

10,000 Degrees®

College graduates who change the world



Dear Friends,

Thank you! It has been an amazing year for 10,000 Degrees. While the seeds were planted in prior years, the growth and achievements in FY19 exceeded all expectations. Whether you are a student, supporter, board member, community partner or member of our team, we have much to celebrate.

We reached more students and communities than ever before and congratulated a record

along with the stories of three of our students: Isabela de Souza, Brian Phan, and Mona Zhao.

As we tirelessly pursue educational equity, our daily work focuses on the success of each and every student. One college degree at a time, we are influencing thousands of students each year. We are helping to build college-going cultures in every community we serve—creating a ripple effect for generations to come.

An Amazing Ye

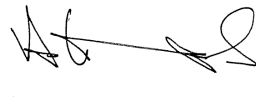
number of 10,000 Degrees college graduates this year. As these graduates enter their post-graduate programs or careers, they are part of a new generation of leaders prepared to be vital contributors in our communities and the workforce. We wish them every success and look forward to hearing their stories. In the pages that follow, we have shared more about the impact of our work

We couldn't do this without your generous support and belief in our mission. Together we are transforming lives, communities and our nation.

With deepest gratitude,



Kim Mazzuca
President & CEO



Toby Mumford
Chair, Board of Directors

ar

10,000+

students and families reached

2,200

college students supported

50+

colleges nationwide



Students in San Francisco attending a 10,000 Degrees Money Matters workshop at Phillip and Sala Burton Academic High School

