

ANNUAL REPORT 2023



the
JOB FOUNDATION

Executive Director Report



Cyd McHone

I am thrilled to share with you the achievements and progress that The Job Foundation has made over the past year. Like many nonprofits, The Job Foundation faced complex and multifaceted obstacles as we emerged from the pandemic.

In response to these challenges, The Job Foundation staff demonstrated remarkable resilience, adaptability, and creativity. They explored innovative strategies, leveraged digital tools, and nurtured relationships with donors. The lessons learned during the pandemic continue to inform our strategies as we navigate the ongoing recovery and meet the evolving needs of the community we serve.

Our dedicated Board of Directors has played an instrumental role in guiding our organization toward success. I would like to express my gratitude to each member for their unwavering commitment to our mission. The board began work on a new strategic plan which we will launch later in 2023.

Our programs have continued to thrive, positively impacting students at every level of their education journey. We provided financial literacy lessons to elementary students through an interactive online platform called Pear Deck. We are sowing the seeds of financial responsibility early, setting our students on a path toward a brighter future.

In-person lessons for middle school students returned, fostering hands-on learning experiences. It's been heartening to witness the engagement and growth of our middle school participants. High school students also had the privilege of in-person learning experiences. Face-to-face interactions enriched their education. We're preparing these young adults for the challenges and opportunities that await them beyond high school.

Our six 2023 graduates have made significant strides in their financial journeys. These graduates exemplify the impact of our programs in building financial independence and equipping our youth for success.

Our Conditional Cash Transfer program is thriving. Currently, 82% of our students are on track to meet their savings goal by the time they graduate from the program. This initiative instills discipline and financial responsibility, providing students with a strong foundation for financial independence.

Our journey has been filled with resilience, collaboration, and unwavering dedication to our mission. As we look back on this transformative year, let's celebrate our collective efforts and the positive impact we've had on the lives of our students.

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Vice President

Retired, John Deere
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Vine Valley Real Estate
Finance Committee
Development Committee

Volunteer Report

40
Volunteers

668
Volunteer Hours

21
Mentors

276
Mentor Hours

To volunteer or mentor at The Job Foundation, please visit our website at thejobfoundation.org/volunteer-today or scan the QR code below. If you have any questions about volunteering or mentoring, please contact our Program Director, Seth Stearns.

seth@thejobfoundation.org
319-823-1095



Volunteer Spotlight

Rick Maynard, Mentor

I decided to become a mentor with The Job Foundation because I believe in the mission of equipping K-12 students and their families for economic advancement. I also am able to see the direct impact that The Job Foundation has in our community by mentoring and volunteering. The Job Foundation does this through a goal system that encourages attendance and good grades in school. The goal system is achievable for the students, rewards the students monetarily, and encourages fundamental habits that the students will



need to become financially independent adults. This creates a healthy environment for the students to learn and grow in the school setting and beyond. Also, The Job Foundation has incredible events for all ages throughout the year that allows students, mentors, and volunteers to interact in real-life situations to instill financial decision making. The Job Foundation staff does great work in facilitating those events throughout the community. It is a blessing that there is a program like The Job Foundation in the Cedar Valley, and I am so fortunate for the opportunity to mentor and volunteer.

Dr. Greg Hoekstra

At-Large

Retired
IT Committee

Craig Mahood

At-Large

Retired
Finance Committee

Sara Miller

At-Large

Cedar Falls Community
School District
Governance Committee
Education Committee

Nick Pfeiffer

At-Large

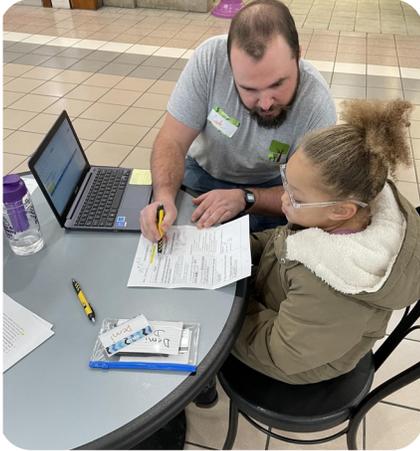
John Deere

Shayla Stevenson

At-Large

Waterloo Community
School District
Education Committee

Program Report



Elementary Students

Elementary students were provided financial literacy lessons through Pear Deck – an online and interactive learning platform for K-12 students. These activities helped students learn and understand how to manage money properly and traits of a leader. Students were taught a variety of financial and leadership concepts, such as:

