



2024-2025

ANNUAL REPORT



CHANGING THE FUTURE OF LEADERSHIP ONE DEGREE, ONE CAREER AT A TIME

www.degreesofchange.org

ONE DEGREE, ONE CAREER AT A TIME



For 23 years, **Degrees of Change programs** have supported over 3,000 historically underrepresented young people nationally, including nearly 2,000 from Pierce and King counties. Based in Tacoma, our small but mighty team of staff and interns supported nearly 800 college students in 2024-2025 through our college to career pathways programs.

WE PREPARE DIVERSE, HOMETGROWN LEADERS TO SUCCEED IN COLLEGE AND CAREER IN ORDER TO BUILD MORE VIBRANT & EQUITABLE COMMUNITIES



At the heart of Degrees of Change is our **cohort-based leadership model**, a framework that nurtures belonging, strengthens leadership skills, and builds networks of support that carry students from high school to college and career.

This model guides our design, partnerships, and approach to developing diverse, home grown leaders. Our established programs continue to deliver powerful results, and this strong foundation is now fueling **new pathways that expand opportunity** for more young people across our region.



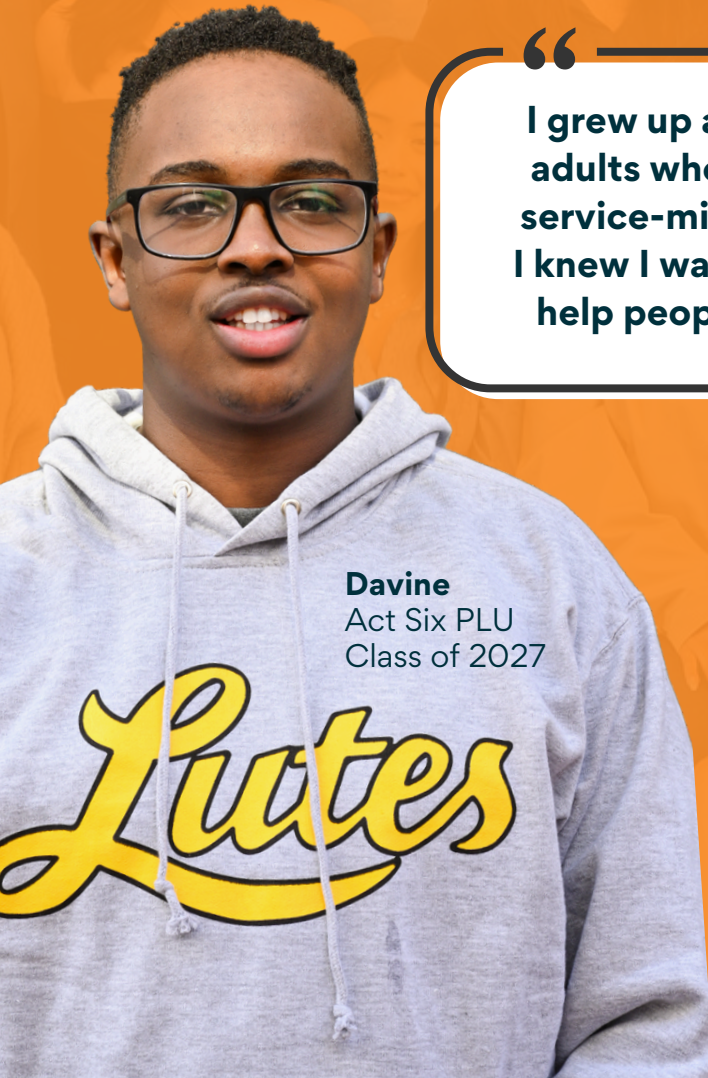
OUR MISSION

We prepare diverse, homegrown leaders to succeed in college and career in order to build more vibrant and equitable communities.

