



NESEA

NORTHEAST SUSTAINABLE ENERGY ASSOCIATION



Annual Report 2016

Dear Friends of NESEA,

The “People” theme of this year’s BuildingEnergy Bottom Lines Business Summit could not be more appropriate for NESEA. In 2016, we made a conscious decision to stop “just getting by” – to stop relying upon interns and temporary employees to fulfill key programmatic functions with respect to our conferences and membership. Instead, we invested in attracting and retaining a top-notch, full-time, professional staff committed to our mission and to the wonderful culture we’ve created.

Here are a few highlights of these “people” investments:

- Miriam Aylward, Director of Program Development, and Beth Fraser, Director of Operations, were appointed to serve as NESEA’s “People Management Team” and charged with improving employee retention and satisfaction.
- We created three new full-time positions - Conference Coordinator, Program & Membership Coordinator, and Development Coordinator - and filled them with people eager to make a career at NESEA (Susan Farber, Florence MacGregor, and Zach Bitzer, respectively). This meant increasing our salaries to living wage levels, and offering benefits (rather than limping along with interns who receive no benefits, and who turn over every semester). We have already seen the efficiencies associated with a consistent, professional staff.
- We have rewritten and clarified all staff job descriptions to ensure that they reflect reality and the needs of the organization. Each staffer has “signed off” on his/her job description, and we have a plan to revisit the job descriptions every six months, and to tweak them as appropriate based on the needs of the organization and the emerging skills and interests of individual staffers.
- We have established salary ranges for each position. All staffers are currently being paid within their salary ranges, but some are at the very low end of their ranges. The next step is to ensure that each employee is at least the mid-point of the range. This may take a few years, but we’re on our way.
- We have established consistent hiring, on-boarding, and exit interview processes for all NESEA staff and interns. These processes include both substantive training and orientation into the “NESEA culture,” which we believe is unique and an important part of what we do.
- We have adopted our first family and medical leave policy, and have had the opportunity to test it out with the birth of our first “NESEA baby,” Iris Magnolia Aylward. Iris’ mom, Miriam, has been out on leave for almost two months, and several employees, including Florence MacGregor, Katie Schendel, and Beth Fraser have stepped up to fill in during her absence.
- Our headquarters, 50 Miles Street, has been renovated to better serve the needs of our employees and tenants. Improvements include new bathrooms on both the first and second floors, and a kitchen upstairs (closer to the conference room where we hold most of our events). We have a long-term plan to make the building accessible and more energy efficient.
- We continue to hold our daily “stand-up staff meeting,” a 10-minute huddle so that every NESEA staffer knows what others in the office will be working on each day. The meeting brings cohesion to our work and ensures that we’re not duplicating efforts.
- We now celebrate each staffer’s “NESEA-versary” with a personal gift at stand-up staff meeting. The gifts increase in value (and thoughtfulness) with each year of service in an effort to celebrate longevity with the organization.

And we’re not finished yet. In the coming year, among other things, we hope to establish annual professional development goals and plans for all NESEA staff (including professional development on sustainable energy in addition to supporting employees in developing their job-related skills).

Taken together, the major investment in “people” has resulted in a short term operating loss in FY16. But in the long term, I am confident that our investment will optimize the other two bottom lines, Profit and Planet, and will help us better fulfill our mission, which is to advance the adoption of sustainable energy practices in the built environment. Our “investing in people” strategy can be likened to a manufacturing facility operating at a deficit after making capital improvements that will allow them to increase production. We anticipate that greater staff retention will allow us to grow all of our programs over the course of FY17, which will allow us to be operating in the black again in FY18.

We look forward to sharing the results of these key investments in the coming year.

