



**Junior  
Achievement™**  
of Chicago

# 2023 ANNUAL REPORT

**Providing our youth with the skillset and mindset to thrive...**

# Table of Contents

02	Thank You Letter
03	Diversity, Equity, and Inclusion
04	JA of Chicago's Brand Story
05	JA of Chicago's Digital Transformation
07	Our Programs
11	Special Events
13	Life Trustees, Officers, and Board of Directors
15	Major Contributors
17	Individual Contributors
18	Remembering Greatness



## Invests in Chicago's Future

COST PER STUDENT

EIN 36-2170141

\$17

### Operating Support and Revenue

	2022-2023	2021-2022	2020-2021
Contributions	\$ 2,745,976	\$ 2,624,069	\$ 2,661,088
Other Net Income	\$ 2,472,229	\$ 1,909,230	\$ 1,238,919
<b>TOTAL REVENUE &amp; SUPPORT</b>	<b>\$ 5,218,205</b>	<b>\$ 4,533,299</b>	<b>\$ 3,900,007</b>

### Operating Expenses

Program Services	\$ 3,705,356	\$ 2,942,373	\$ 2,257,687
Management & General	\$ 848,495	\$ 612,466	\$ 687,898
Development & Fundraising	\$ 661,079	\$ 607,416	\$ 542,939
<b>TOTAL OPERATING EXPENSES</b>	<b>\$ 5,214,930</b>	<b>\$ 4,162,255</b>	<b>\$ 3,488,524</b>
Designation of Board-designated Endowments		\$ 350,000	\$ 400,000
<b>TOTAL EXPENSES</b>	<b>\$ 5,214,930</b>	<b>\$ 4,512,255</b>	<b>\$ 3,888,524</b>
Excess of Operating Support & Revenue Over Expenses	\$ 3,275	\$ 21,044	\$ 11,483

\*Current year data is extracted from the financial statements audited by RSM US LLP. Copies of the audit are available upon request from Junior Achievement of Chicago.

Junior Achievement of Chicago was founded in 1940 and provides financial education programs at no cost to schools and students in the Chicago area. JA is a not-for-profit tax-exempt corporation under Section 501(c)(3) of the Internal Revenue Code and is a publicly supported organization as defined by Sections 170(b) (1) (A) (vi) and 509 (a) (1) of the code. Contributions to Junior Achievement of Chicago are deductible for federal income tax purposes, limited to the excess of any money contributed by the donor over the value of the goods or services received. Junior Achievement of Chicago's total net assets were \$25,040,270 for the year ending June 30, 2023.

# Thank you!

for continuing to empower our students with the essential skillsets and mindsets to thrive in an ever-evolving world.

Together, through the unwavering dedication of our education partners, volunteers, board members, donors, parents, and JA team members, we impacted the lives of 306,822 students throughout 12 Chicago-area counties during the 2022-2023 school year. Once again, our outreach surpassed that of over 100+ JA areas across the United States, reaffirming our commitment to excellence.

Today, more than ever, we recognize the pressing need for an educational ecosystem that provides practical information and guidance to navigate the complexities of the professional world. Junior Achievement's programs, experiences, and partnerships are beacons of hope, offering our young people the tools to succeed in our multi-faceted world.

As we increase our outreach and impact during the 2023-2024 school year, JA of Chicago is engaging our stakeholders to create a long-term strategic plan to keep our students at the center of this essential work for decades. While we look for new opportunities, we will continue to focus on several key areas of strength:

- Continuing to create equitable opportunities for our youth
- Exploring new and innovative learning avenues through our digital transformation journey
- Utilizing JA of Chicago's brand story to deepen our existing partnerships and create new ones (for details on the brand story, developed by Edelman and JA Board Member, Jamie Kieffer, please see page 4)

The resilience and adaptability that define Junior Achievement of Chicago are illustrated throughout this annual report. We have evolved and innovated, while remaining true to the principles that have guided us for over eight decades in the Chicago area. We truly appreciate all of our supporters, and we thank each of you for your dedication to Junior Achievement and our communities.



*Thomas P. Staab*  
President and CEO  
Junior Achievement of Chicago



*Katherine M. Scherer*  
Central Region Market Leader, Chicago Managing Partner  
Deloitte LLP  
Board Chairperson, Junior Achievement of Chicago

**Deloitte.**

# Diversity, Equity, and Inclusion



Respecting the backgrounds of all individuals has always been a foundational value of Junior Achievement.

At Junior Achievement, we believe embracing diversity, promoting equity, and fostering inclusion are essential in creating a more equitable and inclusive society to empower youth to achieve their fullest potential. Adhering to these values ensures that we achieve our mission to prepare our students to succeed in a global economy.



	FY19	FY20	FY21	FY22	FY23
Total JA of Chicago students reached	606,412	294,222	173,309	229,599	306,822
Estimated % of JAC students reached in schools with a 51% or higher low-to-moderate income population	69%	69%	86%	71%	67%
Estimated % of JAC students reached in schools with a 51% or higher population of diverse (Non-White) students	78%	74%	79%	76%	78%

Junior Achievement's commitment to DEI is unwavering. We also recognize that many young people are often unexposed to examples of what success looks like. Junior Achievement of Chicago prioritizes identifying volunteers who reflect the communities we serve and fully represent our student populations. Our volunteer-based mentoring and social-emotional learning approaches have been shown to help support young people's mental and financial well-being. In a recent JA Alumni survey, 90% of Black and Latino students reported that JA motivated them to succeed in their professional careers and exposed them to different ways of thinking.

