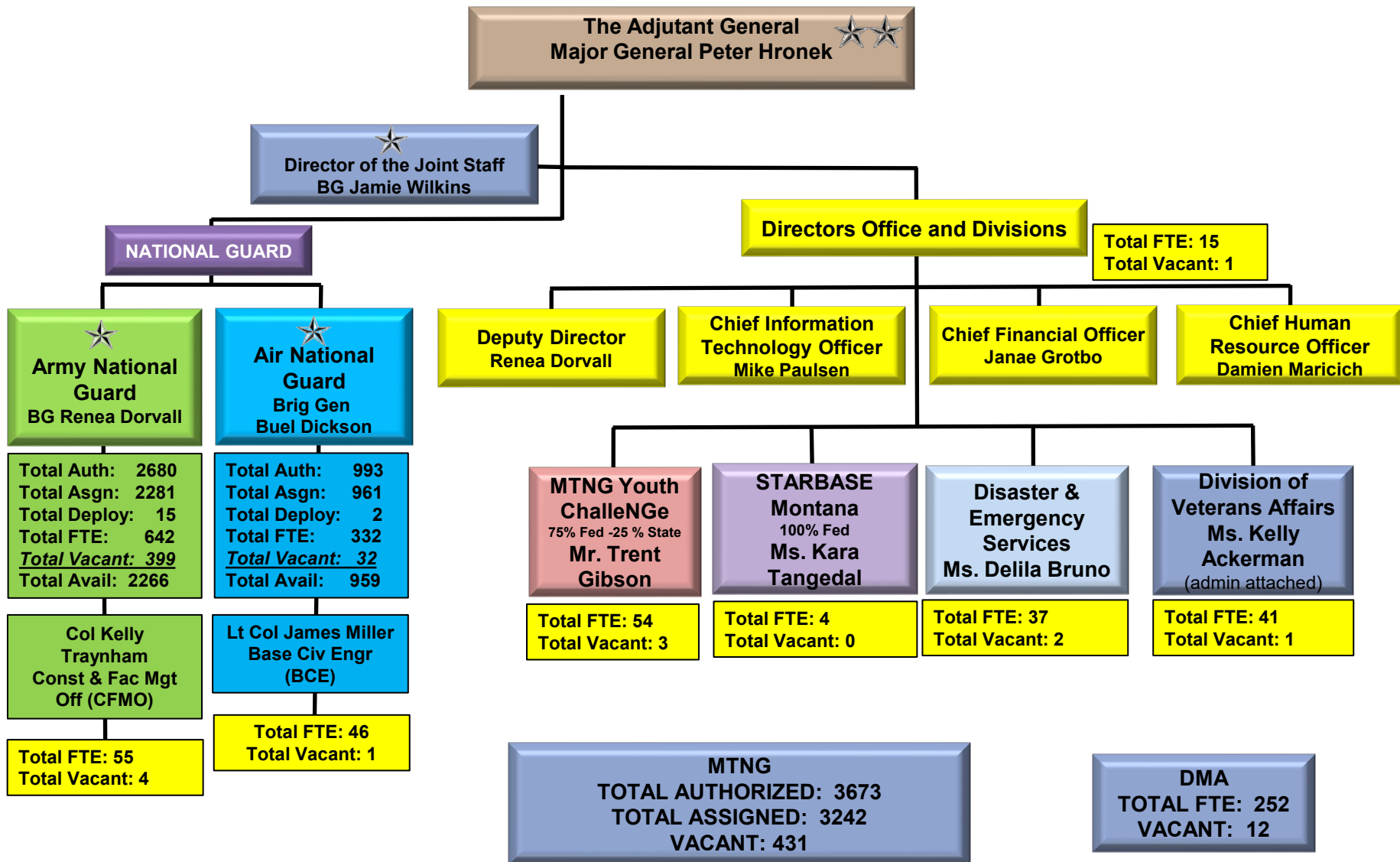


DEPARTMENT OF MILITARY AFFAIRS

Interim Budget Committee = Section A

20 June 2024

DEPARTMENT OF MILITARY AFFAIRS



DMA Divisions

Director's Office - Supports over 250 staff by providing financial guidance and oversight, along with IT and Human Resources business solutions.

