



20 under 40



RECOGNIZING 20 OUTSTANDING
COMMUNITY MEMBERS
UNDER AGE 40



Independent Record



HELENA
AREA CHAMBER OF
Commerce

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Presenting the 2024 class of 20 Under 40

The Independent Record and Helena Chamber are proud to present 20 stalwarts in our community who are all under 40 years of age. These are people nominated by their peers – several times over in some cases – for demonstrating and exemplifying outstanding leadership in business, philanthropy and community.

Whether they are business owners, program directors, health careworkers or educators – just to name a few – their day doesn't end after clocking out from their day jobs.

This group of Montanans understands which components of a community are most critical: people.

Whatever the cause may be, these honorees have not only gone above and beyond the call in assisting those in need, but also connecting with people on a personal level.

Narrowing the field down to just 20 was difficult.

If you nominated someone who wasn't chosen this year, please reach out to us again next year if their age allows.

And without further ado, here are this year's 20 community powerhouses under the age of 40.

Please join the IR and Helena Chamber in congratulating them.

CHARMAYNE KAMINSKI

INDEPENDENT RECORD

Age: 37

I was born and raised in Helena, a place I cherish deeply. Growing up here has instilled in me a profound love for this community. Helena, with its picturesque setting, holds a special place in my heart. It's not just my hometown; it's where I have built strong connections and meaningful relationships.

I am fortunate to come from a large, close-knit family who also calls Helena home. I have three sisters, who are also my best friends, two of whom have moved back to Helena and another who is in Billings, but we try not to hold that against her. Together, we have woven a rich tapestry of memories and traditions within this nurturing environment.

I am a proud graduate of the Helena School system, where I laid the foundation for my academic growth in an environment surrounded by supportive educators and peers who shared my passion for personal and academic development. The experiences and knowledge gained from these formative years have shaped me into who I am today.

OCCUPATION

I am a Loan Officer at Montana Business Assistance Connection (MBAC), a little-known economic development agency dedicated to lending with a mission. In my role, I have the privilege of facilitating the growth and expansion of businesses, as well as supporting aspiring entrepreneurs in launching new ventures. It is truly fulfilling to witness the impact of our efforts on the local economy and community.

One of the most rewarding aspects of my job is assisting aging entrepreneurs in transitioning their businesses to the next generation. Business acquisition is truly a passion project of mine. Helping guide both parties through this process not only ensures a smooth transfer of ownership but also preserves the legacy and hard work the sellers have invested in their enterprises over the years and the continued success of the new owner.

At MBAC, we are committed to fostering sustainable economic development by providing tailored financial solutions and expert guidance to entrepreneurs at every stage of their business journey. I take great pride in contributing to the success stories of our clients and empowering them to achieve their business goals.

Working in such a dynamic and support-

ive environment allows me to combine my passion for finance with a genuine desire to make a positive impact on our local business community. I look forward to continuing to serve and support Montana's entrepreneurial spirit through MBAC's mission-driven initiatives.

Q&A

What community service or volunteer activities/organizations are you involved with?

I am deeply involved in youth sports in Helena. Having played collegiate volleyball and benefited from amazing coaches, I co-founded the Helena Chaos Volleyball Program, a non-profit that makes travel volleyball accessible to all interested girls and boys. I've coached teams from U-12 to U-18 and recently had the pleasure of coaching my niece's U-12 team. Watching these youngsters grow and gain confidence is incredibly rewarding. Volleyball is my passion, and through this program, I aim to pass on the values I learned from my coaches to the next generation, teaching essential life skills like teamwork, discipline, and perseverance.

During the high school season, I serve as a Master Volleyball Official (MOA). Officials are crucial to the game, and there is a significant need for more across all sports.

Additionally, I am an officer with the local Montana Saddle Club Association O-mok-see district. O-mok-see, a form of pattern horse racing, has been a part of my life since I could sit in a saddle. The community is incredibly supportive, and they are the most kind, encouraging, and wonderful folks I know. This Labor Day Weekend, the Helena Trail Riders will host the State competition at the Lewis and Clark Fairgrounds. I ride and compete alongside my two young sons, who are learning invaluable lessons and forming amazing friendships through our involvement. Competing in O-mok-see has been a family tradition, teaching me dedication, sportsmanship, and the bond between rider and horse.

What do you like best about living, working and volunteering in the Helena area?

What I like best about living, working, and volunteering in the Helena area is the unique blend of natural beauty, outdoor



THOM BRIDGE, INDEPENDENT RECORD

activities, family-oriented lifestyle, and strong community spirit. Helena offers an incredible connection to nature with its breathtaking landscapes, scenic trails, and abundant wildlife. Horseback riding is a favorite pastime, allowing me to explore the stunning surroundings and enjoy the

tranquility of the outdoors. Nearby rivers, lakes, and reservoirs provide endless opportunities for paddle boarding, boating, swimming, and other water activities, all just a few minutes from home.

Please see KAMINSKI, Page 4

CHARMAYNE, EVERYONE HERE AT MBAC IS LUCKY TO HAVE YOU ON THE TEAM!

ALL THE WORK YOU DO FOR BUSINESSES AROUND THE HELENA AREA IS GREATLY APPRECIATED!

CHARMAYNE KAMINSKI

COLIN PRENDERGAST

INDEPENDENT RECORD

Age: 31

I moved from Illinois when I was 14, I graduated high school from Capital High and Graduated from Helena College of Technology and got 2 degrees with diesel technology and Welding Technology.

OCCUPATION

I own and operate heavy equipment operations, Platinum Dirt Works & Dig It Solutions.

Q&A

What community service or volunteer activities/organizations are you involved with?

I'm getting involved in the prison ministry at the Deer Lodge Prison. I am also sponsoring the Capital Bruins this year and baseball teams, and Helena wrestling.

What do you like best about living, working and volunteering in the Helena area?

It's a good community to be involved with and genuine people to be around. Helena is my home.



THOM BRIDGE, INDEPENDENT RECORD

Kaminski

From 3

Living in Helena means being part of a close-knit community where family values are deeply cherished. The sense of community here is unparalleled, with neighbors supporting each other and coming together for various events and activities. Volunteering in Helena has allowed me to witness firsthand the generosity and kindness of the people who call this place home. Whether through coaching youth sports, officiating games, or participating in local equestrian events, I feel a strong sense of purpose and

fulfillment in contributing to our community's well-being.

Raising my children in Helena has been a joy, with excellent schools, safe neighborhoods, and a wide range of recreational activities. The community's commitment to fostering a healthy and active lifestyle is evident in the numerous parks, sports programs, and outdoor events available to residents of all ages. In summary, what I love most about living, working, and volunteering in Helena is the perfect balance of natural beauty, outdoor adventures, family-focused living, and a supportive community, creating an enriching and fulfilling lifestyle that makes Helena a truly special place to call home.

What else should people know about you?

What else should people know about me? I have a deep passion for personal finance and can talk about retirement planning and investment strategies for hours. Helping people understand and manage their finances is something I truly enjoy, and I'm always eager to share tips and insights on building a secure financial future. I'm also a Microsoft Excel nerd, loving the challenge of diving into spreadsheets, creating complex formulas, building and testing MACROS, and analyzing data. From budgeting and financial

planning to project management and data visualization, I find it incredibly satisfying to unlock Excel's full potential and improve efficiency.

In addition to my professional interests, I practice yoga every day. It's an essential part of my routine that helps me stay balanced, both physically and mentally, bringing a sense of peace and mindfulness. Yoga allows me to start each day with clarity and focus, and it's a way to connect with myself and maintain a healthy lifestyle. In summary, I'm passionate about personal finance, love working with Excel, and practice daily yoga to stay grounded while running around after my boys.



