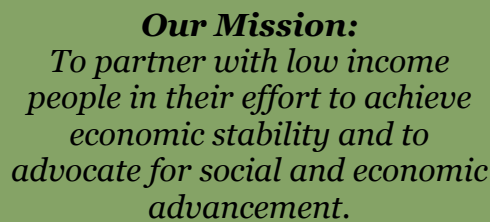


# Annual Report

October 2014



Hulett Lisa Hunt Marit Ita Shelly Jappe Joni Keith Cindy Koenig Rebecca Krezelak Ashley Linderman Fern Lohse Alonna Loogman Diane Lowry Leanna Magnussen Stephanie Mariani Makenzie Meznarich Ed Mullner Gerda Mullner Angela Murri Samantha Nimmick NMCDC Parents Sonni Ochoa Kraig Peterson Sierra Phipps Brandy Rhoades Katlynn Robinson Diane Savasten Getten Farideh Schmidtke Lucinda Sinclair Teddy Smith Sarah Solomon Eva Stanmeyer Linda Stull Kathy Terbovitz Karen Thomas Amber Thompson Greg Tilleman Carley Tomaskie Krissy Torgerson Desiree Vaughn Patty Vigliotti Pam Villars Susan Warburton Liz White Amanda Whitfield Steve Wiles Vicki Wilkins Wanda Woodwick Teresa Wynia Karen Yeoman Crystal Anderson Cindi Armstrong Joseph Azure Kathy Bedwell Shannon Bergren Lorna Bjerga Karyna Botezat Amber Carlson Nichole Cartwright Valerie Clikeman Dale Cline Barbara Combs Deanna Cornell Francis Coronado Andrea Daniel Maryna David Carrie Dickson Haley Dolphay Kayla Doney Kathy Fanning Cindy Fitzpatrick Kara Fox Carilla French Kasie Gandenberger Kim Gordon Jennifer Graham Tyler Graham Stephanie Green Alisha Gruszkie Dee Hamaoka Lora Hanson Betty Hofeldt Christa Hoffman William Hopson Michael Hulet Lisa Hunt Marit Ita Shelly Jappe Joni Keith Cindy Koenig Rebecca Krezelak Ashley Linderman Fern Lohse Alonna Loogman Diane Lowry Leanna Magnussen Stephanie Mariani Makenzie Meznarich Ed Mullner Gerda Mullner Angela Murri Samantha Nimmick NMCDC Parents Sonni Ochoa Kraig Peterson Sierra Phipps Brandy Rhoades Katlynn Robinson Diane Savasten Getten Farideh Schmidtke Lucinda Sinclair Teddy Smith Sarah Solomon Eva Stanmeyer Linda Stull Kathy Terbovitz Karen Thomas Amber Thompson Greg Tilleman Carley Tomaskie Krissy Torgerson Desiree Vaughn Patty Vigliotti Pam Villars Susan Warburton Liz White Amanda Whitfield Steve Wiles Vicki Wilkins Wanda Woodwick Teresa Wynia Karen Yeoman Crystal Anderson Cindi Armstrong Joseph Azure Kathy Bedwell Shannon Bergren Lorna Bjerga Karyna Botezat Amber Carlson Nichole Cartwright Valerie Clikeman Dale Cline Barbara Combs Deanna Cornell Francis Coronado Andrea Daniel Maryna David Carrie Dickson Haley Dolphay Kayla Doney Kathy Fanning Cindy Fitzpatrick Kara Fox Carilla French Kasie Gandenberger Kim Gordon Jennifer Graham Tyler Graham Stephanie Green Alisha Gruszkie Dee Hamaoka Lora Hanson Betty Hofeldt Christa Hoffman William Hopson Michael Hulet Lisa Hunt Marit Ita Shelly Jappe Joni Keith Cindy Koenig Rebecca Krezelak Ashley Linderman Fern Lohse Alonna Loogman Diane Lowry Leanna Magnussen Stephanie Mariani Makenzie Meznarich Ed Mullner Gerda Mullner Angela Murri Samantha Nimmick NMCDC Parents Sonni Ochoa Kraig Peterson Sierra Phipps Brandy Rhoades Katlynn Robinson Diane Savasten Getten Farideh Schmidtke Lucinda Sinclair Teddy Smith Sarah Solomon Eva Stanmeyer Linda Stull Kathy Terbovitz Karen Thomas Amber Thompson Greg Tilleman Carley Tomaskie Krissy Torgerson Desiree Vaughn Patty Vigliotti Pam Villars Susan Warburton Liz White Amanda Whitfield Steve Wiles Vicki Wilkins Wanda Woodwick Teresa Wynia Karen Yeoman Crystal Anderson Cindi Arm-  
Bedwell Shannon Bergren  
Amber Carlson Nichole  
Dale Cline Barbara Combs  
Coronado Andrea Daniel  
Haley Dolphay Kayla Doney  
Fitzpatrick Kara Fox Carilla  
Kim Gordon Jennifer  
Stephanie Green Alisha  
**District 4 Human Resources Development Council**  
**2229 5th Avenue ~ Havre, MT 59501**  
**www.hrdc4.org ~ Email: thomask@hrdc4.org**  
**Phone: 406-265-6743 ~ Fax: 406-265-1312**

