

AUTHENTICITY • COLLABORATION • INCLUSION • INNOVATION • INQUIRY •

INSPIRATION • OWNERSHIP • EMPOWERING • RESOURCERFUL • COURAGEOUS • CONFIDENT • CAPABLE

CHANGEMAKERS • SCALING BY SHARING • COURAGEOUS • CONFIDENT • CAPABLE • EMPOWERING •



WE ARE...

Just
in Time
FOR FOSTER YOUTH

FY ANNUAL GRATITUDE REPORT
25 ON THE IMPACT OF OUR
CARING COMMUNITY

• CONNECTED • RESPONSIVE • RELIABLE • HEALING • YOUTH-CENTERED •

WHY WE ARE HERE

The Essential NEED

Foster youth are placed in a System because of circumstances beyond their control and often leave it feeling Unsure, Unprepared and Disconnected.

The Just in Time SOLUTION

When transition age youth (18-26) leave the System, Just in Time invites them to join a Reliable, Responsive, and Real Community that helps them become Confident, Capable and Connected.



Our Aspirational VISION

Just in Time for Foster Youth envisions a future in which every young person in foster care is empowered to create their own future and every youth leaving the system has access to a Community of caring adults after 18. We believe forging consistent, lasting relationships is the foundation for the durable success of our youth so they can thrive and enjoy productive, satisfying lives.

Our Core VALUES

AUTHENTICITY

We are open, honest and courageous in sharing our time, treasure and talent.

COLLABORATION

We think outside the box to find the WIN-WIN outcome together and achieve the best solution for all involved.

INCLUSION

We embrace all people with compassion to honor their value and celebrate their unique identities. I matter, you matter.

INNOVATION

We adjust to new challenges and constant change, finding creative ways to support continuous growth and improvement.

INQUIRY

We seek to understand first and ask powerful questions to discover what is truly needed.

INSPIRATION

We engage in a way that lifts up others and fulfills our purpose.

OWNERSHIP

We hold ourselves accountable for our words, actions, promises and commitments.



WE ARE LEADING CHANGE

MOVING AHEAD, UP AND TO THE RIGHT

In 2003, effective post-foster care resources were almost non-existent. Just in Time for Foster Youth was founded to ensure access to the critical resources and relationships needed to thrive.

In 2007, the Great Recession began as the longest and deepest economic downturn since the Great Depression. Just in Time launched College Bound and Financial Fitness to give the young people we served the powerful tools they needed to keep moving toward their goals.

In 2020, the COVID pandemic simultaneously created increased demand for services while disrupting traditional systems and fundraising models. Just in Time pivoted to significantly expand outreach, adding Mental Wellness services to better serve our youth and grow revenue in the process.

Each time our answer to these challenges was a renewed focus on who We Are, finding mission-driven opportunities to move forward through innovation that created more measurable Social Impact, expanding and deepening our reliable, responsive community model.

Today, the nonprofit landscape faces unprecedented disruption, moving rapidly into uncharted territory. Uncertainty, challenges to business as usual, and high levels of anxiety have become the new reality while awareness grows of a significant crisis among young adults in America. They report high levels of anxiety, loneliness, disconnection and depression, all further amplified for young adults whose lives have been impacted by foster care.

As many organizations search for direction and struggle for answers to meet the moment, our response is once again based in the Confidence of who We Are.

Innovative. Collaborative. Changemakers. In a continuing pattern of Growth and Enhanced Value.

That means an increased commitment to the youth we served in FY25. Growing access to resources for more young adults on the road to self-sufficiency, life satisfaction and success. Growing our community of Influence through powerful partnerships. And “scaling by sharing” our mental model with impact-driven collaborations in San Diego and beyond.

That's who We Are. Our FY25 Annual Gratitude Report offers more detail, stories, inspiration and information about our Just in Time community that makes it possible to keep Leading Change with confidence and courage, more determined than ever to transform the world...one youth at a time.

Up and to The Right!




Scott Arnold
JIT Board Chair




Don Wells
JIT Chief Empowerment Officer

JUST IN TIME FOR FOSTER YOUTH

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WE ARE...

RESPONSIVE RESOURCES FOR SOCIAL IMPACT

WE ARE HOUSING STABILITY



A significant percentage of San Diego residents are “cost-burdened,” spending more than 30% of their income on housing. JIT’s housing support through Basic Needs assistance and My First Home

set-ups helped foster youth impacted by foster care meet this challenge with **\$339,891** rent assistance, home furnishing and supporting costs. In FY25, 115 participants each had an army of volunteers to help **transform empty apartments** into comfortable, beautiful homes, with everything from décor and housewares of **THEIR** choosing.

WE ARE CAREER PATHWAYS



Youth aging out of the foster care system face a unique set of employment challenges that result in significantly higher unemployment and lower wages compared to their peers. These barriers are a direct result of a complex

mix of factors including instability, trauma, and lack of support they experienced while in care and after. The JIT Solution? Critical support for certifications, unpaid internships and apprenticeships, mentor connections and entrepreneur investments including our annual Shark Tank competition, now in its eighth year!

WE ARE ACADEMIC SUCCESS



Historically, four-year college graduation rates for foster youth have been 4-6%, with recent research suggesting that the rate could be as high as 12% with “adequate support.” JIT’s graduation rate for over 1,000 students over 19

years has been 75%, with post-graduate graduation rates at 99% for the 72 Master Your Dream scholars since 2014 who now have advanced degrees earned for Chemistry at SDSU, Social Work at UCLA, Law at Columbia University, and Public Policy at Duke. That’s Social Impact!

WE ARE HEALING THROUGH COMMUNITY



Recent studies reveal a mental wellness crisis in America for young adults, with 36% reporting increased rates of anxiety and stress, significantly higher than any other age group. And 68% reported they couldn’t get treatment, despite being

open to it. These numbers are amplified for young people impacted by foster care, and our healing community continues to meet the challenge with our ever-expanding emphasis on mental wellness. With multiple avenues centered on compassion, connection, and healthy practices, we reach nearly 200 participants and provide 1700 free therapy sessions annually.

WE ARE...

BUILDING RELATIONSHIPS FOR LASTING IMPACT

Access to resources is critical to our success, but relationships and connections are at the vital Heart of what creates the most powerful results. It’s what our extended family of participants, alumni, volunteers, supporting partners, and their families have come to expect and plan for as every holiday, reunion, summer picnic and invitation to gather is another opportunity to catch up with old friends, forge new traditions, and create positive memories. Everyone needs a place to belong, and JIT’s joyful multi-generational experiences affirm that basic human need. We love a chance to celebrate!

10TH ANNUAL SUMMER BLAST



Studies have shown that creating positive memories is effective as a strategy to counter the impact of life’s negative experiences.

That’s why we chose August to step outside our usual routines into a space for natural fun, meaningful connections and memorable moments among participants, alumni, volunteers, community partners, investors, and their families.

SPOOK-TACULAR



Just in Time recognizes that Halloween is another time for creating positive experiences, sprinkled with opportunities for

dressing up and collecting treats with friends and family. In 2024, one JIT suite was transformed into a haunted maze while the JIT parking lot was the perfect place to paint pumpkins, enter the costume competition, and collect ghoulish goodies on “Trunk or Treat Lane” from JIT volunteers.

THANKSGIVING DINNER



Carved turkey, sliced ham, gravy, cranberry sauce, mashed potatoes, sautéed vegetables, yams, stuffing, mac & cheese, rolls & butter, a variety of salads, apple & pumpkin pies with whipped cream, a few vegetarian meals, iced tea, lemonade plus expressions of



gratitude from participants, alumni, friends and family coming together to share a meal and good vibes. What better way to start the Holiday Season.

JUST IN TIME FOR THE HOLIDAYS



When the December rolls around, ‘tis the season for friendly faces, fabulous food and family friendly festivities!

Each year, we’re establishing new traditions and turning what has been a challenging time for many of our participants into a “don’t miss” event that also celebrates the participants who are role models of being Confident, Capable, Connected and Conscious, plus a Catalyst Award for JIT Alumni who are making a difference. Deck the Halls!

WE ARE... INNOVATION & INFLUENCE TO LEAD CHANGE



Don with Casey Family Programs Board of Trustees Chair Dr. Walter H. Smith, Jr. and Casey Family Programs President and CEO Dr. William C. Bell



CHAFEE SOTA

In 2024, the Office of Planning, Research and Evaluation (OPRE) selected Just in Time for Foster Youth as one of four programs to participate in the Chafee Strengthening Outcomes for Transition to Adulthood (Chafee SOTA) project. Working together with the Westat research team, we are exploring innovative ways to evaluate programs that serve youth transitioning out of foster care, which have historically proven difficult to evaluate with traditional methods. We're closer than ever to validating innovative methods and promising practices while strengthening evidence of their effectiveness in achieving successful outcomes.

CHARITY NAVIGATOR

Because Just in Time is always looking for new opportunities to empower our nonprofit sector, we were excited to serve as a member of Charity Navigator's Consultative Council of Nonprofit Leaders (CCNL) in 2022. Since then, we've worked with Charity Navigator and other like-minded leaders to give feedback, input and guidance on the real factors that drive nonprofit success, reactions to proposed evolution of CN ratings, and how to increase participation by increasing the value of CN to nonprofits.



COACH APPROACH TO COMMUNICATION

What began in 2014 as a way to empower volunteers to become effective mentors for the young people we serve, has become a central communication tool for everyone in our community and all of our scaling partners to have maximum impact. Starting from the belief that everyone is creative, resourceful, and whole, then setting aside our own agenda, maximizing our active listening skills and asking curious and powerful questions, Coach Approach can help us find better solutions to the communication challenges we experience.

WE ARE... EPIC PARTNERSHIPS EMPOWERING POSITIVE IMPACT & CONNECTIONS

As nonprofits face shifting and uncertain funding resources alongside increasing need for supportive services, new approaches to achieving social impact are that much more necessary and urgent.



