



THE STATION[®]
FOUNDATION
A CRUCIAL STOP ON THE JOURNEY HOME

Director of Development Position Announcement

 **Bozeman, MT**





About The Station Foundation

The Station Foundation is a Montana-based nonprofit dedicated to serving Special Operations Forces (SOF) service members, veterans, and their families as they navigate the often-unseen challenges of post-combat life. Through immersive, experiential programming and national outreach efforts, the organization provides a path toward healing for those carrying the invisible wounds of combat, helping individuals and families rediscover connection, meaning, and hope.

Service within the SOF community requires extraordinary sacrifice, often borne quietly long after active duty ends. The cumulative effects of combat exposure, loss, and prolonged operational stress can profoundly impact not only the individual, but also their spouses, children, and broader support systems. The Station Foundation exists to address these complex and deeply personal challenges through a holistic, family-centered approach, recognizing that healing is most effective when it includes the entire family unit.





At the core of The Station Foundation’s work is a belief that healing happens through shared experience, intentional reflection, and meaningful human connection. With more than a decade of experience and thousands of participant touchpoints, the organization has developed a distinctive model that blends research-informed practices with lived experience within the SOF community. Their programming is designed not only to support recovery, but to help participants reconnect with identity, build resilience, and move forward with renewed purpose.

The Station Foundation delivers its impact through a series of thoughtfully designed initiatives. Its Montana-based immersive programs bring families together in a restorative environment to process experiences and strengthen bonds, while national outreach efforts extend this work into SOF communities across the country. Dedicated initiatives also support Gold Star families, providing mentorship, leadership development, and community as they navigate life after loss. Across all of its programs, The Station Foundation is committed to honoring the full arc of service—supporting individuals and families not only in healing, but in building a meaningful and connected life beyond military service.

Learn more: www.thestationfoundation.org.



About the Opportunity

The Director of Development will step into a pivotal leadership role at a defining moment for The Station Foundation, an organization that has proven the power of its model and is now poised to thoughtfully scale its impact. This is not a traditional fundraising role. It is an opportunity to build and lead a development function that matches the depth, integrity, and uniqueness of the mission itself. Reporting directly to the Executive Director and working closely with an engaged board, this leader will take ownership of a growing revenue engine, expanding relationships with high-net-worth individuals, family offices, and institutional partners while shaping the systems and strategy needed to sustain long-term growth.

What makes this opportunity distinct is the nature of both the work and the community it serves. The Station Foundation operates within a deeply trusted and highly discreet network, where authenticity is not optional, it is essential. Donors are not approached transactionally; they are invited into meaningful, long-term relationships rooted in shared values and a genuine understanding of the mission. The successful candidate will bring a proven ability to secure six- and seven-figure gifts while also possessing the emotional intelligence, humility, and presence to build trust with individuals ranging from Special Operations families to sophisticated philanthropists. This is a role for someone who can “hold the room” with experienced donors, translate complex and deeply human stories into compelling philanthropic opportunities, and navigate nuanced conversations with confidence and care.

Equally important, this role offers the rare chance to shape the future of an organization without losing what makes it special. The Station Foundation remains founder-led and deeply mission-driven, with a culture that values initiative, integrity, and shared ownership. The Director of Development will be entrusted with significant autonomy, expected to lead, innovate, and build, while also partnering closely with leadership to thoughtfully evolve the organization’s approach to growth. For the right individual, this is an opportunity to do career-defining work: to help expand access to life-changing programs for Special Operations families, to engage with an extraordinary network of donors and supporters, and to contribute to a mission where the impact is both immediate and enduring.





Primary Responsibilities

Major Gifts & Donor Relations (50% of time)

- Personally manage a portfolio of 50–75 major gift prospects and donors (\$25K–\$250K+), with a focus on cultivating transformational gifts
- Conduct 10–15+ donor meetings monthly (primarily in-person), building deep, trust-based relationships over time
- Research, qualify, cultivate, solicit, and steward high-net-worth individuals, family offices, and key philanthropic partners
- Develop tailored, high-touch engagement strategies and personalized proposals aligned to donor interests and values
- Design thoughtful stewardship experiences that demonstrate impact while honoring the discreet and relationship-driven nature of the SOF community
- Partner closely with the Executive Director to manage and deepen relationships with the organization's top donors
- Expand and diversify the donor base through new relationship development and strategic prospecting

Strategic Fundraising Leadership (25% of time)

