2025 Annual Report

Veterans Collaborative

Advise. Connect. Serve

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Director's Report

Dear Stakeholders, Partners, and Supporters,

We talk often about collaboration in the Veteran and military-connected space—but real collaboration is not measured by frameworks or convenings. It is measured by whether Veterans and their families can access help quickly, locally, and without friction.

At Veterans Collaborative, we pull the thread across access, infrastructure, and impact—connecting fiscal sponsorship, RADAR Resource Navigation, and community-led initiatives into one integrated ecosystem. Our work is designed to empower resources where they matter most: at the local level, with leaders and organizations our Veterans, service members, and their families already trust.

As we reflect on the past year, we are proud to share the meaningful progress we have made together in advancing our mission to support Veterans, military families, and community-driven initiatives. Your steadfast support has allowed us to expand our reach, empower new leaders, and deliver vital services to those who have served our nation.

What Collaboration Looks Like in Practice

Collaboration becomes meaningful when funding, trust, and decision-making power move closer to the community. Veterans do not experience challenges in silos, and solutions should not live in them either.

Director's Report

That is why we invest locally—and why this model continues to work.

In 2025, Veterans Collaborative strengthened community-based ecosystems by investing in Veteran- and military-connected leaders delivering local solutions. Through shared infrastructure, partnerships, and capacity building, we helped organizations scale responsibly while remaining focused on service and building trust.

By the Numbers: Collective Achievements

Our work is powered by the vision, resilience, and commitment of Veteran leaders and advocates across the country. With your support, that vision became action and measurable impact. In 2025, together we:

- Organized **124** community events, trainings, and hosted engagements
- Attended **142** outreach and awareness events
- Reached **5.1 million** people nationwide through 42 programs and charitable initiatives
- Directly served **22,941** Veterans, service members, and military-connected individuals through education, mental health support, and community services
- Supported **112** Veteran- and military-connected leaders through coaching, convenings, and capacity-building programs
- Empowered **33** mission-driven initiatives through fiscal sponsorship and shared infrastructure (including 16 new projects launched in 2025 and four corporate- supported initiatives advancing Veteran-focused impact)

Director's Report

- Established **190** cross-sector partnerships across nonprofits, government, philanthropy, and industry
- Activated **250** volunteers, contributing 9,427 hours of service to community-led impact

Service Areas Supported

Our initiatives address a wide range of community needs, including:

- Mental health and suicide prevention
- Food insecurity and basic needs
- Housing stability and homelessness prevention
- Employment, workforce development, and entrepreneurship
- Caregiver, family, and military spouse support
- Health, wellness, and peer support
- Community navigation and benefits access

Looking Ahead

Investing locally is not a risk—it is a strategy. It is **the strategy** we lead with because those closest to the challenge are often closest to the solution. We are grateful for your continued partnership and belief in this work. Together, we are building systems of support that ensure those who have served our nation can access the resources, opportunities, and community they deserve.

With gratitude,
Natalie Worthan
CEO, Veterans Collaborative

Veterans Collaborative

Strengthening Local Communities.
Empowering Collective Impact.

501(c)(3) Nonprofit Organization

Tax ID: 88-2754506

Reach us at:

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3445 Seminole Trail, STE 251,
Charlottesville, VA 22911
434.207.2340

For Community Impact Services:

support@veteranscollaborative.org
434.207.2340
www.veteranscollborative.org

Platinum Transparency 2025
Candid.

Veterans Crisis Line
DIAL 988 then PRESS 1

Vision & Mission



Vision

Veterans Collaborative envisions a nation where every Veteran, service member, and military -connected family has equitable access to the resources, opportunities, and community support they need to thrive —locally and beyond.

Mission

Veterans Collaborative serves active - duty service members, Veterans, and their families by leveraging resources and capabilities to strengthen accessibility to vital support and opportunity through a centralized network.

About us

Strengthening Local Communities. Empowering Collective Impact.

Veterans Collaborative is a 501(c)(3) nonprofit dedicated to expanding access to vital resources and charitable opportunities for Veterans, service members, their families, and the organizations that serve them at the local level.

Targeted Solutions

Fiscal Sponsorship

Veterans Collaborative provides fiscal sponsorship to charitable projects and initiatives aligned with its mission. This includes both early-stage individual initiatives, corporate projects, and select established nonprofit entities operating under fiscal sponsorship agreements.

Through shared infrastructure—including financial management, compliance, and administrative support—projects can focus on programmatic impact and mission delivery.

