



VETERANS BRIDGE HOME

CELEBRATING 10 YEARS 2010-2020

2020

ANNUAL REPORT



VBH IN 2020

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TEN YEARS AGO,

Patty and Tommy Noman helped their first Veteran family. When they started this work, they found a community blessed with resources, experts, and brimming with goodwill, particularly for Veterans and their families. What they also discovered was that despite those advantages, Veterans and their families were still not finding or connecting with those resources and were facing the negative consequences of their failed transitions.

Ten years ago, the country's answer to Veteran transition struggles was the application of singular, tactical solutions divorced from an individual's needs or the community in which they lived. But because the Normans had such an intimate perspective on the lives of those first four families who lived in their home, Patty and Tommy understood the need for a community-based approach. If every Veteran's need were unique, the solutions would have to be tailored and must leverage every available asset, program, and expert in the community. Addressing the problem of Veteran transition did not require the creation of another organization to deliver another tactical solution to a small slice of the Veteran population. What was needed was an organization that understood what Veteran families needed and one that knew which organization could best serve those needs best and in the least amount of time.

Ten years and more than 9,000 Veteran families and 22,000 unique services later, the model Patty and Tommy created is one that is starting to be replicated in other communities across the country. It is one we have briefed before the U.S. Congress and to the Second Lady of the United States. It is the future of how our country can fulfill our obligation to our military service members and is the legacy of the Normans. Patty and Tommy, you are the bridge.

BE THE BRIDGE!



Blake Bourne
Executive Director

2020 EFFECTS

SHUTDOWNS

While VBH remained open, COVID-19 forced closures and degraded human service delivery for months. In the Charlotte region, of the 56 organizations delivering support to Veterans and families:

- 11** completely closed
- 33** significantly degraded
- 12** were fully operational

RACIAL JUSTICE AND INEQUALITY

George Floyd's murder in May was another reminder that the experience of Black Americans is far different than that of others, and Veterans are not immune to those effects. In 2020 those identifying as Black or African American comprised:

- 21%** North Carolina Veterans
- 34%** Mecklenburg County Veterans
- but...
- 60%** of those requested assistance from VBH

“THERE IS A TENDENCY FOR VETERANS GROUPS TO SAY THAT THE ONLY COLORS THAT MATTER ARE GREEN OR BLUE, BUT OUR SERVICE DATA TELLS A DIFFERENT STORY. SINCE WE STARTED KEEPING TRACK IN 2015, VBH SERVES TWO AND THREE TIMES MORE BLACK VETERANS THAN THEIR PERCENTAGE OF THE POPULATION. EVEN IF WE WERE ALL GREEN OR BLUE IN THE MILITARY, WE CLEARLY AREN'T WHEN WE TAKE THE UNIFORM OFF.”

- BLAKE BOURNE, EXECUTIVE DIRECTOR

Despite the headwinds of 2020, thanks to the work of our staff, supporters, and the community there were some bright spots in the year.



AUGUST 11, 2020

Second Lady Karen Pence visited with members of Mecklenburg County's Suicide Prevention Working Group led by VBH Clinical Director, Dr. Nicole French to hear how communities can work together to stop Veteran suicide.



SEPTEMBER 25, 2020

Mecklenburg County Park and Recreation, Lowe's Home Improvement, the Carolina Panthers, and VBH celebrated the opening of a new public fitness facility in Veterans Park.



