



2020 Report to the Community





As we cross the seven-year mark of serving our local warriors, we are as committed as ever to continually improving the services and programs we offer the 100,000 warriors and their families living in the Upstate. In 2019, we served 1,117 warriors, offering them the support they need to thrive in their next mission in life. Our robust network of community partners and generous donors make this possible.

In 2020, we will continue to expand our impact through collaboration and strive together to see our vision become a reality: to end veteran homelessness, unemployment, and suicide in the Upstate. Additionally, we hope to be a major player in leading South Carolina to become the most veteran-friendly state in the nation. Upstate Warrior Solution (UWS) will not do this alone – we need our community partner organizations, community leaders, corporations, government agencies, and even individual families to join the cause and work together for this common purpose. Thank you for your support!

A handwritten signature in black ink, appearing to read "Charlie Hall".

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



The Upstate has been home to me and my family for the last nine years, and I am very excited to serve on the Upstate Warrior Solution Board of Directors, supporting the development and vision of this community-based effort. I served in the U.S. Marine Corps as a combat engineer for six years and love our great country. We have an obligation and a responsibility to care for our warriors and their families, and UWS is doing just that. These men and women are not broken but assets to our community, and we have a duty to support their transition and reintegration. Please join me in this effort!

A handwritten signature in black ink, appearing to read "Paul Sparks".

Paul Sparks
Executive Chairman, RealOp Investments
Director, UWS Governance Board
Former Sgt., USMC



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.

Local Warriors. Local Solutions. Broader Impact.

In addition to our work connecting Upstate veterans and their families to local resources, Upstate Warrior Solution strives to be a leader on the broader issues veterans are facing in our community and across our country.

Local

In 2016, Upstate Warrior Solution worked with community partners to create the Upstate Veterans Alliance Network (UVAN). One of four Community Veteran Engagement Boards (CVEB) in the state, UVAN hosts quarterly meetings to bring local veteran providers and VA leadership together to increase awareness of services and referral criteria between and among veteran support organizations, work together to fill unmet veteran needs, and foster partnerships between and among organizations.

Upstate Warrior Solution's President, Charlie Hall, has been an active participant in UVAN since its founding and now chairs the steering committee. In 2019 - 2020, the UVAN team is focusing on issues surrounding veteran unemployment and homelessness, as well as educating our Upstate Congressional delegation on opportunities for the federal government to partner with community based organizations to combat veteran suicide.

Regional

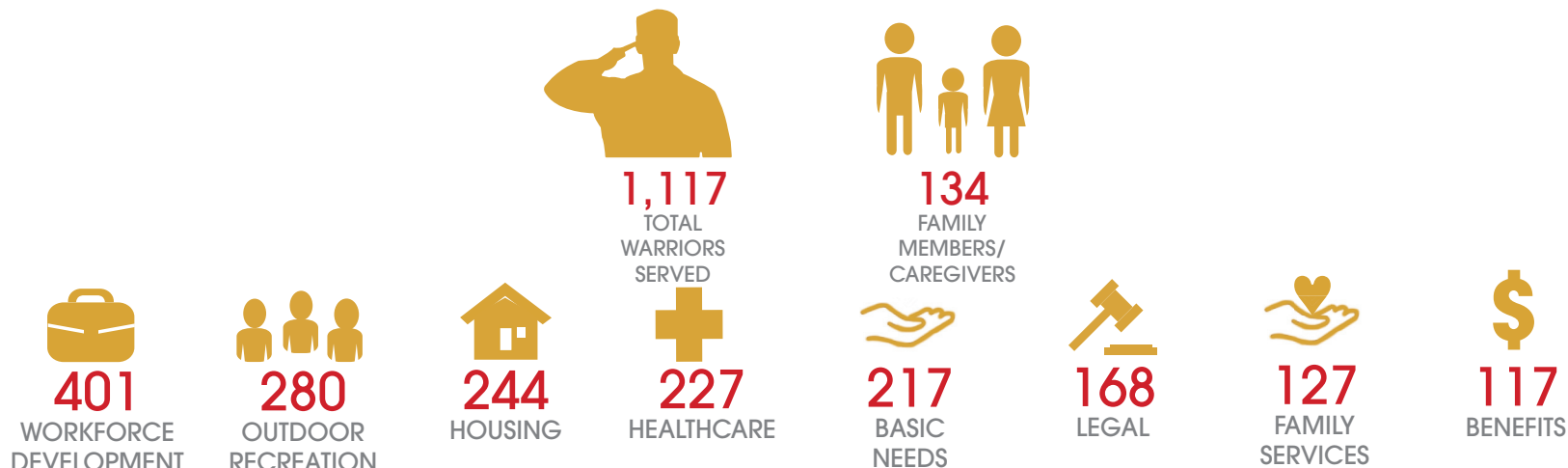
In 2019, Upstate Warrior Solution joined forces with Atlanta, Georgia's The Warrior Alliance and Charlotte, North Carolina's Veterans Bridge Home to make a collective effort to improve the lives of veterans along the I-85 corridor. This program is called Mission 85 and is a two year effort funded by the Arthur M Blank Family Foundation to build a more robust network of support. By sharing best practices and collaborating at this scale, we hope to enhance the services available to veterans and their families across the Southeast.