RADAR Resource Navigation

Veterans Collaborative develops and maintains curated resource networks to improve access to local services and opportunities. These efforts include 700+ vetted local community organizations that support more effective coordination across local nonprofit, government, and private-sector partners.

About us

Veteran Labs

Veterans Collaborative convenes and leads cross-sector coalitions to address complex challenges impacting Veterans and military families. These initiatives focus on increasing awareness, improving pathways to care, and expanding community-based support systems through aligned partnerships and networks, including:

- Heads Up Vet Coalition – addressing undiagnosed head injury and brain health
- Veterans Interstate Network (VIN) – strengthening multi-state coordination and resource sharing
- Make Hunger History Coalition – addressing Veteran food insecurity through listening and collaborative action
- Mission Forward: Veteran Nonprofit Leadership Circle – supporting Veteran nonprofit leaders through mentorship, learning, and peer collaboration.

Through collaboration, innovation, and leadership, we are driving meaningful change where it matters most. Together with our partners and supporters, we are building stronger pathways to care and opportunity for Veterans, service members, and their families—one community at a time.

Event Highlights

Brothers on Three Premiere – Washington, DC | December 10–11, 2025

A powerful film premiere and community gathering highlighting veteran stories through storytelling and media, bringing together leaders, advocates, and supporters to elevate awareness and connection across the military community.



She Leads – Washington, DC | November 7, 2025

A leadership-focused event highlighting and empowering women leaders across sectors, fostering connection, mentorship, and dialogue to advance impact and representation in service-driven work.

Coach Mahan Legacy Fund Bust Reveal – West Point, NY | November 14–15, 2025

A commemorative event at West Point honoring the legacy of Coach Mahan, bringing together alumni, military leaders, and supporters to celebrate leadership, tradition, and enduring impact.

Event Highlights

Mission Forward: Veteran Nonprofit Leaders Circle (MIC Edition) – Atlanta, GA | September 22, 2025

A convening of emerging veteran nonprofit leaders focused on capacity building, peer learning, and strengthening local ecosystems of support through collaboration and shared leadership.

West Point Entrepreneurs Summit – Nashville, TN | September 15–17, 2025

A national gathering of military-connected entrepreneurs, innovators, and leaders focused on advancing business, leadership, and impact through connection, education, and shared experience.



Seas the Day – Charlottesville, VA | September 21, 2025

A community-centered event focused on wellness, connection, and restorative experiences, creating space for veterans and military-connected individuals to engage, recharge, and build meaningful relationships.

Financial Statements

Highlights & Key Updates

Net Revenue

$ 739,589

Net Surplus

$ 172,880

Total Granted

$ 616,318

Fiscal Sponsorships

27 Projects

Statement of Financial Position

Year ended December 2025

	2025	2024
ASSETS		
Cash and cash equivalents	$ 175,502	$ 101,135
Investments		
Accounts receivable		
Prepaid expenses		
Other assets		
Property and equipment, net		
TOTAL ASSETS	**$ 175,502**	**$ 101,135**
LIABILITIES AND NET ASSETS		
LIABILITES		
Accounts payable and accrued liabilities	$ 2,622	$ 1,260
Refundable advance		
Total liabilities	$ 2,622	$ 1,260
NET ASSETS		
Net assets without donor restrictions:	$ 51,371	$ 3,435
Net assets with donor restrictions	$ 121,509	$ 96,440
Total net assets	$ 172,880	$ 99,875
TOTAL LIABILITIES AND NET ASSETS	**$ 175,502**	**$ 101,135**

Accompanying Notes are integral part of financial statements

Statement of Activity

Year ended December 2025

	2025			2024
	Without Donor Restrictions	With Donor Restrictions	Total	Total
REVENUES, GAINS & OTHER SUPPORTS				
Contributions	$ 53,732	$ 684,387	$ 738,119	$ 260,315
Service and other related revenues	$ 1,470		$ 1,470	$ -
Inkind revenues				
Return on investments, net				
Government grant revenue				
Net assets released from restrictions:		$ (659,317)	$ (659,317)	$ (182,594)
Satisfaction of purpose restrictions	$ 659,317		$ 659,317	$ 182,594
Total revenues, gains and other supports	**$ 714,520**	**$ 25,070**	**$ 739,589**	**$ 260,315**
EXPENSES:				
Program services	$ 616,318		$ 616,318	$ 169,950
Fundraising	$ 9,222		$ 9,222	$ 5,182
Management and general	$ 41,044		$ 41,044	$ 19,166
Total expenses	**$ 666,584**		**$ 666,584**	**$ 194,298**
CHANGE IN NET ASSETS	$ 47,936	$ 25,070	$ 73,005	$ 66,018
NET ASSETS, BEGINNING OF YEAR	$ 3,435	$ 96,440	$ 99,875	$ 33,857
NET ASSETS, END OF YEAR	**$ 51,371**	**$ 121,509**	**$ 172,880**	**$ 99,875**

