Junior Achievement™ of Washington

EDUCATION FOR *WHAT'S NEXT*



2026 ANNUAL IMPACT

Leadership Message

To Our Friends & Suppporters,

We believe every young person deserves a future filled with choices, opportunity, and the confidence to pursue their dreams. At Junior Achievement of Washington, we help make that future possible by equipping students with the financial capability, work readiness, and entrepreneurial mindset they need to thrive.

As we reflect on an extraordinary 2025–2026 fiscal year, we are filled with gratitude—and tremendous pride in what we accomplished together. Thanks to the commitment of our volunteers, educators, corporate and community partners, foundations, and individual supporters, we exceeded our goals and expanded meaningful opportunities for thousands of young people across Washington and Northern Idaho.

From immersive experiences at JA Finance Park and JA BizTown to career exploration, financial literacy, entrepreneurship, and hands-on learning, students connected classroom learning to the real world. They explored careers, practiced making financial decisions, developed essential skills, and gained the confidence to imagine new possibilities for their futures.

This work matters now more than ever. Young people are navigating a rapidly changing economy and workforce, while employers need a generation equipped with the skills, knowledge, adaptability, and confidence to succeed. Junior Achievement helps bridge that gap—connecting young people to experiences, mentors, and pathways that can expand economic opportunity.

We also continued to strengthen our commitment to ensuring that opportunity is not determined by zip code or circumstance. By deepening partnerships with schools, businesses, and communities, we expanded access to experiences that help young people build skills, discover their potential, and see themselves in the future they are working toward.

The numbers tell part of our story. The impact behind those numbers is even more powerful. Every student who gained confidence, explored a career, made a financial decision, or began to see a new possibility for their future represents what we can accomplish when we invest in young people.

None of this happens without you. Every volunteer hour, partnership, sponsorship, and charitable investment makes this work possible.

FY26 was an incredible year of impact—and an important foundation for what comes next. We are excited to build on this momentum, reach more students, expand access to transformative experiences, and create even more pathways to economic opportunity.

Thank you for believing in young people and for helping us inspire and prepare the next generation to succeed.

