

LB38

LEADERSHIP BOZEMAN 38



Levi Anderson,
Billings Clinic Bozeman

Levi Anderson is an executive healthcare leader with 25 years of professional experience spanning operations, network development, and strategic growth. He brings extensive experience developing collaborative networks that create innovative healthcare programs and financing mechanisms within the realm of community care and population health. A Fellow in the American College of Healthcare Executives, Anderson is equally experienced with healthcare policy, strategic corporate affairs, and advocacy. Anderson is passionate about rural healthcare and supporting the health and wellbeing of communities across Montana.



Alex Barlow,
Workday

Alexander Barlow is a U.S. Marine Corps veteran and Account Executive with Workday, helping organizations work smarter through innovative HR and finance technology. He's passionate about strengthening local businesses and building community connections. Outside of work, you'll find him hiking, rafting, or adventuring with his two young children. Alexander joined Leadership Bozeman to deepen his understanding of local challenges and collaborate on solutions that keep the Gallatin Valley thriving.



Autumn Barney,
Family Promise of Gallatin
Valley, Inc.

Autumn was born and raised in Glasgow, Montana. After a brief stint attending Colorado State University to play hockey, Montana called her home. Autumn graduated from Montana State University with a Bachelor of Science in Psychology. She has always had a passion for helping others which propelled her into social services. She's worked for Haven, Victim Services of Gallatin County, and now Family Promise. Autumn has made a home in the Gallatin Valley with her husband, son, and their two dachshund pups. Outside of work she enjoys watching football, playing hockey, and spending time with her family and friends.



Jackson Bolstad,
WealthVest Marketing

Jackson Bolstad is an award-winning marketing communications professional and marketing director at WealthVest, a leading distributor of annuities to financial institutions. He directs integrated marketing communication strategies for WealthVest's insurance carrier partners. He previously worked as a marketing manager, marketing communications specialist, and journalist.

Outside of work, he serves as Local Program Coordinator for the Bozeman Outreach Bobcats' Special Olympics team and is a group leader and board member of Bozeman Run Club. He has coordinated events for Bozeman Pride, Gallatin Valley Land Trust, and others. He is an avid runner, reader, writer, and customer of Wild Crumb.



Lindsey Buehler,
Gallatin College

Lindsey Buehler is an experienced educator with over 15 years of teaching in Montana. As an Orientation Specialist and instructor at Gallatin College, she supports students through academic advising, onboarding, and career-connected instruction. She currently teaches *Workplace Communication for Welders*, helping students build essential job-ready skills, and coordinates industry tours with employers like Johnson Metal Works and TowHaul. Lindsey's work reflects the mission of Montana's two-year colleges—to provide student-centered education that supports individual goals and drives community growth. Known for her approachable style, she is passionate about guiding students into meaningful careers that benefit both them and the Gallatin Valley.



Logan Burt,
Gallatin Crossing

Logan Burt is the General Manager of Gallatin Crossing, the re-envisioned Gallatin Valley Mall. He relocated to Bozeman from Anchorage, Alaska in September 2024, where he managed leasing and marketing for a regional shopping center. With a decade of experience in shopping center management, Logan is passionate about creating vibrant retail destinations and community connections. While in Anchorage, he served on the Chamber of Commerce Board of Directors, was the Executive Board Chair for its Young Professionals Group, and held board positions with the Anchorage Opera and Alaska Center for the Performing Arts.



Carter Cape,
JWT Real Estate Group

Carter Cape is a Bozeman native with a passion for the outdoors, enjoying hunting, fishing, dirt biking, and snowmobiling. After earning a degree in real estate finance and construction management from Colorado State University, he returned to Bozeman to join JWT Real Estate Group as an assistant development manager. Carter is committed to helping Bozeman grow thoughtfully, ensuring that the community's unique lifestyle is preserved for future generations. His focus is on creating more affordable housing options, so that more people can enjoy the area's natural beauty and vibrant community. Carter is grateful for the opportunity to participate in LB38.



