



COMMIT  
FOUNDATION



2019

ANNUAL REPORT

TRANSFORMING THE TRANSITION SPACE

## NOTE FROM THE CHIEF EXECUTIVE OFFICER



Anne Meree Craig

Dear Friends of COMMIT,

In 2019, The COMMIT Foundation saw tremendous growth in the individuals served, the quality of services provided, and the development of new transformative programs. We are proud to share with you our annual report and team accomplishments.

COMMIT helps service members and veterans find purpose, both personally and professionally, through our high touch, high impact programming. Our transition services are founded on the concept of meeting individuals exactly where they are in their transition journey, working with them to help determine the lives they want to live post-service, and connecting them with people who can help make the lives they've designed a reality.

The impact COMMIT has on the veteran transition space and the demand for our services continue to increase as more people become aware of the effectiveness of our non-clinical approach to mental health and continued focus on quality at scale, impact, and value creation. We are an innovative thought leader in veteran transition and our programming is setting the standard for veteran transition services.

Thank you to our amazing donors, mentors, alumni and transitioning service members. We are honored to work with you and serve our Nation's finest individuals.

Yours in Service,

A handwritten signature in blue ink that reads "Anne Meree Craig".

Anne Meree Craig  
Co-Founder & Chief Executive Officer

## OUR MISSION

The COMMIT Foundation's mission is to help exceptional American service members and veterans transition into successful roles and careers post-service.



## OUR VISION

COMMIT seeks to provide high touch transition support that becomes the standard nationwide so veterans in all communities can access services helping them identify their passions, build strong networks, and leverage their skills in civilian careers.



## OUR STRATEGIC PILLARS

Veterans First Always • Quality at Scale  
Thought Leadership • Agility and Innovation





**\$2,419,645\*** TOTAL RAISED FOR OUR VETERANS



**685** INDIVIDUALS SERVED

**84%** New to COMMIT

“ I don't think about COMMIT as a veteran service organization; my wife and I think about COMMIT as a community organization. It's that place in the fabric where our communities and our veterans weave together. ”

— PETER BAIN, COMMIT Donor and Mentor



**2,150** SERVICES PROVIDED

**1,719** Received one-on-one transition assistance services

**184** Attended transition mentoring workshop

**247** Participated in Pursue Your Purpose;  
237 worked with an executive coach

\*This amount represents actual cash received, please note our Form 990 is accrual based.

## IMPACT BY THE NUMBERS

COMMIT measures three potential gaps our service members face when leaving uniform.



**INFORMATION** regarding industries and career options

**95%**

indicated COMMIT provided the **Information** to successfully navigate their transition



**CONFIDENCE** in their transition

**96%**

indicated COMMIT programming increased their **Confidence**



**IMAGINATION** in planning their next steps in life

**97%**

indicated COMMIT programming increased their **Imagination**



**98**

COMMIT's Net Promoter Score



**99%**

would recommend COMMIT to a friend or colleague

COMMIT gathers data on veteran satisfaction around employment, salary, and retention allowing us to quantify long term impact. By using individual demographic information and learning what industries our service members are interested in exploring, we are able to connect them with experienced mentors who walk alongside them during their transition. Alumni surveys indicate:

**88%**

are employed in the industry of choice, and 82 percent are content with their current jobs