Junior Achievement of Chicago continues to make strides in our commitment to diversity, equity, and inclusion. Our programs serve students of all gender identities, capabilities, and races/ethnicities, with an estimated 78% of our students coming from diverse (Non-White) backgrounds. Additionally, an estimated 67% of the students participating in JA programs attended schools with 51% or greater low-to-moderate income (LMI) backgrounds.

While celebrating our achievements, we humbly acknowledge that much more work is ahead of us. Junior Achievement of Chicago remains committed to providing equal opportunities to all students, regardless of their backgrounds. With the support from each of our esteemed partners, we can build a more inclusive and equitable world for all young people.

# Junior Achievement of Chicago's Brand Story

Developed with the assistance of Edelman and the Marketing Committee to outline the beliefs, drivers, and tenets that will move Junior Achievement of Chicago into its next chapter, our brand story provides the bridge between brand and action, aligning marketing and communications behind a single narrative.

There are over 1.5 million students in the Chicago area, many of whom lack the critical information needed to succeed in career development and planning.

**Providing our youth with the skillset and mindset to thrive**

*Thank you!*



Junior Achievement of Chicago would like to extend a heartfelt thank you to Edelman and Board Member Jamie Kieffer who led the efforts on defining and implementing our brand strategy!



Over the last few years, we watched children learn first-hand how challenging the real world could be. As the world scrambles to catch up, students are left with greater challenges on how to handle their transitions into the working world, and there are few resources in fundamentals of finance and career readiness specifically designed to aid in their career development.

The achievement gap is expanding and students who are in low-income or at-risk communities require our help the most. Now more than ever, we need an educational ecosystem that offers practical, informed guidance for how to succeed in a complex working world.

Since our founding, our mission has been educating students in ways that help them succeed in the real world. Our programming uses a deep breadth of content to help advance financial literacy, entrepreneurship, and career-readiness.

We foster collaboration at the intersection of business and education, seeking to motivate youth and provide a talent pipeline to opportunity. Our longstanding partnerships, 83-year track record in the community, and strong network of volunteers eager to make an impact allow us to reach students with diverse needs, backgrounds, and interests.

Junior Achievement of Chicago connects students to opportunity by:

- Building longstanding partnerships in our community, increasing visibility and participation in our programs
- Enhancing connections between in-school learning and real-world success
- Cultivating a culture of tenacity, accountability, and imagination, emphasizing hard work and autonomy
- Digitally enabling a stakeholder ecosystem that delivers inspiration and innovative educational experiences

# Digital Transformation @ JA of Chicago

Our transformation journey to becoming JANE (JA of Chicago Next) made significant progress this year.

In addition to validating our approach, we started executing on our priorities aligned with our approach and mission. The areas we prioritized include:

## DIGITIZE THE OPERATIONS AND WORKPLACE

**HOW:** Define the Employee Experience  
Making improvements in functions and ways of working

**ACHIEVEMENTS:** Operational Excellence

- Invested in data and reporting infrastructure and capability
- Upgraded financial system



## DIGITIZE THE STAKEHOLDER EXPERIENCE

**WHO:** Student, Parent, Volunteer, Volunteer Coordinator, Donor, Teacher and Board Members  
Focus on moments that matter, create integrated experiences, automate

**ACHIEVEMENTS:** Prioritizing our Volunteers

- Re-imagined our volunteer experience
- Selected technology to implement our volunteer experience



## DIGITIZE THE PRODUCT AND SERVICE

**PROCESS:** Digital Services for Analytic Insights and Decisions  
Launching new products or services beyond the traditional business

**ACHIEVEMENTS:** Continue to Design Innovative and Impactful Programming for Students

- Launched JAC Metaversity Pilot
- Hosted NASA Space Station Q&A



# Operational Excellence

## Internal Systems

- Upgraded our financial system
- We are standardizing and consolidating internal processes using Microsoft Teams, Power BI, and Dynamics



## External Experiences

- In addition to internal operational needs, we have standardized and consolidated our external experiences
- Engaged in partnership with Wipfli to implement our volunteer journey

