OUR MISSION
Warriors & Quiet Waters Foundation guides post-9/11 combat veterans and their loved ones to thrive and find peace, meaning, and purpose through fly fishing and other inspirational activities in nature.
A Letter from the CEO and Board Chair

Warriors & Quiet Waters (WQW) is exceptionally proud of the increased impact on the lives of post-9/11 combat veterans and their loved ones we achieved and the progress we made in charting a long-term path to an even greater impact on those we serve.

Some notable 2021 highlights include:

EVALUATING OUR IMPACT. In partnership with Syracuse University’s Institute for Veterans and Military Families (IVMF), WQW completed our first full year of measuring our program impact using a completely redesigned evaluation model. By surveying our participants prior to each Fishing Experience (FX), immediately after each FX, and annually at year’s end, we measured how well we achieved the participant outcomes we sought.

Our participants’ response was exceptional, with 90 percent of our program participants responding to post-program surveys. Through a statistical analysis of the survey responses, IVMF identified the following impacts on participants following their participation in our programs:

- Significant improvements in our participants’ sense of purpose, clarity about what a meaningful life is, a sense of belonging in community, ability to handle personal problems, having a good night’s sleep, increase in the feelings of positive emotions, overall well-being, and hopefulness.
- Time spent in nature became a space where participants were more likely to think clearly, and generally feel better.
- Participants had decreased feelings of nervousness and stress. They were less likely to report feeling angered with things outside their control, and they reported a reduction in negative emotions after their WQW participation.

CONTINUED GROWTH AND INNOVATION. We delivered 25 weeks of veteran and military family programming. That’s 32 percent more programs than we’ve ever done in a single year, providing 217 participant experiences – 57 percent more participant experiences than any prior year. We also launched two new, highly-successful program models – our Family and Conservation Fishing Experiences. The Family FX creates opportunities for families to work on outcomes such as improved family communication, problem-solving, and relationships. In addition to the outcomes fly fishing provides, the Conservation FX also gives our Alumni opportunities to find meaning, achievement, and camaraderie through collective service.

A LONG-TERM COMMITMENT TO INCREASED IMPACT ON POST-9/11 VETERANS AND THEIR FAMILIES. The Board of Directors committed to a long-term vision for the future of our veteran programming, and the staff quickly got to work implementing that vision. This year-long effort, which we’ve dubbed “Program Transformation,” will bring significant added value to our programming in terms of the impact while retaining the key elements of our programming and the participant experience that have served us so well since our inaugural FX in 2007. We look forward to sharing this work with you in 2022.

The committed support of our donors, corporate sponsors, foundation partners, and volunteers made this all possible. That commitment and generosity enabled WQW to raise the funds required to meet our yearly operating expenses.

We’re proud of these accomplishments and hope that you are too. Going forward, WQW is laser-focused on increasing our impact on the lives of post-9/11 combat veterans and their loved ones in 2022 and beyond.

Warriors First, Always,

Brian Gilman, Colonel, USMC (Ret.)
Chief Executive Officer

Phil Uihlein, Board Chair
Board of Directors

WARRIORS & QUIET WATERS 2021 ANNUAL REPORT
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Adam Remillard, CPA
Controller
Liz Shull
Annual Fund Manager
Onno Wieringa
Program Lead
Program Numbers

**NUMBER OF 2021 VOLUNTEER HOURS**
8,842

**NUMBER OF PARTICIPANTS**
216
172 UNIQUE

**25**
Number of FXs FISHING EXPERIENCES

Warriors, caregivers, spouses, military children, partnership participants, alumni guides, and alumni volunteers

Guides

Jordan Avery
Gary Behrent
Sean Blaine
Tony Follen
Sean Gifford
Whitney Gould
Grant Grigsby
Sky Jones
Beth Langell
Jesse LeNeve
Jacquie Nelson
Tucker Nelson
Alice Owsley
Kara Schuett
Lindsay Szofran
Josh Tapp
Rodney Thurman
Onno Wieringa
Volunteers