Natalie Vega O'Neil
President & CEO

Jim McDermet
Board Chair

YEARLY PERFORMANCE OVERVIEW

Fiscal Year

July 1 , 2025– June 30, 2026

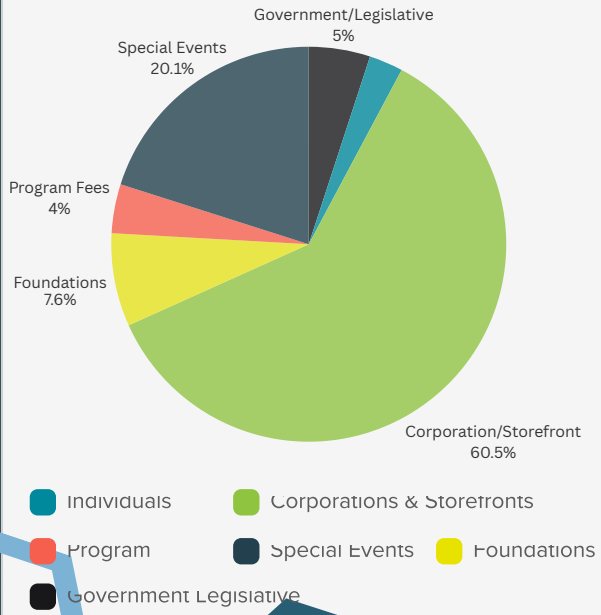
FY26 Revenue

$5,027,672

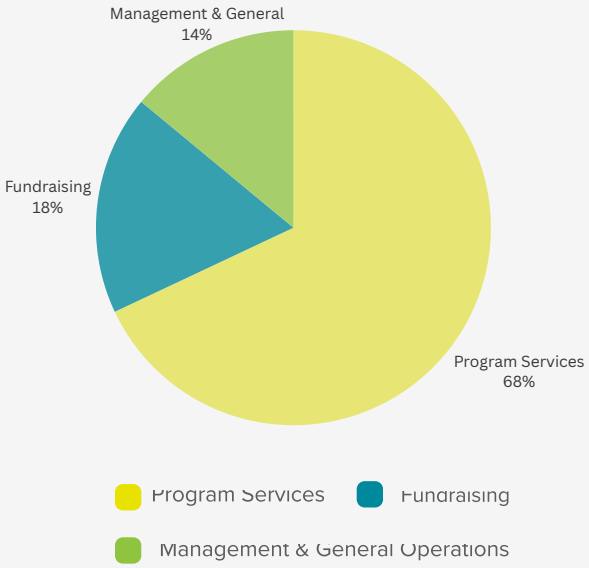
FY26 Expenses

$4,719,148

Operating Revenues



Operating Expenses




FOX 13
COMCAST
vinty



2025-2026 IMPACT

352,435
CONTACT HOURS

55,267
STUDENTS

1,328
LEARNING EXPERIENCES

2,447
VOLUNTEERS

Experiential Learning



Junior Achievement BizTown®

Junior Achievement FINANCE PARK®

Junior Achievement FINANCE PARK® MOBILE

JA BizTown®, JA Finance Park®, and JA Mobile Finance Park® bring learning to life through immersive, real-world experiences that build financial literacy, career readiness, and decision-making skills. Students explore careers, manage finances, run businesses, and make real-world choices that connect classroom learning to future success.



This year, JA expanded access by adapting programs for deaf and hard-of-hearing students and growing JA Mobile Finance Park® across Washington, Idaho, and Montana. Supported by dedicated volunteers and community partners, these programs remove barriers and empower more young people with the confidence, knowledge, and skills needed to thrive as financially capable adults, future professionals, and engaged citizens.



Reflections

"Each year, JA BizTown® & JA Finance Park® leaves a lasting impression on the students who participate. Their experiences speak volumes about the program's impact:

"I learned that no matter the job they are all important."

– JA BizTown Student"

93% **STUDENTS REPORT SEEING THE RELEVANCE OF EDUCATION** TO FUTURE CAREER SUCCESS AFTER ENGAGING WITH JA BIZTOWN

90% **STUDENTS REPORT CONNECTING THE RELEVANCE OF EDUCATION** TO FUTURE CAREER OPPORTUNITIES BECAUSE OF A JA ELC EXPERIENCE.

95% **STUDENTS SEE MORE CLEARLY HOW EDUCATION CONNECTS TO THEIR FUTURE**



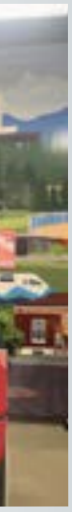


10,901

STUDENTS























FUTURE BOUND®
By Junior Achievement

Junior Achievement™

JA STOCK MARKET CHALLENGE

JA Stock Market Challenge brings financial literacy to life through a fast-paced, real-time investment competition that challenges high school students to apply classroom learning in a simulated trading environment.



Teams competed at Amazon's Seattle campus, analyzing market trends, responding to breaking news, and making strategic decisions while developing critical thinking, teamwork, and risk management skills. Washington Virtual Academy earned first place, with both Washington Virtual Academy and Team Northwest Career and Technical Academy selected to represent Washington at the JA USA National Future Bound Challenge in Boston. The competition showcases students' talent, confidence, and ability to apply financial knowledge in real-world scenarios while preparing them for future academic and career success.



Reflections

34 teams



> "Participating in JA Stock Market Challenge gave us the confidence to apply what we learned in the classroom to a real-world experience. Through preparation, teamwork, and strategic thinking, we felt ready to compete and demonstrate what we could achieve."
>
> – Giuliana, JA Stock Market Challenge Participant



Junior Achievement™

JA TITAN®

CHALLENGE

Future Bound Titan is an innovative workforce development program that prepares youth for careers in high-demand technology fields through hands-on learning, business simulations, and industry exposure. Using the JA Titan® simulation, participants become CEOs of their own virtual companies, developing skills in leadership, innovation, financial management, and strategic decision-making.



Students competed in the Titan Challenge at JA's Auburn Experiential Learning Center, and Team Kaboom from Northwest Career & Technical Academy went on to win the JA USA Future Bound National Competition in Boston, showcasing Washington students' talent and future-ready skills on a national stage.



Reflections

14 schools participated

88 students

> "The Titan Challenge program provides real life experience in the business industry and promotes economic awareness, as well as decision-making, problem-solving and teamwork skills."
>
> — Katie, Educator





Junior Achievement™ of Washington

Eastern Washington & Northern Idaho

HIGHLIGHTS INCLUDED

1 JA MOBILE FINANCE PARK

900+ STUDENTS REACHED

AN IMMERSIVE EXPERIENCE WHERE STUDENTS MAKE LIFE DIFFERENT FROM THE IMPACT OF THEIR CHOICES.

