









JULY 2019









Recognizing 20 outstanding community members under age 40



























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CONGRATULATIONS to this year's 20 Under 40 recipients

he Independent Record has been proudly profiling outstanding community members who are under 40 years old in our yearly publication "20 Under 40" for more than 20 years. Every July, we take time to learn more about these individuals in the Helena area who are making an impact in our community.

> We are always truly inspired by the nominations we receive and this year was no exception. We should all be so proud of the work all our young people are doing. Most of those who were nominated had affiliations with local non-profits and volunteered in addition to making contributions to the business community. Their work is helping move Helena forward in a very positive way.

We are excited again this year to be partnering with the Helena Area Chamber of Commerce to host a special luncheon ceremony to honor recipients. The event is Thursday, August 15, from 11:45 a.m. to 1:15 p.m. at

the Delta Hotels by Marriott-Helena Colonial. Cost is \$25 per per-

son and tickets may be purchased online at http://members.helenachamber.com/ events/details/20-under-40-luncheon-11342. Please join us! This event is open to the public.

We hope you enjoy reading the profiles of this year's recipients. You can also find this publication posted on our website at helenair.com/special_sections. We will also add it to our e-edition, so be sure to share it with your friends and family.

Anita Fasbender

Anita Fasbender Independent Record Publisher

ADAM CLINCH | TEACHER AND COACH, CAPITAL HIGH SCHOOL

TYLER MANNING

tyler.manning@helenair.com Adam Clinch, a born and raised Helenan, is always looking for ways to give back to the community that raised him.

Clinch is a math teacher and coach at Capital High School. For him, teaching was the most obvious way to give back and make a better future.

"I probably became a teacher because I like working with people," Clinch said. "Our time here is short and rare. If I can spend that time helping someone better their lives then I want to."

Clinch is a graduate of the University of Montana. He holds master's degrees in education and mathematics. He spent two years teaching at UM before moving back to Helena. When CHS had an opening for a math teacher. the former Bruin jumped at the opportunity. For the past five years, he had taught honors algebra, algebra I and college statistics at CHS. He said the smorgasbord of different classes he teaches helps keep the job interesting.

Never content doing just one job, Clinch also is the soccer coach at CHS. This summer, he is teaching disc golf to middle school students at Carroll College. He has also spent the past five years as a member of the Knowles Teaching Fellows Program, which Clinch described as a way to interconnect ideas about teaching across the Untied States.

The program has helped Clinch get insight into behindthe-scenes aspects of teaching.

"I love math and wanted to teach it because I think it gets a bad rap," Clinch said. "Humans at their hearts are storytellers. I think if you can make math a story you can find success."

Clinch is fascinated with the covered many of its concepts. theories and concepts behind mathematics. He sees beyond the "number-crunching, algorithm-obsessed, soul-crushing field of high school curriculum" to the history behind mathematics and the people who dis- black holes decades before we Helena a better place.



"The moon revolving around year." the sun obeys the same mathematical equation as an apple falling; an inverse square law," Clinch said. "Mathemat-

observed them within the past

Clinch's impact on his students is hard to measure, but he spends time teaching soft skills beyond the scope of math. For ics predicted the existence of him, it's all an effort to make

JOSH ROMANDIA CEO, MONTANA INTERNET CORP.

TYLER MANNING

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Josh Romandia, Montana Internet Corp.'s new CEO, has been making an impact in Helena's tech sector the past few years.

2015, he knew that one day Romandia would be running the company. Romandia is a native of the San Francisco bay area and came to Montana when his mother died. He only intended to stay for a few months, but fell in love with Helena and the wider Montana area.

"I was looking into local tech companies I thought I could help," Romandia said. "I wanted to bring some of that Silicon Valley experience to a Montana business."

When he met Siefert, the two hit it off and Romandia saw it as a good opportunity for him. Fast forward a few years, and in January 2019 Romandia was made the new CEO of the company.

One of Romandia's biggest undertakings for the company has been the expansion of fiber optic internet connection. Romandia said he saw a market opportunity when listening to MIC's customer base. The company offered wirefor faster speeds is through the volved in Helena.

roof, Romandia said.

"Fiber optic is largely a more affordable option for us," he said. "So we started helenawantsfiber.com to gauge the market demand."

There was a lot of demand. Ro-When MIC's former CEO Chuck mandia weighed the pros and cons Siefert first met Romandia back in of bringing in the talent, equipment and capital investment for fiber. Fiber may not last forever. but it will last longer than cable internet connections, Romandia said.

> He made the push for the fiber investment and the company has successfully connected about 130 homes so far in its pilot project. These include locations in the Helena Valley, Townsend and Boulder. Siefert described it as taking the small tech company and making it into a minor construction company.

> When he arrived. Romandia found the company had a Ma and Pa shop culture. That slow speed was starting to impact growth opportunities. Over time, he started to implement some of the good parts of the Silicon Valley culture.

Romandia has also made efforts to be involved in the community. He served on the now defunct Helena Industries board and helped facilitate the eventual shutdown. less connections, but the need and He also has mentored felony drug growth of internet capabilities is court clients. Currently, he is lookexponential. Meanwhile, demand ing at more opportunities to get in-



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20 UNDER 40

INDEPENDENT RECORD

TYLER BRYANT CPA, JCCS

LEANNE MOYER

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At just 33 years old, Tyler Bryant is changing Helena's accounting landscape. Bryant transferred from JCCS's Great Falls office to Helena, and brought with him a relentless drive to serve others.