OCTOBER 11, 2020

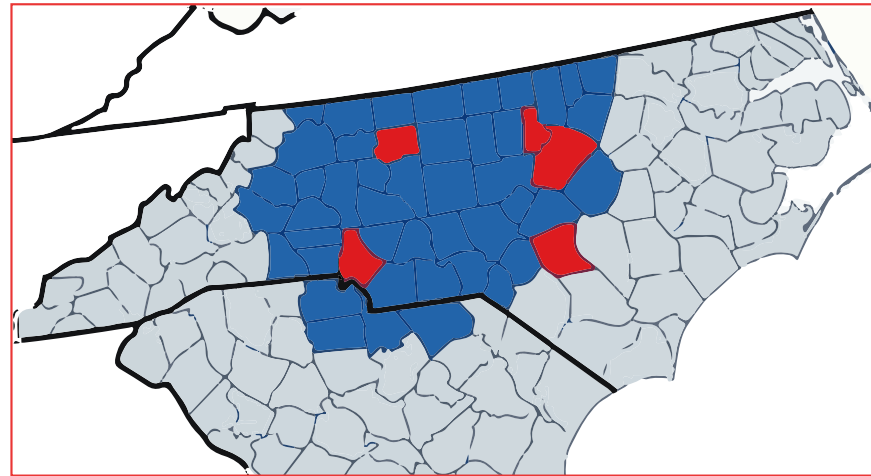
On Oct. 11, Rick Ware Racing donated and raced the #53 Veterans Bridge Home car, driven by James Davison, in the Bank of America ROVAL 400 at the Charlotte Motorspeedway.

GEOGRAPHIC EXPANSION

In 2019 VBH served Veterans, service members and their families in the 15 counties surrounding Mecklenburg.

In July 2020, we became responsible for a 45 county region across North Carolina's Piedmont including the Raleigh, Triad, and Fayetteville Markets.

Expansion of service area will allow us to provide the local and individualized solutions Veterans and families have received in the Charlotte market to the 450,000 Veteran families across the Piedmont.



VETERANS TRANSITION CENTER

In February 2020, VBH and Lowe's Home Improvement discussed the need for a Veterans Transition Center. This 10,000 sqft space would include co-working space for Veteran-Serving Organizations, a common room for Veteran gatherings, and serve as the new headquarters for Veterans Bridge Home.



In the summer the Lowe's Foundation funded the project and that fall they brought in Little Diversified Architectural Consulting to transform the discussions into a unified design concept and DPR Construction began the transformation of the space at the end of the year. The new office is slated for completion in the spring of 2021.



212
EMPLOYERS
PARTICIPATING IN
VBH PROGRAMS TO
HIRE AND RETAIN
VETERAN TALENT



4
EMPLOYER
BREAKFASTS



4
HIRING FAIRS
(ONE IN-PERSON,
THREE VIRTUAL)



84
COMPANIES
PARTICIPATED IN
HIRING EVENTS

CONNECTION TO EMPLOYMENT

Reflecting this need, Veterans Bridge Home received 843 requests for employment support, which made up 15% of all requests in 2020.

- 235** Employers in Network
- 843** Employment Requests
- 215** Veterans Hired
- 137** corporate talent acquisition reps at Employer Breakfasts
- 14** of Employers & 58 Attendees at March 11 Hiring Event



"I CAN NOT SPEAK HIGHLY ENOUGH OF THE VETERANS BRIDGE HOME ORGANIZATION.

AFTER MY RECENT LAYOFF, THEY WORKED DAILY TO CONNECT ME WITH INDUSTRY LEADERS. THEY GOT MY RESUME PUT INTO THE RIGHT HANDS AND I GAINED TREMENDOUS ADDITIONS TO MY NETWORK."

- RACHEL LEWIS, U.S. ARMY VETERAN

CONNECTION TO COMMUNITY

Community engagement builds social capital, contributing to the economic, social, and health successes for individuals. Connected Veterans are more likely to be employed, healthy, resilient, and successful. They are less likely to require social services, live in poverty, and have negative mental health outcomes.

So, when the pandemic halted in-person events we still had to create these vital connections. We experimented with online breakfasts and lunches, live streamed workouts, and held socially distanced gatherings of small groups. By the end of 2020, VBH safely hosted over 160 events, 2,100 attendees, and logged 600 volunteer hours.



