SCHALL & ASHENFARB Certified Public Accountants, LLC

IRA L. SCHALL, CPA
DAVID C. ASHENFARB, CPA
MICHAEL L. SCHALL, CPA

AMERICA NEEDS YOU

Audited Financial Statements

June 30, 2020

307 Fifth Avenue, 15th Floor
New York, New York 10016
Tel: (212) 268-2800 Fax: (212) 268-2805
www.schallandashenfarb.com

SCHALL & ASHENFARB Certified Public Accountants, LLC

IRA L. SCHALL, CPA
DAVID C. ASHENFARB, CPA
MICHAEL L. SCHALL, CPA

Independent Auditor's Report

To the Board of Directors of
America Needs You

Report on the Financial Statements

We have audited the accompanying financial statements of America Needs You (the "Organization"), which comprise the statement of financial position as of June 30, 2020, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the organization's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

307 Fifth Avenue, 15th Floor
New York, New York 10016
Tel: (212) 268-2800 Fax: (212) 268-2805
www.schallandashenfarb.com

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of America Needs You as of June 30, 2020, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Summarized Comparative Information

We have previously audited the Organization's 2019 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated January 22, 2020. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2019 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Schall & Ashenfarb

Schall & Ashenfarb
Certified Public Accountants, LLC

February 5, 2021

AMERICA NEEDS YOU
STATEMENT OF FINANCIAL POSITION
AT JUNE 30, 2020
(With comparative totals at June 30, 2019)

	6/30/20	6/30/19
Assets		
Cash and cash equivalents	$1,043,284	$425,689
Investments (Note 3)	492,463	759,327
Pledges receivable (Note 4)	1,198,724	1,229,568
Prepaid expenses	105,262	132,846
Fixed assets, net (Note 5)	81,724	69,088
Security deposit	27,870	27,870
Total assets	$2,949,327	$2,644,388
Liabilities and Net Assets		
Liabilities:		
Accounts payable and accrued expenses	$95,863	$82,212
Conditional contributions	114,911	27,696
Paycheck Protection Program loan (Note 6)	403,104	0
Deferred rent	47,262	46,208
Total liabilities	661,140	156,116
Net assets:		
Without donor restrictions	1,609,903	1,534,953
With donor restrictions (Note 7)	678,284	953,319
Total net assets	2,288,187	2,488,272
Total liabilities and net assets	$2,949,327	$2,644,388

The attached notes and auditor's report are an integral part of these financial statements.

AMERICA NEEDS YOU
STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED JUNE 30, 2020
(With comparative totals for the year ended June 30, 2019)

	Without Donor Restrictions	With Donor Restrictions	Total 6/30/20	Total 6/30/19
Public support and revenue:				
Contributions	$2,007,417	$736,289	$2,743,706	$2,071,410
Special events income (net of expenses with a direct benefit to donor) (Note 8)	943,066		943,066	1,353,714
Interest and dividend income	20,665		20,665	19,659
Net assets released from restrictions (Note 7)	1,011,324	(1,011,324)	0	0
Total public support and revenue	3,982,472	(275,035)	3,707,437	3,444,783
Expenses:				
Program services	2,843,889		2,843,889	2,559,104
Supporting services:				
Management and general	447,362		447,362	382,107
Fundraising	578,807		578,807	501,562
Total supporting services	1,026,169	0	1,026,169	883,669
Total expenses	3,870,058	0	3,870,058	3,442,773
Change in net assets from operating activities	112,414	(275,035)	(162,621)	2,010
Non-operating activities:				
(Losses)/gains on investments, net of fees (Note 3)	(37,464)		(37,464)	21,197
Total non-operating activities	(37,464)	0	(37,464)	21,197
Change in net assets	74,950	(275,035)	(200,085)	23,207
Net assets - beginning of year	1,534,953	953,319	2,488,272	2,465,065
Net assets - end of year	$1,609,903	$678,284	$2,288,187	$2,488,272

The attached notes and auditor's report are an integral part of these financial statements.

