MISSION:
To honor and empower wounded warriors.
In FY22, we invested nearly $247M in life-changing programs for warriors, family members, and caregivers.

Wounded warriors pay $0 for our programs and services.

Watch WWP’s 2022 Year In Review video to witness the impact we made on the lives of warriors and their families.
<table>
<thead>
<tr>
<th>THE NEED:</th>
<th>OUR IMPACT:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CONNECTION</strong>&lt;br&gt;78% of warriors report that they feel isolated</td>
<td>6,400+ virtual and in-person events, keeping warriors and their families connected and out of isolation&lt;br&gt;97% said that they feel socially connected to their peers after participating in WWP Connection events</td>
</tr>
<tr>
<td><strong>MENTAL HEALTH &amp; WELLNESS</strong>&lt;br&gt;76% of warriors report experiencing PTSD as a result of their service</td>
<td>73% of warriors experienced fewer PTSD symptoms after receiving treatment through Warrior Care Network®&lt;br&gt;54,700+ hours of treatment provided for PTSD, traumatic brain injury, substance use disorder, and military sexual trauma</td>
</tr>
<tr>
<td><strong>PHYSICAL HEALTH &amp; WELLNESS</strong>&lt;br&gt;76% of warriors report pain at a level that is considered moderate or severe&lt;br&gt;80% of warriors report sleep problems, putting it at number one on the list of all self-reported injuries and health problems</td>
<td>50% experienced a reduction in pain, reducing the interference of physical injuries on daily life&lt;br&gt;58% experienced an improvement in sleep quality, which WWP found to be the best predictor of good quality of life</td>
</tr>
</tbody>
</table>
After years of tireless advocacy by WWP and other veterans service organizations, the Sergeant First Class Heath Robinson Honoring Our PACT Act of 2022 was officially signed into law in August 2022. Its passage is a long-awaited victory and finally addresses one of the most urgent issues for post-9/11 veterans — health problems related to exposure to burn pits and other toxic substances. This comprehensive legislation ensures that exposed veterans are able to access the health care and disability benefits they have earned from the Department of Veterans Affairs.

In 2022, WWP expanded our impact by partnering with 53 like-minded organizations dedicated to our nation’s service members and families. We believe that no single organization can meet the needs of all injured veterans. By collaborating with other military and veteran support organizations, we augment critical WWP services and reinforce our existing efforts in communities that need them most.

**The information and statistics in this report represent program activity and impact during the 2022 fiscal year (October 1, 2021 – September 30, 2022) and from the 2022 Annual Warrior Survey, Longitudinal: Wave 2.**

<table>
<thead>
<tr>
<th>THE NEED:</th>
<th>OUR IMPACT:</th>
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</thead>
<tbody>
<tr>
<td><strong>FINANCIAL WELLNESS</strong></td>
<td><strong>COMMUNITY PARTNERSHIPS &amp; INVESTMENTS</strong></td>
</tr>
<tr>
<td><strong>64%</strong> of warriors indicated that they, at some point in the past 12 months, did not have enough money to make ends meet</td>
<td><strong>$146.6M</strong> in VA benefits secured for warriors and their families</td>
</tr>
<tr>
<td><strong>INDEPENDENCE</strong></td>
<td><strong>GOVERNMENT AFFAIRS</strong></td>
</tr>
<tr>
<td><strong>31%</strong> of warriors need aid and assistance from another person due to service-connected injuries or health problems and need an average of 55 hours of care per week</td>
<td><strong>200,000+</strong> hours of in-home and local care provided to the most catastrophically injured warriors, helping them reach and maintain a level of autonomy that would not otherwise be possible</td>
</tr>
<tr>
<td><strong>68,000+</strong> career coaching services provided, resulting in 1,700+ warriors and family members achieving employment</td>
<td>Of the caregivers who support these warriors, <strong>50%</strong> have experienced fewer symptoms of depression after receiving support from the WWP Independence Program</td>
</tr>
</tbody>
</table>

**FY22 HIGHLIGHT:**

After years of tireless advocacy by WWP and other veterans service organizations, the Sergeant First Class Heath Robinson Honoring Our PACT Act of 2022 was officially signed into law in August 2022. Its passage is a long-awaited victory and finally addresses one of the most urgent issues for post-9/11 veterans — health problems related to exposure to burn pits and other toxic substances. This comprehensive legislation ensures that exposed veterans are able to access the health care and disability benefits they have earned from the Department of Veterans Affairs.

