

“IF NOT ME,  
THEN WHO...”



TRAVIS MANION  
FOUNDATION

2019-2020

ANNUAL REPORT\_

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DEAR SPARTANS,

It is hard to put into words the twists and turns we all experienced in fiscal year 2019-2020. We welcomed the new year with optimism and momentum, working to exceed the goals we set for ourselves last year to expand our reach, increase the number of veterans and families of fallen heroes we impact, and empower them with more opportunities to reach our youth.

And despite the onset of a global pandemic at the close of the year, we achieved our aim with incredible support from our Spartan community. More specifically, TMF made great strides in 2 critical arenas.

First, we expanded our investment in veterans and families of the fallen. Through our partnership with the Institute for Veterans and Military Families (IVMF), we better understand the impact of this investment to include this key finding:

**TMF MEMBERS WHO ARE ACTIVELY INVOLVED WITH OUR ORGANIZATION EXPERIENCE IMPROVEMENTS TO THEIR MENTAL HEALTH AND WELL-BEING, AND GREATER CONNECTEDNESS TO THEIR COMMUNITIES.**

According to their research, for instance, 96% of veterans and families of the fallen who participated in 3 or more TMF initiatives feel better equipped when dealing with life's challenges and difficulties. We remain ever-committed to the 25,000+ veterans and families of the fallen who depend on the Spartan community for support. This year, 450 of these veterans joined our ranks to become mentors to youth in our character development program and are working every day to bring lessons of integrity, fairness, and hope to young adults in need of their guidance.

Secondly, we worked to further bridge the civilian-military divide by offering community events and initiatives, led by veterans, that bring people together under the common banners to serve and connect. Our two Operation Legacy seasons brought together over 8,000 volunteers for nearly 300 service projects in communities nationwide for a total of 18,000 service hours. Our 2019 9/11 Heroes Run events also experienced unprecedented success with 60,000 participants uniting to honor first responders, law enforcement and military in cities worldwide. Finally, our team of Veteran Mentors delivered our proprietary character curriculum to 50,000 youth through our Character Does Matter (CDM) program powered by UA Freedom.

As we continue to build on our reputation as one of our country's leading Veteran Service Organizations, we know our success is a testament to the corporate partners, donors and individuals who believe in the work we are doing. Thank you for continuing to support our mission and for helping us make a difference in the lives of the people we serve. We look forward to the year ahead.

YOURS IN GRATITUDE,

*Ryan Manion*

Ryan Manion  
President, TMF



# WELCOME TO THE SPARTAN COMMUNITY \_

## OUR MISSION\_

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

## OUR VISION\_

To create a nation of purpose-driven individuals and thriving communities that is built on **character**.

# OUR VALUES\_

### BUILD, MEASURE, LEARN, REPEAT

We embrace an entrepreneurial spirit. When we see an opportunity, we run with it. There is no roadmap to achieving our bold mission, so we act with confidence, courage, creativity, and independence in pursuit of our goals. We have a bias for action that empowers us to be agile.

### BE ACCOUNTABLE

We do the right thing at all times. We deliver on our commitments to our community, country, and one another. We ensure our internal values match our external actions. We take our responsibilities seriously and constantly seek improvement.

### WE ARE FUELED BY GRATITUDE

We understand that anything of great value requires great sacrifice to achieve. We are deeply grateful for the sacrifices of our fellow Spartans: families of the fallen, veterans, volunteers, donors, and staff. This generous spirit fuels our mission and fortifies our commitment. We sacrifice to achieve our goals, we celebrate our victories, and we acknowledge those who get us there.

### OUT OF MANY, ONE

We treat everyone with respect. At TMF, our team comes from all walks of life. We have a wealth of experiences, beliefs, and backgrounds. Our differences make us stronger and a more unified community. We may not always see eye to eye, but we work shoulder to shoulder to accomplish the mission.

### PURPOSE BEGINS WITH PASSION

Our commitment to TMF and our mission is a calling, not an obligation. We enjoy building relationships with one another and take pride in having an impact on our communities.

### FAILURE IS A BRUISE, NOT A TATTOO

With a mission as bold as ours come occasional setbacks. When we fall short, we bounce back quickly. We don't dwell on problems. We find solutions. We accept each other's well-meant shortcomings and we strive together to improve. We are resilient. We are hopeful. We stay in the fight.



## HOW WE INVEST IN VETERANS + FAMILIES OF THE FALLEN \_

TMF takes an expansive approach to achieving our mission. That is, our theory of change depends upon first investing in veterans and families of the fallen, to provide them the personal development, training, community, and well-being they need to thrive. Then, that investment returns tenfold when they lead and serve others through community-building programs, like Operation Legacy and Character Does Matter.

Our impact on veterans and families of the fallen is profound. A program evaluation from the Institute for Veterans and Military Families (IVMF) this year found that:

**TMF MEMBERS CREDIT THE ORGANIZATION WITH CHANGING THEIR LIVES BY IMPROVING PHYSICAL AND MENTAL HEALTH, PROVIDING HOPE AND RESILIENCY, AND HELPING TO FORM BONDS WITH THEIR COMMUNITIES.**

According to IVMF, thousands of veterans and families of fallen heroes involved with TMF experienced significant improvements in four key areas of well-being:

- **CONNECTEDNESS**
- **THRIVING**
- **HEALTH**
- **RESILIENCY**

Further, their evaluation found that with greater participation in TMF, comes greater improvements.



**"TMF HAS BEEN AN EXPERIENCE HARD TO REPLICATE. THE SENSE OF COMMUNITY AND SERVICE YOU SEE TRANSLATES TO WHAT IS EXPERIENCED IN THE MILITARY AND THAT FEELING IS SOMETHING MOST VETERANS CONTINUALLY SEEK TO FILL IN THEMSELVES."**

VETERAN

## CONNECTEDNESS\_

### SPARTAN LEADERSHIP SUMMIT IN HAMPTON, GA

In April 2019, 100+ veterans, families of the fallen, and members from across the country gathered outside Atlanta, GA for TMF's Annual Spartan Leadership Summit, an invitation-only, immersive 2-day experience in leadership development. The Spartan Leadership Summit:

- Builds camaraderie among those who share a passion for serving
- Connects volunteer leaders to share best practices for delivering our youth character program, organizing community events, developing service projects, etc.
- Equips volunteer leaders with strategies and resources to effectively execute the TMF mission at home.

Numerous studies have suggested a relationship between aspects of community connection and facets of well-being, so bringing our community together annually is critical.

**84% OF MEMBERS WHO PARTICIPATE IN MULTIPLE TMF INITIATIVES AGREE THAT TMF HAS PROVIDED THEM WITH A SENSE OF COMMUNITY.**

Veterans and families of fallen heroes who feel more connected report a greater sense of camaraderie, support, and a renewed sense of purpose.

"Participating in the Spartan Leadership Summit is empowering and strengthens my soul. I leave feeling more inspired and focused. Proud to be part of an amazing foundation with so many leaders and role models for not just for myself but for so many communities around the world!"

2019 SUMMIT ATTENDEE





# HOW WE INVEST IN VETERANS + FAMILIES OF THE FALLEN \_

## RESILIENCE\_

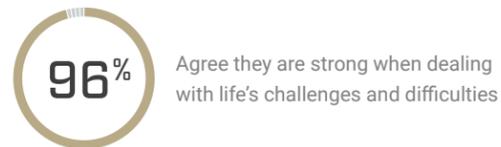
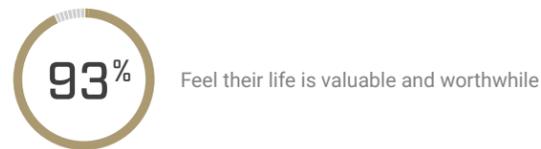
### SURVIVOR EXPEDITIONS

TMF hosted six Survivor Expeditions this fiscal year, empowering groups of families of fallen heroes to serve communities in need from Alaska to Puerto Rico. According to research from IVMF, these opportunities to serve go far beyond filling a need in communities - they help instill greater self-worth, a sense of community and purpose among those who participate.