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Platinum Dirt Works is proud
to recognize Colin Prendergast
for all he does for our company
and our community.

CRAIG REINHARDT

INDEPENDENT RECORD

Age: 38

I was born and raised in Billings, Montana. I moved to Missoula to attend the University of Montana in 2005 and stayed in Missoula until 2014. I was working as a medical claims examiner and high school hockey coach in Missoula when my soon to be wife and I made the decision to move to Helena. We felt Helena provided more opportunities for our careers and we wanted to be closer to family.

OCCUPATION

I am the Senior Manager of Account Management at Blue Cross and Blue Shield of Montana. In my role I manage our Mid-Market Account Executives and Marketing Service Representatives, as well as our Large Group Marketing Service Representatives. I have the privilege of managing a fantastic team who work extremely hard to service our clients and retain group business. Our team strategizes with brokers and employer groups to promote population health initiatives and help members access quality care throughout the state.

Q&A

What community service or volunteer activities/organizations are you involved with?

Blue Cross and Blue Shield of Montana has a long list of non-profit community partners. Our company does a great job promoting volunteer opportunities for our community partners, so throughout the year you can give your time to a lot of different organizations. I have been a steady volunteer for the Governor's Cup race to benefit The Caring Foundation. Since graduating from high school, I have volunteered time with youth hockey organizations, and I currently volunteer for the Capital Hockey League adult hockey program. Recently, I started working with a group to create the Treasure State Hockey Project. Our goal is to promote ice hockey as a lifelong sport to youths and encourage adults who are new to the sport to come out and play!

What do you like best about living, working and volunteering in the Helena area?

Helena is a beautiful place to live. I love



THOM BRIDGE,
INDEPENDENT RECORD

the neighborhood I live in, and my neighbors are all great people who care for one another. My wife grew up in Helena, so we are fortunate to have a lot of family in town. I love having the support system to turn to in any situation and they are always willing to go out of their way to help.

I am beyond lucky to work with extremely smart and talented people. Each person, regardless of position, will jump in and help teach or problem solve together. Not only do they give their all to our clients, they show the same dedication to each other. It is motivating to work with every one of them. I have a lot of mentors from my leadership, and throughout the team in general.

Volunteering in Helena is an uplifting experience. You go to any volunteer opportunity, and you find everyone is there with positivity and energy to make a positive impact. People are passionate about what they do and are proud of the organizations they volunteer for. The people and groups receiving your time as a volunteer are overwhelmingly grateful for your support.

What else should people know about you?

My career is demanding in a lot of ways. It requires many hours of travel and brings a lot of stress. Through these challenges I have been able to experience success thanks to the partnership with my beautiful wife. She encourages and inspires me to do my

best and believe in myself. Being a dad is by far the best job I have ever had, and it is what makes me the happiest. Helena has been a great fit for me, and my family and I am looking forward to finding more ways to be a positive contributor to our community.



BlueCross BlueShield
of Montana

**Congratulations on being
selected to Helena's 20 Under 40**

Craig Reinhardt

Senior Manager Account Management
at Blue Cross and Blue Shield of Montana

We're proud of you!



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of the Blue Cross and Blue Shield Association

361593.0724

HALEY MCKNIGHT

INDEPENDENT RECORD

Age: 28

I moved to Helena full-time four years ago after a few months in North Carolina taking care of my grandmother during Covid. I came to Montana fresh out of college at UNC Greensboro to serve as an AmeriCorps VISTA member in the Butte School District. Helena is home now!

OCCUPATION

People ask me what I do all the time and my follow up is always “which job do you want to hear about?” You can find me most days behind the counter of Sage & Oats Trading Post, where I’ve been manager for three years (I just celebrated my anniversary! Yay!) Sage & Oats is Helena’s only Native-owned retail business, focusing on Native-made products and imports that celebrate all the cultures of Montana. The owners, Major and Michelle Robinson, are wonderful people who treat me like one of their own kiddos. I’m proud to know nearly all my vendors personally, and to have made the store a meeting-place where Native people can feel welcomed and seen. During the Summer season I hustle recycling and compost bins around to different festivals with 406 Recycling, making sure Central Montana has the most responsible zero-waste diversion efforts in the state. Matt Elsaesser, the owner and former 20 Under 40 recipient, has been a friend and mentor to me since my first Alive @ Five concert in 2017. In between all of this, I own Morningstar Design Ltd. Co., an independent design company serving government agencies, nonprofits, political candidates, and individuals.

Q&A

What community service or volunteer activities/organizations are you involved with?

I’ve been on the board of Helena Young Professionals for four years now, and I’ve been serving as the Vice President since last Fall. HYP exists to help young people (mostly transplants like me) find their people, connect with volunteer opportunities, get outside, and grow as professionals. I’ve found some of my best, longest friends in HYP (and my fiancé – we met at a HYP beach party) and I’ll always sing the praises of this organization. I’m on the organizing committee for Hometown Helena, which happens every Thursday



THOM BRIDGE, INDEPENDENT RECORD

morning at Helena College. I started out running the Zoom feed for the meetings, and fell in love with the freeform, hyper-local, open forum, grassroots energy of it all. I recently joined the Helena Interfaith Climate Advocates group, helping people of faith advocate for a clean and healthful environment on the city level. We’re small but mighty! Our latest project is supporting the plaintiffs in the Held v Montana trial, or the “climate kids” as I like to call

them. I’m also an active congregant of the Montana Jewish Project, which is housed in the recently reacquired synagogue on Ewing.

What do you like best about living, working and volunteering in the Helena area?

I love how tight our community is. I have never felt so supported and connected as

I have in Helena. This is the community where I have found my best friends, the love of my life, my faith community, and my career. It’s like the Talking Heads song... “This Must Be The Place.”

What else should people know about you?

You may see my name on a ballot in the next year or so...

JALENA JOHNSON

INDEPENDENT RECORD

Age: 40

I was born and raised in Northern Idaho and moved to Helena in December of 2012. I moved to Helena to pursue some personal opportunities and love that I get to now call Helena home and raise my children here.

OCCUPATION

In my role as VP, Regional Retail Manager for Opportunity Bank of Montana, I manage the retail banking team and provide leadership to drive the overall performance of my six branch locations across Helena, Townsend, and Great Falls markets. A key component of my role is to support the banks community involvement and to participate in community activities. I also have a personal passion for leading by example and encouraging my team to dedicate volunteer hours to initiatives or groups that matter to them. I am a passionate leader and employee advocate, focused on retention, recognition, and success for my team. Over my 11-year banking career I've have developed a personal philosophy to direct my team through servant leadership to create an environment where both the organization and my employees can thrive.

Q&A

What community service or volunteer activities/organizations are you involved with?

I discovered Helena Area Community Foundation though working at the bank; however, it has quickly become an organization that I'm very passionate about. The Greater Helena Gives campaign is easily my favorite volunteer event of the



THOM BRIDGE,
INDEPENDENT
RECORD

year. There are so many non-profits in Helena that need our support to continue the great work they do. I am also a member of the Gates of the Mountain Chapter of American Business Women's Association and Graduated Leadership Helena in 2020.

What do you like best about living, working and volunteering in the Helena area?

Being able to live and work in an area that

prioritizes community makes me feel incredibly fortunate. Although I wasn't sure if Helena would be a good fit for me personally at first, I've grown to truly value it over time. I love the people, the slower paced lifestyle, and of course the amazing big sky. I've been able to meet so many amazing people and impact the community working at a small community bank. Being able to teach financial literacy in April during "National Teach Children to Save Month" is one of my favorite things to do. I get to go to schools and

inspire children, as young as five years old, to save money for their future!

