2022 Annual Report

Showcasing our Brave Achievers: 2022 Graduates, Veterans and Military Spouses

Building Veterans Futures.

Saving Veterans Lives.
Thanks to the collective generosity of the National Auto Body Council (NABC), Enterprise and Geico, three ONU alum, including Lance Brown (pictured), Daniel Porras and Mohindra Lauchman, were recently presented with a vehicle as part of the NABC’s Recycled Rides program.

Public/Private partnerships like this are what fuels our mission to ensure that our Veterans and Spouses have the tools, resources, training and support they need to successfully transition from military service to a purposeful career in civilian life. Together, we make our community stronger and empower its Veterans and Military Spouses as they transition into the civilian workforce.
Dear Friends,

Let me begin by saying thank you to all who have supported our organization and the mission we are dedicated to carrying out. Our nation’s Veterans and their Spouses deserve an opportunity to find purposeful employment after service, and it is because of your contributions that we can offer our programs to them at no-cost.

As we begin a new year, let us reflect on the many successes achieved in the previous one. The average starting salary of an ONU graduate is now $74K, up nearly 14% from last year. Additionally, ONU graduated 42 students in 2022, bringing our total to more than 400, and our alumni boast a 97% success rate finding careers within four months of completing the program.

2022 was a tremendous year of growth for ONU. We launched our first program designed specifically for Military Spouses and graduated two ONU Veteran classes from the Tampa area, which we intend to double in 2023. Because of this, we’ve hired more staff and have expanded our services online.

Starting in early January, Veterans and Military Spouses from around the world will be able to access our programs and services through an online learning portal, 24 hours a day, 7 days a week.

Thank you for making all this possible. To God be the Glory and our Veterans be blessed.

Blessings,

Michele McManamon, Co-Founder & CEO
From Disillusion to Empowerment

When Gary VanDyk received the devastating news that his 24-year military career was abruptly coming to an end due to a medical diagnosis, he found himself at a crossroads. Being a nuclear engineer on submarines was all he had known, but his diagnosis forced him into early retirement. With a young family to support, Gary was faced with the tremendous fear and uncertainty of carving out a new identity in the civilian world.

Gary’s journey with ONU began when he learned about the organization from a colleague. Recognizing the need for guidance and support, he enrolled in the Veteran program. In the initial days of the program, Gary was encouraged to reflect on his identity as an individual and assess the valuable skills he had honed during his Navy career. This was crucial turning point, as it enabled him to see beyond his military role and realize his potential for success in new professional endeavors.

"I didn't know who I was without the Navy. This program changed my life from the moment I stepped through that door."

–Gary VanDyk
“Operation New Uniform is changing lives. It is giving people a second chance to show that they can do what they have always dreamed of doing.”

Kristi VanDyk

Recognizing the impact that ONU had on her husband, Gary’s wife Kristi enrolled in Spouse Class 47. She found solace and empowerment through the program and fostered a sense of camaraderie among fellow spouses navigating similar transitions.

Thanks to ONU, Gary and Kristi found renewed purpose and direction in their lives. Equipped with a newfound sense of confidence, Gary successfully transitioned into a civilian career. Kristi discovered her own professional aspirations and gained the necessary skills to navigate a new future for herself and her family.

The impact of Operation New Uniform extends far beyond career development; it instills hope, resilience, and a sense of community that serves as a foundation for Veterans and their families as they embark on a new chapter in their lives.
97% Gained Employment within four months of completing the program

96% ONU Veterans agree that ONU bridges the gap that other military programs do not

85% of ONU Veterans report being more stable financially

89% experienced improved resiliency

AVERAGE SALARY $74K

15K Veterans Served

400+ Veterans Graduated

96% of ONU Veterans would recommend Operation New Uniform to other transitioning Veterans

TAX CREDIT AVAILABLE FOR HIRING VETERANS
Businesses that hire Veterans may be eligible for a tax credit of up to $9,600.
For more information visit: Military.com/Hiring-Veterans

2022

EXPERIENCED IMPROVED RESILIENCY

400+

Operation New Uniform - 8825 Perimeter Park Blvd, Suite 503, Jacksonville, FL 32216
Phone: 904-328-1600
Email: info@onuvets.org
Our Mission

ONU empowers Veterans and Military Spouses to successfully transition from military service to a purposeful career through a proprietary training program, comprehensive wraparound services and resources, and engagement with a community of Patriots and Professionals.