AJ Combs,
Pinion Technology Core

AJ Combs serves as an Account Executive at Pinion Technology Core and brings a background in small business ownership and community leadership. Originally from Vermont, he has delivered remarks at the University of Vermont Business School on entrepreneurship as a young adult and has participated in numerous professional conferences across the healthcare, banking, and finance sectors. Since relocating to Bozeman, AJ has concentrated on fostering meaningful local relationships and contributing to the region's vibrant business and outdoor communities. An avid ultramarathon runner and outdoorsman, he has also dedicated his time to volunteer work in his community.



Jake DeBorde,
Turner Construction
Company

Jake DeBorde is a Senior Project Manager at Turner Construction, leading project teams and business development across the Northwest. A North Central Montana native who grew up on a wheat farm, Jake studied Civil Engineering and Entrepreneurship at Gonzaga University before spending 14 years building construction leadership experience in the Seattle market. Now back in Montana, he focuses on complex commercial, industrial, and mission-critical projects in emerging sectors such as data centers and advanced manufacturing. Jake is passionate about using thoughtful development to drive regional economic growth and strengthen the communities where we live and work.



Kelsey Eckhardt,
First Interstate Bank

Kelsey Eckhardt is a Retail Manager at First Interstate Bank with over a decade of experience in community-focused banking. She values accessible financial education and strong local partnerships. Much like cultivating her garden or perfecting homemade jam, Kelsey leads with patience, care, and personal connection, bringing a thoughtful, intentional approach to every relationship. She serves on the board for Habitat for Humanity of Gallatin Valley, extending her dedication to housing access beyond the workplace. Kelsey looks forward to deepening community ties and helping shape Bozeman's future with heart.



Dan Elsberry,
American Bank

Dan Elsberry is the Chief Financial Officer at American Bank. He started at American Bank in 2016 as the Internal Auditor, then served as the Controller until becoming CFO. Prior to American Bank, Dan worked in public accounting at Eide Bailly in Billings, MT. He holds his CPA License in Montana. Dan graduated from the University of Montana with degrees in Accounting and Finance. Born and raised in Montana, Dan enjoys everything our great state has to offer, including skiing, camping, fishing, boating, and golfing.



Kevin Fabatz,
Harrington's Pepsi Cola
Bottling

Kevin Fabatz is currently a Food Service Sales Manager at Harrington Pepsi-Cola, where he has been employed for two years. Fabatz oversees three markets in Helena, Butte, and in Bozeman. He brings a unique understanding to this role due to his background in the restaurant industry, spanning over 24 years. He leverages his understanding of restaurant operations and the customers viewpoint to foster strong relationships and provide personalized solutions to businesses, including restaurants, bars, and independent grocers. Harrington Pepsi, a family-owned business operating for over 80 years in Montana, emphasizes quality service and strong relationships with customers, suppliers, and employees.



Jake Garwood,
Morrison-Maierle, Inc.

Jake Garwood is an electrical engineer for Morrison-Maierle. Jake grew up in Butte and moved to Bozeman in 2001 to attend Montana State University. Upon graduating he worked for a local consulting firm designing fire suppression systems for nearly 10 years before deciding to switch to electrical engineering. Jake has worked on many projects throughout the northwest and Alaska in his career. His favorite projects are the ones he's done here in the Gallatin Valley including American Indian Hall, Bozeman Safety Center, Gallatin County Courts Building, Central Valley Fire Station, and Story Creek Elementary School. In his spare time he enjoys cooking, camping, traveling, and attending sporting events.



Brandon Gatlin,
Zoot Enterprises

Brandon Gatlin received his Psychology Based Human Relations degree from Connecticut College, Brandon cut his teeth in retail. Through more than 11 years working with Apple Retail where Brandon found his niche and passion for servant based leadership.

Brandon is always seeking meaningful connections by bringing people together to enhance each other's projects, experience, and growth. Over the course of his career, he has demonstrated a keen ability to identify key strengths of others to drive meaningful impact. He also teaches at a yoga, leads a team of volunteers for a community ice rink, photography, hiking, woodworking, shooting.



