



## THE HONOR FOUNDATION

Navy SEAL Foundation, A Founding Partner

[honor.org](http://honor.org)

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San Diego, CA 92121

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## THE HONOR JOURNAL



Dec 2020 | Issue 004

### THF BRIEFING

#### A Message from Matt Stevens, CEO



THF CEO Matt Stevens and Family

I hope everyone reading this message is safe, healthy and in a good place - both mentally and physically. 2020 has been a challenging year, and one to remember!

I look at it like this: The past nine months have provided all of us with one of the greatest learning opportunities of a lifetime. We've learned how to become more resilient, how to cope with the stress of the uncertainty, how to be more patient, how to adapt, how to adjust and how to improve - both personally and professionally.

Through the ups and downs of it all, we've also been able to reflect, evaluate and try new things. I have personally enjoyed the extra time with my family, built a sauna from the ground

up and slowly became a Salesforce guru. I now find myself preferring video calls over simple phone calls. Just seeing someone's face allows for just a bit more of an emotional connection - even at the risk of the unplanned interruption from a dog, toddler or even teenager. My favorite interruption of the year was when one of my kids barged into our home office during a Zoom call to let me know that my oldest son had a minor fender bender...in our own driveway!

At The Honor Foundation, we've approached 2020 with a growth mindset and done some exploration of our own: trying new systems and processes throughout the organization, brainstorming ways on how to reach more transitioning members of the Special Operations community, built relationships, forged new partnerships and improved our internal communication so we can improve our performance in 2021. Though we've experienced our share of challenges and shifts, the THF Team, with the support of all our partners, donors, volunteers, and other tribes of support has continued to push hard and exceed expectations. As an organization, we have now reached 902 Alumni since inception. In 2020, we served 296 Fellows through our full program -- a 66% growth over 2019 and impacted another 250+ transitioning

Special Ops personnel through other tailored support, seminars and virtual workshops. I could not be more proud of what we've accomplished so far -- and look excitedly to our goals for 2021.

To all of you who have contributed to our mission, THANK YOU! This year has pushed us all to show more gratitude and to be optimistic about the future. So, Thank YOU -- partners, donors, faculty, coaches, mentors, alumni, staff and supporters -- for standing by our side and giving us the power to continue our mission to serve the Special Operations community with honor, for life!

*Happy Holidays and I look forward to seeing you all, in person, in the new year!*

With honor and respect,  
**Matt Stevens**  
THF CEO

*To all those who have contributed to our mission, THANK YOU!  
This year has pushed us all to show more gratitude and to be optimistic about the future.*

*"I'm thankful for the adversity I faced personally and professionally in 2020 because it allowed me to add depth to my mindfulness practice and learn to be resilient in a new era."*

– Michael Halterman, THF Director of Virtual Programs

## HERE WE GROW AGAIN

*Meet the newest additions to the THF family.*



**Ashley Brown,**  
Director of People, Virginia Beach Campus

*What excites me the most about THF is the people! I have always thrived at my best in environments surrounded by people all getting after a common goal and who care a ton about the end result. Between our Fellows, Alumni, Staff and Tribe, it's inspiring to see so many people come together to help the SOF community with their transition.*

Ashley joins our team after volunteering with The Honor Foundation for the last three years. She brings over eight years of experience in business development, account management and full cycle recruiting for a national staffing agency. She enjoys influencing hiring managers and decision makers to hire their talent based on character vs skill. Ashley is excited to use these influencing skills to help bridge the gap between the SOF community and employers. She also has a passion for building teams through pace setting and leading by example. Ashley sits on the Board for Hampton Roads Corporate Volunteer Council and has her Bachelors in Business Management from Old Dominion University.



