2022-2023 ANNUAL REPORT

JA CENTRAL ONTARIO

Member of JA Worldwide

IMPACT BY DESIGN

ALIGNING OUR EFFORTS FOR RESULTS



PHOTOGRAPHY BY: JESÚS MAZA

THE POWER OF COMMUNITY

We begin each year reflecting on ways to bring our vision to life; creating a world in which young people have the skillset and mindset to build thriving communities. Now, we're looking back over the past twelve months and reflecting on how much has been accomplished.

What is clear is that the power of community has profound impact. We are thankful for the collaborations, partnerships and working relationships that have made our achievements possible this year.

ALIGNING OUR EFFORTS TO CREATE RESULTS

Throughout 2022-2023, we increased our focus on aligning our efforts to create meaningful results. We worked in partnership with like-minded community members, organizations and companies on exciting initiatives throughout the year and we meaningfully entered conversations about how and where we could contribute even more. Delivering on shared goals allowed us to reach into new communities, engaging students and teachers throughout our region.

IMPACT BY DESIGN

Creating impact is the starting point of our planning and development approach. We not only consider **what** we need to do in order to positively impact the future of local students, but **why** we do what we do, **who** we need to work with and **how** we need to show up to achieve outstanding outcomes.

We're designing the way we work to consciously create positive impact for students, teachers, volunteers and the community — and ensure JA Central Ontario's relevance for years to come.

BY ALIGNING OUR EFFORTS AND WORKING COLLABORATIVELY AND WITH PURPOSE, WE SUCCESSFULLY MET (AND SURPASSED!) GOALS THAT BENEFITED OUR WHOLE COMMUNITY.



PHOTOGRAPHY BY: JESÚS MAZA

90% JA Company Program students strongly agree or agree that they have benefitted from mentorship*

96% JA Accelerator program students say they have the skills and/or knowledge needed to be successful in the workplace**

92% of volunteers say they enjoyed delivering JA programs because they are able to help students explore possibilities for their futures*

* JA Central Ontario Survey (Survey Monkey), 2023
** Crestview Survey, 2023

LEADERSHIP LETTERS

A MESSAGE FROM THE CHAIR OF OUR BOARD OF DIRECTORS



With big goals you can achieve big results, and we had that concept in mind throughout the entire 2022-2023 year.

As I look back on the past twelve months, I am proud to be part of a charity that not only aims high but also puts in the tremendous effort it takes to make its goals a reality.

CONNECTION IS KEY

One of the most important keys to success is to be connected — to your mission, to the people you serve, and to the people who form your community.

This year, the JA Central Ontario team worked with thousands of students, volunteers, teachers, corporate and community partners in our region. No one can achieve great things on their own and the team at JA Central Ontario fully embraces the art of collaboration.

FOSTERING LEADERSHIP

Creating positive impact is the foundational component of our work as a Board of Directors and it shows up in many different ways.

We begin each meeting of the Board of Directors with Mission Moments, stories that reflect the overarching reason we are engaged in this work — to positively impact the lives of local students. These observations and anecdotes are shared from the heart by my fellow Directors from their experiences delivering JA impact in the preceding quarter. This is a meaningful component of each meeting, connecting our mission and vision tangibly to governance and strategy.

As a Board, we consider how JA can take action that is in alignment with our strategic plan in order to empower a new generation. We also assess the best ways we can contribute to achieving the national goals of JA in Canada.

MAKING A DIFFERENCE

To everyone who was involved in JA Central Ontario this past year, supporting youth to create the futures they desire, thank you. And if you'd like to join us on this inspiring journey, we always have room for one more!

Together, we can create even more life-changing learning opportunities for young people in Central Ontario.

Anthony Boright
Board Chair

LEADERSHIP LETTERS

A MESSAGE FROM OUR PRESIDENT AND CEO

Resilience and impact are two words that inspired us this year.