ONU VETERANS

GENDER
Male - 68%
Female - 32%

ETHNICITY
Caucasian - 52%
African American - 20%
Latino - 10%
Asian/Pacific Islander - 15%
Other - 3%

DISABILITY
Service Connected Disabled - 65%

OUR CORE VALUES - TACTICS

- Teamwork
- Ambition
- Compassion
- Talent
- Integrity
- Community
- Service

OUR PROCESS

FINDING THE UNIFORM
- Application Review
- Service Validation
- In-Depth Interviews
- Skills Assessment

ENHANCING THE UNIFORM
- Business Acumen
- Corporate Culture
- Professional Attitude
- Emotional Intelligence

MISSION FORWARD
- Intensive Training & Ongoing Professional Development
- Career Determination
- Goal Establishment
- Skills Translation

PLACEMENT
- Candidates
- Network Building
- Connecting Businesses & Veterans
- Employer Liaison
- Vetted & Qualified

BRANCH OF SERVICE ONU VETS HAVE SERVED IN

NAVY 62%
ARMY 24%
USMC 4%
AIR FORCE 8%
COAST GUARD 2%

ENLISTED VS. OFFICER

JUNIOR ENLISTED [E4-E5] 17.8%
SENIOR ENLISTED [E6-E9] 62.2%
OFFICER 20%

ONU is powered by Sandler

8825 Perimeter Park Blvd, Suite 503
Jacksonville, FL 32216
THANK YOU TO OUR SUPPORTERS

- Aegis Pension Services
- Maria Alberto
- Diane & Karl Baehler
- BAE Systems
- Boeing
- Dane & Joella Baird
- Bank of America
- Ryan Bauman
- Steve Baumgartner
- BBVA
- Compass Foundation
- Beaver Street Fisheries
- Melissa Benes
- Black Knight
- Heather Briggs
- Natalie Bryant
- Bob Buehn
- Lou Caldrapoli
- Melissa Circelli
- Chapel By The Sea
- CIT Bank
- Clay County Electric
- Clay Tablet Bookkeeping
- CDZ Sales
- Justin Cook
- Lisa Craig
- Michael & Mary D’Errico
- Jerry Daniels
- Disabled Veterans North Florida
- Fire Watch
- First Command
- Florida Blue Foundation
- Florida Department of Economic Opportunity
- Florida Volunteer Generation Grant
- Noah Frame
- Scott R. Francis
- Ronald Front
- Garnett Commercial Real Estate, Inc.
- Geico
- Lisa Louise Gillespie
- Great NonProfits
- Jason Greenawalt
- Haskell
- HCI
- Ryan Hollister
- Mary Jo & Elliot Horne
- Ron & Marilee Howland
- Hueman People Solutions
- Molly Hunt
- Dorothy Iaconis
- Jacksonville Jaguars Foundation
- Thea Jeffers
- Johnson & Johnson
- Jones Family Charitable Foundation
- Scott Kaeppel
- Ralph Kauzlarich
- K9s For Warrios
- Jill Lawson
- Lana Long & Bert Coldiron
- Jay Ludescher
- Manifest Distilling
- Linda Marshall
- Randall Marshall
- Match4Military
- Mercer Wine Estates, LLC
- Candace Thompson Miller
- Catherine Miller
- Leigh Mills
- Katherin & Frank Nichols
- Lee Nimnicht
- One Digital, LLC
- Tom Pappas
- Pet Paradise
- Lauren & Michael Parrotta
- Lester & Robin Passa
- Chris Pepin
- Tom Peterson Foundation
- Georgianne Pionessa
THANK YOU TO OUR SUPPORTERS

- The Players Championship
- Red Coats
- Kevin Probst
- Puro Clean Emergency Services
- Quick Construction
- William Quinn
- The Rachel Foundation
- Taylor Rosa Flores
- Rounded
- James Rosenfield
- Janet Saltmarsh
- Suzanne Schinsing
- Frank Sisto
- Dan Stalp
- Steve Swaim

- Swisher
- Synovus Bank
- TD Charitable Foundation
- Tegna Foundation
- Thornton Family Foundation
- TIAA Bank
- Judy Toche
- Harold Tool
- David Trenholm
- Meredith VanDyne
- Joe Verseput
- Luis Visot
- Vystar
- Ann Marie Waechter
- Wander Media

- Wells Fargo Foundation
- Alvin White
- Winn-Dixie
- Charles Wodehouse
- Dayton Warfle
- Robert & Elizabeth Wax
- Charitable Fund
- Wounded Warrior Project, Inc.
- Joseph Zanghi

OUR LOYALTY BRIGADE MEMBERS

OUR VETERANS. OUR COMMUNITY. OUR RESPONSIBILITY.

