



STRONGER TOGETHER

The Cedar Valley is a community of strength, resilience, and unity. Never has this been more evident than when uncertainty hit in March of 2020. When everything felt as though it were falling apart, our community stepped up and became stronger together. Businesses changed their product line to produce hand sanitizer, nursing home residents on lockdown were entertained by music performers outside their window, the Northeast Iowa Food Bank partnered with the schools to provide free meals to families, local organizations shared resources with one another to further assist our citizens, and thousands of masks were handmade by volunteers.

One of The Job Foundation's core values is **HOPE**. No matter the circumstances, The Job Foundation is committed to serve. Every family enrolled in the program received a phone call by a staff member to check in and ask about their needs. Several families did not have transportation to access the free meals being provided. Staff and volunteers at The Job Foundation filled this need by delivering meals to doorsteps. Some single moms with children in our program were laid off and struggling to make ends meet. The Job Foundation connected these women with local childcare and rent assistance programs.



Families without internet access or a computer struggled with home learning. The Job Foundation delivered hard copies of lessons provided by the schools and referred families to get access to free Wi-Fi.

We believe that education is the vehicle to self-sufficiency and freedom. To encourage students to complete their schoolwork from home, the education

committee adapted our program to allow students to earn money while distance learning. Financial lessons also continued and were posted online for students to access and complete. Mentors and volunteers continued to check in with families over FaceTime, phone calls, or visiting on the front lawn.

As school resumed this fall, we learned families were without school supplies. Local organizations that typically fill this need were unable to do so this year. The Job Foundation partnered with Target and VGM to purchase school supplies for our students.

We are truly stronger together. The Job Foundation will continue to stand with our resilient community and link arms with our families, community leaders, businesses, and local nonprofits to provide HOPE for a better future.



NOTE FROM THE DIRECTOR

Within this Annual Report you will find the story of a not for profit that began the year with big dreams to make big changes. In the first half of the school year, The Job Foundation staff and volunteers:

- Developed a new strategic planning platform
- Adapted and updated lesson plans
- Changed the location and format of the middle school lessons
- Created targeted communication plans and policies to improve the ways we share information with families
- Improved the planning and organization of the big family events
- Made monumental advancements in our technological systems

And then COVID-19 arrived. The innovations in technology allowed the staff to work efficiently and safely distanced, but some of the other work had to be postponed or re-imagined. In these pages you will see how the talented and dedicated staff and volunteers quickly adapted to the changing landscape while never losing site of our mission: To equip K-12 students and their families for economic advancement.



Cyd McHone
Cyd McHone
Executive Director

VOLUNTEER & PARTICIPATION REPORT

A total of **86 volunteers** contributed **2,128 hours**. Of the total volunteer hours, 64 volunteer mentors contributed 1,822 mentoring hours. These hours make a direct impact on children's lives in Waterloo. We are so grateful for all our dedicated volunteers! Together, we can see all people achieving financial success!



Volunteer Spotlight:
Donna Brown
Volunteer mentor with over 100 volunteer hours last year

"The Job Foundation is one of our community's real gems. It has earned my respect, passion, financial resources, time, and praise.

This organization makes a significant difference in the lives of volunteers and participating families. Mentoring Kailah has been a very enjoyable experience. It's been fun watching her grow into a very mature young lady whose interests continue to change as she grows older."

PROGRAM REPORT

ELEMENTARY STUDENTS

receive a financial and leadership lesson every trimester.

"The PAC committee provides information to ensure the financial success for the families of the students that the Job Foundation serves, but also gives them information to community resources that they may not know about."
- Perrine Coppage, Parent Advisory Committee member

This year, Elementary financial and leadership lessons were combined into a Family Night event held three times. During Family Night Events, parents receive a financial lesson organized by the Parent Advisory Committee (PAC) while children are given a financial lesson. Everyone in the family leaves Family Night with information to equip them to become financially independent. Elementary students have learned about topics such as prioritizing wants and needs, different payment methods, setting goals, and the difference between a career and a job. Parents learned the importance of having a bank account and how to create a budget.



