



THE HONOR FOUNDATION

honor.org

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THE HONOR JOURNAL



June 2020 | Issue 003



The THF Team pictured with Darren Virassamy,
COO of 34 Strong Inc. in January

THF BRIEFING

A Message from Matt Stevens, CEO

"In times of war or uncertainty there is a special breed of warrior ready to answer our Nation's call. A common man with uncommon desire to succeed. Forged by adversity, he stands alongside America's finest special operations forces to serve his country, the American people, and protect their way of life. I am that man."

- Excerpt from Navy SEAL Ethos

The past few months have been challenging for everyone on the planet, but we are approaching the COVID-19 crisis as an opportunity to learn, grow and improve every aspect of our organization, our program, and our unwavering support to the incredible men and women of the U.S. Special Operations Enterprise transitioning off of active duty service into their next phase of life!

We kicked off the year with a tremendous amount of planned travel, classes, networking, visits to amazing companies and numerous special events. Instead, we approached uncharted territory -- full of uncertainty, anxiety, and unanswered questions. However, we pivoted rapidly and did not skip a beat in our program offerings. We certainly changed our methodology, but we didn't degrade the quality a single bit! We simply could not afford to and we cannot afford to in the future. Why? The answer is simple: We serve the men and women who embody the quote from the SEAL Ethos -- The servant leaders and brave warriors of the Special Operations community who continue to transition in these uncertain times. They've earned our respect and deserve our help as they seek to discover purpose, secure jobs and find fulfillment in their next chapters in life.

I'm incredibly grateful to our donors, who continue to demonstrate their incredible benevolence in these

unprecedented times; and to our faculty, coaches, mentors and tribe of volunteers who keep the machine running at the elite level. The entire THF Team and I are more dedicated than ever to serving even more members of the SOF community this year, and will continue to be a resource for our 725 (and growing) alumni -- now and for life!

Our mission will continue to need assistance. I would deeply appreciate your help in spreading the word about THF and our incredibly pure mission, participating in our fundraisers, following us on social media, volunteering to coach or mentor one of our Fellows, and/or hiring them when they take off the uniform for the final time.

We will all get through this -- and come out as changed organizations and as changed individuals. Although this pandemic has challenged all of us and our communities, our dedication to serving one another is now stronger than ever -- we will persevere!

To the doctors, nurses, first responders, community leaders, and government officials who have made COVID-19 their mission -- I thank you for your bravery, commitment and selfless service to make our nation a safe and healthy one.

Thank you for your unwavering support to the The Honor Foundation and the incredible community we serve.



HONOR.ORG

“THF reinforces your self worth during your transition, giving you the tools to achieve what you deserve after your time in service.”

– Tori, THF Alumni

HERE WE GROW AGAIN

Meet the newest additions to the THF family.



Kelly McGraw,
Vice President of Impact

“I am very excited to join The Honor Foundation. I look forward to engaging with supporters of our Special Operations Forces to help them succeed in their next mission.”

Kelly is an accomplished development professional who works with donors to create effective impact for issues that align with their interests and values. Kelly believes in educating and inspiring others about the unique aspects of the transitioning Special Operations Forces community and how effectively employing their exclusive talents can improve the organizations they work for and significantly impact the economy.

Prior to joining The Honor Foundation, Kelly was integral to the growth and success at nonprofits including The Navy SEAL Foundation, the National Pediatric Cancer Foundation, and Horizons Hampton Roads. She secured funding for endowment and annual funds and built partnerships that fostered mutually beneficial outcomes. She directed initiatives to diversify income streams, resulting in greater operational security and mission execution.

Her most rewarding projects to date are directing the capital campaign for the SEAL Heritage Center, which resulted in the creation of a critical asset for the Naval Special Warfare community; and securing funding for first-edition educational resources for families dealing with pediatric cancer.

Kelly is a Certified Fundraising Executive, a member of the Association of Fundraising Professionals, and she holds a Bachelor of Business Administration from the University of Michigan.



Jerry Holmes,
Impact Manager, West Coast

After completing his DoD SkillBridge internship with THF, Jerry was officially hired as the Impact Manager for the West Coast. Jerry is a THF Alumni and retired EOD Master Chief with 29 years of experience leading high-performing teams and developing future leaders. He is a gifted leader with a true passion for people and is always seeking opportunities to help others excel at their craft.

Welcome the New THF Board Members!



