

F<sup>1</sup>IRST GRADUATE®



ANNUAL REPORT  
2018-19

## Letter from Terri Forman First Graduate Executive Director,

Dear Friends.

Organizations, like people, have phases and life cycles: infancy, toddler, youth, adolescence, young adult, maturity, and graceful senior. In FY2018-19, 18 years after our founding, First Graduate experienced some growing pains, not unlike many of the adolescents we work with.

As we transitioned into the new school year with fewer staff and a reduced budget, we focused on high impact outcomes for our students through high touch engagement, even though the touch points were less frequent. And, we put on hold some of our larger public facing events until we can add staff to manage them; we hope to bring these programs back in FY2020-21. As of June 1, after serving as Senior Director of Philanthropy and Marketing for eight years, I became Executive Director of First Graduate.

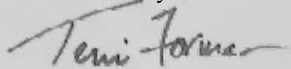
We have worked to strengthen our operations and have been brought into compliance with all city, state, and federal requirements for 501 c (3) organizations. We are fortunate to have pro bono legal counsel from Orrick, Herrington & Sutcliffe.

A few highlights from the year included launching a partnership with the University of San Francisco (USF) and SEO Scholars to host a 1st Generation College Summit at USF for more than 100 students and their parents. We also initiated a career exposure program for our middle students through a partnership with San Francisco's Department of Children, Youth, and Their Families. (Please see page 12 of this Annual Report for more highlights.) Additionally, we are thrilled to report we now have more than 100 alumni, who are working or in graduate school! We have recently added three new staff and three new board members—all first-generation college graduates and wonderful role models for our students!

We hope that, like our teens, we have come out of this phase stronger, re-committed to our mission, and with a growing board of directors, volunteers, donors, and staff eager to give our students the future they deserve.

We are grateful for your encouragement and support and look forward to continuing this exciting journey with you.

In community,



Terri Forman, MSOD, CFRE  
Executive Director

## TABLE OF CONTENTS

Letter from ED	2
FG Approach	3
Mission	4
Programs Overview	5
Programs Statistics	6
FG Schools Attending	7
Volunteer Program	8
FG Board of Directors	9
2018-19 Financials	10
2018-19 Donors	11
FG Impact	12
FG History	13

# 99%

of First Graduate seniors graduated from high school compared to 84% of all SFUSD seniors (between 2011 and 2017).

# 99%

of First Graduate students enroll into college immediately after graduating high school. Currently the national average is only 46%.

# 90%

of First Graduate students complete the required coursework to be eligible for California four-year public colleges. This is compared to the 60% of SFUSD students from the same category.

# 72%

of First Graduate students enrolled in four-year colleges and universities graduate within six years, compared to the 11% national average success rate.

## OUR APPROACH

### Academic Support

Each student receives free academic advising and/or homework help each year through both school-year and summer academic sessions.

### Family Engagement

We offer parent workshops in multiple languages that focus on applications to high school, college, and financial aid. Additionally, we work with parents on how best to support their children while they are on their way to build their college profile.

### Career Exploration

Our students participate in career panels and events, resume writing and networking workshops, and mock interviews to gain exposure to career opportunities available to degree holders.

### Mentoring

Students gain insight into college choices and professional careers from college educated volunteers. Younger First Graduate students connect with older students and benefit from peer mentoring.

### Coaching & Guidance

Our team tracks progress and works closely with students, families, mentors, teachers, and partner organizations to make sure that our students are successfully completing each step on the way to becoming college graduates.

### College Support

We communicate with students consistently to ensure they are persisting through college and connecting with resources on campus. We also help our college students find paid summer internships.

### School Counseling

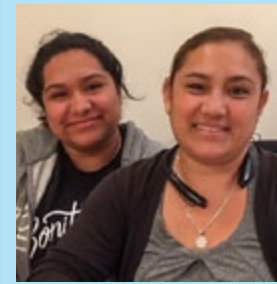
We help students with the rigorous high school application process, private school applications, and support their successful transition into 9th grade. We also provide intensive college counseling, standardized test preparation, college application planning, financial aid workshops for students and parents, access to summer enrichment programs, college visits, and help researching and finding college scholarships.



