



**DIXON
CENTER®**

FOR MILITARY AND VETERANS SERVICES

Reaching America

a member of THE FEDCAP GROUP

DIXON CENTER FOR
MILITARY AND VETERANS SERVICES

ANNUAL REPORT

JANUARY 1, 2024 - DECEMBER 31, 2024

2024

WE ARE BUILDING CAPACITY THROUGH OUR
INFLUENCE ★ **IDEAS** ★ **ACTION**

COMMAND COUNCIL MEMBERS

Latrese Dixon
Blue and Gold Star Family Partner

John Anderson
Spring Creek Partners and Anderson Enterprises

John Coonradt
USMC for Life

Rick Freedman
Eugene and Ruth Freedman Family Foundation

Carol Khoury
The Fedcap Group

Frank Gaudio
Foundation Subject Matter Expert (SME)

Danny Gardner
Affordable Housing (SME)

Tommy Haire
Soldier for Life

Brian Hull
UBS Americas

Robert J. McCann
NewEdge Capital Group

Christine McMahon
The Fedcap Group

Leon Mangum
JROTC Learning Leadership

Holly Metzger
Artist

Jerry Pascucci
UBS Americas

Colonel David Sutherland,
U.S. Army (Ret.) Chair

Edward Wenzel
Edward Wenzel Associates

James E. Williams Jr.
Nonprofit Executive SME



Dixon Center Team Member Tatum Causey with Tony Warren, Latrese Dixon, Command Council Member, and Colonel Duncan Milne, President of Dixon Center.



Colonel David Sutherland, Chair of Dixon Center (2nd from left) with Command Council Members Brian Hull (1st from left), Christine McMahon, Carol Khoury and Rick Freedman.



Dixon Center Team Member Eileen Greenlay with Command Council Members Holly Metzger and Latrese Dixon.

OUR MISSION

Our mission is to ensure our veterans and military families can succeed where they live and that every organization, across all sectors of society, effectively integrate veterans and their families into their organization and existing programs.

We are a resource for individuals, organizations, systems, movements, and communities interested in the long-term wellbeing of veterans and their families. We use our influence, ideas, and actions to build the capacity of other organizations, maximizing their ability to integrate veterans and their families into their programs and activities. By inspiring collective action toward a shared goal, we are assisting these organizations to transform the lives of service members, veterans, and their families, ensuring they reach their full potential.

OUR VISION

Dixon Center for Military and Veterans Services will be the resource of choice for individuals, organizations, systems, movements and communities from all sectors of society – public, private, social, and civic. We will be a conduit - with staying power as a member of The Fedcap Group - providing and coordinating technical assistance/training, resource sharing, and strong leadership for our partners, who, with our ongoing support share our noble purpose: to make the lives of our veterans and their families better.

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CHAIR'S LETTER:

Since 2012, Dixon Center for Military and Veterans Services has been building capacity.

I'm thrilled with our 2024 outcomes. Dixon Center is moving closer and closer to achieving our vision of being the resource of choice for organizations, individuals, systems, movements and communities from all sectors of society who, with our ongoing support, share our noble purpose: to make the lives of veterans and their families better.

In 2024, the Center solidified our capacity building model - the process of improving abilities to perform, produce, or deliver for our nation's veterans and their families.

We used our influence, ideas, and actions to assist others, who in turn are integrating veterans and their families into their activities. Capacity building in 2024 included:

- Training: Providing training to help our partners perform their roles as service providers, leaders, or participants.
- Investing in tools: Investing in tools that are helping with day-to-day tasks that include delivery of, or delivery to services for veterans and their families.
- Diversifying revenue streams: Diversifying revenue streams are helping make our partner organization stronger and more sustainable.
- Improving volunteer recruitment: Improving how our partner organizations integrate ambassadors and individuals who are volunteering to make lives better.
- Leveraging technology: Providing and coordinating technical assistance/training to leverage technology.
- Overhauling systems: Identifying experts and resources that assist in overhauling systems to meet the evolving needs of veterans and their families.

The 2024 Annual Impact Report showcases Dixon Center's work and achievements relative to building capacity. Throughout 2024, we achieved more impact, more actions, and more accomplishments by enhancing the ability of organizations to meet their objectives and goals.

Congratulations to our team working across the nation, our partners making a difference in communities where veterans live, and the veterans and their families impacted through the work of these partners.

To this end, we will continue to prioritize our three pillars: Work with Purpose, Heal with Honor, and Live with Hope. We will emphasize and ensure we have the necessary resources to accomplish our 13 programs within these pillars.

Thank you, as always, for your partnership and support.

Giddy up.



Colonel David W. Sutherland
U.S. Army (Ret.)
Chair



What We Do

At Dixon Center for Military and Veterans Services we subscribe to a model of crisis prevention, rather than crisis intervention.

Because it is easier—and far more cost-effective—to stop trouble before it starts.

There are nearly 11 million organizations across all sectors of American society. If they all include our military veterans and their families as employees, students, recipients of services and support – those touched by military service will thrive. As a nation, we cannot rely on a small number of veteran service organizations and government. It takes a whole of society approach. The good news is that there is no lack of will on the part of the American public. They want to help but they may not be sure how.

This is where Dixon Center for Military and Veterans Services comes in—serving as a resource hub of influence, ideas, and actions, we are building capacity in our partnered organizations, maximizing their potential to support veterans and their families. This includes:

- Providing strategic support to people, institutions, organizations, and communities, across the nation, which are committed to improving the lives of veterans and their families.
- Bringing together people, resources, and expertise to leverage the best outcomes for our partners.
- Fostering, strengthening, and expanding community-based connections to veterans.
- Serving as a recognized and visible network and voice for military and veteran services.

