

ANNUAL REPORT

2018



**THEY STOOD FOR US.
WE STAND WITH THEM.**



Our Mission

Code of Support Foundation provides essential and critical one-on-one assistance to struggling service members, veterans, family members and caregivers.



WELCOME

Dear Friends,

When we founded the Code of Support Foundation (COSF) eight years ago, we vowed that we wouldn't let what happened to Alan's generation of Vietnam veteran families happen to Kristy's generation of Post 9/11 veteran families.

We asked ourselves: If the government is spending billions of dollars and there are tens of thousands of nonprofits serving the military and veteran service communities, why aren't we seeing better outcomes?

We realized that families and individuals are falling through the cracks between organizations and agencies. While the ocean of available resources may be deeper and wider than ever, finding the right resources for a struggling individual or family can be even harder than before.

We created COSF to be the integrator in this highly fragmented space — the one place to turn when you don't know where to turn.

The year 2018 saw exciting growth for COSF in three interlocking ways:

- **connecting people** through direct one-on-one assistance from Peer Navigators in our National Case Coordination Center, where we've helped change thousands of lives;
- **connecting resources** with our online hub PATRIOTlink® which we launched this year as a transformative solution for individuals and military/veteran support groups and officers to efficiently identify resources nationwide; and by
- **connecting Americans** with our Code of Support to bridge the military-civilian divide, including the challenge we issued on Veterans Day for people from all walks of life to stand with our "Committee of Distinguished Americans" and pledge support for those who serve.

In 2019 and beyond, we will continue to lean forward as we expand our capacity to even better meet the urgent needs of today's military, veteran and support communities. We are deeply grateful for your continued support and faith in our work.

Onward!



Kristina Kaufmann
Chief Executive Officer



MG Alan B. Salisbury, USA (Ret)
Chair

CONNECTING PEOPLE

“ As a veteran who has several personal and family struggles, Code of Support Foundation has been a blessing to us. They have contributed to me and my family with mental health support, caregiver support, gym membership, small business assistance, scholarship resources and financial assistance.

