

— Agenda—at—a—Glance

Notes of Guidance:

Please be on time. You are required to participate in sessions for the whole Symposium. If you cannot attend a session, notify your program staff. Please avoid private conversations during presentations. Please silence cell phones and mute laptops & tablets during sessions.

Wednesday, March 15 Carroll College		
10a—11:40a	Commission on Community Service Meeting, Carroll College	
11:45a—12:45p	Attendee Arrival & Check In—Caroll College Campus Center	
11:45a—1p	Lunch, provided—STAC Dining Hall	
1p—1:30p	Welcome: Director Sadowski , Office of Community Service w/ Dr. John Cech, President of Carroll College. (All Saints Hall)	
1:30p—2p	Kick-Off Keynote: Shannon Stober, Jump Start	
2p—3:45p	Regional Networking, led by Jonathan Carter & Robyn Michalec—MT Campus Compact	
3:45p—4p	Transition Break	
4p—5p	Tribal Keynote: Shane Doyle, Native Nexus (All Saints Hall)	
5р—6р	Dinner, provided—STAC Dining Hall	
Thursday, March 16 Carroll College		
7:30a—8:30a	Attendee Arrival	
8:30a—8:45a	Welcome/ Housekeeping w/ Director Sadowski (All Saints Hall)	
8:45a—9:45a	Leadership Keynote: Tuff Harris, One Heart Warriors	
9:45a—10:15a	Refreshment Break	
10:15a—11:30a	Breakout Session A: 5 Concurrent Sessions	

Thursday, March 16 continued:		
11:30a—12:45p	Lunch, provided—STAC Dining Hall	
1p—2p	Rural Keynote: Lara Tomov, Stories for Action (All Saints Hall)	
2p—2:20p	Group Photo Outside!	
2:20p—2:30p	Transition Break	
2:30p—3:45p	Breakout Session B: 5 Concurrent Sessions	
3:45p—4p	Transition Break	
4p—5p	AmeriCorps Alumni Panel presented by Jump Start (All Saints Hall)	
5p—6p	Dinner, provided—STAC Dining Hall	
Friday, March 17 Carroll College		
National Service Gear Day! Wear your big A for AmeriCorps!		
8a—8:45a	Attendee Arrival	
8:45a—9a	Welcome & Opening, Director Sadowski (All Saints Hall)	
9a—9:30a	Civic Engagement Keynote: Christopher Facundo	
9:30a—10a	Refreshment Break	
10a—11a	Breakout Session C: 5 Concurrent Sessions	
11a—11:30a	Transition Break	
11:30a—12p	Closing Remarks, Director Sadowski (All Saints Hall)	
12p—1p	Lunch, provided—STAC Dining Hall. Departure. Thank you for serving Montana!	



See this symbol next to a presenter? They're an AmeriCorps Alum!



Servemontana

Welcome to the 14th annual ServeMontana Symposium!

This year as we come together in person and in service, we have opportunities to serve, learn, and explore new dimensions of ourselves and Montana. Since 1994, AmeriCorps has served Montana to improve lives and diverse landscapes across our great state.

We are convened to connect and meet new people, celebrate AmeriCorps in Montana, and to learn and grow in the service journey. The 2023 ServeMontana Symposium theme, *Service: a Montana Treasure,* is inspired by Montana's familiar nickname, the Treasure State. Montana AmeriCorps recognizes that across the 4th largest state, treasures are both tangible and intangible. Time is one of our most valuable resources. Each person in the Montana AmeriCorps network is actively investing time in service, thank you!

Be brave, explore the topics and ideas that will add meaning in service and in your life after service. Visit with someone new and deepen relationships. During keynotes, breakout sessions, and group activities, be encouraged to reflect on your role in service and how our collective service impacts all of Montana. Engage and enjoy Regional Networking and take a minute to celebrate the impact of authoring notes of encouragement.

The ServeMontana Symposium is made possible with the support of professional speakers, longstanding partners, and remarkable staff. We thank you for being here and for your service to Montana! Your service builds on the legacy of those who served before you and makes a real difference today and into the future. Remember, the life you change may be your own.

