



WARRIORS & QUIET WATERS FOUNDATION®

2020

# Annual Report

## OUR MISSION

Through the experience of fly fishing in Montana, Warriors & Quiet Waters is a catalyst for positive change in the lives of post-9/11 combat veterans and their loved ones.



[warriorsandquietwaters.org](http://warriorsandquietwaters.org)

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# A Letter from Executive Director and Board Chair

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2020 was a year of challenges, change, innovation, and opportunity for Warriors & Quiet Waters Foundation (WQW). The COVID-19 Pandemic presented our world with significant challenges. Despite these challenges, the entire WQW Team – board members, volunteers, supporters, and staff – remained laser-focused on serving post-9/11 combat veterans and their loved ones during this time of urgent and acute need. Rather than retreating and waiting for better times to come, the WQW Team innovated and found opportunities to serve Warriors throughout the pandemic.

## Some notable 2020 highlights include:

**PIVOTING TO VIRTUAL PROGRAMMING WHEN MONTANA SHUT DOWN DUE TO COVID.** Led by Interim Executive Director Mike Powell, the WQW Team rapidly built a Virtual Fishing Experience (VFX). VFX participants were mailed essential fly-fishing gear to keep and use. During the week, participants engaged with one another through moderated forums and groups and one-on-one fly-fishing instruction by Montana guides using video conferencing platforms. WQW served a total of 28 Warriors, Spouses, and Caregivers over the course of five VFX programs between April and July. Feedback was resoundingly positive, and all VFX participants have been offered the opportunity to participate in WQW's in-person programs in 2021.

**INNOVATIVE APPROACHES TO RESUME IN-PERSON PROGRAMMING.** When Montana's COVID-19 restrictions eased, the WQW Team innovated new approaches to resume in-person Fishing Experiences (FXs). We started with a new all-outdoor program model – the Overnight River FX. In the first iteration of this new model, we brought four WQW Alumni on a five-day overnight float trip down Montana's iconic Smith River. In the second, we brought six U.S. Air Force Special Operators on a three-day trip down the Clark Fork. These all-outdoor FXs gave the WQW Team the opportunity it needed to validate the COVID-19 mitigation protocol we developed to keep our participants, volunteers, and staff safe. Additionally, to avoid exposing participants to the potential COVID-19 hazards associated with commercial air travel, we recruited an entirely new participant roster from local, Montana, and regional post-9/11 combat veterans within a day's drive of Bozeman. These efforts enabled WQW to continue serving Warriors with in-person programming from July through the end of our 2020 season in November.

**NEW LEADERSHIP AND A NEW STRATEGIC PLAN.** 2020 brought multiple leadership changes to WQW. In January, The Board of Directors concluded a nationwide search for an Executive Director. This search resulted in the hiring of Colonel Brian Gilman, USMC (Ret.). Brian assumed leadership of WQW in July. Also in March, Emily Sather assumed leadership of WQW's development efforts as our Director of Development. In the final quarter of the year, we bid farewell to an incredibly committed and effective veteran board member – Diane Bristol – while welcoming three new outstanding Board Members: General James T. Conway, USMC (Ret.), James McCray, and Peter Nalen. Together, the Staff and Board crafted a new Strategic Plan that charts an aggressive path to increasing our impact in 2021 and beyond. **See page 8** to learn more.

None of this would have been possible without the committed support of our donors, corporate sponsors, and volunteers. Despite the challenges brought on by COVID-19, with the exceptional support by our Board of Directors and National Advisory Board, WQW raised the funds necessary to not only support our 2020 programming, but to fuel our aggressive plans for growth in going forward.

Looking forward to 2021, we are extremely proud of our ability to continue serving post-9/11 veterans throughout the COVID-19 Pandemic, and we're excited for the opportunities to increase our impact that lie ahead.

