Just in Time
FOR FOSTER YOUTH

LIFT

FY2019 Annual Gratitude Report
ON THE IMPACT OF OUR CARING COMMUNITY
WHY WE EXIST

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 Community that helps them become Confident, Capable and Connected.

Our Aspirational VISION
Just in Time for Foster Youth envisions a future in which every youth leaving the foster care 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.

JUST IN TIME FOR FOSTER YOUTH
4660 Alvarado Canyon Road, Suite 2G,
San Diego, CA 92120
North County:
302 N. Indiana Ave., Vista, CA 92084
PO Box 601627, San Diego, CA 92160
DWells@jitfosteryouth.org
858-663-2081
www.jitfosteryouth.org
Nonprofit Tax I.D. # 20-5448416

To take off, an airplane’s forward thrust must be greater than the drag that pushes it in the opposite direction and its lift must overcome the weight that pulls it downward.

Since 2003, Just in Time’s mission has been to find the right formula for the youth we serve as they take flight after 18, designing services to help move them forward while providing the consistent support to lift them upward toward their own aspirations and ultimate success. Working hand-in-hand with young people as they find their own voices and build their capacity to excel, we track impact to prove that together we can go farther and higher than the traditional statistics that predict homelessness, helplessness and a cycle of dependency.

In the stories we create, we see hope become reality for hundreds of JIT participants each year. We are witnesses as young people overcome the weight of Adverse Childhood Experiences (ACEs) and the drag of significant barriers to critical necessities like stable housing, reliable healthcare, food security and consistent access to education. We experience transformation as they connect with staff and volunteer allies through a unique combination of crucial resources and critical relationships to become Confident, Capable and Connected.

And this year, we’re committed to not only predicting that transformation but also measuring its effect for the long term. Our groundbreaking LIFT project (Lasting Impact Fulfillment Tracking) will survey hundreds of past JIT participants between the ages of 27-35 to document the durable change we promise for the self-sufficiency and well-being of transition age youth. And we’ll use that data to enhance what we do each and every day, emphasizing what those JIT alumni tell us made the biggest difference in their lives and adding what they say we missed.

In our FY2019 Annual Gratitude Report, we offer more up-LIFTing stories and insights into our youth-driven services, extraordinary volunteers, and visionary investments that combine with growing partnerships, significant collaborations and supportive networks to provide the necessary thrust to change the world… one youth at a time.

What helps a young person take flight? The answers are waiting for you inside.
STRENGTHEN OUR 2020 VISION

Over the next three years, Just in Time will strengthen our mission and our organization by enhancing the long-term measurable impact of our services by establishing an effective reservoir of leadership capacity on every level, by updating our operations and infrastructure, and by building financial security for the long term.

STRENGTHEN SERVICES

- Essential Education/Training – More assistance in education planning and coordination with college campuses and support for skills-based as well as degree-based employment through our NEXTjobs resource, including continuing education, certification/GED on par with College Bound
- Well-Being/Mental Health – Develop a “resilient community” framework using Adverse Childhood Experiences (ACEs) research to implement interventions, and establish alliances that support healing and a positive approach to life choices
- Stable Housing – Assist more youth who do not qualify for transitional housing programs and build a community-based network for short-term/emergency housing options
- Reliable Transportation – Expand transportation options through greater assistance with transportation costs, partnerships, and utilization of volunteer resources and collaborations
- Coach Approach – Embed the JIT Coach Approach to Mentoring throughout JIT for staff, volunteers and peer coaches with a training curriculum that includes ongoing practice
- Establish Access to JIT as Standard Protocol for Every Youth Leaving Foster Care

STRENGTHEN STAFF

- Attract Talent – Align JIT talent recruitment, onboarding and retention with JIT goals
- Build Leadership – Design high-potential processes that grow leaders for future roles
- Workforce Development – Align staff to organizational strategy and growth mindset

STRENGTHEN INFRASTRUCTURE

- Ensure Consistency – Maintain financial, services and administrative processes/protocols
- Upgrade Technology – Evolve support systems for development, tracking and communication
- Increase Capacity – Expand systems and facilities to meet operational needs

STRENGTHEN FINANCIALS

- Revenue Reliability – Predict income with a fair amount of certainty, based on historical performance and an understanding of market dynamics
- Consistent Surpluses – Produce reliable revenue that covers full operating expenses and contributes to surpluses for operating reserves
- Appropriate Liquidity (cash in the bank) – Secure the “right” amount of liquidity based on strategic priorities, funding volatility, facility needs and the general economic environment

STRENGTHENING STAFF

As JIT provides more resources and services, we also build leadership among our extraordinary staff to ensure sustainability for the future. In FY2019, JIT both added to staff (James Borina, Kyra Kurita, Daniella Taloyer) and created new levels of leadership (Monica Cannon, Volunteer & Administrative Services Director; Amanda Larson, Youth Services Manager; Nancy Tran, North County Manager, and Virgo Villajin, Lead Coordinator) to make sure our community and impact remain strong and durable.

COMMUNITY ACCESS

In early 2019, Just in Time and North County Lifeline established a way to help overcome the geographic and transportation challenges for youth in North County seeking JIT services, while allowing JIT to increase its reach to an estimated 100 additional young people. By combining resources for a new drop-in center in Vista – called The House – JIT and LifeSpring at North County combined their efforts to help young people seeking JIT services, while allowing JIT to increase its reach to an estimated 100 additional young people. By combining resources for a new drop-in center in Vista – called The House – JIT and LifeSpring at North County Lifeline utilized the space for current clients as well as homeless and other at-risk transition age youth.

MOVING FORWARD

My First Home was JIT’s first youth resource 16 years ago and FY19 saw MFH move into a higher gear with the introduction of our My First Home moving truck and the unveiling of our expanded Distribution Center. Joining our participants and MFH volunteers were our special guests from Los Patronas whose generous investment made the new moving truck possible. Both changes made us able to accept more community furniture donations and offer more options for furniture, appliances, linens and other home goods to transition age foster youth. Along with My First Home, the truck also meets our moving needs for JIT events.
The science of Adverse Childhood Experiences (ACEs) tells us that prolonged exposure to toxic stress disrupts the ways the brain develops and can lead to a whole array of health issues and maladaptive behaviors, which feeds the cycle of systemic generational poverty and marginalization.

In their groundbreaking 1998 study of adverse childhood experiences in San Diego, Dr. Vincent Felitti and Dr. Robert Anda identified 10 ACEs and individuals were reported as having an ACEs score of 0 to 10. Research revealed that a score of at least four ACEs was associated with a 12-fold increase in negative health outcomes in adulthood. For example, an ACEs score of 4 increases a person’s risk of emphysema or chronic bronchitis by 400 percent and suicide by 1,200 percent!

A recent JIT participant survey revealed that every respondent scored 8 or higher on the ACEs scale, pointing to the critical need to address the health and well-being of our youth in a direct and focused way. Unless fully confronted, the measurable negative physical and mental health consequences will have a tangible cost to the impacted youth, our public health system and society at large.

JIT’s new Rise to Resilience (R2R) initiative is committed to measurable change to help participants thrive on the same level as other young people without a history of toxic stress. R2R focuses on access to seven key strategies, founded on healing-centered engagement, to help participants learn how to manage and lessen the consequences of toxic stress: nutrition, exercise, sleep, healthy relationships, mindfulness, trauma-informed therapy and play.

R2R will also facilitate leadership and healthy engagement through our Coach Approach to Mentoring, which embodies the principles that we are all intrinsically creative, resourceful and whole. The service as a whole is designed based on the understanding that we already have all the necessary resources we need within ourselves to live a healthy, balanced and meaningful life; R2R facilitates the process of accessing that source of wisdom.

We started with a powerful yet clear vision to fill critical gaps for transition age foster youth that have been left by an absence of family support, elevating them to become self-sufficient, contributing members of society. We provided basic resources and financial assistance and, through research and experience, became acutely aware that much more was necessary.

The most crucial interconnected needs required to lift our youth and lead to lasting transformation could only be met by combining essential resources and knowledge with a reliable and caring community that offers the consistent love and support that is often missing in the lives of foster youth.