**2,721** VETERANS + FAMILIES OF FALLEN HEROES SUPPORTED THIS YEAR

**6** SURVIVOR EXPEDITIONS TO SERVE COMMUNITIES IN NEED

Among the veterans and family members of fallen heroes who participated in 3 or more TMF initiatives:



### NEW MEXICO SURVIVOR EXPEDITION

In April 2019, 22 survivors and veterans traveled to Iyanbito, New Mexico, to take part in a home build for a Vietnam-era Army Veteran, the son of a Navajo code talker.

### YELLOWSTONE NATIONAL PARK SURVIVOR EXPEDITION

In June 2019, a group of 13 surviving teens (ages 14-18) traveled to Yellowstone National Park to help conservationists collect data and record wildlife observations as part of an environmentalist program.

### NORTH CAROLINA SURVIVOR EXPEDITION

In July 2019, the first ever TMF Family Expedition united 14 surviving family members to rebuild a church in New Bern, NC, planned to house rescue workers coming to the area to repair damage from Hurricane Florence.

### ALASKA SURVIVOR EXPEDITION

A group of 15 survivors traveled in August 2019 to help a fellow Gold Star mother whose home had suffered extensive water damage and paint mailboxes for residents of Pioneer home, the only veteran retirement facility in Alaska.

### IOWA SURVIVOR EXPEDITION

In September 2019, a group of 14 survivors descended upon the Quad Cities area to help install roofing, siding, and insulation for Habitat for Humanity homes in Davenport and Moline, IA.

### PUERTO RICO SURVIVOR EXPEDITION

In January 2020, on the second TMF service expedition to Puerto Rico, a group of 19 veterans and family members of fallen heroes worked to repair and rebuild damage to several homes incurred by Hurricane Maria.



HOW WE INVEST  
IN VETERANS  
+ FAMILIES OF  
THE FALLEN \_

# THRIVING\_

## LEADERSHIP EXPEDITIONS IN CO AND FL

To further our investment in veterans, TMF developed bi-annual **Leadership Expeditions**, where we invite our most engaged Spartans in each region, to participate in personal development training and serve the youth of a local community.



of members who participate in multiple TMF initiatives agree their lives have a clear sense of purpose

### COLORADO LEADERSHIP EXPEDITION

In May 2019, a TMF Leadership Expedition to Colorado led by Navy Cross recipient Maj. Brian "Tosh" Chontosh (USMC, Ret.) brought 15 Spartans together for a week of intensive personal development and physical challenges. The culmination of the week was a joint event with Steve's Club Denver that works with opportunity youth. After a day of mentoring, veterans and youth from Steve's Club teamed up for a service project to clear trees and brush to protect the community from forest fires.

### FLORIDA LEADERSHIP EXPEDITION

In October 2019, a TMF Leadership Expedition to Coral Springs, FL, brought 15 veterans and families of fallen heroes together for a unique 3-day experience to connect with a community in need of healing. The team delivered character training to students at Marjory Stoneman Douglas High School, participated in a custom GORUCK workout, and engaged in an Operation Legacy service project at the school. Marjory Stoneman Douglas is the site of the 2018 Parkland, FL school shooting, which remains the deadliest high school shooting in our nation's history.

135 FAMILIES OF FALLEN HEROES

+ 22 VETERANS

ATTENDED TMF EXPEDITIONS  
THIS YEAR



"THIS WEEKEND WAS FULL OF EXTREME EMOTION AND IMPACT, ON MYSELF AND THE OTHER LEADERS, BUT MOST IMPORTANTLY THE COMMUNITY. I WAS SAD WHEN THE WEEKEND ENDED BUT MOTIVATED TO COME BACK AND IMPACT MY LOCAL COMMUNITY, AND ABSOLUTELY CANNOT WAIT FOR THE NEXT OPPORTUNITY TO GO ON ANOTHER EXPEDITION. THE LEADERS THAT PARTICIPATED WERE AMAZING AND ARE NOW LIFE-LONG FRIENDS AND WILL CONTINUE TO MOTIVATE ME THROUGH THEIR SERVICE AND FRIENDSHIP."

JOSH B., VETERAN





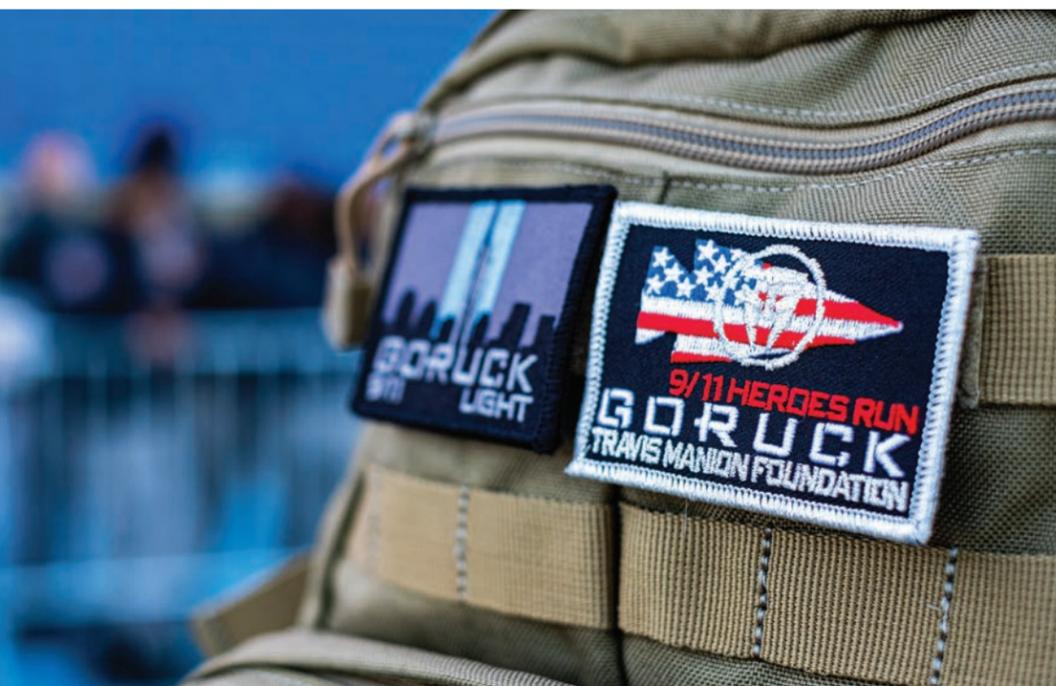
“THIS EXPEDITION WAS A BEAUTIFUL TESTAMENT TO THE POWER OF MOVING FORWARD WHILE STILL HONORING THE LOVE AND SERVICE OF MY LATE HUSBAND. IT PROVIDED ME WITH A SENSE OF PURPOSE, LIFELONG MEMORIES, TRAVEL AND EXPERIENCES THAT I AM BLESSED I STILL GET TO HAVE.”

ROBYN M., SURVIVOR



“WHEN I PARTICIPATE IN EVENTS WITH TMF I MEET SOME OUTSTANDING PEOPLE WHO ARE TRYING TO MAKE THE WORLD AROUND THEM A BETTER PLACE. I AM HUMBLLED BY THEIR STORIES AND REMINDED THAT THERE IS MUCH WORK LEFT TO BE DONE, BUT IT ALWAYS MOTIVATES ME TO TRY HARDER AND TO REPRESENT TMF IN THE BEST WAYS POSSIBLE.”

