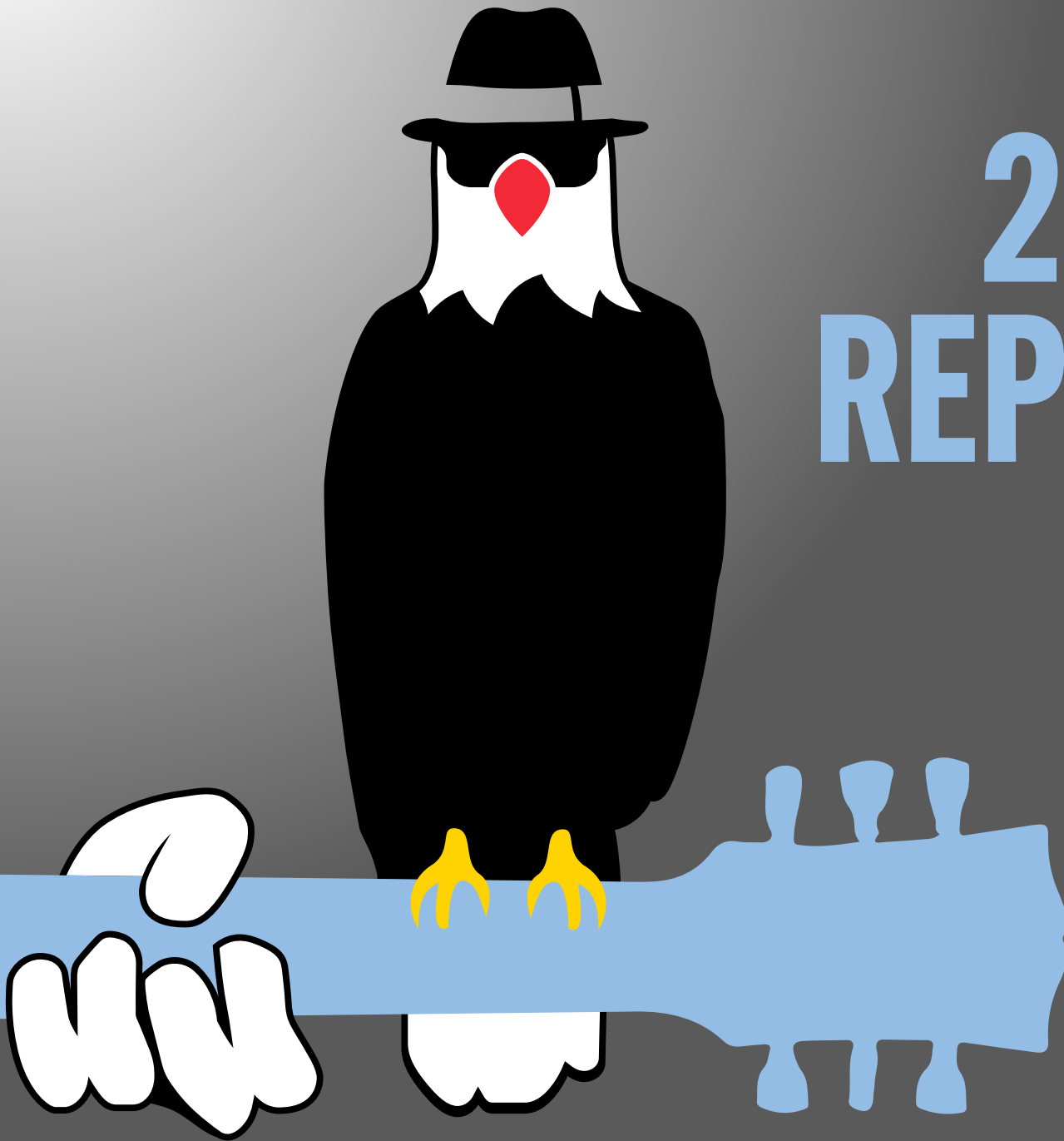


2024 REPORT



OUR STORY CONTINUES



When we compiled our accomplishments and published our first report in 2022, we were struck by how far the Foundation had come in ten years.

From DC to Tampa, we've grown our mission and footprint.

Fast-forward two years. As we issue this update, we believe the Foundation's progress has been dramatically positive. We appreciate everyone who has worked with us through the years, helping us grow, and deepening our support of shadow warriors and their families.

