

LAUNCHING THE FUTURE

Building Tomorrow's Leaders, Together.



**Junior
Achievement™**
of Central Florida



2024/2025 Impact Report

MISSION

Junior Achievement of Central Florida (JACF) empowers young people to own their economic success.

Our volunteer-delivered K-12 programs foster work-readiness, entrepreneurship, and financial literacy skills, and use experiential learning to inspire kids to dream big and reach their potential.



From the Desk of JACF President & CEO

Dear Friends and Partners,

At Junior Achievement of Central Florida, we believe in the power of possibility. This past year, we've seen that belief come to life in extraordinary ways – through the curiosity of a fifth grader exploring JA BizTown, the determination of a high school student solving real-world challenges in 3DE, and the confidence of a young adult stepping into their future with purpose.

In 2024–2025, we reached more than 57,000 students across Central Florida, delivering over 650,000 instructional contact hours through programs that connect education to opportunity. These numbers reflect more than participation – they represent transformation. Every student we serve is one step closer to discovering their potential, defining their path, and becoming a leader in their own story.

Our work is grounded in a bold vision: a future where every young person, regardless of background, has the tools, support, and inspiration to thrive. We are not just preparing students for jobs – we are preparing them to shape industries, lead communities, and solve the challenges of tomorrow.

This vision is only possible because of you. Our volunteers, educators, corporate partners, and donors are the heartbeat of this mission. Your commitment fuels innovation, expands access, and ensures that our programs remain relevant, impactful, and inclusive.

As we look ahead, we remain focused on growth, equity, and excellence. We will continue to listen, adapt, and lead – because the future belongs to those who are prepared, and we are preparing them together.

With deep appreciation,



Karen Revels
President & CEO



WHO WE ARE

At Junior Achievement (JA) we believe in “possible.” Each day, we work to help young people discover what’s possible in their lives by helping them connect what they learn in school with life outside the classroom.

JA’s curriculum aligns with national and state educational standards and is delivered to thousands of students in Central Florida each year.

It is proven to create a positive impact on the lives of young people.



By the Numbers



685
VOLUNTEERS



123
SCHOOLS

607
UNIQUE
EDUCATORS



57,709
STUDENTS
REACHED



658,447
INSTRUCTIONAL
CONTACT HOURS



Programs that make a difference



**18,518
STUDENTS**

participated in a one-of-a-kind career exploration fair.

**IMPACT:
INCREASED STUDENT
AWARENESS**

of career paths and academic relevance.

**FIRST JA INSPIRE -
ORANGE**

held over the course of three days.

Financial Literacy Programs

**3,907
HIGH SCHOOL STUDENTS**

mastered financial literacy concepts through hands-on and virtual simulations.

“ I learned how to budget for real-life scenarios and feel more prepared for my future. ”

-Student Quote





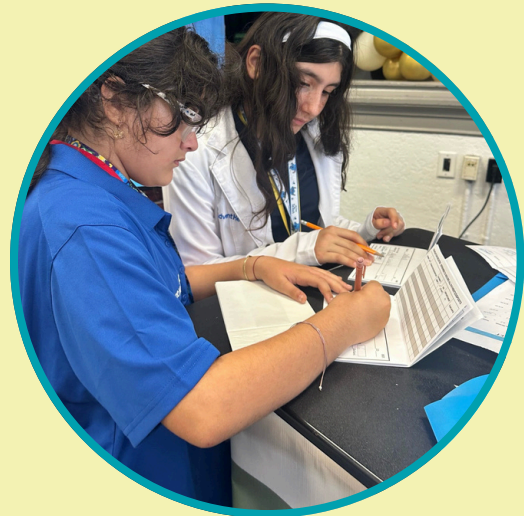
4,900
STUDENTS

gained practical financial
and community
infrastructure skills.

90%
OF PARTICIPANTS

felt more confident in their ability to
contribute to their community.