We work with organizations, individuals, systems, movements and communities from all sectors of society – public, private, social, and civic. We provide and coordinate technical assistance/training, resource sharing, and strong leadership for our partners, who, with our ongoing support share our noble purpose: to make the lives of veterans and their families better.

We have assisted and provided support to community partners across three pillars, 13 programs, and nearly 600 projects over the past 10+ years, including 80+ projects in 2024.



Colonel Duncan Milne, President of Dixon Center for Military and Veterans Services, participating at the New York Health Foundation's conference on Veterans' Health.

Dixon Center leading a panel discussion with Task Force Movement at the American Legion Washington Conference.

OUR THREE PILLARS ARE:

Work with Purpose

Creating pathways to careers where veterans earn a family wage and have affordable healthcare and benefits. Careers that allow veterans to set and meet their future goals.

Heal with Honor

Developing solutions that focus on the eight dimensions of wellness: mental, physical, social, environmental, occupational, spiritual, intellectual, and financial; ensuring that veterans and their families not only survive but thrive.

Live with Hope

Accessing affordable housing—living in a safe, secure, and comfortable environment in harmony with a local community where a veteran can function independently and contribute to society as a private citizen.

We're not the direct service provider that solves the problem. We reach out to assist and increase the impact of those who do.



Colonel Duncan Milne with 2024 Award recipients Major General Mark Graham, Mike Hazard, Brian Hull, and Danny Gardner.

Dixon Center Team Member Liz Belcaster with Nicole Jeup, Veterans in Piping Program.



The launch of Task Force Movement (TFM)-Illinois—with Dixon Center's assistance, TFM is collaborating with state workforce and veterans' agencies.



Colonel Sam Whitehurst with leadership from UWUA Local 18007 and Peoples Gas, two Dixon Center Partners, at the Task Force Movement White House Meeting.



Dixon Center Team Members Eileen Greenlay, Tatum Causey and Sara Heidenheimer.



Dixon Center at Illinois Dept. of Commerce and Economic Opportunity Conference—Dec. 3, 2024

2024 IMPACT

- 178,000 Collaborative Partners
- Influenced 511,000 Organizations and Individuals
- Expanded our work with Government Agencies
- We have expanded our Development and Marketing & Communications Staff

Approximately 3,616,000 Organizations and Individuals Since 2012



Dixon Center is a capacity builder, here we are working with the Veterans Committee at UWUA Local 18007 to enhance their programs for serving union veterans in Chicago.

OUR WORK

At Dixon Center for Military and Veterans Services, we are committed to the evolving needs of veterans and their families, understanding that these needs require adaptable and innovative solutions. By leveraging our influence, ideas, and actions, we enhance the capacity of our partners, amplifying their positive impact on the military and veteran community.

Our collaborative efforts not only drove systemic change but also created meaningful impact where it mattered most, allowing veterans and their families to thrive and become productive members of their communities. In 2024, across 80+ projects, over our 13 programs, nested in our three pillars, we empowered our partners to effectively respond to veterans' needs, ensuring successful outcomes for them and their families in their local environments.

PILLAR #1: WORK WITH PURPOSE

Dixon Center for Military and Veterans Services embodies the principle of "work with purpose" as a fundamental pillar of our mission to create positive outcomes for veterans and their families. We recognize that securing careers offering competitive wages, access to affordable healthcare, and opportunities for advancement is essential for veterans to achieve financial stability and reintegrate into civilian life.

Unfortunately, many veterans face underemployment, with approximately one-third of job-seeking veterans in roles that do not utilize their valuable skills and experiences, often forcing them to live paycheck to paycheck. At Dixon Center, we actively work to change this narrative by building the capacity of organizations that provide transitioning service members, military spouses, and veterans with pathways to meaningful careers and the training needed to succeed.

Our efforts have positively impacted over 150,000 individuals and organizations, equipping veterans with the tools to thrive in the workforce. By offering technical assistance and training to employers, unions, and educational institutions, we enhance their capacity to connect with and utilize the unique talents within the military and veteran community, ensuring that they can create lasting positive outcomes for veterans and their families.

In 2024, Dixon Center's work created opportunities for over 4,588 service members/veterans in earning licenses and certifications and employment in the utilities, transportation, cybersecurity sectors and the building trades.



Colonel Duncan Milne and Eileen Greenlay meeting with Apex Technical School, a Fedcap Group partner.

PROGRAM: WORKFORCE DEVELOPMENT AND CAREER PLACEMENT

Dixon Center for Military and Veterans Services is a proven leader in assisting organizations in recruiting, integrating, training, and retaining veterans and their families into their workforce. Dixon Center and our partners have been instrumental in expanding efforts to provide career specific training across the country. Dixon Center has ensured that these programs provide a pathway into the middle class and ensured a level playing field with civilian counterparts.