What else should people know about you?

I'm working on completing my 200-hour yoga teaching certificate, love spending time with friends and family back in Spokane, and of course, my sweet kiddos- Piper (4) and Fletcher (6) are the best part of everyday!



CONGRATULATIONS, JALENA JOHNSON! WE'RE PROUD OF YOU!

Your exceptional leadership and commitment are truly inspiring!

VP Regional Retail Manager
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FDIC

JENNA GERMAN

INDEPENDENT RECORD

Age: 37

I grew up on the East Coast, in the Baltimore, Maryland area. While it was a great place to grow up, it wasn't where I was meant to end up. I was never afraid to move to a new city or state, so I spent time moving around the country for school and while pursuing career opportunities. Before moving to Helena, I lived in the Denver area and worked in the mental health field. With a provider seemingly on every street corner, I started looking for employment in other areas, areas that needed mental health providers more. This aligned with my mission in life, the reason why I became a mental health therapist. I wanted to serve the people who needed it most. In that search, I found Shodair. I fell in love with both the company and the city of Helena and moved here right after my interview. Six and a half years later I haven't regretted the decision once.

OCCUPATION

My current role at Shodair is the Director of Clinical Services. I am a licensed clinical professional counselor in the state of Montana, and I have my MBA with a concentration in healthcare administration. I supervise other licensed therapists, provisionally licensed therapists, and graduate and undergraduate-level interns. I oversee our inpatient therapy services, school based mental health services, and our team of inpatient care coordinators. I am a Crisis Prevention Institute certified instructor, ensuring that our direct care staff have the tools they need to support and respond to our patients. I work closely with our risk department to ensure that the way we support and intervene with our patients meets the highest standards. One of my

favorite parts of my job is working with many other disciplines and leaders to ensure that systems are working together as they should and that we are following best practices. Hospitals can be complex, and I love streamlining and improving systems and processes.

Q&A

What community service or volunteer activities/organizations are you involved with?

I grew up in horse country in Maryland, and horses have been a huge part of my life. Horseback riding teaches so many translatable skills for life and helps build resiliency, grit, and perseverance. I started teaching riding lessons so that others could find the love of horses that I also found. While I teach riders of any age who are interested in learning the English riding discipline, I love teaching kids. It's so rewarding to see them find joy in being with a horse and learn about communication, frustration tolerance, and conquering fears. Kids come outside of lesson times to learn about farm chores, animal maintenance, and giving back. I volunteer my time on holidays to serve meals and facilitate activities for our patients and their families.

What do you like best about living, working and volunteering in the Helena area?

I love the accessibility of the outdoors. There are great trails in any direction and it's so easy to take the horses and dogs out at any time. Helena is a great little town with friendly people and a fun atmosphere. The



THOM BRIDGE, INDEPENDENT RECORD

community here is great, and I love that there is a connection somewhere with almost everyone I meet. I also love the accessibility of government in Helena. I firmly believe I can't complain if I don't vote or try to do something about it. It's easy to get to know your candidates here and I have been able to testify on several bills in some of the recent legislative sessions. It's something that I enjoy doing and didn't have the ability to participate in before moving here.

What else should people know about you?

I enjoy building connections and help-

ing others – those are my bucket fillers. My parents helped to instill a strong work ethic in me that has paid off in spades throughout my career. I love a challenge and hard work. You won't find me sitting down doing nothing very often – I'm always working on something! I take the responsibility of being a leader seriously and hope to develop others into their full potential. I was a member of the Leadership Montana flagship class of 2022, which was a valuable experience in building leadership skills and connections with other Montanans across the state. Outside of work, I love spending time outside with my family, three dogs, and six horses.

**JENNA
GERMAN**

Shodair
Children's Hospital



**THANKS FOR BEING AN
ENGAGED MEMBER OF THE
SHODAIR FAMILY AND THE
HELENA COMMUNITY.**

**CONGRATS ON THIS
WELL-DESERVED RECOGNITION!**

KATELYN GRIEPP



THOM BRIDGE, INDEPENDENT RECORD

INDEPENDENT RECORD

Age: 35

I was born and raised in Kalispell, MT and made Helena, MT home with my husband 8 years ago. We moved here because my husband had some family here that we needed to be closer to. I do still have family in Kalispell and my sister and brother-in-law own a restaurant up there, Sacred Eats which is within Sacred Waters Brewery. My husband started working for 3 Brothers Plumbing and Heating right away and has been there since. I was part of the opening leadership team for Home2 Suites by Hilton here in Helena. During COVID, I got pretty burned out within the hotel world. That's when I came to Helena Indian Alliance.

OCCUPATION

I am the Administration Manager which I like to tell people is a misleading term for what I do in the day to day. I am half of our marketing team, I plan and organize almost all of our community events and outreach, and I manage a staff of seven employees which includes our Cultural Outreach, our Native Connections grant program employees, our Facilities team, and our Community Resource Patient Advocate. I also

am our Executive Directors assistant when he needs one, I present on HIA for the community when needed, I am our contact with our accounting and HR firms for anything including accounts payable, payroll, and policy building which I do with our Compliance Officer. I mentor our new managers, I put together our leadership training, and I plan and organize all staff events and large trainings. I supervise 8 employees and that also includes our Systems Administrator. I'm sure there is more I am missing, but we are a non-profit and when you work in that world, you just sort of jump in and take control of what needs to be done all the time. We have a staff of just over 40 people, and I am blessed to have come into the role with the experience and training I gained before I took the role that prepared me for it. In this role, I have learned so much from our Executive Director and from the training we have been able to have as a leadership team. I am very privileged to work with such inspiring up and coming leaders and leaders who have established themselves as great ones.

Please see **GRIEPP**, Page 23



The Helena Indian Alliance
is so proud of
Katelyn Griepp
20 Under 40 Winner!



The Helena Indian Alliance exists to advocate for and to responsibly serve the mental, physical, spiritual, and social welfare of the Native American population and the Helena community.

KRISTEN MCLAUGHLIN



THOM BRIDGE, INDEPENDENT RECORD

INDEPENDENT RECORD

Age: 28

I am a 5th generation Helenan, born and raised.

OCCUPATION

I am a Real Estate Loan Officer. I have been in the real estate side of banking since the beginning of 2017 where I started as an assistant and became a lender in June of 2018. It is a very rewarding job, and the most exciting part is when the buyers get the keys to their new house at closing – my personal favorite is the first-time home buyers because their excitement is unmatched. It is a privilege to help people make one of the largest purchases of their life or assisting them through a refinance in order to do home improvements.

Q&A

What community service or

volunteer activities/organizations are you involved with?

I have been on the Board for CASA since 2022, currently serving as the Board Treasurer. I have also volunteered on various committees through the Helena Association of Realtors for the last 6 years as vice chair, chair, and currently sit on the Education Committee. I also enjoy volunteering at Ales for Trails, a fundraiser for Prickly Pear Land Trust.

What do you like best about living, working and volunteering in the Helena area?

I love living and working in Helena. Helena has so much to offer being so close to trails, rivers, lakes, and even the local ski hill. I love the people of the Helena community and bumping into friends and clients on a regular basis around town. I really think Helena is a hidden gem.

What else should people know about you?

You can often find me running or biking in local and state races including the Governor's Cup, Spartan race, York 38 Special and

Don't Fence Me In Trail Run. Boating and wake surfing are favorite pastimes of mine in the summer as well as enjoying loads of family and friends time. Growing up in Helena with a big extended family has always been a fun blessing to me.