Warriors First, Always,



**Tom Stiffler**  
Board Chair



**Brian Gilman, Colonel, USMC (Ret.)**  
Executive Director



## Board of Directors

**Tom Stiffler, USMC**  
Board Chair

**Diane Bristol**  
Vice Chair

**Greg Putnam, USN**  
Secretary

**Eugene Graf, IV**  
Treasurer

**Jim Collins, Col, USMC (Ret.)**

**Aaron Demro, U.S. Army**

**Chris Oliver, USMC**

**Ali Ramirez, USN, PT, DPT**

**Tim Richmond**

**Philip Uihlein, Sr.**

**Sarah Kiser**  
Boardroom Bobcat

## National Advisory Board

**Richard Black**

**Greg Ellis**

**Troy Downing, USAF**

**Eric Hastings, Col, USMC (Ret.)**

**Julie and Bob Huebner**

**Ann Marie Fox**

**Jimmy McCain, USMC**

**James McCray**

**Matt McKenna**

**Peter Nalen**

**Steve Newberry, USN**

**Chris Oliver, USMC**

**AshLee Strong**

**Philip Uihlein, Sr.**

## Staff

**Brian Gilman, Col, USMC (Ret.)**  
Executive Director

**Mike Powell, LtCol, USMC (Ret.)**  
Director of Administration and  
Evaluation

**Emily Sather**  
Director of Development

**Saul Martinez, SGT, U.S. Army (Ret.)**  
Director of Programs

**Audrey Chorak**  
Deputy Director of Programs

**April Lechman**  
Marketing and Communications  
Coordinator

**Jesse LeNeve**  
Fishing Operations Manager

**Ryan Olson**  
Caretaker of Quiet Waters Ranch  
and Volunteer Manager

**Adam Remillard**  
Controller

**Liz Shull**  
Development Associate

## Fly-Fishing Guides and Outfitters

Jordan Avery

Donald Bedell

Sean Blaine

Cory Calkins

Alex Downs

Josh Duchateau

Tony Follen

Danny Gorder

Whitney Gould

Grant Grigsby

Sky Jones

Montana Flyfishing  
Connection

Diana Narvaez

Jacquie Nelson

Tucker Nelson

Luke Obermeyer

Alice Owsley

Coleman Pape

Eric Schmitz

Sam Stockton

Josh Tapp

Rodney Thurman

Onno Wieringa

Evan Youngblood

## Volunteers

Jim Collins

Rob Fox

Amy Gibson

Kira Gifford

Sean Gifford

Shannon Jacobs

Bill Jones

Erin Jones Graf

Sarah Kiser

Pat Laird

Landon Le

Teresa Lerner

Heath Miller

Trevor Nall

Renata Nichols

Thomas Niemann

Susan Ottsen

Tyler Powell

Heidi Putnam

Nick Ramsay

Lee Rimkus

Alex Rundella

Mindy Speer

Terri Stanton

Lynn Swain

Brian Troth

Larry Weidinger

Lynn Weidinger

Tammy Wham

Paul Young

# A YEAR IN REVIEW: 2020 TIMELINE

## Events, Programs & COVID-19

**01/02**

Jesse LeNeve assumes role of Fishing Operations Manager

**01/07 - 01/12**

Ice Fishing Experience  
*Serves 6 Warriors*



**01/16 - 01/19**

Transition Mentoring Workshop in partnership with COMMIT Foundation  
*Serves 6 Warriors*



**03/01**

Emily Sather assumes role of Director of Development

**03/12**

Governor Bullock declared a state of emergency in Montana

**03/16**

WQW closes office and team begins to work from home

**03/26**

Governor Bullock issued a Directive that all individuals stay at their home or place of residence through April 10, 2020



**04/30 - 05/01**

Give Big Gallatin Valley Fundraiser

**05/04 - 05/08**

Virtual FX  
*Serves 4 Warriors*

**January**

**February**

**March**

**April**

**May**

**June**

**02/25 - 02/28**

Transition Mentoring Workshop in partnership with COMMIT Foundation  
*Serves 16 Warriors*



**04/13 - 04/27**

Virtual Fishing Experience (FX)  
*Serves 2 Warriors*

**04/16**

WQW's 13-Year Anniversary

**04/20 - 04/24**

Virtual FX  
*Serves 5 Warriors*



**04/26**

Montana moved to Phase 1 of Reopening Plan, lifting the Stay-at-Home Directive

**04/30 - 05/01**

Governor Bullock issued a Directive requiring a 14-day self-quarantine for individuals arriving in Montana for non-work-related travel

**06/01**

Montana moved to Phase 2 of Reopening Plan, which increased group size limitations to 50 people, removal of requirement for non-work-related arrivals in Montana to quarantine for 14-days

**06/01 - 06/05**

Virtual Couples FX  
*Serves 12  
(6 Warriors & their spouses)*

**06/15**

WQW Staff returns to office



*"I am pleased to recognize the valuable and important work of Warriors & Quiet Waters Foundation. Their unique programs set in the scenic views of the great state of Montana provide meaningful opportunities for our nation's combat veterans and their families. As part of our mission at the Rumsfeld Foundation, we have a focus on honoring our troops and their families, some of our country's finest public servants, and we are delighted to be supportive of the impactful efforts of Warriors & Quiet Waters Foundation."*

**- Donald Rumsfeld, President, Rumsfeld Foundation**

**07/06 - 07/10**

Virtual Caregiver FX  
*Serves 5*

**07/06**

Brian Gilman assumes Executive Director role after Mike Powell served as Interim Executive Director for eight months

