



2019 REPORT TO THE COMMUNITY ★ ANNUAL REPORT 2018



While it is hard to believe Upstate Warrior Solution has been serving our community's veterans for more than six years, each day brings new and fulfilling challenges as we work to give all our warriors and their families the resources they need to become successful and achieve their goals. We are expanding our network of local partners and businesses. These collaborations are essential to building long-term solutions to the barriers many of the 100,000 Upstate veterans are facing as they transition back into civilian life.

Thank you for your ongoing support that allows us to continue providing veterans with the services they deserve!

Charlie Hall
Lieutenant Colonel, U.S. Marine Corps Reserve
President, Upstate Warrior Solution



As a proud member of the Spartanburg Community Action Board, I have the honor of working alongside Upstate Warrior Solution's staff and other dedicated community members as we lead the way in serving Spartanburg's veterans. We are thrilled to see how many Spartanburg organizations are joining forces with Upstate Warrior Solution in ensuring Spartanburg is as veteran friendly as possible. With this continued support, we expect 2019 to be our most successful year yet!

Marianna Black Habisreutinger
Director, Upstate Warrior Solution Governance Board
Spartanburg Community Action Board Liaison



How Upstate Warrior Solution Became the Community Quarterback

In 2010, a group of concerned active military personnel, veterans, and non-veteran community leaders came together to form a strategic planning team. Their aim was to discuss the availability of assistance programs and services for returning Upstate veterans. The team found there were a number of wellness facilities in the Upstate but few were specifically aimed at veterans. The team revealed significant gaps in services offered to Upstate veterans and discovered there were no local organizations providing service coordination or serving as a “community quarterback” for warriors, especially in the Upstate’s rural areas.

The strategic planning team determined a local organization was needed to provide essential care and assistance to Upstate veterans and current military service members serving in the National Guard, Reserves, or on active duty in the area. After reviewing the practices of national, state, and community-based veteran organizations, it was decided a community-based model focused on developing “knee-to-knee” relationships with participants provided the most successful platform for identifying and serving the local veteran and warrior community.

In 2012, Upstate Warrior Solution (UWS) was formally recognized as a 501(c)3 organization. UWS started as an all-volunteer organization and quickly established a foothold in the Upstate community. In 2014, the team secured a start-up grant, which enabled the organization to expand its staff and programs.

Today, with offices in Greenville, Spartanburg, and Clemson, UWS uses local funding, trained staff, and a variety of programs to deliver services to veterans in five Upstate counties.



Our Mission

The Upstate Warrior Solution mission is to connect warriors and their family members to resources and opportunities, lead them through the process of self-empowerment, and inspire the community to embrace local warriors and their family members as valued neighbors and friends.