**Seth Cummings,**  
THF DoD SkillBridge Intern

*Everytime I spoke with a THF alumni, they spoke with passion about the program, now after being an alumni myself, I wanted to learn about the inner workings that make that passion possible.*

Restorative, Strategic, Responsibility, Activator, Futuristic.  
Seth is a transitioning Explosive Ordnance Disposal Senior Chief with 25 years of experience leading high-performance teams, projects, programs, and portfolios. He has ten combat, humanitarian, and shipboard deployments to Iraq, Africa, and other world regions. He leverages his extensive experience coaching and mentoring team members to empower personal and professional development that benefits the team and organization at all levels. Seth is a proven leader who focuses on developing individuals' potential and leveraging insightful problem-solving skills to inspire and influence action.



*"I am grateful for the opportunity to join The Honor Foundation staff in 2020 and to work with an incredible team who met every challenge of the year with optimism and gumption and rose above it all to serve our amazing SOF family."*

– Kelly McGraw, VP of Impact

## PROGRAM UPDATES AND FALL GRADUATIONS

### Congratulations to our Fall 2020 Fellows!

The Honor Foundation is proud to celebrate the achievements of our Fellows who completed the program this Fall, all virtually: Group 33 (Camp Lejeune), Group 34 (Virginia Beach), Group 35 (San Diego), and Group 36 (THFv) -- 296 Alumni in total for 2020. We are honored and grateful to play a part in the transition journey of these remarkable men and women. 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.

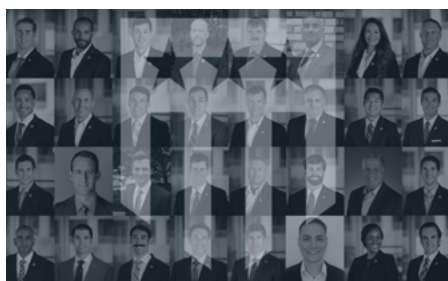
In addition to each graduation offering a unique experience, they are a milestone for both our mission and the Fellows in the program, as it brings together the finest Tribes of faculty, coaches, mentors, leaders in the military community, employers, and supporters. Transition

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.

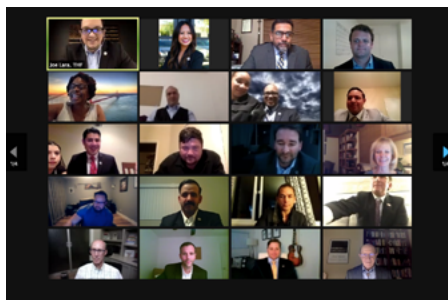
Thank you to all those who shared the special evening with us --

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: [Bruce Rose](#) of Carrington Charitable Companies, [Paul Cozza](#) of North Carolina State Ports Authority, [Richard Wells](#) of Insight Partners and COL [Mark Mitchell](#) (USA, ret.) for their inspiring words to our graduating Fellows.

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



*Pictured: Group 34, THF Virginia Beach*



*Pictured: Group 35, THF San Diego*

To the [Navy SEAL Foundation](#), our Founding Partner; [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!



## WE ARE ACCEPTING APPLICATIONS FOR ALL SPRING COHORTS!

### SPRING 2021 PROGRAM DATES

**THFv, Group 37**  
January 25–April 14

**San Diego, Group 38**  
January 26–April 15

**Virginia Beach, Group 39**  
January 27–May 4

**Camp Lejeune, Group 40**  
January 28–April 16

Visit [honor.org/apply](https://honor.org/apply) for more information.

*\* All spring sessions will be held virtually, unless otherwise specified.*

*“Beginning a new career can be challenging no matter how well you prepare. I am grateful to be a part of a team that works as hard to better themselves as they do to serve others.”*

– Jerry Holmes, Impact Manager, West Coast

## CONNECTIONS OUTSIDE OF THE CLASSROOM

*We cannot be more grateful to all the individuals and companies who helped make these virtual events a success for the Fellows across all THF campuses:*

NextLevel Internet, PayPal, Wells Fargo, Oracle, BD, Chesapeake Technology International (CTI), EBSCO Information Services, Tandem Diabetes Care, Apple, ITA International, Dominion Energy, Trader Interactive, Ferguson Enterprises, Red Hat, Edgewood Management, ArcLight Consulting, Rule 1 Ventures, J.P. Morgan, Bank of America, STIHL, SAS, Vantaca LLC and National Speed Inc. We sincerely appreciate your valuable time, efforts and continuous support of THF and the military community.