In 2022, WWP expanded our impact by partnering with 53 like-minded organizations dedicated to our nation's service members and families. We believe that no single organization can meet the needs of all injured veterans. By collaborating with other military and veteran support organizations, we augment critical WWP services and reinforce our existing efforts in communities that need them most.
Project Odyssey® is a 12-week, adventure-based program in which participants learn to manage and overcome issues and enhance their resilience.
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<td>FOCUS ON MENTAL HEALTH</td>
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<td>COMMUNITY PARTNERSHIPS AND INVESTMENTS</td>
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<td>Honor &amp; Empower Society</td>
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<td>Peer-to-Peer Fundraising</td>
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<td>WWP BOARD OF DIRECTORS</td>
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<td>WWP LEADERSHIP</td>
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<tr>
<td>29</td>
<td>WWP AT 20</td>
</tr>
</tbody>
</table>
Soldier Ride® is a unique, multiday riding event that serves warriors by creating a supportive group environment that promotes camaraderie and connection through physical activity.
LETTER FROM THE CEO

At our inception 20 years ago, Wounded Warrior Project® (WWP) set off to achieve an incredibly ambitious vision—to foster the most successful, well-adjusted generation of wounded service members in our nation’s history. In the two decades that followed, we devoted ourselves to building and innovating solutions and support around the needs of those we serve—post-9/11 wounded warriors, families, and caregivers from communities all across the country they so bravely served.

Engrained within the history of our organization are countless milestones achieved, families healed, communities strengthened, and fulfilling futures realized. But behind all of these incredible moments and memories are the partners, donors, and supporters who made them a reality.

You make our mission to honor and empower wounded warriors possible.

Within this report, you will read about the tremendous impact of your contributions. Every story and statistic represents a vibrant and connected community of hope and healing that supports more than 220,000 wounded veterans and family members. As we continue to work toward fulfilling our sacred mission, we do so with sincere gratitude to supporters like you who have allowed us the incredible honor and opportunity to give back to those who have given so much on our behalf.

You are changing and saving lives every day, and we are forever grateful for your support.

To honor and empower,

Michael S. Linnington
Lieutenant General, U.S. Army, Retired
Chief Executive Officer, Wounded Warrior Project
ABOUT WWP

Wounded Warrior Project is a nonprofit 501(c)(3) veterans service organization that is transforming the way America’s injured post-9/11 veterans are empowered, employed, and engaged in their communities. WWP supports warriors through and beyond their transitions to civilian life with services in mental health, physical health, peer connection, career counseling, and financial wellness.

In addition to its direct services to warriors, WWP advocates before Congress, the Department of Veterans Affairs (VA), and the Department of Defense (DoD) for veteran policies and initiatives that make a real difference. These efforts have led to the creation and passage of life-changing legislation, including the PACT Act, Servicemembers’ Group Life Insurance Traumatic Injury Protection program, the Caregivers and Veterans Omnibus Health Services Act of 2010, the Ryan Kules and Paul Benne Specially Adaptive Housing Improvement Act of 2019, and the Veteran Families Financial Support Act of 2020.

WWP programs, services, and advocacy efforts are all driven by the greatest needs of warriors through direct feedback from those we serve.

MISSION
To honor and empower wounded warriors.

VISION
To foster the most successful, well-adjusted generation of wounded service members in our nation’s history.
After being honorably discharged in 2005, Angie Lupe was among the first groups of veterans to return from the Iraq War. A mortar blast, toxic exposure, and the constant danger involved with being a combat gunner left her with injuries — both visible and invisible — that will affect her for the rest of her life. In addition to losing the use of her legs, Angie is affected by post-traumatic stress disorder (PTSD), a traumatic brain injury (TBI), and other neurological challenges.

Facing an uncertain future, Angie began to lose hope when she returned home. At one point, it got so bad that she attempted suicide. She ultimately found the help and support she needed when she got involved with WWP. As a participant in WWP’s Independence Program, Angie and her family get assistance designed especially for the most critically injured warriors. She also credits WWP’s Adaptive Sports events in helping her take a big step forward on her road to recovery. “I’m back doing everything I love to do,” Angie says. “It’s a little different. I have to adapt to do it, but I’m doing it, and it’s possible.”
A GREAT DAY FOR VETERANS ACROSS AMERICA
After years of tireless effort, WWP and other veterans service organizations saw The SFC Heath Robinson Honoring Our PACT Act signed into law in August 2022. This legislation guarantees care and benefits for veterans affected by toxic exposure.

According to WWP’s Annual Warrior Survey, nearly all the warriors served by WWP report being exposed to hazardous or toxic substances during their service, with 75% reporting being exposed to burn pits.

THE HONORING OUR PACT ACT WILL:

- Declare 23 new presumptive conditions tied to toxic exposure.
- Grant VA health care enrollment eligibility to any veteran who suffered toxic exposures while in service.
- Grant permanent VA health care eligibility to more than 3.5 million post-9/11 veterans.
- Expand and extend eligibility for VA health care and benefits for veterans exposed to toxic substances and burn pits during service.

Veterans and survivors who meet the criteria outlined in the PACT Act can file claims immediately. WWP is ready to help warriors and family members who are eligible for benefits file their claims or supplemental claims and navigate the process to receive the benefits they deserve and have earned. “For me personally, it means that everything I went through mattered,” says wounded warrior Andrew Myatt. “The next generation won’t have to do this. And the generation that did will actually receive the benefits and medical attention that they need.”