2018 Outcomes and Return on Investment



1,349

TOTAL WARRIORS SERVED



1125

FAMILY MEMBERS



118

EDUCATION



229

HOUSING



316

EMPLOYMENT



218

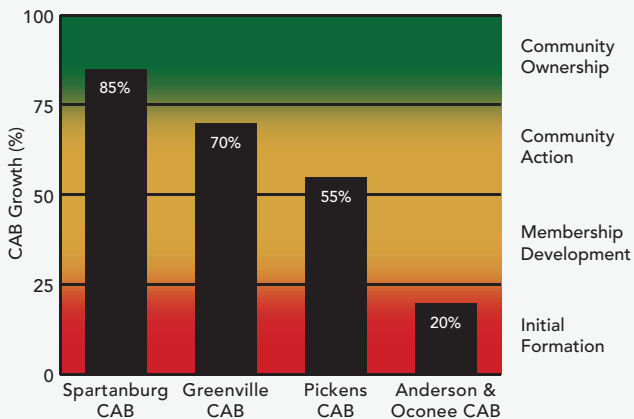
HEALTHCARE



109

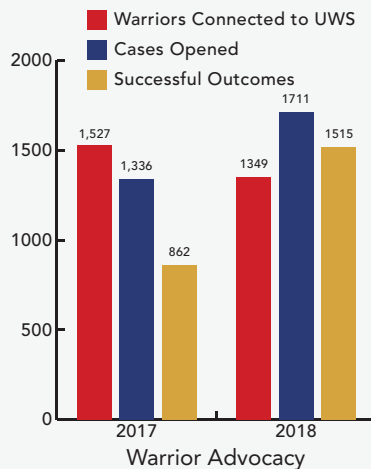
FAMILY SUPPORT/
COMMUNITY SUPPORT

COMMUNITY ENGAGEMENT



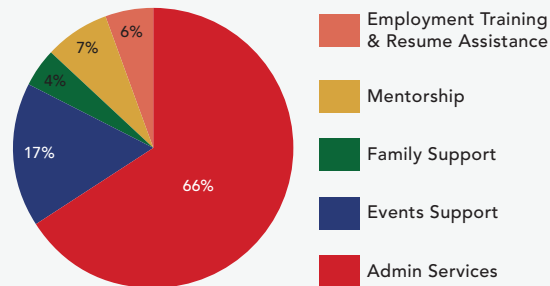
Turn to page 11 to see who is currently serving on our Community Action Boards.

OUTREACH AND CASE COORDINATION



In 2018, 89% of our cases were successfully resolved, as compared to 65% in 2017.

VOLUNTEER ENGAGEMENT (HOURS)



Visit our website to learn more about how you can volunteer with UWS!



Theresa Totherow

Theresa Totherow enlisted in the Army as a combat medic, was deployed twice to Afghanistan and Iraq, and was stationed at Fort Polk, LA for seven and a half years. When she deployed to Afghanistan in 2004, she participated in combat patrols and helped run prisons with the military police. The next year, she deployed to Iraq and continued to participate in combat patrols.

Throughout her military service, she provided medical care to prisoners of war, administered first aid on combat lines, served with other medical practitioners as a flight medic, and helped with the warrior transition unit.

In 2010, Theresa was medically discharged from the Army. The idea of a transition came as a relief to her because her family was growing and she had no support system for her children if she deployed.

A month after her transition, she received her baccalaureate degree in psychology and realized finding employment and a place to live would not be easy. But Theresa did her research, and she decided to move from her home state of New Jersey to South Carolina. She found work she enjoyed in the business sector in Greenville, SC despite the long commute from her home in Rock Hill, SC. The job inspired her to learn more about the business field and she applied to an MBA program in project management.

After earning her MBA in 2013, she realized she had other interests in social work and healthcare and the possibility of living in Tennessee. She moved to Tennessee to pursue a career in social work. After living

there for a short time, she realized it wasn't the right fit for her. Moving her family back to the Upstate, she heard about Upstate Warrior Solution through word of mouth.



To learn more, she researched UWS and heard about a position in the Fellowship Program for a veteran to work with the PRISMA Greenville Healthcare System. She considered this a perfect opportunity based on her skills and applied. Theresa accepted the fellowship position in July 2018 and began using her medical, business, and social work knowledge to find veterans through PRISMA Health and connect them to UWS services.

Her experience motivated her to apply for a doctoral program in management and healthcare leadership, which she began in January 2019. "Looking back, it's been a rocky transition." Theresa said, "Now, I'm trying to streamline it, and UWS Fellowship Program is helping me do that."



Nathan Detandt

Nathan Detandt, a native of Taylors, SC, attended Bob Jones Academy and a local university. Nathan then enlisted in the Navy and went to the Military Entrance Processing Station (MEPS) in Columbia, SC. He attended cryptologic training at Corry Station in Pensacola, FL. After training, he was stationed at Fort Gordon, GA and assigned to a tri-service team. Three years later, he switched to an information systems position, working on long-haul satellite communications and downrange communications in Iraq and Afghanistan.