- Charitable Giving
- Volunteering
- Comparison Shopping
- Debit & Credit
- Good Debt Vs. Bad Debt
- Checkbook Register
- Banking



Middle School Students

Middle school lessons were taught in person for the first time since the Covid-19 pandemic. These lessons were held at First Congregational Church in Waterloo. During these sessions, students learned about a range of topics. In addition, the students participated in fun, interactive activities that helped them better understand the concepts being taught. The lessons covered were:

- Banking
- Budgeting
- Career Exploration
- Charitable Giving
- Checkbook Registers
- Comparison Shopping
- Credit, Debt, & Loans
- Critical Thinking
- Conflict Resolution
- Fraud, Scams, & Identity Protection
- Impact of Addiction
- Insurance, Saving, & Investing
- Storing Important Documents
- Volunteering



High School Students

In 2022-23, high school lessons were taught in person as well. Being able to learn in person again was a chance for students to interact face to face with the Education Coordinator and their peers. The classroom environment fostered meaningful exchanges and collaborative discussions that enriched the learning experience. Concepts that high school students learned about were:

- Budgeting
- Career Exploration
- Charitable Giving
- Educated Consumer Habits
- Emergency Funds
- Insurance
- Interview Skills
- Qualities of a Leader
- Storing Important Documents
- Volunteering

2023 Graduates

"During my years in the program, I've learned a lot about checks, banking, credit unions, and more. This program also helped me with keeping up with schoolwork, getting a job, paying bills, and other important things about life. [The Job Foundation] may also give students motivation to do well in school because you have to work hard for your earnings by having good grades. I like The Job Foundation's program because of the help it's given me over the years, and because it also is getting me ready for my future." - **Navaeh, Sophomore at West High School**



Yasmin Burt

Savings Earned: \$5,617.16

Plans After Graduation: I plan on attending beauty school to become an esthetician.

Most Valuable Takeaways: During my time in the program, I've learned the importance of budgeting and how to build credit.



Amarie Seaberry

Savings Earned: \$4,413.84

Plans After Graduation: I plan on attending Hawkeye Community College.

Most Valuable Takeaways: The most valuable things I have learned in The Job Foundation are how to handle my money and how to choose different types of banking services.



Kailah Stigler

Savings Earned: \$6,531.95

Plans After Graduation: I plan on entering the workforce. My hope is to one day pursue becoming a tattoo artist.

Most Valuable Takeaways: During my time in the program, I have learned the value of money, and the importance of spending it wisely and building your savings.

Devontez Grohe

Savings Earned: \$6,600.53

Plans After Graduation: I plan on attending Hawkeye Community College.

Most Valuable Takeaways: For me there isn't just one valuable thing because they have all been valuable to me and helped me learn things I didn't know.



Karma Stanberry

Savings Earned: \$5,299.24

Plans After Graduation: I plan on working 3rd shift at NewAldaya Lifescapes.

Most Valuable Takeaways: During my time in the program, I have learned how to save money, the difference between wants and needs, and the benefits of giving.



DeJuan Rambus

Savings Earned: \$6,336.72

Plans After Graduation: I plan to attend ISU for engineering.

Most Valuable Takeaways: One valuable thing I have learned through The Job Foundation is that money is something you should save, so you can have a better life in the future.



