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Impact of TMF Initiatives on Thriving and Well-Being – Executive Summary

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Findings in Collaboration with the Institute for Veterans and Military Families (IVMF)

The Impact of TMF Initiatives on Thriving and Well-Being



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What is your race/ethnicity? 44

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Executive Summary

Travis Manion Foundation (TMF) *“If Not Me, Then Who...”*

The work of Travis Manion Foundation (TMF) is rooted in the belief that veterans and families of the fallen are among America’s greatest civic assets, and that the path toward bridging the civilian-military divide and uniting our communities begins by empowering our military community. In leveraging the skills, experience, and leadership of veterans and survivors, TMF is building a nation of strong, character-driven individuals whose service ensures that our families, communities, and country thrive. Through TMF’s initiatives, along with the tireless dedication of its members, TMF honors the legacy of its namesake, 1stLt Travis Manion, U.S. Marine Corps, and all the fallen heroes that paid the ultimate sacrifice in defense of our nation.

On April 29, 2007, 1stLt Travis Manion was killed by an enemy sniper while saving his wounded teammates. Before leaving for his second and final deployment to Iraq, Travis described his sense of duty in one simple but powerful statement: “If Not Me, Then Who...”

Study of Thriving and Well-Being

TMF believes its programs are successful because the principles that underpin them are grounded in the field of Positive Psychology. Positive Psychology was founded to study the attributes and characteristics that lead to individual and community well-being. Three areas that enable individuals and communities to thrive are meaning, relationships, and engagement. Well-being and thriving improves when people are able to identify what gives their lives meaning and purpose; develop and deepen relationships; and fully engage in activities.

Measuring the degree of individual thriving and well-being can be difficult. Thus, in an effort to capture and communicate impact, TMF reached out to the Institute for Veterans and Military Families (IVMF) to evaluate the effectiveness of TMF initiatives on improving the level of thriving and well-being among participating veterans, families of the fallen, and civilian members.

Individual thriving and well-being can be assessed through validated measures and scales. For this study, the evaluation team used the Brief Inventory of Thriving (BIT)¹ scale to determine the effect that program participation may have on individual thriving and well-being.

¹ Su, R., Tay, L., & Diener, E. (2014). The development and validation of Comprehensive Inventory of Thriving (CIT) and Brief Inventory of Thriving (BIT). *Applied Psychology: Health and Well-Being*. Published online before print. doi: 10.1111/aphw.12027

Key Findings

- **Participating in a myriad of TMF initiatives increases thriving.** Veterans and families of the fallen who participated in three or more different types of TMF initiatives have the highest levels of thriving. Civilian members experienced a similar level of thriving with increased TMF participation.
- **Increased thriving extends to emotional and mental health.** Veterans and families of the fallen who were involved in three or more different types of TMF initiatives were significantly more likely to report higher levels of emotional and mental health and have a better quality of sleep than those who only participated in one type of TMF initiative.
- **TMF’s Character Does Matter (CDM) program has a positive effect on young adults’ attitudes toward both positive and negative behaviors.** Preliminary findings show that after school-aged young adults participated in a CDM program they reported a significant increase in caring, educational expectations, and pro-social attitudes. Similarly, they showed greater negative attitudes toward risky behaviors such as drinking and the use of drugs.

TMF Initiatives

- **Character Does Matter (CDM)**

Through the CDM initiative, veterans and families of the fallen mentor youth—aged 12-18—to develop character in future generations, by drawing from their leadership experience. Veteran Mentors aggregate stories from their personal lives and are trained to deliver a character development curriculum that gives youth positive role models and encourages them to adopt the “If Not Me, Then Who...” ethos.

- **Leading With Your Strengths**

Grounded in the evidence-based field of Positive Psychology, ‘Leading With Your Strengths’ workshops provide best-in-class personal development and leadership training that help veterans learn their strengths, uncover their purpose, and tell their story—key factors on the path toward thriving. When veterans identify passions and leverage their strengths, they thrive individually, and that impact ripples throughout their families, workplaces, and communities at large.

- **Expeditions**

TMF provides veterans and family members of fallen heroes the opportunity to connect, build relationships, and work together on service-based trips, both international and domestic. Through expeditions, participants continue their

healing journey with others in similar experiences, receive training and empowerment resources, and continue the legacies of fallen heroes through meaningful service projects around the world.

- **9/11 Heroes Run**

More than 55 volunteer-led domestic and international 5K runs unite communities and honor the legacy of the heroes of Sept. 11 and the wars since. Each year on or near 9/11, volunteers who have answered the call of “If Not Me, Then Who...” unite with their communities to organize the runs on behalf of TMF, welcoming runners, walkers, and ruckers of all levels and ages.

- **Operation Legacy**

Operation Legacy is a national movement of service that leverages the servant leadership of veterans and families of the fallen while addressing communities’ most critical needs. TMF galvanizes volunteers through the “If Not Me, Then Who...” ethos to lead service projects in their own backyards, including: cleaning up parks, planting trees in honor of fallen warriors, rehabilitating homes, and more.

Annual Survey and Thriving

The IVMF conducted TMF’s first annual survey in October 2018 using the 10-question Brief Inventory of Thriving (BIT) scale along with supplementary questions about health, leadership, and community engagement. The annual survey was sent to the TMF membership base with a response of 2,278 people. Veterans made up 40% of respondents, survivors 6%, military connected 7%, and civilians 47%. Seventy percent of respondents stated they joined TMF “to honor our heroes or a loved one” and 47% stated they joined TMF “to serve their community and/or others.”

Additionally, 35% of members stated that they participated in more than one TMF initiative and 15% stated involvement in three or more initiatives

Detailed Findings and Highlights from the Annual Survey

Participation, thriving, and community

- As participation in the number of different TMF initiatives increased, so did participants’ levels of thriving. Using the BIT to describe thrive, both veterans and families of the fallen, and civilians showed significant increases in thriving with three or more TMF initiatives.
- People who joined TMF showed a significant increase in their sense of community, life purpose, and meaning from when they took the pre-survey to when they completed the annual survey.

- **92%** of members involved in three or more TMF initiatives agreed or strongly agreed that they feel their participation with TMF has a positive impact on their community compared to **71%** of members who participated in only one type of initiative.

Meaning: Satisfactory meaning in life

- **92%** of veterans and families of the fallen involved in three or more TMF initiatives agreed or strongly agreed that they had satisfactory meaning in their life compared to **75%** of veterans and families of the fallen who participated in only one type of initiative.
- **87%** of civilians involved in three or more TMF initiatives agreed or strongly agreed that they had satisfactory meaning in their life compared to **80%** of civilians who participated in only one initiative.

Relationships: Community belonging

- **84%** of veterans and families of the fallen involved in three or more TMF initiatives agreed or strongly agreed that they feel a sense of belonging in their community compared to **71%** of veterans and survivors who participated in only one initiative.
- **89%** of civilians involved in three or more individual TMF initiatives agreed or strongly agreed that they feel a sense of belonging in their community compared to **76%** of civilians who participated in only one initiative.

Engagement: Energized in activities

- **97%** of veterans and families of the fallen involved in three or more TMF initiatives agreed or strongly agreed that they feel energized in most activities compared to **84%** of veterans and survivors who participated in only one initiative.
- **97%** of civilians involved in three or more TMF initiatives agreed or strongly agreed that they feel energized in most activities compared to **90%** of civilians who participated in only one initiative.

Character Does Matter (CDM) Program Pilot Study

In the fall of 2018, the IVMF began a pilot study to assess the effect of TMF's CDM program on school-aged young adults. In the CDM program, veterans and families of the fallen serve as mentors to youth, delivering a character development curriculum that is rooted in helping youth identify their personal character strengths in order to serve others and the community at large. The study looked at questions beyond the immediate character and leadership education to assess for improvements in areas of educational expectations, social acceptance, attitudes toward risk, pro-social orientation, and caring.

Detailed Findings

Character Does Matter program (CDM) has a positive impact on young adults

- Preliminary results show that young adults who participate in the CDM program had a significant increase in caring, educational expectations, and pro-social attitudes.
- Preliminary findings indicate that CDM school liaisons feel students are learning valuable lessons in character and leadership that they might otherwise never be exposed to. It is observed that students are given the confidence to do the right thing and share their insights with peers, which may lead to improved character development for non-participating students.

Next Steps

- Continuously revise the annual survey to reflect insight gained from each survey dissemination.
- Expand assessment efforts to include TMF administrative data to compliment survey efforts.
- Explore additional participant and programmatic factors related to thriving and well-being.
- Expand the study of school-aged young adults to include more CDM schools to gain a comprehensive picture of program structure and the impact CDM has on school-aged young adults.



Technical Report

About TMF

Centered round the ethos “If Not Me, Then Who...,” the Travis Manion Foundation (TMF) empowers veterans and families of the fallen to develop character in future generations. On April 29th, 2007, 1stLt. Travis Manion was killed by enemy sniper while saving his wounded teammates. Before leaving for his final deployment to Iraq, Travis, described his sense of duty in one simple, but powerful statement, “If Not Me, Then Who...” These words are at the core of the work of the Foundation. Travis Manion Foundation (TMF) exists to carry on the legacy of character, service, and leadership embodied by Travis and all those who have served and continue to serve our nation. TMF, through its numerous community-driven activities, supports veterans along with families of the fallen to develop a deeper sense of purpose, relationships, and engagement. Additionally, through character-driven programming, veterans and families of fallen heroes work directly with our nation's youth.

Specifically, TMF operates on the following five initiatives: 1) **Character Does Matter (CDM)**, a program grounded in the evidence-based field of Positive Psychology, CDM mentors deliver programs in schools aimed at inspiring and training young adults in the virtues of character development, leadership, and citizenship. 2) **TMF Expeditions**, which consist of weeklong trips aimed at serving and strengthening communities through service while restoring the inner strength of participants, many of whom are survivors of fallen service members. 3) **Operation Legacy**, which brings veterans, families of fallen heroes and TMF supporters together through local service projects. 4) **9/11 Heroes Runs** which unites communities internationally with the goal to never forget the sacrifices of the heroes of September 11th and the wars since: veteran, first responder, civilian and military; and 5) **Leading with your Strengths** seminars that teach the key factors that create thriving and purpose. The curriculum is designed to help individuals identify areas of strength and to coach them in operating in these areas while improving upon areas that may need further development.

It is with these activities, along with the tireless dedication of those involved with the Foundation, that Travis’s legacy continues to grow, inspiring people to live with character and impact by serving others.

IVMF background

About the Institute for Veterans and Military Families at Syracuse University

The Institute for Veterans and Military Families (IVMF) is the first interdisciplinary national institute in higher education focused on the social, economic, education, and policy issues impacting veterans and their families. Through its professional staff and experts, the IVMF delivers leading programs in career, vocational, and entrepreneurship education and training, while also conducting actionable research, policy analysis, and program evaluations. The IVMF also supports communities through collective impact efforts that enhance delivery and access to services and care. The Institute, supported by a distinguished

advisory board, along with public and private partners, is committed to advancing the lives of those who have served in America's armed forces and their families. For more information, visit ivmf.syracuse.edu and follow the IVMF on Facebook, Twitter and Instagram.

TMF theory of change and positive psychology

TMF believes its programs are successful because of the principles researched in the field of positive psychology. Positive psychology was founded to study the attributes and characteristics that lead to individual and community well-being. At the essence of the field is the idea that people want to lead meaningful lives. The research is centered on the factors that contribute to meaningful life and well-being. Three of the researched areas that lead to individual and community well-being and thriving are the development and deepening of relationships, service and engagement in one's community, and the identification of what is meaningful in one's life and pursuing it. Simply stated, the three areas include relationships, engagement, and meaning.

TMF's programs are designed with these core principles. Carrying the legacy of those who have fallen in service to their country and honoring their lives and service has shown to create a deep sense of purpose among members. Through TMF's Character Does Matter (CDM) program, veterans find meaning and purpose in teaching the younger generations about character and the sacrifices that their friends, family, and colleagues have made for their country. Additionally, many TMF members are highly engaged in their communities and contribute their time and resources to make their community a better place as they honor the lives of those who have fallen.

According to the research done in positive psychology, people who possess meaning, relationships, and engagement, have higher levels of well-being and thriving. Measuring changes in well-being and thriving because of program involvement can be challenging. Thus, TMF enlisted the help of the Institute for Veterans and Military Families (IVMF) to formalize an approach to measure and assess the impact TMF has on its members.

Pilot Survey for TMF Member Thriving

Thriving and well-being are the outcomes TMFs expects its members to achieve based on their logic model and theory of change. A validated scale was sought to objectively measure Thriving. In 2014, (Su et al.), published two scales created to broadly measure well-being and positive functioning. These scales were also designed to help health practitioners and researchers by predicting health outcomes. The scales, Comprehensive Inventory of Thriving (CIT) and the Brief Inventory of Thriving (BIT) address many of the core tenets of the positive psychology PERMA areas. The CIT questionnaire, which consists of 54 questions, cover the areas of Relationships, Engagement, Mastery, Autonomy, Meaning, Optimism, and Subjective Well-Being. The Relationship, Engagement, and Meaning sections of the CIT make up 24 questions with 18 of those questions making up 6 relationship subscales. The BIT, contains a much smaller list of 10 questions.