**96%**

know how to apply their military skills and experience to a civilian opportunity

**90%**

know how to leverage their network

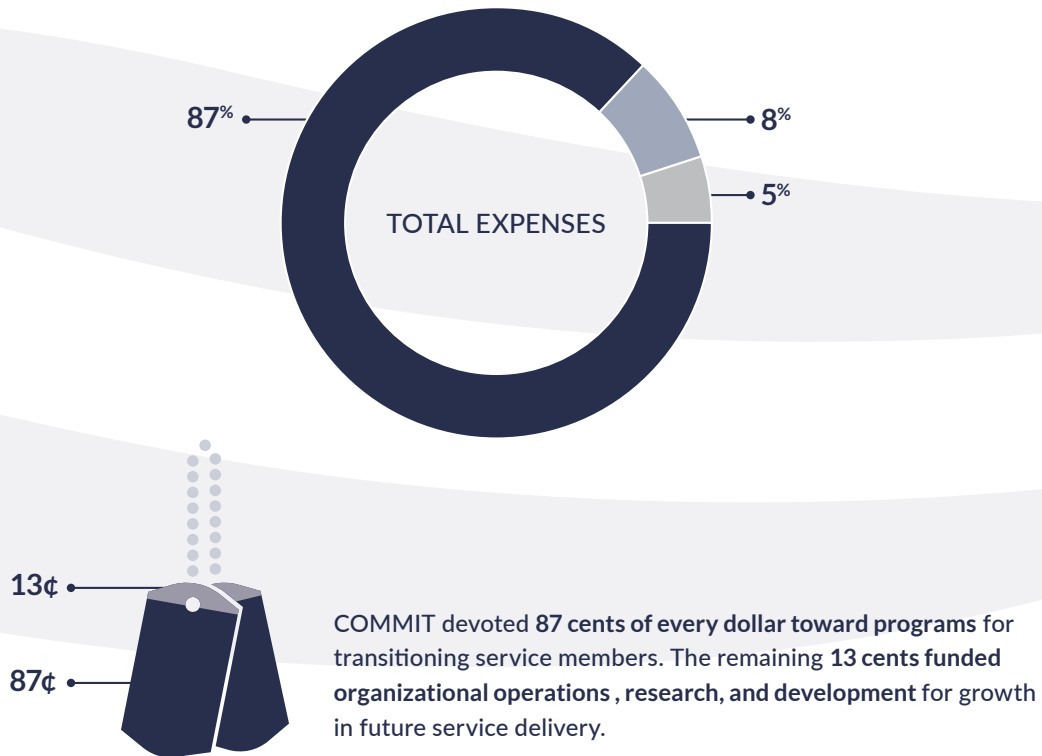
**91%**

are satisfied or neutral regarding their current salary range

Our data allows us to measure the long-term trajectory of those we serve, identify trends of success, and address opportunities for improvement. Overwhelming positive survey data, veteran testimonials, and mentor engagement following COMMIT programs illustrate our impactful work.

The COMMIT Foundation is a 501(c)(3) nonprofit organization, fundamentally changing the way service members and veterans approach their transition from military service to the civilian workforce and their communities.

<b>TOTAL EXPENSES</b>	<b>\$ 2,150,508</b>
■ Program Service Expenses	\$ 1,868,790
■ Fundraising Expenses	\$ 179,614
■ Management and General Expenses	\$ 102,104



## INVESTMENT PARTNERS

### Partner Highlight

The A. James & Alice B. Clark Foundation partners with grantees who build practical, immediate, and concrete connections between effort and opportunity. In 2018, the Clark Foundation awarded COMMIT a two-year grant that focused on achieving additional scale through technology and partnership. This investment helped COMMIT develop, pilot, and launch its online platform consisting of Pursue Your Purpose and the Digital Library.



A. James & Alice B. Clark

*“ We at the Clark Foundation are continually impressed by how Anne Meree Craig and her team have thoughtfully grown their organization while maintaining and expanding COMMIT’s high-quality programs. We look forward to our partnership over the next two years and to their continued impact on the lives of the veterans they serve. ”*

— Joe Del Guercio, President & CEO  
A. James & Alice B. Clark Foundation

The Clark Foundation values the thoughtful and intentional growth of the team at COMMIT in addition to the expansion of services offered to veterans and service members as they transition from active duty to civilian life and employment. The team at COMMIT has a true partnership with Mike Monroe, Director of Veterans Initiatives at the Clark Foundation. Mike is a Marine veteran who joined the Clark Foundation in 2017 and has spent the last eight years serving veterans in the nonprofit space.

### With Gratitude to Our Supporters

A. James and Alice B. Clark Foundation  
Aerotek  
Andreesen Horowitz  
The Anschutz Foundation  
Boston Consulting Group  
Brown Advisory  
General Dynamics Mission Systems  
George L. Ohrstrom, Jr. Foundation  
Gianforte Family Foundation  
Greenspring Associates  
Guggenheim Capital LLC  
Gula Tech Adventures  
Henry E. Niles Foundation, Inc.  
Johnny Mac Soldiers Fund  
King’s Hawaiian  
Navy SEAL Foundation  
Onex Corporation  
Palantir Technologies  
The PenFed Foundation  
REGENXBIO  
Robert Half, International  
Rumsfeld Foundation  
SAP  
SAP Concur  
Schultz Family Foundation  
Sinclair Broadcast Group  
Wounded Warrior Project



*I must say, this has been an experience that I just can't see myself succeeding without. My coach brought invaluable insight for me to ponder, think, and act on. The modules certainly helped, and as I moved through them, I saw more and more the value in them – the picture of "self" they helped frame and posture for me – to the point where I was able to get past the hazy outlook I had about transition, and ultimately started to feel some of the confidence I had in my operational military capacity. I'm not sure if all that makes sense, or resonates; what I want to articulate to you is that in the collective, this has been life changing.*

