

# Annual Report 2023 - 2024



# Executive Director Report



Cyd McHone

As we reflect on another successful year at The Job Foundation, I am filled with gratitude for the commitment and support of our board members, staff, volunteers, and donors. Together, we have made meaningful strides in our mission to empower youth in our community and combat generational poverty.

The Job Foundation is excited to report a remarkable 62% increase in student enrollment over the past fiscal year, growing from 66 students to 107. As we prepare for the upcoming school year, we anticipate reaching our maximum capacity of 125 students, all from low-income households. This growth is not just a number; it reflects our commitment to providing life-changing opportunities and educational resources to more families in our community, helping them build a brighter future.

Throughout this year, our organization has witnessed significant successes across multiple facets of our program. Students collectively earned \$15,065.46 based on their academic performance, demonstrating their hard work and commitment to financial literacy. This initiative empowers them to understand the value of money, with 55% of students saving extra funds, totaling \$1,730.61 in savings. Such achievements not only instill good financial habits but also lay the groundwork for a secure financial future. Moreover, we are proud of the community spirit fostered among our students. Over the past year, they collectively donated \$711.53 to various charitable organizations, including the Boys and Girls Club, Cedar Bend Humane Society, and the Salvation Army. This aspect of our program reinforces the values of giving back and social responsibility, encouraging our students to be active and compassionate members of their communities.

As we look ahead, our commitment to expanding our outreach and enhancing our programs remains steadfast. We recognize the critical need for mentorship and volunteer support, as our program currently lacks enough volunteers to provide each student with a mentor. We aim to bridge this gap to ensure every student has access to a positive role model in their educational journey. The unwavering support of our donors, the dedication of our staff and volunteers, and the resilience of our students are integral to our mission.

Together, we are making a profound difference in the lives of youth in our community, equipping them to become financially independent adults who can break the cycle of poverty.

*“The Job Foundation is transforming lives through its work with families in our community. The importance of education is reinforced while teaching the fundamentals of money management through instruction and hands-on practice.”*

- Mike & Liza Hulme

## Board of Directors

**Mike Brost**, President  
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**Maureen Hanson**, Vice President  
Retired, John Deere  
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**Ruth Cole**,  
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**John Harris**, Secretary  
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**Ana Hernandez**,  
Veridian Credit Union  
Vine Valley Real Estate  
Finance Committee  
Development Committee

**Dr. Greg Hoekstra**,  
Chair of IT Committee  
Retired  
IT Committee

# Volunteer Report

72 Volunteers

1020 Total Volunteer Hours

35 Mentors

688 Total Mentor Hours

## Volunteer Spotlight Sunny Valente, Mentor

### Q&A

*When did you first start mentoring in this program?* February 2024

*What is your favorite part about mentoring?* Going out into the community and doing fun things with my mentee.

*Can you give a few examples of places you've gone or things you've done with your mentee?* We've gone to the circus, Adventureland Theme Park, picnicked at a lake, Sturgis Falls, movies, library, lunches, played games, etc. This Friday we will go to the Autumn Moon Festival at the Hearst Center in Cedar Falls to make moon cakes and lanterns in celebration of this Chinese tradition.

*How many times a month do you typically see your mentee?* Once or twice, depending on our schedules.

*What lesson have you learned from your mentee that you feel others should hear?* Meet the child where they are at developmentally.

*What's something that you feel others should know about being a mentor?* You have value and impact as a mentor. You may not see immediate or short-term results from your efforts, but your presence, kindness, and interest could touch or change a child's life.