This institution is an equal opportunity provider and employer.

strong Joseph Azure Kathy  
Lorna Bjerga Karyna Botezat  
Cartwright Valerie Clikeman  
Deanna Cornell Francis  
Maryna David Carrie Dickson  
Kathy Fanning Cindy  
French Kasie Gandenberger  
Graham Tyler Graham  
Gruskie Dee Hamaoka Lora  
Hanson Betty Hofeldt Christa Hoffman William Hopson Michael Hulet Lisa Hunt Marit Ita Shelly Jappe Joni Keith Cindy

# From the Desk of Kathy Terbovitz, Fiscal Officer

## DISTRICT 4 HUMAN RESOURCES DEVELOPMENT COUNCIL STATEMENT OF FINANCIAL POSITION

	2013	2012
<b>ASSETS:</b>		
Cash and Cash Equivalents	\$ 354,445	\$ 575,336
Grants Receivable	185,094	151,263
Accounts Receivable	45,969	16,976
Notes Receivable	21,789	21,500
Land, Building, and Equipment (Net)	<u>730,760</u>	<u>751,137</u>
<b>Total Assets</b>	<b><u>\$ 1,338,057</u></b>	<b><u>\$ 1,516,212</u></b>
<b>LIABILITIES AND NET ASSETS:</b>		
<b>Liabilities</b>		
Accounts Payable	\$ 197,250	\$ 146,888
Deferred Revenue	41,646	236,235
Accrued Vacation and Sick Leave	75,723	75,626
Notes Payable	<u>876,150</u>	<u>982,021</u>
<b>Total Liabilities</b>	<b><u>1,190,769</u></b>	<b><u>1,440,770</u></b>
<b>Net Assets</b>		
Unrestricted	<u>147,288</u>	<u>75,442</u>
<b>Total Net Assets</b>	<b><u>147,288</u></b>	<b><u>75,442</u></b>
<b>Total Liabilities and Net Assets</b>	<b><u>\$ 1,338,057</u></b>	<b><u>\$ 1,516,212</u></b>

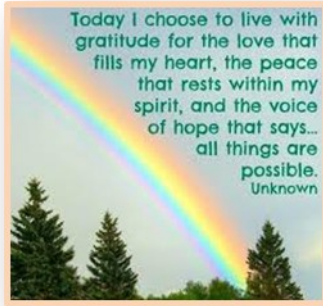
According to US Economic Forecasts & Analysis money turns over 4 to 7 times in a community.

(Depends on the area of the country.)

Using the rate of 4 times of turn over, below is the return on investment (ROI) for payroll paid by District 4:

	2013	2012	Average Wage	ROI
Salaries and wages	\$1,671,863	\$1,785,904	\$12.73	\$6,915,534

# From the Desk of Karen Thomas, Executive Director



Thank you for taking the time to check out District 4 HRDC's Annual Report. The work the staff conducts on a daily basis is laudable and will be reflected in the statistics and in the clients' stories.

Our Board of Directors is a 15 member, tri-partite Board consisting of public officials, private individuals, and low-income representatives. They meet eight times a year coming from as far away as Hays and Chester. They make and thankfully keep a huge commitment to District 4 HRDC and to the community.

