

Annual Report 2021



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Impact Summary

3,072

Individual Services Delivered

1,042

Veterans Served

3,200

Coaching Sessions Held



Mission

The COMMIT Foundation empowers service members, veterans, and their families through personalized programs, resources, and the support of our community to create purposeful and fulfilling transitions.

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A message from the CEO



Dear Friends of COMMIT,

As we approach our 10 year anniversary, The COMMIT Foundation is both expanding its offerings and trying to remain true to our past. Each day I continue to be in awe of what Co-Founder and Former CEO, Anne Meree Craig, was able to create and grow before trusting me enough to take over from her last May. I guess the simple way to put it and I will spare you the Latin, is Christopher Wren's epitaph in St. Paul's in London, "Reader, if you seek a monument, look around you." Every day, I come to work at a world class organization built through the amazing abilities of Anne Meree Craig.

Despite the challenges of COVID, our team delivered over 3,000 services to more than 1,000 transitioning service members. Most importantly, those we serve reimagined what was possible in their post-service lives. We watched incredible military leaders work hard and use our services to rediscover themselves in meaningful ways and gain confidence in their plans for post-service lives. In an effort to improve the effectiveness and relevance of our programs, we reached out to past participants for feedback, insights, and recommendations. Finally, we partnered with industry experts to maintain our responsiveness to an ever-changing labor market.

I am honored to work alongside the entire COMMIT team: staff, coaches, partners, past and present participants, and supporters to create lasting impacts for the men and women we serve. We are most grateful to all who have made this possible.

Sincerely,

Alex Krongard
Chief Executive Officer

Our Support; Their Journey



After a demanding and rewarding career of service, it is hard to imagine a calling beyond the uniform.

The COMMIT Foundation leverages the insight of industry experts to create truly transformative programs. Join us on our journey and see the incredible impacts not only COMMIT has on service recipients but the incredible impacts they have on their communities.



Pursue Your Purpose (PYP) **- Start point for 637 Service Members**

COMMIT's online transition support platform empowers service recipients to increase self-awareness, define their unique transition priorities, and articulate those in a message that is authentic and comfortable to the individual. Many of our service recipients feel tremendous pressure to perform and maintain their bias for action. We encourage them to own their transition by taking a mindful pause to look at what is ahead of them and design a life that brings them meaning and joy.

Executive Coaching **- 3,200 Coaching Sessions**

Through the efforts of an expert team of executive coaches well-versed in veteran transition, COMMIT has facilitated incredible transformations. Our coaching community is a source of inspiration and encouragement, bringing clarity to each service recipient's outlook.



Transition Mentoring Workshop **- 122 participants, 67 mentors**

Our workshops are second to none. Harnessing the power of our networks and relationships, COMMIT facilitates synergy between our participants and seasoned professionals from relevant industries in which they will thrive.

Veteran Readiness Training **- Over 200 Trained**

For those who support COMMIT's mission, we offer this training platform to help talent acquisition and hiring managers understand how to attract, hire, empower, and retain veteran talent. With exercises and case studies, this highly interactive live training is fun, empowering, and helpful to those who believe in and support COMMIT's mission.



Consulting Services

COMMIT is proud to help build cultures of belonging for our Corporate Partners. Helping to bring perspective to non-veteran fellow employees, COMMIT decodes the language and culture veterans come from and uncovers the potential veteran talent can potentially provide. Just as we inspire imagination among our transitioning service members, we aim to help hiring managers reframe the way they see veteran talent to promote better retention and internal mobility.

“ I really enjoyed the discussion of the military as another culture and applying cultural awareness strategies to working with, hiring, managing, and advising veterans. ”

- Big Sky Business Advisor





One-on-One Transition Assistance

COMMIT's One-on-One assistance includes an array of services to optimize each unique transition journey. Personalized support includes strengths assessment, values identification, executive coaching, resume assistance, interview preparation, scholarship assistance, and mentorship. By customizing support services, we are able to meet service recipients where they are and provide them the most relevant and effective support possible.