CHAD J., VETERAN



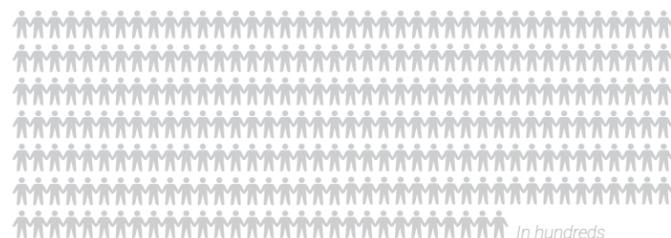
HOW WE INVEST  
IN VETERANS  
+ FAMILIES OF  
THE FALLEN \_

# HEALTH\_

## LEADING WITH YOUR STRENGTHS SEMINARS

To promote the well-being of our community, TMF facilitates a best-in-class curriculum that helps individuals identify personal strengths, values, and passions to achieve their goals. This year, we developed an e-course for our Leading With Your Strengths curriculum to offer these free seminars on our learning management system.

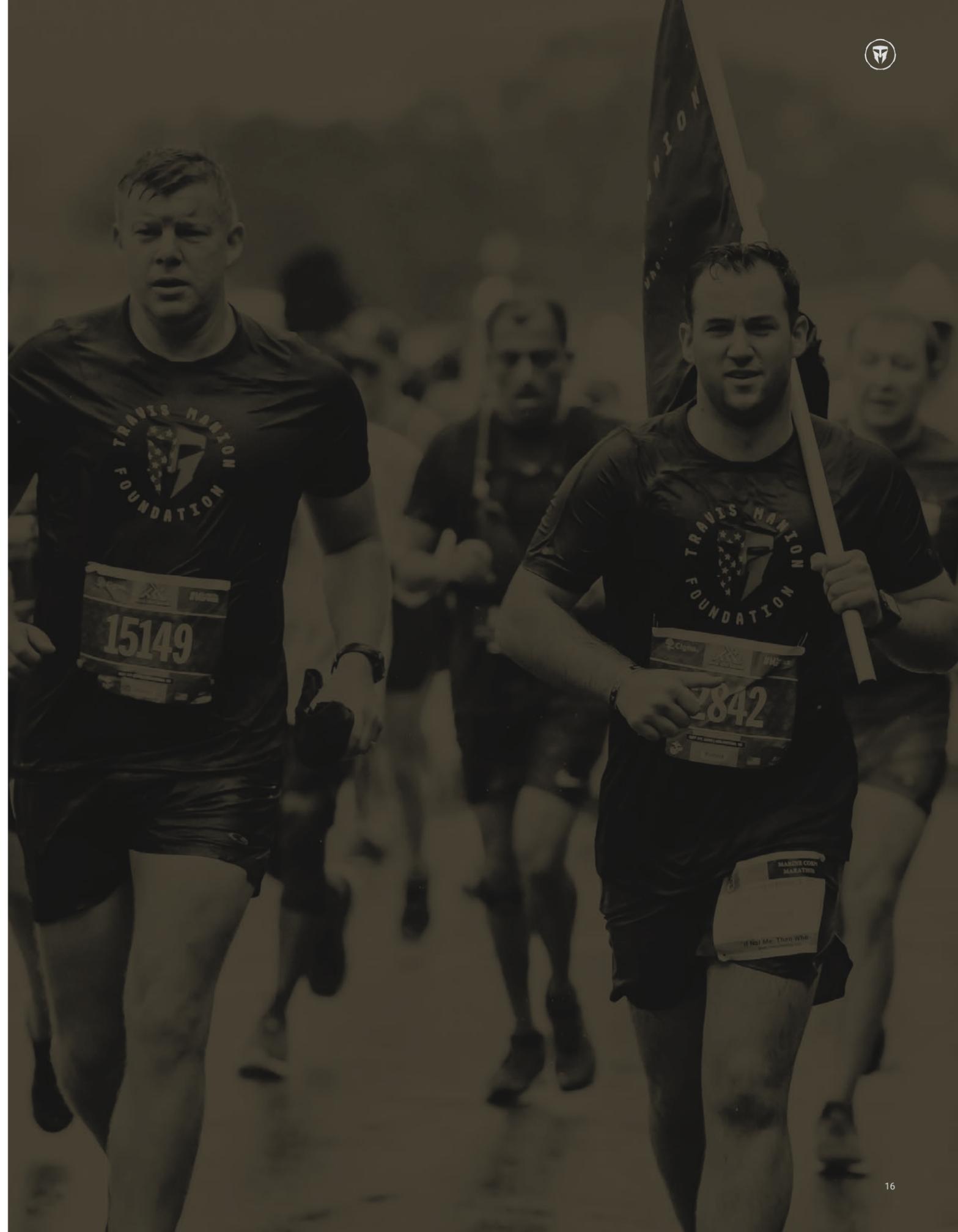
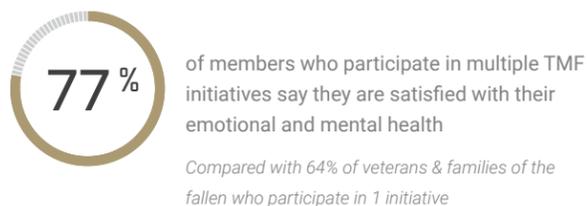
**2,700** veterans, families of the fallen, and military spouses impacted



**66** seminars facilitated

"Thank you so much for offering the Leading With Your Strengths workshop. It was so helpful in starting to change a few deep-seated, incorrect beliefs about myself. Rebuilding [after injury] with these character strengths in mind gives me more hope for sure."

MELANIE L., SEMINAR PARTICIPANT & WOUNDED WARRIOR PROJECT ALUMNI



# HOW TMF BRIDGES THE CIVILIAN-MILITARY DIVIDE\_

TMF is a leading Veteran Service Organization (VSO) whose main line of effort is to train, develop, empower, and support veterans and families of the fallen. Those individuals then go lead and serve the needs of their communities with support from TMF.

In addition, TMF provides unique opportunities for inspired civilians to serve alongside our nation's veterans and surviving families. These touchpoints led to an important finding from IVMF's survey this year: **Civilians who participate in TMF programs experience similar benefits to mental health and emotional well-being as veterans and families of fallen heroes.**

**"THE DIVERSE DEMOGRAPHIC MAKEUP OF TMF PARTICIPANTS, ALONG WITH THEIR COMMENTS, SUGGEST THAT TMF, AS A VETERAN SERVING ORGANIZATION, IS SUCCEEDING IN CREATING A RARE AND UNIQUE CONNECTION BETWEEN CIVILIANS AND THOSE WHO ARE MILITARY CONNECTED."**

INSTITUTE FOR VETERANS AND MILITARY FAMILIES

# 115,000

veterans, families of fallen heroes, and inspired civilians engaged with TMF in FY2019



As the size of the military shrinks relative to the U.S. population and fewer people have personal connections to those who have served, there is a growing disconnect between civilians and the military-connected community. Mending that disconnect is critical to not only fostering an improved understanding among the public but also helping veterans overcome the greatest challenge they face when entering civilian life: relating to people who do not know or understand what they have experienced.

## TMF BRIDGES THE CIVILIAN-MILITARY DIVIDE THROUGH:

**CHARACTER DOES MATTER:**  
connecting Veteran Mentors with youth in their communities



**OPERATION LEGACY:**  
local service projects to address community needs



**9/11 HEROES RUN 5K SERIES:**  
community-based runs to honor first responders and military



**BRIDGING  
THE DIVIDE:  
VETERANS  
& YOUTH \_  
CHARACTER DOES MATTER (CDM)**

The Character Does Matter program powered by UA Freedom, empowers veterans and families of the fallen to draw on their own personal experiences to mentor youth aged 12-18 in a wide range of settings.

Trained Mentors deliver our proprietary character development curriculum focused on helping youth adopt the "If Not Me, Then Who..." ethos. In 2019 alone, our Veteran Mentors reached 50,000 youth over the course of approximately 1,200 hours.

