

THE COMMIT FOUNDATION: 2024 YEAR IN REVIEW

# Empowering Leaders, Inspiring Futures



  
**COMMIT**  
FOUNDATION

## MESSAGE FROM LEADERSHIP

2024 was nothing short of extraordinary for The COMMIT Foundation. As we take a moment to reflect on last year, we are overwhelmed with gratitude—for the unwavering support of our community, the relentless dedication of our team, and the incredible growth and accomplishments of our Fellows and their families. Together, we've not just focused on helping veterans and their families transition into civilian life; we've emphasized the power of transformation—moving beyond change to create purpose-driven, impactful lives.

Last year, we deepened our commitment to empowering those who have served, ensuring every service member and their family receives the personalized care and resources they need to thrive. With innovation, inclusivity, and sustainability at the core of our efforts, we expanded our reach and elevated our impact, helping individuals not just navigate transition but embrace transformation.

This report celebrates the remarkable stories of those we serve, highlights the milestones we've achieved, and sets the stage for the ambitious goals that lie ahead. It is a testament to what is possible when a community comes together to create meaningful change. We are excited for the opportunities the future holds and remain steadfast in our mission to help veterans and their families design the next chapter of their lives with purpose, meaning, and a lasting sense of belonging.

Here's to a future full of impact, growth, and possibility.



**JC GLICK**

*Chief Executive Officer*



# 1,900

INDIVIDUALS

### Veterans and Families

**Supported:** In 2024, over 1,900 individuals benefited from our high-touch, high-impact, individually tailored programs, including personalized transition assistance, executive coaching, and community-building initiatives.

# 7,000

SERVICES

**Services Provided:** COMMIT provided our Fellows with over 7,000 services, including everything from strategic coaching, operational networking, and tactical resume-building and interviewing assistance.

# 100

SPOUSES

### Military Spouse Program

**Evolution:** Through our improved program over 100 spouses became Fellows and engaged in workshops, coaching, and courses, just like our service member and veteran Fellows, designed to unlock their full potential.

# 700

FELLOWS

### Pursue Your Purpose (PYP):

Over 700 Fellows worked through our signature 12-module online curriculum.

# 84

LEADERS

### Volunteer Network:

84 industry leaders contributed their time, expertise, and mentorship.

# 1,625

ENGAGEMENTS

**Events:** Over 60 workshops, event and community gatherings across the U.S., engaging with over 1,625 COMMUnITy members.

### IMPACT METRICS

**89%** of COMMIT Fellows report having purpose in their life, compared to 59% of their peers.

**71%** of COMMIT Fellows feel close to the people in their community, compared to 54% of US adults.

**88%** of COMMIT Fellows are happy with the lives they have created, compared to 78% of their peers.

**93%** of COMMIT Fellows are optimistic about their life, compares to 46% of their peers.

# Ignite Purpose

Our flagship programs, including high-level Executive Coaching, Transformational Learning, Transition Mentoring Workshops, and our proprietary program, Pursue Your Purpose, continued to guide veterans and their families through self-discovery and career exploration. These offerings empower Fellows to align their strengths and passions with meaningful careers and lives post-service.

**Transition Mentoring Workshops:** These two-day immersive experiences were held in 10 cities across the country, providing Fellows with tools to identify and pursue fulfilling goals and engage with leaders and mentors from various industries.

**Pursue Your Purpose (PYP):** This signature program helps Fellows work through self-exploration of strengths and values, life goals, and how to achieve them.





# Redefine Identity

Tailored executive coaching sessions and mentoring workshops enabled our Fellows to embrace their unique strengths and redefine their identities beyond their military roles.

**Transition Mentoring Workshops:** Engaged over 160 Fellows in collaborative discussions and activities with industry leaders, focusing on professional growth and personal transformation.

**Military Spouse Program:** Recognizing the vital contributions of military spouses, this program supported over 100 individuals in rediscovering their aspirations and building new career paths.

