



THE POWER OF EDUCATION

FY 25 IMPACT REPORT

*Mother & Daughter, Marites & Emma Neal
10,000 Degrees Class of 2025*





MARITES NEAL (on cover, with daughter Emma)
College of Marin, 2025



One of my patients, a 10,000 Degrees donor at the nursing facility I worked at, encouraged me to apply. I'm a nursing assistant, and I felt, 'I can do better.' When she died, I applied to 10,000 Degrees in her memory. It was hard at first since English is my third language, but I made it through and challenged myself. 10,000 Degrees' support helped me achieve my dream.

My daughter, Emma, who is also a 10,000 Degrees alum, is proud of me for getting my degree. I believe in the power of education because it can literally change your world.

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10,000
degrees™

FY25

Annual Report

THE IMPACT OF YOUR UNWAVERING SUPPORT



Dear 10,000 Degrees Supporters,

At this pivotal moment, when the very foundation of education is threatened, we are incredibly grateful for your support of our mission and students. Your passion and generosity allow 10,000 Degrees to continue our critical work—changing the trajectory for thousands of students from low-income backgrounds.

Inside these pages, you'll discover stories of our students and alumni using their education as a catalyst for positive change. When they achieve their educational dreams, they go on to prosperous careers and positively impact their families and communities.

This is the power of our students, and the power of education. At 10,000 Degrees, we believe education is a fundamental right. Every young person deserves the chance to thrive and build a future filled with possibility. Investing in their success today helps ensure a more robust and equitable society for generations to come.

We are honored that you join us in this vital work, empowering the leaders and innovators of tomorrow. **Together, we're building a brighter future, one student at a time.**

With love and gratitude,

Kim Mazzuca
10,000 Degrees President & CEO

Guy Lampard
10,000 Degrees Board Chair

OUR MISSION

is to achieve educational equity and to support students from low-income backgrounds to and through college to realize their full potential and positively impact their communities and the world.



EDYSSON TERMONFILS

California State University, East Bay, 2024

Solano Community College, 2022



ADVANCING EDUCATIONAL EQUITY FOR 44 YEARS

After working with more than **80,000 students** across **250 colleges** over the past **44 years** and awarding **\$113 million in scholarships**, we have a clear viewpoint on what it takes to achieve student success at scale and break the cycle of generational poverty.

But today, students from low-income backgrounds are half as likely to enroll in college compared to their higher-income peers, and if they do enroll, **only 11% will graduate with their bachelor's degree** compared to 79% of their more affluent peers.

This **Education Opportunity Divide** between low- and high-income students is a staggering and unacceptable loss of human potential.

At 10,000 Degrees, we're changing that trajectory.

L to R: Founder Judy Edgar; President & CEO Kim Mazzuca and board members; students attending one of the first Summer Bridge programs at Dominican University; students & staff attending a Black College Expo Trip.



HOW WE CLOSE THE EDUCATION OPPORTUNITY DIVIDE

Based on our four decades of experience, we know that broad and meaningful systemic change involves giving a wider range of students expansive opportunities to succeed throughout their college journey.

Our Unbound Opportunity Model shifts the focus from limited college access to holistic college success—emphasizing whole communities, life preparedness, and wrap-around support for each student.

By doing so, we're helping students from low-income backgrounds complete college and establish career paths that benefit their lives, families, and communities.

OUR UNBOUND OPPORTUNITY MODEL



Eliminates disqualifiers like GPA and test scores



Meets students where they are with multiple options



Inspires belief in our students' unlimited potential



Demystifies the financial aid process for debt-free degrees



Embeds near-peer mentors right on high school and college campuses to provide direct support



Walks the journey together with our students to, through, and beyond college

BELIEVE. PARTNER. CONNECT.

... IS POWERED BY OUR NEAR-PEER FELLOWS

Embedded on high school and college campuses, our Fellows—who are often 10,000 Degrees alumni—connect meaningfully with our students using a strength-based approach to help them successfully apply for, thrive in, and ultimately graduate from college.



10,000 Degrees College Success Team at a recent training.

10,000 Degrees College Access & Career Success Teams at their *Cookies & Careers* event.



“

My fellowship has been an immensely rewarding experience, especially because I've been able to mentor first-generation students who share similar backgrounds to my own. Sharing my journey and guiding them through the challenges I once faced has been truly fulfilling. I'm grateful for the hands-on experience in this field—it has solidified my belief that this is the career path I'm meant to follow.

MADISON RAMIREZ ZAVALA

10,000 Degrees College Success Fellow & Alum
California State University, Sacramento, 2022
Hartnell College, 2021

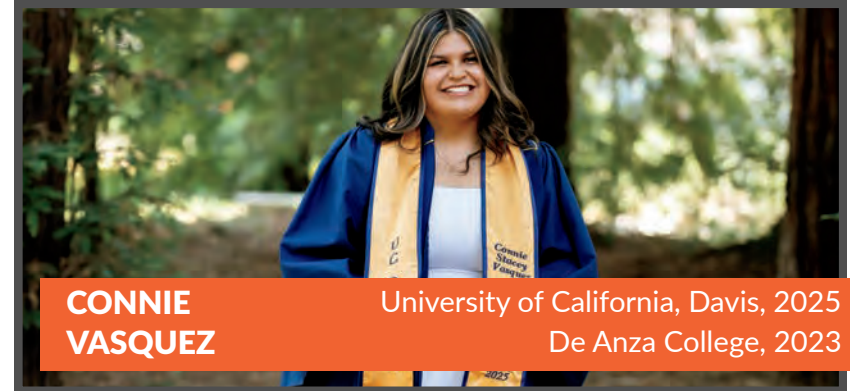
THE POWER OF EDUCATION

*Why does an education matter?
Here's what our Class of 2025 graduates say.*



**ANAHY
HERNANDEZ VALENCIA** Sonoma State University, 2025

"My journey proves that education can break barriers, inspire others, and create opportunities that extend beyond just one person."



