"Enthusiasm is common. Endurance is rare."

—Angela Duckworth
MESSAGE FROM THE CEO

RESILIENT NATION. RESILIENT AMERICANS. RESILIENT ORGANIZATION.

2020 challenged us. It tested our resolve, yet ignited our creativity and ingenuity. As a non-profit organization that typically thrives on community gatherings and supporter donations, 2020 forced us to pivot and pivot quickly. We reevaluated every aspect of our organization. We made tough decisions. We scrubbed and improved services. We hustled, collaborated, and dug deep. Some days were harder than others, but staying focused on our mission of serving others kept us moving forward.

By looking so deeply inward, we were able to improve our outward reach. We became leaner and more impactful. We realized that with a little tweaking, our existing online infrastructure could be expanded to serve an even greater number of people in need. Our staff, already accustomed to remote work, didn’t skip a beat as the world turned upside down.

In 2020, HOPE reached a major milestone when we served our 20,000th warrior. Not only did we increase our breadth and depth of service within military communities through partnerships like the Steven A. Cohen Military Family Clinic at Hope For The Warriors, but we also expanded our scope by reaching a new audience with Resilient Nation. Resilient Nation brings the benefits of warrior-based programming to companies, organizations, and individuals for a nominal fee. By getting creative and finding new revenue streams, we continued serving our warriors and their families even when times got tough.

More than 70 percent of the HOPE team is either a veteran or military spouse. We are not strangers to adversity. While 2020 is not a year I ever want to repeat, I am grateful for the lessons we have learned. I am motivated by our military families, impressed by the goodness of our team, and overwhelmed by the continued generosity of our donors.

At times a global pandemic may seem like an insurmountable challenge, but you can’t cancel HOPE. We were, and will continue to be, resilient always.

Faithfully in service,

Robin Kelleher
President/CEO
Hope For The Warriors
Well-being: the state of being comfortable, healthy or happy. It’s a constant evaluation of emotions, relationships and health.

How we fit into and engage with larger communities.

Community Connection: roles.

Social Support: Having satisfying, reciprocal relationships that complements life roles.

Life Roles: Who we are to others that brings purpose to one’s own life.


Physical Wellness: The body’s essential role in daily living.

Emotional Wellness: Also known as mental health. How the mind and body are connected.

Hope For The Warriors programs and services are aligned under six life domains that address essential individual needs unique to military families.

HOPE builds resiliency through personal connection by forming communities to support veterans and service members on their journey through post-traumatic growth.

Our work is to walk alongside military families and provide the resources necessary for success.

Our Model of Well-Being

Physical Wellness

- Team Hope For The Warriors
- 30x30 Virtual Wellness Challenges
- HOPE Speaker Series
- Outdoor Adventures

Emotional Wellness

- Resilient Warrior
- Resilient Family
- Clinical Support Services

Financial Wellness

- Critical Care Coordination
- Financial Social Work
- Transition Critical Services
- Stability Grant

Life Roles

- Warrior’s Compass
- Caregiver Support
- Military Spouse & Caregiver Scholarships
- Drive For Hope
- Warrior’s Wish

Social Support

- Our individualized intakes process
- Military Relations (peer support)
- Holiday Giving

Community Connection

- Military Relations (Ambassador Program)
- Strategic Alliances

Six Life Domains

- Supporting well-being
- Financial Wellness
- Emotional Wellness
- Physical Wellness

Community Connection

- Warrior’s Wish
- Military Spouse & Caregiver Support
- Caregiver Support
- Military Relations (Ambassador Program)
- Strategic Alliances

Hope For The Warriors in 2020. Since our founding in 2006, HOPE has transformed the lives of warriors and their families — and connected.

Our work is to walk alongside the wounded, ill and injured — and provide the resources necessary for post-traumatic growth.

Hope For The Warriors is the most compassionate and kind organization. When I reached out to them they were responsive and understanding. They offered me help and support.

Carly Civis, Military Spouse/Caregiver

Supporting the nation’s diverse military community since 2006, HOPE builds resiliency through personal connection and forms of domains that address essential individual needs. HOPE serves our country’s diverse military community.