Montana Commission on Community Service

Rebecca Harbage, Chair, Helena	Doug Mitchell, Helena
Morgan Hubbard, Vice Chair, Billings	Karen Moses <i>, Billings</i>
Kelly Ackerman, Helena	Kevin Myhre <i>, Lewistown</i>
Pamela J. Carbonari, Kalispell	Thomas Risberg, Great Falls
Don Jones, Billings	Ronalee Skees, Billings
Kami Kirchberg, Bozeman	Eric Strauss, Clancy
Jim Larson, Billings	Jim Swan, Box Elder
Donald Lovejoy, Ex-Officio, Denver, CO	Donnie Wetzel, Jr., Helena

Governor's Office of Community Service Staff

Sarah R. Sadowski, Director

Keena Irby, Fiscal Officer Dani Woods, Training Specialist Allie Shepler, Administrative Specialist Joe Naiman-Sessions, Program Officer Kristina Jordan, Grants Specialist Alyssa Mathieu, Communications Specialist

Symposium Welcome

All Saints Hall—Wednesday, March 15th, 1pm Campus Welcome, Dr. John Cech, President, Carroll College

Sarah R. Sadowski,



Director, Governor's Office of Community Service



Sarah R. Sadowski is the Director for the Montana Governor's Office of Community Service (OCS). Before her appointment by Governor Gianforte, Sarah served as the OCS Grants Manager, overseeing AmeriCorps grants to make public funding into real results for Montana's people and places. Serving as Director is an excellent fit for Sarah as she is a two term AmeriCorps VISTA Alum, serving one year in Fairbanks, AK and another in Helena as a Leader with Montana Legal Services Association. Sarah holds a Certified Grants Management Specialist credential from the National Grants Management Association, is a UM graduate and a Leadership Montana Alum who has served on nonprofit boards and with local government efforts. In her free time Sarah might not be easily found as she enjoys exploring remote geothermic locations and climbing mountains!

Kick-Off Keynote



Shannon Stober, Jump Start Training and Development

Shannon Stober, Jump Start Training & Development Founder, is a nationally recognized trainer and facilitator in the realms of leadership, community building, and volunteerism. Each year she engages hundreds of individuals from a variety of sectors through high-powered workshops, retreats, speaking engagements, and coaching activities. Shannon is a skilled strategist and consultant with an extensive background in strategic alignment, change management, and program theory development. After finishing her degree in sociology, Shannon completed two terms of service as an AmeriCorps VISTA and went on to serve as the Statewide Training Officer for the Governor's Office of Community Service, Program Manager for Montana Campus Compact, and Director of Programs with Montana Conservation Corps. She is known for her positive energy, strength of character, and humor.







Regional Networking

All Saints Hall- Wednesday, March 15th, 2pm



Connect with AmeriCorps members serving in your region and share information about community, recreational opportunities, and life in Montana to help you make the most of your service term.

A crowd favorite, and a great networking opportunity whether you're just starting out or you're halfway through your service.

Tribal Keynote Shane Doyle, Native Nexus Introduction by Mike Jetty, Montana Office of Public Instruction

All Saints Hall—Wednesday, March 15th, 4pm

Dr. Shane Doyle (Apsáalooke), is a Montana-based scholar, writer, performing artist, and community advocate whose work focuses on the deep history and

cultural heritage of the Indigenous people of the Northern Great Plains. Doyle holds a doctorate in Curriculum and Instruction from Montana State University and completed a post-doctoral research appointment in genetics with the University of Copenhagen in 2016. Doyle continues to participate in collaborative research projects throughout the Northern Plains and helped lead the Yellowstone Revealed All-Nations Teepee Village in the summer of 2022. Doyle founded Yellowstone Native Nexus, a Native American nonprofit



organization, in 2023 and he is currently a full-time cultural consultant who lives in Bozeman.



— Leadership Keynote – Tuff Harris, One Heart Warriors

All Saints Hall— Thursday, March 16th, 8:45am

Being of Crow and Northern Cheyenne descent, Tuff was born Chester David Harris on the Crow Indian Reservation and after going through many trials in his life, his grandmother started calling him "Tuff". The nickname quickly stuck and still resonates today.

After retiring from a 5-year NFL football career, Tuff has channeled his never-quit attitude to helping individuals tackle problems, catch a vision, and score in life. Some of his work includes building relationships to help the Native Americans of North America restore physical, spiritual,



mental, and financial health back to the people. Although this is a difficult task, he has been placed in a unique position to serve and is willing to take action. Tuff now lives in Montana with his wife Mary and his children Grace Goodie, Liza Love, and Judah Jet.