Virginia Hanson,
THRIVE

Virginia Hanson is passionate about strengthening the lives of children and their families and improving access to resources for all. She serves as Executive Director at Thrive after a 30 year career in K-12 and college classrooms. At Thrive, she leads a staff of 23 in advancing home visiting, school liaison, parent education, and CAP mentoring programs for families throughout the Gallatin Valley.

She enjoys skiing, biking, and volunteering as a CAP mentor, server at the Fork & Spoon, and on the Bozeman Health Parent & Family Advisory Board. She and her husband, Graham Hanson, have two teenage children.



Jessica Hardesty,
Visiting Angels

Jessica Hardesty has dedicated herself to the home care field for over three years, bringing compassion, professionalism, and leadership to every aspect of her work. She currently serves as the Regional Director for the Butte/Bozeman area, a role she has held for the past year. In this capacity, Jessica oversees a wide range of responsibilities including master scheduling, care management, billing, and the overall coordination of caregiver operations. Her leadership style emphasizes support, accountability, and empowerment — guiding her team by example and encouraging excellence in caregiving. Jessica has played a vital role in providing exceptional end-of-life care for hospice clients. Her approach centers on creating a peaceful and comforting environment during the most vulnerable stages of life. By offering emotional support and maintaining the dignity of clients and their families, Jessica instills a profound sense of comfort and hope. Her unwavering presence ensures that clients are not only cared for but truly seen, heard, and honored in their final days.



Michelle Hyde
Sage Lodge

Michelle is a Sales & Events Manager at Sage Lodge, where she is passionate about creating meaningful, memorable experiences for clients. Originally from upstate New York, she has built her career in hospitality, drawn to the industry's dynamic pace and people-centered energy. Her love for adventure and the outdoors brought her to Bozeman, where she enjoys snowboarding, mountain biking, and exploring with her adventurous pup, Darwin. Michelle brings creativity, enthusiasm, and a personal touch to every event she helps bring to life at the Lodge.



Devin Johnson,
Bridger Aerospace Group
Holdings, LLC

Devin Johnson is a marketing and communications professional based in Bozeman, Montana. He currently leads PR and marketing at Bridger Aerospace, where he manages brand strategy, media relations, and cross-channel campaigns for one of the nation's top aerial firefighting companies. Prior to Bridger, Devin worked in automotive advertising at RPA and in sales with Honda, developing a strong foundation in customer insights and national marketing campaigns. An Eagle Scout and lifelong outdoorsman, he moved to Bozeman four years ago and quickly grew passionate about the community. He's excited to deepen his understanding of the Gallatin Valley and learn from fellow participants through Leadership Bozeman.



Amber King,
Courtyard by Marriott
Bozeman

Amber King, a small-town Minnesota girl, has built a distinguished 20+ year career in the hospitality industry. Her professional journey has taken her across the country working with amazing companies like Vail Resort, for their summer resort in the heart of Grand Teton National Park, and BlackBerry Farm- a Relais Chateaux property, where she honed her expertise in guest services and hotel operations. Amber eventually settled in Bozeman where she continues to lead and inspire the Courtyard and SpringHill Suites teams. Known for her dedication, leadership, and passion for hospitality, Amber is committed to creating exceptional guest experiences and fostering a strong, community -focused hotel team.



Jennifer King,
PureWest Christie's
International Real Estate

Jennifer King, a Montana native born in Great Falls and raised in Colstrip, comes from generations of miners, rail workers, and community builders. With 25 years in the technology industry, she earned a reputation for strategic problem-solving and exceptional client service. As a licensed REALTOR® and founder of LT Management Group, Jennifer blends local insight with tech-driven strategies to serve property owners, buyers, and vacation guests. Dedicated to excellence and authentic connections, she creates warm, personalized experiences that honor Montana's heritage and deliver lasting value to everyone she has the privilege to help.