**CONNIE
VASQUEZ** University of California, Davis, 2025
De Anza College, 2023

"I believe in the power of education to change lives because the world's constantly evolving and it's important to stay educated to protect the people around you."



**ARMEETA
SEAM** San Francisco State University, 2025
City College of San Francisco, 2023, 2025

"Education equips people with knowledge and opens doors to opportunities/possibilities they may have never imagined."



**ARMANN
GIR** University of California, Los Angeles, 2028
Napa Valley College, 2025

"The more you know, the more you can do; it gives you options, confidence, and the power to take control of your future. Now my brothers also want to go to college!"



“

I believe in the power of education to change lives because it changed my life.

“I don't know what I would have been without getting an education. It opens a lot more doors, and it gives you a sense of power—a better idea of how the world works and how to advocate for people who may not have the opportunities I have. That, in itself, is powerful: Education changes not just your own life, but your ability to change other people's lives.”

KEVIN OROZCO, J.D.

University of California College of the Law, San Francisco, 2025
San Francisco State University, 2016
Los Medanos College, 2014



**MESSIAH
WILLIAMS**

San Francisco State University, 2025

"I've turned my struggles into strength, used every setback as fuel, and now want to set an example for others who feel unseen or unheard, especially those like me, paving a path as a first-generation college graduate."



**JASMINE
SANCHEZ RAMIREZ**

University of California, Davis, 2027
City College of San Francisco, 2025

"Attending college has created a ripple effect in my family, friends, and community. For my family, it's a source of pride and hope—I'm showing my younger siblings and cousins that higher education is possible. I carry my culture and roots with me into every classroom, and that representation matters."



**EMMA
NEAL**

University of California, Berkeley, 2025
College of Marin, 2023

(on cover with mom, Marites Neal) *"When I graduated from College of Marin, my mom told me what an inspiration I was to her and how she wanted to follow in my footsteps, which was something that meant so much to me, as usually it's the other way around. No matter our age and background, just the act of receiving an education is something that can spark great curiosity and motivation in others."*

2025

A YEAR OF RECORD-BREAKING IMPACT

- Most college students supported on record: 4,375
- Largest graduating class ever: 440

