

Millennial Action Project

Financial Statements
and Independent Auditor's Report

December 31, 2021 and 2020

Millennial Action Project

Financial Statements
December 31, 2021 and 2020

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Millennial Action Project

Opinion

We have audited the accompanying financial statements of Millennial Action Project (MAP), which comprise the statements of financial position as of December 31, 2021 and 2020; the related statements of activities, functional expenses, and cash flows for the years then ended; and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of MAP as of December 31, 2021 and 2020, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of MAP and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

Responsibilities of Management for the Financial Statements (continued)

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about MAP's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 MAP's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about MAP's ability to continue as a going concern for a reasonable period of time.

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information included on pages 19-20 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

A handwritten signature in black ink that reads "Rogers + Company PLLC". The signature is written in a cursive, slightly stylized font.

Vienna, Virginia
November 3, 2022

Millennial Action Project

Statements of Financial Position December 31, 2021 and 2020

	2021	2020
Assets		
Cash	\$ 798,924	\$ 561,324
Investments	2,629,314	3,129,007
Accounts receivable	-	13
Grants and contributions receivable	21,500	-
Prepaid expenses	1,405	14,083
Property and equipment, net	8,910	7,374
Total assets	<u>\$ 3,460,053</u>	<u>\$ 3,711,801</u>
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 28,762	\$ 8,337
Loan payable – Paycheck Protection Program	-	146,619
Accrued interest payable	-	960
Total liabilities	<u>28,762</u>	<u>155,916</u>
Net Assets		
Without donor restrictions:		
Undesignated	2,728,121	2,473,271
Board-designated operating reserve	703,170	892,500
Total without donor restrictions	3,431,291	3,365,771
With donor restrictions	-	190,114
Total net assets	<u>3,431,291</u>	<u>3,555,885</u>
Total liabilities and net assets	<u>\$ 3,460,053</u>	<u>\$ 3,711,801</u>

See accompanying notes.

Millennial Action Project

Statement of Activities
For the Year Ended December 31, 2021

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Support			
Grants	\$ 1,162,109	\$ -	\$ 1,162,109
Contributions	306,013	-	306,013
In-kind contributions	89,558	-	89,558
Investment return	381	-	381
Miscellaneous income	148,039	-	148,039
Released from restrictions	190,114	(190,114)	-
Total revenue and support	<u>1,896,214</u>	<u>(190,114)</u>	<u>1,706,100</u>
Expenses			
Program services	1,307,985	-	1,307,985
Supporting services:			
Management and general	294,920	-	294,920
Fundraising	227,789	-	227,789
Total supporting services	<u>522,709</u>	<u>-</u>	<u>522,709</u>
Total expenses	<u>1,830,694</u>	<u>-</u>	<u>1,830,694</u>
Change in Net Assets	65,520	(190,114)	(124,594)
Net Assets, beginning of year	<u>3,365,771</u>	<u>190,114</u>	<u>3,555,885</u>
Net Assets, end of year	<u><u>\$ 3,431,291</u></u>	<u><u>\$ -</u></u>	<u><u>\$ 3,431,291</u></u>

See accompanying notes.

Millennial Action Project

Statement of Activities For the Year Ended December 31, 2020

	Without Donor Restrictions	With Donor Restrictions	Total
Revenue and Support			
Grants	\$ 3,369,000	\$ 250,000	\$ 3,619,000
Contributions	247,958	-	247,958
In-kind contributions	146,800	-	146,800
Investment return	3,420	-	3,420
Miscellaneous income	189	-	189
Released from restrictions	59,886	(59,886)	-
Total revenue and support	<u>3,827,253</u>	<u>190,114</u>	<u>4,017,367</u>
Expenses			
Program services	1,027,642	-	1,027,642
Supporting services:			
Management and general	298,078	-	298,078
Fundraising	195,893	-	195,893
Total supporting services	<u>493,971</u>	<u>-</u>	<u>493,971</u>
Total expenses	<u>1,521,613</u>	<u>-</u>	<u>1,521,613</u>
Change in Net Assets	2,305,640	190,114	2,495,754
Net Assets, beginning of year	<u>1,060,131</u>	<u>-</u>	<u>1,060,131</u>
Net Assets, end of year	<u><u>\$ 3,365,771</u></u>	<u><u>\$ 190,114</u></u>	<u><u>\$ 3,555,885</u></u>

See accompanying notes.