– SAUL GOMEZ, Chief Petty Officer, U.S. Navy, and COMMIT Alumni

**Pursue Your Purpose**

- Piloted and launched Pursue Your Purpose , the foundational one-on-one transitional assistance program
  - Piloted Pursue Your Purpose April through July with 25 participants
  - Served 247 participants through Pursue Your Purpose in 2019, 95 percent of which received the support of executive coaches
- Leveraged the power of our Transition Mentoring Workshop
- Engaged participants were guided through 12 modules of curriculum rooted in positive psychology
- Implemented advancements and improvements to COMMIT's digital online program and platform

**Digital Library**

- More than 711 video interviews of industry leaders and mentors offer COMMIT participants and alumni their own unique mentor experience
- Features insights and mentorship from 79 mentors; 34 percent of which are female

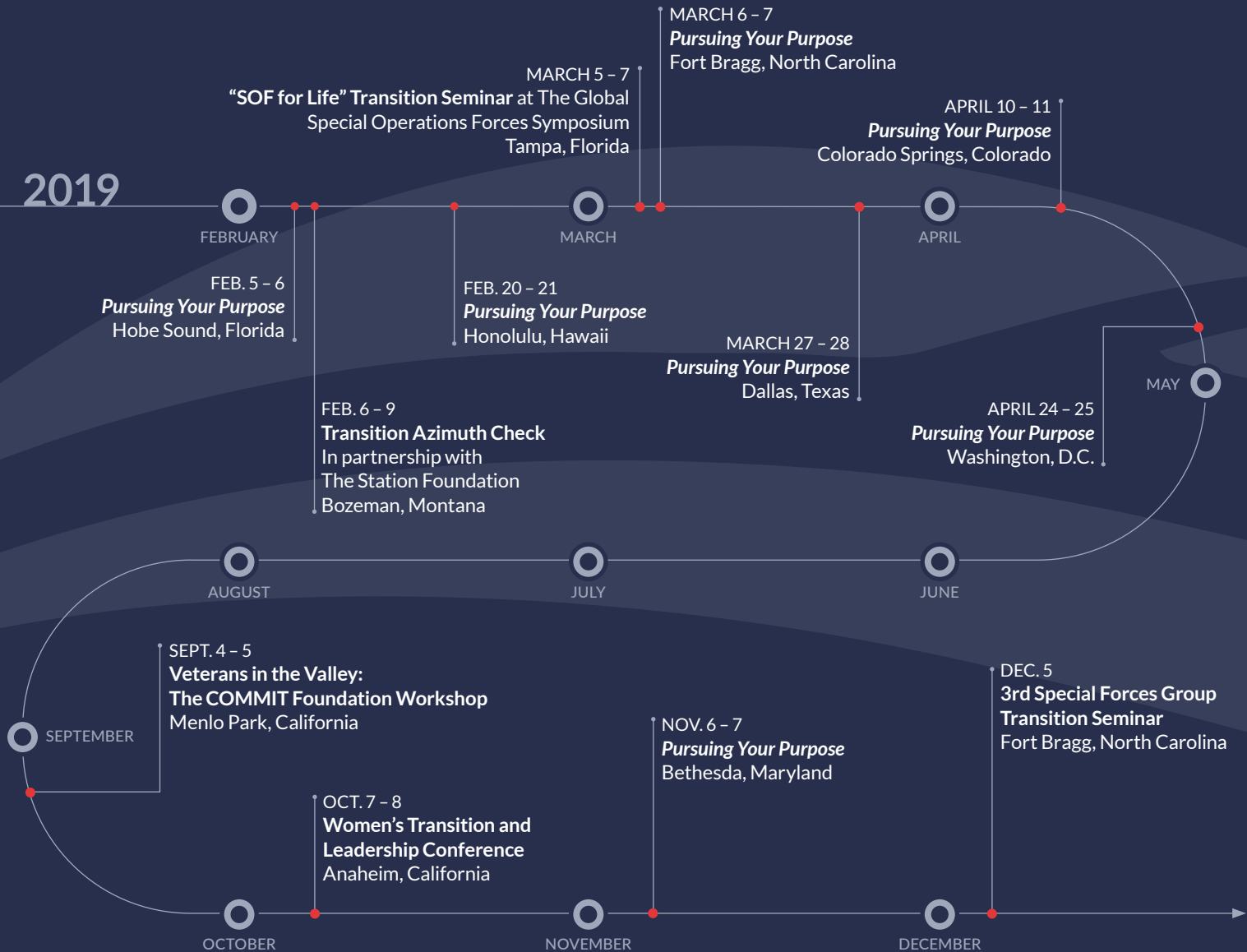


Transition Workshop



## 2019 WORKSHOPS

We hosted **184** service members and veterans and more than **150** mentors through **12** transition mentoring workshops nationally.



