Our scholars are achieving lasting change.

The future is on the upswing.

ANNUAL REPORT
2018/2019
OUR STORY

ALUMNI ON THE UPSWING

DEFINING MOMENTS

A YEAR OF IMPACT

CAREER ADVANCEMENT

FUTURE FOCUSED

FINANCIALS

YOUR SUPPORT
For OMD Scholars, the future is promising.

Every day, OMD empowers community college students to envision new possibilities, new aspirations, and a new belief in their own abilities.

Through the guidance of mentorship, the motivation of community, and the security of layered support, OMD provides a pathway to opportunity that promises to deliver greater success for our scholars and greater strength for our city.

The impact of transformation is undeniable. To date, OMD’s work has more than doubled the graduation rate of community college students – a critical step in securing an upwardly mobile job.

Our scholars are achieving lasting change, and the future is on the upswing. You’re invited to join the ride.

Our Mission:

One Million Degrees provides tools, resources, and guidance that put community college students on an accelerated career path to economic mobility.

We firmly believe – and our results show – that a purposeful support system can create pathways of opportunity for community college students, their families, employers, and our region.
ALUMNI ON THE UPSWING
As an OMD alumnus and Fulbright Scholar, Edgar is making his mark in the technology field in Dubai.

Edgar studies material science at Khalifa University in the United Arab Emirates (UAE). His goal is to lead his startup IDEA 1.61 to success in Dubai by using technology to address global issues caused by plastic waste. Edgar's business idea earned him a spot as one of five finalists at the 2019 Youth Climate Summit at the United Nations in New York. He aims to give back opportunities just like he was given.

“I believe that this is like a chain reaction, where I get to help other people to realize their potential and motivate them to work on what they love.”
- Edgar Mejia

“OMD BELIEVES IN THE PEOPLE THEY ARE SUPPORTING - AND THAT MAKES A HUGE DIFFERENCE.”
Since joining the OMD community in 2015, Nadine and has overcome challenges time and time again, never shying away from the hard work it’s taken to achieve her dreams.

When a challenging history class threatened to slow her progress, she dug deeper and earned membership in Phi Theta Kappa Honor Society. When Nadine graduated from community college and needed a job, she interviewed tirelessly until she landed a great administrative role at Chicagoland Workforce Funder Alliance. Now, as a student at Northern Illinois University, she’s stepping up to the challenge of the Minority Access to Research Careers (MARC) program, a training program that prepares students to pursue a doctorate degree in biomedical sciences. Nadine will not quit!
THERE ARE MOMENTS IN OUR LIVES THAT TRANSFORM US.

Guide us. Define us. The moment a scholar chooses to partner with OMD is the moment they can define and expand their lives through new opportunities, greater success, and stronger support.
INTERACTIVE TIMELINE:

OMD is in the third year of an ongoing randomized controlled trial led by University of Chicago Poverty Lab. *This year, emerging results show that OMD support and intervention significantly impacts defining moments in a scholar’s journey.*

Click the circles below to see how OMD impacts defining moments on a student’s journey to a brighter future.

- **MOMENT 1**
  - **COLLEGE Vs. No College**
  - Facing a heavy course load, busy work schedule, and uncertainty about career goals

- **MOMENT 2**
  - **STAY IN SCHOOL Vs. Drop Out**
  - Needs guidance on how to navigate and considers taking fewer classes to lighten the load

- **MOMENT 3**
  - **FULL TIME Vs. Part Time**
  - Finds balance between school, work, and life that enables community college completion

- **College Graduate, Job, Bachelor’s Degree**
INTERACTIVE TIMELINE:

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Click each menu item below:

Previous / Next

Click the circles below to see how OMD impacts defining moments on a student’s journey to a brighter future.

23% MORE STUDENTS ENROLL IN COLLEGE IF THEY ARE IN OMD’S PIPELINE.

OMD’s recruitment process provides information, support, and follow up to high school seniors and graduates at multiple touch points.