"I just want to make my clients' lives easier. I want to take the stress of what they are trying to figure out off their plate and let me handle it for them," he said. "You know, I get excited about planning for retirement or applying to purchase a business – stuff like that. That's exciting to me, where it may be scary for them to undertake that, so anything I can do to make them sleep easier at night is a joy for me."

Bryant's enthusiasm and dedication to his role helped him lead his team to become one of the most profitable accounting firms in the state.

"We had a lot of key members that were just pushing hard and trying to make things better, trying to make themselves better at their craft," he said. "And then, of course, with the addition of the company that we acquired, that brought in additional revenue and additional team members."

Bryant emphasized how JCCS's success is due in part to his staff who give 100 percent every day. In addition to increasing his work at JCCS. revenue and growing their client base, Bryant wants his employees to lead full and balanced lives.

"We want to keep making it a great place to work for our team members and so people want to stay and that they enjoy coming to work ... and just keep working towards that to make everybody's lives better," he said.



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"I'm not one to look for or want recognition or anything like that," he said. "I just try to lead by example specifically with my team in my office, doing the half includes getting out in the community and meeting with prospective clients or existing clients through referral sources or whatnot and just getting JCCS out there, getting my name out there and then people start Bryant hopes to inspire others through equating who we are with what we do."



Helping our fellow Montanans achieve their financial goals.

Tyler Bryant, CPA, CFE



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Congratulations, Tyler. All of us at JCCS are proud of you and your recognition as one of Helena's 20 Under 40.

KALI WICKS | BLUE CROSS AND BLUE SHIELD AND HELENA CITY COMMISSION

TOM KUGLIN

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Kali Wicks believes she has the best of both worlds being able to work in the private and public sectors.

As senior manager in government relations for Blue Cross and Blue Shield of Montana, as well as Helena's newest city commissioner, Wicks enjoys living and working in the capital city in fields she is passionate about.

"I love what I do, I love policy development, I love meeting with people and hearing different ideas and working on solutions," she said of her work at Blue Cross. "On the city commission, I learn something new every day and really enjoy interacting with people in the community."

Wicks grew up on a dryland wheat farm near Chester. She earned a degree in political science and public relations as well as a master's in communications from public administration from the University of Montana.

She has lived in Helena for 12 years, first working for the state in workforce and but also all the folks that may be impacted had before, we have a new city manager,



ALI SPOON PHOTO

community development, housing and higher education before moving to Blue Cross five years ago.

"My main job is to represent rural Mon-Gonzaga, and more recently a master's in tanans and make sure they have access to affordable health care," Wicks said. "Every day I go to work I think about not only the ing place with the city where we have kind people and our patients and our members.

by decisions in the health care market with we have a lot of folks that are coming on regard to economic development in our state."

Health care policy can be particularly challenging in Montana where residents often travel long distances to seek medical care and rural hospitals may not have specialists.

"The challenging piece of course is that we're very rural, and that means there's never enough money to go around, hospital and health care prices are rising, as well as pharmaceutical costs, so it's our job to recognize that those services are important but find ways to make sure they're affordable so that people that need those services can get them," Wicks said.

While she loves her work at Blue Cross. Wicks missed working in the public sector. When a vacant seat came up on the city commission she applied and was appointed - a decision she is glad she made - and now she is running for a full term.

"I think that we're in a really interestof a different commission than we've ever

board with the city now, we have a great opportunity I think to really look at the opportunities that are before us," Wicks said.

As a commissioner, Wicks is interested in facilitating more communication between citizens and government to improve transparency. Affordable housing, developing a solid growth policy as Helena's population rises and access to open space top her interests on the commission.

Wicks is also passionate about several organizations, serving as vice chair of the Career Training Institute and vice president of the Women's Foundation of Montana.

Wicks and her husband are expecting their first child this fall, and she says Helena is the perfect place to work, play and raise a family.

"I just feel the size of Helena is so wonderful, I can still meet new people but I can go to the grocery store and still see people I know," she said. "It's a place where people still open doors for each other."

Reporter Tom Kuglin can be reached at 447-4076 @IR TomKuglin

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JEFF SEALEY | LEGAL COUNSEL, MONTANA DEPARTMENT OF LABOR AND INDUSTRY



THOMAS PLANK thomas.plank@helenair.com

Jeff Sealey has lived and worked as an attorney in Helena for the past 13 years.

Born in Lewistown and raised in Billings. Sealey went to law school at the University of Minnesota in Minneapolis and came back to Montana with his wife, who joined her uncle's dental practice in Helena.

He doesn't have plans to leave any time soon, with his kids in school and a new job as legal counsel for the Monand Industry.

"We're stuck," Sealey said with a laugh.

He and his family enjoy the recreation opportunities Helena offers, including mountain biking, fishing, hiking, trails, etc.

"We're really spoiled with the trail system," Sealey said. Though he's moving to DLI

to work in the civil division as both an adviser and litigator. civil cases haven't been what Sealey worked on during the past decade at the Lewis and Clark County Attorney's Office.

