

2022

ANNUAL REPORT



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OUR 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.



MESSAGE FROM THE CEO

Dear COMMIT Family,

It's an honor to share with you The COMMIT Foundation's 2022 Annual Report.

Each year, our team works hard to provide high touch, high impact support to our service members, veterans, and family members in transition. I experience their dedication and innovation on a daily basis, and witness the results they achieve week after week, month after month.

But seeing a year's worth of accomplishments laid out in one place is truly something special. It is the embodiment of our mission realized, not just through numbers and programs, but through the individual lives changed, the families transformed, and the communities uplifted.

I'd like to call your attention to some of the endeavors of 2022 that excite me most. First, our selections and participation in the Stand Together Foundation's Catalyst program was not only a significant validation of the work we are currently doing, it was a transformative opportunity to partner with other changemakers on a national level. This program enables us to expand our reach, deepen our impact, replicate success, and infulence how others approach similar challenges.

Next, COMMIT launched our Spouse Transition Workshops to address the needs of the spouses and families of service members that were transitioning. Validating this need and creating a community of support for these partners became a priority in 2022. And after two cohorts of pilot workshops, we were set to officially launch in 2023.

Lastly, the start of our Alumni Engagement program enhances our offerings and extends services beyond our transition programs. After experiencing the value of incorporating alumni into our programs as mentors, it became clear that we could build a strong and thriving ecosystem while bolstering serendipity for our service recipients. It's a welcomed addition to our robust offerings.

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

I can't wait for you to learn more about our 2022 work in the pages that follow. Please take a moment to appreciate the difference you've made in our community. And remember, together we are improving and enhancing the lives of those who are owed it most.



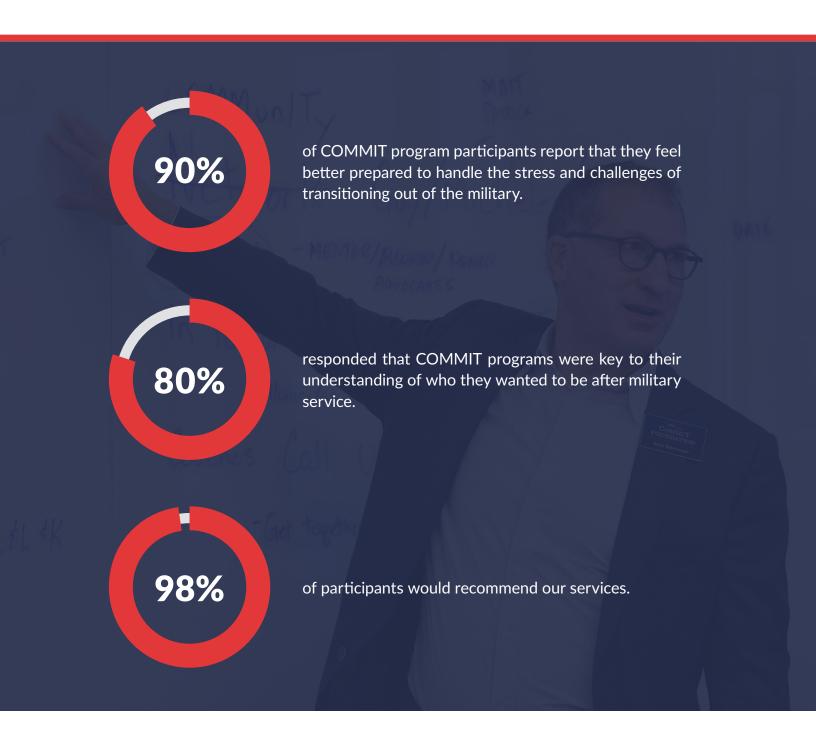
Sincerely,

Alexander L. Krongard

Chief Executive Officer

OUR APPROACH

COMMIT uses research-based programs that allow service members, veterans and their families to think about values, goals, purpose, and the life they wish to live outside of service. By focusing on these areas, they are more likely to choose a career that provides a new sense of purpose, is a good personal fit and dramatically increases stability and satisfaction.