We have the great fortune of working with students who are preparing for their bright futures. As a volunteer-powered organization, our collaborations with teachers, schools, partners, and community volunteers empower young people to reach their goals.

This year our entire team focused on acting not only for today, but for many future tomorrows, intentionally designing and delivering programs to have substantial impact.

FUTURE-FOCUSED

As we carved a post-pandemic path in F23, our team focused on having a **relevant approach** in all that we do, ensuring **equitable, inclusive reach** to make a real difference in our communities, and cultivating **resilient resources**, so we can thrive well into the future.

TAKING ACTION

We welcomed a **return to in-person learning experiences and events**, incorporating our learnings about virtual program delivery during the recent pandemic-influenced years to enrich our offerings and benefit students.

We innovated by **offering new learning experiences** that address important topic areas, such as a new Mental Well-Being Summit and hosting a bilingual Young Entrepreneurs in Action virtual learning experience.

Continuing **our learning and development journey**, we both participated in and offered programs that included growth opportunities on the topics of reconciliation, DEI (diversity, equity and inclusion), and accessibility.

Our **people-centric approach to working** saw us open a new home for JA Central Ontario. With an ergonomic design, a flexible workspace, and the technology we need, the King Street office is designed to support our hybrid work transformation.

We **launched the JA global brand strategy** in our region and created a new website.

CREATING IMPACT

We have accomplished so much yet have so much more we want to do. In looking back on all that has been achieved over the past year, the team at JA Central Ontario is more excited than ever about the future.

Each and every day, we are inspired to empower new generations of community leaders as they soar towards their dreams.

Jennifer Holmes Weier
President and CEO



2023 IMPACT SNAPSHOT

REALIZING BOUNDLESS POTENTIAL

This was an exciting year! JA Central Ontario made even more connections with students, teachers and volunteers by building on our proven ability to offer a blend of experiential in-person and online learning opportunities.

We focus on creating positive impact in all we do and that's why everything we dream up, develop and deliver is by design. We align our efforts to achieve results that will empower the next generation of community and business leaders.

OUR GOAL

This year, whether we were offering new learning experiences, creating effective partnerships to serve students in underserved communities, reaching deeper into our region, or engaging with students, teachers and volunteers, we had one goal in mind: empowering a new generation!



PHOTOGRAPHY BY: JESÚS MAZA

STRATEGIC ALIGNMENT

Our work is aligned with the three outcomes areas of our Strategy 2025 Plan: Empowering a New Generation.

- Relevant approach
- Equitable and inclusive reach
- Resilient resources

45,827 STUDENTS — benefitting from JA learning experiences

512 SCHOOLS — engaged in JA's immersive education

66 PARTNERS — corporate and community partners powering our efforts

2,238 VOLUNTEERS — and teachers allied in support of youth

RELEVANT APPROACH

We were very fortunate to have this program, which was truly an eye opener for beginners in finance like me. The activities were profoundly enjoyed by all my friends and me. The activity I liked most was the budget project."

- Dollars with Sense student (grade 7)

MAKING CONNECTIONS

When people gather and have opportunities to connect to each other, share experiences and look to the future, the experience is powerful.

We created relevant learning opportunities for Central Ontario's young people, delivered in ways that best meet their needs. Our approach allowed us to reach 45,827 students, representing a 5% increase over last year.

We also launched the JA global brand strategy in our region and created a new website, providing more ways for students, parents, teachers, volunteers and corporate partners to get to know who we are, as well as interact with us.

OUR IMPACT GOAL

We aim for young people in Central Ontario to be economically empowered with the skills, experiences and relationships necessary to lead fulfilling lives and to shape tomorrow's society and economy.

We do this by developing and partnering to present new programs, offering learning experiences that are tried, tested and true, as well as ensuring the information and resources we provide are current and accessible.