Read More Stories from
our Students, Alumni,
and Community

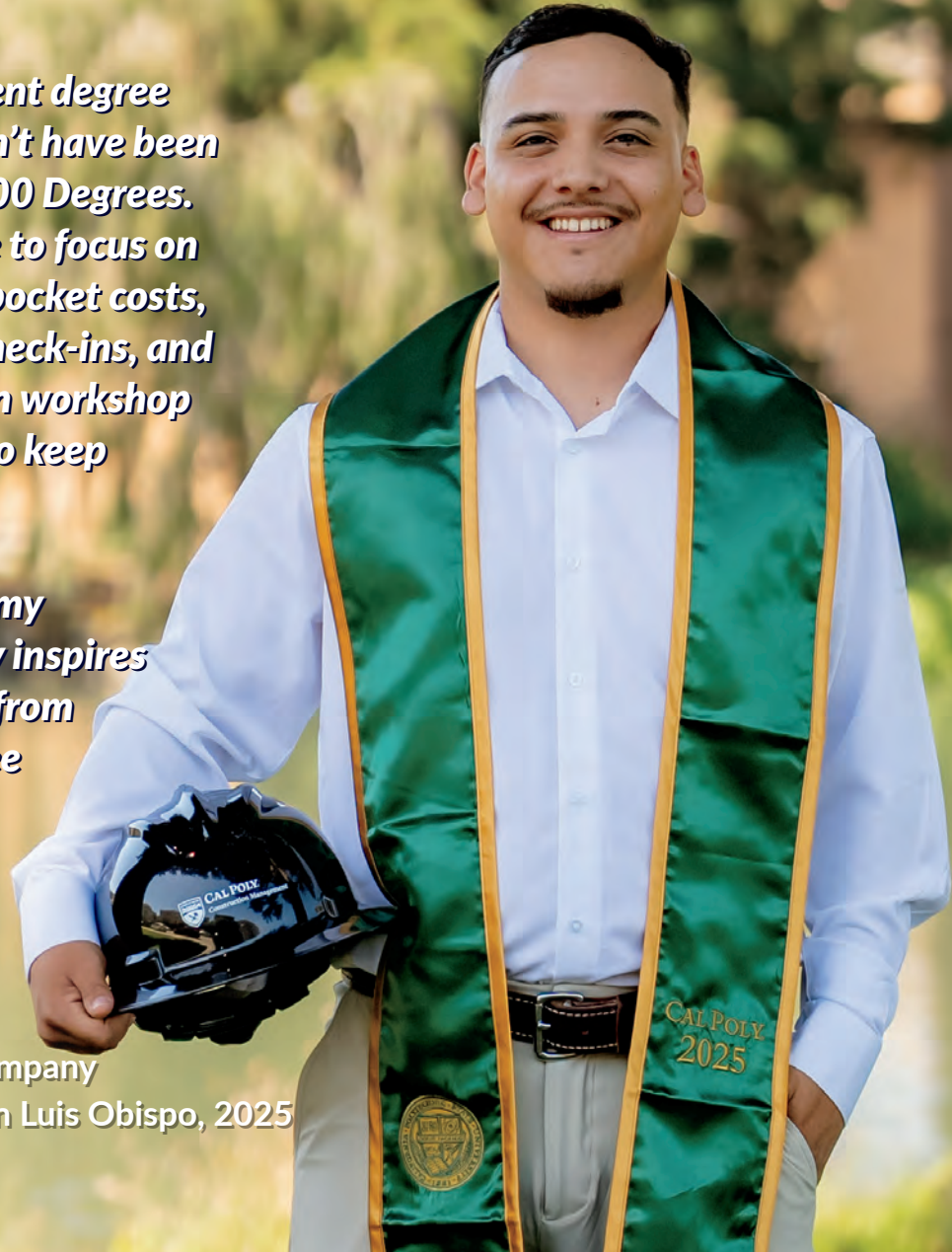


“Earning my Construction Management degree from Cal Poly San Luis Obispo wouldn’t have been possible without the support of 10,000 Degrees. Their financial assistance allowed me to focus on my education and reduce my out-of-pocket costs, while their workshops, one-on-one check-ins, and networking events – like the LinkedIn workshop – gave me the tools and confidence to keep moving forward.”

“Now, I’m proud to be giving back to my community and hope that my journey inspires other young people, especially those from underrepresented backgrounds, to see that higher education is possible – and worth pursuing.”

BYRON CALDERON CIFUENTES

Project Engineer, Ghilotti Construction Company
California Polytechnic State University, San Luis Obispo, 2025



WHERE OUR ALUMNI ARE TODAY

From 10,000 Degrees to global impact—meet a few of our alumni who are using the power of their education to become agents of change



BRENDA FIGUEROA ARELLANO

Site Director, Karma Club

Owner, Dogsitters of Marin

University of San Francisco, 2028

San Francisco State University, 2021

San Diego State University, 2019

“As a first-generation student raised by strong Mexican immigrant women—my mom, Ita (abuelita), and aunt, Nana—I still faced a lot of challenges. My mom was seriously injured in a car accident, and as a first-gen student, I had to navigate high school on my own.

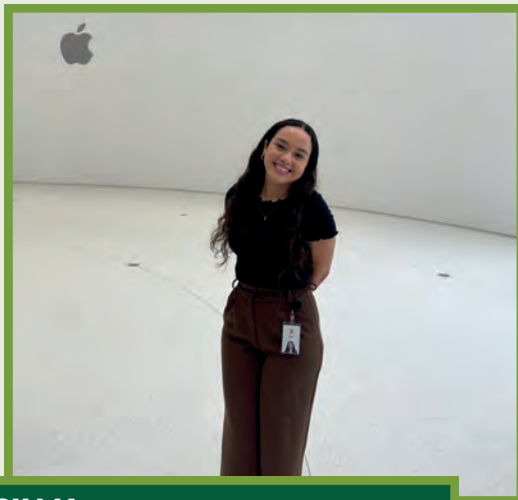
“I was fortunate to get a scholarship to an all-girls private school for two years, which helped me prepare for honors STEM classes at San Rafael High. However, in a school with a predominantly Latinx student body, I was often the only one in my honors classes. I also played football, wrestled, and did martial arts at a school led by two women black belts.

“I met 10,000 Degrees through a high school club called College Dream Team. 10,000 Degrees was the first organization to take me on a college campus tour. That mind-blowing experience helped me envision myself as a college student and gave me the confidence to seek out resources. They also helped me overcome financial barriers by giving me their scholarship for all four years of my undergraduate degree.



I believe in the power of education because it can be liberating and empowering to those who feel like they don't have agency when they do.

“Now I'm a doctoral student studying Racial Justice in Education at USF. For my master's thesis, I interviewed 54 Latinx graduates who attended 19 Marin County high schools from 1996-2021 to understand and analyze their experiences. I've also published books on social justice issues and returned to Marin to work at a nonprofit for teens. I hope to share my research with students and inspire more first-gen students to go to college.”



ANA DA SILVA

Financial Analyst, Apple

California Polytechnic State University, 2024

"I came across 10,000 Degrees in high school after my older brother applied. I saw how it helped him and knew I needed the same support. It was a perfect fit for me because my biggest dream was to go to college."



The support from 10,000 Degrees helped me achieve something I didn't think was possible.

"10,000 Degrees' Career Success program also helped me get into a 'Launch@Apple' program for first-gen students. I wanted to work at Apple because I've always admired how diverse the company is. It's the kind of environment where different perspectives are not just welcomed but celebrated, and that really resonates with me. The Apple program led to an internship, and now I'm a full-time employee."