- 50% identify as ... 
- 6% are Hispanic/Latino.
- 6% are Black or African American.
- 4% identify as a race or ethnicity other than white.
- 27% are Asian or Pacific Islander.
- 21% are White.
- 15% are Native American or Alaska Native.
- 5% are from two or more races.
- 15% identify as male.
- 85% identify as male.
- 21% are Latitude.
- 79% are active duty or veterans.
- 4% are active duty/veterans served.
- 276 of active duty/veterans served are female.
- 42% are active duty/veterans served.
- 50% identify as female.
- 58% are active duty/veterans served.
- 60% identify as female.
- 21% are active duty/veterans served.
- 79% identify as male.
- 4% are active duty/veterans served.
- 50% identify as male.
- 4% are active duty/veterans served.
- 50% identify as male.
- 4% are active duty/veterans served.
- 50% identify as male.
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- 50% identify as male.
- 4% are active duty/veterans served.
- 50% identify as male.
Service members, veterans and their families do what it takes to serve our country during times of war, peace and everywhere in between. Their life of service has a price they pay on behalf of us all. Thank you for ensuring they are empowered to succeed and thrive at home, at work and in their communities.

Through your gifts, you made possible the following innovative new programs and services that built community and provided tools for our military families to be their best.

**Resilient Warrior and Resilient Family** help military families cope with stressful events, teaching control of the mind and body response to stress. In 2020, HOPE launched a safe space for Resilient Warrior and Resilient Family alumni to practice the skills they learned after graduating from their six-week cohort. Trained facilitators regularly engage and monitor the group in ongoing support.

This year, 365 military caregivers received psycho-education and social support via **HOPE’s Caregiver HUB**, a private Facebook group that’s a constant source of resources and open dialogue for the post-9/11 caregiver community.

**HOPE’s Sports & Recreation Team created virtual challenges** to keep families physically active and mentally strong through a time of self-isolation and social distancing. Nearly 700 individuals from across the nation participated in our 30x30 virtual fitness and mindfulness challenges.

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**COHEN VETERANS NETWORK AND HOPE FOR THE WARRIORS**

New partnership in 2020 that brings mental health resources and care to North Carolina

The Steven A. Cohen Military Family Clinic at Hope for The Warriors provides confidential, high-quality behavioral health care services at little to no-cost without long wait times to post-9/11 veterans, active duty service members with a TRICARE referral and military families. The clinic is a local resource connection for the community, including Marine Corps Base Camp Lejeune, Jacksonville and greater Onslow County area. Services are available regardless of discharge status, role in uniform, combat experience, ability to pay or insurance. The clinic fully launched its virtual services in 2020 and nearing completion of a 5,300-square-foot building for in-person treatment, family and group therapy.
BUILDING A RESILIENT NATION

This year, your support enabled Hope For The Warriors to expand our transformative, warrior-based programs to build a Resilient Nation — one Resilient American at a time. By expanding three select programs to civilians with a minimal fee-for-service model, HOPE welcomed new friends and supporters to the family.

Resilient Nation has three offerings:

**Resilient American:** stress management and resiliency training in the workforce.

**Virtual Fitness and Mindfulness Challenges:** communities who encourage each other to stay active during quarantine, while social distancing, or at the workplace.

**Warrior’s Compass:** showing companies how to hire veterans/military spouses and creating sustainable careers for veterans and military spouses.

In 2020, HOPE hosted two 30x30 Virtual Fitness Challenges with a goal of connecting our warrior community and supporters during a time of isolation. 30 minutes of activity for 30 days. One challenge focused on mindfulness; the other on staying active. **Over 1,300 individuals took our challenges and built life-long healthy habits in a time when the world felt out of control.**

_I have always been active, but being part of this challenge gave me a sense of camaraderie with people across the country. I enjoyed reading their stories and sharing mine. This challenge also pushed me to try new activities. I tried some of the daily workouts, and I got back into horseback riding, which has been a great way to focus on my mental and physical well-being during lockdown._

— 30x30 Challenge Participant
A PANDEMIC DIDN’T STOP HOPE

Your support transformed the lives of 4,188 military families from all 50 states and Puerto Rico.

66% were service members and veterans.
34% were military spouses or family members.

HOPE’s comprehensive model of well-being is applied to each individual, providing the tools and connections they need to thrive in all aspects of their lives. That’s 12,846 opportunities of support in 2020.