NEW LEARNING EXPERIENCES

During the 2022-2023 year, we were delighted to offer new learning experiences, including:

- Partnering with the Ontario Ministry of Education to host **Young Entrepreneurs in Action**. This bilingual virtual event highlighted how students learned to think like entrepreneurs in the Ministry's Entrepreneurship Education Pilot Project. They pitched their ideas and met industry experts who helped them take the next steps to a rewarding future as creators.
- Collaborating on a brand-new project with the Z Zurich Foundation, Zurich Canada and JA Canada to host a **Mental Well-Being Summit**. The event inspired and prepared 87 grade 8 student participants with mental well-being tools to thrive in high school and beyond.
- We launched **Pitch Your Vision**, a 6-week learning experience providing students in grades 9 to 12 an opportunity to explore generating, developing and evaluating ideas for launching a new entrepreneurial venture. 307 students participated, testing their new ideas in an environment that encouraged and celebrated creativity and innovation.

Adding these learning experiences to our line-up of established learning experiences for young people benefited everyone involved.

PROVEN LEARNING EXPERIENCES

JA continues to update and ensure our proven programs remain as relevant to students today as ever, including:

- In April, over 425 students in grades 7 and 8 across Central Ontario took part in our **Empowering Indigenous Leaders** webinar. They came together virtually to learn from

a panel of inspirational Indigenous role models. The speakers, including keynote presenter Kyana Kingbird, shared their career journeys and answered students' questions to inspire them as they plan their own career paths.

- More than 8,500 students in 303 classes took part in **Economics for Success**, (for grade 8 students) learning how to prepare for the world of work, gaining the financial tools needed for life after high school, and more than 6,700 students in 248 classes took part in **Dollars with Sense** (for grade 7 students), where they learned how to make smart financial decisions.

FROM UNCERTAINTY TO CLARITY

At the beginning of this year there was uncertainty about how learning opportunities would roll out, given the state of the pandemic at that time. We chose to face forward with cautious optimism, planning multiple ways to connect with students and accounting for various scenarios in terms of how the pandemic might play out over the coming months.

Happily, we were able to enact our best-case plans by returning to in-person learning experiences and events. We also incorporated the most successful elements of our virtual learning experiences into our activities, making the most of what we learned over the past few years.

Upon reflection, it is clear that our program delivery models are more effective than ever as a result of combining the best of in-person and online methods of student engagement and learning.

PREPARING THE NEXT GENERATION OF LEADERS

We were proud to provide a variety of relevant information and skill-development activities for youth in Central Ontario this year. By partnering with like-minded organizations, businesses and volunteers who have established expertise, we created inspiring learning environments for the next generation of leaders.



PHOTOGRAPHY BY: JESÚS MAZA



PHOTOGRAPHY BY: JOSHUA RILLE

EQUITABLE, INCLUSIVE REACH

We want all young people to have the best possible start in achieving their career and life goals. Our reach needs to be equitable and inclusive to all, and that's something we keep at the forefront of our planning and program delivery approaches.

It's important to us that every student who wants to participate in one of our programs has the chance to do so. That's why we're engaged in a bold growth plan.

Many students took part in our career exploration events, which created space for them to explore a wide variety of career options they may not otherwise have had access to, including:

- More than 11 expert mentors and volunteers supported 126 local JA Central Ontario students during our **JA World of Choices: Skilled Trades Summits** on June 7 and 8. This joint initiative from JA Canada and Colleges and Institutes Canada / Collèges et instituts Canada, hosted by Humber College and generously supported by Founding Partner, RBC Future Launch, inspired high school students through hands-on learning experiences.
- As part of our ongoing work to reach underrepresented and underserved youth, we partnered with the Yonge Street Mission to facilitate a fun-filled PA Day program on June 2 which engaged 30 children in grades 4 to 8 in Regent Park with a financial literacy experience. During the JA portion of the day, volunteers led content from JA's More than Money and Dollars with Sense learning experiences, giving participants the practical skills they need to manage their finances as well as the mindset to build, grow and adapt in a changing financial landscape.
- On International Womens Day, 240 high school students took part in our **Empowering Young Women** event, co-presented by Fidelity Canada and Church & Dwight Canada. Experts from a wide range of sectors — from skilled trades to finance and every career specialty in between — shared their real-world stories to help prepare students for the future and a world of possibilities. An interactive marketplace and round table mentor sessions led by women and allies allowed students to explore a wide variety of career paths and opportunities.