Industry Webinars

In 2021, COMMIT launched its Introduction to Industry Webinar Series. Calling on experts within our ecosystem to serve as panelists in these discussions, COMMIT has uncovered knowledge and insights to share with our service recipients as well as our broader community. Through this mode of sharing perspective, we are able to truly paint a picture for our service recipients who have yet to experience the "civilian sector." Our first webinar explored the high value the experiences of veterans of military medicine brought to civilian healthcare providers confronting a global pandemic.



Veteran Voices Podcast

Through candid conversations and interviews, COMMIT has captured veteran voices to tell the stories of the incredible people we serve. We launched our podcast in 2021 with the hopes of inspiring both service recipients and our supporters, alike. We believe in the power of storytelling and have seen sparks of inspiration coming from interviews with our service recipients, coaches, staff, and supporters.

“ COMMIT’s resume assistance helped get me in the right mindset to change my resume and subsequent work with Hiring our Heroes yielded very good results. On my very first job interview after changing the resume, the interviewer told me it was the best translation from “military to civilian” terms/language that he’s ever seen on a resume. ”

- Dave Morris, USMC (Ret.)

Donor/Board Spotlight



2021 marked the 20 year anniversary of the September 11th, 2001 attacks. The COMMIT Foundation was founded to help serve those who answered the call when their country needed them the most.

From a different lens, COMMIT friend and board member, Mimi Bock recounted her story of survival on that fateful day.

“I was on the 63rd Floor of the 2 World Trade - the second tower to be hit - on 9/11. I can’t believe 20 years have passed.” said Bock.

“It feels like 5 days and 100 years all at the same time. I am thinking of it, this day, as twenty years of being blessed. Of being alive. I am filled with gratitude that I got to live and love when so many died, or lost ones so dear. There were so many heroes that day.” said Bock.

It was meant to be when she was introduced to Anne Meree Craig, co-founder of The COMMIT Foundation a little over a decade ago. Bock’s tremendous contributions to COMMIT have helped support and aid those who face the many difficulties of transitioning out of service during wartime.

She has served as a mentor, guide, and advocate to our community for nearly a decade. Her leadership is greatly appreciated and admired by the COMMIT staff.

“Being involved with COMMIT has been a gift, and a blessed silver lining, to an otherwise horrific time we all had to live through. I am now a proud board member and hope you will join us!” said Bock.



Map Fellowship



In partnership with The Morgridge Family Foundation, COMMIT welcomed its first ever Morgridge Acceleration Program (MAP) Fellow, Sally Rowland. MAP Fellowships aim to connect nonprofit executives with emerging leaders, looking to create positive impact while developing professional skill sets and networks.

Through the program, MAP Fellows collaborate with peers and industry leaders to challenge the status quo, foster new and meaningful connections, and spark the sustainable change needed to achieve a profound and lasting impact.

Sally's work with COMMIT focused on analyzing the results from our annual survey to uncover an incredibly unique metric which COMMIT measures success: joy. Through Sally's work, COMMIT was able to distinguish itself among Veteran Service Organizations and highlight the unique value proposition we offer transitioning service members.



A Community of Character

At the COMMIT Foundation, our focus on alignment shines through from the services we deliver to our organizational strategy. We believe that by creating space for service members to be who they are, they rediscover a purpose and calling in a new light and chapter in life. It is an incredible journey, which each member of our team empowers and facilitates.

We put veterans first, always. This means from the time a service member begins receiving services through COMMIT, until far into their post-service life, we provide any support we can. Community

76% of COMMIT Alumni continue service by volunteering in their communities

is incredibly important to the veteran population because of the way military training and life has instilled strong senses of accountability and belonging to a tribe. Recognizing this, COMMIT continues to create opportunities to network and find unexpected support among the powerful ecosystem which has developed around us.

From trailblazers to servant leaders, COMMIT is continually inspired by and admiring of the population we serve.



“ From day one of my journey through The COMMIT Foundation Pursue Your Purpose program, I was made to feel that I had joined a partnership that had nothing but my success in mind as a mutual goal.