High School Graduate

COLLEGE Vs. No College

MOMENT 1

Facing a heavy course load, busy work schedule, and uncertainty about career goals

STAY IN SCHOOL Vs. Drop Out

MOMENT 2

Needs guidance on how to navigate and considers taking fewer classes to lighten the load

FULL TIME Vs. Part Time

MOMENT 3

Finds balance between school, work, and life that enables community college completion

College Graduate, Job, Bachelor’s Degree

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MOMENT 1
High School Graduate

COLLEGE
Vs. No College

Facing a heavy course load, busy work schedule, and uncertainty about career goals.

MOMENT 2

STAY IN SCHOOL
Vs. Drop Out

Needs guidance on how to navigate and considers taking fewer classes to lighten the load.

MOMENT 3

FULL TIME
Vs. Part Time

OMD professional supports help scholars map their journey and stay on track to on-time completion.

47% MORE STUDENTS PERSIST FULL-TIME FROM FALL TO SPRING IF THEY ARE IN OMD.

OMD professional supports help scholars map their journey and stay on track to on-time completion.

Finds balance between school, work, and life that enables community college completion.

College Graduate, Job, Bachelor's Degree
A YEAR OF IMPACT
END OF YEAR REPORT:

One Million Degrees accelerates community college students' progress on career pathways to economic mobility.

“Since becoming part of OMD, I’ve joined a community of people who check in with me and support me. I’m proud of how far I’ve come for not only myself, but my entire family.”

CINDY ALVAREZ
Valedictorian, Kennedy-King College 2019

730 SCHOLARS SERVED
10 COMMUNITY COLLEGE PARTNERSHIPS
80 PARTICIPANTS IN LEARN-AND-EARN MODELS

65% Cumulative Graduation Rate
85% Retention (Graduated or Persisted in OMD for the full year)
72% Of scholars served are planning to transfer to a 4-year institution
2x OMD Scholars’ graduation rate is twice the state comparison

$5,498,700 Total revenue raised

729 Of scholars served are planning to transfer to a 4-year institution.
85% Retention (Graduated or Persisted in OMD for the full year)
65% Cumulative Graduation Rate
$5,498,700 Total revenue raised

PREVIOUS / NEXT

Click each menu item below:

01 OUR STORY
02 ALUMNI ON THE UPSWING
03 DEFINING MOMENTS
04 A YEAR OF IMPACT
05 CAREER ADVANCEMENT
06 FUTURE FOCUSED
07 FINANCIALS
08 YOUR SUPPORT

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Click each menu item below:
SCHOLAR PROGRAMMING

PERSONAL SUPPORTS

COACHING HOURS | VOLUNTEER COACHES
4,346 | 550+

OMD Coaches meet with their scholars on a monthly basis, providing personal and professional support over the year.

ACADEMIC SUPPORTS

TUTORING HOURS | AVERAGE HOURS OF TUTORING PER SCHOLAR (not all scholars require tutoring)
2,776 | 10

PROFESSIONAL SUPPORTS

HOURS OF INTERVIEW PREPARATION | RESUME HOURS
484 | 140

Employers who hired OMD Scholars and Alumni include: CDK Global, Chicago Sky, MAPSCorps, RUSH Medical Center, and Chicago Community Trust.

FINANCIAL SUPPORTS

TOTAL PERFORMANCE-BASED STIPENDS, TUITION ASSISTANCE, AND ACADEMIC ENRICHMENT GRANTS
$680K
ODM COACHES

Based on 2019 Coach Mid-Year Survey

95% Would recommend OMD Coaching to a friend

97% Of coaches report feeling supported by OMD staff

65% Of coaches plan to return as coaches next year

500+ Coaches that are supporting scholars of OMD

150+ OMD’s 500 coaches work at more than 150 companies and organizations across Chicagoland

"We really have connected through doing things that allow us to talk in different settings. We have great discussions during these activities and really work through challenges together."
The goal of OMD’s holistic program support is to prepare participants for upward career trajectories by helping them discover and develop new possibilities, new aspirations, and a new belief in their own capabilities. Our primary goal is to support scholars in completing community college, but we recognize that investing in “learn and earn” models yields great returns for community college students.
This year, OMD supported 80 participants in learn and earn models, including 60 apprentices who attend community college full-time at Harold Washington College while working at Aon and 20 who are enrolled in the Medical Assistant Pathways Program (MAPP), a partnership with four local hospitals and Malcolm X College.
“When I run into leaders in student government and some of our best leaders now and into the future, they are often OMD Scholars. What you’re providing for them in terms of stability, network, relationships, and confidence is spilling over to the entire community at CCC. We are very grateful.”