When Sealey was in law school, he clerked in Minneapolis and became intrigued by the criminal law system. When a job opened up at the county attorney's office un-

der Leo Gallagher, he took it. He's been prosecuting felony DUIs and domestic violence cases, and has been the main prosecutor for felony strangulation cases in the county since they became felonies in 2017.

"I love working here," Sealey said. even though he dealt with brutal crimes on a daily basis.

So a move can be a good thing. But not a move from Helena.

"There's an appreciation tana Department of Labor for the sense of community," Sealev said.

"I like that if I go to a grocery store I can see five people there that I know," he said. "It feels like a small town."

"By Montana standards," Sealey added with a smile.

Congratulates

SOUTH HILLS DENTAL

Jeff Sealey

Thank you for your leadership in the greater Helena community.

2019 "20 Under 40" winner

KATIE JERSTAD | DEPUTY COUNTY ATTORNEY, LEWIS AND CLARK COUNTY

THOMAS PLANK thomas.plank@helenair.com

Katie Jerstad came to Montana after college to vacation in the national parks and has been here ever since.

"I worked in tourism and recreation jobs outside Yellowstone," Jerstad said of her first jobs in Montana.

Jerstad would later make her way to law school at the University of Montana in Missoula, but had the path to her current position as a deputy county attorney for Lewis and Clark County cut out a few years earlier.

Jerstad grew up in Massachusetts. During her undergraduate career at Swarthmore College, she interned at the Suffolk County District Attorney's Office in Boston.

"I got to be a fly on the wall." Jerstad said.

There she saw her first forensic interviews and watched sexual assault cases go to trial, and she found the process fascinating.

"When I got to Montana I was already interested in criminal law," Ierstad said.

She clerked for a while at a law firm whose focus was on the civil side before she came to Lewis and Clark County's civil division and has been



working for the county ever biting," she said. since.

She moved to the crimi-

But civil cases were not nal side of the Lewis and getting it done for Jerstad. Clark County Attorney's school because it offset the "The criminal bug kept Office after a few years in seriousness," she said.

civil and began taking on sexual assault felonies, property crime cases, elder exploitation charges and a host of civil cases involving juveniles in the Youth Court system.

"Things stay pretty interesting," Jerstad said.

And while she's working on a stack of cases, Jerstad also finds time to volunteer at her two boys' schools and with Big Brothers and Big Sisters.

Jerstad actually began volunteering in schools before she had her sons.

"There's an obligation to serve in communities," Jerstad said about being a lawver.

"A lot of people fulfill that by sitting on a board, I opted to volunteer in a



20 UNDER 40

ALLISON MOON | PSYCHIATRIC NURSE PRACTITIONER, SHODAIR CHILDREN'S HOSPITAL

THOMAS PLANK

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delicate environment that she makes safe and caring.

A nurse practitioner at Shodair Children's Hospital, Moon creates a stable environment for patients, families and staff all while being a member of the Navy Reserves, training for triathlons and being an avid Crossfitter.

Born and raised in Helena, Moon achieved her bachelor's and master's degrees in nursing from Montana State University before getting her Doctor of finds herself coaching at Seven Devils Nursing Practice at the University of North Dakota.

At Shodair. Moon and her coworkers provide education, mental health treatment, music, recreational and speech a smile to your face after a long day and therapy, spiritual care and education to both patients and families.

"We work to help, heal and inspire hope," Moon said.

By advocating for her patients, Moon provides valuable resources to people who have not had the opportunity to and I want to be a part in that," Moon said.

speak for themselves.

"I have enjoyed seeing children heal Allison Moon works in a complex and from the support that is provided by the psychiatric teams that I am honored to be a part of," Moon said.

Shodair is where Moon finds professional contentment and the desire to always become better. She credits the team of nurses and staff members as exceptional and flexible.

"There is a phenomenal group of people who put their hearts and souls into helping children (at Shodair)," Moon said.

When Moon is not working to heal, she Crossfit and helping people in that community achieve their highest potential.

"I coach to generate hope, confidence, strength, joy, teach healthy habits, bring develop a lifelong love of fitness," Moon said.

Crossfit is a key part of Moon's personal life and helps her push out of her comfort zone on a regular basis.

"I have witnessed Crossfit change lives



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from all of us at Shodair Children's Hospital

"The unassuming mental health professional is loved by her co-workers, who say she is an absolute joy to work with because she is dedicated, empathic and yet willing to speak up and think outside the box."





20 UNDER 40

DAN BARRY | OWNER, GREAT DIVIDE CYCLERY

TOM KUGLIN tom.kuglin@helenair.com

Dan Barry says he was in the sion he is glad he made. right place at the right time went up for sale.

The 37-year-old Laurel native started working in a Billings bike shop in 1996 and has worked in one ever since. That includes his time in Boston in," Barry said. "I think that where he worked in a bike on bikes and having the local shop, but kept his home state support of the community." in the back of his mind.

back to Montana, especially said. "I had some friends that lived here and they basically was a shop for sale."