AGUSTIN (AUGGIE) MELENDEZ

Talent Acquisition Coordinator, Abnormal AI

NFL Cheerleader, Seattle Seahawks

San Francisco State University, 2018

"10,000 Degrees has provided me with the tools and resources to confidently excel in spaces where diversity is often underrepresented. With their support, I was able to trail-blaze my own path for my own story."

"Today, I'm a Talent Acquisition Coordinator at Abnormal AI and NFL Cheerleader for the Seattle Seahawks. I want to inspire our youth to believe that no dream is out of reach."



I aim to stand as proof that with the right support, unwavering drive, and resilience to keep fighting for what you deserve, failure is never the end—only a step toward success.



DIEGO COBOS

Compass Coordinator, College of Marin
Former 10,000 Degrees Fellow & Alum
University of California, Santa Barbara, 2021



10,000 Degrees reignited my passion for community service and reminded me of the power of supporting those who need it most.

“That inspiration has carried into my current role in education, where I continue to uplift students and help open doors to opportunity.

“As a Program Coordinator at College of Marin’s Student Outreach Department, I support both full-time college students and dual-enrolled high school students. I deeply value the communities I serve, and I’m fortunate to still collaborate with 10,000 Degrees in this role.

“Right now, I aim to make a meaningful difference in my local community by empowering underrepresented high school students—helping them realize that their educational and career goals are within reach when they have access to the right resources and guidance. Similarly, I hope to create lasting, positive change on a broader scale—both within my own community and in others like it.”

EMILY TENORIO MOLINA

University of California Berkeley
Graduate School of Journalism, 2027
University of California, Berkeley, 2022
Santa Rosa Junior College, 2019



“I’m proud that 10,000 Degrees was part of my professional milestones, like transferring and graduating with a degree, landing my first internship, and helping me connect with people in my industry.



Without my 10,000 Degrees mentors’ encouragement, I wouldn’t have experienced the achievements I dreamed of as a child.

“Today, I am making an impact by staying curious and finding ways to contribute to my communities’ well being. As a graduate student in journalism, I carry my storytelling skill set wherever I go, and share with others detailed information that is often underreported in the general media. I also volunteer as a 10,000 Degrees career mentor, giving back to the organization that helped me so much.”

“Aside from the financial support, the most important part of being in 10,000 Degrees was the message that someone believed in me, that my dreams mattered, and that I was capable of making my dreams a reality.

“That belief has guided me into my career in student services, where I now build communities of support for first-generation, Latino, and underrepresented students in healthcare. I work to ensure all HOPE students feel seen and like they belong in higher education through social-emotional support, professional development, and resources.



10,000 Degrees not only lifted me up but instilled in me the responsibility to lift others alongside me.

*“I have the amazing honor of walking alongside our students on their own journeys to achieve their dreams of becoming doctors, nurses, psychologists, and more. **10,000 Degrees acted as a blueprint for me to continue the amazing work that they did for me while I was in college as a first-generation Latina.***

“My impact begins with community. I have seen how education changes not just an individual, but entire families, and communities, and I know that true success is collective. Personally and professionally, I want to continue building



ARLEY RODAS LARA

SRJC HOPE Program Coordinator

SRJC Work Experience, Associate Faculty

Jewish Community Free Clinic Board Member

University of California, Santa Cruz, 2021

Santa Rosa Junior College, 2019



communities in every space I enter and especially in spaces where students feel seen, valued, and supported in their educational journeys.

“My dream is for students to not only achieve their goals but to feel rooted in a community that celebrates their identities and lifts them forward, which is even more essential now with the political climate. I aim to create leaders and caregivers through the HOPE program and every space I enter because I want the students I support to go out into the world and extend the same support, compassion, and kindness to others. I want our students to continue the tradition of building strong, resilient, and caring communities, something that I was able to receive in my time in college from 10,000 Degrees that was essential to my growth as a human and as an advocate.”

FY25 IMPACT BY THE NUMBERS

MORE GRADUATES BEATING THE ODDS

 **80%+**

of 10,000 Degrees 4-year College
Students Earn Bachelor's Degrees
— Double the National Average¹

 **440+**

Class of 2025 Graduates—
Our Largest Graduating Class Ever!

STRONG COMMUNITY COLLEGE PATHWAY

 **2x**

Rate that 10,000 Degrees Community
College Students Transfer to and Graduate
from Four-year Colleges—Compared to
Low-Income Students Nationally²

MORE STUDENTS & ALUMNI REACHED

 **16,000+** Students & Alumni Reached

4,375 College Students

SUPPORTED BY:

800+ Volunteers & Mentors

WHO WE SERVE

100% Low-Income Background

93% Black, Indigenous, Latine &
People of Color

92% First in Family to College

¹Pell Institute's *Indicators of Higher Education Equity in the United States: 2022 Historical Trend Report*; ²National Student Clearinghouse Research Center

Scaling our reach while maintaining our students' outstanding success rates

MORE FINANCIAL SUPPORT

 **\$9.6M**

in 10,000 Degrees Scholarships
Awarded This Year³

 **\$73M**

in Additional Free Financial Aid
Leveraged⁴

LESS STUDENT DEBT

 **10%**

Only 10% Take Out Loans Annually—
Versus 69% of Students Nationally⁵

³ ⁴ As of Oct 2025; ⁵ Urban Institute



"10,000 Degrees didn't just help me get through college. They helped me find what I really wanted to do and gave me the push to go for it."

