



DEPARTMENT OF MILITARY AFFAIRS

ANNUAL PLAN

FY2025

Vision Statement: A ready and resilient Montana

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

INTRODUCTION

The Department of Military Affairs (DMA) is a very diverse organization that serves the citizens of Montana. DMA is comprised of the Directors Office, Department of Emergency Services, Montana Veterans Affairs Division, Montana Youth Challenge Academy, STARBASE, and both the Montana Air and Army National Guard.

DIRECTOR'S OFFICE

The Director's Office provides departmental administration through the Office of the Adjutant General and department-wide support for accounting and budget management, information technology, human resources, payroll, labor relations, and purchasing and property management oversight. Additionally, there are two major programs in DMA, the Montana Youth Challenge Academy and STARBASE. The Director of the Department of Military Affairs also serves as The Adjutant General (TAG) and Commander of the Montana National Guard.

MONTANA YOUTH CHALLENGE ACADEMY

The Montana National Guard Youth Challenge Academy (MYCA) is a volunteer program for youth ages 16 to 18 who are not on track to graduate high school. Challenge Academy is a 17-month, voluntary, three-phased military educational intervention program. The program provides an opportunity for "at risk" youth to enhance their life skills and increase their educational levels and employment potential. Phase I of the program is a 2-week acclimation phase conducted at the Dillon Readiness Center followed by a 20-week residential stay on the campus of Western Montana College of the University of Montana in Dillon. The residential phase focuses on focusing on physical fitness, classroom instruction, personal development, and life skills. Phase II is a year-long mentoring relationship with a specially trained member of the community where the youth reside to provide a positive role model and to assist the student in gaining employment or enrolling in post-secondary schooling.

STARBASE PROGRAM

STARBASE is the 100% federally funded premier youth outreach program of the Department of Defense. Currently, STARBASE has classrooms at Fort Harrison in Helena and the 120th Airlift Wing in Great Falls, providing 25 hours of hands-on science, technology, engineering, art, and math (STEAM) instruction to all fifth-grade classes within the Helena and Great Falls school districts, as well as afterschool programs and summer camps to students in grades 3-12 across Montana. STARBASE locations provide students the opportunity to interact with military personnel, foster familiarity with local military installations, nurture interest in STEAM careers, and empower Montana's youth for future success.

DISASTER AND EMERGENCY SERVICES DIVISION

The Disaster and Emergency Services Division (DES) duties and responsibilities are provided for under Title 10, Chapter 3, MCA. The division is responsible for the coordination, development and implementation of emergency management planning, mitigation, response, and recovery statewide. This responsibility includes the administration and disbursement of federal Homeland Security and Emergency Management funds to eligible political subdivisions and tribal nations across the state. The division maintains a 24 hour a day point of contact to coordinate the volunteer, state, and federal response for assistance to political subdivisions and tribal nations in the event of an incident, emergency, or disaster.

MONTANA VETERANS AFFAIRS DIVISION


The Montana Veterans Affairs Division (MVAD) assist discharged veterans and their families, cooperates with state and federal agencies, promotes the general welfare of veterans and provides information on the veterans' benefits. The division also administers the Montana state-run veteran's cemeteries located in Miles City, Fort Harrison in Helena, and Missoula. The division reports to the Board of Veterans Affairs and operates under a state mandate provided in Title 10, Chapter 2, MCA.

MONTANA AIR NATIONAL GUARD

The Air National Guard's federal mission is to maintain well-trained, well-equipped units available for prompt mobilization during war and provide assistance during national emergencies (such as natural disasters or civil disturbances). During peacetime, the combat-ready units and support units are assigned to Air Force major commands to carry out missions compatible with training, mobilization readiness, humanitarian and contingency operations. Air National Guard units may be activated in a number of ways as prescribed by public law. Most of the laws may be found in Title 10 of the U.S. Code. When Air National Guard units are not mobilized or under federal control, the units report to the governor and are supervised by TAG. Under state law, the Air National Guard provides protection of life, property and preserves peace, order and public safety. These missions are accomplished through emergency relief support during natural disasters such as floods, earthquakes, and forest fires; search and rescue operations; support to civil defense authorities; maintenance of vital public services and counterdrug operations. This program is mandated by the U.S. and Montana Constitutions and Title 10, Chapters 1-3, MCA.