"Besides the financial aspect of it, The Job Foundation has allowed me to be a part of a family. I've met lifelong friends through this program. It's helped me to view and understand the importance of dealing with your money properly. The Job Foundation has shown me that giving just a little can go a long way... Personally, I wish every kid growing up had a program like this to experience. It has definitely been a life changing experience." - **Yasmin, 2023 Graduate**

Student Earnings Report

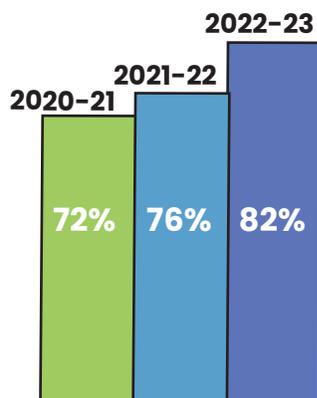
Students earned a total of \$33,703.17 for their grades, attendance, and behavior at school during program year 2022-23. This conditional cash teaches them the concept of work and reward. The requirement to save 60% of earnings helps them plan for the future; they learn how to spend the rest wisely by learning the difference between needs and wants, and creating spending plans. Additionally, they're taught the importance of charitable giving. Most of our students choose to support a cause that's important to them.

Students Spend Wisely

Needs - 54%

Wants - 36%

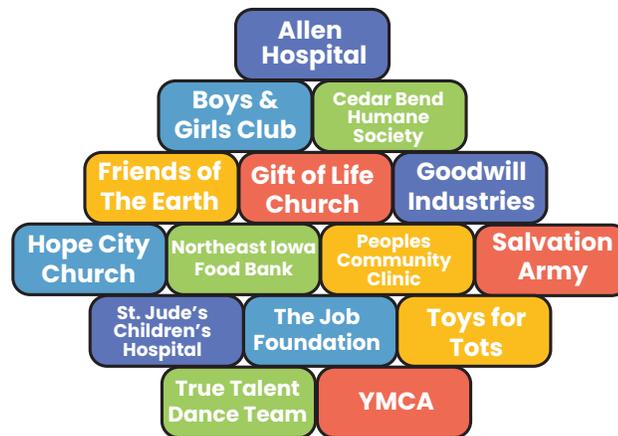
Gifts - 10%



Long-Term Savings Goal

Each student should have accumulated at least \$3,400 in savings by the time of graduation. The Job Foundation set this goal to inspire and guide students; currently, an impressive 82% of them are making steady progress toward the goal. Saving money helps students develop discipline and determination.

Students Give Back



Percentage of Students Who Donated: 67%
Amount Donated: \$770.24

Foundation Scholarship

Seven Job Foundation alumni are currently attending college, thanks to financial support from Dave and Jeanne Allbaugh. In 2019, these long-time supporters started scholarship funds at Hawkeye Community College, University of Northern Iowa, and Iowa State University, specifically for program grads. Congratulations to these students who are continuing their educations:

2023 graduates: **DeJuan Rambus**, ISU; **Amarie Seaberry**, HCC; **Kailah Stigler**, HCC

2022 graduate: **De'Nay Saffold**, HCC

2021 graduate: **Develle (DJ) Rambus**, ISU

2020 graduates: **Tyrese Philips**, ISU; **A'Various Stanberry**, UNI

IT Report



During 2022-2023 school year, Adrian Gomez, a sophomore at the Waterloo Career Center and Waterloo East High School, has been diligently developing an app for The Job Foundation. This app is designed to assist students in efficiently tracking their earnings in their checkbook registers. Currently, Job students use spreadsheets to track their income and expenses. Consequently, the introduction of The Job Foundation App would make it easier for students to see where their money goes and how they spend it. This app will help them make smarter choices when purchasing items.