OUR IMPACT



1,397

Service members & veterans served



New to The COMMIT Foundation



3,921

Services provided



2,768

Received 1:1
Transition Services



724

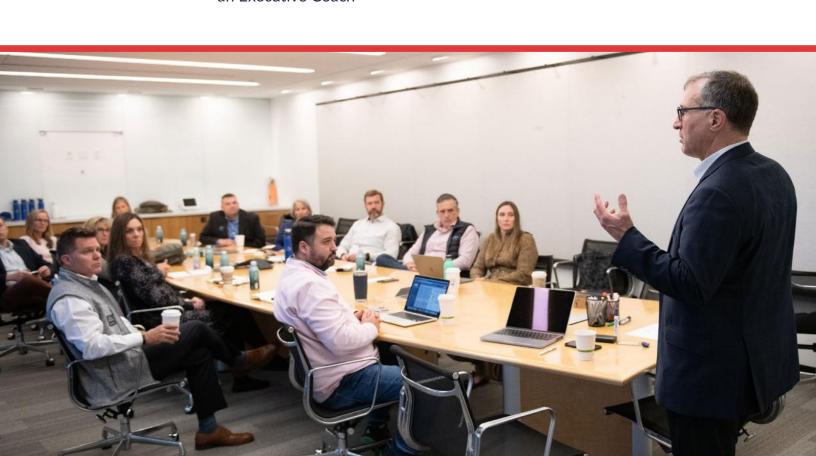
Completed Pursue Your Purpose Online Transition Program with an Executive Coach



145

Attend Transition

Monitoring Workshop

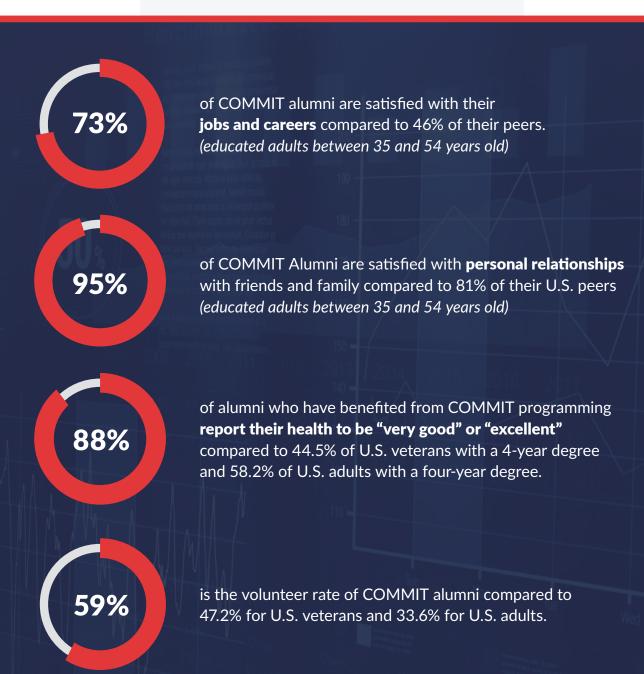




OUR IMPACT

To assess our longitudinal impact on participants, in 2022, COMMIT engaged with Quantitative Research Evaluation and Measurement (QREM), a third-party evaluation firm serving nonprofits as well as other organizations. The results of this effort helped to illuminate the following indicators of impact:

COMMIT ALUMNI STATS



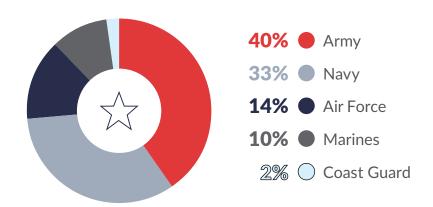


WHO WE SERVE

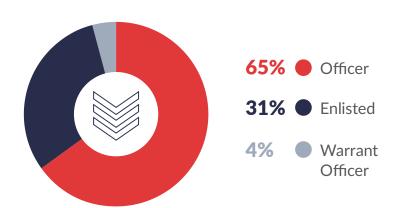
The objective of The COMMIT Foundation is to connect service members and veterans to a professional network that encourages them to widen their apertures and translate their cultivated professional skills to a meaningful career in the civilian sector. Our programs uniquely expose service members and veterans to opportunities they may never seek out due to a lack of information or confidence. We serve all Post 9/11 veterans and their spouses.