Without our many community partners, we would not be as successful as we have been. Through the Maternal, Infant and Early Childhood Home Visiting Infrastructure Development Project (MIECHV ID), the Hill County Health Department assisted us with funding to bring in a consultant to help us with collaborating more meaningfully with our community partners and internally reaching across program silos to better serve our customers. The Salvation Army has consistently helped with the Food Bank's effort to ensure that families and individuals have food throughout the year and during the holidays particularly. We are really fortunate along the hi-line to have the level of partnership and collaboration we enjoy.

As you will see it's been a year of challenges and accomplishments. I also would like to invite you to visit District 4 HRDC at 2229 5<sup>th</sup> Avenue in Havre. Stop in at the front desk and I will gladly give you a tour. It is surprising how many great services are housed under one roof.

*Until next year, Karen Thomas*



Photo Left:

#### **A Chair at the Table April 2014**

Spring, decorated by Desiree Vaughn and Ashley Linderman, Head Start employees.

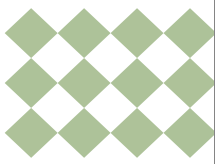
Photo Right:

#### **Montana Lt. Governor Angela McLean visits August 13, 2014**

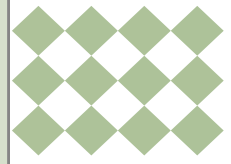
From left to right Amber Thompson, Kraig Peterson, Karen Thomas, Kathy Terbovitz, Lynn Minnick, Andi Daniel, Vicki Wilkins, Angela McLean Teresa Wynia and Mike Sherrill.



PUBLIC SECTOR	PRIVATE SECTOR	LOW INCOME
Kathy Bessette, Designee—Havre City Mayor, Tim Solomon	Phillip Aaberg, Self-Employed	Dawn Bishop-Moore, Hays Postmaster
Frank DePriest, Commissioner Blaine	Yvonne Laird, Attorney	Valdean El Assad, Self-Employed
Mark Peterson, Commissioner Hill	Lynn Minnick, CPA	Jeremy Malley, Head Start Policy Council
Russell Tempel, Commissioner Liberty	Tina Thomas, Quality Life Concepts	Barbara Riggs, Retired
Vacant Seat	Katherine Williams, MSUN Professor	Mike Sherrill, Retired



## *From the Desk of Cindy Sinclair, Child Services Director*



Northern Montana Child Development Center provides comprehensive Head Start and Early Head Start services to 205 children ages birth to five, including prenatal moms. The Head Start children's ages range from three years old to five years old and Early Head Start children are age's birth to three years old. The program is primarily for low-income families (100% of poverty), however some slots are available for children from higher income families. We enroll all children on the waiting list that are in the 100% of poverty range before enrolling children in the higher income levels. We maintained 100% enrollment for the year. The chart shows the percentage of families/children enrolled in each eligibility category.

children in Blaine and Liberty Counties.

The most recent federal review of Head Start and Early Head Start found we had a deficiency in bus driver training. The deficiency was corrected; however, we were put into the Designation Renewal System and were required to compete for the grant. We were successful in the competition and have been awarded the grant for Head Start and Early Head Start and will continue providing quality early childhood education to the children in Blaine, Hill and Liberty Counties.

NMCDC has been fortunate to have the sequestration money restored. Starting in August 2014 we were able to increase the Head Start enrollment back to 151

NMCDC offers a variety of program options to meet the needs of the children and families we serve. We have home base, center base and combination options. The home based option is for rural Head Start families and Early Head start families in Havre that do not have a need for child care. A home based teacher goes to the home once a week and works with the parents drawing on the parent's expertise and knowledge to provide educational experiences for the child. The center based option offers classes four days a week for 3 ½ hours a day for Head Start children. For the Early Head Start children, we are open four days a week from 7:30 AM until 5:30 PM. The EHS center based option is a licensed infant/toddler child care

100% of poverty (Less than \$23,050 for a family of 4)	100% of poverty as a Foster child	100% of poverty and on Public Assistance	100% of poverty and Homeless	101-130% of poverty (Between \$23,050 and \$29,965 for a family of 4)	Over 130% of poverty (Over 29,965 for a family of 4)
59%	6%	4%	5%	18%	8%

NMCDC had an average attendance rate of 87% this past year. Census data shows approximately 426 children living in poverty in Blaine, Hill and Liberty Counties. We serve 48% of those children. Of the 205 children enrolled, all but one resides in Hill County. We are serving 48% of the children in poverty in the tri county area. We are serving 91% of the children living in poverty residing in Hill County. We are actively recruiting

children and bring back two weeks of service to the Early Head Start families.