Through it all, we recognize that relationships are at the heart of everything we do and believe.

To this end, we continue to organize the secretly famous Spookstock events. These marquee "un-galas" have grown into the networking events of the year. We've heard from many of you—participants and companies who generously donate their time and resources—that the connections you make at these concerts are exceptional, both professionally and personally.

Because of your generosity, we are expanding our efforts to bring a holistic approach to our work, which we describe in the following pages.

As you read this report, we hope you sense our excitement for the future and what we—as a team—can accomplish. Together, we can and will help shadow warriors, their spouses, and children move beyond the scars of war.



Pack Fancher

Pack Fancher
Chief Executive Officer
Spookstock Foundation

Aimee McGranahan

Aimee McGranahan
Chief Operating Officer
Spookstock Foundation

MISSION

The Spookstock Foundation is a 501(c)(3) tax-exempt organization dedicated to helping shadow warriors, their spouses, and children to move beyond the scars of war.

Bridge the gap between SOF warriors & industry

- Exclusive networking events
- AI driven talent matching
- Enhanced career readiness
- Cooperate training & readiness

Healing unseen wounds, restoring lives

- Integrative wellness support
- PTSD care



Fundraising. Friend-Raising. Mission-Expanding.

- Spookstock - exclusive rock concert
- SOFstock - operator community bash
- National security forum & innovation accelerator

Strengthening the families of the fallen & the living

- Education & scholarships
- Career placement
- Long-term mentorship

When we started the Spookstock Foundation in 2012, we initially focused on the families of the fallen or severely wounded. As geopolitics changed and our stakeholders shifted, we realized a need to address health challenges unique to shadow warriors returning from conflict. Then, as our relationships with the shadow warrior community deepened, we recognized that post-service transitions—e.g., finding a rewarding career after the military—are also critical to the well-being of these warriors and their families.

Families, health, careers—positive outcomes for all three elements are imperative for shadow warriors and their loved ones to flourish. Because they are deeply interconnected, we are pursuing a more holistic approach addressing all three.

Here's how our story continues.



HELPING FAMILIES FLOURISH



A large part of the Spookstock mission is supporting the success of the children of fallen Shadow Warriors by funding education, mentorship, and career placement. We are committed to providing access to meaningful job opportunities and dedicated mentorship. One of the most impactful components of this effort is a week-long program offered to the beneficiaries of our education partner organizations. The program is held twice a year during the week before the SOFstock and Spookstock music events.

Connecting with other beneficiaries during this week builds lasting and meaningful relationships. Because this occurs at a pivotal time in their lives as they graduate from college or trade school, we include a career fair, providing intimate engagements with targeted companies based on beneficiaries' career fields along with headshots creating a professional presence. Special Operations Forces (SOF) chaperones support the various activities throughout the week. These chaperones provide invaluable mentorship and report a renewed sense of purpose from their engagement with children of fallen, fellow special operators.

The feedback from our beneficiaries indicates that they seek additional support and engagement beyond these two weeks a year. In 2025, we plan to address this need and introduce more activities to expand our beneficiaries' professional networks and help them secure internships and jobs. In addition, the week-long programs and time together provide a key opportunity to identify students who would benefit the most from continued mentorship. We will aim to connect these individuals with dedicated mentors to support them year-round. Working closely with our beneficiary organizations and leveraging our network, we will also ensure this opportunity reaches all eligible beneficiaries.

PROPOSED MENTORSHIP PROGRAM

Our mentorship program will establish a new emphasis, developing a Special Operations Forces (SOF)-led mentorship initiative tailored to beneficiaries who require additional support and/or guidance. During our music events, we have unique opportunities to identify students who would benefit most from mentorship. Our aim is to connect these individuals with dedicated mentors who can support them year-round. Furthermore, we are exploring the creation of smaller group trips to deepen connections and build a stronger sense of community among beneficiaries, ensuring they feel supported every step of the way, from primary school to responsible adulthood.

HEALTH & WELLNESS



In 2022, Spookstock Foundation expanded its mission to include assisting active duty and retired shadow warriors and their families who bear the after-effects of warfare. Specifically, Spookstock funded medical treatments for Post-Traumatic Stress and other complex symptoms. The effects of PTS—hyper-vigilance, anxiety, sleep disorders, chronic pain, depression, suicidal ideation, and cognitive deterioration—are not limited to the shadow warrior and damage entire families in their wake. Suicides have increased to epidemic levels in the past five years among our elite troops. And the damage is not limited to those who serve. Entire families are being destroyed by these traumatic experiences.