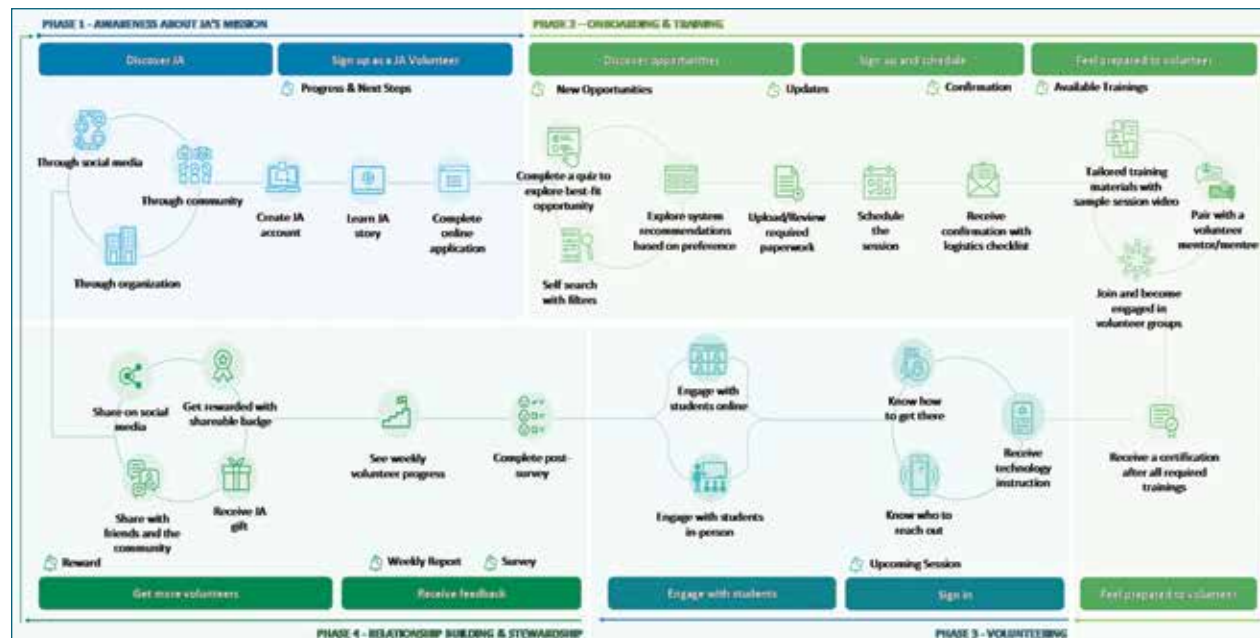
## Data & Reporting

- Enabled accurate and timely availability of data
- Utilized Impact and Volunteer Reports to better understand and share our volunteer needs and insights, along with our overall reach and impact
- Developed a more efficient Third-Party verification process



# Prioritizing Volunteers

Volunteers are key to our mission—they inspire our youth with their time and talents.



## Reimagined Volunteer Experience

- Through partnership with Deloitte Consulting, we reimagined the volunteer journey to enhance our volunteers' experience
- Selected Microsoft as the technology platform to enable our volunteer journey





# Our Programs

**Junior Achievement of Chicago** understands the importance of educating our young people and future workforce. Last year, Junior Achievement of Chicago brought quality economic education programs to 306,822 elementary, middle, and high school students. These programs focus on basic business and economic principles and are delivered by volunteers from a variety of businesses, community organizations, and universities.

## ELEMENTARY PROGRAMS

*Junior Achievement elementary school programs include grade-specific lesson themes for kindergarten through fifth-grade students. Elementary school programs teach students the basic concepts of business and economics and how education is relevant to future career aspirations. Students explore the roles that people assume as individuals, consumers, and workers in their family, community, and the world around them. Sequential activities build on studies from each preceding grade and prepare students for secondary and lifelong learning.*

**Kindergarten:** JA Ourselves<sup>®</sup> uses storybook characters in read-aloud and hands-on activities to introduce the role people play in an economy.

**First Grade:** JA Our Families<sup>®</sup> explains how family members' jobs contribute to the well-being of the family and community.

**Second Grade:** JA Our Community<sup>®</sup> 2.0 immerses students in the daily life of their community—the people who work there, the money decisions they make, the flow of the community's economy, and the importance of being involved/responsible community members.

**Third Grade:** JA Our City<sup>®</sup> introduces students to financial literacy, and how people manage their money, and the importance of economic exchange within a city.

**Fourth Grade:** JA Our Region<sup>®</sup> introduces students to entrepreneurship and how entrepreneurs use resources to produce goods and services in a region.

**Fifth Grade:** JA Our Nation<sup>®</sup> provides information about the need for employees who can meet the demands of the 21st century job market in high-growth, high-demand jobs.

**Kindergarten-Fifth Grades:** JA Our Neighbors<sup>™</sup> is a series of culturally responsive videos designed to help contextualize concepts introduced in JA's elementary school programs.

**Kindergarten-Fifth Grades:** JA Career Speakers Series<sup>®</sup> introduces students to volunteer guest speakers who share information about their career, work, and education experience.

**First-Third Grades:** JA Community Coders<sup>™</sup> is a single session that enables early elementary school students to see the importance of digital skills and jobs in the community.

**Third-Fifth:** JA More Than Money<sup>®</sup> introduces students to financial literacy and entrepreneurship, and to social studies learning objectives that include money-management skills, goods and services, and global markets.







## MIDDLE SCHOOL PROGRAMS

*Junior Achievement middle school programs build on principles from the elementary school programs, helping students recognize education as a key to success. These programs stress the importance of education and staying in school, while introducing students to more in-depth economic concepts and the world of work.*

JA Economics For Success<sup>®</sup> introduces students to initial work and career readiness and personal finance concepts. Students learn the importance of exploring career options based on their skills, interests, and values.

JA Finance Park<sup>®</sup> Virtual is a capstone program for personal financial planning and career exploration. Students experience JA Finance Park, a virtual community, to put into practice what they've learned by developing and committing to a personal budget.

JA Global Marketplace<sup>®</sup> introduces students to the global marketplace and the ways in which countries buy and sell from each other.

JA It's My Business<sup>®</sup> provides the opportunity for students to experience the initial steps necessary to start a business.

JA It's My Future<sup>®</sup> provides practical information to help prepare students for the working world by developing personal-branding and job-hunting skills needed to earn a job.

JA All About Cars<sup>™</sup> introduces students to the essential costs related to buying and operating a first car and offers tips on being smart consumers when purchasing vehicles.

JA It's My Job (Soft Skills)<sup>®</sup> helps students understand the value of professional communication and soft skills, making them more employable to future employers across multiple career clusters.

