



**FIRST COMMAND
EDUCATIONAL
FOUNDATION**

FINANCIAL READINESS FOR LIFE®

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Tom Kuhar

Message from the President & CEO



2024 was a year of meaningful impact, continued growth, and deep gratitude at First Command Educational Foundation.

Thanks to the incredible support of our donors, volunteers, and partners, we delivered educational programs and scholarship opportunities that help change lives. From launching innovative online courses for young adults and junior military leaders to educating federal employees in the complexities of their retirement benefits, we've remained focused on equipping people with the knowledge and confidence to take command of their financial futures.

A key highlight of the year was the expansion of our **TAKE COMMAND®** course library, which now includes resources tailored for both new learners and those in leadership roles across the military community. We're especially proud of the launch of *Financial Readiness for Young Adults* and *Leadership Strategies for Empowering Financial Readiness*—two timely, practical tools designed to support long-term stability and resilience.

We also celebrated the success of our **17th Annual "Chip-In" for Education Golf Classic**, which raised nearly \$98,000 for our Carroll H. Payne Scholarship Program, thanks to the generosity of sponsors, golfers, and volunteers. Moments like these remind us how powerful community can be when aligned with purpose.

Looking ahead, our focus will sharpen even further on ensuring our scholarship programs reach more deserving students—those who are pursuing undergraduate, graduate, or vocational paths and who demonstrate the promise to lead and serve. While our educational programming continues to be a vital part of our mission, we're also reflecting on how best to deliver lasting impact in the years to come.

As we officially close out 2024, we need your help more than ever.

- **Volunteer:** Share your time or expertise with us. Whether assisting at fundraisers, lending your professional expertise, making new introductions, or representing FCEF at events, your involvement matters.
- **Donate:** Every gift—large or small—helps open doors for a student or expand access to trusted financial education. Consider making a recurring donation or exploring corporate matching opportunities.
- **Connect:** Follow us on social media and help spread the word. Your engagement helps amplify our mission and reach new supporters who care about military families, education, and financial readiness.

Together, we're building brighter futures—one student, one course, and one community at a time. Thank you for standing with us in 2024, and we look forward to what we can accomplish together in the years ahead.

With gratitude,

Tom Kuhar

President & CEO

First Command Educational Foundation

Federal Employee Seminar Program



Our FERS Employee Benefits Seminar Program continued helping federal employees prepare for a secure retirement. We conducted **11 presentations** across various agencies, engaging more than **500 attendees** with relevant, easy-to-understand information about their benefits.

Hot Topics in 2024

- **Thrift Savings Plan (TSP):** Contribution strategies, investment choices, and withdrawal options were top of mind for many participants.
- **Estimating Annuity Benefits:** Attendees appreciated tools and guidance to help forecast their retirement income.
- **Social Security & Spousal Benefits:** These sessions prompted in-depth discussions about eligibility, timing strategies, and coordination with FERS pensions.

We Are Proud...

to be a trusted resource for federal employees navigating their retirement planning journey. Thank you to all who attended and supported our mission in 2024—we look forward to continuing our work in the year ahead!

This year, *TAKE COMMAND* expanded their online course library and launched the following two courses.

Financial Readiness for Young Adults (FRYA)—a free, online course designed to help young adults and those new to personal finance build a strong foundation in money management. The course covers key topics such as banking basics, creating a spending plan, and recognizing predatory lending practices, all with the goal of empowering learners to make informed decisions for long-term financial security. Scholarship recipients are asked to complete this course as a first step toward developing the financial skills and confidence needed to manage their money wisely, while making the most of their educational opportunities, and preparing for a financial future.

We also introduced **Leadership Strategies for Empowering Financial Readiness**; a new course developed specifically for junior military leaders. This course provides practical tools and guidance to help leaders support service members facing financial challenges and promote healthy financial behaviors within their units

We are also proud to report the continued growth of our partnership with **The American College of Financial Services (TAC)**. Through this collaboration, we have broadened access to course credit opportunities at no cost to a wider audience—including active duty, reserve, cadets, and veterans of any U.S. military branch and their families, as well as civilians holding at least a high school diploma or equivalent who are eligible for admission to TAC.

These initiatives reflect our ongoing commitment to fostering a culture of financial readiness and resilience within the military community and beyond.



Start or continue your learning today using the icons below.



TAKE COMMAND Service Member Program Library
Browse the TAKE COMMAND Program Library.



Financial Readiness for Young Adults Program Library
Access your in progress and completed training, including your certificates.



My Training
Access your in progress and completed training, including your certificates.



