CELEBRATING

100 YEARS OF IMPACT

2018-2019 IMPACT REPORT
The mission of Junior Achievement (JA) is to inspire and prepare young people to succeed in a global economy.

Providing sequential programs for kindergarten – 12th grades that help students develop strong entrepreneurial, financial, and workplace skills, JA builds young people’s self-confidence in the context of today’s global and ever-changing workforce, enabling them to own their futures and become economically confident, productive members of society.

With a powerful program model that engages the business community as a stakeholder in the futures of our youth, JA creates a platform for young people to gain real-world knowledge, learn from professionals who live and work in their communities, and build the belief that they have control over their futures. JA’s dynamic combination of knowledge, practice, and inspiration enables our students to dream big and reach their full potential.
In 2019, Junior Achievement celebrated a milestone 100 years of global impact. Founded in Springfield, Massachusetts in 1919 as a small local non-profit, today Junior Achievement serves over 12 million young people in over 115 countries globally and has over 100 million living alumni.

Few institutions achieve this milestone and we are proud of the impact we have made over the past century on countless young people and their families. By empowering young people to own their economic success, Junior Achievement has undoubtedly contributed to the prosperity of local communities, resulting in a more prosperous world for all.

Junior Achievement of Northern New England was honored to partner with our global organization, JA Worldwide, to bring the only global celebration of JA’s centennial to the state where it all started. This centennial celebration raised over $1.5 million to ensure that Junior Achievement of Northern New England and JA Worldwide continue to prepare young people for the future by equipping them with critical skills in business, entrepreneurship, career readiness and personal finance.

We leveraged our centennial milestone to challenge local donors to support our mission for the future through a $100,000 for 100 Years matching grant from The Highland Street Foundation and a second anonymous foundation donor. Our local supporters exceeded this match that, combined with increased funding from our corporate and foundation partners, resulted in Junior Achievement of Northern New England raising over $2 million for the first time since our local JA Area was founded in 1950. This increased investment from the community resulted in growth of impact in key target communities including Lawrence, Lowell, Manchester NH, Worcester, among others.

As we celebrate our history, we are focused on the future. We truly believe that investing in our youth today, empowers them to strengthen our communities, our region and our country tomorrow.

Through a generous grant from an anonymous foundation funder, our JA Area is transitioning from year-to-year planning to set a bold vision for the future impact we plan to make in the region for decades to come. We look forward to sharing our plans for the future and to partnering with you to significantly increase our joint impact on the young people we serve.

Thank you for your partnership in this critical mission.

RADHAMES NOVA  
President & CEO

CHRISTINE BARRY  
Chief Operating Officer, Endurance International Group  
Chair of the Board
Junior Achievement (JA) was founded in 1919 by Theodore Vail, President of American Telephone & Telegraph; Horace Moses, President of Strathmore Paper Company; and Senator Murray Crane of Massachusetts. JA’s first program, the JA Company Program, was offered to high school students on an after-school basis, and allowed them to experience the inner workings of an entrepreneurial endeavor by starting and operating their very own company. This value of free enterprise and creativity has not left the core of JA’s mission, even after 100 years. Today, JA remains relevant to students through its broadened scope and expanded activities, providing diverse programs for grades K-12 that allow each student to experience JA consistently in their educational years. Offering these sequential economic education programs to schools and students at no cost, JA provides access to real-world, “life learning” that is often otherwise unavailable to our youth.
“An important lesson I learned was to always work hard but to not be afraid to ask for help. Asking for help forms relationships that can lead to opportunities later in the future.”

Angel
High School Student
Lawrence, MA

“Junior Achievement volunteers were engaging and delivered well-prepared, fun, and interactive programs. This experience was welcomed by eager learners, who were able to retell valuable concepts on financial responsibility.”

Juliet Riley
1st Grade Teacher
St. Patrick School, Roxbury, MA
Junior Achievement’s unique delivery systems provide the training, materials, and support necessary to bolster the chances for student success. Students who participate in Junior Achievement programs demonstrate a significant understanding of economics and business concepts. This year, we grew our reach in Lawrence, Manchester, NH, Lowell, and Worcester as we continued our focused approach on key target communities. Additionally, the JA Company Program has grown 225% over the past two years.

“I absolutely love volunteering for Junior Achievement. I enjoy the chance to share my knowledge around financial literacy and pass it along to students of all ages. Too often we hear stories of young adults making financial decisions that follow them for the rest of their lives and it’s usually due to the fact that they just were never taught the proper ways to manage money, create a budget, etc. While we are only in the school for a day – the impact that we have goes far beyond that day and for the rest of their lives. At Santander, we live our brand of respect. Respect is helping customers and businesses prosper, respect is bringing passion to every interaction, and respect is putting yourself in someone else’s shoes. Junior Achievement helps me deliver respect upon all of these standards in a fun and exciting way. Thank you for giving myself and my team the opportunity to teach your program and change the lives of so many different students.”