During his Naval career, Nathan was deployed to 30 countries, including assignments in Gaeta, Italy; Rota, Spain; and the USS Mount Whitney. A few years short of his 20-year retirement, a major car accident left him with significant injuries and complications from multiple surgeries. As a result, he was medically discharged from the Navy.

Nathan had difficulty processing his new status and realizing he wouldn't achieve his military service goals. He tried to cope with the mental and physical pain, but one of his buddies noticed his struggles and told him he needed to get help. Although reluctant, he did his research and learned he was eligible for Military One Source and 10 free counseling sessions.

He learned effective coping and relaxation techniques, received help with marriage and family issues, and improved his leadership skills through therapy. Because he had a support system and a buddy who said something, Nathan gained control of his life.

After his medical discharge, Nathan and his family moved back to the Upstate of South Carolina where he joined a church, connected

with Upstate Warrior Solution, and accepted a part-time position as a team lead for sharpenWARRIOR.



“One of the biggest things I forgot was that in the military, we do everything in pairs. When we stand at watch, there's two of us on watch. When we go anywhere, there's a buddy. You're never doing anything by yourself. That's ingrained in your head from day one, but I allowed myself to forget that. I'm thankful my buddy encouraged me to get help,” said Nathan.

Because UWS connected him to services and peers, he sees UWS in the same way he sees his friend: as someone willing to sit down with him to see and hear his story. According to Nathan, “If you don't have or you don't feel like you have a buddy, know that you have a buddy in Upstate Warrior Solution.”

Jordan Bolding

Jordan Bolding was six years old when his family moved to Taylors, SC from Manhattan, NY. When he was 22, he enlisted in the Army to have a better life for himself and his family. Three years later, after a tour of duty in Korea, Jordan was medically discharged.

He returned to Taylors, SC, where the transition back to civilian life was difficult. He struggled to find his place and identity in the community as he dealt with mental health issues. Because of his struggles, he kept to himself.

“I developed an idea it was me against the world, and I had to do everything by myself. I clammed up. I got really angry. I felt like I wasn’t part of anything anymore, and it hit me pretty hard,” Jordan said.

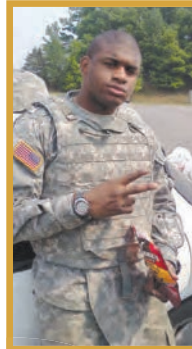
He tried a semester of college in order to become part of something again and did well in his classes, earning a straight B average. But things took a turn for the worse when he was charged with two felonies. He put his education on hold to deal with them.

“My life was pretty much over. That’s how I felt, anyway,” Jordan said. “I felt like I had done too much damage to my record and to my family. I felt like there was nothing else I could do to redeem myself.”

VA Social Worker Stacey Reeves told him he would be a good fit for the Greenville Veterans Treatment Court (VTC) and UWS Fellowship Program. Stacey continued to tell him he was a valuable member of the community while she helped him obtain a disability rating.

“Without Stacey Reeves, I wouldn’t have a [disability] rating at all.” Jordan continued,

“She helped me get in touch with Upstate Warrior Solution and put me around other veterans again. Not only that, but the veterans I kept in touch with over the years, even after the Army, have been the world to me. I have a lot of support.”



Bolding was accepted into Greenville’s VTC program, and Nate Moore, UWS Greenville Program Director, was assigned as his mentor. Bolding was also accepted into the UWS Fellowship Program.

Throughout Jordan’s experience in the VTC, Nate has been there for him. If Jordan needed to talk, no matter when, Nate was there to pick him up, take him for a meal, and talk. Because of the VTC, UWS, and Nate Moore, Jordan has his life back; and he is grateful for every minute of it.



Fellowship Program

The UWS Fellowship Program is designed to provide disabled veterans with the tools they need to excel in their professional and personal lives and meet challenges head-on. Throughout this six-month to year-long paid internship program, our fellows explore topics that enhance their skills in community leadership, team leadership, team dynamics, interpersonal communication, public speaking, spirituality, and knowledge of community infrastructure. When the fellowship ends, these men and

women transition to the business community to begin their new callings in life.

