



THE HONOR FOUNDATION

 | HONOR.ORG

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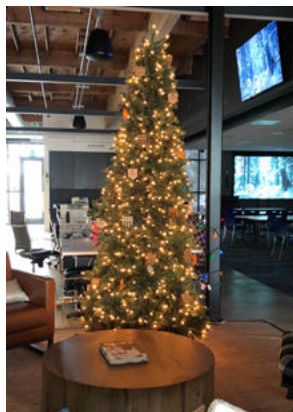
THE HONOR JOURNAL



December 2019 | Issue 002

THF BRIEFING

A Message from Matt Stevens, CEO



With the holidays upon us and 2020 only a few weeks away, this season is a time for gratitude, reflection and optimism to prepare for the new year ahead. 2019 has not only been a year of transition for our Fellows but for The Honor Foundation as well -- welcoming new board and team members, launching new projects including a virtual campus, and staying steadfast to deliver the best THF experience for all.

The new year will bring even more exciting changes but our team is more dedicated than ever to better serve the SOF community. We welcome you to join us in the journey and continue to be part of our Tribe of Support.

To all those who have contributed time, talent and treasure to our program -- thank you! Thank you for making 2019 a great year. I'm fired up for 2020 and attacking our mission of helping everyone from the Special Operations community transition gracefully to discover their next great adventure in life!

SHOP THF



The [THF online store](#) is now live! We are now able to sell THF gear through Shopify. If you are searching for the perfect gift, please consider purchasing one of our branded items to help bring awareness to our mission and support the SOF community. It will be the gift that keeps on giving!

FUNDRAISING CAMPAIGNS

Over the past few months, the THF team has planned and executed a number of fundraising campaigns in an all-hands-on-deck effort to expand our program to serve more members of the SOF community.



OUR
MISSION
IS INFINITE



CustomInk



#GivingTuesday
THE HONOR FOUNDATION

Thank you to all who have participated in our Custom Ink, Infinite Mission and Giving Tuesday campaigns -- we sincerely appreciate your donations and continued support! You, our donors, give us the power to serve our Fellows and your contributions allow us to continue our mission

"The Honor Foundation changed the trajectory of my family, life, and transition. To discover self and my 'why' was beyond imagination."

– Ben, THF Alumni

PROGRAM UPDATES

Congratulations to our Fall Fellows!



Pictured: Group 24, THF Virtual



Pictured: Group 25, THF Camp Lejeune

of faculty, coaches, mentors, leaders in the military community, employers, and supporters. Transition involves more than just the Fellow -- the journey is shared with family, friends and a network of advisors who are standing by and eager to serve those who have served us.

The Honor Foundation is proud to celebrate the achievements of our Fellows who completed the program this summer/fall: Group 24 (Virtual), Group 25 (Camp Lejeune), Group 26 (San Diego), and Group 27 (Virginia Beach). We are honored and grateful to play a part in the transition journey of these remarkable men and women -- inside the classroom, on Treks and during cups of coffee. These Fellows are leaving as Alumni with a renewed sense of purpose and an arsenal of tools to successfully complete their next mission in life. They also have new bonds and friendships that last well beyond their time spent at THF.

In addition to each graduation offering a unique experience, they are a milestone for both our mission and the Fellows in the program, as it brings together the finest Tribes



Pictured: Group 26, THF San Diego

Thank you to all those who shared the special evening with us --

Fellows and their families, Alumni, THF board members, staff, coaches, mentors, donors, faculty, and all honored guests. A special thank you to our commencement speakers: Marc Brown, EVP and Chief People Officer at Zovio; Kelley Dunne, CEO and Founder of Novation Broadband; Mohan Nair, SVP and Chief Innovation Officer at Cambia Health Solutions; and Mat Ellis, Founder of Cloudability.

We look forward to serving these new Alumni with honor, for life.

To the [Navy SEAL Foundation](#), [Marine Raider Foundation](#), [PayPal](#), [Carrington Charitable Foundation](#) and [Wounded Warrior Project](#) as these celebrations would not be possible without you. Thank you for your continued support!



Pictured: Group 27, THF Virginia Beach



“While at THF I learned how to translate my diverse experiences, communication skills, and leadership capabilities into something that is understood by employers.”

– Brad, THF Alumni

PROGRAM UPDATES



Waypoint

way·point

/ˈwā,point/

noun

a stopping place on a journey.

