

A low-angle photograph of a person rappelling down a rope against a bright, cloudy sky. The person is silhouetted against the light. In the foreground, the dark, silhouetted branches of evergreen trees are visible on the left side. The overall scene conveys a sense of adventure and outdoor activity.

BIG SKY YOUTH EMPOWERMENT PROVIDES LOCAL, AT-RISK YOUTH WITH AN UNPARALLELED GROUP MENTORING PROGRAM. BY IMMERSING YOUTH IN LIFE SKILLS CURRICULA AND OUTDOOR ADVENTURES, PARTICIPANTS **GRADUATE HIGH SCHOOL** AND HAVE ACTIONABLE PLANS THAT LEAD TO **INDEPENDENCE** THROUGH EDUCATION, VOCATION, OR SERVICE.

A MESSAGE FROM THE EXECUTIVE DIRECTOR



Thanks to your support, Big Sky Youth Empowerment had an amazing 2012!

In 2012 our team put into place year-round programming. The 4^{1/3} year experience, collectively known as BYEP, engages ‘at-risk’ teenagers in their lives. Completing our program means graduating from high school and having a plan, in place, that will yield independence. Our curriculum is now segregated into two distinct yet interrelated parts, the Approach and the Crux.

Our fundraising efforts remained diversified and exciting. Both special events, which accounted for 35% of our income, exceeded our budgeted goals. The remainder of our revenue was garnered via grants, annual giving, and major as well as in-kind donations. I’m pleased to report, thanks again to you, that we exceeded our budgeted projections.

Our team is now six people strong with four full time positions and two part time positions. With that said, we would not be able to deliver our program without the 50+ volunteer mentors

who provide us with true horsepower. Our board of directors continue to see themselves as stewards of the organization. Fiscal transparency and holding me accountable are their two highest priorities.

It is my hope that this report will give you a greater understanding of what, why, and how we do ‘BYEP.’ Please know that I welcome your feedback and I believe this organization belongs to you.

With respect and gratitude for your belief and support,

A handwritten signature in black ink, appearing to read 'Pete MacFadyen', with a long, sweeping horizontal line extending to the right.