Trameka and first graders Kai and K'den

The Job Foundation has partnered with Dupaco Community Credit Union to facilitate financial lessons with parents. Dupaco helped interested parents open their own bank account the same night. In addition to education, Family Night serves as a time to build a community of their own. Community sustains and enriches our long-term program. Several parents responded that they loved spending time with other parents of kids in the Job Foundation and described how they have built relationships with one another throughout the year.



Perrine (Left) with her daughter and mother at Family Night

MIDDLE SCHOOL STUDENTS

receive financial and leadership lessons weekly after school.

Our Education team has made changes in the weekly Middle School lessons to help us continue to reach students in the critical Middle School years.

- Middle School lessons were held at the Waterloo Career Center, offering a modern, comfortable space with reliable technology to adequately teach students
- Job Foundation Middle School students also received a tour of the Career Center. Many students discovered new opportunities and interests for their future!



Daniehsa, 6th grader at Carver



Middle School students shopping at the Job Store

- The Job Store was created for the Middle School program. Students earn "Job Bucks" when participating in class, leading the class in the Wealthy Person's Creed, and completing extra credit work. At the end of each quarter, students may choose to spend their "Job Bucks" in the Job Store to purchase donated items such as scrunchies, t-shirts, snacks, and GameStop gift cards. Students may also choose to save their Job Bucks for the next time the store opens. This has increased student participation during class and provides an opportunity for students to put their learning into doing by practicing making wise financial decisions.

HIGH SCHOOL STUDENTS

receive financial and leadership lessons monthly.

High School students receive hands-on, in-depth learning experiences by going on field trips and hearing from experts. In 2019-2020, Job High School students:

- Explored different career opportunities by touring the Waterloo Career Center
- Visited Wells Fargo and learned about credit and debt
- Heard from a guest speaker from Pathways and learned about different types of addiction



Seniors A'Various (far left) and Tyrese (far right) visiting the Waterloo Housing Authority

- Prepared for the ACT with a lesson from Hawkeye Community College
- Learned about auto insurance with Sinnott Insurance Agency
- Visited the Waterloo Housing Authority to learn about renting and buying a house



High School lesson at The Job Foundation Office



Former Job Student, Angel Antonio, used his gift of creativity to start his own business called Creations. Angel was a student in The Job Foundation from 5th – 8th grade before moving away. Today, he is finishing High School and managing his business. Angel designs greeting cards by hand, prints and packages them for sale. We are so proud of Angel's great accomplishment!

Tell us about how you started your own business? What motivated you and what challenges did you overcome?

Starting a business at a young age is not easy. I feel like I had to make some big adult decisions if I really wanted to be able to make this work. I grew up in a not so good neighborhood. There were a lot of people who did a lot of drinking and drugs. My parents always wanted me on the right path and they did their very best to make me understand that I needed to be different if I really wanted to become someone in life and not follow the crowd... My motivation for becoming an entrepreneur was my parents... I am a big believer that we as young people have something to prove to the older folks. We are able to make something if you are determined and [if you] stay focused you will accomplish whatever your heart desires. It's all up to you if you want to be a follower or a leader.



Was there anything you learned from The Job Foundation that helped you start your own business?

YES! The marketing that they taught me at the time I thought it was pointless but now that I own my business I have learned that everything they told me was very useful, especially how to fill out checks! Whoever is reading this, make sure you really pay attention to what they teach you. I swear to you that you will need it, maybe not at the moment but the time will come I promise!