Jennifer Ahrens  
Kenneth Ahrens  
Leslie Allen  
Nicole Altese  
Lyndsey Althans  
Cathy Anderson  
Kylee Archer  
Harry Armstrong  
Jordan Avery  
Larry Barber  
Austin Beveridge  
Andrew Borash  
Ed Brandt  
Diana Bratlie  
Dale Bray  
Thomas Brinch  
Todd Bucher  
Tyler Butterfield  
Tara Cain  
Joy Cairoli  
Ted Campbell Jr  
Jeff Cercy  
Lisa Ceremsak  
John Chadwell  
Gregory Chorak  
Bob Christofferson  
James Collins  
Martin Conrad  
James Conway  
Robert Cureton  
Sally Dann  
Chelsey Darrow  
Aaron Demro  
Sarah Devaney  
Ben Doe  
Joe Dwyer  
Greg Ellis  
Olivia Ellis  
Kristin Ferrell  
Carol Flaherty  
Michael Flynn  
Mark Fogelsong  
Kristi Fox  
Rob Fox  
Cindy Freedman  
Mark Freedman  
Robert Gacke III  
Casey Garrigan  
Ron Gay  
Cheryl Genovese  
Joshua Giddings  
Nancy Giddings  
Sean Gifford  
Marianne Gilman  
Patrick Gilmore  
Chris Golz  
Courtney Golz  
Eugen Graf  
Karyn Green  
Josiah Green  
Jeff Greenwald  
Jen Guummer  
David Guzman  
Austin Hagwood  
Tanna Harrison  
Harley Harrison  
Kathleen Heinz  
Jennifer Heiss  
Doug Henry  
Cooper Hoffman  
Eric Holkeboer  
David Jacobi  
Elaine Jergons  
Sue Johnson  
Sherrie Johnson  
Debbie Jones  
Erin Jones Graf  
Phillip Kauffman  
Dan Kieffaber  
Ann Kieffaber  
Kelly King  
Sarah Kiser  
Jim Klingaman  
Heather Kramer  
Dito Ladd  
Patrick Laird  
Elaine Lammers  
Ellen Lammers  
Brandi Lavoie  
Trent Leintz  
Teresa Lerner  
Matthew Lindsay  
Hilary Liwosz  
Ryan Long  
Todd Lowell  
Carlye Luft  
Jayne Lux  
Ryan Lynch  
Kaitlyn MacDonald  
David Macedo  
Amy Maffeo  
Brittney Martello  
Serena Martin  
Tracey Martiny  
Aaron May  
Mark McLendon  
Michael Mendoza  
Eddie Merideth  
Donna Merideth  
Harry Miller  
Heath Miller  
Ramona Miller  
Audrey Miller  
Cathy Mobley  
Ann Mobley  
Gerald Mobley  
Jodi Monahan  
Melody Mount  
Michelle Munsee  
Shannon Murray  
Peter Nalen  
Renata Nichols  
Thomas Niemann  
Boone Nolte  
Shawn Olson  
Shawn Orloff  
Daniel Orth  
Jessica Orth  
Susan Ottsen  
Brad Ough  
Deana Owens  
Kylie Perlinski  
Gregg Perry  
Kristopher Poirier  
Tyler Powell  
Sheila Priester  
Diana Proemm  
Brian Rasch  
Aleksander Renshaw  
Heather Reyes  
Jesse Reyes  
Tim Richmond  
Lee Rinkus  
Lynn Rinehart  
Freida Robertson  
Nathan Rohrbaugh  
Carley Salmon  
Nancy Sander  
Dominic Savino  
Greg Scheibel  
Taylor Schmook  
Maria Schock  
Amanda Schultz  
Marianne Schumacher  
Tom Shea  
Patty Shea  
David Skelton  
Kelly Skelton  
Heather Stewart  
Heather Stewart  
Tom Stiffler  
Pat Stiffler  
AshLee Strong  
Lynn Swain  
Jerod Taylor  
Jenny Thuen  
Rodney Thuman  
Alice Todd  
Calvin Todd  
Andrew Toothman  
Emerald Toth  
Brandi Travis  
Brian Troth  
Phil Uihlein  
Patricia Urie  
Monica Velez  
Lisa Walker  
Evan Wallace  
Jonmichael Weaver  
Larry Weidinger  
Lynn Weidinger  
Amy Weidinger  
Tammy Wham  
Lynda White  
Phyllis Wiersma  
Grayson Wiggins  
Susan Woods  
Milton Yagel  
Susan Ziegler  
Altitude Gallery  
Heritage Christian School
2021 FINANCIALS

Warriors & Quiet Waters Foundation (WQW) employs our donors’ resources with discipline and strict stewardship to achieve maximum positive impact upon our nation’s post-9/11 combat veterans and their loved ones. With a keen eye to efficiency and thoughtful use of existing resources, 2021 donations ensured our ability to expand programming while preparing for the future. This would not have been possible without the support of WQW’s generous donors.