JA Career Speakers Series<sup>®</sup> introduces students to volunteer guest speakers who share information about their career, work, and education experience.

JA Career Exploration Fair<sup>®</sup> introduces students to a range of career options across multiple career clusters.

JA Excellence through Ethics<sup>®</sup> teaches students about the importance of ethics and ethical decision-making and how ethical and unethical choices affect everyone in a community.



JA Company Program<sup>®</sup> Pop Up teaches students how to plan, launch, and operate their own business venture within a structured, guided experience.

JA Inspire<sup>®</sup> Virtual brings together the business community and local schools to help launch students into their futures: high school, college and careers beyond.



## HIGH SCHOOL PROGRAMS

*Junior Achievement high school programs give students a practical perspective on handling their finances, understanding the economy, and managing their future educational and career choices. Students participate in hands-on interactive programs while practicing important business concepts. Some of the concepts taught include applying personal values in the workplace, interpersonal skills, problem-solving, personal finance, micro- and macro-economics, and career clusters.*

JA Company Program<sup>®</sup> empowers students to fill a need or solve a problem in their community and teaches practical skills required to conceptualize, capitalize, and manage their own business venture.

JA Company Program<sup>®</sup> Pop Up teaches students how to plan, launch, and operate their own business venture within a structured, guided experience.

JA Economics<sup>®</sup> is a one-semester course that connects high school students to the economic principles that influence their daily lives as well as their future.

JA Be Entrepreneurial<sup>®</sup> (Creative Problem Solving, Rapid Business Planning, Think Like an Entrepreneur) teaches students about the mindset and the skills needed for success by aspiring entrepreneurs and innovators who add value to any organization.

JA Career Success<sup>®</sup> is an engaging and comprehensive learning experience that introduces high school students to the workplace through a simulated internship.

JA Finance Park<sup>®</sup> Virtual is a capstone program for personal financial planning and career exploration. Students experience JA Finance Park, a virtual community, to put into practice what they've learned by developing and committing to a personal budget.

JA Job Shadow<sup>®</sup> Blended is a comprehensive experience that helps students design an individualized career path. Supporting blended as well as self-guided activities, JA Job Shadow provides a design-thinking structure for career exploration.

JA Personal Finance<sup>®</sup> 2.0 allows students to experience the interrelationship between today's financial decisions and future financial freedom.

JA Titan<sup>®</sup> Blended is a simulation-based program in which high school students compete as business CEOs in the phone industry, experiencing firsthand how an organization evaluates alternatives, makes decisions, analyzes the outcomes of those decisions, and then strategizes what to do next.

JA All About Cars<sup>™</sup> introduces students to the essential costs related to buying and operating a first car and offers tips on being smart consumers when purchasing vehicles.

JA It's My Job (Soft Skills)<sup>®</sup> helps students understand the value of professional communication and soft skills, making them more employable to future employers across multiple career clusters.

JA Career Speakers Series<sup>®</sup> introduces students to volunteer guest speakers who share information about their career, work, and education experience.

JA Career Exploration Fair<sup>®</sup> introduces students to a range of career options across multiple career clusters.

JA High School Heroes<sup>™</sup> provides leadership development opportunities to high school students who deliver JA programs in elementary schools.

JA Excellence through Ethics<sup>®</sup> teaches students about the importance of ethics and ethical decision-making and how ethical and unethical choices affect everyone in a community.

JA Business Communications<sup>®</sup> is a one-semester teacher-led course that equips high school students to focus on communication skills necessary to succeed in business.

JA Financial Literacy<sup>®</sup> is a one-semester teacher-led course that equips high school students with foundational personal finance skills.

JA Financial Capability<sup>®</sup> 1 & 2 are one-semester teacher-led courses in which high school students examine financial capabilities from a business perspective, focusing on banking, economics, business planning, and risk management.

JA Marketing Principles<sup>®</sup> 1 & 2 are one-semester, teacher-led courses that introduce high school students to marketing in the world around them and potential careers in the field.

## “Thank you

### JA and Crowe volunteers!

The Junior Achievement program provided me the chance to learn about real-life skills that will help me in the future. ”

— Noah, 6th grade  
James Ward Elementary School

JA Introduction to Business and Technology<sup>®</sup> 1 & 2 are one-semester teacher-led courses that introduce high school students to the basic skills necessary to succeed in business. Themes include teamwork, innovation, decision-making, and ethics.

JA Entrepreneurial Mindset<sup>®</sup> is a one-semester teacher-led course that introduces high school students to the basics of starting a business.



# 2023 Special Events



Over  
**\$1.5M**  
was raised  
for the year

In 2023, our Special Events continued to offer excellent opportunities for engagement within our community, while playing a crucial role in supporting our students. The annual Golf Outing was a fantastic event that kick-started our fiscal year with resounding success. A remarkable highlight of the year was the 39th Annual Chicago Business Hall of Fame, a memorable occasion where we had the privilege of honoring exceptional laureates and joyfully returned to Wintrust's Grand Banking Hall for the celebration. Our Bowl-A-Thon's return was met with overwhelming support from companies and colleagues, fostering an atmosphere of fun and camaraderie. Thanks to the generous support of our sponsors and contributors, JA of Chicago's Special Events raised \$1.5 million this year. These funds have enabled us to extend our reach to an additional 88,000 students, significantly impacting their education and future. Together, we have made a real difference and look forward to continuing our mission with the same passion and dedication in the years to come.