In fact, we learned that durable change is driven by four key factors that help these resilient young people become more Confident, Capable and Connected, predicting their lasting success:

- Filling gaps in knowledge of financial management and access to meaningful employment
- 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 knowledge as a firm foundation, we have created a comprehensive variety of innovative, individualized and volunteer-driven services that meet the expressed needs of our youth. Chances of self-sufficiency increase exponentially when youth have relationships with one or more caring adults, so life-affirming relationships are at the heart of all the work we do and incorporated into all our services.

R2R INTENDED IMPACTS:

- Participants establish positive developmental outcomes in the face of adversity or stress.
- Participants draw on personal characteristics and resources in their environment to enable them to successfully navigate adversity.
- Participants are immersed in a supportive community that enriches their lives.

Along with a focused annual cohort of 30-40 participants who will engage in a curriculum of targeted information and resources, R2R will be offered to all of our youth participants and staff. The goal is to create a supportive environment that can be a model to be scaled, shared and applied to any population likely to suffer from poor physical and mental health outcomes that exposure to ACEs would predict.

Our services:

- **BASIC NEEDS**
  - Provides critical support to overcome life’s inevitable emergency situations, including rent assistance, bus passes, gas cards, grocery cards, clothing and vehicle repairs.

- **CAREER HORIZONS FOR YOUNG WOMEN**
  - Empowers women with a network of female professionals and coaches providing guidance and building self-worth.

- **BRIDGES TO SUCCESS FOR YOUNG MEN**
  - Engages men in a supportive brotherhood of male leaders and like-minded peers to build professional and personal skills.

- **CHANGING LANES/AUTO ACCESS**
  - Assists with driver training, obtaining permits and licenses, and purchasing reliable vehicles at affordable rates.

- **FINANCIAL FITNESS/FIN FIT 101**
  - Develops financial literacy and smart saving habits to plan for the future and move toward financial security.

- **MY FIRST HOME**
  - Transforms empty apartments into safe, stable and supportive places to live with new and gently-used furnishings from our caring community.

- **PATHWAYS TO FINANCIAL POWER/ NEXTjobs**
  - Promotes work readiness and strategies that lead to meaningful work and smart money management, including exploring trades and non-traditional career paths.

- **COLLEGE BOUND/LEARNING TO SUCCEED/ MASTER YOUR DREAM**
  - Offers youth enrolled in two-year or four-year programs the resources, tools, connections and encouragement to succeed in college and beyond.

- **RISE TO RESILIENCE**
  - Builds resilience and teaches healthy habits to address the effects of Adverse Childhood Experiences (ACEs) and toxic stress.

- **GUIDE TO GREATNESS**
  - Offers North County participants critical access to coaches and core elements of JIT services such as Financial Fitness, Career Horizons and Bridges to Success.
Just in Time demonstrates ROI in two ways: through Quantitative Measures of Outcomes (Q1 – how many & how much) and Qualitative Measures of Impact (Q2 – how deep and how lasting)

### Quantitative Outcomes
#### SERVICES TO YOUTH FY2019
- **TOTAL/UNDUPLICATED**: 795
- **INDIVIDUAL PARTICIPANTS**: 17,372
- **FIRST-TIME PARTICIPANTS**: 174
- **AVERAGE FINANCIAL DISTRIBUTIONS PER YOUTH**: $1,273

#### COMBINED TOUCH POINTS
- **85% vs FY18**
- **22 TOUCH POINTS ANNUALLY PER YOUTH**

#### INCREASE IN PARTICIPANTS WHO RECEIVED FINANCIAL OR SERVICE DISTRIBUTIONS
- **13%**

#### FIND GAPS IN KNOWLEDGE & EXPERIENCE
**SERVICE SPOTLIGHT: PATHWAYS**
- **Intended Impact**: Participants develop translatable skill sets by learning the most effective methods to acquire employment, access resources and confidently navigate the workplace.
- **CONFIDENCE IN NETWORKING SKILLS**
  - BEFORE PATHWAYS: 58%
  - AFTER PATHWAYS: 79%

#### IDENTIFY SELF-LIMITING BELIEFS & PERSONAL STRENGTHS
**SERVICE SPOTLIGHT: CAREER HORIZONS FOR YOUNG WOMEN**
- **Intended Impact**: Participants enhance their self-worth, and can identify their own self-limiting beliefs and strengths.
  - % WHO APPRECIATE THEIR UNIQUENESS: 38% vs 94% AFTER CAREER HORIZONS
  - % WHO CAN IDENTIFY THEIR SELF-LIMITING BELIEFS: 50% vs 81% AFTER CAREER HORIZONS
  - % WHO BELIEVE THEY CAN LEVERAGE THEIR STRENGTHS: 50% vs 88% AFTER CAREER HORIZONS

#### TAKE OWNERSHIP OF PERSONAL STORIES & AUTHENTIC VOICE
**SERVICE SPOTLIGHT: WALK THE TALK CELEBRATION**
- **Intended Impact**: Participants define themselves, their power and their futures.
- **% AFTER WALK THE TALK WHO WERE CONFIDENT THEIR STORY HAS VALUE AND DESERVES TO BE HEARD**: 87%

#### MAKE CONNECTIONS TO TRUSTED RELATIONSHIPS
**SERVICE SPOTLIGHT: BRIDGES TO SUCCESS**
- **Intended Impact**: Participants establish, grow and leverage a network of relationships to develop trust in the possibility of deep, healthy connections.
  - % PARTICIPANTS REPORTED A GENUINE CONNECTION WITH B2S VOLUNTEER COACHES: 75%
  - % PARTICIPANTS REPORTED A CONSISTENT CONNECTION TO 2+ VOLUNTEER COACHES: 81%
  - % PARTICIPANTS REPORTED A CONSISTENT CONNECTION TO 2+ B2S PEERS: 100%

#### FROM PROMISE TO LASTING IMPACT
For years, Just in Time has tracked our intended impacts from 18-26, predicting that helping young people become Confident, Capable and Connected will ensure their future success. In FY2020, JIT will build on our current measures of durable change by extending our tracking even further to over 1,100 in our database of past participants, offering validating data that demonstrates to our community the clear, transformative change that our collective investments are intended to achieve.

**JIT’S LASTING IMPACT FULFILLMENT TRACKING (LIFT) PROJECT**
- **Connects and surveys past participants between the ages of 27-35**, using an assessment tool to measure self-sufficiency, stability, well-being, satisfaction and resilience for the long term. That’s the impact that will change the world for foster youth everywhere!

**EXPECTED RESULTS**:
- **58%** CONFIDENCE IN NETWORKING SKILLS
- **38%** WHO APPRECIATE THEIR UNIQUENESS
- **50%** WHO CAN IDENTIFY THEIR SELF-LIMITING BELIEFS
- **50%** WHO BELIEVE THEY CAN LEVERAGE THEIR STRENGTHS

### JIT tracks four essential factors
That help transform the lives of the young people we serve. Each of our services is designed to achieve and track those factors over time through multiple intended impacts.