In FY25, Lucky Duck Foundation and Prebys Foundation sought nonprofit partners to change that persistent reality. By offering multi-year seed funding to innovative, impact-driven collaborative efforts that also address current barriers and explore root causes of the challenges we address, they provided the impetus for the creation of a new model of collaboration to serve young adults impacted by the child welfare system.

The result? **Fostering Bright Futures Together**, a multi-organizational partnership that will proactively share experiences, expertise, and empowering resources to prevent homelessness, empower employment success, and create reliable connections for young people, ages 16 to 28+, all through one interconnected ecosystem that provides access to all the resources and relationships needed to achieve self-sufficient, satisfying lives.

For more information and a full list of nonprofit partners, go to jitfosteryouth.org/epic.

OTHER POWERFUL PARTNERSHIPS



REALITY CHANGERS/SAN DIEGO FOUNDATION: SDF's Community Scholars Initiative funded an impactful partnership with Reality Changers, creating a bridge for their eligible first generation college bound students to access all the academic resources and supportive relationship of the JIT community.



COASTLINE ACADEMY: The largest driving school in the country, Coastline works with JIT to fulfill their mission of helping new drivers not only pass the test but also become confident, safe drivers by proving access to a team of licensed instructors and vehicles.



LOCAL MEDIA (Z90.3) & SUMMIT SUBARU EL CAJON: As Non-Profit Partner for Z90 – XHTZ, JIT is connected to thousands of San Diego listeners by DJ Rick Morton and his crew through events, campaigns, authentic conversations with our community, and benefits to participants like a new car!

WE ARE...

SCALING BY SHARING

The Success of our “scaling by sharing” effort is not just measured by our reach to communities across the country but also by how well we’re able to inspire and empower our partners to do things that translate into life changing shifts for the young people they serve.



This is just a snapshot of what that looks like through the lens of three nonprofits.



“The partnership with JIT has offered Found Village the opportunity to expand our imagination on how to support young people with dignity and connection. We have been so impressed with the length of time JIT has been doing this work and the willingness to coach on lessons learned. JIT is a powerhouse of knowledge, and we are so blessed to continue to learn from them.”

APRIL JOHNSON & KECIA SAKAZAKI
Co-Founders



“As a young nonprofit working to empower teens and young adults with foster care experience, we are thrilled to receive the expertise that Just in Time’s Partnership Framework offers. It’s not often that nonprofits support one another. Just in Time is breaking the siloed model and doing what is right for youth with experience in foster care!”

ILOBA NZEKWU & KATIE NZEKWU
Co-Exec Directors



“Working with Just in Time has been an invaluable experience. Witnessing firsthand their profound impact on Transitional Aged Youth and the cohesive strength of their team has provided us with deep insights into the power of cultivating meaningful relationships. Their innovative approach and unwavering commitment have truly inspired us at Kids in the Spotlight”

TIGE CHARITY
Founder



WE ARE...

THE LASTING LEGACY OF SERVICE

DIANE COX

CO-FOUNDER - VOLUNTEER - BOARD CHAIR - COACH/MENTOR - DIRECTOR OF DEVELOPMENT

Diane's Legacy really did begin in 2002 with holiday Gift Baskets she made for 25 youth.

That small gesture was motivated by her consistent commitment to service, her inherent generosity and her talent for creative problem solving.

For the last two decades, Diane has been the one constant in the Just in Time community. She has consistently advocated for the JIT mission, ensured the financial sustainability of the organization during both the Great Recession and the Covid pandemic, and established a unique model of securing reliable high-level investments that did not rely on government funding.

But Diane, was more than a fundraising marvel. She launched Coach Approach to Mentoring, an innovative training that helps volunteers to build trust with JIT participants by actively listening to them and empowering them to find their own solutions. Throughout the years, Diane has also made it a priority to give her time, attention, energy and effort to countless participants, staff, and any member of our community who crossed her path.

After 23 years of extraordinary service and stewardship, inspiration and engagement, Diane passed the torch to a new generation, one that will impact lives for generations.

It's been an extraordinary journey, and we're so grateful Diane has led the way.



WE ARE... INVESTED IN EXCELLENCE

As Just in Time elevates our commitment to our mission, we are embracing the concept of **Organizational Imperatives** to identify the key strategic priorities that are essential for us to succeed and fulfill our promise to all stakeholders. These are the most critical focus areas and actions that we must pursue to thrive, remain relevant, and create meaningful impact.

Imperatives are not just routine goals. And they are not focused on self-sustainability or annual goals and metrics.

Instead, they are five unwavering and aspirational high-stakes commitments to principles and practices required to fulfill our highest purpose and create the greatest social good.



IMPACT IMPERATIVE

Be the best at building Community for (every eligible) San Diego County young adults in transition by creating and providing relationships, services and resources that are accessible and easy to navigate.



CULTURAL INFRASTRUCTURE IMPERATIVE

Live and filter every decision we make and action we take through the lens of our Core Values and Principles.



PEOPLE IMPERATIVE

Cultivate and nurture every individual in our community with the skills, knowledge and collaborative environment needed to become their best, brightest and most innovative selves.



FINANCIAL STEWARDSHIP IMPERATIVE

Deliver impeccable financial integrity through policies and practices that consistently earn stakeholders' trust and support mission stability and long-term sustainability.



INFLUENCE IMPERATIVE

Effectively share real, reliable and responsive alternatives to ineffective systems nationwide that empower young adults in transition to successful, satisfying lives.

These energizing Imperatives will challenge us to continuously innovate, constantly grow our capacity, and move us Up and to the Right. See you there.

WE ARE... HERE TO SERVE

We're committed to a powerful yet clear vision: to fill critical gaps for transition age foster youth that have been created by the absence of loving family support, elevating them to become self-sufficient, contributing members of society. We provide basic resources and financial assistance and, through our ongoing research and experience, continually improve the resources we offer.

In fact, our Lasting Impact Fulfillment Tracking research confirmed that durable change is driven by key factors that help resilient young people become more Confident, Capable, and Connected, predicting their lasting success:

- Filling gaps in knowledge and experience for greater capacity to meet the challenges they face
- Helping youth identify self-limiting beliefs and personal strengths
- Encouraging each participant to take ownership of their unique story and authentic voice
- Creating connections to trusted relationships with supportive adults and like-minded peers

Using this as a firm foundation, we have created a comprehensive variety of innovative, individualized, and volunteer-driven services that increase the chances of self-sufficiency with life-affirming relationships at the heart of all the work we do.

EMERGENCY/ BASIC NEEDS

Provides resources such as rent/ utilities assistance, auto repair/ insurance/registration help, bus/trolley passes, food cards, medical/dental assistance, professional clothing, and help with bills while supporting creation of an action-plan to build a secure foundation of stability and confidence.



PATHWAYS TO FINANCIAL POWER/NEXTjobs

Helps participants explore employment options and learn skills needed to be financially secure through job readiness, networking, technology skills, and significant career connections. NEXTjobs stands for New: readiness for first jobs, better jobs; Entrepreneurship: building capacity for self-employment; X/ Unknown: training for emerging jobs of the future; Trades: access to well-paying jobs like electrical, construction, etc.



MY FIRST HOME

Leverages the community to gather donated gently used furniture and new household goods from new towel sets, silverware and dishware sets, pots and pans, to new beds, comforters and sheet sets, lamps, vacuums, microwaves and toasters, that turns an apartment into a welcoming, comfortable place to call home.



CHANGING LANES/ AUTO ACCESS

Offers everything a participant needs to obtain their driver's permits and licenses, including six hours of behind-the-wheel practice, volunteer time to study and transportation to the DMV to take written and a partner-provided vehicle to use for the road test. We also facilitate vehicle purchases through a credit union partnership.



FINANCIAL FITNESS 101, 102 & 103

Offers a three-tier financial literacy service to meet all stages of learning, from building a healthy relationship with money to investing and building assets. Includes 1:1 coaching support and matching savings program.



COLLEGE BOUND

Provides participants the relationships and resources, tools and technology to overcome key obstacles on the way to graduation day - rent assistance, academic expenses, income supplements, support for unpaid internships and support for every step on the college journey. Master Your Dream is a \$5,000 scholarship for youth pursuing post-graduate studies.



HEALTH, WELLNESS, AND HEALING

Includes a three-pronged approach to mitigating the negative impacts of Adverse Childhood Experiences (ACES) through: free, on-site therapy; My Life My Story 8-month male and female cohorts for self-discovery and healthy relationships; and Rise to Resilience with access to eight proven healing-centered practices: healthy relationships, nourishment, mindfulness, holistic fitness, rest & sleep, self-exploration, community, and play.



WE ARE...

SOCIAL IMPACT RETURN ON INVESTMENT

Just in Time demonstrates ROI in two ways: through Quantitative Measures of Outcomes (how many & how much) and Qualitative Measures of Impact (how deep & how lasting).

QUANTITATIVE OUTCOMES

SERVICES TO YOUTH FY2025

3,618

INDIVIDUAL
PARTICIPANTS



3%
over FY24



25%
over FY24

119,508

COMBINED TOUCH POINTS

\$2,109

AVERAGE FINANCIAL
DISTRIBUTIONS
PER YOUTH
6 per Youth

269

FIRST-TIME
PARTICIPANTS*

50%
over FY24

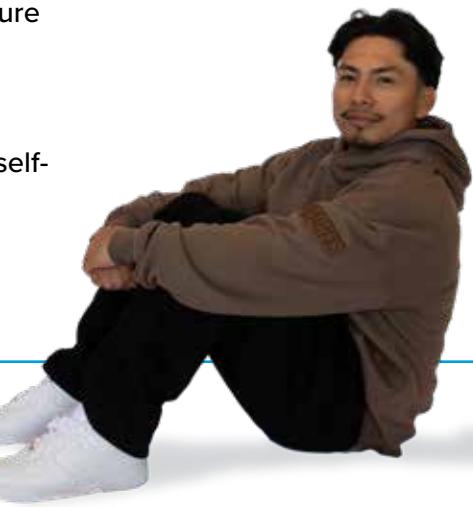
*Including ALL First-Time Participants, not those limited to service-connected opportunities.