DEMOGRAPHICS

BRANCH OF SERVICE



RANK





MESSAGE FROM A VFTFRAN

Each year The COMMIT Foundation helps hundreds of service members find personal and professional purpose after completing their time in the military. And while we are proud of the numbers reflected in the overall impact, it's the individual stories that truly demonstrate the difference we are making - one veteran at a time.

Take, for example, Tiffany Myrick-Woodley. **Tiffany is a native of Norfolk, VA and retired in December 2022 after 20 years of service in the United States Army's Military Police Corps.** During her time in service, she held every direct leadership position, culminating in her career as a First Sergeant and Sergeant Major-select.

Tiffany completed two combat tours to Afghanistan 2004-2005 and 2011-2012 and two tours to Korea in 2003 and 2018. She played an essential role in the gender integration of the Army's Combat Arms occupations by engaging the female and adolescent populations in Afghanistan. Additionally, she was selected to observe and advise on the implementation of standards during the integration of Ranger School, the Army's premier leadership course. Tiffany holds an MBA with a concentration in International Business and is married with a blended family of four children.

Yet, despite her impressive resume and exceptional leadership skills, she still faced challenges when transitioning to civilian life.

66

Although the challenges I faced were expected, it did not make them any easier. I went through a phase where I felt lonely since I was no longer part of a team. Doubt and uncertainty...increases with every year served. Heads of households have the additional burden of providing for their families. Transitioning to a role that provides financial security and purposefulness makes for an additional challenge.



TIFFANY MYRICK-WOODLEY

Thankfully, Tiffany connected with COMMIT early on in her transition.

"The COMMIT Foundation provided outstanding coaching and mentorship that helped me align my goals with my strengths and identify transferable skills I obtained through service" she affirms. "I was able to gain a network of high-achieving veterans who continue to excel after military service. I also learned how to bring my personality into new environments, tell my story in a way that captures the listener, and communicate what I bring to the table."

In terms of feeling lost without a team, Tiffany found guidance with that too. "One piece of advice I received during the COMMIT Workshop was to find a new tribe and continuously build relationships. I took the advice and reconnected with friends and family, enrolled in courses of study, volunteered for nonprofit organizations, and participated in civic engagement."

COMMIT is thrilled to be a part of Tiffany's journey and help her achieve the life she and her family deserves.

Tiffany sums up her experience this way, "I feel determined and supported by my family and friends. The COMMIT Foundation has helped me map out my next steps and taught me how to build on what I already know and the skills I already have to successfully navigate this journey."

Thank you, Tiffany, for your incredible service. We are proud of everything you have accomplished and can't wait to see what you do next!

PARTNER SPOTLIGHT

The COMMIT Foundation's work is not possible without the generous support of our partners.



This year we are highlighting **Board Member Charles Spearman**, **Senior Managing Director and Global Head of Diversity and Inclusion at Guggenheim Partners**. We sat down with Charles for an interview and he generously shared his experiences working with The COMMIT Foundation. Here are some of the highlights of what we gathered.

Guggenheim has a 10 year history with The COMMIT Foundation, and it's been an honor to partner with such an impressive group doing the important work of serving those who are sacrificing so much for our country. In 2013, more than a decade after the war began, more attention was focused on veterans returning home and the unique transition support they needed. And with the support of our firm's leadership, we launched Guggenheim Invests In Veterans Everyday (G.I.V.E.) and our Veterans Transition Assistance Program. During this time, a colleague and member of our Veterans Initiative Advisory Committee, which had just been established, met Anne Meree Craig, COMMIT co-founder and former CEO. He had very high praises for her and the COMMIT team and the unique work they were doing mentoring transitioning veterans. So it was the perfect time for us to get connected and to learn more about the veterans transition ecosystem.

Over the past 10 years we've built a strong partnership with The COMMIT Foundation, hosting and sponsoring various workshops, collaborating on panel discussions and presentations. Several years ago we were proud to host The COMMIT Foundation's first workshop for transitioning women veterans in Chicago. And last fall in 2022, we continued this tradition of collaboration with Alex Krongard, CEO of COMMIT participating in a fireside chat in our annual Veterans Appreciation Event. Whether we are hosting veterans for a COMMIT workshop or celebrating COMMIT's role with our internal stakeholders, these events always serve as a two-way learning experience between veterans and our non veteran population that enriches all of us every time. Because of veterans programs such as VTAP and our partnerships with COMMIT and other veteran service organizations (VSOs), as a firm we have an enhanced understanding of the skills, experience and capabilities veterans bring to the workplace. In addition to our Firm's culture of supporting veterans, much of the recognition that we receive for our work with veterans through VTAP can be credited to COMMIT and other organizations on the ground that we support.

