



2025 ANNUAL IMPACT REPORT



Elizabeth Dole Foundation
CARING FOR MILITARY FAMILIES



A Letter From Our CEO



I am pleased to share the Elizabeth Dole Foundation's Annual Impact Report for 2025. Last year, we released a bold, new strategic plan—one that anchors our work around four strategic pillars and builds on the success of our first fourteen years elevating, supporting, and empowering America's 14.3 million military and veteran caregivers to build a national movement.

Our founder, Senator Elizabeth Dole, recognized that we as a country needed to do more to support the spouses, parents, children, and friends managing the complex care needs of our service members and veterans, often quietly and without recognition. She understood that caregivers are essential to the health, recovery, and long-term well-being of wounded, ill, and injured veterans. If our nation expected families to shoulder this responsibility, we also had an obligation to ensure they were recognized, supported, and connected to the resources they need.

As a Foundation, we began by commissioning the first comprehensive research ever conducted on military and veteran caregivers, which confirmed what caregivers themselves had long known: America was facing a caregiving crisis that required national attention. From there, we worked across the public, private, and nonprofit sectors, building a nationwide network of support, advancing landmark legislation, and establishing the Dole Caregiver Fellows program so caregivers could share their lived experiences directly with policymakers.

The 2025 impact highlighted here reflects meaningful progress along that path. We delivered nearly \$1.5 million in direct financial assistance to caregivers in crisis. We grew the Dole Caregiver Fellows program to more than 300 members, with representation in every state, the District of Columbia, and two territories. We secured landmark legislative wins, including the Senator Elizabeth Dole 21st Century Veterans Healthcare and Benefits Improvement Act. And we deepened our work supporting the millions of children growing up in military and veteran caregiving households.

I am deeply grateful to Senator Dole for her vision, and to the many leaders, partners, and caregivers who have helped grow this mission into a national movement. Together, we are building something meant to endure—a permanent source of recognition, support, and hope for caregivers in our community and the families who stand beside them.

A handwritten signature in black ink that reads "Steve Schwab".

Steve Schwab
Chief Executive Officer

By The Numbers

WHO WE SERVE

14.3M

military and veteran caregivers in the U.S. (Hidden Heroes)

5.5M

children living in military and veteran caregiving homes (Hidden Helpers)

HOW WE SUPPORT



1,500+

military and veteran caregivers helped through critical financial assistance



NEARLY
22,000

caregivers engaged through EDF programs, events, support services, or community participation



OVER
12,000

health care providers and administrators trained in caregiver integrated care



APPROX.
770,000

veterans screened for suicide risk through Face the Fight philanthropic investments

Thirteen years of helping military caregiver families

2012

- EDF founded
- Dole Caregiver Fellows program established

2014

- First RAND study commissioned to provide evidence-based research on military caregivers
- Senator Elizabeth Dole and Dole Caregiver Fellows join First Lady Michelle Obama, former First Lady Rosalyn Carter, and Dr. Jill Biden at the White House to announce commitments to address gaps in service and support for military caregivers
- In partnership with EDF, House Minority Leader Nancy Pelosi, Senator John McCain, Senator Jack Reed and Congressman Jeff Miller launch the Hidden Heroes Congressional Caucus

2016

- Hidden Heroes Public Awareness campaign launches

2017

- Senator Elizabeth Dole, actor Ryan Phillippe, and military caregivers convene at the U.S. Senate Special Committee on Aging's hearing to testify on behalf of our nation's military and veteran caregivers

2018

- VA Mission Act and Raise Family Caregivers Act enacted
- EDF, with support from the VA and USAA, launch the campaign for inclusive care

HOW WE CONNECT

305

Dole Caregiver Fellows from every state, as well as D.C., Puerto Rico and the U.S. Virgin Islands

374

Member organizations of our Hidden Helpers and Face the Fight coalitions

4,200

Military and veteran caregivers in our online Hidden Heroes Caregiver Community

300

Hidden Heroes communities nationwide pledged to identify military caregiver families, educate local leaders and organizations, and connect caregivers with resources.