**EXAMPLES/ACTIONALS**

- **FILL GAPS IN KNOWLEDGE & EXPERIENCE**
  - **SERVICE SPOTLIGHT: PATHWAYS**
  - **Intended Impact**: Participants develop translatable skill sets by learning the most effective methods to acquire employment, access resources and confidently navigate the workplace.
  - **CONFIDENCE IN NETWORKING SKILLS**
    - **BEFORE PATHWAYS**: 58%
    - **AFTER PATHWAYS**: 79%

- **IDENTIFY SELF-LIMITING BELIEFS & PERSONAL STRENGTHS**
  - **SERVICE SPOTLIGHT: CAREER HORIZONS FOR YOUNG WOMEN**
  - **Intended Impact**: Participants enhance their self-worth, and can identify their own self-limiting beliefs and strengths.
    - **% WHO APPRECIATE THEIR UNIQUENESS**: 38% vs 94% AFTER CAREER HORIZONS
    - **% WHO CAN IDENTIFY THEIR SELF-LIMITING BELIEFS**: 50% vs 81% AFTER CAREER HORIZONS
    - **% WHO BELIEVE THEY CAN LEVERAGE THEIR STRENGTHS**: 50% vs 88% AFTER CAREER HORIZONS

- **TAKE OWNERSHIP OF PERSONAL STORIES & AUTHENTIC VOICE**
  - **SERVICE SPOTLIGHT: WALK THE TALK CELEBRATION**
  - **Intended Impact**: Participants define themselves, their power and their futures.
    - **% AFTER WALK THE TALK WHO WERE CONFIDENT THEIR STORY HAS VALUE AND DESERVES TO BE HEARD**: 87%

- **MAKE CONNECTIONS TO TRUSTED RELATIONSHIPS**
  - **SERVICE SPOTLIGHT: BRIDGES TO SUCCESS**
  - **Intended Impact**: Participants establish, grow and leverage a network of relationships to develop trust in the possibility of deep, healthy connections.
    - **75%** PARTICIPANTS REPORTED A GENUINE CONNECTION WITH B2S VOLUNTEER COACHES
    - **81%** PARTICIPANTS REPORTED A CONSISTENT CONNECTION TO 2+ VOLUNTEER COACHES
    - **100%** PARTICIPANTS REPORTED A CONSISTENT CONNECTION TO 2+ B2S PEERS

### JIT tracks four essential factors
That help transform the lives of the young people we serve. Each of our services is designed to achieve and track those factors over time through multiple intended impacts.

**EXAMPLES/ACTIONALS**

- **FILL GAPS IN KNOWLEDGE & EXPERIENCE**
  - **SERVICE SPOTLIGHT: PATHWAYS**
  - **Intended Impact**: Participants develop translatable skill sets by learning the most effective methods to acquire employment, access resources and confidently navigate the workplace.
  - **CONFIDENCE IN NETWORKING SKILLS**
    - **BEFORE PATHWAYS**: 58%
    - **AFTER PATHWAYS**: 79%

- **IDENTIFY SELF-LIMITING BELIEFS & PERSONAL STRENGTHS**
  - **SERVICE SPOTLIGHT: CAREER HORIZONS FOR YOUNG WOMEN**
  - **Intended Impact**: Participants enhance their self-worth, and can identify their own self-limiting beliefs and strengths.
    - **% WHO APPRECIATE THEIR UNIQUENESS**: 38% vs 94% AFTER CAREER HORIZONS
    - **% WHO CAN IDENTIFY THEIR SELF-LIMITING BELIEFS**: 50% vs 81% AFTER CAREER HORIZONS
    - **% WHO BELIEVE THEY CAN LEVERAGE THEIR STRENGTHS**: 50% vs 88% AFTER CAREER HORIZONS

- **TAKE OWNERSHIP OF PERSONAL STORIES & AUTHENTIC VOICE**
  - **SERVICE SPOTLIGHT: WALK THE TALK CELEBRATION**
  - **Intended Impact**: Participants define themselves, their power and their futures.
    - **% AFTER WALK THE TALK WHO WERE CONFIDENT THEIR STORY HAS VALUE AND DESERVES TO BE HEARD**: 87%

- **MAKE CONNECTIONS TO TRUSTED RELATIONSHIPS**
  - **SERVICE SPOTLIGHT: BRIDGES TO SUCCESS**
  - **Intended Impact**: Participants establish, grow and leverage a network of relationships to develop trust in the possibility of deep, healthy connections.
    - **75%** PARTICIPANTS REPORTED A GENUINE CONNECTION WITH B2S VOLUNTEER COACHES
    - **81%** PARTICIPANTS REPORTED A CONSISTENT CONNECTION TO 2+ VOLUNTEER COACHES
    - **100%** PARTICIPANTS REPORTED A CONSISTENT CONNECTION TO 2+ B2S PEERS
“Bridges to Success helped me grow as an individual and as a young man. Young men who leave care don’t have basic skills or father figures to guide them to their destiny because of their lack of a supportive background. I benefited from JIT because I had great connections like Rajah Gainey, Mike Turner, Scott Richison, Ed Earl, Jeff Woods and Pierre Towns. These men shaped me to become a better leader and I am humbled to be part of a great community for foster youth.”

Fabian’s childhood was defined by chaos and an absence of male role models. His mother made poor decisions, his father was absent, and the abuse he and his sister endured from his stepfather was enough to drive them to jump the fence and run away, eventually ending up in the care of their non-biological grandmother.

Determined to make a healthier future for himself, Fabian attended community college, where he first connected with Just In Time through College Bound. Through perseverance and hard work, he went on to university and became the first person in his family to graduate from college. Eventually, Fabian reconnected with JIT and found the type of support he always lacked: positive male influences.

Through Bridges to Success for Young Men (B2S), Fabian not only connected with like-minded male peers but also to a caring B2S coach named Ron Zollman. In addition to offering the consistent guidance and support Fabian had never experienced, Ron has provided him with the connections he needs to pursue his dream career of acting, including contacts at the San Diego Repertory Theatre and Warner Brothers Studios in Hollywood.

“Ron helped me out with a lot of connections and opportunities. Before Bridges to Success, I was not doing great because I made some poor financial decisions. But B2S helped me bounce myself back up, become more financially stable, connect and get more opportunities that helped me grow. Just in Time is full of people who really care about the youth.”

SETTING THE STAGE FOR SUCCESS
“I came across Just In Time towards the end of my college career when I was just starting to figure out what life would be like after graduation. I had been a part of another foster youth program hoping to find a way to create a bridge from college to my career, the same way I had from high school to college. Just In Time was able to help with that, especially my mentor Annie Smale who helped me navigate asking for a promotion and finally take the next step in my life to purchase my first home!”

ACHIEVEMENTS
- BS 2013, Electrical and Electronics Engineering, SDSU
- Senior Electrical Test Engineer, Tandem Diabetes Care
- Purchased My Own First Home

- Financial Fitness
- Career Horizons for Young Women

UP LIFTER:
- Annie Smale

CONQUERING COLLEGE AND THE FUTURE

As a child, Samantha spent nine years in the foster care system before the court appointed her grandmother as the legal guardian of her and her four siblings.

Growing up, she witnessed high crime in a low-income community but rather than letting the experiences bring her down, she was motivated to do well in school so she could become an agent for change. Samantha enrolled at San Diego State University to pursue a degree in Criminal Justice, becoming a first generation college student in her family.

While at SDSU, Samantha learned about JIT’s College Bound service and described it as a “huge blessing” that alleviated some of the stress of going into college. Thanks to JIT’s support, Samantha was also able to study abroad in Barcelona, Spain with JIT helping her every step of the way, including securing financial support, creating a budget, helping her decide where to travel and connecting her with a mentor who helped address obstacles while she was traveling.

Samantha graduated in May with a double major in Criminal Justice and Spanish, with law school as her next goal.

“If being able to know there was a program that would support my success, connect me to the community by giving me a mentor and provide me with basic college necessities that every college student needs… being from our background, that support is not usually there. I would have never had that support had it not been for Just in Time.”

Volunteer Statistics
- TOTAL COST: $386,612
- COST PER YOUTH: $1,773
- 80% ENROLLMENT/GRADUATION RATE SINCE 2006

Major Investors:
- Livingston Family Foundation
- Scott A. & Elizabeth V. Christensen Charitable Foundation
- The Moxie Foundation Fund of the Jewish Community Foundation
- Farrell Family Foundation
- The Rivkin Family Fund at The San Diego Foundation
- Jordan Charitable Fund
- George & Gillian Percy

CollegBound FY19 IMPACT
- YOUTH SERVED: 218
- ASSISTS: 1,102
- VOLUNTEERS: 112
- VOLUNTEER HOURS: 986

“Being able to know there was a program that would support my success, connect me to the community by giving me a mentor and provide me with basic college necessities that every college student needs… being from our background, that support is not usually there. I would have never had that support had it not been for Just in Time.”