VBH CAPTAINS

VBH Captains are volunteer ambassadors for VBH, and are often those leading community events bringing veterans and military families together. These volunteers represent various services, service eras, ranks, and come from communities across the Metrolina market. Captains serve one year terms and can be identified by the block "C" on the shoulder of their VBH shirts.

Aaron Gerlitz	U.S. Army	John Murphy	U.S. Army
Alex Venker	U.S. Army	Kirk Rygol	U.S. Army
Audrea Finlay	U.S. Navy	Michael Krueger	U.S. Air Force
Chad Slack	U.S. Navy	Michael Lyons	U.S. Navy
Chris LaRocque	U.S. Army	Miles Grooms	U.S. Army
Corey Brown	U.S. Marine Corps	Nick Johnson	U.S. Army
David Shaw	U.S. Air Force	Rick Groesbeck	U.S. Army
Eric Alksnis	U.S. Air Force	Rodney Thompson	U.S. Army
Francis Fitzgerald	U.S. Army	Samuel Varvel	U.S. Army
Herbert Woodward	U.S. Army	Tracy Threatt	U.S. Navy
James Schroeder	U.S. Marine Corps	Tyeasha VanBuren	U.S. Marine Corps
Joel Dalton	U.S. Army		



“I WAS TOTALLY LOST WHEN I ARRIVED IN CHARLOTTE AFTER LIVING OVERSEAS FOR A NUMBER OF YEARS... VETERAN’S BRIDGE HOME IS A LIFELINE FOR PEOPLE WHO ARE DROWNING IN DOUBT.”

- CHRIS, U.S. ARMY

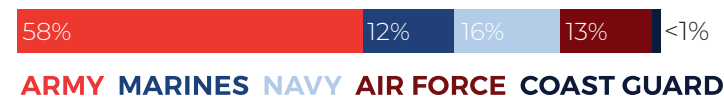
CONNECTION TO SERVICES

UNIQUE SERVICE REQUESTS
5,661

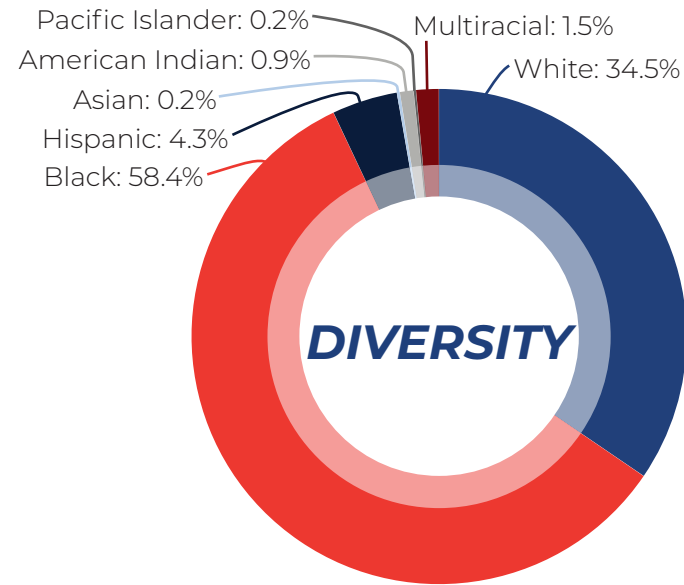
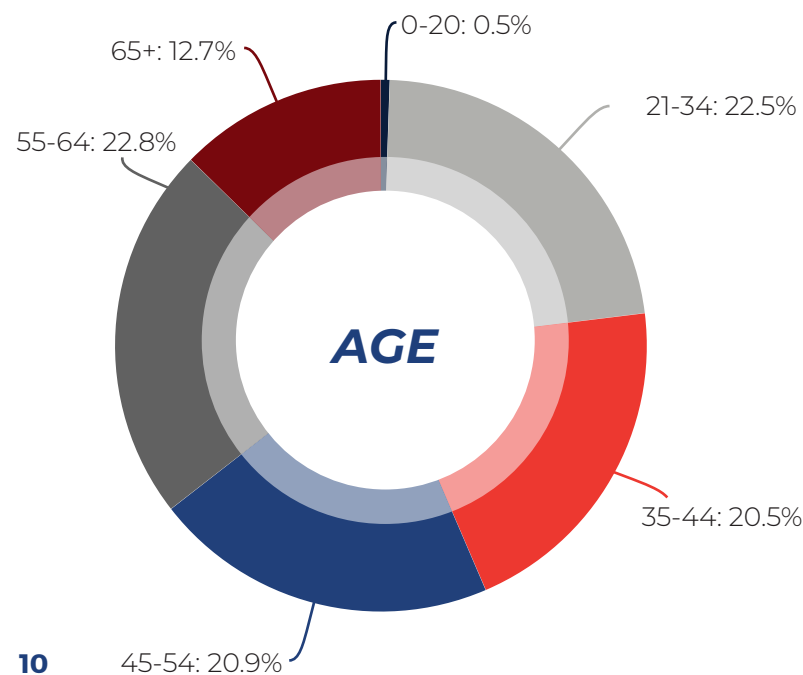
UNIQUE, NEW FAMILIES
2,430