Since none of the CIT or BIT thriving questions had ever been asked of TMF members, a pilot of a sub-set of CIT questions was run to determine if the scale was sensitive enough to pick up thriving differences within the TMF member base. In particular, it was hypothesized that those with increased engagement, measured by the type or number of engagements, would have a higher thriving score. A random sample of TMF members, who had participated with TMF between April 2016 and April 2018, was selected from within each engagement type (Heroes Runs, Operation Legacy participation, CDM mentors, Expedition participants), for a total of 2,977 members. The response rate varied from 5-25% depending on the type of engagement, for a total of 248 respondents.

Using administrative data, the type and number of engagements the participant had with TMF were assessed. After analysis, the data showed that TMF participants who had 3 or more engagements, with TMF had significantly higher thriving scores than those with only one engagement

Annual Survey (Methods)

Surveys given to participants prior to and after a program experience are a common method to evaluate the immediate effectiveness of the program. TMF programs, due to the type of program and the operational touch points with participants, do not lend themselves well to this method of evaluation.

Instead, the IVMF decided to conduct an annual survey of all TMF participants. The annual survey served both as a mechanism to follow TMF members over time and as a baseline for those who recently joined TMF. It did not, however, isolate new members

In 2018, TMF began working on a new member intake questionnaire to streamline member sign-up process. This new process, now in effect, provides true baseline information on new members. When the IVMF began work with TMF this new intake, process was not in effect. Consequently, the IVMF choose to implement a short intake survey for participants who joined in June and July to obtain baseline information prior to the annual survey dissemination in October.

The TMF member base, as accounted for in their Salesforce, contained about 110k in 2018, but only about 95k unique emails were stored. The first Annual Survey was sent to the entire TMF membership base of 94,847 of members with valid email addresses on October 24, 2018. Two reminders were sent, a week a part (October 31 and November 6). All responses were recorded between October 24 and December 15, 2018.

The Questionnaire

The Annual Survey was composed of a set of demographic questions, questions related to TMF programing and member involvement, and questions related to well-being and thriving.

TMF postulates that according to Positive Psychology, the more involved someone is with TMF the better his or her well-being and over all thriving. However, there are a number of ways one could define “more involved.” Involvement could be the quantity of engagements with TMF over a certain period,, or could be defined as participant involvement in activities requiring higher commitment (i.e. an expedition instead of a run), it could be participant involvement in a diversity of TMF programs, or it could be a composite of any of those aforementioned. The first two require TMF administrative data, which was determined to be currently insufficient for analysis because of data quality concerns being addressed in their data model redesign and conversion.

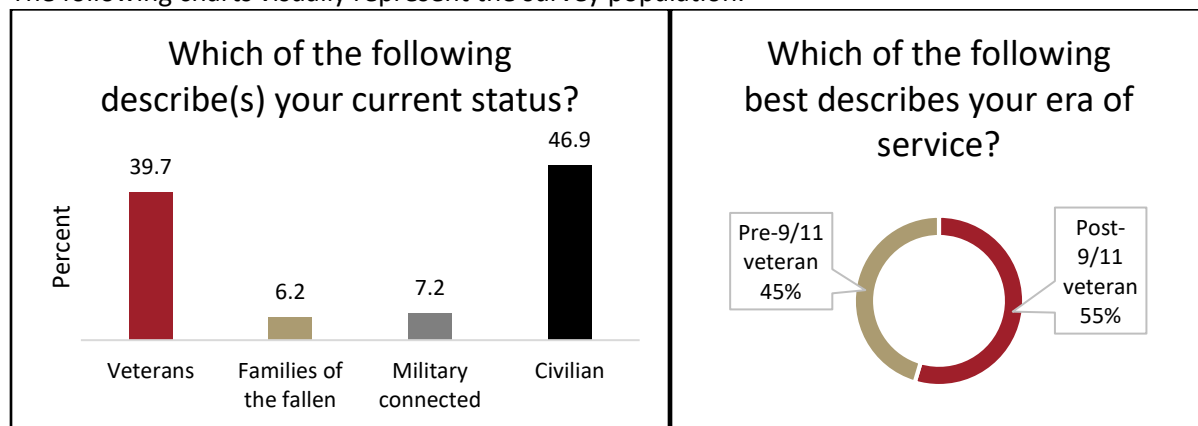
Therefore, to asses TMF engagement, the number of different TMF activities that a participant self-selected on the Annual Survey was chosen to approximate the quantity and quality of TMF engagements.

Results

TMF Survey Respondents

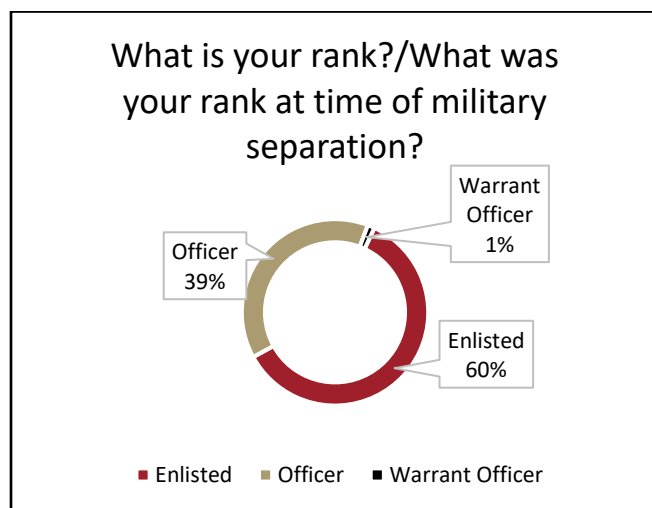
A total of 2,278 members responded to the first Annual Survey out of the 94,847 members with valid email addresses from the TMF member base. Of those who responded to the survey, 54% were civilians or military connected (military spouse, military caregiver, or a military child). Six percent were families of fallen heroes, and 40% were active military/veterans (active duty, National Guard, Reserves, IRR, or veteran). If people selected more than one of these statuses, the status chosen was prioritized in the following order: active military/veteran, families of the fallen, military connected, and then civilian. TMF members were further grouped into active military/veterans and families of the fallen, which is referred to as veterans and families of the fallen when possible or just veterans. Military connected and civilians were grouped together and this grouping is referred to as civilians.

The following charts visually represent the survey population.



The average age of survey respondents was 43 years old for both veterans and civilians. The age of the TMF respondents could reflect the increased time that older people may have to participate or even take the survey. A number of Annual Survey comments referenced a desire to participate but the lack of time was the limiting reason for participation.

Of those who had served, 45% indicated that they were pre 9/11 veterans. Sixty percent stated they were enlisted. There was a perception within TMF that veteran officers were largely the ones participating however, just the opposite was found, enlisted made up the majority of veteran respondents.



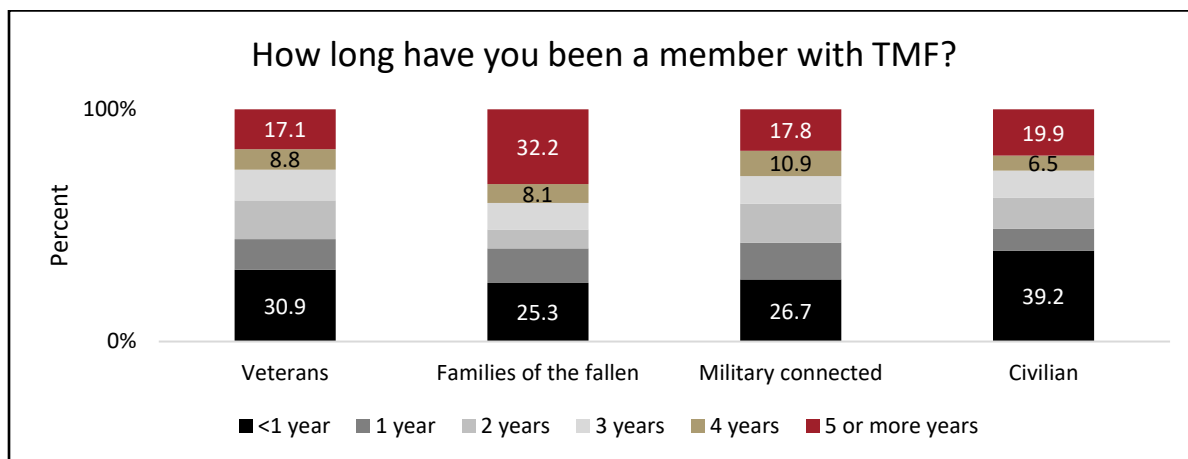
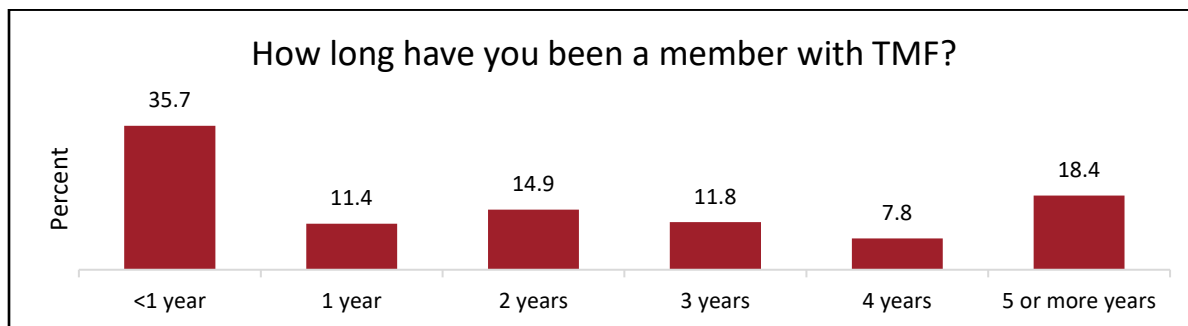
Branch	Percent
Air Force	11.1
Air Force Reserve	2.7
Air National Guard	3.4

Army	30.0
Army Reserve	10.6
Army National Guard	11.1

Navy	42.5
Navy Reserve	8.9
Marine Corps Reserve	6.9

The Navy was the highest represented branch with 43% of respondents who had served, followed by the Army with 30% of respondents.

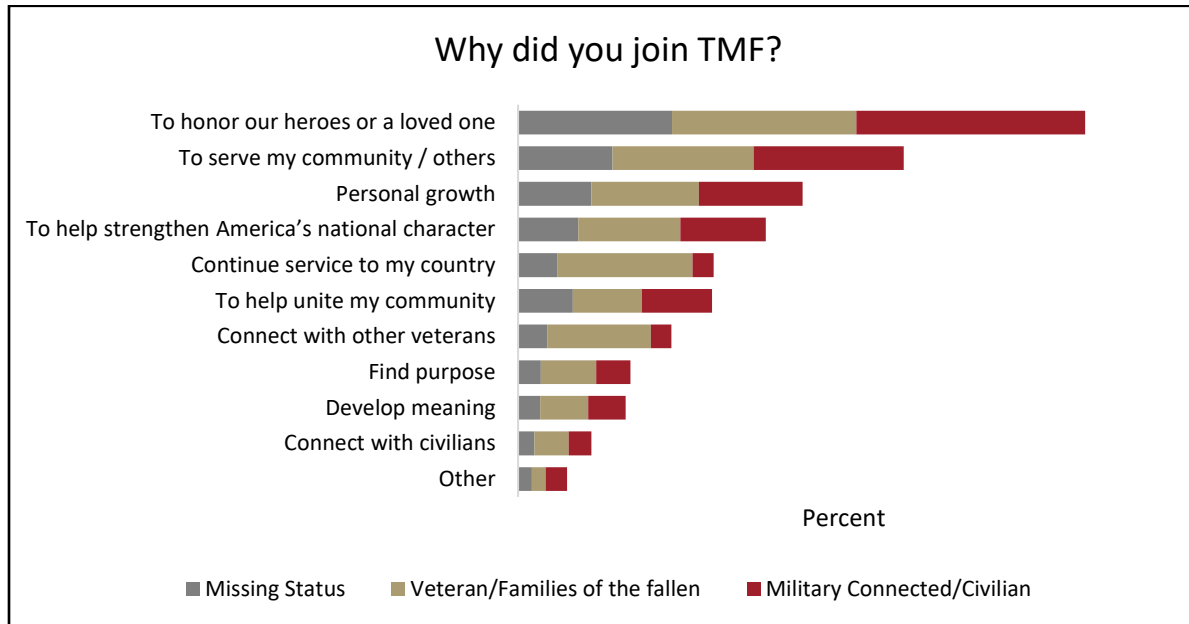
Respondents were also asked their length of TMF membership. Across veterans, families of the fallen, military connected, and civilians, 40-48% reported being with TMF one year or less. Seventeen to 20% of veterans, military connected, and civilians had been with TMF 5 or more years. Substantially more families of the fallen had been with TMF for 5 or more years at 32%. One could speculate that the length of involvement is due to the unique opportunity for the gold star families to have an organization through which to connect, which the survey comments suggest. Families of fallen heroes more than any other group said that they joined TMF for purpose and meaning, thus, one could conjecture that they found membership with TMF to be purposeful and meaningful in their lives.