## 39<sup>th</sup> Annual Chicago Business Hall of Fame *Thank you!*

Held Wednesday, October 12, 2022 at Wintrust's Grand Banking Hall

The Chicago Business Hall of Fame stands as a tribute to the remarkable journeys of business leaders who have inspired our Chicago community and serve as exceptional role models for today's youth. The Executive Committee of Junior Achievement of Chicago's Board of Directors reviews all nominees, and a Blue Ribbon Panel of former Laureates makes the final selections. We extend a special thanks to our Distinguished Co-Chairs, Dave Casper of BMO and Chris Leahy of CDW, for their exceptional leadership in raising

*Over*  
**\$800,000**



**Carol Lavin Bernick**  
CEO  
Polished Nickel Capital Management



**James Reynolds, Jr., CFA**  
Founder, Chairman, & CEO  
Loop Capital



**Thomas E. Richards**  
Retired Chairman and CEO  
CDW Corporation (Posthumous)



# Golf Outing

Held at Medinah Country Club on Monday, July 10, 2023

Returning to Medinah Country Club for Junior Achievement's 2023 Golf Outing was an absolute delight. The event was well attended, with 61 foursomes enjoying Courses 1 & 2 while the Championship Course 3 is being renovated.

Because of the event's fantastic donor support, 18,000 students will receive JA's impactful programs during the 2023-2024 school year.

A heartfelt thank you goes to our event chairman, Tom Cahill of CDW, the entire Golf Committee, and our major donors who helped raise over \$350,000 for the fiscal 2024 event. Their hard work and commitment have significantly impacted our mission, empowering young minds and shaping a brighter future for our students.

## 42<sup>ND</sup> ANNUAL

	<p><b>243</b> Attendees</p>
	<p><b>52</b> Companies</p>
	<p><b>18,000</b> Students Impacted</p>

**MAJOR SPONSORS**



HARRY WINSTON



**1,055**  
Attendees



**16**  
Companies



**14,100**  
Students Impacted

# JA's Bowl-A-Thon & Trivia Events

Our Bowl-A-Thons were embraced by so many of our companies and colleagues, promoting collegiality in a fun atmosphere, while supporting JA's mission! During the 2023 school year, Bowl-A-Thons and Trivia events collectively raised \$283,000, enabling JA to empower and enrich the lives of our students. Thank you to our corporate partners who participated in this year's Bowl-A-Thons and Trivia events. A special thank you goes to IDEAL Industries, Inc., who raised over \$115,000 for JA through their Bowl-A-Thon.

*A Combined*  
**\$283,000 raised**



# LIFE TRUSTEES, OFFICERS AND DIRECTORS

JA's leaders represent a wide range of backgrounds and affiliations. Bringing a wealth of wisdom, insight, and experience, these leaders are at the forefront of our accomplishments and mission.

## LIFE TRUSTEES

THOMAS L. BINDLEY  
BRYAN C. CRESSEY  
SANDY L. DAFFÉ  
W. JAMES FARRELL  
JOHN R. HORNE  
LESTER B. KNIGHT  
RICHARD H. LENNY  
DAVID W. NELMS  
FRANK S. PTAK  
E. SCOTT SANTI  
GARY L. TOOKER  
NORMAN H. WESLEY

## IN MEMORIAM

ROBERT J. DARNALL  
JOHN D. NICHOLS, JR.  
THOMAS E. RICHARDS

\* Executive Committee Member  
\*\* Division Board Chairperson

## CHAIRPERSON

### Katherine M. Scherer\*

Central Region Market Leader  
Chicago Managing Partner  
Deloitte LLP

## PRESIDENT and CEO

### Thomas P. Staab\*

President and CEO  
Junior Achievement of Chicago

## TREASURER

### Paul Green\*

Americas Consumer Products and  
Retail Tax Market Segment Leader  
Ernst & Young LLP

## SECRETARY

### Michael M. Froy\*

Partner  
Dentons US LLP

## DIRECTORS

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Chief Financial & Investment Officer  
ACC LLC

### Brian Barnes

CEO and Founder  
M1

### Anna Bathrick

Vice President of Sales  
Food Service—Central Division  
PepsiCo

### Melissa L. Bean\*

Former President and CEO  
Mesirow Wealth Management

### Sean Bentley

SVP, Merchandise Planning  
and Operations  
Ulta Beauty

### Catherine M. Bourke

Vice President of Public Affairs  
Federal Reserve Bank of Chicago

### Jim Bramblet

Senior Managing Director—  
FSB Midwest Lead  
Accenture

### Randy Burt

Managing Director  
AlixPartners

### Thomas Cahill

VP, Product & Partner Management  
CDW Corporation  
*Serves as Chairperson of the  
Golf Committee*

### Deia Campanelli

Vice President,  
Global Communications  
Cargill

### Alexander G. Campbell

Co-Founder and  
Chief Innovation Officer  
Vibes

### Neal J. Campbell

President & Founder  
Fortunate LLC

### Robert B. Chodos\*

Vice Chairman  
Newmark

### Jessica Cole\*

President & Chief Executive Officer  
Becker's Healthcare  
*Serves as Co-Chairperson of the  
Development Committee*

### John J. Compennolle

Retired SVP and Market Executive  
Bank of America, N.A.