Since inception, COMMIT has always held women-specific programming.



**2019**  
COMMIT

Women's Program



**300%**

Rise in Applications

In October, COMMIT partnered with Service to School and PROMOTE to host 34 female service members and veterans for a Leadership and Transition Mentoring Workshop in Anaheim, California. The program curriculum focused on the unique employment and transition challenges women face during their career and lifestyle transitions when leaving the military.



Women's Transition Mentoring Workshop, Anaheim, California



“ Being around other women was energizing and motivating everyday. It was really good. ”

– LATRISH THOMAS, Master Sgt.,  
U.S. Army, COMMIT Alumni

Latrish participated in the 2019 Women's Program and COMMIT subsequently connected her with an executive coach for additional transition support. Latrish's coach helped her navigate the challenges of starting a small business in the health and wellness sector. Latrish credits her coach with helping her gain the confidence and taking initial steps to launch her own business.

## EXECUTIVE COACHES, FACILITATORS, AND HIGHER EDUCATION

### Scholarships and Next Steps

In 2019 The COMMIT Foundation partnered with several new organizations providing scholarships and educational opportunities to 32 transitioning service members totaling more than \$53,000. The scholarships helped service members:

- Attend business management certification courses at the College of William & Mary in Virginia.
- Participate in Training the Street in New York City which provides financial training courses to prepare professionals for a career in finance.
- Pursue certification courses for Agile Scrum, a program management certification.
- Attain a certification in EQ-i, an Emotional Intelligence Assessment tool.
- COMMIT also offered a financial scholarship to a veteran pursuing a doula certification from Birth Journeys in Virginia.

The COMMIT Foundation helped create and continued granting scholarships to service members for Stanford Ignite and the Dartmouth Tuck School of Business. Stanford Ignite is a program for post-9/11 veterans, which is designed to bolster knowledge of innovation and entrepreneurship. The Dartmouth Tuck School of Business Next Step program, which COMMIT also helped create, works with transitioning veterans to further gain the knowledge and skills necessary to excel in business.

### Executive Coaches, Facilitators and Higher Education

Adaero Consulting, LLC

Colbert Strategies LLC

Crushpad Consulting

Goldberg Consulting Psychology

Great Transitions Strategies, LLC

Greenlead Solutions LLC

The Hidden Narrative

Inspire High Performance LLC

Jim Nuttle, Inc.

Nexus

Ordinary Hero Consulting Inc.

River Fairchild

Signs of a Great, LLC

Sixth Wing

Stanford Ignite, Stanford Graduate School of Business

Tuck Next Step, Tuck School of Business, Dartmouth College

Wellness Integrated Services

Wisdom Works & Consulting L.L.C.



### COMMIT Veteran Attended Dartmouth's Next Step

KENDRA OHLSON, Lt. Col., U.S. Air Force, COMMIT Alumni and Scholarship Recipient

Kendra, a 20 year Air Force officer currently serving as a Regional Director for the U.S. Air Force Academy's Admissions Directorate, is one of eleven COMMIT veterans that attended Dartmouth Next Step. In her current capacity, she oversees a team of more than 300 people who conduct outreach and recruiting throughout the northeastern United States, Europe, and the Middle East. Prior to her appointment at the Academy, Kendra served as a special agent, field agent, commander (including a deployment in Iraq), policy advisor, staff officer, and a budget manager at the Pentagon. Kendra is proficient in French and has studied Spanish. She has extensive experience in operations and security, including counterintelligence. Kendra, who will transition from military service this year, is using the tools from Next Step to refine how she leverages her military experience and expertise to excel in the private sector.



“COMMIT’s work speaks for itself. Thousands of purpose-driven men and women have found their purpose beyond the uniform because of COMMIT.”