Reasons for Joining TMF

Seventy percent of all respondents said that they joined TMF to “honor our heroes or a loved one,” and this was followed by 47% who selected “to serve my community/others.” In further analysis, among member groups, the reasons for participating in TMF varied relative to each other. Veterans were more interested in continuing their service to their country and connecting with other veterans, while civilians were interested more in serving their community. Families of fallen heroes were more interested in finding purpose and meaning relative to the other groups. One family member of a fallen service member, when asked about their greatest experience with TMF said, (the survivor expedition), “helped motivate me to seek a new purpose after my husband died.”





TMF Initiatives

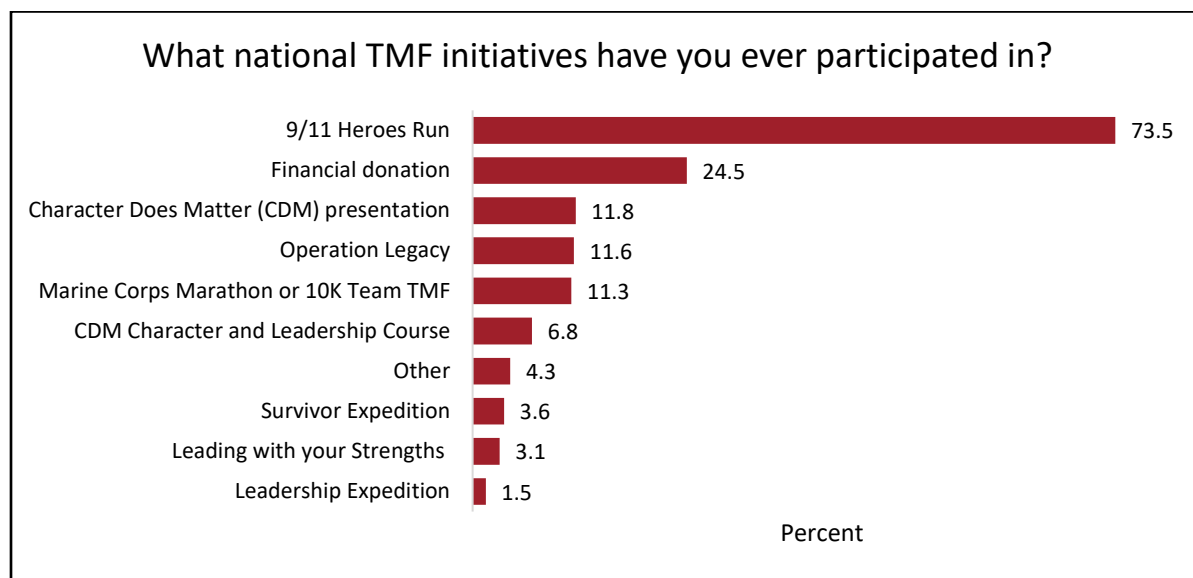
The majority of the respondents (74%) indicated that they participated in a heroes run. A more careful analysis, showed that participating in was not just about getting exercise. Results showed that these runs had an emotional and community impact on those who participated.

While most people had participated in at least one run, 35% indicated that they had participated in more than one type of TMF initiative and 15% indicated that they had participated in three or more different TMF initiatives. Among those who participated in only 1 type of TMF initiative, 68% said that they participated in Heroes Runs. Among veterans and families of the fallen, 46% participated in 2 or more initiatives, compared to 32% of civilians and military connected.

Members described the runs as deeply meaningful and shared comments of connecting through their participation in this event. The following are a few of the reflections relating to the runs.

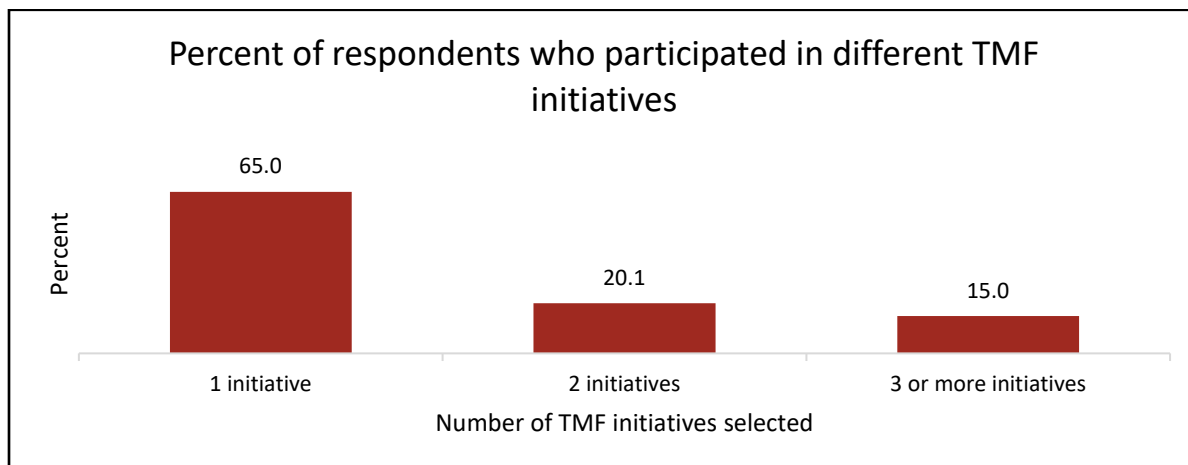
- "It becomes more motivating every year with like-minded individuals, personnel running in uniform, with flags, onlookers who cheer! Very wonderful." **Pre-9/11 MC Veteran**
- "I ran a 9/11 race. I am a survivor of the World Trade Center attacks and that was a very positive step in my trauma recovery." **Civilian**
- "This race was a moving experience and a great physical activity that my young daughter and I could do together and witness the examples of sacrifice that military families make for all of us." **Civilian**

TMF initiative participation is related to program eligibility criteria. Heroes Runs had the highest level of member engagement. All TMF members can participate in runs. The other events are not as inclusive. Teaching and leading Character Does Matter (CDM) events are conducted exclusively by veterans, first responders and families of the fallen. Survivor Expeditions are specifically for families of the fallen, and Leadership Expeditions are specifically for TMF leaders.



Number of Initiatives

Members were asked to select all of the different types of TMF activities they had ever participated. The number of different types of activities each person reported in the survey was used to approximate the member’s level of engagement with TMF. For example, if a member reported that they had participated in a 9/11 Heroes Run and they participated as a CDM mentor, then the number of different activities would be two. In this example, the number two only represents the number of different activities, not how many times a member participated in that activity.



Thriving

Participating in a myriad of TMF initiatives increases thriving. Veterans and families of the fallen who participated in three or more different types of TMF initiatives have the highest levels of thriving. Civilian members experienced a similar level of thriving with increased TMF participation.

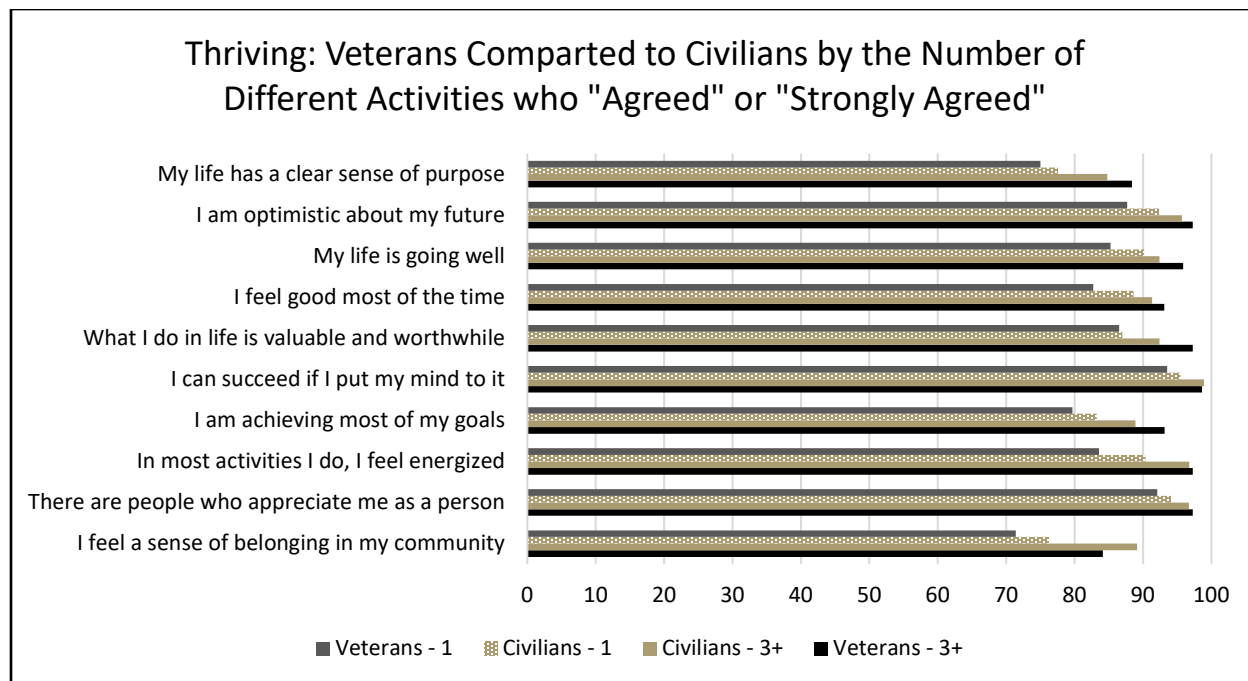
The graphs below only show those who participated in one and three or more initiatives; however, the tables in Appendix C show the results for levels of agreement, levels of initiative participation. Civilian and veteran statuses are compared.

People who participated in more types of TMF initiatives were significantly more likely to report higher levels of thriving across all measures than those who only participated in one type of TMF activity. On almost all measures, civilians who participated in one initiative had slightly higher thriving than veterans and families of the fallen who participated in one initiative. However, civilians who participated in three or more initiatives had slightly lower thriving than veterans and families of the fallen who participated in three or more initiatives. For example, one of the thriving measures asked members their level of agreement with a statement of satisfactory meaning in their life. Eighty percent of civilians who participated in one initiative agreed or strongly agreed with this statement compared to 75% of veterans and families of the fallen who had participated in one initiative. In contrast, while eighty-seven percent of civilians who participated in three or more initiatives agreed or strongly agreed that they had satisfactory meaning in their life, 92% of veterans and families of the fallen who participated in three or more initiatives.

The following table presents four results or bars for each question. The first bar is for veterans and families of the fallen who participated in only one initiative. The second is for civilians and military connected members who also participated in only initiative, which is followed by those who participated



in three or more initiatives. The last bar is again for veterans and families of the fallen, who participated in three or more initiatives. Across all measures presented below that comprise the BIT, members who participated in different types of TMF initiatives reported higher levels of thriving and well-being.



The same pattern of increased thriving and well-being corresponding to those who reported participation in different types of TMF activities held across all thriving and well-being question areas including those targeted at sense of community, leadership, and additional questions related to meaning and engagement.

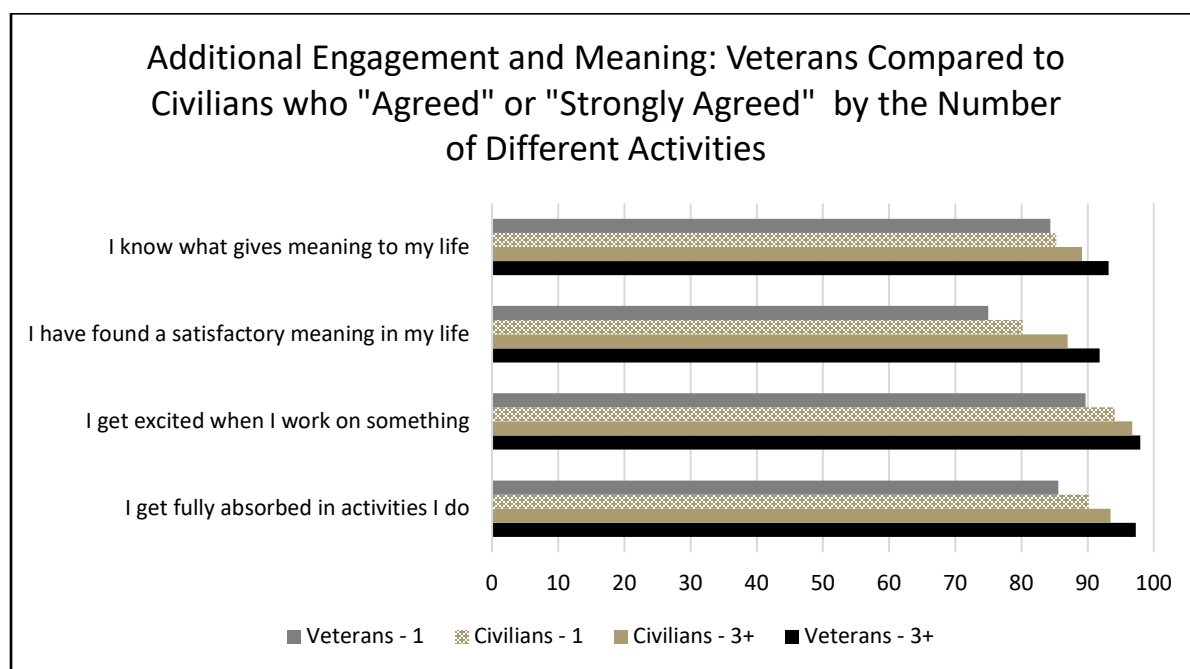
Sense of Meaning, Purpose, and Engagement

Veterans and families of the fallen involved in 3 or more different types of activities reported higher rates of a sense of meaning and purpose in their lives than civilians of equal involvement. Ninety-three percent of highly engaged veterans agreed or strongly agreed that they know what gives meaning to their life compared to 89% of civilians. Increased participation in different types of TMF activities lead to increased meaning and purpose. For example, 88% percent of members who participated in one type of TMF initiative agreed or strongly agreed that what they do in life is valuable and worthwhile compared to 91% who participated in two types of initiatives, and 95% for those who participated in three or more

initiatives. The following comment sums up the impact of the TMF initiatives on the individual’s sense of meaning and purpose:

“Watching my husband light up with a new sense of purpose and belonging with a group of good people.” **Spouse of a veteran**

Thriving and well-being is also tied to an individual’s ability to engage in activities – to be immersed in something enjoyable. Like purpose and meaning, those who participated in different TMF initiatives reported an increase their ability to fully engage in activities. For example, 88% percent of members who participated in one type of TMF initiative agreed or strongly agreed that they get fully absorbed in activities, compared to 89% who participated in two types of initiatives, and 96% for those who participated in three or more initiatives.