PROGRAMMATIC HIGHLIGHTS:

TASK FORCE MOVEMENT:

In 2024, Dixon Center for Military and Veterans Services continued to serve a leading role in Task Force Movement, a coalition of employers, labor unions, industry associations, academic institutions and veteran organizations that are creating pathways to civilian careers in the transportation, cybersecurity, and healthcare sectors for the military and veteran community:

- Organized and led Task Force Movement convenings at the American Legion's Washington Conference in February to find solutions for military-connected community members entering the trucking, cybersecurity, and healthcare fields.
- Partnered with the African American Chamber of Commerce of New Jersey and the Minority Professional Trucker's Association to launch the "Driven by Equity" workforce development program. This program provides training and tools to minority, veteran, and women truck drivers to help them succeed as small business owners.
- Coordinated 75 scholarship opportunities for veterans with partner training providers and universities/colleges, leading to industry-recognized cybersecurity certifications.
- Participated in the Carolina Cyber Network's Spring Convening highlighting the importance of combining supportive services with cyber apprenticeships to help veterans and their families succeed.
- Launched Task Force Movement-Illinois, an initiative to apply the successful TFM model to address specific labor needs in each state, creating opportunities for veterans in their communities. The model expansion plans include Michigan and other states in 2025.



Dixon Center at the convening of Task Force Movement at the White House. Dixon Center brought together federal and state agencies, academic institutions, unions, and employers to discuss streamlining pathways to meaningful careers for veterans.



Dixon Center with partners, Fusion Cyber and Denmark Technical College (HBCU), discussing how to create positive outcomes for student veterans in rural communities.

Listen to Episode 24 of the Service Before Self Podcast with Secretary Patrick J. Murphy, 32nd Under Secretary of the Army and Chairman of Task Force Movement, on the importance of creating Work with Purpose for the veteran community in the sectors of transportation, cybersecurity, and healthcare. To listen, go to <https://dixoncenter.org/service-before-self-podcast/>.



UMAP/VIP VETERAN WORKFORCE TRAINING PROGRAMS:

Dixon Center continued to demonstrate our commitment to building capacity in union veteran programs. In 2024, we played a pivotal role in enhancing the Utility Workers Military Assistance Program (UMAP), United Association Veterans in Piping Program (VIP), and the International Union of Elevator Constructors Veterans Assistance Program (IUEC-VAP). By providing strategic guidance and leadership, we assisted these organizations expand their outreach and effectiveness in serving veteran communities. This collaboration led to the development of tailored mental health and wellness initiatives that address the unique challenges faced by veterans, and recruitment and retention strategies to attract veterans to the opportunities in the utility and building trade sectors, and the necessary support to thrive in their new roles.

MEGA-PROJECTS:

Dixon Center for Military and Veterans Services is actively collaborating with the Department of Labor's Mega-Project program to enhance the support system for veterans and their families engaged in these significant infrastructure initiatives.

Mega-Projects are large-scale, high-cost, and complex engineering and construction projects that often involve significant public and private investment. Due to their scale, complexity, and the number of workers involved, Mega-Projects typically require extensive coordination among various stakeholders, including government entities, private companies, and labor unions.

Through our collaboration, Dixon Center has shared best practices with participating employers and unions to improve workforce policies, recruitment, training, and retention strategies for veterans working on Mega-Projects.



Dixon Center with our partners, International Union of Elevator Constructors (IUEC) and Soldier for Life, at the launch of the IUEC Veterans Assistance Program at IUEC Local 2 in Chicago.

"Our partnership with Dixon Center has strengthened IUEC's ability to achieve our goal of creating positive outcomes for veterans and their families."

Jason Gray, National Organizer, Veterans Assistance Program, International Union of Elevator Constructors



Dixon Center at launch of the Driven by Equity Initiative along with partners: African American Chamber of Commerce of New Jersey, Task Force Movement and the Minority Professional Truckers Association.

PROGRAM: VETERAN ENTREPRENEURSHIP

Engaging organizations and individuals that are creating entrepreneurship opportunities for veterans and their families—providing training and education solutions, and mentorship and networking opportunities to veterans. Also working with Financial Institutions and Community Development Financial Institutions (CDFI), Dixon Center has assisted in the access to capital for veteran entrepreneurs in at-risk communities. This includes supporting large banks and their partner CDFI efforts as they expand and refine outreach and access activities for veterans.

PROGRAMMATIC HIGHLIGHTS:

DRIVEN BY EQUITY COALITION:

Dixon Center for Military and Veterans Services helped launch the Driven by Equity coalition, collaborating with the African American Chamber of Commerce of New Jersey (AACCNJ), Task Force Movement (TFM), and the Minority Professional Truckers Association (MPTA). This initiative is a vital step in supporting veteran entrepreneurs, particularly in the trucking industry, and plays a significant role in New Jersey's economic landscape.



Dixon Center visiting NYU Tandon School of Engineering Veterans Future Lab in Brooklyn, New York to learn more about its program for veteran entrepreneurs.

With approximately 91% of trucking businesses in the U.S. being small and lacking formal educational or certification programs, this partnership seeks to fill a critical gap in resources and support for veterans entering the trucking sector or growing their businesses.

This collaboration is harnessing our collective expertise and networks necessary to develop effective solutions and to ensure that programs are tailored to the unique needs of veteran entrepreneurs, with an emphasis on inclusivity and support for women veterans and those from underrepresented communities.

“Through their expertise, leadership, and partnership in the Driven by Equity Initiative, Dixon Center is increasing opportunities for veterans and their families in New Jersey and across the Northeast.”

Viv Harmon, Executive Director, Training and Development Institute, African American Chamber of Commerce of New Jersey

PILLAR #2: HEAL WITH HONOR

The transition from military service can be a difficult one as veterans adjust to joining a new community, reestablishing their identity and a sense of purpose, and in some cases, dealing with war trauma. The resulting isolation and disconnection that burdens far too many veterans is connected to the scourge of veterans dying by suicide, a sharp rise in substance use disorder, and other serious health issues impacting those touched by military service.