**Words can't express how we feel,
but we are truly grateful.**

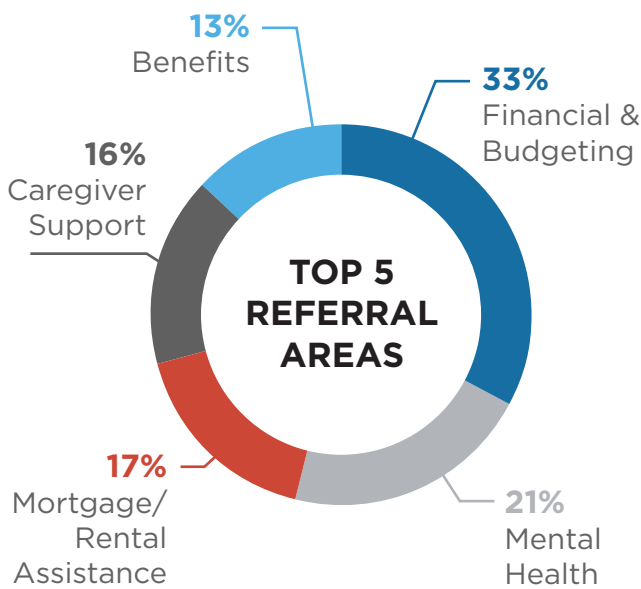
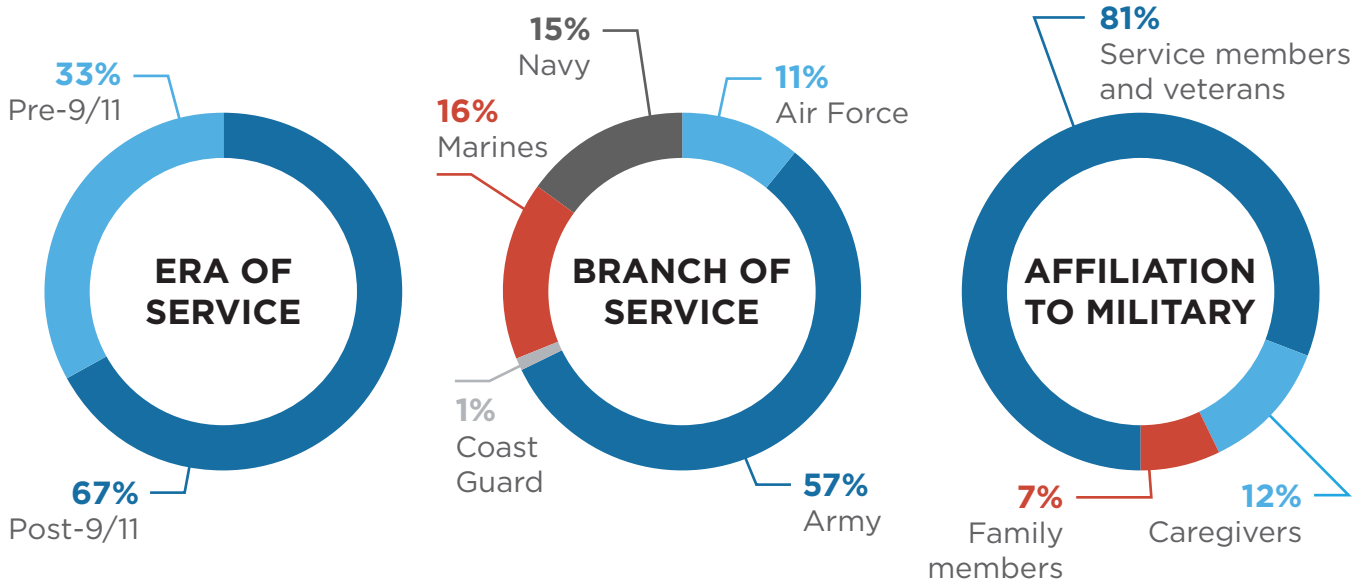
— Michael, Marine Corps veteran



Sometimes, War Comes Home

WE'VE HELPED OVER 3,000 SERVICE MEMBERS, VETERANS, FAMILY MEMBERS AND CAREGIVERS.

Our national Case Coordination Center connects individuals and families struggling with mental and physical health, housing and a host of other needs. Our trained Peer Navigators—who are veterans and caregivers themselves—help solve the most complex problems for those in crisis. We provide one-on-one support and stay with them every step of the way.



THE CASE COORDINATION JOURNEY



CONNECTING RESOURCES

Launching PATRIOTlink® A Transformative Solution

In 2018, we launched the PATRIOTlink online hub to help everyone, from individuals to case managers, navigate the sea of resources offered by thousands of community-based organizations and government agencies nationwide. PATRIOTlink connects those in need to the right services in the right place at the right time, with listed programs carefully vetted by COSF staff.

Thanks to the support of the **Bristol-Myers Squibb Foundation**, **Major League Baseball** and other generous donors, PATRIOTlink's innovative technology is transforming access to care and support for military and veteran communities across the USA.



