



COMMIT FOUNDATION

Empowering high-potential leaders to find their *identity, purpose, and community.*



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COMMIT to What's Next

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Service member, veteran, or spouse in transition? Apply today.



Fellow Spotlights



Maggie Sims

A New Chapter, Chosen With Intuition and Intention



Erik Estenson

Returning to What Matters: Value and Impact

A Message from the CEO, JC Glick

Transformation in Motion

This has already been a strong year for COMMIT.

In just the first part of the year, our team supported over 798 Fellows nationwide, launched new partnerships, welcomed new leadership to our board, and continued expanding the reach of Pursue Your Purpose and our workshops across the country. That kind of impact doesn't happen by accident—it happens because of alignment, trust, and a team that believes deeply in what we are building together.

What excites me most right now is our trajectory.

We are growing our national footprint. We are strengthening partnerships with organizations like Workday and Leaderly. We are creating new ways for Fellows and employers to connect through initiatives like COMMIT Career Connect. And we continue to see what makes COMMIT special every day: people rediscovering clarity about who they are, what matters to them, and how they want to contribute next.

Just as important, our community continues to show up—for each other and for this mission. Whether through events like Nobody Walks Alone, donor experiences like The Squadron, or the everyday conversations happening across our network, this work remains a true team effort.

Everything you'll see in this newsletter reflects something we believe deeply:

It is not just Transition, it's Transformation - and it doesn't happen alone. It happens in community.

Thank you for being part of that community—and for helping us continue setting the conditions for leaders to thrive long after they leave service.

We're just getting started.



JC Glick
CEO, The COMMIT Foundation

Upcoming Events

COMMIT. CAREER. CONNECT.



Bozeman, Montana

Veteran & Service members

Hosted by



COMMIT FELLOW Meetup

APRIL 17

Virginia Beach

6:00 - 8:00 AM CDT



Impact in Action



798

Fellows Served

Active-duty, veteran,
military spouses



354

Pursue Your Purpose Enrollees

Our proprietary online
transition curriculum

Data from October 1, 2025 – March 30, 2026

Impact That Compounds Over a Lifetime

Because COMMIT supports high-potential leaders at a pivotal moment in their lives, the return continues to grow across careers, companies, and communities.

Transformation Workshops



Baltimore, MD



Seattle, WA



New York City



Identity



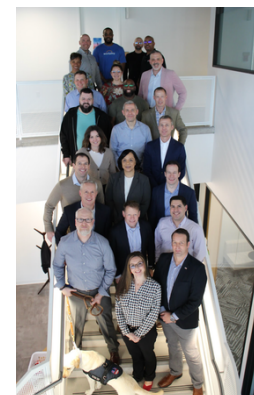
Purpose



Community



Dallas, TX



Atlanta, GA



Program Highlights



Former NFL team president Jason Wright, joins our board

Jason Wright, managing partner at Ariel Investments and former NFL team president, has joined The COMMIT Foundation’s board, bringing proven leadership across sports, consulting, and investing. His experience navigating high-stakes transitions will help accelerate COMMIT’s impact and expand opportunities for the Fellows we serve. *Full press release.*

Workday & COMMIT Expand Partnership to Accelerate Leadership and Talent Development

We announced an expanded multi-year partnership with Workday, providing Workday participants with a comprehensive 12-week career development and life design experience through our proprietary Pursue Your Purpose (PYP) online curriculum. Workday will also engage transitioning Fellows by hosting on-site Transformation Workshops, creating meaningful opportunities for relationship-building, and strengthening the military talent pipeline.



First-Ever COMMIT Career Connect: Where Talent Meets Opportunity

We hosted the first-ever COMMIT. Career. Connect., bringing together 70+ career-transitioning, ready-now veterans and military spouses with industry leaders seeking high-performing talent. In just 60 minutes, this virtual event created meaningful connections through small-group breakout rotations designed to spark conversation, build relationships, and open doors to opportunity.