AMERICA NEEDS YOU
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED JUNE 30, 2020
(With comparative totals for the year ended June 30, 2019)

		Supporting Services				
	Program Services	Management and General	Fundraising	Total Supporting Services	Total 6/30/20	Total 6/30/19
Salaries	$1,606,625	$193,026	$422,718	$615,744	$2,222,369	$1,893,654
Payroll taxes and benefits	263,676	31,679	69,375	101,054	364,730	329,264
Professional fees	3,720	121,775		121,775	125,495	94,899
Special event expenses			266,962	266,962	266,962	347,979
Program expenses	650,232			0	650,232	609,552
Office expenses	76,250	38,553	16,699	55,252	131,502	154,270
Equipment and service contracts	31,002	3,724	8,157	11,881	42,883	38,871
Telephone	34,596	4,156	9,103	13,259	47,855	41,623
Printing and copying	11,546	2,948	362	3,310	14,856	19,017
Insurance	4,942	594	1,300	1,894	6,836	5,663
Occupancy	139,084	16,710	36,594	53,304	192,388	188,849
Bank fees		31,528		31,528	31,528	33,060
Depreciation and amortization	22,216	2,669	5,845	8,514	30,730	17,783
Total expenses	2,843,889	447,362	837,115	1,284,477	4,128,366	3,774,484
Less: Direct special event expenses netted with revenue			(258,308)	(258,308)	(258,308)	(331,711)
Total expenses for statement of activities	$2,843,889	$447,362	$578,807	$1,026,169	$3,870,058	$3,442,773

The attached notes and auditor's report are an integral part of these financial statements.

AMERICA NEEDS YOU
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED JUNE 30, 2020
(With comparative totals for the year ended June 30, 2019)

	6/30/20	6/30/19
Cash flows from operating activities:		
Change in net assets	($200,085)	$23,207
Adjustments to reconcile change in net assets to net cash provided by/(used for) operating activities:		
Depreciation and amortization	30,730	17,783
Realized and unrealized loss/(gain) on investments	32,293	(24,261)
Changes in assets and liabilities:		
Pledges receivable	30,844	(432,404)
Prepaid expenses	27,584	(11,669)
Security deposit	0	42,900
Accounts payable and accrued expenses	13,651	48,932
Conditional contributions	87,215	(88,533)
Paycheck Protection Program loan	403,104	0
Deferred rent	1,054	46,208
Total adjustments	626,475	(401,044)
Net cash flows provided by/(used for) operating activities	426,390	(377,837)
Cash flows from investing activities:		
Purchase of investments and reinvested interest	(15,429)	(16,104)
Transfers from cash to investments	0	(56,543)
Transfers from investments to cash	250,000	0
Fixed asset purchases	(43,366)	(49,418)
Net cash flows provided by/(used for) investing activities	191,205	(122,065)
Net increase/(decrease) in cash and cash equivalents	617,595	(499,902)
Cash and cash equivalents - beginning of year	425,689	925,591
Cash and cash equivalents - end of year	$1,043,284	$425,689
Supplemental disclosures:		
Taxes paid	$0	$0
Interest paid	$0	$0

The attached notes and auditor's report are an integral part of these financial statements.

AMERICA NEEDS YOU
NOTES TO FINANCIAL STATEMENTS
JUNE 30, 2020

Note 1. Organization

America Needs You (the "Organization"), formerly known as New York Needs You, was incorporated on July 7, 2009 in New York State. The Organization fights for economic mobility for ambitious, first-generation college students by providing transformative mentorship and intensive career development.

The Organization has been notified by the Internal Revenue Service that it is a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. They have not been designated as a private foundation.

Note 2. Summary of Significant Accounting Policies

a. Basis of Accounting
The financial statements of the Organization have been prepared on the accrual basis of accounting, which is the process of recognizing revenue and expenses when earned or incurred rather than received or paid.

Effective July 1, 2019, the Organization adopted the requirements of the Financial Accounting Standards Board's ("FASB") Accounting Standards Update ("ASU") No. 2014-09, *Revenue from Contracts with Customers* and all subsequent amendments to the ASU (collectively, "Topic 606"). This provides the framework for recognizing revenue by highlighting the identification of performance obligations of a contract, determining the price, and then allocating the price to each of the performance obligations so that revenue is recognized as each of those performance obligations are satisfied.

Also, effective July 1, 2019, the Organization adopted ASU No. 2018-08 *Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made* ("Topic 605"). Key provisions of this guidance include clarification regarding the accounting for grants and contracts as exchange transactions or contributions, and improved guidance for conditional versus unconditional contributions. In accordance with this new standard, the Organization evaluates whether a transfer of assets is an exchange transaction in which a resource provider is receiving a commensurate value in return for the transfer of resources or whether it is non-reciprocal. If the transaction is determined to be an exchange transaction, the Organization applies guidance under Topic 606. If the transaction is determined to be non-reciprocal, it is treated as a contribution under Topic 605.

Analysis of the various provisions of both standards resulted in no significant changes in the way the Organization recognizes revenue.

b. Basis of Presentation

The Organization reports information regarding its financial position and activities according to the following classes of net assets:

- *Net Assets Without Donor Restrictions* – represents all activity without donor-imposed restrictions.