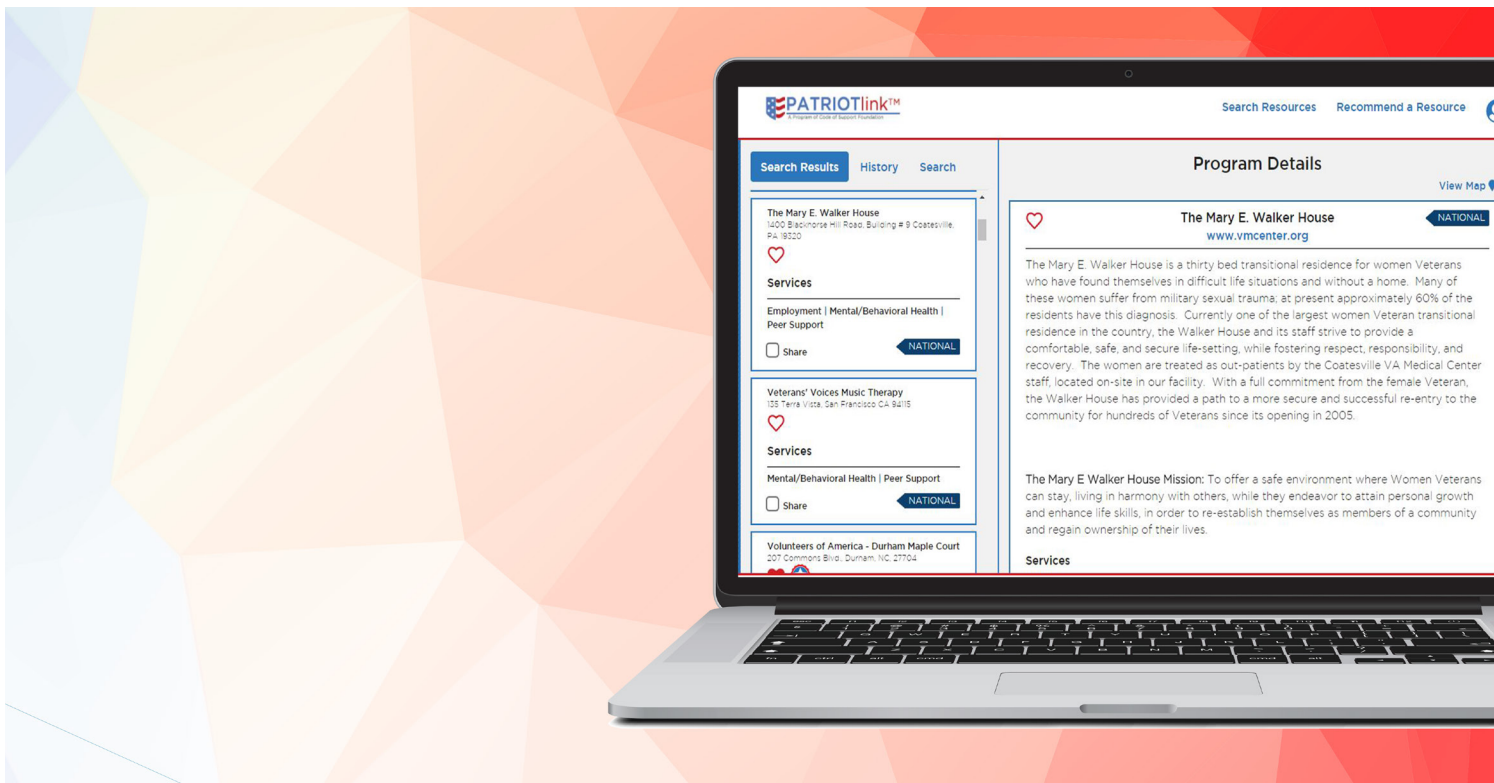
One of the biggest calls to action I have as a peer supporter is to find and recommend resources for specific needs. With PATRIOTlink I have a vetted and monitored resource referral system that I never hesitate to use for our military and veterans and caregivers of all eras.

PATRIOTlink makes me a resource expert across the country.

— Melissa Comeau, American Red Cross Military and Veteran Caregiver Network

Addressing a Full Range of Needs

- ★ Peer Support
- ★ Continuing Service
- ★ Mental/Behavioral Health
- ★ Resource Navigation
- ★ Goods & Services
- ★ Employment
- ★ End of Life Support
- ★ Financial Assistance
- ★ Education
- ★ Housing/Accommodations
- ★ Homelessness
- ★ Recreation
- ★ Benefits
- ★ Retreat
- ★ Military/Veteran Children
- ★ Transportation
- ★ Physical Health/Wellness
- ★ Financial Counseling
- ★ Legal
- ★ Caregiver Support



“ We had a veteran with a disability in an employment program who was struggling significantly. He was in desperate need of a treatment program tailored to his unique needs but ran into obstacle after obstacle trying to find the right fit. PATRIOTlink got him to a treatment program where he met a counselor who was instrumental in his recovery process. In addition to finding him a resource, your organization was able to find a donor to cover his costs.

