Dear Making Waves Community,

Over the past few months, Wave-Makers returned to their college campuses across the country. They unpacked and set up their dorm rooms, reunited with friends in the dining hall, and connected with professors in their lecture halls and seminars. For many of our freshman and sophomore Wave-Makers, they stepped foot into classrooms on their college campus for the very first time. What a powerful moment for a generation of students whose journeys to college and college graduation have been disrupted by the pandemic.

When we think about this past year, we are holding two truths in balance. First, the challenges of the pandemic continued to impact our students on their path to college success. Nationally, in a normal year, only 21% of low-income, first-generation students and only 45% of students from all socioeconomic backgrounds obtain a bachelor’s degree within six years. Wave-Makers are battling the odds. And yet, the second truth is that last spring our first class of Making Waves Academy college students reached their 6th year in college and 47% graduated, defying the odds.

We recently asked our college students to reflect on their experience with Making Waves as they navigated a particularly challenging year, and we were struck by one student’s reflection: “My coach supported me through an extremely challenging period in my life. She breathed hope and aspiration into me, helped me realize my purpose and coached me on moving forward, highlighted my accomplishments and worked with me on areas of growth. I am truly thankful for her. A match made in Heaven.”

We are inspired by this hope and aspiration. At Making Waves, we have a fundamental belief that we can expand educational equity, that when we see a challenge, we should rise to it with optimism and courage, and that we can think big, set ambitious goals, and achieve results. This is the spirit that drives our Wave-Makers, our team, and Making Waves. As you read this Impact Report, you’ll see this reflected in so many areas of our work.

We have big hopes and aspirations for ensuring that first-generation students across Contra Costa County can graduate college, with minimal debt, and set up for career success — and you make this possible. Thank you for all that you do to support Wave-Makers.

Patrick O’Donnell
CEO

Melissa Fries
Executive Director
**Impact Report**

**Class of 2021**
- 109 College Graduates
- 68 UC Grads
- 27 Cal State Grads
- 11 Private or Out-of-State Institution Grads
- 3 Community College/Certificate Grads

**Average CAP Student GPA**
- 3.24

**Student Retention Rate**
- 72%

**First-Generation College Student**
- 86%

**Average Estimated Loans Per Year**
- $1,075

**Able to Borrow Less Than $5,000 in Loans Per Year**
- 90%

**Top 10 in Attendance**
- UC Berkeley
- UC Davis
- CSU San Francisco
- UC Merced
- CSU Sacramento
- CSU East Bay
- CSU San Jose
- Contra Costa College
- UC Santa Cruz
- UCLA

**Wave-Maker Ethnicity**
- Hispanic or Latinx
- Black or African-American
- Asian (other than Southeast Asian)
- Southeast Asian
- Other

**Wave-Maker Gender**
- Female
- Male
- Non-Binary
- Prefer not to say
- Prefer to Self-Describe

*Data sourced through October 2021 census*
"At first college felt like trying to find your way through a maze, but when I reached out to the CAP team, they were lights that guided the way. I’m grateful for Ms. Fries for her encouragement, Ms. Tripp for listening and offering insightful advice, and Mrs. Chavez for always being supportive. They are an incredible team. After graduation, I’ll move to Los Angeles to start a PhD program in Chemical and Environmental Engineering at UC Riverside. I can’t wait for the next chapter!"

EVA O., BOSTON COLLEGE, B.A., BIOLOGY AND EDUCATION

"...I would like to appreciate my family and all the people who have supported me and believed in me throughout my journey. I wouldn’t be where I am today if it wasn’t for all the support they have given me. After graduation, I will be starting a new job and will now be a preschool teacher for two years. I am excited to be working in my field and starting a new chapter in my life!"

SONIA G., SAN FRANCISCO STATE UNIVERSITY, B.A., CHILD AND ADOLESCENT DEVELOPMENT

"I would like to acknowledge my girlfriend and daughter for always being my biggest supporters and motivators. I plan on getting into legal work."

JOHN C., SAN FRANCISCO STATE UNIVERSITY, B.A., POLITICAL SCIENCE

"I am really thankful for UC Berkeley for an eye-opening journey, helping me discover the beauty of data and my aspiration to bring it to more psychological research. I am thankful for Wave Makers of Berkeley for continuing to build up our large community of 100+ Wave Makers, and it was my pleasure to be part of the team. This upcoming fall I will be joining the University of Michigan as a lab manager, where I will continue to work on research projects and prepare for my PhD in Psychology in the near future!"