The graphs on the right display the sources of income and associated expenses for 2021.

Of note:

• Of the $180,000 in endowment contributions, $146,000 is comprised of deferred gift annuities, all of which are deposited into a holding account until released by the donor after a minimum of five years. Upon release, these funds will be deposited into the program-focused Henry H. and Marion S. Uihlein Warrior Endowment.

• The small deficit of $59,000 was withdrawn from one of WQW’s two endowments to cover maintenance of Quiet Waters Ranch.

Because of the stalwart generosity of WQW supporters, WQW is actively preparing to increase impact on those we serve – doing more, for more.

Chris Oliver, USMC
Treasurer

Figures are unaudited at the time of this publication’s printing. Numbers are rounded to the hundredth. If you would like more details on our financials, please contact the WQW office.
2021 Revenue

- General Contributions: $1,470,000
- Events: $678,000
- In-Kind: $247,000
- Endowment: $180,000
- Grants: $166,000

Total: $2,741,000

* WQW does not outsource fundraising efforts, keeping the program at the forefront of decisions

2021 Expenses

- Direct Program Expenses: $2,035,000
- Core Mission Support
  - Development and Donor Engagement: $557,000
  - Finance, Human Resources, Administration: $208,000

Total: $2,800,000
Thank you to the following businesses and foundations who invested in WQW's immediate operating needs and long-term vision throughout 2021. Space limitations prevent us from listing the many organizations that made donations of $300 or under.

Thank you to the following people who invested in WQW’s immediate operating needs and long-term vision throughout 2021. Space limitations prevent us from listing the many people who made donations of $300 or under.