- *Net Assets With Donor Restrictions* – represents those resources, the uses of which have been restricted by donors for a specific purpose or the passage of time.

c. Revenue Recognition

Contributions are recognized at the earlier of when cash is received or at the time a pledge becomes unconditional in nature. Contributions are recorded in the net asset classes referred to above depending on the existence and/or nature of any donor-imposed restriction. When a restriction expires, that is, when a stipulated time restriction ends, or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions. If donor restricted contributions are satisfied in the same period they were received, they are classified as without donor restrictions.

Contributions may be subject to conditions which are defined under ASU No. 2018-08 as both a barrier to entitlement and a right of return of payments, or release from obligations, and are recognized as income once the conditions have been substantially met.

Conditional contributions at June 30, 2020 consist of receipts associated with and made prior to fundraising events that will be held subsequent to the year end.

Contributions and grants expected to be received within one year are recorded at net realizable value. Long-term pledges are recorded at fair value, using risk-adjusted present value techniques. Receivables are reviewed for collectability. Based on knowledge of specific donors and factoring in historical experience, no allowance for doubtful accounts exists as of June 30, 2020. Write-offs will be made in the period the receivable is deemed to be uncollectable.

d. Measure of Operations

The statement of activities reports all changes in net assets, including changes in net assets from operating and non-operating activities. Operating activities consist of those items attributable to the Organization's ongoing services. Non-operating activities are limited to the realized and unrealized gains/(losses) on investments, net of investment fees.

e. Cash and Cash Equivalents

The Organization considers all liquid investments with an initial maturity of three months or less to be cash and cash equivalents (excluding cash held as part of the investment portfolio).

f. Concentration of Credit Risk

Financial instruments which potentially subject the Organization to concentration of credit risk consist of cash, money market accounts and investment securities which have been placed with financial institutions that management deems to be creditworthy. At times, balances may exceed federally insured limits, and, at year end, there were uninsured balances. Management feels they have little risk and has not experienced any losses due to bank failure.

The market value of investments is subject to fluctuation; however, management believes the investment policy is prudent for the long-term welfare of the Organization.

g. Investments

Investments are recorded at fair value, which refers to the price that would be received to sell an asset in an orderly transaction between market participants at the measurement date. Unrealized and realized gains/(losses), net of investment fees, are included in non-operating activity as investment return on the statement of activities.

h. Fixed Assets

Fixed assets that the Organization retains title to, and which benefit future periods are capitalized at cost, or if donated, at the estimated fair value at the time of donation. Depreciation is recorded using the straight-line method over the assets estimated useful life. All fixed assets are fully depreciated.

i. Deferred Rent

The Organization recognizes rent expense on the straight-line basis and records deferred rent for the cumulative amount that expenses exceed actual payments. In latter stages of the lease, deferred rent will be reduced as the amounts of payments exceed the expense recorded.

j. Donated Services

Donated services are recognized in circumstances where the service creates or enhances a non-financial asset or where those services require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided in-kind.

Board members and other individuals volunteer their time and perform a variety of tasks that assist the Organization. These services do not meet the criteria outlined above and have not been recorded in the financial statements.

k. Management Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

l. Functional Allocation of Expenses

The costs of providing various programs and other activities have been summarized on a functional basis in the financial statements. Accordingly, certain costs have been allocated among the programs and supporting services benefited. Management and general expenses include those expenses that are not directly identifiable with any other specific function but provide for the overall support and direction of the Organization.

Salaries were allocated using time and effort as the basis. The following expenses were allocated using salary allocation as the basis:

- Payroll taxes and benefits
- Office expenses
- Equipment and service contracts
- Telephone
- Insurance
- Occupancy
- Depreciation and amortization

All other expenses have been charged directly to the applicable program or supporting services.

m. Accounting for Uncertainty of Income Taxes

The Organization does not believe its financial statements include any material, uncertain tax positions. Tax filings for periods ending June 30, 2017 and later are subject to examination by applicable taxing authorities.

n. Prior Year Comparative Information

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended June 30, 2019 from which the summarized information was derived.

o. New Accounting Pronouncements

FASB issued ASU No. 2020-07, *Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets,* which becomes effective for the June 30, 2022 year with early adoption permitted. This ASU focuses on improving transparency in the reporting of contributed nonfinancial assets and requires a separate line-item presentation on the statement of activities and additional disclosures.

FASB issued ASU No. 2016-02, *Leases*. The ASU which becomes effective for the June 30, 2023 year, requires the full obligation of long-term leases to be recorded as a liability with a corresponding "right to use asset" on the statement of financial position.