— Rural Keynote — Lara Tomov, Stories for Action

All Saints Hall— Thursday, March 16th, 1pm



Lara Tomov is a filmmaker and communications consultant who grew up in the Bitterroot Valley of Montana. She was always drawn to how storytelling can be utilized to benefit the well-being of people and environments. After attending Emerson College in Boston, she was based in Los Angeles for ten years, during which her work took her on many adventures as a camera operator, filming for television and documentary film productions.

From the jungles of South America to diving with great white sharks, Lara has used her camera to share experiences and perspectives from around the world. In 2020, she founded media brand Stories for Action, with a mission to use the power of storytelling to

foster healthy relationships between people and the environments they're a part of. In 2021, Stories for Action released Life in the Land, a series of films and podcasts sharing perspectives that advocate for holistic and community-guided efforts in Montana.



- AmeriCorps Alumni Panel

All Saints Hall— Thursday, March 16th, 4pm

Our service treasures have the potential to extend far beyond our term of service and we each have the power to create positive community impacts well into the future. The key is to transfer the lessons learned in AmeriCorps into the skills and values that shape our future. In this session we will hear from Montana AmeriCorps Alumni who will share their reflections on National Service and how their experiences have shaped the people they are today.

Presented by: Jump Start Training and Development

Civic Engagement Keynote

Christopher Facundo, Jobs for Montana's Graduates

All Saints Hall—Friday, March 17th, 9am

An immigrant, public servant, aspiring franchise owner, and a Californian at heart – Christopher is the son of Daryl & Bernardita from Los Angeles, California where he spent most of his childhood and early adult life. Christopher immigrated from the

Philippines in 1994 and took the Oath of Allegiance in September 2022 to proudly become a naturalized citizen of the United States of America.

Service has been an integral part of Christopher's life. He has volunteered with the United Way of Lewis & Clark County, and recently joined as a volunteer with the Montana Jewish Project at the Temple Emanu-EL. As a naturalized citizen, Christopher truly believes in the Constitution and the Rule of Law, but perhaps more importantly the role of service and how citizens can reclaim patriotism through service.





Concurrent

Breakout Sessions: A

Thursday, March 16th, 10:15am- 11:30am



N.U.T.S! I'M STRESSED, NOW WHAT?

Angela Davis, Family Promise | O'Connell 101

Stress. We all have it. What are you currently doing about it? In this session, we'll spend some time reflecting to find our personal stressors and learn new terminology to help us name and identify our stress triggers. We'll then explore some approachable short-term and long-term stress management tactics. This session is a mix of presentation, individual reflection, small group, and large group discussion.

SHARING YOUR SERVICE STORY FOR POSITIVE IMPACT Lara Tomov, Stories for Action | O'Connell 102

In this interactive workshop we'll find, shape, and share compelling narratives of our experiences. We'll also learn how to detect the shareable moments that occur outside of the direct work itself, in the seemingly subtle connections with the people and place of a community. Whether it is to share these stories through social media, future professional talks, or personal conversations with friends and family, explore the responsibility of conveying these stories and how to do so in a way that benefits the community and landscapes served and learned from.

THE TREASURE STATE: RE-DISCOVERING OUR INDIGENOUS TREASURES Mike Jetty, *MT Office of Public Instruction* | O'Connell 106

This session provides background information regarding the eight Tribal Nations in Montana along with suggestions for working with American Indian tribes in a culturally responsive manner. Participants will grow in their knowledge of the histories, cultures, and sovereignty of the First Nations People in Montana.

QUESTION, PERSUADE, REFER (QPR) SUICIDE INTERVENTION TRAINING

John Tabb, MT Dept. of Public Health and Human Services | O'Connell 107

QPR is designed to be a quick and effective method for giving people the tools to notice the signs of suicide risk and to take action to intervene and save a life. The training includes a review of statistics surrounding suicide in Montana.



UNDERSTANDING POVERTY IN MONTANA

Amy Verlanic, ALV Consulting | Siena

While spending a year in service in Montana it is likely you will be working with individuals or communities in poverty. The more you understand the Big Sky State's poverty paradigm, the more equipped you will be for effective service. This is a heartfelt, hands on, interactive workshop that examines the intersections of poverty and service.