“ It was fun helping people deposit
their money and showing them how
to write in their check registers. ”
-Student Quote



“ We need more of JA BizTown in our
students' educational careers. They
learn how to be a good listener, and
they learn teamwork and problem-
solving. ”
-Teacher Quote

Programs that make a difference

3DE by Junior Achievement

3DE by Junior Achievement is an innovative four-year instructional model transforming high school education by embedding real-world case challenges from business partners into core academics. Active in select Orange and Osceola County schools, this “school within a school” approach builds problem-solving, business skills, and academic growth.



KEY HIGHLIGHTS

Students Reached: 1,288 students

Partnerships: Students tackle real-world challenges presented by national partners such as Home Depot and Arby's, as well as local partners like AdventHealth, Addition Financial and more.

High Student Success Rates:

ATTENDANCE:
Chronic absenteeism trends improve year-over-year.

POST-SECONDARY ENROLLMENT:
74% at Oak Ridge (Class of 2024)
70.7% at Osceola (Class of 2024)

GRADUATION RATES:

100% at Oak Ridge HS
98.6% at Osceola HS

OUTCOMES AT A GLANCE

Academic Growth: 3DE students outpace peers in ELA proficiency by 4.3% (9th grade) and 6.3% (10th grade).

Engagement: Attendance trends surpass non-3DE students, reducing chronic absenteeism.

Post-secondary Readiness:
Graduates show a 65.9% higher enrollment rate compared to pre-3DE cohorts.





3DE
BY JUNIOR ACHIEVEMENT

The Lasting Impact of 3DE

Keyla Imbert Suarez, a 2024 graduate of Oak Ridge High School, recently completed her freshman year at Vanderbilt University, where she is majoring in Medicine, Health, and Society. Her journey to Vanderbilt was deeply influenced by her experience in the 3DE program.

After being placed in a 3DE class during her sophomore year, Keyla quickly embraced the program's real-world learning model. She credits 3DE with transforming her academic mindset and helping her develop essential skills like critical thinking, cultural agility, and professionalism.

Through 3DE's partnership with KPMG, Keyla secured a paid summer internship that exposed her to corporate culture and personal branding. At Vanderbilt, she continues to apply the communication and leadership skills gained through 3DE, especially in preprofessional clubs and campus activities.

Motivated by her upbringing in Cuba and a low-income immigrant community in the U.S., Keyla is passionate about improving healthcare access through research and policy.

Her advice to future students: **"Do it. 100%. You're going to look back and say 'thank you.'"**

NOTABLE ACHIEVEMENTS

ROTARY CLUB OF ORLANDO SCHOLARSHIPS:

Five 3DE students at Oak Ridge HS were selected by the Rotary Club of Orlando to receive a scholarship.

Arby's National Case Competition:

Innovation HS students qualified for this prestigious event.

Market Expo:

Ocoee HS students hosted their first 3DE Market Expo.

Events

47th Mid Florida Business Hall of Fame

Junior Achievement's Hall of Fame showcases leaders who have made exceptional contributions to our region's economic development as a result of their commitment to business excellence. Honorees were celebrated at our most prestigious event of the year on November 13, 2024.



The Honorable Mel Martinez
Former Senator
JPMorgan Chase & Company



Mr. Bill Dymond
Lowndes

Laureates

Laureate induction to the Mid-Florida Business Hall of Fame is reserved for prominent Business leaders who have made extraordinary and inspiring contributions to our community over the course of a distinguished career.



Kay Rawlins
Orlando City SC
Orlando Pride SC

Spirit of Achievement

Honors a local businessperson for their significant contribution to private enterprise.



Trina Gregory
Se7en Bites

Entrepreneurial Vanguard

Recognizes a business owner's vision and courage.

Bowl-a-thon



In FY24, the Bowl-a-Thon brought together **1,666** registered participants in a spirited display of community support and fundraising. To accommodate the enthusiastic turnout, we hosted the event across three bowling alleys: Boardwalk, Altamonte, and Aloma.

