TRAVIS MANION FOUNDATION

2018-2019
ANNUAL REPORT

“If Not Me, Then Who...”
DEAR SPARTANS,

We close out the 2018-2019 Fiscal Year with a community of 113,000 of your fellow members, committed to working with TMF to unite communities and strengthen our country’s national character. As our membership has grown, so has the mission. There are hundreds of events from this past year that I could point to, to demonstrate the success of our community, but I will call out only two to serve as an Executive Summary for this report:

First, this year we were able to see exactly how being a part of the TMF community is affecting our members. We partnered with the Institute for Veterans and Military Families (IVMF) out of Syracuse University for an 18-month study to learn about our large-scale impact. They found that SUSTAINED INVOLVEMENT WITH TMF IS HAVING TREMENDOUS EFFECT ON OUR SPARTANS—IMPROVING THEIR PHYSICAL, EMOTIONAL, AND MENTAL HEALTH by providing them with a sense of meaning and the opportunity to continue to serve. You can read the full results of that report on pages 7–8.

Second, we saw great advancement this year for our hallmark initiative, Character Does Matter. Through this program, we trained 443 veterans and families of fallen heroes to serve as Mentors to local youth and provided continued support to our 1,300 existing Veteran Mentors. Those Mentors then went on to impact nearly 50,000 young men and women by delivering TMF’s educational curriculum of assembly-style presentations and character and leadership courses. IVMF’s report found that Veteran Mentors are having a critical impact on youth, including significant increases in students’ caring, educational expectations, and pro-social attitudes. Learn more about Character Does Matter on pages 9–10.

With your support, we will continue these two major efforts and the hundreds more that are too vast and varied to capture in a brief summary. Thank you for being a part of the “If Not Me, Then Who…” movement. We have more work to do.

YOURS IN SERVICE,

Ryan Manion
President, TMF
“If Not Me, Then Who...”
OUR MISSION_

TMF empowers veterans and families of fallen heroes to develop character in future generations.

OUR VISION_

We’re creating a nation of purpose-driven individuals and thriving communities that is built on character.

OUR VALUES_

001_ Build, Measure, Learn, Repeat
002_ Be Accountable
003_ Purpose Begins with Passion
004_ Out of Many, One
005_ We are Fueled by Gratitude
006_ Failure is a Bruise, Not a Tattoo
THE SPARTAN COMMUNITY
VETERANS, FAMILIES OF FALLEN HEROES & INSPIRED CIVILIANS

Members of the Spartan Community are both military and civilian, though military-affiliated volunteers lead most of our programs. They come from all backgrounds, races, religions, and walks of life. They are 113,000 individuals who have made a conscious decision to unite their communities and strengthen our collective character by living the “If Not Me, Then Who…” ethos.

TOP REASONS WHY OUR MEMBERS JOIN TMF

- **47%** to serve the community and/or others
- **35%** to develop personal growth
- **70%** to honor a fallen hero or a loved one

OUR MEMBERS

- **113,000** Spartans across the country and throughout the world
- **19,000** Veterans and families of fallen heroes leading the mission

- **84%** of veteran and families of fallen heroes feel a greater sense of purpose
- **84%** of veteran and families of fallen heroes have developed improved relationships
- **2 out of every 3 members** feel the more involved they are with TMF, the greater the impact on their lives
EMPOWERMENT PROGRAMS FOR VETERANS AND FAMILIES OF FALLEN HEROES

TMF provides best-in-class personal development and leadership training to veterans and families of fallen heroes, empowering them to effectively transition and become leaders in their communities.

STRENGTHS-BUILDING SEMINARS FOR EFFECTIVE TRANSITION

Travis Manion Foundation is reaching thousands of veterans with our transition support services. We deliver "Leading with your Strengths" Seminars to current and former service members to equip them with the knowledge they need to be successful outside of uniform.