Shadrach Ludeman,
Rocky Mountain Credit
Union

Shadrach Ludeman is the Assistant Vice President for Lending Operations at Rocky Mountain Credit Union. He oversees commercial and consumer lending. He is a fifth generation Montanan and grew up on a ranch in north central Montana. He spent 20 years serving America abroad with the United States Government and returned home to Montana in July 2024. He is excited to be with a mission-driven organization and to be in a role where he can help Montanan businesses and individuals pursue their financial success. He is married and has two young sons who love all that Montana has to offer.



Amy Martino
Daltile

Amy Martino is a passionate design professional and an enthusiastic member of the Bozeman Chamber of Commerce Leadership Program. Having recently moved from Albuquerque, she brings a wealth of diverse experience to the Bozeman community. Amy's career is rooted in design and sales, with a background that includes a degree in Fashion Design from Dallas, Texas. This creative foundation fueled a natural transition into interior design, which she has embraced with her role at Daltile. Amy collaborates closely with a variety of professionals, including general contractors, architects, dealers, designers, & homeowners. One of her greatest joys comes from helping clients transform a project "from dirt into something beautiful".



Briana Mattick,
Opportunity Bank of
Montana

Branch Manager at Opportunity Bank, Briana Mattick has dedicated her career to leading and inspiring others. Briana has over 12 years of banking experience and has finally found her home at Opportunity Bank here in Bozeman. Briana has studied for her aPHR as well as her BS in Organizational Leadership with a minor in Human Resources from Wilmington University. While Briana wishes she was a Montana native, she grew up further down the Rocky Mountains, in Northern Colorado and moved to Bozeman in 2024 with her teenage daughter. In her free time, Briana can be found spending time with her family outdoors camping, fishing and snowmobiling.



Matt McGee,
Pierce Flooring & Design

Matt McGee is a Project Manager at Pierce Flooring & Design on 1921 W Main St. Montana raised, college educated, with 10 years of management experience and 5 years in the flooring industry. Matt has an eye for detail and a passion to surpass expectations. While wood flooring is his specialty, Matt has had projects involving all flooring types, residential and commercial. Even tile showers! Recently married, they have been living in the Gallatin Valley for over 13 years. When not staring at a floor, Matt's hobbies include cars, video games, and giving back to the community.



Bethany Melson,
320 Guest Ranch

Bethany Melson is the Operations Director of 320 Guest Ranch, where she oversees multiple departments, staff development, and event strategy for one of the region's most iconic hospitality destinations. With over 10 years of planning experience spanning the East Coast, West Coast, and now Montana, she's passionate about creating spaces where people feel connected and cared for. Now raising her family in Montana, Bethany is committed to sustainable growth, year-round employment, and creative partnerships that strengthen the greater Bozeman area. She brings strategic insight, hospitality expertise, and grounded leadership to every role she takes on.



Jay Moore,
Moore Technology

Jay Moore is the owner of Moore Technology, based in Bozeman, Montana, providing managed IT, data network cabling, audio/video systems, and commercial onsite security solutions. He specializes in solving complex tech and security challenges with practical, customized solutions. Jay leads with core values: do your best work, cut the red tape, and take care of both customers and employees—always prioritizing quality of life. A tireless entrepreneur with a down-to-earth approach, Jay enjoys golfing, fly fishing Montana's rivers, and spending time with his family, friends, and dog Mr. Blue. Before tech, he organized music festivals—until he realized tech paid better.



Jake Mura,
Bank of Bozeman

In 2017 after graduating high school, Jake decided to pursue a finance degree at Montana State University in Bozeman. He started his professional journey at Bank of Bozeman in 2021 as a part time teller while finishing up his degree at MSU. Today, he is proud to lead the Residential Real Estate Department at Bank of Bozeman, where he's had the privilege of helping clients achieve their homeownership goals. In his free time Jake loves to ski, fish, hike and enjoy the wonderful surroundings we have here in Bozeman.