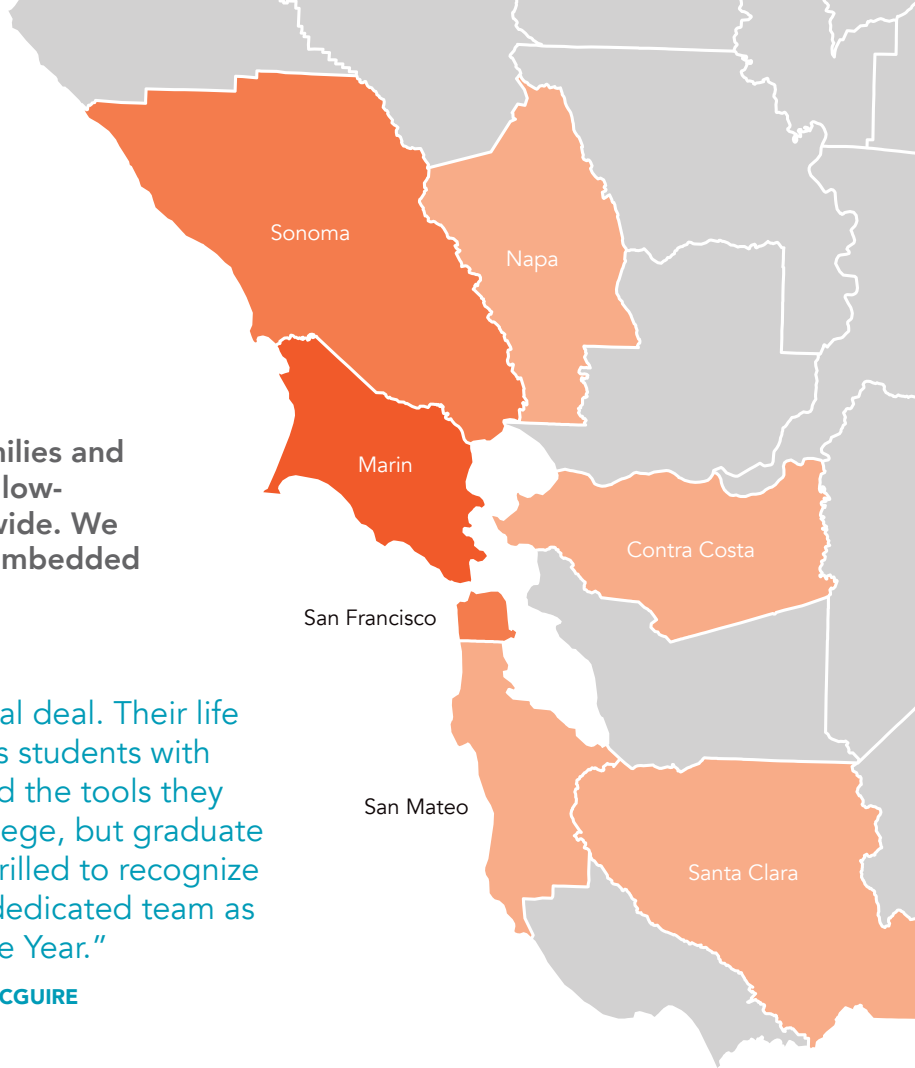
Growing Our Impact

In FY19, we reached over 10,000 students and families and supported more than 2,200 college students from low-income backgrounds on over 50 campuses nationwide. We have also expanded our program to include staff embedded in 27 high schools in seven Bay Area counties.



"10,000 Degrees is the real deal. Their life changing program provides students with unprecedented support and the tools they need to not just attend college, but graduate and thrive in life. We are thrilled to recognize 10,000 Degrees and their dedicated team as a California Nonprofit of the Year."

CALIFORNIA STATE SENATOR MIKE MCGUIRE





We believe in the potential of all students.

While many college access programs help get students into college, our unique approach gets students into and through college with the skills, knowledge, and support necessary to succeed in college and beyond. We believe in the potential of all students and therefore do not have academic criteria or GPA requirements. We meet students where they are—on high school or college

campuses, on the phone, in the community. We do whatever it takes to support them to earn their bachelor's degree. If just given the chance, they excel and go on to do extraordinary things.

Now that we're in seven Bay Area counties, it's rewarding to see our college success model at work in so many more communities. And thanks to this growth across our regions, more students than ever before

participated in our programs.

Powering this growth, the Fellowship program has now employed over 50 Fellows since inception. In FY19, we reached over 10,000 students. We also awarded over \$4 million in scholarships and leveraged \$17.4 million in free financial aid for our students.



10,000 Degrees Fellow
Jose Jimenez

Alumni Lead the Way

Our success is powered by our Fellowship Program.

Our Fellows are recent college graduates from low-income backgrounds, most of whom are alumni of our programs. They come back to serve in two- to three-year Fellowships in leadership roles where they support students and their families.

Fellows receive focused training and hands-on leadership experience while contributing to the success and efficiency of our programs. They have deep content expertise and cultural awareness of the challenges our students face. Their near-peer role modeling helps our students understand, navigate and manage their college pathway.

INSPIRING STUDENTS

Fellows inform and inspire our high school and college students both on campus and in our programs with specific know-how honed by their individual experience and academic success.

EMPOWERING COMMUNITIES

Fellows help our students and families pursue a clearly defined pathway to a college education. Their community outreach and participation are paving the road to educational equity.

PREPARING FOR CAREERS

Fellows gain hands-on leadership experience and valuable 21st-century professional skills as full-time paid employees working in complex systems where they are both measuring and making an impact.

10,000 Degrees program staff and Fellows
at a recent Money Matters workshop for high school students





Our Comprehensive Student Success Model

We believe that all students should have the opportunity to earn a college degree and this drives our program model. Our Fellows lead the way.



BELIEVE



Who We Serve

100% Low-Income
Background

89% Students of Color

85% First in Family
to College

All Students Welcome

No GPA Requirement

EMPOWER



What We Do

College and Financial Aid
Navigation

Community College
Transfer Support

Scholarships and
Financial Aid Management

Career Readiness

Wraparound Support

CONNECT



How We Do It

Innovative Fellowship
Program

Near-Peer Coaching

Embedded on Campuses

Cultural Competency

Internships



3x community college transfer rate

Our community college students transfer to and graduate from four-year colleges at three times the national average.

Community College Success Program

Community college is an excellent pathway to a four-year college. It's an ideal bridge program for many of our students who will later transfer to a four-year college or university.

Community college offers broader access, affordability, and flexibility for students with

competing work responsibilities. It also provides a chance to improve transcripts before transferring.

10,000 Degrees is the only organization with programming specifically designed to support community college students who begin their journey to a bachelor's degree at community college.

Through near-peer coaching, we help students navigate life both on and off campus including student services, financial aid, faculty relationships, employment, housing and the transfer process. Our results speak for themselves.



Four-Year College Success Program

Our programming supports students all the way to and through college to earn a bachelor's degree and graduate career-ready. Embedded on high school, community college and four-year college campuses, our staff are there to empower and connect students through each step of the college journey.