Heidi Fearon-Barker,
THF Board of Directors

Heidi is a veteran U.S. Navy Commander. She graduated from the United States Naval Academy in 1996 as a highly decorated swimmer. She retired from reserve service in 2016. She served as a Supply Officer supporting Naval Aviation, Marines, and Special Forces. Her last several years she served in an Executive Officer capacity.

She is a Doctor of Acupuncture and is in her 10th successful year of running her own business as an independent contractor for Acupuncture, Wellness Consultations and Mindfulness Seminars to a variety of professional athletes, business organizations and nonprofits.

Her educational, sport and professional experiences have greatly impacted her as she incorporates sports medicine, movement, mindfulness, and visualization into her practice of acupuncture, Traditional Chinese Medicine (TCM) and wellness coaching.

She is married to an active duty Navy SEAL and they have two daughters.

"If making a difference is what drives you, then your actions will reflect the qualities that make others see you as a leader."

– John Rainey, CFO of PayPal

HERE WE GROW AGAIN CONT'D



Samantha Rist,

THF Board of Directors

Samantha joined Kattera in 2016, a Construction startup putting modern technology to work at all levels of building design and construction to help address some of the industry's most entrenched challenges. She started the Human Resources function when the company was less than 200 people and helped build out the HR technology stack and scale to more than 5,000 people over 2 years across the US, Canada, China, and India with more than 20 acquisition integrations. She then moved into operations and health, safety, environment, and quality roles.

Prior to Kattera, Samantha spent over 20 years in Schlumberger, the largest oil and gas services company in the world. She started her career as a wireline engineer in the field and held a number of positions across the U.S, Asia, and Europe, spanning field operations, operational management with P&L ownership, R&D, and human resources.

Samantha received her undergraduate degree in Geological Engineering from Cornell University, a Masters in Management of the Oil & Gas Industry and a Postgraduate Certificate in Petroleum Engineering from Heriot-Watt University in Edinburgh, Scotland.



Lieutenant General (ret) Michael K. Nagata

THF Board of Directors

Mike Nagata retired from the US Army in 2019 after 38 years of Active Duty, with 34 years in US Special Operations. His final government position was Director of Strategic Operational Planning for the National Counterterrorism Center from 2016 to 2019. He is today a Strategic Advisor & Senior Vice President for CACI

International, and is the owner of Hanada Bridge, LLC.

A native of Virginia, he graduated from Georgia State University, and first enlisted in the US Army as an Infantry Private, later receiving his Commission as an Infantry Officer in 1982 from the US Army Officer Candidate School.

As an Officer, he initially served as a Platoon Leader in the 2nd Infantry Division before volunteering for Army Special Forces in 1984. In Special Forces, he served a variety of command or staff positions.

In 1990, he was selected for a Special Mission Unit, and deployed extensively over several assignments there on both contingency and combat operations. From 1999 to 2000, he commanded the Army's Special Forces Qualification Course. In 2000, he returned to a Special Mission Unit as a Squadron Commander, and later was involved in the initial combat deployments after the 9/11 attacks.

After graduating from the National War College in 2003, he served for 2 years in the Office of the Undersecretary of Defense for Intelligence. From 2005 to 2008, as a Special Mission Unit commander, he led multiple Joint SOF task forces across more than a dozen countries in Africa, the Middle East, and Southeast Asia.

He then served within the US Intelligence Community in Washington D.C. as a Military Deputy for Counterterrorism until 2009. He then deployed again until late 2011 to Pakistan as the Deputy Chief, Office of the Defense Representative at the US Embassy there. Upon returning to the US, he served on the Joint Staff as the Deputy Director for Special Operations and Counterterrorism until 2013.

He then assumed command of US Special Operations Command-Central, and was responsible for Special Operations across the Central Command region from 2013 to 2015, and was heavily involved in the first two years of combat operations against the Islamic State in Iraq, Syria, and elsewhere.

LTG (R) Nagata is a graduate of the Infantry Officer Basic and Advanced Courses, the Special Forces Qualification Course, the United States Marine Corps Command and Staff College, and the National War College in Washington D.C.

He and his wife Barbara have five children, and one granddaughter, who are the lights of their lives.

“The important thing is to invest in yourself ... Take the opportunity to look inward and solidify what your values are and how they will guide your decisions moving forward ”

– Kevin, THF Alumni

PROGRAM UPDATES AND GRADUATIONS

Congratulations to our Spring 2020 Fellows!