Warm regards,



Jennifer J. Marrapese

Executive Director



LETTER FROM THE DIRECTOR



BuildingEnergy Pro Tour
of the Hitchcock Center
for the Environment

People

- Over **2,000 individuals and organizations** engaged through NESEA membership.
- **9 interns gained experience** in the sustainable energy sector at NESEA through the Massachusetts Clean Energy Center internship program.
- **4 interns received permanent jobs** in the sustainable energy sector through the NESEA network.
- 100% of full time NESEA staff members received **health insurance** or a healthcare stipend.
- **Over 170 member-volunteers** engaged in over 1,000 hours of planning and staffing NESEA conferences.
- **1,126 individuals** participated in the NESEA community through NESEA business memberships.
- **41 businesses** improved their Triple Bottom Line through NESEA's BuildingEnergy Bottom Lines peer-network program.
- **24 emerging professionals and students** received scholarships to NESEA conferences, Pro Tours, and Masters Series Courses through the Kate Goldstein Fund and BE the Future scholarship programs.
- **15 individuals** showed their commitment to NESEA by becoming Lifetime Members - a record number!
- Emerging professional, **Christina McPike, received a scholarship to travel to Copenhagen** to participate in the Boston-Copenhagen Learning Exchange, led by Women Leading Change, a group of 20 leaders in sustainable energy.
- NESEA created its own, internal **People Management Team (PMT)**. The PMT oversees the development and implementation of policies that support a positive work culture, making NESEA an employer of choice. Examples of PMT achievements include the drafting and adoption of a family leave policy, the use of MBTI exercises for staff team-building, clarifying roles through examination of job descriptions, celebrating staff NESEA-versaries.
- Commitment to providing the staff resources to pursue the **diversification of NESEA programs**.

Planet

- **3,500 individuals** increased their knowledge of the sustainable building and energy industries by attending a NESEA conference or workshop.
- **495 practitioners** learned firsthand about the successes and challenges of various high-performance building projects by attending 14 BuildingEnergy Pro Tours.
- **5,144 kWh** were generated by NESEA's solar panels.
- **170 students** trained through NESEA's BuildingEnergy Masters Series program in Zero Net Energy Homes, Building Energy Analytics, and Passive House Design.
- NESEA purchases were made with **local vendors** and sources as much as possible.
- **60 new high performance building case studies** added to BuildingEnergy Case Study database, each demonstrating at least a year's worth energy data.

Profit

- **100% of NESEA programs** realized net profit before overhead.
- **150 businesses** in the sustainable building and energy sector exhibited at BuildingEnergy conferences.
- **92 sponsors** supported NESEA conferences and events.
- **115 donors** contributed to NESEA's annual appeal
- **256 businesses** purchased NESEA memberships - a record number.
- **\$13,000 raised** for student and emerging professional scholarships through the Kate Goldstein Fund for Emerging Professionals.
- **\$3,750 contributed** to support student scholarships for the BE the Future program.
- Commitment to the **diversification of income streams** over the next three years to strengthen NESEA's financial outlook.
- First annual **BuildingEnergy Bottom Lines Business Summit** a financial success.
- **New BuildingEnergy Bottom Lines peer group** launched, expanding the total number of groups to four.

FY 2016 Financials

ASSETS

Cash \$10,054
Short-Term Investments \$168,967
Accounts Receivable \$155,031
Fixed Assets \$ 316,801
Other Assets \$ 21,694
Total Assets \$ 672,548

LIABILITIES & EQUITY

Total Liabilities \$438,575
Total Equity \$233,973
Total Liabilities & Equity \$672,548

STATEMENT OF ACTIVITIES

	2016	2015	2014
Income	\$1,429,670	\$1,348,415	\$1,215,068
Expenses	\$1,614,953	\$1,383,050	\$1,189,699
Net Income/Loss	(\$185,283)	(\$34,635)	\$25,369

The financial information for fiscal year 2016 is unaudited data. NESEA is a 501(c)(3) non-profit organization. Our IRS Form 990 is available online at www.nesea.org/audits-tax-returns.

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Amelia Amon
Mitch Anthony
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Tedd Benson
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Les Bluestone
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*As of June 30, 2016

Turbine from Middelgrunden Wind Cooperative, a community-owned wind farm of 20 turbines off the coast of Copenhagen, taken by Executive Director Jennifer Marrapese on a trip with a delegation of Boston-area "Women Leading Change".

Governance

You can educate yourself on NESEA's behind-the-scenes operations at nesea.org/governance. Learn about board meetings, policies, taxes, and more! We are proud of how we operate as an organization, and do our best to keep our members informed on the inner workings of NESEA. We update this page regularly for your convenience.

We always strive to operate as openly and transparently as possible. If there's something you think is missing from the governance section of our website, or something you'd like to know about how we operate, please contact Executive Director Jennifer Marrapese at jmarrapese@nesea.org.

Every effort has been made to ensure the accuracy of the information contained in this report. Please report any errors to Katie Schendel at kschendel@nesea.org.

Thank You!

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*Fiscal Year 2016:
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June 30, 2016

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