This year's event saw outstanding contributions from key partners, with The Walt Disney Company and Disney WDI collectively raising **\$143,327.79** and Schwab contributing an additional **\$3,604.00**.

In total, an impressive **\$146,931.79** was raised in support of JACF.

Driving Dreams Golf Invitational

The Driving Dreams Golf Invitational was held on December 12, 2024, at the stunning Rosen Shingle Creek. It was a beautiful day filled with camaraderie, competition, and, most importantly, a shared commitment to empowering the future of Central Florida's youth!

This year's event, with a silent auction, raised an impressive **\$82,265** in support of Junior Achievement of Central Florida.

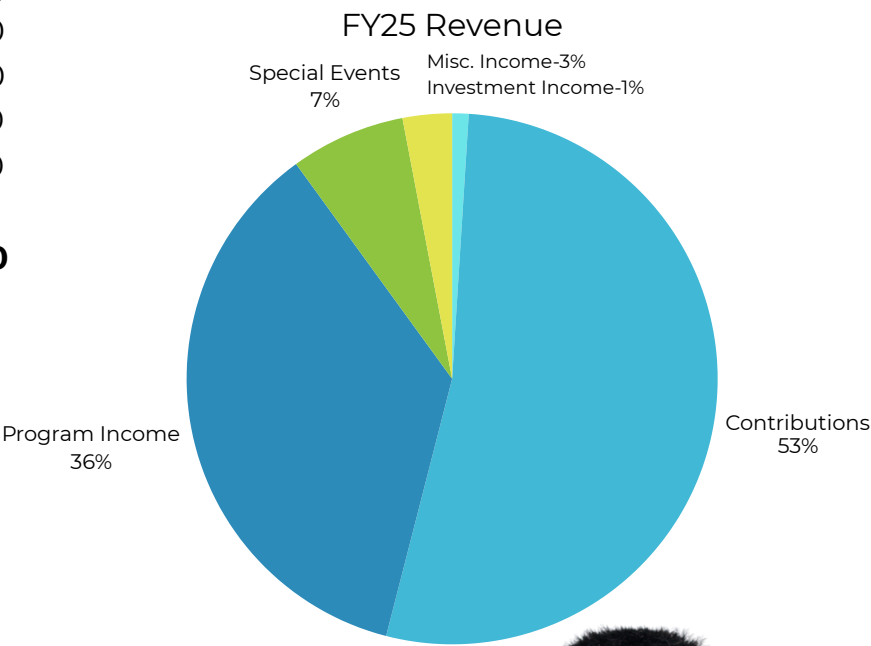


Financial Overview

Fiscal Year 2024-2025 Revenue Breakdown	\$2.9M Contributions	\$2.0M Program Income	\$400K Special Events
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REVENUE

Contributions	\$ 2,952,118.00
Program Income	\$ 2,029,552.00
Special Events	\$ 339,549.00
Miscellaneous Income	\$ 131,518.00
Investment Income	\$ 69,443.00
Total Revenue	\$ 5,582,180.00



EXPENSES

Program Services	\$ 2,242,200.00
Fundraising	\$ 351,107.00
Management & General	\$ 648,610.00
Special Events	\$ 204,437.00
Total Expenses	\$3,446,354.00
Increase in NET Assets from Operations	\$2,135,826.00



\$100,000 +

Mary and Jesse Eisner

\$10,000-\$99,999

Audrey and Patrick J. Knipe
Liz and Harry Morehead
Jennifer Williams and James Yannucci
Terry and Mike Davis

\$5,000-\$9,999

Ixchell Duarte
The Harris Rosen Foundation
The Martin Andersen-Gracia Andersen Foundation
The Poinsette Foundation
The Tompkins Family Foundation Inc.
Connie and Tim Myers

\$2,500-\$4,999

Johanna and Jason Scott

\$1,961-\$2,499

Sarah and Eric Carlson
Sonia and Erik Weiner
Sandra and Fred R. Kittinger
Kathy Boyd
Robert Lee
The Lee Foundation
Shannon and Tom McAleavey
Tharp Family Foundation
Tomei Thomas
Suzie and William R. Lowman