– FRANCIS “FRANCE” HOANG, Capt., U.S. Army, COMMIT Mentor

**A sampling of where COMMIT service recipients landed in 2019:**

- |                                |                             |                                  |
|--------------------------------|-----------------------------|----------------------------------|
| Amazon                         | The Buffalo Group           | PrecisionHawk                    |
| Amazon Finance                 | Deloitte                    | ProSphere                        |
| Anduril                        | Falfurrias Capital Partners | Quad City Peterbilt              |
| Applied Research Associates    | Honeywell                   | Salesforce                       |
| Astranis Space Technology Corp | LANL                        | Sierra Nevada                    |
| BAE                            | Lockheed Martin             | Spider Strategies                |
| BAE Systems                    | MAG Aerospace               | Thompson Street Capital Partners |
| Birdsong                       | MicroStrategy               | VetsEZ                           |
| Booz Allen Hamilton            | NetApp                      | Viasat                           |

## TEAM OF TEAMS



“Close your eyes. Remember where you were on 9/11. I know your memory was instant and vivid. I was on the 63rd Floor of 2WTC. I escaped and have been blessed with the opportunity to be a daughter, a wife, a mom, a sister, an aunt, a friend, a boss, a colleague, a mentor, a volunteer and a board member. My time with COMMIT started as a mentor at one of our earliest workshops. I sat across from women half my age who told me that 9/11 called them – called them – to service. The utter selflessness and bravery moved me to my core. That was the day I became committed to COMMIT and to our mission to serve them back.”

– MIMI BOCK, The COMMIT Foundation Board Member

### Board of Directors

**Guy Filippelli**, Co-Founder and Chairman, Squadra Ventures: *Managing Partner*

**Mimi Bock**, Cetera Advisors and First Allied Securities: *President*

**Kim Greene**, Svalinn: *Founder and Owner*

**Amir Motamedi**, ONEX: *Managing Director*

**Matt Oberhardt**, Andreessen Horowitz: *Partner in Executive Talent Management*

**Tom Peddicord**, Boston Consulting Group: *Partner and Managing Director*

**Charles Spearman**, Guggenheim Partners: *Head of Global Talent and Inclusion*

**Phil Caruso**, Board Secretary, Onex: *Senior Associate*

### Senior Advisors

**Dick W. Boyce**, Schafer Meadows Family Office: *Manager*

**Chris Hsu**, Zibo, Inc.: *CEO and Co-Founder*

**Bill Kraus**, Mission BBQ: *Founder*

**Chris Thomas**, Detroit Mobility Lab: *Co-Founder and President*

### 2019 Staff

**Anne Meree Craig**, *Chief Executive Officer & Co-Founder*

**Margaret Riley**, *Chief Operating Officer*

**Scott Walgren**, *Chief Programs Officer*

**Shannon Kopp**, *Chief Development Officer*

**Michele Olive**, *Senior Director of Veterans Services*

**Meagan Thrift**, *Senior Director of Veterans Services*

**Brian Rauch**, *Director of Information Services*

**Matt Hayden**, *Director of Online Programs and Content*

**Ashley Bickerstaff**, *Internal Operations Assistant*

## The COMMIT Foundation's 2020 Focus

- Provide at least 2,000 programmatic services to more than 1,000 unique service members and veterans
- Focus on women, special operations forces, and those with highly technical talents
- Formalize and scale our mentoring and alumni programming
- Expand corporate education programs to encompass workforce education and veteran retention initiatives
- Partner with key sponsors to host 10 to 12 transition mentoring workshops nationally
- Leverage Pursue Your Purpose, our digital program platform, to achieve greater scale and impact
- Build out COMMIT's Digital Library, a library of video resources to increase use and value to our participants and partners
- Leverage our position as a thought leader to raise awareness and share best practices with other military service organizations nationwide to increase our collective impact

“ Finding my second career was a challenge when I had wanted my first one since I was five. Although I had never separated from the military before, The COMMIT Foundation has seen the journey, walked the journey, and has a playbook to facilitate success for just about anyone's ambitions or uncertainty; they proved to be an invaluable guide to exploring myself, my options, and in landing the post-transition career that I targeted. ”

— DAVID TARR, Lt. Cmdr., U.S. Navy, COMMIT Alumni



Pictured above are Audrey Adams, Cmdr., U.S. Navy and COMMIT scholarship recipient for Dartmouth Next Step; and David Tarr, Lt. Cmdr., U.S. Navy and Stanford Ignite COMMIT scholarship recipient.

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#creatingserendipity  
#pursueyourpurpose  
#COMMITFoundation  
#servingthosewhoserve

With sincere appreciation to the  
COMMIT Team of Teams that makes our work possible.



**COMMIT  
FOUNDATION**

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