### Elle Cordes Radke

Vice President, Director  
Starcom USA  
*Serves as Co-Chairperson of the  
Marketing and Communications  
Committee*

### Tyson Cornell\*

Cloud & Digital Leader  
PwC

### Randal D. Dawson

Executive Vice President  
CBRE

### Ghram K. Debes

Managing Director,  
Head of Dealer Finance  
BMO

### Patrice P. DeCorrevont\*

President and Illinois Market Executive,  
Commercial Banking  
Wells Fargo  
*Serves as Chairperson of the Nominating  
and Governance Committee  
Serves as Co-Chairperson of the  
Development Committee*

### Donna Dorsey

EVP, Chief People & Culture Officer  
Navistar, Inc.

### Bob Dutzi\*\*

ITW  
*Serves as Northern Division  
Board Chairperson*

### Charles B. Edelstein

Senior Advisor and  
Retired Co-CEO  
Apollo Education Group  
*Serves as Chairperson of the  
Investment Committee*

### Paula S. Ferguson

General Counsel and EVP  
HSBC North America

### Gina Fezler\*\*

Wintrust Commercial Banking  
*Serves as Northwest Indiana Division  
Board Chairperson*

### James D. Fields

Partner & Global Head,  
Health Services,  
Health & Life Sciences  
Oliver Wyman

### Stanley S. Fields, Ph.D.

Former President  
Morton College

### Joseph Fitzpatrick

Senior Vice President,  
Midwest Region Field Leader  
CNA Insurance

### Sarah Flanagan

SVP, Corporate Services  
Wintrust Mortgage

### Kristen P. Freund\*

Managing Director and  
Commercial Banking Group Head  
CIBC Bank USA  
*Serves as Chairperson of the  
Volunteer Committee*

### Stephen J. Grabek\*

Strategic Advisor—Client Engagement  
Somp International

### Stedman Graham

Chairman & CEO  
S. Graham & Associates LLC

### Chip W. Hardt

Chief Operating Officer  
dscout

### D. Grant Harvey\*\*

ITW Automotive  
*Serves as Western Division  
Board Chairperson*

### Jonathan O. Haugeberg

Partner  
Grant Thornton LLP

### Joan Heggen

SVP and Team Lead—  
Commercial Banking  
U.S. Bank

### Steve Henn

CEO  
IDEAL Industries, Inc.

### Roberto R. Herencia\*

Chairman of the Board  
Byline Bank  
*Serves as Chairperson of the  
Compensation Committee*

### Gary E. Holdren

Founder and CEO  
Garland Capital

### Dr. Mark Huntington

Partner  
McKinsey & Company

### José A. Isasi II

Partner  
Jones Day

### George E. Johnson

Chairman Emeritus (retired)  
Johnson Products Company, Inc.

### Jocelyn Jopa

Vice President,  
Head of Claims Quality  
Zurich North America

### Kip Kelley

Chief Executive Officer  
Aon Affinity US

### Anthony K. Kesman

Chairman  
Kesman Group LLC

### Jamie Kieffer

Managing Director, Client Strategy  
Edelman Chicago  
*Serves as Co-Chairperson of the  
Marketing and Communications  
Committee*

### Paul Larson

President, Financial Lines  
Liberty Mutual Insurance Company

### Katie Lawler\*

SVP—Chief Human Resources Officer  
ITW

### Christine A. Leahy\*

Chair and CEO  
CDW Corporation  
*Serves as Co-Chair of the 2023  
Chicago Business Hall of Fame*

### Matthew Leonard

Partner and Chicago Metro Leader  
Oliver Wyman

### Curtis N. Maas

CEO & Chairman  
The RDI Group

### Patrick Macellaro

Chief Financial Officer—  
National General,  
an Allstate Company  
Allstate Insurance Company

### David Marberger\*

Executive Vice President and  
Chief Financial Officer  
Conagra Brands, Inc.  
*Serves as Co-Chair of the 2023  
Chicago Business Hall of Fame*

### Gary Maus

CEO & President  
Paul Davis Restoration  
of North Chicago

### Willie Mayberry

Executive Vice President and  
President of Regional Banking  
Busey Bank

### Carla R. Michelotti

President  
Carla Michelotti LLC

### Aaron Miner\*\*

LyondellBassell  
*Serves as Will County Division  
Board Chairperson*

### Thomas Monahan

VP & General Manager,  
Greater Lakes Market  
AT&T

**Heather A. Mooney**  
President & CEO  
Helco Corporation

**Brian Morgan**  
Partner  
Plante Moran

**Paul Morgan**  
Managing Director,  
Corporate Solutions  
JLL

**Wade Mynatt**  
Vice President  
Dovenmuehle Mortgage, Inc.

**Stephen R. Nesbitt**  
EVP—Chief Risk & Administrative  
Officer (retired)  
HSBC

**Larry P. Nieman**  
Career Ownership Coach  
The Entrepreneur's Source

**Robert O'Keef**  
Vice President and Treasurer  
GE Healthcare

**Edmond F. Opler**  
Chairman & CEO  
World's Finest Chocolate, Inc.

**Donald J. Ortegel**  
Executive Vice President  
Aon

**Charmaine P. Owens\*\***  
Verizon  
*Serves as Central Division  
Board Chairperson*

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President & CEO  
Byline Bank

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Vice President—Health and Safety  
UPS

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SVP, Retail Executive  
Fifth Third Bank

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EVP and Chief Information Officer  
Wesco

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**“My heart  
is full**



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**Thomas Weber**  
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Chief Financial Officer  
Zebra Technologies Corporation

**Desmond C. Wong**  
President & CEO  
Sino Strategies Group, LLC

being able to  
provide direction,  
perspective and  
support to these  
students. I look  
forward to the  
opportunity to  
continue to serve  
JA of Chicago! ”

— Twanetta W.  
Volunteer

## 2022–2023 MAJOR CONTRIBUTORS Firms & Organizations Giving

We extend a special thanks to the donors of Junior Achievement's 2022-2023 Area Campaign. All major contributors are listed according to their tier of giving (as of June 30, 2023). We truly appreciate everyone's generous investment in Chicago-area youth.