As a voice for our nation’s warriors in Washington, D.C., we fight to address the issues that matter most to them. Using warriors’ feedback and insights, the Government Affairs team advocates for veteran policies and initiatives that make a real difference by improving the lives of millions of warriors, family members, and caregivers.

On the front lines of military and veteran affairs issues, we advocate for changes to policy and legislation impacting veterans’ mental health, access to community care, research for brain injuries, toxic exposures, transition assistance benefits, and more.
Warrior Care Network® is a partnership between Wounded Warrior Project and four world-renowned academic medical centers that provides a path to long-term wellness for veterans and service members living with PTSD, TBI, military sexual trauma (MST), and other related conditions. Participants and their families receive first-class treatment tailored specifically to their needs and individualized care to support their unique journey. All treatment and accommodations are provided at no cost, and financial assistance is also offered to help cover everyday expenses like groceries, utilities, and housing.
2022 MENTAL HEALTH CAMPAIGN

The vision “to foster the most successful, well-adjusted generation of wounded service members in our nation's history” brings with it the responsibility to identify, address, and serve the mental health needs of post-9/11 veterans. In Wounded Warrior Project’s Annual Warrior Survey, nearly all respondents surveyed (93%) reported experiencing post-traumatic stress, traumatic brain injury, or other mental health injuries during their military service, and 83% reported experiencing more than one.

Sadly, many veterans don’t seek the help they need — and have earned through their service to this country — because they fear being negatively labeled or don’t know that programs and services are available to them.

Last year, we took a definitive step to push back against the stigma of receiving mental health care by launching a media campaign that openly, honestly, and personally addresses the topic. The campaign aims to help current and prospective warriors and their families understand that they’re not alone. We accomplish this by featuring real warriors who share their stories of struggle, hope, and healing and follow through with the message that WWP is here to help them — at no cost — get the specific type of mental health help they need to take the next step on their journeys to recovery. We reached them through the internet, social media, streaming video, audio services, and outdoor placements.

And it’s working. Already, this campaign has connected thousands of warriors and their families with mental health services. We’ve also registered more than 560 new warriors and connected them to the WWP services that have been proven to help. Most importantly, we are spreading a positive message of hope and healing and better educating and informing post-9/11 veterans and their families that we are here to help.
Carry Forward® 5K is a powerful, one-of-a-kind event where supporters put the WWP mission in motion by running or walking a 5K to honor and empower wounded warriors.
WWP invests in best-in-class organizations to complement its programs and services and build a collaborative support network. This work is vital to building robust and resilient veteran families and communities.

In 2022, WWP and the Community Partnerships & Investment team reinforced our programmatic efforts and expanded our impact by investing in 53 like-minded military and veteran support organizations. We believe no single organization can meet the needs of all injured veterans. By collaborating with other military and veteran support organizations, we augment critical WWP services and reinforce our existing efforts in communities that need them most.
## Financial Highlights

### Balance Sheet as of September 30, 2022

<table>
<thead>
<tr>
<th>Assets</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$10,306,087</td>
</tr>
<tr>
<td>Pledges and grants receivable, net</td>
<td>$46,812,690</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>$11,382,378</td>
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<tr>
<td>Property and equipment, net</td>
<td>$2,966,670</td>
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<tr>
<td>Investments</td>
<td>$355,776,237</td>
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<tr>
<td>Other assets</td>
<td>$22,409,693</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$449,653,755</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable, accrued expenses, and other liabilities</td>
<td>$67,129,163</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td><strong>$449,653,755</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Revenue and Expenses for the Year Ending September 30, 2022</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Revenue</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>$388,364,321</td>
</tr>
<tr>
<td>Investment income</td>
<td>$10,202,810</td>
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<tr>
<td>Other revenue</td>
<td>$3,588,960</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$402,156,091</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services</td>
<td>$246,591,073</td>
</tr>
<tr>
<td>Management and general</td>
<td>$17,822,262</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$79,712,954</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$344,126,289</strong></td>
</tr>
</tbody>
</table>

Source: Wounded Warrior Project, Inc. IRS Form 990 for the tax year ending September 30, 2022
In FY22, WWP invested nearly $247 million in life-changing programs and services for warriors, family members, and caregivers.