Today, having completed the program, I stand better equipped and more confident to find true success in my transition as well as equipped with a mentor for life, Jason Roncoroni, who translated what I felt were a cluster of nontransparent skill-sets into an

arsenal of experience that any organization will benefit from bringing my onboard. Above all else, Jason and the team at COMMIT helped me to realize what a right fit for both myself and my family, combined, looks like.

Please, do not wait to see what the COMMIT team is all about...it will benefit you and anyone else on your team!”

-Shaun, US Army Veteran

Guides for the Transition Journey



Court Whitman

With incredible focus and enthusiasm, Court Whitman is a creative problem solver and encourages those he coaches to expand their horizons and challenge their doubts. As a former Special Forces Commando and collegiate athlete, Court embraces consistency and perseverance to drive optimal outcomes for those he works with.



Alison Carroll

As the first COMMIT coach, Alison Carroll has an incredible perspective on the way the coaching community has grown here at COMMIT. Her dedication to cultivating confidence in those she coaches is an incredible testament to her character. She has coached many key figures in COMMIT including Co-Founder Anne Meree Craig's husband, Les, current CEO Alex Krongard, and even fellow coach, Court Whitman!



Jason Roncoroni

Jason Roncoroni embraces dedication and commitment in all facets of his life whether it's as a father, author, servant leader, coach or teammate. As a West Point graduate and military leader in combat, Jason has embraced a distinct ethos in his coaching: connect with your authentic self to shift your energy and the energy of those around you for the best possible outcomes.



Sandy Travis

Sandy Travis has worked thirty years as a coach, consultant, and trainer around the world. She also spent time in the Peace Corps after studying biology at Cornell and Yale. Sandy has recently shifted her focus to heart-centered living and partnering with people ready to make a profound impact on the world around them.

Celebrating Trailblazers

Stephanie Simon

Musician. Marine. Fighter. Trailblazer. Stephanie Simon has spent the last decade growing her career with a deliberate mindset to challenge the status quo and land beyond her goals. She has leveraged The COMMIT Foundation in her transition out of active duty and into a purpose-driven post-service life.



Simon's father, a Marine, was the first to see that Simon had incredible potential for athletics. Her coordination and even just her run were clear indicators that she would be an athlete. Growing up in Washington state, there were many sports and activity options available for Simon to try on for size. She became involved in her school's marching band and developed a love for music while also honing an incredible level of discipline. She became involved in a few different sports but finally landed on Taekwondo which also required a high level of commitment and discipline. Eventually, she discovered and fell in love with wrestling which had just started to gain popularity for girls in the Pacific Northwest.

When she started to think of college, the Naval Academy and the challenge it promised allured Simon. While they did not have a wrestling program, she hoped to change that by helping them start a wrestling team. As she prepared for college, she was given the opportunity to take boxing in the summer as a way to validate the class and not have to do it again as part of the normal curriculum. But then she had her first victory in the ring and everything changed.

"I had to fight a girl in front of 1,000 classmates and I won," Simon said. "They put me on their shoulders and it was a very thrilling experience. That's when I started boxing."

When it came time to choose a branch of service, Simon gravitated to the Marines. There was an instant connection she had with many of the Naval Academy instructors who hailed from the Marine Corps and she could not deny the challenge it presented, especially upon learning that combat arms were open to any woman who could meet the standards. Since combat arms roles were only recently opened to women, Simon saw an opportunity to make her mark and do work she could be truly proud of.

As she transitions off of active duty to pursue a Mixed Martial Arts career, Simon is working through COMMIT's Pursue Your Purpose program along with executive coaching with Court Whitman. Having been an athlete and former special operator, Whitman instantly connected with Simon's fighting spirit and hunger for challenge. He was also able to identify where her hesitations were. Whitman encouraged Simon to start back-planning her move to Miami

and encouraged her to start building up her network there through informational interviews and other networking activities.