We recognize the strength and resilience of veterans and are committed to building capacity within organizations that support them. By partnering with local and national organizations, we work to enhance their ability to help veterans heal with honor. We assist these organizations in improving the delivery of programs and services that are proven to be effective, making them even more impactful. Dixon Center creates networks that foster connection, recovery, and a renewed sense of purpose for veterans, reinforcing the belief that they can lead fulfilling, meaningful lives as productive members of their communities.



Dixon Center visiting Vets4Warriors, a 24/7 national peer support hotline for veterans and families.

Listen to Episode 25 of the Service Before Self Podcast with Jennifer Grubb, wife, mother, combat veteran, and veteran advocate. Jennifer shares her candid, raw, and thought-provoking experience of Healing with Honor following military service. To listen, go to, <https://dixoncenter.org/service-before-self-podcast/>.



Dixon Center partnering with Black Veterans for Social Justice to create opportunities for veterans and their families in New York City.

PROGRAM: A CLEARINGHOUSE

Since 2012, the Center's team of experts have been helping communities, organizations, and individuals find strategic, practical solutions for the most challenging issues facing today's veterans and military families. The Center has been building a national network of community-based programs, and learning which grassroots solutions are working, and which ones are not. As a result, the Center is the "go-to" resource for service-minded individuals, organizations, donors, and those who want veterans to reach their potential and participate fully in their communities.

PROGRAMMATIC HIGHLIGHTS:

AMERICAN LEGION WASHINGTON CONFERENCE:

At the 2024 American Legion Washington Conference, Dixon Center designed and led a diverse panel discussion on mental health and wellness solutions for veterans and their families. Drawing on insights from our national network of programs and partners, the panel shared best practices and evidence-based approaches grounded in real-world successes and challenges. The Center's role as a clearinghouse allowed it to curate this informative discussion, highlighting effective community-based initiatives.

"During the 2024 American Legion Washington Conference, Dixon Center played a critical role by leading discussions that not only identified challenges facing veterans and their families but presented innovative solutions as well."

Joe Sharpe, Director, National Veterans Employment & Education Division,
American Legion.



At the American Legion Washington Conference, Dixon Center with leading researchers, thought leaders, and practitioners who are developing innovative approaches to enhance the well-being of veterans and their families.



Colonel Sam Whitehurst presenting at American Legion Washington Conference as part of our work with Task Force Movement in creating pathways to in-demand careers for transitioning service members, military spouses, and veterans.

EIGHT DIMENSIONS OF WELLNESS:

A comprehensive approach to wellness for veterans and their families is essential for fostering resilience and enhancing quality of life. By integrating the eight dimensions of wellness, this holistic strategy ensures that veterans and their families receive support tailored to their unique needs, promoting overall well-being, and facilitating successful reintegration into civilian life.

Financial Wellness: Working with institutions, departments, agencies, and nonprofits, we help them find and focus on veterans and their families, so they achieve satisfaction with their current and future financial situation.

Emotional Wellness: Leveraging community-based organizations, we share resources and solutions that help them integrate veterans into their programs to help veterans and their families cope effectively with life and create satisfying relationships.

Social Wellness: Building capacity with direct service providers and assisting them in sustaining programs that increase outreach resulting in veterans achieving a sense of connection, belonging and a well-developed support system.

Spiritual Wellness: Assisting organizations, programs, and communities to integrate veterans and their families to expand a sense of purpose and meaning in life.

Occupational Wellness: Working with employers, Dixon Center provides actions to expand veteran diversity and inclusion in the workplace, resulting in veterans achieving personal satisfaction and enrichment derived from their work.

Physical Wellness: Increasing the capacity of organizations and programs that promote a healthy, active lifestyle and habits focused on nutrition and exercise.

Intellectual Wellness: Assisting educators, institutions, and training facilities create opportunities for veterans and their families so they improve their creative abilities and find ways to expand their knowledge and skills.

Environmental Wellness: Working with communities to address basic needs assistance for at risk veterans facing difficulties to ensure they live in good health by occupying environments that support their overall well-being.

PROGRAMMATIC HIGHLIGHTS:

COORDINATED ASSISTANCE NETWORK:

Dixon Center introduced the Coordinated Assistance Network's model of comprehensive support services for veterans and their families to our partnered employers, unions, schools, and training providers. This collaboration addressed the financial, intellectual, emotional, and environmental wellness needs of the military and veteran community, increasing positive outcomes. Through Dixon Center's capacity building, Coordinated Assistance Network has expanded its community partnerships and impact, created support networks that address veterans' full spectrum of needs beyond just employment and education, and empowered veterans and their families achieve lasting personal and professional success.

"Dixon Center's reach and network throughout the military and veteran community has increased our capacity to connect veterans and their families with supportive services. They are the go-to resource for organizations that support veterans."

**Chris Fitzpatrick, Deputy Director,
Veterans Plus and Coordinated Assistance Network**

TEXAS VETERAN + FAMILY ALLIANCE AND EASTER SEALS GREATER HOUSTON COLLABORATIVE:

Through Dixon Center's leadership in the Texas Veteran + Family Alliance and Easter Seals Greater Houston Collaborative, Dixon Center, with our partners, transformed how veteran service organizations collaborate. By orchestrating targeted convenings of mental health providers, we are addressing the specific needs of organizations so that they can provide seamless service delivery across southeastern Texas. This approach empowers local organizations to share expertise, eliminate service gaps, and create lasting support networks that reach more veterans and families in need.



Dixon Center at a strategic planning workshop with partners AlphaROC, Avizhen Inc. and the Coordinated Assistance Network.