National

Upstate Warrior Solution is one of fourteen community based organizations taking part in America's Warrior Partnership's national veteran suicide study called Operation Deep Dive. Funded by the Bristol-Myers Squibb Foundation, the goal of the study is to identify the risk factors that lead to veteran death by suicide or self-harm. Through Operation Deep Dive, we hope to identify intervention points, improve treatment options, and develop proactive programs for addressing the root causes of mental illness. Our Community Action Team is grateful for the support of our local elected officials, county coroners, the VA, and funeral directors to support this study, and to America's Warrior Partnership for being a national convening effort to dig into this problem.



2019 Outcomes



Volunteer Spotlight

We are grateful to be supported by a team of dedicated volunteers who share our commitment to offering veterans and their families the services they need to thrive in our community.

Terry Starkey

Terry Starkey has volunteered weekly at our front desk since 2018, welcoming our visitors and connecting them to our staff. A veteran himself, Terry served in the Air Force from 1981 to 1986 and in the Air Force Reserve from 1989 to 2011.

Speaking about the importance of Upstate Warrior Solution for veteran care in the Upstate, Terry said, "Community-based organizations are very important to meeting the needs of our veterans and service members, bringing resources, support, connections, and camaraderie together in one place."



Anna Kieken

Anna Kieken's connection to the military goes back several generations. Her father was in WWII, her grandfather in WWI, and her great-grandfather in the Boer War. In addition to volunteering at our front desk, Anna also helps our veterans reenter the civilian workforce by preparing their résumés.

"My role in helping veterans find employment has become one of the most satisfying aspects of my volunteering at UWS. Those who leave the military with some degree of PTSD need two main things: to rediscover a sense of purpose and to rebuild trust. Working for a fair and decent employer can go a long way in facilitating this."

Holly Black

When Joe Black retired from the Marines after 20 years, he and his wife Holly made the most of their time with their four kids. Together, they took on an ambitious project: a ten-acre piece of land they would turn into their home. They cleared the land and built a house and two outbuildings. With Holly homeschooling and the oldest boys helping Joe with framing and wiring, the home became a common focal point as they navigated this season of transition.

In October 2018, Joe's life was tragically taken by a stray bullet fired near the Black's home. Faced with the challenge of how to move forward after Joe's passing, Holly followed a friend's suggestion and connected with Upstate Warrior Solution (UWS). Virginia Barnes, UWS family services coordinator and advocate, helped Holly assess their areas of need and identify ways we and our community partners could support them.

With so much left to finish on the property, Holly considered selling. However, the idea of leaving the home that meant so much to Joe felt like another loss.

To help them stay in the home, Virginia worked with UWS

community partners, such as The Home Depot, 3M, and The Patchwork Boys to continue what Joe had started. UWS also connected Holly with Folds of Honor, helping her secure a scholarship.

Today, Holly is working toward a degree in education and Bible studies with a desire to give back to the community through teaching or mentoring.

To Holly, the community-based support UWS coordinated showed something good could come out of something so difficult. "I cannot thank UWS enough for how they so aggressively took action to help my family," she says. "To say my family has been encouraged would be an understatement."

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Shelly Waite

Veteran Shelly Waite served in the Airman Services Career Field of the Air Force from 1999 to 2008. She cross-trained as a flight attendant and served on the Air Force Two, which flew dignitaries, congressional representatives, and the Supreme Allied Commander of Europe (SACEUR). Her last duty station was in Belgium, supporting the SACEUR and the NATO command.