David Abdo, Ronald and Barbara Adlington, Mason Alberts, Ellen and Terry Alborn, David and Niki Anderson, David Anderson, Hank and Christine Anderson, Mike and Ellen Anderson, Les and Chris Arthun, Margaret and Bryan Asay, Roger Ashton, Jack and Elaine Atkins, Gene and Jo-Anne Atwell, Wilbur and Sarah Avril, Marty and Barbara Bakken, Ira Bakken, Laura and Andrew Barker, Tim and Mary Barnard, Richard Barnett, Nick Bartel, Jason Basye, Zeno Beattie, Ryan Patrick Becker, Andy and Laura Jean Beeler, Barbara Beller, John and Wilma Belschwender, Laura Benward, Maya Bittar, Richard Black, Diane Black, Byron and Shirley Blackwell, Darlene and Mike Blazek, Robert Boie, Robin and Patrick Bole, Jon Bone, Jim and Jo Borowski, Sharon Boston, Steven Box, Paul Boylan, James and Sally Brabham, Tom and Elva Brady, Ed and Barbara Brandt, Daniel and Mae Jean Brannon, Thomas and Dale Bray, Bruce and Diana Brockhagen, Joshua and Melissa Bronson, Sherry Brown, Scott and Kelly Brown, James and Beverly Brunt, Dennis Bruwelheide, Lori Buley, Chris Burgard, Gerald and Kathleen Burke, Margaret and John Burnham, Art Burns, Joy and Louis Cairoli, Claire Camelio, Stephen Camelio, Douglas and Barb Campbell, Ted Campbell Jr and Kit Taylor, Susan Carstensen and Larry Haferman, John and Paula Carstensen, Steven Cashen, Jerry and Jan Cashman, Jeanie Castle, Greg Cattin and Valerie Lichter, Dennis and Michelle Cattin, Brian and Amy Cebull, Carrie and Scott Chestnut, Elizabeth Chewning, Tom and Mary Christensen, Bob and Michele Christofferson, Joe and Lisa Cleveland, Dave Cobb, Marianne Cochran, James and Cherie Collins, Janet and Cassie Colombo, John and Jean Conners, Martin James Conrad, General James and Mrs, Annette Conway, Robert and Carole Conway, Alison and Patrick Cooke, Al Coy, Doug Croft, Thomas Croyle, Clair and Sharon Daines, Michelle Damon, Richard and Anna Damon, Ron Dan, Stanley and Fay Danielsen, Tyler and Sally Dann, Paul and Betty Zuekle, VADM and Mrs. George W. Davis, Kandi Davis and Terry Povah, Lucy Dayton, Christian DeFries, Kirk DeHaven, Sig and Donna Dehn, Aaron Joseph and Mary Demro, Richard Derham, Dede Dickinson, Gus and Jen Dimitrelos, Sean and Kristine Dobeck, Tom and Lisa Dolan, Mark Dorin, Barry and Catherine Douglas, Bill and Diane Dover, Troy and Ray Downing, Marc Doyle, Christian and Gretchen Drobnyk, Richard and Doris Dunn, Michael Dutko, Joe Dwyer, Peter and Leigh Dykema, Roy and Arlene Edwards, Dave and Carol Elliott, Greg Ellis, Jack and Marcia Emborg, Elyse and Bill End, Rosemary Enrico, Tyler Erickson, Arne Ericson, Josh Cain Evans, Donna Farmer, Amy and Pete Fennelly, Robert Field and Vivian Banta, Edward Finn, Kate Fisher, Staci and Joseph Flechas, Norm and Susie Fleet, Brian Fliskema, Michael and Becky Flynn, Mark and Ethel Fogelson, Allan Fordham, Kristi and Rob Fox, Ann Fox, Barry Freeman and Robbin Itkin, Nancy Freeman Wallace and Jim Wallace, Charles Fricke, Todd and Jeanne Frommelt, Glenn and Sue Frye, Thomas Fulton and Sandra Sager, Michael Gagnet, Sean and Linda Gallunger, John and Doreen Gates, John Geary and Maureen Hawes Geary, Joshua Giddings, Richard and Nancy Giddings, Sally Gillilan, Brian and Marianne Gilman, Pamela Gilman, Greg Goodman, Shannon and Don Gordon, Bruce and Susan Gordy, Gene and Debbie Graf, Eugene and Erin Graf, Anna Graf, Art and Susan Graveley, Ken Groff and Debbie Berney, Carol Grutter, Mark and Tami Haas, Lowell and Juliet Hahn, Audrey Jean Haight, Kasey Halcro, H.P. Hall, Coral and Jim Hall, William and Lizbeth Hansen, Peter Hansen, Jeanne Hardy, Anne Harrison, Edward Hartigan, Marvin and Darlene Hartze, Eric Hastings, Donald K. 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O’Connell, Charity O’Connor, Pamela and Frank O’Connor, Maura and Tom O’Connor,
WQQ introduced me to new adventures, new brothers, and new friends. From the moment I arrived, I was welcomed with open arms and encouraged to relax and enjoy myself. I could feel the stress leave my body and as I got to know the WQQ team, I felt at home the entire time. WQQ certainly was the most impactful event that has happened to me in the past several years and helped me rediscover myself and my values, and provide me with the self-reflection that I so desperately needed.

- Rob, U.S. Army
The thing about fly fishing is that there is an emotional experience that takes place when you catch your first fish. The first fish I caught represented all the mental, physical, social, and intellectual struggles I suffered from. Once I caught that fish, it was like holding onto the struggle that I have in life. Once I released that fish, I was able to release my struggles back into the water.

-Luke, U.S. Army

I believe my experience at and with WQW came at the optimal time, as I was exiting the Army. WQW bridged the gap between my purpose in the military and where I was headed as a civilian. They provided me with tools to get me through hard times and showed me how important community was to the success of overcoming obstacles related to my service and the challenges I was about to face. WQW invigorated me into finding a purpose, which has made me a better team leader as a student and clinician. I am confident that I would not have been as successful as I have been a leading or navigating the challenges I have faced since I left the Army.

-Anonymous Warrior