"A good fit between the coach and the coached at COMMIT means meeting certain criteria. Value alignment, shared experience, and value are important in building trust and a willingness to work together." Whitman said. He and Simon were aligned in their values, were both athletes and veterans and she perceived value in what he had to offer upon their first meeting.

"For me when I look back the moments I was happiest was when I found out I inspired someone."

Simon will continue her path as a trailblazer and has already signed on with First Round Management to help her navigate her fighting career. "For me when I look

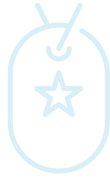
back the moments I was happiest was when I found out I inspired someone," she said. In leading by example, earning titles, and conquering obstacles, Simon will continue trailblazing a path for young women everywhere.



Impact Report

1,042

Veterans Served



3,072

Unique Services Received



11 Workshops Hosted

67 Mentors

122 Service Members & Veterans



663

Pursue Your Purpose Journeys **Completed**

★ 3,200 Coaching Sessions Held ★

How can you help?

An Incredible level of support from our donors enables our work to empower transitioning service members. Here are some ways to be part of our mission:

Financial Contributions

Investing in COMMIT, enables us to have impact in the lives of those we serve. Our programs are made possible through the charitable contribution of others.

- As a 501(c)(3) your gift may be tax deductible.
- In 2021, we achieved Guidestar's highest rating, the Platinum Seal of Approval

In-Kind Support

Fund transportation and support for our transition workshops such as airfare, vehicle rentals, gas, lodging and meals throughout the country programming.

Sponsor a Workshop

Allow COMMIT to use your office space or property to host a Workshop for transitioning service members and veterans.

Become a Mentor

Dedicate your most valued asset; your time! Your insight and guidance is invaluable for transitioning service members and veterans as they navigate their new chapter.

Annual Survey Feedback

COMMIT began expanding its services to also focus on alumni in 2021, building new programs and initiatives for 2022.

With the launch of our webinar series, COMMIT is aiming to leverage our ecosystem for advice and support to transitioning service members on different roles throughout multiple industries. This has also allowed us to connect mentors with our service recipients, a program which will continue to grow in the future.

100%

of Survey Respondents stated that community was important to them

86%

of service recipients who feel capable of healthfully handling transition stress

76%

of Alumni who volunteer regularly

86%

of Alumni who are happy with their life design

90%

of Alumni who feel they spend adequate time with family and friends

80%

of Alumni who feel COMMIT helped them determine who they wanted to be post-service

Impact Through Legacy



COMMIT's Pursue Your Purpose program is geared toward helping transitioning service members reframe their perspective and reimagine their potential as they enter a new chapter in life. One thing that remains true for 76% of service recipients is they are still dedicated to service and want to integrate that value into their new communities by way of volunteerism and philanthropy. When only 25% of American adults commit their time to volunteering, it is clear that COMMIT's ecosystem is full of exceptional men and women who dedicate themselves to the betterment of their communities.

In Colorado Springs, Colorado, US Army Veteran, Ron Fitch embraces community service and is a shining example of servant leadership. During the height of the global Coronavirus pandemic, Fitch served as the Chief Administrative Officer at UC Health Pikes Peak Regional

Hospital. Amid all the chaos of this harrowing time, Fitch was dedicated to supporting and empowering the staff at the hospital, knowing how reliant the quality of care was on the nursing staff's performance and how reliant performance is on being rested and respected. From his 23 years as a US Army Special Operator, troop welfare was always important. Along with a quick daily morning standup where leadership can address their staff's immediate needs, he also was keen on gestures which provide comfort - a luxury in the eyes of many in leadership roles across hospitals in the country but a necessity in Fitch's eyes. Hot meals, a clean facility to shower and change and space to decompress were all implemented through the pandemic. "We also leveraged the mental health lines for people to call and check in with behavioral health" Fitch said.

While leaning in to support his staff to encourage better results for patients, Fitch also believes it is an investment in his community. Continuing service was important to him as he went through The COMMIT Foundation's program and he found that giving back and leading a legacy were still important values to him. He additionally now serves as an avid volunteer and Nonprofit Board Member for the YMCA, the Colorado Springs Conservatory, The Military Affairs Council, and TESSA.