Karin Semizoglou
Vice President
District Executive of Boston West, Santander
SCHOOL PARTNERS

BARNSTABLE COUNTY
East Falmouth Elementary School
Mullen Hall Elementary School
North Falmouth Elementary School
Teaticket Elementary School

ESSEX COUNTY
Andover High School
Arlington Middle School*
Boys & Girls Club of Lawrence*
Central Catholic High School*
Drewicz Elementary School*
Emily G. Wetherbee Elementary School*
Girls Inc. of Lynn*
Greater Lawrence Technical School*
Haverhill High School
Lawrence Family Development Charter School*
Lawrence High School*
Lynn Classical High School*
Sacred Heart Elementary School*
West Elementary School

MIDDLESEX COUNTY
Benjamin G. Brown Elementary School*
Brown Elementary School
East Somerville Community School*
Everett High School
Innovation Academy Charter School
Linden STEAM Academy
Lowell Community Charter Public School*
Lowell High School*
Lowell Middlesex Academy Charter School*
Madeline English Elementary School
Malden High School
Memorial Elementary School
Natick High School
Newton North High School
Shawsheen Valley Technical High School
Somerville High School*
South Elementary School
St. Louis De France School*
Ste. Jeanne D’Arc School*
Vincent Owen Elementary School
Waltham Senior High School
Woburn Memorial High School

NORFOLK COUNTY
Archbishop Williams High School
Blue Hills Regional Technical School
Braintree High School
Collicot Elementary School
Cunningham Elementary School
Donald Ross Elementary School
Foxborough High School
Glover Elementary School
Greenlodge Elementary School
Lawrence Pingree Primary School
Medfield Senior High School
Milton High School
Monatiquot Kindergarten Center
Norwood Senior High School
Quincy High School
St. Agatha Elementary School
St. John The Evangelist School
Steps To Success
Stoughton High School
Tucker Elementary School
Wellesley High School
Xaverian Brothers High School

PLYMOUTH COUNTY
Plymouth North High School
South Middle School

SUFFOLK COUNTY
Action for Boston Community Development, Inc.*
Boston Green Academy*
Boston Latin Academy*
Boston Latin School*
Boys & Girls Club of Boston - Yawkey Club of Roxbury*
Cathedral High School*
Donald McKay K-8 School*
Epiphany School*
Franklin Roosevelt K-8 School*
Gardner Pilot Academy*
George H. Conley Elementary School*
Harvard Kent School*
Haynes Early Education Center*
James Otis Elementary School*
James Timilty Middle School*
Josiah Quincy Elementary School*
Martin Luther King Jr. K-8 School*
Nathan Hale Elementary School*
O’Bryant School of Math & Science*
Samuel Adams Elementary School*
South Boston Catholic Academy*
St. Columbkille Partnership School*
St. John Paul II Academy – Columbia*
St. John Paul II Academy – Lower Mills*
St. John Paul II Academy – Neponset*
St. Patrick School*
St. Rose Elementary School
The Newman School*
Urban Science Academy*

WORCESTER COUNTY
City View Discovery School*
Elm Park Community School*
Forest Grove Middle School*
Rice Square School*
Roosevelt School*

BRISTOL COUNTY
Mansfield High School

HILLSBOROUGH COUNTY, NH
Highland-Goffes Falls Elementary School*
Manchester West High School*

ROCKINGHAM COUNTY, NH
Golden Brook School
Hampstead Central School
Windham Center School

STRAFFORD COUNTY, NH
Chamberlain Street School
Dover Middle School
East Rochester School
Rochester Middle School
Strafford School
Valley View Community School

*Schools/partners located within JA’s target communities
Launched 100 years ago, the JA Company Program is Junior Achievement’s first and longest running educational program. This program unlocks the innate ability in high school students to fill a need or solve a problem in their community by launching a business venture and unleashing their entrepreneurial spirit. Over the course of the program, students elect their own leadership team, develop and execute a business plan, produce and sell a product, hold department meetings to report on their progress, and build relationships with other students and mentors. The JA curriculum utilizes a blended learning platform and reflects the modern process for entrepreneurs and start-ups.