Disaster and Emergency Services - Serve Montana communities before, during, and after disasters.

Montana Veteran's Affairs Division - Promote the general welfare of Montana veteran and their families.

Montana Youth Challenge Assists at-risk Montana Youth in developing the skills and abilities necessary to become productive citizens through focusing on the physical, emotional and educational needs of youth in a highly structured environment.

STARBASE- 'Premier Youth Outreach Program' for the Department of Defense (DoD), DoD STARBASE is 100% federally funded and provides hands-on science, technology, engineering, art, and math (STEAM) education to ~2,000 Montana youth each year.

CFMO - The Construction and Facilities Management Office (CFMO) supports the Montana Army National Guard (MTARNG) mission as the principal advisor to the Adjutant General on all aspects of real property, facilities engineering, construction, and environmental management programs. CFMO manages ~2,000,000 square feet of facility space, 230 buildings and the training areas strategically located throughout the state to provide support and capability for the MTARNG.

Montana National Guard – Provide trained and ready forces at the request of the President of the United States or the Governor of the State of Montana. Protect the public safety of the citizens of Montana by providing military support to civil authorities during natural disasters or other emergencies.

MISSION AND OBJECTIVES

VISION: A ready and resilient Montana

MISSION: Department of Military Affairs strengthens Montana through our collective readiness to defend against threats, increasing resilience, and engaged citizenship.

Capstone Objective: Empower and Develop our Soldiers, Airmen and DMA Professionals

Objectives:

- Train to the Next Level
- Align Current Missions and Proactively Compete for Future Missions
- Recruit and Retain the Best to Serve our Great Nation and State

OBJECTIVE: Empower and Develop Airmen, Soldiers and DMA Professionals

GOAL: Increase communication flow and improve employee development

Strategy	Initiative	Measure
ANG		
Develop next level leaders	<ol style="list-style-type: none"> 1. 75% E-7 achieve a Community College of the Air Force (CCAF) Degree or equivalent (Strategic Plan Reference 2.2.5) 2. Develop/track Force Development plan for Officers & Senior Non-Commissioned Officers (SNCOs) (Strat Plan Reference 2.2.7) 3. Develop a website for all levels of professional development activities 4. Improve visibility of state profession force development 5. Promote and Host professional development sessions with unit 6. Foster junior ranks opportunities for small team leadership 	<ul style="list-style-type: none"> • Currently at 49.1% a/o 20 June 2024 increase to 60% by Dec 23, Status of Training Reports – E7s Only (Current CCAF Pause extended through November) • Create/publish road map, Currently Implemented through “Montana Air National Guard Professional Development Site”- Web page built. https://sites.google.com/view/mtangdevelopment/home-Looking Up (Senior Airmen (SrA) & Below), Looking “Right”, Non-Commissioned Officers (NCOs) 2-3 March 2024. Maj Gen Hronek Training Leadership Course 27-28 April 2024. Looking “Left” Senior Non-Commissioned Officers (SNCOs) 7-8 September 2024 • At least 1 application submitted per year; Semi-annual awareness briefings • Regularly Scheduled Drill (RSD) After Action Reports (AAR) • Four sessions scheduled for August RSD (6 completed within Calendar Year) • Fiscal Year (FY) 24 Training Plan—7 training events/projects led by Drill Status Guardsman (DSG) NCOs
Organizational Culture	<ol style="list-style-type: none"> 1. RED HORSE Squadron (RHS) Climate survey to seek Airman/Employee feedback (August/September) 2. Empower Airmen and develop careers through continual administrative system and process programs education 	<ul style="list-style-type: none"> • RHS Defense Organizational Climate Survey results obtained, Phase III panels (focus groups) held during April RSD, preparing action items. • Developed internal training education series: Completed 6 of 6 events April RSD.