After she transitioned out of the military, Shelly lived in New Jersey and aspired to start her own business. But life took an unexpected turn. As she walked the streets of Philadelphia one day, she was knocked unconscious and raped. To regain her strength, Shelly moved to Upstate South Carolina. Without any place to stay, Shelly struggled to make ends meet and became homeless.

Shelly learned about Upstate Warrior Solution (UWS) in 2018 through our Justice-Involved Outreach Coordinator who connected Shelly to our warrior advocates for employment and housing support. Warrior advocate Janice Oliver connected Shelly with Goodwill's Operation Good Jobs, one of our community partners.

Through that connection, Shelly received training on resume building and best practices for job seekers, such as sending handwritten thank-you cards after interviews.

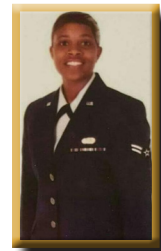
Not long after, Shelly secured a position as a risk and compliance manager for AVX, an American manufacturer of electronic components based in Fountain Inn, South Carolina.

In addition to successful job reintegration, the housing search did not go in vain. Our advocates also assisted Shelly with finding stable housing through South Carolina's TBRA program.

With this support from UWS and the Upstate community, Shelly is still stably housed and employed in the Spartanburg community today.

"UWS taught me the importance of networking and building friendships," Shelly said.

Reflecting on her experience of transitioning out of the military, Shelly's advice to other veterans is "Never quit and always pay it forward."



"Upstate Warrior Solution taught me the importance of networking and building friendships."

OJ Tompkins

OJ Tompkins served in the Army National Guard for 32 years. Based in South Carolina his entire Military career, OJ worked closely with the Food Operation Team but also served as a master resilience trainer and SHARP instructor. During his career, OJ deployed overseas twice, once in 2013 to Afghanistan, where he served as a platoon sergeant, and again to Germany in 2019 as a first sergeant.

For career Guard members like OJ, the difficulties associated with transitioning between military and civilian life is an ongoing process. Seeking assistance with job placement, OJ connected with Upstate Warrior Solution (UWS) in 2015 and joined our nine-month Fellowship Program for professional development.

OJ also took advantage of UWS's veteran-to-veteran mentor network. Through it he connected with local Navy veteran Robyn Grable, founder of the veteran hiring initiative VeteransASCEND.