**First Graduate's mission is to help students become first generation college graduates ready to pursue careers that are meaningful to them.**

**First Graduate is a nonprofit in the heart of San Francisco's Mission neighborhood dedicated to supporting, empowering, and enabling first generation college students to graduate from college. First Graduate offers a 12-year free program starting with the recruitment of students in 6th grade. Offerings include homework and study support, test prep, school evaluation, university/college visits, scholarship and internship access, career exposure, financial aid, and application support.**

## **FG Parent Story**



**"I didn't think it was possible for my daughter to go to college; it's so expensive. Over time, I saw the academic and the financial help she**

**received from First Graduate. When she came home with the news that she was accepted to college, we were afraid that we could not afford to send her. The scholarships she received mean that she can go to the college she wants to attend. That wouldn't have happened without First Graduate.**

**I am happy that she will be the first to graduate and become a nurse or a doctor; the scholarships will help her get through school. She is a motivator for my son who is 9 years old; he says if she becomes a nurse or a doctor, then he wants to be a lawyer. Lupe has inspired him.**

**I am grateful for all the help that Lupe has received—the scholarships and the tutoring... I recommend First Graduate to families who dream of sending their children to college!"**

**~ Maria  
Mother of Lupe, FG College Student**



## PROGRAMS OVERVIEW | 512 FG STUDENTS

### Middle School | 113 Students

Middle school students focus on applying to high schools, learning about different careers accessible with a college degree, and thinking about what it means to be a college-bound student.

Throughout the year, students explore potential careers that they will be able to obtain with a college degree.

### High School | 168 Students

We coach our high school students to ensure their completion of college preparatory coursework to achieve CSU and UC eligibility. We also provide standardized test preparation, college application preparation, financial aid workshops and support, and access to summer enrichment opportunities and internships.

### College | 231 Students

We engage our college students in three key ways to ensure their college + career success: academic advising, accessing campus resources and career coaching.

We support our students to persist in college year after year, help them find summer internships, and support their general well-being while adjusting to the college environment.

# FG13 STATISTICS | 30 STUDENTS

(High school graduating class of 2019)

## 100%

of FG13 students matriculated to college or had postsecondary plans for the fall of 2019

## 83%

of seniors were accepted into at least one four-year college/university

## 61%

of FG13 students held a GPA of 3.0\* or higher cumulative, unweighted

## \$42,174

Average annual income for a family of four

## 20

was the average FG13 ACT score

## 13-28

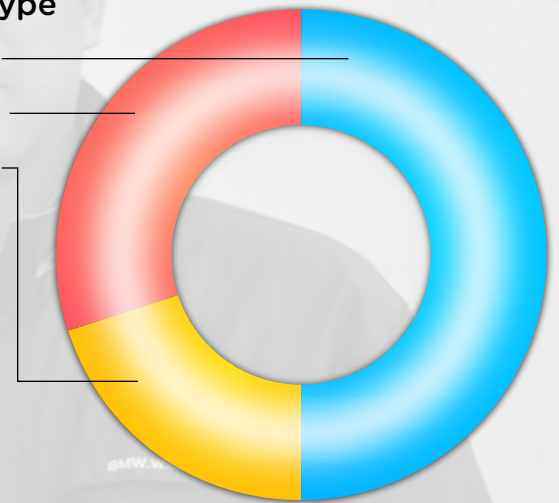
was the FG13 ACT score range

### High School Type

Public (50%)

Charter (30%)

Private (20%)



### College Matriculation

UC (26.7%)

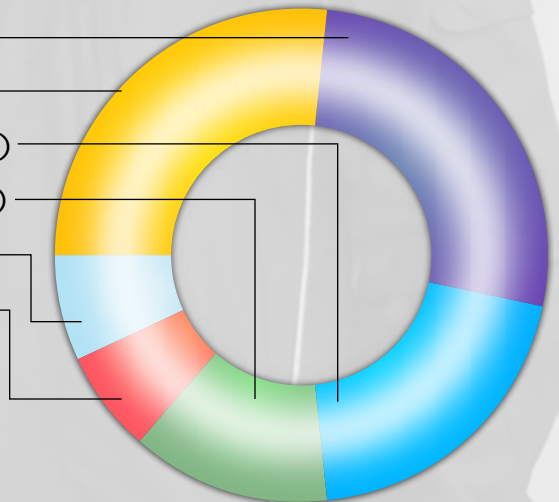
CSU (26.7%)

Pending (20%)

Private (13.2%)