## Get Involved

To volunteer or mentor at The Job Foundation, please visit our website at [www.thejobfoundation.org/volunteer-today](http://www.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](mailto:seth@thejobfoundation.org)

319-823-1095

Craig Mahood,  
Retired  
Finance Committee

Sara Miller,  
Cedar Falls Community  
School District  
Governance Committee  
Education Committee

Nick Pfeiffer,  
John Deere  
Mentor Committee

Shayla Stevenson,  
Waterloo Community School District  
Education Committee

Heidi Verhagen, Treasurer  
RSM  
Finance Committee

# Program Report

## Elementary Students

Elementary: This year The Job Foundation's Education Coordinator, Courtney Post, started going into the Waterloo elementary schools. Courtney set up three times throughout the school year with each school to meet with all the students. Out of the eleven schools in Waterloo, TJF has students at every one of them!

1st Trimester: Critical Thinking and Scams

2nd Trimester: Document Organization, and being a Smart Consumer

3rd Trimester: 70/20/10 Budget Role, Investing, and Taxes



## Middle School Students



The Middle School 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: **Topics:**

Banking  
Budgeting

Charitable Giving  
Checkbook Registers  
Comparison Shopping  
Credit, Debt, & Loans  
Critical Thinking  
Conflict Resolution  
Fraud, Scams, and Identity Protection  
Payday Loans  
Predatory Lending  
Insurance  
Saving & Investing  
Document Organization  
Volunteering with the Food Bank  
Emotional Intelligence and Conflict Resolution  
Using Technology Responsibly  
Tax System

## High School Students



In 2023-2024, high school lessons were held after school at First Congregational Church in Waterloo. The classroom environment fostered meaningful

exchanges and collaborative discussions that enriched the learning experience. Concepts that high school students learned about were:

**Topics**  
Budgeting

Career Exploration  
Charitable Giving  
Document Organization  
Emergency Funds  
Emotional Intelligence and Conflict Resolution  
Fraud/Protection Services  
Insurance  
Interview Skills  
Investments  
Making Wise Choices and Avoiding Addictive Substances  
Renting/Owning a Property  
Tax System  
Volunteering

# 2024 Graduates



## Ra'Tavius Martin

**Savings Earned:** \$5,842.69

**Plans After Graduation:** I am currently looking into attending a trade school.  
**Most Valuable Takeaways:** Some of the most influential things I've experienced throughout my time in this program are learning how to balance my finances; the value in having a mentor by my side, whether it's spending time doing fun things or just having someone to learn from; and I'll never forget how much fun I had at the different events.

## Mekhi Sims

**Savings Earned:** \$6,355

**Plans After Graduation:** Attending Hawkeye for 2 years for general studies & going to Iowa State for software engineering with scholarship.  
**Most Valuable Takeaways:** The most important thing that I've taken away from this program is learning how to save my money and how beneficial saving can be in the long run.



## Leilah Stigler

**Savings Earned:** \$4,157.79

*"I've just seen the newsletter that was sent out and WOW! Amazing things you are all doing over there! I just wanted to say keep up the great work! Putting back into the community is a way to start and build those young minds up to be great leaders! Thank you for all that you guys do! It really does make a difference!"* - Jessica, TJF Business Partner

## Students on Scholarship

### Success Story (Juannie Rambus)



Juannie is a dedicated and ambitious young man currently pursuing a major in Industrial Technology at Iowa State University. He graduated from TJF in 2022 and is now a sophomore, supported by a Job Foundation Scholarship.

at the Waterloo plant in Maintenance Engineering, where he gained valuable experience two summers ago. After a successful freshman year at Iowa State, he was invited back for another internship last summer at the Ankeny plant, focusing on tillage products on the factory floor.

Initially, Juannie started his college career majoring in Mechanical Engineering. However, after his first internship, he realized he preferred a more hands-on approach to his studies and decided to switch to Industrial Technology. He is very satisfied with this decision, as he enjoys working directly with products and manufacturing processes.

Juannie's interest in industrial technology began during high school in Waterloo, where he participated in the John Deere Internship Program. His first internship took place

# The Job Foundation Scholarship

In 2019, Dave and Jeanne Allbaugh, who have been long time supporters of The Job Foundation, took a significant step to make a positive impact. They established The Job Foundation Scholarship Fund at three respected institutions: Hawkeye Community College, University of Northern Iowa, and Iowa State University. This special scholarship opportunity is designed for individuals who have successfully completed The Job Foundation's program. It's a wonderful opportunity for these graduates to pursue higher education and further their dreams.