The Organization is in the process of evaluating the impact these standards will have on future financial statements.

Note 3. Investments

Accounting standards establish a fair value hierarchy for inputs used in measuring fair value that maximizes the use of observable inputs and minimizes the use of unobservable inputs by requiring that the most observable inputs be used when available. That would include data obtained from sources independent of the Organization.

The fair value hierarchy is categorized into three levels based on these inputs as follows:

Level 1 – Valuations based on unadjusted quoted prices in active markets for identical assets or liabilities that the Organization has the ability to access.

Level 2 – Valuations based on quoted prices in markets that are not active or for which all significant inputs are observable, either directly or indirectly.

Level 3 – Valuations based on inputs that are unobservable and significant to the overall fair value measurement.

Investments consist of the following:

	June 30, 2020		
	Market	Level 1	Level 2
Mutual funds – equity	$76,632	$76,632	$0
Common stock	85,072	85,072	0
Mutual funds – fixed income	299,264	299,264	0
Exchange traded and closed end funds	23,509	23,509	0
	484,477	484,477	0
Money funds	7,986	0	7,986
Total	$492,463	$484,477	$7,986

	June 30, 2019		
	Market	Level 1	Level 2
Mutual funds – equity	$101,072	$101,072	$0
Common stock	135,530	135,530	0
Mutual funds – fixed income	493,809	493,809	0
Mutual funds – alternative	504	504	0
Exchange traded and closed end funds	21,215	21,215	0
	752,130	752,130	0
Money funds	7,197	0	7,197
Total	$759,327	$752,130	$7,197

Level 1 securities are valued at the closing price reported on the active market that they are traded on. Level 2 securities are valued using observable market inputs for securities that are similar to those owned.

Those methods produce a fair value calculation that may not be indicative of net realizable value or reflective of future values. The use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in different fair value measurements.

Gains/(losses) on investments, net of fees, consist of the following:

	6/30/20	6/30/19
Realized loss on investments	($28,649)	($1,450)
Unrealized (loss)/gain on investments	(3,644)	25,711
Investment fee	(5,171)	(3,064)
Total	($37,464)	$21,197

Note 4. Pledges Receivable

Pledges receivable are due in the following periods:

Year ending:	June 30, 2021	$969,724
	June 30, 2022	220,000
	June 30, 2023	20,000
		1,209,724
Less: present value discount (2%)		(11,000)
Total		$1,198,724

Note 5. Fixed Assets

Fixed assets consist of the following:

	6/30/20	6/30/19
Furniture and equipment *(3 to 7 years)*	$122,411	$94,795
Donor management software *(5 years)*	67,433	51,683
	189,844	146,478
Less: accumulated depreciation and amortization	(108,120)	(77,390)
Total fixed assets, net	$81,724	$69,088

Note 6. Paycheck Protection Program Loan

During the year ended June 30, 2020, the Organization obtained a loan of $403,104 from the SBA through the Paycheck Protection Program. Terms of the loan indicate that if certain conditions are met, which include maintaining average work forces during periods subsequent to receipt of the loan funds that are greater than pre-determined historical periods, that the loan, or a portion thereof, will be forgiven. Portions that are not forgiven will be payable over a five-year period, with a ten-month deferral of payments and interest will accrue at 1%. The loan forgiveness amount has not been determined as of the date of these financial statements.

The Organization expects to recognize revenue from this loan consistent with ASU 2018-08, as it is considered to have traits similar to a conditional contribution; however, will continue to review whether any new accounting pronouncements may be issued that will provide more definitive guidance.

Note 7. Net Assets With Donor Restrictions

Net assets with donor restrictions consist of the following:

	June 30, 2020			
	Balance 7/1/19	Contributions	Released from Restrictions	Balance 6/30/20
Programs:				
Fellows Program	$200,000	$50,000	($175,000)	$75,000
Fund for Fellows in Need	42,500	0	(35,505)	6,995
Illinois Operations	90,000	300,000	(135,000)	255,000
Scholars Program	418,458	86,289	(418,458)	86,289
New York Operations	0	150,000	(50,000)	100,000
Digital Platforms & Curriculum	0	150,000	(50,000)	100,000
Total programs	750,958	736,289	(863,963)	623,284
Time restricted	202,361	0	(147,361)	55,000
Total	$953,319	$736,289	($1,011,324)	$678,284