Warriors in the Fellowship Program take part in core development practices, including:

- Attendance at monthly personal and professional development workshops

- Mentoring from UWS board directors, staff members, and a blend of community leaders
- Working alongside the UWS Career Services team to develop resumes, portfolios, and professional networks
- Serving the community and other warriors through outreach, case-coordination, and other service opportunities

2018 Fellows Include



Alex Ng comes from a family of veterans and police officers who have a dedication to serve and protect the American people. He served 4 1/2 years in the Army as an Intelligence Analyst. He is currently a full-time student at USC Upstate, seeking a Bachelor of Science degree in Business.



Rudy Ruediger was born and raised in Eastern Washington. He joined the U.S. Army in 2003 and served seven years with the 82nd Airborne, deploying three times. After his Army career, he graduated with honors from Clemson University in December 2017 with a Bachelor of Arts degree in History.

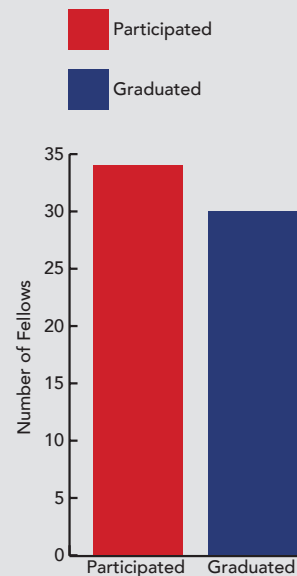


Cody Scott, from Anderson, S.C., joined the Army in 2010 and served as a Cavalry Scout. Due to deployment injuries in Afghanistan, he was medically discharged in 2014. He holds a Bachelor of Arts degree in History from Clemson University and is earning a degree in Anthropology.



Henry Vega decided to join the Army after high school but walked into a Navy recruiting office and enlisted on the spot. He served for 10 years as a Culinary Specialist. Now a husband and father of two beautiful kids, he hopes to be a good example for all Upstate veterans.

UWS Fellowship Program Outcomes 2016-2018



- ★ **Developed in 2015**
(modeled after a national program called Mission Continues)
- ★ **6 cohorts to date**
- ★ **34 overall participants**
- ★ **23 graduates**
(7 on track currently)
- ★ **25 gainfully employed**
- ★ **26 enrolled in or graduated from college**
- ★ **Demographics:**
 - 82% Male
 - 18% Female
 - 21% African American
 - 6% Pacific Islander
 - 3% American Indian
 - 3% Asian
 - 3% Hispanic

Outdoor Adventure Program

We connect, lead, and inspire our veterans through our Outdoor Adventure Program. The activities in this program give veterans a chance to get outside, recharge, and share in the enjoyment of the outdoors with other veterans.

We offer biking and hiking adventures as well as whitewater rafting, kayaking, zip-lining, snow tubing, snowboarding, and many other activities. All our adventures are free for veterans. All skill levels are welcome and family events are also available.

Check the UWS Facebook page for future events.

“Participating in outdoor adventures with other veterans has made the single most positive impact on my life since returning from war. I served in the Marine Corps as an M1A1 tank driver. During the invasion in 2003, I was injured just north of Diwaniyah, Iraq. I was medevaced by a Blackhawk helicopter to an Army combat support hospital. After experiencing the horrors of war and then seeing face-to-face in the hospital the damage it does to our troops, I was left with survivor’s guilt and waking nightmares. All this, on top of experiencing multiple traumas, wrecked my life until I sought treatment.

Every day is a struggle for everyone everywhere. Some have it harder than others, but if we are strong and kind we can help each other and overcome all adversity. I have lost a few of my fellow Marines on and off the battlefield. My closest Marine brother was my cousin, who unfortunately is no longer with us. After two combat deployments in Iraq he became hopeless and committed suicide. There is not a day that goes by that I don’t wish he was here. I created and lead the Outdoor Adventure Program to save lives. I truly enjoy sharing these events with other veterans. I work constantly to improve and develop this program into a streamlined and easy way to offer the best outdoor adventure opportunities, at no cost, to veterans here in the Upstate of South Carolina.”