## Student Earnings Report

**Total Student Earnings:**  
**\$15,065.46**

**Spending Behaviors**  
(How Students Spent Their Money)  
**Needs: 35%**  
**Wants: 47%**  
**Gifts: 18%**

During program year 2023-24, students earned \$15,065.46 based on their grades, attendance, and behavior at school. The Job Foundation believes financial education happens inside and outside of the classroom. Student earnings allow them to practice the knowledge and skills they learn during financial lessons. In addition, the long-term savings becomes a solid foundation for their financial future. Therefore, students will have a head start toward financial independence and be well-prepared for managing their money wisely in the future.

## Saving Behaviors

**Percentage of Student Who Saved Extra Money: 55%**  
**Amount Extra Money Saved: \$1,730.61**

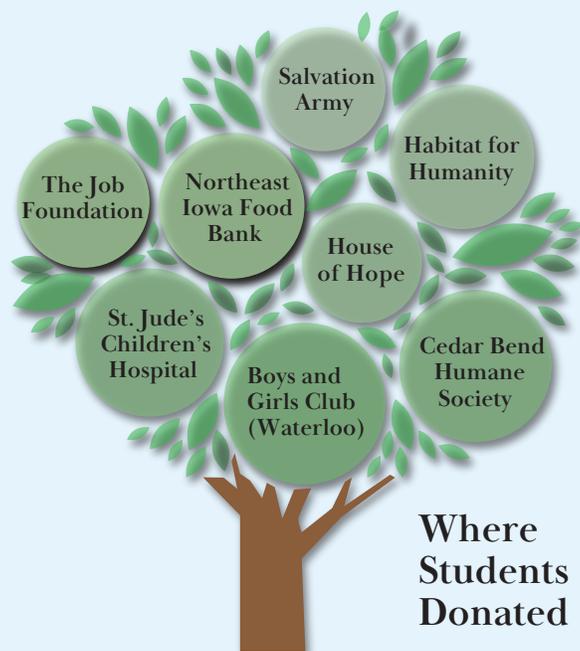
The Job Foundation set a long-term savings goal of \$3,400 to inspire and guide students towards a financial milestone. Saving money teaches students discipline and determination which builds a strong foundation for them to become financially independent adults.

## Charitable Offerings

**Percentage of Students Who Donated: 52%**  
**Amount Donated: \$711.53**

*"Because of The Job Foundation, I was introduced to a lot of great people who continued to play a big role in my life even after high school graduation. I graduated from Iowa State University debt-free because of the impact of The Job Foundation. In addition, I continue to share the skills I have learned and adopted with my peers. I also share financial knowledge with my fifth-grade students now that I'm a teacher."*