- BUDGETING
- CAREER EXPLORATION
- FINANCIAL DECISION-MAKING

2 ECONOMIC MOBILITY

Students participated in:

- JA in a Day
- JA Titan Challenge
- Classroom-Based Learning

Immersive learning experiences are connecting students to real-world skills, caring volunteers, and future opportunities.

3 IMPACT

9,621 STUDENTS

103 SCHOOLS

222 LEARNING EXPERIENCES

Through strong school and community partnerships, JA expanded financial literacy, career readiness, and entrepreneurship opportunities while increasing regional awareness through career fairs, volunteer engagement, and student leadership events.

63%
INCREASE
STUDENTS REACHED MOBILE FINANCE PARK









Junior Achievement™ of Washington

Central Washington

HIGHLIGHTS INCLUDED

1 JA MOBILE FINANCE PARK

750+ STUDENTS REACHED

AN IMMERSIVE EXPERIENCE WHERE STUDENTS MAKE LIFE DIFFERENT FROM THE IMPACTOF THEIR CHOICES.

- BUDGETING
- CAREER EXPLORATION
- FINANCIAL DECISION-MAKING

2 JA IN A DAY

Volunteers from local businesses bring real-world learning into the classroom.



3 IMPACT

5,398 STUDENTS

29 SCHOOLS

87 LEARNING EXPERIENCES

Alongside career fairs, JA in a Day, and community partnerships, JA is helping more young people build the skills and confidence to succeed

COMMUNITY PARTNERSHIPS

- SCHOOLS ACROSS YAKIMA VALLEY
- WENATCHEE–AREA PARTNERS
- LOCAL BUSINESS VOLUNTEERS
- COMMUNITY ORGANIZATIONS



CONFIDENT | CAPABLE | CONNECTED



Junior Achievement™ of Washington

Southeastern Washington

HIGHLIGHTS INCLUDED

1 CAREER SPEAKERS



Students heard from local professionals who shared their career journeys and real-world insights.

2 IN CLASSROOM PROGRAMS



Interactive lessons that encouraged critical thinking, collaboration, and leadership.

3 IMPACT

4,393 STUDENTS

71 SCHOOLS

138 LEARNING EXPERIENCES

Across Southeastern Washington, JA continues impacting students in meaningful, real-world learning experiences that build financial literacy, career readiness, and entrepreneurial skills.

Partnerships with schools across the Tri-Cities, Walla Walla and surrounding communities helped bring learning experiences directly to students.

Initiatives with BMO, like the Family Financial Fiesta, included practical financial education opportunities beyond the classroom.





Junior Achievement™ of Washington
South Puget Sound

HIGHLIGHTS INCLUDED

1 ECONOMIC MOBILITY

Students participated in:

- **JA BizTown**
- **JA Finance Park**
- **Classroom-Based Learning**

Outcome:
Students connected classroom learning to real-world careers, personal finance, and work readiness skills

2 WORK READINESS

- **JA Job Shadow with Delta Air Lines**
- **Collaboration with Peninsula School District**
- **Immersive Job Shadow Experience**

Outcome:
Students explored careers in aviation and gained firsthand exposure to career-connected learning opportunies

3 IMPACT

13,375 STUDENTS

220 SCHOOLS

485 LEARNING EXPERIENCES

FINANCIAL CAPABILITY | **WORK READINESS** | **ENTREPRENUERIAL MINDSET** | **ECONOMIC MOBILITY**

> ***"This experience helps in so many ways. Students gain knowledge and real-world exposure, especially being able to come to Amazon and experience a corporate setting... As a first-year teacher, it's amazing to see [students] get hands-on experience with finance."***
>
> ***David Adams – Teacher, Curtis High School***





Junior Achievement™ of Washington

Northern Washington

HIGHLIGHTS INCLUDED

1 CAREER EXPLORATION

Students explored in-demand careers through hands-on Try-a-Trade event

Hosted at **Skagit Valley College & Whatcom Community College**

Career Connected Learning & Skills to Real-World Opportunities

2 FUTURE READY SKILLS

Students engaged in **JA Stock Market Challenge** at the FBLA Northwest Conference

Entrepreneurship

Investing

Financial decision-making

These experiences helped students gain real-world exposure, build confidence, and prepare for future success.