AVERAGE SERVICES PER FAMILY
2.33

BRANCH OF SERVICE



GENDER



TOP SERVICES REQUESTED

1639	Housing & Shelter	29%
843	Employment	15%
722	Social Enrichment	13%
456	Income Support	8%
412	Benefits Navigation	7%
320	Food Assistance	6%
246	Mental/Behavioral Health	4%
207	Clothing & Household Goods	4%
160	Individual & Family Support	3%
153	Legal	3%
107	Utilities	2%
105	Physical Health	2%
90	Transportation	1%
68	Money Management	1%
65	Education	1%
19	Entrepreneurship	<1%
16	Substance Abuse	<1%
13	Wellness	<1%
10	Spiritual Enrichment	<1%
9	Sports & Recreation	<1%
1	Health	<1%

COMMUNITY AWARDS



VETERAN OF THE YEAR

Michael Krueger, Air Force Veteran

- Works as a Realtor at Helen Adams
- Co-founded and leads the Ballantyne Breakfast
- 2019 & 2020 VBH Captain



VOLUNTEER OF THE YEAR

Nick Maglosky, CEO at Ecomdash

- Brought his team to volunteer at VBH in 2018
- Became a regular at the Wednesday Workouts
- Got VBH onto a NASCAR in the Bank of America ROVAL 400 in 2020
- Served on the Veterans Day Fundraising Committee



charlotte center
for legal advocacy
justice lives here.

THE JANENE STEWART MCGEE PROVIDER OF THE YEAR

Charlotte Center for Legal Advocacy

- Top 10 provider for two years in a row.
- Doubled NC Serves utilization
- Cassidy Estes-Rogers led and co-chaired the CVEB Benefits Action Team, to educate and assist Veterans and their family members about available resources, services, and benefits.