- Develop and execute a comprehensive fundraising strategy aligned to a \$3.5-\$4MM growth plan over the next 2 years, with clear metrics and accountability
- Build and manage a forward-looking pipeline that creates greater predictability beyond the current year-end concentration
- Design and implement a moves management system to track donor engagement and progression
- Establish forecasting tools, dashboards, and reporting processes to inform leadership and Board decision-making
- Partner with the Executive Director to translate vision into an actionable, scalable development strategy
- Evaluate and selectively implement multi-channel strategies (campaigns, digital, events) that complement, rather than replace, relationship-based fundraising

Foundation & Corporate Partnerships (10% of time)

- Identify and pursue foundation, corporate, and institutional funding opportunities aligned with mission and values
- Lead proposal development (LOIs, grant applications, reports) in partnership with internal resources
- Cultivate relationships with program officers and institutional partners
- Manage grant pipelines, timelines, and reporting requirements
- Explore aligned corporate partnerships, sponsorships, and strategic collaborations



Team Leadership & Development Operations (10% of time)

- Lead and develop existing and future development staff, fostering accountability and growth
- Oversee CRM (Virtuous) strategy, ensuring strong data integrity, reporting, and donor tracking
- Build and refine development systems, processes, and infrastructure in a lean environment
- Ensure timely gift processing, acknowledgment, and donor communications
- Develop and manage the development budget with a focus on ROI and sustainability
- Create scalable standard operating procedures across development functions

External Engagement & Organizational Leadership (5% of time)

- Serve as a visible and credible ambassador for The Station Foundation with donors, partners, and external stakeholders
- Engage with Board members to activate their networks and support fundraising efforts
- Participate in strategic discussions related to organizational growth, positioning, and long-term sustainability
- Maintain a strong presence within key donor markets through consistent travel and relationship-building





Candidate Profile

The ideal candidate is a proven major gifts leader who combines exceptional fundraising performance with emotional intelligence, humility, and the ability to build deep, trust-based relationships. This individual thrives in entrepreneurial environments and is equally comfortable securing transformational gifts as they are building the systems and strategy needed to sustain long-term growth.

Essential Qualifications & Attributes

Proven Major Gifts Fundraising Performance

- Demonstrated track record of securing multiple six- and seven-figure gifts and meeting or exceeding annual revenue goals
- Experience managing a portfolio of 50+ high-net-worth donors, with clear evidence of cultivation, solicitation, and stewardship success
- Ability to independently lead donor conversations from initial engagement through close

Relationship-Based Fundraising Approach

- Deep understanding of donor psychology and experience building long-term, trust-based relationships –not transactional pipelines
- Success engaging high-net-worth individuals, family offices, and sophisticated philanthropic audiences
- Skilled in developing personalized strategies that result in sustained giving and donor retention

Strategic Leadership & Execution

- Proven ability to design and execute comprehensive fundraising strategies, including pipeline development, forecasting, and performance tracking
- Experience building or refining development systems (CRM, reporting, moves management) in lean or evolving organizations
- Ability to translate vision into actionable plans and measurable outcomes

Executive-Level Communication & Storytelling

- Exceptional written and verbal communication skills, with the ability to translate complex, sensitive work into compelling cases for support
- Presence, confidence, and professionalism to effectively engage and “hold the room” with ultra-high-net-worth individuals
- Strong listening skills and situational awareness across diverse audiences

Entrepreneurial Mindset & Operational Agility

- Comfort operating in a founder-led, fast-moving environment with evolving priorities
- Ability to balance strategic thinking with hands-on execution
- Strong organizational skills and ability to manage multiple priorities, timelines, and relationships

Leadership, Partnership & Emotional Intelligence

- High emotional intelligence with the ability to navigate complex stakeholder dynamics, including founders, board members, and donors
- Track record of managing up, influencing decision-making, and building trust across an organization
- Demonstrated ability to lead, mentor, or develop staff in a collaborative, team-oriented environment

Values Alignment & Personal Character

- High integrity, discretion, and commitment to ethical, mission-driven fundraising
- Authentic, humble presence with a “no ego” approach to leadership and relationship-building
- Resilience, adaptability, and a strong work ethic aligned with a high-impact, service-oriented mission

Preferred (But Not Required) Experience

- Experience with capital campaigns or comprehensive, multi-year fundraising initiatives
- Grant writing experience securing five- and six-figure foundation or corporate support
- Familiarity with planned giving vehicles and complex gift structures
- Exposure to military, veteran, or other high-trust, service-oriented communities
- Background in high-touch relationship environments (e.g., family offices, wealth management, hospitality, or boutique nonprofits)
- Professional certifications (e.g., CFRE) or engagement with fundraising associations (e.g., AFP)



Meet The Station Foundation Leadership



Kevin Stacy
Co-Founder and
Executive Director



Shannon Stacy
Co-Founder



Nick Papsadora
Director of Operations



Jamie Dockiewicz
Director of Outreach
Services



Jazlyn Greenwood
Director of
Communications

Meet the Board Here: <https://thestationfoundation.org/about-us/>.