We continue to increase the reach of our programs with a priority on equitable, inclusive access for students throughout Central Ontario.



PHOTOGRAPHY BY: JESÚS MAZA

RESILIENT RESOURCES

We've been supporting youth in Central Ontario to prepare for their futures for 55 years and we plan to be here well into the future. Just like the young people who participate in JA programs, we have big dreams too — we're always looking at how we can grow and transform to make an even bigger impact.

To do that, this year we focused on further developing resilient resources that are stewarded with expert care and attention, on many fronts:

Our people — we are committed to recruiting, managing and supporting inspired and engaged teams of staff members, volunteers, funders and partners who work together to achieve our mission. The pandemic really changed how people engage with one another, with institutions, and their employers. Our decisions and actions as an organization are guided by our commitment to creating an environment for ongoing learning, professional development, collaboration and community building.

Digital and technology resources — we are taking increased advantage of the possibilities provided by digital approaches. For JA program participants, this means they can participate in learning experiences online, alongside other youth in the region and province. For staff members, the increased ability to collaborate through digital tools has been a game-changer. Digital participation has also opened new windows of opportunity for volunteers, especially those who cannot attend an in-person JA learning experience.

Thanks to the Resilient Communities Fund grant we received from the Ontario Trillium Foundation, we upgraded digital technology across the organization, including crucial hardware and software that has allowed us to effectively bring learning to life in a digital world. The funds also strengthened our digital resilience and security, futureproofing important internal systems and processes.

Financial resources — providing leading-edge learning experiences for students is a cornerstone of our mission and to fulfill our goals, we need the financial resources that make them happen. This year, we approached this in several ways, including:

- Raising over $2.8 million from a variety of sources, ensuring more students across our region who want to participate in JA programs had the opportunity to take part.
- Hosting our 34th Annual JA Governors' Celebration where over 300 JA supporters, students, and alumni came together and raised $280,000 (gross proceeds), included above.
- Reviewing and updating investment policies governing our endowment and operating reserve to reduce market volatility and ensure a more stable revenue stream to support learning experiences.

Taking active steps towards resiliency in all of the resource areas that support the work we're doing today, as well as the work we have planned for the future, remains one of our highest priorities.

IN THEIR OWN WORDS

STUDENTS/ALUMNI

"JA is a unique experiential learning program that helped me truly understand the world of business. The program honed my communication, professionalism, and teamwork skills, giving me a leg up once I got to university and beyond."
- Caitlin, JA Alumni

"JA is more than just a program; it is a supportive community. As a previous advisor and alumni, I have personally witnessed the transformational effect that JA has had on students' lives."
- Dominick, JA Alumni

VOLUNTEERS

"This was my first time presenting to a high school group. The teacher was really supportive and the students were really engaged. I feel honoured to have had the opportunity to learn about this group's goals, and show them how to start thinking about how they can financially support their dreams."
- Volunteer

TEACHERS

"It was a great opportunity for my students to hear from a variety of presenters from a mix of careers. I also did overhear my students talking about 'what job they might want to do' which was exciting to hear!"
- Teacher of grade 8 students who attended a World of Choices event



PHOTOGRAPHY BY: JESÚS MAZA

FUND DEVELOPMENT

With enormous gratitude, we thank everyone who contributed financially to JA Central Ontario this year. By choosing to donate, you ensure local students get the support they need to gain the skillset and mindset to thrive in life.

We are fortunate to have the support of the many individuals and partner organizations who share our mission and are committed to providing engaging learning opportunities for youth.