Head Start has a partnership with Havre Public Schools and with Bear Paw Co-Op to provide services in regular classroom settings for children with special needs. We also work very closely with Quality Life Concepts to provide services to infants and toddlers with disabilities. At least 10% of the enrolled children we serve have a disability.

center. This option is for parents who are working, attending school, or completing a TANF plan and have a need for child care for 20 or more hours per week. The Head Start combination option is located along the hi-line and serves Liberty County as well as Hill County. The Head Start combination class serves up to 16 children and is a combination of center based and home based with home visits twice a month and center based classes twice a week. The Early Head Start





Paisley being in this program is allowing her father, Kyle, to stay in high school so he can graduate and better all of our lives.

Makenzie now works at EHS and has recently received her GED.

combination option is located in Havre and serves up to eight children, the children must be two years of age for the Early Head Start combination option.

Additionally, the Early Head Start prenatal option serves pregnant mothers. While we do not provide direct medical services, we do assist mothers (and fathers as well as other family members) to assess their needs and plan for a healthy delivery. This includes home visits, prenatal educational materials and case management. We are particularly interested in serving teen mothers. Once the baby is born, he/she will be enrolled in either the home based option or the center based option depending on the family's needs and the availability of slots.

Parent involvement is a very important part of a child's early education. We invite parents to spend time in the classroom with their child, ride the bus, and volunteer in any number of ways. We seek parent input into their child's education through parent teacher conferences and home visits. Families also continue to work with their child at home in order to meet the child's individual education goals. Policy

Council and Parent Committee members are actively engaged in program governance. Parents and community members provide invaluable ongoing support. All services revolve around providing high quality education for children ages birth to five and their families.

NMCDC staff use a variety of strategies to promote and support children's learning and developmental progress to prepare them for kindergarten. Each child has an Individual Child Development Plan based on individual observations and ongoing assessment.

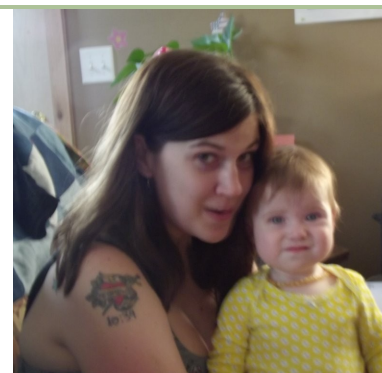
Kindergarten readiness is ongoing as we learn more about the expectations from Head Start to implement school readiness goals. We have critically looked at our existing systems of collecting data and brainstormed ways to improve our methods used to reach our school readiness goals. Our school readiness goals are to support all areas of a child's growth and development including

- social and emotional development,
- approaches to learning,
- development of cognition and

- general knowledge,
- development of language and literacy skills and
- development of physical well-being and motor development.

The non-federal shares match, or in-kind, for NMCDC is \$410,349. NMCDC is able to meet that match due to the generosity of community volunteers. Parents of NMCDC children provide the majority of in-kind by being involved in the program and involved with their child's education. Another major source of the match is the partnership between Havre Public Schools and NMCDC to provide special Education services to preschool children. The Havre Public School staff that work for the Special Education program at Head Start account for approximately \$70,000 of the required in-kind match. The medical community in this area is also very supportive of NMCDC and the children we serve and generates around \$17,000 a year in donated medical exams, dental exams, hearing screenings, vision screenings etc. This program would not be nearly as successful as it is without the support and generosity of the community and families we serve.

I joined the pre-natal program and have found every person through HRDC to be extremely wonderful. I was able to start in a program designed specifically for my needs and then once Aspen was born, they tailored it to fit her growth and her needs. I did home base for 9/10 months (I think!), and then Aspen got into EHS in the fall of 2013. I have really appreciated the kindness of all the teachers Aspen has interacted with, the thoughtfulness of the staff, and the overall enjoyment I can tell most of the employees have regarding being around children.