Barry drove to Helena and the service it is able to offer. approached long-time owner Eric Grove. The shop was 30 in a small community and years old in 2014, and on April a small business is very re-

Barry had his shop – a deci-

"What I heard previously when Great Divide Cyclery was just how welcoming the community is, and that was a real thing. I bought the shop when it was 30 years old and some of the people who came nology continue to evolve in 30 years ago are still coming attending Leslie University, the best part is getting people

Barry has enjoyed a tight-"I always wanted to come knit group of employees that has helped the business after living in a big city," he thrive. While he at times finds keeping up with demand for repairs and inventory chalgave me some intel that there lenging, Barry is happy with the size of Great Divide and

"Having a sustainable job

1, the papers were signed and warding," he said. "We have an awesome trail system. It's great for hiking and biking and dog walking. It's a community that likes to be outdoors and active and fit and I think that is kind of what I wanted in a job."

Barry has seen bike techduring his years in the industry. From hydraulic brakes to new materials, bikes are becoming lighter and stronger.

"Bikes are kind of like that one thing that you can buy that's not disposable," he said. "I mean you can buy a cellphone, a computer and it can be worn out in a couple of seasons. If you buy a bike it's still a lifelong product if you take care of it."

Reporter Tom Kuglin can be reached at 447-4076 @ IR TomKuglin



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DR. NIKI HENRIKSEN | CO-OWNER, HELENA VISION CENTER

TOM KUGLIN

tom.kuglin@helenair.com

Dr. Niki Henriksen, co-owner of Helena Vision Center, enjoys the challenge and diversity of optometry and running a business.

Henriksen lived in Butte until she turned 11 and moved to South Dakota, where she spent her high years at Black Hills State University. She knew a medical career or possibly teaching was for her, but was uncertain which field.

"I looked at chiropractic and dental," Henriksen said. "I knew I didn't want to live the lifestyle of an emergency room doctor, and I knew I wanted to own my own business and make my own schedule so optometry really fit that."

One of the major highlights of her training occurred while shadowing a colleague. Irregularities discovpatient led to the eventual diagnosis of a brain tumor.

"You can really tell a lot about a person's overall health by looking at the eve," she said.

Even after moving away, Henriksen kept coming back to Montana and specifically Helena. So after optometry school in Chicago, she moved to the capital city in 2010. In 2012, she bought into Helena Vipractice.

"What I enjoy most is the relaof their health and then the health to those with special needs. of the whole family," she said. "I like the challenge of a rural setting and Reporter Tom Kuglin can be reached having the practice means being at 447-4076 @IR_TomKuglin

able to manage more of the ocular diseases than if I was working at an optical shop."

During her time as an optometrist, Henriksen has seen increasing understanding and awareness of what diabetes can do to vision as the leading cause of blindness. Her specialty in ocular disease treatschool and then undergraduate ment puts her in a patient's circle of care, where she is part of a team along with other specialists, such as nutritionists. She has also seen an interesting shift in the last 10 years when it comes to learning about the effects of screen time on kids and what that means for ocular health.

> While it can be challenging on the business side. Henriksen credits a background in ranching and the responsibilities that entail a driving force behind wanting to own a business.

"I knew I wanted to work for myered during a routine examine on a self and have that control over the quality and the way I want to run a practice," she said. "I enjoy the business aspect of running a practice, and it's a challenge too, but it diversifies the challenge of it, which I enjoy."

Outside of work, when she isn't climbing mountains, backpacking or coaching basketball with her wife and two kids, Henriksen has been passionate about the Special sion Center and now co-owns the Olympics, serving as state clinical coordinator for the Special Olympics Opening Eyes Program which tionships with patients, taking care has supplied glasses and eye exams



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CARRIE KREPPS | EXECUTIVE DIRECTOR, FLORENCE CRITTENTON

LEANNE MOYER

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Even after a century of serving young families, Florence Crittenton's positive influence in the Helena community continues to inspire its Executive Director Carrie Krepps.

"I was just sitting in our staffing meetings yesterday ... (discussing) just some of the successes and the celebrations and I thought, gosh, that's a life-changing thing that just happened for that family and, you know, what if, what if we wouldn't have been there," she said. "And I don't say that because we saved the day, but what if there wouldn't have been an opportunity for those families? It's pretty great to see."

Born and raised in Helena, Krepps, 39, is passionate about giving back to the same community that shaped her into the woman she is today.

Over the course of eight years, Krepps and her team grew fundraising from \$500,000 to nearly \$1 million – money that will support Florence Crittenton's evolving programs.

Krepps explains her recipe for success.

"I think one of the biggest things that was a factor in that was the team that we built in our development department," she said. "I think the commitment from the individuals that have been on that team and the relationships that they have built in this community and across the state has been probably the biggest component."

In addition to fundraising's tremendous growth, Krepps has had the opportunity to give a voice to the voiceless.

"I think advocating for families at the legislative level and at the state and community level and helping people understand what families are going through is one of the most important things that I can as an individual in my role and as an organization, that we can bring forward to the community," she said. "It is so important that we address what is happening with these families if we want this next generation of kiddos to have a chance at having thriving, productive lives. I just don't think we can advocate enough for those families."



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DEANNA JOHNSON | CO-OWNER, EDGE MARKETING + DESIGN

MARIA L. KIRKPATRICK maria.kirkpatrick@helenair.com

Deanna Johnson is a successvoice in the Helena Symphony.

Johnson began Edge Marketing + Design with two partners in 2010, and they worked their way to success client-by-client.

Marketing strategy and web strengths.

In addition to running a business, Johnson sings first soprano in the Helena Symphony chorale. The company donates a lot of extra marketing time to help the symphony stretch its budget, and Johnson has given her own and wrote software that helps manage attendance.

said. "It's my side thing."