**INDIVIDUAL PROGRAM EXPENSES**

<table>
<thead>
<tr>
<th>Program</th>
<th>Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brain &amp; Mental Health Wellness</td>
<td>$83,947,880</td>
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<tr>
<td>Connection</td>
<td>43,748,564</td>
</tr>
<tr>
<td>Independence Program</td>
<td>39,080,041</td>
</tr>
<tr>
<td>Financial Wellness</td>
<td>37,050,072</td>
</tr>
<tr>
<td>Physical Health &amp; Wellness</td>
<td>20,927,684</td>
</tr>
<tr>
<td>Community Partnerships</td>
<td>18,284,601</td>
</tr>
<tr>
<td>Government Relations</td>
<td>3,552,231</td>
</tr>
</tbody>
</table>

**Total Expenses**  $246,591,073

Source: Wounded Warrior Project, Inc. IRS Form 990 for the tax year ending September 30, 2022
We are grateful for our vision partners, who promote our mission and raise funds to support warriors and their families through cause marketing and consumer-engagement events.

Since 2014, the AmazonSmile Foundation has proudly supported WWP with a donation of 0.5% of eligible purchases made by customers who chose Wounded Warrior Project as their charity of choice, which generated more than $8.2 million. This support has helped fuel the mission of honoring and empowering wounded warriors.*

Since 2018, CSX’s Pride in Service program has honored and supported those who serve our country and our communities. In partnership with WWP, Pride in Service has provided life-changing assistance for warriors, ranging from veterans’ training and employment resources to funding critical research that helps guide WWP programming.

With the goal of providing tools to improve mental health and access to care for injured veterans, Guaranteed Rate Companies, a leader in the mortgage lending industry, raised $1.8 million for WWP in one week through a $3-to-$1 match of all donations from its generous employees and supporters.

The NFL supports WWP through its Salute to Service initiative each year. This yearlong campaign provides critical fuel for WWP programs that focus on mental and physical wellness opportunities. Sponsored engagement events allow warriors to connect with their peers, communities, and NFL players and legends.

Through the ERG Veterans Leadership Council, Johnson & Johnson employees connected with the WWP mission by supporting WWP Virtual Baby Showers and Winter Wellness, a consumer-facing retail activation. In addition, they participated in WWP Carry Forward® Virtual 5K events and hosted four Warriors Speak events, where more than 1,000 employees focused on their DE&I goals.

As the Exclusive Partner in consumer credit and payment cards, and home and auto insurance since 2009, USAA has donated more than $10.7 million and provided connection opportunities for warriors and programmatic support to help further the WWP mission. In 2022, its Recycled Rides program provided refurbished vehicles to eight WWP warriors in need.

*AmazonSmile ceased operations as of February 2023
Corporate partners, sponsors, and supporters help fuel the WWP mission by creating awareness and providing funds to support our life-changing programs and services.

**VISION PARTNERS**
$1,000,000+
AmazonSmile
CSX
Guaranteed Rate
Johnson & Johnson
Melwood Horticultural Training Center Incorporated
National Football League
USAA

**INNOVATORS**
$500,000 – $999,999
Better Home Plastics Corporation
Cars 2 Charities Incorporated
DCP Midstream
Harley-Davidson Motor Company

**CATALYSTS**
$250,000 – $499,999
Allcat Claims Service LLC
Cars 2 Charities Incorporated
DCP Midstream
Harley-Davidson Motor Company

**SENTRIES**
$100,000 – $249,000
BAE Systems
Blackhawk Network
James Hardie Building Products Incorporated
Kent Nutrition Group
Network for Good
Southwire Company LLC
SnugZ USA (Basecamp)
Tire Discounters

**CORPORATE SUPPORTERS**
$50,000 – $99,999
Better Home Plastics Corporation
Corteva Agriscience
Eastgate Chrysler Jeep Dodge Ram
General Sportwear Company Incorporated (DEVIL-DOG Dungarees)

**CHAMPIONS**
$50,000 – $99,999
GoodUnited
The Madison Square Garden Company

**GUARDIANS**
$25,000 – $49,999
The Cicero Group
Prudential Advisors

In 2019, DCP Midstream’s employees voted to select the company’s next major charitable partner and chose Wounded Warrior Project. The Fortune 500 natural gas company had big plans to launch the partnership in 2020, and even the pandemic didn’t shut down its team’s resolve. They raised over $500,000 over the next two years through company donations and employee fundraising – even without the company’s signature golf event. The DCP Midstream National Charity Golf Tournament was held for the first time after a two-year hiatus at Arrowhead Golf Course in Littleton, CO, on August 30, 2022, exceeding goals set by DCP. The Denver-based company’s financial support has helped warriors and their families in their greatest time of financial need through support of the Emergency Financial Assistance (EFA) Program. Its employees have generated donations through virtual silent auctions and other fundraising activities and connected with veterans through handwritten notes and Warriors Speak® Lunch and Learns.
Richard Henry was in Pearl Harbor on December 7, 1941. He survived the attack and lived to the age of 100. But he never forgot the bravery and sacrifice he witnessed on that tragic day in history.

Mr. Henry was passionate about giving back to veterans of all generations. He knew that, while the battlefields may change, the fight for freedom must always endure.

He also understood that one way to support America’s veterans is by contributing to WWP. By including a bequest to WWP in his estate, he joined the Honor & Empower Society and made an enduring commitment to serving those who served.