“This was a fantastic event to make great contacts at some great companies, both large and small”

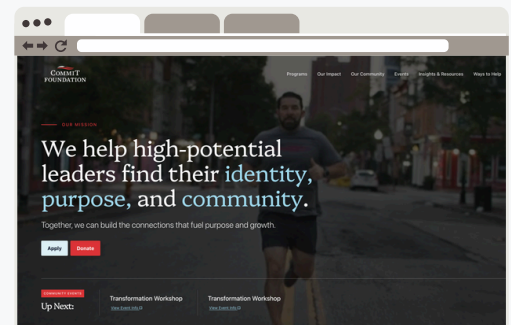
Mike J. (COMMIT Fellow)

“I love this new avenue... taking connections to the next level. Grateful for this opportunity.”

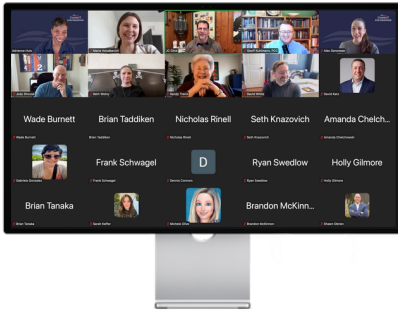
Peter S. (COMMIT Fellow)

New Website Launch: Expanding COMMIT’s Reach and Impact

We launched a new website designed to elevate COMMIT’s reach and deepen engagement—featuring improved searchability, clearer storytelling, and a more compelling user experience for Fellows, partners, and supporters. The homepage also features our professionally filmed commercial showcasing COMMIT’s mission in action across the country. *Explore the new website here.*



Program Highlights

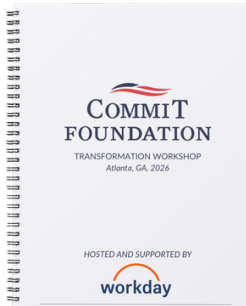


First-Ever COMMIT to Growth Webinar Series: Expanding Access to Insight and Leadership

We launched our first-ever COMMIT to Growth Webinar Series—a strategic learning experience designed to support Fellows as they navigate transition with clarity, confidence, and purpose. The first 60-minute webinar explored the difference between mentoring and coaching, featuring leaders from WeAlign Coaching who shared insights and practical guidance with the COMMIT community.

COMMIT Partners with Leaderly, a Pioneering AI-Powered Leadership Development Company

We partnered with Leaderly AI, a pioneer in AI-powered leadership development, and are working to integrate personalized learning and leadership tools into COMMIT programming. This partnership combines COMMIT’s reflection-based mentoring with Leaderly’s technology to help Fellows identify strengths, develop critical leadership skills, and stay connected to a lifelong community that supports ongoing transformation after service. *Full press release.*

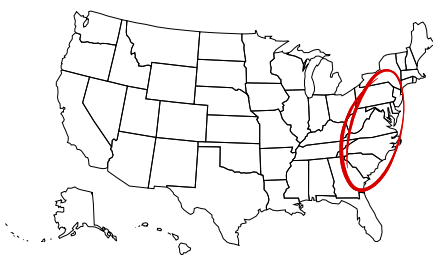


New Transformation Workbook: Turning Insight into Action

We developed a new Transformation Workbook to guide Fellows through the two-day workshop—capturing reflections, completing exercises, and building a personalized path forward. Designed with mentor insights, guided frameworks, and practical tools, it becomes a lifelong resource that Fellows can return to throughout their transition and leadership journey.

The Squadron Donor Experience: Deepening Connection to COMMIT’s Mission

Our donor ecosystem stepped inside the mission at The Squadron’s F-35 simulator in New York, creating a powerful, immersive experience. The event strengthened relationships and deepened donors’ connection to the impact they make possible.



Expanding Our National Reach: Growing Impact Across Communities

Our team continues to show up nationwide, building momentum across NCR, Virginia, and North Carolina while expanding into new regions. This growing footprint strengthens our ability to support more Fellows, partners, and communities across the country.



Whats Ahead - 2026 Q2

Stay up to date—view all upcoming events on our Events Calendar.

COMMIT. COMMUNITY. CONNECT.