SERVICE EXPEDITIONS: DISCOVERING HEALING AFTER LOSS

Families of fallen heroes channeled their grief into community building and healing by serving 7 different communities in need, in honor of lost loved ones. This year, 135 families of fallen heroes attended an expedition.

"Through this Expedition, I learned how strong I am, physically and emotionally. I learned that I am not alone in my suffering. I also learned to be candid and open with my feelings and emotions and experiences that surround the loss of my brother. In doing so, I was able to relate to others who have had similar experiences and to learn from those who have unfortunately been on this journey longer than I have... Being able to build this house in Guatemala for such a deserving family was so personally satisfying, but doing it in honor of my brother meant the world to me."

BECKY MORIZARTY, GOLD STAR SISTER OF SSG JAMES MORIZARTY, U.S. ARMY
LEADERSHIP EXPEDITIONS: PERSONAL GROWTH AND SHARED CAMARADERIE

Select veterans and families of fallen heroes were chosen for a week-long immersion program in the mountains of Colorado to reconnect with each other, serve locally, and hone individual leadership skills. This year, 22 veterans attended our annual Leadership Expedition.

ANNUAL SPARTAN LEADERSHIP SUMMIT (SLS) FOR ADVANCED TRAINING & DEVELOPMENT

100 of TMF’s top volunteers gathered in Washington, DC for a 3-day program of training, resources, networking, and strategic discussions.

3000+ TOTAL VETERANS & FAMILIES OF FALLEN HEROES RECEIVED PERSONAL AND PROFESSIONAL DEVELOPMENT THIS YEAR
For 12 years, TMF has been investing in veterans and families of fallen heroes, and empowering them to step up as civic assets to their communities and mentor youth to develop character. We believe this mission and our initiatives are successful because the principles that underpin them are grounded in Positive Psychology, a field that studies the characteristics that lead individuals and communities to improve their well-being, referred to as “thriving.”

Measuring the degree of individual well-being and thriving can be difficult. Thus, in an effort to capture the efficacy of our programs on veterans, families of fallen heroes, youth, and civilians, TMF reached out to the Institute for Veterans and Military Families (IVMF) at Syracuse University. Researchers there conducted TMF’s first-ever member survey in October 2018 using the Brief Inventory of Thriving (BIT) scale and a series of supplementary questions regarding health, leadership, and community engagement.

IVMF found that greater engagement with TMF correlates to greater mental health and emotional well-being, with individuals who engage in three or more different initiatives reporting greater sense of community belonging, meaning in their lives, and energy toward activities than those who participate in just one TMF initiative.
VETERANS & FAMILIES OF FALLEN HEROES:

KEY FINDINGS

92%
Feel their participation with TMF has a positive impact on their community

92%
Feel they have a satisfactory meaning in life

97%
Experience higher levels of engagement

84%
Feel a sense of belonging in their community
Through the Character Does Matter initiative, veterans, family members of fallen heroes, first responders, and law enforcement officers mentor youth 12-18 years old to develop character, cultivate leadership, and instill selflessness through the “If Not Me, Then Who...” ethos. Drawing on their leadership experience, Mentors aggregate stories from their personal lives and current events to deliver a presentation that is dedicated to a fallen hero.

TMF also offers Mentors a curriculum to combine character education with experiential learning. The curriculum for Character & Leadership Courses (CLCs) dives deeper into various character strengths to ensure students grasp key learning objectives while providing tangible takeaways that youth can implement to make a positive impact.

In addition to surveying Spartan members, IVMF also studied the efficacy and impact of Character & Leadership Courses on high-school youth. Survey data demonstrates that the program has a positive effect on young adults, including significant increases in caring, educational expectations, and pro-social attitudes. Additionally, a data trend indicates increased negative attitudes toward risky behaviors, such as drinking and drug use.

3,026 youth participated in Character & Leadership Courses led by teams of veteran, survivor, and first responder Mentors.

91% of young adults say they feel empowered to be leaders in their communities.