Our model provides wrap-around support including near-

peer coaching, college and financial aid counseling, college matching, scholarships, financial aid management, paid summer internships, and so much more. Only 13% of students from low-income backgrounds earn a bachelor's degree by their mid-twenties.

The best proofpoints for success are our graduation rates of over 80% and the stories of students who go on to become leaders and changemakers. Their influence ripples through families, communities and over generations.

80%+ college graduation rate

More than 80% of our students who start at 4-year college graduate within 6 years.

85% less student loan debt

Our students incur 85% less loan debt than the national average.



Empowering Communities

EARLY COLLEGE AWARENESS

We provide targeted programming beginning in middle school to help students prepare for and navigate the transition to high school. For example, at Bayside Martin Luther King Jr. Academy in Marin City, students participate in workshops, connect with community leaders and practice self-advocacy skills.

In Novato Unified School District, 10,000 Degrees Fellows work with newcomer students or those designated English Language Learners to help them connect to the campus community, navigate high school and learn about options after high school. Activities have included a multilingual career fair, business and college tours, and volunteering in local elementary schools.

“Education is the great equalizer... Our greatest challenge is to ensure that every student receives a world class education. We must close the opportunity and achievement gaps to make this a reality. We are proud to partner with organizations like 10,000 Degrees.”

CHRIS D. FUNK,
SUPERINTENDENT, EAST SIDE
UNION HIGH SCHOOL DISTRICT,
SAN JOSE



ACADEMIC SUPPORT

The Academic Support Program in Marin is powered by a dedicated team of over 250 volunteer tutors who serve 5,000 students annually providing more than 14,000 hours of tutoring in local schools that need our support the most.

Our work is having an extraordinary impact. **91% of teachers surveyed said that our Academic Support tutors improved their students' academic performance.** This emphasis is key to helping students pursue their dreams of higher education.

Bob Rosenberg, 10,000 Degrees Academic Support Volunteer

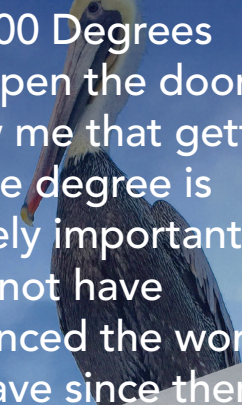
Brian Phan

Without 10,000 Degrees, the journey would have been difficult. I might have given up and never gone to college. As a high school student, besides my mom, I didn't have anyone who believed in me. It felt like I was invisible to a lot of my teachers. I wasn't a failing student, but I was not a great student either. Because of that, I was just surviving.

Once I got in to the 10,000 Degrees program, things started to change. They believed in me and I could count on them for support through all the things I didn't know how to do or access. I remember they showed up at school, pulled me out of class, and helped me to finish something that had to be submitted that day. They cared that much about each of us.

I attended CSU at Monterey Bay and studied biology, ecology and evolution. In college, I was an entirely different student. I was more self-motivated, and I saw my end goal. I still needed support, but by then, I believed in myself.

As an undergrad interested in genetics, I played a key role in helping to discover that what had been known as one species of deep sea sharks in the Indian Ocean was actually four species. Today I'm working as a naturalist and marine biologist in the Monterey Bay. I follow 10,000 Degrees, and I feel very strongly about staying connected and giving back. They don't just help students—they help communities.



"If 10,000 Degrees didn't open the door to show me that getting a college degree is extremely important, I might not have experienced the world that I have since then."

BRIAN PHAN

10,000 DEGREES ALUM
CSU MONTEREY BAY, BS BIOLOGY
CLASS OF 2016



Career Connections Program

10,000 Degrees prepares students for success in college and beyond. Our corporate partnership program provides fully paid summer internships for rising college juniors, seniors and graduates. We also assist our college students with resumé development, interview techniques, LinkedIn profile development, networking skills and more.

“The State Bar of California’s participation in the 10,000 Degrees summer 2019 college intern program was an incredible win-win. Highly capable and committed college students added significant value to the Bar, doing work in their areas of professional interest while earning income to support the cost of college. Our legal intern was the best experience my office has ever had in an intern program.”