TAKE COMMAND Program Resources
Access the downloadable resources from our courses.

Helpful Information

Access FAQs, tutorials, and other resources.

17th Annual “Chip-in” for Education Golf Classic

September 20, 2024



Our annual charity golf tournament was held September 20, 2024, at Bear Creek Golf Club. We are pleased to report that the charity golf classic and raffle that ran concurrently raised **\$97,597.40** to fund our Carroll H. Payne Scholarship program, which benefits traditional and non-traditional students seeking undergraduate, graduate and vocational degrees. Twenty-two sponsors, 231 golfers, and 22 volunteers made it possible.



Sponsors



AJL International	Eric and Donna Schuster	Optiv
Artisan Partners	FIS Global	Principal
Baird	Hartford Funds	Sogeti
BNY Mellon Pershing	Hub International	State Street Global
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Cornerstone Staffing	JP Morgan	
Eaton Vance Distributors, Inc.	Lincoln Financial	
Eric and Donna Schuster	MFS	
FIS Global	Midland National	
Hartford Funds	Neuberger Berman	

REGIONAL CHARITY GOLF TOURNAMENT



FCEF and Joint Base San Antonio were honored to be the beneficiaries of a charity golf tournament hosted by First Command Financial Services in November. This incredible event brought together supporters, strengthened community ties, and helped raise funds to further our mission. We are grateful for the generosity of the participants and the new connections made on the course!

Reach out to us!

If you are interested in hosting a benefit event, please don't hesitate to reach out to us. We would love to discuss how you can make a positive impact and support our cause.

Feel free to contact us at edufoundation@fcefoundation.org to get started. Thank you for your support!

 edufoundation@fcefoundation.org

 fcefoundation.org

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FINANCIAL HIGHLIGHTS

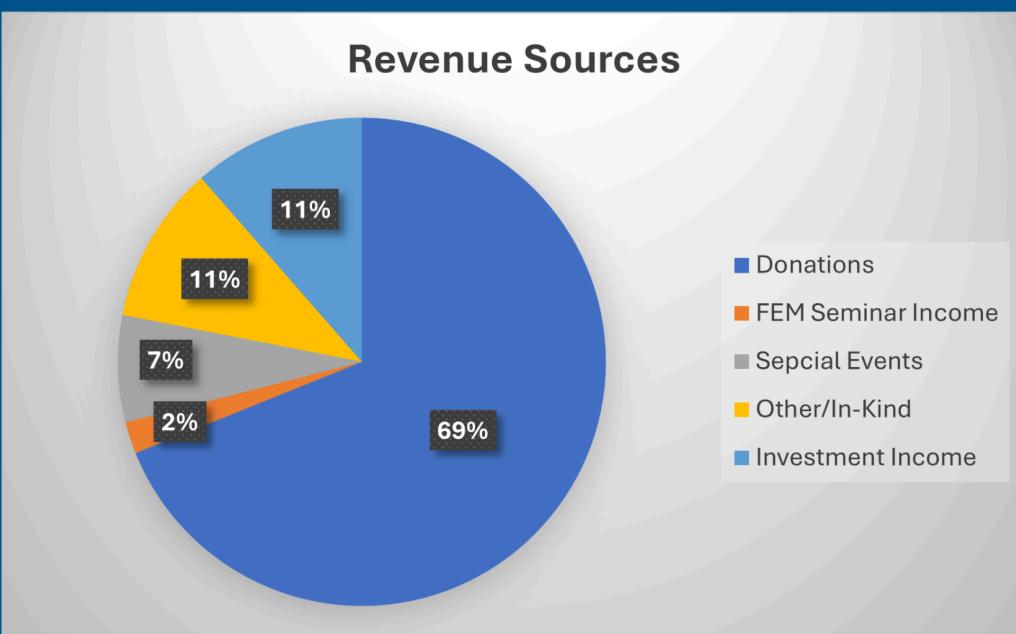
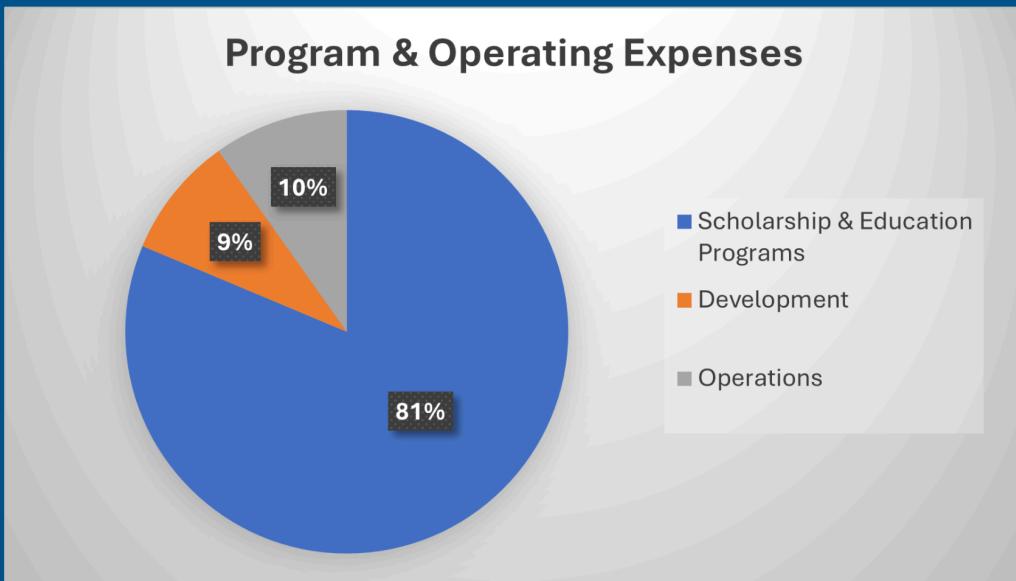
STATEMENTS OF ACTIVITES