HOW WE ENGAGE

10

National Convenings hosted



NEARLY

12,000

attendees



ROUGHLY

160,000

watching from VA waiting rooms since 2018



ALMOST

52,000

non-caregivers who participated in an EDF event, contacted EDF for information, and/or donated to EDF



ROUGHLY

13.4M

social media impressions generated through our Hidden Helpers public awareness campaign

2020

- EDF launches full-scale respite support program during COVID-19 pandemic with the VA and CareLinX

2021

- First study on Hidden Helpers publishes
- EDF launches I Am A Caregiver campaign

2022

- EDF launches the Hope Fund for Critical Assistance Program

2024

- Second RAND study on military and veteran caregivers, the most comprehensive to date, publishes
- Family Resource Hub launches in partnership with Wounded Warrior Project
- Nemours Children's Health and EDF announce a new online training program for healthcare providers

2025

- Elizabeth Dole Act enacted

Delivering on Our Strategy



Helping Caregivers Move From Crisis
to Stability

Supporting Our Nation's Youngest
Caregivers

Strengthening Advocacy With and for
Caregivers

Leaning Into the Power of Fellowship



Helping Caregivers Move From Crisis to Stability

Military and veteran caregivers often face urgent challenges that threaten the stability of their families—financial hardship, gaps in care, housing insecurity, and limited access to essential services. When those pressures build, caregivers can quickly find themselves navigating crises with few places to turn.

The Elizabeth Dole Foundation works directly with caregivers to address these challenges. Through personalized resource navigation and targeted financial assistance, our team helps families stabilize immediate needs while connecting them to long-term support.

Expanding this work became a top priority in 2025. By strengthening the Bob Hope Fund for Critical Assistance Program, we continue to build a lifeline for caregivers facing their most difficult moments.

"I sincerely thank the Elizabeth Dole Foundation for helping me obtain skilled respite care. The peace of mind of having a nurse with my quadriplegic, ventilator-dependent husband is the most important thing to me. The care at home has significantly improved his health and well-being."

– Angela K., Ohio



Tripled the number of caregivers supported annually, delivering **almost \$1.5 million** in direct financial support, coupled with personalized resource navigation.



Helped 688 military and veteran caregivers **avoid eviction, pay essential bills, escape domestic violence, secure food and transportation, obtain medical equipment, and recover from disasters.**



Successfully navigated and secured VA services for caregivers and their veterans, such as respite care, durable medical equipment, access to care, and stipends.



Connected caregivers with long-term support, such as one-on-one mentoring, interview skills training, and treatment for substance use and mental health disorders.



Supporting Our Nation's Youngest Caregivers

In 2025, the Elizabeth Dole Foundation made advancing our work to support America's youngest military and veteran caregivers one of our top priorities. At least 5.5 million children in the United States live in households with a veteran who needs caregiving.

A largely unseen population, these Hidden Helpers often take on responsibilities well beyond their years, such as helping to administer medications, communicate with doctors, or provide transportation to medical appointments. And while data show that they are more likely than their peers to demonstrate pro-social behaviors like empathy, these children are also more likely to miss school and experience conduct problems.

The Elizabeth Dole Foundation is honored to lead the Hidden Helpers National Coalition with our partners at Wounded Warrior Project.

"Once I connected with the Elizabeth Dole Foundation and recognized I was a Hidden Helper, my world opened up."

– Kylie Briest, Dole Fellow and former Hidden Helper



Connected parents with our **Family Resource Hub**, an online tool to help them find resources they need to help their kids.



Welcomed 304 guests, including **135 Hidden Helpers and family members**, to our **third annual Hidden Helpers Summit** in Disney World, providing them a unique opportunity for respite, connection, and learning.



Received, in partnership with Philips, the prestigious **iF Design Award** for our new **Hidden Helpers Journey Map**, a groundbreaking interactive tool for teen and adolescent Hidden Helpers to learn and reflect upon their emotional journeys as young caregivers, and our **Hidden Helpers Activity Book**, a unique resource designed for the youngest military and veteran caregivers to help them recognize and process their feelings.



In partnership with Wounded Warrior Project, grew the **Hidden Helpers Coalition**—a group of **124 military and child-focused organizations**—to broaden cross-sector learning and increase support for youth caregivers.



