK EXPERIENCE



**\$74,000**

INVESTED INTO YOUTH

# OUR COMMUNITY & CORPORATE PARTNERS

JA San Diego recognizes the value of collaborative action to empower young people and their communities. Working closely with like-minded community organizations, JA San Diego has built strategic partnerships to better serve our students and community. Through collaborative efforts, we can increase the number of students impacted and equipped with the knowledge and skills to achieve economic success.



*"I heard about the word investing and concepts of the stock market. After taking the class, we went more in depth into what it means. Having that knowledge of being able to invest is very beneficial for me, or beneficial for anybody. I think it's a very effective way to just know that there's an alternative in case you need money."*

Sean is a JA Fellows alum from Chula Vista Learning Community Charter. Interested in the mental health field, Sean plans to pursue the a career in psychology as a therapist or social worker. This summer, Sean gained first-hand insights into working with a diverse customer base through a paid work-based learning experience at Cox Communications.

# OUR INVESTORS

The financial contributions made by our supporters is an investment in the next generation of leaders and in a brighter future for the San Diego region. The following individuals and organizations have generously invested \$15,000 and above during the 2023-2024 fiscal year.



# CONSOLIDATED STATEMENT OF ACTIVITIES

Year Ended June 30, 2024 (With Comparative Totals for the Year Ended June 30, 2023)

	Without Donor Restrictions	With Donor Restrictions	Total 2024	Total 2023
Public Support and Revenues:				
Contributions of financial assets:				
Foundations	\$ 510,460	\$ 66,460	\$ 576,920	\$ 1,684,003
Corporate	891,572	7,500	899,072	997,569
Individual	264,963	-	264,963	113,338
Total Contributions of financial assets	1,666,995	73,960	1,740,955	2,774,960
Special events gross:	201,618	-	201,618	180,908
Less: special events expense	(91,705)	-	(91,705)	(100,844)
Special events, net	109,913	-	109,913	80,064
Government revenue	148,353	-	148,353	120,450
Investment return, net	62,235	-	62,235	19,008
Contributions of nonfinancial assets	24,005	-	24,005	22,902
Other income	1,332,124	-	1,332,124	1,333,981
Net assets released from restrictions, satisfaction of time restrictions	187,395	(187,395)	-	-
	1,754,112	(187,395)	1,566,717	1,496,341
Total Public Support and Revenues	3,531,020	(113,435)	3,417,585	4,351,365
Program and Supporting Expenses:				
Program Services	2,459,070	-	2,459,070	2,156,816
Supporting services:				
Management and general	553,319	-	553,319	632,092
Fundraising	371,942	-	371,942	386,632
Total Program and Supporting Expenses	3,384,331	-	3,384,331	3,175,540
Change in Net Assets	146,689	(113,435)	33,254	1,175,825
Net Assets, beginning	7,372,946	212,395	7,585,341	6,409,516
Net Assets, ending	\$ 7,519,635	\$ 98,960	\$ 7,618,595	\$ 7,585,341

# CONSOLIDATED STATEMENT OF FINANCIAL POSITION

June 30, 2024 and 2023

ASSETS	2024	2023
Current Assets:		
Cash	\$ 1,199,196	\$ 1,556,484
Investments	1,317,195	738,896
Accounts receivable	384,694	429,448
Pledges receivable, net	75,250	49,244
Prepaid expenses and other assets	29,694	22,684
Total Current Assets	<u>3,006,029</u>	<u>2,796,756</u>
Long-Term Assets:		
Pledges receivable, net of current portion	-	23,810
Finance lease right-of-use asset	28,185	45,136
Property and equipment, net of accumulated depreciation	7,867,592	8,075,644
Total Long-Term Assets	<u>7,895,777</u>	<u>8,144,590</u>
Total Assets	<u>\$ 10,901,806</u>	<u>\$ 10,941,346</u>
LIABILITIES AND NET ASSETS		
Current Liabilities:		
Accounts payable and accrued expenses	\$ 278,677	\$ 131,369
Deferred revenue	232,135	437,757
Current portion of notes payable	12,901	12,552
Current portion of finance lease liabilities	10,089	16,908
Total Current Liabilities	<u>533,802</u>	<u>598,586</u>
Long-Term Liabilities:		
Notes payable, net of current position	455,928	468,833
Notes payable - related party, net of current position and unamortized debt issuance costs	2,274,214	2,259,230
Finance lease liabilities, net of current position	19,267	29,356
Total Long-Term Liabilities	<u>2,749,409</u>	<u>2,757,419</u>
Total Liabilities	<u>3,283,211</u>	<u>3,356,005</u>
Net Assets:		
Without donor restrictions	7,519,635	7,372,946
With donor restrictions	98,960	212,395
Total Net Assets	<u>7,618,595</u>	<u>7,585,341</u>
Total Liabilities and Net Assets	<u>\$ 10,901,806</u>	<u>\$ 10,941,346</u>