Iohnson and one of the coowners volunteer creative design lot of people can say 'I was pregand marketing work for Florence nant at 15 but I have a bachelor's Crittenton's Paint the Town Pink degree and I have my own busifundraiser and Support our Girls ness? I guess I just kind of kept events.

Edge also helps Montana Business Assistance Connection with its accelerated startup program. The program provide resources, accountability and mentorship area.

mon.

Open adoption meant she was road trips and fish.

able to remain a part of his life as he grew up.

"My mom found out about ful business owner with a golden open adoption," she said. "I ended up putting my son up for adoption through Catholic Social Services in an open adoption. Now he is graduated from college

and working. It's kind of crazy." Because of the experience, development are Johnson's Johnson has been a long-time volunteer with Catholic Social Services helping counsel young women through the adoption process.

> Johnson is most proud of the business and getting where she is now.

"Edge is a big deal to me," she time to help manage the chorale said. "I am able to support myself and family, and working for myself is no small fete. Being preg-"I try to help with the events nant at 15 and doing what I did I can and that kind of stuff," she to get where I am, where I have a relatively normal life, kids, and I went to college at Carroll. Not a moving on and now I'm here, that's great and I love it."

While her professional life and volunteering keeps her very busy, Johnson manages to make time for her two children, Blake to new startups in the Helena Satre, 4, and Derek Satre, 9. She said with them and her "newish" However, her life hasn't been husband, Duane Johnson, they easy. Pregnant at 15, she gave have a great time with karaoke up her child for open adoption in the living room. They also before open adoption was com- manage to carve out family time at their cabin in Lewistown, take

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DEANNA! EDGE OWNER + LEAD WEB DEV + MARKETING STRATEGIST

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JOSH TALLEY | OWNER, CAPITAL SOLUTIONS AND DAVE'S FENCING

JESSE CHANEY

jesse.chaney@helenair.com

Josh Talley has created and sustained more Helena jobs than he can remember.

But it's safe to say the four Helena businesses he either opened or purchased have employed dozens of people in the area, and that's not counting his locations nesses in a similar situation. in other cities.

"My family has been entrepreneurs going back to my grandpa," Talley said. " ... I just always knew I wanted to work for myself."

Talley grew up in Great Falls and moved to Helena in 2006 to help his parents build and open The Pita Pit, which opened in 2007.

He operated The Pita Pit restaurants in Helena and Great Falls until 2014, when he opened The Grounds Guys with locations in Helena and Bozeman.

Grounds Guys until 2018, when he obtained his broker's license and opened Capital Solutions in Helena.

He said he was always looking for financing as the owner of The Grounds Guys, and the new commercial finance business helps meet that need for other busi-

"I always knew there was a need out there for finding financing," he said.

Talley purchased Dave's Fencing in March of this year and continues to operate that Helena business along with Capital Solutions.

"I just love being outdoors and talking with people and interacting with people," he said. "That's why I got back into this line of work with Dave's."

Talley continued operating The are important to the community meet," Jasmin wrote.

and he is constantly seeking new opportunities, he said.

"I'm always looking, always thinking and dreaming," he said. "My head just revolves around small business."

As the father of four children. Talley has also kept busy coaching baseball and volunteering at Helena's nonprofit Preschool, Inc.

"Whether it's helping at a fundraiser, helping in the classroom, or building playground equipment, he's always there to lend a hand," his wife Jasmin wrote in his nomination for the 20 Under 40 Award.

The family also houses a Helena Bighorns hockey player each year and donates to the Helena Area Youth Hockey Association.

"My husband has always been a go-getter, and is the nicest Talley believes small businesses and most generous man you will

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SARA CASEY TALEFF | DIRECTOR, COTTONWOOD AGILE LEARNING CENTER



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TYLER MANNING

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Sara Casey Taleff is the director, founder and a teacher at Cottonwood Agile Learning Center in Helena.

After moving away from her hometown of Helena, Sara and her husband Christopher Taleff started a school in New York City that served students from age 3 to 8. However, after having their own children, the couple decided it was time to move back to their home state of Montana.

Sara decided Helena was the place they wanted to raise their children.

"Our intention coming back was to help build the community we want to live in," she said.

After moving back to Helena, Sara decided it was time to return to her role as an educator. She had previously spent first Veganfest. two years teaching public school and a number of years working for the Office the education field since 2003.

Sara said they founded Cottonwood to give students another option for school.

"All kids should have their individual learning path and should play a role in a director role, Sara said her goal is to determining what that is," Sara said.

In order to accommodate as many families as possible, Sara implemented community.

an income-based fee structure. For the past two years, the school has been able to accommodate 30 students from ages 3 to 17.

However, this fall Cottonwood is opening a second location, which will allow it to double the size of the student body. Sara said the Fuller Avenue location will still be used as a classroom in some capacity, but will shift focus to a community oriented space.

Community plays a major role in both the school and the lives of Sara and Christopher. Sara said that alongside building a community among the students, the school is working to further expand its outreach in the Helena area.

Cottonwood has already played host to a number of events, including Montana's

In addition to Christopher's position as a member of the Business Improvement of Public Instruction. She has worked in District, the family is heavily involved in Helena's arts community including Grandstreet Theater, the Myrna Loy and the Archie Brav Foundation.