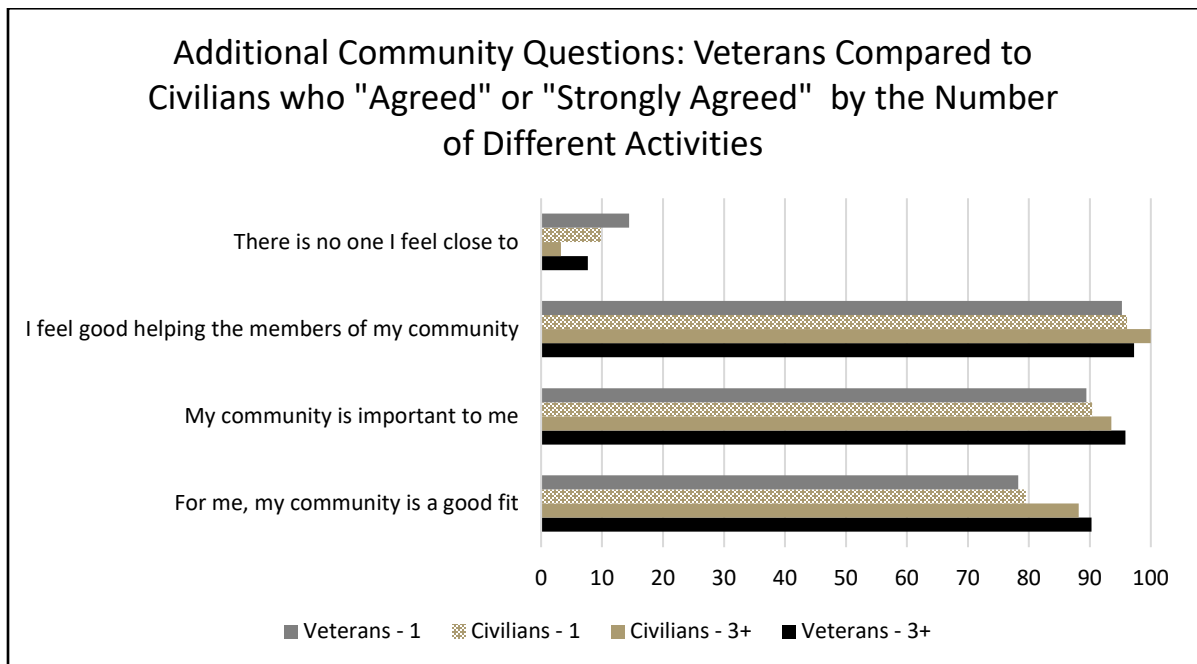
Relationships and Community

People who joined TMF showed a significant increase in their sense of community, life purpose, and meaning from when they took the pre-survey to when they completed the annual survey.

Community is important and valued across all member types. Like all thriving and well-being related questions, those who participate in various TMF initiatives had a greater sense of community. There

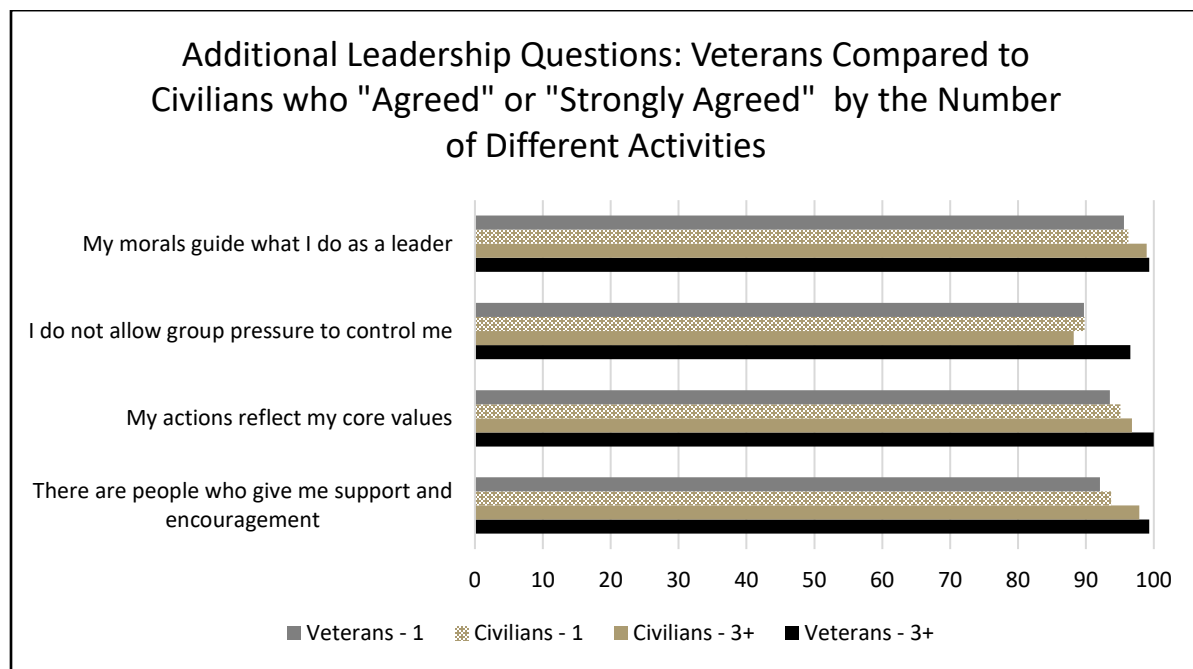
was one question that was phrased negatively and participants were asked to agree with the statement, 'there is no one I feel close to.' Civilians who participated in more TMF initiatives were the least likely to agree that there was no one they felt close to. The following statements from members illustrate the sentiment around the impact of TMF contributing to an increased sense of community.

- "I am a new mom and I have a spouse that frequently travels for work. I wanted to find a volunteer activity in my community that I could do with my infant son. 5Ks have been a way that I can stay active, bring awareness to important issues, and feel more connected to my community." **Post 9/11 Veteran**
- "My greatest experience with TMF has been the conduit it provides in connecting with individuals and groups within my community. I meet and engage with people in a positive way that I may not have had I not been a part of TMF" **Post 9/11 Veteran**
- "My greatest experience with TMF is meeting other gold star families making connections and being part of a community..." **Family member of a fallen service member**



Leadership

TMF seeks to increase individual and community thriving and well-being; coincidentally, , in doing so other positive benefits to individuals and communities as a down-stream effect of or in addition to thriving were shown TMF offers programs that have leadership components – in their Leading with Your Strengths, their CDM mentor training, and in their Expeditions. Leadership characteristics had not been looked at previously as a positive outcome of TMF programs. Therefore, the IVMF chose to add a few leadership related questions to the Annual Survey. The general trend of increased involvement in different TMF initiatives and increased leadership was similar to the other question categories, with the highest level of agree or strongly agree for TMF members engaged in three or more TMF programs.

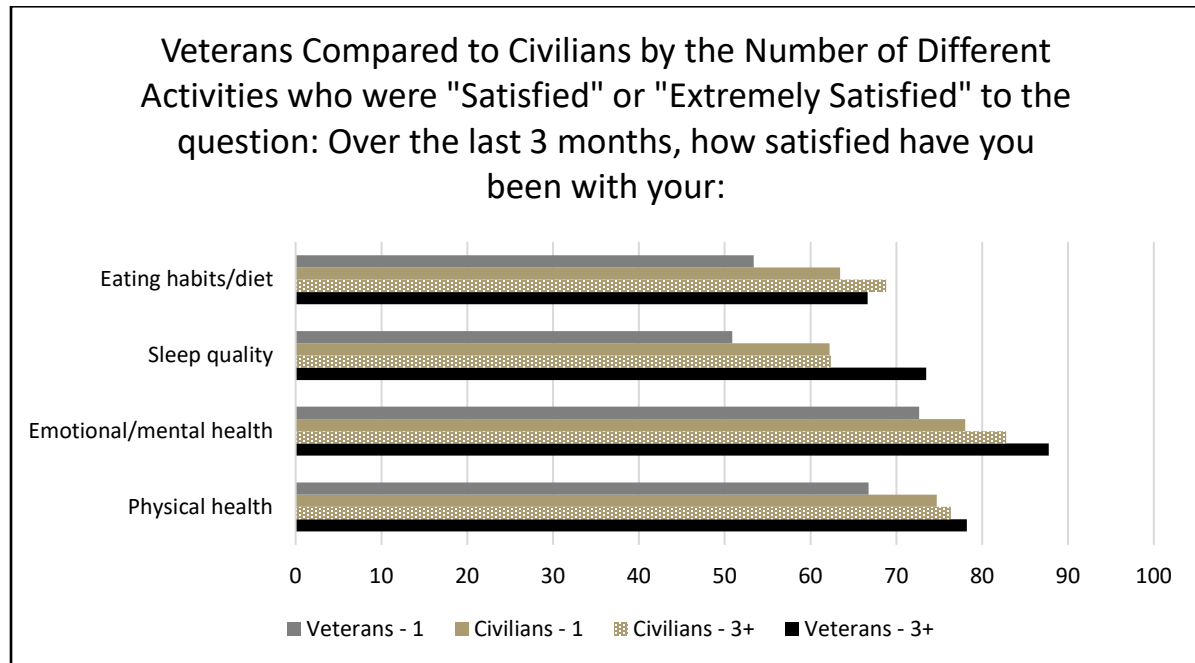


Health and Wellness

Veterans and families of the fallen who participated in three or more activities had significantly higher sleep quality and emotional and/or mental health than those who participated in one TMF initiative.

The BIT has been demonstrated to be useful in understanding individual health outcomes. Most TMF programs involve a physical component, and the majority of members participate in the annual Heroes Runs. Since physical activity and community are core tenants of the TMF experience, physical and emotional health questions were added to the Annual Survey, as well. Specifically, four health questions

were asked about the member’s satisfaction with their eating habits/diet, sleep quality, emotional and/or mental health, and physical health.



Discussion

TMF began with families of fallen heroes seeking to make a difference in the world as they sought to carry on the legacy of their loved ones. Most TMF programs are geared directly toward the military connected population. Conversely, TMF administration data and survey data consistently show that TMF has more civilian members than veterans.

Civilian Military Divide

Given the large percentage of civilians participating in TMF programs, the Foundation is in a unique position to contribute to the “bridging” of this civilian military divide in our Country. As TMF continues to grow, it will be important to design programs to meet the interests and needs of the large civilian membership.

Among the military connected population and those who work closely with them there is a well-recognized phenomenon – the civilian military divide. This is the idea that as those who serve in the military make up an increasing smaller proportion of the population and consequently there is a widening gulf in understanding between those who serve and those who don’t. From the results of the Annual Survey, it appears that civilians deeply value participation in and/or with TMF and those who are military connected value the community TMF fosters. The coming together of the civilian and military communities to share in activities that are mutually supportive of the military connected, is a brilliant outcome of TMF as it is positioned to positively contribute to the “bridging” of this civilian military divide in our Country. However, a couple civilian respondents to the Annual Survey mentioned that they were not sure how they fit in. Thus, if TMF desires to continue to incorporate civilians into the Mission, there may need to be communication about the place of civilians within the Mission.

Data Model Redesign

TMF was in the beginning stages of redesigning their data model and implementing a new CRM structure when the IVMF evaluation began. This complicated the data gathering process for this initial evaluation phase, however the new model will be implemented for the second annual survey which will provide more reliable data and allow for a deeper analysis. .

The hypothesis that TMF engagement would lead to an increase in thriving and well-being as measured by the established scales was examined from several different angles. This was necessary since the precise meaning of engagement was not clearly defined. Administrative TMF data was used to determine frequency of involvement, but it yielded weak results of thriving and well-being. The use of administrative data was later determined to be unsuitable for sound analysis since TMF was undergoing a data model reorganization and the underlying data was not sufficiently clean. Other questions from the Annual Survey about involvement in TMF were evaluated against the thriving and well-being questions with similar weak results. The number of different kinds of TMF participation showed the

strongest relationship with thriving and well-being. There may be a few contributing factors that led to this finding. First, out of the 7 TMF initiatives, for member to participate in, at least 2 or more are not available to civilians (e.g. CDM Presentations, Survivor Expeditions). The civilians are primarily able to participate in the Runs and the Operation Legacy, both of which are less intensive and require less commitment than some of the other initiatives. This might explain why veterans who participated in more initiatives had higher thriving and well-being than civilians who participated in the same number of initiatives – the same did not hold true for the activities.. Furthermore, the veteran group over represented those who participated in 3 or more initiatives as they has greater opportunity to do so. Therefore, a deep dive into how and best to measure TMF engagement for all members will continue.