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# BUSINESS HALL OF FAME LIFETIME LAUREATES

For nearly forty years, JA San Diego has recognized individuals in the community who exemplify excellence in business and philanthropy, and most importantly, serve as role models for our youth. Honorees are inducted into the San Diego Business Hall of Fame as Lifetime Laureates.

**Douglas E. Barnhart (2001)**  
Barnhart, Inc.

**John S. Barry\* (1993)**  
WD-40

**Rolf Benirschke (2015)**  
Legacy Health Strategies  
& NFL Hall of Fame

**J. Robert Beyster\* (2007)**  
Science Applications  
International Corporation

**Phil Blair (2003)**  
Mainpower

**Ken Blanchard (2013)**  
The Ken Blanchard Companies

**Margie Blanchard (2013)**  
The Ken Blanchard Companies

**Linden Blue (2014)**  
General Atomics

**Thella Bowens (2013)**  
San Diego County Regional  
Airport Authority

**Robert Breitbard\* (2000)**  
The Hall of Champions

**Janice Brown (2017)**  
Brown Law Group  
& Beyond Law

**Sandra Brue (2004)**  
Sandicast

**Clair Burgener\* (1991)**  
U.S. Congressman

**Malin Burnham (2002)**  
The Burnham Companies

**Ann Burr (1994)**  
Time Warner Cable

**Constance Carroll (2021)**  
San Diego Community College  
District

**David Cohn (2021)**  
Cohn Restaurant Group

**Lesley Cohn (2021)**  
Cohn Restaurant Group

**Chris Cramer (2018)**  
Karl Strauss Brewing Co

**Joe Craver (2012)\***  
San Diego Red Cross

**Ingrid Croce (1998)**  
Croce's Restaurants

**Mike Cross (1996)**  
Seaworld

**Dr. Michael R. Cunningham  
(2018)**  
National University Systems

**Stephen Cushman (1995)**  
Cush Automotive Group

**Paul Ecke, Jr.\* (1996)**  
Paul Ecke Ranch

**Anne L. Evans\* (1991)**  
Evans Hotels

**Peter C. Farrell (2008)**  
Resmed

**Jane Fetter (2018)**  
Community Leader

**Tom Fetter (2018)**  
San Diego Car Care

**Ron Fowler (2003)**  
Liquid Investments, Inc.

**Ronne Froman (2014)**  
U.S. Navy

**Murray Galinson\* (1992)**  
San Diego National Bank

**William K. Geppert (2001)**  
Cox Communications

**Wendy Gillespie (2017)**  
Frontier Trading  
Starhawk Productions

**Jack Goodall (1992)**  
Foodmaker, Inc.

**Ernest W. Hahn\* (1990)**  
Hahn Company

**David Hale (2011)**  
Hale Biopharma Ventures

**Bruce Hazard\* (1995)**  
R.E. Hazard Contracting

**Tom Hom (2015)**  
Civic Leader,  
Statesman & Businessman

**Robert Horsman (2004)**  
San Diego National Bank

**Pat Hyndman\* (2011)**  
Vistage International

**Irwin Jacobs (2004)**  
Qualcomm

**William Jones (2003)**  
Citylink Investment Corp.

**Mel Katz (2003)**  
Manpower

**Pat Kilkenny (2022)**  
Lucky Duck Foundation

**Stephanie Kilkenny (2022)**  
Lucky Duck Foundation

**Herbert G. Klein\* (2002)**  
Copley Newspaper

**Jessie J. Knight (2009)**  
Sempra Energy

**Ray Kroc\* (1986)**  
McDonald's Corporation