Sid Eargle
USMC, Iraq Veteran



GREENVILLE COMMUNITY ACTION BOARD

CHAIR

Don Koonce
Community Leader

VICE-CHAIR

Bobby Cox

SC State House of Representatives

UWS GOVERNANCE BOARD LIAISON

Tee Hooper
FGP International, Inc.

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LeAnne Carswell
The Carswell Expert Real Estate Team

FAMILY SUPPORT COMMITTEE CHAIR

Stacey Reeves
Department of Veterans Affairs

LEGAL COMMITTEE CHAIR

Howie Thompson
Greenville City Police Department

SECRETARY

George Blevins
Greenville County Veterans Affairs

Butch Kirven
Greenville County Council

Kevin McBride
Prisma Health

Carlos Phillips
Greenville Chamber of Commerce

Todd Graham
ScanSource

Mike Felix
Lockheed Martin Aeronautics Company

Andrew Culbreath
Greenville County Solicitor's Office

Ivory Mathews
Greenville Housing Authority

Natalie Worley
United Housing Connections

Dennis Raines
Habitat for Humanity

Mike Stahl
Office of U.S. Rep. William Timmons

Will Jaimison
North American Rescue

Mike Wallach
Upstate Warrior Solution Advisor

SPARTANBURG COMMUNITY ACTION BOARD

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Department of Veterans Affairs (Ret.)

VICE-CHAIR

Lee Close
Habitat for Humanity

UWS GOVERNANCE BOARD LIAISON

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Community Leader

SECRETARY

Carol Mabry
Community Leader

Tim Farrell
SharpenWARRIOR Project

Robyn Farrell
CEO, Resiliency Technologies

Simon Stickland
Wofford College ROTC

Joe Lesesne
Retired President, Wofford College

Brian Brady
Johnson College of Business &
Economics, USC Upstate

Peter Moore
Community Leader

Darien Swenson
Wells Fargo

Jay Bearden
Spartanburg Regional Hospital

Lynn O'Dell
Spartanburg County Veterans Affairs

Betsy Sikma
Spartanburg Chamber of Commerce

Max Hyde
SC State House of Representatives

Patt Rocks
Community Leader

Beth Rutherford
SPIHN

James Mulak
Director, Upstate Warrior Solution
Spartanburg Office

PICKENS COMMUNITY ACTION BOARD

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Larry Martin
Former SC State Senate

UWS GOVERNANCE BOARD LIAISON

Charles Dalton
Chairman, Blue Ridge Electric

Rick Clark
Pickens County Sheriff

Chris Wilson
Dream Center

Baker Cleveland
Assistant Solicitor, 13th Judicial Circuit

Gary Clary
S.C. House of Representatives, 3rd District

Don Oglesby
Homes of Hope

Derrick Popham
Tiger Properties

ANDERSON & OCONEE COMMUNITY ACTION BOARD

(Currently Being Developed)

UWS GOVERNANCE BOARD LIAISON

Dan Cooper
Director of Economic Development,
Tri-County Technical College



Throughout 2018 and 2019, Upstate Warrior Solution Community Action Boards (one in each of the locations we service) have continued to supplement the work of our Board of Directors and provide planning and thought leadership to our programs. If you are interested in sharing your time and expertise with UWS, please contact us.



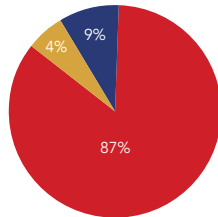
2018 Financial Report



UWS remains committed to financial transparency and putting 100% of the funds raised in the Upstate to work in the Upstate. Audited financial statements and IRS Form 990s are available for review upon request and are maintained on the UWS website.