Waypoint brings our program beyond the classroom and into the hands of our Fellows -- for journaling, taking notes, finding inspiration and guidance. It is a safe space for clearing minds, sharing ideas, self-reflecting and reprioritization. Each Fellow receives his or her own copy of Waypoint during orientation and continuously encouraged to use it as a tool throughout their THF experience.



Photo: Outside cover of THF's Waypoint



Photo: Interior spread in THF's Waypoint

Bloomberg

A special thank you to Bloomberg for their partnership and dedication to help bring our Waypoint books for our Fellows to the next level.

THF TODAY

150

EXECUTIVE COACHES

Each THF Fellow receives their own Executive Coach throughout the program

607

FELLOWS THROUGH PROGRAM

Our Fellows graduate our Programs and will continue to Impact the world

4

CAMPUSES

Along with our latest virtual campus (THFv), THF has launched three physical campuses located in San Diego, Virginia Beach and Camp Lejeune

150

MENTORS

Fellows are introduced to a large cadre of Mentors that will carry them forward, for life

THF IN THE NEWS

[PR Newswire](#)

[Marketscreener](#)

[Benzinga](#)

[TMCnet](#)

[THF on WECT News](#)

[ESPN 1520AM](#)

[Foxbusiness.com](#)

[Yahoo! Finance](#)

[World Crypto News](#)

[Raider Patch](#)

[Chron](#)

[SFGate](#)

[WAVY](#)

[Leadership in Action Podcast](#)

[AZ Big Media](#)

[Global SOF](#)

“THF has one goal; to help you become a better version of yourself. Trust the process and prepare to be amazed by the depths of your strength and the heights of your ability.”

– Emily, THF Alumni



Photo: Comcast Regional Headquarters, Atlanta, GA.



Photo: PayPal, San Francisco, CA.



Photo: Kill Cliff, Atlanta, GA.



OUT OF THE CLASSROOM

Fellows Travel to Atlanta, San Francisco and Houston for Treks

A significant part of Phase 3 of the THF Program is dedicated to a “Trek” -- an immersion experience where each group has the opportunity to travel to a metropolitan city, meet with local businesses to discover various industries and company cultures.

Treks offer a unique opportunity for Fellows to demonstrate what they have learned inside the classroom and apply their skills and talents in the workplace.

This Fall, our Fellows visited Atlanta, San Francisco and Houston, in addition to businesses in their own backyard -- San Diego, Virginia Beach and Wilmington.

Thank you to all the companies, organizations and individuals who welcomed our team to your workplace, and created a memorable experience for the Fellows:

San Diego Cohort

Thermo Fisher
Brain Corp
Northwestern Mutual
Cruise Automation
Figure
Atomic
ThredUp
Pac12 Conference/
Pac12 Network
Amazon Lab126
Intuit
PayPal
Oracle
Airbnb

Camp Lejeune Cohort

Sensus, a Xylem Brand
American Underground
CBRE
Colliers
Comcast
Cadence Bank
Kill Cliff
Southern Company
Georgia Power
TireHub
XPO Logistics
Chick-fil-A

Virginia Beach Cohort

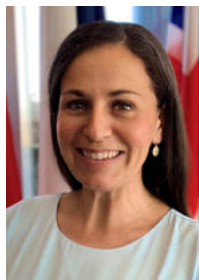
ITA International
Ferguson Enterprises
Gather
Cadence Bank
Cannon
Fluor Enterprises
MP2 Energy
MI Systems
Texas de Brazil
Oil States Industries
United Airlines
ENGIE resources
JP Morgan Chase
Witt O'Brien

"This experience has helped me confirm my field of interest and validate my personal strengths that I can offer to an outside business."

– Joey, THF Alumni

HERE WE GROW AGAIN

Meet the newest additions to the THF family.