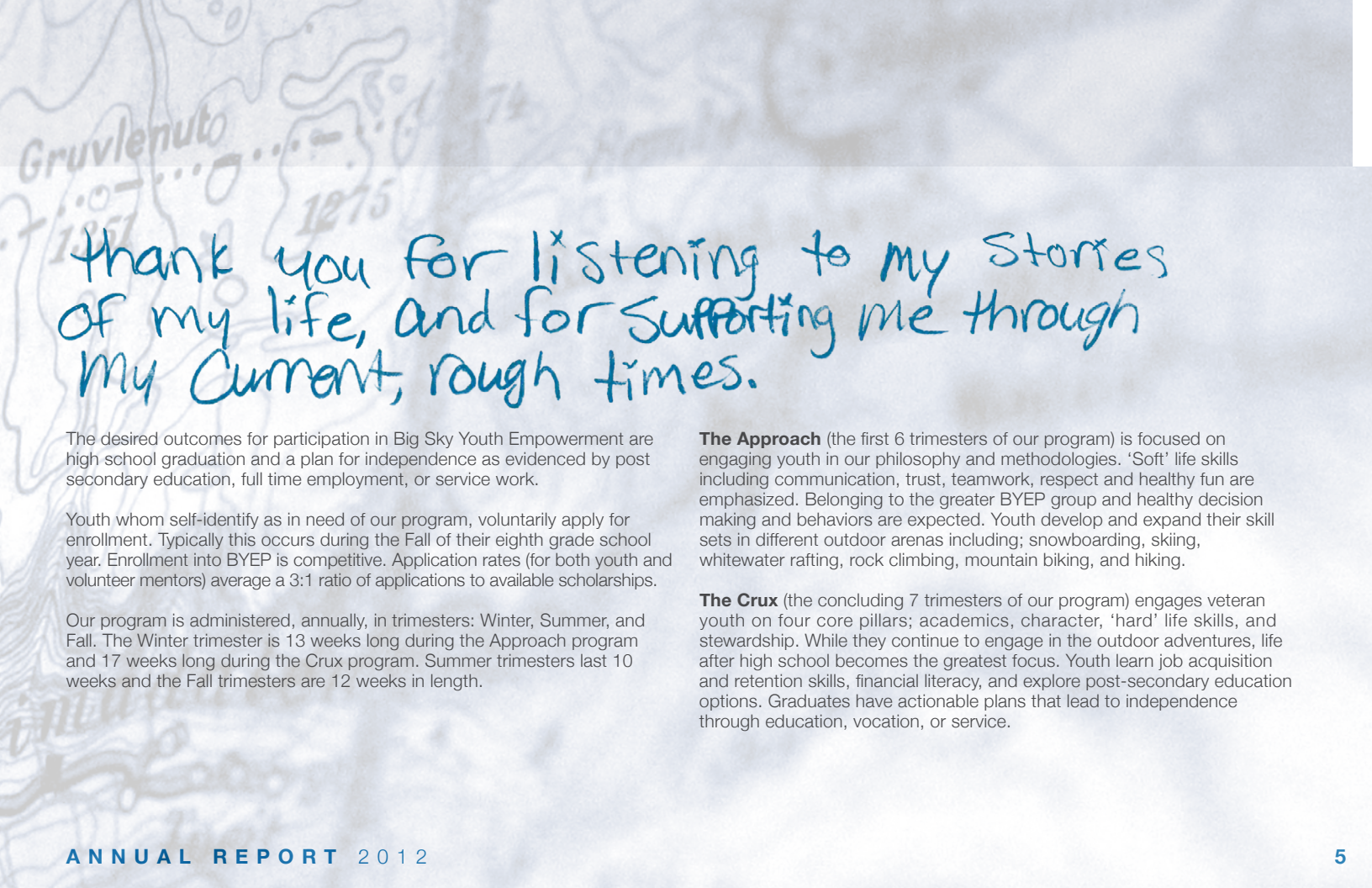
Pete MacFadyen, LCPC
Executive Director/Founder
Big Sky Youth Empowerment

AN OVERVIEW OF BIG SKY YOUTH EMPOWERMENT'S 4^{1/3} YEAR PROGRAM

13 trimester curriculum facilitated over 152 weeks

THE APPROACH	STRATEGY	OUTCOMES
<p><i>Trimesters 1 - 6, 70 weeks</i></p> <p>GOAL</p> <p>Identify and Develop 'soft' life skills and character strengths</p> <p>Enjoy and develop appreciation of the natural world</p>	<p>Six trimester Adventure Based Group Mentoring curriculum facilitated on site at Big Sky Youth Empowerment.</p> <p>LIFE SKILLS CURRICULA</p> <p>Trust & Teamwork, Effective Communication, Identity & Peer Pressure, Conflict Resolution, Respect & Healthy Relationships, Suicide Awareness & Prevention, Drug Education, Sexual Reproductive Health, Wellness & Stewardship</p> <p>OUTDOOR ADVENTURES</p> <p>Winter: Skiing, Snowboarding Summer: Rock Climbing, White Water Rafting Fall: Mountain Biking, Rock Climbing, & Hiking</p>	<p>Decreased problem behavior</p> <p>Increased self esteem</p> <p>Internalized locus of control</p>

THE CRUX	STRATEGY	OUTCOMES
<p><i>Trimesters 7 - 13, 82 weeks</i></p> <p>GOAL</p> <p>Identify and develop 'hard' life skills</p> <ul style="list-style-type: none">• financial literacy• independent living• employment <p>Cultivation of a socially acceptable and authentic self</p>	<p>Seven trimester Adventure Based Group Mentoring curriculum facilitated on site at Montana State University.</p> <p>CRUX PILLARS</p> <p>Academics: emphasize education, weekly tutoring, & technology. Character Development: integrity, responsibility & accountability. Life Skills: financial literacy, independent living & employability. Stewardship: to self, community, & the planet.</p>	<p>High school graduation Plan for independence</p> <ul style="list-style-type: none">• Post secondary education• Full-time employment• Service work



thank you for listening to my Stories
of my life, and for supporting me through
my current, rough times.