WE ARE...

MEASURING SOCIAL IMPACT

Just in Time continuously tracks key drivers of change that measure lasting growth for the growth of the young adults we serve. Each service and resource offered is designed to empower them to become more Confident (internal power), Capable (competence toward mastery), Connected (relational support) and Conscious (self-awareness).

Survey questions are aligned with these “4 Cs”.



IMPACT SPOTLIGHTS

Intended Impact: **CONFIDENT**

Pathways to Financial Power

I am dedicated to providing value in the career field that I'm interested in. **Before: 31% After: 100%**

College Bound

I am determined to overcome challenges that I experience. **Before: 74% After: 100%**

Intended Impact: **CAPABLE**

College Bound

I utilize the tools and resources that assist me with accomplishing my goals. **Before: 52% After: 100%**

Health, Wellness, & Healing

I am able to create and set clear boundaries for myself and others. **Before: 50% After: 90%**

Intended Impact: **CONNECTED**

Financial Fitness

Having someone dedicated to supporting me with my financial goals has taught me that others can have my best interest at heart.

Before: 44% After: 100%

Pathways to Financial Power

I have established multiple relationships that enable me to thrive. **Before: 0% After: 62%**

Intended Impact: **CONSCIOUS**

Health, Wellness, & Healing

I address my self-limiting beliefs and how they can impact me. **Before: 20% After: 80%**

Financial Fitness

I understand how my emotions impact my spending habits. **Before: 44% After: 89%**

Esmeralda MUNOZ

Director of Youth Services, Just in Time for Foster Youth

JIT Participant 2018-2021

JIT Services: College Bound, Financial Fitness, Career Horizons

HELLO
I AM...

transforming lived
experience into
leadership

"When I joined Just in Time in 2018, I was a transfer student at San Diego State balancing school and building my future. Through College Bound, Financial Fitness, and Career Horizons (now My Life, My Story), I gained stability, mentors, and tools to understand my own wellness and growth. I started at JIT as an Administrative Coordinator and, by embracing new challenges, moved into leadership roles supporting mental health and wellness programs for young women. Today, as Director of Youth Services, I lead a team dedicated to helping participants feel supported, develop their strengths, and find balance. My journey from participant to director drives me to create the same opportunities for others."

ACCOMPLISHMENTS:

- ◆ Serves on Alliance Healthcare Foundation's yearlong grant committee, helping direct \$1 million toward improving health and wellness access for underserved communities
- ◆ Proudly models commitment to well-being by prioritizing therapy and normalizing conversations around mental health
- ◆ Maintains a strong, supportive relationship with her young niece showing the power of consistent connection
- ◆ Bachelor of Arts in Sociology with a Minor in Counseling and Social Change, San Diego State University



Health, Healing and New Beginnings

Marcos first connected with Just in Time (JIT) last November. "I asked if they had anybody to talk to, like mentors or therapists," he recalls. Therapy wasn't new—he'd first experienced counseling while incarcerated.

Released in 2022 after spending five years in California Youth Authority, Marcos faced the daunting task of starting over. "When I went in, I was a teenager who never had a job, never had a car. I had to figure out how to be an adult," he says. For two years, he navigated that transition mostly alone until discovering JIT.

Through JIT, Marcos accessed individual therapy sessions and joined a DBT group focused on managing emotions and stress. He also became part of My Life, My Story men's cohort, which centers on building healthy relationships. The group's outings have given him chances to try new things.

"I had never been to a hockey game, so when we went to the Gulls game, I was pretty excited," he says. "I'd also never been to Balboa Park or the Friendship Garden. And one night we learned to make dumplings. I'd never done any of that—so that was awesome!"

Opening up is still hard. Marcos has always kept a small circle and sometimes fears judgment. Yet he keeps showing up, attending therapy, and embracing new experiences.

"I don't think therapy would have helped me if I didn't let it," he reflects. "I've learned skills so that if I get too heated, I can cool down... even when someone cuts me off on the freeway, I can think, 'I hope they get home safe.'"



Marcos

HEALTH, WELLNESS, AND HEALING FY25 IMPACT



Youth Served: **199**

Assists: **2,680**

Total Cost: **\$791,513**

Cost Per Youth: **\$3,977**



Volunteer Statistics

Volunteers: **83**

Volunteer Hours: **534**



Kevin GALLEGOS

Drone Sales, Computer Technician and Entrepreneur

JIT Participant 2017-2021

JIT Services: College Bound, My First Home,
Pathways to Financial Power

HELLO
I AM...

a lifelong learner
and problem solver

"Pathways to Financial Power came at exactly the right time for me. When my industry started facing uncertainty, I connected with mentors and earned IT certifications that opened new doors. The support, accountability, and guidance I received through Just in Time gave me the confidence to pivot and pursue cybersecurity, while still building on my passion for entrepreneurship. As an alum, I've gained invaluable skills, mentors who feel like family, and the motivation to keep growing. I know I'm on the right track, and I'm excited about the future I'm building."

ACCOMPLISHMENTS:

- ◆ Bachelor of Arts in Television & Film Production from San Diego State University – First generation college graduate
- ◆ Sales Manager in the drone industry since 2020 and pursuing certifications in IT & Cybersecurity
- ◆ Entrepreneur with experience in video production, photography, and 3D design



Leveraging Connections for Professional Success

At just eight years old, Katelyn found her safe haven at her grandparents' house. It was a steady refuge from the instability she experienced with her mom.

After a years-long court battle, she moved in with them permanently and embraced the values that shaped her future: hard work, resilience, and saving for tomorrow.

"As much as my grandparents tried to provide everything for me and my siblings, I knew they didn't have that much money, so I always tried to work and save."

That determination carried Katelyn through college and into her job search. With her savings as a cushion, she spent months customizing cover letters and filling out lengthy applications, and employment surveys.

"It was hard because I wouldn't hear back," remembers Katelyn. *"I would just get an automated message saying that my application had been submitted and that's it."*

Then came Just in Time. Through the Pathways to Financial Power service, Katelyn gained confidence and support, and an invitation to a résumé review with HR professionals. That single event became a breakthrough.

PATHWAYS TO FINANCIAL POWER /NEXTJOBS FY25 IMPACT ...



Youth Served: **159**

Assists: **951**

Total Cost: **\$404,857**

Cost Per Youth: **\$2,546**



Volunteer Statistics

Volunteers: **142**

Volunteer Hours: **764**



There she met Jack, an HR representative who not only reviewed her résumé and interview skills but also recognized her potential. Although it wasn't meant as a job interview, Jack later reached out to offer Katelyn a position in customer support at his company, HM + Electronics..

"Every day, I'm building my future," said Katelyn. "I see myself climbing the ladder at HME, maybe even becoming a supervisor one day."



Katelyn

Barbara SUAZO

Engagement and Events Manager, Just in Time for Foster Youth

JIT Participant 2023-2024

JIT Services: College Bound, Financial Fitness, My First Home, Health, Wellness & Healing

HELLO
I AM...
**building relationships
to empower the
next generation of
Just in Time youth**

"When I joined Just in Time, I had just had my job and my housing unexpectedly ripped away from me. I was trying to figure out where I was going to live and how I would support my kids. Just in Time stepped in to help. Not only was I immediately enrolled in services to stabilize my housing situation and support my college journey, I was provided an employment opportunity that tapped into my talent for relationship building."

"Today, I'm the Engagement and Events Manager for Just in Time. Over the past two years, I have nurtured relationships and inspired community members to give over \$4.3 million to the JIT mission, ensuring that young people, like me, are supported for years to come."

ACCOMPLISHMENTS:

- ◆ Being a loving and involved parent in my kids' lives – being on school council and an active classroom parent
- ◆ Having a healthy marriage to my husband and raising my kids within a family unit
- ◆ Raising over \$4.3 million dollars for foster youth in the past 2 years at Just in Time
- ◆ Associates Degrees in Business Management and Economics from Grossmont College



Turning Community Into Opportunity

When Jamon aged out of foster care, he faced a future full of possibilities but few guarantees. He had navigated group homes and multiple placements, yet he was determined to define himself by what lay ahead, not his past.

Soon, Jamon found a new kind of support in Just in Time for Foster Youth. "When I started attending Empower Parties, I was nervous," he recalls. "I didn't know anyone, but being around people who wanted to see me succeed changed everything."

At a spring Empower Party, Jamon met Dana, a Just in Time volunteer and investor, who immediately connected with him. "She told me I was fabulous and wanted to take a photo," Jamon laughs. That first interaction sparked a genuine friendship, one that would become a cornerstone of his growth.

Over the next months, Dana mentored Jamon as he explored launching his personal styling business. She shared guidance, accountability, and encouragement, helping him turn a new idea into an actionable plan. From branding to trial runs, Jamon has begun curating wardrobes for clients, combining his eye for fashion with the confidence he's built through community connections.

"Dana has shown me that support can be real and generous."

With encouragement, and access to Just in Time's network, Jamon is not just building a business, he's creating a future he envisions, driven by ambition, connection, and self-belief.