“Coming across Just In Time towards the end of my college career when I was just starting to figure out what life would be like after graduation. I had been a part of another foster youth program hoping to find a way to create a bridge from college to my career, the same way I had from high school to college. Just In Time was able to help with that, especially my mentor Annie Smale who helped me navigate asking for a promotion and finally take the next step in my life to purchase my first home!”

ACHIEVEMENTS
- BS 2013, Electrical and Electronics Engineering, SDSU
- Senior Electrical Test Engineer, Tandem Diabetes Care
- Purchased My Own First Home

- Financial Fitness
- Career Horizons for Young Women

UP LIFTER:
- Annie Smale

CONQUERING COLLEGE AND THE FUTURE

As a child, Samantha spent nine years in the foster care system before the court appointed her grandmother as the legal guardian of her and her four siblings.

Growing up, she witnessed high crime in a low-income community but rather than letting the experiences bring her down, she was motivated to do well in school so she could become an agent for change. Samantha enrolled at San Diego State University to pursue a degree in Criminal Justice, becoming a first generation college student in her family.

While at SDSU, Samantha learned about JIT’s College Bound service and described it as a “huge blessing” that alleviated some of the stress of going into college. Thanks to JIT’s support, Samantha was also able to study abroad in Barcelona, Spain with JIT helping her every step of the way, including securing financial support, creating a budget, helping her decide where to travel and connecting her with a mentor who helped address obstacles while she was traveling.

Samantha graduated in May with a double major in Criminal Justice and Spanish, with law school as her next goal.

“If being able to know there was a program that would support my success, connect me to the community by giving me a mentor and provide me with basic college necessities that every college student needs… being from our background, that support is not usually there. I would have never had that support had it not been for Just in Time.”
Who I am today is a byproduct of every individual who had vision for my life and poured selflessly into my development. My accomplishments are a reflection of every mentor who invested consistent love and empathy. These are the most important ingredients to offer a young person on a journey toward self-sufficiency. A transformative recipe for healing that offers a safe space to motivate a young person to change the narrative of their life. I am forever grateful to Just in Time a.k.a. the Village and Community that forever walks in my heart, life work and purpose.

ACHIEVEMENTS
- BA 2011, Sociology, Political Science & African American Studies, UCLA
- MSW 2014 & Pupil Personnel Services Credential, SDSU
- Clinical Social Worker at the San Diego Virtual School

JIT SERVICES SUPPORT (2011-2014)
- Emergency Basic Needs
- My First Home
- College Bound
- Financial Fitness
- Career Horizons for Young Women

UP LIFTERS:
- Trish Benesh
- Meredith Hall-Chand
- Kathryn Vaughn

FEELING RIGHT AT HOME
From age 7, Isacc spent six years in the foster care system after being taken away from his alcoholic mother, jumping between multiple foster homes, group homes and schools with little support before being paired with a loving family who took him in as if he was their own son.

When he first turned 18, Isacc wasn’t sure if Just in Time was right for him but he was reintroduced a few years later and connected with JIT’s College Bound coordinator, Virgo, at a school conference. This time he got involved as both a participant and an intern.

Eventually, Isacc felt it was time to leave his foster home and live independently. He found an agency that offered him an apartment to live in but he learned that any furniture provided would be taken away once he left. Instead, he took part in My First Home where members from the Kappa Alpha Psi fraternity helped him pick out gently used furniture from the My First Home Distribution Center then moved him into his first apartment! Knowing how impactful support can be during such a major transition, the Kappas even went a step beyond, taking Isacc to shop for a few brand new items to really make his new apartment his own. Today, he still keeps in contact with the Kappas and they provide him with ongoing guidance.

“It was such a big financial help. I don’t think I would be able to get the stuff that I have if it wasn’t for My First Home. Prior to that, I had nothing to look forward to - I had an empty space with a bed. It took me a couple months to really accept that it was all mine! It made me feel like I had a home and I had a reason to go home. Now I’m comfortable and I’m very proud of it. This is more than I could ever ask for!”

My First Home FY19 IMPACT
- YOUTH SERVED: 125
- TOTAL COST: $316,697*
- COST PER YOUTH: $2,534
- *IN-KIND: $113,156
- ASSISTS: 337
- VOLUNTEERS: 99
- VOLUNTEER HOURS: 928

Volunteer Statistics

Major Investors:
- San Diego County Board of Supervisors
- Gretchen & Bill Morgan
- Las Patronas
- SDG&E/Sempra
- The TJX Companies
- Country Friends
**HAKIM DYSART (27)**

“I connected with Just in Time when I was 19 and living on my own for the first time with minimal resources. Financial Fitness piqued my interest because it offered match savings and a meal every workshop. But my biggest takeaways would be meaningful connections down the line and discovery of a new career. My Financial Fitness coach David Kvendru connected me with Rotary International and a higher calling of “Service Above Self”. Alex Kaiser provided valuable mentorship and, through B2S, I connected with Frank Baldwin who taught me that my need to succeed is greater than my fear of failure. The result is that today I’m thriving in the beginning of a new career."

**ACHIEVEMENTS**
- BA 2018, Economics, SDSU
- Client Service Associate, UBS
- Completed Securities Industry Essentials Exam
- Working on Series 7 General Securities License

**JIT SERVICES SUPPORT (2011-2019)**
- Emergency Basic Needs
- My First Home
- Financial Fitness
- Bridges to Success for Young Men
- College Bound

**UP LIFTERS:**
- David Kvendru
- Frank Baldwin
- Steven Silva
- Alex Kaiser

**FROM UNSUPPORTED TO UNSTOPPABLE**

After living in an abusive home situation, Isaac was taken away by Child Protective Services at age 12 and placed into foster care. During a time that’s so critical for adult support and guidance, Isaac instead found himself in situations where he felt his life was dictated by others and any decisions he made on his own would get him in trouble. Feeling hopeless, he went AWOL from care several times before ending up incarcerated at 18.

After six years in prison, Isaac was released and placed in a sober living facility, as he had no resources or other places to go. It was there that a social worker referred Isaac to JIT and he began taking steps to change the narrative of his life by fully diving into the services offered. Shortly after joining JIT, Isaac showed his promise and was invited to come to the Career Exploration Fair at JIT’s Pathways to Financial Power conference. Although he had no intention of getting a job, he networked with Doing Good Works and was offered a phone interview on the spot. Moved by Isaac’s story and desire to grow and persevere, they offered him a position and he has now been an employee for a year!

“I think this is the best opportunity I could have possibly found. It’s something better than I’d even dared hope for or dared imagined was available to me... I’m not even exaggerating. If not for Just in Time and Doing Good Works, I would still feel like I have to fight for every little thing. They have empowered and enabled me to be in the position I am in now. I put in the effort, but without them, I don’t know how much success I would have had in the little over a year that I’ve been out of prison. The opportunities I have discovered are invaluable and the support I have received, and am continuing to receive, is phenomenal.”

**Pathways to Financial Power FY19 IMPACT**

- **YOUTH SERVED:** 93
- **ASSISTS:** 668
- **TOTAL COST:** $173,595
- **COST PER YOUTH:** $1,867
- **VOLUNTEERS:** 135
- **VOLUNTEER HOURS:** 708

**Major Investors:**
- Community Impact Fund at the Rancho Santa Fe Foundation
- Sue & Jay Lichter
- Del Mar Highlands Town Center
- The Hill Charitable Foundation
- David C. Capley Foundation
- Inez Branca Charitable Foundation
- Mutual of Omaha Bank
- Subaru of America Foundation
- Batta Fulkerson Law Group
- Day for Change
- Dowling & Yahnke LLC
- Macy’s
- Wells Fargo
**LORRONISHAE ESCALONA**  
(29)

"Just in Time helped me start my own photography business to help get me through community college with the money from my photo shoots, and to move to Texas to pursue a degree in Music Education, something I definitely would not have been able to do without their help and support. At College Bound, I was gifted with a laptop and school supplies but I was also given a friend and mentor, Nancy White, who would be there for me for years to come. Nancy showed up in my life literally "just in time" to tell me "you can do it" or "keep going". Thank you, Just in Time, for not only providing the resources to succeed, but most importantly, the living, breathing men and women who form mentorships that we will treasure for the rest of our lives."