### THF Virtual Treks

THF Treks are one of the pillars of our Program -- an opportunity for Fellows to immerse themselves in various companies and organizations to learn about culture, operations and a variety of industries. This fall, we tried something new -- virtual treks! With the coordination of numerous Zoom rooms, webinar platforms and tech-savvy teams, Fellows in our Program across all THF campuses were able to participate in this virtual field trip and create new connections to help with their transition after active duty service.



*"I believe 2020 has shown me that patience, empathy, and gratitude are some of the greatest values I and others can embrace."*

– Lindsay Cashin, VP of People

## TOASTING TO OUR VETERANS

THE HONOR FOUNDATION

# A TOAST TO VETERANS

11.11  2020

Presenting Sponsor

Morgan Stanley

Thank you to everyone who tuned in to the inaugural THF "A Toast to Veterans" Virtual Livestream Event with Presenting Sponsor Morgan Stanley on November 11! The event offered an opportunity for our country to unite in patriotism and in appreciation of the service of all U.S. Veterans.

The event kicked off with a special rendition of "Old Glory" by Evangelo Morris and featured a range of senior military officials, Medal of Honor

recipients, a bestselling author, THF leadership and alumni to provide remarks to our nation's veterans. Distinguished speakers included ADM William McRaven (USN, RET), LTG Mike Nagata (USA, RET), Lt Gen Tom Trask (USAF, RET), MajGen Frank Donovan (USMC), Simon Sinek, Optimist and bestselling author, Medal of Honor recipients Britt Slabinski and Florent Groberg, The Honor Foundation CEO, Matt Stevens, and Navy SEAL Foundation CEO, Robin King.



ADM William McRaven  
USN, Ret



LTG Mike Nagata  
USA, Ret



Lt Gen Tom Trask  
USAF, Ret



MajGen Frank Donovan  
USMC



Simon Sinek  
Bestselling author

Speakers described a warrior's path from joining the military, to active duty experiences, transitioning out of the military and the value of veterans to our country and society post-uniform. The program closed with notable groups such as the LAPD and Boston Bruins paying tribute to all veterans across the country.

Vince Lumia, Head of Field Management for Morgan Stanley, the Presenting Sponsor of the virtual event, shared his tribute during the program.

"We proudly recognize the service of our military veterans, reservists and those

on active duty," said Lumia. "It's been a privilege to partner with The Honor Foundation which put together a phenomenal program featuring leaders from our military branches to discuss their careers, the lives of veterans, their importance to our society, and the challenges faced while transitioning to a civilian life and potential solutions."

Matt Stevens, CEO of The Honor Foundation, added: "As a Veteran led organization and a Veteran myself, The Honor Foundation wanted to pay tribute to our nation's service members with this unique virtual event featuring esteemed speakers, guests and our Alumni. With the support of our Presenting Sponsor, Morgan Stanley, all the supporting sponsors and everyone who had purchased tickets and donated, we are proud of its inaugural event and look forward to another one next year."

*To all our generous sponsors, esteemed speakers, valued Alumni, honored guests and all who shared their time with us for this special event -- thank you again for your support. We look forward to sharing more details for our 2021 virtual event with you in the near future!*





“2020 gave me time to slow down and realign my career goals which is ultimately what brought me to join the staff here at The Honor Foundation. I’m so thankful for the opportunity to be on this team and utilize my skill set to impact the SOF community in their career transition.”