Jamon

COMMUNITY CONNECTIONS FY25 IMPACT



Youth Served: **301**

One on One
Connections: **169**

Community
Engagement: **177**

Assists: **748**

Total Cost: **\$654,350**

Cost Per Youth: **\$2,174**



Volunteer Statistics

Volunteers: **294**
Volunteer Hours: **616**

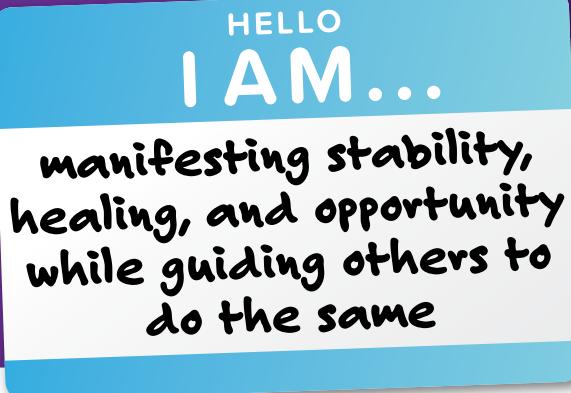


Feli CHISHOLM

Holistic Health & Wellness Practitioner/ Graduate Student

JIT Participant 2019-2024

JIT Services: My First Home, College Bound, Financial Fitness, Basic Needs, Health & Wellness



When I moved to San Diego, Just in Time's My First Home helped me set up my first apartment at a critical time. That sense of stability allowed me to focus on school, work, and my own growth. Today, I'm manifesting the life I once dreamed of - advancing my education, creating a holistic health and wellness practice, and sharing tools that help others heal and flourish. My journey from instability to stability has inspired me to guide others toward balance, self-care, and the power of building their own foundation.



ACCOMPLISHMENTS:

- ◆ Bachelor's degree in Psychology with a minor in Africana Studies- currently pursuing a Master's in Health Psychology from National University
- ◆ Certified yoga instructor and holistic wellness practitioner
- ◆ Breaking the cycle of foster care through self-sufficiency and healthy boundaries
- ◆ Committing to five years of consistent therapy to heal and grow

A Home To Call Their Own

When Raquel and her partner, Andrew, arrived in San Diego with their four young children, they were determined to build a better life.

But after months of moving between motels and transitional housing, stability still felt out of reach. "We were never on the street, but it was hard," Raquel recalls. "We just wanted a safe place for our kids."

While they waited for a housing voucher to come through, Andrew and Raquel (both former foster youth) were connected to Just in Time. JIT quickly stepped in to cover several weeks at a motel, ensuring the family had a safe place to stay. In March 2024, the voucher came through and the family moved into an apartment, but their new space was empty except for one borrowed mattress.

Raquel and Andrew applied to My First Home. Their caseworker coordinated with JIT to ensure the couple quickly received beds for each child while they waited for their official My First Home "Shopping Day". "They had everything - couches, dressers, pots and pans, even a coffee maker," Raquel remembers. When JIT volunteers arrived with the furniture the kids were "jumping for joy."

"My oldest daughter is 6, so she could better understand what was happening" recalls Raquel, "She was so happy seeing that we have a couch and we have this big TV! "It made our apartment feel like home."

With a stable, furnished home, Raquel and Andrew are focusing on their family's next steps, which include stable transportation and school.



Raquel & Andrew

MY FIRST HOME FY25 IMPACT



Youth Served: **115**

Assists: **404**

Total Cost: **\$512,900**

Cost Per Youth: **\$4,460**



Volunteer Statistics

Volunteers: **218**

Volunteer Hours: **766**



Alex GREGOIRE

Leasing and Marketing Manager, Vici Apartments (HG Fenton)

JIT Participant 2015-2017

JIT Services: Bridges to Success, Financial Fitness, Basic Needs, Changing Lanes, Pathways to Financial Power, Rise to Resilience

HELLO
I AM...

driven to
independence, one
connection at a time

"When I first connected with Just in Time through the Bridges to Success program (Now My Life, My Story), I was a community college student trying to find direction and independence. The mentors I met encouraged me to grow, take risks, and believe in my potential. That experience gave me the confidence to pursue a new career path in property management, a field where I could connect with people and thrive professionally."

"Today, I work as a leasing and marketing manager for a luxury apartment community in Little Italy. I'm proud to live independently, maintain financial stability, and keep a positive mindset through every challenge. My journey reminds me that progress is personal, and that showing up for yourself (even on hard days) is success in motion."

ACCOMPLISHMENTS:

- ◆ Building a stable career in property management and marketing with HG Fenton
- ◆ Living independently in San Diego while maintaining financial stability
- ◆ Cultivating gratitude and balance after overcoming major life transitions
- ◆ Supporting friends and family through authentic connection and generosity



License to Succeed

M'Niya was 13 when mental health challenges at home led to her placement in foster care.

Making her way through the system, she eventually arrived at a group home called San Pasqual Academy (SPA) where she would spend the next 5 years focused on school, her mental and physical health, and rebuilding her relationship with her mom.

At 18, M'Niya was accepted to Cal State San Marcos. She moved closer to campus, but without a driver's license getting around was a struggle. M'Niya relied on Uber and public transportation to attend classes, grocery shop and complete errands. The expenses added up. She considered buying a scooter, but what she really needed was a driver's license.

At first, M'Niya turned to her mom for help. Through her, she was able to get a basic understanding of the road, but because M'Niya's mom was grappling with homelessness and living out of her car, the vehicle was unsafe to practice in.

"It felt impossible," remembers M'Niya, "It was a struggle, and I felt scared on the road. The surroundings were overwhelming."

That all began to change when M'Niya connected with Just in Time's Changing Lanes service. Changing Lanes provided her with free behind-the-wheel driving lessons. And, when the time came, a safe car to take the driving test in.

"I learned how to look over my shoulder for a blind spot, how to park and how to be safe, rather than just practicing to the test."

In June, M'Niya passed her behind-the-wheel driving test. Recently, she got her first car. Now she can get to school and run errands with ease.



M'Niya

CHANGING LANES FY25 IMPACT



Youth Served: **119**
Assists: **268**
Total Cost: **\$96,595**
Cost Per Youth: **\$812**



Volunteer Statistics
Volunteers: **10**
Volunteer Hours: **22**

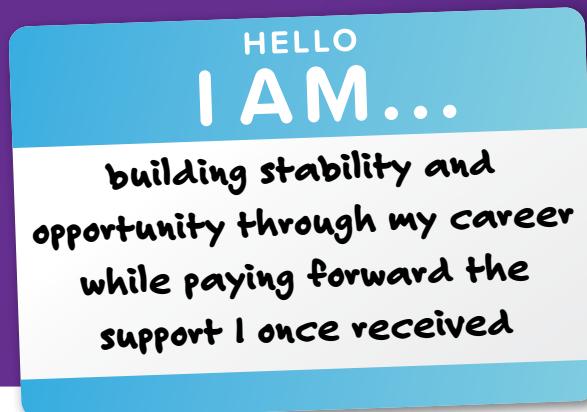


Aly PHILLIPS

Project Manager / Property Portfolio Assistant

JIT Participant 2011-2017

JIT Services: Basic Needs, College Bound



"When I joined Just in Time, I was a college student struggling to pay for essentials. They stepped in at a critical moment, helping me keep my car on the road so I could get to school and work. Over time, I turned that opportunity into a career path. Today, I oversee large residential construction projects, lead teams, and manage schedules and ensure quality control. The resilience and resourcefulness I learned from moving through foster care prepared me to thrive in high-pressure roles. Now, I make it a priority to give back to my community and build a future defined by stability, growth, and purpose."

ACCOMPLISHMENTS:

- ◆ Managing large-scale construction and property projects for over a decade
- ◆ Becoming completely self-sufficient and financially independent
- ◆ Having the capacity to give back to my community and help others, whether that's through volunteering or offering emotional and monetary support



From Surviving to Thriving

When Daniel left incarceration just months before turning 27, he had little more than determination.

A former foster youth who had also cycled through the juvenile justice system, Daniel was used to handling life alone. "I had never really reached out for help," he recalls. "When I got out, all I really had was myself."

That changed when a parole officer connected him to Just in Time for Foster Youth (JIT). Within days Daniel was welcomed by staff members Monica and Edward, who helped him feel seen rather than judged. Through JIT's Basic Needs program, he was quickly supported with housing assistance, furniture, and even a laptop—practical resources that offered immediate stability.

Edward worked closely with Daniel to find affordable housing, steering him away from a costly studio and into a safe, budget-friendly room. JIT also covered deposits and rent, removing barriers that would have otherwise sent him back into instability. "I've never had help like that," Daniel says. "They changed my perspective on what I'm trying to do."

Today, Daniel is attending college, saving for a car, and working two jobs while pursuing a degree in

Construction Management. He's also rebuilding a strong relationship with his young son and reconnecting with his family.

For Daniel, Just in Time's support went far beyond basic needs—it gave him belief in his future. "They made me think different," he reflects. "When nobody was there, JIT was there. Once you can believe, you can always do whatever you want."



Daniel

EMERGENCY BASIC NEEDS FY25 IMPACT



Youth Served: **273**

Assists: **655**

Total Cost: **\$353,513**

Cost Per Youth: **\$1,295**



Volunteer Statistics

Volunteers: **3**

Volunteer Hours: **3**



Tianna TRAVIS

Program Director for Youth and Family Services Programs

JIT Participant 2009-2018

JIT Services: Financial Fitness, College Bound, Career Horizons (now My Life My Story), Basic Needs, Pathways to Financial Power, My First Home

HELLO
I AM...

taking charge of my finances and my future.

"One of the most impactful experiences I had with Just in Time was Financial Fitness. I learned how to build my credit, and because I took that knowledge seriously, I have zero debt, a credit score in the 800s, and my family and I recently bought a home. Just as important were the relationships - people who cared about me when they didn't have to. That support shaped my path. Today, as a program director, I lead a team that provides housing, education, and basic needs to young people, inspiring and supporting them just as others once did for me."

ACCOMPLISHMENTS:

- Foster Youth Advocacy – Casa for 7 years; member of Foster Youth Alumni Committee (FAYCES) informing Child Welfare Services
- BA Child Adolescent Development from Point Loma Nazarene University – First generation college graduate
- Proud Wife and Mother to 2 Children
- Homeowner
- Program Director for Youth and Family Services Programs



From Surviving to Stability

In 2023, Cherice was living in her car, earning an income through DoorDash and other gigs. A former foster youth who entered the system as a toddler, she was unsure she would qualify for help with Just in Time. She was wrong.

"They were actually the only resource organization to accept my application," she says.