“

*The COMMIT Foundation helped me find clarity of purpose as I prepare to transition my skillset from military to civilian service. They have an amazing set of coaches that leverage a highly effective framework towards helping military vets uncover their “purpose” as a civilian, thereby helping us find the right fit in post-military work. I’m very grateful to have had the opportunity to work with them!”*

**JEREMY G.**



# Build Community

We expanded our COMMunTy platform to foster ongoing connections among Fellows, mentors, and coaches. In 2024, we:

**Launched a new feature** on the platform to facilitate peer-to-peer mentoring.

**Hosted community engagement events**, bringing together COMMIT's COMMunTy to deepen community connections and networks.

**Expanded our services** to the Non-DoD Intelligence Community and the Five Eyes Allies.

“

*Without their support, it may have taken me months or years to figure out where I truly wanted to be as a civilian. I now recommend this programming to everyone transitioning out of the military.”*

**GAVIN A.**

Former U.S. Army and  
COMMIT Fellow





# Serving Military Spouses

In 2024, The COMMIT Foundation's Military Spouse Program grew significantly, empowering spouses to transition with confidence and purpose. Highlights include:

**Workshops and Coaching:** Provided personalized support for career development, identity exploration, and community building.

**Success Stories:** Spouses like Jolene M. shared how COMMIT's resources helped them reconnect with their professional ambitions and forge new opportunities.

“

*With the help of The COMMIT Foundation, I've extended my network, gained tangible resources, and am excited about what lies ahead.”*

**JOLENE M.**  
Spouse Fellow

# A YEAR OF Growth, Innovation, and Impact AT THE COMMIT FOUNDATION

In 2024, The COMMIT Foundation boldly expanded its reach and deepened its mission, creating new opportunities for those we serve and the communities that support them. We proudly opened our services to the Intelligence Community (all those defined by the Intelligence Reform and Terrorism Prevention Act) and the Five Eyes Community, as well as their spouses. This expansion allows us to serve an even broader network of high-potential individuals transitioning from some of the most complex and critical roles in national security. By recognizing the unique challenges faced by these individuals and their families, we are setting the stage for transformational support that honors their service and maximizes their postservice potential. In preparation for 2025 and beyond, we designed two groundbreaking programs that align with our commitment to innovation and impact. *On Purpose* is a program dedicated to helping individuals uncover and align with their unique sense of purpose as they experience transitions. Through guided reflection, coaching, and practical tools, participants will learn to navigate life pivots with clarity and confidence. Additionally, *Insights in Action* was developed to provide tailored opportunities for participants to engage in experiential learning, mentorship, and skill-building workshops that connect them directly to opportunities aligned with their goals.

Together, these programs reflect COMMIT's dedication to not just supporting transition but empowering true transformation. 2024 also saw a surge in partnerships and opportunities for our alumni Fellows and supporters. By increasing collaborations with organizations that share our vision, we expanded the resources and networks available to those we serve. New partnerships opened doors to leadership roles, mentorships, and impactful career pathways for our Fellows while fostering a stronger, more connected community of supporters. Beyond programmatic growth, we amplified our thought leadership last year, publishing new articles and blogs that sparked meaningful conversations around purpose, transition, and transformation. These pieces received national attention and underscored our position as a leader in the veteran and national security communities. News releases highlighting these initiatives further



strengthened COMMIT's reputation and visibility, ensuring our voice continues to inspire action and change. As we reflect on 2024, it's clear that it was a transformative year for The COMMIT Foundation. We are incredibly proud of the strides we've made and even more excited about the foundation we've laid for an impactful 2025. Together, with the continued support of our community, we are setting the conditions for the next chapter of growth, innovation, and service.



# FROM Warrior TO Entrepreneur

## 2024 TRANSFORMATION

After a distinguished military career as Commander of SEAL Team 5, Andrew S. (20 years as a Navy SEAL) faced the daunting challenge of transitioning into civilian life. Like many high-potential veterans, he initially pursued career paths aligned with societal expectations rather than personal fulfillment. Through thoughtful exploration, mentorship, and the right resources, he discovered a path that resonated with him and his family.