YUYANG Z., UC BERKELEY, B.A., PSYCHOLOGY AND DATA SCIENCE
Building Connections and Community Through the *I Am a Wave-Maker Conference*

At this year’s conference, we held 15 workshops and presentations that were facilitated by our very own alumni, current students, and staff members, with a variety of topics, including: financial literacy, self-care and identity, building connections and community, mentorship, and college, graduate school and career resources.

- **Healthy Debt**: basic terms and concepts that set the foundation of how debt and credit work.
- **Mindful of Self**: strategies to practice mindfulness and self-awareness, including a review of how to develop your own Wellness Recovery Action Plan.
- **First-Gen Students of Color Pursuing a Graduate Degree**: resources for applying to graduate school and the various resources available, especially for first-gen students of color.
- **Pebbles**: the significance of connections and how they open opportunities for leadership in unexpected ways.
- **Identity as Wellness**: discussion on affirmation of identities (as people of color), safety, connection, mental wellness, physical health, and maintaining relationships.
- **Building a Community of CAP Students in College**: ways to build community and navigate college as new students, as well as a blueprint in starting and managing a campus organization.
- **Mock Interview Hours**: gaining feedback and advice on enhancing your interview skills.
- **Culture & Connections**: developing a social justice framework to help you define who you are and the communities you live in.
- **The Meaning of Mentorship**: make the most out of your connections through meaningful mentorship and the impact that these relationships will have on your life.
- **Getting a Career Out of It**: drawing on your CAP Network, learning from fellow Wave-Makers on how to utilize your network, and information on career options, graduate school, and more.
- **A Toolbox with College Hacks**: new hacks to navigating college and developing a routine that works for you.
- **Interviewing for the Job You Want**: resources for discovering new ways to market yourself.
Making Waves in Pittsburg, California

The Problem
Only 14% of low-income students in Contra Costa County graduate from college, a reality that disproportionately impacts students of color. Like their peers across the country, the students who do graduate are often burdened with debt and struggle to start their careers.

High schools in under resourced communities in Contra Costa often lack the infrastructure and capacity to support students to get to and through college. While a local problem, it is reflective of a national crisis.

Making Waves’ Expansion To Reach More Students Begins
Over the past 30 years, we have developed a unique expertise and skillset. Supporting students on a successful journey from 5th grade through early career, providing students a trifecta of:

- **Academic and social-emotional preparation, which drives high college enrollment**
- **Scholarship and financial literacy support**
- **Professional coaching**

In December 2020, Making Waves Foundation partnered with the Pittsburg Unified School District to increase college attendance and graduation for students at Pittsburg High School (PHS). Making Waves Foundation staff member, Dr. Kristina Wright is leading this 2-year pilot partnership, working closely with the college counseling team at PHS. Making Waves is delivering college-readiness workshops to juniors and seniors and providing up to 50 PHS seniors the opportunity to receive scholarships and coaching through college. This is the first of many partnerships with local charter and district schools.

Read more about our work at Pittsburg High School here.

Working in Pittsburg, Dr. Wright says, “It’s been special to be able to share my own experience with these students— with being first-generation, not really understanding the process for college, even dealing with the reality of leaving your family.” Dr. Wright sees this work as an important reminder: “There are so many deserving students through all of these different districts—in Pittsburg Unified, in West Contra Costa. That’s why this partnership with Pittsburg has been so meaningful, because they’re all deserving of an opportunity. We have to find ways to reach them and support them, because they’re all amazing, and they’re going to do really great things in the future.”
## Colleges and Universities

Making Waves Foundation supports nearly 600 students enrolled in colleges and universities across the country.

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Meet a Wave-Maker: Daniel Shaw

What really matters to you and why?
The most important thing to me is to reach my potential, whatever that may be. Everyone is born with unique gifts that allow them to contribute to the world. While there will always be hurdles and the bar for success will always be raised, my singular goal is to maximize the gifts that I have been born with and use them to be the best father, son, worker, and human that I can be.