Taylor Olson,
Profitable Ideas
Exchange

Taylor is an Account Coordination Manager at Profitable Ideas Exchange, where she plays a key role in scaling and growing core client accounts—currently focusing on IBM and Dow Jones. In addition to her work with client development and peer-to-peer network coordination, Taylor also leads PIE's internship program, providing mentorship, coaching, and professional development support to emerging young professionals.

Before joining PIE, Taylor earned her degree in Business Management and Finance from Montana State University while working at the Armory Hotel. Outside of the office you can find her skiing, hiking, running and enjoying all the outdoor adventures Montana has to offer.



Lori Pilon,
U.S. Bank

Lori Pilon is a Private Wealth Advisor at U.S. Bank, focusing on top-quality wealth management, trust and banking services for high-net-worth families, individuals, and non-profits. She graduated Summa Cum Laude with a history degree from Wake Forest University. After a decade in finance and a CFP® certificate later, Lori still considers herself to be an “accidental advisor” that loves what she does and the people she serves. She is a Kansas native who married a Bozeman native, and she moved “back” to Bozeman in 2022. Outside of work, Lori enjoys skiing, hiking, ballet, and spending quality time with family.



Meghan Poirier,
Crowley Fleck, PLLP

Meghan is an attorney in the Bozeman office of Crowley Fleck, PLLP, where she specializes in corporate formation and governance, mergers and acquisitions, intellectual property, and the negotiation and drafting of complex commercial contracts. Prior to joining Crowley Fleck, Meghan was in-house counsel for a local software development company, where she was responsible for technology contracting and information security, data protection, and privacy compliance. Meghan and her family relocated to the Bozeman area in 2021, when she and her husband Kris retired from the Army after over twenty years of active-duty service.



Chris Pomeroy,
Bozeman Yellowstone
International Airport

Chris is currently Executive Vice President/Chief Operating Officer at the Bozeman Yellowstone International Airport (BZN).

He has over 30 years as an airport professional including airport management and operations, agency, and aviation consulting experience. He has proudly worked his entire aviation career in the Northwest Mountain Region.

Chris is thrilled to be part of the incredible BZN team and Bozeman Community and have the opportunity to work at such a diverse, dynamic and well managed airport. In his spare time he enjoys flyfishing and other outdoor activities with his wife Mandy and spoiled French Bulldog, Bodie.



Jacob Raleigh,
First Security Bank

Jacob Raleigh is originally from Bristol, Connecticut and recently moved to Montana in September 2024 with his fiancé Rachel. He spent the previous 11 years as a commercial lender specializing in agricultural financing across New England. He and his fiancé decided to move to Montana after learning that his sister would be having her first child. He joined the lending team at First Security Bank last September and is excited for the opportunity to work closely with the Bozeman community. In his free time, you can find him hiking during the summer months and likely around hockey rinks throughout the winter.



Matt Sedor,
45 Architecture & Interiors

Matt Sedor grew up in Duluth and lived in Breckenridge before an internship in NYC sparked his appreciation for cities. He later found balance between natural and urban life in Portland, where he earned his Master's in Architecture, and now in Bozeman as a Project Manager at 45 Architecture. Matt enjoys designing meaningful, enduring spaces at every scale—from city projects to campuses. He views architecture as a four-dimensional experience, shaped by time and evolving use. For Matt, the most rewarding part of the work is knowing the impact of a building may last for generations.



Judy Slate,
KBZK 7

Judy Slate is a Broadcast Journalist who has worked across the country in various cities. She moved to Bozeman in 2009 and began working as a reporter and anchor at KBZK. She left KBZK in 2017 looking for a new challenge and was hired as the Executive Director of the Bozeman Schools Foundation. After four years with the Foundation, she decided it was time to get back in the news business and returned to KBZK as news director in 2022. When she's not tracking down stories and managing the newsroom, Judy can be found hiking and boating with her family.



Carrie Stoner,
Kiln.