Delivered **\$25,000 in scholarships for Hidden Helpers** through FOX & Friends' "12 Days of Giving."

Strengthening Advocacy With and for Caregivers



From the beginning, the Elizabeth Dole Foundation has prioritized strong and effective advocacy. That is why we remain a trusted resource to Congress and federal agencies.

In 2025, we celebrated the enactment of the *Senator Elizabeth Dole 21st Century Veterans Healthcare and Improvement Act of 2025*. For almost two years, the foundation worked with a coalition of organizations advancing this bipartisan package of legislation that has life-changing outcomes for those who served and their families, survivors, and caregivers.

This bill passed with broad bipartisan support and contains substantive, wide-reaching benefits and reforms that are transformative for the broader veterans' community and have been instrumental in helping our nation's military and veteran caregivers thrive.

"I am ever thankful that Senator Elizabeth Dole led the charge to build a remarkable non-profit that ensures caregivers like me are seen, accepted, supported, and encouraged. Senator Dole gave caregivers a voice so we are heard in places such as this Committee room."

– Caira Benson, Dole Caregiver Fellow, in Testimony before the House Veterans Affairs Committee

Testified before Congress and participated in congressional panels and roundtables five times, often represented by Dole Caregiver Fellows, to call for passage of legislation that would increase economic opportunity for caregivers and survivors, help children of 100% disabled veterans obtain needed care, and improve access to care and care coordination for vulnerable veterans and caregivers.



Successfully secured the extension of eligibility for over 14,000 caregivers in the VA's Program of Comprehensive Assistance for Family Caregivers.



Facilitated more than 75 Dole Caregiver Fellow meetings with members of Congress and their staff during Hill Day 2025, ensuring our community members could share their lived experience directly with the policymakers.



Worked with national media outlets, including CBS, CNN, FOX, NBC, Military Times, and USA Today to elevate caregiver issues and advance policy priorities.



Actively partnered with other military and veteran supporting organizations to advance policies that benefit veterans and caregivers at both the federal and state levels.



Leaning Into the Power of Fellowship



When Senator Elizabeth Dole was caring for her husband, Senator Bob Dole, at Walter Reed Army Medical Center in 2010, her eyes were opened to a community of those who silently served—the family members who managed care and met the needs of their veteran loved ones, at great personal cost and often with little support. She quickly recognized the value of connecting military and veteran caregivers with one another to forge a community of shared support, understanding, and respite.

Senator Dole began hosting group dinners for the families she met at Walter Reed, many of them caring for service members with catastrophic injuries from the conflicts in Iraq and Afghanistan.

Out of these gatherings came a powerful idea—bringing together military and veteran caregivers from across the nation to build a powerful fellowship that would raise awareness through joint advocacy, reduce isolation through peer support, and lower stress through shared respite experiences. In 2025, the Elizabeth Dole Foundation prioritized strengthening the Caregiver Fellows Program.

"Being a caregiver and Dole Caregiver Fellow has allowed me to reach people on my reservation, to stand in front of them and tell them, in our sacred language, that they are seen."

– Vivian Mitchell, a Dole Fellow from the Navajo Nation



Launched a new online caregiver community platform called **EDF Connect**, a mobile-friendly and secure app offering greater capabilities for virtual connection.



Grew the national network of Dole Fellows to more than 300 members, including at least one Fellow in every state, the District of Columbia, and two territories.



Deepened our partnership with alumni of the Fellows Program by actively incorporating them into the Foundation's programmatic and community engagement work.



Welcomed the **first-ever second-generation Fellow**, a former Hidden Helper who joined her mother as a Dole Caregiver Fellow.



Expanded the Fellows Program to reflect previously under-represented caregiving experiences.



Delivered **\$60,000 in grants for Fellows**, generously funded by FOX & Friends' "12 Days of Giving."

Celebrating and Connecting With Community



10th Annual National Convening

Supporting Caregivers in the Workforce Summit

2025 Heroes & History Makers Gala

10th Annual Convening: Mapping the Future of Caregiving in a Changing World



In May 2025, the Elizabeth Dole Foundation marked a decade of convening thought leaders, policymakers, caregivers, and veteran and military-supporting organizations to raise awareness, foster understanding, and galvanize action. More than 500 people (with thousands more watching online, as well as from VA Medical Center waiting rooms) came together at the Ronald Reagan Building and International Trade Center in Washington, D.C. for the full-day event.

