

# The COMMIT Foundation

2018 ANNUAL REPORT



**The COMMIT Foundation**

2018 Annual Report

## Letter from the Chief Executive Officer

Dear Friends of COMMIT,

We are proud to share the incredible work the COMMIT Team of Teams performed on behalf of our Nation's transitioning servicemembers and veterans in 2018. It was a special year as we saw our programming as well as the number of people we serve **grow substantially**. More importantly, the meticulous attention we pay to the quality of our delivery, the content of our programming, and the growth of our network continued to increase the incredible value we offer to the people we serve.

We are grateful and honored to have the opportunity to serve our Nation's finest individuals from the best units and organizations across the country. We cannot thank you enough for your support to such an impactful and important mission as we reinvest this talent into the fabric of our country.

Sincerely,  
Anne Meree Craig  
Co-Founder and Chief Executive Officer  
Military Spouse



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



# Impact

# 2018

537

**COMMIT provided  
587 services to  
537 servicemembers  
and veterans.**

198

**In 2017 COMMIT  
provided services to  
198 servicemembers  
and veterans.**



## Transition Mentoring Workshops

We hosted 122 servicemembers and more than 100 mentors through 10 Transition Mentoring Workshops in cities across the country, to include:



**Bozeman, MT;** in partnership with The Station Foundation's Transition Azimuth Check  
**Austin, TX;** in partnership with The VETTED Foundation

**Ft. Bragg, NC;** with US Army Special Operations Command Unit

**Colorado Springs, CO;** hosted by United States Olympic Committee

**San Diego, CA;** hosted by JP Morgan Chase

**Whitefish, MT;** in partnership with Whitefish Veterans Support Team

**Menlo Park, CA;** hosted by Andreessen Horowitz

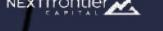
**Seattle, WA;** hosted by Starbucks Corporation

**Bethesda, MD;** hosted by Boston Consulting Group

“

*The COMMIT workshop was transformative in my journey from active duty to retirement. Although I have attended a number of programs - there is no comparison to the quality, creativity, and efficiency of the program and the first class staff!*

# Highlighting our Mentors

 <b>Mimi Bock</b> President	 <b>Jack Daly</b> Partner	 <b>Jim Matheson</b> President and CEO	 <b>Jeff Stump</b> Operating Partner
 <b>Chris Hsu</b> CEO and Co-Founder, Zibo, Inc.	 <b>Sarah Rhoads</b> Director	 <b>Christian Walters</b> President	 <b>Stan Swaintek</b> Head of Operations, Aviation
 <b>Michel Feaster</b> Co-Founder and CEO	 <b>Sam Bluntzer</b> COO	 <b>Ashley Browne</b> District Manager	 <b>Loree Draude</b> Head of Business Education and Content Strategy Development
 <b>Will Cocos</b> Principal	 <b>Emily Miller</b> Co-Founder	 <b>Will Price</b> Board Observer	 <b>Andrea Constantinides</b> Director, Inclusion; Recruiting Innovation and Operations
 <b>Andrew Crow</b> VP of Sales	 <b>Chad Browne</b> Chief of Staff	 <b>Christopher Nelson</b> VP of Business Transformation Services, IT	 <b>Matt Maasdam</b> Co-Founder
 <b>Bill Kraus</b> Founder	 <b>Eva Skidmore</b> VP, Public Sector Field Marketing	 <b>Matt Kress</b> Senior Manager of Veteran and Military Affairs	 <b>Dick Boyce</b> Senior Advisor, Altamont Capital Partners
 <b>Les Craig</b> Partner	 <b>Erin Scruggs</b> Director of Talent Acquisition at LinkedIn	 <b>John Maguire</b> Managing Director	 <b>Mike Iacobucci</b> Senior Director, Business Development
 <b>Amanda Lettmann</b> Co-Founder and COO	 <b>Philip Niedermair</b> Managing Director of Strategic Alliances	 <b>Jurgen Heitmann</b> Director of Performance	 <b>Philip HammarSKJOLD</b> Partner and Co-Executive Officer

"COMMIT's differentiated value comes from access to a cultivated set of mentors who receive as much inspiration from the veterans as they provide."