**VETERANS BUILD CONNECTIONS WITH YOUNG LEADERS THROUGH:**

- Organized speaking engagements & group presentations
- Interactive experiential learning & team-building activities
- Local community service projects

**325,637**

**YOUTH IMPACTED SINCE INCEPTION**



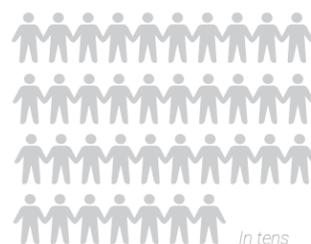
**448**

**NEW VETERAN MENTORS TRAINED THIS YEAR**



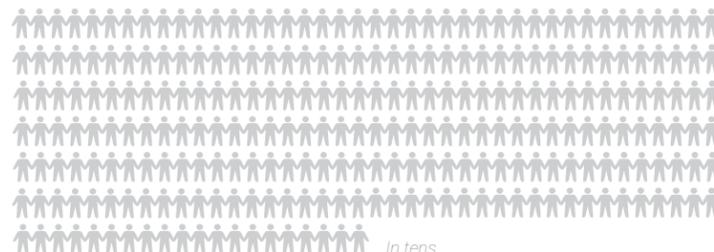
**369**

**CHARACTER PRESENTATIONS DELIVERED TO YOUTH BY VETERAN MENTORS THIS YEAR**



**2,600**

**YOUNG ADULTS VOLUNTEERED ALONGSIDE THEIR VETERAN MENTORS IN COMMUNITY SERVICE**

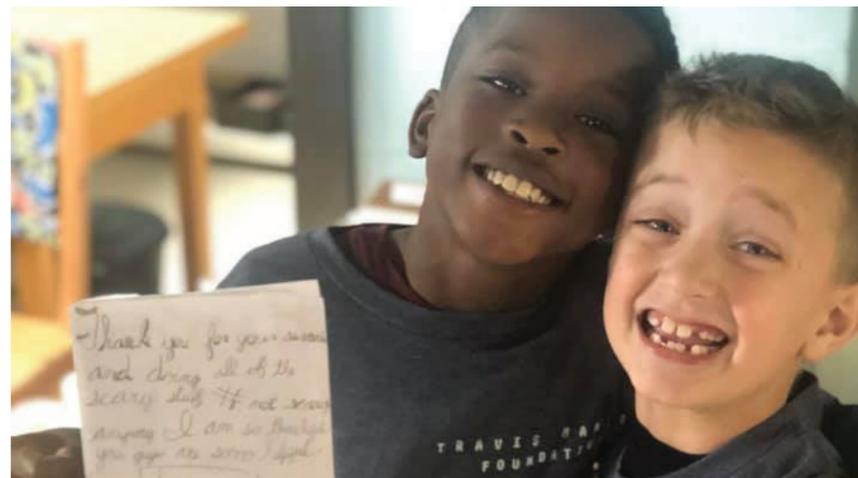


**1200**

**HOURS OF MENTORSHIP**

**101**

**CHARACTER & LEADERSHIP COURSES DELIVERED BY VETERAN MENTORS**





# BRIDGING THE DIVIDE: VETERANS & YOUTH

CHARACTER DOES MATTER (CDM)

## IMPACT ON VETERANS

According to IVMF's research, the interactions between students and Veteran Mentors have a profound impact not only on youth but also the veterans and families of fallen heroes who deliver the curriculum.

**87%** of Veteran CDM Mentors agreed or strongly agreed their involvement with TMF has provided them with a sense of community. *Compared to 60% of veteran non-CDM Mentors.*

**82%** of Veteran CDM Mentors were satisfied or extremely satisfied with their emotional and mental health in the last 3 months. *Compared to 67% of veteran non-CDM Mentors.*

"Doing this gives me a new purpose, a new defined purpose. Still being able to serve, still being able to give back to our future generation, building them to be more positive, creative individuals. That does something. Seeing that change makes a huge impact on me."

EARL L., VETERAN



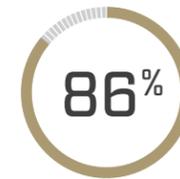
## IMPACT ON YOUTH

### SHORT-TERM BEHAVIOR CHANGES

Even just one touchpoint with a veteran has important short-term effects on youth, including shifts in attitudes and behaviors.



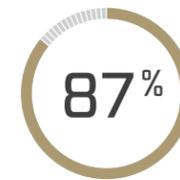
Will be more motivated to help others



Will be more compassionate and kind



Will think more about how my actions affect others



Will be more likely to do something when I see someone being bullied, threatened, or harassed

Youth who participate in a Character & Leadership Course experience overall improvements in thriving measures, including their sense of gratitude, self-confidence, educational expectations, critical thinking and optimism about the future.

### LONG-TERM TRANSFORMATION

The CDM program creates change agents and builds youth as civic assets. These assets then go on to influence one another, future youth, and their entire school and community as a result of what they have learned in the program from Veteran Mentors.

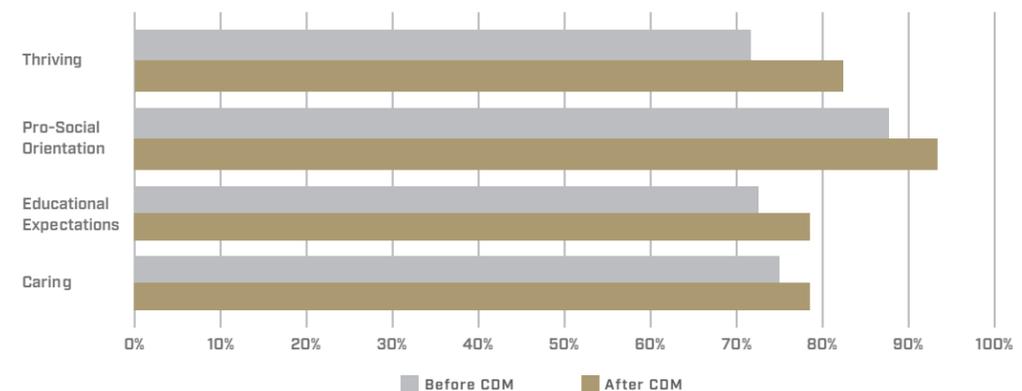
Additionally, young adults reap long-term benefits like increased levels of thriving, a greater sense of purpose, and improved mental health. Youth who complete the CDM Program go on to:

- Hold leadership positions as team captains, student government officers, and club leaders
- Establish TMF clubs at their school
- Organize service projects in their local communities

"Overall, I believe that the greatest lesson I learned from the program was that your character directly influences your ability as a leader to give purpose to and improve an organization. As I grow here at Villanova [University], the message of 'If Not Me, Then Who...' is at the very foundation of my development. The lessons I learned from the TMF program and the Veteran Mentors who guided us give me more confidence, more drive and more knowledge to lead and be a person of quality character."

COLLEGE SOPHOMORE, 2015 CDM PARTICIPANT

### WEST POTOMAC HIGH SCHOOL (VA)





# BRIDGING THE DIVIDE: VETERANS & THE COMMUNITY

## 9/11 Heroes Run + Operation Legacy

Both 9/11 Heroes Run and Operation Legacy offer a chance to deepen community relationships and engage veterans and civilians alike to unite in honoring our nation's fallen. These events are open to all 115,000 Spartans in the TMF community.

### 9/11 HEROES RUN 5K RACE SERIES

Since 2007, the 9/11 Heroes Run 5K Race Series has brought together communities to honor the first responders who gave their lives on Sept. 11, 2001, and the service members who have selflessly sacrificed in the wars since. This year, 60,000 participants joined together to remember their sacrifices in communities across the globe.

**91** RUN LOCATIONS THROUGHOUT THE WORLD

**60,000+** PEOPLE IMPACTED BY 9/11 HEROES RUN EVENTS



*In thousands*

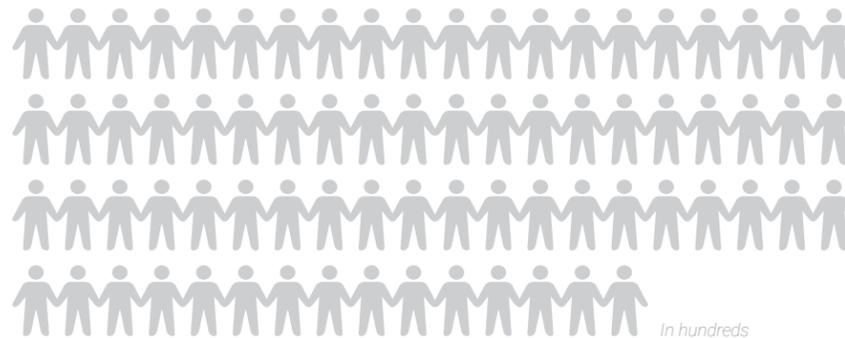
### OPERATION LEGACY

TMF unites communities with a movement of service through Operation Legacy—putting veterans at the helm of service projects that honor fallen heroes.