- Dominiqua, 2019 Graduate



**Where Students Donated**

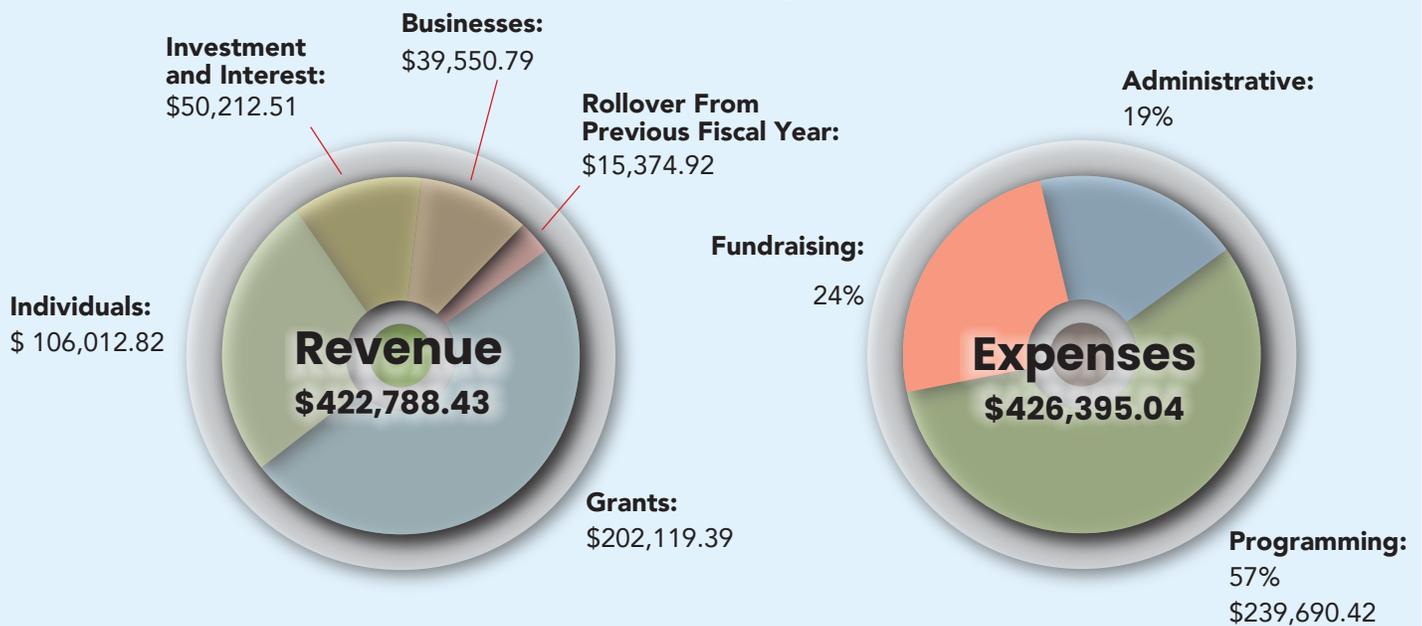
# Financial Report

## Narrative

The Job Foundation is deeply grateful for each and every donor who has generously supported our mission in ending the cycle of generational poverty in the Waterloo community. Your contribution plays a vital role in helping us to empower young individuals through providing the support and education necessary to create a better future for each student in

this program. Your commitment to this cause makes a continuous, profound difference. Once again, we want to express our appreciation for your devotion to our program. Your support has played a crucial role in shaping our students' experiences and creating lasting benefits that extend well beyond the students' time at The Job Foundation.

## Revenue and Expenses - CYD



## Ways to Give

To donate to The Job Foundation, please visit our website at [www.thejobfoundation.org/donate](http://www.thejobfoundation.org/donate).

If you have questions or would like to donate by phone or email, please contact our Development Director:  
Daekota Knott  
[daekota@thejobfoundation.org](mailto:daekota@thejobfoundation.org)  
319-823-1033

If you'd like to donate by mail, please mail your checks to:

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



Scan the QR code to donate today!

*"The GreenState Foundation is proud to support The Job Foundation as we both seek to improve the financial health and wellness of our communities. We understand that financial education and financial independence does not come easy nor is it readily available, and The Job Foundation is there for that purpose. They see that our youth is our future, so thank you from our Foundation to yours!"*

- Tara Wachendorf, GreenState Foundation President



**The Job Foundation**  
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 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



"THANK YOU VERY MUCH.  
 God bless you and **ALL THE  
 PEOPLE WHO HELP** in the  
 Foundation." —Parent

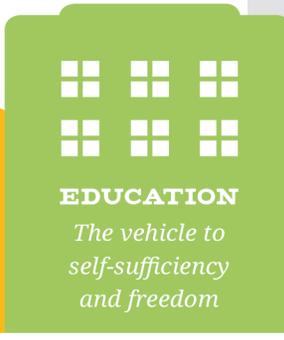
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**INCLUSION**  
*Success for all*



**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**