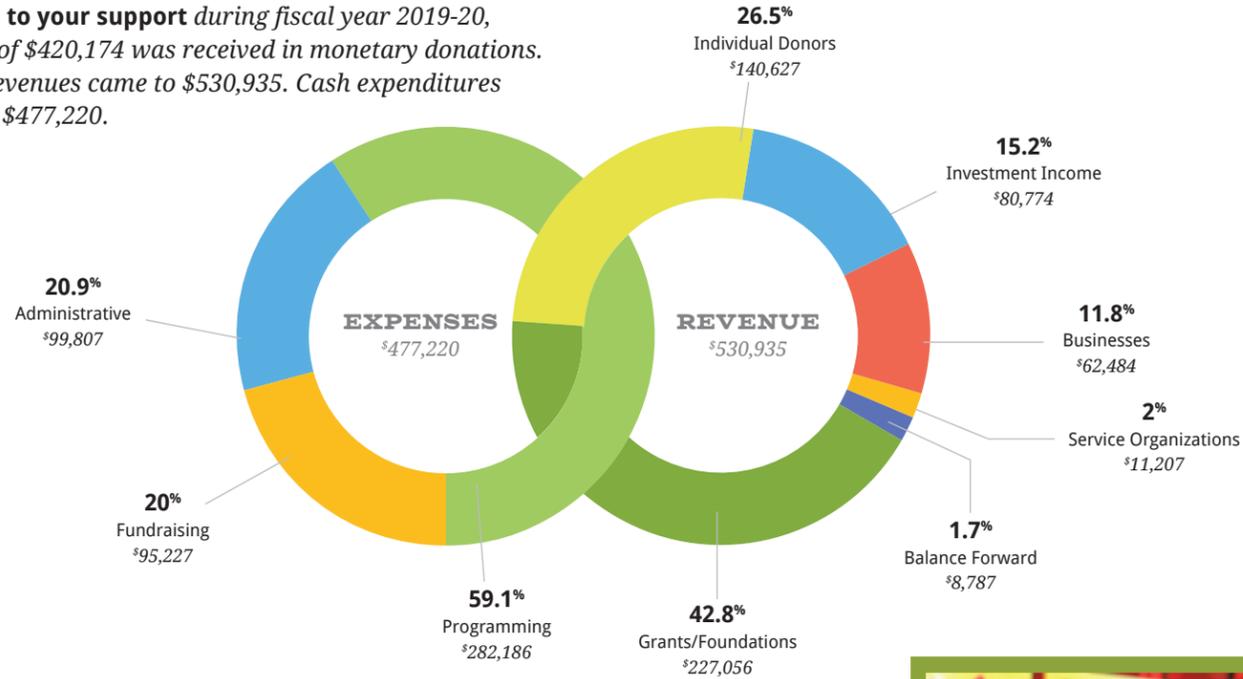
What memories do you have from being involved in The Job Foundation?

There are so many amazing memories that I remember about The Job Foundation! My favorite part about it was being able to go shop with the money that we have earned from our grades. Everyone there was so nice and good-loving people who wanted to see the kids grow and be successful. I will never forget the amazing time I had with The Job Foundation!

To learn more about Creations and to order prints, visit <https://creations-via-angel.myshopify.com/> and stay up to date by liking his Facebook page: @creations.business20

FINANCIAL REPORT

Thanks to your support during fiscal year 2019-20, a total of \$420,174 was received in monetary donations. Total revenues came to \$530,935. Cash expenditures totaled \$477,220.



CHARITABLE OFFERINGS

Students learn about charitable giving during financial lessons. Before every shopping trip, students are given the opportunity to decide if they would like to support a nonprofit organization. Many Job students said "yes!" and donated a total of \$913 to charity last year!



STUDENT EARNINGS REPORT

Total Student Earnings During fiscal year 2019-20, a total of \$53,087 was awarded to students. Approximately 50% of this money (\$27,680) is being held for them in long-term savings. These earnings provide students with invaluable hands-on lessons and the long term savings will launch them into adulthood upon successful completion of the program.

On Track With Program Goals

95% of students are on track to have \$3,000 in their savings account upon graduation.

Long-Term Savings Goal Per Year

\$100.80	Elementary
\$330.00	Middle School
\$430.00	High School

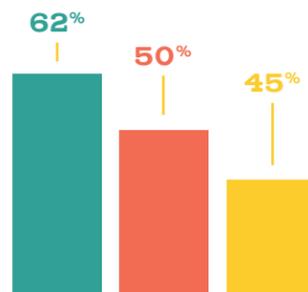
Spending & Saving Behaviors

On average, when students had the opportunity:

- **62%** Chose to save more than required
- **50%** Donated money to charity
- **45%** Of purchases were necessities



Ra' Tavius, an 8th grader at Carver, using his Job earnings to purchase shoes during a shopping trip.