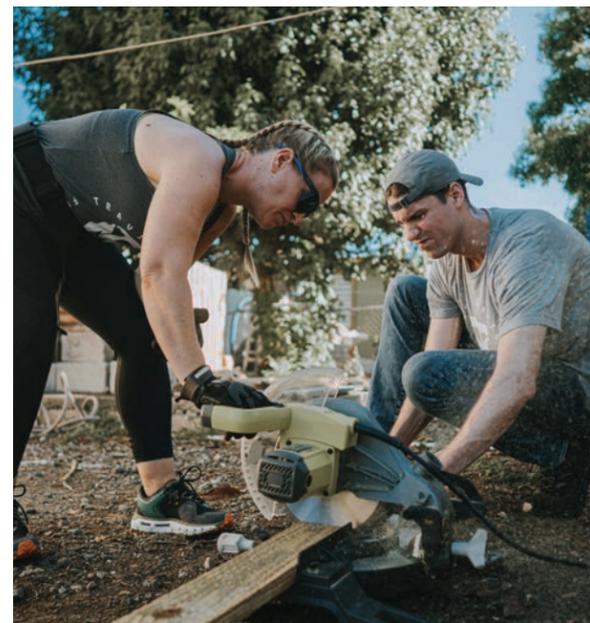
Projects vary based on the unique challenges of the local community. In Southern California, 50 Spartans provided 150 meals for those experiencing homelessness in honor of Lance Cpl. Thomas J. Zapp, USMC. And in Pottstown, PA, Bronwyn de Maso led a cemetery clean-up in honor of her brother, Commander Job Wilson Price. Other projects included repairing and rebuilding roofs for veterans, cleaning schools, collecting food for homeless shelters, and more.

**283** NATIONWIDE PROJECTS TO HONOR THE FALLEN

**8,224** VETERANS, FAMILIES OF THE FALLEN, AND CIVILIANS SERVING TOGETHER



*In hundreds*



PARTNERSHIPS  
THAT FURTHER  
THE MISSION\_



# Top Partners



**UNDER ARMOUR, INC.**

Under Armour, Inc., headquartered in Baltimore, Maryland, is a leading innovator, marketer and distributor of branded performance athletic apparel, footwear, and accessories. Designed to make all athletes better, Under Armour's – UA Freedom Initiative – started in 2010 with a singular mission to support and inspire the brave men and women dedicated to protecting us, every day. In 2019, UA provided over \$3 million in resources to military, first responders and their families within four core areas: education, activity, mentorship and service. Under Armour Freedom partners with the Travis Manion Foundation through a multi-year commitment as the exclusive National Presenting Sponsor of TMFs Character Does Matter Program as well as our exclusive Athletic Apparel Sponsor. Our partnership will help us to continue to provide support for veterans and families of the fallen to develop and lead the next generation of leaders.





# THANK YOU FOR YOUR GENEROSITY:

## "IF NOT ME, THEN WHO..." \$1,000,000+

### Corporate

Comcast NBCUniversal  
Morel Family Foundation  
Under Armour Freedom

## CHARACTER CHAMPION \$250,000-\$999,999

### Corporate & Foundations

Boeing Company  
Johnson & Johnson  
Schultz Family Foundation  
The Sheriff Foundation  
Wounded Warrior Project

## DIAMOND \$100,000-\$249,999

### Corporate & Foundations

AbbVie Foundation  
The Penn Mutual Life  
Insurance Company

## TITANIUM \$50,000-\$99,999

### Individual

William and Lynn Goldman

### Corporate & Foundations

Bank of America Charitable  
Foundation  
Becton Dickinson & Co  
Carry The Load  
Challenger Foundation  
Lightening The Load  
Lockheed Martin  
RTI International  
The Harry and Jeanette Weinberg  
Fund for Educational Excellence  
The Milbank Foundation  
The USAA Foundation  
USS Midway Museum

## PLATINUM \$20,000-\$49,999

### Individual

Scott Belveal  
Alex & Patricia Gorsky  
Bill Little  
Cindy and Terry Savage  
Matthew Tormenti

### Corporate & Foundations

Amazon  
Apple Inc.  
BLBB Charitable  
Entercom Communications  
Humana  
Leidos  
Neal C Nichols Foundation, Inc S &  
K Sales Co.

The Daniel B and Florence E Green  
Foundation, Richard J Green  
The Goldman Sachs Group, Inc  
The Mitchell Foundation  
University of Pennsylvania  
Health System

### Independent Fundraisers

2020 Frozen Frogman  
4Horsemen Fundraiser  
Anaheim Ducks Foundation  
Casino Night at NYAC  
Islandman Triathlon  
JNJ Golf Tournament  
Liberty IT Solutions Golf  
Tournament

## EMERALD \$10,000-\$19,999

### Individual

Daniel D' Aniello  
David and Kyrsten Bourdon  
Mr and Mrs Richard Clark  
John and Jessie DiNome  
Ron & Joy Feigles  
Suzanne and Richard Keiser  
Robert and Mariann MacDonald  
Col Tom Manion  
Tim and Heather Richmond  
Ted and Nora Szydowski  
Rachael and Richard Wells

### Corporate & Foundations

American Possibilities  
Crown Auto Logistics Inc.  
Fidelity  
Franklin Square Capital  
Partners Foundation  
Hoxie Harrison Smith Foundation  
L3Harris  
Luzzi Family Charitable Fund  
Movers Specialty Service, Inc.  
Nike  
PNC Bank  
Pronio's Market  
Rumsfeld Foundation  
Silver Eagle Distributors  
Stephen J Beers Revocable Trust  
Steven A and Gloria E Ellers Fund  
SunTrust Banks, Inc.  
The Brennan Family Foundation  
The Chiminski Family Fund  
The Colorado Health Foundation  
The Starbucks Foundation  
The William and Susan Federici  
Charitable Fund  
Tim Kern Memorial Fund  
Virginians for Veterans

### Independent Fundraisers

2019 Jim Thorpe Adventures  
Remembrance Ride  
BarclayCard - 5th Annual MSN  
Walk in their Honor

Mattalina Winemixer  
Run to Remember - VB  
Sugg Brothers Ski for the Travis  
Manion Foundation

## GOLD \$5,000-\$9,999

### Individual

Leif and Jenna Leet Babin  
Steve and Karen Brady  
Tim Broadbent  
Francis Carroll  
Sean Daly  
Melvin and Tonya Douglas  
Francis and Katherine Finelli  
August and Maria Fix  
Kevin Flynn, Jr.  
Jenny Galiani  
Gay L Jordan  
Philip Krim  
Joseph & Barbara Kesselring  
Michael McDonald  
Timothy McDonald  
Todd & Elycia Morris  
Trudy Muhlbauer  
Richard and Barb Orr  
Kim Pagotto  
Neil Parikh  
Peter Scola  
Marc E. Zigo

### Corporate & Foundations

Bank Independent  
Bonnie L Bolding Charitable  
Foundation  
BP Environmental Services, Inc.  
CSL Behring, LLC  
Deloitte, LLC  
Drexel Hamilton, LLC  
Excellis Health Solutions LLC  
FirstKey Homes  
Firsttrust Bank  
Gen. Smedley D Butler  
Detachment Marine Corps  
League #741  
GlaxoSmithKline  
Greco Promotions  
Houston Police Officer's Union  
Houston Professional Fire  
Fighters Association Charitable  
Foundation  
Integra Foundation  
Joseph and Catherine Bondi  
Family Foundation  
Mulhern & Kulp Structural  
Engineering, Inc.  
New York University - The Stern  
Community  
Oracle Corporation  
Polen Capital Managment LLC  
Rabaut Family Foundation  
Raymond James and Assoc.  
- Doylestown