ACT SIX

Our legacy flagship initiative, Act Six, is a leadership development and college scholarship program that brings together diverse cadres of emerging leaders who want to use their college education to make a difference on campus and in their home communities.

 degreesofchange.org/programs/act-six



Davine
Act Six PLU
Class of 2027

“
I grew up around
adults who were
service-minded...
I knew I wanted to
help people too
”



81%

Graduate with a
bachelor's degree
within six years



88%

Secure
employment within
one year



69%

Return to their
home communities
to lead and serve

SEED INTERNSHIPS

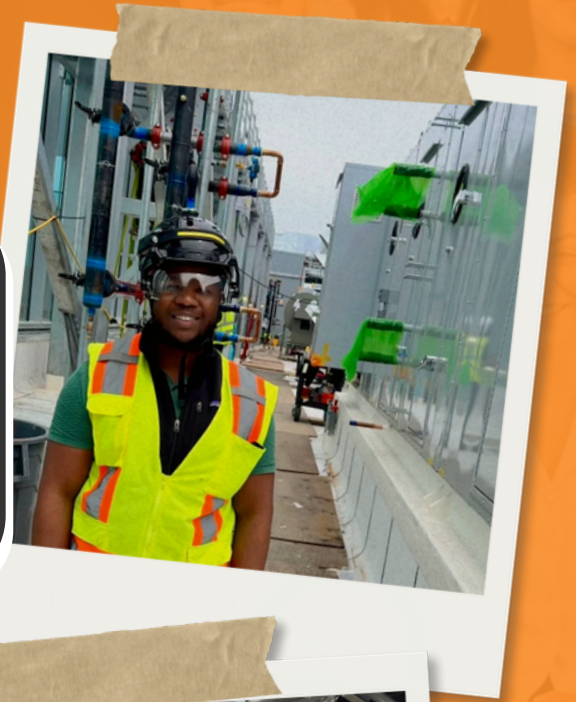
Seed Internships invests in the vibrant future of the Puget Sound by identifying exceptional diverse college students and recent college graduates, and matching them with top, local employers.

 [degreesofchange.org/
programs/seed-internships](https://degreesofchange.org/programs/seed-internships)



Simon
Seed Internships
2024 Cohort

“
Seed Internships changes lives... [Now] I’m taking care of my community, the community that has enabled me to be who I am today.
”



260

Internships with
top employers
since 2019



100%

Of interns say they
benefitted from the
program



98%

Of employers
would recommend
Seed Internships

SEED TEACHERS

Seed Teachers offers diverse Pierce County students a cohort-based, debt-free path to their college degree and teacher certification—all leading to a high-impact teaching job back in their home community.

 degreesofchange.org/programs/seed-teachers



“
I thought I was going to be [going to college] alone... but you're not. Everybody's there with you the whole time
It's amazing.”



Emma
Seed Teachers
Class of 2027



81%
Scholars of color,
reflecting local student
demographics



62%
Low income and
eligible for Federal
Pell Grants

STRICKLAND FELLOWSHIP

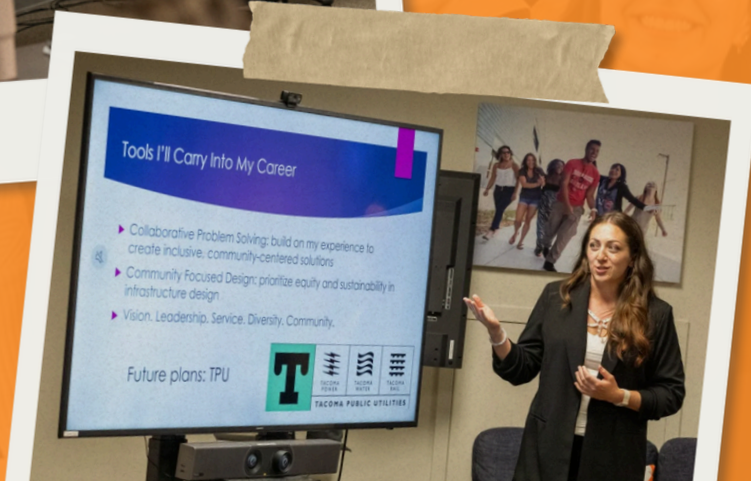


An award-winning partnership between Degrees of Change, University of Washington Tacoma, City of Tacoma, and Tacoma Public Utilities offering a direct pathway for students to launch meaningful engineering careers while studying in the City of Destiny.

