



**The
Giving Common**
An Initiative of the Boston Foundation

Junior Achievement of Northern New England

Junior Achievement of Northern New England, Inc. 400 Fifth Avenue, Suite 300 Waltham MA 02451

Incorporation Year: 1945

www.janewengland.org

Organization Contact: rnova@janewengland.org Radhames Nova

Education Educational Services



CEO/Executive Director: Mr. Radhames Nova

Board Chair: Mr. Rick Tyson Jr. Wilmington Trust

Mission Statement:

The mission of Junior Achievement (JA) is to inspire and prepare young people to succeed in a global economy. JA programs provide relevant, experiential opportunities for students to apply their knowledge to real-world situations and understand how to own their economic success. Through sequential curriculum focused on financial literacy, workforce readiness, and entrepreneurship, JA provides students with the 21st century life skills necessary to become economically confident, career-ready adults. By partnering with educators and local business volunteers who deliver JA programs to add relevance and inspiration to the student experience, JA works toward the day when every young person feels confident in their ability to navigate their finances and the world of work.

Needs Statement: Volunteer Recruitment: With a delivery model based solely on corporate and community volunteers, much staff time is spent recruiting these individuals, and we recognize that volunteer retention is a struggle for almost all nonprofits. However, we are strategizing ways to improve our volunteer life cycle, focused on upfront planning and relationship-building with volunteers and the schools they work with rather than operating in a reactionary mode of volunteer recruitment. We are also consistently evaluating ways to engage new volunteers, and hope to begin working with an AmeriCorps fellow in the coming year to plan around volunteer recruitment, retention, recognition, etc.

Finances: As our program demand steadily increases through our community outreach efforts and targeted focus, our staff is working to not only re-engage former and current funders in new ways, but also to increase our brand awareness among other potential funders. New supporters, from corporate, private foundation and the individual giving space, will be critical to our fundraising structure.

Staff Training: The ability to further develop our staff through professional development opportunities would allow us to retain and continually provide new opportunities to our team.

Impact Statement: Accomplishments in 2016-2017:

New Program Strategy: This school year JA of Northern New England launched a new program strategy focused on deeper student impact, in which we conducted proactive outreach across 15 target communities to provide these students with equitable access to JA programs throughout their K-12 experience.

New Leadership & Increased Brand Awareness: Radhames (Rad) Nova joined JAofNNE as President & CEO in October 2016, bringing with him a background in the private and nonprofit sectors that is already transforming the JAofNNE operation for the better. Rad instituted several initiatives to increase our brand awareness in our target communities, including a "Centers of Influence" strategy focused on leveraging existing relationships to connect with community influencers, and monthly "Meet JA" receptions which bring business and community leaders together to network and learn about JA. These strategies are already proving fruitful in establishing our presence with educators, funders, and volunteers.

Greater Collaboration: JA is wonderfully dependent on collaboration across organizations, and we are proud of the strides we have made to join forces with other programs serving youth, including the City of Boston, Girls. Inc, and ABCD.

Goals for 2017-2018:

Refining our program strategy in light of reflections from the 2016-2017 school year, including tailoring focus to 10 target communities as a result of these key learnings.

Further collaboration with other youth organizations, which will deepen the impact of programs provided by all groups involved.

Diversification of our volunteer pool to reflect the backgrounds of the students we reach, allowing our youth to identify with role models with similar experiences and contexts.

Continuing to fundraise effectively to support our program demand, through increased relationship-building with current and new donors, and the launch of a Giving Society that will add to a sustainable fundraising structure.

Full-time Staff: 9

Volunteers: 1532

(excludes part-time staff)

Programs Detailed on Profile

JA K-12 Programs
JA Skills to Achieve
Junior Achievement Academy

Projected Revenue: \$1,668,500.00

Projected Expenses: \$1,652,357.00

Fiscal Year	2016	2015	2014
Total Revenue	\$1,150,458	\$1,621,507	\$1,858,945
Total Expenses	\$1,425,590	\$1,618,673	\$1,610,762

Top Funding Sources

Fiscal Year	2016	2015	2014
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--