I am excited to work with the team at COMMIT into their second decade under the leadership of Alex Krongard. The team is doing some exceptional things, including expanding services such as the Spouse Transition Workshop as part of the COMMIT Family Transition programs.

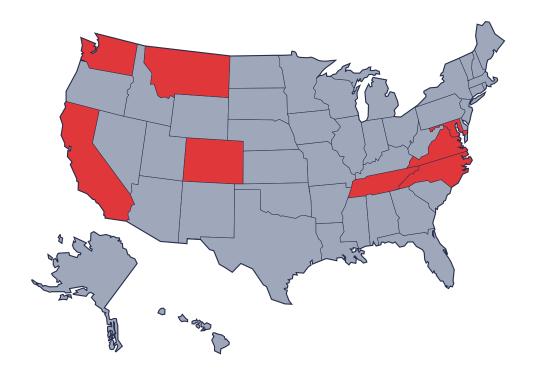
On a personal note, joining The COMMIT Foundation's Board has been one of the most gratifying experiences in my life and continues to be an important way for my family and me to expand our support for those who have sacrificed so much for our country. I have had the opportunity to work with an exceptional team of board members, staff, coaches and veterans' families and to learn first hand from veterans on how much they benefit from the services provided by COMMIT. I look forward to continuing the journey.

TRANSITIONING TOGETHER

TRANSITION MENTORING WORKSHOPS

COMMIT delivered 9 transition mentoring workshops serving 146 participants in 2022:

Baltimore, MD	Denver, CO	San Diego, CA
Bozeman, MT	Menlo Park, CA	Seattle, WA
Charlotte, NC	Nashville, TN	Williamsburg, VA



Sharing our immense gratitude for the incredible organizations that hosted veteran transition workshops in 2022:

Amazon
Andreessen Horowitz
Booz Allen Hamilton
College of William & Mary
Bridgestone

Brown Advisory
McKinsey & Company
University of Colorado Marcus
Institute for Brain Health
Warriors & Quiet Waters

INTRODUCTORY TRANSITION SEMINARS

COMMIT also held **11 seminars** to support transitioning service members and their spouses in 2022:

Dam Neck Naval Base, Virginia

Eglin Air Force Base, Florida

Fayetteville, North Carolina

Fort Belvoir, Virginia

Fort Bragg, North Carolina

Fort Campbell, Kentucky

Fort Carson, Colorado

Stuttgart, Germany

Tampa, FL

Washington, **DC** (The Mission Continues: Women Veterans' Leadership Summit)

Online (with the Air Force Judge Advocate Association)

ALUMNI ENGAGEMENT

COMMIT is excited to share that we launched a new online COMMunITy platform in November 2022, which has grown to have **more than 300 members** actively on-board so far. COMMIT invites members to join when they complete coaching, through our closed social media platforms, and additional alumni based on location aligned with upcoming in-person events and workshop socials. Much more to come on this new initiative.



OUR PROGRAMS

A YEAR IN REVIEW

TRANSITIONING TOGETHER

SPOUSE TRANSITION WORKSHOP

A proud new offering in our services this year, COMMIT conducted two Spouse Transition Workshops serving **36 spouses**

Recognizing that the military lifestyle impacts the entire family, The COMMIT Foundation was proud to create an inclusive spouse transition program. This unique program allows military spouses to examine their values and purpose to create a life alongside military members as they prepare for post-military service. We are thankful for our sponsor Cigna Foundation and the thoughtfulness they share in providing services to our military spouses.