In his final years, Mr. Henry would often contact WWP and ask about the wounded warriors we care for. His genuine compassion and concern for them was an inspiration. So was his generosity. Sadly, he passed away on May 18, 2021, at the age of 100.

We’re grateful to Mr. Henry and to all the Americans who have joined WWP’s Honor & Empower Society to ensure that our seriously injured veterans will continue to have a place to turn for help and support. We’d be happy to help you with any answers or other resources you may need.
BE A PART OF OUR MISSION

You can make a difference in warriors’ lives by making a legacy gift to WWP, perhaps in your will or living trust. We also provide a variety of other giving options to make providing your support simple and easy. Remember – the greatest casualty is being forgotten. Your support ensures that never happens.

Contact the Planned Giving Team at WWP for additional guidance.

Wounded Warrior Project
4899 Belfort Road, Suite 300
Jacksonville, FL 32256
Tax ID # 20-2370934

WWP Planned Giving Team
plannedgiving@woundedwarriorproject.org
904.479.4485

WHEN YOU GIVE

A gift to support wounded warriors as part of your planned giving arrangements is deserving of recognition and thanks. When you include WWP, you become a member of the Honor & Empower Society.

As a member, you will receive:

• A certificate of appreciation letting others know of your support of wounded warriors and their families.

• Recognition of your gift, with your permission; you may give anonymously if you prefer.

• Invitations to local WWP events and information sessions.

WWP RECOGNIZES THE FOLLOWING DONORS FOR THEIR LEGACY GIFTS:

Alan G. Barsumian Trust
David L. Quinn Trust / Estate of David L. Quinn
Donna C. Windsor Trust
John L. Sprock Revocable Trust
Towanda Trust

CHARLES EVANS ENDOWED SCHOLARSHIP

Created with a $1 million gift in 2008 from the Charles Evans Foundation, the Charles Evans Endowed Scholarship has since provided more than $845,000 to fund WWP programs and services.
**PEER-TO-PEER FUNDRAISING**

Peer-to-Peer fundraising initiatives connect supporters to our mission and serve as a framework that allows them to show their gratitude to our nation’s veterans. By fundraising for WWP events or as independent fundraisers, these supporters work within their own networks to drive support for WWP that directly addresses warriors’ daily challenges and stands as a testament to their deep gratitude for all these warriors have done.

$25,000+

- American Heroes Invitational Golf Tournament
- Anthem Sports Invitational Golf Tournament
- Applied Insight Golf Tournament
- Chegg.org Impact Fund, a fund of Tides Foundation
- Community Blood Center/Tissues Services
- Anonymous
- FCL Builders Maryland LLC
- Friends of Wounded Warriors KC
- GaryCon
- Golf Balls as Gifts
- Kimberly-Clark Chester Golf Tournament
- Mcnamara Charity Golf Outing
- National Golf Links of America
- NDC Golf Tournament
- The North American Trailer Dealers Association (NATDA)
- Oakland Spine and Rehabilitation Center
- Old Glory Flags & Flagpoles Incorporated
- Oneonta Charity Cup
- Operation Drive “Fore” Heroes
- Optum Serve
- Premier Inc.
- Rainbow Sandals Foundation Charity Golf Tournament
- Salute to Service Champions Golf Tournament
- Sons of the American Legion Post 380 Bike Run
- Stoney Creek Resort Freedom Fest
- Team Minnesota
- Team Newport- Mist to Mews
- Team Padgett
- Thunder in the Valley Jet Rally
- Wounded Warriors at Pinehills
- Wounded Warrior Project Sedona Golf Event

Since 2012, community fundraiser, registered nurse, and Army mom **Crystal Wallick** has raised more than $275,000 for WWP in honor of her son, Matthew Lempergel, who died by suicide shortly after a deployment to Afghanistan and subsequent diagnosis of PTSD. Crystal organizes auctions and takes any opportunity she can to raise funds for veterans with visible and invisible injuries — keeping connected to them in her own way after losing Matthew. She is an advocate and fundraiser for veterans through WWP. This past year, Crystal raised more than $26,000 for WWP and, after sending in her final check for the year, immediately began work toward raising funds for 2023.
Without Wounded Warrior Project, it wouldn’t have been possible to achieve my absolutely perfect life.

— WOUNDED WARRIOR BOBBY WOODS WITH HIS DAUGHTER
WWP BOARD OF DIRECTORS

KATHY WIDMER
CHAIR

KEN HUNZEKER
VICE CHAIR

JOSEPH CARAVALHO JR.