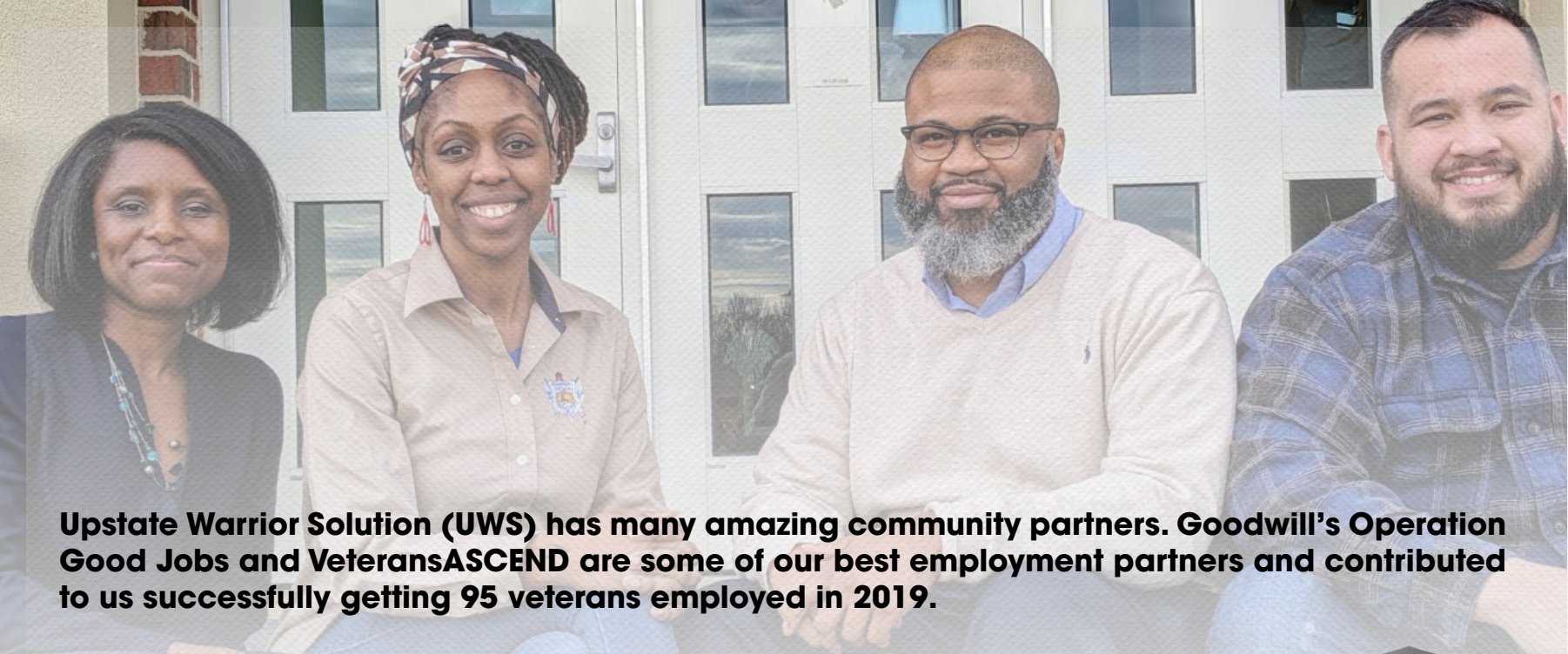
The guidance and mentorship Robyn offered during and after the Fellowship Program was "more than I could ask for," OJ says. In 2018, Robyn Grable helped OJ connect with Habitat for Humanity, one of UWS's community partners. He was hired as an assistant manager, and in less than a year he was promoted to manager. OJ still holds that position today.

"(The Fellowship Program) introduced me to new people in the community whose mission it is to help veterans with their transition," OJ says. "Just meeting the entire UWS staff was enriching. Hearing their stories and knowing their service made it easier for me to open up about how I was feeling what I was dealing with."



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Upstate Warrior Solution (UWS) has many amazing community partners. Goodwill's Operation Good Jobs and VeteransASCEND are some of our best employment partners and contributed to us successfully getting 95 veterans employed in 2019.

"Goodwill of the Upstate and Midlands has been working with Upstate Warrior Solution for over six years. Our teams collaborate on a consistent basis in order to help our local veterans and their families secure meaningful employment in our community. Of note, Goodwill and Upstate Warrior Solution were selected this year for the Call of Duty Endowment's 2019 Seal of Distinction Award, recognizing our efforts on a national level."

— **Alecia Brewster, Operation Good Jobs, Goodwill of the Upstate and Midlands**

"To serve our veterans, collaboration within the community has brought UWS and VeteransASCEND together. VeteransASCEND is focused on breaking employment barriers, and partnering with organizations like UWS is critical to get the hard work done – one veteran at a time."

— **Robyn Grable, Creator and Founder of VeteransASCEND**



401

WORKFORCE
DEVELOPMENT

Employment Community Partners



Our nine-month Fellowship Program offers veterans and their spouses the professional development and mentorship opportunities needed to reenter the workforce with confidence.

“Prior to beginning the Fellowship with UWS, I was like so many of my companions, lost with no real direction or purpose outside of the Marine Corps. I had hit a very real low point in my life. Then, out of what seemed like nowhere, a hand was outstretched prompting me to move to the Upstate in order to refocus and try and get my life back in order. Being a part of the UWS Fellowship program and helping people just like me has given a renewed sense of inclusion, and it is great to be part of such an impactful team again!”

— **Anthony Williams, Greenville Fellow**

“UWS does an outstanding job giving its Fellows a well-rounded learning opportunity through the Fellowship Program. LinkedIn is the most powerful online professional platform in the world. Through our interactive LinkedIn workshop, Fellows increase their confidence using LinkedIn to position themselves more competitively for future employment opportunities while also equipping them with networking best practices and navigating the job portal. It is an honor to work with UWS, and I am always impressed with how the fellows take their new skills and put them to work.”