**07/20 - 07/25**

Overnight River FX  
*Serves 4 Warriors*



**09/14 - 09/18**

Solo FX  
*Serves 5 Warriors*

**09/29**

Board adopts new Strategic Plan

**09/25 - 09/30**

Second Annual Warrior Taste Fest fundraiser pivots to virtual event called The Five Days of Giving



**11/05**

Virtual Coaching Experience Reunion  
*Serves 5 Warriors*



**11/16**

Liz Shull joins WQW team as Development Associate

**11/19**

Partnership launched with Syracuse University's Institute for Veterans and Military Families

**July**

**August**

**September**

**October**

**November**

**December**

**08/10 - 08/14**

Overnight River FX  
*Serves 6 Warriors*



**08/31 - 09/04**

Solo FX  
*Serves 5 Warriors*



**09/28 - 10/02**

Solo FX  
*Serves 7 Warriors*



**10/04**

Kappa Sigma Fraternity Volunteers at Quiet Waters Ranch



**10/12 - 10/16**

Solo FX  
*Serves 3 Warriors*



## Finances

WQW closed 2020 in a strong financial position – one that ensured continued mission fulfillment through the COVID-19 pandemic while simultaneously preparing for future program expansion. In Q1, the national nonprofit sector began to understand the magnitude of risk that COVID-19 posed. Simultaneously, the WQW team combed through the 2020 Annual Budget, cutting expenses by 33 percent. Such fiscal prudence ensured WQW was able to finance remaining programs during a time of urgent and acute need for our nation's Warriors. This, combined with the generosity of supporters who were willing to invest in WQW's immediate operating needs and long-term vision, made it possible for WQW to achieve significant financial milestones.

**The graphs on the right display the sources of income and associated expenses for 2020. With the help of an unexpected and extremely generous donation at year-end, we were able to accomplish the following:**

- WQW met our objective of funding the Board Designated Operating Reserve to a level where it can fund six months of operating expenses during in-extremis times. According to the National Council of Nonprofits, less than 25 percent of nonprofits have more than six months of cash in reserve.
- The Henry H. and Marion S. Uihlein Warrior Endowment has reached a balance where it can now fund four to six percent of WQW's annual operating expenses.
- To help resource the growth outlined in WQW's ambitious and achievable strategic plan, WQW established its first Quasi-Endowment. While managed similarly to permanently restricted endowment funds, the Quasi-Endowment is not subject to stipulations of permanent restriction. Rather, its principle and income may be utilized at the discretion of WQW's Board of Directors.

**Additionally:**

- WQW received nearly \$190,000 in deferred gift annuities, all of which are deposited into a holding account until released by the donor after a minimum of five years. Upon release, these funds will be deposited into the program-focused Henry H. and Marion S. Uihlein Warrior Endowment.
- WQW received nearly \$280,000 in new pledges that will be paid over a series of years.

Because of the stalwart generosity of WQW supporters, the Foundation stands ready to meet the evolving and urgent needs of our nation's post-9/11 combat veterans and their loved ones.

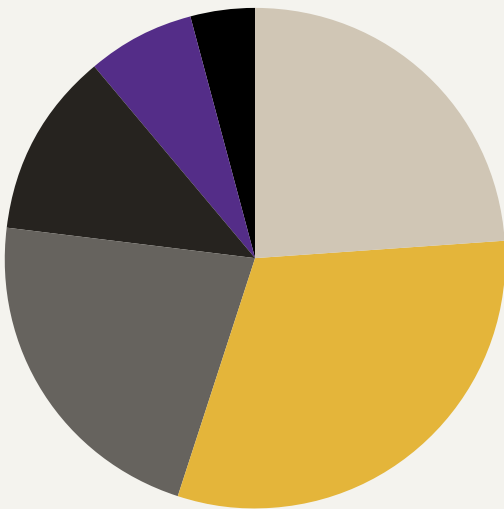


Thank you,

Eugene Graf, IV

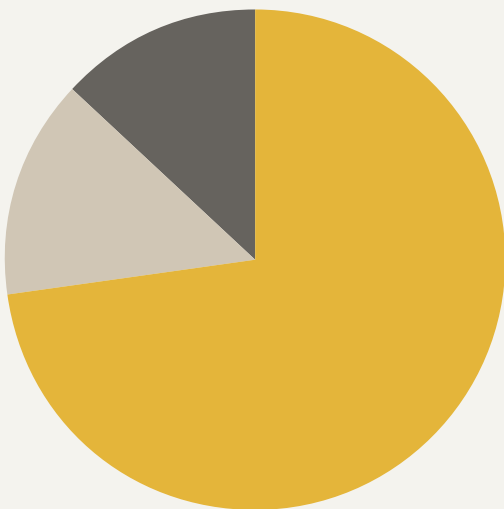
Figures are unaudited at the time of this publication's printing. Numbers are rounded to the hundredth. If you would like more details on our financials, please contact the WQW office.

