



**BOB MARSHALL  
WILDERNESS**

FOUNDATION

# 2020

**ANNUAL REPORT**



## LETTER FROM THE DIRECTOR

Twelve months ago we were ready to kick off a new decade of stewardship and celebrate 80 years of the Bob Marshall Wilderness. We had new events planned and were excited for new volunteer opportunities with new communities. We all know what happened next. A global pandemic and public health concerns forced us to approach our work differently, to modify our work spaces and to constantly wrestle with changing volunteer programs and schedules. It was not the year we had planned, but it was a year to adapt and to grow.

The team here at the Bob Marshall Wilderness Foundation worked remotely, and yet found ways to grow together. We adapted our Volunteer Adventure schedule as the global crisis grew and worked with our partners in the United States Forest Service to identify the best ways to safely engage volunteers in service to The Bob. As COVID-19 cases spiked in Montana we sadly had to cut our volunteer programs short, but found new ways to keep our work moving forward for the wilderness. We sought alternative projects to keep our seasonal workforce clearing and improving the trails and treating noxious weeds. And we seized the opportunity to reinvest in and grow our programs for the future, including our commitment to Diversity, Equity, Inclusion and Justice found on page 4.

Our community events covered the gamut in a year turned upside-down. Our Mountainfilm on Tour events went forward (pre-pandemic) but we lost our planned 80-year celebration and went virtual with our season-ending Voices of the Wilderness program. Through it all, the community that so loves The Bob stood strong in their support of our work. We will most likely hang on to some of the “new ways” in which we connected with our community, and we will get back to full and robust volunteer opportunities in the months and years ahead.

Like you, no doubt, we are looking forward to a return to normal. We are clamoring for full volunteer rosters, clearing trails together – and making memories together. We will be refining best practices for keeping our staff and volunteers safe, and will be rolling out new partnerships and new education elements. As treatments and vaccines come to our communities, we look forward to sharing our love for the wilderness together again.

Because of our amazing community, 2020 will not go down as a year of crisis for the foundation – it will be a year of growth and learning to adapt. We stand strong as we look to keep our stewardship efforts rolling (and growing) for The Bob.



See you on the trail!

Bill Hodge - Executive Director

## VOLUNTEERS OF THE YEAR

Every volunteer who joins us in the backcountry is an essential piece of the wilderness stewardship puzzle. During our short volunteer season in 2020, two names stood out to us with one recurring theme: Dedication. We're thrilled to recognize these two young women for all of the ways they were dedicated to BMWF this year.



### Trail Dawg of the Year: **FAITH WELLS**

**Faith** is a senior at Hellgate High School in Missoula. After participating on a partner trip in 2019, she signed up for Girls in The Bob this year and emerged as a strong leader for her peers on that trip. She also took charge of planning a volunteer trip for her High School Hiking Club, and although that project didn't happen due to Covid-19, it was easy to see her drive, determination and leadership. We look forward to having her on many more BMWF trips for years to come!

### Packer of the Year: **ELLE EBERTS**

**Elle** is new to the world of packing, but she was so very helpful to us this summer! Anytime we had a packer fall through (which, believe it or not, happened quite a bit in our short season), Elle was eager and willing to jump right in! She loves her critters, and she loves getting into the Wilderness to help out our crews. We're lucky to have her, and we look forward to working with her more and more!



We asked Faith and Elle a few questions about what drives their passion for the outdoors and volunteering. Read more at [bmwf.org/lovethebob](http://bmwf.org/lovethebob)

# Our Commitment to a Diverse, Equitable, and Inclusive Outdoors

*Friends, this important initiative has been in the works for years behind the scenes at BMWF. As our country grappled with civil unrest this summer, we knew we could no longer sit on the sidelines. We are proud to share our commitment and the actions we will take in 2021 to begin this work in earnest.*

While Bob Marshall was best known as a passionate advocate for the protection of wilderness, he was also a champion for the social justice issues of his day. Bob fought for the integration of Forest Service facilities and equal access to public lands in the 1930s. He was a tireless campaigner for the rights of workers as well. Bob fought for programs that would create tangible connections to wild nature for all Americans.

As an organization who bears his name, we aim to follow in Bob's footsteps. As a committed group of public land stewards, we also stand with those that demand an American experience that is equitable, fair and just.