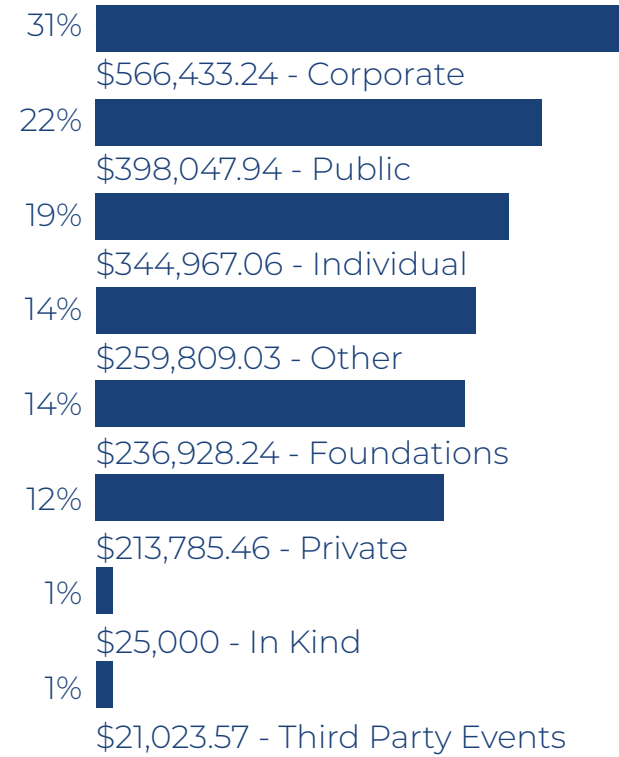
EMPLOYER OF THE YEAR

Lowe's

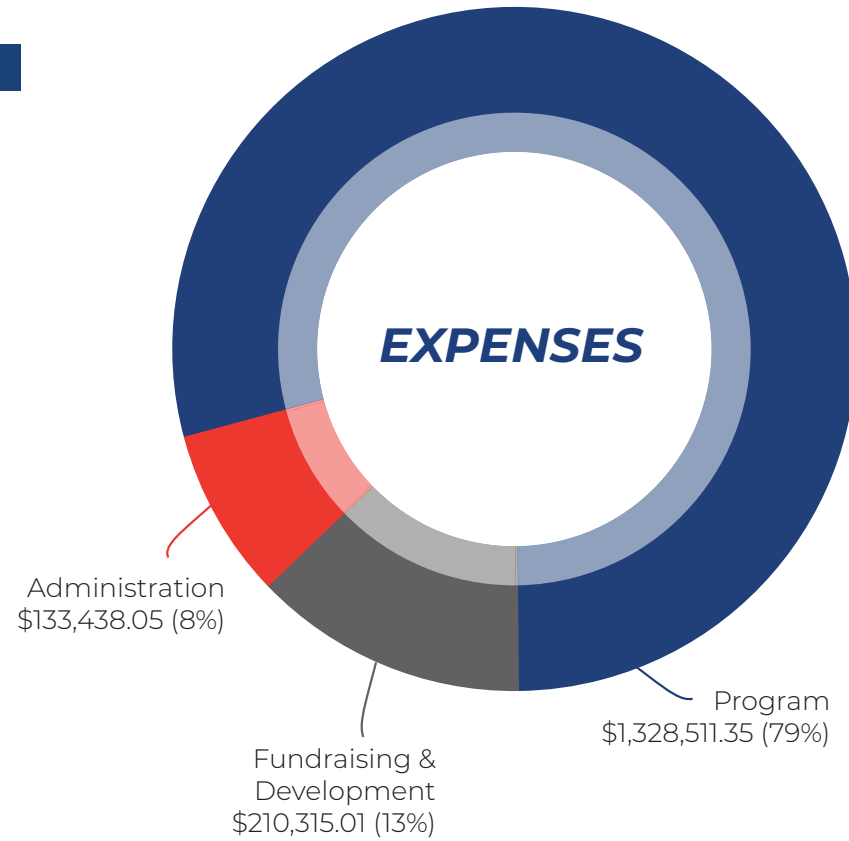
- Demonstrated commitment and advocacy for hiring Veterans
 - Lowe's Military Recruiting participated in 65 events nationally in 2020.
 - Hiring over 650+ veterans in North Carolina
 - Creation of three Department of Defense SkillBridge Transition programs in Stores Management, Supply Chain Management, and Technology in 2020.
- Created the Panthers Fitness Zone at Veterans Park

FINANCIALS

TOTAL REVENUE
\$1,816,185



TOTAL EXPENSES
\$1,672,264



VETERANS DAY

Veterans Day in the Carolinas was a virtual affair this year. Headlining the event for us was Medal of Honor recipient SSG David Bellavia, U.S. Army (Retired). Though COVID-19 kept us apart, 561 households tuned in for the event and helped raise nearly a quarter of a million dollars to support Veterans and their families.