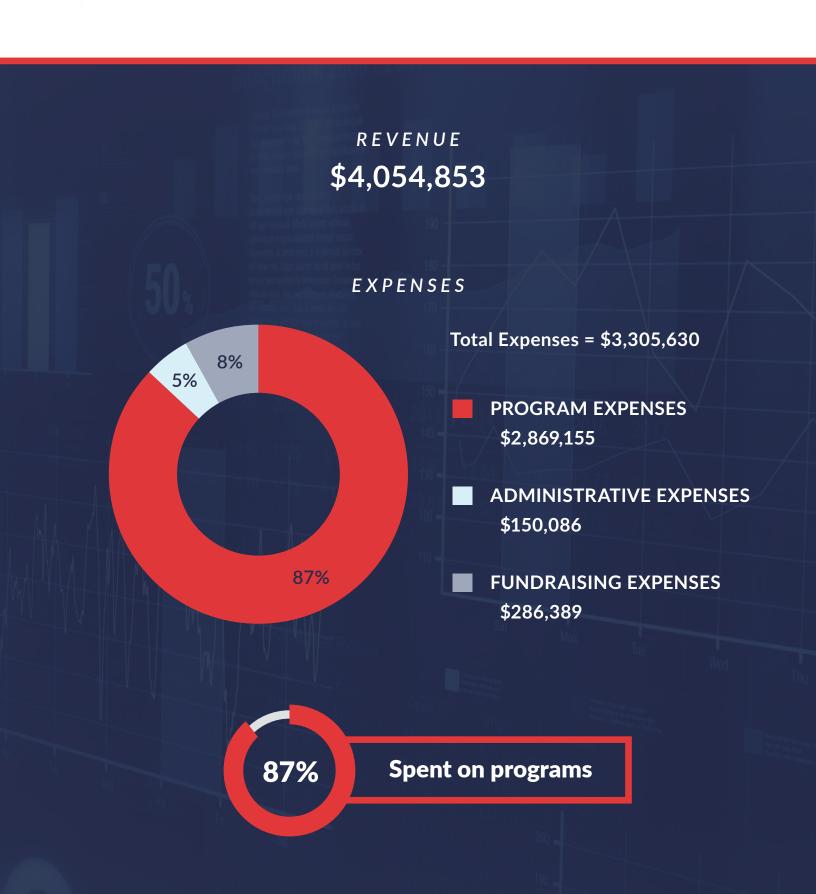






I was constantly learning more about myself and I viewed myself in a better light after each assignment and lesson plan. I was able to find ways to better myself through the teachings and overcame the distractions in life to have a hold in my life to achieve my goals while transitioning out of the military life. The comradery and being able to tell and hear each other's story gave us strength and motivation to focus on what is important to us. This organization gave me a foundation of confidence that I lost years ago.







GUY FILIPPELLI, Co-Founder and Chairman

AIMEE BATEMAN, Secretary

MIMI BOCK

KIM GREENE

AMIR MOTAMEDI

MATT OBERHARDT

TOM PEDDICORD

CHARLES SPEARMAN





We have a 10 year history now with the COMMIT Foundation, and it's been an honor to partner with such an impressive group doing the important work of serving those who are sacrificing so much for our country.

CHARLES SPEARMAN, BOARD MEMBER



AIMEE BATEMAN, Secretary of the Board

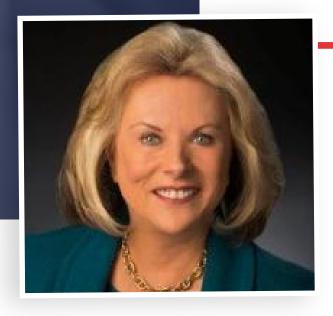
DICK W. BOYCE, Senior Advisor

LINDA CHILDEARS, Senior Advisor

CHRIS HSU, Senior Advisor

BILL KRAUS, Senior Advisor

CHRIS THOMAS, Senior Advisor





The men and women who have served our country have given so much to our country and have developed some very valuable skills. I am so impressed with the important work of COMMIT to help our veterans identify how their skills transfer to the civilian workforce and where they want to serve in the next chapter of their lives. I am honored to be a Senior Advisor to COMMIT.

LINDA CHILDEARS, SENIOR ADVISOR

OUR SUPPORTERS

The COMMIT Foundation is grateful for each individual donor, sponsor, and the following organizations, who provide funding support to make our effective programs possible.



















HENRY E. NILES FOUNDATION, INC.











TOWERBROOK













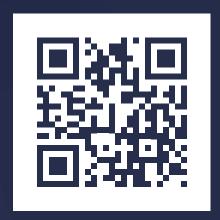




THANK YOU



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Platinum Transparency 2023 Candid.