Adam Singletray
Al Simon
Brian Butler
Carrie Paul
Christopher Miller
Dan Stein
Daniel Dalesio
David Kennett
David Trenholm
David Walter
Donald Farley
Edward Rundt
Efferem Williams
Frederick Pharr
Gabrielle Abbosh
Jeffrey and Elis Wallace

Jerome Ballard
John McManamon
Joseph Marr
Kim Bynum
Leah Boyd
Leigh Mills
Lisa Gillespie
Lou Caldronpoli
Mary D'Errico
Michele McManamon
Peter Abramovs
Ralph Kauzlarich
Rob Surgeoner
Robert Barber
Robert (Bob) Buehn
Ryan Hollister

Samuel Peluso
Sandler Training
Susan Sykes
Terri Gustin
The Tool Family
Tim Goering
Timothy Edwards
Tom Quinn
Torrance Gary
William Hector III
2022: A YEAR
IN PICTURES
COLLABORATIVE PARTNERSHIPS

At Boeing, supporting Veterans and their families is our part of our legacy—and our duty—and we are moving forward together with Operation New Uniform.

—Ingrid Piedrahita Morales, Community Investor at The Boeing Company

Operation New Uniform is exceedingly proud to highlight and celebrate our collaborative, year-round partnership with preeminent aerospace leader—The Boeing Company. Shared goals and objectives make this relationship take flight in service to U.S. Military Veterans and their families.

A sustainable, healthy, dynamic and global company, Boeing is a force for change in our world, and they work every day to bring about that change for communities that need it most. Since 2017, Boeing and ONU have partnered to help military service members, veterans and their families transition to successful and rewarding careers.

"Operation New Uniform dovetails beautifully into our strategy with their exemplary professional training, mentoring and support model."

Understanding the impact ONU is making, Boeing team members regularly attend ONU’s graduations and career fairs. The 2022 Heroes Gala had its first ever presenting sponsor in Boeing. The Boeing Company Community Investor Ingrid Piedrahita Morales offered an incredible opportunity to ONU supporters and guests. She announced a $25,000 dollar-for-dollar matching donation for funds raised that evening; Boeing’s generosity resulted in an additional $40,000 in charitable contributions to help those who have served our country.

"More than 75% of Boeing’s employees have served in the U.S. Armed Forces. One of our core tenets is supporting military Veterans and their families transitioning back to civilian life,” shared Ms. Piedrahita Morales.

The ONU team was honored to attend the recent groundbreaking for the state-of-the-art Boeing Components Operations Facility. This dynamic, new facility will provide more than 400 new job opportunities in the Jacksonville and Northeast Florida markets.
Pictured clockwise from top left: 1) Boeing as the headline sponsor of the 2022 Heroes Gala; 2) Boeing representatives and employers network at ONU graduations, 3) ONU Staff attends the Boeing Operations Facility groundbreaking ceremony in Jacksonville, FL and 4) Lt. Colonel Alan West, ONU CEO Michele McManamon, Fox and Friends Brian Kilmeade, Boeing’s Ingrid Piedrahita Morales, and Florida Congressman Aaron Bean attend the Heroes Gala, December 2022.
2022 FINANCIALS

Revenue

- Fundraising**: 4%
- Appropriations: 21%
- Major Donors: 11%
- Grants: 20%
- Corporate Contributions: 4%
- In-Kind Contributions: 40%

$870,537

**COGS are direct benefits to donors and are deducted from revenue

Expenses

- Direct Program Expense: 75%
- Fundraising & Marketing: 7%
- Management & General: 18%

$855,921
OUR VALUED VOLUNTEERS

Operation New Uniform would like to formally thank our amazing volunteers for a memorable 2022. We were fortunate to have the support of over 548 diverse and dedicated volunteers completing 3,125 hours of volunteer service, each contributing their unique skills and expertise to support our programs and advance our mission. Without their unwavering dedication, none of this would have been possible.
ONU empowers Veterans and Military Spouses to successfully transition from military service to a purposeful career through a proprietary training program, comprehensive wraparound services and resources, and engagement with a community of Patriots and Professionals.