The Veteran is now on a solid path for self-improvement and has a brighter outlook on managing his life.

— Case Manager



“ My husband is a combat-wounded veteran who served in the United States Navy and chose to deploy to continue to serve his country by transferring to the United States Army.

Daniel and his unit were conducting a security sweep in Afghanistan when one of his vehicles carrying gasoline and ammunition rolled over an IED. The improvised explosive device caused a massive explosion and resulted in the lives lost of two of his soldiers.

When Daniel came home, I knew he was different. I could see his eyes had changed, his demeanor was different, he wasn't the light-hearted man I knew.

He struggled with trying to fit into a civilian world.

On July 19, 2018, a doctor broke the news they had found a massive tumor on the left side of his brain. He was admitted immediately to the ER of Massachusetts General Hospital. What was supposed to be a 2-day trip turned into an 8-week stay and brain surgery to remove the tumor. Unfortunately, after a 13-hour surgery, the doctors advised they were only able to remove part of the tumor, as the other part is severely entangled to his brain stem.



Through the Wounded Warrior Support Network, I was put in touch with Code of Support. Immediately, I was contacted by your organization with open arms and a giving heart. My Peer Navigator was able to make arrangements for me to go to Boston to be with my husband for his surgery and recovery. I was able to spend 4 days with Daniel in the ICU all because COSF opened their arms to me.

COSF and my Peer Navigator have been a complete godsend to me and our family, and they've been there for me throughout this whole ordeal.

Code of Support is truly an amazing organization and one that will always be very near and dear to me and my family.

— Melissa, spouse and caregiver

CONNECTING AMERICA

Call to Service

Our nation relies on a small, dedicated community to fight wars on our behalf. Many Americans want to show their support but don't know how. Our Code of Support Campaign urges Americans to sign the online Code of Support, pledging to back veterans and service members. Mirroring the Military Code of Conduct, the Code of Support is the first step in giving real meaning to the words, "Support our troops." It's easy, and can be found at www.codeofsupport.org/read-the-code.

Starting this year, on Veterans Day 2018, we called on Americans everywhere to join with leaders in sports, entertainment, journalism and writing, government, defense and other fields to pledge to "do their share" to keep America strong and free. The Committee of Distinguished Americans, symbolic of the 99% of Americans who benefit from the service and sacrifice of the fewer than 1% who serve in our armed forces, is co-chaired by Senators Bob Dole and Elizabeth Dole.



AMONG THOSE WHO HAVE SIGNED

Honorable James Clapper
Director of National Intelligence

Senator Elizabeth Dole
Honorary Co-Chair

Senator Robert Dole
Honorary Co-Chair

Commander Evrard
POW for 8 years in the

Chele Flournoy
CEO, Center for a
y

The Honorable Norman R. Augustine
Former Under Secretary of the Army and Chairman
and CEO of Lockheed Martin

Jared Allen
Five-time NFL Pro Bowl player, and
founder, Homes for Wounded Warriors

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Hall of Fame legend

Ambassador Michael Smith
Former Deputy U.S. Trade Representative

The Honorable William S. Cohen
Former Secretary of Defense, Senator and Congressman

Dr. Vinton G. Cerf
Internet pioneer, recognized as one
of "the fathers of the Internet"

Jan Scruggs
Founder and president emeritus
of the Vietnam Veterans Memorial

George F. Will
Pulitzer Prize winning
commentator and columnist

Ryan S...
Radio per
host, and

Chuck Hagel
Defense and U.S. Senator

Mario Andretti
Car racing legend

Jimmy Carter
39th President of the U.S.

Rosalynn Carter
Former First Lady of the U.S.

