

Dear Friends and Supporters,

“When I hear the name [By Degrees Foundation], I think about college preparation, success and overall, just preparing for the future.”

- North High Graduate, Class of 2024

We couldn't have said it better ourselves.

2024 marks ten years since we asked a radical question: Can we take programming that works for 45 students and expand it to an entire elementary school? One decade, three schools, and 2,300+ students later, the answer is a resounding YES.

Thank you for helping us make the 2023-24 school year yet another memorable success.

The By Degrees Team

Emily Westergaard, CEO

Amanda Shetler, Director of Development

Carol Sames, Office Manager

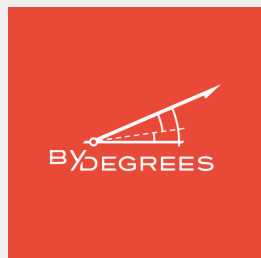
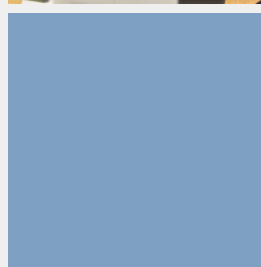
Laila Williams, Growth &

Development Manager

Heather Isaacson, Director of Programs

Cari Long, Harding Program Manager

Billy Kirby, Findley Program Manager





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Principal Financial Group

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Summit Carbon Solutions

2,314 STUDENTS IN 3 SCHOOLS

We work with all students in our partner schools. Our long-term, proactive approach is key to helping more students graduate from high school on time with a plan for their futures.

\$173

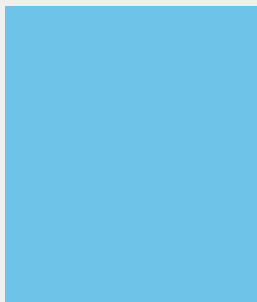
The average amount earned by a Findley Elementary student into their 529 savings account.

74%

Harding Middle School students completed career and skills assessments, the highest of any Des Moines middle school.

71%

North High School students participated in college and career readiness activities, up from 10% before we started.





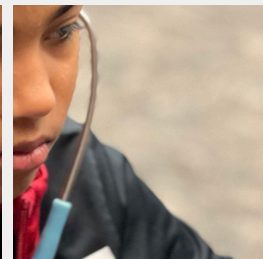
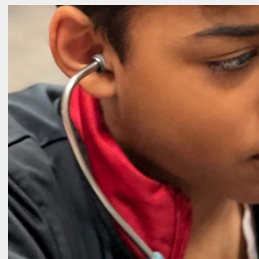
62 POSTSECONDARY & CAREER EXPERIENCES

Last year, over 2,000 north side students participated in grade-level and small-group college visits, trades and career experiences, internship programs, and community leadership opportunities. From the arts and law to medicine, engineering, data science, and so much more, students explored the many pathways available after high school graduation.

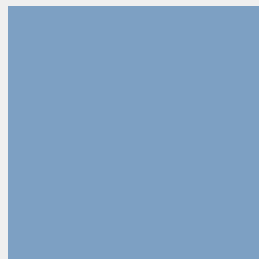
The best part? We start in kindergarten and customize student experiences as they grow and determine their interests.

“Once I met By Degrees, it’s like okay, I finally have a path of my own. I don’t need to follow in my big sister’s or my mom’s or my dad’s footsteps here. I can make my own path.”

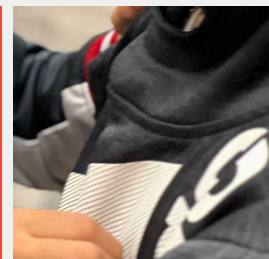
- North High Graduate, Class of 2024



College Visits
Trades Exploration
Postsecondary
Planning



Career Days
Career Shadowing
Career Fairs
Internships



\$29,000 in 529 SAVINGS ACCOUNTS

We invested \$29,000 into 203 student 529 savings accounts during the 2023-24 school year. Our 529 Program is the first asset-building approach of its kind in Iowa. Each year, students can earn up to \$200 into their personal accounts by meeting various milestones.

Milestone Examples

Findley Elementary	Harding Middle	North High
Reading & Math Growth	Reading & Math Growth	3.5+ Cumulative GPA
Family Attendance at Financial Literacy Night	Career Inventory & Career Day Packet	Extracurricular Engagement
Academic Goalsetting	95% Attendance & Tardies Goal	Positive Attendance

Average Account Size

\$842



Research shows that just \$500 in a dedicated 529 savings account makes a student four times more likely to graduate from postsecondary education.

\$341,000

invested in student 529 savings account since 2015



and ONE OUT OF THIS WORLD TEAM

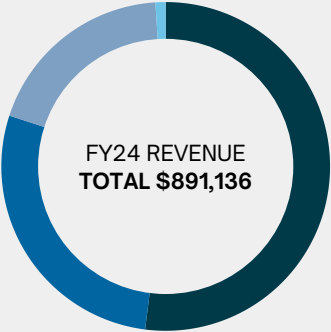
This year, five Des Moines North High scholars put their heads together to form Team FrostByte, Iowa's only team competing in the NASA App Development Challenge. Students created an application visualizing the Moon's South Pole region and determined ways to navigate the lunar surface.

