It has been an incredible year for Globally! I’m delighted to share Globally’s 2022 Annual Impact Report. This report highlights the advancement of Globally’s mission to build communities of emerging talent that solve the world’s most pressing issues.

In recent annual reports, I shared that 2020 was a year of professionalization and 2021 was a year of transformation. With that framing in mind, 2022 was Globally’s year of scale. We doubled down on innovative programs to accelerate inclusive leadership, inform the future state of the world, and strengthen diplomacy and dialogue. We expanded our Public Policy New Voices (PPNV) program to create a pipeline of talented BIPOC graduate students working in the field of public policy. We provided PPNV Fellows with scholarships to support their graduate studies.

We positioned YPFP for endurance and growth by recruiting and training our first cohort of YPFP Fellows. These Fellows have the unique opportunity to develop and implement a strategy for the nonprofit organization. As a result, Fellows directly impact thousands of young professionals around the world.

We launched a Refugee Upskilling Program to help recently arrived Afghans land meaningful and commensurate job opportunities in the United States. The program provides participants with both hard and soft skills required to thrive in the workplace. We hosted Globally’s first Emerging as a Global Leaders Experience (EaGLE) Summit for 160+ participants. EaGLE alumni had the opportunity to participate in advanced training throughout the weekend. And we sent YPFP members to explore Emeriti culture through our Cultural Diplomacy Exchange program.

As you’ll see in the coming pages, the Globally team has been hard at work. The organization could not have accomplished such growth without its passionate and committed team members. The Globally team’s dedication to building the next generation of leaders and fostering emerging talent is awe-inspiring and I am grateful for their partnership.

Thank you for your support and friendship throughout 2022. I look forward to another year of building community and elevating emerging talent.

Sincerely,
Aubrey Ottenstein
VISION
Globally believes that every cause deserves a powerful and authentic community behind it.

MISSION
To identify and recruit the right people to address evolving global challenges. We are a solution-driven organization that incubates communities of emerging leaders to inform policy, accelerate inclusion and deliver meaningful participant experience.

To be a strategic partner for companies, organizations, and individuals working to build a better world. We reduce the time it takes to solve important problems by identifying the right people, building impactful programs, and generating solution-oriented deliverables.
ORGANIZATIONAL GOALS FOR 2022

Launch YPFP Fellowship
Globally recruited its inaugural class of Fellows:
- Elizabeth Spencer – Chief of Staff
- Jessie Moore – Programs and Events Fellow
- Nigel Vinson – Global Coordination Fellow
- Christina Alvarez – Communications Fellow
- Owen Daniels – Publications Fellow
- Noni Abdur-Razzaq – Finance and Operations Fellow

Diversify Partners and Sponsors
New partners in 2022 included:
- Comcast
- Booz Allen Hamilton
- ZenDesk
- Catalent
- Insight Global

Grow Globally Team
Globally hired:
- Chris McCarthy, Head of Partnerships (FTE)
- Selomie Yacob, Program Assistant (FTE)
- Emil Caillaux, Communications Lead (PTE)
- 6 YPFP Fellows (PTE)
PROGRAMMATIC GOALS FOR 2022

Goal 1: Accelerating Inclusive Leadership
- PPNV expanded to 70 Fellows
- EaGLE hosted its first Summit
- YPFP Fellowship launched

Goal 2: Informing the Future State
- The Afghan Welcome Fund provided 227 grants
- YPFP members published 52 Articles across 8 outlets

Goal 3: Strengthening Diplomacy and Dialogue
- YPFP selected 8 Delegates for the G7 & G20 Youth Summits,
- 14 CDE Delegates traveled to the UAE.
- YPFP convened 20 Discussion Groups
EAGLE (EMERGING AS A GLOBAL LEADER EXPERIENCE)

**WHAT**
The EaGLE program accelerates the careers of emerging leaders working in national security and public service. The program provides participants with intensive leadership development based on theories of innovation, technology and entrepreneurship.

**WHY**
EaGLE co-founders, Jay and Chris, saw common and repeated shortfalls in existing training pipelines for those working in national security and public service. A new approach was needed that is built around concepts of creativity, innovation, and entrepreneurship to help those transitioning into new sectors excel in their new careers.