**ACHIEVEMENTS**
- BA 2014, Music Education/Latin Music Studies, Texas State University
- Account Executive, State Farm

**JIT SERVICES SUPPORT** (2008-2017)
- Emergency Basic Needs
- Financial Fitness
- College Bound
- My First Home

**UP LIFTERS:**
- Nancy White
- Shannon & Jim Mulvihill

**LICENSED TO THRIVE**

Marquita’s entire life changed in third grade when she was taken away during school and placed into the foster care system. During 11 years in care, she was initially separated from her sister, Makayla, and bounced around between six different homes. In 2012, she was kicked out of her final foster home, facing homelessness for a year before finding a place for her and Makayla to stay. Around that same time, a friend recommended Just in Time to her.

Marquita came to the JIT office at first shy to ask for assistance but soon found much more than help - a supportive family! After engaging in several JIT services, Marquita built up the confidence to attain a goal she feared would never be possible due to her dyslexia: getting her driver’s license. She signed up for Changing Lanes and was paired with a volunteer coach who worked with her. “When I was practicing for my test, it took a little bit longer to even just learn left from right when turning,” she recalled. “It really gave me anxiety but my instructor was very helpful and patient.”

The first time Marquita took her driver’s test, she failed by one point. But this didn’t discourage her from trying again. She passed her second test with flying colors, not missing a single point, and got her license the day before her 21st birthday. Since then, she’s even gotten her own car with the help of JIT!

“I always had a fear of driving until Just in Time gave me the courage and spirit to keep going. They just want to see me move forward and grow. My confidence in who I am has increased. If you knew me before, you probably wouldn’t even recognize me!”

<table>
<thead>
<tr>
<th>Changing Lanes FY19 IMPACT</th>
</tr>
</thead>
<tbody>
<tr>
<td>VOLUNTEERS: 8</td>
</tr>
<tr>
<td>VOLUNTEER HOURS: 60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Major Investors:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scott A. &amp; Elizabeth V. Christensen Charitable Foundation</td>
</tr>
<tr>
<td>The DenHerder Family</td>
</tr>
<tr>
<td>The Hill Charitable Foundation</td>
</tr>
<tr>
<td>San Diego County Board of Supervisors</td>
</tr>
<tr>
<td>Marty Goodman</td>
</tr>
<tr>
<td>Susanne &amp; Brad Livingston</td>
</tr>
<tr>
<td>Bernitz/Silverman Family Fund at the San Diego Foundation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Volunteer Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>YOUTH SERVED: 100</td>
</tr>
<tr>
<td>TOTAL COST: $169,092</td>
</tr>
<tr>
<td>COST PER YOUTH: $1,690</td>
</tr>
<tr>
<td>ASSISTS: 368</td>
</tr>
</tbody>
</table>
Ricardo Solano (30)

“My first interaction with JIT was at an event, just before I graduated high school. After announcing the school I would be attending, Kathryn Vaughn congratulated me and told me she had a laptop, printer and dorm accessories ready for my first year of college, all I had to do was apply to JIT College Bound. From 2007 to this day, JIT has always been there, ready to lend a shoulder to cry on, a hand to get back up and a phone call away whenever needed. I know I can always count on them and I hope they know they can count on me also. After all we are just a phone call, text or email message away.”

ACHIEVEMENTS
- BS 2011, Biochemistry, Point Loma Nazarene
- MBA 2018, Point Loma Nazarene
- Biotechnology and Research Workflow Consultant & Sales Specialist, Thomas Scientific

- College Bound
- My First Home
- Financial Fitness

UP LIFTERS:
- Meredith Hall-Chand
- Kathryn Vaughn

Down Payment on a Good Life

When their single father passed away from cancer, Amanda and her four younger siblings ended up in foster care. At just 16 years old, she was placed in an unhealthy foster home filled with drugs and alcohol, and little food or resources.

Eager to make a change, Amanda left at 17 to go to college, obtaining her Bachelor’s degree from UCLA before moving to San Diego. With nowhere to spend the holidays and no community, Amanda was invited to JIT’s My First Home for the Holidays event. As she shared, “Little did I know that my life was going to be changed and that for once in my life, I felt like I had a community rooting for me to be the best version of myself, and who made me believe I could be anyone I wanted to be in this world.”

One of several JIT services Amanda dove right into was Financial Fitness. She admitted that at the time, she had little knowledge on how to manage money, didn’t know what credit was and had no savings account. Like many former foster youth, she was in survival mode, living paycheck to paycheck. All that changed with Financial Fitness. She learned how to responsibly pay off her car, how to take advantage of her work’s retirement plan and stock options, how to build savings and an emergency fund, the psychology behind her spending habits and so much more. And she used her savings matches to do something she never imagined was possible: help put a down payment on a home for her and her now-husband!

“I was able to stick to my budget, take on a second job for more income, work on building my credit and pay off my car so that we would qualify for a home loan. I never thought that I would be able to buy a condo without just in time, not just because of the matches but because of the significant education and life skills I gained to be able to get there.”

Volunteer Statistics
- YOUTH SERVED: 124
- TOTAL COST: $207,805
- COST PER YOUTH: $1,676
- VOLUNTEERS: 41
- VOLUNTEER HOURS: 397

Major Investors:
- US Bank
- Greg Olafson Charitable Fund
- Margie Schingle
- Taiga Takahashi

Financial Fitness & Fin Fit 101
FY19 IMPACT
LIFT ALUMNI

JUSTIN ANASTASIA (35)

“When I look back at where my relationship with JIT began, I think of how it’s unlikely I would be where I am now without them and everyone involved. When we first met I had zero degrees. Now I have three, and with the ability to do even more. Every time I have interacted with JIT it has felt organic and natural, not managerial or administrative. It’s like calling up your extended family for help, except most who do lean on JIT don’t have any, or have very limited extended family who can help like JIT can. Overall, JIT gave me the boosts I needed right when I needed them and it really has made all the difference.”

ACHIEVEMENTS
- A beautiful and intelligent daughter
- Quality Assurance Aseptic Specialist, Bioserve Corporation
- AA 2007, Sociology, Mircoza College
- BS 2010, Microbiology, SDSU
- MSHS 2019, (MS in Heath Science), Regulatory Affairs, George Washington University

JIT SERVICES SUPPORT (2004-2011)
- Emergency Basic Needs
- College Bound
- My First Home

UP LIFTERS:
- Diane Cox
- Kathryn Vaughn
- Joe Jordan

SECURING THE SUPPORT TO RISE UP

Jasmine’s experience in the foster care system began around age 8. Her parents often found themselves in trouble with the law, which led to her mother being incarcerated, her father disappearing from the picture, and bouncing between different placements, family members and group homes with her siblings.

As a teenager, Jasmine’s sister Lupe was connected with Just in Time, shared how much the organization had been helping her along her path, and asked Jasmine to come to the JIT office with her to learn more about their services.

Recently, Jasmine was involved in a car accident and, without an emergency fund to pay her $500 deductible, she began wondering what she was going to do in order to stay afloat. Her mind cycled through the survival tactics of her past – calling in favors from unhealthy relationships, going back to the street – whatever it took to get by. Instead, she decided to come to JIT and spoke with Daniella, one of the Youth Service Coordinators. Daniella learned that Jasmine was not only facing the stress of the car accident, but was dealing with food insecurity due to an issue with her food stamps. JIT was able to immediately provide financial support to help Jasmine pay her deductible and went one step beyond, also offering her a food card so that she could focus her time and resources on moving forward.

“I went in there with several problems of my own but Just in Time made me feel like part of a family. I just got welcomed with open arms and without judgment. I was speechless when I was approved to be financially assisted. Then when Daniella presented me with a food card as well, I felt like I won a lottery. It was just amazing.”