Dixon Center team at Easter Seals Greater Houston using our influence, ideas, and actions to organize the Texas Veteran + Family Alliance Collaborative Annual Convening.



The first steps to successful collaboration and outcomes start with great partners! With mental health, wellness, and veteran employment organizations in Houston, Texas.

PROGRAMMATIC HIGHLIGHTS:

INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS VETERANS ASSISTANCE PROGRAM:

At the 2024 International Union of Elevator Constructors (IUEC) Veterans Assistance Program Summit, Dixon Center played a central role in reviewing progress and sharing best practices since the program's launch. Leading a panel on "Mental Health and Wellness," Dixon Center highlighted critical issues impacting veterans' emotional, social, spiritual, and physical wellness, fostering an open exchange of ideas and insights. Throughout the summit, Dixon Center contributed expertise on the unique challenges veterans face and the power of collaborative solutions, reinforcing its commitment to capacity building that empowers IUEC-VAP to better support veterans and their families.

PATHWAYS TO CITIZENSHIP:

Through targeted advocacy and outreach, Dixon Center is advocating for policy changes that affect non-citizen veterans. Non-citizen veterans, many of whom served honorably in the U.S. military, face unique and challenging circumstances that put them at risk for deportation. Deported veterans are often separated from their families, their community, and critical benefits such as VA healthcare, which are only accessible within the United States. For these veterans, deportation means a loss not only of their home but also of the support networks they rely on to manage service-related injuries or mental health issues. Over 700,000 foreign-born veterans live in the United States, out of which 94,000 do not have U.S. citizenship and are subject to deportation.

AI MINDSYSTEMS FOUNDATION:

Dixon Center for Military and Veterans Services partnered with AI MINDSystems Foundation on the HERO initiative, a pioneering effort focused on harnessing AI technology to support the mental health and wellness of veterans and their families. Through this partnership, Dixon Center is providing strategic guidance on veterans' unique needs, ensuring HERO's AI-driven solutions are practical, accessible, and responsive. By integrating advanced technology with veteran-centered care, Dixon Center and AI MINDSystems are empowering veterans to lead healthier, more resilient lives.

PILLAR #3: LIVE WITH HOPE

Dixon Center envisions comprehensive change for veterans—through work, wellness, and, most importantly, the chance to live with hope.

Achieving this requires affordable housing—a place of their own. Currently, over 40,000 veterans are homeless in America, with nearly 1.4 million more at risk, living at or below the poverty line.

Dixon Center collaborates with local and national partners to prevent homelessness among veterans and to provide affordable housing solutions. Our extensive network also addresses broader issues tied to housing stability, such as food security, public health, and crisis relief, creating a robust community of support.

Through this national network, we are giving veterans a real opportunity—not just to survive, but to thrive.



Meeting at Denmark Technical College

Dixon Center with leaders from the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry (UA) and the International Union of Elevator Constructors (IUEC). Dixon Center's relationship with the building trade unions is making a difference in the lives of union veterans and their families.

Check out video of Colonel Sam Whitehurst speaking about the importance of career placement and development for veterans at the National Elevator Industry Educational Program's recent summit. <https://m.youtube.com/watch?v=kanW9QWZIRI>



Listen to Episode 26 of the Service Before Self Podcast with Danielle Applegate from National Coalition of Homeless Veterans. Danielle shares her personal story of how homelessness impacts both veterans and non-veterans alike, but also how there are strategies and resources that assist veterans and their families with a way out and to Live with Hope. To listen, go to <https://dixoncenter.org/service-before-self-podcast/>



PROGRAM: HOUSING:

Collaborating with organizations that help veterans and their families achieve secure, safe, and permanent homes in communities where they can thrive - not just find shelter, but truly belong.

PROGRAMMATIC HIGHLIGHTS:

NATIONAL COALITION OF HOMELESS VETERANS (NCHV):

Drawing upon our advocacy and outreach, Dixon Center supported the National Coalition for Homeless Veterans in the Grants Pass v. Johnson Supreme Court Case, which challenged bans on outdoor sleeping for homeless individuals. This ruling could impact veterans by potentially criminalizing homelessness rather than addressing its root causes. Even though the decision was unfavorable to veterans who are in the most need of assistance, Dixon Center will continue to advocate for nationwide “Housing First” policies that prioritize permanent housing as the foundation for recovery and reintegration services.



Dixon Center supporting Soldier On, our partner in New Jersey that provides housing for veterans.



Eileen Greenlay with our partner, Fedcap Veterans, at the National Coalition for Homeless Veterans Annual Conference in Washington, DC.

PROGRAM: BASIC NEEDS

Dixon Center prioritizes a strategy of crisis prevention, working to ensure veterans and their families have the resources to maintain stability and avoid emergency situations. Basic needs encompass the essentials required for a decent life—such as food, shelter, clothing, and access to critical services like clean water, sanitation, education, healthcare, and public transportation. By focusing on food security, safe housing, public health, and other foundational supports, Dixon Center and its partners address these needs proactively, helping veterans and their families build resilience and stability before crises arise.

PROGRAMMATIC HIGHLIGHT:

WOMEN VETERANS PROGRAM:

Since 2015, Dixon Center’s Women Veterans Program has focused on the unique challenges women veterans face as they reintegrate into their communities, emphasizing rapid crisis prevention and support. Offering a “hand-up” became even more crucial as economic uncertainty over the past year led to an unprecedented number of women veterans seeking assistance. In 2024 alone, Dixon Center has assisted 150 women veterans, connecting them to resources for budgeting, food assistance, and other essential services. Additionally, 99 of these women received emergency financial aid, reinforcing Dixon Center’s commitment to empowering women veterans in times of need.