Carrie Stoner serves as the Director of Kiln, a boutique coworking space in Bozeman, where she leverages her extensive background in leadership, community development, and sales. With a passion for fostering vibrant professional environments, Carrie excels at cultivating connections and driving growth. Her expertise in building strong communities and transforming the working culture makes her instrumental in Kiln's success, ensuring it remains a hub for innovation and collaboration.



Ashley Vesely,
Haselden Montana
Constructors

Ashley Vesely is an experienced Preconstruction Manager at Haselden Montana Constructors with over 17 years in the industry. She leads preconstruction efforts from concept through budgeting, refining design and scope while meeting cost goals. Known for her skillful estimating, value engineering, and risk management, Ashley is also recognized for her strong communication and focus on relationships. Deeply connected to Montana, her great-great-grandfather has a building named after him at MSU. Ashley enjoys exploring Montana with her husband, Adam, and their two sons, Brooks and Blake.



Brenna Violet,
Brenna Violet, Broker—
Windermere Great Divide Bozeman

Brenna Violet is a real estate professional with over a decade of experience and a background in engineering—skills she still leans on to bring clarity to complex decisions. A Montana native and MSU grad, she's grounded in a deep love for this place and the people who make it special. She's actively involved in Bozeman schools and community initiatives, and is known for her calm, honest approach. When she's not working, you'll find her outside with her husband and two kids, making the most of life in the Gallatin Valley.



Alex Weisser,
Yellowstone Fiber

Alex Weisser, originally from Broadus, MT, moved to the Gallatin Valley in 1990. After graduating from Belgrade High, he worked at the Bozeman Daily Chronicle, then became assembly supervisor at Gibson Acoustic until 2018. He earned a photonics degree from Gallatin College in 2021 while working as a systems integrator at Lumibird Bozeman. Alex now serves as OSP inspector for Yellowstone Fiber and looks forward to a bright future for Bozeman.



Kaitlyn Werk,
Stockman Bank

Kaitlyn Werk is a Consumer and Commercial Lender at Stockman Bank with over seven years of experience helping Montanans reach their financial goals. She was raised in Kalispell and graduated from the University of Montana with a degree in Finance. Kaitlyn brings a friendly, relationship-focused approach to her work. She is proud to serve on the board of Big Brothers Big Sisters of Big Sky County, supporting youth mentorship across the region. When she's not working or volunteering, you can find her out on the lake, at a concert or rodeo, or spending time with family and friends.



Calvin Wescom,
Buffalo Restoration

Calvin Wescom is the Marketing Director at Buffalo Restoration, where he leads strategic initiatives that drive growth and strengthen community relationships. With a background in restoration and a passion for building trust through clear communication, Calvin brings energy and authenticity to every project. Calvin is focused on connecting with people, creating memorable experiences, and ensuring Buffalo Restoration remains top of mind when disaster strikes.



Laura Wilson,
Montana State University

Laura Wilson is a people-centered higher education professional with a passion for celebration, communication, and collaboration. As Assistant to the Dean at Montana State University's College of Agriculture, she leads major event planning, oversees a 30-person administrative team, and supports strategic college initiatives. A 4th generation Montanan and Bobcat grad, Laura is deeply connected to MSU's land grant mission and has dedicated her career to the advancement of higher education within the state. In her free time, you can catch her taking in live music, cheering on the Cats, and herding her actual cats away from her houseplant collection.



Chuck Winn,
City of Bozeman

Chuck Winn currently holds the position of City Manager. Chuck moved from California to Montana at age 14. While attending college at Montana State University, he became interested in joining the Bozeman Fire Department as a Volunteer Fire Fighter, and then as a full-time Fire Fighter. Twenty-four years later, Chuck retired as the Bozeman Fire Department Fire Chief. Next, Chuck began his role as an Assistant City Manager for the City of Bozeman. On May 14, 2025, the City Commission agreed to appoint Chuck to the role of City Manager. His position involves intensive problem solving and leading a myriad of projects in service to the City. Chuck also has a very rich volunteer life, sharing his vast leadership training and skills in Montana and around the world.