JUAN SALGADO
Chancellor of City Colleges of Chicago
My company supports OMD as a program partner for an important initiative to help more young Chicagoans achieve a living wage by their mid-20’s. We’ve been really pleased with the partnership, but I decided to become a volunteer coach because I personally am so motivated by the energy and drive of the scholars I’ve met. I’m receiving as much or more benefit out of being a coach as I am giving in return.”

DEBBIE KOBAK
OMD corporate partner turned OMD Coach

No matter how you get involved with One Million Degrees, you’ll be changing a life.”

JESSIE ESSMAN
OMD Coach
I never thought of graduating from college. Fortunately for me, I was surrounded by such a brilliant task force at OMD that would not stop helping me flourish.”

MICHAEL NDICHUCK
OMD Alumnus

Knowing that we were able to play even a small role in the scholar’s success is the kind of reward that is difficult to describe... no matter what else I’m able to do in life, I doubt that anything will deliver the same kind of satisfaction that OMD has provided.”

MICHAEL GOLDEN
OMD Founding Board Member
## Revenues & Gains

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contribution &amp; Grants</td>
<td>4,468,689</td>
<td>2,965,165</td>
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<tr>
<td>Special Events Revenue</td>
<td>696,637</td>
<td>818,062</td>
</tr>
<tr>
<td>Less: Direct Cost of Special Events</td>
<td>(313,996)</td>
<td>(266,509)</td>
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<tr>
<td>Student Attrition - Unused Awards</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Donated Facilities, Goods, and Services</td>
<td>190,930</td>
<td>246,764</td>
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<tr>
<td>Other Revenue</td>
<td>2,626</td>
<td>5,357</td>
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<tr>
<td>Investment Earnings</td>
<td>62,432</td>
<td>3,974</td>
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<tr>
<td>Total Revenues and Gains</td>
<td>5,107,318</td>
<td>3,772,813</td>
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<tr>
<td>Released from Restrictions</td>
<td>986,049</td>
<td>876,199</td>
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<tr>
<td><strong>Total Revenues and Gains and Other Support</strong></td>
<td><strong>5,107,318</strong></td>
<td><strong>3,772,813</strong></td>
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</tbody>
</table>

## Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>2019</th>
<th>2018</th>
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</thead>
<tbody>
<tr>
<td>Tuition and Stipends</td>
<td>548,679</td>
<td>610,310</td>
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<tr>
<td>Student Development</td>
<td>175,573</td>
<td>181,481</td>
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<tr>
<td>Research and Evaluation</td>
<td>-</td>
<td>10,121</td>
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<tr>
<td>Other Program Related</td>
<td>1,887,173</td>
<td>1,819,997</td>
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<tr>
<td><strong>Total Program Services</strong></td>
<td>2,611,425</td>
<td>2,621,909</td>
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<tr>
<td>Management and General</td>
<td>484,050</td>
<td>285,562</td>
</tr>
<tr>
<td>Fundraising</td>
<td>466,729</td>
<td>540,170</td>
</tr>
<tr>
<td><strong>Total Supporting Services</strong></td>
<td>950,779</td>
<td>825,732</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>3,562,204</strong></td>
<td><strong>3,447,641</strong></td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>1,545,114</td>
<td>325,172</td>
</tr>
</tbody>
</table>
YOUR SUPPORT
YOUR SUPPORT DRAWS NEW DONORS AND SUPPORTERS INTO THE NARRATIVE.