The Honor Foundation is proud to celebrate the achievements of our Fellows who completed the program this Spring: Group 28 (Virtual), Group 29 (Camp Lejeune), Group 30 (San Diego), and Group 31 (Virginia Beach); 118 Alumni in total and with 46 more Fellows enrolled in the THFv summer cohort. We are honored and grateful to play a part in the transition journey of these remarkable men and women -- in person, in THFv and on Zoom. These Fellows are not only leaving as Alumni with a renewed sense of purpose and an arsenal of tools to successfully complete their next mission in life, but also with 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 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.



Pictured: Group 28, THF Virtual



Pictured: Group 29, THF Camp Lejeune



Pictured: Group 30, THF San Diego

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



Pictured: Group 31, THF Virginia Beach

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: [Andrew Lukowiak](#), CEO of [Millennium Health](#); [John Rainey](#), CFO of [PayPal](#); and [Salim Asrawi](#), President and COO of [Texas de Brazil](#).

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

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



“The dynamic which takes place between the fellows, mentors, and coaches is like no other.

It’s encyclopedic in knowledge and life-changing.”

– Garret, THF Alumni



OUTSIDE OF THE CLASSROOM

THF Making an Impact in the Wilmington Community

The Honor Foundation recently joined Wilmington, North Carolina’s Chamber of Commerce. The Chamber’s vision is to position the Wilmington community for prosperity by cultivating business growth through their members, their purse, and their programs. And they do so through their four pillars of advocacy, leadership, connection, and collaboration. Due to the overwhelming interest in who we are, our Camp Lejeune team was recently approached to host the May Chamber Connections.

WILMINGTON



CHAMBER OF COMMERCE

Nearly 50 professionals and organizations registered to attend this event which provided insight to our mission, purpose, and vision.

As we aim to create the next generation of corporate and community leaders here in Wilmington and beyond, registered guests were able to perceive how our program curriculum, coupled with the engagement of local professionals and organizations we can together alleviate the talent and skills gap locally and provide a highly effective solution for all.

THF ALUMNI WORKING TOGETHER AT CTI



Chesapeake
Technology International

John Goodson, THF Group 6 Alumni
Director of Product Development
Chesapeake Technology International

In October of 2016 I left the Navy after 10 years, the majority of which had been spent as a Tactical Electronic Warfare (TAC-EW) technician supporting the West coast SEAL Teams. I knew leaving Naval Special Warfare and the military in general to secure employment in a new field was going to be a difficult transition and that stacking the odds in my favor was critical. To prepare for this, I pursued and earned my Master’s degree, completed my project management professional (PMP) certification, and completed my course of instruction as a Fellow with Group 6 at the Honor Foundation. THF taught me the value of pursuing opportunities through relationship development and effective translation of my skills to the private sector. The most valuable thing I took from my time with THF was the dedicated time each week to focus on my transition. It was incredibly helpful to have the time away from my day-to-day at the command to sit with the other Fellows who were going through the same process and experiencing the same challenges.

Ultimately, my perfect fit opportunity came not via a job board or blindly sending my resume to be passed on to HR, but through a contact that I developed a professional rapport

with who advocated internally for me throughout the interview process. When I was transitioning out, I was told on a few occasions that I needed to be realistic and assume that either my salary, benefits, co-workers, industry, or general day-to-day would likely be less than ideal. I have been extremely fortunate to find that has not been the case a single day since I left the Navy.

Today, I work as the Director of Product Development for Chesapeake Technology International, a veteran-owned small business that focuses on developing open source technologies for defense and I am proud to say that since joining, we have hired 4 additional THF Fellows and a total of 6 Special Operations veterans.

THF has helped so many of us during the transition process and I think one of the most meaningful ways we can give back to the community is to advocate for and hire a Fellow. Social media posts, shares, and “likes” are great. Taking the time to sit down and advise a Fellow is incredibly valuable, but directly enabling a veteran to secure employment in their preferred industry is what we owe back to our men and women in uniform in my humble opinion. I look forward to supporting THF and continuing to open doors for our Nation’s heroes, the same way they were opened for me.

“When making tough decisions, fast forward a couple of years and look back to see the potential consequences of your choice(s).”

– Steve Axel, THF Faculty and Coach



SPOTLIGHT ON:

*The Carrington Companies /
[Carrington Charitable Foundation](#)*



Featuring: Bruce Rose, Chief Executive Officer & Founder, The Carrington Companies

What advice do you have for those who are experiencing a career transition?