2020 REVENUE



● Quasi-Endowment Contributions	\$1,453,000	31%
● Endowment Contributions	\$1,139,000	24%
● General Contributions	\$1,048,000	22%
● Grants	\$584,000	12%
● Events	\$295,000	7%
● In-Kind	\$203,000	4%
Total	\$4,772,000	

2020 EXPENSES



● Direct Program Expenses	\$1,256,000	73%
● Core Mission Support <i>Development &amp; Donor Engagement</i>	\$243,000	14%
● Core Mission Support <i>Finance, Human Resources, Administration</i>	\$225,000	13%
Total	\$1,724,000	

\* WQW does not outsource fundraising efforts, keeping the program at the forefront of decisions



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## *Vision for the Future*

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**IMPACT VISION:** WQW envisions an America in which a new generation of combat veterans successfully reintegrate\* into society.

\*WQW believes that successful reintegration means a veteran has filled their hierarchy of needs, self-actualized, has a strong identity, and pursues their full potential with a sense of purpose.

**ORGANIZATIONAL VISION:** WQW is the Veterans Service Organization of Choice for enabling post-9/11 combat veterans to achieve their full potential through Gold Standard Recreational Therapy Programs and Strategic Partnerships.

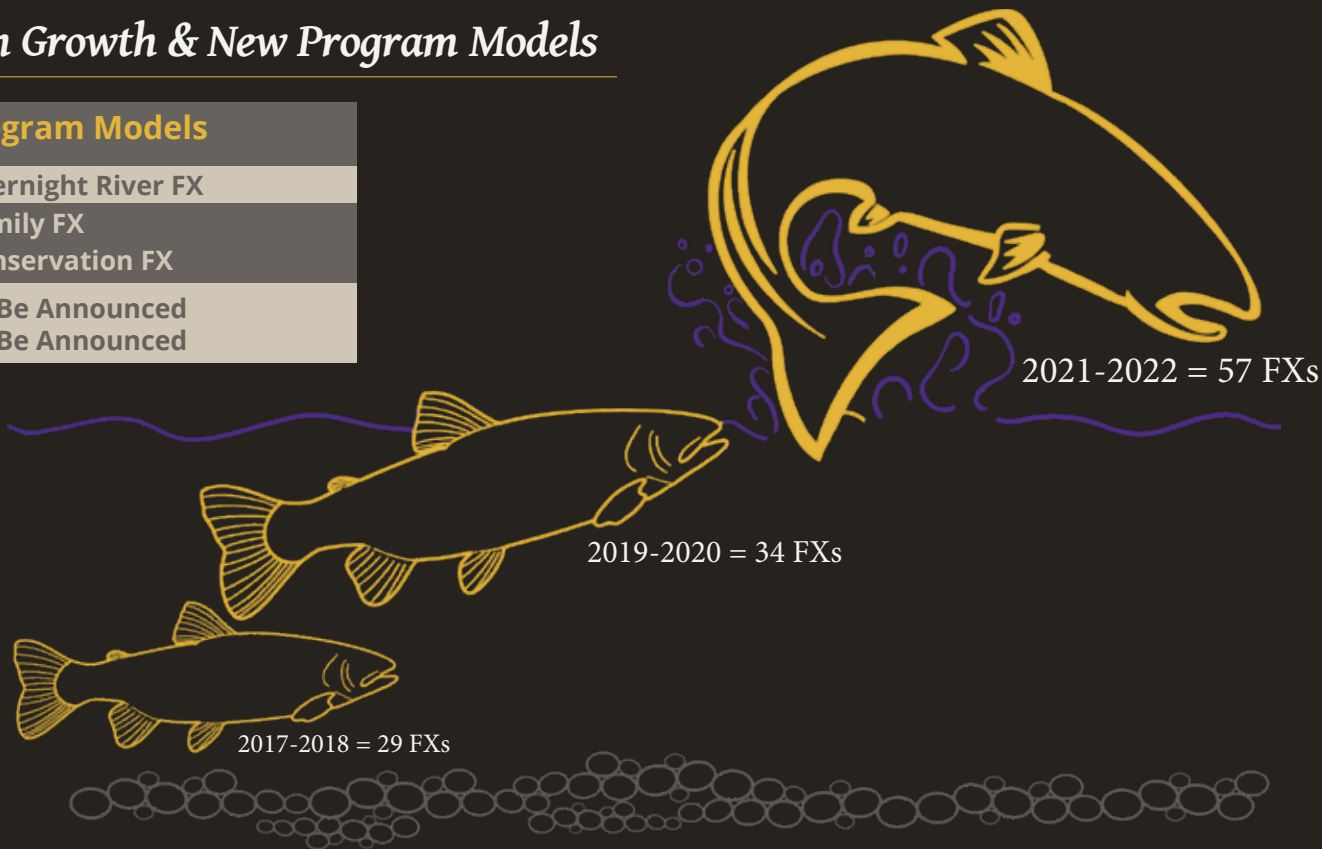
- WQW combines the power of our People, our Place, and our Resources to deliver life-changing experiences for Warriors and their loved ones.
- WQW focuses on our core – fly fishing and other inspirational recreational activities in nature - those things we can do better than anyone. We fulfill needs that fall outside our core through collective impact partnerships with like-minded organizations.
- WQW's people embody our Core Values and put Warriors First, Always.
- WQW alumni join a community of fellow Warriors, staff, and volunteers that provides a safe place for Warriors to confront their challenges and seize opportunities — for life.
- WQW engages its alumni in progressive experiences that awaken, challenge and empower them to achieve their full potential and pursue a life of purpose.
- WQW employs our donors' resources with discipline and strict stewardship to achieve maximum positive impact for Warrior alumni and their families.
- WQW ensures that the systems, equipment, facilities, people, and processes required to make the organization function are continually assessed and analyzed to identify inefficiencies, improve effectiveness, and increase our impact.
- WQW staff strives to Win Every Day — constantly seeking self-improvement and striving to make WQW better every day.