2020 was especially hard on military families. These are the top five needs you helped us meet.

1. Housing stability and other critical household needs
2. Career transition and employment
3. Continuing education for military spouses and caregivers
4. Connection to community and physical wellness
5. Stress-management and coping skills

“From the bottom of our hearts, we thank Hope For The Warriors for helping us in our most time of need. We are extremely grateful not only to receive the financial support help, but also grateful for the skills and tools you guys have provided us with to tackle our future. To our HOPE Financial Social Worker – I can’t thank you enough for being the beacon of hope when I thought there was none. You have given us a huge stepping stone to kick start our goals. Thank you for everything, but most importantly, thank you for HOPE!”

This military family was provided services and support through HOPE’s Critical Care Coordination program. During the initial interview, the family was denied financial assistance due to an inability to outline an attainable financial sustainability plan. The military spouse agreed to participate in Financial Wellness sessions with a HOPE Financial Social Worker. The spouse completed three hour-long sessions plus homework and developed a sustainability plan. In support of the plan, HOPE was able to provide financial assistance toward the family’s mortgage, power and gas in the amount of $2,850.

HOPE’s programs and services support veterans engaged in intensive outpatient and inpatient treatment programs. These veterans and their families are in pursuit of post-traumatic growth that takes grit and determination. Our Clinical Support Services provides emotional support for family members as well. And if the need is determined, HOPE provides financial support so the veteran can focus on treatment, not financial stressors at home.

“I am so grateful to HOPE for supporting me and my family during this extremely challenging time in my life. Never did I think my military service would affect me in this way and for so long. Being in a sober living facility has been humbling yet has provided me an opportunity to see and grow from my past mistakes. I know my family supports me 100 percent. With HOPE’s support I can focus on getting better, so that I can truly be me and be a part of my family again.”
YOU MADE AN IMPACT THROUGH HOPE

Meeting the most critical needs. Connection to others. Building resiliency. We are stronger together.

Your support equaled to over $500,000 in direct financial support for the warrior community during the pandemic.

Housing 15%
Utilities 5%
Transportation and Driving Independence 15%
Food and Other Essentials 3%
Education 15%
Other 5%
50%

Your gifts to HOPE are put into action by our knowledgeable and compassionate team members who meet our warriors where they are.

3,074 warriors and their families came to HOPE through our easy-to-use online application.

HOPE staff invested 8,747 hours connecting with them.

That included 45,985 moments of engagement.

One-on-one connection, even virtually or through a phone call, was a lifeline to so many during the pandemic.

HOPE’s Military and Veteran Program staff connected with 374 warriors to check on their well-being.

It’s more than checking in on our neighbors. It’s connecting individuals to the opportunities that make the most impact, not only in the moment but for a lifetime.

60 individuals graduated from HOPE’s virtual Resilient Warrior and Resilient Family cohorts, building the skills they need to endure a pandemic and thrive despite life’s ongoing challenges.

HOPE’s Transition Services team engaged in 796 hours of one-on-one employment support and awarded 13 higher education scholarships to military spouses and caregivers.

The 2020 holiday season was brighter for 48 military families and the 133 children who received gift through HOPE’s Holiday Giving Program.

The entire Hope For The Warriors staff signed the PREVENTS pledge and received customized training in suicide prevention. The HOPE team is 100% committed to building resiliency in our communities and creating programs that not only empower but are protective against the ideation of suicide.
HOPE and New Balance worked together to provide sports and recreation scholarships for military children to stay in the game when families had to make tough household decisions. One 7-year-old military child from Chicago didn’t have to stop her lessons in order for the family to pay for her dad’s cancer medicine.

### 2020 Foundations

- Arlington Community Foundation
- Burke Family Foundation
- Car Donation Foundation
- Communities Foundation of Texas
- Des Plaines Valley Memorial Post 6863
- Disabled American Veterans Charitable Service Trust
- Florian J. Lombardi Foundation
- James J. Griffin Family Foundation
- John Stewart Morton, Jr. Charitable Fund
- Mother Cabrini Health Foundation
- Oarssmen Foundation
- Roma Foundation
- Shell Milnet
- Shootout for Soldiers, Inc.
- The Kay Family Foundation/Ina Kay Foundation
- The Sunshine Foundation
- United Way of Metropolitan Texas
- Veterans United Foundation
- Whole Family Foundation

