



To: All First Command Family  
Date: June 2, 2020

### **A Message from the ELT: The Strength of One**

What is happening across our nation is incredibly troubling to us. Instead of a nation united, the turmoil across our great country indicates a nation divided. At the root of this unrest is a collective failure to deliver on our sacred and historic pledge of liberty and justice for all. We cannot hope to be our best and realize our greatness as a nation as long as we allow any class of individuals to experience systemic inequality. “We the people” must include everyone – or it includes no one.

At First Command, we take pride in being one team with one mission. That unity allows us to effectively serve our Nation’s military families. As we reflect upon our military, we have a wide variety of individuals serving together from diverse backgrounds and focused upon one mission. Unity and inclusion are imperative to make our country stronger and preserve the American dream for all citizens.

This is a time to embrace our core values. We need to have the **courage** to face the fear and difficulty of this uncertain time by acting with integrity and treating others with respect. We must show **love** by putting others’ good ahead of our own. And we must refine the meaning of **effectiveness**. It’s not just about achieving business goals or even providing a great client experience. Effectiveness is also about doing what is morally right. These three values hold great power because of the way the First Command family lives them daily. But actions speak louder than words—may our actions in the days and months ahead help in some way to ease the pain currently felt by so many in our communities.

At First Command, we stand committed to justice and inclusion—for our employees, Field team, clients, and for all Americans. One team, one mission. We believe as one, our Nation can heal and be united. No, the healing won’t be immediate, because deep wounds take time to mend. But it will start today with your Executive Leadership Team, united as one and committed to affecting change.

Sincerely,  
Your First Command Executive Leadership Team

Scott Spiker  
Mark Steffe  
Amy Doherty  
Sunday Grace

Jill Lyttle  
Tim Marling  
Kirk Olliff  
Kellie Richter

Hugh Simpson  
Mike Therese  
David White