OBJECTIVE: Empower and Develop Airmen, Soldiers and DMA Professionals

GOAL: Increase communication flow and improve employee development

Strategy	Initiative	Measure
ARNG -Develop Leaders -Develop a Leadership Orientation Guide	<ol style="list-style-type: none"> 1. Enhance leadership training opportunities. 2. Increase time for leaders to transition to new positions. 3. Enhance competitive compensation between composition (COMPO) 2 and 3 where applicable. 	<ul style="list-style-type: none"> • Increase # of Command Teams attending from Company through Brigade pre-command courses. • Designate Command selections 4-6 months prior to in position to maximize preparedness. • Mileage reimbursement for junior Soldiers traveling to Drill. Army National Guard in the process of delegating this authority to state Adjutant Generals. (currently MT Army National Guard Soldiers travel 565,104 miles each drill) • Prioritize and fund all authorized Distance Learning Courses. • Attend Montana National Guard Transformational Leadership Conference
-Improve Internal Processes, Increase Trust and Transparency	<ol style="list-style-type: none"> 1. Ensure career management is transparent and predictable for both Officers and Non-Commissioned Officers (NCOs). 2. Leverage Office 365 capabilities and emerging new technologies. 	<ul style="list-style-type: none"> • -FY25 Officer Career Management Board with diverse board to highlight leadership potential, PME opportunities, and inform SR leaders for position consideration. Educate Jr. Officers on standing among peers and provide constructive career feedback. • FY25 Promotion Eligibility List (PEL): Transparent process and shared results with NCO corps empowering professional / career growth. • Increase accessibility and transparency through knowledge management, budget, and task requirements. Empower bring device to work program.

OBJECTIVE: Empower and Develop Airmen, Soldiers and DMA Professionals

GOAL: Increase communication flow and improve employee development

Strategy	Initiative	Measure
DMA	1. Establish quarterly leadership/career related training to improve department proficiency.	• Improve intra-agency communication and leadership skills within the DMA.
DES Organizational Culture & Leadership Development	1. Establish division level goals, objective, and tasks with measurable outcomes and realistic timelines. 2. Incorporate professional development or leadership training opportunities into the division workplan.	• Annually review the division plan and integrate progress updates into program updates and evaluate • Offer at least 2 leadership training courses to all staff in 2024
VA Organizational leadership development	1. Encourage teamwork and collaboration across departments. Demonstrate the behaviors and attitudes you want to see in your employees. 2. Ensure that communication is not just top-down but also encourages feedback and input from employees at all levels.	• Monthly/weekly meetings, open communication
STARBASE	1. Continue weekly/monthly meetings with staff to delegate tasks, exchange updates and ideas, and encourage feedback on maintaining and improving work experience and the STARBASE program. 2. Meet individually with staff for performance discussions/evaluations at least twice per year 3. Facilitate a strategy meeting each year to measure program needs and establish collective goals and expectations.	• Number and frequency of meetings
Youth Challenge	1. Develop job skills and certificates to enhance graduate placement statistics.	• Number of certificates and long-term placement percentage.

Objective: Training to the Next Level

Goal: Increase training opportunities

Strategy	Initiative	Measure
ANG		
Training Proficiency	1. 100% UGT on-time completion no second time failures (Strat Plan Reference 2.2.4) 2. 90% TLN Execution rate (Strat Plan Reference 2.2.3) 3. Efficient, proactive scheduling to increase Effective Strength	<ul style="list-style-type: none"> • Course completion timeliness and second-time failure rate • Review "M" Status (Prior Service Awaiting School); keep below 35, as of • 20 June 2024, 49 in "M" status, (Captured quarterly) 120 AW: 37, RHS: 10, JFHQ: 2 • 3. Ensure Squadrons have at least 2 • RSDs per quarter for AFSC training; Current Effective Strength: 90%, as of 1 June 2024
Readiness qualified Airmen	1. Agile Combat Employment (ACE) Proficiency 2. Adhere to RED HORSE Air Force Instruction readiness and training requirements Ensure medical readiness	<ul style="list-style-type: none"> • At least 1 ACE training per quarter; generate Memorandum of Understandings (MOUs) to support as needed – Completed: AGILE FLAG 22 Jan – 4 Feb 2024, AGILE VIGILANTE EXERCISE 7-13 June 2024 • Mission Ready Airman Report: 219 RHS @ 83% • Total Force Awareness Training: 219 RHS @ 91.0% • ASIMS/469 List: 84%