Program	Office of Head Start Grant	CACFP	Best Beginning Child Care Scholarship	Johnson O'Malley
Head Start	\$979,042	\$40,046		\$601
Early Head Start	\$557,994	\$9,492	\$1,033	
Total	\$1,537,036	\$49,538	\$1,033	\$601

NMCDC embraces continuing education for the teaching staff. NMCDC has a total of 18 teachers, four of whom have a Bachelor's degree, five teachers have an Associate degree and seven teachers have a Child Development Associate and are enrolled in college classes. We have two teachers that are working on their CDA and will have achieved that goal within the next few months. The teachers with a CDA will have earned an AA degree within the next year. In addition to the education credentials of the teaching staff, NMCDC also has four other staff with a Bachelor degree in Early Childhood Education or a field related to their job. NMCDC has a training budget of around \$50,000 per year. The training is in the

form of college classes, on-site training, conferences and various other sources.

According to the National Head Start Association, every dollar invested in Head Start reaps a Return on Investment (ROI) ranging from \$7 to \$9. For Northern Montana Child Development Center with a budget of \$1,641,397 this would be a ROI in this community of \$11,489,779 to \$14,775,273.

The most recent agency audit was conducted September 2013, in accordance with auditing standards generally accepted in the United States, the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United

States; and OMB Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*. The federal program audited was Head Start. There were no material weaknesses or findings.

District 4 HRDC employs around 50 Head Start and Early Head Start staff and had a federal grant in the amount of \$1, 537,036 for the grant year 2013-2014. In the grant year 2014-2015 NMCDC will receive federal funding in the amount of \$1,641,397.

Approximately 77% of the budget or \$1,264,026 is spent on wages and fringe benefits. The chart above shows the sources of funding for the Head Start and Early Head Start program.

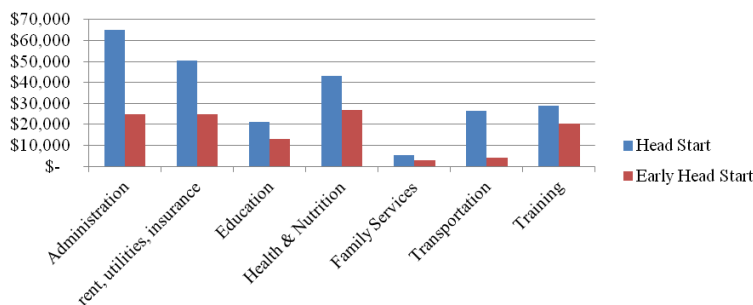
These charts show budget projections for the grant year 2014-2015. The chart titled "Budget Categories" does not include salaries, fringe benefits or health insurance.

### Cost Per Child for Grant Year 2014-2015



### Budget for Grant Year 2014-2015

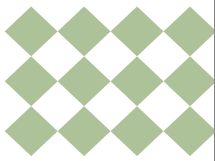
(Does not include personnel costs)



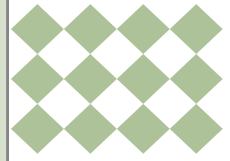
The following story is from Christy. Her daughter has transitioned out of Head Start and into kindergarten.

"The Head Start program has been an essential piece to my daughter's early childhood development. When she started two years ago she struggled with her speech. Sometimes I had no idea what she was saying. She would get so frustrated and I felt helpless. Soon after she started Head Start we got into speech. She made such a huge improvements that year.

I could understand what she was saying! Her growth and development continued over her second year. Head Start has a lot of kind and compassionate people! You can see it when you see the kids interact with their teachers. Their work helps the children to become successful students! Thanks for all that you do Head Start!"



## *From the Desk of Vicki Wilkins, Child Care Link Director*



District 4 HRDC Child Care Link links the community to safe, healthy, caring environments for all children by providing child care resource and referral services to Hill, Blaine, and Liberty Counties, including Rocky Boy and Fort Belknap Reservations. District 4 HRDC Child Care Link staff includes Vicki Wilkins, Program Director; Kathy Fanning, Professional Development Specialist; and Eva Stanmeyer, Family Resource Specialist.