About the Bozeman Community

Nestled in the heart of southwest Montana and surrounded by sweeping mountain ranges, Bozeman offers a rare combination of natural beauty, vibrant growth, and strong community connection. Known as one of the fastest-growing cities in the Mountain West, Bozeman has evolved from a quiet college town into a dynamic hub that attracts entrepreneurs, outdoor enthusiasts, and mission-driven professionals alike. Despite its growth, the city has retained a grounded, welcoming feel—where neighbors know one another, and a shared appreciation for the outdoors shapes daily life.

Bozeman offers an exceptional quality of life, particularly for those drawn to an active, outdoor lifestyle. With immediate access to world-class fly fishing, hiking, skiing, and national parks—including Yellowstone just over an hour away—residents enjoy year-round opportunities to connect with nature. The city is home to Montana State University, a thriving local economy, and an increasingly diverse mix of industries, including technology, conservation, and small business entrepreneurship. While Bozeman's growth has brought new energy and opportunity, it has also preserved a strong sense of place—balancing innovation with the values of stewardship, community, and simplicity.





The community itself reflects a unique blend of longtime Montanans and new residents drawn by the area’s lifestyle and opportunity. There is a strong philanthropic spirit, with many individuals and families deeply invested in supporting causes that align with their values. At the same time, Bozeman maintains an unpretentious culture—where authenticity matters more than status, and relationships are built on trust and shared experience rather than formality.

For those considering relocation, Bozeman represents more than a place to live—it is a place to engage fully in both work and life. Whether it’s starting the day with a trail run, spending weekends on the river, or building meaningful connections within a close-knit community, Bozeman offers a lifestyle that is both invigorating and deeply fulfilling. While relocation requires thoughtful consideration—particularly given travel demands and cost of living—the opportunity to live and work in this setting is a meaningful draw for individuals seeking purpose, balance, and connection in their next chapter.



Location & Work Environment

Primary Location: Bozeman, Montana (Headquarters)

The Station Foundation is headquartered in Bozeman, Montana, and there is a strong preference for this leader to be based locally. Proximity to the Executive Director and team enables the level of collaboration, trust-building, and real-time decision-making that is critical in a founder-led organization. Equally important, being on-site provides meaningful exposure to the organization's programs and the Special Operations families it serves, an experience that deepens authenticity and strengthens the ability to represent the mission with donors. For these reasons, in-person presence is viewed as a significant advantage in accelerating both effectiveness and long-term success in the role.

Remote Consideration (Exceptional Candidates Only)

While Bozeman-based candidates are strongly preferred, the organization will consider an exceptional, top-tier candidate who brings a truly differentiated level of major gifts experience and is willing to maintain a consistent and intentional on-site presence. For remote-based leaders, this would include:

- Regular travel to Bozeman (typically 2–3 days per month, with additional time as needed)
- Quarterly extended visits for strategic planning and team integration
- Frequent, proactive communication with the Executive Director and team to maintain alignment and momentum
- Ongoing national travel to meet with donors and cultivate relationships in key markets

Work Environment & Expectations

This role is highly external-facing and relationship-driven, with a significant portion of time spent engaging donors in person. Travel is an essential component of success, with an estimated 25–40% travel requirement depending on location. The schedule requires flexibility, including availability for early morning, evening, and occasional weekend engagements to meet donors where they are.

The Station Foundation operates in a collaborative, mission-driven environment where team members are deeply connected to the work and to one another. The Director of Development will be expected to operate with a high degree of autonomy while remaining closely aligned with leadership, balancing independent execution with consistent communication. This is a role for someone who is energized by both the relational nature of fundraising and the opportunity to be fully immersed in a purpose-driven organization.



Compensation & Benefits

The compensation range is from \$100,000-\$125,000. The actual salary offered will depend on a variety of factors, including relevant professional experience, depth of senior leadership, and demonstrated qualifications aligned with the position.

Benefits: Health insurance, retirement plan, generous PTO

Relocation assistance for uniquely qualified candidates will be considered.

To Apply

The Station Foundation has retained the services of ThinkingAhead Executive Search's Nonprofit Division to serve as our recruitment partner. If you are qualified and interested, **[please apply here.](#)**

For further information and questions, please contact:

Heather Campbell

Partner, Nonprofit Division
ThinkingAhead Executive Search
hcampbell@thinkingahead.com

The Station Foundation is an equal opportunity employer committed to building a diverse and inclusive team. We encourage applications from candidates of all backgrounds, including veterans and military spouses.