Accompanying Notes are integral part of financial statements

Statement of Cash Flow

Year ended December 2025

	2025	2024
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	$ 73,005	$ 66,017
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation		
Changes in operating assets and liabilities:		
Accounts payable and accrued liabilities	$ 1,362	$ 1,260
Unearned revenue		
Total adjustment	$ 1,362	$ 1,260
Net cash provided by operating activities	$ 74,367	$ 67,277
CASH FLOWS FROM INVESTING ACTIVITIES		
Net purchases of investments		
Cash advances to acquire notes payable		
Purchases of property and equipment		
Net cash used in investing activities	$ -	$ -
CASH FLOWS FROM FINANCING ACTIVITIES		
Net payment on long-term debt		
Net cash provided by financing activities	$ -	$ -
Net increase in cash and cash equivalents	$ 74,367	$ 67,277
Cash and cash equivalents, beginning of year	$ 101,135	$ 33,857
CASH AND CASH EQUIVALENTS, END OF YEAR	**$ 175,502**	**$ 101,135**

Accompanying Notes are integral part of financial statements

Statement of Functional Activity

Year ended December 2025

	2025					2024
	Program Services					
	Fiscally Sponsored Program	Targeted Funds	Total for Program Services	Fundraising Expenses	Management and General Expenses	Total Expenses	Total Expenses
Project Expense	$ 530,619	$ -	$ 530,619			$ 530,619	$ 128,137
Materials and Supplies	$ 4,024	$ -	$ 4,024			$ 4,024	$ 8,187
Professional Services	$ 1,510	$ -	$ 1,510		$ 23,753	$ 25,263	$ 16,194
Contractor & Consulting Services	$ 43,961	$ -	$ 43,961			$ 43,961	$ 22,891
Shipping Freight & Delivery	$ 2,108	$ -	$ 2,108		$ 638	$ 2,746	$ 284
Bank Charges and Service Fees	$ 3,972	$ -	$ 3,972		$ 751	$ 4,723	$ 3,869
Advertising and Promotional Expenses	$ 6,563	$ -	$ 6,563	$ 7,062		$ 13,624	$ 10,217
Conference and Trainings	$ 75	$ -	$ 75	$ 2,160		$ 2,235	
Printing, Stationery, and Office Expenses	$ 3,678	$ -	$ 3,678		$ 482	$ 4,160	$ 601
Food and Breverages	$ 2,541	$ -	$ 2,541		$ 3,006	$ 5,547	
Meals & Entertainment	$ 6,451	$ -	$ 6,451		$ 74	$ 6,525	
Registration Fees and Expenses	$ 1,301	$ -	$ 1,301		$ 3,556	$ 4,857	$ 200
Insurance		$ -	$ -		$ 175	$ 175	$ 175
Software & Subscriptions	$ 1,794	$ -	$ 1,794		$ 2,255	$ 4,050	$ 1,939
Dues & Memberships		$ -	$ -		$ 250	$ 250	$ 261
Taxes & Licenses		$ -	$ -		$ 91	$ 91	$ 507
Travel & Lodging	$ 7,722	$ -	$ 7,722		$ 6,012	$ 13,734	$ 837
Total Expenses	**$ 616,318**	**$ -**	**$ 616,318**	**$ 9,222**	**$ 41,044**	**$ 666,584**	**$ 194,298**

Accompanying Notes are integral part of financial statements

Notes to Financial Statements

Year ended December 2025

Nature of Operations

Veterans Collaborative (“the Organization”) is an incorporated nonprofit in the Commonwealth of Virginia and a registered 501(c)(3) by the Internal Revenue Service that serves active-duty servicemembers, Veterans, and their families by leveraging resources and capabilities to strengthen accessibility to vital support and opportunity through a centralized network. The Organization’s Board is comprised of three members and seven Advisors.

Veterans Collaborative is funded by donations and grants. The role of the Organization is to elevate access to critical resources and charitable opportunities at the local level for the target communities. This is achieved by addressing crucial funding gaps for those nonprofits with operating budgets under $1M, recognizing this segment often lacks access to national funding opportunities. In addition, the Organization sponsors aligned charitable projects and initiatives founded by Veterans and servicemembers. By focusing efforts on supporting grassroots initiatives and smaller nonprofits, Veterans Collaborative aims to ensure that Veterans, service members, and their families receive the support they need to thrive in their communities.