EDUARDO MUÑOZ

San Francisco State University, 2025



ADYSON POSNER

University of California, Berkeley, 2024

MAKING AN IMPACT: HIGH SCHOOLS & COLLEGES

HIGH SCHOOLS

 **300+**

High Schools Where Our
Scholarship Recipients Attended

44

High Schools with
On-campus Support

1,300+

College & Financial Aid
Workshops

COLLEGES

 **261**

Colleges Across the Country Where
Our Students Attend

197

4-year Colleges

64

Community Colleges

TOP COMMUNITY COLLEGES

City College of San Francisco
College of Marin
Contra Costa College
De Anza College

Evergreen Valley College
Napa Valley College
San Jose City College
Santa Rosa Junior College

TOP 4-YEAR COLLEGES

California State University, Sacramento
Dominican University
San Francisco State University
San Jose State University
Sonoma State University
University of California, Berkeley
University of California, Davis
University of California, Merced
University of California, Santa Cruz



**CHRISTOPHER
GONZALES**

Chief Strategy Officer
951.807.1241
cgonzales@10000degrees.org

**Learn More About
School & Community
Partnerships**



Here are just a few of the premier colleges that our students attend:



SCHOLARSHIP PARTNERS

Invest in student success:

Whether you donate to our scholarship fund, have us administer your scholarship, or create a custom scholarship, we ensure your investment makes the greatest impact.

100% of our scholarship recipients are low-income

\$9.6M in scholarships awarded in FY25

91 scholarship partners



JIN CHOI

Sr. Director, Scholarship Programs
415.451.4002
jchoi@10000degrees.org

**Learn More
About Our
Scholarship
Program**



"10,000 Degrees plays an invaluable role in connecting our program to college students from Sonoma County in need of our scholarships. Together, we help them reach their educational goals in the critically needed fields of medicine, nursing, and the allied health professions."

Lisa Sugarman

Sonoma County Medical Association & Alliance Health
Careers Scholarship

SUMMIT



"Summit is proud to support the next generation of STEM leaders through our partnership with 10,000 Degrees. Investing in education and empowering local students aligns with our commitment to innovation and community growth. Together, we are shaping a brighter future for STEM."

Gina Giacone, P.E.

Principal, Summit Engineering, Inc.



"100 Black Men of Sonoma County has been serving the youth of Sonoma County for over 35 years. We believe that investing in education is the best route to helping our youth become successful and productive members of society. Education can be the mighty equalizer. It allows students to rise above the circumstances of birth and to take some control of their own destiny. Knowledge once attained is the only investment you make in life that cannot be taken from you."

100 Black Men of Sonoma County, Inc.

CAREER SUCCESS

10,000 Degrees supports lifelong success beyond a college diploma. Our Career Success program helps college students and alumni become competitive job applicants, expand professional networks, and secure meaningful employment by graduation. Through strength-based advising, workshops, and resources, students and alumni explore careers, connect with mentors, network, learn job-seeking skills, and access jobs and internships through our generous corporate and community partners.

1,100+ students and alumni engaged

61 companies offer internships and career programs—a 36% increase in our partnership portfolio in FY25

1,535 number of career opportunity interactions on the private Student & Alumni Portal



ANN SCHNUER

Senior Director of Career Success
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ann.schnuer@10000degrees.org

Visit Our
Career Success
Microsite!



CAREER MENTEE

**SAUL EDGARDO
HERNANDEZ**

Stanford University, 2027



"The Career Success program and my mentor, Zaid, were instrumental in helping me develop the skills needed to excel both personally and professionally. Zaid's expertise and attention to detail significantly improved my resume and prepared me for interviews, giving me a competitive edge in the job search. Through his guidance, I have been able to thrive in corporate environments, identify new opportunities, and network with various partners and CEOs. This support has not only led to significant professional growth but also personal development, equipping me with the skills to overcome challenges and support my family."

CAREER MENTOR

ZAID ALKHATIB

Software Engineer, Microsoft



"I didn't just become a mentor—I followed in the footsteps of someone great. Gordon Chaffee, who's also a 10,000 Degrees mentor, was one of the best mentors I've ever had—and because of him, I was inspired to become a mentor myself. He guided me and showed me the powerful impact one mentor can have on someone else's journey. Mentoring has reminded me that growth comes from stepping out of your comfort zone, even when rejection is a possibility. As Steve Jobs once said, 'You can't connect the dots looking forward; you can only connect them looking backward.' Looking back now, I see how many opportunities we miss when we let fear decide—and how much can be gained when we choose to lean in instead."

CORPORATE PARTNERS

10,000 Degrees partners play a vital role in cultivating the next generation of professionals, building a diverse talent pool, and bolstering our communities' economic vitality and social fabric. Here are some ways our partners collaborate with us.



CAROLINE SILVERSTEIN

Chief Development Officer
415.451.4016
csilverstein@10000degrees.org

**Learn More
About Corporate
Partnerships**



Apple Inc.

PHILANTHROPY - MARKETING/PR - INTERNSHIPS

Apple's commitment to uplifting local students shines through its first-ever "Strengthen Local Communities (SLC)" grant to 10,000 Degrees. This significant grant directly supports our programs and services in Silicon Valley, providing the resources and opportunities our students need to succeed. Beyond the funding, this partnership includes joint marketing and public relations campaigns that help amplify our mission and reach. Apple's generous support is an investment in our students' futures, helping us to make a lasting impact.