PUTTING PASSION INTO ACTION

Our volunteers are more engaged in fundraising than ever! Through this year's Erase the Wait campaign in April and May, we needed to raise $45,000 in 45 days to move classes off the waitlist before the end of the school year. Volunteer fundraisers raised over $59,000 from generous donors, exceeding our goal by 31%. Some teams went the extra mile — one even hosted a trivia night event to boost the amount of funds they raised, to great success!

COMMUNITY FUNDRAISERS

The season of giving brought community fundraisers to the forefront for JA Central Ontario. Two community partners, Hosper Mortgage and The Starke Group cumulatively raised over $30,000 for JA Central Ontario through their holiday events this year. These stellar fundraisers bring community into their actions in support of JA Central Ontario, engaging their networks of business partners, clients, friends and peers.

IN THEIR OWN WORDS

THE STARKE GROUP

"I think it's important to support JA Central Ontario because, through JA, we're empowering the leaders of the future. If you can impact one leader, imagine how many people they will impact and what problems they will solve."

Brett Starke
President, The Starke Group

GARY & JOANNE REAMEY

"JA Central Ontario teaches young people financial independence, how to land their first job and instills an entrepreneurial spirit in youth through JA's Company Program. These are just a few reasons why we are excited about this organization."

Gary and Joanne Reamey

ZURICH CANADA

"Zurich Canada is proud to work alongside the Z Zurich Foundation and JA Central Ontario to ensure youth thrive in a changing world. Our ongoing collaboration with JA is one of the many ways we make a difference by contributing to youth development and expanding learning opportunities for the next generation of talent."

Saad Mered
CEO, Zurich Canada

CORPORATE PARTNERS

JA's impact is fueled by partnerships with leading corporations and businesses throughout Central Ontario. The contributions of our partners and their employees brought our mission to life this year.

Changemakers ($80,000+)

BMO · CIBC · Cognizant Foundation · HSBC Bank · QUESTRADE · Scotiabank · ZURICH Foundation

Champions ($50,000-$79,999)

Desjardins · TD READY COMMITMENT

Innovators ($20,000-$49,999)

AGF · AIG · amazon · BARCLAYS · CHURCH & DWIGHT CO., INC. · CUSHMAN & WAKEFIELD · Deloitte. · EY Building a better working world · Fidelity INVESTMENTS · Grant Thornton · International Financial Data Services · KINROSS · KPMG · kyndryl · Meridian · RBC Future Launch · RSM THE POWER OF BEING UNDERSTOOD AUDIT | TAX | CONSULTING

Accelerators (Up to $19,999)

ADP
Aecon
AEO Foundation
Altus Group
AMEX
Antares Capital
Association of Corporate Growth
Avanade Canada Inc
Axis Capital
Berkshire Hathaway Specialty Insurance
Breakwater Financial
Brookfield Properties
Burgundy Asset Management
Canada Life
CAPCO
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CWB Maxium
EDC
FactSet Canada Inc.
Fairstone
Fasken Martineau DuMoulin LLP
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Goldman Sachs
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Heathbridge Capital Management Ltd.
Highcourt Breckles Group
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Jarislowsky Fraser
Kingsett Capital
KLM Consultancy Inc.
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Liberty Mutual Canada
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McClintock Real Estate Inc.
Miami Ad School Toronto
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ND Graphics
Network Telecom
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Osler, Hoskin & Harcourt LLP
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Radke Films
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Rare Real Estate Inc.
Realstar Management
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Shopify
Soft Citizen
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Stallion Express
State Street
Sun Life Financial
Sun Rise Group
Sutter Hill Development
Swiss Re Group
TC Energy
Teknion
TELUS Friendly Future Foundation
The Starke Group
Thomas, Large and Singer
Torys LLP
Trisura Guarantee Insurance Company
Whitehorse Liquidity Partners Inc.
Anonymous (1)

COMMUNITY PARTNERS

Government grants, partnerships and community foundation support are an integral part of JA Central Ontario's success. The generous contributions from these organizations allowed us to achieve our mission in the 2022-2023 school year.