— **Lindsey McMillion Steeman, Principal at McMillion Consulting**

Lead Sponsor:

Fellowship Program



Family Services Program


134
FAMILY
MEMBERS/
CAREGIVERS


127
FAMILY
SERVICES

Military spouses and family members are the cornerstone and driving force for our warriors. At Upstate Warrior Solution, we know how vital these individuals are, and we stand behind them. Our Family Services program connects with family members and caregivers to coordinate a wide range of services from home repairs to bereavement counseling. This program includes our Crafts for Freedom, Higher Ground Hikers, and Cornerstone Heroes events. We are excited for the new groups for veteran spouses, family members, and caregivers in 2020. These include quilting, health, and fitness. We expect to add more throughout the year!



“My husband got out of the military in 2009, and it soon became clear how much he was struggling with PTSD. As he sought help, I engaged in everything military/civilian to self-educate and support him. I met Higher Ground Hikers in 2017, and Lori Wallach embraced me with her love. Now I enjoy the company of a dozen women who ‘get me’ and have become family. I am so pleased to see how caring UWS has been to the families.”

— Renee Nardone, Veteran Spouse

Outdoor Recreation Program



PRISMA
HEALTH^{CM}

Through an array of recreational and sporting events, the Upstate Warrior Solution (UWS) Outdoor Recreation program offers transitioning veterans year-round opportunities to get outside, recharge, and share positive fellowship with other veterans. Our 2020 excursions will include hiking, rafting, horseback riding, archery, skiing, and many others. Adaptive sporting opportunities are made possible by our partnership with PRISMA Health's Roger C. Peace Rehabilitation Hospital. Events are free to veterans. We are grateful for the continued support of the community that enables us to care for the overall wellbeing of our local veterans and their families.



"During my transition out of the Marine Corps, I found myself lost and missing everything that I had known for a decade. I found that the thing that helped me the most was getting outdoors with other veterans. The outdoors gives you a chance to reground and reconnect, while being challenged through the land that you fought for during your time in service."

— Chad Wooten, Outdoor Adventure Coordinator

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Charlie Hall

President, Upstate Warrior Solution



"As an Upstate native, I have been caring for warriors in my own family for decades, including my brothers, husband, and sons. I believe our veterans are valuable members of our community, and I am proud to serve on the Upstate Warrior Solution Board of Directors. I am also determined to make our elected officials more knowledgeable about veteran issues in our community so that our local government will be a part of the solution. I invite you to join me!"

— Lillian Brock Flemming, UWS Board of Directors, Greenville City Council Member



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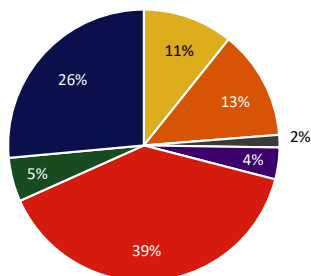
Dale Ellenburg
Military Officers Association of America

Druanne White
White and White Law Firm

Upstate Warrior Solution 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 our website.

Year ending September 30, 2019:

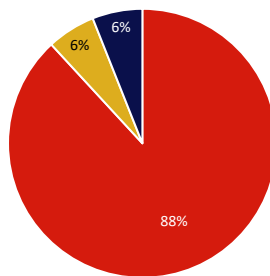
Revenues



Total: \$1,646,236

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

Expenses



Total: \$1,417,985

- Program
- Management
- Fundraising



Net Assets

	Unrestricted	Restricted	Total
Change in Net Assets	-\$24,866	\$298,768	\$273,902
Beginning of Year	\$262,909	\$64,863	\$327,772
End of Year	\$238,043	\$363,631	\$601,674



Upstate Warrior Solution is now a proud STAGE Partner of the Bon Secours Wellness Arena in Greenville! Part of their corporate giving program, the Arena's STAGE Partnership offers select nonprofit organizations a full sponsorship package to further each nonprofit's mission. We are grateful for the support and are excited to grow this partnership in 2020!