Annual Survey Timing

The timing of the annual survey, right after the Heroes Run, may have artificially raised positive sentiment toward TMF. However, this would not account for the differences between the number of unique initiatives members engaged in and levels of thriving. Therefore, we don't feel the timing of the survey influenced the thriving findings.

Although TMF is beginning to find its stride with a prescribed evaluation methodology, there remain some considerable limitations. It was decided that the Annual Survey should be administered annually in the fall, shortly after the Heroes Runs when TMF engagement is high. While this might encourage a higher response rate, it may also increase the capture of an emotional high that participants have immediately after an event that then eventually dissipates throughout the year. Essentially, the idea that in the fall people may have an artificially higher positive sentiment toward TMF. However, this would unlikely have an effect on the differences found between the number of unique initiatives members engaged in and their levels of thriving.

Response Rates

We were pleased with the 2.4% response rate given we sent out the survey to all TMF members. However, in order to be confident the results represent the whole TMF membership population, we will utilize the improved data management system to implement more stringent survey methodologies.

The overall response rate of 2.4% could be attributed to the quality and management of the TMF administration data and contacts. For example, the survey was not sent to a smaller group of people who had been confirmed to have participated in TMF initiatives or to those who had been active within the past 3 years, for example. Rather, the survey was sent to all email addresses on record. As TMF tightens its engagement strategy with its members from Joining the Mission through years of participation, the response rate is expected to increase.

Even so, the response rate does pose a problem for extrapolating results to the entire member base. It is very likely that the respondents don't fully represent the other 97.6% of members. The respondents could be more likely to have been impacted by TMF than those who didn't respond. Therefore, the Survey results from this first year should be interpreted with care. Of those who did respond to the Survey, there were many consistent and clear messages throughout – some open-ended responses were compiled in Appendix B. With the ability to use administrative data in the future, the characteristics of those who do not respond to the survey will be known. These characteristics will be compared to those who took the survey and it will be easier to gauge how representative the feedback is to the larger membership base.

Concluding Comments

We will continue to work with TMF in revising/updating survey questions and implementation of the intake process. Additionally, over the next couple of years we will assess thriving across different TMF regions and programs. This will be possible after the data remodel is completed. We will implement additional survey questions specific to each program. For example, we are in the process of piloting surveys for veteran mentors and school liaisons involved in the CDM program. Lastly, using the data collected over the past year, we will work with TMF to develop suggestions for program improvements and methods to develop evidence-based program elements to implement across the TMF regions.



Appendix A: Survey Questions

Which of the following describe(s) your current status?

This was a multi-select question and 1,402 people responded to it. Of those who responded to the question, the table below displays the percent that answered each status. The percentages do not add up to 100 because people could choose more than one status.

D7	%
Active duty / Activated National Guard / Activated Reserve	7.63
National Guard	0.78
Reserve Component	3.21
Veteran	29.39
Family member of a fallen service member	7.13
Military Spouse	5.56
Military Caregiver	0.36
Military Child	5.28
Individual Ready Reserve	1.28
Civilian	52.28

To make it simpler we grouped the above statuses into 4 categories: Veterans, Survivors, Military Connected, and Civilian. If someone chose more than one status, we put them in the group of 'higher priority,' which is the order of the categories as they are listed. For example: if someone said that they were a Military Spouse AND a Survivor then that person would be counted as a Survivor. The table below reflects this. However, the table below has duplicates in it, so the columns ought not to be summed (e.g. don't add all of the veteran numbers together). The point of this table is to show which D7 responses ended up in which categories.

D7 and Categories: Total #s	Veterans	Survivors	Military connect	Civilian	All
Active duty / Activated National Guard / Activated Reserve	107				107
National Guard	11				11
Reserve Component	45				45
Veteran	412				412
Family member of a fallen service member	13	87			100
Military Spouse	20	10	48		78
Military Caregiver			5		5
Military Child	17	6	51		74

Individual Ready Reserve	18				18
Civilian	31	15	29	658	733

The final unduplication for the grouped status is shown below. With the priority groupings, nearly 40% of respondents were Veterans, an additional 6.2% were Survivors (46% were either Veterans or Survivors).

Final Categories	Frequency	Percent
Veterans	556	39.7
Survivors	87	6.2
Military connect	101	7.2
Civilian	658	46.9

What is your date birth?

We collected date of birth for this question. We then made categories for the age. The average age of all people who responded was 43 year old; this was the same for Veterans/Survivors. The ages ranged from 18 to 80 year old.

Age Category		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	867	53	92	1012
	Col Pct	99.0	8.2	12.1	
18-24	Frequency	2	51	49	102
	Col Pct	0.2	7.9	6.5	
25-34	Frequency	1	106	139	246
	Col Pct	0.1	16.5	18.3	
35-44	Frequency	2	187	184	373
	Col Pct	0.2	29.1	24.2	
45-54	Frequency	1	125	164	290
	Col Pct	0.1	19.4	21.6	
55-64	Frequency	3	72	107	182
	Col Pct	0.3	11.2	14.1	

65+	Frequency	0	49	24	73
	Col Pct	0	7.62	3.16	
Total	Frequency	876	643	759	2278

What is your gender?

Three quarters of Veterans are male and three quarters of survivors are female. Most people identifying as military connected were also female. Civilian participation favor females, but is nearly split.

D3		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	859	5	5	869
	Col Pct	98.1	0.8	0.7	
Female	Frequency	9	195	462	666
	Col Pct	1.0	30.3	60.9	
Male	Frequency	7	436	282	725
	Col Pct	0.8	67.8	37.2	
Other, please specify	Frequency	0	3	0	3
	Col Pct	0.0	0.5	0.0	
Prefer not to answer	Frequency	1	4	10	15
	Col Pct	0.1	0.6	1.3	
Total	Frequency	876	643	759	2278

D3		Missing Status	Veterans	Survivors	Military connect	Civilian	Total
Did not respond to question	Frequency	859	5	0	0	5	869
	Col Pct	98.1	0.9	0.0	0.0	0.8	
Female	Frequency	9	128	67	81	381	666
	Col Pct	1.0	23.0	77.0	80.2	57.9	
Male	Frequency	7	417	19	19	263	725
	Col Pct	0.8	75.0	21.8	18.8	40.0	
Other, please specify	Frequency	0	3	0	0	0	3

	Col Pct	0.0	0.5	0.0	0.0	0.0	
Prefer not to answer	Frequency	1	3	1	1	9	15
	Col Pct	0.1	0.5	1.2	1.0	1.4	
Total	Frequency	876	556	87	101	658	2278

How long have you been a member with TMF?

2,278 people responded to this first question. About a third of all respondents stated that they had been with TMF less than 1 year and over a quarter had been with TMF over 4 years.

P1	Frequency	Percent
<1 year	813	35.7
1 year	260	11.4
2 years	340	14.9
3 years	268	11.8
4 years	178	7.8
5 or more years	419	18.4

P1 Total #s	Veterans	Survivors	Military connect	Civilian	Total
<1 year	172	22	27	258	479
1 year	73	13	16	61	163
2 years	93	7	17	89	206
3 years	74	10	12	76	172
4 years	49	7	11	43	110
5 or more years	95	28	18	131	272
Total	556	87	101	658	1402

P1 Percent	Veterans	Survivors	Military connect	Civilian
<1 year	30.9	25.3	26.7	39.2
1 year	13.1	14.9	15.8	9.3
2 years	16.7	8.1	16.8	13.5
3 years	13.3	11.5	11.9	11.6
4 years	8.8	8.1	10.9	6.5
5 or more years	17.1	32.2	17.8	19.9
Column Percent	100	100	100	100

The above table shows that among Veterans, Military Connected, and Civilian respondents between 17 and 20 percent of respondents were members with TMF for 5 or more years. Interestingly, 32% of Survivors who responded to the survey have been members for 5 or more years. Even if the top two categories (4 year and 5 or more years) are added together, Survivors report membership with TMF at double the rate of people who are not survivors.

With the status fields collapsed, there appears to be no remarkable difference between Veterans and Civilians, as seen below.

P1 Percent	Veteran/Survivor	Military Connected/Civilian
<1 year	30.17	37.55
1 year	13.37	10.14
2 years	15.55	13.97
3 years	13.06	11.59
4 years	8.71	7.11
5 or more years	19.13	19.63
Column Percent	100	100

P1 Total #s	Missing Status.	Veteran/Survivor	Military Connected/Civilian	Total
<1 year	334	194	285	813
1 year	97	86	77	260
2 years	134	100	106	340
3 years	96	84	88	268
4 years	68	56	54	178
5 or more years	147	123	149	419
Total	876	643	759	2278

Why did you join TMF?

1,964 people answered this question. This is a multi-select question and the same considerations apply as previous mentioned. Most people who responded (69.6%) selected that they joined TMF to honor our heroes or a loved one. Second to that, 47.3% stated that they joined TMF to serve my community/others.

P2 Total #s	Missing Status	Veterans	Survivors	Military connect	Civilian	All
To help unite my community	131	150	16	19	150	466
To help strengthen America's national character	146	223	22	29	177	597
To serve my community / others	227	296	44	53	309	929
Continue service to my country	95	317	8	5	45	470
To honor our heroes or a loved one	371	363	80	83	469	1366
Find purpose	54	114	20	8	75	271
Connect with other veterans	70	243	6	10	39	368
Connect with civilians	40	78	4	7	48	177
Develop meaning	52	97	18	10	81	258
Personal growth	176	229	31	24	226	686
Other	34	31	2	5	46	118

P2 Overall Percentage (Denominator 1,964)	Missing Status	Veteran/Survivor	Military Connected/Civilian	All
To help unite my community	6.7	8.5	8.6	23.7
To help strengthen America's national character	7.4	12.5	10.5	30.4
To serve my community / others	11.6	17.3	18.4	47.3
Continue service to my country	4.8	16.6	2.6	23.9
To honor our heroes or a loved one	18.9	22.6	28.1	69.6
Find purpose	2.8	6.8	4.2	13.8
Connect with other veterans	3.6	12.7	2.5	18.7
Connect with civilians	2.0	4.2	2.8	9.0
Develop meaning	2.7	5.9	4.6	13.1
Personal growth	9.0	13.2	12.7	34.9
Other	1.7	1.7	2.6	6.0

How did you hear about TMF?

1,968 people answered this questions. This is a multi-select question. Many, 42.6%, heard about TMF from a Friend/Coworker/Family. Of those who chose other, many cited Brothers Forever, GORUCK, and TMF races and events. While not the highest, 10.7% of people heard about TMF while volunteering with another organization or VSO. We think this is interesting to note. Also interesting to note is the strength of TMF member recruitment as reflected in 13.3% saying they joined because of another TMF member.



	Missing Status	Veteran/Survivor	Military Connected/Civilian	All
Friend / Co-worker / Family	249	236	354	839
TMF Member	67	110	84	261
TMF staff member	41	94	59	194
Media: TV, radio, print, etc.	30	37	38	105
Social media	86	92	110	288
TMF website	22	39	34	95
While volunteering with another organization or Veteran Service Organization	47	110	54	211
Work or school	83	92	76	251
Internet search	21	17	25	63
Other, please specify:	78	120	151	349
I don't remember	19	17	14	50

P3 Overall Percentage Denominator 1,968	Missing Status	Veteran/Survivor	Military Connected/Civilian	All
Friend / Co-worker / Family	12.7	12.0	18.0	42.6
TMF Member	3.4	5.6	4.3	13.3
TMF staff member	2.1	4.8	3.0	9.9
Media: TV, radio, print, etc..	1.5	1.9	1.9	5.3
Social media	4.4	4.7	5.6	14.6
TMF website	1.1	2.0	1.7	4.8
While volunteering with another organization or Veteran Service Organization	2.4	5.6	2.7	10.7
Work or school	4.2	4.7	3.9	12.8
Internet search	1.1	0.9	1.3	3.2
Other, please specify:	4.0	6.1	7.7	17.7
I don't remember	1.0	0.9	0.7	2.5

Have you ever participated in any of the following veteran groups?

1,850 people responded to this multi-select question. Fifteen percent of respondents reported participating in Team RWB. Nearly the same level of participation was seen for Wounded Warrior Project, American Legion, Veterans of Foreign Wars and Other.