### 2020 HoPE Impact Partners

- Altria
- Forward Air
- Paine Schwartz Partners
- Pilot Delivers
- Siemens
- Siemens Government Technologies, Inc.
- Clayton Home Building Group
- Bausch Health
- Casey’s
- Hy-Vee, Inc.
- Kind Health Snacks
- Leidos Health Group
- Lockheed Martin
- Marine Federal Credit Union
- Estee Lauder Companies, Inc.
- New Balance

Clayton Home Building Group’s multi-year agreement as the founding sponsor of Warrior’s Compass made it possible for HOPE to support veteran and military spouse employment and education during the pandemic when unemployment rates were at unprecedented highs.
OUR PARTNERS IN MISSION

To stretch every dollar of support, **HOPE works with over 100 non-profit organizations**, forming a Strategic Alliance with them to better serve our warriors with their individual needs.

**2020 HOPE Featured Volunteers**

- American Society of Anesthesiology Members
- Bonnie Peter
- Catherine Bane
- Clint Myatt
- Emily Topp
- Jesse Tavares
- Miles Veth
- Morgon Latimore
- Paine Schwartz Partners
- Sarah Dale

**2020 Community Partners**

- BEAR LAKES COUNTRY CLUB, INC.
- GRANDFATHER MOUNTAIN COUNTRY CLUB
- KINGWOOD FALLEN HEROES
- RIVER LANDING
- TOWN OF PINE KNOLL SHORES
In 2020, we learned that social distancing shouldn’t mean a social disconnect for our veterans and military families. HOPE binds our community by connecting individuals through virtual services that provide wrap-around care. Virtual platforms keep the HOPE team from missing a beat, even when gathering in person isn’t possible.
"I can tell that I am changing, realizing when to not push through and am sticking up for myself now. [I am] growing out of being the widow and into being me."

–Gold Star Wife

Nationally, Hope For The Warriors provides comprehensive support programs for service members, veterans and military families that are focused on transition, health and wellness, peer engagement and connections to community resources.

One client spent almost a year trying to get help through the VA because they kept rescheduling his mental health appointments four months out. We got him in to a clinician in less than 24 hours. He truly didn’t believe me when I said we could get him in until it actually happened.

"I feel more confident with myself now. [I am more] open to talking and accept things. I don’t go off on people as much."

–Army Veteran

WE BELIEVE warriors can thrive with access to integrated services focused on their individual and collective well-being.

WE RECOGNIZE every service member, veteran and military family has their own goals and needs and ideal resources do not always exist in their communities.

WE RESTORE SELF, FAMILY and HOPE through our national services, virtual capabilities and partners in mission.

Hope For The Warriors was founded by military families aboard Marine Corps Base Camp Lejeune, North Carolina, in 2006, as we witnessed, firsthand, the effects war imparts on service members and their families. At HOPE, we understand the unique challenges our post-9/11 service men and women confront every day and our goal is to be there for them on their healing journey — to help redefine each life and chart a course for continued growth.

Hope For the Warriors stands ready to serve them every day.
BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD Jack W. Marin | Attorney-at-Law (Ret.) and former NBA player

VICE CHAIRMAN AND SECRETARY MajGen. Robert Dickerson, USMC (Ret.) | Former Executive Vice President, Marine Federal Credit Union

BOARD TREASURER Paul McTear | Former President/CEO, Raycom Media and Board of Directors, Gray Television

Harry Bridgwood | In Memoriam

Tina Dolph | President and CEO, Siemens Government Technologies

Robin Kelleher | Ex Officio, President/CEO Hope For The Warriors

Tom Lyons | Former Director, Community Services, MassHousing

Capt. Dan Moran, USMC (Ret.) | Chairman/CEO/ President, Moran Enterprises, Inc.*

Bill Nelson | Former Chairman and CEO, HBO* and Chairman/CEO, Eleven Bravo Enterprises

Craig Proctor | Vice President and Associate General Counsel, Altria Group

LTC Jay Soupene, USA (Ret.) | Senior VP of Operations, Casey’s

JoAnn Stonier | Chief Data Officer, MasterCard

Richard Wood | Former President, Plaza Construction Corp.