> As she moves forward into more of grow the school's outreach and get more heavily involved in Helena's downtown

ROSS MARTY | ASSISTANT DIRECTOR, HELENA REGIONAL AIRPORT

TOM KUGLIN

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Born and raised in Helena, Ross Marty said aviation has always been a major part of his life.

Flying is a family affair, the 28-year-old assistant director of the Helena Regional Airport said, with relatives in the Air Force and piloting commercially. When he grounds crew at Helena's airport rience." and set his sights on the aviation State University. He received a de-

through internships and worked with managers that include current those requirements. airport Director Jeff Wadekamper

and in the family so it was just a or our airline operators." nice fit," he said of his career path. "I just love the Helena community - it was a great place to grow up, great place to live, and obviously this job had quite a bit to do with it as well. I get to work in an industry that interests me and work at a place that's kind of been a second was 18, Marty began working the home throughout my work expe-

industry in college at Montana compliance with the heavily regulated aviation industry, which he in business administration in 2013. credits strong partnerships with

and former Director Ron Mercer. almost like a mall in that we op- being a part of that is really inter-After working for SkyWest Air- erate the facility that everyone esting and really accomplishing to lines, he seized the opportunity to else operates out of," he said. "We me," he said. come home in 2014 as business and maintain the facilities to be the compliance manager. In 2018, he safest and most efficient opera- Reporter Tom Kuglin can be reached was promoted to assistant director. tion for any airport user, whether at 447-4076 @IR TomKuglin

"Aviation was always a passion that's general aviation, the military

And Marty's passion for flying extends outside of work as a private pilot, flying a Cessna 172 to take in the Montana landscape. He also enjoys many outdoor activities, including hiking and going to the lake with his dog, playing golf and shooting in trap league.

With a major remodel and expansion of the Helena Regional Much of Marty's job focuses on Airport underway, Marty says he is excited to be a part of the process.

"There's obviously a lot going gree in business with an emphasis says is the biggest challenge. He on with development in Helena ... any benefit we can provide to Marty built relationships federal agencies like the FAA and the Helena community and for TSA for their assistance in meeting me specifically, a community that provided so much to me growing "Being an airport operator, we're up and in my professional career,



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The Helena Regional Airport Authority Commissioners and Staff would like to congratulate Ross Marty on being selected as Helena's top 20 Under 40 for 2019!

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LISA LELAND | PROGRAMS COORDINATOR, REACH HIGHER MONTANA



MARIA L. KIRKPATRICK maria.kirkpatrick@helenair.com

Lisa Leland is an organized, supportive person. She has worked 14 years at Reach Higher Montana as the programs coordinator and renders support to all the programs that help high school students access higher education.

"I'm not the face out there," Leland said. "I'm the behind-thescenes girl that makes sure everybody is organized, prepared and has what they need to succeed."

Those talents and how she puts them to use planning the POW/ MIA Montana Ride to Remember are why she was nominated for the 20 under 40 Award.

For Leland, the motorcycle ride is a family affair.

Leland's parents, Dick and Linda Juvik, have been responsible for the POW/MIA Montana Ride to Remember for six years. She helped support her parents Recently, they presented 25 vet-

planning the event. She became secretary of the event four years president.

The August motorcycle ride from Helena to West Yellowstone pays tribute to Montana's prisoners of war and those missing in action.

The group not only is involved with the ride, as members stand flag lines for veterans' funerals in Helena and across Montana. They maintain flags for each said. of the 53 POW/MIA personnel from Montana, and during the are "Helena kids," she said. They ride they place them along both have been married 10 years and in sides of the Helena end of Highway 287, which was dedicated as the Montana POW/MIA Memorial Highway.

Leland also, with other members of the group, visits with veterans in assisted living homes.

during the first event and for the erans with hats, thanked them past five years, Leland has been for their service and spent the day visiting.

"My daughter came too," she ago and recently was elected vice said. "It's important to include the next generation. We don't want to forget."

Leland's children, daughter Jessie, 9, and son Miles, 7, have been involved every year in the ride handing out water to riders, and helping to sell T-shirts and patches.

"They and my husband have been right along with me," she

Leland and her husband Scott their free time take family camping trips.

"My most important accomplishment," she said, "is my familv."

While Leland is not a veteran, she is the proud daughter of a Vietnam veteran.



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VOLUNTEERING TAKES A SPECIAL **KIND OF PERSON.** Congratulations

Juvik Leland

Love Mom & Dad

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CALLIE ASCHIM | GENERAL MANAGER, HOME2 SUITES BY HILTON

MARIA L. KIRKPATRICK maria.kirkpatrick@helenair.com

When Callie Aschim moved to Helena in November 2017, she was by Hilton.

"It was very important to me that the hotel get involved with the hours," she said. community and that I get involved of that," Aschim said.

She said she had really great models at her last hotel, as well as her parents, who are very civic ployees are interested in," she said. minded.

Area Chamber of Commerce and began attending events and vol-Helena Convention and Visitors Bureau Council.

While she got involved in Helena for herself, she said the Hilton en- nated to the homeless shelter. courages employees to be involved

make participation opportunities available to staff.