Special thanks to our Event Partners:

Lowe's	Regions	Matlen Silver	With Honor
Carolina Panthers	Northwestern Mutual	Novant Health	Husqvarna
Truist	Bank of America	Steel Fab	TFX Capital

Veterans Day Committee:

- Christina Vinson
- Faye Almon
- Sarah Degnan
- Cameron Edwards
- Paige Ford
- Miles Grooms
- Nick Maglosky



COMMUNITY CHAMPIONS

FUNDRAISING IN A PANDEMIC WAS CHALLENGING, BUT THESE COMMUNITY CHAMPIONS ANSWERED THE CALL TO SUPPORT VETERANS AND THEIR FAMILIES WHEN WE NEEDED THEM THE MOST.

THANK YOU.

Below is a list of corporations and foundations that provided financial support to our mission in 2020.

\$100,000+

Boeing
Catholic Charities Diocese of Charlotte
Lowe's Home Improvement
Mecklenburg County Government
North Highland
Vaya Health

\$99,999 - \$40,000

Bank of America
Rick Ware Racing
The Leon Levine Foundation
The Mike and Joan Brown Family Charitable Fund
Wells Fargo

\$39,999 - \$20,000

Carolina Panthers
Foundation for a Healthy Carolina
Little Diversified Architectural Consulting
Northwestern Mutual
Provident Benevolent Foundation
The George W. & Ruth R. Baxter Foundation
Truist

\$19,999 - \$13,000

Regions Bank

\$12,999 - \$7,000

Char-Meck Comm. Foundation
Collins Aerospace
Navy Federal Credit Union

The Dowd Foundation
US Bank
WGU - North Carolina

\$6,999 - \$4,000

Ally
Bob Woodruff Foundation
DAV Charitable Service Trust
Husqvarna
Matlen Silver
Novant Health
Pike Corporation
SteelFab
Synchrony Financial
The Pearl Dixon Balthis Foundation
With Honor Action

\$3,999 - \$1,000

AT&T
Baird
Barnhardt Manufacturing
Cabarrus County Community Foundation
CRVA
Duke Energy Foundation
Enterprise
Formula Air HVAC
Fortalice
Freedom Lending USA
Horsepower Site Services
Mass Mutual Carolinas
MOAA - Military Officers Association of America, Charlotte
TFX Capital
The Blumenthal Foundation
The Hall Foundation
Timken Company
Walmart
Walters and Mason Retail
Womble Bond Dickinson
Anytime Fitness Matthews

UP TO \$999

Anytime Fitness Matthews

Hartsell Foundation
Hood Hargett & Associates
James River Equipment
Mavendog
Resident Culture Brewing
The Charlotte LGBT Chamber of Commerce
The Redbud Group at Keller Williams South Park
The William G. McGowan Fund
United Wesleyan Church
Wingspan Performance



BRIDGE BUILDERS SOCIETY

The Bridge Builders Society consists of individual donors giving \$1,000+ per year.