46,095 young adults were inspired by “If Not Me, Then Who...”
“The ‘If Not Me, Then Who...’ message that Veteran Mentors share can relate to every student. Whether you are an athlete, an artist, a natural scholar, or someone who tries their hardest in every class, all of us can make a conscious effort to make this world a better place by leading in our own individual and positive way. We do not have to be war heroes to be considered heroes. The next time we are faced with challenges in our lives that we are capable of handling and we are not sure if we should act or not we should remind ourselves, ‘If Not Me, Then Who...’”

JASON LIPPART, SCHOOL COUNSELOR, RUMSON, NJ

“My Mentor work has reminded me how critical it is to be available to the next generation. When I’m with the students, I remember that there are children who are not taught character and many of them need someone to be an example of what a leader looks like.”

ROMAINE BARNETT, NAVY VETERAN MENTOR

“This course has shown me a lot values I might have not paid too much attention to. It connected me to a lot of values and friends.”

CDM STUDENT PARTICIPANT
UNIFIED COMMUNITY IMPACT_

Coming together to Honor the Fallen

The impact of TMF’s programs are felt across every corner of the US, wherever Americans are uniting to strengthen their communities and honor the legacies of fallen heroes.

9/11 HEROES RUN RACE SERIES

Volunteers organized nearly 70 large-scale 5k races this year for community members to join together to honor the heroes of September 11th and all those who who have worn the uniform since.

OPERATION LEGACY SERVICE PROJECTS

Thousands of volunteers designed local service projects to meet the most critical needs of their community. Each project was dedicated to the memory of a fallen hero.

NOTES AND IMPACT STATS

This year, TMF partnered with American sporting equipment company GORUCK to activate a community of thousands of “ruckers” to join both 9/11 Heroes Runs and Operation Legacy service projects. Participants were encouraged to wear a weighted rucksack as they completed their race or service project as an extra challenge to honor the fallen.

70
Heroes Runs globally to honor fallen heroes

200
Community service projects dedicated to the fallen

60,000
9/11 HEROES RUN PARTICIPANTS

7,500
OPERATION LEGACY VOLUNTEERS
I RAN A 9/11 RACE. I AM A SURVIVOR OF THE WORLD TRADE CENTER ATTACKS AND THAT WAS A VERY POSITIVE STEP IN MY TRAUMA RECOVERY.

HEATHER B.
PARTNERSHIPS THAT FURTHER THE MISSION...
With special thanks to:

**SCHULTZ FAMILY FOUNDATION**

The Schultz Family Foundation, established in 1996 by Sheri and Howard Schultz, aims to unlock America’s potential, one individual and one community at a time. The foundation focuses on the 4.5 million young people between the ages of 16 to 24 who are not in school nor working, and the over 250,000 post 9/11 veterans transitioning to civilian life each year. To support their efforts, the Schultz Family Foundation partnered with Travis Manion Foundation’s Character Does Matter program to provide veterans with a platform to mentor young people. By providing opportunities to serve as role models, this program empowers veterans to share their skills, passions, and experiences with young people to foster growth and community.

**COMCAST NBCUNIVERSAL**

Comcast NBCUniversal has a commitment to hiring veterans and giving them the opportunity to demonstrate their value to an organization and to a community. To complement their commitment, Comcast has partnered with Travis Manion Foundation and generously donated their employees’ time as well as radio and television advertising space to air TMF’s public service advertisements. Additionally, Comcast NBCUniversal has invested in TMF’s Leading with Your Strengths seminars that teach veterans key factors in living purpose-filled, thriving lives outside of uniform.
THANK YOU FOR YOUR GENEROSITY:

IF NOT ME, THEN WHO...

$1,000,000+

**Corporate**
- Comcast Corporation
- Merck Foundation

**CHARACTER CHAMPION**

$250,000–$999,999

**Corporate**
- Schultz Family Foundation
- Johnson & Johnson Wounded Warrior Project

$100,000–$249,999

**Corporate**
- Abbvie Inc.
- AT&T Texas
- Boeing Company
- RTI International
- The Harry and Jeanette Weinberg Foundation
- The Prudential Insurance Company of America
- The USAA Foundation Under Armour Inc.