## Where Our Alumni are Currently Working

<b>Ascent Vision</b>	<b>Advanced Technology International</b>	<b>Knowmadics</b>
<b>AECOM</b>	<b>Leadership Research Institute</b>	<b>LDR</b>
<b>Amazon</b>	<b>Lionheart Worldwide</b>	<b>Matri Design</b>
<b>Anduril</b>	<b>Marsh</b>	<b>McChrystal Group</b>
<b>Attitudes and Attire</b>	<b>McKinsey &amp; Company</b>	<b>MP2 Energy</b>
<b>BAE Systems</b>	<b>Mithril Capital Management LLC</b>	<b>NAI Global</b>
<b>Bloo Allen Hamilton</b>	<b>OnXmaps</b>	<b>OnXmaps</b>
<b>Boston Consulting Group</b>	<b>Orrick, Herrington &amp; Sutcliffe</b>	<b>Orrick, Herrington &amp; Sutcliffe</b>
<b>BCI Defense</b>	<b>Palantir</b>	<b>Palantir</b>
<b>Bechtel</b>	<b>Paypal</b>	<b>Paypal</b>
<b>Blizzard</b>	<b>Perficient Digital</b>	<b>Perficient Digital</b>
<b>Bridgewater Associates</b>	<b>Persistent Systems, LLC</b>	<b>Persistent Systems, LLC</b>
<b>CBRE</b>	<b>Philips Digital Pathology Solutions</b>	<b>Philips Digital Pathology Solutions</b>
<b>Cleveland Indians</b>	<b>PNC</b>	<b>PNC</b>
<b>Collins Aerospace</b>	<b>PointOne USA</b>	<b>PointOne USA</b>
<b>ConMed Corporation</b>	<b>PrecisionHawk</b>	<b>PrecisionHawk</b>
<b>Corning Incorporated</b>	<b>Randori Inc.</b>	<b>Randori Inc.</b>
<b>Cox</b>	<b>Ridgeline Partners</b>	<b>Ridgeline Partners</b>
<b>Cydecor</b>	<b>Rockwell Collins</b>	<b>Rockwell Collins</b>
<b>CyPhy Works</b>	<b>RP Construction Services</b>	<b>RP Construction Services</b>
<b>Dell Technologies</b>	<b>Sanford World Clinic</b>	<b>Sanford World Clinic</b>
<b>Deloitte</b>	<b>Shell</b>	<b>Shell</b>
<b>Disney</b>	<b>Shift.org</b>	<b>Shift.org</b>
<b>EcoLab</b>	<b>Sierra Nevada</b>	<b>Sierra Nevada</b>
<b>eviCore healthcare</b>	<b>Signal Point Solutions</b>	<b>Signal Point Solutions</b>
<b>Evolv Technologies</b>	<b>Starbucks</b>	<b>Starbucks</b>
<b>Ernst and Young</b>	<b>Threat Stack, Inc</b>	<b>Threat Stack, Inc</b>
<b>Facebook</b>	<b>Summit Aviation</b>	<b>Summit Aviation</b>
<b>FEDEX</b>	<b>Swiss Port International</b>	<b>Swiss Port International</b>
<b>Fulcrum</b>	<b>TerraClear</b>	<b>TerraClear</b>
<b>Fusion Technology</b>	<b>Tesla</b>	<b>Tesla</b>
<b>General Dynamics</b>	<b>TGS Management</b>	<b>TGS Management</b>
<b>Google</b>	<b>The Karakoram Group</b>	<b>The Karakoram Group</b>
<b>Gorilla Glass at Corning Inc.</b>	<b>The Runners Edge</b>	<b>The Runners Edge</b>
<b>Harvard Risk Management Corp.</b>	<b>The Spectrum Group</b>	<b>The Spectrum Group</b>
<b>House Permanent Select Committee on Intelligence</b>	<b>Tipping Poing Solutions</b>	<b>Tipping Poing Solutions</b>
<b>Johnson &amp; Johnson</b>	<b>U.S. Senate</b>	<b>U.S. Senate</b>
<b>Juul</b>	<b>UCHealth</b>	<b>UCHealth</b>
<b>Knowledge International LLC</b>	<b>US Bank</b>	<b>US Bank</b>
	<b>U.S. House of Representatives</b>	<b>U.S. House of Representatives</b>
	<b>U.S. Navy</b>	<b>U.S. Navy</b>
	<b>Cleveland VA Medical Center</b>	<b>Cleveland VA Medical Center</b>
	<b>Vanderbilt Owen School of Management</b>	<b>Vanderbilt Owen School of Management</b>
	<b>VETTED</b>	<b>VETTED</b>
	<b>Willard Agri-Service</b>	<b>Willard Agri-Service</b>
	<b>Xenon Ventures</b>	<b>Xenon Ventures</b>
	<b>Yorktown Systems Group</b>	<b>Yorktown Systems Group</b>

# Testimonials



The anxiety I was feeling about my civilian career transition has been replaced with excitement and enthusiasm thanks to COMMIT and its mentors. I can't wait to see where my journey after the military takes me.