Emergency Basic Needs/
Rise to Resilience
FY19 IMPACT

YOUTH SERVED: 282  TOTAL COST: $320,061
ASSISTS: 821  COST PER YOUTH: $1,135

Volunteer Statistics

VOLUNTEERS: 47  VOLUNTEER HOURS: 282

Major Investors:
- Cushman Family Foundation
- Art Molloy Charitable Foundation
- The Thompson Family
- John Krakauer Charitable Trust
- Change A Life Foundation

McCarthy Family Foundation
Moxie Foundation
In-N-Out Burger Foundation
Pratt Memorial Fund
Wells Fargo
OUT OF A SYSTEM & INTO A COMMUNITY

Roberto and his twin brother were born when their mother was in prison. After nine years of living with their grandmother, their mom was released and regained custody, but just a year later the police raided her home and took them away.

From ages nine to 21, Roberto’s life in the foster care system was marked by inconsistency and a lack of a stable community, bouncing between emergency shelters, group homes and foster homes, and separated from his brother several times. But about a year and half ago, Roberto’s friend and JIT participant Lerontae introduced him to Just in Time. Until that point, Roberto felt he had to get everything on his own and was reluctant to seek assistance. But Lerontae talked him into coming with him to the JIT office, assuring him it’s not about whether he is able to do things on his own – it’s about having someone to support him along the way.

Soon, Roberto was taking part in services like Bridges to Success, My First Home, Pathways, Fin Fit 101 and Financial Fitness as well as attending several community events. And he didn’t just find new skills and resources – he discovered a supportive community he says accepts him for who he is and makes him feel confident, capable and connected.

“Before I came here, it was really just me. I didn’t think I needed a community behind me or any kind of support. But as I got involved, I realized how good and comfortable it made me feel just having someone by my side. Like coaches I never thought would want to be connected with me but want to support me and watch me become something. Even just hanging out with other former foster youth – you’re just bonding and we all have similar backgrounds. We basically watch each other grow. It’s like a family. Knowing I have a support team makes me feel capable of reaching my dreams.”
COMMUNITY
SNAPSHOTS
EPIC
EXPERIENCES

FAMILY REUNION PICNIC
SURF & FISHING DAYS
ZOO DAY

COMMUNITY
SNAPSHOTS
2018
PATHWAYS
TO
FINANCIAL
POWER
COMMUNITY SNAPSHOT

ARCHAMBAULT LUNCH & MY FIRST HOME FOR THE HOLIDAYS

COMMUNITY SNAPSHOT

NORTH COUNTY OPEN HOUSE & BONDY’S WALK THE TALK PRE-PARTY
COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNITY SNAPSHOTS
WALK THE TALK

COMMUNIT
“My husband Mick and I attended the Walk the Talk celebration and immediately saw the needs that Just in Time was very effectively fulfilling for the foster youth who were bounced out of the state system. Because JIT offers a personal connection to individual young adults, my experience as a volunteer allowed me to see the benefits of JIT’s services, both for my personal ‘coachee’ and the entire cohort. And I find I learn so much from the diligence and determination exhibited by Spenscer and all the young people I am privileged to know through JIT.

To see the participants’ devotion to improving their lives and tapping into JIT’s staff and coaches is heartwarming. It’s shown me the necessity for people like me who have the resources and time to share the knowledge and experience that we imparted to our own children. It takes a village. Why would we NOT help to make our community stronger and healthier?

Financially, Mick and I can see how our donations directly and efficiently impact all the young adults who plug into JIT. It is an easy donation. JIT is remarkably well run— but it is a sincere heart and concern for the long-term growth of all their participants that sets this organization apart from so many.”

– Joanne Marks
JIT Investor & Volunteer
Our valued volunteers provide the “lift” for all aspects of the JIT mission. As Coaches/Mentors, Special Advocates, Skilled Experts and Logistics Support, our volunteers invest the energy, expertise, enthusiasm and encouragement that makes our impact possible!

**Our Heavy Lifters**

**Uplifting Volunteers**

**Coach Role**

- **Tamara Watson-Foster:** Career Horizons, College Bound, Walk the Talk Event Day, Coach Approach to Mentoring, Speakers Bureau
- **Guiselle Carreon:** Career Horizons, College Bound, Coach Approach to Mentoring, Speakers Bureau, Family Reunion Picnic
- **John Valente:** Bridges to Success, Coach Approach to Mentoring, Surf Day
- **Chuck Smith:** Fin Fit 101, College Bound, Bridges to Success, Basic Needs, Changing Lanes, Coach Approach to Mentoring, Staff Training


**Lending A Helping Hand**

**Tim Carmack:** North County Basic Needs, Bridges to Success, Fin Fit 101

**Heather Rider:** College Bound Essay Review Committee

**Brett Fisher:** My First Home, Bicycle Donations, Walk the Talk Event Day

**Melissa Eisler:** IGNITE Professional Coach, Coach Approach to Mentoring

**Mary Andrews:** IGNITE Professional Coach, Coach Approach to Mentoring

**Advocacy Role**

- **Jack Jackson:** Bridges to Success
- **Joyce Nelson:** Fin Fit 101
- **David Harris:** Fin Fit 101
- **Jim Rower:** Bridges to Success

**Support Role**

- **Kathy Trujillo:** Admin Support College Bound Event Day Pathways Event Day
- **Erin Letsch:** My First Home Lead Organizer
- **Brian Milič:** My First Home Surf Day – Surf with a Purpose
- **Rachel Smith:** College Bound Event Day & Coach Support Career Horizons Career Exploration through the Arts Career Horizons Macy’s Shopping Day

**Facilitator Role**

- **Chuck Smith:** Fin Fit 101, College Bound, Bridges to Success, Basic Needs, Changing Lanes, Coach Approach to Mentoring, Staff Training
- **Paula K."P.K." Schumacher:** Bridges to Success, College Bound, Pathways, Surf Day, Coach Approach to Mentoring

**Volunteer Investments**

- **601 All Volunteers**
- **227 Skilled Volunteers**
- **8,326 Skilled & Unskilled Hours**

**Ratio of Skilled Volunteer Hours/All Volunteer Hours:** 46%

- Through consistent connection, **COACHES/MENTORS** lift up participants with their commitment of time, attention, passion and effort.
- In the nick of time, **SPECIAL ADVOCATES** lift up participants who need an immediate helping hand or an extra boost to stay on track.
- With knowledge to share, **EXPERT FACILITATORS** lift up participants through access to information and experiences that build competence and confidence.
- Expanding our capacity, **LOGISTICS SUPPORT VOLUNTEERS** lift up our mission at events, in the office…whenever we need someone to roll up their sleeves.

**Top 3 Support Roles**

1. **Coach/Mentor/Tutor/Advisor/Shopper:** 37% of all hours
2. **Skilled Organizational Consultant:** 28% of all hours
3. **Logistics [in-kind donations/JIT events]:** 14% of all hours

**% Filling Various Volunteer Roles**

- **43%** Community Event Attendee
- **42%** Coach/Mentor/Tutor/Advisor/Shopper
- **21%** Logistics/In-Kind Event Support
- **17%** Skilled Organizational Consultant
- **9%** Civic/Faith/Corporate Group
- **9%** Presenter/Facilitator
- **4%** Ambassador/Fundraising
- **3%** Office Admin/Operations

**Top 5 Most Common Activities & Areas of Focus**

1. **Training/Onboarding:** 268 Volunteers (45% of all volunteers)
2. **Participant in JIT Workshop/Event/Group Activity:** 164 Volunteers (27% of all volunteers)
3. **Resume/Interview/Job Search:** 153 Volunteers (25% of all volunteers)
4. **Budgeting/Finance/Credit Report-Repair/Investments:** 65 Volunteers (11% of all volunteers)
5. **Mover [lift, load & unload loads]:** 56 Volunteers (9% of all volunteers)
STATEMENT OF ACTIVITY
FOR THE YEAR ENDED JUNE 30, 2019

JITFINANCIALS

STATEMENTS OF FINANCIAL POSITION
FOR THE YEARS ENDED JUNE 30, 2019 AND 2018

ASSETS 2019 2018

CURRENT ASSETS:
Cash and cash equivalents $1,089,911 $1,065,797
Investments 5,819 102,061
Contributions receivable 602,417 558,884
Prepaid Expenses and other assets 41,653 41,949
Total Current Assets 1,739,880 2,068,691

NONCURRENT ASSETS:
Restricted cash 33,692 33,105
Contributions receivable, net 192,017 184,891
Property and equipment, net 197,174 6,987
Total Noncurrent Assets 422,883 224,983

TOTAL ASSETS $2,162,483 $2,293,674

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:
Accounts payable and related liabilities 73,849 93,075
Deferred revenue 3,700 –
Total Current Liabilities 77,549 93,075

TEMPORARILY RESTRICTED 402,733 531,070
UNRESTRICTED 1,646,903 1,613,520

TOTAL NET ASSETS 2,049,636 2,144,590

FUNDING SOURCES:

JITCOLLABORATIONS

PARTNERS

Foster Youth Transitions Collaborative (FYTC)
San Diego Center for Children, Just in Time for Foster Youth, and the San Diego Foundation
FYTC is designed to bridge the gap between youth in care and youth in transition with a portable and evolving plan that is tied to resources and relationships after emancipation.