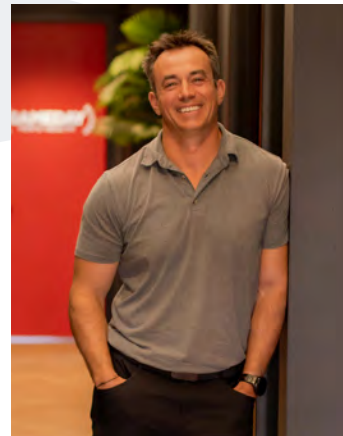
With the guidance of Director of Veteran Services, Meagan Thrift, Sparks engaged in deep self-reflection. He realized many of his options were driven by what he felt he “should do” rather than what he truly wanted. This insight led him toward entrepreneurship, focusing on acquiring or starting a business without external capital.

Around the same time, a conversation with a former SEAL teammate reignited a shared passion for building something impactful together. They explored opportunities and, after months of due diligence, aligned on **Gameday Men’s Health Clinics**—a venture combining purpose, leadership, and ownership. After reviewing multiple franchises, ETA opportunities, and startups, they determined Gameday was the best fit.

In December 2023, they committed to opening four clinics in Colorado Springs over the next 3–4 years. The transition wasn’t just about finding a career—it was about crafting a life that reflected his values, ambitions, and family priorities. Becoming a franchise owner required more than logistical planning; it demanded confidence, conviction, and a willingness to embrace the unknown.

Now, 18 months post-retirement, Andrew and his family are fully settled in Colorado Springs. Alongside his partner Mike, they opened their first Gameday Men’s Health clinic in the Broadmoor area in August 2024. Their first year has been dedicated to building a high-performing team, strong company culture, and exceptional patient care. With momentum growing, they are preparing to open a second clinic in the Briargate area within months, proof the investment in transformation was well worth it.

His story is a reminder that when veterans navigate their transition with intention and purpose, they don’t just find a career. They build a new legacy.



2025 is poised to be a landmark year for The COMMIT Foundation as we take bold steps to further our mission of empowering those who have served and their families. With the launch of our cutting-edge programs, we will redefine how transitioning veterans, members of the Intelligence and Five Eyes Communities, and their spouses navigate their next chapters. These initiatives will focus on aligning individuals with their sense of purpose and equipping them with actionable insights and skills for impactful careers and meaningful lives. Our commitment to innovation extends to strengthening our partnerships and fostering new collaborations that will create even greater opportunities for our Fellows, alumni, and supporters. As a lifelong support organization, we are doubling down on our promise to provide enduring value by amplifying our thought leadership, publishing transformative insights, and expanding our network of resources.

In 2025, we are not just continuing our work—we are elevating it, ensuring that those we serve thrive in ways that are purposeful, impactful, and deeply connected to the communities around them. This is the year we turn ambition into action, and we couldn't be more excited for what lies ahead.

# Looking Ahead

In 2025, The COMMIT Foundation is excited to build on last year's achievements. Our strategic priorities include:

**EXPANDING PROGRAM REACH:** Scaling our services to meet the growing demand from veterans and their families.

**INNOVATING CURRICULUM:** Launching new content tailored to emerging trends in challenges facing those transitioning out of service, the workforce and personal development.

**ENHANCING DIGITAL RESOURCES:** Upgrading our online platform and digital library to better serve our community.

**ECONOMIC GROWTH WITH INTENTION:** Expanding revenue streams through strategic partnerships, targeted grants, and high-impact fundraising initiatives to ensure long-term organizational success.

# Thank You

The progress we've made in 2024 would not have been possible without the dedication of our staff, the generosity of our donors, and the resilience of the individuals we serve. Together, we are shaping a future where every veteran and their family can thrive in their next chapter. Thank you for being part of this journey.

## JOIN US IN 2025

In 2025, we invite you to continue walking this path with us. Your support—whether through your time, talent, or treasure—fuels our ability to innovate, expand, and empower. Together, we can ensure that every veteran, intelligence professional, and their family not only transitions but transforms into their next chapter with purpose and impact. Let's make 2025 a year of even greater progress, connection, and opportunity. Join us in shaping the future—because when we stand together, no one walks alone.

For more information, visit us at [www.commitfoundation.org](http://www.commitfoundation.org) or contact us at [info@commitfoundation.org](mailto:info@commitfoundation.org).



  
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