2-Year (6.7%)

Other (6.7%)



## HIGH SCHOOLS ATTENDING

Balboa High School  
Bay Area Technology School  
Burton High School  
City Arts & Tech High School  
Deer Valley High School  
Galileo High School  
Gateway High School  
Immaculate Conception Academy  
International High School  
John O'Connell High School  
June Jordan High School  
KIPP San Francisco College Preparatory  
Leadership High School

Lick-Wilmerding High School  
Lincoln High School  
Lowell High School  
Mercy High School  
Mission High School  
Riordan High School  
Sacred Heart Cathedral Prep  
Ruth Asawa San Francisco School of The Arts  
Summit Shasta High School  
The Academy of Arts & Sciences  
Urban High School  
Wallenberg High School  
Washington High School

## COLLEGES ATTENDING

Air Force Academy  
Baylor University  
Berkeley City College  
California State University,  
Cal Poly Pomona  
California State University, Cal Poly SLO  
California State University, Chico  
California State University, East Bay  
California State University, Long Beach  
California State University, Northridge  
California State University, Sacramento  
California State University, San Francisco  
California State University, San Jose  
California State University, Sonoma  
California State University, Stanislaus  
Carnegie Mellon University  
Chabot Community College  
City College of San Francisco  
City College of San Francisco - ARMY  
City College of San Mateo  
Clark University  
Denison University  
George Washington University  
Georgetown University

Johns Hopkins University  
Kalamazoo College  
Los Medanos Community College  
Mills College  
New York University  
Ohio Wesleyan  
Simmons College  
Skyline Community College  
Smith College  
Sonoma State University  
United States Naval Academy  
University of California at Berkeley  
University of California at Davis  
University of California at Irvine  
University of California at Los Angeles  
University of California at Merced  
University of California at Riverside  
University of California at San Diego  
University of California at Santa Barbara  
University of California at Santa Cruz  
University of Portland  
University of San Francisco  
University of the Pacific  
Whittier College

## Regina's Story



"Hello, my name is Regina. I'm in the eighth grade at Everett Middle School, and I'm 13 years old. I joined First Graduate in sixth grade

because I wanted to be the first in my family to graduate from college. I also want somebody to help me, and guide me from middle school all the way through college, because it will be hard. And I want support and encouragement to say, "You can do this."

"First Graduate has helped me find summer programs, with school work, even with things at home. I would tell younger students to join because you'll have new experiences, open new ways of learning, and your life will be easier. I'll be going to high school at Immaculate Conception Academy in the fall. It's a new chapter to my story and I'll be more focused on my academics. My advice is that no matter what it takes to go for your dreams. But don't get too ahead of yourself and remember where you are right now. Thank you."

~ Regina, 9<sup>th</sup> Grader  
Speech from Cap & Gown 2019

# FG VOLUNTEER PROGRAM

Over 100+ dedicated volunteers come together each year to support First Graduate students on their path to college. Working side by side with First Graduate staff, our volunteers support our students the moment they become part of the First Graduate family. A First Graduate volunteer wears many hats; however, all are working towards the same goal—helping FG students become first generation college graduates. What connects them is their passion for a more equitable learning environment for San Francisco students.

## 2018-19 FG VOLUNTEER SNAPSHOT

412.5

TOTAL volunteer hours logged

190

volunteers supporting

\$7,883

TOTAL value of volunteer hours logged

69%

of FG volunteers participated in more than one event

58

FG students were supported by FG volunteers

\$36,915

donations made by FG volunteers in the last 6 months

## 2018-19 FG VOLUNTEER AWARDS



FG Volunteer of the Year: Dan Hardy

FG Volunteer Organization of the Year:

  
**accenture**

## Vicky's Story



"As a first generation college graduate, I realize the value of having a strong and knowledgeable support system. Having the right resources to help you navigate the college application process

and transition from high school to college can make a huge difference in your individual success. I experienced this firsthand having gone through the program myself. First Graduate is near and dear to my heart, and I want to play my part in giving back to this community by helping other first-generation students succeed...

...Don't hesitate to reach out to people who have helped you in the past, even if some time has passed since you last spoke with them. Whether it is me, FG advisors or volunteers, or previous teachers you had good relationships with, your community wants you to succeed and will help if you ask...