THE JOB FOUNDATION SCHOLARSHIP

Generous longtime donors [Dave & Jeanne Allbaugh](#) have established The Job Foundation Scholarship Fund at Hawkeye Community College, University of Northern Iowa, and Iowa State University. We are happy to announce that two Job Foundation graduates have received this scholarship at ISU; **Dominiqua Watts** (class of 2019) is studying Elementary Education and **Tyrese Phillip** (class of 2020) is studying Political Science. We are thrilled to see our students succeed after graduating from our program.

If you would like to make a donation to this scholarship fund, please visit www.thejobfoundation.org and click "TJF Scholarship Fund" under Donate, or call (319) 823-1030.



Dave & Jeanne Allbaugh

Scholarship Thank You's

"My name is Tyrese Phillip, and I would like to thank you greatly for helping fund my education at my dream school of Iowa State University. I have been a part of the Job Foundation since elementary school and having the support from donors like you is one of the main reasons I continue to strive for success. My educational goal at this moment is to obtain a bachelor's degree in political science or somewhere in the liberal arts field. While also maintaining at least a 3.0 GPA, if not higher, throughout my four years of college. I'm drawn to this major because by studying a topic such as political science, I will learn how to improve my skills in communication, writing, critical thinking as well as understanding different ways of thinking... So again, I would like to thank you for allowing me to have 100% focus on my goals and dreams in life."

— Sincerely, **Tyrese Phillip**

"I would like to take this opportunity to thank you for your generosity in funding The Job Foundation scholarship. I am honored to be the recipient of this amazing scholarship. I am currently a sophomore majoring in Elementary Education, and my GPA is a 3.2. I have completed 37 credits and will soon be preparing to take my entry exam for my program. Receiving this scholarship allows me to maintain my GPA while not worrying about the financial burden of paying for school. I look forward to furthering my education and giving back to my community once I begin my teaching career. Thank you for believing in me and your continued investment in my future."

— Sincerely, **Dominiqua Watts**

Board of Directors

Thank you to the Board of Directors for providing dedicated leadership and governance to the organization.

Mike Brost*President*
 Caleb Schmidt*Treasurer*
 John Harris*Secretary*
 Craig Mahood
 Ruth Cole
 Maureen Hanson
 Sara Miller

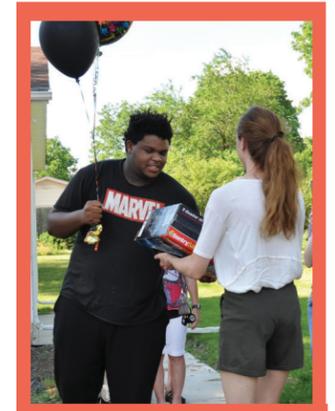
CONGRATS TO OUR 2020 GRADUATES

A'Various Stanberry and Tyrese Phillip graduated from East High in May of 2020. Both enrolled in The Job Foundation as elementary students and completed over 120 financial lessons, have sufficient savings to help launch them into independent living, created budgets and spending plans, and started their credit history.

Tyrese is attending Iowa State University on a scholarship based on his academic achievement. **A'Various** plans to continue working and attend Hawkeye in the future with the goal of a degree in music education.



Tyrese with his mother at his graduation parade.



A'Various with friends and family at his graduation parade.

Since our Annual Affirmation Event was cancelled, we held a graduation parade to celebrate our Seniors. Friends, family, mentors, and staff were invited to drive by and send their best wishes as these young men step into their next adventure.

IT UPDATE

With your support, we have made IT investments that directly support our vision of all people achieving financial success.

We have:

- **Created an Access Database** that formalizes how we store and report student data.
- **Purchased new laptops and a Microsoft server** that allows our team to be on the same page. With these investments, our team has continued to work and support students remotely during the Covid-19 crisis.
- **Hired part-time IT staff** who share our values and provide expertise. Relying on a team of experts ensures we have the right solutions for our foundation.



The Job Foundation
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ACHIEVING
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MISSION
TO EQUIP
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GROWING IN
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86 VOLUNTEERS
2,128 HOURS

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