“This resource was an absolute life saver for me! The process was straightforward and easy to manage during one of the most stressful times of my life. I am so grateful for the entire process from start to finish. I never ask for help and from the start, I felt completely supported and had great communication during the process. Thank you so much to everyone involved in making this happen and helping those in need! I am forever grateful; this generosity paved the path for a positive future!”

Alexandra G., Air Force Veteran

WOMEN VETERANS SERVED SINCE PROGRAM INCEPTION:
450
2024 IMPACT
99 WOMEN VETERANS RECEIVED FINANCIAL ASSISTANCE 51% ARMY 19% AIR FORCE 9% MARINE 20% NAVY
AVERAGE AGE
37
MARITAL STATUS
SINGLE: 52% SEPARATED: 9% MARRIED: 12% DIVORCED: 26%
TOP 5 STATES WHERE REQUESTS CAME FROM:
FLORIDA GEORGIA SOUTH CAROLINA TEXAS VIRGINIA
THE MOST COMMON REQUEST TYPES:
AUTO LOAN PAYMENT AUTO REPAIR MORTGAGE PAYMENT RENT PAYMENT UTILITIES

HONORING VETERANS AT SPECIAL EVENTS AND CEREMONIES IN 2024



Colonel David Sutherland conducting a tour of Arlington Cemetery.



Fort Mill, SC Veterans Day Ceremony—communities across the country play a vital role in supporting veterans and their families.



Junior ROTC student playing taps at a local 2024 Veterans Day Ceremony.



Dixon Center attending a memorial ceremony in Wall, NJ.



Placing wreaths as part of a Wreaths Across America community event.

RECOGNITION:

Dixon Center for Military and Veterans Services recognized by Fisher House.

In August, Dixon Center for Military and Veteran Services was recognized by the Fisher House Foundation for our Driven by Equity Program. The recognition included a sizable in-kind grant for outreach through Military Times publications that serve all branches of the United States Military. Dixon Center will use this promotion opportunity to encourage community involvement, enhance outreach and awareness, and increase impact of our programs through innovative marketing and communication initiatives.



MilitaryTimes

THE 2023-25 ROBERT J. MCCANN PROGRAM & IMPACT ASSESSMENT FELLOWSHIP

Dixon Center for Military and Veterans Services has established the Robert J. McCann Program and Impact Assessment Fellowship. The fellowship is named in honor of Mr. McCann, a World War II Navy veteran. Mr. McCann was a native of Pittsburgh, PA who raised two sons and was a lifelong advocate for our nation's veterans and their families.

The Robert J. McCann Program and Impact Assessment Fellowship awards PhD candidates conducting research on topics relative to the emerging needs of veterans and their families. To support the student's commitment to furthering research the program offers an annual stipend.

Robert J. McCann Program and Impact Assessment Fellow

The 2023 – 2025 Robert J. McCann Program and Impact Assessment Fellow is United States Army Retired Colonel Kaname "Kenny" Kuniyuki. Kenny is pursuing his PhD at the University of Dayton.

Colonel Kuniyuki, US Army (Ret.) employed quantitative analytical tools to elucidate and contextualize Dixon Center's support for women veterans over the past eight years. He played a crucial role evaluating grant applications and conducting research on various veteran-related issues, with a specific focus on those affecting women veterans. Concurrently, he pursued his doctoral studies at the University of Dayton, concentrating on organizational theory, research methods, ethics, and topics pertaining to diversity, equity, and inclusion.



Bob McCann, Council Member and son of Robert J. McCann, with Colonel Kenny Kuniyuki.



Eugene and Ruth Freedman

EUGENE AND RUTH FREEDMAN LEADERSHIP AWARD

This award is named in honor of philanthropists and business leaders Eugene and Ruth Freedman. The couple's lifetime of philanthropy has made a positive difference in the lives of untold numbers of veterans across the country.

This award is presented annually by Dixon Center to recognize outstanding organizations committed to the well-being of veterans and their families. Previous recipients include Prudential, PwC Charitable Foundation, Inc., the International Brotherhood of Teamsters, Utility Workers Union of America, UBS, iHeartMedia and Hope for the Warriors.



Mark A. Graham,
Major General, U.S. Army (Retired)
Executive Director, Vets4Warriors &
Rutgers UBHC National Call Center.

2024: Vets4Warriors

Vets4Warriors, housed at the Rutgers University Behavioral Health Care National Call Center, is a one-of-a-kind, 24/7 peer support network. Vets4Warriors operates completely independent of the VA and the U.S. Military so callers can feel confident in everything they share. Their program complements official government resources available to service members, veterans, family members and caregivers, but remains separate from them. This ensures that every caller always has access to every available resource to meet their needs, whatever those needs may be.



Carolyn and Herbert Metzger

CAROLYN AND HERBERT METZGER SERVICE AWARD

The Carolyn and Herbert Metzger Service Award is named for Carolyn and Herb Metzger and the example they set in living a purpose-driven life. This award is presented annually by Dixon Center for Military and Veterans Services to recognize outstanding individuals committed to addressing the well-being of veterans and military families. Previous recipients include Mr. Rick Freedman and his family, Mr. Michael "Mick" Yauger, Mr. Tim Thorne, Mr. John Anderson, Mrs. Latrese Dixon and Mrs. Jennifer Grubb.



Brian Hull,
Dixon Center Command
Council member

2024: Brian Hull

From the very beginning, Mr. Hull has played an integral role in advancing the mission of Dixon Center. His dedication and influence have been a driving force behind our efforts to create sustainable support networks for veterans.