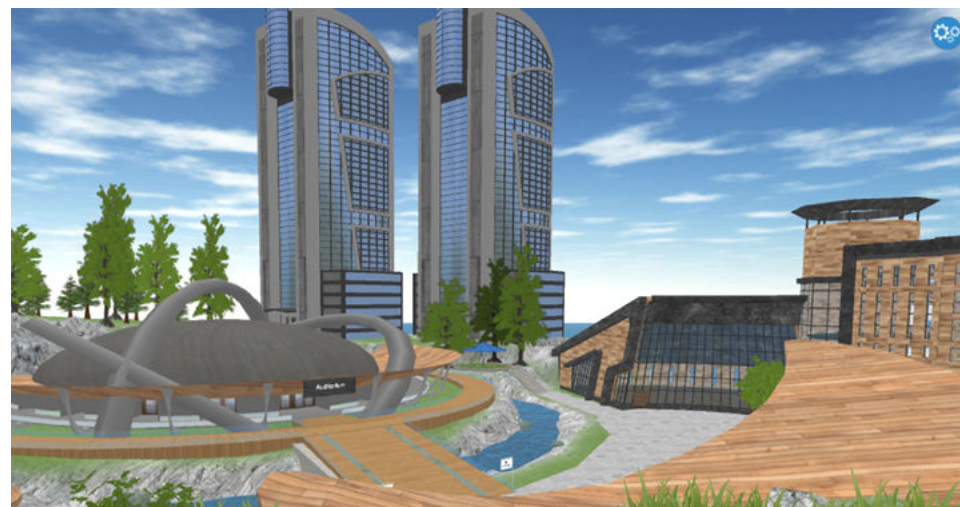
Lindsay Cashin, Director of People, Camp Lejeune Campus:

As a dedicated human resource professional whose expertise encompasses the entire employee life-cycle, Lindsay has always sought roles which allow her to work for an organization's most valuable resource—it's people. From beginning in the classroom as teacher, to serving on the Senior Leadership Council for organizations and strategically coaching others, Lindsay's passion for influencing others and foster trust is boundless. Graduating magna cum laude

from New York University with a Masters in Interpersonal Communications, her expertise in organizational development and behaviors allows her to empower individuals personally and professionally. She is a proud wife and mother of two children.

Jerry Holmes, THF DoD SkillBridge Intern:

Jerry Holmes is a transitioning EOD Master Chief with 29 years of experience leading high-performing teams and developing future leaders. With 12 combat, humanitarian, and shipboard deployments to Iraq, Afghanistan, and other regions of the world, he has extensive experience ensuring that he has the appropriate team members with the correct levels of training and certifications in the right place at the right time. He is a gifted leader with a true passion for people and is always seeking opportunities to help others excel at their craft. Jerry specializes in team building and leadership development; driving unsurpassed success at all levels within an organization.



Pictured: Screenshot from THF Virtual Campus

THFv IS EXPANDING

THFv is Expanding to Three Cohorts in 2020

THF Virtual Campus will be offering three sessions of our program next year, with the first cohort kicking off on January 27 with Group 28.

With THFv now available, please join our efforts in sharing the experience with any transitioning members you may know in the Special Operations community who are unable to attend our San Diego, Virginia Beach or Camp Lejeune campuses.

The Honor Foundation is here to support their journey, no matter where they are located.



Pictured: Screenshot of THF Virtual Campus during one of Group 24's class sessions

“THF did more than teach me invaluable transition skills -- it fundamentally changed my outlook on what I was looking for and how to go about getting it. Hard perhaps to believe that you can learn more about yourself after leaving a career in SOF, but true nevertheless.”

– Andy, THF Alumni

SOFX + THF

SOFX was founded in 2014 by former Navy SEAL Sam Havelock with the mission to “provide information and connectivity of extreme value to special operators and a global network of high influence people, so that evil may be defeated and suffering averted at scale.”

Over the past few weeks, SOFX has supported THF marketing efforts by sharing our 2020 Program start dates on their media channels and newsletter -- reaching over 10,000 operators and industry leaders.



Please consider subscribing to their free newsletter for the latest news and opportunities across Special Operations and the Private Military Contractor world. Sign up is on the home page : www.sofx.com and they will not rent, sell or share your data. Thank you for helping to spread awareness of our program, SOFX!

SPECIAL ALUMNI FEATURE: JASON GILBERT



Retirement... separation... whatever you call it, leaving the military service is a day that is often celebrated with as much fanfare as the day one joined. For all of the pageantry associated with leaving the service however, the military spends little time – about a week – to transition a person out of the military in comparison to the eight to twelve weeks the military dedicates to building a new service member. In my case, what followed my day of celebration with friends and family were weeks of uncertainty by myself as I tried to re-define who, what and why I was having left a career in the military. As frightening

as the first day of military training is for some, the thought of leaving the military was daunting for me.