The desired outcomes for participation in Big Sky Youth Empowerment are high school graduation and a plan for independence as evidenced by post secondary education, full time employment, or service work.

Youth whom self-identify as in need of our program, voluntarily apply for enrollment. Typically this occurs during the Fall of their eighth grade school year. Enrollment into BYEP is competitive. Application rates (for both youth and volunteer mentors) average a 3:1 ratio of applications to available scholarships.

Our program is administered, annually, in trimesters: Winter, Summer, and Fall. The Winter trimester is 13 weeks long during the Approach program and 17 weeks long during the Crux program. Summer trimesters last 10 weeks and the Fall trimesters are 12 weeks in length.

The Approach (the first 6 trimesters of our program) is focused on engaging youth in our philosophy and methodologies. 'Soft' life skills including communication, trust, teamwork, respect and healthy fun are emphasized. Belonging to the greater BYEP group and healthy decision making and behaviors are expected. Youth develop and expand their skill sets in different outdoor arenas including; snowboarding, skiing, whitewater rafting, rock climbing, mountain biking, and hiking.

The Crux (the concluding 7 trimesters of our program) engages veteran youth on four core pillars; academics, character, 'hard' life skills, and stewardship. While they continue to engage in the outdoor adventures, life after high school becomes the greatest focus. Youth learn job acquisition and retention skills, financial literacy, and explore post-secondary education options. Graduates have actionable plans that lead to independence through education, vocation, or service.

BYEP MENTORS/ BOARD OF DIRECTORS/ STAFF

VOLUNTEER MENTORS

Kori Anderson
Tiia Antere
Sarah Blessum
Jessica Buboltz
Stephanie Bulluss
Jon Carpenter
August Cary
Missy Cashman
Chris Chambers
Kristin Cooper
Stephanie DeBiasio
Eric Doyle
Joshua DuToit
Mark Epstein
Jess Feltner
Rebecca Fox
Ryan Frick
Haley Gilman
Hannah Greene
Elizabeth Gritzmacher
Ethan Hamilton

CeCe Harris
Maggie Heerd
Whitney Hemingway-Duffy
Matt Huffstetler
Caitlin Johnson
Tyler Keating
Megan Keenan
Sarah Kelly
Kevin Kennedy
Allison Kernan
Marie Kielczewski
Nate Koch
Jay Kost
Brandon Kwasnick
Trevor Lane
Carrie Lee
Adam Maher
Sally Marcus
Katrina May
Morgan Mends
Danielle Menter
Max Nitze
Echo O'Dell
Karina Olson
Frankie Pirolo

Urania Ryan
Tom Ryan
Lena Schiffer
Anamarie Shober
Mike Shockley
Harriet Skinner
Greg Smith
Wyche Sorlokken
Alyson Spery
Marissa Stivers
Lydia Tanner
Jen Tell
Noah Weber
Thomas Wells
Christer Wheat
Becky Yager

BOARD OF DIRECTORS 2012

Rusty Felton *President*
Josh Spitzer *Vice President*
Christi Coubrough *Treasurer*
Claire Baker *Secretary*

Rich Hohne
Ben Stanley
Amy Hart
Tom Winston
Ryan Flair
Chuck Borg
Scott Johnson
Jacque Poertner
Kevin Stein
Tyler Erickson
Cory Reistad

INCOMING BOARD MEMBERS 2013

Alan Poole
Brady Meltzer

STAFF

Pete MacFadyen *Executive Director*
Matt Dexheimer *Crux Program Manager*
Alyson Spery *Approach Program Manager*
Robin Hill *Approach Program Manager*
Joey Koelsch *Keeper of the Books*
Gabrielle Lupton *Administrative Ninja*