Tom...
Televis

*Sergeant Major Kenneth
Preston, U.S. (Retired)*
Former Sergeant Major of the Army

*Harvey C. "Barney" Barnum,
Colonel, U.S. Marine Corps (Retired)*
Medal of Honor recipient, Vietnam War

*Beverly "Ben" Skardon,
Colonel, U.S. (Retired)*
Survivor, Bataan Death March, WW



Call to Service

The Committee of Distinguished Americans

Proudly issues this Call to Service to all Americans (the 99%) to sign the Code of Support for our nation's service members, veterans and military families (the 1%), and to do your part in keeping America strong and free.

CODE of SUPPORT

For our Troops

- I. I am** an American. I know that the men and women in our Armed Forces are prepared to give their lives to defend my country, my way of life and the blessings of liberty throughout the world. I am committed to their perpetual recognition, appreciation and support.
- II. As they** have sworn to defend me and protect our country, so will I pledge to support them in every way that I can, and to avoid any action that would increase their risk. I will further do my part to ensure that they are never sent into harm's way without all of the necessary resources to protect them and to fulfill their mission.
- III. If they** become prisoners of war, are missing in action, are wounded, or lose their lives, I will keep faith with them and their loved ones. I will not rest until we find them, heal them and return them to their comrades, their loved ones and their nation.
- IV. For our** military veterans, I pledge unfailing recognition and appreciation for their contributions to our national defense and our welfare. I will not forget my nation's responsibility to provide for their continued wellbeing, and meaningful compensation for their sacrifice.
- V. I understand** that our service men and women do not make national policy, but are sworn to obey their civilian leadership and defend the constitution, I will respect their faithful service to the nation and always give them my unqualified support.
- VI. I will** never forget that our service men and women are fighting for my freedom and are dedicated to the principles which make our country free. I will share the responsibility for preserving that freedom with those who proudly wear the uniform of the United States of America.

Issued this 11th day of November, 2018

Senator Robert J. Dole
Co-Chair, Committee of 99

Senator Elizabeth Dole
Co-Chair, Committee of 99



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...airman & CEO*

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President of the US Council on Competitiveness

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Former Director of the CIA

The Honorable G. Kim Wincup

Former Assistant Secretary of the Air Force





“ I’m a Navy veteran who reached out to Code of Support when I was desperately searching for a wheelchair accessible van so I could get my disabled daughter to her critical medical appointments.

My COSF peer navigator worked around the clock for weeks until she was able to identify an organization that arranged for us to get a van. She then continued to support us to help us find and get the long-term support which both my daughter and I needed, like helping me secure periodic in-home healthcare so I could run essential errands outside of the house while maintaining my daughter’s level of care.

— Jackie, Navy veteran

FINANCIALS

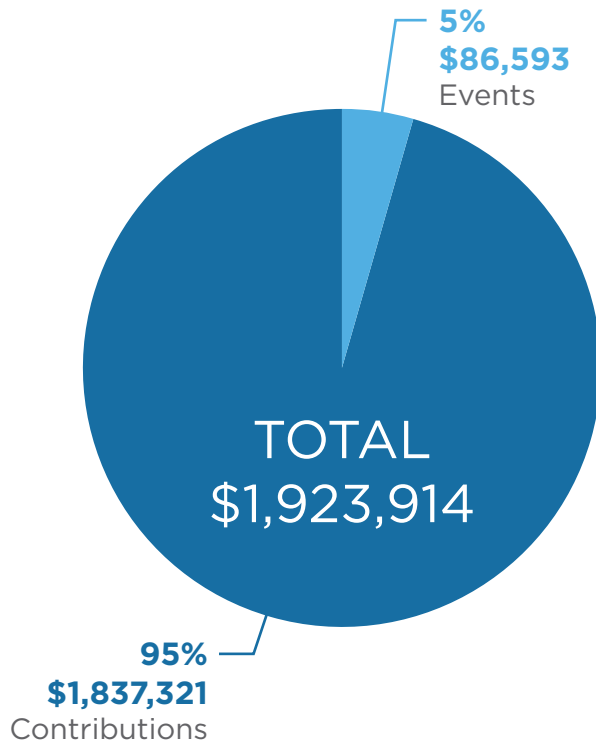
This year was one of growth for the Code of Support Foundation, with revenues increasing by more than 20% and assets growing by nearly 50% through the launch and continued development of our PATRIOTlink software. Our 2018 financials were fully audited and received an unqualified opinion.