Sanofi  
Select Equity Group, L.P.  
St Luke's University Health  
Network  
T. Nash and Gloria M. Broaddus  
Foundation

### Corporate & Foundations

American Legion Auxiliary  
Unit 950  
Andrew Gomez Dream  
Foundation  
Catholic War Veteran NA  
Charles and Mary Crossed  
Foundation  
College of the Ozarks  
Columbia Restaurant Group  
Cost of Freedom  
Crossfit Foundation  
Cyclic Logistics, LC  
East West Karate II, Inc.  
EIV Capital, LLC  
Fifth Generation Inc.  
First Resource Bank  
Fred Beans Charitable Fund  
Haylen Group  
Huron Consulting Group  
Independent Medical Expert  
Consulting Services, Inc.  
Insperity  
Jarrett Vaughan Builders, Inc.  
MedExpress Urgent Care  
Navstar, Inc.  
Norman Raab Foundation  
Phillies Charities Inc  
Planned Systems  
International, Inc.  
Rocca  
ScottMadden, Inc  
Spencer Fane, LLP  
Swift Charities  
TE Connectivity  
The i3Cares Foundation  
The Sheridan Family Charitable  
Fund  
The Team Jesse Foundation  
Tippins Foundation  
Trident Wealth  
West Point Society of Philadelphia  
WSFS Bank

### Independent Fundraisers

GORUCK Pledge Your Miles  
Campaign  
Huntingdon Valley Country Club  
Swim-a-thon  
Marine Corps Aviation  
Association  
NYU Student Gala  
Rugger Plunge

## SILVER \$2,500-\$4,999

### Individual

David Alverson  
Evan Behr  
Michael and Linda Clement  
Tim and Jill Coogan  
Jennifer Davis  
Lori Driscoll  
Mary Elias  
Bradley Fessler  
Theodore Foster  
Michael Gretz  
Dina Halligan  
Timothy Harris  
Kevin and Diane Hoffmann  
James Lawson  
Robert and Cindy Madden  
Gary and Helene Mathern  
Sabrina McMains  
Ryan Metz  
Howard Meyers  
Charles Mitchell  
Neil Nehmens  
Michael Nunziato  
Keith Palmer

Bradley and Elizabeth Quin  
Cynthia Rushton  
Jim and Linda Spinelli  
Mary McLaughlin and Michael  
Walsh  
Robert and Meggan Williams

## BRONZE \$1,000-\$2,499

### Individual

Robert K. Alden  
General Dan Allyn  
Maria Anderson  
Michael A Anderson  
James & Antoinette Arcuri  
Kishla Askins  
Quinn and Donna Asplundh  
Marion and Bob Auray  
Lieutenant General Ronald L.  
Bailey, USMC (Ret.)  
Mary Barbour  
Nick Bartle  
Kenny Bauer  
Edward and Ruth Bednarzyk  
Bradley and Margaret Berfield  
John Bishop  
Alex and Maria Blanco  
Laura Brady  
Sharon and Stephen Brovelli  
Eileen Button  
Greg Call  
Cheryll Cangiolioli and Marc  
Kurkiewicz  
Dianne and Edward Carmody  
Lilli Carter  
Admiral Stephen and Maureen  
Chadwick  
Patricia Chapman  
Jessica Chiaruttini  
Michael and Stephanie Clancy  
Victor Cohn  
Mark Cole  
Jerome and Vanessa Connolly  
Louis and Geraldine Cooper  
Craig Dash  
Greg and Megan Davis  
Johnny Davis  
Anthony Demarco  
Larry Dubinski  
Gerard Fasano  
Joey Fay  
Terrence Fenningham  
Tom Fenske  
Francis Ferguson  
Robert Fink  
Mary Fletcher  
Bryan Foster  
Alan and Mary Frazier  
Taylor Galbraith  
Ralph Gambone  
John Gogel  
Gregory Gonzales  
William Gonzalez  
Mark and Catherine Haas  
Heather Hager  
Jon Ham

Ukrainian Soccer Tournament  
Volpe Enterprise Open House

Mary Katharine Ham  
Darren Hannum  
Susan Hanover  
Christopher Hansen  
Edward and Deirdre Hatfield  
John Hogan  
Dale Horowitz  
Tom Isola  
David Jaxheimer  
Paul Jones  
Sondra Jones  
Theresa Jones  
Harold Kamine  
Barclay B Kass  
Robert Keates  
Jacqueline Koehler  
JeanMarie Komyathy  
Daniel LaFond  
John and Kristin Lawton  
Leigh Lockwood  
Jerome Lombard  
Barbara Nancy Lyons  
Mary and Peter MacFarland  
Derick Madden  
Joe and Cathy Makoid  
Mike Malandra  
John Maley  
Matthew Mannion  
Brett Mariani  
Gerard Market  
Susie and Gary Mattson  
Bob Maynes  
Jim and Kelly McCusker  
James McDermott  
John Mcgurdy  
Julie and Mark McLaughlin  
Matthew McLaughlin  
James Meehan  
Karen Melikian  
Scott and Janet Millimet  
Matthew Mills  
Joan Monahan  
Todd Morehouse  
John and Gayle Mosko  
Michael Moss  
Dennis and Lynn Nealon  
Adam Nelson  
John O'Daniel  
Jim O'Farrell  
Christina Palmer  
Denise Parella  
Andrew Parsons  
Tim & RJ Peppe  
Chris Perry  
Dave Persons  
James Pierce  
Patrick Quinn  
William B Reed  
John Reeves  
Mark Riley  
Eric & Susan Rivera  
James and Lisa Rushworth  
John and Mary Sasso

John and Paula Schumaker Paul  
Sheaffer  
David and Gail Sheffield Eleanor  
Snow  
Bill and Rhonda Spencer Robert  
Stachura  
John and Dianne Stahl Rebekah  
Stroman  
David Sweeney  
Pamela and Alan Szabo  
Lynn Silan and Robert Torcolini  
Nick Trainer  
Ryan Tully  
Charles and Katharine Tweedy  
Jonathan Viola  
Patrick Virtue  
Marci & Tom Vitale  
Stanley Wood  
Robert Croft Young  
Zachary Zeitlin

### Corporate & Foundations

361 Capital LLC  
Amazon Smile Foundation Baum  
Precision Machining, Inc. Baylor  
Scott & White Institute for  
Rehabilitation  
Berks Ridge Company  
Binswanger Management Corp  
BlackRock, Inc.  
Bruce C. Hargus Family  
Foundation  
Carolyn Cross Charitable  
Foundation  
CBPC Charitable Foundation  
Cisco Systems, Inc.  
City of Madisonville  
Coldwell Banker Hearthiside  
Realtors  
Cooper Mechanical, Inc.  
Cooperative Middle School  
Crosby Marketing  
Communications  
Customers Bank  
D. A. Davidson Companies Dex  
Media  
DLT Solutions  
Document Storage Systems, Inc.  
Doli Construction Corporation  
Doylestown Brewing Company,  
Inc.  
Doylestown Hospital  
E J Essentials Inc.  
Eagle Power and Equipment East  
Bay Deli at Avondale, LLC  
Eastburn and Gray, P.C. Eastern  
Athletic Clubs LLC Enterprise  
Holdings Foundation Essig  
Enright Family Foundation Faith  
Christian Academy  
Fired Up to Help  
First United Bank & Trust  
Company  
Fox Rothschild LLP