Montana's Brand of Banking

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LIZ RAE

INDEPENDENT RECORD

Age: 37

I was born in Grafton, ND we moved around ND, WY and finally settled in Red Lodge, MT where I attended High School. After graduation I attended Community College in Powell, WY and also worked in WY with my degree. After a few years there I decided to obtain a degree in Architecture. I selected to attend North Dakota State University in Fargo, ND where I received my master's in architecture. During my stay in North Dakota, I missed the mountains and all they have to offer and set my sights on working for a Montana-based Architecture firm. I was honored to be offered a position at CWG Architecture + Interiors and promptly moved here with my daughter in the summer of 2018. During my time here I have grown to love the community, and the surrounding area. I have enjoyed getting involved in aiding the community in different ways along with finding new ways to volunteer.

OCCUPATION

I am a Project Manager at CWG Archi-

tecture + Interiors, where I am currently working on obtaining my Architecture License. Throughout my time here I have worked on projects from start to finish and have enjoyed learning something new each day. I have been fortunate to be able to work on a variety of different types and sizes of projects with our amazing team of designers, engineers, owners, and contractors. When I am not designing, I am overseeing construction projects; I currently have four projects under construction, and two projects just getting ready to start, which includes the Bell Hotel. The most recent project that we just wrapped up here in Helena is Prickly Pear Pediatric Dentistry.

Q&A

What community service or volunteer activities/organizations are you involved with?

I am currently a Director on the United States Bowling Congress (USBC) Helena

Please see RAE, Page 20



THOM BRIDGE, INDEPENDENT RECORD



CONGRATULATIONS

LIZ RAE

20 UNDER 40

We are incredibly proud of the outstanding leader you have become. Your commitment to your work and community is truly inspiring!



MADELINE TURNER

INDEPENDENT RECORD

Age: 39

I was born and raised in Eastern Montana and did my undergraduate at Montana State (Go Cats!). After almost 10 years outside of Montana for medical training and residency, my husband (a Carroll graduate) and I were ready to return to Montana. In 2018, we hit the jackpot when we found that Helena offered the perfect careers for each of us and an amazing community.

OCCUPATION

As a family physician, I get the honor to meet and help patients and their families from our community. Empowering people with knowledge and skills to manage their own health is the most rewarding part of my job. I'm also a board-certified specialist in addiction medicine which has given me the training to play a crucial role in helping individuals overcome substance use disorders. My addiction medicine knowledge allows me to work at the community level to reduce the stigma associated with this disease.

As the medical director of PureView, I

have also had the privilege of being able to help identify community needs and form partnerships to address these needs. PureView has an amazing staff and providers who care deeply about our community and our patients.

Q&A

What community service or volunteer activities/organizations are you involved with?

At PureView, community service is very important to our culture, and I've been fortunate to be involved with multiple organizations including the YWCA, Red Cross, Habitat for Humanity, God's Love, and MT Pride. The ability to share my love of medicine with others is a hugely rewarding part of my job—you can often find me guest lecturing at Carroll, talking to a high school club, or teaching medical students from University of Washington. Locally and state-wide, I'm involved in education and



THOM BRIDGE, INDEPENDENT RECORD

Please see TURNER, Page 23



Congratulations Dr. Turner!

We are so proud to have you as a provider! Your dedication and quality of care is inspirational.

-The PureView Team



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20
UNDER
40

MATT AUNE



THOM BRIDGE, INDEPENDENT RECORD

INDEPENDENT RECORD

Age: 37

I am a Helena native: K-12 Four Georgians, CR Anderson, and Capital High. My wife Amanda is also a Helena native and a Capital High School Grad. We both attended Montana State University in Bozeman. I received a Master of Architecture in 2010 and was recruited to work for the international Fentress Architect firm in Denver, Co. We wanted to raise our family in Montana and were lucky to find work and be close to family back in Helena. We have two daughters Addison (8) and Avery (6) who love their neighborhood Central School. We spend a lot of time downtown Helena attending events, listening to music and often enjoying an ice cream or a chocolate. We are surrounded by family with our parents, siblings, and more than a couple cousins all living in Helena.

OCCUPATION

I have been very fortunate to quickly grow to leadership roles within the build-

ing industry. During my career I have supported not only local and statewide projects, but also some international ones. Currently, as a principal architect at Mosaic Architecture, I help create and lead complex teams to develop award winning community designs. Including MSU Rendezvous Dining Pavilion, Whitefish City Hall, The Independent adaptive reuse and many others. I believe I have a knack for connecting with people in the community and am one of the strongest advocates for community design needs. I like bringing people together to celebrate all things Montana. Engaging with local stakeholders and community needs, I can be part of young leadership striving to keep Helena vibrant and forward thinking while maintaining the character we love for our families and community. In addition to hours devoted to the success of business and projects at Mosaic Architecture, I serve on MSU School of Architecture Advisory Council.

Please see AUNE, Page 24

mosaic
architecture



Congratulations and thank you
Matt Aune, for your business
leadership and commitment to
the Helena Community!

MICHAEL BROWN

INDEPENDENT RECORD

Age: 39

I was born in Idaho and raised in Saint George, Utah. Growing up, I was heavily involved in sports, participating in football, wrestling, and track. Following in my father's footsteps, I enlisted in the military after graduation. Later, I served as a police officer before earning my bachelor's degree in business management and transitioning to the private sector. In 2021, I moved to Helena to pursue a career in nursing home administration and later joined Silverman Law Office, PLLC.

OCCUPATION

I am fortunate to work with professionals who inspire me daily. As the Chief Operating Officer at Silverman Law Office, I lead a team of attorneys and office staff across our Helena and Bozeman offices. Our firm specializes in various transactional matters, including business law, estate planning, tax law, probate, real estate, and litigation. I am passionate about our client-focused and team-oriented approach and strive to expand our ability to help more people in

the communities we serve.

Additionally, I am the founder of Headwaters Hospice and Palliative Care, dedicated to enhancing the quality of life and promoting the independence, safety, and well-being of individuals and families in the Helena area. I also served as the administrator of Ascension Health and Rehabilitation and Cooney Health and Rehabilitation in Helena.

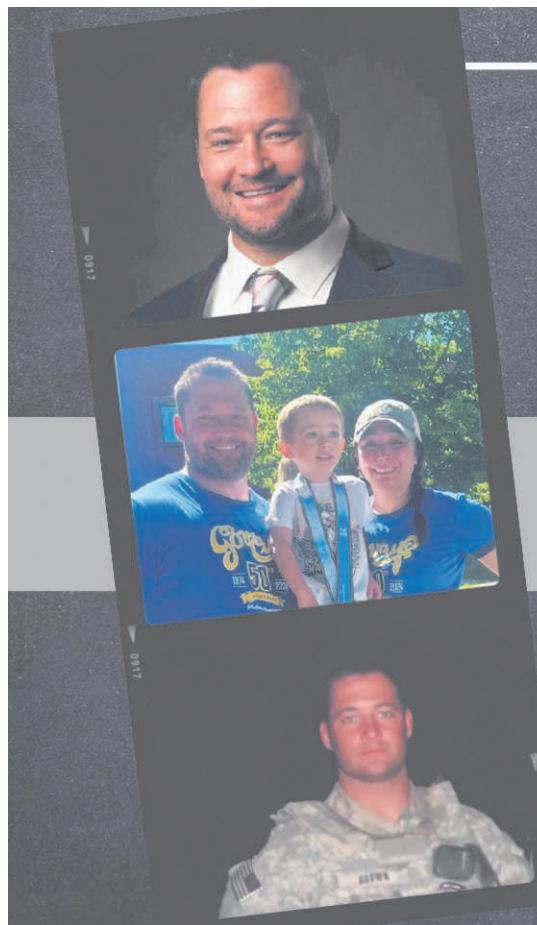
Before moving to Helena, I deployed four times as an Airborne Ranger in the United States Army, achieving the rank of Sergeant First Class. I was honorably discharged in December 2013 and received several Army Achievement and Commendation Medals, as well as a Meritorious Service Medal.