Millennial Action Project

Statement of Functional Expenses For the Year Ended December 31, 2021

	Supporting Services				Total
	Program Services	Management and General	Fundraising	Total Supporting Services	
Salaries	\$ 812,266	\$ 116,725	\$ 146,551	\$ 263,276	\$ 1,075,542
Employee benefits	80,455	10,948	12,274	23,222	103,677
Payroll taxes	71,259	9,568	13,016	22,584	93,843
Accounting fees	-	19,980	-	19,980	19,980
Professional fees	185,966	26,436	14,521	40,957	226,923
Advertising	6,787	127	1,774	1,901	8,688
Office expenses	36,315	5,560	7,365	12,925	49,240
Information technology	27,496	2,981	10,815	13,796	41,292
Occupancy	68,783	97,984	10,707	108,691	177,474
Travel	6,038	616	5,178	5,794	11,832
Meetings	10,034	1,060	5,199	6,259	16,293
Interest	-	366	-	366	366
Insurance	2,586	469	389	858	3,444
Depreciation	-	2,100	-	2,100	2,100
Total Expenses	\$ 1,307,985	\$ 294,920	\$ 227,789	\$ 522,709	\$ 1,830,694

See accompanying notes.

Millennial Action Project

Statement of Functional Expenses For the Year Ended December 31, 2020

	Supporting Services				Total
	Program Services	Management and General	Fundraising	Total Supporting Services	
Salaries	\$ 654,648	\$ 88,599	\$ 134,820	\$ 223,419	\$ 878,067
Employee benefits	58,062	7,436	11,828	19,264	77,326
Payroll taxes	56,386	7,786	11,107	18,893	75,279
Accounting fees	-	17,566	-	17,566	17,566
Professional fees	90,016	28,911	7,335	36,246	126,262
Advertising	8,773	120	1,243	1,363	10,136
Office expenses	41,308	5,265	9,656	14,921	56,229
Information technology	16,860	2,237	5,689	7,926	24,786
Occupancy	89,231	137,287	13,292	150,579	239,810
Travel	4,046	28	38	66	4,112
Meetings	6,019	484	543	1,027	7,046
Interest	-	960	-	960	960
Insurance	2,293	311	342	653	2,946
Depreciation	-	1,088	-	1,088	1,088
Total Expenses	\$ 1,027,642	\$ 298,078	\$ 195,893	\$ 493,971	\$ 1,521,613

See accompanying notes.

Millennial Action Project

Statements of Cash Flows For the Years Ended December 31, 2021 and 2020

	2021	2020
Cash Flows from Operating Activities		
Change in net assets	\$ (124,594)	\$ 2,495,754
Adjustments to reconcile change in net assets to net cash (used in) provided by operating activities:		
Depreciation	2,100	1,088
Forgiveness of loans payable – Paycheck Protection Program	(146,619)	-
Change in operating assets and liabilities:		
Decrease (increase) in:		
Accounts receivable	13	28,503
Grants and contributions receivable	(21,500)	895
Prepaid expenses	12,678	(13,670)
Increase (decrease) in:		
Accounts payable and accrued expenses	20,425	(11,716)
Accrued interest payable	(960)	960
Net cash (used in) provided by operating activities	(258,457)	2,501,814
Cash Flows from Investing Activities		
Purchases of property and equipment	(3,636)	(6,482)
Purchases of investments	-	(3,103,958)
Proceeds from sales of investments	499,693	430,000
Net cash provided by (used in) investing activities	496,057	(2,680,440)
Cash Flows from Financing Activity		
Proceeds from issuance of loan payable – Paycheck Protection Program	-	146,619
Net cash provided by financing activity	-	146,619
Net Increase (Decrease) in Cash	237,600	(32,007)
Cash, beginning of year	561,324	593,331
Cash, end of year	\$ 798,924	\$ 561,324

See accompanying notes.

Millennial Action Project

Notes to Financial Statements
December 31, 2021 and 2020

1. Nature of Operations

The Millennial Action Project (MAP) was incorporated under the laws of the District of Columbia in 2014, as a 501(c)(3) not-for-profit corporation dedicated to re-establish political cooperation across parties and defeat the polarization and gridlock that is holding back the government and country. Although incorporated in 2014, MAP's first full year of operations began in 2016. The current generation has a unique opportunity to forge a new path and lead the nation into the future, which is why MAP is committed to activating the nation's youngest generation of leaders and lawmakers.

MAP works directly with the nation's leading young policymakers on both a national and state level to spur bipartisan legislation and innovative policy solutions. As a national, nonpartisan, nonprofit dedicated to activating millennial policymakers, MAP gives the nation's young leaders the resources and support to create, introduce, and pass legislation and forge productive partnerships on the issues affecting the youngest generation of Americans. Working in concert with lawmakers, MAP has advanced legislation on issues including entrepreneurship, technology, 21st century skills training, veterans' employment, immigration, volunteerism, and more – including the introduction of the first bipartisan legislation on ridesharing and social impact bonds. MAP is primarily funded through grants and contributions.