After months of preparation, presentations and interviews, Team FrostByte was selected as one of five winning teams out of 100 in the country. They visited Johnson Space Center in Houston this April where they made a final presentation to high-level NASA leadership.



Team FrostByte with NASA scientists at Johnson Space Center in Houston, TX
Students from left: Moss Louvan, Romas Pokhrel, Sujal Pokhrel, Champ-Pacifique Mukiza, Jeffrey Allen

2023-24 Financial Information



Corporations
\$462,302

52%

Individuals / Events
\$169,316

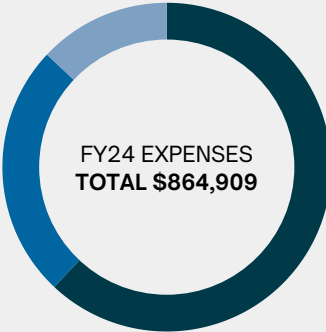
19%

Foundations
\$249,518

28%

Government Grants
\$10,000

1%



Programs
\$532,919

62%

Fundraising
\$115,437

13%

Management & Administration
\$216,553

25%





2023-24 Partners

Community partners make our work possible. These organizations invest in our work through funding, volunteering and classroom enrichment.

\$100,000+

Archer Daniels Midland

\$50,000+

Corteva Agriscience
Sammons Financial Group
United Way of Central Iowa
Wells Fargo
Variety - the Children's
Charity of Iowa

\$25,000+

Bank of America
The Nelson Foundation
Prairie Meadows
PricewaterhouseCoopers
Mid-Iowa Health Foundation

\$10,000+

EMC Insurance
GreenState Foundation
ISL Education Lending
John Deere Des Moines Operations
Polk County Board of Supervisors
Principal Charity Classic

\$5,000+

Chrysalis Foundation
Community Choice Credit Union
Storey Kenworthy &
Workspace Foundation
Viking Foundation of Lincoln
West Bank
West Des Moines Chamber of
Commerce

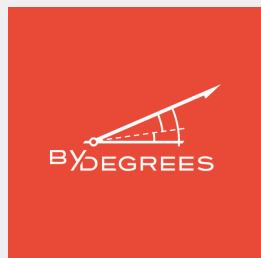
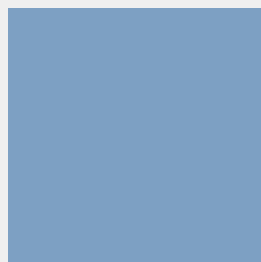
\$500+

BWA Foundation
GuideOne Insurance
Iowa Association of Realtors
ITA Group
Scheels
Veridian Credit Union
Zenor Kuehner PLC



Thank you to the sponsors of our 2023 Visit to Historically Black Colleges & Universities

Bankers Trust
Black Excellence
Federal Home Loan Bank of Des Moines
Iowa State Bank
McGill Junge Wealth Management
Sammons Financial Group



2023-24

Support a Scholar

Thank you to our founding Support a Scholar members who made an annual gift of \$1,000 or more during the 2023-24 school year.

NAVIGATOR

\$2,000+

- | | |
|--------------------------|-------------------------------|
| Margie & Jay Davidson | Mary Katherine & Lucas Nelson |
| Charlotte & Fred Hubbell | Jill & Julian Sanchez |
| Jennifer Lock Oman | Meredith & Andrew Stahl |
| Cory McAnelly | Kathy & Ted Stuart |
| Ken & Linda McCullum | Marie & Marvin Walker |
| Susan & James Meimann | |

LEADER

\$1,000+

- | | |
|------------------------------------|--------------------------------|
| Andrea & Greg Abel | Brenda Mouw |
| Karen Andrew | Betsy Noyes & Nick Smithberg |
| Pamela Bass-Bookey | Lauren & Chad Rasmussen |
| Claudia & Jon Batesole | Joseph Schneider |
| Barron & Britt Bremner | Mondale & Lucreia Smith |
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| Tara Deering-Hansen & Bruce Hansen | William Todd Weidmaier |
| Danielle Hermann | Emily Westergaard |
| Joan Middleton | Maribeth Wright |
| Everett & Jo Christine Miles | |





Support a Scholar this school year

Make a gift to By Degrees Foundation and support the 2024-25 class of kindergarten scholars at By Degrees partner school Findley Elementary.

All Support a Scholar gifts help us provide a strong foundation for Findley's newest scholars, promoting educational equity and creating more opportunities for students in under-resourced communities.

With your gift, you'll receive invitations to engage with scholars throughout the year. You'll also receive complimentary reservations at our annual springtime fundraiser, Sweet Dreams.

Join Support a Scholar today and connect with an established group of philanthropists who've helped us grow from supporting 50 scholars to now over 2,300 annually.



\$2,000+ Navigator

\$1,000 - \$1,999 Leader

\$500+ Champion

Scan the QR code or make
checks payable to:
By Degrees Foundation
PO Box 41070
Des Moines, IA 50311