P4 Total #s	Missing Status	Veteran/Survivor	Military Connected/Civilian	All
As a Wounded Warrior Project member or alumni	42	104	64	210
Team Rubicon	15	65	23	103
Team Red, White, and Blue	48	150	89	287
Student Veterans of America	9	38	4	51
The Mission Continues	16	65	18	99
The American Legion	40	152	47	239
Veterans of Foreign Wars	36	153	25	214
Other, please specify:	35	109	71	215
No, I've not participated in any of these veterans groups	306	236	504	1046

P4 Overall Percentage (denominator 1,850)	Missing Status	Veteran/Survivor	Military Connected/Civilian	All
As a Wounded Warrior Project member or alumni	2.3	5.6	3.5	11.4
Team Rubicon	0.8	3.5	1.2	5.6
Team Red, White, and Blue	2.6	8.1	4.8	15.5
Student Veterans of America	0.5	2.1	0.2	2.8
The Mission Continues	0.9	3.5	1.0	5.4
The American Legion	2.2	8.2	2.5	12.9
Veterans of Foreign Wars	2.0	8.3	1.4	11.6
Other, please specify:	1.9	5.9	3.8	11.6
No, I've not participated in any of these veterans groups	16.5	12.8	27.2	56.5

What national TMF initiatives have you ever participated ?

1,866 people responded to this question. Over three quarters of those who answered this question stated that they had participated in 9/11 Heroes Runs. Twenty-five percent stated that they had financially donated.

P5 Total #s	Missing Status	Veterans	Survivors	Military connect	Civilian	Total
Character Does Matter (CDM) presentation	35	114	12	8	51	220
CDM Character and Leadership Course	19	82	9	4	13	127

Leading with your Strengths (previously known as Veteran Transition Workshop or MAP-V)	6	44	1	3	3	57
9/11 Heroes Run	336	399	44	78	514	1371
Operation Legacy	36	73	16	14	78	217
Survivor Expedition	12	14	33	5	4	68
Leadership Expedition	1	22	2	1	1	27
Marine Corps Marathon or 10K Team TMF	42	80	14	12	62	210
Financial donation	90	144	25	26	173	458
Other, please specify:	12	23	7	5	33	80
None of the above, optional comment:	64	52	8	10	49	183

P5 Total #s	Missing Status	Veteran/ Survivor	Military Connected/ Civilian	Total
Character Does Matter (CDM) presentation	35	126	59	220
CDM Character and Leadership Course	19	91	17	127
Leading with your Strengths (previously known as Veteran Transition Workshop or MAP-V)	6	45	6	57
9/11 Heroes Run	336	443	592	1371
Operation Legacy	36	89	92	217
Survivor Expedition	12	47	9	68
Leadership Expedition	1	24	2	27
Marine Corps Marathon or 10K Team TMF	42	94	74	210
Financial donation	90	169	199	458
Other, please specify:	12	30	38	80
None of the above, optional comment:	64	60	59	183

P5 Overall percent (denominator is 1,866)	Missing Status	Veteran/ Survivor	Military Connected/ Civilian	Total
Character Does Matter (CDM) presentation	1.9	6.8	3.2	11.8
CDM Character and Leadership Course	1.0	4.9	0.9	6.8
Leading with your Strengths (previously known as Veteran Transition Workshop or MAP-V)	0.3	2.4	0.3	3.1
9/11 Heroes Run	18.0	23.7	31.7	73.5
Operation Legacy	1.9	4.8	4.9	11.6

Survivor Expedition	0.6	2.5	0.5	3.6
Leadership Expedition	0.1	1.3	0.1	1.5
Marine Corps Marathon or 10K Team TMF	2.3	5.0	4.0	11.3
Financial donation	4.8	9.1	10.7	24.5
Other, please specify:	0.6	1.6	2.0	4.3
None of the above, optional comment:	3.4	3.2	3.2	9.8

Have you ever attended a regional TMF social?

1,866 people answered this question. It appears that 1,150 people are interested in a TMF social.

P6		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	406	4	2	412
	Col Pct	46.4	0.6	0.3	
No, not interested	Frequency	158	83	204	445
	Col Pct	18.0	12.9	26.9	
No, but interested	Frequency	262	420	468	1150
	Col Pct	29.9	65.3	61.7	
Yes, once	Frequency	28	58	38	124
	Col Pct	3.2	9.0	5.0	
Yes, more than once	Frequency	22	78	47	147
	Col Pct	2.5	12.1	6.2	
Total	Frequency	876	643	759	2278

Have you ever been trained to deliver TMFs Character Does Matter program?

1,871 people responded to this question. We crossed this question with the question, 'What national TMF initiatives have you ever participated in?' and we were surprised at the results. When this question was crossed with people who said that they had participated in a CDM presentation (1st and 2nd items on the list) or a CDM Character and Leadership course, 23 have never been a mentor and 12 were interested in becoming a mentor. Conversely, of those who were trained to be a mentor 2 people had not participated in a presentation or CDM character and leadership course.

P7 Total #s	Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	403	3	1	407
No, I have never been a CDM mentor	400	320	604	1324

No, but I am interested in becoming a trained CDM mentor	58	175	141	374
Yes, I am a trained CDM Mentor, but have not yet executed CDM	6	58	5	69
Yes, I am a trained CDM Mentor, but have not been active in over 1 year	4	22	2	28
Yes, I am currently an active CDM Mentor (presented a CDM or CLC within the last 12 months)	5	65	6	76
Total	876	643	759	2278

How easy was your experience with making a donation?

Of the 458 people who said that they had participated financially, 446 people responded to this question. The 19 people who said that donating was neither easy nor difficult or somewhat difficult make up 4% of those who responded, with 86% saying it was extremely easy.

P8 Total #s	Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	794	474	564	1832
Extremely easy	61	146	175	382
Somewhat easy	15	16	14	45
Neither easy nor difficult	4	5	6	15
Somewhat difficult	2	2	0	4
	876	643	759	2278

Please indicate your agreement with the following statement: The last time I donated I understood how my donation would be used.

Of the 458 people who said that they had participated financially, 447 people responded to this question.

P9 Total #s	Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	795	474	562	1831
Strongly agree	33	95	108	236
Somewhat agree	24	41	41	106
Neither agree nor disagree	12	16	29	57
Somewhat disagree	5	3	7	15



Strongly disagree	7	14	12	33
Total	876	643	759	2278

What other TMF opportunities are of interest to you?

1,742 people responded to this question and it is a multi-select question. Many people selected more than one opportunity of interest.

P10 Total #s	Missing Status	Veteran/Survivor	Military Connected/Civilian	All
Character Does Matter	91	299	250	640
Leading with your Strengths (also used to be known as Veteran Transition Workshop or MAP-V)	30	150	60	240
9/11 Heroes Run	216	354	490	1060
Operation Legacy	51	174	171	396
Survivor Expedition	36	150	82	268
Leadership Expedition	45	212	111	368
Chapter Member	30	154	90	274
Chapter Leader	13	61	32	106
Socials	76	261	219	556
Physical Events	133	306	346	785
None of the above	58	39	63	160

On a scale from 0-10, how likely are you to participate in another TMF initiative again?

Three quarters of respondents are very likely to participate in another TMF initiative. There is very little different between everyone and just the veteran group.

All respondents

P11	Frequency	Percent
0	16	0.9
1	6	0.34
2	13	0.73
3	18	1.02
4	16	0.9
5	100	5.65
6	89	5.03
7	171	9.66
8	263	14.85

Among Veterans/Survivors Only

P11	Frequency	Percent
0	6	0.94
1	1	0.16
2	1	0.16
3	3	0.47
4	5	0.78
5	38	5.95
6	30	4.69
7	58	9.08
8	73	11.42



9	230	12.99
10	849	47.94
Total	1771	100

9	90	14.08
10	334	52.27
Total	639	100

On a scale from 0-10, how likely are you to recommend TMF to a friend or colleague?
 The Frequency and Percent columns can be summed for these 0-10 questions.
 Among all respondents, 74% would be considered 'promoters' this become 76% for the veteran group.
 It appears that while Veterans/Survivors are more likely to recommend, the experience of all participants isn't drastically different. Except perhaps among those who are not likely to recommend.
 Civilians/Military connected are more likely to have lower negative scores than the veteran group.

Among all respondents
 NPS = 65.7

P14	Frequency	Percent
0	12	0.69
1	4	0.23
2	2	0.11
3	8	0.46
4	8	0.46
5	59	3.38
6	47	2.69
7	121	6.94
8	197	11.3
9	236	13.53
10	1050	60.21
Total	1744	100

Among Veterans/Survivors
 Only
 NPS = 69.3

P14	Frequency	Percent
0	5	0.78
1		
2		
3	3	0.47
4	3	0.47
5	19	2.96
6	14	2.18
7	45	7.02
8	64	9.98
9	91	14.2
10	397	61.93
Total	641	100



Over the last 3 months, how satisfied have you been with: - Your physical health

1,486 people responded to this question. It appears that the civilian group was slightly more satisfied with their physical health than the veteran group. Of the Veteran/Survivors 16.3% were somewhat dissatisfied.

E4_1 #s and %s		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	776	5	11	792
	Col Pct	88.6	0.8	1.5	
Extremely dissatisfied	Frequency	4	18	24	46
	Col Pct	0.5	2.8	3.2	
Somewhat dissatisfied	Frequency	9	105	105	219
	Col Pct	1.0	16.3	13.8	
Neither satisfied nor dissatisfied	Frequency	9	62	54	125
	Col Pct	1.0	9.6	7.1	
Somewhat satisfied	Frequency	45	311	375	731
	Col Pct	5.1	48.4	49.4	
Extremely satisfied	Frequency	33	142	190	365
	Col Pct	3.8	22.1	25.0	
Total	Frequency	876	643	759	2278

Over the last 3 months, how satisfied have you been with: - Your emotional/mental health

1,486 people responded to this question. The emotional health experience of those who responded was nearly the same for the veteran/civilian statuses. Over three quarters of respondents reported being somewhat or extremely satisfied with their emotional/mental health.

E4_2		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	776	5	11	792
	Col Pct	88.6	0.8	1.5	
Extremely dissatisfied	Frequency	1	13	19	33
	Col Pct	0.1	2.0	2.5	
Somewhat dissatisfied	Frequency	7	66	64	137
	Col Pct	0.8	10.3	8.4	
Neither satisfied nor dissatisfied	Frequency	8	59	74	141
	Col Pct	0.9	9.2	9.8	

Somewhat satisfied	Frequency	48	294	346	688
	Col Pct	5.5	45.7	45.6	
Extremely satisfied	Frequency	36	206	245	487
	Col Pct	4.1	32.0	32.3	
Total	Frequency	876	643	759	2278

Over the last 3 months, how satisfied have you been with: - Your sleep quality

1,484 people who responded to this question. Compared to physical and mental health people appear to rate their sleep quality lower.

E4_3		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	776	5	13	794
	Col Pct	88.6	0.8	1.7	
Extremely dissatisfied	Frequency	8	31	40	79
	Col Pct	0.9	4.8	5.3	
Somewhat dissatisfied	Frequency	16	148	145	309
	Col Pct	1.8	23.0	19.1	
Neither satisfied nor dissatisfied	Frequency	11	89	98	198
	Col Pct	1.3	13.8	12.9	
Somewhat satisfied	Frequency	49	267	334	650
	Col Pct	5.6	41.5	44.0	
Extremely satisfied	Frequency	16	103	129	248
	Col Pct	1.8	16.0	17.0	
Total	Frequency	876	643	759	2278

Over the last 3 months, how satisfied have you been with: - Your eating habits/diet

1,480 people responded to this question. Most people were either somewhat satisfied or extremely satisfied with their eating habits/diet.

E4_4		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	777	8	13	798
	Col Pct	88.7	1.2	1.7	
Extremely dissatisfied	Frequency	6	27	23	56
	Col Pct	0.7	4.2	3.0	
Somewhat dissatisfied	Frequency	11	129	149	289

	Col Pct	1.3	20.1	19.6	
Neither satisfied nor dissatisfied	Frequency	13	109	96	218
	Col Pct	1.5	17.0	12.7	
Somewhat satisfied	Frequency	50	265	352	667
	Col Pct	5.7	41.2	46.4	
Extremely satisfied	Frequency	19	105	126	250
	Col Pct	2.2	16.3	16.6	
Total	Frequency	876	643	759	2278

In a typical week, on how many days do you exercise?

1,497 people responded to this question. Interestingly there is no difference between the veteran and civilian groups in terms of their exercise frequency. In Veteran/Survivor group 36% said that they exercised 5 or more days per week.

E5		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	772	3	6	781
	Col Pct	88.1	0.5	0.8	
0	Frequency	5	38	50	93
	Col Pct	0.6	5.9	6.6	
1	Frequency	10	47	36	93
	Col Pct	1.1	7.3	4.7	
2	Frequency	13	77	88	178
	Col Pct	1.5	12.0	11.6	
3	Frequency	15	135	160	310
	Col Pct	1.7	21.0	21.1	
4	Frequency	28	112	127	267
	Col Pct	3.2	17.4	16.7	
5	Frequency	20	131	157	308
	Col Pct	2.28	20.37	20.69	
6	Frequency	5	73	94	172
	Col Pct	0.6	11.4	12.4	
7	Frequency	8	27	41	76
	Col Pct	0.9	4.2	5.4	
Total	Frequency	876	643	759	2278

How much time does your exercise typically last?

Of those who stated that they exercise at least once on a typical week, 1,407 people responded to this question. The exercise length was nearly the same between groups with over half of the respondents indicating that their exercise lasted 45 minutes or longer.

