



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

Current

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: The top needs for our organization at this point in time are:

Balancing the Budget: After a year of a deficit, our staff is working to not only re-engage former and current funders in new ways as we embark on an energizing new program strategy, but to also increase our brand awareness amongst other potential funders who believe in what we are trying to achieve. New funders, from both the foundation and individual giving space, will be critical to our securing a sustainable funding structure.

Volunteer Recruitment: With a delivery model solely based around corporate and community volunteers, much staff time is designated toward volunteer recruitment. However, if we had a more solid volunteer base, staff time could be spent more on relationship-building with schools than in a reactionary mode of volunteer recruitment. We are consistently evaluating ways to engage new volunteers, and will be working with an AmeriCorps fellow in the coming year to strategize around volunteer recruitment, retention, recognition, etc.

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

Impact Statement: Accomplishments in 2016-2017:
New Program Implementation Strategy: This school year JAofNNE launched a new program strategy focused on deeper student impact, in which we conducted proactive outreach across 15 targeted 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 finance and the nonprofit sector 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 that focuses 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 Action for Boston Community Development.
Goals for 2017-2018: Refining our program strategy in light of reflections from the 2016-2017 school year. Further collaboration with other organizations already serving youth, which will deepen the impact of programming 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. Balancing our budget, through increased relationship-building with current and new corporate and private donors, and the launch of a major gifts campaign that will attract individual donors and lead to a more sustainable fundraising structure.

Full-time Staff: 9

Volunteers: 1516

(excludes part-time staff)

Programs Detailed on Profile

K-12 Junior Achievement Programs

JA Skills to Achieve

JA Academy

Projected Revenue: \$1,460,000.00

Projected Expenses: \$1,697,000.00

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	--	--	--