Through JIT, Cherice was matched with a coach who became both a friend and a lifeline. She discovered practical tools through JIT's Financial Fitness program and found a supportive community. "As someone who grew up the way I did, a supportive community is hard to come by. When I say JIT supported me, I don't just mean monetarily. I mean wholeheartedly, inclusively - emotionally and mentally."

Financial Fitness gave Cherice more than she expected: lessons on saving, spending, and the psychology of money. Her coach helped her adopt a "savings-focused approach," putting aside extra income in good work weeks to cover lean ones, which made paying rent possible even with unstable income.

By the time she completed Financial Fitness 102, Cherice had secured an apartment, built a rainy-day fund, and used stipends and matched savings to fix her car. "It's the gift that keeps giving," she says.

Now, nearly a year into stable housing, Cherice has never missed a bill. "It's organizations like Just in Time that helped me find my way, that said to me, 'I am worth these opportunities.' I don't think anyone ever said that to me before."



Cherice

FINANCIAL FITNESS FY25 IMPACT



Youth Served: **139**

Assists: **1,307**

Total Cost: **\$224,866**

Cost Per Youth: **\$1,618**



Volunteer Statistics

Volunteers: **77**

Volunteer Hours: **618**



Zefora ORTIZ

Program Specialist, Cuyamaca College NextUp

JIT Participant 2010-2019

JIT Services: College Bound, Basic Needs

HELLO
I AM...

empowering the next
generation of scholars

"When I first connected with Just in Time, I was a college student finding my way. JIT supported me with basic needs and, even more importantly, gave me a sense of community and lifelong relationships. Those connections helped me see what was possible. Today, I'm the Program Specialist for the NextUp program at Cuyamaca College, supporting current and former foster youth just like I once was. We provide transportation support, life skills workshops, financial grants, and a community of care. My own foster youth experience informs everything I do. I relate to my students while also holding them accountable, showing them that they, too, can reach for their dreams."

ACCOMPLISHMENTS:

- Bachelor of Arts in Chicano Studies from University of California, Berkeley
- Proud and supportive Aunt and role model
- Program Specialist for NextUp at Cuyamaca College
- Advocate for former foster youth – Participated in the expansion of Berkeley Hope Scholars to serve a greater number of foster youth on University of California, Berkeley campus
- Advocate within the Latinx community



Reaching For the Stars

Jason fell in love with space at 5 years old. Images pulsing with neon nebulas and supernovas sparked his passion for math and science. But before mastering those skills, he'd have to navigate a constellation of foster care placements, including a new school every year.

Placed with a foster mom who wouldn't let him in the house until she came home from work - around 7pm - Jason had 4 hours to fill after school every day. He joined the Robotics Team. He began winning competitions at the state level. Later, when he was moved to a new school without a robotics team, he helped create one. Eventually, he landed at SDSU as an aerospace engineering major.

Jason joined College Bound, looking for connection and guidance. He was paired with a coach with a background in cloud engineering. They clicked instantly.

"John is someone I can rely on and ask questions to. We see each other almost weekly. He even took me to the Kennedy Space Station in Florida. He has influenced me to the sky!"

After 5 years living on campus and 1 month before graduation, Jason realized he had a problem. He was borderline homeless. Desperate, he contemplated taking a second job while trying to complete his master's degree.

College Bound stepped in to help with ongoing rent assistance. He also received a Master Your Dream scholarship to help pay tuition.

Today, Jason is a grad student working on a thesis to design a housing of motors that will control the attitude and fine pointing of satellites to help complete future missions.



Jason

COLLEGE BOUND FY25 IMPACT



Youth Served: 193

Assists: 559

Total Cost: \$608,993

Cost Per Youth: \$3,155



Volunteer
Statistics

Volunteers: 68

Volunteer Hours: 440



WE ARE...

PATHWAYS TO FINANCIAL POWER

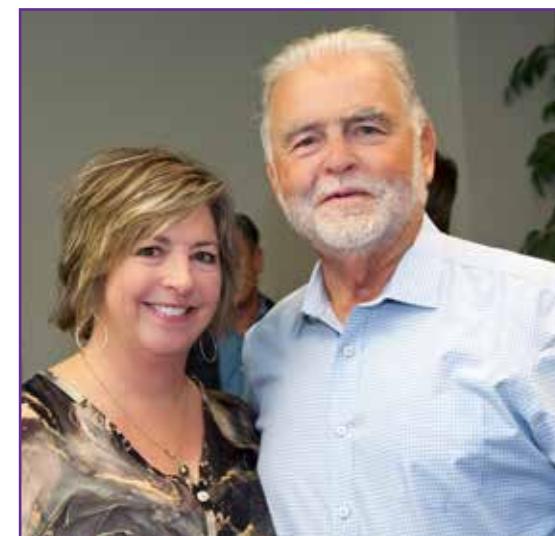
CONFERENCE AND CAREER FAIR



WE ARE...

SHARK TANK COMPETITION

KEYNOTE SPEAKER & ANGEL INVESTOR COACHING



WE ARE...

COLLEGE BOUND & MASTER YOUR DREAM

RESOURCES AND RELATIONSHIPS



WE ARE...

UNDERGRAD & ADVANCED STUDIES

ALL THAT'S NEEDED TO SUCCEED



WE ARE... MAKING MEMORIES

JUST IN TIME HOLIDAY CELEBRATIONS



WE ARE... EMPOWER PARTIES

HOME OF ILENE & MIKE LAMB



**WE
ARE...**

**LIFE-CHANGING
CONNECTIONS**

THE HEIGHTS IN RANCHO BERNARDO



**WE
ARE...**

**EMPOWERING
RELATIONSHIPS**

ABBEY DOWNTOWN



WE ARE... CELEBRATING LEGACY

THANK YOU LEGACY INVESTORS



& OUR BRIGHT FUTURE

WELCOME RAJAH GAINY, DIRECTOR OF PHILANTHROPY



THANK YOU TO OUR LEGACY INVESTORS

AND THE IMPACT YOU HAVE HELPED JIT ACHIEVE

Farrell Family
Foundation

Steve
Dillaway

Monica
Cannon

Joe Jordan

Lynne & Steve
Doyle



Scott
Arnold



David C. Copley
Foundation



Stacey & Chuck
DenHerder



Jewish Community
Foundation

Lauri & Steve
Buehler



Kappa Alpha Psi
Fraternity

Bank of America



Cox
Cushman
Foundation

Charities

Elizabeth N. Crane
Foundation

Vanessa Davis

Scott A. & Elizabeth V.
Christensen Foundation

Affirmed Housing

Jeanette Day &
Dave Catalino

David C. Copley
Foundation

Gayle
Greenlee

Jenny & Tony Hsu

Christine & Richard
Jorgensen

Grant Family

Sue & Jay
Lichter

In 'n Out
Burger

Leigh & Gordon
Boerner

Hill Charitable
Foundation

Diane & David
Archambault

Elizabeth
Dreicer



Ted DeFrank

Suzy &
Bob Freund

Jack Jackson
& The Eagles

George Lai/Lily Lai
Foundation

Lynora &
Gary Brown

Valerie Sussman

Livingston Family

RSF Women's Fund

Mike Stivers

Joyce & Rick Ross

Gilbert J. Martin
Foundation

Don Wells

Life Science Cares

Judi & Jim Rower
& Family

San Diego
Foundation

Sharon & David Wax

Dana & Art Molloy

John M. Sachs
Family

Barb & Dave
Snodgrass



Rhona
Thompson

Louann &
Alan Sorkin



Laurie
McGrath

Marci & Ronnie
Morgan

Mike Conner &
Judy Thompson

Brad
Norris

Kimberly Meyer

Erica & Jay
Wurtzler

State Farm

Prebys
Foundation

MG Properties

Walter J. & Betty C.
Zable Foundation

U.S. Bank

Tomlinson
Foundation

The John M.
Sachs Family

SDGE/Sempra

Claudia & Arthur
Schwartz

Tina & David
Thomas

Grace Chui Miller

Satterberg
Foundation

Price
Philanthropies

MG Properties

Prebys
Foundation

WE ARE... VOLUNTEERING AS A VOCATION

CHRISTINE JORGENSEN



Christine Jorgensen first connected with Just in Time more than a decade ago, when the office was still a small space on Congress Street in Old Town.

"I just felt this sort of kindred connection to the organization because of the impact they were making," she remembers. Having been on her own since age 15, Christine understood firsthand how difficult it is to navigate college, finances, and independence without guidance.

Her early involvement included My First Home and helping with resumes, but Christine eventually found her stride as a Financial Fitness coach. "It's been really rewarding to see participants change their lives

through these programs," she says. She has coached more than half a dozen youth, many of whom have asked to continue with her into advanced workshops.

One of those ongoing relationships is with Naliyah, who Christine first met in Financial Fitness 102. At the time, Naliyah was preparing to graduate from college without stable housing or a job. Christine remembers setting aside the usual financial goals to focus on immediate needs. She shared resources for housing searches and tapped her professional network to help Naliyah land interviews. "Sometimes it's just about having someone in your corner to connect the dots," she reflects. Today, Naliyah has launched her career and continues to meet with Christine as she sets her sights on long-term financial independence.

For Christine, volunteering is deeply personal. "I wouldn't wish what I went through on anyone. Feeling like you are on your own, that no one cares. I have to give back, it's like breathing."

Christine's admiration for JIT has only deepened over time. "I'm impressed with how holistic the services are now, everything from My First Home to Rise to Resilience," she says. "Just in Time is thinking about what participants truly need, and I'm grateful to be part of that."