After my military service, I moved to Oak Harbor, Washington, and became a police officer, eventually becoming a Master Instructor and SWAT Officer for the department. During my time there, I received the Life Saving Award, Distinguished Service Award, and Medal of Distinction.

Please see BROWN, Page 24



THOM BRIDGE, INDEPENDENT RECORD



Congratulations!

20 Under 40 Winner

MICHAEL BROWN
COO, SILVERMAN LAW OFFICE

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MIKE CRAFT

INDEPENDENT RECORD

Age: 36

I was born and raised in Boulder, Montana, a place where the sense of community runs deep, and everyone knows your name. Growing up in a smaller community had its own unique charm, and my family played a big part in shaping who I am today. We are a loving family, deeply involved in all sorts of community events and sports. Football being my absolute favorite and a passionate Montana Griz Fan!

For fun I found peace in playing the guitar, exploring the backroads, and camping.

I had lost my dad in my early 20's, which was a significant turning point in my life, but it also made me realize how much I had learned from him. His wisdom and guidance continue to influence my decisions to this day.

I was determined to forge my own path, and moved to Dillon, Montana, to pursue secondary education and play football. Unfortunately, my football career was short-lived, leading me to relocate to the Helena area. Where I've been now for 15 years. It was in Helena that I found a new sense of purpose by becoming involved with the Lewis and Clark Sheriff's Reserves. This period of my life was incredibly fulfilling, as I met many great people and built lasting friendships.

Continuing my education, I graduated from Helena College and later from MSU Billings with a degree in Business. During this time, I met my beautiful wife, and we decided to make Helena our permanent home. Today, we have three wonderful children, with a fourth on the way.

Helena has always felt like home, thanks to its strong community involvement and welcoming atmosphere. It's the perfect place for our family to grow, surrounded by supportive friends and neighbors. Looking back on my journey from Boulder to Helena, I am grateful for every experience that has led me here and for the future that lies ahead.

OCCUPATION

As a mortgage lender at Mann Mortgage, I fulfill my passion for guiding people and families through the complexities of home purchases, refinancing, and investments. Drawing from my banking background, I've discovered that helping others is a profound part of my purpose. Building lasting friendships with clients and partners is the most rewarding aspect of my work, enriching both my personal growth and profes-

sional life. Despite challenges in the lending landscape, I embrace them as opportunities for continuous improvement, finding great satisfaction in educating clients and tailoring strategies to their unique needs.

I've recently been nominated for Helena Chamber's Businessperson of the Year, with much gratitude, I hope to continue my commitment to growing my profession and helping our beautiful community. My genuine commitment to helping others achieve homeownership and financial stability is a passion and look forward to helping many more on their journey.

Q&A

What community service or volunteer activities/organizations are you involved with?

I've had the privilege of volunteering with several impactful organizations in Helena, including Helena Food Share, Helena Building Industry Association (HBIA), Rocky Mountain Development Council, Habitat for Humanity, Young Professionals Network (YPN), the Lewis & Clark Sheriff's Office, Helena Chamber of Commerce, and the Colt Anderson Dream Big Foundation. Each has allowed me to contribute to initiatives like alleviating hunger, promoting sustainable housing, supporting vulnerable populations, enhancing community safety and giving back to our younger youth. These experiences have deepened my commitment to making a positive difference in the Helena community.

What do you like best about living, working and volunteering in the Helena area?

Living, working, and volunteering in Helena has been an incredibly rewarding experience. Volunteering here is particularly fulfilling because every effort visibly impacts the community. The generosity and kindness of Helena's residents create a supportive atmosphere that enriches both my work and my life, making Helena more than just a place to live—it's a place to call home. The local atmosphere, along with the quick access to the mountains and lakes, makes it an ideal place for fun and adventure with raising a family. Despite being a larger community, Helena maintains a charming small-town feel at its core. As a local lender, working with local businesses and partners has been wonderful and love



THOM BRIDGE, INDEPENDENT RECORD

that everyone is always open to helping you grow. I am very grateful for the community, and I appreciate how it has helped me grow personally and professionally. My family and I want to say thank you, Helena!

What else should people know about you?

My true joy is enjoying watching my children grow up and play within this community. I am deeply honored to be recognized in the 20 under 40. Thank you, Helena! I am grateful for the support of my friends, family, and community. I look forward to achieving more in my life and career, but mostly making a positive impact on others.



NICK FOX

INDEPENDENT RECORD

Age: 38

I was born at St. Peter's Hospital in Helena, MT. I find great joy in outdoor activities, especially when shared with family and friends—whether it's golfing, boating, fishing, camping, or hiking. Soccer holds a special place in my heart, and I'm dedicated to continuous self-improvement, striving to grow by 1% every day.

OCCUPATION

For the past 8 years, I've been a partner with my father, Bob Fox, overseeing our 4 Point S Tire & Auto Service locations in Helena and Great Falls. Recently, in May 2024, we merged with another Point S group, expanding my role to manage daily operations across Idaho, Utah, and parts of Montana. My primary focus is supporting my team's success and ensuring our customers receive exceptional service within our communities. From crafting radio and TV ads to developing new business processes, repairing vehicles, and contributing to Point S USA board meetings, I've been involved in all facets of our business.

Q&A

What community service or volunteer activities/organizations are you involved with?

Currently, I serve as Chair Elect for the executive committee of the Helena Chamber of Commerce and Vice President of the Helena Exchange Club. Previously, I served on the board of directors for Point S USA. Additionally, I founded the Septemberfest Soapbox Derby in Helena and remain active in supporting Vanessa Larson, who now leads the event. I also volunteer with various organizations whenever possible, including past involvement with the Special Olympics and the board of the Shodair Soccer Classic. Making a positive impact through community service is a personal passion of mine.

What do you like best about living, working and volunteering in the Helena area?

Helena offers the perfect blend—not too small, not too big. It's a vibrant community with remarkable people and endless opportunities to enjoy the outdoors. Through my roles in the Helena Exchange



THOM BRIDGE, INDEPENDENT RECORD

Club and Chamber of Commerce, I've had the privilege of collaborating with exceptional individuals who enrich our community. We're fortunate to have such talented and dedicated people here.

What else should people know about you?

I believe in leadership that enhances our community. We each have unique talents that can improve lives and make a difference. My family and I are deeply committed to our involvement in community organizations and cherish our time exploring the natural beauty that surrounds us. None of this would be possible without the incredible support of my wife, parents, and sister. My children are

my greatest joy, and as a devoted father and husband, I am driven to work diligently in business and community to create a brighter future for them and others.



Congratulations NICK FOX

Thank you for exemplifying extraordinary commitment to both professional and community service.



NIKKI SIMON

INDEPENDENT RECORD

Age: 34

I'm not a Helena native, though in the 8 years that I've been living here it's certainly become home. I grew up in Billings. Like many of us young Montanans, I made my way out of state shortly after graduating college only to realize how much I missed living in a Montana community. I'd been living in Salt Lake City, Utah, while my (now) husband finished grad school. Upon his graduation, he was accepted as a long-term resident at the Archie Bray Foundation. I can't say we ever imagined our lives as they are today, but we've always felt completely in our element here in Helena.