Vanessa Holton

General Counsel, State Bar of California, 10,000 Degrees Internship Host



Learn more about our
internship program:

Gwen Snider

Career Development Manager

415.720.9017

gsnider@10000degrees.org



Corporate Partners

We are grateful for the many corporate partners that support our work and provide greater access to opportunity for our students. Businesses have successfully partnered with 10,000 Degrees in the following ways:

- Volunteering for student workshops
- Serving on advisory boards
- Hosting paid student internships
- Holding content workshops
- Mentoring college students
- Sponsoring 10,000 Degrees events
- Supporting our mission through philanthropy
- Sharing corporate communications and social media announcements

Learn more about our Corporate Partner program:

Megan Topping

Director, Corporate Engagement

415.451.4018

mtopping@10000degrees.org





Isabela de Souza

I came to the US from Brazil at age 13. I am so grateful to the high school counselor who introduced me to 10,000 Degrees where I was supported and inspired on my journey through college.

After high school, I attended College of Marin and quickly realized that I wanted to work in finance. Earlier in life, my family tried to invest in the stock market, and they fell victim to a Ponzi scheme. Since then, I have been determined to master financial literacy and planning.

On my commute home from an internship this past summer, I had a moment of appreciation and gratitude. All the steps I have taken to become a professional are connected with my involvement with this organization. I have been encouraged to say yes to opportunities that came my way. Thanks to 10,000 Degrees, I interned with three leading investment management firms: BlackRock, Dodge & Cox and Loomis Sayles.

The 10,000 Degrees staff spent many hours with me on my transfer application from community college. This dedication paid off – I was accepted into UC Berkeley! I am now in my final semester and will soon be graduating with a bachelor's degree in economics.

"I have come a long way since I graduated from high school and all my achievements reflect the support and care I received from 10,000 Degrees."

ISABELA DE SOUZA

10,000 DEGREES SCHOLAR
COLLEGE OF MARIN
UC BERKELEY CLASS OF 2020

Kim Mazzuca, President and CEO of 10,000 Degrees, addresses the audience about the power of changemakers



CHANGE MAKERS DINNER 2018

In 2018, we held inaugural Changemakers events in San Francisco and in Sonoma County. These evenings celebrated the transformative power of passionate community partners and the students we serve.



Mary Wolfe

2018 San Francisco Changemakers Award Honoree
10,000 Degrees Board of Directors
Chair, San Francisco Advisory Board
Former Board Chair, Meritus College Fund



Dr. Judy Sakaki

2018 Sonoma County Changemakers Award Honoree
President, Sonoma State University

ONE *Amazing* NIGHT 2019

AN ANNUAL GALA TO BENEFIT 10,000 DEGREES®

Thanks to an incredibly bold show of support for our amazing students, we raised over \$1.2 MILLION – our most successful night ever. This year we honored the young women and men making a difference on our campuses and throughout our communities: our 10,000 Degrees Fellows. These outstanding leaders embody our mission and are integral to helping our students reach their college goals. They, like all of our alumni, are creating a more just and equitable world.

ONE DEGREE OF CHANGE AWARD

Sindy Hernandez
10,000 Degrees Alum
Santa Rosa Junior College
Humboldt State University
Class of 2015



KEYNOTE ADDRESS

Ismail Azam 10,000 Degrees Scholar
College of Marin
UC Berkeley, Class of 2020

Charmaïne Chow and
Saul Peña, Honorary
Board Member



Steve Block & Dana
Winn with Susan
& Toby Mumford,
10,000 Degrees
Board Chair



Leadership

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Thank you to our Lead Investors!

10,000 DEGREES LEAD INVESTORS WHO GENEROUSLY GAVE BETWEEN JULY 1, 2018 AND JUNE 30, 2019

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The Beatrice Fox Auerbach
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& Guy Lampard
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The Bill & Patty Blanton Fund
Jane Borg, *in memory of my
husband Joseph Borg*
Lynn Brinton & Dan Cohn
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Foundation
Mary & Michael Wolfe
Anonymous

A Smart Investment

Fiscal Year July 1, 2018 - June 30, 2019

STATEMENT OF ACTIVITIES

REVENUES

	FISCAL YEAR ENDED	
	JUNE 30, 2019	JUNE 30, 2018
Grant Income	\$2,559,688	\$6,200,382*
Individual Giving	8,373,437	5,400,118
Special Events Revenue	1,388,615	684,550
Program Services	441,221	263,171
Other Income	144,049	122,931