– Ashley Brown, Director of People, Virginia Beach Campus

## FUEL FOR OUR MISSION:

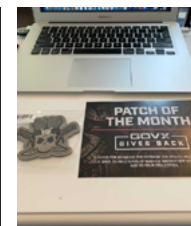


## Recap of THF Fall Fundraisers

The THF Limited Edition Merchandise campaign and Giving Tuesday, in addition to engaging events such as the 9/11 10-Peak Challenge, MasterClass with Victory Strategies, Veterans Day Tribute Workout and A Toast to Veterans, help to keep our community of supporters involved and tied to our mission. We are humbled for the outreach, encouragement and participation to all who take part in our events and fundraisers.



We are also grateful for our new and growing partnerships with companies and grantors around the country such as Wounded Warrior Project, Navy Federal Credit Union, Verizon, Morgan Stanley, the Cushman Family Foundation, GovX and Team Wendy. The success of these initiatives gives us the opportunity to serve more Fellows and help them achieve a successful transition.



Thank you to everyone who has given their time, talent and treasure to THF in 2020! Be on the lookout for an event near you! In 2021 we will be in Tampa, FL, Houston, TX, Washington, DC and more! We look forward to seeing you at our events next year!

*“Looking back at 2020 and the challenges of this year, I am so grateful for the privilege to continue to serve our Special Operations Communities and work with a tremendous Team of passionate individuals at THF. Despite every obstacle thrown at our Tribes this year, THF’s People, Purpose, Process and Product carried the day for those we strive to serve in 2020!”*

– Will Dewilde, VP of Operations

## WOUNDED WARRIOR PARTNERSHIP

“The military and veteran community organizations that we work with help us fill critical gaps in care, ensuring that America’s injured veterans and their families have access to the resources they need to thrive,” said WWP CEO Lt. Gen. (Ret.) Mike Linnington. “We’re proud to support these amazing organizations and the diverse spectrum of services and programs they provide. Through these grants we are strengthening the communities where these warriors, and their families, work and live.”



*For the second straight year, The Honor Foundation is proud to be a partner with the Wounded Warrior Project once again to support transitioning members of the Special Operations Forces community.*

Together, along with several other exceptional military veteran-focused organizations, can provide care and assistance to the individuals, their families, and the communities in need. Read the official Wounded Warrior Project [press release](#) for more details.

## THF JOINS THE COMBINED FEDERAL CAMPAIGN



**#75702**

2020 marks the first year that THF will be part of the CFC giving program for all active-duty members, federal employees and retirees. This campaign provides the opportunity for these individuals to pledge monetary support to charities of their choice and make a difference through their payroll deduction.

*If you are active duty or part of an organization that supports the CFC Campaign, consider donating to The Honor Foundation #75702. Your contributions directly affect transitioning men and women of the Special Operations Forces in preparing them for their next mission in life.*



*“Given the challenging circumstances of 2020, THF never slowed down or stopped moving forward. Even in all the uncertainty, we came together and continued to provide a safe place for veterans transitioning. Albert Einstein once said, “Life is like riding a bicycle. To keep your balance you must keep moving.”*

– Marla Carver, Programs Coordinator, San Diego Campus

## THE END OF THE YEAR IS NEAR

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. “The military and veteran community organizations that we work with help us fill critical gaps in care, ensuring that America’s injured veterans and their families have access to the resources they need to thrive,” said WWP CEO Lt. Gen. (Ret.) Mike Linnington. “We’re proud to support these amazing organizations and the diverse spectrum of services and programs they provide. Through these grants we are strengthening the communities where these warriors, and their families, work and live.”



### 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 and strong communities.

Please make an end-of-the-year gift to The Honor Foundation to help our elite forces transitioning out of uniform right now. Help us serve this special community with honor through this pandemic, and for life.