2023 Calendar of Events

VETERAN AND SPOUSE TRAINING CLASSES

In-person training classes are limited to a small cohort of Veterans at no charge. Instructional materials are included and classes often feature guest speakers across all industries.

CLASS 51 VETERANS
JACKSONVILLE JANUARY 18 - FEBRUARY 3

CLASS 2 SPOUSES
JACKSONVILLE JANUARY 31 - MARCH 9

CLASS 52 VETERANS
TAMPA MARCH 27 - APRIL 6

CLASS 53 VETERANS
JACKSONVILLE MAY 3 - MAY 19

CLASS 54 VETERANS
JACKSONVILLE JULY 12 - JULY 28

CLASS 55 VETERANS
TAMPA AUGUST 21 - AUGUST 31

CLASS 3 SPOUSES
JACKSONVILLE SEPTEMBER 5 - OCTOBER 12

CLASS 56 VETERANS
JACKSONVILLE OCTOBER 11 - OCTOBER 27

GRADUATION AND CAREER FAIRS

This complimentary combination of events gives Veterans and Spouses the opportunity to showcase their professional skills and talent to a wide range of industry human resource professionals actively looking to recruit top talent to their industries.

CLASS 51 VETERANS
JACKSONVILLE FEBRUARY 3 @ UNF

CLASS 2 SPOUSES
JACKSONVILLE MARCH 9 @ UNF

CLASS 52 VETERANS
TAMPA APRIL 6 @ ECC

CLASS 53 VETERANS
JACKSONVILLE MAY 19 @ UNF

CLASS 54 VETERANS
JACKSONVILLE JULY 28 @ UNF

CLASS 3 SPOUSES
JACKSONVILLE OCTOBER 12 @ UNF

CLASS 55 VETERANS
TAMPA AUGUST 31 @ ECC

VOLT ONLINE CLASSES

These self-directed classes are designed specifically for Veterans and Military Spouses that are unable to attend in-person training classes and require more flexible/remote learning options.

VOLT 1: ONLINE
JANUARY 10-MARCH 31, 2023

VOLT 2: ONLINE
APRIL 4-JUNE 30, 2023

VOLT 3: ONLINE
JULY 11-SEPTEMBER 30, 2023

VOLT 4: ONLINE
OCTOBER 3-DECEMBER 31, 2023

JACKSONVILLE GRADUATIONS BEGIN AT 8:30AM AND WILL BE HELD AT UNF IN THE ADAM W. HERBERT CENTER.
TAMPA GRADUATIONS BEGIN AT 8:30AM AND WILL BE HELD IN THE ENTREPRENEUR COLLABORATIVE CENTER.
2023 Calendar of Events

Networking Events

Networking is much more than a simple exchange between two people. It involves establishing relationships with people who will often become your friends and community of colleagues as you go through your careers.

JANUARY 23
REWOUND DOG PARK + BAR
JACKSONVILLE, FL

APRIL 5, 2023
BRICK HOUSE TAVERN
1102 N DALE MABRY HWY
TAMPA, FL 33607

AUGUST 2023
TAMPA NETWORKING EVENT
DATE AND LOCATION TBD

DECEMBER 12, 2023
HOLIDAY PARTY
LOCATION TBD

Special Events

FRIDAY, APRIL 28
JACKSONVILLE CLAY TARGET SPORTS

Join us for a day of competitive shooting or lessons and instruction for novice shooters benefiting Operation New Uniform. Lunch and awards ceremony to follow.

MONDAY, OCTOBER 2
THE PALENCIA CLUB,
ST. AUGUSTINE

Join us for this inaugural golf tournament benefiting Operation New Uniform and the Round Canopy Paratroopers Team USA.

SATURDAY, DECEMBER 2
SAWGRASS MARRIOTT GOLF RESORT AND SPA

Join us for ONU’s premiere black-tie optional fundraising event.

Interested in sponsoring an ONU signature event, graduation ceremony, or career fair? Looking to expand your company’s recruiting efforts? Interested businesses and organizations should contact ONU Chief Development Officer, Cindy Cooper at 904-254-5075 or by email at cindy.cooper@onuvets.org.
BOARD OF DIRECTORS

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OUR MISSION

ONU empowers Veterans and Military Spouses to successfully transition from military service to a purposeful career through a proprietary training program, comprehensive wraparound services and resources, and engagement with a community of Patriots and Professionals.

Will YOU join us in support of the Veteran Community?

www.ONUVets.org

OPERATION NEW UNIFORM
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