Bozeman, Montana
Veteran & Service members
Hosted by



Seattle, Washington
Veteran & Service members
Hosted by



Denver, Colorado
Veteran & Service members
Hosted by



Austin, Texas
Veteran & Service members
Hosted by



Bellevue, Washington
Military Spouses
Hosted by



FELLOW MEETUPS

APRIL 17 **Virginia Beach**
6:00 - 8:00 AM CDT

MAY 29 **Virginia Beach**
1:00 - 3:00 PM CDT



Plan a meetup in **YOUR** local area!
Contact Michele Olive:
michele.olive@commitfoundation.org

VIRTUAL EVENTS



22 April, 27 May, 24 June Spouse Connect Open Hours

30 April COMMIT To Growth Webinar

6 May COMMIT. CAREER. CONNECT.



Community Engagement



The 4th annual Nobody Walks Alone event marked a major milestone, nearly doubling in size from the previous year. More than 100 runners participated across five city registration options, raising over \$15,000 to support our mission.

Interested in hosting in 2026 or becoming a sponsor?

Contact Michele Olive: michele.olive@commitfoundation.org



Voices of our Veterans

We gathered in Baltimore, Maryland, with three incredible COMMIT Fellows to share and film their stories—bringing to life the real experiences behind our mission. Showcasing our own community brought authenticity and impact to the production, reinforcing the real lives behind our mission. [Link to video.](#)



We are actively seeking COMMIT Fellows to share their stories.

If you are interested:

Contact Maria Volodkevich
maria.volodkevich@commitfoundation.org



Washington Nationals Game

COMMIT Fellows and staff came together for a day of camaraderie, connection, and shared experience at the Washington Nationals game. Despite a weather delay, it was incredible to be with 80+ members of our COMMIT community—making it a memorable and impactful community-building event.



Community Engagement



Washington Commanders Game

With over 20 COMMIT community members, we generated strong brand visibility, highlighted by JC's honor as the Washington Commanders' Hometown Hero during on-field patriotic ceremonies. [Link to video.](#)

High Ground Couples Retreat

COMMIT sponsored five couples of Fellows to attend a 5-day retreat in Sun Valley, Idaho, hosted by Higher Ground USA. The couples spent a week focused on recreational activities such as hiking, fishing, and other outdoor activities. Evenings were reserved for connecting and building community.



Warrior Yomp (Allied Forces Foundation)

A collaborative effort featuring 4 staff members and 4 fellows volunteering in DC, reinforcing COMMIT's presence within the broader veteran service organization (VSO) ecosystem.



Laura Vergara-Montes - COMMIT Fellow

Laura was inspired to take on Warrior YOMP as a way to close out her military service with a meaningful personal challenge that reflected the mental toughness and discipline the Army instilled in her. She completed the 50mi event.

After retiring from the Army on March 1, following 23 years of service, she is pursuing a Master's in Human Resources

Management at the University of Maryland Global Campus and will graduate in May 2026. As she looks toward her next role in HR, her priority is finding an opportunity where she can continue to serve others and make a meaningful impact. For now, she is intentionally taking this time to focus on her education, transition, and recharging.

Through the COMMIT Foundation, she gained the perspective and confidence to approach her transition with purpose and direction.



Fellow Spotlight



A New Chapter, Chosen With Intuition and Intention

“I saw the role and just knew – it felt perfect.” – Maggie S.

Maggie spent years building a career while navigating the realities of military life alongside her husband’s Army service. After earning her MBA and working remotely for several years, Maggie and her family prepared to transition from Fort Bragg to Minnesota – a move that marked the start of a new chapter with stability and choice.

With more freedom than ever before, what should the next chapter actually look like?

For years, Maggie’s career decisions had been shaped by the unpredictability of military life – frequent moves, changing locations, and the need for flexibility. As her husband retired from the Army and their family relocated near Minneapolis, Maggie found herself facing a different kind of uncertainty. For the first time, the path ahead wasn’t dictated by military orders. It was hers to choose. That freedom was empowering – but also intimidating.

After their move, once the chaos of transition had settled, Maggie decided it was the right time to begin her journey with COMMIT. Through COMMIT, she connected with executive coach Janine, whose thoughtful approach helped Maggie strengthen something she hadn’t fully practiced before: listening to her own intuition.

Through coaching and reflection, Maggie focused on two guideposts: self-awareness and agency. Rather than forcing a quick decision, she explored possibilities – meeting new people, having conversations, and considering opportunities she might have previously ruled out.