How do you support yourself to overcome adversity?
First, I always believe that I belong. It is that belief that allows me to see adversity as a blip in the road and not a sign of inadequacy. If I know that I am supposed to be there, adversity becomes something for me to solve, not a larger implication of my character or my worth. Second, I take full responsibility for the situation. The outcome may not always be in my control, but by embracing the situation I am taking control of it and not allowing others to dictate what it will become. Third, I lean on people I trust to provide an outlet to get things off my chest. I spend 15 minutes to vent, and then go back to being my best self and getting things done.

How do you think your life would have been different without Making Waves?
The biggest thing I got from Making Waves was the ability to be around people who looked like me and were focused like me. My family stressed education and always made me feel that success was the plan for my life. However, in many cases once I went out the door, the environment did not reinforce the messages I received from my family. Every day I went to Making Waves I was around people who had the same expectation for education and success that I had for myself. It was that support that made learning easier, as I did not have to make an excuse for wanting to get good grades.

What advice do you have for rising Wave-Makers?
Expect to be successful. Every day you wake up, expect that you are going to ace that test, have the answer when called upon in class, and get into the school that you want to attend. The surprise to you should be when you get a grade that is not ideal. If you wake up each day thinking you have a chance to be your best, then that is exactly what you are going to be.

Excerpt from the Wave-Makers Recycling Their Success book here.
CAP College Success Institute shares best practices and strategies that help increase the college graduation rate of low-income and first-generation students.

The following are excerpts from the 2020-21 CAP College Success Institute Series:

IMPACT OF THE COVID-19 CRISIS

“Plan, plan, plan. Students need to map out a four-to-five-year plan on how they will pay for college.”
TIM RANZETTA, CO-FOUNDER OF NEXT GEN PERSONAL FINANCE

“Our students are experiencing trauma as they’re experiencing food insecurity, homelessness, and housing insecurity, and then our staff are experiencing vicarious trauma as they’re supporting our students as best as they can.”
DR. RASHIDA CRUTCHFIELD, ASSOCIATE PROFESSOR OF SOCIAL WORK AT CSU LONG BEACH

“With coaching, of course we focus on the student experience, but coaching is a partnership that in the best-case scenario really transforms both the coach and the student.”
MAY MELEHAN, DIRECTOR OF COACHING SERVICES, MAKING WAVES FOUNDATION

“COVID-19 was especially disruptive to college students who were displaced mid-semester and lost earnings from campus jobs and summer internships that were rescinded.”
THERESA ATTA IFOGAH, SENIOR DIRECTOR, COMMUNITY IMPACT & PARTNERSHIPS AT MANAGEMENT LEADERSHIP FOR TOMORROW

Visit CAP’s College Success Institute at making-waves.org to read the series collection of 18 original articles and coverage of our spring event with Dr. Anthony Abraham Jack – The Glaring Disparities that Elite Colleges Miss: A Discussion with Dr. Anthony Jack.
When Jose C. (pictured above) was in the 4th grade and his mother brought him to an interview to join the Making Waves Education Program, he didn’t realize it would change his trajectory for the next 12 plus years.

“As a kid I wasn’t grasping the scope of it. I just knew that it was a great opportunity for me and my family. I didn’t know this program would change my family’s life. I’m forever grateful,” says Jose.

Jose was part of the ‘5th Wave’ of students who participated in the after-school program that has now grown into Making Waves Academy, a public charter school serving 5th through 12th graders, and Making Waves Foundation’s college success program, known as CAP.

Upon graduating from high school, Jose received continued support from Making Waves through a scholarship and coaching for college. Now, he has a bachelor’s degree in business from the University of California, Merced, and works as an Emergency Medical Technical (EMT) and volunteer firefighter in the Bay Area.

Though he started his career in sales, Jose was drawn to complete EMT courses at the City College of San Francisco and start new jobs in healthcare and firefighting—all amidst a global pandemic and in a state with record-breaking wildfires occurring more and more often.

“I don’t consider it work because I like it so much,” says Jose, who plans to become certified as a paramedic next. “When people call 911 it’s because they need help. When you arrive on scene, you are often seeing people on their worst day. It doesn’t hurt to be nice, to always be respectful and always be empathetic, to be the best patient advocate you can be.”