**Linda Lang (2009)**  
Jack in the Box

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**Susan Lew (1994)**  
S. Lew & Associates

**Kurt Listug (2016)**  
Taylor Guitars

**Larry Lucchino (1998)**  
San Diego Padres

**Greg Lucier (2013)**  
Life Technologies

**Ron Martin (2001)**  
Mission Federal Credit Union

**Carlee McGrath (2016)\***  
McGrath Family Foundation

**Laurie McGrath (2016)**  
McGrath Family Foundation

**Jack McGrory (2017)**  
La Jolla MJ Management, LLC

**Corky McMillin\* (2005)**  
The Corky McMillin Co.

**Delores McNeely (2010)**  
U.S. Bank

**Robert McNeely\* (2010)**  
Union Bank

**Julie Meier Wright (2001)**  
San Diego Regional EDC

**John Moores (2006)**  
San Diego Padres

**Barbara Morton (2011)**  
Brigantine Family of Restaurants

**Mike Morton (2011)**  
Brigantine Family of Restaurants

**Vincent E. Mudd (2005)**  
San Diego Office Interiors

**Michael W. Murphy (2014)**  
Sharp Healthcare

**Tom Nassif (2010)**  
Western Growers

**Tina S. Nova (2008)**  
Genoptix

**Ted Owen (2000)**  
San Diego Business Journal

**Thomas Page (1992)**  
San Diego Gas & Electric

**Gilbert Partida (1998)**  
Pricemart, Inc.

**Joanne Pastula (2015)**  
Junior Achievement of San Diego County

**Bob Payne (2004)**  
Multi-Ventures, Inc.

**Diane Powers (1993)**  
Bazarr Del Mundo

**Conrad Prebys\* (2008)**  
Progress Management

**Sol Price\* (1991)**  
Price Charities

**Ernest Rady (2006)**  
American Assets, Inc.

**Bill Rastetter, Ph.D. (2023)**  
San Diego Squared

**Debra L. Reed (2006)**  
San Diego Gas & Electric

**Frederick H. Rohr\* (1990)**  
Rohr Industries

**Patti Roscoe (1995)**  
PRA Destination Management

**Duane Roth\* (2000)**  
Alliance Pharmaceutical Corp.

**Ted Roth (2000)**  
Alliance Pharmaceutical Corp.

**Ralph Rubio (1993)**  
Rubio's Restaurants

**Hal Sadler (2009)\***  
Tucker Sadler Architects, Inc.

**T. Denny Sanford (2015)**  
Businessman & Philanthropist

**Thomas Sefton\* (1991)**  
San Diego Trust & Savings

**Peter Seidler\* (2022)**  
San Diego Padres

**Dan Shea (2022)**  
Feeding San Diego

**Suzy Spafford (2002)**  
Suzy's Zoo

**Dean A. Spanos (2005)**  
San Diego Chargers

**Dan Spinazzola (2016)**  
Diversified Restaurant Systems, Inc.

**Terry A. Straeter\* (1994)**  
GDE Systems, Inc.

**Deborah Szekely (2007)**  
Rancho La Puerta

**Bob Taylor (2016)**  
Taylor Guitars

**Carol Wallace (1996)**  
San Diego Convention Center Corp.

**Mary Walshok (2012)**  
UC San Diego Extension

**Bill Walton\* (2017)**  
Philanthropist

**Lori Walton (2017)**  
Philanthropist

**Charles Wax (2007)**  
Waxie Sanitary Supply

**Steve Williams (2010)**  
Sentre Partners

**Caroline Winn (2022)**  
San Diego Gas & Electric

**Walter Zable\* (1986)**  
Cubic Corporation

\* = Deceased

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# JA SAN DIEGO BOARD OF DIRECTORS