I expected a change as I re-entered civilian life after a 30-year sabbatical, but I had no idea of the degree to which it was going to be different. People would ask me, “What are you going to do after you leave the military?” I really didn’t know. For the first time in years, I was given a choice of what I might LIKE to do, and I didn’t have a good answer to that question. With no good sense of direction, I decided that the best path was to seek out those who had done it before. That is where The Honor Foundation made a difference for me. In the same way the Navy took a systematic and incremental approach to make me a deep sea diver and bomb-disposal technician, The Honor Foundation used a familiar process with industry professionals to tear me down to simple components, cause me to realize my strengths and leadership styles, develop inter-personal skills that were meaningful to companies, and position me with them so I could land that next dream job. Looking back on my experience, I wouldn’t – I couldn’t think about going about a military-to-civilian transition any other way.

To those who are considering being a part of The Honor Foundation, I offer the following thoughts:

1. *Once you choose to be a part of The Honor Foundation, trust and buy into their process FULLY, uncomfortable as it may be. The sooner you take that leap of faith, the better their process will work for you.*
2. *You’ll need to work at this transition – it just doesn’t come to you. Do the homework. Apply yourself. Seek out a variety of people from different backgrounds and industries. Talk with them and listen to the counsel they offer. It will take 50 cups of coffee...*
3. *Include your family. They are as involved in this transition as much as you are.*
4. *Remember that there will be others who will follow in your footsteps. When you get to where you want to be, send that elevator car back down to help the next guy up.*

The transition is a challenging, uncomfortable journey with a lot of uncertainty, but just as hundreds before you succeeded through military challenges, hundreds also made the transition, and they want to see you succeed. Be confident that it can be done, and good luck.

"I could not have anticipated what was to come when I committed myself to THF, but I can assure you it was one of the most helpful and insightful things I have done in my professional development post military."

– Jason, THF Alumni

SPECIAL COACH FEATURE: PAM REYES



Four years ago I read an article about Story Night at The Honor Foundation (THF) and it moved me so much. After reading about the stories that shaped the lives of these fellows and how humble they are about themselves and their accomplishments, I knew I needed to be part of this organization. Out of all my 20+ years in corporate America and my consulting/coaching business, I have never experienced anything like the transformation I witness being a coach with THF. It is truly a unique tribe I'm honored to be part of.

THF is an elite transition program for the U.S. Special Operations community that helps them transition from life in the military to a successful thriving career and life after service. What is unique about THF is each fellow is assigned their own coach to work with 1:1 over the course of the entire program so they can assimilate what they're learning and transform their way of being.

As coaches, it is important to build rapport, lead with vulnerability, and ensure confidentiality in order to build trust. Essentially, coaches become their battle buddy, creating a safe space to help navigate the minefield of introspection. By connecting the dots of their story before and during their service, they find their "why", aligning themselves with who they are. This gives them the power to realize their true potential, create a new vision for themselves, and redefine how they make a difference in the world.

Fellows can expect to be uncomfortable in the beginning, as they will be asked to do things that are counterintuitive. Their communication, character, and connections will be challenged in order to facilitate their transformation. It is our job as coaches to stretch their vision well beyond what they believe is possible. In order to get the most out of the coaching relationship, fellows need to trust the process and get comfortable being uncomfortable. The greatest reward as a coach is to witness the moment when your fellow is able to clearly and confidently articulate their value and worth, and be truly excited for their next mission in life.

The best part of being involved in THF is supporting the fellows and seeing the wide-reaching impact it has on them, their families, and future employers. It is incredibly fulfilling to me and I know I'll be part of THF for the foreseeable future.

ANNOUNCEMENT FOR THF ALUMNI



THF Alumni,

We are developing a new way for you to give back to THF for those who are interested in assisting with the transition of the men and women in the SOF community. It will be a new way for you to "pay it forward" and show your appreciation to THF who works tirelessly to deliver a world class program to our brothers and sisters. Stay tuned for more details in the new year!

Bob Newman

THF Alumni, Group 27 Virginia Beach

2020 PROGRAM DATES:

SPRING

THFv, Group 28
January 27–April 22

Camp Lejeune, Group 29
January 28–May 1

San Diego, Group 30
February 4–May 7

Virginia Beach Group 31
February 11–May 14

SUMMER

THFv, Group 32
May 11–August 24

FALL

Camp Lejeune, Group 33
August 18–November 19

THFv, Group 34
August 24–November 24

San Diego, Group 35
August 25–November 25

Virginia Beach, Group 36
September 1–December 10

Spring 2020 Treks:

Raleigh/Durham
Camp Lejeune Campus
April 14 - 17

Boise
San Diego Campus
April 28 - May 1

New York City
Virginia Beach Campus
May 5 - 8