As an active and valued member of our Command Council, Mr. Hull has been instrumental in helping us leverage our influence, ideas, and actions to enhance our capacity building. His leadership continues to inspire collaboration and growth across the broader community, extending our impact and furthering our work of improving the well-being of those who have served.



Michael "Mick" Yaeger

MICHAEL "MICK" YAUGER POINT MAN AWARD

In an Army formation on patrol, the point man takes responsibility for others and assists them as they move through challenging terrain. This particular award, named for that role and responsibilities and in honor of Michael "Mick" Yaeger, recognizes the recipient's forward leadership in supporting others through challenging times and/or transitions. Previous recipients include 1SG Timothy Englund, Mr. Richard "Rick" Passarelli, Mr. Frank Christensen, Staff Sergeant Leon Mangum, and the Honorable Patrick J. Murphy.



Mike Hazard,
Veterans in Piping Program Manager

2024: Mike Hazard

Mike Hazard has been honored with this award in recognition of his outstanding contributions as the Program Manager for the UA Veterans in Piping (VIP) program. In this role, Mike has been instrumental in helping transitioning active-duty service members lay the groundwork for successful careers in the pipe trades. Under his leadership, the program has served as a vital resource, offering comprehensive training and support to veterans looking to enter the skilled trades. Mike's dedication and support to the success of veterans transitioning to civilian life has made a lasting impact on thousands of lives.



Lou Lowenkron

LOU LOWENKRON COMMITMENT TO VETERANS EXCELLENCE AWARD:

This award is named in honor of US Army veteran, philanthropist, and business leader, Lou Lowenkron. Lou's life of service, philanthropy and leadership has transformed the lives of untold numbers of people across the country, especially veterans and their families. Similar to Lou's service, this annual award recognizes a training or education institution that is making a difference in the lives of veterans and their families. The previous recipients include City Colleges of Chicago, No Greater Sacrifice Foundation, and FourBlock.



Danny Gardner,
Senior Vice President with
Freddie Mac and Dixon Center
Command Council member

2024: Freddie Mac's Financial Education

Freddie Mac's Financial Education provides a structure that educates on the basics of personal finances, including budgeting, banking and managing credit. To provide a better understanding of a veteran's path to financial stability and homeownership, Freddie Mac's programs focus more on the unique needs and challenges of veterans, service members and their families. This training is taking veterans from homeless to homeowners.



Eileen Greenlay and Colonel Duncan Milne with Mike Goolsby, Leader of the London Stock Exchange Group's Veterans' Network.

DONORS

LONDON STOCK EXCHANGE GROUP (LSEG) FOUNDATION

LSEG has been a strong supporter of Dixon Center for Military and Veterans Services' Work with Purpose initiatives, notably with our work in expanding training programs that offer credentials, apprenticeships and career placement opportunities in the transportation, building trades and cybersecurity industries. Together, we are helping veterans to secure employment with family-sustaining wages and benefits.

As a passionate partner and advocate of our veterans and military families, LSEG joins us as a leader in our noble purpose to make the lives of our veterans and their families better. In turn, we align with the Foundation's mission of empowerment through education, employment and enterprise.

TRIBUTES IN MEMORY OF:

- SSG Donnie D. Dixon, US Army
- Donald Doneff
- Our Fallen Service Members
- Robert J. McCann Sr., US Navy Veteran
- Bob Meredith
- Parents of Carolyn and John Kaminski
- Paul Pavlik
- Dr. Gerald W. Sutherland

TRIBUTES IN HONOR OF:

- John and Linda Anderson
- John Carroll
- Tatum Causey
- Latrese Dixon and Tony Warren
- Daniel and Nancy Forrester
- Stan Franecki
- Rick Freedman
- Danny and Alisha Gardner
- Frank Gaudio
- Stanley L. Gordon
- Eileen and Peter Greenlay
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- Carol and Emil Khoury
- Colonel Kenny and Lindsay Kuniyuki, US Army, (Ret.)
- Lou and Marianne Lowenkron
- Staff Sergeant Leon Mangum
- Robert J. McCann
- Holly Metzger and John Coonradt
- Christine McMahan
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- Elizabeth Murray-Belcaster
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- Rick and Lynn Passarelli
- Colonel David and Bonnie Sutherland, US Army (Ret.)
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This list reflects support from January 1, 2024 – December 31, 2024. If you contributed a gift during that time, and your name was inadvertently omitted or misspelled, we sincerely apologize. We request that you please contact Eileen Greenlay at egreenlay@dixoncenter.org so that we may include it in future listings.

FINANCIALS

Dixon Center for Military and Veterans Services is a member of The Fedcap Group, a global network of top-tier non-profit agencies. The Fedcap Group serves as the fiscal agent for Dixon Center and as a 501(c)3 nonprofit organization and provides our back-office support. This includes human resources, finance and accounting, legal services, information technology and many other functions.

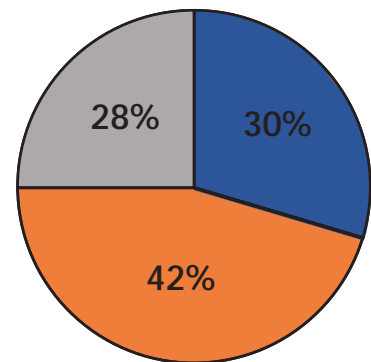


The Fedcap Group is committed to promoting transparency and integrity in its fiscal practice and we are proud of its GuideStar recognition with the 2023 Gold Seal of Transparency. Dixon Center's operating highlights are part of The Fedcap Group's comprehensive financial statement package. Based on audited financial statements ending September 30, 2024, 88% of Fedcap's total expenditures went directly toward programming. This demonstrates that The Fedcap Group is an effective steward of its resources.