Eliminating Unjust Barriers

Yessenia Q. (pictured below) was part of the ‘11th Wave’ of students in the then Making Waves Education Program after her parents enrolled her and her sister Marlin. Yessenia is now in graduate school at the University of California, San Francisco, studying to become a pediatric nurse practitioner while Marlin is a high school counselor in San Diego.

“In high school, a 5.5-mile bridge separated my life between two different worlds. During the day, I attended a private high school in Marin County where wealth surfaced the city. At night, the sound of fireworks and gunshots were an undistinguishable noise in Richmond. I became curious to explore the wide range of inequalities in both worlds I lived in,” says Yessenia, who also recalls the significance of reading a set of guiding principles called the Wave-Maker Affirmation.

“I looked at it again while I was in college and I was like, ‘this is so true.’ They just really wanted you to succeed, and I always have that in the back of my mind,” she says.

With continued financial support along with coaching from Making Waves, Yessenia went on to earn her bachelor’s degree from Pitzer College. “I fostered the gift and power of language as I learned to describe and identify the overarching structures and institutions that contributed to my family’s and community’s financial struggles, health issues, and the widespread racism encountered. This was an invaluable skill as I continued to wrangle with my identity in predominantly wealthy and white institutions,” says Yessenia, who will focus her career in healthcare on eliminating unjust barriers.
in health and education systems.

**Adjusting Patient Care in Real-Time**

Part of the ‘7th Wave’ of students in the then Making Waves Education Program, Carol T. (pictured above, left) became interested in the combination of the sciences and human rights at an early age.

“While I was born in the U.S., I grew up bilingual and learned about my family’s harrowing experiences as Vietnam War boat refugees and the lack of health care in developing Southeast Asian countries,” she shares. “Growing up in Richmond, I also saw the consequences of social inequities on minority health in my community, such as gun violence and high rates of chronic diseases.”

Carol’s interest quickly grew into passion. She is now a first-year internal medicine resident physician at Highland Hospital in Oakland after earning her bachelor’s degree at Harvard University and Doctor of Medicine degree at the University of California, San Francisco.

“Making Waves prepared me for college and medical school. The mentorship and resources fostered my academic potential, and the supportive community encouraged and inspired me, and made me proud of the community I come from,” she says. When it comes to the constantly evolving challenges of the pandemic, Carol says her experiences prepared her for quickly assessing new data and effectively adjusting patient care in real-time. “It was heartbreaking to watch several of my patients, who had not been vaccinated as a result of misinformation, die from COVID despite getting all available interventions,” she shares. “I am proud of the times that patients went on to get the vaccine after I counseled them on its importance and safety data.”

Looking towards the future, Carol is eager to start an advanced residency next year at UCSF to become a diagnostic radiologist, while continuing to recycle her success. “I am passionate about mentoring younger Wave-Makers, first-generation to college, and other underrepresented minorities to pursue STEM and medicine,” she says.

**Being the One to Help**

In reflecting on his career in healthcare, Jose recalls a story of when emergency responders came to care for him when he was only a few years old and was suffering a febrile seizure.

“They were there for me, now I can be there for somewhere else. You’ve got someone’s life in your hands. That’s a huge responsibility but it’s also a big cross to bear to know someone has to do it. I want to be the one to help. It’s one of the most direct ways I can give back,” says Jose. He credits his determination and adaptability to experiences such as meeting people from different backgrounds and gaining new skills during college.

Jose served in a leadership role as vice president of finance for his fraternity at UC Merced, where his sister, Marcela, who participates in Making Waves Foundation’s college success program, is now a second-year student.

“Going to college and being in leadership positions really grew my self-confidence. I was lacking confidence at that time so putting myself in those positions to be successful really helped show me what was possible,” says Jose. “Looking back, it’s the best decision I could have made. I love UC Merced, so it makes me happy that my sister is going there now.”

“So many futures have been shaped differently because of Making Waves,” Jose says. “We’re always going to be Wave-Makers.”

Yessenia has set out to make sure other students of color in STEM feel a sense of belonging and confidence. She has been a teacher’s assistant and peer mentor at preschools, high schools, and for first-generation college students.

“My hardships taught me to reach out for support, which enabled me to navigate higher education with much more success,” she says. “I have learned how to better create collaborative, welcoming, and supportive environments.”