Highlights of the day included a morning keynote address from VA Secretary Doug Collins, focused spotlights on Dole Caregiver Fellows, a fireside chat with Senator Dave McCormick and the Honorable Dina Powell McCormick, and a conversation with Senator Ruben Gallego. We also recognized two legislators with the Elizabeth Dole Foundation's Congressional Caregiver Champion award—Rep. Julia Brownley [D-CA], who was instrumental in passing legislation making it easier for veterans to receive care at home, and Rep. Jen Kiggans [R-VA], who effectively advocated for mental health care for caregivers.



Header: Secretary of Veterans Affairs Doug Collins speaks at the 2025 Convening.

Bottom: Elizabeth Dole Foundation CEO Steve Schwab and Board Vice-Chair Wayne Peacock recognized Rep. Jen Kiggans with the Congressional Caregiver Champion award.



The Convening also featured:

Thought-provoking discussions with under-explored topics, such as caregiving in families with young children, cultural caregiving differences, and relationship dynamics between caregivers and care recipients.

Insightful presentations that invited attendees to consider new ideas as they navigate their own caregiving journeys.

Peer-to-peer connection for caregivers from across the country to be seen, heard, empowered, and supported.

Future-oriented working meetings that focused on identifying concrete, action-oriented recommendations for communities to strengthen support caregivers.



Top: Elizabeth Dole Foundation Board Vice-Chair Wayne Peacock has a fireside chat with Senator Dave McCormick and the Honorable Dina Powell McCormick about leadership. **Bottom:** Dole Caregiver Fellows G.R. Zuniga, Lisa Musselman, and Michele Hopkins share insights during a breakout discussion at the 2025 National Convening.

Supporting Caregivers in the Workforce Summit – *Because Every Career Intersects With Care*



In October 2025, the Elizabeth Dole Foundation and the SHRM Foundation co-hosted the **Supporting Caregivers in the Workforce Summit**, a special event that brought together over 270 human resources executives, Dole Caregiver Fellows, policymakers, industry experts, and philanthropic leaders to advance solutions at the intersection of caregiving, business strategy, and public policy.

One highlight of the day was the keynote address from Wellthy CEO Lindsay Jurist-Rosner. Drawing on her 28-year journey caring for a parent and building Wellthy into a market-leading care-concierge company, Lindsay Jurist-Rosner shared an inspiring call to action for employers and policymakers to transform workplace caregiving support.



Header: Steve Schwab with SHRM Foundation President Wendi Safstrom.

Bottom: Lindsay Jurist-Rosner, CEO of Wellthy, speaks on a panel with Elizabeth Dole Foundation CEO Steve Schwab at the Caregivers in the Workforce Summit in October 2025.

This event was also marked by the launch of a new national initiative to support working caregivers. Together, SHRM Foundation CEO Wendi Safstrom and Elizabeth Dole Foundation CEO Steve Schwab announced a new partnership to ensure caregivers are recognized as essential members of the workforce — and that employers have the tools and strategies to help them stay, grow, and thrive in their careers.

Following the summit, the Elizabeth Dole Foundation and SHRM jointly produced a valuable new tool for employers. The white paper, *Caregiving and the Modern Workforce: Insights and Strategies for Employers*, offers practical strategies employers can use to strengthen caregiver support through the pillars of communication, flexibility, and workplace structures.



Top: Veronica Segovia Bedon, program management director for Caregiving and Health, AARP at the Supporting Caregivers in the Workforce Summit. **Bottom:** EDF Vice President of Government Affairs & Community Engagement Meredith Beck speaks on a panel with Dole Caregiver Fellows Kimberly Perez and Sharon Grassi, along with Jack's Caregiver Coalition Founder Kyle Woody at the Supporting Caregivers in the Workforce Summit.