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ITW

### Premier Model for the Nation \$200,000 – \$299,999

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# Changing the Lives of Young People

At Junior Achievement  
 we believe in “possible.”

Each day, we work to help young people  
 discover what's possible in their lives.

We do this by helping them connect  
 what they learn in school with life  
 outside the classroom.

We let them know it's possible to invest in  
 their future, to gain a better understanding  
 of how the world works, and to pursue their  
 dreams. We show them that it's possible  
 for tomorrow to be a better day.



## Individual Giving



### Platinum Model for the Nation \$50,000+

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# Remembering Greatness

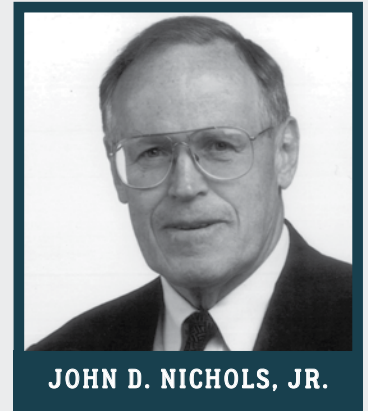
Our fiscal 2023 annual report is dedicated to these individuals who were not only incredible business and civic leaders in the Chicago community, but they were also long-time supporters of Junior Achievement and our mission.

No individual has impacted Junior Achievement of Chicago's success more than John D. Nichols, Jr. He joined ITW in 1980 and served as its CEO from 1982-1995 and Chairman from 1994-1996. He also served as CEO of The Marmon Group from 2002-2005. John steadfastly supported JA's financial literacy, work readiness, and entrepreneurship programs, and both ITW and Marmon remain top supporters today.

He joined the board of JA of Chicago in 1982 when we shifted our program focus from the after-school JA Company program to include our first in-school programs. In 1984, John assumed a three-year term as JA of Chicago's Board Chairman, at a time when 13,000 Chicago-area students were involved annually in the program. Under his leadership, we eventually expanded into kindergarten through twelfth-grade classrooms. By the time he retired from ITW in 1996, John's vision had enabled us to impact over 100,000 K-12 students annually

with JA programming. To further grow our impact and outreach, John allowed JA to utilize his retirement for a 1996 "Tribute Dinner" which raised \$500,000 for our newly created endowment fund. He was inducted as a laureate in the Chicago Business Hall of Fame in 1996, and served on our Blue Ribbon Panel of former laureates for decades. John and his wife, Alexandra, also made numerous transformational gifts to JA of Chicago, including the lead gift for our 75th Anniversary Campaign in 2015, which raised \$7.5 million for our endowment fund. In recognition of John and Alexandra's incredible commitment to JA, and John's four decades of leadership and guidance, The John D. Nichols Family was awarded the prestigious "Motorola Legacy Award" in 2015. John was also elected into our inaugural class of Life Trustees in 2021.

John recruited countless other business leaders in the Chicago community to follow in his footsteps by serving in leadership roles including JA Board Chairpersons, Board Members, and Campaign Chairs.



**JOHN D. NICHOLS, JR.**

*Junior Achievement of Chicago is now reaching over 300,000 students annually throughout our twelve county franchise area, with programs that make a positive difference in the lives of young people. This level of impact would never have been possible without John—who believed so strongly that all students should have an opportunity to understand the rewards and responsibilities of the free enterprise system.*



**STEPHEN BATTREALL**

Steve Battreall was a true friend to Junior Achievement of Chicago and served on JA of Chicago's Area Board from May 2013 to June 2018, while working at GE Capital and later, Wells Fargo. He actively participated on our volunteer committee and was a strong supporter of both the golf outing and personal giving campaign. In lieu of flowers, JA of Chicago was chosen for gifts in Steve's memory. His legacy was honored at the May 23, 2023 Area Board meeting by providing three \$1,500 scholarships in his memory to deserving JA students from the city and suburbs.



**JAMES J. GLASSER**

Jim Glasser was a strong proponent of civic leadership and understood the necessary leadership role of philanthropy in the community. He served as Chairman and CEO of GATX Corporation from 1978-1996. Jim was inducted as a laureate in the Chicago Business Hall of Fame in 2006, and his ongoing contributions as a member of our Blue Ribbon Panel of former laureates helped ensure the event's success every year. Jim and his wife Louise generously supported JA's personal campaign, which enabled an entire school to participate in JA programs annually.



**ANDREW J. MCKENNA**

Andy McKenna was an icon in Chicago's business, philanthropic, and sports communities. He served as Chairman of Bunzl Retail Services (formerly Schwarz Supply Source) and was Chairman Emeritus of McDonald's Corporation, among numerous other corporate and nonprofit boards. Andy and his wife Joanie were incredibly generous friends and supporters of Junior Achievement of Chicago for many decades. Andy was inducted as a laureate in the Chicago Business Hall of Fame in 1993. On an annual basis, Andy supported JA's signature event by serving as a leader on our Blue Ribbon Panel of former laureates and by providing generous sponsorships from Schwarz Supply Source and later, Bunzl Retail Services.