____ Concurrent Breakout Sessions: B

Thursday, March 16th, 2:30pm—3:45pm

BACK-TO-BASICS: TAKING CARE OF YOURSELF

Stacey Otterstrom, PLucK! Coaching | O'Connell 101

We all know how to take care of ourselves and our lives, don't we? But wait, I don't remember that class in high school. Together we will talk about all the things they should have taught us like sleep, health, exercise, money, career, relationships, hobbies, growth in adulthood and anything else we need to be successful.

IMPLICIT BIAS AWARENESS SKILL-BUILDING

Brooke Corr, EmpowerMT | O'Connell 102

This skill-building session will aid you in empowering leadership at all levels to become more aware of implicit biases to help build a more inclusive and just society.



CONSERVATION CONVERSATION: PROTECTING OPEN SPACES

Tim Lawrence & Travis Vincent, Prickly Pear Land Trust | O'Connell 106

In this session, Tim and Travis will describe land trusts and what they do, including easements and other ways of protecting the land. You'll then focus on the work that Prickly Pear Land Trust has done for their geographic area including Helena's South Hills.



YOUR PERSONAL FINANCE QUESTIONS ANSWERED Summer Red, AFCPE | O'Connell 107

Do you know all the ways student loans can be forgiven? What about how credit scores are calculated? This session will answer these questions and many more! We also have plenty of time set aside for Q&A, so if you ever had personal finance questions, here's your chance to ask an expert.

THE BODY AS A TEACHER: PRESERVING OUR TREASURES WHILE SERVING OTHERS

Lizzi Juda & Heather Bunch, Turning the Wheel Missoula | Siena

Join us for interactive group experiences that playfully teach participants to express themselves and to listen to the needs of their hearts and bodies as they step into leadership. We will explore tools for self care, stress release and empowered communication.



Concurrent Breakout Sessions: C

Friday, March 17th, 10am—11am



PERSONAL TREASURE: FINDING YOUR MISSION STATEMENT

Ashley Stepniak, Montana Conservation Corps | O'Connell 101

Throughout life, and especially in AmeriCorps service, we are hunting for something to point our internal compass needle for our next step (or to find the treasures that life has to offer!). Join Ashley in a breakout session to balance your skills, passions, and vision to create a personal mission statement, identify a personal vision, and set goals for the future.



THE UPSTART COMMITTEE! AN EXERCISE IN SUSTAINABLE VOLUNTEER MANAGEMENT

Eli Bowe, Montana Campus Compact | O'Connell 102

Volunteers are foundational to the operations of many nonprofits, and effective volunteer management can mean the difference between the failure and success of an event, program, or entire organization. In this hands-on workshop, participants will take on the role of committee members tasked with improving the experience and management of volunteers at a fictional Museum of Montana History.



ORO Y PLATA, Y NONPROFITS: BUILDING A GOLDEN CAREER IN NONPROFIT LEADERSHIP AND BOARD SERVICE

Tylyn Newcomb, Montana Nonprofit Association | O'Connell 106

Service for your community can extend beyond your AmeriCorps term. There is an entire sector built to support the public good. From career opportunities and volunteer experiences, to leadership development, the nonprofit world can help you find the intersection between your skillset, passions, and community.



THE GREAT GRANT TREASURE HUNT: INTRO TO GRANT WRITING Joe Naiman-Sessions, *ServeMontana* | O'Connell 107

In this session, National Service members will be introduced to locating alternative funding sources to help advance the projects of their service terms. This session will empower AmeriCorps members to know the parameters in which they can seek funding, how to locate potential funders, and some tips and tricks on how to secure it.



UNDERSTAND AND UTILIZE YOUR AMERICORPS EDUCATION AWARD Callye Foster, Montana Campus Compact | Siena

AmeriCorps and VISTA alums receive a Segal AmeriCorps Education Award (or "Ed Award") as a benefit of successfully completing service. This session will provide an overview, tips, and how-to's of maximizing and AmeriCorps Ed Award, including matching institutions in Montana and nationally, Employers of National Service and more.

Notes of Encouragement Throughout the Symposium, we will write notes of encouragement to seniors that are a part of the Meals Are you a poet, doodler, avid-letter-writer, or simply Stop by during a break to learn more, and let your



Meals on Wheels is a national senior nutrition program that is in most communities across the country and has been in existence for over 50 years. Meals on Wheels is "More Than a Meal". Yes, they deliver a hot nutritious lunch **MEALS** ••• WHEELS that makes up 1/3 of the required daily calories, but it's also about the social connection that allows people to remain at home. Many seniors are isolated due to a

TOGETHER, WE CAN DELIVER.

variety of health issues and knowing that someone will come to their home and check in with them, visit, share a laugh, maybe a shoulder....is HUGE!