**WHO**
Izaak Mendoza, EaGLE Lead
Chris McCarthy, EaGLE Summit Lead
Clara Schmae, Program Assistant

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**2022 Metrics**

**Spring Cohort 4 (Virtual)**
- 28 Participants
- 6 Events
- 100% reported the program met or exceeded their expectations

**EaGLE Summit (In-person)**
- 165 Attendees
- 3 Events
- 5 Training sessions
- 35 Trainees
REFUGEE UPSKILLING PROGRAM (REUP)

WHAT
The ReUP Career Workshop is an educational program that aims to help recently arrived Afghans land meaningful job opportunities and build their professional network in the US.

WHY
The current resettlement process often results in refugees relying on minimum wage jobs instead of opportunities commensurate with their abilities. This requirement delays their ability to access high-skilled employment options in the US job market. ReUP aims to address this disconnect.

HOW
ReUP provides participants with both hard and soft skills required to thrive in the US workplace. ReUP cohort members benefit from mentoring, coaching, networking, and coursework. New graduates from Globally's Refugee Upskilling Program (ReUP) are matched with partner organizations to increase career path options and integration into the US workforce.

WHO
Alex McLeod, ReUP Lead
Clara Schmae, Program Assistant

2022 Metrics

- 2 Cohorts
- 130 Applicants
- 40 Participants
- 5 Hiring Partners
- 12+ Placed in Jobs
- 80+ Interviews

Partners

Catalent, Insight Global, Pfizer, Microsoft, Amazon, Zendesk
PUBLIC POLICY NEW VOICES (PPNV)

WHAT
PPNV is a collaboration among leading public policy graduate schools, corporate public policy teams, and some of the most innovative global strategic firms that provide a year-long Fellowship experience for a cohort of 30-40 BIPOC grad students with a particular interest in public policy.

WHY
Globally believes that diverse perspectives make better public policy. PPNV seeks to address the systemic challenges that early-career, underrepresented people of color in the public policy field face by delivering participants invaluable tools and resources that have historically not been available to BIPOC communities.

HOW
This year-long fellowship provides fellows with virtual events each month that include workshops, panel discussions and fireside chats with policy experts, and networking opportunities amongst cohorts. PPNV also provides summer internship opportunities at prestigious partner organizations.

WHO
Izaak Mendoza, PPNV Lead
Selomie Yakob, PPNV Lead
Clara Schmae, PPNV Mentor

2022 Metrics
97 Applicants
40 Selected Participants
17 Universities
20+ Events
The Afghan Welcome Fund (AWF)

**WHAT**
The Afghan Welcome Fund provided flexible funding that supported the immediate needs of our new Afghan neighbors as they restarted their lives in the United States. Globally partnered with #AfghanEvac in August of 2021 to launch the Afghan Welcome Fund.

**WHY**
The Afghan Welcome Fund exists to provide funding which will help cover the costs of essential living expenses related to restarting a new life in the US following departure from Afghanistan. 65,000 Afghans resettled into the United States within the past year.

**HOW**
Families who departed Afghanistan after August 14, 2021 and are not currently in the official US Government resettlement process were eligible to be nominated for AWF funding. Families who had a presence in the US before but were in Afghanistan during the crisis are still eligible.

**WHO**
Aubrey Ottenstein, AWF Lead
Clara Schmae, Sr. Program Assistant

**2022 Metrics**

$1,400,000 provided in small grants

$5,000 available to each nominated family

227 grants sent to Afghan families

1602 Afghan refugees directly impacted

"The support Globally provided kept us positive and made us stronger not only because of the money we received but knowing there are people who think and care about us in the world."
CULTURAL DIPLOMACY EXCHANGE

WHAT
The UAE Cultural Diplomacy Exchange brings emerging leaders from around the world to the United Arab Emirates (UAE) for a week-long program to develop a deeper understanding of the Middle East and to engage with thought leaders and peers in the UAE.

WHY
To deepen the understanding and bridge cultural differences between the Middle East and the United States through international exchanges.

HOW
13-16 delegates from varying sectors are selected through a highly competitive application process to engage with thought leaders and peers in the UAE.