 TIFFANY DAUGHERTY

LISA DISBROW

JEFF DOLVEN

JUAN GARCIA

MICHAEL T. HALL

KATHY HILDRETH

PATRICIA HOROHO

WILLIAM REYNOLDS III

KRISTEN ROBINSON

BILL SELMAN

ALONZO SMITH

RICHARD T. TRYON
Maj. Gen. (Ret.) Joseph Caravalho Jr., M.D., is president and CEO of the Henry M. Jackson Foundation for the Advancement of Military Medicine, a congressionally authorized not-for-profit organization that supports specific medical research worldwide for the benefit of both military and civilian health. Prior to joining HJF, Caravalho served as the Joint Staff Surgeon at the Pentagon in Washington, D.C. He was the chief medical adviser to the chairman of the Joint Chiefs of Staff, providing recommendations to the chairman, the Joint Staff, and combatant commanders on a wide range of medical and readiness issues. Before becoming Joint Staff Surgeon, he was Army Deputy Surgeon General and deputy commanding general (support) of the U.S. Army Medical Command. In an Army career spanning over 38 years, he served in various leadership positions, culminating with commanding general of the Southern Regional Medical Command at Brooke Army Medical Center, the Northern Regional Medical Command, and the Army Medical Research and Materiel Command at Fort Detrick. Caravalho graduated with a M.D. from the Uniformed Services University of the Health Sciences School of Medicine in 1982. In 2019, he received an honorary Doctor of Laws degree from Gonzaga University.

Kathy Widmer is company group chair for Johnson & Johnson’s Consumer Health North America and Latin America divisions. She graduated from the United States Military Academy with a Bachelor of Science in mechanical engineering and served in the U.S. Army as a captain and field artillery battery commander. She holds a Master of Business Administration from Oklahoma City University. Widmer is also board director for Texas Roadhouse.

Lt. Gen. Ken Hunzeker served in the U.S. Army for 35 years commanding forces at every level. He had numerous tours in the Pentagon as well as several tours to Iraq, retiring as the deputy commander of all U.S. forces. After retiring from the Army, Hunzeker joined ITT Defense, ultimately spinning off one of its major business units and serving as CEO of Vectrus, a publicly traded company. Upon his retirement from the private sector, Hunzeker joined Ultra Electronics and TRAX International as a nonexecutive director. He is also the Distinguished Chair for the Study of Civilian Operations at West Point and serves as an ambassador for Home For Our Troops. In 2020, he was selected as a Distinguished Graduate of the United States Military Academy, an honor reserved for West Point’s most distinguished graduates.

Lisa Disbrow has 32 years of combined civilian and military service in national security processes. During her service in the U.S. Air Force, she deployed in support of Operations Desert Storm and Southern Watch. As the 25th undersecretary of the Air Force from 2015 to 2017, she oversaw a global organization with 660,000 personnel and worked to improve the care and benefits for airmen living with TBIs and PTSD. Disbrow then served as acting secretary of the Air Force and the Secretary of Defense’s principal Department of Defense space advisor. Other positions include USAF financial manager and comptroller, Joint Staff/J8 vice director, and special adviser for policy implementation to the president’s national security advisor. Disbrow currently sits on the board of directors of Mercury Systems, CACI, BlackBerry, SparkCognition, and the National Defense Industrial Association. She is a senior fellow at Johns Hopkins University Applied Physics Laboratory and was appointed as a commissioner on Congress’ Planning Programming, and Budget Execution (PPBE) Commission.

Tiffany Daugherty began her career as a U.S. Army air traffic controller, then spent 10 years in the career counseling field. She joined WWP to lead a team of regional specialists in providing direct employment services to veterans with disabilities and their spouses. She is an alumna of the 2018 George W. Bush Institute’s Stand-To Veteran Leadership Program. In 2018, Daugherty served as vice chair of the NYC Veterans Advisory Board and was appointed to the VA Advisory Board on Women Veterans in 2020. She currently serves as human resources leader, Military Pathways for Johnson & Johnson.

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Jeff Dolven serves as president and CEO of Skookum Contract Services, where he leads over 1,300 Skookum employees engaged in facilities management, logistics, and aerospace manufacturing services across 12 states plus the District of Columbia. Dolven dramatically expanded the integration of veterans into Skookum’s workforce. Today, over one-third of the Skookum team are veterans, and over one-quarter of the team are veterans with service-related disabilities. Prior to his current position, Dolven served as chief operating officer for Skookum Contract Services. Earlier in his career, Dolven served as a U.S. naval officer, specializing as a member of the Navy’s Civil Engineer Corps. During this time, Dolven served as a warranted contracting officer and was selected into membership in the Department of Defense Acquisition Professional Community. He earned a Bachelor of Science in systems engineering from the United States Naval Academy and later earned a Master of Science in civil engineering from the University of Maryland. He is a licensed professional engineer in the state of Washington.

Juan Garcia earned his undergraduate degree from UCLA and a Juris Doctor from Harvard Law School. After completing deployments to the Persian Gulf and Western Pacific, as a naval aviator, he served as a White House fellow at the Department of Education and later was elected to the Texas House of Representatives, where he served on the Defense and Veterans’ Affairs Committee. He became assistant secretary of the Navy in 2009 and was the director for global associate development at Amazon from 2016 until 2019. Garcia is currently a managing director at Deloitte, based in Washington, D.C., where he focuses on defense, security, and justice clients.