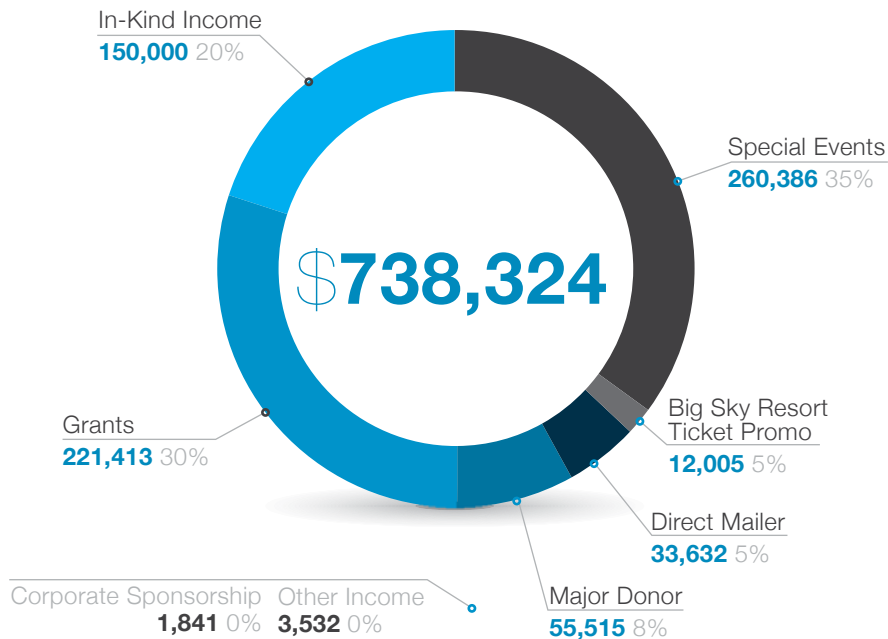
FINANCES

2012 Overview

Expenses



Income



BENEFACTORS

FOUNDATIONS & GRANTS

Carolyn Foundation
Cross Charitable
Foundation
G.C. Waite Foundation
O.P. & W.E. Edwards
Foundation
Orfalea Family
Foundation
Quest Foundation
The Blake, Kymberly, &
George Rapier
Charitable Trust
The Toyota Halftime
Handoff Challenge
Virginia Non Profit
Housing Coalition
Yellowstone Club
Community Foundation

SACAJAWEA SOCIETY 5000+

Anonymous
Tim & Mary Barnard
Fox & Monica Benton
Walter & Jane Ann
Blessey
Ania & Ben Bulis
Jerry & Julie Carisch
Ian & Karen Davis
Ken Groff
Chris & Amy Hart

Patrick & Kirsten Kainz
Christian Oliver
Don & Terri Oliver
Gary & Yucca Rieschel
Steve & Dori
Shelhammer
Robert & Dana Smith
Ben & Laurie Stanley
Jim & Azure Tarpey

BIG SKY CIRCLE 1000+

Clark Adkerson
Scott Altman
Sky Anderson
Gregory & Anne Avis
David & Kelly Baucom
Paul Bertelli
Jamie Bottcher
Brenna Boyd
BJ Brewer
Derek & Amber
Bronken
Peter & Barb Bronken
Jill & Chris Brown
Brian Caldwell
Mary Lou Cook
Ella Crosby
Jack & Debbie
Crowther
Vinny Delgado
Nancy & Mike Domaille
Tyler Erickson
Jeff & Cheryl Eshbaugh
Paul & Paula Farrell/
Cleary
Greg & Shannon Fay
Rusty & Ann Felton/
Schrader
Ira Goldberg
Dave Granger
David & Bean Granger

Mike Halvorsen
Richard & Kathryn Harjes
John & Gena Hass
Susie Hoffman
Rich Hohne
Scott & Martha Johnson
Garnett & Martha Keith
Dan Kelly
Charlie & Marcia Knell
Richard & Darcy Kopcho
Jamie Langas
Chris Lohss
Louie & Dean Loucks
Anne & Jack MacFadyen
Greg Matthews
Danielle Menter
Kevin Montano
Randy & Mickey Moret
Terry & Carolyn O'Neill
Donny & Carly Olson
Steve & Judy Parks
Jim & Colleen Patell
Larry Pearson
Molly Pickall
Cory Reistad
Samuel Rickenbaugh
John & Jolene Romney
Jennifer & Rick Royall/
Alexander
Dave & Kippy Sands
Bob & Sally Sands
Schreiner Real Estate
& Development Inc.
Scissorbills
Josh Spitzer
Derek & Lisa Tisdell
Bret Walker
John & Shannon Weber
Ross & Rebecca
Wenger/Pape
Ralph Wigman
Fredrick & Eleanor
Winston
Tom Winston