MONTANA ARMY NATIONAL GUARD

The Army National Guard is a component of the United States military's total force, ready to respond in a time of need. The Army National Guard mission is dual and fulfills both federal and state missions. The Army National Guard's federal mission is to provide trained and ready soldiers who are equipped to respond under presidential authority. The state mission is to provide trained and ready soldiers who are equipped to aid in the protection of life and property, and uphold the preservation of peace, order, and public safety for the citizens of Montana, under the leadership and control of the governor. The Army National Guard is composed primarily of traditional guardsmen — civilians who serve their country, state, and community on a part-time basis (usually an average of one weekend each month and an extended collective training event over a two-week period). The governor can call the Army National Guard into state active duty in accordance with the Montana Constitution during local or statewide emergencies, such as storms, fires, earthquakes, search and rescue, or civil disturbances. In addition, the president of the United States can activate the Army National Guard for participation in federal missions such as national emergencies, humanitarian crisis, and contingency operations in response to national interests on the homeland or overseas. This program is mandated by the U.S. and Montana Constitutions and Title 10, Chapters 1-3, MCA.

 Strategic Outcome #1	Objective #1: Empower and Develop DMA Professionals	
	A trained and empowered workforce ready for tomorrow's challenges. <ol style="list-style-type: none"> 1. Provide clear communication of leadership's intent and organizational goals. 2. Empower leaders to drive their programs and achieve their goals. 3. Develop transparent career management plans. 4. Develop individual employee training plans and career ladders. 5. Increase employee/supervisor engagements. 	
	Key Measures	<ul style="list-style-type: none"> • 100% performance plan in state TALENT system and 100% quarterly check-ins complete. • Execute strategic planning sessions annually. • Increased regular and recurring agency updates to the workforce.

 Strategic Outcome #2	Objective #2: Training to the Next Level	
	DMA increases training opportunities for employees and stakeholders. <ol style="list-style-type: none"> 1. Provide training that targets both professional growth and individual wellness. 2. Promote interagency collaboration. 3. Develop systems to provide customer service feedback. 4. Develop Integrated Emergency Preparedness Plans. 5. Development of Integrated Communication Strategy and Platforms. 	
	Key Measures	<ul style="list-style-type: none"> • Increased organizational leadership development opportunities and training attendance. • Promote internal and external team building. • Utilize customer service feedback to focus training requirements. • Implementation of interagency common operating picture platform(s). • Increased participation in exercises and training across emergency management community.



Strategic Outcome

#3

Objective #3: Align Current Missions and Proactively Compete for Future Missions

Mission-Focused: Establish clarity and purpose for agency programs in alignment with the DMA Mission.

1. Achieve DMA Objectives, Goals, Strategies and Measures (OGSM).
2. Expand awareness and visibility of DMA programs throughout the state.
3. Increase participation in DMA programs/events.
4. Improve infrastructure and facilities to meet current and future needs.

Key Measures

- Review/update OGSM monthly.
- Implementation of robust marketing strategy.
- Growth in community partners and program participation.
- Develop DMA statewide master plan.



Strategic Outcome

#4

Objective #4: Recruit and Retain the Best to Serve our Great Nation and State

DMA is an organization people want to be a part of.

1. Enhance recruitment, selection, and retention processes.
2. Develop and implement systems to provide feedback on duty accomplishments and employee satisfaction.
3. Enhance agency recognition program.
4. Provide competitive pay and benefits.

Key Measures

- Increased retention rates and longevity; while decreasing vacancy rate and fill timelines.
- Increased employee engagements.
- Increased Employee Recognition Events.
- Increased engagement of employees in feedback survey opportunities.