“

I never thought that only two days of interaction could make a world of difference with respect to my confidence and overall feeling of preparedness. This is a very selfless group of people and I couldn't be more grateful for their time and insights.

Commit is a deeply sophisticated and nuanced provider of veteran transition services. Their integrity and investment in veterans' journeys is a best in class benchmark to which all VSOs should strive.



# Financials

Total  
Program Service  
Expenses

**88%**

Total  
Management &  
General Expenses

**6%**

Total  
Fundraising  
Expenses

**6%**

## Economic Stability and Growth

Total Revenue  
**\$2,846,584**

Total Expenses  
**\$1,524,847**

Total Program Service Expenses  
**\$1,348,635 (88%)**

Total Management & General Expenses  
**\$89,744 (6%)**

Total Fundraising Expenses  
**\$89,468 (6%)**



# 2018 Support

## Sponsors

The COMMIT Foundation is grateful for the following organizations, who provide support to make our effective programs possible.

 JOHNNY MAC SOLDIERS FUND	 SCHULTZ FAMILY FOUNDATION	 GENERAL DYNAMICS Mission Systems
 A. JAMES & ALICE B. CLARK FOUNDATION	 A FAIRPIX Company	 RUMSFELD FOUNDATION
 NAVY SEAL FOUNDATION	 Silicon Valley Bank	 Palantir
 SINCLAIR BROADCAST GROUP	 The American Way.	 ANDREESSEN HOROWITZ
 Brown ADVISORY Thoughtful Investing.		 Goldman Sachs
 COWEN GROUP	 THE MACNAUGHTON GROUP	 Aerotek
 GULATECH ADVENTURES	 REGENXBIO	 Robert Half®

## Partnering Organizations

Our Team of Teams

 SIXTH WING	 J STREET GROUP	 THE HOWE STREET GROUP
 Tuck School of Business at Dartmouth	 thehidden narrative	 STANFORD BUSINESS SCHOOL
 BOULDER LLC	 THE CLEARING®	 AMATICS CPA GROUP
 CRUSHPAD CONSULTING	 THE STATION™ FOUNDATION	 NIXON PEABODY
 WGR		

*The Andreessens believe COMMIT is tackling the issue of veteran inclusion from a unique perspective with “innovative programs and interventions.” The grant to the COMMIT Foundation allowed that group to hire a new employee to work with tech corporations like Facebook hoping to hire veterans.*

The Philanthropy Roundtable Publication, Uniform Champions A Wise Givers Guide to Excellent Assistance for Veterans



## Team COMMIT Board of Directors



**Anne Meree Craig**  
CEO & Co-Founder  
Military Spouse



**Guy Filippelli**  
Squadra Ventures  
Managing Partner  
Co-Founder and Veteran



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



**Phil Caruso**  
USAFR Major and  
Carnegie Council Fellow



**Kim Greene**  
Svalinn, Founder and Owner  
Military Spouse



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



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



**Charles Spearman**  
Guggenheim Partners  
Senior Managing Director

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**Dick W. Boyce**  
Senior Advisor, Altamont  
Capital Partners



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



**Bill Kraus**  
Founder, Mission BBQ



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

Our **vision** is that COMMIT's approach to individualized, high touch transition services becomes the standard nationwide so veterans in all communities have access to services helping them identify their passions, build strong networks, and leverage their skills in civilian careers.

## What's Next

COMMIT will launch its **Pursue Your Purpose (PYP) Transition Assistance Program** in Q3 of 2019.

Leveraging the proven value of the content utilized in our Transition Mentoring Workshops, the PYP platform will become the foundation of our One-on-One Transition Assistance Program. This platform is fully designed to facilitate COMMIT's ability to increase impact while demand for our services continues to increase.

The PYP platform will provide the technical agility required to tailor our services to every individual we serve, regardless of timeline, geographical location, or operational requirements. Our program participants will be afforded the opportunity to progress through a series of modules designed to widen their imaginations, prioritize their values, design the lives they want to live post-service, and build personal narratives giving them the confidence to aim for nothing less than what they desire.

**Thank You to Our Generous Donors**  
*Your support makes this work possible.*



The COMMIT Foundation  
3169 Summer View Lane | Bozeman, Montana 59715  
+ 571 306 1323 | [info@commitfoundation.org](mailto:info@commitfoundation.org)  
[commitfoundation.org](http://commitfoundation.org)

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