	June 30, 2019			
	Balance 7/1/18	Contributions	Released from Restrictions	Balance 6/30/19
Programs:				
Fellows Program	$325,000	$250,000	($375,000)	$200,000
Fund for Fellows in Need	0	45,000	(2,500)	42,500
Illinois Operations	100,000	100,000	(110,000)	90,000
Strategic Plan Implementation	100,000	0	(100,000)	0
Scholars Program	332,750	456,500	(370,792)	418,458
Total programs	857,750	851,500	(958,292)	750,958
Time restricted	172,500	107,361	(77,500)	202,361
Total	$1,030,250	$958,861	($1,035,792)	$953,319

Note 8. Special Events

The Organization hosts multiple special events throughout the year. The special events can be summarized as follows:

	June 30, 2020			
	Gala	YLB Events	Other	Total
Gross revenue	$1,067,339	$104,763	$29,272	$1,201,374
Less: expenses with a direct benefit to donors	(225,315)	(21,758)	(11,235)	(258,308)
	842,024	83,005	18,037	943,066
Less: other event expenses	(7,995)	(379)	(280)	(8,654)
Total	$834,029	$82,626	$17,757	$934,412

	June 30, 2019			
	Gala	YLB Events	Other	Total
Gross revenue	$1,288,417	$179,742	$217,266	$1,685,425
Less: expenses with a direct benefit to donors	(223,583)	(36,507)	(71,621)	(331,711)
	1,064,834	143,235	145,645	1,353,714
Less: other event expenses	(3,528)	(1,860)	(10,880)	(16,268)
Total	$1,061,306	$141,375	$134,765	$1,337,446

Note 9. Commitments

During the year ended June 30, 2020, the Organization occupied office space under a lease agreement that was set to expire on June 30, 2025. Subsequent to year-end, the Organization and landlord agreed to terminate the lease effective December 31, 2020. Per the terms of the agreement, the Organization agreed to pay rent on the space through December 31, 2020 and forfeit the $27,870 deposit to the landlord on December 31, 2020.

Subsequent to year end the Organization secured a line of credit with a credit limit of $600,000.

Note 10. Employee Benefit Plan

Effective November 1, 2013, the Organization set up a tax deferred annuity plan in accordance with the Internal Revenue Service Code Section 403(b). The plan allows employees to voluntarily contribute a portion of their salary (limited by statutory rates) to the plan to be used for retirement. The Organization may on an annual basis provide a match to employees. A match of $2,500 was contributed during the year ended June 30, 2020 and no match was contributed in the year ended June 30, 2019.

Note 11. Availability and Liquidity

The Organization maintains cash on hand to be available for its general expenditures, liabilities, and other obligations for ongoing operations. As part of its liquidity management, the Organization operates its programs within a board approved budget and relies on contributions and special event income to fund its operations and program activities.

The following reflects the Organization's financial assets at June 30, 2020 that are available to meet cash needs for general expenditures within one year:

Financial assets at year-end:		
Cash and cash equivalents	$1,043,284	
Investments	492,463	
Pledges receivable due within one year	969,724	
Total financial assets		$2,505,471
Less amounts not available for general expenditures:		
Donor contributions restricted to specific purposes		(623,284)
Financial assets available to meet cash needs for general expenditures within one year		$1,882,187

Note 12. Subsequent Event

Management has evaluated the impact of all subsequent events through February 5, 2021, which is the date that the financial statements were available to be issued. All events that have occurred subsequent to the statement of financial position date, through our evaluation date, that would require adjustment to or disclosure in the financial statements have been made.

Note 13. Other Matters

On January 30, 2020, the World Health Organization declared the coronavirus outbreak a "Public Health Emergency of International Concern" and on March 10, 2020, declared it to be a pandemic. Actions taken around the world to help mitigate the spread of the coronavirus include restrictions on travel, quarantines in certain areas, and forced closures for certain types of public places and businesses. The coronavirus and actions taken to mitigate it have had and are expected to continue to have an adverse impact on the economies and financial markets of many countries, including the geographical area in which the Organization operates. It is unknown how long these conditions will last and what the complete financial effect will be. Management continues to monitor the outbreak, however, as of the date of these financial statements, the potential impact cannot be quantified.

When the COVID-19 pandemic began, the Organization was challenged to adapt to a completely remote world while still providing robust and individualized support to its Fellows. In March 2020, the Organization quickly pivoted to virtual programming, allowing current Fellows to finish out the program year seamlessly while maintaining their crucial mentoring relationships. The Organization also issued over $50,000 in emergency grants to Fellows directly affected by the pandemic. This summer, over 80% of the Organization’s students participated in career-trajectory internships or projects. The Organization received the highest number of Fellow applicants in its history and welcomed the 2020 cohort with the official launch of its new virtual program model.