## DECEMBER CHALLENGE FOR THF ALUMNI

*The Honor Foundation is thrilled to announce a challenge gift for the month of December!*

One of our generous supporters is challenging all Alumni to donate to the THF Alumni Fund and this supporter will match all gifts up to \$25,000!

Help pave the way for all future Fellows of the program. [Consider donating today!](#)





*“At the Honor Foundation, finding your WHY isn’t just restricted to our fellows. Having the opportunity to find my WHY, as a staff member, has been life-changing, and has allowed me the chance to redefine my future.”*

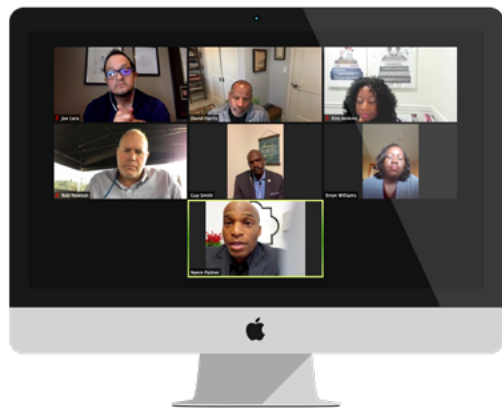
– Sanam Charlton, Operations Manager

# THF PROFESSIONAL SERIES



## ALUMNI FOCUS: THF PROFESSIONAL SERIES

*Professional growth and continuous development are nothing new for the elite service members we serve. So over the past few months, we’ve been educating ourselves, brainstorming, connecting and sharing our thoughts on how we can further assist our Alumni.*



*In October, we introduced a new series with them in mind: the THF Professional Series.*

Our Professional Series will center on the latest of business best-practices while also concentrating on discussions about the future of work. Diversity and Inclusion, Women in Leadership, and other various subjects will be the focus for this series -- with several of these webinars tackling important social issues that are relevant to us today and how to navigate these complex topics in the workforce.



*“Take the leadership ability that you have and bring that experience and your stories to the workforce.”*

Guy Smith, THF Alumni

These virtual discussions are designed to be informative, thought-provoking, and serve as another resource to prepare our veterans as they navigate their new career landscape. With the business and world of academia continually evolving around us, the more we are intentional in current and relevant topics, the better prepared our amazing Alumni will be in their new leadership roles.



*“You have to get engaged on a human level.”*

Rob Newson, THF Alumni

*THF Alumni, stay tuned for more information on the next webinar scheduled for February 2021.*

*"The Special Operations community thrives in volatile and uncertain circumstances. No wonder we were able to successfully serve more SOF veterans in 2020! And we at THF adapted with them!"*

– Joe Lara, VP of Programs & Curriculum



## EXPANDING OUR REACH

*At THF, we constantly ask ourselves this question:  
How can we help more people?*

Over the past few months, The Honor Foundation participated in a number of workshops to not only assist in our recruitment efforts, but to also provide the knowledge and resources to members of the SOF community who were introduced to the THF mission through our valued partners and supporters of our program. These seminars and tailored sessions allowed us to connect with 250+ more transitioning individuals -- both nationally and internationally -- through the [Global SOF Foundation](#), R4ST and those at Fort Belvoir and Fort Bragg. Led by THF VP of Programs & Curriculum Joe Lara; THF Faculty and Coach, Chris Lord; THF Founder, Joe Musselman; and THF board member, Jeff Pottinger, participants were given a few key concepts and tools to begin their journey into their professional career after military service.



## 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](http://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.



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](mailto:donorsupport@careasy.org).



"I am in awe of THF and our ability to adapt to change. When a tree falls and blocks the stream, the water finds a way around and continues on its course. This year has thrown many things in our path, and our team has worked seamlessly together to find new ways to achieve our mission. It's an amazing thing to witness, and I'm grateful to be a part of it."