... This year is my third year in the Coach 3.0 program and I have continued as a coach because it is extremely rewarding to see a student's growth in their first year of college. From the time of our first meeting before college begins to the time my student take their last final of the first year, I get to share in my student's successes and concerns, see how their goals change, and learn about their passion. The highlight of my experience is when we get a chance to reflect at the end of the semester / quarter, and year so that my student can also see how much they've changed and grown."

~ Vicky Rosen  
FG Volunteer



## Board of Directors

### Founder

Ann-Eve Hazen  
*Hazen Enterprises*

### Board President

Daneshia Mead  
*McKinsey & Company*

### Board Vice President

Ryan Baum  
*Jump Associates*

### Finance Committee Chair

Hanish Rathod  
*Zendesk*

### Development Committee Chair

Neera Bhat  
*Accenture*

### Audit Chair

Siddharth R. Alexander  
*Wells Fargo*

### Program Committee Chair

Daniel Curme  
*Minerva Schools at KGI*

Marvell C. Allen  
*Millennium Career Advantage, LLC*

Mark Hamilton  
*Hamilton Zanze & Company*

Jenny Kao  
*University of California,  
Office of the President*

Jaime Najarro  
*The Bridgespan Group*

Tucker Serenbetz  
*KPMG*

John A. Spensieri  
*Retired Financial Advisor*

Stefan Zorn  
*Deloitte*

**Founding Board  
Member**  
Anaflor Graham

**Executive Director**  
Terri Forman

## Board Member Profile

**Marvell C. Allen** is Owner and Principal, of Millennium Career Advantage, LLC, a professional leadership development and coaching practice, started in 2010. Current and past clients have included Twitter, LinkedIn, Contra Costa County, The Bureau of Indian Affairs (U.S. Department of the Interior), Marin County, UC Davis, Marriott International, City of Mountain View, Kaiser Permanente, SanDisk, Watermark, the National Oceanic and Atmospheric Administration, The Federal Reserve Bank of San Francisco, and Genentech, to name a few.

Marvell is an expert at delivering executive, management, and staff development programs that support organizational objectives. Moreover, she has a solid track record as a training leader for dynamic organizations to resolve complex business issues. Marvell is known as a key strategic partner for senior executives and cross-functional teams to help achieve business imperatives.

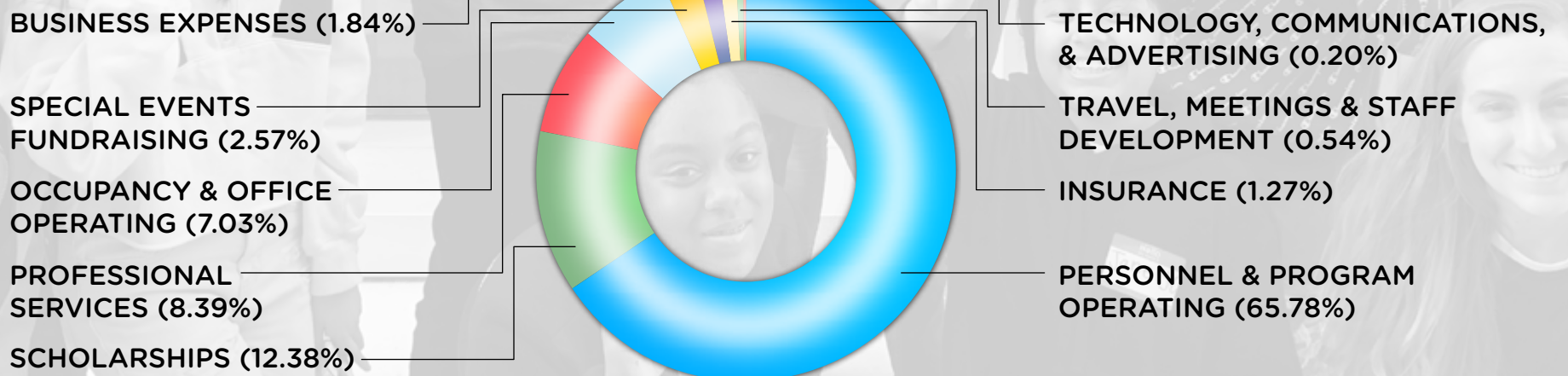
*“First Graduate is one of those organizations that gets into your heart and into your soul; and you decide, I want to be part of the success of these young people as they start off on their life.”*