TOTAL REVENUES	\$12,907,010	\$12,671,152
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EXPENSES

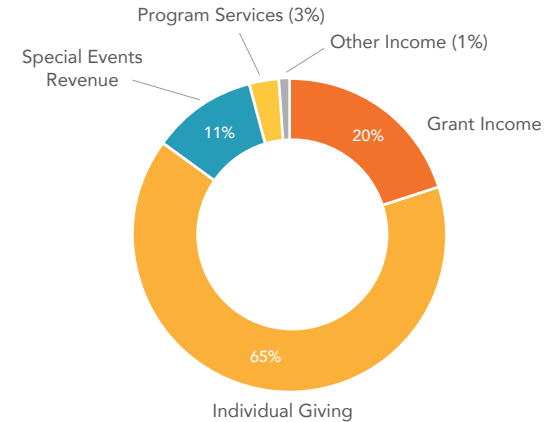
Programs & Scholarships	\$8,314,590	\$7,136,099
Administrative	1,211,527	1,124,674
Fundraising/Development	1,366,024	1,010,965

TOTAL EXPENSES	\$10,892,141	\$9,271,738
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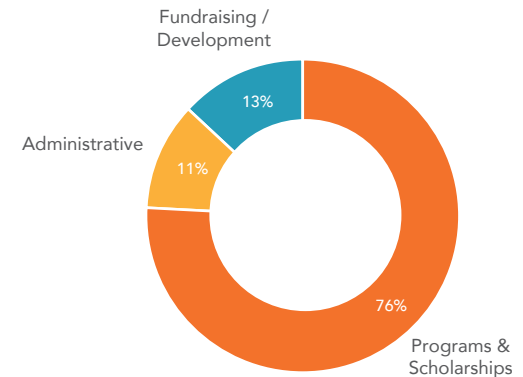
INCREASE IN NET ASSETS	\$2,014,869	\$ 3,399,414
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*Includes multi-year grant funding.

REVENUES



EXPENSES



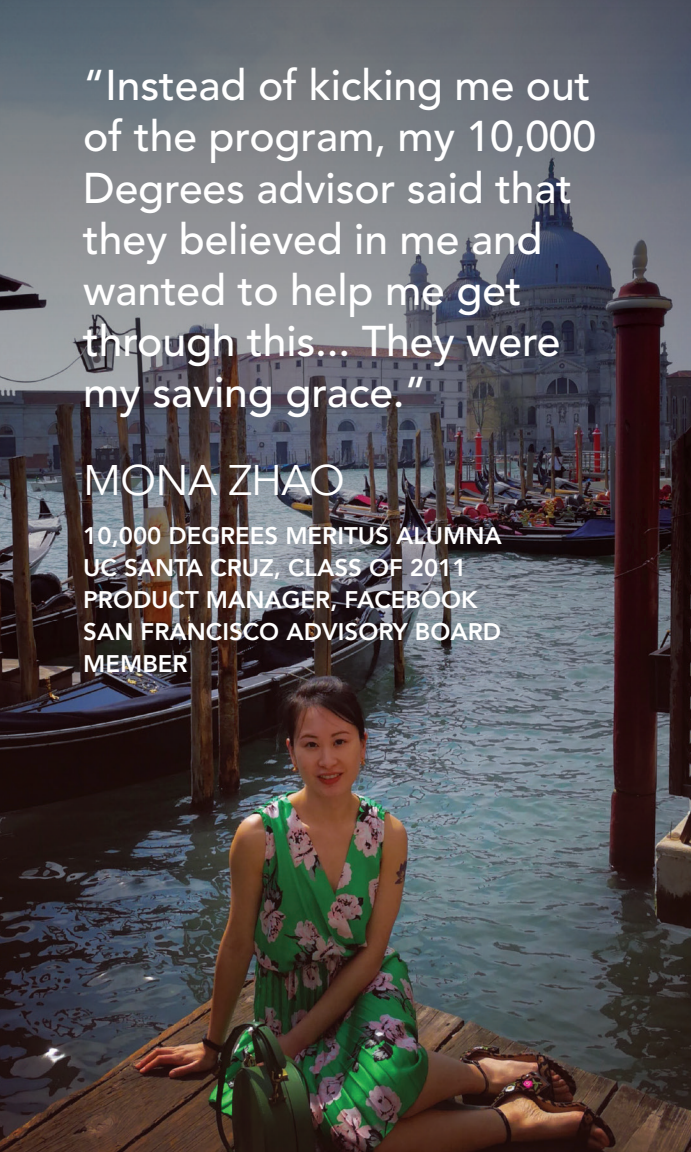
Experts Agree on Our Leadership & Efficiency

