



**Junior Achievement of New Mexico
February Board Meeting Minutes
Thursday, February 5, 2026**

In Attendance (21): Kevin Brewster, Julie Garcia, John Henninger, Vince Krakau, Philip Le, Charlotte Ortiz, Ron Sisneros, Aaron Wadley-Child, Adam Ciepiela, Beth Petruno, Annemarie Henton, Ross Busby, Jennifer Luciani, Jennifer James, Robert Bischoff, Peter Howley, Audrey Johnson, Dave Winsor, Kent McCloud, Leona Davis-Brown, Joe Benoit,

Absence (9): Michael Barrio, Danae Fernandez, Justina Grant, Keith Hartnett, Will Martinez, Hope McIntosh, Cory Miller, Nicole Noto, Lauren Sandoval

Staff in attendance (2): Erin Hagenow, Mandy Wilson, Miriam McIntosh

Guests in Attendance: None

Call to Order

The Full Board Meeting for Junior Achievement of New Mexico was held in person and virtually on Thursday, February 5, 2026. Board Chair, Julie Garcia, called the meeting to order at **7:35am**.

Julie welcomes Kaite Keane

Meeting Agenda

Julie Garcia, Board Chair, presented the February 2026 Board Meeting Agenda.

The February 2026 Board Meeting Agenda was approved upon motion, second, and unanimous approval.

Meeting Minutes

Julie Garcia, Board Chair, presented the December 2025 Board Meeting Minutes and January 2026 Executive Committee Meeting Minutes.

Upon motion, second, and unanimous approval, the December 2025 Board Meeting Minutes and January 2026 Executive Meeting Minutes were approved as presented.

Katie Keane, JA USA

JA USA Strategic Planning 2025-2028

- Root Issues: Students are graduating high school but don't have proficient skills in reading and math, and aren't pursuing college as well.
- Building Block of Economic Mobility
 - Confident Mindset
 - Capable Skillsets

- Competent Behavior
- Connected Access
- Shift in focus from outputs to outcomes
 - Acknowledge that focusing on outcomes might mean an initial drop in student numbers and hours
 - Laddered outcomes towards economic mobility
 - Impacting individuals
 - Impacting communities
- Future Approach
 - Success Metrics
 - Outcomes + Outputs/Attitudes/Knowledge Gains
 - Program/Product Portfolio
 - 5 core solution sets
 - Implementation
 - Consistent
 - Specialized Support & Resources to JA Areas
 - JA USA & JA Area Fee Model
 - Value-Based
- JA Area Product Journey
 - Strong K-8 Base: Move towards Future-Bound Competitions or Experiential Learning Centers
 - Additional Paths for Movement:
 - Embedded Courses & State Solutions
 - JA of NM is in a work group to hopefully bring semester-long courses
 - Integrated Instructional Models (HS/MS)
 - Embedded Instructional Models (HS/MS)
- Sample 3-Year Strategic Performance Metrics
 - Expand Strategic Solutions (Scalability)
 - Top Line Metric: Expand Strategic solutions within x# of Core Target Districts by Fall 2028
 - Drive Consistent Execution (Excellence)
 - Top Line Metric: Ensure organizational excellence by meeting 100% of Operating Standards of Performance
 - Deepen Strategic Partnerships (Sustainability)
 - Top Line Metric Increase total private & public funding by x% for JA Areas by Fall 2028
- Business Model Proposal
 - Standard Costs:
 - Baseline Fee \$60,000 per JA Area
 - General Product Design, Production, & Evaluations
 - Marketing & Brand Support
 - Development & Fundraising Support
 - JA Area Resource Services
 - HR Support
 - Tech Enablement
 - Fundraising/Mktg Tools
 - Enterprise Technology License Fee: \$1,500 per FTE
 - Learning Technology License Fee: \$1000 per FTE
 - Program Redevelopment Fees: as applicable
 - Specialized Costs:

- Experiential Learning Centers
- Instructional Models
- Fee-for-Service Options

Finance Committee

Sitting healthy in November and December of 2025, largely thanks to two major donations from Campfire and UMB Bank

Maintain a small account with Citizens Bank of LC for High School Heroes

Question: Welfare Benefits Plan Trust? JA USA Staff Benefits. Our Accountant changed the name on A/P