Objective: Training to the Next Level

Goal: Increase training opportunities

	Initiative	Measure
<p>ARNG</p> <p>Cultivate a People First Environment</p> <p>Expand Training Areas and Resources</p> <p>Compete for Future Missions</p> <p>Develop Community and International Partnerships</p> <p>Create a Cohesive Communications Plan</p>	<ol style="list-style-type: none"> 1. Improve existing training areas and acquire additional local training areas for units. 2. Conduct Arctic/Cold Weather & Survival, Evasion, Resistance, Escape (SERE-B) training courses. 3. Develop unique training opportunities and build relationships to attract outside entities (Special Operation Forces (SOF), Composition (COMPO) 1,2,3 units, innovation organizations). Develop Joint Inter-Agency Homeland Defense Exercise. 4. Key Leader engagements in State Partnership Program Countries (Kyrgyzstan, Turkmenistan, Sri Lanka, Maldives) Increase tactical medical capability in partner nations (PN), support Humanitarian Assistance & Disaster Relief (HADR) capability in each Partner Nation, support Border Security capability in each Partner Nation. 5. Expand community Innovative Readiness Training (IRT) projects with eligible entities, educate communities on IRT opportunities and process. Expand Counter Drug Program capabilities 6. Enable coordinated unit and community training 7. Improve Fort Harrison and Limestone Hills ranges and training areas facilitating training and future investment. 	<ul style="list-style-type: none"> • Continued acquisition of land holding in and around Limestone Hills. Seek out training areas to maximize training and minimize miles for units such as A Co 372nd Quarter Master water purification. • Validate and instruct instruction for Cold Weather (CW) & Survival training by conducting 2-4 courses annually. • Develop, execute and refine a 5-yr unit plans annually. Established coordination cell for out state/Special Ops units, hire second employee. • Develop a State-wide reoccurring brigade level cold weather exercise for FY 28. Execute 3-yr plan to conduct full scale peer-threat Homeland Security and Defense exercise, Vigilant Guard 27 • State Partnership Program has 64 planned events in FY25. Brigade led element will participate in Regional Cooperation 25 and other Senior Level Strategic exercises. Conduct 1-2 medical exchanges annually and 2-4 Humanitarian Assistance & Disaster Relief (HADR) exchanges annually, Border Security related exchanges annually with each of the four Primary Nations. • TY 25 establish U of M Cyber Innovative Readiness Training, Incorporate Counter Drug Aviation by increasing analysts, onboard two full- time Light Utility Helicopter-72 pilots and one crew chief. • TY25 all units conducting open house/key leader engagements • Focus effort to improve Grenade Range in short term at Limestone Hills Training Area (LHTA), Training Center successfully achieve Level 3, with goal in 3 years to reach Level 2. Multi Platform Machine Gun Range improvement and SDZ expansion at LHTA. 9 priority rang improvements next 3 years. Create a High Angle Known Distance range, starting with Environmental Assessment, a 4 year project.
<p>Develop new Air capabilities</p> <p>Establish Aviation Training Areas</p> <p>Establish Restricted Airspace at Limestone Hills Training Area</p>	<ol style="list-style-type: none"> 1. Increase Aviation Capabilities across the state. 2. Nested with Enhance current mission and proactively compete for future missions. 3. Longer, higher, hotter, colder, and more diverse training areas, routes, and Landing Zones that enhance aircrew readiness and capabilities in extreme environments. 4. Provide airspace that supports DoD, other government agencies and partners unique space to train and improve national security and readiness 	<ul style="list-style-type: none"> • Establishment of Billings Limited Army Aviation Support Facility • Establish 2/3 Agreements and Closed In Training Area (CITA) finalized with Private, Government and Tribal landowners. Partnering w/ other DoD organization with a focus on extreme environments that include the Arctic mission. • Environmental assessment complete. State Army Aviation Office (SAAO), and Federal Aviation Administration (FAA) continue coordination. Users schedule and use airspace.