E6		Missing Status	Veteran/Survivor	Military Connected/Civilian	
Did not respond to question	Frequency	776	41	54	871
	Col Pct	88.6	6.4	7.1	
0-9 minutes	Frequency	0	3	3	6
	Col Pct	0.0	0.5	0.4	
10-30 minutes	Frequency	11	66	71	148
	Col Pct	1.3	10.3	9.4	
30-45 minutes	Frequency	33	166	171	370
	Col Pct	3.8	25.8	22.5	
45-60 minutes	Frequency	29	218	300	547
	Col Pct	3.3	33.9	39.5	
More than 1 hour	Frequency	27	149	160	336
	Col Pct	3.1	23.2	21.1	
Total	Frequency	876	643	759	2278

I feel my participation with TMF has a positive impact on my community

Over three quarters of respondents stated that they somewhat or strongly agree that TMF has a positive impact on their community.

T2_1		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	833	7	13	853
	Col Pct	95.1	1.1	1.7	
Strongly disagree	Frequency	2	7	5	14
	Col Pct	0.2	1.1	0.7	
Somewhat disagree	Frequency	0	4	7	11
	Col Pct	0.0	0.6	0.9	
Neither agree nor disagree	Frequency	9	146	147	302
	Col Pct	1.0	22.7	19.4	
Somewhat agree	Frequency	12	172	243	427

	Col Pct	1.4	26.8	32.0	
Strongly agree	Frequency	20	307	344	671
	Col Pct	2.3	47.7	45.3	
Total	Frequency	876	643	759	2278

The more involved with TMF that I am, the greater the positive impact on my life
Two thirds of respondents indicated that they strongly or somewhat agree that the more involved with TMF they are, the greater the positive impact is on their lives.

T2_3		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	835	9	14	858
	Col Pct	95.3	1.4	1.8	
Strongly disagree	Frequency	2	10	5	17
	Col Pct	0.2	1.6	0.7	
Somewhat disagree	Frequency	1	5	5	11
	Col Pct	0.1	0.8	0.7	
Neither agree nor disagree	Frequency	10	181	232	423
	Col Pct	1.1	28.2	30.6	
Somewhat agree	Frequency	14	201	261	476
	Col Pct	1.6	31.3	34.4	
Strongly agree	Frequency	14	237	242	493
	Col Pct	1.6	36.9	31.9	
Total	Frequency	876	643	759	2278

For any of the TMF events you have led, how well did you feel TMF prepared you?
373 people responded to this question – it was obviously not applicable for all people. The 2 and 21 people who were not well or slightly well prepared account for 6% of those who responded. In the Veteran/Survivor group there were 184 respondents and in the Civilian group there were 179. Therefore, the Civilian group rate of feeling less well prepared was almost double that of the Veteran group. This might have implications for training – to make sure that the civilian leaders who may be less aware of the military culture are up to speed.

T5		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	866	459	580	1905
	Col Pct	98.9	71.4	76.4	

Not well at all	Frequency	0	1	1	2
	Col Pct	0.0	0.2	0.1	
Slightly well	Frequency	2	7	12	21
	Col Pct	0.2	1.1	1.6	
Moderately well	Frequency	2	42	40	84
	Col Pct	0.2	6.5	5.3	
Very well	Frequency	3	91	81	175
	Col Pct	0.3	14.2	10.7	
Extremely well	Frequency	3	43	45	91
	Col Pct	0.3	6.7	5.9	
Total	Frequency	876	643	759	2278

What is your race/ethnicity?

This is a multi-select field and in the next annual survey we will parse out the ethnicity from the race and indicate who had once race selected and those that had two or more.

D4 Total #s	Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
White or Anglo or Caucasian	14	490	654	1158
Black or African American	1	39	22	62
Hispanic or Latino	2	71	37	110
American Indian or Alaska Native	.	21	6	27
Asian	.	27	20	47
Hawaiian or Pacific Islander	.	10	4	14
Other, please specify	.	12	4	16
Prefer not to answer	2	20	23	45

What is your race/ethnicity?

D4 Overall Percentage (denominator = 1409)	Missing Status	Veteran/Survivor	Military Connected/Civilian	All
White or Anglo or Caucasian	1.0	34.8	46.4	82.2
Black or African American	0.1	2.8	1.6	4.4
Hispanic or Latino	0.1	5.0	2.6	7.8
American Indian or Alaska Native	.	1.5	0.4	1.9
Asian	.	1.9	1.4	3.3
Hawaiian or Pacific Islander	.	0.7	0.3	1.0

Other, please specify	.	0.9	0.3	1.1
Prefer not to answer	0.1	1.4	1.6	3.2

Which of the following describe(s) your current employment situation?

1,413 responded to this question, a multi-select question. Seventy percent of respondents reported full time work. Of the 1,518 respondents, 47% are Veteran/Survivors. In the last table with the row percent, one would expect the Veteran column to be around 47% and the Civilian column to be around 53% for all employment status. Instead, it is apparent that the Veterans/Survivors are more likely to be in a higher education program or be unemployed compared to the Civilians. The Civilians are more likely to have part time work, compared to the Veterans.

D5	Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Full time (35 hours a week or more)	9	430	561	1000
Part time (less than 35 hours a week)	2	51	90	143
Enrolled in a full time higher education program	1	79	33	113
Enrolled part time in a higher education program	.	20	12	32
Unemployed	1	42	23	66
Other, please specify	1	82	81	164

D5 Overall Percentage (denominator is 1,413)	Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Full time (35 hours a week or more)	0.6	30.4	39.7	70.8
Part time (less than 35 hours a week)	0.1	3.6	6.4	10.1
Enrolled in a full time higher education program	0.1	5.6	2.3	8.0
Enrolled part time in a higher education program	.	1.4	0.9	2.3
Unemployed	0.1	3.0	1.6	4.7
Other, please specify	0.1	5.8	5.7	11.6

D5 Row Percent	Missing Status	Veteran/Survivor	Military Connected/Civilian	Row Percent
Full time (35 hours a week or more)	0.9	43	56.1	100
Part time (less than 35 hours a week)	1.4	35.66	62.94	100
Enrolled in a full time higher education program	0.88	69.91	29.2	100
Enrolled part time in a higher education program	.	62.5	37.5	100
Unemployed	1.52	63.64	34.85	100
Other, please specify	0.61	50	49.39	100

What is the highest level of education that you have completed?

1,410 people responded to this question. Of the veterans who responded to this question, 65% had a bachelor's degree or higher.

D6		Missing Status	Veteran/Survivor	Military Connected/Civilian	Total
Did not respond to question	Frequency	862	1	5	868
	Col Pct	98.4	0.2	0.7	
Less than high school diploma or GED	Frequency	2	2	9	13
	Col Pct	0.2	0.3	1.2	
High school diploma, GED, or equivalent	Frequency	2	37	39	78
	Col Pct	0.2	5.8	5.1	
Some college, no degree	Frequency	0	114	91	205
	Col Pct	0.0	17.7	12.0	
Associate's degree (A.A., A.S., etc.)	Frequency	2	53	53	108
	Col Pct	0.2	8.2	7.0	
Bachelor's degree (B.A., B.S., etc.)	Frequency	6	222	321	549
	Col Pct	0.7	34.5	42.3	
Master's degree (M.S., M.A., etc.)	Frequency	1	121	138	260
	Col Pct	0.1	18.8	18.2	
Professional degree (M.D., J.D., M.B.A., M.P.A., M.S.W., etc.)	Frequency	0	64	58	122
	Col Pct	0.0	10.0	7.6	
Doctoral degree (Ph.D.)	Frequency	0	8	18	26
	Col Pct	0.0	1.2	2.4	
Other, please specify	Frequency	1	21	27	49
	Col Pct	0.1	3.3	3.6	
Total	Frequency	876	643	759	2278

The follow questions were made available to respondents who indicated military service.

Which of the following best describes your era of service?

D8	Frequency	Percent
Post-9/11 veteran	225	54.61
Pre-9/11 veteran	187	45.39

In which branch(es) of the U.S. military do/did you serve?

This question is also a multi-select field, so the percent column will add up to over 100. Of note, is the high representation of Navy.

Branch	N	Percent
Army	122	30.0
Army Reserve	43	10.6
Army National Guard	45	11.1
Navy	173	42.5
Navy Reserve	36	8.9
Air Force	45	11.1
Air Force Reserve	11	2.7
Air National Guard	14	3.4
Marine Corps Reserve	28	6.9

What is your rank?/What was your rank at time of military separation?

58% of those who responded to this question were Enlisted and 38% where officers.

D10	Frequency	Percent
E-1	6	1.2
E-2	4	0.8
E-3	18	3.5
E-4	89	17.1
E-5	90	17.3
E-6	48	9.2
E-7	30	5.8
E-8	13	2.5
E-9	6	1.2
O-1	24	4.6
O-2	11	2.1
O-3	77	14.8
O-4	43	8.3
O-5	24	4.6
O-6	16	3.1
O-8	1	0.2

Prefer not to answer	15	2.9
W-2	1	0.2
W-3	4	0.8
W-4	1	0.2

Do you have a VA service-connected disability rating?

D11	Frequency	Percent
No	319	59.1
Yes	221	40.9

What is your service-connected disability rating?

D12	Frequency	Percent
0 percent	9	4.1
10 or 20 percent	42	19.2
30 or 40 percent	43	19.6
50 or 60 percent	31	14.2
70 percent or higher	94	42.9

We looked at disability rating and employment. As would be expected, those with a disability rating were much more likely to work part time or were unemployed than veterans who did not have a disability rating.

In addition to the regular TMF feedback requests, would you like to volunteer to be a part of a survey group to provide insightful information to TMF about various topics or specific questions as needs arise?

This is very encouraging – 528 people have agreed to receive more surveys and to provide feedback as needed.

D15	Frequency	Percent
No	576	41.68
Prefer not to answer	278	20.12
Yes, please provide your email:	528	38.21

Appendix B: Selected Comments Grouped by Category

What has been your greatest experience with TMF?

Comments centered on the community and being a part of the wonderful cause and giving back. Comments also focused on the character and leadership built and learned through Travis Manion. Below are specific results.

Community

- Watching my husband light up with a new sense of purpose and belonging with a group of good people.
- Building a community with like-minded people
- Support and awareness of my community/peers
- Experiencing activities with people who are there to support community and exceptional groups
- Seeing the growth of our 911 run from one that was marginally successful to about 3 x the runners and beginning to be a tradition in the community.
- Seeing the community as a whole come together at the 9/11 heroes run.
- Seeing the appreciation from participants when volunteering for an event and knowing that I am helping others in my community
- My greatest experience with TMF has been the conduit it provides in connecting with individuals and groups within my community. I meet and engage with people in a positive way that I may not have had I not been a part of TMF

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- I enjoy all TMF experiences. I guess meeting and listening to the CDM presenters that had a personal connection with Travis leave the greatest impression on me. A close second would be participating in the Cooper River 9/11 Heroes runs. The Barikians do a fantastic job with that every year.
- Great group of people to work with around a common cause

- Participating in and volunteering at 9/11 Heroes Runs. I no longer run due to knee and ankle issues, but volunteer whenever an event is nearby.
- Meeting veterans and civilians and giving back
- Involving my children to give back w/ their participation
- I get fulfillment from fundraising for TMF. I love to see people in the T-shirts that I've given out or when my family and friends promote the TMF/military family cause.
- I would say that the greatest experience I had with TMF was helping with the Operation Legacy in the Point Breeze neighborhood of Philadelphia. I helped clean up there with many veterans who care about America's future.
- Meeting and training with the other mentors at the Atlanta CDM Mentor training event. Realizing that there were other veterans who felt they had more to give back to future generations of Americans.

Character and Leadership

- Seeing my nephew and his classmates being inspired by Travis and his actions/motto
- The entire journey with TMF from the moment that I discovered it continues to be overwhelmingly positive. I continue to grow from each experience, work to leverage my strengths for the greater good and create momentum to provide others with the opportunity to make each day matter.
- Knowing that my financial support from the funds I control at work and the individual dollars I give through the United Way are going to the development of more leaders for this country with a strong sense of character and duty.
- One, being able to call the people I volunteer with my good friends, especially the leaders in TMF, and also making new, strong friendships as well. Second, being a civilian, being valued as a member of TMF, and having the chance to help how I can, even if I never got the chance to serve our country. Last, it was a great honor to me to be trained as an ambassador with TMF - in my eyes an honor bestowed due to the volunteer work I have been fortunate enough to do.
- Survivor expedition and realizing growth comes through challenge and service.
- The survivor expeditions. They have helped me to grow as a person, helped me to heal from my loss, helped other members of my family deal with the loss and have brought new and wonderful people into my life.

Overall Experience

- Over the years, since my time in the MAP-V program, TMF has provided me motivation and a positive mindset to stay the course in the difficult process of becoming a clinical psychologist. I am currently in my 3rd year, two more years to go!