"Apple is proud to invest in organizations that foster community and create opportunity for the people they serve. We're thrilled to support 10,000 Degrees and their work to create meaningful life-long learning opportunities for local students and families."

Alisha Johnson Wilder

Senior Director of Environment, Policy, and Social Initiatives
Apple

PHILANTHROPY - INTERNSHIPS - VOLUNTEERING - CAREER DEVELOPMENT

Thanks to generous funding from the Gilead Foundation's HEAL Initiative, 10,000 Degrees launched a Healthcare Career Pathways Initiative to create a more inclusive and representative healthcare workforce. In partnership with UCSF Patient Support Corps and Northern California Institute of Research and Education, this program exposes students to careers in healthcare and provides hands-on clinical work opportunities to support professional pathways while providing scholarships, healthcare career mentors, and robust college and career advising.

"We're proud to support the inspiring work of 10,000 Degrees, UCSF Patient Support Corps, and Northern California Institute of Research and Education through our HEAL Initiative. These partners are creating pathways for students to gain early exposure to clinical settings, engage in real-world patient support roles, and receive personalized mentorship and scholarships. Together, we're helping build a future where the healthcare workforce truly reflects the communities it serves, and where every student has the opportunity to thrive and lead with purpose."

Jane Stafford
Executive Director, Public Affairs
Gilead Foundation

PHILANTHROPY - VOLUNTEERING - CAREER DEVELOPMENT

Poppy Bank continues to be an impactful partner, providing financial support and large groups of passionate volunteers for our many "Money Matters: Budgeting for College" financial literacy workshops held at high schools across the Bay Area. A Poppy Bank employee also serves on our regional advisory board, offering critical connections, expertise, and hands-on support to our programs.



Poppy Bank volunteers at a "Money Matters" workshop at a high school in Richmond, CA

"It is an honor as a Poppy Bank employee and an advisory board member to be able to support 10,000 Degrees and the amazing work that they do. It is the ability to work with organizations like theirs that make my job more meaningful."

Tina Burroughs
Assistant Vice President, Compliance
Manager/CRA Officer
Poppy Bank

PHILANTHROPY - INTERNSHIPS - CAREER DEVELOPMENT

Kaiser Permanente is an outstanding philanthropic and Career Success partner, hosting Healthcare Career Day at Kaiser Permanente South San Francisco, engaging our students in the KP Launch Internship application process, and providing us with valuable community connections and generous philanthropic support.

"We valued partnering with 10,000 Degrees on a Healthcare Career Day that we hosted at our South San Francisco medical center to expose their students to the variety of jobs in a hospital, clinic, or ancillary setting as well as the diversity of our staff. It was standing room only, and we appreciated how engaged the students were. Thank you for making this experience possible and for the invaluable work that you are doing to provide opportunities like this to underserved students throughout the Bay Area."

Stacey Wagner
Director of Public Affairs
Kaiser Permanente San Mateo County

LEAD INVESTORS

Donors who gave \$25,000 or more between July 1, 2024 - June 30, 2025

Loyal & Generous Donors for:

25+ years^{°°°°°}
20+ years^{°°°°°}
15+ years^{°°°°°}

10+ years^{°°}
5+ years[°]

1440 Foundation
Jay Abbe^{°°}, *in honor & memory of Kären Abbe*
Marilyn & Graham Alcott[°]
Susan Amidon
Apple Inc.
Applied Materials
Arboretum Napa Valley/ Caren & Nick Orum[°]
The Asian Scholarship Fund^{°°}
Suzanne Badenhop & Guy Lampard^{°°}
The Hank Barner Fund[°]
The Jean M. Bedecarrax Scholarship Trust[°]
Jane Borg^{°°}, *in honor and memory of Joseph Borg*
Bright Futures Fund
Lynn Brinton & Dan Cohn^{°°}
The California Student Aid Commission[°]
Canal Alliance^{°°}
The Castner Fund^{°°}
Gordon Chaffee & Nancy Kedzierski^{°°}
The Child Care Scholarship Fund^{°°}
Susan & Mitch Cohen^{°°°}
College of Marin^{°°°}
The S. H. Cowell Foundation^{°°°}
Crankstart Foundation
The Dal Poggetto Scholarship Fund
Jean Davis & Gregory Young^{°°}
Jim & June Diller Family Scholarship Fund
Dodge & Cox^{°°°°}
The Duckworth-Dixon Family Fund^{°°}
Herb & Jane Dwight^{°°}
EAH Housing[°]

East Bay Center for the Performing Arts Scholarship Fund
ECMC[°]
Equinix Foundation
The Andrea & Wayne Erdbrink Fund^{°°}
Julie & Greg Flynn
The Beatrice Fox Auerbach Foundation^{°°°}
David & Elaine Freed^{°°}
Deborah Freed Goldman & Jonathan Goldman^{°°°°}
The Fullerton Family Foundation, *in honor of Rondell Gibson*
Elizabeth & Hugh Fullerton Full Circle Fund^{°°}
The Joseph A. & Judith M. Gappa Fund[°]
Dennis & Susan Gilardi^{°°}
Gilead Foundation
Golden State Community Foundation^{°°}
Debbie & Eric Green
The Gruber Family Foundation^{°°°°}
The Paul & Mason Gudelsky Fund for Peace and the Arts^{°°°}
Ginnie & Peter Haas, Jr.^{°°}
The Robert & Shirley Harris Family Foundation[°]
Lee & Cristina Hudson
Impact100 Sonoma^{°°}
Jackson Family Wines, Inc.^{°°}
The Jenny Scholarship Fund
JFW Cares Fund of Community Foundation Sonoma County^{°°}
The Winifred Johnson Clive Foundation[°]
The Jolson Family Foundation[°]
The Justice, Justice Foundation^{°°}
Kaiser Permanente^{°°}
Lynne LaMarca Heinrich[°]
LinkedIn[°]

Thank you for your deep commitment to our mission!