Going forward, this organizational vision serves as our signpost, guiding us toward the organization that we want to be. We are not there yet, but our Strategic Plan outlines the objectives and key results we are pursuing to achieve this vision.



# Program Growth & New Program Models

New Program Models	
2020	Overnight River FX
2021	Family FX Conservation FX
2022	To Be Announced To Be Announced



## A Renewed Program Evaluation Methodology:

- In 2021 we will partner with Syracuse University's Institute for Veterans and Military Families (IVMF) to update our program evaluation, data collection, and data management plan. This will enable WQW to better collect impact data and communicate our impact to supporters.



## Volunteer Initiatives:

- We will increase the number of our active volunteers to meet our expanded program needs, including increasing the number of alumni returning as volunteers in service to their fellows.
- We will seek corporate volunteer partnerships to foster and recruit groups of younger volunteers to ensure one of our most important competitive advantages – WQW's volunteers – remains viable well into the future.

## Strategic Partnerships:

- We will create and employ strategic partnerships with like-minded organizations to meet Warriors' needs through warm handoffs and collective impact ensuring that no matter what the needs of our Warriors are, they gain access to care by walking through WQW's door.
- We will launch a Warrior Case Management program to enable these warm handoffs and ensure Gold Standard Alumni Engagement.

**Launch a Custom WQW Mobile App:** We will develop and launch a mobile application that will revolutionize long-term Alumni engagement, volunteer coordination, and program management.

**Master Facilities Plan:** We will develop a long-term Master Facilities Plan that will outline our long-term facilities needs and define the design, construction / modification, and finance requirements to ensure our facilities meet our anticipated program growth requirements.