Serving on the Military Affairs Council, Fitch helped establish a behavioral health program for veterans at UHealth and leaned in to invigorating veteran employment initiatives at the hospital. He believes integrating veterans effectively into his community is integral to its evolution and future.

His work as the Fort Carson Garrison Commander exposed Fitch to important community issues such as responding to domestic violence and advocating for children. Fitch became involved with TESSA, a nonprofit dedicated to empowering victims of domestic violence while helping assist military families impacted by this insidious crime. Today, he sits on their board with the unique perspective on UHealth's forensic nursing program which includes TESSA advocate embeds, the only program of its kind in the area.

He also became involved in the Colorado Springs Conservatory to help inspire hope for disadvantaged youth. "I have a passion for kids and the arts and to watch them flourish and even get scholarships for music and the arts - it's just great to see kids be able to pursue that type of passion." Fitch said. "I don't have an arts background but the programs are located in older buildings and I'm versed in dealing with construction projects and raising funds for infrastructure so I can give back that way."

It is exactly that kind of creative problem solving and focusing on what one can do that highlights the importance of elevating veterans in our communities. And with the true humility of a servant leader, Fitch credits his CEO at UHealth as the person who values and encourages volunteerism and community service.

"I think it's in the nature of veterans to selflessly serve to continue that engagement and it's healthy for you, too." Fitch said, encouraging all veterans to seek out volunteerism. Any community could vastly benefit by reintegrating veterans like Fitch.

COMMITed to Success



From a retired Air Force veteran of 21 years.

My entire life is intertwined with the military. I was raised on military values as a second-generation “brat.” I joined the military immediately after college, because I didn’t know what career to pursue, and serving felt like an honorable choice. I was conditioned to be a selfless team player in support of our nation’s defense, and calling me “institutionalized” after a 21-year active duty career is an understatement. I thought the military was who I was supposed to be.

Throughout my life and career, I buried my sense of self in favor of the military values I cherished. I thought everyone did...and I was part of the team. I almost left the military in 2007, and I felt guilty for considering it. I didn’t quit, though, because I felt I was part of a bigger family with similar shared values. But the truth is, over time, the familiarity of military service was a warm blanket that insulated me from the inevitability of self discovery, and it only strengthened the impostor syndrome I faced when my military career ended.

I asked my dad how he knew when to retire after nearly 24 years in the military, to which he responded, “I don’t know how to tell you this, son, but you’ll just know when it’s time.” That time came for me after 20 years of service, but I didn’t know why. I still felt guilty about leaving..like I was giving up...turning my back on the mission..and people with whom I served. I felt like I was abandoning who I am. I arrived at one of life’s precipices with few tools to deal with the massive void in front of me and no direction to start.

Asking for help in the beginning of my transition was hard. The military taught me self-sufficiency, and I'm designed to figure things out. Needing help felt like weakness or, worse, self-betrayal. A simple request from a friend seemed like a monumental favor, reaching out to someone I didn't know felt disingenuous, and the notion of becoming another statistic in the veteran job-placement industry made my transition more difficult. After connecting with COMMIT, however, I felt like I was part of the same type of high-trust, high-performing, supportive organizations so familiar to me from the military. COMMIT reframed how to ask for help and taught me how to network. I no longer felt like needing assistance was a weakness, because COMMIT taught me how to ask for it by people who genuinely care.

Throughout my COMMIT experience, I felt safe enough to be vulnerable and lean into the process. I didn't feel pandered to, alone, or pressured. With great resources, great people, and my best interest at heart, they helped me identify my core values, my passion, and my purpose. Moreover, COMMIT eased the pain of peeling off the uniform and replaced the guilt of leaving it behind with the realization that the military is a 21-year step in my life's journey--not who I am. I learned how to positively embrace both my military experience and my identity as a compass for my next step in life. On a deeper level, I found success because COMMIT allowed me to

take responsibility for my own transition with an incredible network to guide me. And now, for the first time, I understand why I needed to end my military career. I have closure.