That mindset changed how Maggie approached her next step. Instead of rushing toward the first opportunity, she allowed time and conversations to guide her. Then one day, a role appeared – a Program Manager position within the integration office at Philips.

“I saw the role and just knew,” Maggie said. “It felt perfect.”

Without that renewed sense of self-awareness, Maggie could have easily taken the first available role or limited herself to opportunities that felt familiar or safe. Instead, she trusted the process and allowed reflection to guide her toward the right fit.

Today, Maggie serves as a **Program Manager at Philips**, beginning a new professional chapter aligned with her skills and intuition. At the same time, she and her family are building something they haven’t had in years – long-term roots. Living near family in Minnesota, they are settling into a community they now plan to call home.

Transition is often where people rediscover the confidence to trust their instincts and shape the future they want to build.

Military spouses interested in our program: [Apply here today.](#)

Interested in supporting our Military Spouse Program: Contact Adrienne Huls at adrienne.huls@commitfoundation.org



Fellow Spotlight



Returning to What Matters: Value and Impact

“Transition isn’t linear. It’s an evolution.” – Erik Estenson

Erik didn’t enter military transition empty-handed. He brought 26 years of experience, conviction, values – and a strong sense of who he was. Attending COMMIT’s Denver workshop in 2022 helped sharpen that clarity. The experience gave him space to reflect and think about transition differently. Still, one question lingered:

Was the path ahead truly aligned with who he was – or just what looked right on paper?

After retiring from the Navy, Erik took a role as the Navy Client Success Manager at an AI company that seemed like the right next step: It looked exciting, innovative, and different from defense. But within 6 months, he realized something wasn’t right. The role wasn’t aligned with what mattered most to him.

That’s when Erik returned to the work he had started through COMMIT. The reflection he had done during the program helped him see things more clearly. What mattered most became unmistakable: doing work where his experience was valued, contributing to something larger than himself, and creating meaningful impact. COMMIT helped Erik define those guideposts – and return to them when it mattered most.

Who gives him a plan: Erik’s plan became simple: return to your values, reopen your network, and choose impact over image.

He made two critical moves. First, he admitted the first role was not the right fit. Then, he revisited his notes, mentors, and networks to help him find a new role that better aligned with his values. Those connections helped him find a new opportunity – one that better matched his strengths and sense of purpose, while reconnecting him to Naval Aviation and the Navy, writ large.

Without that reflection, Erik could have stayed stuck in a role that looked good on paper but didn’t fully leverage his strengths. Reopening his network and returning to his guideposts helped him avoid settling for work that lacked the meaning and impact he knew he wanted.

Today, Erik serves as Director of Navy Customer Requirements and Advocacy at BAE Systems. For the past two years, he has worked at the intersection of the Navy and industry – helping to ensure the needs of service members are understood and supported. It’s a role that aligns with his values, his experience, and his desire to continue serving with impact.

Success after service is not always about becoming someone else. It’s about finding the place where your values, strengths, and impact still fit.

Transitioning service members or veterans interested in our program: [Apply here today.](#)
Interested in supporting our programs? Contact Lindsay Cashin at lindsay.cashin@commitfoundation.org



Make an Impact Now

We're launching a new campaign in the first week of April—here's a sneak peek at what's ahead.

This year marks America's 250th birthday – a moment to reflect on the leaders and communities who strengthen our nation and an opportunity to imagine the future for the next generation. To celebrate America's milestone, the COMMIT community is coming together with one simple act:



COMMIT to \$17.76

Celebrate 250. Empower the next generation.

Your commitment helps us continue guiding service members, veterans, and spouses as they transition from military service to purposeful roles in their communities and create a positive impact.

Making your gift online is easier than before with payment options for Apple Pay, PayPal, and Google Pay. If your employer matches your gift, you can double your impact.

Stay COMMITed to Connecting with Us Empowering Leaders. Inspiring Purpose.

Nobody walks alone. Your journey continues with a community committed to growth, purpose, and impact. Stay connected and be part of the movement.

LinkedIn: @The COMMIT Foundation

Instagram: @thecommitfoundation

Facebook: @TheCOMMITFoundation



Donate Today!

www.commitfoundation.org