Code of Support Foundation is an IRS tax exempt 501 (c) (3) Organization. EIN # 27-3485502

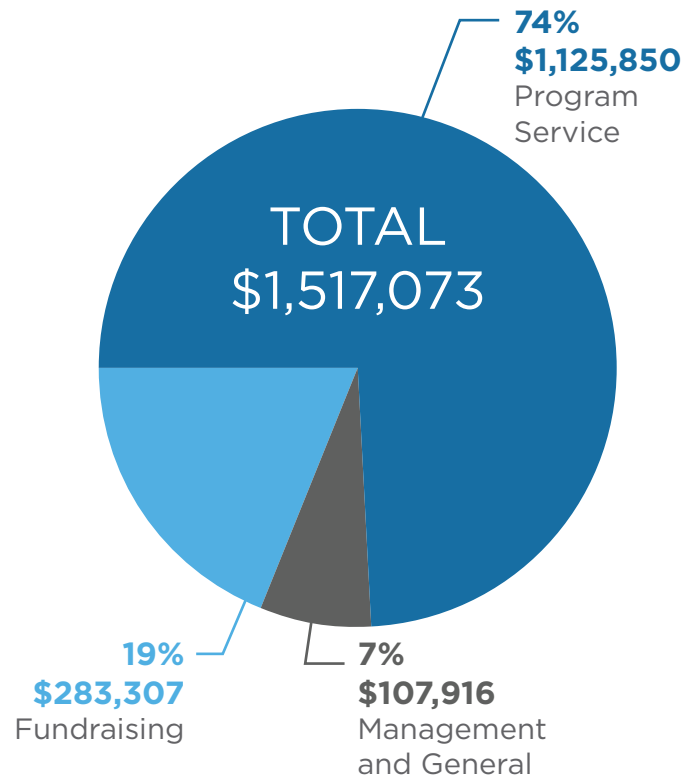
CONDENSED STATEMENT OF FINANCIAL POSITION AS OF DECEMBER 31, 2018

REVENUE	2018	2017
Contributions & Grants	\$1,944,250	\$1,578,891
Other Revenue (Events)	(\$20,336)	(\$34,801)
Total Revenue	\$1,923,914	\$1,544,810
EXPENSES	2018	2017
Grants & Similar Amounts Paid	\$62,907	\$55,417
Salaries, Other Compensation, Employee Benefits	\$872,494	\$657,420
Other Expenses	\$581,672	\$378,634
Total Expenses	\$1,517,073	\$1,091,471
Revenue Less Expenses	\$406,841	\$453,339
NET ASSETS	2018	2017
Total Assets	\$1,656,072	\$1,075,074
Total Liabilities	\$346,284	\$172,767
Net Assets	\$1,309,788	\$902,947