Command Sgt. Maj. (Ret.) Michael T. Hall brings more than four decades of military and civilian service experience to the WWP board of directors. Hall served multiple deployments and was the command sergeant major of the 75th Ranger Regiment. He also served on the Joint Special Operations Command, the U.S. Army Special Operations Command, and the International Security Assistance Force, Afghanistan. Hall is the executive director of the Three Rangers Foundation. He also currently serves as the honorary command sergeant major of the 75th Ranger Regiment.

Kathy Hildreth has continued to make an impact on the country in her civilian career. Hildreth held a variety of roles at General Electric, DynCorp International, and Lockheed Martin. Operationally, she has managed business, maintenance, and logistics functions for complex government support contracts and currently oversees operations and quality for M1 Support Services employees worldwide. Hildreth was also instrumental in winning more than $20 billion in government services business throughout her career. In June 2019, she was the first U.S. veteran named as one of America’s most successful businesswomen on Forbes’ list of America’s Richest Self-Made Women. Hildreth was once again included on this list in 2020 and 2021.

Lt. Gen. (Ret.) Patricia Horoho is the chief executive officer of OptumServe, the end-to-end federal business of both Optum and UnitedHealth Group. Horoho’s distinguished professional career includes 33 years with the U.S. Army, retiring as a lieutenant general, the 43rd Army Surgeon General, and commander of the U.S. Army Medical Command. She made history being the first woman, first nurse, and nonphysician to hold these posts. In these roles, Horoho led the third-largest health care system in the world, a global logistics, research, and care network across five continents, with a multibillion-dollar budget and staff of more than 156,000. Horoho has been humbled to serve and lead during pivotal moments in Army medicine and in defense of the nation, including serving as the head nurse in the emergency room during the Green Ramp Disaster in 1994, standing up triage at the Pentagon on Sept. 11, 2001, transforming care at the Walter Reed Army Medical Center from 2006 to 2008, and serving as the special assistant to the commander, International Security Assistance Force Joint Command, Afghanistan.
During his 33-year military career, Command Sgt. Maj. (Ret.) Alonzo Smith rose to a rank that just 1% of enlisted service members reach. Smith has deployed around the world, and his military awards and decorations include the Purple Heart, Distinguished Service Medal, Defense Superior Service Medal, seven Bronze Stars, Combat Infantryman Badge with one Star, and many others. He is also a registered Alumnus with WWP. His long, decorated military career brings unprecedented experience to the board, which enables the organization to better serve warriors and their families.

Bill Selman graduated from the United States Military Academy at West Point and served as an Army field artillery officer from 1983 to 1988. After retiring from the Army, Selman spent 10 years working with Mobil Oil before joining Graham Company, one of the largest insurance and employee benefits brokers in the country, where he serves as managing director and helps develop the company’s offshore captive alternatives, environmental practice, management, and innovation teams. In addition to his duties as a WWP board director, Selman works with a variety of veterans organizations that focus on individual mentoring.

Lt. Gen. Richard T. Tryon served our country in numerous leadership roles between 1975 and 2014. Assignments included serving as commanding officer, Marine barracks in Washington, D.C., executive officer to the Supreme Allied Commander for the U.S. European Command, commanding general of the Marine Corps Recruit Depot at Parris Island, and commanding general of the Marine Corps Recruiting Command in Quantico. He also served as the commanding general, 2nd Marine Division, II MEF (FWD), and commander, Multinational Force-West (Iraq). He assumed duties as commander, U.S. Marine Corps Forces Command and U.S. Marine Corps Forces Europe, in June 2013. Tryon is currently the Senior Fellow for Leadership in the Hicks Honors College at the University of North Florida.
MICHAEL LINNINGTON
CHIEF EXECUTIVE OFFICER
As chief executive officer, Lt. Gen. (Ret.) Michael Linnington is responsible for ensuring WWP’s free, direct programs and services continue to have the greatest possible impact on the wounded warriors, caregivers, and families we serve. During his 35-year career in the Army, he served in a variety of key command and staff positions worldwide, including brigade command of the 3rd Brigade Combat Team/101st Airborne Division (in both Iraq and Afghanistan); commanding general, Military District of Washington/Joint Force Headquarters–National Capital Region; and military deputy for the undersecretary of personnel and readiness. Prior to joining WWP, Michael was the first permanent director of the Defense POW/MIA Accounting Agency. He is a graduate of the United States Military Academy at West Point, New York.

