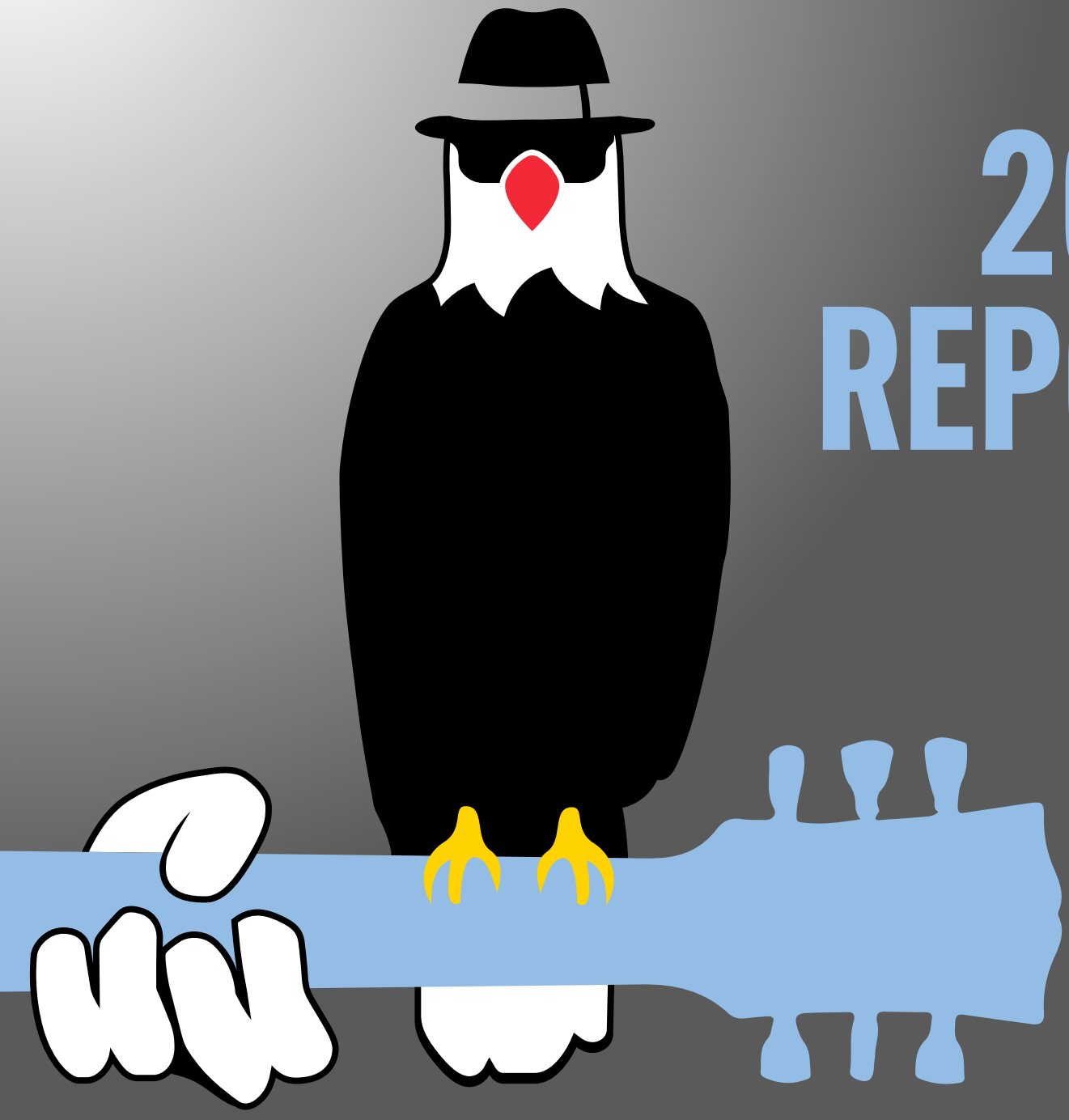


2024 REPORT

spookstock.org

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
Chief Executive Officer
Spookstock Foundation

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.

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.

O2i

OPERATOR TO INDUSTRY

O2i is redefining the post-service journey for operators and their families.

Transition begins with healing and strength—restoring mental resilience, physical health, and spiritual balance. O2i's best-in-class ecosystem of vetted resources and services supports every stage of this process, helping operators and their families build a strong foundation for life beyond service.

In the past five years, suicides among our elite troops have risen to epidemic levels, devastating not only those who served but also the loved ones who stand beside them. Many of these symptoms intensify during transition, when support is needed most. The effects of Post Traumatic Stress (PTS)—hyper-vigilance, anxiety, sleep disorders, chronic pain, depression, suicidal ideation, and cognitive decline—extend beyond the shadow warrior. These invisible wounds ripple through families, causing profound emotional and relational strain.

Once health and stability are restored, O2i guides operators toward the next phase: a meaningful career aligned with their interests, skills, and long-term goals. Through mentorship, tailored planning, and strategic connections, O2i ensures each operator's transition is not just successful—but transformative.