To maximize the impact of the JA Company Program, corporate volunteers are recruited as mentors, sharing their backgrounds, experiences, and career highlights to help students understand various paths for their futures. Previous JA Company Program participants have been given the opportunity to pitch their businesses to the JA Board of Directors, a judging panel at the JA Company Pitch Competition, and the National Student Leadership Competition. Students gain access to JA scholarships, such as the generous Stephen G. Sullivan scholarship, and have opportunities to speak before, and network with, influential leaders at JA events such as the Spirit of JA Celebration and the Annual JA Golf Classic.


“\n\n‘The JA Company Program has further advanced my skills as an orator, and has allowed me to feel more comfortable speaking in front of people without needing a script. I feel more comfortable speaking ‘on the fly’ and feel as if I have better reception from others when speaking about important issues.’

Student
Inspodrop, JA Company Program
at Central Catholic High School, Lawrence, MA

JA SUMMER INSTITUTE

This week-long program hosted at MIT’s Sloan School of Management helps high school students ignite their entrepreneurial spirit, explore career options, learn about personal finance, network with business leaders, and collaborate with peers from different schools in Greater Boston. The 2018 JA Summer Institute was sponsored by Experian, Santander, Travelers, Wilmington Trust, and TIAA.
JA SYMPOSIA

JA Innovation Day is a half-day offsite program for high school students. It is designed to inspire students through hands-on workshops, based on the topics of technology and innovation. The program offers local high school students an invaluable “real world” experience. Held in the spring, JA Innovation Day was sponsored by Accenture, Salesforce, and MIT.

The JA STEM Symposium is a day-long offsite experience for high school students. Through their visit to a STEM-related location, students have a hands-on and relevant experience to prepare for their education and careers in STEM industries. This program was locally created to address the interests of STEM-based corporate partners to engage high school students and offer greater exposure to the science, technology, engineering, and math fields. For the first time, we brought the JA STEM Symposium to the Merrimack Valley. Greater Lawrence Technical School hosted the day and students came from schools in Andover, Lowell, Lawrence, and Tyngsboro. Students heard from a keynote speaker, rotated through hands-on workshops, and engaged in a Q&A panel discussion with local experts. Held in the fall, JA STEM Symposium was sponsored by SAP, Verizon, Eastern Bank, and Harvard Pilgrim Health Care.

JA COMPANY PITCH COMPETITION

The JA Company Pitch Competition is the exciting culmination of the JA Company Program where representatives for each JA company present their companies to a panel of judges in a competition to become the JA of Northern New England Company of the Year. In 2019, we had more teams compete than ever before; and, for the third year in a row, our local Company of the Year (FiltAir USA) was invited to participate in JA USA’s National Student Leadership Summit in Washington, D.C. Only 15 JA companies nationally were selected, and prior to the last three years, it had been 10 years since our local companies had made it to the National competition. FiltAir USA made our community very proud, and even brought home two awards: the Delta Social Impact Award and the EY Innovation Award.
Thank you to our Volunteers

Junior Achievement volunteers come from all walks of life. But they have a common goal: sharing a message of hope and opportunity with each and every young person they reach. They are committed to the idea that as a community, we have a responsibility to ensure that this generation is better prepared for success than past generations.

Through volunteer partnerships from organizations large and small, or as individuals interested in sharing their experiences with the young people of their community, JA’s classroom volunteers inspire, prepare, and empower students throughout Central and Eastern Massachusetts and New Hampshire. They band together to teach the importance of entrepreneurship, career readiness, and personal finance to inspire a new generation to navigate their path to success in a global economy. JA volunteers believe they can make a difference in the lives of thousands of students each year, to help them realize that they, too, can make a difference in their communities and in their future.

Thank you to our Top 5 Corporate Volunteer Partners

1. Santander Bank N.A.
2. Shorelight Education
3. State Street
4. Endurance International Group
5. RSM US LLP
“I volunteer with Junior Achievement because I hope that I can make a difference in the lives of the next generation of leaders in our community. If I can make a difference in just one life then my time has been well spent. I believe that volunteering my time is not just a responsibility but also an opportunity to share a life lesson with someone. By providing financial literacy lessons to children and young adults, we are giving them the tools and knowledge that they need to make empowered financial decisions for themselves, their families and their communities in the future. I’m proud that Santander Bank supports Junior Achievement in their shared mission to make our communities a place where everyone has the opportunity to prosper.”

Angel Burgado
Vice President
Community Partnership Manager, Santander Bank

“This is East Somerville Community School’s second year working with JA, and they have continued to impress our teachers. The volunteers did a great job of engaging our students and were able to seamlessly adapt to the discussion in the class. The financial literacy curriculum fulfills an ongoing challenge for our school - we look forward to working with JA again next year and for years to follow.”