Objective: Training to the Next Level

Goal: Increase training opportunities

Strategy	Initiative	Measure
DES	1. Develop an Integrated Preparedness Plan (IPP) to maximize plan development, training opportunities, and exercises across the emergency management community	<ul style="list-style-type: none"> • Annually approve the division IPP and conduct quarterly updates.
Youth Challenge	1. Organize and provide three Challenges specific training opportunities to staff that includes direct or virtual liaison with peers in other Challenge Programs in order to increase proficiency and awareness of larger scope of operations	<ul style="list-style-type: none"> • Attendance of training
STARBASE	1. Support staff in attending one STARBASE related professional development each year.	<ul style="list-style-type: none"> • Professional development completion date
VA	1. Diversity our training methods by exploring various learning resources, such as online courses, books and practical experiences	<ul style="list-style-type: none"> • Weekly meetings established • Evaluations 100% complete • Strategy meetings conducted by June of ea year

Objective: Enhance Current Missions and Proactively Compete for Future Missions
Goal: Develop a strategic Plan for DMA that aligns with state and federal guidance

Strategy	Initiative	Measure
<p>ANG</p> <p>Modernization and recapitalization of assets</p>	<ol style="list-style-type: none"> 1. Update/Sustain installation development plan to address evolving mission and basing needs (Strat Plan Reference 1.2.4) 2. Actively pursue C-130 Modernization (Strat Plan Reference 1.2.2) 3. RED HORSE Squadron National Guard Readiness Equipment Account funded Disaster Relief Bed down System modernization 4. Pursue campus facility modernization 	<ul style="list-style-type: none"> • New POL facility design complete April 2024, Prebid walk thru on/about 31 July 2024 • new Alternate Gate approved locally (Airlift Wing/International Airport /Department of Transportation-Montana) • 7323 NP2000 returned from Tyonek 12 Jan. 6709 NP2000 complete. 1454 NP2000 Compete, 7325 starts 1 May, 7324 starts 12 June • National Guard Bureau funded \$600K for • Draft real property license received from National Guard Bureau and is being reviewed by stakeholders.
<p>State Partnership Program Events</p>	<ol style="list-style-type: none"> 1. Coordinate Agile Combat Employment Training w/ Regional Partners 2. Conduct emergency/combat medical training with partners 3. Conduct Explosive Ordnance Disposal exchanges 	<ul style="list-style-type: none"> • At least 1 event per quarter– NCO Engagement Sri Lanka Dec 2022, Med training Kyrgyzstan, EOD Turkmenistan Virtual training Jan 2023 and in-person Feb 23. Feb 2023 Med Group training in Turkmenistan. Agile Flag 27 Feb- 09 Mar 2023. 1 A/C – 2 Crews Participated. • Conduct 3 Outside of Continental United States (OCONUS) trauma exchanges • 3. Conduct 2 EOD exchanges focused on Unexploded Ordnance and Counter-Improvised Explosive Device, w/ Kyrgyz Republic and Sri Lanka. Kyrgyz exchange scheduled for 24-28 July.
<p>Support DOMOPS</p>	<ol style="list-style-type: none"> 1. Continue to expand airfield access throughout the state (AFCEC Airfield Evaluation System) 2. Ensure continual availability of Disaster Relief Bed down System 3. State Active Duty (SAD) readiness, on call for State activation response 4. Enable activation of the Debris Clearance Kit for SAD response 	<ul style="list-style-type: none"> • State Partnership Program, Sri Lanka Airfield Evaluation 5-9 August 2024; Livingston Airport Evaluation 6-8 September • Disaster Relief Bed down System Mobilization Status – DRBS 10/11 Available (awaiting delivery of new water/waste-water bladders, date: TBD) • State Active Duty Roster & Red Card Training • Planning to train 30+ airmen in spring of 23 to fill DC UTC