VOLUNTEER INVESTMENTS



All Volunteers: **683**

Skilled Volunteers: **196**

Total Volunteer Hours: **4,776**

Ratio of Skilled Volunteer Hours/
All Volunteer Hours: **42%**



DELOITTE VOLUNTEERS WITH COLLEGE BOUND



WE ARE... EXCEPTIONAL VOLUNTEERS

MAKING IT HAPPEN

Advocate Role



LISA ANTHONY



STACEY CARILLO



JAIRO "JC" CARRION



KEVIN EPPS



CHRISTINE JORGENSEN



JOEL ROACH



JON SENOUR

Coach Role



CAROL BERRY



BETH BRENNER



GUISELLE CARREON



MATT CLAPP



DAVE CLARK



JOSEPH FREEMAN



ROB FUREY



MARY GROSS



MARC GROSSMAN



SEAN HANDY



RAQUEL HOWARD

Facilitator Role



LUCIA AHN



JEFF CHAPMAN



JOAN MCCLINTOCK



TAMINA SABNANI



ARTHUR SCHWARTZ

Support Role



RAJ BHAVSAR



ALYSON GILMORE



SCOTT LEBHAR



JEFF NOYES



BOB RODRIGUES

WE ARE... VOLUNTEERING STATS

IT ADDS UP!

TOP 3 SUPPORT ROLES

- #1 Coach/Mentor/Tutor/Advisor/Shopper: 44% of all hours
- #2 Skilled Organization Consultant: 18% of all hours
- #3 JIT Guest (Non-working event attendee): 12% of all hours

% FILLING VARIOUS VOLUNTEER ROLES

- 39% JIT Guest/Community Event Attendee
- 34% Civic Faith/Corporate Group Project
- 31% Coach/Mentor/Tutor/Advisor/Shopper
- 10% Skilled Organizational Consultant
- 8% Logistics (In-Kind Donations, JIT Events)
- 6% Presenter/Workshop Facilitator/Trainer
- 5% JIT Ambassador/Fundraiser
- 1% Office Admin/Operations/Data Entry

Totals add up to greater than 100% because volunteers may perform more than one role

TOP 5 ACTIVITIES AND AREAS OF FOCUS

#1 TRAINING/ONBOARDING
[Orientations/skills-building/panels]: **245 volunteers (36% of all volunteers)**

#2 PARTICIPATION IN JIT WORKSHOP/EVENT/GROUP ACTIVITY: **237 volunteers (35% of all volunteers)**

#3 SETUP/BREAKDOWN: **96 volunteers (14% of all volunteers)**

#4 MOVER: **51 volunteers (7% of all volunteers)**

#5 PERSONAL SHOPPER: **47 volunteers (7% of all volunteers)**

JIT FINANCIALS

EIN # 20-5448416

AUDITED STATEMENT OF ACTIVITY FOR THE YEAR ENDED JUNE 30, 2025

	Without Donor Restrictions	With Donor Restrictions	Total
REVENUE AND SUPPORT:			
Direct Public Support			
Contributions	\$ 3,535,103	\$ 1,132,667	\$ 4,667,770
Special Events			
Special Event Revenue	1,522,672		1,522,672
Less related costs	202,595		202,595
Special Event Revenue - Net	1,320,077		1,320,077
Investment	134,721		134,721
Other income	395,313		395,313
In-kind Contributions	207,776		207,776
Net assets released from restrictions	1,527,183	(1,527,183)	
TOTAL REVENUE AND SUPPORT	7,120,173	(394,516)	6,725,657
EXPENSES:			
Program Services			
Knowledge	1,280,031		1,280,031
Basic Needs	1,002,535		1,002,535
Connections	762,496		762,496
Empowerment	831,370		831,370
Scaling	456,414		456,414
Total Program Services	4,332,846		4,332,846
SUPPORTING SERVICES:			
General and Administrative			
Fundraising	601,223		601,223
Total Supporting Services	1,953,222		1,953,222
TOTAL EXPENSES	6,286,068		6,286,068
Change in Net Assets	834,105	(394,516)	439,589
Net Assets at Beginning of Year	2,728,739	1,320,163	4,048,902
NET ASSETS AT END OF YEAR	\$3,562,844	\$ 925,647	\$ 4,488,491

RATIOS

REVENUE RATIOS:

Individuals	41%
Foundations	21%
Special Events	20%
Corporate	1%
Civic & Faith Organizations	4%
Government Agencies	2%
In-Kind Donations	3%
Interest/Other Income	8%
	100%

EXPENSE RATIOS:

Youth Services	69%
Fundraising	21%
Administrative	10%
	100%

AUDITED STATEMENTS OF FINANCIAL POSITION FOR THE YEARS ENDED JUNE 30, 2025 AND 2024

ASSETS	2025	2024
CURRENT ASSETS:		
Cash and cash equivalents	\$ 2,953,928	\$ 2,149,254
Investments	983,901	902,268
Accounts Receivable		2,992
Contributions receivable	490,750	778,385
Prepaid Expenses and other assets	96,299	125,726
Total Current Assets	4,524,878	3,958,625
NONCURRENT ASSETS:		
Restricted cash	33,000	33,000
Contributions receivable, net	154,829	225,291
Property and equipment, net	127,551	198,703
Right-of-use assets – operating leases, net	455,929	648,504
Total Noncurrent Assets	771,309	1,105,498
TOTAL ASSETS	\$ 5,296,187	\$ 5,064,123
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable and accrued expenses	\$ 190,106	\$ 142,612
Accrued payroll and related liabilities	130,830	181,771
Deferred revenue	2,500	10,278
Operating lease liability	207,946	196,300
Total Current Liabilities	531,382	530,961
NONCURRENT LIABILITIES:		
Operating lease liability, net of current portion	\$ 276,314	\$ 484,260
Total Noncurrent Liabilities	276,314	484,260
TOTAL LIABILITIES	807,696	1,015,221
NET ASSETS:		
Without donor restrictions	3,562,844	2,728,739
With donor restrictions	925,647	1,320,163
Total Net Assets	4,488,491	4,048,902
TOTAL LIABILITIES AND NET ASSETS	\$ 5,296,187	\$ 5,064,123

FUNDING SOURCES

JULY 2024 - JUNE 2025

FUNDING SOURCES:	
Individuals	\$ 2,763,467
Foundations	1,412,515
Special Events	1,320,077
Corporate	67,298
Civic & Faith Organizations	285,353
Government Agencies	128,600
In-Kind Donations	207,776
Interest/Other Income	540,571
TOTAL	\$ 6,725,657

WE ARE... COLLABORATIONS & PARTNERS

What makes Just in Time a Reliable, Responsive & Real Community is our lasting commitment to welcoming transition age foster youth into a broad, dependable network of organizations and individuals who truly care about their well-being and success. In addition to our 700+ volunteers, JIT has strong relationships throughout San Diego County and beyond in alignment with our Core Value of Collaboration. This powerful ecosystem of support has been a key to substantive, transformative change in the lives of the youth we serve and the health of our community.

Casey Family Programs & Annie E. Casey Foundation

From JIT's earliest days, and through our current efforts to impact youth across the country, Casey-related organizations have been a foundational ally in our evolution and effectiveness. Starting with pro bono space that gave us our first home at the Casey Family Programs building in Old Town, with access to their game changing research on improving outcomes for young people impacted by foster care, and to our current collaboration to test possible ways to close the racial wealth equity gap through our Financial Fitness service, Casey has been a model of powerful partnership.

PARTNERSHIPS

Junior Achievement of San Diego County

Our powerful and growing partnership is designed to enhance positive outcomes in financial education and employment readiness for those we serve and attract joint funding opportunities that support our combined efforts.

Alliant International University, School Of Professional Psychology

Our shared recognition of the lack of mental wellness resources for youth impacted by foster care led to an innovative and impactful alternative, with graduate students from Alliant University providing counseling services to JIT participants on-site and under the supervision of JIT's Mental Wellness Supervisor, a licensed clinical psychologist.

COLLABORATIONS

EDUCATION:

Annie E. Casey Foundation
Jim Casey Opportunities Initiative
Cal State San Marcos ACE Scholars
Community Scholars Initiative at San Diego Foundation
Children's Initiative
Cuyamaca College
Grossmont College
Harvard Alumni – Global Day of Service
John Burton Advocates for Youth
Lenovo
Managed Solution
MiraCosta College
NextUp
Palomar Community College
Qualcomm. Inc.
Reality Changers
San Diego City College
San Diego Mesa College

San Diego Miramar College
SD County Office of Education
San Diego County Registrar of Voters
San Diego State University/Guardian Scholars
Southwestern College
UC San Diego Hope Scholars
University of San Diego

HOUSING:
Community Housing Works
Community Resource Center
Cultural Enhancing Place
Father Joe's Village
F.O.C.U.S.
Home Start
Housing Our Youth
Interfaith Shelter Network
JMR Environmental Services Inc.
Lucky Duck Foundation
New Directions (Casa de Amparo)
Neurelis
Lifeline Community Services
Primerica Foundation
Residential Services (Casa de Amparo)

Roomchazer
San Diego Center for Children
San Diego County HOME Program
San Diego Housing Commission
San Diego Youth Services
South Bay Community Services
Sunburst Youth Housing Project
The Home Emancipated Youth Housing Program
Tommie's Place
Urban Street Angels
Wesley House

HEALTH & WELL-BEING:
ACEs Connection Network
A Home Within
Alliance Healthcare Foundation
Angela Amoroso
Ron Barry DMD Inc.
Blue Shield of California
CalFresh
Monica Cannon
Laurie Chapman, Licensed Therapist
CORT Furniture
County of San Diego Health & Human Services



DeRahn Johnson Nutrition & Fitness Training
Dr. Garrett M. Guess
Dr. Jillion Harris
Encinitas Peris & Dr. Dan Roberts
Family Health Centers of San Diego
Feeding San Diego
Foster the Earth
Healthy Children and Families Initiative Fund at San Diego Foundation
Hill & Schneidmiller Dentistry & Dr. Brien Hill
Lynne Jasames
Jewish Family Service of San Diego
Devoney Kodad, Free & Well
Leah's Pantry
Lesley Paterson & Simon Marshall, Ph.D.
Macy's
Mental Health America
MMA Academy
OG Yoga
OUR Arts Foundation
Planned Parenthood
Royal Touch Deluxe Dry Cleaners
S10 Fitness
San Diego County Employees Charitable Organization
Scripps Performing Arts Academy
Valerie Sorrentino, Work-Life Energy Coach
Holly Tse, MFT
Kelly Turner
Urban Beats
Woodward Contemporary
YMCA