The Actuarial Foundation of Canada
A.W.B Charitable Foundation
The Catherine and Maxwell Meighen Foundation
Ministry of Education
Ontario Trillium Foundation
The Pendle Fund at the Community Foundation of Mississauga
Peter & Catherine Clark Family Foundation
Rideau Hall Foundation
Whitchurch-Stouffville Legacy Fund

INDIVIDUAL DONORS

The generous contributions of individual donors empowered thousands of students across our region. We are grateful to everyone who chose to make a donation or apply for a matching grant designated to JA Central Ontario this year.

The following list includes supporters who donated over $100 this year.

LEADERS ($5,000 AND ABOVE)

Anthony Boright
The Andy and Beth Burgess Family Foundation
Chris Cornell
Fabricio Naranjo
Gary and Joanne Reamey
Steve Tyers
Anonymous (1)

ENABLERS ($2500- 4,999)

Gianluca Cairo
Xerxes Cooper
David Dalziel & Stephanie Moneyouse
Stuart Davis
Rino D'Onofrio
Jennifer Holmes Weier
Rhonda Klosler
Cameron Murray
David Ruston
Karrie Van Belle
Derek Vernon & Family
Andrew Volpe

INFLUENCERS ($500-$2,499)

Robert Baillie
Janet Bannister
Glen Bastedo
Odgers Berndtson
Stephanie Brown
Ray Chaaya
Nicole Court
Michelle Cowan
Daniela Cunha
Katherine Dalziel
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Timothy Thompson
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Theresa Warnaar
Cindy Wahler
Bruce Whitehouse
Ming Yeung
Anonymous (1)

MOTIVATORS ($100-$499)

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Chloe Ansari
Seth Armas
Adam Armeland
Asadul Ashraf
Jason Bailey
Kaitlin Bainbridge
Han Bang
Matthew Barasch
Doug Bennett
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Mariana Blouin
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John F Brown
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Edwin Zhao
Xin Zhou

MATCHING GRANT SUPPORTERS

Miranda Abis, Scotiabank
Margaret Ambursley-Brown, TD Bank
Eric Antoniazzi Pucci, Scotiabank
Adejisola Atiba, RBC
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Matt Bertschi, Sun Life Financial
Robert Blanchard, RBC Capital Markets
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Anonymous (7)

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Rob Shields
Questrade Financial Group

Richard Skippon
EY

Benjamin Tal
CIBC Capital Markets Inc.

Karrie Van Belle
AGF

Derek Vernon
BMO

Andrew Volpe
Jarislowsky Fraser Ltd



PHOTOGRAPHY BY: JESÚS MAZA

STAFF

SENIOR LEADERSHIP

Jennifer Holmes Weier
President and CEO

Simone Cowdery
Senior Director, Programs

Katherine Dalziel
Senior Director, Finance and Operations

Erica Stone
Senior Director, Fund Development

STAFF TEAM (AS AT JUNE 30, 2023)

Michelle Belanger
Lead, Program Events

Daniela Cunha
Associate, Fund Development

Theodora Doukas
Associate, Program Events

Jenny Early
Director, Marketing and Communications

Hamdi Khalifa
Salesforce Administrator

Stephanie Kipfer
Associate, Programs

Olga Korpalo
Director, Philanthropy

Yvonne Leung
Associate, Corporate and Community Partnerships

Lucia Ly
Lead, Company Program

Maleeha Mujib
Program, Associate

Nichole Quan
Director, Corporate & Community Partnerships

Mysha Raida
Associate, Secondary School Programs

Karen Sun
Accountant

Lesley Tulipano
Lead, Secondary School Programs

Maxine Webster
Lead, Corporate Partnerships

PHOTOGRAPHY BY: JESÚS MAZA



FINANCIALS

FINANCIAL OVERVIEW

The 2022-2023 fiscal year offered a bright outlook for the future. Not only have we implemented new and effective methods of offering learning experiences for students, but we have also conducted fundraising activities with the community that proved to resonate with them, deepened our relationships with partners, and gained new friends for JA to fuel growth.