Child Care Link manages the Best Beginnings Child Care Scholarship Program, which provides child

care payment awards for eligible families while they work, work and attend school, attend high school, or participate in Montana's Temporary Assistance for Needy Families (TANF) program. In addition, our staff offers education on selecting quality child care, information on child development, and referrals to other services/agencies.

District 4 HRDC Child Care Link recruits new child care providers and offers new provider orientation. In addition, Child Care Link offers child care provider training and skill

development to the 30 area child care facilities and their 121 staff members.

District 4 HRDC Child Care Link currently has six child care providers participating in the Best Beginning's STARS to Quality Program. The STARS to Quality Program is a voluntary five STAR level quality rating improvement system that aligns quality indicators with support and incentives for early childhood programs that were accepted into the field test following a statewide application process.



My name is Kara Fox and I moved to Havre from Fort Belknap in August of 2009. I was new to the area and didn't know of any programs that assisted with the cost of child care. While I was going to college at MSU-Northern, I was using what little money I got back from my Pell Grant to pay for my child care. I found that it was very difficult to make any kind of living this way and eventually dropped out of college. After I dropped out, a family member told me about the Child Care Link Program that offers Best Beginnings Scholarships that I would probably qualify for and told me to apply. I applied and qualified so I went back to college full time and also got a part-time job.

After a year or so, I decided that I did not want to go to school anymore but I wanted to work full-time so I could better support my son financially because I was a single mother. In the beginning of 2011, I started working for Northern Montana Child Development Center and because I only had to pay a small co-payment, I was better able to support myself and my son. I was promoted a couple of times at Northern Montana Child Development Center and my co-pay also went up but it was still very affordable compared to if I had to pay for child care at full cost. After my son turned 6 years old, he was able to go to Boys and Girls Club so child care wasn't an issue for me anymore.

In March of 2014, I had seen that there was a job opening with the Domestic Abuse Program, this was a program that I had always wanted to work for and had a passion for because I was in a very abusive relationship with my son's father. When I dropped my application off for the position, I was 8 months pregnant and went into pre-term labor the next day. I interviewed for the position just 4 days after giving birth and was offered the job. Because I wasn't receiving any sort of leave or unemployment from my previous job, I started working with the Domestic Abuse Program when she was 3 weeks old because I had bills and 2 kids to take care of by myself. I applied for the Best Beginnings Scholarship right away and started to look for a daycare provider that I felt comfortable to watch my infant daughter. In the meantime, a family member was taking care of her while I was at work. I was very lucky to find a provider that met all of my wants and needs and started to watch her by the time she was 5 weeks old.

If I didn't apply for the Best Beginnings Scholarship, I wouldn't have been able to go to school or work while my son wasn't old enough to go to the Boys and Girls Club or work while getting assistance in paying for daycare for my daughter after receiving a job offer that I had always wanted. This program has been a huge help in allowing me to be successful and work towards my goals.

For every \$1.00 spent (includes administration of the child care program and child care expense paid) to allow Kara to maintain her employment, \$5.82 was returned to the community in the form of salary and taxes.



# From the Desk of Teresa Wynia, Energy Director

District 4 HRDC's Energy program consists of two employees; Energy Program Director Teresa Wynia and Energy Specialist Sarah Solomon. Teresa started working for the program August 30, 2007 and Sarah was hired September 17, 2009. The energy program has four different programs available to the residents of Hill, Blaine, and Liberty counties. The programs offered are the Low Income Energy Assistance Program (LIEAP), Energy Share of Montana, and the Hill County and Big Flat Electric company programs.

LIEAP assisted 488 households  
1192 individuals and spent  
\$329,024.99

Energy Share assisted 119  
households 350 individuals and  
spent \$56,492.68

Big Flat Electric assisted 33  
households 76 individuals and  
spent \$5,775.00

Hill County Electric assisted 119  
households 300 individuals and  
spent \$14,875.00