– Mindy Hill, Programs Coordinator, THFv

## THF: A WARRIORS PATH TO TRANSITION



*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. Listen to the stories of several THF Alumni as they take you through their transition journey and reflect on their lives before, during and after active duty service in Special Operations.*

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

## THF TODAY

902

FELLOWS THROUGH PROGRAM

Alumni who completed the THF Program over the past six years

296

NEW ALUMNI

Fellows graduated in 2020, in a safe, virtual environment with the same high quality THF program

66%

INCREASE IN IMPACT

66% increase in impact from 2019. Despite the challenges of COVID-19, THF adapted and served more Fellows

1200+

FAMILIES

1200+ Total individuals and families served by the end of 2020, through a combined effort of the THF Program, webinars and virtual seminars



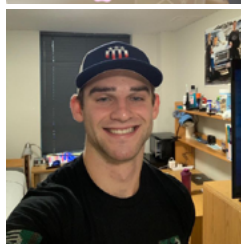
*"2020 -- A year of flexibility, change, creativity and gratitude. Though only a few hugs were given compared to the last, this year has given me a new perspective, more time to reflect and plenty more opportunities to try new things."*

– Kathy Leming, Director of Marketing & Communications



We will be rolling out more merchandise in the new year to add to your collection, but until then, if you have not yet purchased a THF long-sleeve for you outdoor walks, golf balls for your socially-distanced round on the course, or a polo shirt for your work video calls, [visit shop.honor.org](https://shop.honor.org) today to get yours today.

## SUPPORT THF AT SHOP.HONOR.ORG



*Coffee shops. Grocery stores. Gyms. Outdoor runs. At work. On Zoom. Where have you spotted someone sporting their THF gear in your community?*





Wishing you a wonderful holiday season and a happy new year!

– The THF Family

## THF IN THE NEWS:



### *THF Participates in Harvard Business School Case*

This November, Harvard Business School published “The Honor Foundation: Accessing Special Operations Talent,” an extensive case study focusing on the THF organization and highlighting the unique skill sets of individuals from the Special Operations Forces community. Though not readily available to the public, it was reflective on the significance of integrating men and women from SOF into the workforce and the value they bring to the private sector, especially in times of crises.

*“Amid a pandemic, executives are finally realizing the importance of bringing outsiders who are comfortable dealing with the unexpected onto their teams. As these crises wear on, the singular and eminently portable skills of our country’s highest-trained servicepeople are becoming more and more valuable...”*

Read the summary article from Harvard Business Review, [“Lessons on Leading Through Chaos from U.S. Special Operations,”](#) for insights from several THF Alumni on how their knowledge gained from their SOF training and experiences greatly play a role in their career outside of the Teams.

## PRESS HITS

[Spotlight on nCino](#)

[SOFREP.com](#)

[Darby Project Partnership Announcement](#)

[High Performance Pathways Podcast](#)

[The Victory Podcast](#)

[San Diego Veterans Magazine](#)

[Get Up Nation Podcast](#)

[Q2 Edition of Raider Patch](#)

[SHE HAS SOMETHING to SAY](#)

[VA Claims Insider](#)

[Fox & Friends](#)

[ESPN 1520AM](#)

[Spotlight on Arclight Consulting](#)

[Ranch & Coast article](#)

[Military Times](#)

[Harvard Business Review](#)

[GovX Blog](#)

[PRWeb](#)

[Stamford Advocate](#)

[AngelaCARES, Inc.](#)

[The Cam and Otis Show: 1000 Cups of Coffee](#)

[Crossfit Invictus Blog](#)

[Full Range Crossfit Blog](#)

[Global SOF Foundation Blog](#)

[CTI Blog](#)

[Veteran’s Wellbeing Invictus Mindset Podcast](#)

[Verizon](#)

[WTKR News](#)

[Comparably](#)

[Franchise Journal](#)

[Team Wendy Blog](#)

[GovX](#)

[Wounded Warrior Project](#)

[Global SOF Foundation’s SOFspot Podcast](#)

[Spotlight on Millennium Health](#)