Objective: Enhance Current Missions and Proactively Compete for Future Missions
Goal: Develop a strategic Plan for DMA that aligns with state and federal guidance

Strategy	Initiative	Measure
ARNG Increase Training Opportunities Community Outreach Compatible Use Buffer Airspace operations Cyber, Soldier Readiness Program and School Capabilities	1. Develop and implement Action Plans	<ul style="list-style-type: none"> G3 conduct monthly deskside briefs to Assistant Adjutant General (ATAG), Strategic Plan Working Group conducts quarterly update brief on objectives; increase readiness; increase strength.
Exercises State Partnership Program Events	1. Develop annual Montana Exercise Program 2. Maintain Bilateral Affairs Officer (BAO) asset in Kyrgyzstan & Turkmenistan 3. Host Regional Cooperation 23 on behalf of Central Command (CENTCOM) 1. Maintain active program of events with Sri Lanka, Turkmenistan, Kyrgyz Republic and Maldives	<ul style="list-style-type: none"> Establish a G35 exercise plan position that will develop and plan exercises for MT National Guard Develop in a crawl, walk, run methodology exercises for Cold Weather, Domestic Ops, Homeland Defense and Security, and Joint Forces. Kyrgyz Republic and Turkmenistan Bi Lateral Affairs Officer selected and stationed Host 6 Primary Nations countries for a 2-week joint, regional training exercise Sufficient funding for 30% of events submitted
Station Aviation Capabilities and Establish Limited Army Aviation Support Facility (LAASF) in Billings.	1. Nested with train to the next level and recruit and retain. Provide more aviation support to Army National Guard units station in Eastern MT. Partner with employers and city, country, state, federal 2. and tribal agencies in Eastern Montana to provide improved emergency response to the citizens of MT. Leverage unique training area opportunities in eastern	<ul style="list-style-type: none"> Increased recruiting and retention of MT ARNG Soldiers. Increase number of Air Movement Request (AMR) supported in Eastern Montana Respond to more emergency requests in Eastern Montana and more lives saved. Joint training w/ partner organization

Objective: Enhance Current Missions and Proactively Compete for Future Missions
Goal: Develop a strategic Plan for DMA that aligns with state and federal guidance

Strategy	Initiative	Measure
DMA		
DES	<ol style="list-style-type: none"> 1. Increase the investment in Pre-Disaster Mitigation 2. Improve DES Infrastructure and facilities to meet the mission needs 	<ul style="list-style-type: none"> • Implement the Disaster Resilience Fund as authorized from the 2023 legislative session. • Establish a permanent, centralized, all-hazard response warehouse at Fort Harrison & complete the 2nd story build-out of the State Emergency Coordination Center.
VA	<ol style="list-style-type: none"> 1. Continue to assist veterans with claims benefits and burial services. 	- Statistics
STARBASE	<ol style="list-style-type: none"> 1. Continue to provide 25 hours of hands-on STEM instruction to at least 30 5th grade classes in the Great Falls and Helena areas. 2. Continue to provide supplemental activities to at least 2,000 youth each year in the form of summer camps, afterschool programs, and outreach events. 3. Expand awareness and visibility of the Montana STARBASE program by keeping social media platforms and website up-to-date and sharing branded materials/impact with stakeholders 4. Expand Montana STARBASE offerings to different Montana communities and partnering organizations 	<ul style="list-style-type: none"> • Each STARBASE Montana site consistently provides 25 hours of instruction to at least 30 5th grade classes • Since 2007, STARBASE Montana has served 27,786 students. SFY23=2,421 students SFY24=2,160 (so far) • Growth of at least 50 followers on Facebook and Instagram each year • Providing summer camps to Malta, MT, Hot Springs, MT, and in collaboration with Pre-Employment Transition Services and Helena Indian Alliance • Outreach performed in partnership with 4-H, Shodair, local schools, MANG, MTANG, Malmstrom Library