Scott Weaver
Middle School Teacher
East Somerville Community School, Somerville, MA
In celebration of our centennial year in 2019, Junior Achievement of Northern New England partnered with JA Worldwide to bring constituents from around the world to Boston for two inspiring events on May 2, 2019.

**JA EXECUTIVE FORUM**

During the day, JA brought together 150 thought leaders from academia, business, and the public sector to discuss the opportunities and challenges posed by technological innovation and its impact on the future of work. Attendees moved through several workshops and panels on topics such as the rise of technology, artificial intelligence and other emerging tools, and the opportunities and challenges youth will face in the ever-changing technological field. They also heard from a JA alumnus on his success. Guests also got a chance to see JA in action, as three JA Company Program teams (AwareBear, FiltAir USA, and PrivaSee) pitched their products and networked with the community of innovators around them. The ideas presented at the JA Executive Forum will help JA continue preparing young people to be productive, well-informed citizens who are well-equipped for the workforce of the future. Through the presence and support of generous, local community partners such as Webster Bank, Robert Half, Fidelity Investments, DataRobot, Santander Bank, AIG, Eastern Bank, Eversource, Salesforce, CNA, Slalom, FactSet, Gemline, and Staples, this event raised $185,000.
JA CENTENNIAL GALA

Over 300 JA partners, alumni, staff, and board members from more than 25 countries and over 15 U.S. states came together at the State Room for a night of celebration and recognition of JA’s 100 years of impact. Guests were treated to inspiring stories from several global alumni and JA leaders, a stimulating fireside chat, and an insightful keynote, in addition to a delicious dinner, diverse entertainment, and a beautiful fireworks display. Thanks to the support of JA’s amazing network of local supporters including Endurance International Group, RSM US LLP, Schawbel Group, Delta, Bank of America Merrill Lynch, Blue Cross Blue Shield of Massachusetts, Eaton Vance, KPMG, People’s United Bank, Comcast, EOS Foundation, EY, The Boston Foundation, Accenture, Liberty Mutual, Nellie Mae Education Foundation, Red Sox Foundation, and a number of global partners, JA Worldwide and JA of Northern New England collectively raised over $1.5 million (inclusive of JA Executive Forum funds) to grow our critical mission for another 100 years.

“JA brings together people of different cultures, different religions, and different political affiliations, because we all have shared values, including a belief in the boundless potential of young people and the shared view that business can be a global force for good, with a connected purpose.”

Asheesh Advani
CEO, JA Worldwide
The JA Stock Market Challenge is a technology-based simulation of the stock market in which every 60 seconds represents a day of trading. Beginning with a hypothetical account balance of $500,000, the stakes are high and the competition is fierce. Corporate partners sponsor their own team(s), as well as approximately 150 high school students who complete five in-school lessons on investments before competing in the Student Stock Market Challenge hosted at State Street Channel Center earlier the same day, allowing the students to experience all of the rush with none of the risk. Following the event, students have the opportunity to review their results and analyze the impact of their trades.

Through corporate contributions from sponsors such as Eaton Vance, State Street Corporation, and State Street Global Advisors, among others, students walked away with a sense of how the stock market works, the importance of teamwork, and to be more financially savvy, while the corporate sponsors walked away having invested in far more than just another networking event. They have invested in the future. They have introduced their brands and their support to the next generation, and they have become stakeholders in the Junior Achievement mission to inspire and prepare young people to succeed in a global economy.

From our very first tournament over 21 years ago, the JA Golf Classic has been legendary for its high level of customer service, prestigious group of golfers, and overall quality of the golfing experience. This year’s event, held at the beautiful Black Rock Country Club in Hingham, MA, raised $140,740 thanks to generous sponsors such as Robert Half, EY, and People’s United Bank, among others, and allowed JA to reach 3,704 students.
The Associate Board of Directors of Junior Achievement of Northern New England is a non-voting extension of the Board of Directors, and is comprised of over 20 leaders from the region who share a passion for the JA mission. During the 2018-2019 school year, the Associate Board welcomed several new members, increased volunteer recruitment and raised over $19,000 from three successful events. The three events not only raised funds for JA but also engaged potential volunteers, mentors and donors for the organization. This board held a Trivia Night in the fall sponsored by AIG, Slalom, and The Briar Group; a Spin for JA class in the winter at Equinox sponsored by Robert Half to kick off everyone’s new year resolutions; and a springtime Game Night at Game On! sponsored by Wilmington Trust and M&T Bank, PwC, and Aloft Boston Seaport District to end the school year with some fun!