Corporate & Foundation Partners

\$100,000+

AdventHealth
Dr. Phillips Charities

\$50,000 - \$99,999

Disney Bowl-a-Thon VoluntEARS
Fairwinds Credit Union
Staples

\$25,000 - \$49,999

Addition Financial
Bank of America Charitable Foundation
Holland & Knight, LLP*
JPMorgan Chase Bank
KPMG, LLP
Orlando Health
Regions Financial Foundation
Taco Bell Foundation
The Joe and Sarah Galloway Foundation
The UPS Store
Universal Orlando Foundation
VMG Roofing Services
Walt Disney World Company
Wells Fargo Foundation

\$10,000 - \$24,999

Alice Ann Bien Memorial Foundation
Bank of America Corporation
BNY Mellon
CHEP
CNA Financial Corporation
Florida Blue
iBuild Central Florida
Kissimmee Utility Authority - KUA
Osceola Heritage Park*
PCL Construction Services, Inc.
Publix Super Market Charities, Inc.
PwC
Schenkel Shultz*
Spotlight Energy
The Whiting-Turner Contracting Co.
Universal Parks & Resorts*
Westgate Foundation

* denotes inkind donation

\$5,000 - \$9,999

Avant Healthcare Professionals
Bridge Investment Group
CareerSource Central Florida
City National Bank
Duda Farms
Florida Citrus Sports
Gaylord Palms Resort & Convention Center
GrayRobinson, P.A.
IMEC
Lowndes, P.A.
Massey Services, Inc.
Miller Electric Company
NextPath Career Partners
Orlando City Soccer
Orlando Magic
Regions Financial Corporation
Robert Half International, Inc.
State Farm
Tavistock Group
United Community
United Community Bank Foundation, Inc.
Valencia College West Campus
Walt Disney World Resorts*





\$1,000 - \$4,999

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Accenture
Align Business Advisory Services
Arnold Palmer Invitational
AssuredPartners
Balfour Beatty Construction
BankUnited
BRPH
CED Orlando
Centennial Bank
Central Florida Chapter NECA
Champion Foodservice, LLC
CNL Financial Group, Inc
Contractors, Closers and Connections Orlando
Core Construction
EXP US Services, Inc.
EY
FINFROCK
First Horizon Bank
Grace Hebert Curtis Architects, LLC
Huitt-Zollars
Integrity Consulting Agency, LLC
Maddox Electric Company, Inc.
Marco's Pizza
MidFlorida Credit Union
MLC Theming
Nautique Boat Company, Inc.
Orange County Fire Rescue
Pineloch Management Corporation
PNC Financial Services, Inc.
PowerBolt & Tool
Resource Consulting Group
Rotary Club of Orlando Foundation
RVR Consulting Group
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Studio 407 LLC
Synergy Wealth Alliance
Toho Water Authority
Valley Bank
Westgate Resorts*

* denotes inkind donation

Under \$1,000

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100Units
4 Rivers Smokehouse
Advance Partners
AJ Flooring
Ameris Bank
BLD
CoGen Associates, P.A.
Community Legal Services
Deland Breakfast Rotary Club
Dimond Bros. Insurance, LLC
Duke Energy Foundation
Florida Theatrical Association
Grassland Enterprises, Inc.
HKS Architects
Hubbard Construction Company
KHS&S Contractors
Kraken Bookkeeping
Kylan McNemar
LandDesign, Inc.
Model Mind AI
Osceola Magic
PGAV Destinations
Shining on Safety
Shutts & Bowen, LLP
Sunbelt Rentals, Inc.
UCF College of Business Administration
VMG Mechanical
Vvid Painting
WESH 2

THANK YOU TO OUR GENEROUS DONORS

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Your unwavering support fuels our mission to inspire and prepare young people for success. Because of your generosity, thousands of students are gaining the skills, confidence, and vision to build brighter futures.

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