$100,000+
Anonymous
Deanna Berman and Mark Stone
Caerus Foundation
Housing Authority of Cook County (HACC)
Illinois Community College Board
JPMorgan Chase
Robert R. McCormick Foundation
The Kresge Foundation
The Reva & David Logan Foundation
YOUR SUPPORT

$40,000-99,999
Anonymous
A Better Chicago
Aon Corporation
Chicago Blackhawks Foundation
Civic Consulting Alliance
Chicagoland Workforce Funder Alliance
CME Group Foundation
The Crown Family
ECMC Foundation
Finnegan Family Foundation
Rose Lizarraga and Dave Scherer
Fifth Third Bank
Michael Reese Health Trust
Paul M. Angell Family Foundation
Polk Bros. Foundation
Kim and George Ruhana
The Mayer & Morris Kaplan Family Foundation

Brinson Foundation
CDK Global
Chicago Housing Authority
CME Group Community Foundation
Enova International, Inc.
michelle and michael episcope
Fogelson Family Foundation
GCM Grosvenor
Grainger
Healthcare Information and Management Systems Society (HIMSS)
MillerCoors
OSA Foundation
Pritzker Traubert Foundation
Siragusa Family Foundation
The Rundgren Foundation
Nasrin and Mark Thierer
Wintrust
Andy Wong

Melissa and Alan Bean
BlackRock
Breakthru Beverage Group
CDK Global
Clayco
Karen and Brian Cohn
Deloitte
Craig Freedman
GEM Realty Capital, Inc.
Josephine and Alexi Giannoulis
Deb and John Gross
Caroline Grossinger
Hackberry Endowment Partners
Metropolitan Capital Bank & Trust
Jeanne M. and John W. Rowe
Rush University Medical Center
Emily Sachs-Wong
Kyle Seymour
Southern Glazers Wine and Spirits of Illinois

$20,000-39,999
Allstate Insurance
Anonymous
Apprenticeship 2020

Abbey Family Fund
Accenture
Bonnie and John Atkinson

$10,000-19,999

## YOUR SUPPORT

### $5,000-9,999
- Advanced Resources
- Anonymous (2)
- Christine and William Barry
- Ed Benford
- BlueCross BlueShield of Illinois
- Cogent Strategic Wealth
- Cari and Jim Coleman
- Lori and Dean Crutchfield
- Dow Jones Foundation
- Lisa and Bryan Ehrhart
- Stacia and Andrew Feinberg
- Gerald Freedman
- Freedman Seating Company
- Charles Garrido and Jason Mark Roberts
- Michelle and Bruce Hawver
- Huntington National Bank
- Joseph and Bessie Feinberg Foundation
- Carolyn and Dan Kirk
- Lisa Kueng and Tony Green
- Peter Lapietra
- Mesirow Financial
- New Frontiers Foundation
- Oasis Financial
- Amy O'Donnell
- Shawna and Tom Peterson
- Plante Moran
- PricewaterhouseCoopers (PWC)
- Laurie and Scott Rose
- Kelly and Michael Small
- The Marketing Store
- Union Pacific
- Amy and Jim Velco
- Carrie Weaver
- Sofia and Peter Westmeyer
- Barbara and Steve Wolf

### $2,500-4,999
- Anonymous
- Stephen Bonner
- Lindsay Chenault and Reid Bolton
- Jean Choi and Peter Zaldivar
- Marilyn and Terry Diamond
- Rose and Bob Fealy
- Eric Gorman
- Karen Haworth
- Helen and James Keledjian
- Cate and Tom Kinder
- Tina Kourasis and Nick Pavlidis
- Barb LaPetina
- Kelly and John Lawrence
- Jackie Luthringshausen
- M. R. Bauer Foundation
- Jill and Richard Marisie
- Modestus Bauer Foundation
- Thania Panopoulos
- Pathway to Living, LLC
- Richard K. and Shirley S. Hemingway Foundation
- Kate Roin and Michael Friedman
- Michael Rosengarden
- Lea Sharpe
- Shea Soucie and Chris Henger
- Bill Stavrou
- Mary-Lisa Sullivan
- Swanda and Brent Tollison
- Ester Viti and Brian Popoff