“With great resources, great people, and my best interests at heart, they (COMMIT) helped me identify my core values, my passion, and my purpose.”

My hope is that COMMIT reaches more of its target audience faster and earlier in their transition. COMMIT's well-designed, genuine, empathetic approach, great resources, great people, and scalability to help me where

I needed it most was, quite literally, life-changing. I'm excited about what's possible, informed with an actionable plan, and confident about where I want to go. My experience may be on the extreme end of the spectrum, but I feel COMMIT made me a better employee, husband, father, and person.



Corporate Partner Highlights

Fiserv

Over the course of 2021, The COMMIT Foundation partnered with Fiserv to address their Veteran Employee Resource Groups and their talent acquisition teams to talk about belongingness and cultural competence. Through integrated engagements, COMMIT served Fiserv's employees by helping them reframe their perspectives on the value of a veteran and encouraged outside-the-box thinking for internal mobility pathways and internal networking.

PayPal

Over the course of 2021, The COMMIT Foundation partnered with PayPal to build programs which would live within the PayPal employee training. This included onboarding support for their veteran hires, Veteran Readiness Training and a tailor-designed Speaker Series for leadership to address the Veteran Employee Resource Group at PayPal.

Morgan Stanley

In 2021, COMMIT partnered with Morgan Stanley to address a mixed audience of hiring managers and veteran employees to open a discussion around what transition looks like within their unique culture. Many participants voiced their personal experiences and asked poignant questions to resolve some of the challenges that arise for veteran talent. Feedback on this program was overwhelmingly positive and we are grateful for the partnership with such a veteran-friendly and veteran-ready organization.

The Big Sky Business Advisors

The Big Sky Business Advisors hosted three separate Veteran Readiness Trainings for their constituents, helping to address information gaps around veteran advising and hiring. With special guest speakers like veteran entrepreneur Carl Churchill, the audience gleaned a fascinating combination of anecdotal evidence of veteran strengths, carefully crafted reflective exercises, and perspective to help open their aperture when working with a veteran.

Major Foundations



**George L. Ohrstrom, Jr.
Foundation**



**Goldman Sonnenfeldt
Foundation**



Partnered Advocates

**Wounded Warrior Project
Warriors and Quiet Waters
Do More Together**

“ The collective knowledge and experience of everyone in this photo is astounding! I am truly grateful to have been part of the wisdom exchange during this transition workshop by The COMMIT Foundation while at Warriors & Quiet Waters Foundation ranch. ”

- Mario Pais, US Navy Veteran

Financials

\$2,831,121

Total Expenses

Program Expenses (83%)
\$2,321,752

Fundraising Expenses (12%)
\$351,010

Admin Expenses (5%)
\$152,359

Thank You to our Supporters

Individuals

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The Unit Foundation
TowerBrook
UMB Bank
Veterans United Foundation

A hand holding a vintage-style compass with a magnifying glass over it, set against a blurred background of people. The compass is the central focus, with its face clearly visible, showing cardinal directions and degree markings. The magnifying glass is held over the compass face, emphasizing its importance. The background is a soft-focus image of a group of people, suggesting a community or organizational setting. The overall tone is professional and forward-looking.

As we look at growing our mission in 2022, COMMIT has put the wheels in motion on our Family Transition Program, Mentorship Matching, and Alumni Outreach initiatives. Strengthening the relationships in our community to better support transitioning service members is incredibly important to the next steps in COMMIT's journey.

COMMIT Staff

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Chief Development Officer

Margaret Riley
Chief Operating Officer

Scott Walgren
Chief Programs Officer

Jen Anthony
Director of Veteran Services

Patrick Gale
Product Owner of Digital Programs

Mike Greenwood
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Reggie Mills
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Senior Advisor

Chris Thomas

Senior Advisor



Mission

The COMMIT Foundation empowers service members, veterans, and their families through personalized programs, resources, and the support of our community to create purposeful and fulfilling transitions.

For more information please use QR code or visit commitfoundation.org



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