Loomis, Sayles & Company°
The Lynx Foundation°°°
MR Macgill & Ho Nam
The Alexander M. & June L. Maisin Foundation
Makena Foundation
Marin Community Foundation°°°°
The Marin Retirement Communities Scholarship Fund°°
The Marjorie Mooney Scholarship Fund°°
The Marks Family Foundation
Alison & Mike Mauzé°°
The Lois A. & Robert William Meredith Estate
The Milagro Foundation°°
The Miller Fenix Trust, William Osher Trustee, *in memory of*
Julie Miller Fenix
The Moeller Foundation, Inc.°°
Dr. Kathleen Mooney
Mt. Tamalpais College
Napa Valley Unified School District
The NBA Foundation
The Joseph Pedott Perpetual Endowment Trust°°
Saul Peña & Charmaine Chow°°°°
Ken Pereira & Kirsty Ellis
Petaluma City Schools°
PG&E
The Phalarope Fund
Susan & Alan Preston°
The Purdom Family Fund/ Ellin & Ned Purdom Family Fund,°
in honor of Romeo Mazariegos
The Ramco Scholarship Fund°°
The Ramsay Family Foundation
Redwood Credit Union°°
Janet & Weston Richardson°°
The Lincoln J. Robinson Philanthropic Fund
The Kent Rogers Kincaid Scholarship Fund

The Rosenberger Family°°°°
San Francisco Education Fund
The George H. Sandy Foundation°°°
The Sangiacomo Family Fund/ Sangiacomo Family Vineyards°°
Sausalito Marin City School District°
The Leo M. Shortino Family Foundation
Stephen M. Silberstein
Charan & Sylvia Singh
The Sklar Family Fund
Sobrato Philanthropies
Sonoma County American Rescue Plan Act (ARPA)
The Sonoma County Medical Assoc & Alliance Health Care
Scholarship Fund
Marlene & Marty Stein°°
Stupski Foundation
The Thompson Family Foundation
The Betty Times Education Scholarship Fund°°
The Toth & Wheeler Fund
Roger Trinchero Family Foundation
Victor & Karen Trione°°
Susan & David Tunnell°
The Turley Family°
Utah Jazz Foundation
Michael & Janet Verlander°
The Village People Charitable Fund°°°°
The Harry & Jeanette Weinberg Foundation°
Jeremy & Heather Wenner
The Keith Wilde Scholarship Fund
Barbara Wornum°°
Dylan Young°, *in memory of Chris & Ken Young*
The Zambrano Foundation Fund
Anonymous (10)

LEAD PARTNERS



Heart of heffernan
Working Together . Inspiring Change . Improving Lives . Bridging Gaps



KROLL



MARIN
COMMUNITY
FOUNDATION

Thank you to the Buck Family Fund of the
Marin Community Foundation for over
40 years of partnership and investment.



Napa
Valley
Community
FOUNDATION



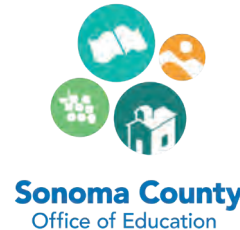
PENSERRA



PLUGANDPLAY
Foundation



SOBRATO
Philanthropies



WILSON SONSINI
FOUNDATION



10,000 DEGREES LEGACY SOCIETY

Spotlight on Estate Planned Giving

Kay & Mark Noguchi

Generous Supporters & Donors Since 2021



We believe that education is essential—it sparks curiosity about the world and fuels a desire to move things forward, as opposed to tearing things down. It's crucial in developing critical thinking skills: the power to question what you've been told and make your own choices.

"Charitable giving is a choice—and we choose to support 10,000 Degrees to give as many students as possible the opportunity for a leg-up, while pushing back against income inequality, especially in Marin County. Those who receive support often pay-it-forward, helping others as they were helped. That's how we begin to change our society: by showing that giving back—even just a little bit—can create lasting change.

"10,000 Degrees helps a wide range of students find what works best for them. Unlike many scholarships that focus solely on top academic performers, they provide guidance through a variety of options—including community college—so students can pursue a future that's grounded in both opportunity and informed choice. Getting an education isn't easy for many students, especially those from low-income backgrounds. We have deep admiration for these young people who don't just take the easy route—they persevere!"



LEAVE A LASTING 10,000 DEGREES LEGACY

No matter your financial situation or your future goals, you can transform the lives of Bay Area students from low-income backgrounds. 10,000 Degrees is excited to show you how. Get the estate planning resources you need on our website.

MONTHLY GIVING

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

ESTATE & LEGACY GIFTS

Create a legacy of opportunity! Name 10,000 Degrees in your estate plans.