Helena Meals on Wheels has about 60 volunteers that deliver 250+ meals a day. These volunteers get to know the folks on their routes and friendships form. It's a beautiful thing. It's important to remember that Meals on Wheels is not a program for just low-income individuals. Many people find themselves unable to prepare a meal for themselves for many reasons. For example, a husband caring for his wife with Alzheimer's disease benefits from having meals delivered as caregiving can be exhausting!

Meals on Wheels serves seniors from all walks of life in countless situations, and providing a hot meal makes a big difference to the people they serve.







*Please park in lots South of buildings 1 and 23, or along Benton Ave. (*Highlighted areas*)

*Keynotes will be at the All Saint Hall in the Campus Center (1)



*Breakout sessions will take place at O'Connell Hall (2), the All Saint Hall in the Campus Center (1) (*Yellow outlined areas*)

*Lunches and dinner will be served in the STAC Dining Hall at the Campus Center (30)



ServeMontana





AmeriCorps State Programs

Big Sky Watershed Corps (BSWC)

BSWC AmeriCorps members serve statewide to improve at-risk ecosystems at the headwaters of our nation's greatest rivers and mobilize community volunteers to restore America's Great Outdoors. BSWC is a partnership with the Soil & Water Conservation Districts of MT. Montana Conservation Corps, and the MT Watershed Coordination Council.



mtcorps.org/joinmcc/individual-placement-programs/big-sky-watershedcorps.html



Montana Legal Services Association's Justice for Montanans AmeriCorps Project empowers low to moderate income Montanans to advocate for their legal rights

Justice For Montanans Project (JFM)

and increase access to justice. Members expand intake, help attorneys with case management, develop outreach materials and presentations, help survivors of domestic violence access services, and more. justiceformontanans.org

Fish, Wildlife, & Parks AmeriCorps (FWP)

FWP AmeriCorps Programs promote healthy, active, and environmentally aware communities by enhancing park land, providing interpretive programs, building volunteer capacity, and strengthening community outreach. stateparks.mt.gov/americorps/



Montana Campus Compact (MTCC)



Montana

Montana Campus Compact AmeriCorps connects college student AmeriCorps members with First Generation College and low-income Montanans, opening the doors to postsecondary education. MTCC is an affiliate of the national Campus Compact, with most Montana **Campus Compact** colleges and universities actively engaging in partnerships, servicelearning, and community volunteerism.

mtcompact.org/mtcc-americorps

Montana Public Health Corps (MPHC)

Montana Public Health Corps, supported by the Richland County Health Department, addresses needs in rural, frontier, and tribal health departments across Montana. The program helps departments develop and implement best practices based on community health assessments to encourage a better quality of life. This is accomplished through collaboration in areas such as mental health concerns, suicide prevention, youth outreach, and healthy lifestyles, among others.



AmeriCorps VISTA (Volunteers In Service To America)



Montana Community VISTA Partnership (MCVP)

MCVP strives to keep Montana children, communities and families strong and resilient, and improve the health, wellbeing and self-reliance of all Montanans. MCVP supports families and communities by promoting employment and providing the assistance necessary to help people meet basic needs and

move out of poverty. dphhs.mt.gov/VISTA/

Montana Campus Compact (MTCC) VISTA

MTCC AmeriCorps VISTAs serve from Montana college campuses and in partnership with community & faith-based organizations, nonprofits and schools. MTCC VISTAs serve closely with community groups to address poverty problems involving housing, school performance, and hunger and to connect campus resources with community needs. mtcompact.org/mtcc-



Rural Dynamics



Rural Dynamics statewide AmeriCorps VISTA project is guided by the mission to bring financial security to all Montanans. VISTAs develop financial literacy programs, serve to increase access to affordable housing, and assist people to secure a meaningful income. RDI VISTAs partner

with local agencies to reduce poverty and strengthen community volunteerism. ruralvistardi.wpcomstaging.com/

Billings Metro VISTA Project (BMVP)

BMVP is The City of Billings' AmeriCorps VISTA Project. VISTAs serve with passion and commitment to mobilize resources and give people in poverty the tools they need to help themselves.