\$50,000-\$15,000

Pam & Bill Crowder

Jon Fussell

David Jacobson

\$14,999 - \$10,000

Anonymous

Patricia & Howard Jenkins

Katherine & Russ Major

Lisa & Glenn Sherrill

Irma Vargas

\$9,999 - \$3,000

Faye & Duke Almon

Bonnie & Jim Amos

Mary Lou & Beau Bourne

Ernest Dwight

Paige Ford

Dale Halton

Taylor Hayden

Mike Iiams

Fran & Nick Johnson

Laura & Josh King

Amy Kissam-Sands

Shelly & Michael Krueger

Patty & Tommy Norman

Lynn & Peter Pace

Jared and Audrey Rorrer

Bob Spence

Sarah & Miguel Vargas

Alanna & Richard Worrell

Hugh Wrigley

Joan Zimmerman

\$2,999 - \$1,000

Sophie & Richard Allen

Judy & Jim Allison

Gloria & Vernon Anderson

Wendi Boddy

LeeAnn & Blake Bourne

Meghan Bourne

Staci & Tim Broderick

Vickie & Bob Bunzey

John Campbell

Sunny & Doug Carver

Joe Ciffa

Camille Coers

Jane & David Conlan

Nancy & Charles Conner

Jean & Bill Cornwell

Michael Cowell

Rennie Cuthbertson

Gwin Dalton

Amy & Alfred Dawson

Jonathan Denote

Meg & George Dewey

Dana Draa

Jane & Howard Duvall

Lynn & Kevin Eckert

Riley Fields

Anthony Fiore

Nicole French

Richard Gromlich

Miles Grooms

Lars Hedenborg

Sandy & Dennis Hejlik

Whitney & Justin Holofchak

Lauren & Colin Hood

Robert Horner

Kristen & Matt Huddleston

Jennifer Huff

Michael Isaack

Lane Jones

Blanca & James Jordan

John Juba

Nick Kendall

Catherine & Jeff Kneisl

Chris Larocque

Kelli & Pete Lash

Stacey MacNeil

Stephanie & Nick Maglosky

Deborah & Daniel Majewski

Thomas Manley

Amaris & Shaun McComas

Lisa & Ken Miller

Cathelen & Tim Monte

Rhonda & Scott Neil

Rolfe Neill

Sonja & Richard Nichols

Dari Payrow

Theresa & Chris Payton

Dale & Larry Polsky

Susan & Sam Rankin

Kathy & Paul Reichs

Cynthia & Jim Roudebush

Tamara & Kirk Rygol

Joseph Scaminace

Christen & John Scott

Colleen & David Shevsky

Cindy & H.B. Smith

Lauren & Eric Speas, Lauren

Eskioglu, Eric

Chris Squier

Claire & John Tate

Erika Thompson

Dina & Pete Vacho

Donna & Frank Van Buren

Rita & Bill Vandiver

Rosa Vega-Vasquez

Lorraine & Stuart Watson

Michael Watts

Jill & Jim Whaley

Lisa & Erik Wright

Anja & David Zimmerman

PATHFINDERS

Eric Alksnis

Chris Allen

Bo B. Proctor, Jr.