MAKE A DONATION

Online at 10000degrees.org/donate or by check, every gift makes a difference in students' lives.

GREAT WAYS TO GIVE

Your donations truly make a difference—when you give, it makes a tangible impact on the students right in your community! Every gift matters!

[10000DEGREES.ORG/WAYSTOGIVE](https://10000degrees.org/waystogive)



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 a complete list of supporters, go to:
10000degrees.org/supporters
To become a donor, visit:
10000degrees.org/donate

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



CAROLINE SILVERSTEIN

Chief Development Officer
415.451.4016
csilverstein@10000degrees.org

A SMART INVESTMENT

AUDITED FINANCIALS FISCAL YEAR JULY 1, 2024 - JUNE 30, 2025

STATEMENT OF ACTIVITIES

REVENUES

	FISCAL YEAR ENDED	
	JUNE 30, 2025	JUNE 30, 2024
Individual Giving	6,186,067	3,609,361
Institutional Giving	9,334,309	14,437,446 ¹
Corporate Giving	3,144,971	
Special Events Revenue	1,162,154	1,201,947
Program Services	823,419	1,056,632
Other Income	748,700	835,748

TOTAL REVENUES	\$21,399,620	\$21,141,134
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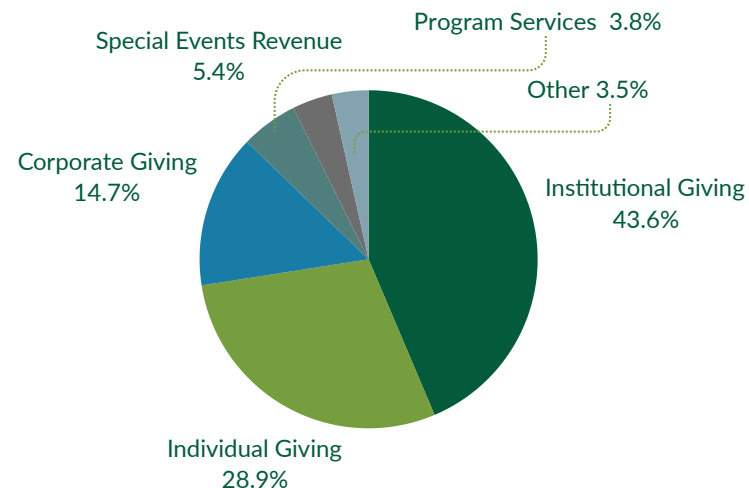
EXPENSES

Programs & Scholarships	14,739,869	15,251,237
Administrative	3,025,480	3,306,714
Fundraising/Development	2,516,236	2,603,572

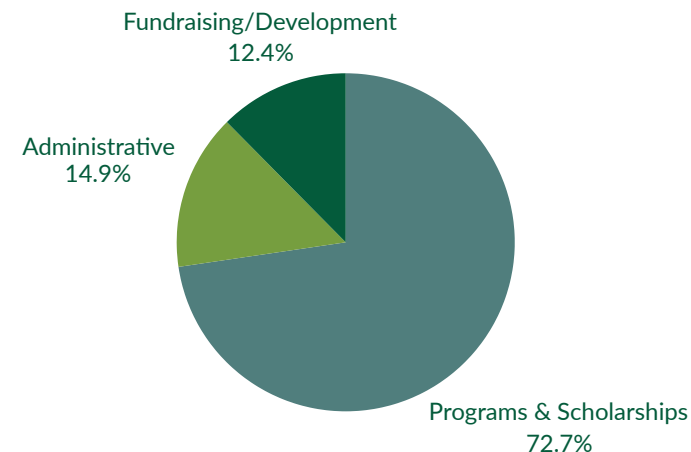
TOTAL EXPENSES	\$20,281,585	\$21,161,523
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INCREASE IN NET ASSETS	\$1,118,035	-\$20,389
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REVENUES



EXPENSES



¹ Includes multi-year grant funding; ² Corporate giving was combined with institutional giving in FY24

LEADERSHIP

10,000 Degrees Board of Directors 2024-2025

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Sheila Larsen, *Assistant Secretary*
Peg Pike, *Treasurer*
Monica Mehra, *Assistant Treasurer*

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Sandy Donnell
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Christine Leppones
Amanda Mallory
Oyeyinka Oyelaran
Ramona Polk
Mike Silva

Julian Solis
Tracy Solomon
Gabrielle Tierney
Manny Vieyra

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Steve Dacus
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Daniel Ha
Micki Hambro
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Kathryn "Kat" Filley
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*Joined 10,000 Degrees Leadership in FY26

+ In Loving Memory

Why 10,000 Degrees

The most efficient, effective college success model with an impact that scales. We impact more students, in more communities with outstanding graduation rates.

Local impact:

Moves the needle in your community

Wrap-around support:

Proven, holistic Unbound Opportunity Model delivered by near-peer mentors

Data-driven outcomes:

Track record of highest ROI & broadest community reach

Seasoned leadership:

Alumni leaders and mentors, and excellence in governance and management

Join Our Mission!

We envision a world where all students, regardless of race, ethnicity, or socioeconomic background will have the full range of educational opportunities, support, and resources to realize their full potential.

HAJRA YACOOBALI

San Francisco State University, 2025

College of Marin, 2023



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San Rafael, CA 94903
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