In addition to her clinical rotations, Yessenia worked at a vaccine clinic for people without housing in Oakland, where she helped some overcome vaccine hesitancy. “Our job is to inform patients for them to decide,” she says. “I think it’s a matter of always trying to truly understand a person and how their own background shapes their identity.”

As Yessenia looks to her future as a pediatric nurse practitioner, her interests are focused on the heart. “I just think the heart is so complex,” she says. Like her own education having a cascade effect, she adds that the heart “drives so many other systems that without the heart working properly there is a cascade effect.”
Donor Appreciation

We wish to thank the following donors for their generous contributions during fiscal year 2020-21 (gifts received between July 1, 2020 and June 30, 2021).

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John H. & Regina K. Scully Foundation

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Thank You

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Marian Berg in tribute to David G. Wehlitz

Tammy Foster in honor of John H. Scully
Paul Gray in honor of John Schelling
Emily and John Lumpkin in honor of John H. and Regina K. Scully
Noah, James and Patricia Melehan in honor of May Melehan Hallenbeck.
Robert A. Moor in tribute to Richard Rainwater
Jeff Hallenback in honor of May Melehan Hallenbeck
Robert Schroeder in honor of Jim and Kathy Schroeder
Courtney Welch in honor of May Melehan Hallenbeck

To learn more about our Legacy Giving Society, or for comments or updates to your recognition, please contact us at development@making-waves.org.

WAVE-MAKER CIRCLE
We are grateful to the following alumni for their gift in support of our students this year:
Claudia Alvarez
Shawn Boykins
Krisha Cowen
Karla Diaz
Tammy Foster
Corina Garcia
Ajani Jackson, M.D.
Jovita Jordan
Andres Orozco
Marlin Quintanilla
Sarah Souksamphan
Kevn Tran
For over 30 years, we continue to be grateful for the generosity of spirit and financial resources provided to our community by all of our supporters. Led by our main benefactors, John H. & Regina K. Scully, our work supports more than 1,000 students in 5th-12th grade through Making Waves Academy and nearly 600 students from the Bay Area currently attending colleges and universities across the country.

As a 501(c)(3) nonprofit private operating foundation based in Richmond, California, our mission and our financial model are aligned for programmatic sustainability and growth, enabling us to provide educational opportunities that change lives, now and in the future, for the students and families participating in CAP, our college success program at Making Waves Foundation.

The generosity of our benefactors funds foundation overhead, operating costs, and facilities development, allowing 100% of all other contributions to go directly to support coaching services and scholarships.

### Revenue & Support

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<td>8,868,101</td>
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</tbody>
</table>

### Expenses

- **CAP College Success Program**: 4,022,038
- **Personal and Financial Literacy, Coaches and Management**: 2,380,053
- **CAP Scholarships**: 1,641,985
- **Facilities Development & Program-Related Investment**: 12,331,269
- **Management & General**: 2,986,297

### Assets

- **Current assets**: 31,381,127
- **Investments held for resale**: 27,979,161
- **Property and equipment**: 178,775,162
- **Other assets**: 3,560,891
- **Total Assets**: 241,696,341

### Liabilities

- **Short Term Liabilities**: 3,543,469
- **Long Term Liabilities**: 35,967,722

### Organizational Expenses

- **Program Services**: 13%
- **Management & GA**: 2%
- **Fundraising**: 2%

- **Total Expenses**: 85%

### CAP Programmatic Expenses

- **Tuition & Fees**: 59%
- **Meals**: 16%
- **Books & Supplies**: 16%
- **Housing**: 5%
- **Transportation & Misc**: 2%

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1. Contributions included restricted funds for facilities development.
2. Includes income from investments and rental properties.
3. Making Waves Foundation owns and operates school facilities for Making Waves Academy, whose campus expansion began in 2017 and is due to complete construction by 2022. Given the changing charter school landscape, we have shifted our plans away from growth of additional campuses for Making Waves Academy, resulting in the need to dispose of a number of properties.
4. The above information is informed through our unaudited financial statement. For more information, please contact our Development team at development@making-waves.org.
5. For FY21 Direct Contributions, the audit report will show $8M in total direct contributions as we netted the refund of proceeds from a property sale.
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Special thanks to the Academy and Making Waves Foundation staff for their collaborative and thoughtful contributions.

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