SPANISH PEAKS SOCIETY 500+

Doug & Karen Alexander
Peter Belschwender
Don Bernard
Isaac & Barbara Clothier
Christi & Drew Cou-
brough
Kelty & Roger Crain
Robert Davis
Charles & Jenny Davison
Kevin & Kristen Emborg
Robert Everson
Ryan Flair
Richard & Allison Garwood
John & Kathryn Heminway
William Littman
David & Christine Mar-
tinelli
Gwen Massey
Bo & Carol McClerkin
Diane Ongaro
Will & Tina Osborne
Hap Parks
Dana Pepper
Tony & Erica Renslow
Cathy & Russ Richard
Peter & Cathy Spano
Studio AV
Mark & Christin Tache/
Cooper
Scott & Megan Ulrichs
Tomas Wells
Arch & Leslie Wright

YELLOWSTONE CIRCLE 250+

Alara Jewelry
American Bank
Bacchus Pub
Jamie & Greg Bartley/

Jamie & Greg Bartley/
Pederson
Pat & Sarah Behler
Black Bull Golf
Chuck Borg
Larry & Marcia Bowman
Mike & Sara Brown
Steven & Stacey Cannon
Matt Carley
William Clarke
Crystal Douglas
Brooks & Jennifer Emeny
Jae Evans
Richard & Sherrie Fast
Fay Ranches
Stan & Susan Feagler
Hilary Fetter
Greg Fine
Tim & Kerrie Foote
Nancy & Gregg Franklin
Gallatin College
Robert Graham
Suzy Hall
Julie Ham
Dan & Georgina Hogan
Robert Hohne
Jorge & Marta Jasson
Kate Johnson
Ron & Sally Pudifin
Kaufman
Jim Klug
Tim Mayeda
Niels & Virginia McDermott
McDermott Financial
Services
Phoebe & Richard
McEldowney
Carl & Carla Neely
John & Mary Jo
O'donnell
Michael Ochsner
Steven Rager
Real Promotions
Reworks Inc.

Ridgeline Computer
Solutions
Nick Simmons
Matt Stash
Gregory & Constance
Van Hoven
Mike & Linda Ward
Melissa & Jason Schutz/
Wolfson

GALLATIN CLUB 100+

Art & Deb Albin
Chris & Carrie Albros
William Anderson
Sten Anderson
Anonymous
Caroline Arce
Marion & Rick Ballard
Bank Of Bozeman
Jamie & Shari Barney
Jolee Barry
Jared Biggerstaff
Bikram Yoga
Nate & Marcia Boersema
Susy Boyer
Jackie Bright
Bob Buzzas
Charlie & Melanie Callander
Jason Cargill
Brian & Colleen Cattin
Marge Chambry
Jon Chaney
Jake & Lee Cook
Emily Cook

Aimee Devlin
 Matt Dexheimer
 Tad & Mary Drake
 Jeff Dunn
 Bruce Erickson
 Steve & Annie Evans/
 Milner
 Tracy Fairbanks
 Jean & Sigo Falk
 Ted Fedyk
 Richard Fernau
 Otto Foerster
 Priscilla Foster
 Dennis Franks
 Betsy Gaines
 Sarah Glover
 Joan & Robert Brett
 Golten
 Tim & Jennifer Gordon
 Rudolf & Dorothy Graf
 Dan & Marilyn
 Guggenheim
 Rich Halstad
 Henry & Chris Happel
 Sarah Heames
 Eric Hill
 John Hoehn
 Bob & Mary Hohne
 Kristine & Pat Holland
 Patrick Horne
 Justin Hostynek
 John Hudson
 Barry & Merry Hukill
 J.Q. Petersen
 Rich Jorgenson
 JP Woolies
 Kent & Connie Kasting
 Zbigniew & Elizabeth
 Kielczewki
 Lee Kinsey
 Peter Kirwan
 Ryan Kling
 Angela Klotz