John Baxter

Anthony Brown

Nathaniel Clough

Lloyd Cone

Dennis DAlessio

Benjamin Ditri

Steven Grass

Rick Groesbeck

Richard Gromlich

Miles Grooms

Colin Hood

Bill Houpt

Jennifer Huff

Nick Johnson

Donna Jordan

Andrew Karczewski

David Knight

Haylie Kokoski

Chris LaRocque

Janice Lemieux

Jodi Lich

Angela Lingle-Gains

Nicholas Maglosky

Corbin Meek

Marlo Mikeal

Ron Morgan

Zhaina Myrzakhanova

Barbara O'Hagan

Morgan Phillips

Michael Piper

Ryan Repp

Jeffrey Rieman

Jarred Rorrer

Randi Smith

Ryan Stone

Alexis Thompson

Peter Vacho

Frank Van Buren

Sam Varvel

Diane Weekley

Dwayne Wells

Todd Witt

BOARD OF DIRECTORS

AMARIS MCCOMAS, CHAIR
Equitable

ANDREW BARNES
Wells Fargo

MELISSA BODFORD
The Schuessler Group

KEVIN ECKERT
Task Force X Capital Management

BRIAN HESLIN
Duke Energy

RUSS MAJOR
USAA

MATTHEW MARTIN
Federal Reserve Bank of Richmond, Charlotte Branch

KENNETH MILLER
Bank of America

TIM MONTE
Regions Bank

JARED RORRER
Accenture

H.B. SMITH
The Smith Group at Baird

ERIKA THOMPSON
Clariant

JIM WHALEY
USO

RICHARD WORRELL
Northwestern Mutual

STAFF

BLAKE BOURNE
Executive Director

PAUL BERRY
Regional Network Director

PAUL BILL
Veteran Employment Director

STEVEN COLE
VP of Advancement

NICOLE FRENCH, PSY.D.
Clinical Director

KEVIN GRIMES
Advancement Associate

PATRICK HAYES, LCSW
Network Director

BRYCE HUMPHREYS
Coordination Center Manager

THOMAS L. JACOBS II
Community Liaison & Care Coordinator

JODI LICH
Office & Events Manager

TOMMY RIEMAN
Director of Philanthropy

RANDI SMITH
Community Engagement Coordinator

DIANE WEEKLEY, BCC
Community Liaison Consultant

DWAYNE WELLS
Care Coordinator

PETER VACHO
VP of Operations

VETERANS BRIDGE HOME WAS FOUNDED ON THE PRINCIPLE THAT PROVIDING THE CUSTOMIZED SUPPORT TO VETERANS AND MILITARY FAMILIES TO MEET THEIR SPECIFIC NEEDS REQUIRES TEAMWORK.

BOARD OF ADVISORS

GEN. JIM AMOS
U.S. Marine Corps, Retired

BONNIE AMOS
Veteran Advocate

JIM BABB
Community Leader

RYE BARCOTT
CEO & Co-Founder With Honor

MAJ. GEN. DOUG CARVER
U.S. Army, Chaplain, Retired

KELLY CHOPUS
Robbins Foundation, Richmond

WILLIAM CROWDER
Crowder Construction

LISA DUBOIS
Civic Leader

DR. CHUCK EDWARDS
Physician

CARLOS EVANS
Wells Fargo, Retired

DR. FRANK HARRISON
Carolinas Healthcare, Retired

KIM HENDERSON
Novant Health

JAMES JORDAN
Charlotte Hornets

JIM KELLIGREW
US Bank

ROLFE NEILL
Charlotte Observer, Retired

RICHARD NICHOLS
Bank of America Private Bank

PATTY O'H. NORMAN
Civic Leader

TOMMY NORMAN
Norcom Properties

VIC PHILLIPS
Grant Thornton

TERRI POPE
American Airlines, Retired

ART PUE
Engineering Sales Associates

LT. GEN. JIM ROUDEBUSH
U.S. Air Force, Retired

BRANDON SHELTON
Task Force X Capital Management

FRANCIS THOMPSON
Civic Leader

BILL TIMMERMAN
SCANA, Retired

BILL VANDIVER
Bank of America, Retired

RICHARD VINROOT
Robinson Bradshaw

MARTY VISER
Campbell's Snacks

JUDGE FRANK WHITNEY
Chief Judge, U.S. Superior Court

MAJ. GEN. CORNELL WILSON
U.S. Marine Corps, Retired

JIM WOODWARD
Civic Leader

JOAN ZIMMERMAN
Civic Leader



15
TEAM MEMBERS



142
YEARS OF COMBINED
MILITARY SERVICE



EMPLOYEES FROM
10
CITIES THROUGHOUT NC & SC



1
MISSION

VETERANS BRIDGE HOME IS A CHARLOTTE-BASED ORGANIZATION THAT CONNECTS VETERANS AND THEIR FAMILIES, IN ANY STATE OF TRANSITION, TO THE COMMUNITY. THROUGH OUR NETWORK OF PARTNERS, WE HELP VETERANS NAVIGATE EMPLOYMENT, CREATE SOCIAL CONNECTIONS, AND SETTLE THEIR FAMILIES. WE LOOK AT THE WHOLE VETERAN AND CONNECT THEM TO THE RESOURCES NEEDED TO BE SUCCESSFUL AND THRIVING LEADERS IN OUR COMMUNITY.

A STRONGER COMMUNITY. ONE VETERAN AT A TIME.

VETERANSBRIDGEHOME.ORG
704.332.8802



@VETERANSBRIDGEHOME