To receive a copy of The Fedcap Group's audited financial statements, please contact Eileen Greenlay at egreenlay@dixoncenter.org.

During 2024, Dixon Center primarily allocated resources across our three pillars as indicated in the following chart.

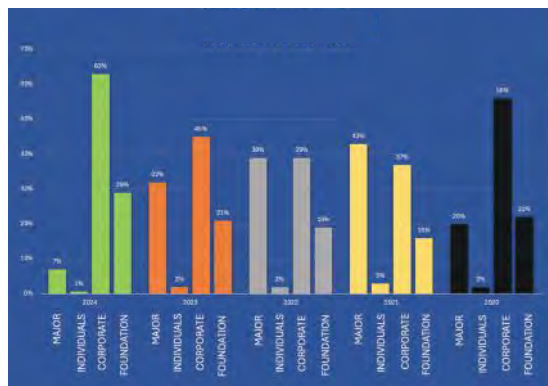
2024 RESOURCE ALLOCAITON BY PILLAR



● WORK WITH PURPOSE ● HEAL WITH HONOR ● LIVE WITH HOPE

This chart shows the allocation of resources across our three pillars: Work With Purpose (30%), Heal With Honor (42%), and Live With Hope (28%). We have seen a consistent year-over-year increase of resources going into our Heal With Honor pillar since the pandemic.

DCMVS REVENUE CATEGORY 2024 AND YTD 2020-2024



This chart shows the distribution of donations by source. The majority of our resources come from Corporate and Family Foundations, and Major donors. Individual donors make up the smallest percentage but remain important for the Center's connection to communities and individuals across the nation.

JOIN US

Together, we can make a difference in the lives of veterans and military families.

CONNECT: Become part of our growing network of supporters. Help Dixon Center build or strengthen community partnerships to create more opportunities for veterans to integrate into civilian life.

DONATE: With financial gifts or in-kind contributions, you'll become a key partner in transforming the lives of veterans and military families.

INSPIRE AND EDUCATE: Our leadership brings extensive expertise and a compelling presence to raise awareness about veterans and military service. Book us for speaking engagements at your events.

ENGAGE: Connect with us on Facebook, and follow us on Instagram, Threads, LinkedIn and BlueSky for the latest news, updates, photos, and videos.



SUBSCRIBE: Subscribe to our weekly e-newsletter, The Bugler and follow our Service Before Self podcast and leave a rating and review on Apple Podcasts, Spotify, or your preferred podcast platform.



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For more ways to get involved, please email egreenlay@dixoncenter.org. <https://dixoncenter.org/direct-giving>

Eileen Greenlay (left), Director of Development, with Courtney Johnson Rose (middle), President of National Association of Real Estate Brokers (NAREB) and Teresa Watson (right), President of the Minority Professional Truckers Association (MPTA).

Tatum Causey with Brendan Madarasz, Veterans Affinity Network with PwC.

Colonel Duncan Milne with Steve Coons, President of Fedcap Rehabilitation Services, Inc.

OUR COMMITMENT

WE LISTEN – We know that the needs of our veterans are evolving, not disappearing.

WE COLLABORATE – We believe that every organization and individual can effectively integrate veterans and their families into their existing community-based programs.

WE ADAPT – We know that every veteran, military member, and their families are unique, and we respect and honor their differences by remaining flexible in our response.

WE RESPOND – We work with others to develop and deploy solutions before problems become crisis.

WE PERSEVERE – We know the importance of never giving up on our veterans and their families to ensure they reach their full potential.

WE ARE TRANSPARENT – We are disciplined in our fiscal responsibility, with regular disclosures about financial and operational performance and impact.



Dixon Center Team: Colonel David Sutherland, Chairman; Tatum Causey, Development Specialist, Colonel Sam Whitehurst, VP, Programs and Services; Colonel Duncan Milne, President; Sara Heidenheimer, Program and Administrative Manager, and Eileen Greenlay, Director of Development.



Colonel Duncan Milne and Eileen Greenlay at the Fedcap Gala

Sara Heidenheimer visiting Apex Technical School.



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Chair

Latrese Dixon
Blue and Gold Star Family Partner

Colonel Duncan S. Milne, U.S. Marine Corps (Ret.)
President

Colonel Sam Whitehurst, U.S. Army (Ret.)
Vice President, Programs & Services

Eileen Greenlay
Director of Development

Tatum Causey
Development Specialist

Sara Heidenheimer
Program and Administrative Manager

Elizabeth Murray-Belcaster
Workforce Development

Colonel Kename "Kenny" Kuniyuki, U.S. Army (Ret.)
Robert J. McCann Program Impact & Assessment Fellow

Dixon Center achieves our mission through the efforts of 250 employees, consultants, contractors, volunteers and ambassadors.

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Dixon Center for Military and Veterans Services
c/o The Fedcap Group
633 3rd Avenue, 6th FL
New York, NY 10017

EIN: 13-5645879



A FITTING TRIBUTE

Dixon Center takes its name from an American hero, Army Staff Sergeant Donnie Dixon. He was killed in action while serving in Iraq in 2007, dying as he had lived—an inspiration to those who served with him. Dixon Center is not named in memory of Donnie. It is named to honor his values—loyalty and duty, respect and honor, integrity, and courage. Qualities that America’s military holds dear.