**TITANIUM**

$50,000–$99,999

**Corporate**
- Becton, Dickinson and Company
- BlBB Charitable Foundation
- Carry The Load
- Challenger Foundation
- Enterecom Communications
- Milbank Foundation for Rehabilitation
- The Sheriff Foundation
- USS Midway Museum
- Wal-Mart Foundation

**PLATINUM**

$20,000–$49,999

**Individual**
- Alex & Patricia Gorsky
- Cindy and Terry Savage
- Janice Garlock

**CORPORATE**
- Ashton Fund
- Bank of America Corp
- BarclayCard
- Blue Earth Foundation
- Goldman, Sachs & Co
- Human
- Movers Specialty Service, Inc.
- Penn Mutual Life Insurance Company
- The Mitchell Foundation
- University of Pennsylvania Health System

**EMERALD**

$10,000–$19,999

**Individual**
- Dick and Betsy DeVos
- E. Wayne Holden
- John and Jessie DiNome
- Ken Shull
- Rex McIntosh
- Ron & Judy Feigles
- Tim and Heather Richmond

**Corporate**
- Amazon
- Atlassian
- Beneficial Bank
- Bobst
- Bostik, Inc.

**BP Environmental Services, Inc.**
- Branchburg Twp Local 397
- Crosby Foundation c/o The Community Foundation of Anne Arundel County
- Cycloistics, LLC
- Enterprise Holdings
- Evans General Contractors
- Evolve Research & Consulting
- First Resource Bank
- Houston Police Officer's Union
- Houston Professional Fire Fighters Association Charitable Foundation
- Jindal Films
- L3 Technologies, Special Program Sector
- Lumbermans Merchandising Corporation
- Luzzi Family Charitable Fund
- LyondellBasell
- Mitsubishi Polyester Film, Inc.
- Mulhem & Kulp Structural Engineering, Inc.
- NetApp Fund
- PECO Energy Company
- Power Home Remodeling Group
- Printpack, INC.
- Primo Market
- Rabobank
- St. Luke's University Health Network
- Sun Chemical Corporation
- Tagheef Industries
- The Taylor Family Foundation
- Toray Plastics America, Inc
- Volvo Cars Annapolis
- Wells Fargo
- West Pharmaceutical Services, Inc.

**SILVER**

$2,500–$4,999

**Individual**
- Andrew Turner
- Bradley and Elizabeth Quin
- Carlo Pecori
- Christine Loncar
- Col. (Ret.) Jeffrey S. Shaver, USAF
- Cooper Mechanical, Inc.
- David & Joanne Davis
- David Alversson
- Fred Greco
- Jeff Mueller
- Joe and Vicki Poretta
- John and Gayle Mosko
- Joseph Bondi
- Katie Burke
- Keith Palmer
- Ken Riis
- Kevin and Diane Hoffmann
- Lynn Silan and Robert Torcolini
- Michael Ammons
- Michael and Linda Clement
- Mike Malandra
- Neil Metzheiser
- Patrick Magri
- Paul Marquard
- Paul Walsh
- Robert Croft Young
- Ryan Metz
- Sammy Naman
- Scott Bevelacqua
- Sean and Suzanne Manion
- Sergio and Rosemary Pecori
- Stanley Wood
- Steve and Karen Brady
- Tim Pepe
- Todd Morehouse
- Todd Morris