North County Lifeline & Just in Time for Foster Youth
This partnership was formed to create greater access to services for North County San Diego youth with a welcoming drop-in center located in Vista.

Stepping Stone of San Diego & Just in Time for Foster Youth
This partnership has been instrumental in the creation of Rise to Resilience, an innovative approach to empower JIT participants by mitigating the impacts of Adverse Childhood Experiences and building resilience.

PARTNERS

Fostering Futures Initiative
(formed by Leslye Lyons)
San Diego County Extended Foster Care (EFC)
Survey to increase access to resources for youth in EFC.

Child Welfare Services Advisory & Workgroups
(formed by San Diego County Board of Supervisors)
Recommendations and sub-committees to improve outcomes for children and youth in foster care.

Strong Families, Thriving Communities Initiative
(formulated by Clinton Health Matters Initiative, San Diego Foundation, San Diego County Health and Human Services Agency)
Established San Diego Mentorship Network
Developed New Code of Conduct:
• Individualized Support
• Safe and Open-Minded Places
• Supportive and Genuine Staff
• Effective and Clear Communication
James Borina, Youth Services Coordinator
Ren Cabales, Volunteer Services Coordinator
Ivan Chavez, Volunteer Services Specialist
Kathryn Clauzel, Volunteer Services Coordinator
Ozzy Cobain, Administrative Assistant Coordinator
Vanessa Davis, Rise to Resilience Consultant
Kareli Ledesma, Youth Services Administrative Assistant
Karen Miller, Investor Stewardship & Events
Anthony Mata, Youth Services Coordinator
JoAnne O’Neill, Accounting Specialist
Caitlin Radigan, Investor Outreach Coordinator
Steven Silva, College Board Study Abroad Coordinator
Daniella Tafoya, Youth Services Coordinator
Chris Turner, Customer Relations Management Consultant
Rachel Trujillo, Brand/Communications & Marketing Coordinator
Virgo Villajin, Youth Services Lead Coordinator

Don Wells | Executive Director
Monica Cannon | Volunteer & Administrative Services Director
Diane Cox | Development Director
Gayle Greenlee | Chief Financial Officer
Simone Hidds-Monroe | Youth Services Associate Director
Trish Horton | Impact Research & CRM Systems Director
Reshae Cuevas | Volunteer, Operations & Administrative Manager
Amanda Larson | Youth Services Manager
Jennifer Telitz | Investor Relations Manager
Nancy Tran | North County Youth Services Manager

OUR BOARD OF DIRECTORS
Brad Livingston, Board Chair | President, RWM Home Loans
Ted DeFrank, Board Vice-Chair | President & CFO, Active Motif
Joan Coppenrath, Board Treasurer | Strategic Initiative Finance Executive, HSBC (Retired)
Lauri Buehler, Board Secretary | Mortgage/Real Estate Professional (Retired)
David Archambault, Executive Committee Member | Partner, Skirvy, Archambault & Alexander
Steve Buehler, Executive Committee Member | President, Pacific Southwest Partners, LLC
Bob Freund, Executive Committee Member | Principal, Synergy Solutions (Retired)
Scott Arnold, Consulting CFO, MRI Solutions
Tracy Burgett | Director of Financial Planning, Platt Wealth Management
Chris Burr | Senior Vice President/Center Manager, Citizens Business Bank
Donald Canteen | Branch Manager, USE Credit Union
Grace Chui-Miller | CFO, Correlation Ventures
Donna Desrosiers | CEO, D & D Enterprise Group
Dan Fulkerson | Managing Attorney, Burns & O’Dwyer Law Group
Bill Morgan | Owner, Morgan Real Estate
Gretchen Morgan | Tax Accountant, Gretchen Morgan & Associates
Ruth Levine-Schmid | Founder, Speaking Speakers Bureau
David Schulman | Founding Partner, Moore, Schulman & Moore, APC
Nancy Spector | Certified Specialist, Estate Planning, Law Firm of Nancy A. Spector

OUR TEAM

OUR BOARD & HONORARY BOARD

ADVISORY COUNCIL
Jorge Cabrera | Senior Director, Casey Family Programs
Lynne Doyle | Vice President, Sandy Point Properties, LLC
Sean Ferrel | CEO, President, Managed Solution
Brad Norris | Philanthropist & Community Volunteer
Alan Sorkin | Chair, Chief Executive Mentor & Coach, Vantage Worldwide, Inc.

HONORARY BOARD
Diane Cox, JIT Co-Founder/Past Board Chair | Professional Coach, Development Director, Just in Time for Foster Youth
Jeanette Day, Esq., JIT Co-Founder | Attorney, County of San Diego
Tony Hsu, JIT Co-Founder/Past Treasurer | Founder/Chief Investment Officer, Alethea Capital Management, LLC
Louarn Sorkin, JIT Co-Founder | Founding Partner, San Diego Social Ventures Partners
Kathryn Vaughn, Esq., JIT Co-Founder/Past President | Managing Partner, Law Offices of Vaughn and Vaughn

Board & Honorary Board
James Borina, Youth Services Coordinator
Ren Cabales, Volunteer Services Coordinator
Ivan Chavez, Volunteer Services Specialist
Kathryn Clauzel, Volunteer Services Coordinator
Ozzy Cobain, Administrative Assistant Coordinator
Vanessa Davis, Rise to Resilience Consultant
Kareli Ledesma, Youth Services Administrative Assistant
Karen Miller, Investor Stewardship & Events
Anthony Mata, Youth Services Coordinator
JoAnne O’Neill, Accounting Specialist
Caitlin Radigan, Investor Outreach Coordinator
Steven Silva, College Board Study Abroad Coordinator
Daniella Tafoya, Youth Services Coordinator
Chris Turner, Customer Relations Management Consultant
Rachel Trujillo, Brand/Communications & Marketing Coordinator
Virgo Villajin, Youth Services Lead Coordinator

Don Wells | Executive Director
Monica Cannon | Volunteer & Administrative Services Director
Diane Cox | Development Director
Gayle Greenlee | Chief Financial Officer
Simone Hidds-Monroe | Youth Services Associate Director
Trish Horton | Impact Research & CRM Systems Director
Reshae Cuevas | Volunteer, Operations & Administrative Manager
Amanda Larson | Youth Services Manager
Jennifer Telitz | Investor Relations Manager
Nancy Tran | North County Youth Services Manager

OUR TEAM

OUR BOARD OF DIRECTORS
Brad Livingston, Board Chair | President, RWM Home Loans
Ted DeFrank, Board Vice-Chair | President & CFO, Active Motif
Joan Coppenrath, Board Treasurer | Strategic Initiative Finance Executive, HSBC (Retired)
Lauri Buehler, Board Secretary | Mortgage/Real Estate Professional (Retired)
David Archambault, Executive Committee Member | Partner, Skirvy, Archambault & Alexander
Steve Buehler, Executive Committee Member | President, Pacific Southwest Partners, LLC
Bob Freund, Executive Committee Member | Principal, Synergy Solutions (Retired)
Scott Arnold, Consulting CFO, MRI Solutions
Tracy Burgett | Director of Financial Planning, Platt Wealth Management
Chris Burr | Senior Vice President/Center Manager, Citizens Business Bank
Donald Canteen | Branch Manager, USE Credit Union
Grace Chui-Miller | CFO, Correlation Ventures
Donna Desrosiers | CEO, D & D Enterprise Group
Dan Fulkerson | Managing Attorney, Burns & O’Dwyer Law Group
Bill Morgan | Owner, Morgan Real Estate
Gretchen Morgan | Tax Accountant, Gretchen Morgan & Associates
Ruth Levine-Schmid | Founder, Speaking Speakers Bureau
David Schulman | Founding Partner, Moore, Schulman & Moore, APC
Nancy Spector | Certified Specialist, Estate Planning, Law Firm of Nancy A. Spector

OUR BOARD & HONORARY BOARD

ADVISORY COUNCIL
Jorge Cabrera | Senior Director, Casey Family Programs
Lynne Doyle | Vice President, Sandy Point Properties, LLC
Sean Ferrel | CEO, President, Managed Solution
Brad Norris | Philanthropist & Community Volunteer
Alan Sorkin | Chair, Chief Executive Mentor & Coach, Vantage Worldwide, Inc.