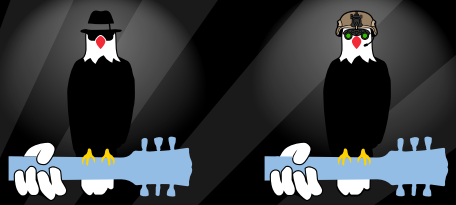
Shadow Warriors bring exceptional skills to the workplace - resilient problem-solvers, agile leaders, and consummate professionals. O2i fosters a powerful network of industry leaders searching for the unique capabilities in operators transitioning from Special Operations Units. We connect these leaders with operators, providing opportunities, mentorship and a clear roadmap to an impactful post-service career.

Through curated, intimate events, operators are brought together with industry leaders to build authentic connections. These gatherings foster a deeper understanding of shared values and the intangibles that drive mission success.

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 Spooktech

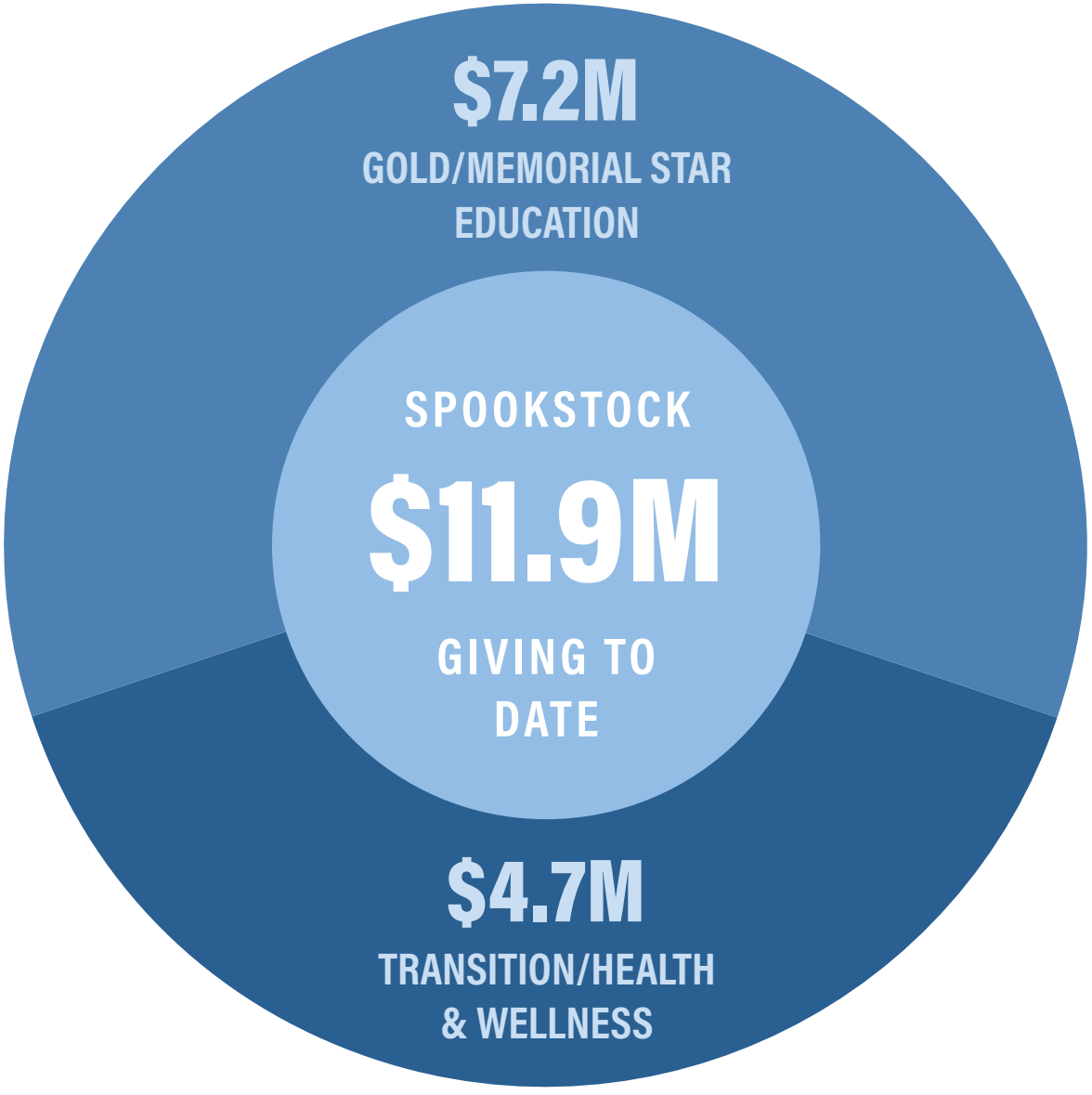
The Foundation has invested resources in helping shadow warriors and their families cope with the unique challenges created by serving as special operators. But what if we could help prevent some of these challenges from ever happening? Spooktech seeks to fill this niche.

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

Spooktech 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. Spooktech also raises revenue that funds our efforts to support families, improve the health of shadow warriors, and help with their post-service transitions.

SPOOKSTOCK FOUNDATION RESULTS SINCE 2012



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