"We volunteer at the visitor's the first employee of Home2 Suites center every month and anything we can do to help the community, whether it's monetarily or with

in the community as an extension supportive of employees getting and, most recently, she hired two involved and gives the hotels a "lot of leeway in what we can do."

"We try to pick things our em-"We want our employees to have a So she reached out to the Helena little bit of fun and still be able to give back."

As part of Helena Leaders Netunteering. Now, she serves on the work, the hotel participated last chamber board and is part of the year in the Helena Food Share drive and volunteered at the West Mont farm day. It works with the Aschim moved to Helena from Eagles Lodge and donates leftover Missoula to manage the hotel. shampoo, conditioner and shower gel for shower kits, which are do-

As a company, Hilton partici-

in their community. So, she tries to pates in Clean the World, a soap recycling program that distributes leftover soap to places in need. Aschim said she is hoping to partner with an organization in town to put together a clean kit party and invite the community to get involved.

Aschim got involved with the Aschim said the Hilton is very chamber's Helena Wins program teens for the summer jobs program. Through this, she serves as a mentor for two high school kids who work with her over the summer to learn about the hotel industry.

> "I got two fantastic kids that I get to work with every day and get them excited about hotels and the industry," Aschim said. "It's been phenomenal. They saved our lives because we really needed the help this summer and it's been neat to see. This (age) is when I started in hotels. It's been great to share my experience with them and see them flourish here.



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that Helena has been welcoming to us and it's a great opportunity to give back and to be involved." Aschim grew up in Sunburst, loves to camp and boat.

"It's great. We're so thankful where her family still lives and farms. She lives in Helena with her bovfriend. Shad Zinda, and is an avid college basketball fan who



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20 UNDER 40 RECIPIENTS!

THANK YOU FOR YOUR LEADERSHIP & DRIVE TO IMPROVE OUR COMMUNITY!

Interested in learning more about Helena Leaders Network (HLN)? We are a group of business professionals, 40(ish) and under focused on connections, strong leadership, and growing our Helena community! Come check us out!

Visit www.helenaleadersnetwork.com or call Alana at 442-4120 for more info!

BRANDON KIESLING | PARTNER, ASSOCIATED DENTAL OF HELENA

MARIA L. KIRKPATRICK

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Dental hygiene is important to Brandon Kiesling, but making his patients feel comfortable is even more important.

Kiesling is a partner at Associated Dental of Helena. He grew up in Helena, graduated from Helena High School, attended Montana State University and finished dental school in Louisville, Kentucky, knowing he would come back to town and care for patients.

"I try to treat everyone the way I would want to be treated," he said. "I explain magazine of Montana Fish, Wildlife & things to patients, talk with them and go slowly through the process."

can provide his patients with new procedures and developments. He serves as an active board member of the Montana biking. Mari is a pediatric dentist. Dental Association and the American Dental Association.

"I make sure Montana is represented on the ADA," he said.

In September, Kiesling will be inducted into the International College of them in a way I don't want to," he said. Dentists, which has been honoring the "I treat them like they are my mother or world's leading dentists since 1920. He my sister."

said he is pretty proud of that because members have to be nominated. They are recognized for adhering to the universal motto: "Recognizing Service and the Opportunity to Serve."

Locally, Kiesling is a member of the Helena Young Professionals.

In his off-time, Kiesling is an avid outdoorsman and photographer. He takes photos of nature, landscape and wildlife. He is proud to say one of his photographs was featured on the cover of "Montana Outdoors," the monthly Parks.

He and his wife Mari are parents to Kiesling is involved in his field so he Cavin, 4, and Merrin, 2. Kiesling said they are an outdoor-based family and love to go hiking, fishing, camping and

Kielsing's greatest accomplishment, he said, is serving his community in the way that he wants to.

"I treat patients in a way that I want to treat them rather than be forced to treat



Brandon Kiesling

GARYMARSHALL

Join Us In Honoring Helena's 20 Under 40 Recipients

The Independent Record & The Helena Chamber of Commerce are hosting a ceremony to recognize 20 outstanding community members up to age 40 on

Thursday, August 15, 2019 **Delta Hotels by Marriott- Helena Colonial** This event is open to the public

Cost is \$25 per person | RSVP online at members.helenachamber.com/events/details/20-under-40-luncheon-11342 or call (406) 442-4120







CONGRATULATIONS **Brandon N. Kiesling, DMD** 20 Under 40 | 2019

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ASSOCIATED dental care OF HELENA PLLC

AMY STRAINER | CFO, STAHLY ENGINEERING AND ASSOCIATES

THOMAS PLANK

thomas.plank@helenair.com

Amy Strainer, the chief financial officer at Stahly Engineering and Associates in Helena, is an exceptionally organized person.

"I schedule everything down to 15 minute increments," Strainer said.

That level of organization helps her with a wide variety of jobs and volunteer positions in her East Helena community.

Originally hired as the human resources manager for Stahly, Strainer later became CFO and treasurer of the board of directors. She handles from 20 to 50 employees.

She's also volunteered in classrooms since 2009, has helped organize the Out of the Darkness suicide-prevention walk, coaches soccer, leads a Girl Scouts troop and helped promote the bond to build the new East Helena High School.

She's also raising a teenager and a 7-year-old.

"They get dragged along to events and meetings," Strainer said with a smile.