A Havre resident named Paula felt she had nowhere to turn to for help, until she heard about District 4 HRDC from her sister. Being unemployed and severely depressed, she made the decision to call the agency not knowing if anyone could even help her. On March 10, 2014, Paula's call was directed to the agency's Energy Program. Paula began telling her story; she was looking for some help to get her mobile home furnace repaired or replaced. She had been

without a furnace for over three years, using only two portable electric heaters to warm her home. She was limited to spending time only in the kitchen and bedroom, where the electric heaters were

located. We were able to explain the heating assistance programs to Paula and get her started with the application process. By the end of the day Paula was approved for LIEAP. Also, because her case was handled as an emergency, she was given priority with weatherization assistance. Both NorthWestern Energy and Kim's Heating & A.C. were contacted to fix Paula's furnace. Kim's attempted to repair the furnace but it was beyond repair. Kim's Heating & A.C. provided Paula with higher voltage, portable, electric heaters to get her through one more night without a furnace. The next day a new furnace was installed in Paula's home. Paula shared that she felt that she had a real home again. This new sense of happiness inspired Paula to make other changes in her life, so she started putting in job applications. Within one month of getting her furnace, Paula started a new job after being unemployed for over a year. As



Weatherization Program Director Kraig Peterson speaking at the 2014 LIEAP community meeting.

time passed, additional weatherization projects were completed by District 4's Weatherization Department. Again Paula's home became more livable with many repairs around her home; a new hot water heater, new floor installed in the bedroom, bathroom, and closet, insulate sheetrock hung in the living room, a range hood and vent added in kitchen, a vent in bathroom, and many other repairs. Paula has sent several thank you notes to both the Energy Program and Kim's Heating & A.C. Paula says, "You have made my life more livable, after all these years I am warm and safe again."

## **Return On Investment:**

*EVERY \$1 SPENT A ROI*

*LIEAP = \$292*

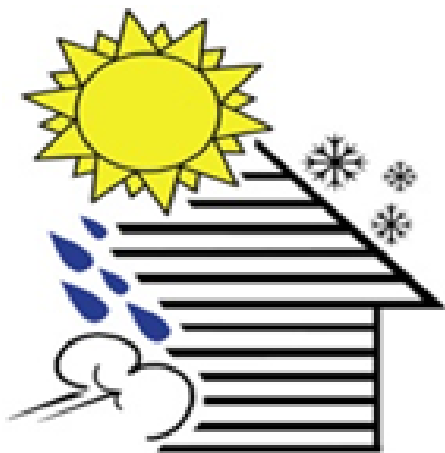
*ENERGY SHARE = \$1750*

*HCE = \$704*

*BFE = \$169*



# From the Desk of Kraig Peterson, Weatherization Director



A woman called wanting a carbon monoxide (CO) detector. I told her I couldn't hand out CO detectors but if she was a LIEAP client I might be able to weatherize her home and she would get a CO and smoke detector. She replied "Well no, I'm not (a LIEAP client)." I asked if she was a client in the past and she replied she had never applied for LIEAP or any other programs.

I asked why she needed a CO detector. She replied "I smell gas and I want to feel safe in my home." I asked her if she thought she had a gas leak. She replied "Yes, I do." I said I have a natural gas detector and could come over and check for her. She replied "Thank you, here's my address." When I arrived at the residence, she greeted me and said, "You can smell gas in the back yard." So I proceeded to the back yard. I smelled gas right away (a rotten egg smell). I set up my tester with fresh air and tested the area in question and got a gas reading above normal. When I opened the back door to the home the

detector maxed out. I immediately told her to open all windows and doors, grab her cell phone come outside and call NorthWestern Energy (NWE).

She called NWE and told them about the gas leak and that the guy from HRDC Weatherization was on site and had tested the area and found a large amount of gas leakage. I took the phone and told NWE that my gas detector goes up to 300ppm and it had maxed out. Ten minutes later NWE arrived and started testing and found gas leaking in a large amount. Keep in mind that a gas meter pumps out 4lb of pressure and his reading was 3.8lb leaking at over 400ppm.