America250 – Celebrating Our Nation’s Heroes & History Makers



On a chilly night in December, one thousand of our community members, supporters, and partners gathered for our record-breaking 8th Annual Heroes & History Makers Gala to honor the sacrifices and successes of those who exemplify the commitment to caregivers that lies at the heart of our mission.



An official America250 event, the gala reminded us that the story of America has always been, and will always be, a story of caregiving. From the earliest days of our republic, our strength has come not only from those who fought for our freedoms, but from the families who cared for them when they returned home.



Header: Chief National Hidden Heroes Ambassador and Host of NBC's TODAY Show Savannah Guthrie onstage at the 2025 Heroes & History Makers Gala. **Second to top:** Actor and Hidden Heroes Ambassador Ryan Phillippe co-hosts the gala with Savannah Guthrie. **Second to bottom:** Elizabeth Dole Foundation Board Chairman Secretary Bob McDonald on stage. **Bottom:** Savannah Guthrie speaks with Dole Caregiver Fellow Dara Parker and her husband, Tomy.



Throughout the evening, Elizabeth Dole Foundation Ambassadors Savannah Guthrie, Ryan Phillippe, and Jocko Sims highlighted the stories of Dole Caregiver Fellows, who bravely shared their personal journeys with those gathered under the bright lights of The Anthem's stage.

The spotlight extended beyond the caregiver community as well. The Elizabeth Dole Foundation honored Emma Heming Willis with the 2025 Tom Hanks Caregiver Champion Award, recognizing her courage in sharing her experience caring for her husband, Bruce Willis, who lives with frontotemporal dementia. The event also celebrated the life and legacy of Fred Smith, Marine Corps veteran, founder of FedEx, and steadfast champion for military families.

This special gathering, shared with millions of Americans on the TODAY Show, garnered more than \$3 million in sponsorships, plus a surprise \$1 million commitment made on the spot by corporate partner MOBE, inspired by what they witnessed in the room. This generosity allows the Elizabeth Dole Foundation to reach even more military families in the coming year with the support they need, and it would not have been possible without the hard work of the Heroes and History Makers' Host Committee, chaired by Sonya Medina-Williams, CEO of Reach Resilience.



Header: The American Pops Orchestra opens the 2025 Heroes & History Makers Gala. **Second to top:** Actor and Hidden Heroes Ambassador Jocko Sims speaks with Dole Caregiver Fellow Theresa Coomer and her daughter, Violet, at the gala. **Bottom:** Emma Heming Willis, caregiving advocate and wife to actor Bruce Willis, accepts the 2025 Tom Hanks Caregiver Champion award at the Gala.



More Than a Partner

The Bob & Dolores Hope Foundation has long been a cornerstone of the Elizabeth Dole Foundation's mission. A prominent early supporter, the Bob & Dolores Hope Foundation has played a pivotal collaborative role shaping and expanding our work on behalf of military and veteran caregivers. Its steadfast commitment to those who serve our nation, and the families who stand beside them, continues to inspire everything we do.

Rooted in the enduring legacy of Bob Hope—whose tireless dedication across his world-class career brought comfort, laughter, and recognition to generations in uniform—the Foundation carries forward a profound respect for the sacrifices made by those who serve and their loved ones. This legacy aligns closely with the Elizabeth Dole Foundation's mission to empower, support, and honor the nation's 14.3 million military and veteran caregivers—our Hidden Heroes.

Through this generous partnership, the Bob & Dolores Hope Foundation has helped expand the reach and deepen the impact of the Elizabeth Dole Foundation. Its support has been instrumental in advancing critical initiatives that elevate the visibility, well-being, and resilience of caregivers, particularly through enhanced financial assistance programs, that we are honored to place under Bob's name, providing meaningful relief to families navigating the challenges of caregiving.

By investing in comprehensive solutions and championing those who care for our wounded, ill, and injured service members and veterans, the Bob & Dolores Hope Foundation continues to embody a spirit of service that transcends generations. Its commitment ensures that Hidden Heroes are seen, heard, and supported in tangible, life-changing ways—strengthening families and communities across the country.



Bottom left: Bob Hope while visiting troops abroad.