## Individual Donors

Emory Adams, Ronald and Barbara Adlington, Ellen and Terry Alborn, Mary and Jeff Albrecht, Gretchen Aliabadi, Craig Allen, Cherie Anderson, David Anderson, Hank and Christine Anderson, Mr. John and Mrs. Mina Anderson, Leesa and Tim Anderson, Mike and Ellen Anderson, Lynn Andrews, Page Armstrong, Kristen Arnold, Jack and Elaine Atkins, Gene and Jo-Anne Atwell, Mark Avery, Steven Ayccock, Arthur and Mary Barbiche, Tamara Baringer, Tim and Mary Barnard, Colonel and Mrs. Robert (Andy) Beeler, Barbara Beller, Cindy Benchick, James Berkson, Martha and Anthony Biel, Carl T. Blaskovich Jr., Robin and Patrick Bole, Jim and Jo Borowski, John Owen and Denise Boster-Owen, Sharon Boston, John and Nina Bottomley, Steven Box, Paul Boylan, Austin and Martha Boyle, Karen Bradley, Ed and Barbara Brandt, Col Daniel M. Brannon, USMC (Ret.), Thomas and Dale Bray, Diane and Bruce Bristol, Kathryn Brooks, SMSgt James Brunt USAF (Ret.) and Mrs. Beverly Brunt, Dennis Bruwelheide, Lori Buley, Mary Jo and Paul Burgoyne, Gerald and Kathleen Burke, William Burke, Dixie Burlingame, John Burnham, Margaret Burnham, Joy and Louis Cairol, Mary Cameron, Dale Carlsen, Cynthia Carlton, Jeanie Castle, Sandra and Gary Caton, Jeff Cercy, Andrew Chaban, Elizabeth Chewning, Kristine Chimbos, Tom and Mary Christensen, Bob and Michele Christofferson, Dave Cobb, James and Cherie Collins, John and Jean Conners, William Conroy, General and Mrs. James Conway, Gary and Carole Conway, Anne Cooper, Joseph Costa, Catherine Costakis, Gary Covert, John Croom, Frances D Crowley, Shannon and Darren Cruwys, Eric and Stacy Cushman, Dr. Richard and Anna Damon, Stan and Fay Daniels, Tyler and Sally Dann, Laura and George Davis, VADM and Mrs. George W. 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Hall Jr., Bill Hansen, Donald and Jennifer Hansen, Peter Hansen, William and Lizbeth Hansen, Jeanne Hardy, Anna Hargrove, Carl and Lori Harris, Anne Harrison, Marvin and Darlene Hartze, Thomas Hash, Eric and Jean Hastings, Bruce and Lori Hayward, Robert and Leticia Hedges, Richard and Vicki Hedin, Michael Helberg, Col Ronald Allen Hellbusch, Lt. Col. Richard and Mrs. Joy Henderson, Diane Henningson, Capt. Doug Henry, USN (Ret.), Mr. Gary Herzberg, Scott Hicks and Paula Mountjoy, Geoff and Robin Hill, Steve and Jan Hinton, Susan and Tom Hipp, Benjamin Hitt, Clifford and, Roxanne Hoblitt, Katie and Mark Hoffman, Mary and Robert Hohne, Linda Holcomb, Larry Holle, Jeff and Paula Holzapfel, Glenn Holzman, Sharon and Bert Hopeman, Barbara Horgan, Maj Gen and Mrs. Howard, Jon and Berkley Hudson, Eric and Kortni Huebner, Julie and Bob Huebner, Michail Huerter, Tom and Carilyn Jenkin, Lynn and Mark Jenks, Mack and Cynthia Jennings, Mary Ellen Johnson, Walter and Sherrie Johnson, James Jones, Sharon Jones, Elsa Jorgensen, Judy and Jason Jorgensen, Marc Keffer, Dr. Bruce Kehr, LtCol Ed Kellogg, USMC Ret., and Mrs. Kellogg, Colton and Maria King, Roy King, Katherine Kinser, George Kinsey, Tad and Tanya Kirschman, Joe Kitowski, Grant Klepzig, Michael and Laura Knapke, David and Erin Kohn, Donald Kopkas, Clinton and Carolyn Kopper, Philip and Tana Kornachuk, James Kovacich, Joe and Nel Kovar, Eleanor Kuperschmid, Mr. John Ladd, Vonda Laird, Elaine and Arville Lammers, Richard and Shauna Landon, Rick and Chris Lane, Mark Langehough, Dick and Jan Langhammer, Shaun Laughlin, Jay and Cheryl Leachman, Donald and Sandra Leal, Mr. Wayne and Mrs. Ginger Lee, Melinda R and Dave Legg, Glenn and Lyla Lehrer, Mark and Dawn Lewis, Bill and Sue E Linder, Stephen Linder, Richard Lindzen, Colonel R. List, USMC (Ret), Noelle LoConte, Louie and Deena Loucks, Todd and Cass Lowell, Sherry and Scott Luer, Mrs. Mary Jo and Gary Lusin, Paul Luwe, Janine Lyon, Sean and Jessica MacDonald, Amy and James Maffeo, Sandra Maleski McCue, Dan Malkovich, Sandy Manger, Tish Manley, Madeline Manzanet, Ryan Martello, Middleton and Anne Martin, Rory Martin, Tracey Martiny, Barbara Mason, Jimmy McCain, Sandra and Philip McCarthey, Roberta McCarthy, Mr. George S. McClure, Jr., Jacqui McCoy and Mark Aher, James McCray, John and Valerie McLaughlin, Eddie and Donna Merideth, Cher and Brad Meuli, Roberta Meyers, Harry Miller Heath, Ramona and Audrey Miller, Jill Miller, Cami Misch, Barbara, Mrs. Lee and Mrs. Alexander Mitchell, Marsha and Mike Montgomery, Geoff and Toni Moore, Burke and Melissa Moran, Lance Morgan, Mike and Nancy Mortier, Don and Marilyn Murdoch, Geoff and Christine Murphy, Tad Swanson and Kathryn Nakai, Allen Neelley, Paul and Amy Neese, Steve and Shelley Newberry, Renata Nichols, Danielle Niday, Fernanda Niven, Brad and Pauline Nussbaum, Patricia O'Brien, Maura and Tom O'Connor, Jack O'Neel, Pamela O'Connor, Jamie Okes, Lt Col Erik Oliger (USAFR Ret), Mrs. Diane Olsen, Bruce Orr, John and Cynthia Osborne, Michele Oslund, LTC Patrick G. Owen, USMC, Col Paul Pankey, USMC (Ret) and Mrs. Sydna Pankey, John and Susan Papadopoulos, Jack and Kristen Paris, Judith and Steve Parks, Myles Pearson, David and Ellen Pedersen, Lachlan Perks, Maria and Lucas Perks, Grant Permenter, Caroline Phillips, Clara and Seth Pincus, Larry Pitkin and Rita Mundt, Lisa Plumb, Chuck and Linda Pribyl, William Price R. and Linda J. Price, William Primrose, Graham Pulliam, Darwin and Deanna Puls, Constance and James Putnam, Eric Putnam, Greg and Heidi Putnam, Wyatt Rabel, Charles and Marcia Raches, John Raderm, Tim and Kari Reed, Todd and Brenda Reichenbach, Chris and Monica Remely, Helen and Barry Remely, Gene and Edith Renner, Aleksander, Stacy and Bella Renshaw, Natalie Ressler, Peter Rhodes, Bill Rial, Col, USAF (ret.), Heather and Tim Richmond, Sarah and Tom Riddle, Lee and Alice Rimkus, Lynn and Chip Rinehart, George and Helen Robert, , Tony Rosenstein, Carolyn Rosin, Nancy and Richard Rote, Timothy and Betsy Royston, CDR Cliff Ruthrauf, , Hon. Mike Salvagn, Kenneth and Connie Sandvik, Thomas Sanford, Emily and Brett Sather, Jackie and Tom Sather, Kelsey K. Sather, Greg Scheibel, Shirley Schmaltz, Dennis and Dawn Schmid, Sue and Ben Schmitt, Phil Schneider, Maria Schock, Robert Scotto-Lavino, Kate and Sam Scovil, Steve Sewell, Hollis Shaw, Stephen and Lisa Shick, Jane and Bill Shields, Daniel Short, Karen Shyne and Gary Bolstad, Gordon Patton and Arlene Silva, Andrew Silverstein, Stuart J. and Martha Sites, Judith Smith, Robert and Joan Smith, Scotty Smith, Ed and Val Spencer, Marian Sperry,