Patrick & Nora Knellhorne
 Knife River - Belgrade
 Lisa Knorr
 Lauren Knox
 Tammy Kongsrud
 Allison Konkel
 Chris Kraus
 John Kushman
 Lane Supply Co.
 Kenneth & Maureen
 O'Hanlon-Lang
 Carrie Lee
 Lee Levine
 Dawn Lindbom
 Brian Magee
 Makai Partners
 Robert Mallory
 James & Andrea McCarthy
 Mike & Jamey McCormick
 Jeremy & Laurie Allegretti
 McGraw
 Robert McRae
 Christopher Metz
 Craig & Kelly Miller
 Mountain West Bank
 Jessie & Dave Neal
 Jerry Nettuno
 Steve Nordahl
 Dave & Liz O'Brien
 Obvious Advertising
 Luke Omohundro
 Owenhouse Ace Hardware
 Anna Paterson
 Payne Financial Group
 Whitney & Nancy Peyton
 Penelope & Benjamin
 Pierce
 Jacque & Mark Poertner
 Ben Rainey
 Curtis & Elsie Kaull
 Ramsey
 Peter Rein
 Peter & Sally Maison Rieke

Jonathan & Catherine
 Roen
 Caroline Roy
 Stephanie Schriock
 Kathleen Schwartz
 Tim Schwarze
 Jerry & Pat Scott
 Scott Starnes Memorial
 Give to Kids Fund
 Michelle Simard
 Scott & Holli Simcoe
 Gregory Smith
 Sobys Cafe Inc.
 Hal Stanley
 Emily Stifler
 Timothy & Susan
 Blackwell Tate
 Gwen Massey Tietz
 Stacey Tompkins
 Krista Traxler
 Sherene Treat
 Andrew & Rebecca Turner
 John Vallin
 James Verzuh
 Aaron Von Hessinger
 Anderson Wallace
 Shelli Waltemath
 Bryan Warga
 Barbara Wexall
 Jeff Wexall
 Bruce Winter
 Zane & Leanne Yenny

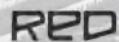
BEARTOOTH CIRCLE

Julie & Michael Allen
 Casey Anderson
 Taven Anderson
 Matthew & Kristen
 Messer/Andrew

Bonnie Anton
 Andrew Babcock
 Jeff & Katherine Ball
 Kyle Bancroft
 Gerald & Katheryn Bark
 Roger & Susan Baxter
 Autumn Bennedetti
 Karl & Virginia Birkeland
 Scott & Katherine Gibson
 Bischke
 Mark & Leah Bohnenmann
 Kenneth & Virginia Borg
 Chad & Brenda Bottcher
 Bonnie Bowler
 Nikki Bright
 Julio Brionez
 Jessica Buboltz
 Matthew Bushue
 Matthew Carr
 Jon Colfmen
 Spring Cook Riddle
 Couloir Construction
 Mark Croghan
 Katherine Dayton
 Digital Wax Works
 Joshua Dutoit
 David & Kelly Felton
 Mike & Jenny Fiebig
 Renee Folsom
 Jolin Freman
 Sean Gannon
 Marjorie Gauthier
 Robert & Lori Ann Gibson
 Hannah Greene
 Shasta Grenier
 Ember Hansen
 Mike & Cindy Harrelson
 John & Holly Preston
 Hausman
 Michael Hohne