Bottom right: Linda Hope accepts the 2024 Tom Hanks Caregiver Champion award on behalf of her father, Bob Hope, at the 2024 Heroes & History Makers Gala alongside Savannah Guthrie, Tom Hanks, and Steve Schwab.



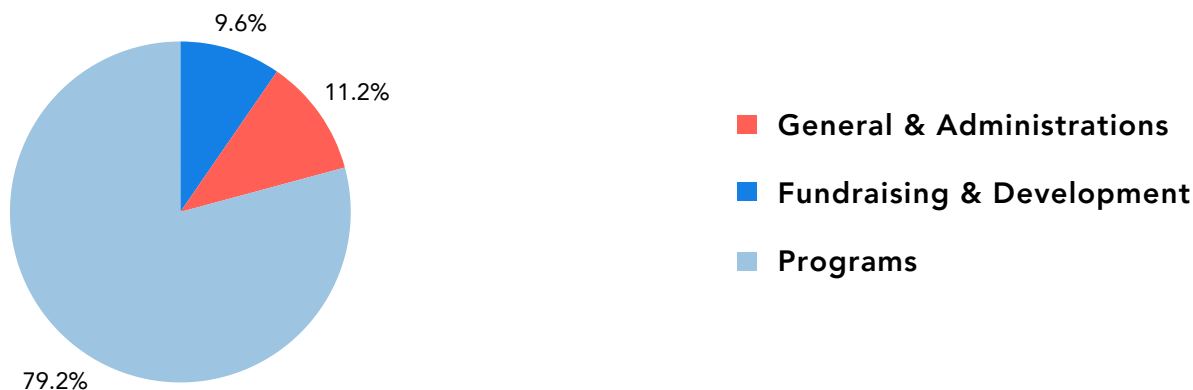
Financial Overview



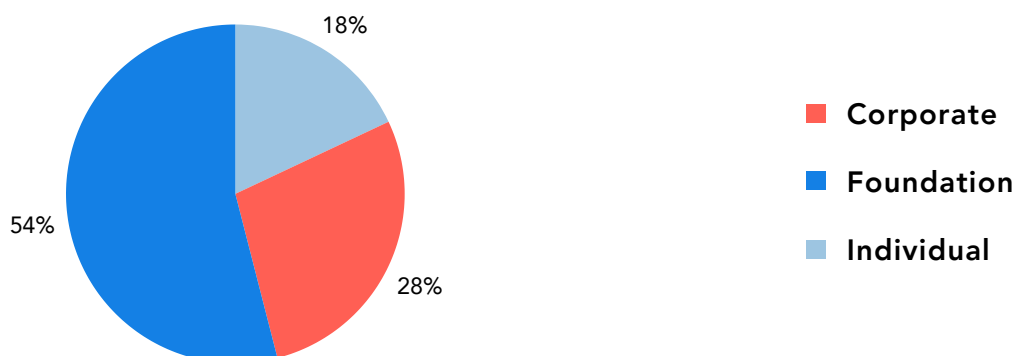
The Elizabeth Dole Foundation is a Platinum GuideStar and Four-Star Charity Navigator–rated organization, firmly committed to transparency, accountability, and best practices. In 2025, we again demonstrated that we use our resources wisely and effectively to maximize support for military and veteran caregivers across the country.

We deeply value the trust our donors and supporters place in us and consider it as our responsibility and privilege to steward every gift wisely and translate that support into meaningful impact, no matter the size.

2025 Expenditures: \$15,286,624



2025 Revenue: \$23,893,992



Generous Partners

LEAD INSTITUTIONAL PARTNERS:



DISTINGUISHED PARTNERS:

Lockheed Martin
MOBE
Pritzker Military Foundation
Prudential
TikTok
TriWest
Wounded Warrior Project

FOUNDERS CIRCLE PARTNERS:

American Airlines
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EMD Serono
KPMG
Leidos
Oracle
Reach Resilience

CEO CIRCLE PARTNERS:

AARP
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Philips (Health Systems, Philips North America)
PMI
Shein Group

INDIVIDUALS \$10,000+:

Barry Bloom
Debbie & Andy Cain
Margaret Caldwell
Georgena Clayton & Sealy Cross
Lawrence Costa
Senator Elizabeth Dole
James Elam
Elizabeth El-Nattar
James Foley Estate
Barbara Hackman Franklin
Amber Fries
Joyce & Robert Giuffra
Savannah Guthrie
Linda Hansen-Lowe
Emma Heming Willis

HIDDEN HEROES CIRCLE PARTNERS:

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Deloitte
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Military Officers Association of America (MOAA)
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TowerCares Foundation
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Fred & Alice Stanback
Diane Steed
Mark Styslinger
Duffy Tate
Harold Trimmer
Mary Tyda
Dylan Tyson & Angela Yeung Tyson
Jim Xhema
Ali Zelenko

Leadership

(as of March 2026)

Board of Directors

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*8th Secretary, Department of Veterans Affairs,
Retired Chairman, President, and CEO, Procter &
Gamble*

Wayne Peacock
Vice Chair
Retired President and CEO, USAA

Robin Portman
Vice-Chair and Secretary
*Former CEO, Atlas Research LLC; former
Executive Vice President, Booz Allen Hamilton*

Aristide Collins
Treasurer
*Senior Vice President and Secretary to the Board
of Trustees, Howard University*

Scott Blackburn
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Travis Dalton
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Joyce Giuffra
*Communications Consultant and Former
Communications Director for Sen. Bob Dole*

John Hughes
Senior Advisor, Capstone

Sonya Medina-Williams
President & CEO, Reach Resilience

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Founder and Chair Emeritus

Patrick Mellody
Political and Communications Consultant

Kimberly Mingo
*Vice President, Government Sales and
Business Strategy, Philips North America*

Elizabeth Porter
President of Health and Civil Sector, Leidos

Jim Rehtin
President and CEO, Humana

Dr. Phil Roe
*Former Congressman and Chairman, House
Veterans Affairs Committee*

Pat Sargent
Retired Major General, U.S. Army

Jenna Saucedo-Herrera
Head of Corporate Impact, USAA

Dylan Tyson
*Former President, Retirement Strategies
and former Head of the Global Retirement
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Chair and CEO, KPMG LLC

Ali Zelenko
Founder, Ali Z Strategies

Senior Executives

Steve Schwab
Chief Executive Officer

Stephen Saunders
Chief Development Officer

Brandon Hofacker
Chief of Staff

Elizabeth Field
Chief Operating Officer

Jodi Sheedy
Chief Communications Officer

About the Elizabeth Dole Foundation

VISION

An America where all caregivers and the people they care for thrive.

MISSION

To empower military and veteran caregivers, their families, and their communities through programs, partnerships, and advocacy that drive innovative, impactful, and sustainable solutions.

CORE VALUES

Selfless Service

Through hard work, humility, and unending compassion, we will honor the remarkable sacrifices that our caregivers, their veterans, and their families have made.

Integrity

We will uphold the highest standards of honesty, transparency, and accountability across all of our activities and interactions.

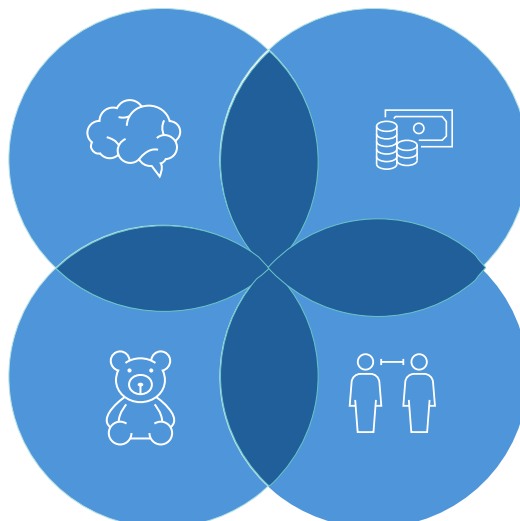
Courage

We will boldly seek innovative solutions to complex challenges and fearlessly advocate for our community.

STRATEGIC PILLARS

Strengthen Emotional and Mental Wellbeing

Improve Support and Outcomes for Caregiving Youth and Families



Grow and Sustain Economic Mobility

Foster Supportive Ecosystems for Caregivers and their Veterans



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