Year ending September 30, 2018:

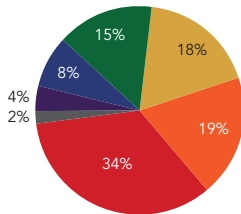
EXPENSES



- Fundraising
- Admin
- Program Services

Total Expenses: \$1,193,920

REVENUE



- Fundraising Event Income
- Corporate Donations
- Sublease Income
- Donated Services, Material and Space
- Grants (Temp Restricted)
- Grants
- Individual Donations

Total Revenue: \$1,271,327

NET ASSETS

	Unrestricted	Temp Restricted	Total
Change in Net Assets	\$128,152	\$38,073	\$166,225
Beginning of Year	\$134,958	\$71,416	\$206,374
End of Year	\$263,110	\$109,489	\$372,559

A Foundation for Success!

The Service and Sacrifice Endowment Fund, in Honor of Major General Darwin Simpson

In November 2018, we were one of seven local organizations selected to participate in a matching challenge grant through The Spartanburg County Foundation. This is an 18-month endowment program, and each dollar will be matched 100% up to \$75,000.



Major General Darwin Simpson (Ret.)

Because of our connection to Major General Darwin Simpson (Ret.), and to acknowledge his military service, we have decided to name our Spartanburg Endowment Fund "The Service and Sacrifice Endowment Fund in Honor of Major General Darwin Simpson." Please help us plan for the future and honor this Spartanburg native.

This endowment fund will help our Spartanburg office continue to develop and ensure sustainability for years to come. Funds can be contributed directly to The Spartanburg County Foundation in our name, designated for this specific endowment. We will be accepting donations through May 2020.

For more information on how to contribute, please contact Theresa Thompson at tthompson@upstatewarriorsolution.org. We appreciate your consideration and support.



Thank You to Our Contributors



MEDAL OF HONOR 10K and above

1st Lt. Peter Cureton Foundation
A Hero's 5k
America's Warrior Partnership
Boeing
Craig & Vicki Brown
Carl Hayden Trust
Vincent Cialdella
Cintas Corporation
Jim & Deborah DeMint
Draexlmaier
Duke Energy Foundation
George Fletcher
Fluor Military Support Coalition
Greenville County Redevelopment Authority
Roger & Marianna Habisreutinger
Jean T. and Heyward G. Pelham Foundation
Neil Johnson
John & Gretchen Klein
McKissick Family Foundation
North American Rescue
Northwestern Mutual - Mark Clary & Associates
Prudential
Michael & Susan Riordan
Mastin & Nancy Robeson
Roger C. Peace Rehabilitation (GHS)
Scansource
South Carolina Charities, Inc.
The Cliffs Salutes UWS Golf Tournament
The Graham Foundation
The Jolley Foundation
The Mary Black Foundation
The Warrior Classic at Pebble Creek
United Way of Anderson County
United Way of Greenville County
United Way of Pickens County
United Way of the Piedmont
Wells Fargo Foundation



SILVER STAR 5K-9.9K

AFL
Alfred Moore Foundation
Allstate Foundation
Bank of America Charitable Foundation
John Bearden
Contec
Anthony Delgado
Pat & Kay Fitzsimmons
Fox Run Country Club
IPS Packaging
Lockheed Martin
Pebble Creek Country Club
Pigott Family Foundation
Smart Family Foundation
Todd & Angye Stone
The Barbara Stone Foundation
Joe Thomason
Trustmark Life Insurance Company
Mike & Lori Wallach