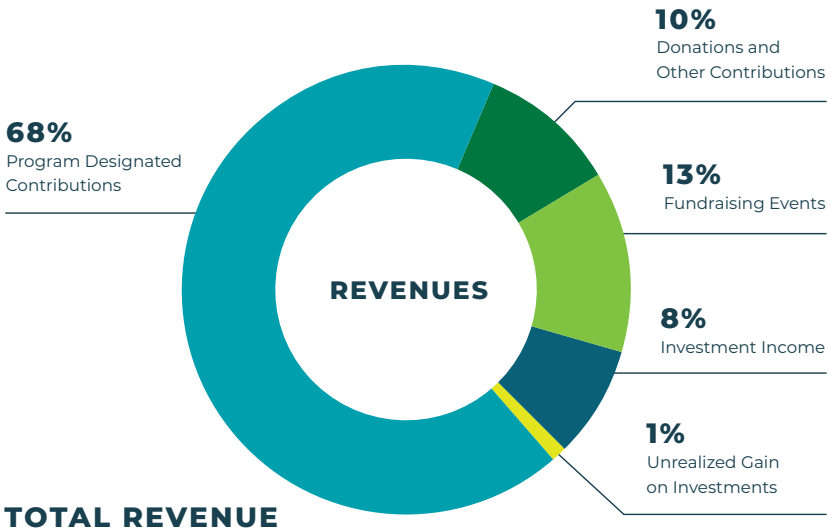
This year's revenue of $2.8 million is a year-over-year increase of 10%. This reflects a positive direction in our financial resources and indicates that our efforts towards achieving a healthy recovery from the financial impacts of the global pandemic are succeeding.

Our 2022-2023 fundraising revenue was comprised of a mix of donations from corporate partners, generous individuals and community supporters, foundation grants and multi-year service delivery funding agreements.

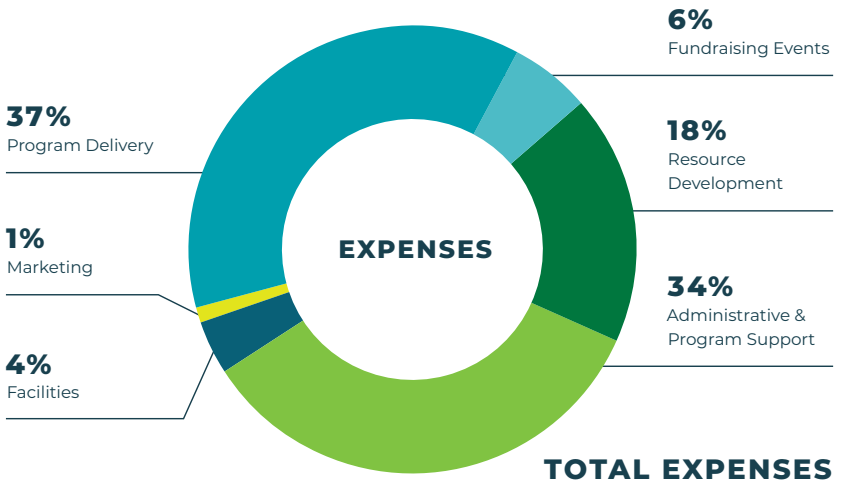
FINANCIAL INFORMATION

FOR THE YEAR ENDED JUNE 30, 2023

TO VIEW OUR AUDITED FINANCIAL STATEMENTS PLEASE CLICK **HERE.**



TOTAL REVENUE
$ 2,826,370



TOTAL EXPENSES
$ 2,757,723

2022-2023 ANNUAL REPORT

JA CENTRAL ONTARIO

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Accredited
IMAGINE CANADA