Catherine Wodey,
Spanish Peaks Mountain
Club

Catherine Wodey is the Senior Controller at Spanish Peaks Mountain Club, a premier private residential community in Big Sky, Montana. She oversees a team of four professionals in the Finance and Membership departments and collaborates closely with the management company's internal Investment Team, with a strong emphasis on maintaining positive cash flows. Catherine holds a master's degree from Montana State University and became a licensed CPA in July 2019. She is deeply committed to mentoring a growing and diverse team, fostering both professional development and inclusive leadership.

Leadership Bozeman

38 Chairs:



Wytni Spranget,
Stockman Bank

Wytni is a fourth generation Bozemanite, a Bozeman Hawk and an avid Bobcat fan. She attended the University of North Dakota in Grand Forks and received her B.S. in Education. She taught a year of eighth grade math in Grand Forks while completing her M.S. in Education, also at UND. After completing her degrees, Wytni returned to Bozeman where she found a job in banking and has remained in the industry ever since. Wytni has been with Stockman Bank for the past sixteen years and is currently the Vice President of Market Operations for the Gallatin Valley. Wytni graduated from Leadership Bozeman 25. She enjoyed participating in Leadership Bozeman so much that she has continued volunteering as a chair of the program. She looks forward to meeting the new group of LB 38 participants!



Crystal Fiedler,
Distinctive Lighting

Crystal Fiedler is a co-owner of Distinctive Lighting. As a native of Gallatin Valley, Crystal attended Belgrade High School and graduated from MSU in 2006 with a degree in Psychology. In addition to managing the day-to-day operations of Distinctive Lighting, she can be found out in the community volunteering for a variety of events. Crystal graduated from Leadership Bozeman 30 and is so passionate about the program, she has been involved ever since. Crystal and her husband Bill spend their time keeping up with their 3 adult and two teenage children.

Leadership Bozeman 38 Co-Chairs:



Steve Bendzak,
Equity Catapult

Steve Bendzak, founder of Equity Catapult, a Montana-based business operations and sales framework organization focused on clarifying roles and fostering a magnetic culture for SMBs. Steve aligns with founders to set clear objectives based on the vision and values integral to the soul of the business.

Before Equity Catapult, Steve participated in 8 mergers and acquisitions. As a Growth Strategist, Steve leverages the system and soul framework to create winning cultures that fuel profitable growth.

Steve moved to Bozeman in 2014, to grow Simms Fishing Products. He enjoys outdoor adventures with family and friends.



John Carey,
Bank of the Rockies

John Carey is a Commercial Lender at Bank of the Rockies, the oldest bank in Montana. In this role, John works closely with business owners in Bozeman and the surrounding communities. He works to help make business goals a reality with banking and lending solutions. John has been building banking relationships in the community since 2013. He was born in Glasgow, Montana and grew up in Missoula. In his spare time, John enjoys spending time with his family hiking, skiing, and many outdoor activities that Montana has to offer.



Justin MacKenzie,
First West Insurance

Justin is a Commercial Lines Executive at First West Insurance, Montana's largest locally-owned insurance agency, celebrating over 50 years of helping Montanans navigate their insurance needs. Justin grew up in a small town in Connecticut and lived in Australia before catching island fever and moving to Hawaii. There, he met his wife Laura, a Montana native. They eventually moved to Bozeman in 2021. Before joining First West Insurance, Justin spent over 15 years as a Commercial Real Estate agent in Hawaii.

Leadership Bozeman 38 Co-Chairs (Cont.):



Kathleen Wood,
American Bank

Born and raised in the Gallatin Valley, Kathleen is a proud graduate of Montana State University where she earned her Bachelor's degree in Business with a minor in Small Business Management. Go Cats! She commits many volunteer hours to Special Olympics Montana serving as a member of the Big Sky Area Management Team. Outside of work, Kathleen enjoys camping, playing softball, and spending time with her family.