In 2023, Spookstock created and now partners with the Operator Relief Fund (ORF) to implement a treatment protocol that has shown significant promise (See insert), giving operators and their family members the time and skills necessary to reset and begin their journey toward sustainable health and wellness.

PRELIMINARY TREATMENT OUTCOMES

Results to date indicate:

- Average effectiveness: 210 days
(Sample size of 155 Study Participants)
- 9 participants initially screened positive for suicide ideation; all later screened negative without crisis intervention
- Participants who remained actively engaged in recovery had improved outcomes
- Veterans show better long-term results than active-duty participants



POST-SERVICE TRANSITION

Shadow Warriors bring exceptional skills to the workplace. They are resilient problem-solvers, agile leaders, and consummate professionals. Despite their talents, they may need assistance navigating new career opportunities and adapting to the business language. Similarly, companies often struggle to fully understand and translate the unique abilities of these professionals into their job requirements.

To this end, we're launching Operator to Industry (O2i), a project to help shadow warriors and companies connect. We've teamed with a Fortune 50 company to create a platform that combines AI-powered matching algorithms and machine learning (ML) tools with a personal touch to create the right opportunities for both. We are currently prototyping the platform and plan to roll out a minimum viable product in the spring of 2025. Curious? We'll have more updates on this exciting initiative in the months ahead.



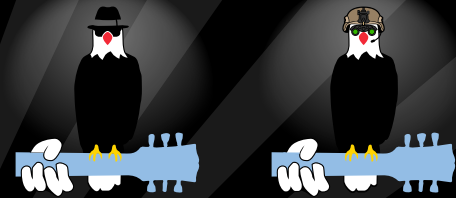
FUND RAISING, FRIEND RAISING

Spookstock. Then, SOFStock.

These famously secret “un-gala” events rock the community while deepening relationships. We started Spookstock in DC in 2012 and expanded to SOFStock in Tampa in 2022.



These bedrock events remain the most exclusive tickets for concertgoers, and their revenue continues to power the foundation's work. Senior executives from the defense and intelligence organizations mix with C-Suite professionals whose companies support these communities.



At both Spookstock and SOFstock, pick-up bands from organizations in the defense and intelligence communities rehearse for months and audition to be among the few selected for the prestigious Battle of Bands (BoB) as opening acts. BoB judges typically include SOCOM Commanders, Directors of National Intelligence and other intelligence agencies, movers and shakers from the entertainment industry, and the occasional Oscar winner.



These events are essential for the Foundation's holistic support of shadow warriors and their families. The revenue generated by these concerts and their generous donors supports the dependents of the fallen by funding their education and post-graduation pursuits. They also fund medical treatments for active duty and retired shadow warriors and support post-military service and career transitions.

And the relationships they build across families and communities are priceless.





Introducing TechStock

The Foundation has invested resources in helping shadow warriors and their families cope with the unique challenges created by serving as special operators. But what if we could help prevent some of these challenges from ever happening? TechStock seeks to fill this niche.

The ops tempo for shadow warriors is fast-moving, and the acquisition cycle must match this pace. Launched in 2023, TechStock is designed to get the right mix of action-minded professionals **working on the same issues in the same room**. TechStock brings together innovators, problem solvers, Tier-1 operators, government acquisition officers, venture capitalists, and technology startups to address unique mission challenges confronting shadow warriors.

TechStock aims to accelerate and prioritize shadow warrior requirements, communicate these directly to industry, and create solutions in hours, not months. Participants spend the first half of this one-day event deepening their understanding of specific SOF needs and the second half crafting and presenting pitch sessions that lay out potential solutions.

By addressing needs earlier, the hope is to discover innovative technologies to protect shadow warriors during operations and prevent tragic outcomes. TechStock also raises revenue that funds our efforts to support families, improve the health of shadow warriors, and help with their post-service transitions.

WE SUPPORT



DEFENSE INTELLIGENCE
MEMORIAL FOUNDATION



NO GREATER SACRIFICE



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OFFICERS MEMORIAL
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THIRD OPTION
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Thank you for your continued support.
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Pack Fancher
packfancher@spookstock.org

Aimee McGranahan
aimeemcgranahan@spookstock.org

Kevin Arquit
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