PUBLIC SUPPORT & OTHER REVENUE	2023 (AUDITED)	2024 (UNAUDITED)
DONATIONS	914,855	775,467
FEM SEMINAR INCOME	47,150	23,700
SPECIAL EVENTS	38,826	79,626
OTHER (IN-KIND)	111,433	117,921
INVESTMENT INCOME	173,954	128,686
TOTAL REVENUE	\$1,286,218	\$1,125,400

EXPENSES	2023 (AUDITED)	2024 (UNAUDITED)
PROGRAM SERVICES	1,254,499	852,793
FUNDRAISING	40,576	92,931
MANAGEMENT & GENERAL	118,121	103,017
ADMINISTRATIVE		
TOTAL EXPENSES	\$1,213,196	\$1,048,741

NET ASSETS	2023 (AUDITED)	2024 (UNAUDITED)
AT BEGINNING OF YEAR	1,745,592	1,818,614
AT END OF YEAR	1,818,614	1,895,273
INCREASE (DECREASE)	\$73,022	\$76,659

SPECIAL EVENTS GROSS REVENUE	2023 (AUDITED)	2024 (UNAUDITED)
ANNUAL "CHIP-IN" FOR EDUCATION GOLF CLASSIC	77,836	71,301
CLAY SHOOT	7,048	-
SILENT AUCTIONS & RAFFLES	11,447	8,325



Overall decrease in revenue was driven primarily by reduced donations and investment income, partially offset by stronger special event results. We are grateful to our dedicated corporate and individual donors for their shared commitment to our mission. We continue to look ahead and plan to diversify revenue, evaluate our programs, and build new relationships with organizations that share our vision for the military community.

2024 Donors



We extend our deepest gratitude to our dedicated individual and corporate donors. Your generosity fuels our mission, empowering military families and young adults with financial education and scholarships. Because of your unwavering support, we are able to provide life-changing resources that create brighter futures.

There are many ways to give!

- **One-time or recurring donations** – Every gift helps us expand our reach.
- **Matching gifts** – Double your impact through employer matching programs.
- **Sponsorships** – Gain meaningful exposure for your brand while supporting our events.
- **Planned giving** – Leave a legacy of financial empowerment.
- **Donor-advised funds (DAFs)** – Recommend a grant from your DAF to support our mission.
- **In-kind contributions** – Support our programs through donated services or goods.

Together, we are making a lasting impact—thank you for your commitment to financial readiness for all!

To learn more or to donate, visit fcef.com/give.

Check out the list of our donors!

AJL International	im and Carmen Bade	George Benter
American Online Giving Foundation	Baird Foundation Inc	Alan and Marilyn Bisenieks
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Donor list continued!



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Joy Shane	Mike and Leigh Theres	

Thank you for being a vital part of our journey!

FCEF extends its heartfelt gratitude to the dedicated event volunteers, volunteer speakers, and subject matter experts who generously gave their time, knowledge, and expertise in 2024 to further our mission of educating those who serve. Your contributions have made a significant impact, and we truly believe that volunteers are the driving force behind positive change in the world.

To learn how you can get involved, please visit <https://fcef.com/get-involved/>.



Volunteers

Kori Bean	Amy McCullough	Kelly Schroeder
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Truly
Grateful
for you.