WORKFORCE DEVELOPMENT & INTERNSHIPS:

Access Inc.
ARC After School and Experiential Education
Bellmont Village Senior Living
California Conservation Corps
California Youth Connection
Cal Coast Credit Union
Callaway Golf, Sara Welker
Center for Employment Training
Center for Leadership and Entrepreneurial Studies
City of San Diego
Eddie Teaches IT
Girard Foundation
HP, Inc.
Junior Achievement of San Diego County
Journey's Map
Junior Achievement of San Diego County
KW Next GM, Scott Lebar
Life Science Cares
Linkedin, Tim Bollish
Macy's, Maurice Norris
Marsh McLennan Agency (MMA)
Masimo Consumer, Lucia Ahn
Maya's Cookies
MG Properties Group
MyTOD
Patrick Harris Foundation
San Diego Electrical Training Institute
San Diego Job Corps
San Diego Police Department
San Diego Workforce Partnership
San Diego Youth Services
SAY San Diego
SDG&E/Sempra
Strategic Kids
Subaru of America
Sweetie Family
The Brink SBDC, University of San Diego
U.S. Bank
U.S. Army
YMCA of San Diego County

CIVIC/FAITH:
Amplified Impact Partners
Assistance League
Bonita Optimist Club
Carlsbad-Laguna-Temecula Alumni Chapter of

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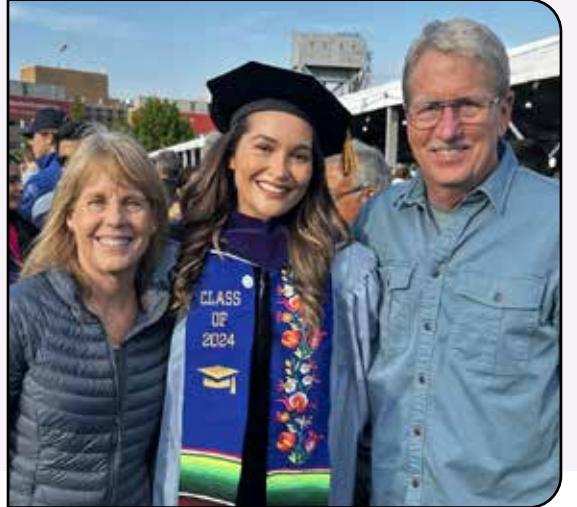
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WE ARE... SUPPORTING COLLEGE SUCCESS



HOUSING FROM THE HEART SCHOLARSHIP FUND

Established in 2020 by Gretchen and Bill Morgan, Housing from the Heart is a vital scholarship fund managed by Just in Time for Foster Youth and dedicated to providing financial assistance for housing to college students. Its core mission is to alleviate the burden of housing costs, allowing students to focus on their studies without distractions so they can thrive academically. Over the past five years, Housing from the Heart has made a significant impact, distributing nearly \$300,000 in scholarships to 19 deserving undergraduate and graduate scholars within the Just in Time Community.



MASTER YOUR DREAM SCHOLARSHIPS FOR GRADUATE STUDIES

At College Bound each spring, Just in Time awards \$5,000 Master Your Dream scholarships for graduate studies. From 2014-2025, JIT has awarded scholarships to 72 MYD scholars, and 99% have shown us that our confidence was well-placed. Special thanks to our Master Your Dream supporters: Cohen Family Foundation, Aspiration Scholarship Fund, Mary Ellen and Joe Jordan, Helen and Tom Kerrian, Claudia and Lou Obertreis, the Rancho Santa Fe Rotary Club, and Sandra & Peter Zarcades.

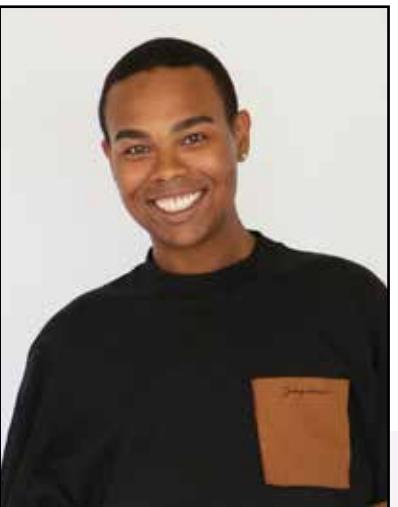
ARIANNA

"There have been times when I've literally had 26 cents in my pocket so it means a lot that Just in Time and the Morgans believed in me and supported me when I needed it most." With support from both Housing from the Heart and Master Your Dream, Arianna Deleal graduated from California Western Law School with her Juris Doctor in May 2025 and is awaiting results of the BAR exam. She is one of the 1% of foster youth who get a law degree.

WE ARE... CHANGING LANES & DRIVE2SUCCESS



Stacy and Chuck DenHerder, along with their two sons, channeled their love of car racing into a nonprofit that accepts donations of vehicles, which are then inspected, repaired if needed, and prepared for a safe handoff. Participants who meet eligibility requirements are matched with a vehicle through a fair and supportive process by JIT Changing Lanes coordinator, Iza, who can be contacted at iza@jitfosteryouth.org re: car donations.



JAMON

"Having a car makes me feel like I've come into adulthood. Now, I can take myself to work and school."

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Legacy of Leading Change

Louarn and Alan Sorkin are a Power Couple who've dedicated their lives to bringing about transformative change in the lives of so many. Louarn is a co-founder of Just in Time, and Alan has been a long-time mentor for JIT leadership since the early days. As leaders of San Diego Social Venture Partners (now Amplified Impact Partners), they've enabled hundreds of San Diego nonprofits to evolve and thrive. And today, the Sorkins and JIT leaders such as Don and Diane are still active contributors to Amplified's significant work within the San Diego nonprofit community. The Sorkins are high-level thinkers with huge hearts and role models for us all. Louarn remains the Chair of Just in Time's Family Forever Society, encouraging others to make bequests to JIT.



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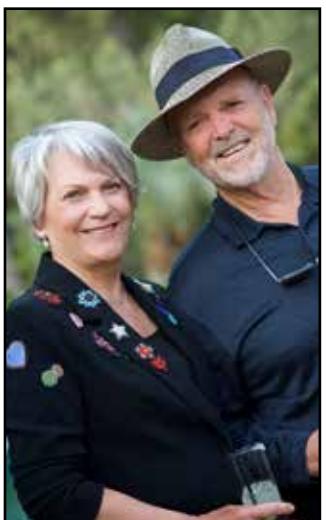
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 Beth Walters
 Laurie & Alan Yaillen

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 Simmi Ahluwalia
 Shannon Alatorre
 Stephanie Alexander
 Miriam & Chris Aliberti
 Tyler Anderson
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 Beth & John Aquaviva
 Natalie Arellano
 Laurentina & Luis Armenta
 Arthur J Foundation
 Kevin Artinger
 Jane Asher
 Dr. Jill Ault
 Lillie Avila
 AYA Healthcare
 Kristin Baez
 Gab & Mike Baker
 Kristin Balboa
 Sandi Banister
 Sean Barbosa
 Sophia Barclay
 Debra Barnett
 Jules Barrientos
 Joann Bartels
 Audrey Patti
 Alexandrea Bauchu
 Laura Bergin
 Susan & Steven Berkowitz
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 Terri Cohee
 Christie Cole
 Catherine Collier
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 Cecelia Conover
 Tabetha Constancio
 Gabriela Contreras
 Christopher Cordua
 Ashley Cortez
 Cynthia & Thomas Corzine
 Costco Employees Trust
 Dustin Cox
 Giulia Cruz
 Amber Santa Cruz
 Reshae Cuevas
 Kevin Curran
 Alyssa Curran
 Teofila Cruz
 John D'Angelo
 Molly Danielson
 Brian Darling
 Dolores Dasargo
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 Arik Davis
 Lisa & Monte DeBel
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 Sengul Demir
 Kimberly Derieux
 Jason Dill
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 Lindsey Diot
 Jake Dorn
 Elly Dotseth
 Steven Drummond
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 LaDonna Etheridge
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 Anne & David Fege
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 Elizabeth Fernandez
 Michael Fernbach
 Rachael Fernal
 Vicki Fielden
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 Itzel Gallardo

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 Ellen Geis
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 Michelle Gonzaba
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 Jaci Gordon
 Pamela Gort
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 Julia & Stephen Guroff
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 Marjorie Guroff
 Manjesh Gurusiddaiah
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 Heather Hagestuen
 Therese Hall
 Linda Hammond
 Noreen Handy
 Amanda Zeligs Hand
 Jenna Hannon
 Frances Hardy
 Allan Harjala
 Mitch Harmatz
 Nancy & Mike Harrelson
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 Anne Hassinger
 Catherine Hayward
 Caroline Heaton
 Sheryl & Michael Heileman
 Jennifer Hellman
 Cathy Hemphill
 Curtis Hendrickson
 Rebecca Hetter
 Fatima Hidalgo
 Jody Hirschfeld
 Nathan Hoffman
 Elyria Hou
 Kathy Jo & Donald Howard
 Daniel Igartua
 Arnel Iglesias
 Illumina Foundation
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 Katie Jacobson
 Jean Jantz
 Sylvia & Bob Johnson
 Pepe Kahn
 Ayuma Kawamura
 Georgia & Mike Kenney
 Elizabeth & Michael Kenney
 Kile Jennings
 Jill Kenworthy
 Noreen Kirby
 Melissa Kirkpatrick
 Alicia & Keith Kitagawa
 Heidi Klippel
 Kerri Knight
 Robert Kobek
 Kate Kocot
 Mandy Koehl
 Louise Kramer
 Amy Kreutzen
 Tony Krisimasi
 Tom Krug
 Deb Kruger
 Betsy & Craig Lamb
 Kimberly Lange
 Linda Lasher
 Lisa LaTerre
 Laura Layman