3 IMPACT

4,770 STUDENTS

74 SCHOOLS

122 LEARNING EXPERIENCES

Congratulations to the Northwest Career & Technical Academy teams, including Team Kaboom, for showcasing Washington students' talent on the national stage and earning first place at the JA USA Future Bound National Competition in Boston.



"Through JA programs, a student who never saw college in his future discovered confidence through the Titan Challenge and Stock Market Challenge. Those experiences helped him envision new possibilities, leading him to apply to college and begin pursuing his AA at Skagit Valley College."

– Lynette Brower, Director



Junior Achievement™ of Washington King County

HIGHLIGHTS INCLUDED

1 ECONOMIC MOBILITY

Students participated in:

- JA BizTown
- JA Finance Park
- Classroom-Based Learning
- Building Your Future Town Hall

2 CAREER EXPLORATION

- Titan Challenge
- Stock Market Challenge
- Career Day
- Career Speaker Events

Through career speaker events, career days, volunteer-led classroom programs, students gained valuable exposure to a wide range of career pathways, industries, and post-secondary opportunities.

3 IMPACT

8,492 STUDENTS

73 SCHOOLS

127 LEARNING EXPERIENCES

Through these experiences, students were encouraged to dream bigger, explore new possibilities, and better understand the connections between classroom learning and future success.







BUSINESS HALL OF FAME

PRESENTED BY DELTA



2026 JA BUSINESS HALL OF FAME LAUREATE

Since 1987, Hall of Fame Laureates are recognized not only for their outstanding professional accomplishments, but also for their exemplary service and commitment to their communities. Their leadership, generosity, and dedication to making a positive difference have helped shape a stronger future for those they serve.

Beginning in 2026, the event will also include Community Awards, recognizing individuals and organizations whose dedication and service have strengthened communities and expanded opportunities for the next generation.



Patricia Bedient



Rick Hermanson



Vivian Phillips

2026 JA COMMUNITY AWARDS



Educators Award
Terry & Lori Ley



Legacy of Leadership
Jim Farrell



Ryan Ziegelmann Award
Tricia Lee



Corporate Impact Award
Wells Fargo



Members

Board Chair
Jim McDermet
Principal
Words from Jim LLC

Vice Chair
Christine Deputy
Former Chief HR Officer
Expedia

Board Treasurer
Stephen Williams
Director of Finance
UPS

Board Secretary
Anthony Metoyer
Retired
The Boeing Company

Darren Alger
Founder & CEO
Unify Consulting

Gilbert Alvarez
Senior Vice Presiden
Cathay Bancorp

Jeff Ball
Head of Global Payroll
Amazon.com

Ryan Bartlett
Vice President of Finance & CFO
Delta Dental of Washington

Karissa Brock
Assurance Managing Director
RSM US LLP

Heather Burris
FVP Community Reinvestment
United Business Bank

Frank Correale
Market Leader, NW
Wells Fargo AdvisorsDivision

Andrew Delgado
VP of Mrktg & Creative Services
FOX Seattle

Andrew Farrell
Senior VP of Retirement Division
Symetra

Liddy Ferguson
Audit Managing Director
KPMG

Rick Hermanson
CEO
Hermanson Company

Nicole Hughes
Partner
Ernst & Young LLP

Jeanne Jones
VP Digital Mrktg & Analytics
BECU

Corey Mann
Distric Sales Coordinator
Aflac

Stan W. McNaughton
President & CEO
Pemco Insurance Company

Julissa McWashington
Sr Mgr Global Social Impact
Starbucks

Francesca Peri
VP, Coffeehouse Ops, Retired
Starbucks

Manuela Papadopol
Executive Director
Microsoft Alumni Network

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Executive Director
Microsoft Alumni Network

Esther Richmond
Community Affairs Mgr- WA
US Bank

Brandon Rose
Branch Manager
Numerica

Dan Semo
Senior VP, Finance
Expedia

Tessa Studebaker
Head of Ops for Natl Accts
Zurich Insurance Company

Joan Wang
Managing Director
Delta Air Lines Inc.

Maryetta Williams
Retail Regional Director
Columbia Bank

Allie Wittenberger
MD Corp Affairs & Comp.
Alaska Airlines

Katrina Zamets
Office Managing Director
Avanade

Board Demographics

52%
Female

48%
Male

95%
of
Board Members
contribute to the
organization



Junior Achievement™ of Washington

Let’s equip students for what's next, together.

CONTACT US TODAY! natalie.carlberg@jawashington.org