BRONZE STAR 1K-4.9K

Advance America Corporate
Matthew Alexander
Allyn International Services, Inc.
Ancient Order of Hibernians Harp & Shamrock Div. 1
Associated Receivables Funding Inc.
Stanley & Paula Baker
Benevity Community Impact
BSHSI, Sports Medicine
Don Bireley
Blue Ridge Electric Cooperative
Bon Secours St. Francis Sports Medicine
Borderlands Comics & Games
Craig Burnette
M. Allen Caudel
Harold J. & Delores Chandler
Justin & Anna Converse
Corey Hafner Memorial Golf Tournament
Haidee Courson
CrossFit Greenwood
Denny's Corporate
Dorothy Crocker
Drift Float & Spa, LLC
Debbie Dubose
Find Great People
Fountain Inn Presbyterian Church
Fraternal Order of Police Foothills Lodge No. 9
Greenville Technical College
The Honorable Daniel & Cathy Hall
Harriet A. Ballenger Trust
Dave Hoffman
Holy Cross Episcopal Church
Tee & Sherry Hooper
Jason's Furniture
Maureen Johannigman
Just One More Sports Bar
J.B. & Carol Kinney
Landscaper's Supply
Carol Mabry
Billie McCarter
Jan McCrary

Charles & Nancy McCreight
Debra Macias
Metromont Corporation
Modern Real Estate - Lee Vining
Thomas & Gayle Morgan
Charles Moseley
National Society of Colonial Dames of America - SC
Network Controls Inc.
Network For Good
Palmetto House Republican Women
Rick & Anna Phillips
Piedmont Natural Gas Company, Inc.
Polydeck Screen Corporation
Powdersville Self Storage
Jerry Purcell
Raymond James (Haywood Rd.)
Daniel Regan
Render Family Foundation
Towers & Claire Rice
Schneider Electric
James Schoemaker
Scout Communications, LLC
Katie Seay
Service To Civilian
Sitel
Savannah Snyder (Hillcrest High School)
Spartanburg Day School
Spartanburg Regional Healthcare System
Spring Into Clemson
The Hiring Group, LLC
The Rose and Walter Montgomery Foundation
The Spinx Company Inc.
Spittoono (Road 18 Charities, Inc.)
The Wayne and Pauline Thrift Family Foundation
United Way of Oconee County
Upstate Men's Choir
Utica Baptist Church
Jeff Verkon
Veterans United Home Loans

W.R. & E.H. Family Foundation
Billy Webster
Katie White
Courtland Williams
Windsor Aughtry Commercial Group
WoodmenLife South Carolina Chapter 3
YMCA of Greenville
YMCA of Easley, Pickens & Powdersville
Kathy Zimmerli