**JENNIFER BARNES**

Founder & CEO  
Optima Office

**MICHAEL BROWN**

Principal  
Corient

**BRIAN CAHILL**

President, CA Division  
Balfour Beatty Construction

**BRYAN CLEMENTS, ESQ.**

General Counsel  
The UPS Store

**BRITT DAVIS**

Sr. Director, Human Resources  
Vertex Pharmaceuticals

**CESAR ENCISO**

Managing Partner & CEO  
EVOTEK

**CHRIS FINLEY**

Partner  
KPMG LLP

**PAUL GOTHOLD, ED.D.**

Superintendent  
San Diego Office of Education

**KELLY HOGAN**

Senior Vice President  
PNC Bank

**SCOTT HOLLAENDER**

Executive Director  
UBS Financial Services

**LINDE HOTCHKISS**

EVP, Regional Managing Director  
Newfront

**MAGGIE LEONE**

VP, Relationship Manager  
City National Bank

**MAYA MADSEN**

Founder & Owner  
Maya's Cookies

**DAVID MIYASHIRO, PH.D, ED.D.**

Superintendent  
Cajon Valley Union School  
District

**DAVID NESS**

CEO & President  
Hawthorne Cat

**JAE PARK**

Partner  
Dentons US LLP

**ERIN POLEK**

CFO (Ret.)  
Qualcomm

**DANETTE ROBERTS**

Area CFO  
Kaiser Permanente

**MANUEL RODRIGUEZ**

Market President  
US Bank

**NANCY ROHLAND-HEINRICH,  
ED.D.**

Vice Chancellor, Communications  
& Community Relations  
National University

**MIKE SAGE**

Partner, Deals  
PwC

**OMAR SALAH**

Executive Vice President  
Comerica Bank

**SHAMUS SAYED**

COO  
Interpreters Unlimited, Inc.

**DREW SCHLOSBERG**

CEO  
Drew Schlosberg & Associates

**DEBRA SCHWARTZ**

President & CEO (Ret.)  
Mission Fed Credit Union

**JUSTIN SERRANO**

VP, Field & Maintenance  
Operations  
Cox Communications

**MATT SHOWLEY**

Principal  
Creative Capital Management  
Investments LLC

**ALAN SPECTOR, MD**

Entrepreneur

**SUSAN STEELE**

Partner  
Deloitte

**JACK TAM**

Chief Technology Officer  
Inuit Mailchimp

**MATTHEW TESSIER, ED.D.**

Assistant Superintendent  
San Diego County Office of  
Education

**PAUL TWARDOWSKI**

Senior Managing Director  
Hines

**MATT WEIGHTMAN**

Senior Vice President  
Banner Bank

**CHAD WHITEHEAD**

Partner  
Ernst & Young LLP

**MIKE WILSON**

EVP Orion Tech Suite  
Orion

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Board Members as of  
6/30/2023

IMPROVE HUMAN  
UNLOCKING THE  
THE GENOME



*"JA is a tremendous social mobility tool. I wish that every single person who doesn't have tremendous resources, someone who aspires to be able to live a more happy, secure, fulfilled life has access to Junior Achievement when they're young because that type of knowledge, that type of perspective adjustment is probably the most important thing that they can get."*

Deven participated in JA Company Program while he was a student at Westview High School. He later attended UC Berkeley and currently works as an investment analyst. As a JA alum, Deven has experienced firsthand the value of providing youth with early workforce development opportunities where they can recognize what's possible for themselves and begin to cultivate a business mindset. Deven continues to be involved in Junior Achievement as a volunteer.



**Junior  
Achievement™**  
of San Diego County

Junior Achievement of San Diego County  
4756 Mission Gorge Place  
San Diego, CA 92120

EIN: 95-1727087

jasandiego.org  
(619) 682-5155  
@jasandiego