Randy Spillers, Ryan Springer, Nancy and Trayce Stevenson, Heather Stewart, Paul and Susan Stewart, Thomas and Pat Stiffler, Janean Stoecker, Laura and Steve Stonecipher, Dr. Michael and Mrs. Lynn Stoner, Tad Swanson and Kathryn Nakai, Eithel Tadday, Robert and Marie Ann Talton, Julia J. Taylor, Mary Taylor, Ted R Campbell Jr and Kit Taylor, Erik Teer, Teresa Thompson and Michael Simmonds, Dr. Tom and Barb Thomsen, John Thorn, Jenny and Adam Thuen, Ray and Sandi Toohey, Mrs. Virginia Treager, Marilyn Trusty, Christopher T. Uebelhor, Cindy and Gregory Uhen, Jennifer Uihlein, Rick and Shannon Ungersma, Col and Mrs. Richard L. Upchurch, USMC (Ret), Stephanie and Daniel Uter, Dr. Raul and Mrs. Valdez, Harvey Veon, Thomas Vezdos, Linda Vincent, Dr. Wayne Vinje, Gary VonKennel, Martin Wade, Stephen Waghorne, Jim and Jan Wallace, Nancy and Jim Wallace, Ken and Mary Beth Walsh, Robert and Alberta Walsh, Bill and Judy Walter, Bryan K and Sarah Warwood, Scott and Bernie Warwood, Peggy and Marvin Washington, Gila Wdowinski, James Webb, Jim and Valerie Webster, John and Kathy Weidinger, Seth and Rivka Weisberg, David Wendel, Peter and Jeanie Westnedge, Theodore S. Weymouth, Judy and Larry Wilcox, William Wilson, Thomas and Shasta Winston, Andrea Withner, Matt Wolcott, John Wright, D.D.S., Wayne Wright, Chuck and Anne Zangas, Gloria and Ralph Zimmer, Lewis Zimmer, Robert Zirl