Matthew Hohne
 John & Sharron Holstman
 Kayla Horn
 Drew Ingraham
 Ixtla Vaughan
 Samuel James
 Eric Johnson
 Dan Johnson
 Lindsey Juelfs
 Sarah Knell
 Lorne Koch
 Joseph Koelsch
 Faye Kommers
 Sarah Korpi
 Hannah Kugler
 Katie Lane
 Gary & Carol Lister
 Elizabeth Livingston
 Nancy Logan
 Marybrennan Lollis
 Daniel Lucy II
 Peter MacFadyen
 Brent Maggio
 Nancy Mahoney
 Katrina May
 Matt McKenna
 Marie McSpadden
 Greg & Lauren Meddings
 Tom Merinoff
 John & Linda Mikita
 Jake & Jeannine Monnin
 Katherine Mozzone
 Wyatt Nelson
 Daryl Nourse
 On The Water
 Shannon Ongaro
 Marty & Dana Ostermiller
 George & Cathy Otey
 Keri Padon
 Matthew Paris

Steve & Lynelle Parks
 Carly Portra
 Jessica Powell
 Terry Profota
 Nancy Reed
 Rocky Mountain Design
 - Interior
 Deb & Dash Cades/
 Rodman
 Simone Schilthuis
 Michael Shockley
 Alyson Sperry
 Nathan Stansfield
 Candace Strauss
 Dave & Carolyn
 Swingle
 Britton Taplin
 Tom & Judy Thompson
 Tightline Design
 Jerry & Susan Tollefson
 Malik & Barb Tunador
 Ixtla Vaughn
 Jane Wright
 Michelle Wunsch
 Stacie Wunsch
 Andy & Shelly Wunsch
 Ben Yeomans
 Roberta Zolkoski



Big Sky Resort
lift tickets

Quest Foundation
financial support

**Yellowstone Club
Community Foundation**
financial support

Under Armour
donated equipment

Oakley
donated equipment

Grenade
donated equipment

Never Summer
donated equipment

Anon
donated equipment

Snowboard Magazine
donated equipment

Freeskier Magazine
donated equipment

Bomb Snow
donated advertising & P.R.

686
donated equipment

Red
donated equipment

Pro Tec
donated equipment

DaKine
donated equipment

Icelandic Skis
donated equipment

Liberty Skis
donated equipment

Flow
donated equipment

Rome SDS
donated equipment

Black Bull
donor development

Visions Service Adventures
service learning partner

Montana Ale Works
donated mentor
appreciation meals

MacKenzie River Pizza
donated pizzas for graduations

Yeti Dogs
donated delicious dogs for
hungry mentor bellies

Seven Sushi
advertising, P.R. &
donated product

Summit Bike
donated equipment

Bob Wards
donated equipment

Arby's
financial support

Gallatin Valley Land Trust
community service partner

Burton
donated equipment

Donate For a Cause
financial support

**MT Credit Unions
for Community
Development**
education outreach

Gallatin College
education outreach

**Job Services of
Gallatin County**
education outreach

**The Student
Assistance
Foundation**
education outreach

Gallatin Alpine Sports
donated equipment

**Gallatin Valley
Food Bank**
education outreach

**Human Resource
Development Council**
education outreach

Cottonwood Club
education outreach

**Gallatin Valley
Catering**
donated services

**Yellowstone Grass
Fed Beef**
discounted product

Mervin MFG
donated equipment

Special Events

A true testament of the Gallatin Valley's collective support of Big Sky Youth Empowerment, our special events account for 35% of our annual income. This year we invite you to take part in any or all of our special events.

North West Flow | BINGO NIGHT! | February 15, 2013

Join us at the Eagles in downtown Bozeman for a fun night of Bingo where the prizes are all about skiing and snowboarding in Montana! Reserve your tickets now, this one will sell out.

Spring Run Off 2013 | Auction and Dinner | June 7, 2013

This amazing dinner and auction has become one of the best events in Bozeman. Combining a great cause with great people, we always have something fun and out-of-the-ordinary planned for your enjoyment. Interested in hosting a table? Contact us today!

Kids Classic 2013 | Golf Event | September 14, 2013

We're bringing back the golf event! This year we will host our event at the Rising Sun Golf Course in Paradise Valley. This exclusive course is part of Mountain Sky Guest Ranch and was designed by Johnny Miller! It may be the only chance you ever get to play this course, call us for more information.

Would you like to participate or help out with one of our events?

**Contact Pete MacFadyen at BYEP HQ.
(406) 539 0399 or info@byep.org**



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