WHO
Ben Lutz, Director
Clara Schmae, Sr. Program Assistant

2022 Metrics
261 Applicants
14 Selected Participants
19 Events

100% of participants reported that CDE met or exceeded their expectations.
YPFP’s Fellowship is a personal and professional leadership development experience for emerging talent coming from diverse backgrounds. Six YPFP Fellows will have a unique opportunity to develop, construct, and implement a strategy and execution for an organization that has significant impact for thousands of young professionals around the world.

Over the last 17 years, YPFP has been led entirely by volunteer staff who build and execute the vision of the organization. With the launch of Globally, YPFP has opened an exciting new chapter in its leadership model – a structured fellowship that gives members a unique and hands-on opportunity to run and operate the organization. As the community continues to grow and evolve, we are building a more structured team of YPFP Fellows to oversee the core mission of YPFP.

Six candidates will be selected to become YPFP Fellows based on a competitive application process. Each Fellow will be positioned and aligned to a specific operational component of YPFP.

- Elizabeth Spencer – Chief of Staff
- Jessie Moore – Programs and Events Fellow
- Nigel Vinson – Global Coordination Fellow
- Christina Alvarez – Communications Fellow
- Owen Daniels – Publications Fellow
- Noni Abdur-Razzaq – Finance and Operations Fellow
- Clara Schmae – YPFP Fellowship Manager

2022 Metrics

- 6 YPFP Fellows
- 1 Strategic Plan through 2024
- 5 leadership development trainings
YPFP is a global community where young people feel empowered to engage in the foreign policy space in meaningful, impactful ways, forming personal and professional bonds that help them grow and develop as professionals.

Young Professionals in Foreign Policy was established in 2004 in the wake of 9/11 to build the next generation of diverse foreign policy leaders. Recognizing that the coming decades would require new approaches to capacity building for monumental foreign policy, YPFP has engaged thousands of volunteers around the world to build cohort-based programs, host events, publish new voices, and host a global community of peers working towards creating a better world.

YPFP provides members with the opportunity to participate in capacity building programs, attend engaging events, network with a global community of peers, and opportunities to elevate their voices through writing and publication.

- Adrian Garcia-Esteve, YPFP Brussels Managing Director
- Maria Milenova, YPFP London Managing Director
- Sepideh Behzadpour, YPFP New York
- Lauren Power, YPFP Tokyo Managing Director
- Angie Rojas, YPFP Toronto Managing Director
- YPFP Fellows, YPFP Washington, DC Leadership
The Y7 is a process which brings together young leaders from across the globe, to discuss and debate global challenges and agree policy recommendations they would like to see G7 leaders take forward. The list of policy recommendations is known as a communiqué, which is announced publicly at the Y7 Summit and presented to world leaders as part of the official G7 summit.

Y7 & Y20 summits convene youth leaders and senior government officials to provide youth perspectives on global challenges in advance of the G7 and G20 summits. The Youth Delegates develop policy statements representing young voices addressed to the G7 & G20 leadership. Note, the U.S. Y7 and Y20 delegation does not represent the U.S. federal government in any capacity.

Globally is the organizing body that selects American delegates for each year’s themes through a competitive application process and connects them to the host country’s coordinating organization for further instruction.

- Benjamin Lutz, Program Director
- Clara Schmae, Sr. Program Assistant

## 2022 Metrics

- 4 Y7 Delegates traveled to Berlin, Germany
- 4 Y20 Delegates traveled to Jakarta, Indonesia
- 2 Policy communiques produced
**FINANCE - FY22**

FY22 total income came to $2,497,456.51. Globally experienced a significant increase in income due to the launch of the Afghan Welcome Fund. Globally’s expenses, unrelated to providing resettlement grants, remained low. The organization ended the fiscal year with a surplus of $540,045.84.

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**NOTABLE DONORS**

![Comcast](image1.png)  ![AT&T](image2.png)  ![Emirates](image3.png)  ![Masy Group](image4.png)  ![Walt Disney](image5.png)  ![Zendesk](image6.png)  ![Booz Allen](image7.png)  ![Helix Center for Innovation](image8.png)