Frampton Construction  
GE Foundation  
George Shea, LLC  
Google Inc.  
Gulf Stream Construction Co. Inc.  
Hall Ryan Construction Hamilton  
Hill  
Hendrick Cary Auto Mall Horizon  
Real Estate Group Inc. Houston  
Police Federal Credit  
Union  
IBM  
Jack and Mari-An Fitzmaurice  
Family Fund  
Jacobs Engineering Group, Inc.  
John & Diane Prewitt Family  
Foundation  
JP Morgan Chase & Co Kampus  
Klothes  
KMRD Partners  
KPMG, LLP  
Langan Engineering &  
Environmental Services  
Life Support International Lincoln  
Financial Foundation Lindenmeyr  
Munroe  
LLR Inc.  
Macquarie Group  
Marshall Ford Lincoln  
Marvin & Dee Ann Woodall  
Charitable Foundation Maverick  
Chevrolet  
McGinn Charitable Fund  
Monument Square Charitable  
Fund  
Morgan Stanley Foundation Navy  
Federal Credit Union  
Navy Supply Corps  
Foundation-Phila  
Northern Virginia Orthodontics  
Foundation  
Northwestern Mutual  
Palmetto State Armory  
Panera Bread - Charleston  
Parsons Corp. Charity Custodial  
Account  
PECO Energy Company Peninsula  
Energy Services  
Company, Inc.  
Penn Color Inc.  
Penske Truck Leasing - Richmond  
PESCO Energy  
Poretta & Orr, Inc.  
Powell Roofing  
Pulte Group  
Quatrefoil Consulting, LLC Realty  
ONE Group Legacy  
Rieck Family Charitable Fund  
Roper St. Francis Healthcare  
Rotary Club of South Richmond  
Sartain Lanier Family Foundation  
Fund  
Shell Oil Company  
St Thomas More School - Georgia

Steele Family Foundation  
STS Foundation  
Sunnyside PTA  
Tague Lumber  
The Albertson's Companies  
Foundation  
The Bob Lucido Team of Keller  
Williams Integrity  
The Charles Foundation  
The Estee Lauder Companies Inc.  
The Exchange Club of Charleston  
The Haverford Trust Company  
The Lynde & Harry Bradley  
Foundation, Inc.  
The MacLeod Family Charitable  
Fund  
The Malmark, Inc. Charitable Fund  
The Michelle Matteuzzi Giving  
Fund  
The Pennsylvania Trust Company  
The Wawa Foundation Inc.  
Tim and Mary Haddon Family  
Foundation  
Tim Kerr Charities, Inc.  
Timothy Off Heating, Plumbing &  
Air Conditioning  
Titus Elementary School  
Troopers Assisting Troops  
Tyndale Company, Inc.  
United Rentals  
United Way of Metropolitan  
Chicago  
Ventresca LTD  
VFW 7464  
ViiMed  
Vistra Energy  
WhartonHill Investment Advisors  
Workday, Inc.  
Zator Law  
ZE Creative Communications

### Independent Fundraisers

30for30heroes  
Arcadia University Swim Meet  
Bunker Labs- Bunker Brews  
Combined Arms Center  
Chuck Gettis Cornhole  
Tournament  
Jack Pulte Disney Marathon  
Pack 79 Club Scouts 5K  
Seton Hall Preparatory School  
Fundraiser  
Sterling High School

**In-Kind:**  
American Airlines  
VIZI

## TMF BOARD OF DIRECTORS

JOHN DINOME\_ Chairman

ALEX GORSKY\_ Vice Chairman

DONALD MOREL\_ Vice Chairman

MARY KATHARINE HAM\_ Secretary

ROBERT "CROFT" YOUNG\_ Treasurer

COL THOMAS MANION, USMC (RET)\_  
Chairman Emeritus

BARBARA ORR\_ Immediate Past Chair

RYAN MANION\_ Director

SCOTT BELVEAL\_ Director

GREG CALL\_ Director

LTGEN. RONALD L BAILEY, USMC (RET)\_ Director

CARLO PECORI\_ Director

ALAN SHERIFF\_ Director

TIMOTHY RICHMOND\_ Director

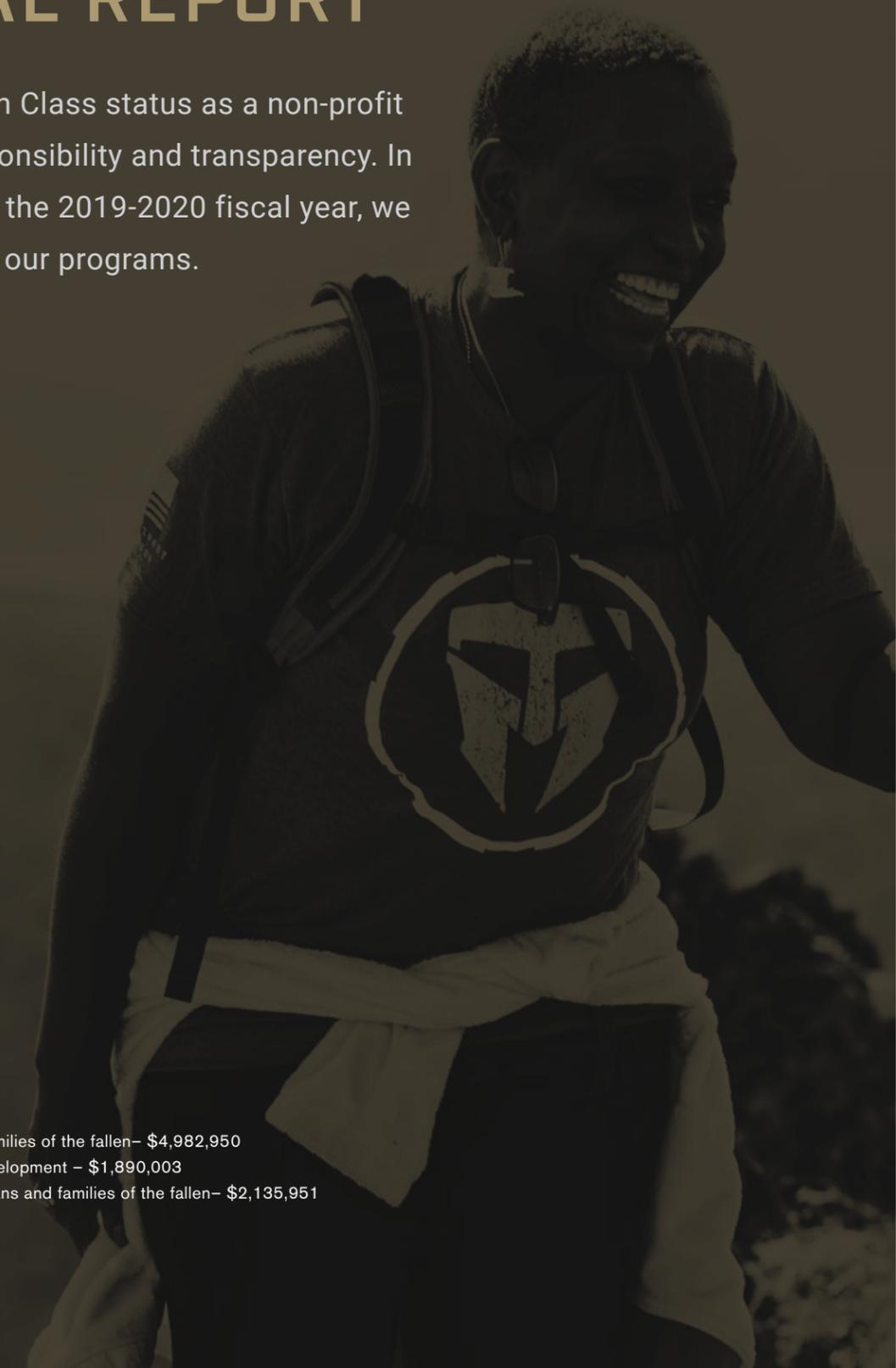
NICK TRAINER\_ Director

PHILIP KRIM\_ Director



# 2019-2020 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 2019-2020 fiscal year, we directed 90% of funds to our programs.