Junior Achievement’s Bowl-A-Thon brings together companies and business professionals for a night of networking, camaraderie, and fun. Participating in a Bowl-A-Thon not only helps raise awareness and funds for Junior Achievement but is also a great team building activity for companies. Between the five Bowl-A-Thons held this year, participants collectively raised $38,511 to help further JA’s mission. This year’s Bowl-A-Thon host sponsor was Delta Air Lines.

“In a span of ten weeks, I was exposed to marketing, sales, business strategy and leadership. The JA Company Program taught me that it takes a team to carry out a vision, and that the first step to starting a business is believing in yourself and having a strong vision. I’m grateful for the opportunity to work with experienced mentors and determined teenagers. The most important lesson I’ve taken away from the program is truly that if I have the will there’s a way.”

Hannah
ForeverGreen
JA Company Program in Boston, MA
# THANK YOU TO OUR DONORS

## THE LEGACY CLUB | $100,000 +
- Santander Bank N.A.
- Anonymous

## THE CHAIRMAN’S CLUB | $50,000-$99,999
- Anonymous
- Delta Air Lines
- Endurance International Group
- Highland Street Foundation
- MassMutual Financial Group
- RSM US LLP

## THE PRESIDENT’S CLUB  
$25,000-$49,999
- Accenture
- AIG
- Bank of America Merrill Lynch
- Baystate Financial Foundation
- Blue Cross Blue Shield of MA
- Capital One
- Chick-fil-A Foundation
- Cummings Foundation†
- DataRobot
- Deloitte
- Eaton Vance
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- EY
- Fidelity Investments
- Horace A. Moses Trust
- KPMG LLP
- People’s United Bank
- PwC
- Robert Half
- Webster Bank, N. A.
- Schawbel Group

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- MutualOne Charitable Foundation
- Needham Bank
- Northern Bank & Trust
- Novaya Real Estate Ventures
- S&P Global Market Intelligence
- State Street Corporation
- Suffolk Construction Company, Inc.
- Suzanne Norman
- The Nellie Mae Education Foundation
- The Westin Boston Waterfront
- Wex Inc.
- William Herp/Linear Air

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†JA is the recipient of the Cummings Foundation’s $100k for 100 grant, which is distributed in $33k increments over the span of three years.
‡ If you believe information is missing or incorrect, please contact Amanda Doyle-Bouvier at adoylebouvier@janewengland.org.
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*Thanks to Cengage and The Baystate Foundation for making JA the beneficiary of each of their golf tournaments, which raised critical funds for our mission and introduced JA to several new constituents.

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Shelley Cardona
Socrates Delacruz
FINANCIAL SUMMARY

SOURCES OF FUNDING 2018-2019

- Corporations/Foundations: 52%
- Events (net of direct expenses): 35%
- Gifts In-Kind & Others: 3%
- Individuals: 10%

EXPENSES 2018-2019

- Program Services: 69%
- Management & General: 19%
- Fundraising: 12%
### OPERATING SUPPORT & REVENUE

<table>
<thead>
<tr>
<th></th>
<th>2018-2019</th>
<th>2017-2018</th>
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<td>Contributions</td>
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<tr>
<td>Events (Net of direct expenses)</td>
<td>$702,240</td>
<td>$497,543</td>
</tr>
<tr>
<td>In-Kind &amp; Other Income</td>
<td>$77,989</td>
<td>$59,746</td>
</tr>
<tr>
<td><strong>Total Revenue &amp; Support</strong></td>
<td><strong>$2,002,035</strong></td>
<td><strong>$1,552,996</strong></td>
</tr>
</tbody>
</table>

### OPERATING EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2018-2019</th>
<th>2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$1,186,777</td>
<td>$971,335</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>$324,710</td>
<td>$251,778</td>
</tr>
<tr>
<td>Development &amp; Fundraising</td>
<td>$207,330</td>
<td>$206,598</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$1,718,817</strong></td>
<td><strong>$1,429,711</strong></td>
</tr>
</tbody>
</table>

“The Junior Achievement Program that comes to LCCPS, Fourth Grade, has continued to be a valuable experience for my students. They work collaboratively and collectively to understand commerce and how a business works. It is very important for students to understand and see the connection between the math skills and reading comprehension skills we teach in school and the application of these in the “Real World.” The varying activities give the students a brief respite from the daily schedule, but is structured enough to keep them focused on a particular learning task and outcome. I look forward to Junior Achievement and the volunteers that spend their time with us, and hope this program and experience continues for a long time!”

Judy Christoffersen
4th Grade Inclusion Teacher
Lowell Community Charter Public School
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