Iza Le Roux-Perez
 Kevin Leach
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 April Leon
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 Jane Lofton
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 Yesenia Lopez
 Monica Lopez
 Rosio Lopez
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 Noreen Handy
 Amanda Zeligs Hand
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 Rosanto Paramban

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 Judith & Beau Sullivan
 Shyam Sundar
 Synopsys Inc
 Taiga Takahashi & Ling Tai
 Evan Tando
 Nancy Taylor
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 Mary Ellen & Ross Terradas
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 Joseph Timko
 Lisia Tomika
 Oscar Torres
 Geri Tovar
 Liana Tsirklin
 Rona Tumalad
 Chris Turner
 UKOGF
 Miguel Vaca
 Jennifer Vaccaro
 Jennifer Vaval
 Debra Vella
 Vic Venezia
 ViaSat
 Ralph Villareal
 Karen Waldvogel
 Skyla Wallmann
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 Jonnie Wilson
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 Rich Wise
 Sharleen Wollach
 Jade Wood
 Laurie Wright
 Sheryn & Richard Wright
 Susan Yim
 Jenna Yontz
 Janet Zachritz
 Artemiza Zargoza
 Joseph Zechman
 Grace Zimmerman
 Sally & Randy Stovall
 Jeffrey Zlotnik
 Rachel Zook

Community of Heroes Monthly Giving Club

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 Twyla Arbuckle
 John Armantrout & Larry Moreno
 Aman Bhimani
 Susan Boyle
 Glenda Brennan
 Patricia Burruss
 Monica Cannon
 Guiselle Carreon
 Joshua Chzen
 Carey Cimino & Tom Marley
 Tabetha Constancio
 Janet & Stephen Coover
 Dustin Cox
 Denise & John Crofton
 Kim Cronin
 Colleen Davidson
 Sarah Devereaux
 Jeffrey Drawdy
 Patty Dutra
 LaDonna Etheridge
 Kris Ferguson
 Chris & John Fikes
 Scott Fishbach
 Joy Floro
 Carol Foley
 Tina Frazer
 Yvonne Gage
 Kippy Gambill
 Mary & Brian Genovese
 Cristal Gin
 Anita Gonzales
 Teresa Gonzalez
 Marty Goodman
 Maria & Greg Haase
 Debra & Chris Hall
 Catherine Hanham
 Mike Harris
 Nicole Hartman
 Teresa Houska
 Haley Howe
 Marli Hutchinson
 Barbara Inbody
 Noreen Kirby
 Suzan & Tod Kuykendall
 Grace & Robb Latimer
 Karen Lawrence
 Alice & Zeb Lee
 Claire Luciano
 Melissa Mack
 Terry McGee
 Laurette Minagawa
 Mona Moon
 Sue Mooradian
 Michael Murphy
 Tim Murphy
 Conn & Christopher Nardo
 Ellen & Bill Nelson
 Joseph Nieto
 Denise Ortega
 Donna & Bob Papera
 Jeffrey Park
 Suzanne Patti
 Jason Pavlick
 Maryam Rastegar
 Joe Riley
 Glenda Rothberg
 Sharon Romic
 Margie & Chris Schingle
 Claudia & Arthur Schwartz
 Carol Scurlock
 Debbie Severn
 Susan Rosenthal Sims
 Heather Spangler
 Rachel Ganaden-Stein
 Kristin Stiles
 Beverly Stowers
 Taiga Takahashi & Ling Tai
 Ann Toler
 Judy Vance
 Carol Van Vooren
 Kelsey Wadman
 Sara Welker
 Megan Whiteleather
 Cece Wilkens & Jack Van Sambeek
 Debby & Tom Wright

Transform a young person's life
when you join our Community of
Heroes Monthly Giving Club



OUR TEAM

The Just in Time Team works in alignment with our Core Values to create Measurable Positive Benefit for the Community we serve, providing Essential Resources, leveraging Critical Relationships, and attracting Life Changing Investments to sustain our Lasting Impact. Meet the team behind JIT.

IMPACT & INSPIRATION:

Youth Services & Support

Irving Chavez, Chief Impact Officer
Esmeralda Munoz, Youth Services Director
Dr. Jill Ault, Mental Wellness Director
Keri Riney, Mental Wellness Therapist
Sophia Prieto Guzman, Volunteer Services Manager
Sarah Robles, Volunteer Services Coordinator
Ivan Chavez, Volunteer Services Engagement Manager
Brittany Curran, Youth Services Manager
Iza LeRoux Perez, Youth Services Manager
German Munoz, Youth Services Manager
Alyssa Player, Youth Services Lead Coordinator
Monica Reyes, Community Connections Coordinator
Kassandra Casteneda, Office Administrative Specialist
Jason Bronicki, Youth Services Coordinator
Joss Carbonell, Youth Services Coordinator
Rebecca Esquivel, Youth Services Coordinator
Miguel Gonsalez, Youth Services Coordinator



IMPACT & INVESTMENT:

Development Resources

Rajah Gainey, Director of Philanthropy
Barbara Suazo, Engagement & Events Manager
Chris Turner, Community Outreach Manager
Diane Cox, Strategic Advisor



IMPACT & INFRASTRUCTURE:

Admin/Operations, & Accounting

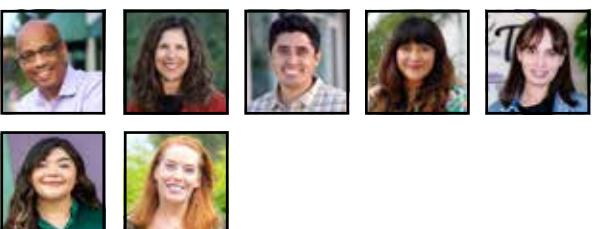
Jenn Sanchez, Chief Operating Officer
Gayle Greenlee, Chief Financial Officer
James Hidds-Monroe, Impact Measurement Strategy Manager
JoAnne O'Neill, Controller
Jessica Diller, Community Events Manager
Ozzy Cobian, IT Specialist
Josie Vanta, Impact Measurement Specialist



IMPACT & INFLUENCE:

Strategic Impact & Branding

Don Wells, Chief Empowerment Officer
Amy Blum, Brand & Marketing Manager
Omar Chavez, Creative Services Manager
Evronne Ermey, Marketing Specialist
Alfia Ospinova, Graphic Designer
Stephany Polanco, Marketing Coordinator
Mary Brooks, Grants & Storytelling



OUR BOARD, BRAINTRUST & HONORARY BOARD



BOARD OF DIRECTORS

SCOTT ARNOLD : Board Chair, Executive Committee Member | President, LatentSpace Therapeutics
MANDY KOEHL : Board Vice-Chair, Executive Committee Member | Employee & Community Engagement Program Manager, US Bank
GRACE CHUI-MILLER : Board Treasurer, Executive Committee Member | CFO, Correlation Ventures
LARRY RUSINKO : Board Secretary, Executive Committee Member | Brand Consultant & Strategic Advisor
GORDON BOERNER : Executive Committee Member | Senior Vice President, Western US Regional Banking Manager, US Bank, retired
SAMUEL WEBSTER : Executive Committee Member | Managing Director, Community First Strategies, LLC
LARRY RUSINKO : Executive Committee Member | Brand Consultant & Strategic Advisor

Wendy McKinney : President & Founder, Actuate Solutions, LLC
Bill Morgan : Owner, Morgan Real Estate
Joy Singleton : Managing Attorney, Singleton Law Firm, APC
Jon Strauss : Managing Director – Advisory, Christopher Weil & Company
Jeff Winkelman : Biotechnology Professional

David Archambault : Partner at Showley, Archambault & Alexander Insurance Associates
Noemi Ashline : Attorney (Retired) & Community Philanthropist
Sabrina Butler : Director of Customer Service, SDG&E
Jessica Friesen : Assistant Vice President, Bank of America
Sean Handy : Financial Reporting Manager, American Assets Trust, Inc

OUR BRAINtrust Build | Resource | Advise | Innovate | Network

David Archambault
Adam Baker
Steve Buehler
Lauri Buehler

Joe Farrage
Jack Jackson
Mike Lamb
Brad Livingston

Susanne Livingston
Allen Maxwell
Brian Milich
Greg Olafson

Alan Sorkin
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David Thomas
Tina Thomas

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JIT Co-Founder/Past Board Chair
President, StrategyWHYS

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JIT Co-Founder/Past President
Attorney, County of San Diego

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JIT Co-Founder/Past Treasurer
Founder/Chief Investment Officer,
Alethea Capital Management, LLC

LOUARN SORKIN
JIT Co-Founder
Founding Partner, San Diego Social Venture Partners

KATHRYN VAUGHN, ESQ.
JIT Co-Founder/Past President
Managing Partner, Law Offices of Vaughn and Vaughn



FOSTERING A *Legacy*

Diane Cox and Don Wells were both in the room when Just in Time was born.

They were both there for the same reason – to see if there was anything they could do to support better outcomes for young people exiting the foster care system. Diane arrived from a mother's perspective, acutely aware that young adults out on their own without supportive families was a recipe for disaster. Don had no children of his own as a reference point, but had a personal interest in attending because of his connection to two young people who were in the foster care system.



From that beginning, Diane continued as a Just in Time co-founder and fundraiser. Don offered media exposure from his position as a Creative Services Director at a TV station. These parallel paths only merged years later in 2010 as they were both asked to step into leadership roles. They worked together successfully when the mission was in jeopardy and the future largely uncertain.

Fifteen years later, Just in Time and the young adults they have served since are thriving.

And Diane and Don's original commitment remains. That's why they included JIT in their estate planning to ensure that future generations will still have access to the reliable, responsive community they helped create, sustain and grow.

To learn more about how you can leave a legacy, contact
Rajah Gainey at rajah@JITfosteryouth.org (619) 212-0320