GARY CORLESS
CHIEF DEVELOPMENT OFFICER
CONCLUDED POSITION DECEMBER 31, 2021
Gary Corless was responsible for leading the organization’s warrior support team, which consists of resource development, public awareness, and marketing teams. This included the development and execution of strategic and diversified plans to grow and manage significant fundraising efforts as well as leadership of the promotion and protection of the organization’s mission, vision, and purpose. Before joining WWP, Gary was president and CEO of PSS World Medical. From 2002 to 2010, his career with PSS World Medical also included serving as chief operating officer, executive vice president, and president of the Physician Business. Gary holds a bachelor’s degree in finance from Florida State University.

VILMA CONSUEGRA
CHIEF MARKETING & COMMUNICATIONS OFFICER
Vilma Consuegra serves as chief marketing and communications officer at Wounded Warrior Project. In this role, she is responsible for translating the organization’s strategic priorities into integrated marketing and communication strategies to further support WWP’s mission to honor and empower wounded warriors. Prior to joining WWP, Vilma was a senior executive with Acosta Sales & Marketing, a leading outsourced sales and marketing agency in the consumer-packaged goods industry. At Acosta, she oversaw the Marketing and Communications teams, leading the development and execution of marketing and communication strategies including brand, marketing, internal communication, advertising, and public relations. Vilma is a former board member of Angelwood, a Jacksonville not-for-profit organization supporting children and adults with developmental disabilities. She holds a bachelor’s degree in public relations from the University of Florida and an MBA from the University of South Florida.

SCOTT COSTER
CHIEF INFORMATION OFFICER
Scott Coster serves as chief information officer, leveraging his 20+ years of IT experience to carefully balance the functional, transformational, and strategic aspects of the role. Prior to being promoted to his current position, Scott served as vice president of information technology, where he focused on the creation and delivery of a four-year transformational road map that gave emphasis to strategic alignment, workforce strategy, risk mitigation, cybersecurity, automation, cost rationalization, and maturing the team’s capabilities to deliver solutions. Before joining WWP, Scott was an IT executive for CSX Corporation. Scott holds a B.S. in computer information technology and graduated from Jacksonville University’s Executive MBA program. He has also completed advanced studies at the University of Maryland (Business Leadership Program) and Darden Business School (Finance for Executives).
Jennifer Silva is responsible for providing strategic direction, leadership, and management for all WWP programs and services. Since joining WWP in 2008, she has led the way in creating and innovating several programs and business teams, focused on helping warriors thrive. Before taking on her current position, Jennifer led the strategy and innovation team, overseeing the creation of cutting-edge programs and development of business analytics and impact measurements, to ensure resources are focused on life-changing programs and services. Prior to this, she led the financial wellness team, focusing on education and employment programs for wounded warriors and their families. Jennifer graduated from the United States Military Academy at West Point, New York, and served in the Army as a logistics officer. Her family continues to serve in America’s military.

Chris Toner has direct oversight of organizational operations concerning executive initiatives; strategy and innovation; human resources; legal; project management; diversity, equity, and inclusion; and facilities management. He works directly with the CEO to ensure effective and efficient relationships with internal and external stakeholders and to fulfill WWP’s commitments to teammates, warriors, partners, donors, and the board of directors. Before joining WWP, Chris led the Army’s Warrior Care Program as the commander of Warrior Transition Command and the assistant surgeon general for Warrior Care. He served in the Army for 29 years and commanded both an infantry battalion task force and brigade combat team in Afghanistan. Chris holds a Master of Arts in national security and strategic studies from the U.S. Navy War College.

Eric Miller leads the financial operations team, including financial reporting, financial planning and analysis, accounting services, travel and events, and procurement. He is responsible for WWP’s financial strategy and assists in the development and execution of the organization’s strategic plan. Prior to joining WWP, Eric spent six years in the audit practice of Arthur Andersen. He then spent seven years as corporate controller of Columbia Laboratories and 15 years in senior financial leadership roles at PSS World Medical. He graduated with an accounting degree from Florida State University.

As chief development officer, Chris Needles leads the organization’s resource development enterprise, driving strategic growth across all major revenue channels and supervising the direct response, business development, and donor experience teams. Prior to joining WWP, Chris served over five years as vice president for development at the Rutgers University Foundation in New Brunswick, NJ. Previously, he spent more than 17 years at the University of Florida, serving in executive leadership positions encompassing corporate and foundation relations, major gifts, regional development, international advancement, and campaign planning. He is a graduate of the University of Notre Dame and earned an MBA degree in organizational management from Rutgers Business School.

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After their service, many veterans feel they’ve lost a sense of camaraderie that they once enjoyed in the military. We understand how important peer relationships are to finding that sense of camaraderie again during and through a warrior’s transition to civilian life. We bring the veteran community together.
In 2023, WWP celebrates 20 years of helping wounded warriors realize what’s possible. Our entire organization is focused on meeting the complex needs and empowering the growth potential of warriors and the loved ones who stand by them. We remain accountable and dedicated to honoring and empowering warriors, today, tomorrow, and the decades to come.
THE GREATEST CASUALTY IS BEING FORGOTTEN®