COMMUNITY COUNCIL

Bonnie Amos | Founding Member of the Advisory Council, Hope For The Warriors

CPT Paul Bucha, USA (Ret.) | Vietnam Medal of Honor Recipient

GEN Richard Cody, USA (Ret.) | Senior Vice Former President of D.C. Operations, L3 Communications, Former Vice Chief of Staff, USA

LCDR David C. Dziengowski, USN | JAG Corps, U.S. Navy Reserve, Associate; Morgan, Lewis & Bockius LLP

Todd Finger | Partner, McDermott Will & Emery LLP

Francis Q. Hoang | Chief Strategy Officer, MAG; Partner, Flout Huber + Hoang; Co-Founder, boodleAI

Gen. Charles Krulak, USMC (Ret.) | 31st Commandant of the Marine Corps; Chairman/CEO, MBNA Europe Bank Ltd

Frank Scott Moran | CEO, Moran Oil Co., Inc.

Christopher Page | Co-founder/CEO, Army Week NYC

Kathy Roth-Douquet | Co-founder/Chairman, Blue Star Families

Caroline Shaw | Hope For The Warriors Board Member Emeritus, Senior Director Marketing and Communications, E.&J. Gallo Winery

Gary Sinise | Actor and Advocate for Wounded Service Members; Founder, Gary Sinise Foundation

Dr. Sim B. Sitkin | Professor of Management and Director of Behavioral Science and Policy Center, The Fuqua School of Business, Duke University

CDR Charles E. Summers, Jr. | Principal Deputy Assistant to the Secretary of Defense for Public Affairs

COL David Sutherland, USA (Ret.) | Chairman, Dixon Center

Mike Waters | Founder, The Benefit Planning Group, Inc.

Sue Wissler | Founding Member of the Advisory Council, Hope For The Warriors

HONORARY COUNCIL

Shannon Maxwell | Co-founder, Hope For The Warriors; Vice President, SemperMax

John Vigiano, Sr. | In Memoriam
FISCAL ACCOUNTABILITY

REVENUE AND EXPENSES
JANUARY 1, 2020–DECEMBER 31, 2020

SUPPORT AND REVENUE

Grants and Contributions $5,595,721
Special Events $247,539
Donated Goods & Services $65,116
Investment Income $147,974

Total Support & Revenue $6,056,350

EXPENSES

Program Expense $5,842,344
Management & General $596,941
Fundraising $115,092

Total Expenses $6,554,377

Change in Net Assets ($498,027)

NET ASSETS

Beginning of 2020 $2,511,621
End of 2020 $2,013,594

Even with the cancellation of critical fundraising events and the financial hardships due to the pandemic, you changed the lives of 4,188 military families in 2020. Your support and our fiscal responsibility kept HOPE alive last year and continued our mission of restoring self, family and hope in 36,000 individuals since our founding in 2006.

A detailed look at Hope For The Warriors financial information can be found at www.hopeforthewarriors.org.

Hope For The Warriors has received a 4-star rating from Charity Navigator for 10 consecutive years, an honor earned by only 3% of rated charities.
Circle of Hope is a group of individuals committed to providing ongoing support for our country’s heroes. It is people like you who honor their service and want them to have integrated care that strengthens SELF, FAMILY and HOPE. Your spirit of patriotism and gratitude is what keeps HOPE alive.

**Pledge a monthly gift and join our Circle of Hope.**

### $10/month COURAGE PARTNER

Provides essential materials for a military or veteran caregiver to attend a Resilient Family course that teaches how to lower the effects of stress.

### $22/month PATRIOT PARTNER

Opens the door for a warrior to step outside at and Outdoor Adventures event, where her or he can find peace, camaraderie and therapy in nature.

### $48/month VALOR PARTNER

Gives freedom and independence to an injured veteran by helping convert his or her vehicle with adaptive driving equipment.

### $75/month HONOR PARTNER

Grants travel assistance for a caregiver and family visiting a wounded service member receiving in-patient treatment.

### $100/month HOPE PARTNER

Provides financial assistance and critical resources to a service member or military family who is facing homelessness during a service-related income gap.

Visit [www.hopeforthewarriors.org](http://www.hopeforthewarriors.org) to apply for services or donate.

Follow us on social media to stay up-to-date on all Hope For The Warriors happenings.