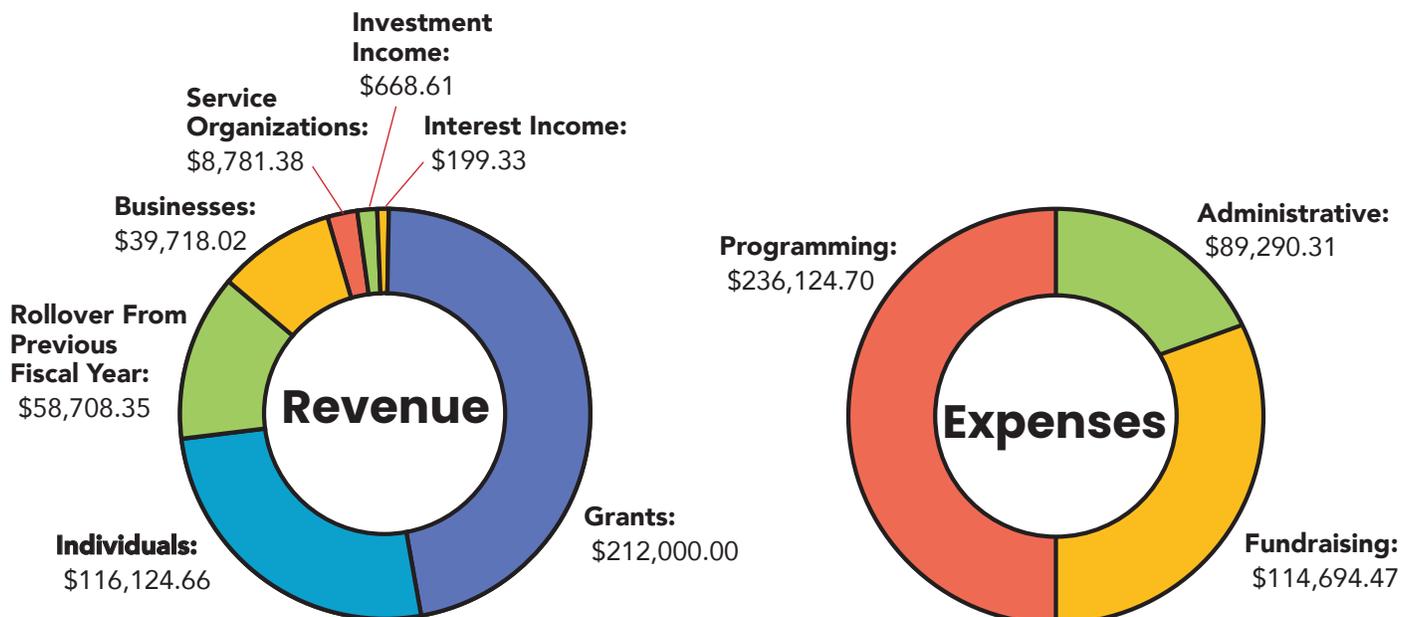
Adrian's exceptional efforts did not go unnoticed. Iowa Representative, Ashley Hinson, named Adrian as the winner of the 2022 Congressional App Challenge in Iowa's First District. In April, he had the incredible opportunity to travel to Washington, D.C., to present the app to other lawmakers. For

more information on Adrian's presentation at the House of Code Festival in Washington, D.C., check out the link. www.congressionalappchallenge.us/22-IA01/



Congressional
App Challenge

FY 2022-23 Year-end Financials



Ways to Give

To donate to The Job Foundation, please visit our website at: thejobfoundation.org/donate or scan the QR code.

If you have questions or would like to donate by phone or email, please contact :

Linda Bowman
linda@thejobfoundation.org
 319-823-1033

Or mail your checks to:

The Job Foundation
 4600 University Avenue
 Suite #1
 Cedar Falls, IA 50613



Scan the QR code to
donate today!



The Job Foundation
 4600 University Ave. Ste 1
 Cedar Falls, IA 50613
 (319) 823-1030
www.thejobfoundation.org



VISION

ALL PEOPLE ACHIEVING FINANCIAL SUCCESS!

MISSION

TO EQUIP K-12 students and their families FOR ECONOMIC ADVANCEMENT

GROWING IN FINANCIAL LITERACY, LEADERSHIP, & COMMUNITY



61 VOLUNTEERS
 944 HOURS

“THANK YOU VERY MUCH. God bless you and ALL THE PEOPLE WHO HELP in the Foundation.” – Parent

INCLUSION
Success for all

DEVELOPMENT
We come as we are and leave better

EDUCATION
The vehicle to self-sufficiency and freedom

RESPECT
For everyone

HOPE
Sustained commitment

• COMMUNITY Bridging social divides •

JOB FOUNDATION CORE VALUES