# FINANCIALS

## REVENUE



## EXPENSES



## FG 2018-19 DONORS

Accenture	Dignity Health	John Inson & Barry Taylor	William Mitchel	Phanmaly Somsanith
Ismail Aiden	Dodge & Cox	Irene Ishihara-Rivas	Corinna Monzon	Steve Sperber
Juan Albanell	Investment Managers	Jump Associates	Robert J. Mulhern	Florian Spezza & John Knightly
Kim & Siddharth Alexander	Sandra & Ken Eggers	Jenny Kao	Guy Mullenbach	Seth & Jill Steinberg
Marvell Allen	Dennis B. Ellman	Sunil Kaul	Dan Naughton	Anderw Stoltzfus
Amazon Smile	Dana & Robert Emery Family	Wesley Kidder	James Newman	Sonja Strut
Amgen	Foundation	Susan Knowles	Nickel Family Fund	John C. & Chris Telischak
Hazel & Mark D. Anker	Ryan Enright	Becky Koch	Lukens Orthwein	Porter E. & Helenmae Thompson
Anonymous	Myla Fay	Randy Koss & Amy Payne	Alex Papson	Foundation
Sherry Archer	Josiane Chriqui Feigon	Nicole Kowalski &	Pamela Pasquan	Elizabeth Tish
Alexis Baird & Andres Paez	Michael Fitzhugh	Steven Dunphy	Jamie Patton	Joseph Toboni
Jennifer Peak Barker Family Fund	David Fleishhacker	Kevin & Robin Kramer	Gary S. Paul	Asha Toulmin
Maureen S. Barry	James Forbes	Jake Kring	Catherine A. Pazemenas	Lee Trampoline
Valerie Barth	David Fore	Nik Kumar	Tom & Susan Tsang Persons	Helen Tsai
Zachary Barulich & Derek	Hallie Forman	The Stanley S.	Liz Peters	Twitter
Jacobsen	Terri Forman	Langendorf Foundation	Eddie Pierce	Union Bank
The Barulich Family Foundation	Elizabeth Foster & Michael Harris	Barbara Lannin	Ed Pierce	Katherine Velleman
Ryan Baum	Fremont Group Foundation	Sally & Charles Lannin	Cecilia McGuire Placzek	Shelly Vernick
Tim Bergen	Scott Gates	Steve Lefkovitz	Jason Rand	Visa
Julia Berman	Genentech	Arlito Legaspi	Ranger Pipelines Inc	Susan Von Hermann
Neera Bhat	Dane R. Gillette & Patricia K.	Sammie Legaspi	Luba Rassouli	Dan & Regina Waldman
Krupal Bhatt	Ruth Gitlin	Jacqueline J. Legg Memorial Trust	Hanish Rathod	Katie Walsh
Branden E. Bickel	Lee Gotshall-Maxon	Abigail & Anthony Leonard	Barth Rhoades	Warriors Community Foundation
Mark Bregman	Susan & Lee Gotshall-Maxon	Jake Letson	Lynne Riesselman	Maggie Waung
Breslow Family Foundation	Anaflor & Paul Graham	Michelle Levin	Nicholas Robins &	Darryl Weatherspoon
Brooks Family Fund	Penelope Greenberg	Levy Family Foundation	Tracy Freedman	Amanda Weitman
Tim Bruss	Marsha & Ralph J. Guggenheim	Ellen Lewin	Vicky Rosen	Wells Fargo
Scott & Rachel Burger	Liz Halimah	LISNR	Joe Rouse	Matthew Whall
Ashlee Cabeal	Mark Hamilton & Lauri Paul	Anish Lohokare	Fran Rubenstein	Katherine Whitaker
Caerus Foundation	Hamilton Zanze & Co	Dave Luetger	Chris Russell	Elizabeth White
Kristina Campbell	Adam Handlos	Sean Luthy	Alex Sabharwal	Ed & Kris Willig
Kate Campbell	Matt Hannibal	Alexander & Bonnie Mackie	ErinBlythe Sanders	Kendall & Alex Wilson,
Jorge Castorena	Dan Hardy	Courtney Madowitz	Sue Sanders	The Stephen S. & Paula K. Smith
Ava Chang	Kristen Hardy	Angela Maestre	Catherine Sanger	Family Foundation
Athena Christodoulatos	Michael Harris	Dave Marsey	Phoebe Schenker	Danielle & Gary Wohl
William J. Clark	Sheri Harris	Mariam Martirosyan	Ann Schnuer	Woodward Family Foundation
Josh Cohen	Zoe Harris	Janet Matuszewski	Beau Schwab	Workday Foundation
Caitlin Cone	Sherri & Peter Harris	Craig & Lorraine Mautner	Brenda Senturia & Gary Cooper	Meredith Wright
Crescent Porter Hale Foundation	The Hartley Corporation	Daniel McLaughlin	Tucker Serenbetz	Jack Yusko
Dan Curme	Ann-Eve Hazen	Danesha & Winter Mead III	The Serenzbetz Family	Yusko Family Foundation
David Thomas Currie	Brandt Hazen	Joe Medwid	Foundation	Maxine & Jack Zarrow Family
Xi-Er Dang	Rosemary Heil	Lus Mendel	Eva Seto	Foundatoin
The Morris Dantzker Foundation	Julie Hendrickson	Kat Michie	Adam Shearer	Mimi Zhang
Gopa Dasari	Thomas Hendrickson	Millennium Career Advantage,	Dara Shulman	Zog Sports
Max Davidson	Edwin F. Houtkooper	LLC	Puja Singh	
Mario Diaz	Alana Howard-Swain	Lance Miller	Matthew Soisson	
Digital Arts Law		Aaron Miracle	Lidia Solares	