OCCUPATION

I'm a lifelong public servant. Right now, I earn that title as the Operations Manager for the Montana Department of Administration, General Services Division (GSD). We're a dynamic and broad division that spans Capitol Facilities Management, Real Property & Leasing, State Print & Mail, and Surplus Property & Recycling. These programs encompass public safety on the Capitol Complex, incident response, providing economies of scale, and administering critical services to citizens and State agencies. As Operations Manager I oversee a team of nine people that directly facilitate these services or support our division managers through data-driven guidance. I

chase operational excellence as a leader, attempt to gently challenge the status quo, and am always a student to my mentors and peers to better learn how to pass this torch onto the next generation of public service sector employees.

Q&A

What community service or volunteer activities/organizations are you involved with?

Outside of my career as a public servant, I also maintain my own Graphic Design studio, Humble Twig, on the side. When working with local businesses or nonprofits that have limited funds and a worthy cause, I'll often provide design services at a reduced rate or pro bono. The most recent nonprofit I've worked with is WTREX, an organization focused on educating and empowering women in wildland fire management and prescriptive burning tactics.

What do you like best about living, working and volunteering in the Helena area?

Honestly, it's the people. I've spent the last 8 years searching for the words to articulate it, but there's just something so special about our community. It's not



THOM BRIDGE, INDEPENDENT RECORD

hard to find yourself surrounded by people who live beyond themselves here. Initiatives like protecting access to public land or being a good steward of our local trail system, are particularly close to my heart.

What else should people know about you?

I believe deeply in the posi-

tive impact and crucial services that the public sector provides. I've worked for the U.S. Forest Service as a wildland firefighter, the Utah Geological Survey as a graphic designer, and now the State of Montana at General Services. Each day I work with folks who have a strong sense of commitment to our mission, and work to maintain services even in the most challenging

situations. Serving in this leadership role in State government has been an opportunity to aid in the continuous improvement of public administration and the resiliency of the critical services we provide. Getting to do this in Helena, partnering with different organizations in our community, and working with my team of people at GSD makes it all the more rewarding.

20 under 40



Nikki, you wear all your hats well!

Congratulations
from the GSD Crew

WHITNEY MITCHELL

INDEPENDENT RECORD

Age: 35

I am a fifth generation Montanan and was born in Great Falls and raised in Denton. I moved to Moorhead, MN for college (Concordia College '11) where I met my would-be husband. We moved to Helena in 2016 to pursue an opportunity with State Farm and for the chance to be back in Montana.

OCCUPATION

I am the marketing director for my husband's State Farm agency, a position I stepped into in May 2022. Up to that point, I had built my career in various marketing, public relations, communications, and event management roles in the world of fintech, associations, marketing agencies, and healthcare. In my current position, I oversee our marketing strategy, internal and external communications, public relations, events, sponsorship relations, as well as some operational responsibilities. My current role did not exist within the agency, nor is it common to have a dedicated marketing resource among State Farm agencies, so I have built the majority of my current processes, systems, KPI's, and tactics from scratch.

Q&A

What community service or volunteer activities/organizations are you involved with?

I recently designed the scorecards for the Chamber of Commerce Annual Golf Tournament; I volunteer with the HBIA (Helena Builders Industry Association) marketing sub-committee; and I support the DAV (Disabled American Veterans) Annual Golf Tournament planning committee. In the past, I have served on the steering committee for the Helena Leadership Network, I was part of the initial kick off for Invest in Helena, and I served on the state board of directors for Healthy Mothers Healthy Babies. In my role at Joe Mitchell State Farm, I also actively coordinate sponsorships and volunteer hours for our team with organizations such as the Montana Governor's Cup, Habitat for Humanity, and at least 27 other local non-profits and athletic organizations in and around Helena. We opened our East Helena location in May 2023, and in that community, we have been part of the Halloween and Christmas Stroll, and most recently, I spearheaded the creation and launch of the East Helena Food Truck Fes-



THOM BRIDGE, INDEPENDENT RECORD

tival, a new community event to the community that brought nearly 1,000 people to the first event in June.

What do you like best about living, working and volunteering in the Helena area?

When we decided where we would relocate to and open our first agency, we knew it would be where we would raise our children, take care of our neighbors and community, and God willing, grow old. Even though I grew up in Montana, Joe and I knew no one when we moved to Helena and relied upon

building relationships with our neighbors, customers, and in turn the community has been generous in supporting our small business and welcomed us with open arms. The sense of community within Helena is strong, aspirational, and full of kindness. I am grateful for our decision to make Helena home and as local business owners we look forward to continuing our support and giving back to the community that has been so supportive of us.

What else should people know about you?

I love what I do and feel blessed every day to have the opportunity to work with the people I do – team and customers alike. Each day, I get to seek out and curate opportunities for our business to become engrained within the community, a unique, challenging, and simply fun part of my job. As a result, I have met some of Helena's finest, kindest, and most inspiring individuals. On a more personal note, when I'm not in the office, I enjoy spending time with our two young boys and my husband, pontooning on Hauser Lake, relaxing with friends, gardening, and traveling around the world.

RAEANN HOVELAND

INDEPENDENT RECORD

Age: 38

Born in Helena MT, however I was raised in the Navy. This allowed me to travel around the states and country seeing the beauty in each area. I moved back to Townsend Montana in 2000 where I currently live with my family. Townsend has always been home for me this is where my family homesteaded over 100 years ago. I love the surrounding area of Helena, for a short commute, and easy access to the lakes and mountains.

OCCUPATION

I am a licensed Aesthetician and laser specialist that graduated from Health Works Institute in 2010. I have worked in Helena since graduating aesthetics, practicing medical aesthetics in various medical spas which has allowed me to grow in my field. I have continued education in medical aesthetics in 2012 and certifications with sugaring, dermaplane, advanced chemical peels, microneedling, and Microblading in 2016. After seeing the need for more medical services I decided to further my education and continued training in advanced aesthetic medicine and laser training in 2017. I provide a wide range of skin care treatments such as facials, chemical peels, sugaring/waxing, brow/eyelash treatments, and laser services. I oversee a range of clientele who struggle with confidence within their own skin, and skin concerns/conditions that require detailed attention. When clients leave with confidence and glowing skin, I feel I have won the lottery, everyone has specific goals, and I am honored to help each one achieve their goal. The aesthetic industry continues to evolve every day, and with this I continue to grow in this amazing career. I am working with the most talented providers at Advanced Practice Dermatology who give undivided attention to everyone who walks through the doors. At APD we provide medical aesthetics, and full dermatology services, while working with amazing staff to promote an environment that is welcoming to everyone.

Q&A

What community service or volunteer activities/organizations are you involved with?

I am currently on the advisory board for Helena College with the cosmetology program. I have helped with the planning of



THOM BRIDGE, INDEPENDENT RECORD

equipment and skincare for the schooling, also attending a professional career learn program at the college. I have mentored upcoming graduate students in the medical aesthetic field, and general aesthetic services. Also, I have had various high school students show interest in aesthetics through numerous career days in the last several years. This has allowed me to help mentor any potential graduates who might be interested in the Aesthetic field.

What do you like best about living, working and volunteering in the Helena area?