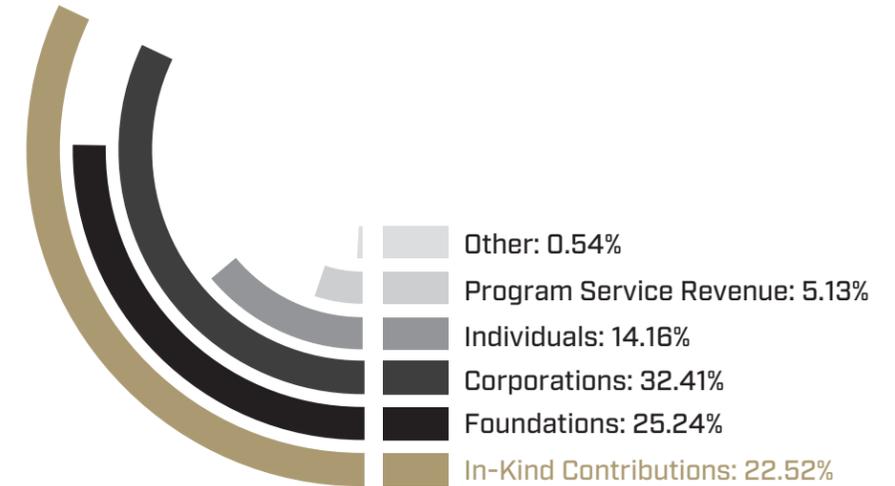
#### PROGRAM EXPENSES

Community engagement for veterans and families of the fallen– \$4,982,950  
 Veteran-youth mentorship and character development – \$1,890,003  
 Personal development and training for veterans and families of the fallen– \$2,135,951

**End of Year Net Assets – \$ 1,917,740**

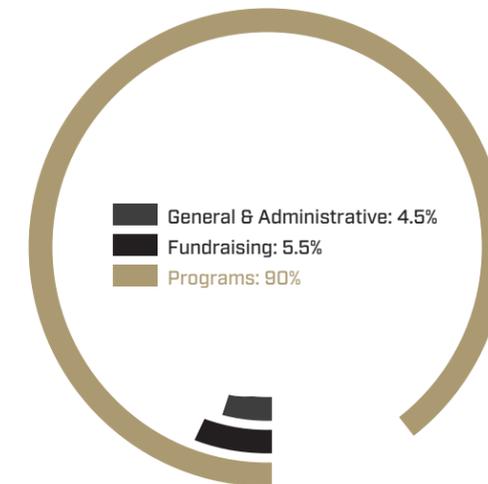
## REVENUE

# \$12,253,582



## EXPENSES

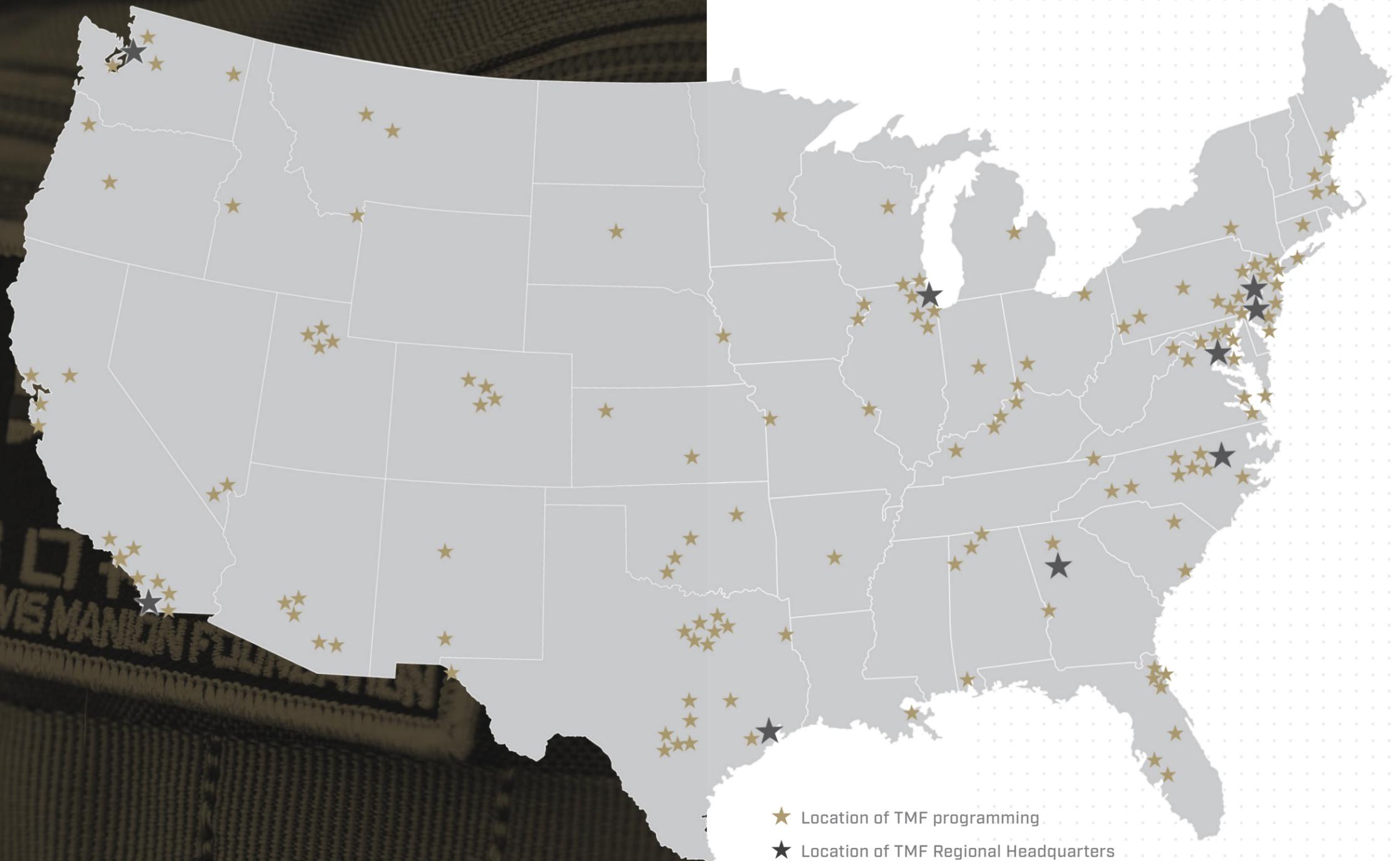
# \$9,951,316





# TMF'S NATIONAL FOOTPRINT\_

Uniting Communities  
to Strengthen America's  
National Character





TRAVIS MANION  
FOUNDATION

## LOOKING FORWARD\_

Travis Manion Foundation will continue building on its innovative method for addressing veteran mental health in order to play a proactive role in suicide prevention. In the next five years, TMF will empower thousands more veterans and families of fallen heroes through personal development training and opportunities to become volunteer leaders within their communities, with special focus on developing the character of the next generation.

Specifically we will:

- Increase opportunities for personal growth and leadership development for veterans and families of the fallen through the Spartan Leadership Program, in-person training and online education
- Increase connectedness and collaboration among the TMF community through local chapters, the Spartan Leadership Summit, regional summits, and other TMF events
- Increase community impact by training and supporting more volunteer leaders
- Continue innovating how Veteran Mentors engage youth through our Character Does Matter program in order to facilitate long-term impact
- Collect more data and analytics to add to TMF's research and program evaluation around improving mental health and well-being

In addition to current initiatives, TMF is preparing for the long term in order to ensure we are always there to serve the 25,000+ veterans and families of the fallen that depend on the TMF community. We have partnered with Deloitte to create a 10-year strategic plan—to be released by the end of 2020—that will ensure we have sustainable funding and innovative programming to meet the future needs of our Spartan members.

“IF NOT ME,  
THEN WHO...”

“IF NOT ME, THEN WHO...”



T R A V I S   M A N I O N  
F O U N D A T I O N