Probably patience and flexibility more than any other single factor. It is highly unlikely that on the first try with a major career change that you are going to make the perfect choice. While I am not encouraging short term commitments or bouncing around, don't be afraid to try something and

recognize early on whether it works or not. Like most military operations, few are able to succeed on the original plan and must be modified to adapt to either new intelligence or changes in the environment. Patience and the ability to seamlessly adapt to change will lead to long term success.

What makes the culture at Carrington Holding Company special?

See above – a patient long term view of our industry that relies on senior leadership's experience throughout every major financial cycle over the last nearly-five decades. Carrington is noted for being able to react to virtually any market environment that is thrown at the Company by creating a successful business strategy to take advantage. Placing our Associates interests and well being ahead of the P&L whenever possible is critical as we have done during the most recent crisis.

What drives you everyday?

Being the absolute best at what we do without fanfare or notoriety. Being the most successful in environments where most others fail for reasons that we understood and have avoided since the Company's inception.

Share a lesson that you learned the hard way.

I ran a section of the mortgage trading desk at Salomon Brothers when the Russian debt crisis hit in 1998. Earlier, I had designed leverage (borrowing) strategies for most of my customers that avoided recourse or “mark-to-market” risks by permanently leveraging the assets via securitization. It was expensive, many opted for less expensive methods; penny wise, pound foolish. When credit collapsed because of the crisis, I

was in charge of liquidating assets and investor positions that had opted for the cheaper financing; many were close friends that I had to put out of business. Those that had taken my recommendations survived. The lesson was that the cheapest and easiest solution is not always the best or most permanent. Simplicity in itself can be elegant, but is not always the least expensive.

When you think of giving back to our society, how do you approach that?

The Carrington Charitable Foundation was created as a means of giving back to the communities that we live and work in. Rosemary and I always gave to causes we believed in anonymously, however, when you have 500, 1000 or 5000 people that will follow your example when you lead, it can become a very powerful tool to support those that need. We are honored that we have been able to concentrate the efforts on behalf of the Veterans community with a special emphasis on supporting those that sacrificed protecting our freedom.

Thank you Bruce and the entire Carrington team for your generosity and support. We're beyond grateful to have you as a valued partner of The Honor Foundation, and look forward to impacting more lives of transitioning veterans ... together.



“THF’s transition training for our new “mission” is just as challenging, relevant, rewarding, and stellar as in our previous careers and teams.”

– Paul, THF Alumni

SHOP THF + INTEGRITY BOTTLES



The [THF online store](#) is proud to partner with [Integrity Bottles](#), owned by our very own THF Alumni and Ambassador, [Zach Lewis](#).

If you are searching for the perfect custom gift, look no further than a whiskey decanter set or wine glasses that pair perfectly with a THF hat or long-sleeve shirt.



Help bring awareness to our mission, support the SOF community and THF Alumni.

[Buy yours today!](#)



SOF FOR LIFE VIRTUAL TRANSITION SEMINARS

The Honor Foundation was excited to once again partner with the [Global SOF Foundation](#) to host several SOF for Life Virtual Transition Seminars to introduce the THF program to members of the SOF community -- both nationally and internationally.

Led by THF VP of Programs & Curriculum, Joe Lara, Director of Virtual Programs, Michael Halterman and THF Faculty and Coach, Chris Lord, these four-hour sessions provided nearly 30 participants with a few key concepts and tools to begin their journey into their professional career after military service.



Stay tuned for more events and Info Sessions in the next few months!

“Thank you for your leadership and mentorship of our cohort through these tumultuous times!”

– Sonny, THF Alumni



ALUMNI FUND UPDATE

THF Alumni --

We are excited to report that we have met our initial launch goal of \$5k...and beyond!

“Monique and I have gained so much through our involvement with The Honor Foundation. The Alumni Fund symbolizes an appreciation from the Fellows that have benefited from the program, and we wanted our challenge match to pay tribute to their generosity.”

- J. Scott Adams, Board Chairman of The Honor Foundation.

Thank you Monique and Scott Adams for your generosity and helping us kick off our Alumni Fund with success! And to our Alumni who have given back to THF -- thank you for helping to fund future Fellows of our program and investing in our mission to reach more of your brothers and sisters in the Special Operations Forces community! coupled with the engagement of local professionals and organizations we can together alleviate the talent and skills gap locally and provide a highly effective solution for all.