### $1,000-2,499
- Robert Adducci
YOUR SUPPORT

Bank of America
Danny Barnett
Charles Bernard
Lori and Ted Bernstein
Doug Bouton
Beth and Paul Brooks
Amy and Paul Bryant
Anne and Morgan Carroll
Nichole and Aaron Charfoos
Jessica Chu and Nate Wong
Dana Cohen
Tia and Thomas Cripps
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Martha and Bill Forsyth
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Christy Harris
Michelle and Corey Harris
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Virginia Kim and Chris Comerford
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Melissa Laughlin
Reva Minkoff Lyttle and Derek Lyttle
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Barbara and Rick Melcher
Deidra Merriwether
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Jeremy Murden
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Jennifer and Mark Nolden
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Julia and Jeff Poole
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Barbara Ray
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Michael Roberts
Kari and Patrick Rule
Jared Schenk
Liz and Tom Sherwood
Dick Simpson
Joseph Skarda
Michael St. John
Kim and Matthew Stauber
The Harold and Marilyn Melcher Foundation
Miller and Byron Vance
Ventas
Paula and Bob White
Kate and Phillip Wilson
Vicki and John Winter
Zebra Technologies
$500-999

Alliance Bernstein
Anonymous
David Baldwin
Libby and John Batcha
Susan Berman and Ray Cahnman
Sarah Bermingham
Miriam Bernstein
Monica Bhatt
John Bistolfo
Bright Funds Foundation
Ethna Byrne
C.H. Robinson
Margaret and James Carpenter
Joan Christopher
CNA
Isaiah Davis
Frederick Dearborn
Evelyn Diaz
Brian Duggan
Rami and Dale Fakhouri
James Feeley
Katie and Morgan Freeman

Kay and Zachary Grossman
Chris Gunn
Alison and John Hartline
Veronica Herrero and Erik Hesler
Jay Jarvie
Omofo Jituboh
MaryKay and Jeff Johnson
Inas Kaku and Paul Carty
Maggie Keen
Brent Krambeck
Laudi Vidni, LLC
Missy Lavender
Bradley Lee
Allison and Andrew Lipsman
Wendy and William Lipsman
Chad Lottes
Brian Mansfield
Marianne Markowitz
Mary Beth Marsh
Judy Marwick
Michaela McGill and Andrew Beideman
Ian McIntosh
myCNAjobs

Rob Nardick
Jonathan and Kimberly Newbury
Bridget O’Keefe
Rachael Olson
Kathleen and Gerald Ponder
Paige Ponder and Zachary Freeman
Denise Poole
Amy and Edward Poropat
Nora Preece
Claudia and Mark Richman
Brooke and Christopher Roark
Bettylu and Paul Saltzman
Onnie and Steve Scheyer
Elissa Scrafano and Tim Sullivan
Scott Shallenbarger
Sharon and Earle Lambert
Evette Simon
Robert Solem
Stan Solowski
Rebecca and Patrick Spence
Anita Testa
Lauren Thanasouras
The Allstate Foundation

Lung-Chieh Tuan-Mu
Jalen Walker
Mandy Zaransky-Hurst and Matt Hurst
YOUR SUPPORT

$250-499
Maya Bach
Carmelo Barbaro
John Barsella
Bill and Melinda Gates Foundation
Dana Bolton
Francisca Brown
Monica Cason
Sandy Chambers
Megan Estrada
Lili Ferguson
Laura and Ward P. Feste
Davida Finkle
Claudia Fracchiolla
Neha Gill
Edi Grgeta
Tais Gusmao
Kelly Hallberg
Sandra Hernandez
A.J. Holzer
Sadie Jefferson and John David Jefferson
Kevin Johnson
Steve Keleman
Elizabeth Kieff and Tom Levinson
Allison Leverenz
Rita and Kenneth Lewis
Michelle Mada
Miranda Mandel
Dan Margulies
Matthews Asia
Alicia and Aaron Oberman
Caroline O’Donnell and Matt McCarthy
Victor Orler
Egon Ozer
Anisha Patel
Lindsey Phelps
Ann Randall
Sheryl Regester
Corey Richardson
Jaimie Robinson
Danny Rosenthal
Elizabeth Sacks
Adriana Sarni
Jacquelyn and Richard Schnidman
Doug Scott
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Tom Shaer
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Elizabeth Slawin
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Joe Wolfe