Demonstrating our financial health, responsibility and commitment to accountability and transparency, we consistently receive top ratings in third-party reviews. In fact, America's largest independent charity evaluator, Charity Navigator, has awarded 10,000 Degrees its top rating of Four Stars for six consecutive years.

This places us in the top 9% of all charities they evaluate.



Thank you to Battery Powered for the generous grant awarded to 10,000 Degrees.



"Instead of kicking me out of the program, my 10,000 Degrees advisor said that they believed in me and wanted to help me get through this... They were my saving grace."

MONA ZHAO

10,000 DEGREES MERITUS ALUMNA
UC SANTA CRUZ, CLASS OF 2011
PRODUCT MANAGER, FACEBOOK
SAN FRANCISCO ADVISORY BOARD
MEMBER

Mona Zhao

My first year at UC Santa Cruz was really difficult. My commute each way from home to college took about 3 hours. I am an only child, so it fell to me to help provide for my family. I had worked all the way through high school and college, but the difference was that in high school I was able to maintain my grades while working. In college, the coursework was more difficult, and I had difficulties going on at home. As my grades slipped from a 3.85 to a 1.9 GPA, I was put on academic probation. That was something I never thought would happen to me.

Instead of kicking me out of the program, my 10,000 Degrees advisor said that the organization believed in me and wanted to help me get through this. He asked me about everything that was going on and even wrote to the academic dean to explain the difficulties that I was going through so that I would not be kicked out of the university. He also helped me put together a plan to get through and to be able to manage it all with my course load.

Today I'm a college graduate working as a Product Manager at Facebook, and looking forward to supporting 10,000 Degrees in every way I can so that more students like me can have the chance to succeed through college. We should all be ONE DEGREE OF CHANGE. Every connection and every ounce of support has the ripple effect of opportunity that can change the lives of so many students.

Great Ways to Give

Our donors are all changemakers.
Find your inner circle and become
ONE DEGREE of Change!

Monthly Giving

Your monthly gift helps us plan for the future and ensure our students get the year-round support they need to graduate.

Make a Donation

Every gift makes a difference in students' lives. Please make checks payable to "10,000 Degrees" and mail to:

10,000 Degrees
1650 Los Gatos Dr., Suite 110
San Rafael, CA 94903

Or give online at:
10000degrees.org/donate

Estate & Legacy Gifts

Create a Legacy of Opportunity and name 10,000 Degrees in your estate plan.

Scholarships

10,000 Degrees has the expertise to manage your organization's or individual scholarship fund.

Stock Gifts

We welcome gifts of publicly traded stocks, mutual funds and bonds.

Matching Gifts & Workplace Giving

Double your donation! Many companies will match your gift to 10,000 Degrees.

For more information on giving to 10,000 Degrees:

10000degrees.org/waystogive

Caroline Silverstein
Chief Development Officer

415.451.4016
csilverstein@10000degrees.org

1650 Los Gatos Dr, Suite 110
San Rafael, CA 94903



We are grateful to all our supporters. A full list of FY19 donors can be viewed online at **10000degrees.org/supporters**

10,000 Degrees is a 501(c)(3) nonprofit organization.
Donations to 10,000 Degrees are tax-deductible.
Tax ID #95-3667812.

Thank you to 10,000 Degrees Lead Partners!

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 J J F
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We are grateful to our lead partners who believe in our students and invest in our work with their time, energy and financial support.



10,000 Degrees receives major funding from the Buck Family Fund of the Marin Community Foundation



Our vision is that all students
have the support, resources,
and opportunities to realize
their full potential regardless
of race, ethnicity or
socioeconomic status.

T. 415.459.4240 10000DEGREES.ORG
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