**JAMES J. O'CONNOR, SR.**

Jim O'Connor fervently believed in JA's mission, and he and his wife, Ellen, provided personal gifts to help JA continue to impact the lives of students from at-risk communities. He served as CEO of ComEd, formerly Unicom Corp., from 1980-1998, and was inducted as a laureate in the Chicago Business Hall of Fame in 1987. He deeply appreciated being honored and helped ensure the ongoing success of the Hall of Fame event by serving as a member of our Blue Ribbon Panel of former laureates for many years. Jim and Ellen always made it a priority to attend the event to welcome the new class of laureates.

## Junior Achievement of Chicago's Mission

To inspire and prepare young people to succeed in a global economy

# Fast Facts

**83** Years of Inspiring Tomorrows

**12** Counties in the Chicago Area and Northwest Indiana

**306,822** Students Impacted

**14,780** Classrooms Reached

**669,137** Hours Delivering JA's Programs

**3,132** Volunteers Engaged

**715** Education Partners

### JA's THREE PILLARS



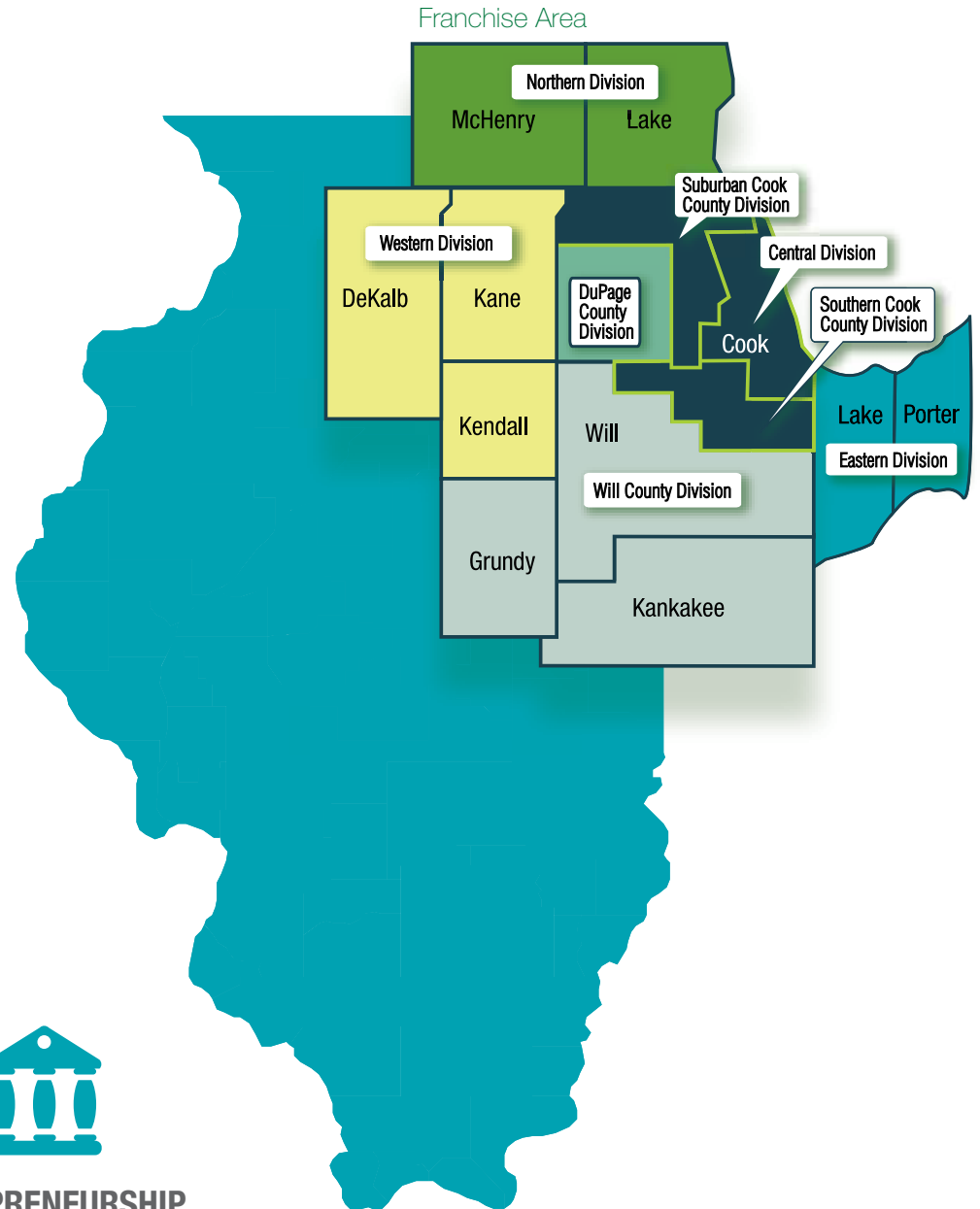
**FINANCIAL LITERACY**



**WORK READINESS**



**ENTREPRENEURSHIP**



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Junior Achievement of Chicago 651 W. Washington Blvd., Suite 404, Chicago, IL 60661 Phone: (312) 715-1300 Fax: (312) 715-0694 Web: [www.jachicago.org](http://www.jachicago.org)

