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

www.firstgraduate.org
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 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
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

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<tr>
<th>Balboa High School</th>
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<td>John O’Connell High School</td>
<td>The Academy of Arts &amp; Sciences</td>
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<td>June Jordan High School</td>
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<td>KIPP San Francisco College Preparatory Leadership High School</td>
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<td>Washington High School</td>
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# Colleges Attending

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<td>Ohio Wesleyan</td>
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<td>Simmons College</td>
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<td>California State University, Long Beach</td>
<td>Skyline Community College</td>
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<td>California State University, Northridge</td>
<td>Smith College</td>
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<td>Sonoma State University</td>
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<td>California State University, San Francisco</td>
<td>United States Naval Academy</td>
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**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, 9th 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 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

INDIVIDUAL (14.96%)
CORPORATE (10.22%)
FOUNDATION (71.71%)
OTHER (3.10%)

EXPENSES

BUSINESS EXPENSES (1.84%)
SPECIAL EVENTS FUNDRAISING (2.57%)
OCCUPANCY & OFFICE OPERATING (7.03%)
PROFESSIONAL SERVICES (8.39%)
SCHOLARSHIPS (12.38%)
TECHNOLOGY, COMMUNICATIONS, & ADVERTISING (0.20%)
TRAVEL, MEETINGS & STAFF DEVELOPMENT (0.54%)
INSURANCE (1.27%)
PERSONNEL & PROGRAM OPERATING (65.78%)
FG 2018-19 DONORS

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