AmeriCorps National Direct Programs

Jesuit Volunteer Corps Northwest (JVCNW)



JVCNW engages AmeriCorps members to serve in solidarity with high need communities. Most serve in rural towns to boost educational achievement among Native children—others serve in domestic violence shelters, mental health clinics, and other

localities. JVCNW serves, examines, and acts upon the causes of social and environmental injustice, to promote peace, and to build a spirit of togetherness. jvcnorthwest.org

Montana Conservation Corps (MCC)

Montana Conservation Corps (MCC) brings people together to serve on outdoor conservation projects as a route to develop as



leaders and citizens. Over the past 30+ years MCC has established a program that uses the power of service and the crew dynamic to mobilize a new generation. MCC annually engages hundreds of AmeriCorps members to live, learn, and serve outdoors while improving trails and habitat. mtcorps.org

AmeriCorps NCCC National Civilian Community Corps (NCCC)

NCCC Pacific Region

NCCC's mission is to strengthen communities and develop leaders through team-based national service. AmeriCorps NCCC Pacific Region Campus is based in Sacramento, CA and serves WA, OR, NV, CA, WY, MT, HI, AK, ID, UT, and the Pacific Territories. <u>americorps.gov/nccc</u>

servemantana symposium



AmeriCorps Planning Grantees



The Boys & Girls Club of Yellowstone **County** is planning to engage AmeriCorps members to provide direct service to Club Members age 6 to 18 years old, in multiple locations around Montana. Developing an AmeriCorps

program will expand opportunities for Club youth, support them in overcoming obstacles, and fully realizing their potential as a productive, caring, responsible citizen. begreatyellowstone.org/

The LifeGuard Group is planning to engage

AmeriCorps members to support multiple programs including, The Montana Human Trafficking Hotline, The Lifeline Project Program, The LifeHouse (human trafficking safe-house), as well as search and rescue efforts. The LifeGuard Group will develop an



AmeriCorps program that will lead a volunteer network and create a comprehensive database of Montana agencies and organizations. thelifeguardgroup.org



LIFTS, a program of Healthy Mothers, Healthy Babies (HMHB) is planning to engage AmeriCorps Linking Infants & Families to Supports members to assist with activities to serve families during pregnancy

and raising children age zero to three across Montana. LIFTS will develop an AmeriCorps program that will result in improved access to community resources, direct supports, and health-related outcomes for families. hmhb-mt.org/

The Montana Department of Agriculture is planning

to engage AmeriCorps members to assist the department in growing program services that benefit the agricultural community into the future. A sustainable Ag Corps will provide hands-on experience in natural resources and agriculture alongside field experts, expose members to career opportunities, and foster relationships with organizations and stakeholder groups. agr.mt.gov





The Office of the State Public Defender (OPD) is planning to utilize AmeriCorps members to support a comprehensive client services program in Montana. OPD will develop an AmeriCorps intervention that will result in a formalized client services program for individuals involved with the legal system in Montana. publicdefender.mt.gov/

The Office of Public Instruction's Tribal Relations and Resiliency Unit (TRRU) is planning to engage AmeriCorps members in tribal youth programs rooted in positive self-identity, cultural engagement, character development place-based learning, and service alongside cultural knowers in the Blackfeet and Salish/Kootenai tribal



communities. Through this partnership, TRRU will develop an AmeriCorps program to implement an educational cultural connection program through Elder and youth guidance. <u>opi.mt.gov/Leadership/Academic-</u> <u>Success/Every-Student-Succeeds-Act-ESSA/Tribal-Relations-and-</u> <u>Resiliency</u>



The 14th Annual ServeMontana Symposium is only possible with the help of our partners, program staff, Carroll College, Mike Jetty, Shannon Stober, Shane Doyle, Tuff Harris, Lara Tomov, Christopher Facundo, the AmeriCorps Mountain Region Office, and many more. A special thanks goes to our ServeMontana Symposium Planning Committee—

Annalisa Bell, Natalie Blue, Darby Bramble, Jonathan Carter, Callye Foster, Lee Louder, Skylar Magee, Robyn Michalec, Stephanie Reynolds, Daniel Sidle, and Ashley Stepniak. Finally, thanks to all of you, the AmeriCorps and VISTA members who serve Montana and *Get Things Done!*







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