A Helena native, Strainer attended Montana State University in Bozeman and got her MBA from the University of Montana in Missoula. Her business focus and affinity for numbers angled her into her day job, but with her list of volunteering accomplishments, her organizational ability reaches far outside her professional career.

"I credit all my amazing volunteers," Strainer said.

"When you volunteer in East finances and oversaw an expansion Helena your name gets out," Strainer said.

She's also an active member of the East Helena Parent Teacher Organization and chair of the East Helena Culture Committee. But she takes all the new jobs in stride.

"I like to approach things with humor and laughter," Strainer said.

And of course, by planning and organizing as best she can.



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We are honored to employ young leaders committed to their work, family, and community.

Congratulations. Amy!





rhank you ELEN FOR SUBMITTING YOUR NOMINATIONS FOR THIS YEAR'S 20 UNDER 40

WE ARE FORTUNATE TO HAVE SO MANY TALENTED 8 HIGHLY REGARDED YOUNG PROFESSIONALS IN OUR COMMUNITY.

other community helenair.com

STEVEN JOHNSON | SHAREHOLDER AND CPA, ANDERSON ZURMUEHLEN



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JESSE CHANEY jesse.chaney@helenair.com

Steven Johnson enjoys helping his clients succeed by adding value to their businesses.

As a shareholder and certified public accountant in the Tax Business Unit of Anderson ZurMuehlen, Johnson provides a variety of financial services and consultation to individuals, small businesses and some larger corporations served by the Helena firm.

The Helena native's tenure with Anderson ZurMuehlen began in 2007, when he worked alongside his father in the valuation and litigation department. Johnson started with a master's degree in economics but quickly learned accounting to become a CPA. He became a shareholder about a year ago.

"Steven is a hard worker and is very focused on thriving in his career," Suzanne Severin,

Anderson ZurMuehlen's office vice-president, wrote in Johnson's nomination for the 20 Under 40 Award. "He follows through on his commitments and goals both professionally and personally. Steven is a natural leader and does not shy away from asking the hard questions and taking on the difficult tasks."

Johnson said the most rewarding part of his work has been "seeing clients succeed and seeing businesses succeed, and having a small part in trying to help guide them through changing tax legislation and the always-evolving economy." And there have been many changes over the years.

Johnson said many accounting processes have gone paperless and become automated during his 12 years at the firm, and he expects to see artificial intelligence and blockchain

technology play a larger role in his work in the future.

"In this profession you either evolve or die," he said. "I think CPAs are quickly evolving."

Johnson also serves as a board member for the Montana Business Assistance Connection and Montana Society of CPAs.

Johnson is involved in the disabled ministries program at First Lutheran Church. When the church needed someone to help bus individuals with disabilities to Sunday services, he took the written and driving tests required to obtain his CDL license.

"I had more anxiety over that than the CPA exam," he said with a laugh.

Johnson's wife teaches kindergarten and their son is entering third grade in East Helena.

Congratulations, Steven Johnson!

Helena IR's 20 Under 40 Award Winner!

Steven is hardworking, knowledgeable, and always goes the extra mile for his clients.

Way to go, Steven! We are proud of you!





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THOMAS RICHARDSON | PHARMACY CLINICAL MANAGER, ST. PETER'S HEALTH

JESSE CHANEY

jesse.chaney@helenair.com

Antibiotics can become ineffective when they are overused, and Thomas Richardson is working to help prevent that from happening in Helena and throughout the state.

Richardson launched the multidisciplinary Antimicrobial Stewardship Program in 2015 to fight the antibiotic resistance epidemic. The team, which includes nurses, pharmacists, providers and other health-care professionals, helps physicians responsibly prescribe antibiotics and educates the community on how to responsibly take them.

The goal is to tailor antibiotic in all of that." therapy to the individual patient. Richardson said.

been overused. And we're get- 40 award. ting more bacterial resistance As the pharmacy clinical lot of push and movement for wrote. Now in its fourth year, manager for St. Peter's Health, communities and health-care the program draws applicants done."

The team has been tracking

"His work at St. Peter's in this

munities, and a lot of that's Health, wrote in Richardson's driven by the fact that they've nomination for the 20 Under

Richardson has also estabto commonly prescribed anti- lished and secured accreditation biotics where we start to lose for a successful post-graduate the effectiveness of that," Rich- first year pharmacy residency ardson said. "So there's been a at St. Peter's Health, Blank organizations to really hone in from around the country and is and monitor how antibiotics are a sought-after location for stubeing used in communities, and dents seeking ways to enhance improving on how that's being their learning and get hands-on experience.

In addition, Richardson was the volume of antibiotics pre- recognized as the Montana scribed as well as the bacterial Pharmacy Association's 2018 resistance in the community, Young Pharmacist of the Year Richardson said, and "we've and serves on the organizaseen significant improvement tion's Health-Systems Academy Board.

"He works in the background, area has resulted in reduced an- but his expertise and dedication "Nationwide, there's been tibiotic use and improvements to responsible antibiotic use a lot of movement to improve in patient care," Starla Blank, truly impacts the lives of people the use of antibiotics in com- pharmacy director at St. Peter's in our community," Blank wrote.



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WHEN THE PRESCRIPTION CALLS FOR INNOVATION.

Congratulations to pharmacist Tom Richardson, PharmD, BCPS AQ-ID on being named to Helena's 20 Under 40.



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