## ***Businesses, Corporate, Foundation Partners***

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AbbVie Employee Engagement Fund, A Grateful Sheep Giving Fund, A Greater Cause Foundation, Alan and Jean Kahn Endowment Fund of the Montana Community Foundation, Alpine Storage, Altair Advisers, Altria Group Inc., Amatics CPA Group, AmazonSmile, American Bank, American Legion Post 0074, AT&T Services, Inc., Baird Foundation, Bank of America Charitable Foundation, Bartlett Family Fund at the San Diego Foundation, Beim Foundation, Benevity Community Impact Fund, Berkshire Hathaway HomeServices Montana Properties, Big Blue Sky Foundation, Big Sky Cigar, Co., Big Sky Insulations Inc., Big Sky Vintage Trailer Rally, Billion Auto Group, BLACKHAWK, BNSF Railway Foundation, Box Appraisals, Inc., Bozeman Real Estate Group, Bozeman Spirits Distillery, Bremer Whyte Brown & O'Meara, LLP, Bridger Animal Nutrition, Bridger Canyon Historic Preservation Association, Bridger Canyon Women's Club, Bridger Orthopedic and Sports Medicine, C. James Smith Post #6 American Legion Club, Cardinal Distributing, Carl P Meyer Charitable Fund, Carneal Consulting, LLC, Carol Young Brooke Foundation, Cashman Nursery, Cayuse Livestock Company, Charity Storage Inc, Charles and Karen Farver Giving Fund, Charter Communications, Christopher J. and Teri Lee Murphy Charitable Fund, Clark Construction Group, LLC, CoBank, commonFont, Concept Design Studios, Cravins Catering, CTM Charitable Fund, Cypress Real Estate Advisors, Daniels Gourmet Meats, DC's Fly by Studio, Delaney & Company, Delta-Lambda Chapter of the Kappa Sigma Fraternity, Dennis and Phyllis Washington Foundation, Disabled American Veterans, Billings Chapter 10, Dr. Slick Co., DroneWRX, LLC, E.G. Construction, E J Smoker & Associates Inc, European Home, Executive Services, F5 Networks, Inc., Far Bank Enterprises, Farmington River Anglers Association, Inc., Fidelity Charitable, Finally, Inc., Fire Pizza Montana LLC, First Community Bank Bozeman, First Cornerstone Foundation, First Interstate Bank, Flying Bicycle Creative, Frontstream, Gail and Robert Jamin Gift Giving Fund, Gallatin Canyon Campgrounds, Gallatin Valley Furniture/Carpet One, Gallatin Valley Sod, Gianforte Family Foundation, Glacier Bank, Granite Peak Communications, Gray Law Office, Heritage Tackle & Gear, Honor The Brave, Hudak Financial Strategies, Hyalite Crossfit, Inbody Farms Inc. - Scott Inbody, International Brotherhood of Electrical Workers Local No. 47, J&V Restaurant Supply, Jelt, John and Cindy McCain Family Foundation, JustGive, Kelly Kuntz Photography, Kenyon Noble, Kim's Marina & RV Resort, Kit's Tackle and Outfitters, Knight Foundation, Inc., Kredit Electric, KR Office Interiors, Kroger, Langlas and Associates, Lawson's Greenhouse, INC, Leadership Outfitters, Lee Hemp, Lehman Giving Account at Schwab Charitable, Loon Outdoors, Madison Engineering, LLC, Marine Corps Aviation Association, McAllister Inn, McCaw, DeVries, Steinhauer & Company, MDU Resources Foundation, Middle Fork Engineering, Montana Flyfishing Connection, Montana Rail Link, Montana Robe Company, Montana State University Foundation, Inc., Mountaingate Capital, Mountain Hot Tub, Mountains Walking, MTNTOUGH Fitness Lab, Mystery Ranch, NAPA Auto Parts Bozeman, Neptune and Company, Network for Good, Newport News Shipbuilding, Northfork Strategies, NorthWestern Energy, Northwest Farm Credit Services, Old Works Golf Course, Olson Charitable Fund, One Valley Community Foundation, Over Yonder, LLC, Owenhouse Ace Hardware, Paradigm Contractors, Parsons Xtreme Golf HQ, PayneWest Insurance, Prime Incorporated, pulseCHECKER, Reese Creek Cattle Company, LLC, Rib & Chop House, Rite-Hite Foundation, Robert A. 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# WARRIORS & QUIET WATERS FOUNDATION



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