Strategic Activities

Fiscal Sponsorships – Veterans Collaborative provides fiscal sponsorship to charitable projects and initiatives aligned with its mission. This includes both early-stage initiatives and select established nonprofit entities operating under fiscal sponsorship agreements. The Organization maintains full fiduciary responsibility and oversight of charitable funds, ensuring compliance with IRS regulations and applicable laws.

Notes to Financial Statements

Year ended December 2025

Through shared infrastructure—including financial management, compliance, and administrative support—projects can focus on programmatic impact and mission delivery. Funds raised on behalf of fiscally sponsored projects are restricted to and reinvested into those projects' charitable activities in accordance with donor intent and aligned with the Organization's mission.

RADAR Resource Navigation and Network Development – Veterans Collaborative develops and maintains curated resource networks to improve access to local services and opportunities. These efforts support more effective coordination across nonprofit, government, and private-sector partners.

Coalition and Collaborative Initiatives – Veterans Collaborative convenes and leads cross-sector coalitions to address complex challenges impacting Veterans and military families. These initiatives focus on increasing awareness, improving pathways to care, and expanding community-based support systems through aligned partnerships and networks.

Summary of Significant Accounting Policies

Basis of Accounting and Presentation

The Organization's financial statements and footnotes are prepared in accordance with generally accepted accounting principles in the United States of America (GAAP). Net assets are reported based on the presence or absence of donor-imposed restrictions.

Classification of Net Assets

Net Assets Without Donor Restrictions – Net assets available for use in general operations and not subject to donor- (or certain grantor) restrictions.

Notes to Financial Statements

Year ended December 2025

Net Assets With Donor Restrictions – Net assets subject to donor- (or certain grantor-) imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Revenue Recognition
Revenue Accounted for in Accordance with Contribution Accounting
Unconditional grants and contributions are recognized when received. Conditional promises to give, that is, those with a measurable performance or other barrier, and a right of return or release, are not recognized until the barriers on which they depend have
been met. Amounts received prior to satisfaction of barriers are reported as refundable advances in the statement of financial position.

The Organization reports gifts of cash and other assets as restricted support if they are received or promised with donor stipulations that limit the use of the donated funds to one of the Organization's programs or to a future year. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Advertising Expenses

The Organization expenses advertising costs as incurred. Advertising expenses totaled $13,625 for the year ended December 31, 2025.

Notes to Financial Statements

Year ended December 2025

Functional Allocation of Expenses

The costs of program and supporting services activities have been summarized on a functional basis in the statement of activities. The statement of functional expenses presents the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the program and supporting services benefitted.

Use of Estimates
The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

Subsequent Events
In preparing these financial statements, the Organization has evaluated events and transactions for potential recognition or disclosure through [Date of Report], the date the financial statements were available to be issued.

Liquidity and Availability

The Organization strives to maintain liquid financial assets sufficient to cover 90 days of general expenditures. Financial assets available for general expenditures, that is, without donor or other restrictions limiting their use, within one year of the statement of financial position date, are comprised of cash totaling $175,502 at December 31, 2025.

Notes to Financial Statements

Year ended December 2025

Concentrations of Credit Risk

Financial instruments that potentially subject the Organization to significant concentrations of credit risk consist of cash. the Organization maintains a cash deposit and transaction account, with a financial institution and this value, from time to time, exceeds insurable limits under the Federal Deposit Insurance Corporation (FDIC). The Organization has not experienced any credit losses on its cash to date as t relates to FDIC insurance limits. Management periodically assesses the financial condition of this financial institution and believes that the risk of any credit loss is minimal.

Functionalized Expenses
The financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. Where feasible, the Organization allocates its expenses directly to specific programs or functions.

A portion of general and administrative costs that benefit multiple functional areas have been allocated across programs and other supporting services based on the relative proportion of contracted
personnel supporting each program or supporting service. Select periodic time studies are used to adjust the general allocation for individuals whose work directly benefits multiple functional areas.

Related Party Transactions

During the year ended December 31, 2025, the Organization received contributions from Board members in the amount of $2,500.

Notes to Financial Statements

Year ended December 2025

Income Taxes

The Organization is exempt from payment of taxes on income other than net unrelated business income under Section 501(c)(3) of the Internal Revenue Code and has been determined to not be a private foundation. For the year ended December 31, 2025, there was no net unrelated business income and, accordingly, no federal or state income taxes have been recorded. Management has evaluated the Organization’s tax positions and concluded that the financial statements do not include any uncertain tax positions.



2025 Annual Report

Veterans Collaborative

Thank You

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