# FG 2018-19 HIGHLIGHTS

In partnership with the University of San Francisco and SEO Scholars, First Graduate hosted a 1st Generation College Summit at USF. More than 100 students and their parents visited the campus (for many, the first time on a college campus) and participated in a series of workshops.

Four college students lead a workshop at the Global Minded conference in Denver designed to “close the equity gap through education, entrepreneurship, employment and economic mobility to create a capable, diverse talent pipeline.”

We launched a partnership with San Francisco’s Department of Children, Youth, and Their Families focused on career exposure for middle school students. Some of the activities included: College Day, Career Day; a 1st generation speaker series; resume writing; mock interviews; and creating their own First Graduate roadmap. So far we have had nine college and career events.

We hosted the only All Access Admissions Fair in San Francisco for first generation college students. 150 students and their parents participated (including middle school students from partner organizations). Representatives from 23 colleges participated and three workshops helped students and parents learn more about the college application process, finding scholarships, and finding the right college fit.

For the first time, we counted and measured services provided to students not in the cohort; for example, we included college information in packets for all 6th graders at the two middle schools in which we are embedded; we included students and parents from community partners in our All Access Admissions Fair as we did for Exploring the Possibilities (workshop introducing students to different career professionals) which was open to our partner organizations and students from Leadership High School.

We also provided career coaching to Immigrants Rising Fellows.

## OUR HISTORY

Philanthropist Ann-Eve Hazen founded First Graduate (formerly b.a.y. fund) in November 2001. Her vision was to seed the creation of a San Francisco-based nonprofit organization dedicated to improving college access for low-income youth. She was soon joined by founding board member Anaflor Graham. Programming began in 2002 with 24 8th graders recruited from two middle schools. Our work is based on the premise that helping the first child of a family to graduate from college will result in exponential benefits for the family as a whole — both economically and by spawning a college-going tradition.

The challenge was great, but clear — to provide guidance for aspiring first-generation college graduates that would replicate the advantages enjoyed by students with college educated parents. In 2019, we enrolled our 19th class of rising seventh graders ready to begin the 12-year journey on the path to college graduation. Today, First Graduate coaches almost 500 students who are striving to attain a college degree.

## FG Staff

**Executive Director**  
Terri Forman

Marcel Glover  
Karina Gutierrez  
Katlin Kane  
Nelly Olivo-Luna  
Aileen Pagdanganan  
Ann Schnuer  
Mubeenah Shaikh  
Mark White Jr.  
Dave Yap

## FG Vision

**Our vision is to establish a college-going tradition for every family in San Francisco.**

## FG Values

**Our values drive our work, inform our organizational culture, and hold us accountable to our mission and the communities we serve:**

- ~ Student-Centered Approach
- ~ Long-View Perspective
- ~ Shared Ownership
- ~ Meaningful Relationships
- ~ Mindful Flexibility

# F<sup>1</sup>RST GRADUATE<sup>®</sup>