**BRONZE**

$1,000–$2,499

**Individual**
- A. Bruce and Holly Craven
- Admiral Stephen and Maureen Chadwick
- Alan and Danielle Delellis
- Albert and Deborah Masland
- Alex and Maria Blanco
- Allison Duggan
- Amy Snyder
- Andrew Delo
- Ashley Lavigne
- Barbara Nancy Lyons
- Bentley Badgett II
- Bob & Marjorie Wilkerson
- Bob Harter
- Bradley Fessler
- Brian Yacko
- Candace Haluska
- Carol A. Eggert
- Caroline and Robert Pugh
- Charles and Katharine Tweedy
- Charles McNamara
- Christina Palmer
- Col and Mrs. Chris Dougherty
- Col Tom Manion
- COLUM LUNDT
- Conrad O'Brien Law Firm
- Craig Morgan
- Cynthia Ziebelman
- Dan Bunts
- Daniel Fields
- Dave and Kate Papak
- David and Gail Sheffield
- David Volpe
- Dennis and Lynn Nealon
- Derek Madden
- Desmond Connolly
- Dianne and Edward Carmody
- Donna Rich
- Douglas Keel
- Duane Bentley
- Eddie & Candy DeBartolo
- Edwin Ebbie III
- Eileen Martinson
- Emery Kutney
- Eric & Susan Rivera
- Eric Augustyn
- Frank Garah
- Frederick Wallack
- GEN Ronald L. Bailey
- General Dan Alllyn
- Gerard Market
- Granger Carlson
- Greg Call
- Gregory Gonzales
- Heather Hager
- Hilton Dean
- Ian Podbeliski
- James and Antoinette Arcuri
- James and Lisa Rushworth
- James Lawson
- James Pierce
- JeanMarie Kornathy
- Jeffrey & Lynn Heeren
- Jennifer Davis
- Jennifer Kerner Peters
- Jerome and Vanessa Connelly
- Jim and Kelly McCusker
- Joan Adams
- Joan Maynard
- Joe and Cathy Makoid
- John and Dianne Stahl
- John Dickerson
2018-2019

FINANCIAL REPORT

TMF maintains its Best in Class status as a non-profit committed to fiscal responsibility and transparency. In an independent audit for the 2018-2019 fiscal year, we directed 88% of funds to our programs.

PROGRAM EXPENSES

- Community Activation – $5,130,188
- Character and Leadership Development – $1,503,394
- Veteran and Families of Fallen Heroes Support – $2,087,427

End of Year Net Assets – $757,682

TMF BOARD OF DIRECTORS

COL. TOM MANION, USMC (RET.)_ Chairman Emeritus
JOHN DINOME_ Chairman of the Board
ALEX GORSKY_ Vice Chairman
DONALD MOREL_ Vice Chairman
RYAN MANION_ President
MARY KATHERINE HAM_ Secretary
CROFT YOUNG_ Treasurer
GREG CALL_ Director
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MARSHALL LAUCK_ Director
LT. GEN RONALD L BAILEY, USMC (RET.)_ Director
KNOX NUNNALLY_ Director
CARLO PECORI_ Director
TIMOTHY J. RICHMOND_ Director
ALAN SHERIFF_ Director
REVENUE
$9,194,395

EXPENSES
$9,935,567
TMF'S NATIONAL FOOTPRINT

Uniting Communities
to Strengthen America’s National Character
LOOKING FORWARD

In the next five years, Travis Manion Foundation will continue to grow its nationwide programming and membership, with specific focus on empowering thousands more veterans and families of fallen heroes to lead and unite communities. Most importantly, we will improve our training and professional development programs for veterans and survivors to equip them with the tools they need to thrive. Specifically we will:

• Strengthen training and education curriculum for veterans and families of fallen heroes

• Build an online learning management system and resource support center for our members

• Increase opportunities for personal development by offering more Leadership Expeditions and Annual Regional Summits for top volunteers

• Grow the number of chapters throughout the country to support and organize TMF initiatives in key locations

We believe that the best way to ensure the long term success of Travis Manion Foundation is to invest in the veterans and families of fallen heroes who lead our programs and unite our communities. Their continued service will pay dividends—both to the future generations of this country, as well as to the fallen heroes of the past whose character and legacy inform our mission.
“IF NOT ME, THEN WHO...”
“IF NOT ME, THEN WHO...”