I love how big but yet small the Helena community is. Helena has one of the most beautiful valleys in the state. I have built an amazing clientele who I am grateful to have as friends now, the support and loyalty of the community has been notable. When volunteering I am always surprised by the interest of potential students and the respect they have towards professionalism in the aesthetic field. I find this being a rewarding and enjoyable opportunity to make a difference for those who are poten-

tial aesthetic students.

What else should people know about you?

My family and friends are my greatest joy, spending time with them is what I enjoy the most. I am dedicated to my job and all the clients I have had the privilege to help with their skin journey. If you're not finding me at work, I am a mother of two active ath-

letic boys. Trey (20) who is a college student athlete and Trenton (16) who is a high school student athlete. Following my boys and watching them excel in what they love is my enjoyment in life. Outside of watching my kids, you will find me walking my dogs, paddle boarding, or exploring what our beautiful state has to offer. I love meeting new people and helping those in need with any skincare needs. Thank you to everyone who has trusted me with their skin journey.



RILEY TUBBS

INDEPENDENT RECORD

Age: 34

I was born and raised in Helena where I meet my wife, AshLy and Continue to raise our children Trippe and Pennie.

OCCUPATION

I am a Co-owner of Ten Mile Creek Brewery and Craig Taphouse. I run events, host talks and try to foster a somewhat organized community.

Q&A

What community service or volunteer activities/organizations are you involved with?

I am a former president of Downtown Helena; I am a board member of UMOWA and volunteer in many downtown activities and organizations.

What do you like best about living, working and volunteering in the Helena area?

The best part about Helena is the community and the nature. I grew up taking both for granted, however, as I raise my family here I have come to understand how lucky us in Helena truly are!

What else should people know about you?

I love to skijor, where I ride skis behind horses going over jumps. Each winter you can find my family of four traveling all over Montana to skijor!



THOM BRIDGE, INDEPENDENT RECORD

Rae

From 11

Chapter Board. I started volunteering during the Montana State Tournaments which were hosted here in Helena, our chapter always receives high praise for their volunteers from all the participating bowlers. Currently I volunteer as a bowling coach for the local youth bowlers, which is an amazing program and provides opportunities and scholarships to our local and state youth.

Every year since moving here I have been involved in volunteering with Helena Habitat for Humanity. I am proud and honored to be a part of the amazing work they are doing in the community and look forward to joining them regularly for the next year as I build my home with them in the next build cycle.

I also volunteer each year at the Helena Food Bank during the week of Thanksgiving to help hand out turkeys. I am currently a member of Women's Leadership Network, and participated in Leadership Helena class of 2018-2019.

What do you like best about living, working and volunteering in the Helena area?

Living: The amazing places that surround the city, which provides a large number of outdoor activities to enjoy. I like to get out and explore through hiking, biking, skiing, snowboarding, and swimming. This year I was introduced to fishing by my boyfriend and have enjoyed my time out on the lakes with him. I also look forward to hunting this next season, to be able to enjoy all seasons our location has to offer.

Working: The amazing people I get to work with and meet every day. There are a lot of people working to make this City and the entire State of Montana a better place to live, work, and play and I am happy to help them make their dreams become reality.

Volunteering: I think the best thing about volunteering is just seeing the smiles people have from the help they receive. There are so many opportunities to help within the community. Sometimes I find it difficult to find the time to volunteer in all the amazing organizations.

What else should people know about you?

I feel honored to be a part of this amazing community. CWG Architecture + Interiors has always provided support and encouragement for pursuing my license in Ar-

chitecture. We work together to make our community great as a team and I couldn't ask for a better place to raise my daughter. With our current housing market, it is difficult to be able to purchase a home on a single income and I am grateful to Helena Habitat for Humanity for selecting me for the next building cycle set to begin at the end of this summer. Along with this honor I have had many people in my life step forward to say they would love to volunteer in helping me and my neighbors build our homes. It truly shows how amazing our community is that so many people are willing to help others achieve their dreams. I look forward to the next year of my life with all the support of my boyfriend, daughter, family, friends, coworkers, and the community in obtaining my dream of home ownership, it all just brings happy tears to my eyes.

WHITNEY MCLAUGHLIN

INDEPENDENT RECORD

Age: 35

I am proud to have been born and raised in Helena. I attended Carroll College to earn a Bachelor of Arts in English Education while also playing golf for the lady Saints. In my spare time, I enjoy reading, gardening, and spending time at the lake.

OCCUPATION

I have been teaching at East Valley Middle School since 2016. I spent seven years as a 6th & 8th grade Communication Arts teacher. After earning my Master of Arts in Curriculum and Instruction with a library media endorsement from MSU, I moved into the library as the library media specialist in 2023. My time is spent checking out books, teaching library lessons including digital citizenship and research skills, and collaborating with staff on various projects and lessons. I love getting to instill a love of learning into my students and seeing them grow throughout their three years in middle school. One of my favorite parts of being a librarian is putting on the annual book fair in the fall and spring. The book fair was one of my favorite things as a student, and I love getting to share this tradition with my students.

This last year I also completed a Master's in Educational Leadership, and through this, I was able to spend time interning as an administrator at both the elementary and middle school level.

During my time at EVMS, I have been part of many groups and committees including the yearbook advisor, member of the school leadership team, member of the discipline committee, summer school administrator, and a member of many other committees. I truly love being a part of the school activities and try to partake in as many activities as possible throughout the school year.

Q&A

What community service or volunteer activities/organizations are you involved with?

Most of my time right now is spent serving my middle school students through volunteering at sports events, helping with various school activities, and organizing school events such as the book fair and our annual Homeroom Olympics. In years past, I have volunteered with Big Brothers, Big Sisters as a big sister in the school program.



THOM BRIDGE,
INDEPENDENT RECORD

I have also volunteered with youth group and youth programs at Hannaford St. Bible Church, the Florence Crittenton Home, the Chamber Swish basketball tournament, and Special Olympics of Montana.

What do you like best about living, working and volunteering in the Helena area?

I often tell my friends and family that I will live in Helena my entire life as I have no desire to live anywhere else! I love the small town feel of Helena where you are bound to run into someone you know while running errands. You can travel just thirty minutes and be in the mountains or at the lake. There is nothing better than a summer evening spent on the walking mall, a weekend at Canyon Ferry Lake, or a Friday night at Great Divide in the winter.

I am also so thankful to have the opportunity to be an educator in East Helena because I work with some of the most amazing colleagues and students. I get to work alongside incredible families who are working tirelessly to raise their children to become hard-working and empathetic adults.

What else should people know about you?

I am honored to be mentioned alongside these other incredible nominees. I feel very lucky to work in the education world, and

I honestly can't see myself doing anything else. I wouldn't be anywhere without the people, and I am so thankful I get to work alongside them.



*Congratulations
WHITNEY!*

From the **East Helena Public Schools** and the students that you serve. We are so proud to have a wonderful leader on our staff and in our community!



20 UNDER 40

RACHAEL BOHNS

INDEPENDENT RECORD

Age: 39

I grew up in Baltimore, Maryland and moved to Helena in 2016 with my husband. His retired parents migrated here from Ohio, and his younger sister followed soon after. Truthfully, my husband was ready for a change in lifestyle, and I'm glad I took the leap with him.

OCCUPATION

I am an Industrial/Organizational Psychologist who specializes in Change Management. Essentially, I/O psychology is studying human behavior and performance in the workplace, then working with organizations to apply those findings to improve overall effectiveness.

As a Change Management Practitioner, I focus on the human factor of change. Change is tough and we're wired to resist it. So, I deliver a tailored strategy with a proven methodology that will successfully transition staff to embrace, adopt, and utilize the change so that the organization achieves its intended outcomes. My involvement doesn't automatically make the change easy, but it will make the change easier to digest and the organization thrives during times of change.