2. Summary of Significant Accounting Policies

Basis of Accounting and Presentation

MAP's financial statements are prepared on the accrual basis of accounting. Net assets are reported based on the presence or absence of donor-imposed restrictions in the following classes:

- *Net Assets Without Donor Restrictions* – Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions. Included in net assets without donor restrictions is a Board-designated operating reserve to support capacity building and outreach services. The Board-designated operating reserve is invested according to MAP's investment policy, and funds are used to achieve sustainable and strategic operational growth.

Millennial Action Project

Notes to Financial Statements
December 31, 2021 and 2020

2. Summary of Significant Accounting Policies (continued)

Basis of Accounting and Presentation (continued)

- *Net Assets With Donor Restrictions* – Net assets subject to donor- (or certain grantor-) imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Investments

Investments are stated at fair value based on quoted market prices. Investments are originally recorded at cost, and are adjusted to fair value at the end of each reporting period. Investment return is reported in the accompanying statements of activities.

Accounts Receivable

Accounts receivable are recorded at net realizable value and due within one year. MAP analyzes the collectability of individual receivables based on management's judgment considering historical information. No allowance for doubtful accounts is recorded at December 31, 2021 and 2020, as management believes that all amounts are fully collectible.

Grants and Contributions Receivable

Grants and contributions receivable are expected to be collected within one year, and are recorded at net realizable value. No allowance for doubtful receivables has been recorded, as management believes that all receivables are fully collectible.

Property and Equipment

Equipment exceeding \$1,000 and with a projected useful life exceeding one year are reported at cost. Depreciation on all property and equipment is computed using the straight-line method over the estimated useful lives of the assets, currently estimated at five years. Repairs and maintenance costs are expensed as incurred.

Millennial Action Project

Notes to Financial Statements
December 31, 2021 and 2020

2. Summary of Significant Accounting Policies (continued)

Revenue Recognition

Revenue Accounted for in Accordance with Contribution Accounting

Grants and contributions that are nonreciprocal are recognized as contributions. MAP reports grants and contributions as net assets with donor restrictions if they are received or promised with donor stipulations that limit the use of the donated assets to certain programs or to a future year. When a donor 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 and reported in the statements of activities as net assets released from restrictions. However, net assets with donor restrictions are reported as net assets without donor restrictions if the restrictions are met in the same period as received.

Donated services that meet the criteria for recognition are recognized at fair value at the time of donation. These services benefit the general programs and consist primarily of public relations, consulting, legal, and professional services. The value of these donated services is included in the financial statements as both revenue and expense in the amounts of \$4,058 and \$32,800 for the years ended December 31, 2021 and 2020, respectively.

Additionally, MAP receives in-kind contributions of facilities and the use of office equipment from a shared office space provider. The value of these donated facilities is included in the financial statements as both revenue and expense in the amounts of \$85,500 and \$114,000 for the years ended December 31, 2021 and 2020, respectively.

Functional Allocation of Expenses

The costs of program and supporting services activities have been summarized on a functional basis in the statements of activities. The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Advertising Costs

MAP expenses advertising costs as incurred. Advertising costs totaled \$8,688 and \$10,136 for the years ended December 31, 2021 and 2020, respectively.

Millennial Action Project

Notes to Financial Statements
December 31, 2021 and 2020

2. Summary of Significant Accounting Policies (continued)

Use of Estimates

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

Recently Issued Accounting Pronouncements

In February 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2016-02, *Leases*. The update requires a lessee to recognize a right-of-use asset and lease liability, initially measured at the present value of the lease payments, in its statements of financial position. The guidance also expands the required quantitative and qualitative lease disclosures. The guidance is effective beginning in 2022.

In September 2020, the FASB issued ASU 2020-07, *Presentation and Disclosures by Not-for-Profit Entities for Contributed Nonfinancial Assets*. The amendment is intended to increase transparency of contributed nonfinancial assets for not-for-profit entities through enhancements in presentation and disclosure requirements. Under the new ASU, not-for-profit entities will be required to present contributed nonfinancial assets in the statements of activities as a line item that is separate from contributions of cash or other financial assets. ASU 2020-07 also requires additional qualitative and quantitative disclosures about contributed nonfinancial assets received, disaggregated by category. The guidance is effective beginning in 2022.

Subsequent Events

In preparing these financial statements, MAP has evaluated events and transactions for potential recognition or disclosure through November 3, 2022, the date the financial statements were available to be issued.