 degreesofchange.org/programs/strickland-fellowship



“
These professional relationships have offered mentorship and opened doors to meaningful opportunities.
”



Whitney
Strickland Fellowship
First Cohort



LAUNCHED 2025

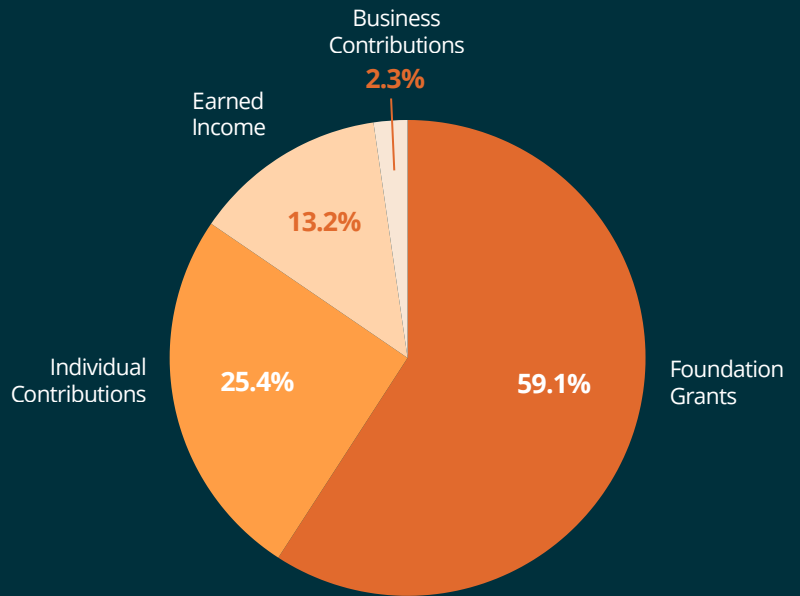
The Strickland Fellowship launched with nine engineering students in its first cohort and will **grow to 20 students** in 2026-2027.

FINANCIAL SUMMARY

2024-2025

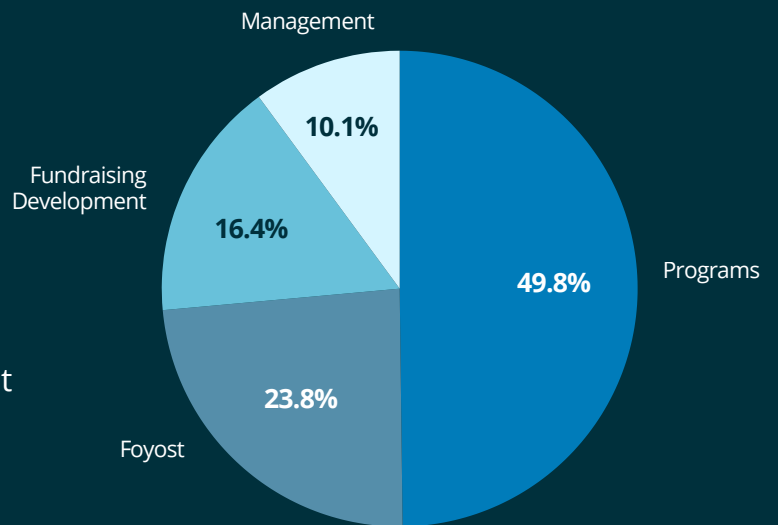
REVENUE \$1,701,000

- \$1,006,000** Foundation Grants
- \$432,000** Individual Contributions
- \$224,000** Earned Income
- \$39,000** Business Contributions



EXPENSES \$1,785,000

- \$889,000** Programs
- \$424,000** Foyost
- \$292,000** Fundraising/Development
- \$180,000** Management



ASSETS

- \$431,000** Current Assets
- \$85,000** Other Assets

LIABILITIES & NET ASSETS

- \$146,000** Liabilities
- \$235,000** Unrestricted Net Assets
- \$140,000** Temp Restricted Net Assets

CONTACT US



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