- Working on the Heroes Run committee where an entire group of people moved together toward a common goal. Super positive experience.
- Being able to assist the veterans and runners at the 9/11 race. Getting to know the veterans and their families and letting them know how much I appreciate their sacrifice for our country. Seeing Gene walk with the ReWalk (exoskeleton) brought tears to my eyes.
- The stories told about Travis and the lessons learned from his own actions. It is not the big things we do in life but rather the small things, the small impacts we make on others, whether that be one person, or groups. If you can inspire one person, that is what is important, and inspiration comes in the small moments.
- Learning how to use positive psychology to gain attention and mentor the youth.
- Making connections to a positive group of people and the reinforcement of leading with morals
- My only experience was the walk I just did. My friends and I were so impressed with the Baltimore harbor; we just strolled, took pictures and enjoyed the morning. We came in dead last so I did not turn in my strip off my number, which now I totally regret. I guess I was the only 60-69 year old woman doing the walk and I could have received a first place medal while coming in dead last. It is a wonderful memory and a great story. Thank you so much for letting me participate.
- I did my 9/11 heroes run as a virtual runner, on 9/11, choosing to ruck my 5K up a mountain. At the top, I was standing on a rock, overlooking my city. A gentleman behind me, saw the back of my shirt, and he questioned me about it. I turned and explained what the organization represented and that I had just completed the 5K, to support the heroes. He looked at me, quietly, then said, that he was a retired NYPD, and was on duty in New York, on that very 9/11. The heartbreaking compassion on my face was evident, but I couldn't find any words to say. He then, thanked me. He pointed to my shirt, and to my ruck, and said, "Thank you. Thank you for what you are doing." And then he turned and walked away. I found my voice as he was walking away, and I thanked him, for his service. But as most heroes of this world, he shrugged it off, and thanked me again. Every time I climb that mountain, and stand on that rock, I will forever remember that moment.
- My greatest experience with TMF is meeting other gold star families making connections and being part of a community where I come from there are not many gold star family members and so to be able to connect with others who have shared life experiences makes it easier. Hiking gold Star Peak was one of the most physically emotionally and mentally challenging things I have ever done. Was an incredible experience that changed a lot for me. I am stronger than I give myself credit for and more determined that even I knew.
- So far just have had one experience but the leadership is so positive, ambitious, and organized, that it seems to make a great impact.



How would you describe TMF to a friend?

Similar to the first question, the results from this statement centered around four basic themes; community, the cause, giving back, character and leadership, and a positive experience. Additionally, many of the comments overlapped. For example, people stated that the wonderful focus of the organization, and the amazing experience, led to the strength of the community. Some of these results are listed below.

Community

- Community based nonprofit dedicated to honoring all who serve or have served and seeking to build a stronger community.
- An organization dedicated to bettering life in communities throughout the country by taking a leadership role in community involvement and civic pride
- It is an organization that builds hope and strengthens our community by bringing the best of our country, veterans, together with the future of our country.
- An organization that cares about the community and people.
- A "national-centric "service group that provides/strengthens the community while bettering the individuals who participate.
- TMF is a great partner in the community, which assists families that have suffered a military loss, and for those heroes that were injured and continue to persevere. Also, TMF offers the chance to help our community by offering mentoring programs for children, which in turn, gives them a positive head start in life.
- TMF is a powerful and inspirational foundation that supports and gives back to its community through service projects and character education programs, while honoring those who have served our country.
- TMF is an organization that cares about the moral well-being of this country. It honors those who have paid the ultimate sacrifice and have come before us but also looks at cultivating the next generation to be upstanding citizens and engages both the military populations and civilians to identify needs in their community and create a positive impact.
- An organization geared around helping to build the character for a community and providing support where needed.

Cause | Organization | Giving Back

- It is a great cause! How wonderful to support the community!
- A foundation that honors military service and veterans.
- Great opportunity to give back to those who have given so much
- Amazing organization founded in memory of an amazing and selfless person/Marine
- A must join.

- It is an organization that uplifts the legacy of Travis Manion. To inspire us to live a fuller life, and get involved in your community.
- An organization to help our vets assimilate back to civilian life and have the tools they need with physical, emotional and financial support. As an Army mom, I appreciate the things that TMF offers.
- An efficient veterans and military support organization that combines local community involvement with national direct impact initiatives.
- An amazing organization with AMAZING people, helping and giving to others first and foremost.
- Helping veterans find their way.
- TMF is an amazing foundation that does great work through many different actions. The people are wonderful, and truly care. Also, they are a terrific resource for veterans transitioning from the military to civilian life; something that I imagine is very much needed.
- An organization for helping veterans and those who serve/have served to help them feel like they are making more of a positive impact in their lives and lives of others, strong on leadership and community.
- It is an organization centered around keeping the legacies of our heroes alive and honoring their sacrifice by giving back
- A very impactful organization that has some of the best motives and characteristics that I've seen
- A worthy organization seeking to make a difference in the lives of others and promoting honor and leadership
- Great people. A good organization. A family
- Servitude possessing the attitude of serving others. Opportunity to meet new friends, become a family, and have fun while serving others for a common cause.
- Empowering, Growing, Purpose
- A great organization that you can TRUST.
- I would describe TMF as an incredible organization that helps give veterans a purpose in life.
- Amazing foundation that supports and cares for one of the most crucial communities in our country, veterans and active duty military and their families.
- Excellent organization to be a part of, awesome cause

Character and Leadership

- An organization developing character in youth and providing a sense of community and purpose to Veterans.
- I describe it as an organization that works to empower veterans and their families.
- A great foundation focused on character!



- An opportunity to challenge yourself as a leader.
- Empowers veterans and the families of fallen heroes to develop character in future generations
- Great organization that honors those who have served, and strives to build character in the next generation of leaders
- An organization intended to build character in our youth by demonstrating the character of veterans and their families.
- Character building group based on families who have lost members in military service and want to continue their significance in life despite being gone themselves.
- A character building organization that allows you to do a variety of events where you can find something that fits your interest(s). More in-depth than other veteran organizations.
- It's amazing, it's an excellent leadership program that sets your mind straight and on the right path for physical and mental success

Overall Experience

- You can see the Purpose and difference you can make.
- An organization based on the value system of a fallen Marine and his family established to provide a venue to remember the sacrifices of our friends family and community, provide support to veterans and to enrich communities
- Being around TMF is a positive experience and it gives you Hope.
- Founded to help others find solitude in the loss of a loved one. That we are in this together and we WILL triumph. That the loss of a loved one is the price that we are willing to pay to see this World become at better place for ALL.
- I would describe it as being positively impacting, amazing, and purposeful! TMF is one that someone should do when they want to give their time and effort for their community! It is a lot of hard work that will be done, but when you are working, you do not think about the work. You think about the impact that the work is doing and how it can help you out as a person. I for one know that the work I did, was worth the hot, sweaty days outside!
- A program of positive influence and a way of looking at life that is inspirational.
- An experience of a lifetime.

Appendix C: Outcome Tables by Percent Agreement

Outcome Table of Those Who Strongly Agreed	1 initiative			2 initiatives			3 or more initiatives		
	All	Veterans	Civilians	All	Veterans	Civilians	All	Veterans	Civilians
My life has a clear sense of purpose	32.0	31.2	33.7	39.6	44.0	35.4	46.9	48.0	45.7
I am optimistic about my future	49.1	44.6	52.2	52.6	57.0	48.3	68.1	70.1	66.7
My life is going well	41.4	35.7	45.4	46.0	46.1	45.1	60.4	62.3	59.8
I feel good most of the time	35.1	30.5	38.3	41.8	41.6	41.7	52.4	53.1	51.1
What I do in life is valuable and worthwhile	42.5	41.6	43.5	48.8	50.4	46.2	58.4	59.6	57.6
I can succeed if I put my mind to it	54.9	54.8	54.9	56.6	58.5	55.9	70.3	71.4	68.5
I am achieving most of my goals	29.5	30.3	29.4	35.5	39.0	32.6	41.1	42.5	38.9
In most activities I do, I feel energized	33.8	32.8	35.6	35.3	35.5	34.0	50.0	47.3	53.3
There are people who appreciate me as a person	46.2	43.2	47.8	51.8	52.1	51.7	65.8	65.3	66.3
I feel a sense of belonging in my community	29.7	26.6	31.6	37.9	39.7	36.8	49.0	46.2	51.1
I get fully absorbed in activities I do	37.6	34.1	41.4	40.4	44.4	37.2	53.9	50.7	58.7
I get excited when I work on something	39.7	36.8	43.1	42.9	42.3	42.8	56.1	54.4	58.7
I have found a satisfactory meaning in my life	36.2	34.4	38.7	40.4	45.1	35.9	49.4	55.1	42.4
I know what gives meaning to my life	41.5	38.9	43.7	46.6	52.8	42.4	55.3	59.2	50.0
There are people who give me support and encouragement	65.3	60.1	68.6	66.8	66.4	68.1	75.0	75.9	72.0
My actions reflect my core values	63.0	60.0	64.9	66.0	66.4	65.7	79.4	80.7	76.3



TECHNICAL REPORT

I do not allow group pressure to control me	55.0	56.5	53.4	56.0	59.9	52.8	65.6	70.8	60.2
My morals guide what I do as a leader	70.7	71.2	71.0	70.8	74.7	67.8	82.3	88.3	73.1
For me, my community is a good fit	38.8	34.7	40.9	45.6	47.9	43.8	55.1	51.4	58.1
My community is important to me	53.7	51.2	55.3	57.0	55.9	58.7	70.6	73.1	65.6
I feel good helping the members of my community	69.7	67.0	71.6	70.3	72.7	67.4	81.5	80.7	81.7
There is no one I feel close to	4.6	5.0	4.7	3.2	3.5	1.4	3.6	4.9	1.1

Outcome Table of Those Who Were Extremely Satisfied

Over the last 3 months, how satisfied have you been with your	1 initiative			2 initiatives			3 or more initiatives		
	All	Veterans	Civilians	All	Veterans	Civilians	All	Veterans	Civilians
Physical health	23.8	20.0	24.9	24.8	27.3	22.4	28.2	23.8	33.3
Emotional/mental health	31.6	29.1	33.1	31.4	30.8	30.8	39.1	41.5	33.3
Sleep quality	15.9	13.5	17.3	18.0	18.9	18.2	18.6	20.4	15.1
Eating habits/diet	15.6	13.3	16.7	18.8	22.0	16.2	19.8	19.7	18.3



Outcome Table of Those Who Agreed or Strongly Agreed	1 initiative			2 initiatives			3 or more initiatives		
	All	Veterans	Civilians	All	Veterans	Civilians	All	Veterans	Civilians
My life has a clear sense of purpose	76.4	75.0	77.6	81.9	82.3	79.2	86.2	88.4	84.8
I am optimistic about my future	89.8	87.7	92.4	92.1	93.0	91.7	96.9	97.3	95.7
My life is going well	88.5	85.3	90.2	91.4	91.5	91.0	94.9	95.9	92.4
I feel good most of the time	86.9	82.7	88.6	90.6	87.3	93.1	92.9	93.1	91.3
What I do in life is valuable and worthwhile	87.5	86.5	87.0	91.4	92.2	90.2	95.3	97.3	92.4
I can succeed if I put my mind to it	94.4	93.6	95.5	96.0	97.9	95.2	98.8	98.6	98.9
I am achieving most of my goals	81.3	79.7	83.2	85.6	84.4	87.5	91.3	93.2	88.9
In most activities I do, I feel energized	87.8	83.6	90.4	90.8	90.8	90.3	97.2	97.3	96.7
There are people who appreciate me as a person	93.5	92.1	94.1	96.3	95.1	97.2	96.9	97.3	96.7
I feel a sense of belonging in my community	74.2	71.4	76.3	81.4	78.0	82.6	87.0	84.1	89.1
I get fully absorbed in activities I do	87.7	85.6	90.2	89.0	91.6	88.3	95.7	97.3	93.5
I get excited when I work on something	92.0	89.7	94.1	95.1	95.8	95.2	97.7	98.0	96.7
I have found a satisfactory meaning in my life	79.0	75.0	80.2	85.6	88.0	82.1	89.4	91.8	87.0
I know what gives meaning to my life	85.3	84.4	85.3	89.9	94.4	86.1	91.4	93.2	89.1
There are people who give me support and encouragement	93.1	92.1	93.7	93.5	93.0	93.8	98.8	99.3	97.9
My actions reflect my core values	94.0	93.5	95.1	96.8	97.2	95.8	98.8	100.0	96.8
I do not allow group pressure to control me	89.2	89.7	89.8	92.6	95.8	90.3	92.7	96.5	88.2
My morals guide what I do as a leader	95.5	95.6	96.3	98.4	99.3	97.9	99.2	99.3	98.9



TECHNICAL REPORT

For me, my community is a good fit	79.8	78.2	79.5	82.9	83.8	82.6	89.9	90.3	88.2
My community is important to me	90.3	89.4	90.4	90.9	93.0	90.2	95.2	95.9	93.6
I feel good helping the members of my community	95.2	95.3	96.1	97.4	97.9	97.2	98.4	97.2	100.0
There is no one I feel close to	11.3	14.4	9.8	8.1	9.1	6.3	6.1	7.6	3.2

Outcome Table of Those Who Were Satisfied or Extremely Satisfied

Over the last 3 months, how satisfied have you been with your	1 initiative			2 initiatives			3 or more initiatives		
	All	Veterans	Civilians	All	Veterans	Civilians	All	Veterans	Civilians
Physical health	72.3	66.8	74.7	75.5	74.8	77.6	77.4	78.2	76.3
Emotional/mental health	76.4	72.7	78.0	81.7	82.5	79.7	85.9	87.8	82.8
Sleep quality	58.3	50.9	62.2	60.5	60.1	60.8	69.4	73.5	62.4
Eating habits/diet	60.3	53.4	63.5	63.0	61.7	63.4	67.3	66.7	68.8