November 2025 Financials

- YTD Cash: \$397,339.78
- YTD Current Assets: **\$1,245,821.10**
- YTD Liabilities: \$86,748.97
- Savings: \$215,609.17
- Investments: \$525,049.89
- Biggest Contributor: Campfire \$100,000
- Income: \$545,501.78
- Expenses: **\$339,380.06**
- Net Monthly Income: \$305,051.38
- Net Income YTD: \$244,901.41

December 2025 Financials

- YTD Cash: \$613,977.54
- YTD Current Assets: \$1,254,498.01
- YTD Liabilities: \$82,779.83
- Savings: \$291,219.63
- Investments: \$526,052.24
- Biggest Contributor: UMB Bank \$250,000
- Income: \$616,658.87
- Expenses: \$399,505.74
- Net Monthly Income: \$16,578.46
- Net Income YTD: \$257,547.46
- B2A Net: \$272,822.13

Pledges

- Mario Burgos \$10,000
- City of ABQ \$35,686
- BernCo \$14,000
- State Farm \$20,000
- JP Morgan Chase \$5,000
- UBB \$2,500
- Golf Classic Challenge \$57,500

- Golf Classic Sponsorships \$19,000
- Enterprise Mobility \$10,500
- **Total: \$174,186**

Sent an RFP to Loftis & Lovato to engage as auditors for an additional 5 years

Flourish Interest Rate: 3.25%

Transfer from Flourish to Raymond James? JA of NM Finance Cmte. Did not elect to move additional funds from Flourish to Raymond James

Finance Cmte. Recommends extending cash in the JA of nM Operating/Checking Account from \$100K to \$140K

Discussion on switching from BMO Bank to UMB Bank

- Close line of credit at BMO and open UMB Bank line of credit
- Close Checking Account at BMO and open Checking Account at UMB Bank
- Leave Flourish Account at BMO

The November and December 2025 Financial Statements were approved upon motion, second, and unanimous approval.

Opening a line of credit and Checking Account at UMB Bank was approved upon motion, second, and unanimous approval.

Program Committee

Annemarie Presented

Big thank you to US Bank, Wells Fargo, and UMB Bank for filling three JA in a Days with volunteers.

Nominating Committee Report

Nominating Committee is looking for Board Members to join Nominating Committee

Golf Committee Report

Golf committee met yesterday, Audrey shares the updates. Name for the golf challenge: Swing for Success Golf Challenge. Silent auction will launch online 2 weeks ahead of the tournament. Revenue goal for this year, will talk about at next meeting in January. Fund ways to increase fundraising while on the course and hole activities. Sponsorship list is with Miriam and she will be reaching out to those who have sponsorships. Swag was discussed, the committee is trying to diversify the swag. Julie asked about the caliber of auction items: suite tickets, vacation packages, etc. Smaller items will still go towards the raffle.

DEI Committee Report

The committee did not meet in the last few months and did not report today.

Government Affairs Committee Report

Erin included an update in the board packet. No need to review in the meeting.

President's Report

Erin reviewed the new relationships and funding sources currently be worked on.

Erin proposes changing the board meeting schedule: 4x/Year (down from 6x). Meet from 3:45 to 5:00, appetizers, Wine, beer, and soft drinks, In person Only, Remove the hybrid option

Note: Executive cmte. Continues to meet 6x/year

Schedule would not change until FY27 or July 2026

Jennifer says that ABF events are on Thursdays. John gives feedback about morning routine and possibly lost some participation due to the APS morning schedule a few years ago. Joe asked about getting quorum and an option for people to call in for voting when needed. Keith asks about doing it during the lunch hour. Julie said it won't work for her due to the commute, Charolett, Audrey, and John agree. Ron says morning or afternoon. Wednesday may be the best day, based on discussion.

Risk Assessment Review: JA of NM will review the Risk Assessment Document provided by JA USA during the February 2026 board meeting.

Katie Keen visiting in February. Note for revision: "February 2025" needs to be changed to February 2026

Closed Session

The board entered a closed session meeting during the February board meeting. During the closed session Julie Garcia, Board Chair, discussed leadership changes and succession plans to present to the board.

It was announced that Erin Hagenow will be leaving her position as President once the fiscal audit is complete in the 4th quarter. It was further discussed that the Executive Committee presented Mandy Wilson as their preferred candidate to take on the role of Executive Director, and she accepted to position, if the board approved.

After further discussion about alternative options and timelines with the board, it was voted and agreed that Mandy Wilson would be offered the position.

Adjournment

Upon motion, second, and unanimous approval, the meeting was adjourned by Julie Garcia, Board Chair, during the Closed Session.