MY SOF TRUTHS FOR TRANSITION



[Aaron Schwartz](#)

THF Alumni, Group 18

Director of Operations/New Product Development, US
WeaponLogic



My SOF Truths for transition are:

1. Humans are more important than hardware. Define your Why. Pro Tip: It's going to be about service to others in some way, you don't spend a career in the Armed Services without the need to serve a greater good being woven into you.
2. Quality is better than quantity. Find a quality company whose culture matches what you are looking for, and whose Why/purpose of existing affords you the opportunity to achieve your Why. Culture and purpose is more important than salary (within reason). Be willing to take a step back for a good opportunity, chances are you will leap ahead.

3. SOF can't be mass produced and neither can great companies. But, exceptional organizations exist - you have to work to find them, so network! Take advantage of the opportunities available to you in the service. Have as many cups of coffee with as many people as possible.
4. Competent SOF can't be created after emergencies and if you wait until the last minute or until after you retire to put effort in your transition it will become an emergency...your emergency. Begin your work on your transition earlier than you think (you should be thinking about it 2 years to 18 months out). Transition is a dimmer switch not an on/off switch. Start early.
5. Most Special Operations require Non-SOF assistance. Use every asset and transition seminar that's at your disposal, each has a nugget of wisdom. Get into The Honor Foundation -- this one bears repeating. Get into The Honor Foundation



"It's not what the business can do for you, but what you can do for the business."

– Salim Asrawi, President and COO of Texas de Brazil

THF: A TRANSFORMATIONAL JOURNEY (VIDEO LINK)



The Honor Foundation is a transformative experience to help U.S. Special Operations Forces successfully navigate the career transition from elite warrior to civilian leader. Just as SOF serves as the vanguard to test, evaluate and innovate for the general-purpose military forces, The Honor Foundation aims to be a catalyst and a model for the entire DoD transition program.

Watch the full video to learn more about The Honor Foundation
-- today and beyond.

THF TODAY

200

EXECUTIVE COACHES

Each THF Fellow receives their own Executive Coach throughout the program

725

FELLOWS THROUGH PROGRAM

Our Fellows graduate our Program and will continue to Impact the world. Nearly 900 Alumni projected by end of 2020.

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:

[The BLAST](#)

[Raider Patch](#)

[Suit Soldier Podcast](#)

[PayPal's John Rainey on LinkedIn](#)

"Thank you for transitioning our leaders and past protectors."

– THF Supporter of #GivingTuesdayNow

OUR FUNDRAISING EFFORTS



The downward shift in the economy that has resulted from COVID-19 has created additional stress for transitioning service members, their families and the organizations that support them.

Despite the challenges, THF is laser-focused on adapting, moving forward, and growing our impact so we can continue to serve the needs of the SOF community, regardless of the challenges – pandemic, economic, or otherwise.

Why give to The Honor Foundation?

- To support the elite SOF veterans who have sacrificed so much for our freedom with fulfilling post-military careers.
- To assist the families of SOF veterans to ease the strain of the military-civilian transition.
- To foster our nation's next generation of great leaders to help build a strong economy

Giving Tuesday Now

Thank you to all who have participated in our #GivingTuesdayNow campaign -- we sincerely appreciate your contributions.

DONATE TODAY

Freedom Project

THF will be running the [Freedom Project Campaign](#) from Memorial Day to Independence Day to honor the elite warriors who have dedicated their lives to defending our freedom.



#GivingTuesdayNow

THE HONOR FOUNDATION



*Please support THF by making a donation and share this important mission with your network.
Help us serve this special community with honor through this pandemic, and for life.*

“The true power of the THF program is the caliber of THF presenters, coaches, mentors and its staff who provide each fellow with personalized, tailored tools to succeed.”

– Karl, THF Alumni

SOFX SUPPORTS THF



SOFx is a valued partner of The Honor Foundation and a great help to our recruitment efforts for future Fellows of our program.

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!

ANOTHER WAY TO GIVE!

The Honor Foundation has partnered with CARS (Charitable Adult Rides & Services) to help run our vehicle donation program.

We are grateful and excited to move forward together to serve the Special Operations Forces community, especially with an experienced nonprofit who has been processing vehicle donations for more than 16 years.



Moving Forward Together

If you'd like to donate your vehicle, call 844-55-HONOR or visit The Honor Foundation's homepage to submit a secure online donation form.

You may also email donorsupport@careasy.org.

**WE ARE ACCEPTING
APPLICATIONS
FOR ALL FALL COHORTS!**



THE HONOR FOUNDATION

FALL 2020 PROGRAM DATES

Camp Lejeune
August 20–November 8

Virginia Beach
August 20–November 12

San Diego
August 1–December 4

THFv
September 8–TBD

Visit honor.org/apply for more information.