No matter how deep we feel our own connections to this place, now referred to as the Bob Marshall Wilderness Complex, we will never know it as the endless generations of the Salish, Kootenai and Blackfeet people did – those that simply knew these northern Rockies as home prior to the arrival of Europeans on the continent. Recognizing this overdue need to place the Complex and the wilderness idea in the proper context is the start of our journey. The Bob, and the National Forests on which it lays are part of a fabric of public lands established on the soil of native peoples, lands that were not free of humans, but rather lands that did retain their primeval character through the stewardship of those that lived on them.

With their complicated and often dark history in mind, we are committed to exploring all perspectives on our public commons. We are educating ourselves in order to better understand how the past informs the future for the wilderness experience that is promised in the Wilderness Act.

Through intentional actions we will seek connections with nature for all Montanans and Americans – connections that come from time spent on the lands we all share. We will work to remove barriers for those that have not seen themselves as part of the American public lands story, including Black, Indigenous, People of Color and LGBTQ+ communities. We will explore our own actions, examine our own policies, and facilitate partnerships to help remove the vestiges of exclusion.



Specific actions that we will build upon in 2021 include:

- A clear zero-tolerance policy for harassment or discrimination in any form, in any aspect of our work, including volunteer trips, internships, online and in-person outreach, and our office. This policy is expressed and outlined on our website, on our volunteer registration form and at the trailhead before each project.
- Giving recognition to the native lands we are occupying at any time BMWF is in front of the public. This includes our events, online outreach, and at the start of each volunteer project.
- Listening to, learning from, and partnering with BIPOC and LGBTQ+ groups such as Outdoor Afro, Greening Youth Foundation, and Glacier Queer Alliance, and working to amplify their voices in the Wilderness Community through our own channels.
- Building a Gear Library to loan quality outdoor gear to anyone who wants to participate on our volunteer projects, to ensure everyone has access to a comfortable and safe wilderness experience.
- Partnering with Greening Youth Foundation to hire young adults from diverse backgrounds for our Wilderness Internship positions.
- Hosting affinity group Wilderness Experience trips that teach outdoor skills in a community-centered space to empower more confident wilderness users.
- Engaging in a comprehensive justice, equity, diversity and inclusion (JEDI) training program for our staff and board members and building a holistic JEDI Plan for the organization.

As an organization we have made a commitment to filling our community, our board and our staff with new voices, wide-ranging ideas and a wealth of different perspectives. We pledge to build meaningful relationships not only with our passionate volunteers, donors and supporters – but with those individuals and organizations that do the incredible work of connecting a new and more diverse generation to wild nature.

We encourage you to join us in this journey, and invite you to explore some other organizations doing important work in this arena. We've included a non-exhaustive list on our website at [bmf.org/jedi](https://bmf.org/jedi)



# 2020 ANNUAL REPORT

 **2,078** miles hiked

 **342** miles of trail maintained

2,816 trees cleared | 3,854 yards tread work  
153 drainages maintained | 103 miles brushed



## 44 PROJECTS



**1031** nights sleeping in a tent

**1,520** cups of coffee brewed



**104** mule loads of gear



value of packers **\$15,600**

**INCOME \$686,441**



- 2% Merchandise
- 4% Fundraisers
- 4% Investment Income
- 4% License Plates
- 31% Individual Donations
- 55% Grants

**EXPENSES \$443,104**



- 9% Fundraising and Outreach
- 33% Administration
- 58% Boots-on-the-Ground Programs

**53 acres**  
of weeds treated

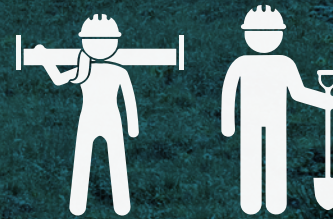


**35,900 sq ft**  
sprayed weeds



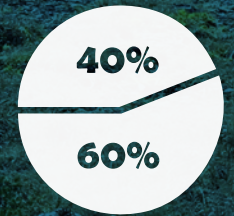
**50 sq ft**  
hand pulled weeds

**99** volunteers



53% female 47% male

Returning volunteers



New volunteers

**Totaling**

**\$242,119**

in Wilderness Stewardship Value



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**BOB MARSHALL WILDERNESS FOUNDATION**

**MARCH 11<sup>th</sup> – MARCH 14<sup>th</sup>**

[bmwf.org/mountainfilm-tour](http://bmwf.org/mountainfilm-tour)

**BOTH VIRTUAL!**

**WILDERNESS speaker series**

**FEB 3<sup>rd</sup> | MARCH 3<sup>rd</sup> | APRIL 7<sup>th</sup>**

[bmwf.org/wilderness-speaker-series](http://bmwf.org/wilderness-speaker-series)

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I wish to remain anonymous

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