2018 REVENUE



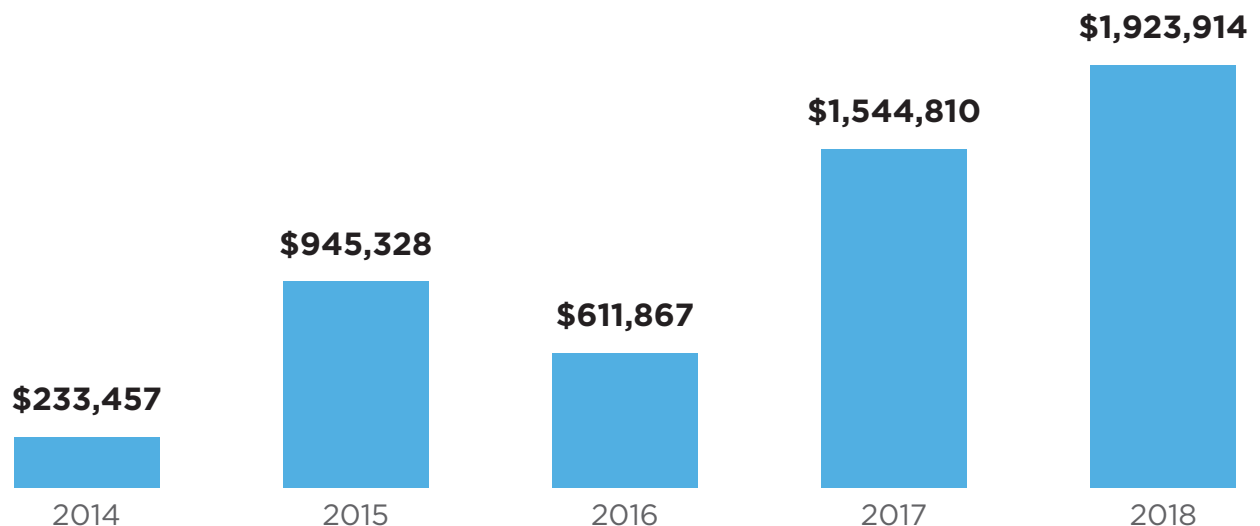
2018 EXPENSES



2018 REVENUE SOURCES



YEARLY REVENUE GROWTH



Major 2018 Donors



\$250,000 – \$500,000

Bristol-Myers Squibb Foundation

\$100,000 – \$250,000

Major League Baseball
MG and Mrs. Alan Salisbury, USA (Ret)

\$50,000 – \$100,000

American Veterans With Brain Injuries
Elizabeth Dole Foundation
Levi Strauss
MG Carl McNair, USA (Ret)

\$25,000 – \$50,000

American Express
Clyde Holland
Vetlinks

\$10,000 – \$25,000

Air Warrior Courage Foundation
Glenn Archer
Bob Carpenter
VADM Daniel Cooper, USN (Ret)
EY
Harmonic Solutions
Jan Olsen
Chef Robert Irvine
William Gordon
Louis Gonzalez
William and Karen Kaufmann

\$10,000 – \$25,000

Pragmatics Inc
RADCO Management
Veterans United Foundation

\$5,000 – \$10,000

Bank of America
Capital Bank
Carrie Brady
John Daley
Brian Detter
MG Charles Fletcher, USA (Ret)
MSgt Wayne Gatewood, Jr, USMC (Ret)
Google
Gigi Hyland
Insperity
Ken and Linda Johnson
Dick Kaufmann
James Klingbeil
Knight Point Systems
Lyft
Noblis
Perkins Coie
PGIM
Rumsfeld Foundation
Kevin Sheehan
Gorkem Sevinc
The Honorable Robert Speer
Anthony Tarter
TD Foundation





“ **I was at a loss, and desperate.**

I had spent years trying to deal all alone with a veteran son that came home from Iraq, disabled with PTSD, a traumatic brain injury, along with some physical injuries.

Asking for help is not what I was told to do growing up. And when I did ask, the constant rejection made us feel unworthy.

It was at a very low time in my life that I was connected with Code of Support Foundation. The beautiful lady there became my son's and my advocate and guide. Without much faith from us in the beginning, she never gave up. And now my son is on a path of treatment and support.

From total bleakness, I now have hope of a new and better life, for my son and myself. To say we were saved just in time is the most honest statement I can give you. And I am just so grateful. I thank them for pulling us from the dark and becoming the closest to a family we have.

They saved us.

— *Kim, mother and caregiver*





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Front cover photo courtesy of
Lance Cpl. Jacob Barber, USMC

www.codeofsupport.org