Family Support Program

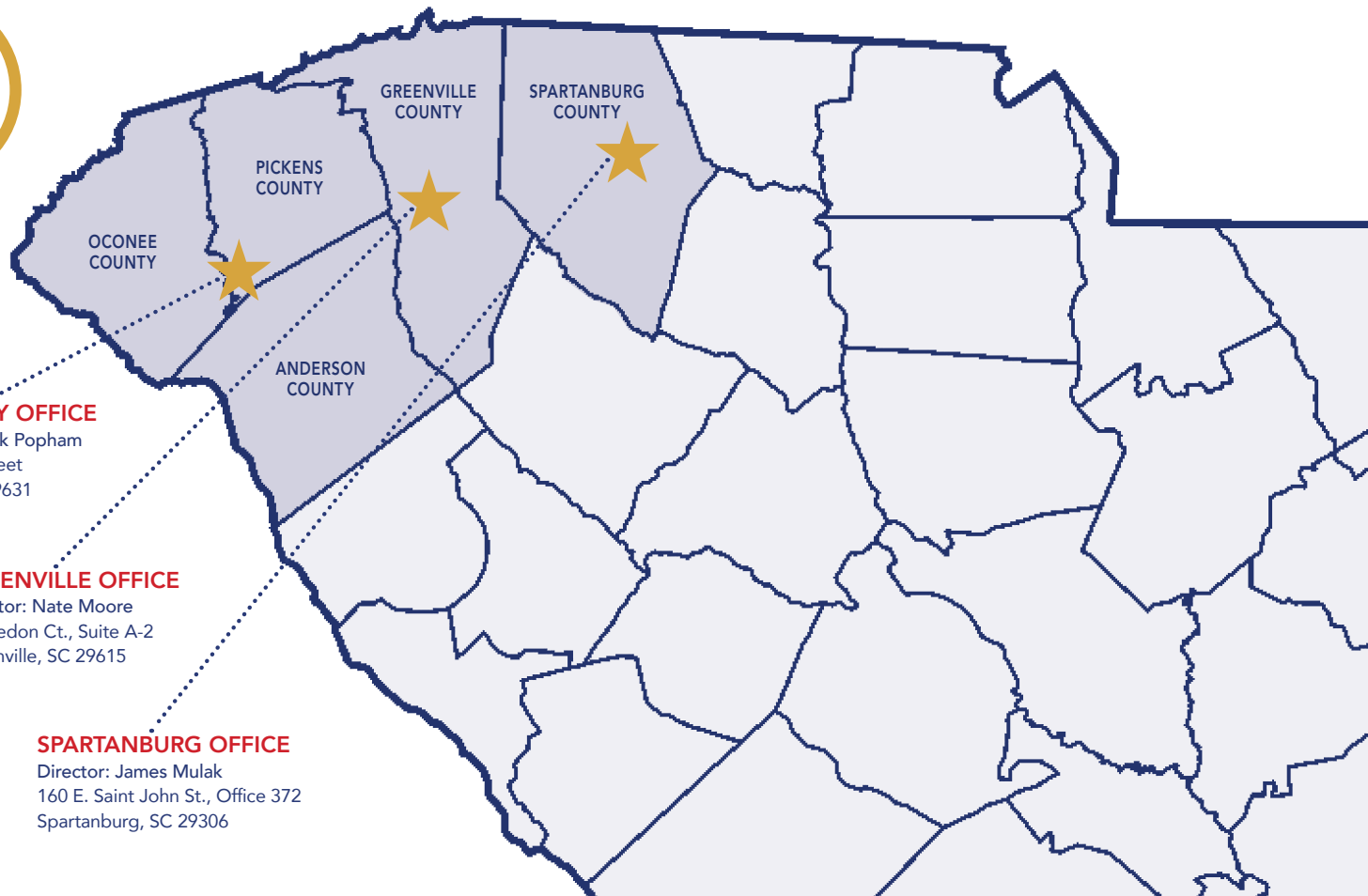


Upstate Warrior Solution welcomes military spouses and family members to participate in our monthly Family Support Program, which includes Crafts for Freedom, Higher Ground Hikers, and Operation Support Our Warrior Spouses (OSOWS). UWS recognizes family members and caregivers have a significant role to play both during and after the time a warrior serves. Join us in taking a break from the home front and rejuvenate in a stress-free environment. We share stories, laugh, and explore solutions to daily challenges while enjoying a new activity together. Our unique experiences strengthen camaraderie, and these events provide a caring and safe space to build relationships and support. We welcome you to share these events with other military service members, family members, and veteran caregivers, and your suggestions for topics and events will always be welcome.

Our Partners

We are honored to receive support from so many local organizations. These are just a few of our outstanding partners.





TRI-COUNTY OFFICE

Director: Derrick Popham
109-3 Sloan Street
Clemson, SC 29631

GREENVILLE OFFICE

Director: Nate Moore
3 Caledon Ct., Suite A-2
Greenville, SC 29615

SPARTANBURG OFFICE

Director: James Mulak
160 E. Saint John St., Office 372
Spartanburg, SC 29306

www.upstatewarriorsolution.org ★ 864.520.2073 ★ info@upstatewarriorsolution.org

More than 100,000 veterans are proud to call South Carolina's Upstate home. To better meet the needs of the warriors and families Upstate Warrior Solution serves, and to encourage and inspire grassroots community engagement, we have established three strategic locations to uphold our practice of "knee-to-knee" case management. Call or stop by one of our three Upstate locations for guidance, support, or fellowship!