Objective: Recruit and Retain the Best to Serve our Great Nation and State
Goal: Develop a strategic plan for DMA that aligns with state and federal guidance

Strategy	Initiative	Measure
ANG		
- Recruiting	<ol style="list-style-type: none"> 1. Achieve 95% end strength and 90% vacancy fill rate for the 120th ALW (Strat Plan Reference 1.3.1) 2. ID and fill critical vacancy in wing (Strat Plan Reference 1.3.2) 3. Increase MTANG exposure across state through ambassador events 4. Recruiting support team for surge capabilities 	<ul style="list-style-type: none"> • Actively engage with event teams • R&R arranges ¼-ly meetings with Squadrons to validate UPMR quarterly to ID vacancies / reduce position excess • 2 events/qtr; Strategically placed Recruiter assets around the state to increase presence within communities, MDCAB • MTANG collaboration of resources
- Retention	<ol style="list-style-type: none"> 1. Improve Squadron engagement and recognition both for our Airmen and families 2. Provide Airmen with meaningful Air Force Specialty Code (AFSC) training and opportunities 3. Education of Air National Guard benefits 	<ul style="list-style-type: none"> • 95% retention • Master Training Plan • Unit Career Advisors Brief
ARNG		
-Retention -Recruiting	<ol style="list-style-type: none"> 1. Meet National Guard Bureau's FY25 End Strength Objective by recruiting quality applicants, retaining qualified Soldiers, and reducing attrition losses. 2. Focus G9 services on joint force. 3. Increase awareness of competitive programs (Recruiting and Retention Lines of Effort) 	<ul style="list-style-type: none"> • End Strength Objective: 90 % (2419/2688) • Enlistment: 252 • Retention: 260 extensions • Attrition: 10% • Ensure services and resources are distributed across the state and impact both Army and Air members. • Unit Training Management and Public Affairs Officer to communicate opportunities for Soldiers to participate in the MTARNG Biathlon and Competitive Marksmanship Teams. Briefed all Command Teams in Jan/Feb on all competitive teams. • Develop Concept of the operations (CONOP) to gain approval and implement TAG match for Competitive Marksmanship Program to build the Governors 20 list. CONOP due NLT 28Apr 2023.
-Force Structure	<ol style="list-style-type: none"> 1. Complete short/long range "Shaping the Force" glide path for the MT Army National Guard. 	<ul style="list-style-type: none"> • Develop 15 year "Shaping the Force" glide path that aims to increase readiness and strength.

Objective: Recruit and Retain the Best to Serve our Great Nation and State
Goal: Develop a strategic plan for DMA that aligns with state and federal guidance

Strategy	Initiative	Measure
DMA		
DES – Retain Quality Employees	1. Adjust emergency manager salaries to better align with the market rates 2. Establish an updated Emergency Manager Career Ladder to provide career direction for employees 3. Review and update sample position descriptions for local emergency management roles	<ul style="list-style-type: none"> • Emergency Manager pay rates aligned with market • Update the MT DES Emergency Manager career ladder • Create sample documents for local use
Youth Challenge	1. Increase training and mentorship for the Cadre department.	• Cadre turnover rates

ACCOMPLISHMENTS SFY24

Montana Army National Guard:

Return of the 1889th RSG and 190th CSSB from mobilization in CENTCOM region.