HONORARY BOARD
Diane Cox, JIT Co-Founder/Past Board Chair | Professional Coach, Development Director, Just in Time for Foster Youth
Jeanette Day, Esq., JIT Co-Founder | Attorney, County of San Diego
Tony Hsu, JIT Co-Founder/Past Treasurer | Founder/Chief Investment Officer, Alethea Capital Management, LLC
Louarn Sorkin, JIT Co-Founder | Founding Partner, San Diego Social Ventures Partners
Kathryn Vaughn, Esq., JIT Co-Founder/Past President | Managing Partner, Law Offices of Vaughn and Vaughn

Board & Honorary Board
James Borina, Youth Services Coordinator
Ren Cabales, Volunteer Services Coordinator
Ivan Chavez, Volunteer Services Specialist
Kathryn Clauzel, Volunteer Services Coordinator
Ozzy Cobain, Administrative Assistant Coordinator
Vanessa Davis, Rise to Resilience Consultant
Kareli Ledesma, Youth Services Administrative Assistant
Karen Miller, Investor Stewardship & Events
Anthony Mata, Youth Services Coordinator
JoAnne O’Neill, Accounting Specialist
Caitlin Radigan, Investor Outreach Coordinator
Steven Silva, College Board Study Abroad Coordinator
Daniella Tafoya, Youth Services Coordinator
Chris Turner, Customer Relations Management Consultant
Rachel Trujillo, Brand/Communications & Marketing Coordinator
Virgo Villajin, Youth Services Lead Coordinator

Don Wells | Executive Director
Monica Cannon | Volunteer & Administrative Services Director
Diane Cox | Development Director
Gayle Greenlee | Chief Financial Officer
Simone Hidds-Monroe | Youth Services Associate Director
Trish Horton | Impact Research & CRM Systems Director
Reshae Cuevas | Volunteer, Operations & Administrative Manager
Amanda Larson | Youth Services Manager
Jennifer Telitz | Investor Relations Manager
Nancy Tran | North County Youth Services Manager

OUR TEAM

OUR BOARD OF DIRECTORS
Brad Livingston, Board Chair | President, RWM Home Loans
Ted DeFrank, Board Vice-Chair | President & CFO, Active Motif
Joan Coppenrath, Board Treasurer | Strategic Initiative Finance Executive, HSBC (Retired)
Lauri Buehler, Board Secretary | Mortgage/Real Estate Professional (Retired)
David Archambault, Executive Committee Member | Partner, Skirvy, Archambault & Alexander
Steve Buehler, Executive Committee Member | President, Pacific Southwest Partners, LLC
Bob Freund, Executive Committee Member | Principal, Synergy Solutions (Retired)
Scott Arnold, Consulting CFO, MRI Solutions
Tracy Burgett | Director of Financial Planning, Platt Wealth Management
Chris Burr | Senior Vice President/Center Manager, Citizens Business Bank
Donald Canteen | Branch Manager, USE Credit Union
Grace Chui-Miller | CFO, Correlation Ventures
Donna Desrosiers | CEO, D & D Enterprise Group
Dan Fulkerson | Managing Attorney, Burns & O’Dwyer Law Group
Bill Morgan | Owner, Morgan Real Estate
Gretchen Morgan | Tax Accountant, Gretchen Morgan & Associates
Ruth Levine-Schmid | Founder, Speaking Speakers Bureau
David Schulman | Founding Partner, Moore, Schulman & Moore, APC
Nancy Spector | Certified Specialist, Estate Planning, Law Firm of Nancy A. Spector

OUR BOARD & HONORARY BOARD

ADVISORY COUNCIL
Jorge Cabrera | Senior Director, Casey Family Programs
Lynne Doyle | Vice President, Sandy Point Properties, LLC
Sean Ferrel | CEO, President, Managed Solution
Brad Norris | Philanthropist & Community Volunteer
Alan Sorkin | Chair, Chief Executive Mentor & Coach, Vantage Worldwide, Inc.

HONORARY BOARD
Diane Cox, JIT Co-Founder/Past Board Chair | Professional Coach, Development Director, Just in Time for Foster Youth
Jeanette Day, Esq., JIT Co-Founder | Attorney, County of San Diego
Tony Hsu, JIT Co-Founder/Past Treasurer | Founder/Chief Investment Officer, Alethea Capital Management, LLC
Louarn Sorkin, JIT Co-Founder | Founding Partner, San Diego Social Ventures Partners
Kathryn Vaughn, Esq., JIT Co-Founder/Past President | Managing Partner, Law Offices of Vaughn and Vaughn

Board & Honorary Board
James Borina, Youth Services Coordinator
Ren Cabales, Volunteer Services Coordinator
Ivan Chavez, Volunteer Services Specialist
Kathryn Clauzel, Volunteer Services Coordinator
Ozzy Cobain, Administrative Assistant Coordinator
Vanessa Davis, Rise to Resilience Consultant
Kareli Ledesma, Youth Services Administrative Assistant
Karen Miller, Investor Stewardship & Events
Anthony Mata, Youth Services Coordinator
JoAnne O’Neill, Accounting Specialist
Caitlin Radigan, Investor Outreach Coordinator
Steven Silva, College Board Study Abroad Coordinator
Daniella Tafoya, Youth Services Coordinator
Chris Turner, Customer Relations Management Consultant
Rachel Trujillo, Brand/Communications & Marketing Coordinator
Virgo Villajin, Youth Services Lead Coordinator

Don Wells | Executive Director
Monica Cannon | Volunteer & Administrative Services Director
Diane Cox | Development Director
Gayle Greenlee | Chief Financial Officer
Simone Hidds-Monroe | Youth Services Associate Director
Trish Horton | Impact Research & CRM Systems Director
Reshae Cuevas | Volunteer, Operations & Administrative Manager
Amanda Larson | Youth Services Manager
Jennifer Telitz | Investor Relations Manager
Nancy Tran | North County Youth Services Manager
Find more information at jitfosteryouth.org/making-a-bequest/

Please notify Diane Cox of your bequest:
858-705-1705 or diane@jitfosteryouth.org

Help Us Rise from Just in Time to Always There

Please consider designating JIT as a beneficiary of your trust, will, retirement accounts, annuities and insurance policies.

Remember, there are tax benefits to naming a nonprofit as a beneficiary of retirement accounts.

If you’re 70-1/2 or older, please consider transferring funds directly to JIT as part or all of your required minimum distribution rather than paying the income tax on the required distributions.

In Memorium

We honor members of the JIT community who have now left this earthly plane:

Richard Billingsley
Ruth Miller
Don Patterson
Gail Tauscher

We are so grateful for their commitment to the well-being and success of young adults and for their generous bequests on behalf of JIT.

SAVE THE DATE

Saturday, March 14, 2020 | 5:30p Reception 7:00p Dinner/Program | Hyatt Regency | La Jolla
Purchase your tickets today @ JITFosteryouth.org