3. Liquidity and Availability

MAP strives to maintain liquid financial assets sufficient to cover 90 days of general expenditures. Management periodically reviews MAP's liquid asset needs and adjusts the cash balance as necessary. Amounts in excess of operating liquidity are invested in various short-term and highly liquid securities.

Millennial Action Project

Notes to Financial Statements
December 31, 2021 and 2020

3. Liquidity and Availability (continued)

Additionally, MAP considers the Board-designated operating reserve and net assets with donor restrictions for use in current programs, which are ongoing, major, and central to its annual operations, to be available to meet cash needs for general expenditures.

Financial assets that are available for general expenditures within one year of the statements of financial position date comprise the following at December 31:

	2021	2020
Cash	\$ 798,924	\$ 561,324
Investments	2,629,314	3,129,007
Accounts receivable	-	13
Grants and contributions receivable	21,500	-
Total available for general expenditures	<u>\$ 3,449,738</u>	<u>\$ 3,690,344</u>

4. Concentrations of Risk

Credit Risk

Financial instruments that potentially subject MAP to significant concentrations of credit risk consist of cash and investments. MAP maintains various cash deposit and transaction accounts with financial institutions, and these values, from time to time, exceed insurable limits under the Federal Deposit Insurance Corporation (FDIC) and Securities Investor Protection Corporation (SIPC). MAP has not experienced any credit losses on its cash and investments to date as it relates to FDIC and SIPC insurance limits. Management periodically assesses the financial condition of these financial institutions and believes that the risk of any credit loss is minimal.

Revenue Risk

For the years ended December 31, 2021 and 2020, a substantial portion of MAP's revenue was generated from two donors. The donations totaled approximately 44% and 64% of MAP's total revenue and support for the years ended December 31, 2021 and 2020, respectively. A potential reduction or change in funding from these donors in the future could significantly impact MAP's ability to carry out its current program activities.

Millennial Action Project

Notes to Financial Statements
December 31, 2021 and 2020

5. Investments and Fair Value Measurements

MAP follows FASB Accounting Standards Codification 820, *Fair Value Measurements and Disclosures*, for its financial assets. This standard establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. Fair value measurement standards require an entity to maximize the use of observable inputs (such as quoted prices in active markets) and minimize the use of unobservable inputs (such as appraisals or other valuation techniques) to determine fair value. The categorization of a financial instrument within the hierarchy is based upon the pricing transparency of the instrument and does not necessarily correspond to the entity's perceived risk of that instrument.

The inputs used in measuring fair value are categorized into three levels. Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and liabilities and have the highest priority. Level 2 is based upon observable inputs other than quoted market prices, and Level 3 is based on unobservable inputs. Transfers between levels in the fair value hierarchy are recognized at the end of the reporting period.

In general, and where applicable, MAP uses quoted prices in active markets for identical assets to determine fair value. This pricing methodology applies to Level 1 investments.

Investments measured at fair value at December 31, 2021 and 2020 were Level 1 investments, totaled \$2,629,314 and \$3,129,007, respectively, and consisted of mutual funds.

Investment return consists of the following for the years ended December 31:

	<u>2021</u>	<u>2020</u>
Interest and dividends	<u>\$ 381</u>	<u>\$ 3,420</u>
Total investment return	<u><u>\$ 381</u></u>	<u><u>\$ 3,420</u></u>

There were no investment management fees during the years ended December 31, 2021 and 2020.

Millennial Action Project

Notes to Financial Statements
December 31, 2021 and 2020

6. Property and Equipment

Property and equipment consist of the following at December 31:

	2021	2020
Computers	\$ 12,318	\$ 8,682
Less: accumulated depreciation	(3,408)	(1,308)
Property and equipment, net	<u>\$ 8,910</u>	<u>\$ 7,374</u>

7. Loan Payable – Paycheck Protection Program

MAP applied for a loan under the Paycheck Protection Program (PPP) pursuant to Division A, Title 1 of the CARES Act, which was enacted on March 27, 2020. The PPP is a loan designed to provide a direct incentive for small businesses to keep their workers on the payroll through the COVID-19 coronavirus, for which MAP qualified. After the loans are granted, the Small Business Administration (SBA) will forgive loans if all employee retention criteria are met, and the funds are used for eligible expenses (which primarily consist of payroll costs, costs used to continue group healthcare benefits, rent, and utilities).

The loan was granted to MAP on May 2, 2020 in the amount of \$146,619, with terms including a 1.00% fixed interest rate. The loan was scheduled to mature on May 2, 2022. At December 31, 2020, MAP recorded \$146,619 as a loan payable and \$960 as accrued interest payable, which are reflected in the accompanying statements of financial position. On April 15, 2021, the SBA approved full forgiveness of the loan and remitted the forgiveness amount to the financial institution, including applicable interest accruals. The forgiven amount is included in miscellaneous income in the accompanying statement of activities for the year ended December 31, 2021.