Expansion of available training areas for MTNG Soldiers to include Butte Engineering Area, Miles City Engineering Area, and Canyon Ferry Land Use Agreement

Conducted 1st Cold Weather Symposium with 19 Soldiers in February 2024 in Cherry Creek Training Area' Expanded Arctic training capabilities. Unit attended JPMRC in Alaska and 208th RTI conducted initial cold weather intradiction course in MT

National level Chemical, Biological, Radiological, Nuclear, and Explosives (CBRNE) exercises in Montana, Michigan and Iowa

Joint Training - ARNG/ANG Aviation Operations and 1-163rd attending exchange with UK Service Members

Deployed Specialized Maintenance Team on State Active Duty to Texas in support of the Southwest Border

Enhanced Counterdrug Program by adding Aerial Reconnaissance and Observation capability

Montana Air National Guard:

Participate in Exercise Eager Lion , Combined Joint Task Force with 50 countries, hosted in Jordan.

Execute Agile Vigilante – Home station readiness exercise

Selected for C130-J model (CY26)

State Partnership Program:

Completed nearly 50 Engagements with Partner Nations (Kyrgyzstan, Turkmenistan, Sri Lanka, and the Maldives. Lead international exercise Black Marlin in the Indo-Pacific, Maldives

Disaster and Emergency Services:

The division is managing over 350 disaster recovery projects from six recent disasters. In January 2024, the division received over \$40M in disaster mitigation application requests, which is double from 2022. The division received legislative funding and approval to construct a 2nd story expansion on the State Emergency Coordination Center and to establish a statewide disaster warehouse.

Youth Challenge Academy

Graduated 210 cadets and celebrated our 50th class in June 2024

STARBASE:

Reached 2,160 students through the basic 5-day program, summer camps, and afterschool programs.

Formed partnership with DPHHS Pre-Employment Transition Services to provide STEM careers camps for high school students with disabilities.

Montana Veterans Affairs

MVAD has expanded its Veteran Services outreach program to new locations and has implemented outreach in all offices. Previously, outreach was done by 8 offices, and as of the end of FY24, all 9 offices perform outreach services. MVAD has increased cemetery activities to ensure inspection standards set by the National Cemetery Administration are met. MVAD has implemented new programs to better serve our employees and the veteran population. One program is an experience management software that collects data on our staff, veterans, and their family members. This data is then used to increase our outreach to new locations, ensure our veterans receive the services they need, and improve employee relations.

GOALS SFY25

Montana Army National Guard:

1889th RSG Moved into New Rocker Armory SEP/OCT FY24/FY25
Execution of Cold Weather and SERE-B Course and state cold weather exercise order published
Soldier Innovation Center (Environmental Chamber) Operational 4th QTR 25
6 MTNG units participating in 5 different external state training exercises
Participate in NDNG Garrison Dam breach DOMOPS Exercise as precursor for MTNG Homeland Defense Exercise in TY26

Montana Air National Guard:

A-Staff Implementation
April 2025 Maintenance Group Generation Exercise
October 2025 Logistics Readiness Exercise (potential fly-away)
J-Model Conversion
Landing Zone Construction
Drop Zone purchase/approvals

State Partnership Program:

Lead multinational joint exercise Atlas Angel, Sri Lanka and set conditions for Central Asia multilateral interoperable Disaster Response Exercise and Exchange (DREE)

Disaster and Emergency Services:

The division will develop a Long-Term Disaster Recovery strategy and complete Regional Multi-Hazard Mitigation Plan updates.
The division will conduct an Emergency Management Accreditation Program (EMAP) baseline assessment with the goal of applying for accreditation by the end of 2025. The division will provide recommendations to reduce the reliance on federal grants and develop a workforce capable of effectively recovering from disasters.

Youth Challenge Academy

- Graduate 200 Cadets in SFY 25
- Reduce Cadre turnover by 20% from previous average
- 50 SB 197 Diplomas

STARBASE:

Reach at least 2,000 students through our 5-day basic program, afterschool programs, and summer camps.
Create at least one new partnership and serve one new community.

Montana Veterans Affairs

Increase outreach program, break ground on the Fort Harrison Veterans Cemetery expansion, strategize VSO office locations and regions, implement cemetery software program that is 100% cloud-based, and standardize office operations in Veteran Service Offices to optimize workflow.