Q&A

What community service or volunteer activities/organizations are you involved with?

I've always found fulfillment in community service. Coaching found me in the form of coaching girls' youth lacrosse with Helena Lacrosse Club in 2018. I have a dual-focus philosophy: My players are building stick skills to compete as a team, and life skills to thrive in a community. By instilling integrity and sportsmanship in these players, they have tools for success in their relationships and eventually in the workplace. While I took a break from coaching for 2024, I look forward to getting back to it next season.

Apparently, I can't just coach, so I'm involved in the lacrosse community in other ways. After my first-year coaching, I attended the Montana Youth Lacrosse Association's annual meeting to learn how I can support the lacrosse community. I ended up being voted in as the newest Girls' Commissioner and have been serving in that role every season since. Additionally, I was certified as a Coach



THOM BRIDGE, INDEPENDENT RECORD

Development Trainer with USA Lacrosse, and for three seasons hosted an on-field workshop to demonstrate the techniques and philosophies that players today want from their coaches. I'm also officiating lacrosse games and participating in a strategic planning workgroup of like-minded individuals who care about the whole ecosystem of lacrosse in Montana.

What do you like best about living, working, and volunteering in the Helena area?

Helena is such a special town because it

offers quick access to diverse opportunities in the great outdoors. I love that I can recreate outside on a daily basis, rather than only being a "Weekend Warrior." Additionally, this is a small town so there are opportunities to interact with players and coworkers outside of the field and workplace. I've watched players perform at Grand Street Theatre, caught up with parents at Alive at Five and chatted with coworkers at the grocery store. I worked and volunteered in Baltimore, but I feel more a part of a community here in Helena because of its size and character. I love that us locals want to preserve that.

What else should people know about you?

In looking back at all the engagements I've had with people, I am feeling and doing my best when I coach and mentor. Playing this role in other people's lives, I love curating an experience for them, then I humbly observe this transformation take place. When we each strive to be the best version of ourselves, we contribute to our team—be it at home, work or sports. I am humbled that this is how I contribute to Helena being a phenomenal place.

Turner

From 12

advocacy work around addiction including Narcan training in our community. For the last 8 years, I've also served on the board for an international nonprofit that supports a village-based orphanage in Malawi.

What do you like best about living, working and volunteering in the Helena area?

Helena provides the perfect space to have continuous adventures with my family. My husband, our overly social 5-year-

old and our very active 3-year-old, and I are always on the move-either at tee ball practice, finding the perfect campsite, checking out the farmers market, or on the trails. While the area is idyllic, the Helena community and the people are the best part. People genuinely care about one another and come together to support each other when the need arises.

What else should people know about you?

I am very honored to be recognized. I'm surrounded by a great group of people... that make all the things I get involved with possible. I'm so appreciative of my work colleagues, my friends, and my family.

Grieppe

From 9

Q&A

What community service or volunteer activities/organizations are you involved with?

HIA does 10 large community events a year and then smaller events and community outreach throughout the entire year. Our Native Connections program helps me a lot with outreach, and I am very grateful for them as well as all of our staff who jump in when needed. Before this job, I volunteered for Habitat for Humanity up in Kalispell and helped one of my friends build her own home.

What do you like best about living, working and volunteering in the Helena area?

Helena is a great place and I love that my husband and I are raising our son, Leo, here. It's been very much *déjà vu* growing up in Kalispell and seeing the growth happen there and then see it happening here. Montana is a beautiful place to live, and we've been fortunate in Helena to see the growth slower than other places. What I love about Helena is that there are more young leaders who are being given a chance for their voices to be heard, that there is an embracing of cultures and people from all over, and a thirst for knowledge and understanding. I

see that here at HIA and I see it when I am out at community events. I love meeting and talking to people within our community. I admire the work we do at HIA so much and the people I work next to each day. There's a quote I love that says, "A community's wealth is it's people." I believe that and I think Helena is extremely wealthy.

What else should people know about you?

I am very passionate about serving underserved communities as well as the work HIA does and tribal communities everywhere, not just specifically in Helena. HIA began as advocates for the tribal community in Helena and we remain advocates. I am not a tribal member, but anyone can be an advocate for anything they are passionate about. Become knowledgeable, listen to history and people when they share with you, and act when you see a chance to do good. There is another quote I love that I will end with. I love to read, and I really love the book *Plenty-Coups Chief of the Crows* by Frank B Linderman. I've always been a better listener than speaker so Plenty- coups story really spoke to me. Plenty- coups was the last chief of the Apsáalooke Nation (Crow) and his medicine was the Chickadee. He said this about the Chickadee, "He is least in strength but strongest of mind among his kind. He is willing to work for wisdom. He gains success and avoids failure by learning how others succeeded or failed, and without great trouble to himself."



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Aune

From 13

Q&A

What community service or volunteer activities/organizations are you involved with?

I'm so lucky to be part of such a great business. Through efforts initiated by Ben Tintinger and Jeff Downhour, Mosaic has found its niche in supporting and giving back to the Helena community. We donate money, time, and talent often and work closely with Helena Foodshare, Exploration Works, Habitat for Humanity, and many other community organizations. I have worked with Helena BID helping with the kid's box car races and helped bring the Montana State School of Architecture Community Design Center staff to work on a design for a permanent outdoor stage for the Helena community. Mosaic offices have also been a venue for Downtown Art Walk

artisans for many years.

What do you like best about living, working and volunteering in the Helena area?

Helena is one of the best cities in the country! I love seeing all the hard work from our community members to continually make it a better place to live and work. Outdoor recreation activities cannot be beat. With a ski hill right up the road and some of best trails, camping, lakes, and rivers anywhere.

What else should people know about you?

I love fly fishing! My dad taught me to fly fish in the waters near Helena as soon as I could hold a fishing pole. When I'm not in the office I'm more than likely on a river or lake somewhere fishing, often with my girls. I can't be more grateful for the support of my home and work families who allow me to do the work I am passionate about, enjoy the beautiful surroundings, and enjoy the lifestyle that Helena and our community have to offer.

Brown

From 14

Q&A

What community service or volunteer activities/organizations are you involved with?

I serve on the board of directors for Impact Montana, which helps service members, veterans, and first responders throughout the state get the help they need to become thriving members of society. I am also dedicated to strengthening the local business community as a member of the Helena Area Chamber of Commerce Board of Directors and as an Ambassador with the Helena Chapter of Montana Ambassadors. Additionally, I graduated from the Chamber's Leadership Helena program this year and am an active member of the Rotary Club of Helena.

What do you like best about

living, working and volunteering in the Helena area?

I feel incredibly blessed to be part of a thriving local community that has given me so much personally and professionally. Through my career and volunteer activities, I have developed deep relationships with many incredible people who are tirelessly working to make the community a better place to live and work. As a lover of outdoor activities, Helena is the perfect place for my wife and me to raise our son, and there is nowhere else I'd rather be.

What else should people know about you?

I consider myself a lifelong learner and am passionate about developing future leaders. I have enjoyed many years of serving my country as a soldier, my city as a police officer, my community in health care, and now as the COO for Silverman Law Office. I am never satisfied with the status quo and am constantly pushing myself and those around me to be better. I am always looking for a new challenge or adventure!

The Independent Record Would like to

Congratulate

All the recipients of the 20 Under 40 Awards!

Thank you

For all the hard work you do in our homes, businesses, schools, and community.

We'd also like to thank the Helena Area Chamber of Commerce partnering with us to honor these outstanding individuals!


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