Thank You to Our Major Donors



THE ARTHUR M. BLANK
FAMILY FOUNDATION

Neil Johnson

Carl Hayden Trust

1st Lt. Peter Cureton Foundation



2019 Financial Report



Three Star \$10,000 +

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United Way of Greenville County
United Way of Pickens County
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Wells Fargo Foundation
Whatta Wash Car Wash



Two Star \$5,000 +

3M
America's Warrior Partnership
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Contec
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Duke Energy Foundation
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The Wayne and Pauline Thrift Family Foundation



One Star \$1,000 +

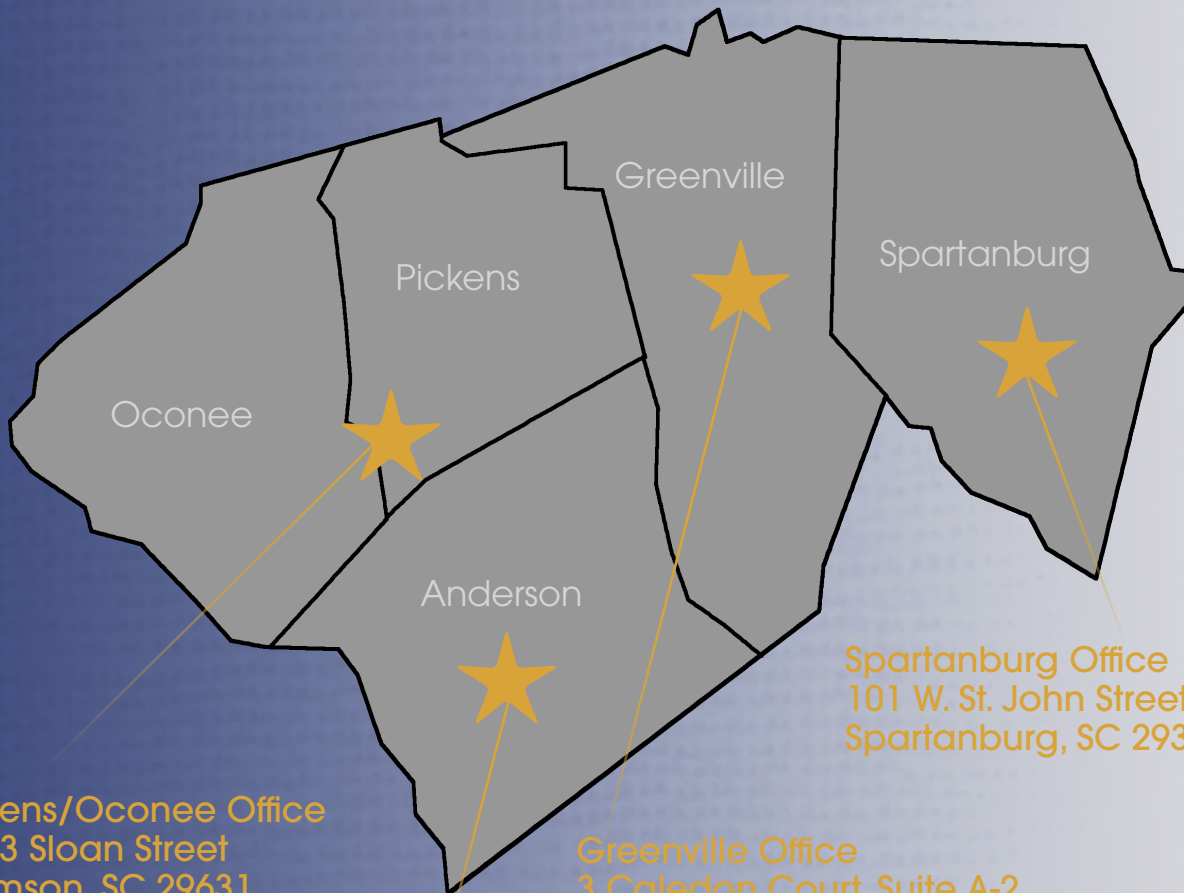
A Hero's 5K
American Foam & Fabric
Amy and Jason Johnston
Ancient Order of Hibernians Harp & Shamrock Div. 1
Andy Falatok
Angelina Eschauzier
Anna and Rick Phillips
Arkwright Foundation
Aspen Dental Management, Inc.
Black & Phillips Foundation

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Blue Ridge High School
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Walters and Mason Retail, Inc.
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Woodruff Chevrolet, Inc.



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3 Caledon Court, Suite A-2,
Greenville, SC 29615

Spartanburg Office
101 W. St. John Street, Suite 17
Spartanburg, SC 29306

Special thanks to



upstatewarriorsolution.org ★ 864.520.2073 ★ @upstatewarrior