8. Commitments and Contingencies

Operating Leases

On August 27, 2019, MAP signed a lease for a two-year commitment for office space in a shared working environment. This lease commenced on October 1, 2019 and expired on September 30, 2021. In October 2021, MAP amended the lease agreement for reduced office space, extending the term to April 30, 2022. Subsequent to year end on May 2, 2022, the lease was extended to December 31, 2022. The lease required fixed monthly payments over the term of the lease, and included incentives such as monthly discounts.

Millennial Action Project

Notes to Financial Statements
December 31, 2021 and 2020

8. Commitments and Contingencies (continued)

Operating Leases (continued)

Rent expense for the years ended December 31, 2021 and 2020 totaled \$85,500 and \$114,636, respectively.

Future minimum lease payments under the operating leases total \$34,044 for the year ending December 31, 2022.

Service Organization

On January 9, 2019, MAP began contracting with Justworks as their professional employer organization. Justworks is the employer of record for tax, benefits, and insurance purposes for MAP's employees. This co-employment relationship allows MAP to maintain direct control of the day-to-day activities of employees, while Justworks assumes the administrative functions of human resources and absorbs many employer-related liabilities.

Venue Agreements

MAP has entered into agreements with various venues for future events. The agreements indicate that MAP can be held liable for certain cancellation fees and liquidated damages in the event of cancellation.

9. Net Assets With Donor Restrictions

Net assets with donor restrictions were all restricted for programs at December 31, 2020. There were no net assets with donor restrictions at December 31, 2021.

10. Related Party Transactions

During the years ended December 31, 2021 and 2020, MAP received contributions from Board members in the amount of \$16,148 and \$27,802, respectively.

Millennial Action Project

Notes to Financial Statements
December 31, 2021 and 2020

11. Functionalized Expenses

The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. The majority of the expenses are allocated using an indirect allocation methodology, which allocates expenses across program, administrative, and fundraising functions on the basis of estimates of time and effort spent by employees in those areas.

12. Retirement Plan

MAP maintains a 401(k) plan, which covers substantially all employees meeting certain age and service requirements. Participants may contribute a portion of their annual compensation on a pretax basis, subject to limitations established by the Internal Revenue Service. MAP may make discretionary contributions to the plan. Contributions to the plan totaled \$19,085 and \$16,421 for the years ended December 31, 2021 and 2020, respectively.

13. Income Taxes

MAP is exempt from payment of taxes on income other than net unrelated business income under Section 501(c)(3) of the Internal Revenue Code. For the years ended December 31, 2021 and 2020, there was no unrelated business income and, accordingly, no federal or state income taxes have been recorded. Management has evaluated MAP's tax positions and concluded that MAP's financial statements do not include any uncertain tax positions.

SUPPLEMENTARY INFORMATION

Millennial Action Project

Comparative Statements of Activities December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Revenue and Support		
Grants	\$ 1,162,109	\$ 3,619,000
Contributions	306,013	247,958
In-kind contributions	89,558	146,800
Investment return	381	3,420
Miscellaneous income	148,039	189
	<u>1,706,100</u>	<u>4,017,367</u>
Expenses		
Program services	1,307,985	1,027,642
Supporting services:		
Management and general	294,920	298,078
Fundraising	227,789	195,893
	<u>522,709</u>	<u>493,971</u>
Total supporting services	<u>522,709</u>	<u>493,971</u>
Total expenses	<u>1,830,694</u>	<u>1,521,613</u>
Change in Net Assets	(124,594)	2,495,754
Net Assets, beginning of year	<u>3,555,885</u>	<u>1,060,131</u>
Net Assets, end of year	<u>\$ 3,431,291</u>	<u>\$ 3,555,885</u>

Millennial Action Project

Comparative Statements of Functional Expenses December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Salaries	\$ 1,075,542	\$ 878,067
Employee benefits	103,677	77,326
Payroll taxes	93,843	75,279
Accounting fees	19,980	17,566
Professional fees	226,923	126,262
Advertising	8,688	10,136
Office expenses	49,240	56,229
Information technology	41,292	24,786
Occupancy	177,474	239,810
Travel	11,832	4,112
Meetings	16,293	7,046
Interest	366	960
Insurance	3,444	2,946
Depreciation	<u>2,100</u>	<u>1,088</u>
Total Expenses	<u><u>\$ 1,830,694</u></u>	<u><u>\$ 1,521,613</u></u>