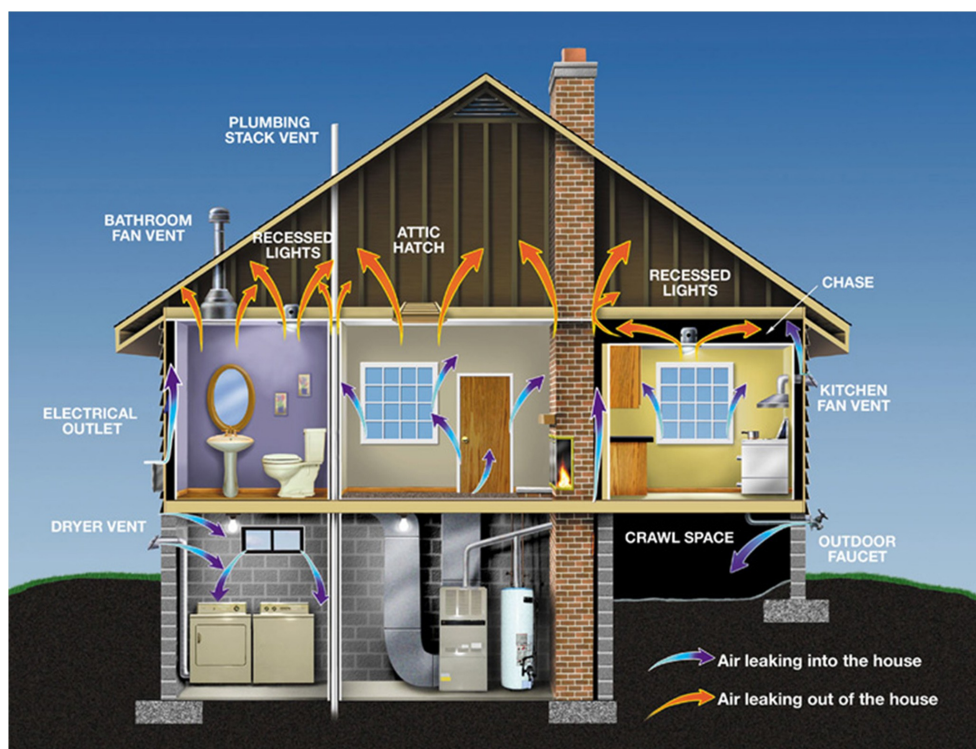
She was asked if she had any pre-existing or potential health conditions. She replied, "I have been having headaches and flu symptoms." I asked her if she

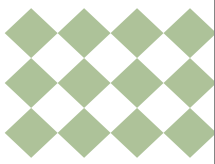
felt sick now. She replied "Yes I do, I always feel sick." I told her that's probably due to the gas leak and breathing in gas fumes.

NWE finished testing and had to turn off the gas main due to a broken black pipe with no shutoff valves in site. The lady of the house called the next day and thanked me for saving her life. *All it would have taken is a spark to cause a large explosion that would have destroyed the home and killed or hurt the lady of the home and also her neighbors.*

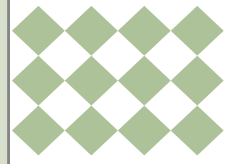
## **Return on Investment Average**

*35 clients: For every \$1 spent @ SIR (saving invest ratio) of 1.0 payback SIR of 1.5 or higher payback dollar amount of 425.00 or higher per year saving on each home.*





## *From the Desk of Diane Savasten Getten, Housing Director*



### Housing Success Story 2014

One family that recently got off of the Section 8 Program comes from a fourth generation Section 8 family. She is so excited as she is planning on teaching her children how to succeed, without going through all of the drama that she has experienced in her life. She is very pleased

that she graduated from college and has a great job that will support her and her two children. She is thankful for the opportunity to share her story so that people know that there is hope even when you come from a very poor, uneducated family. She did not want her picture taken or her name

revealed because she did not want to insult her family.

### **Return on Investment:**

During the past 12 months 12 families went off of Section 8 Rental Assistance due to going over income, for an annual return of tax payer dollars of \$86,609.64.



### Food Bank

The Food Bank has been the recipient of donated food from several families that have decided to down size their households. The food donation has been greatly appreciated.

A few gardeners have given us excess produce from their gardens. Dale Shulund who has a garden in our community garden area entered produce in the fair and received a purple ribbon for his produce, he donates many pounds of food to the food bank. Pictured to the left and right are volunteers working at the Havre Food Bank.



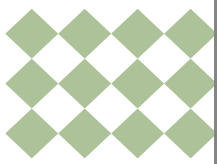
Diane is pictured with the entire graduating Great Falls class.

### **Congratulations WorkSafe Champion Graduate!**

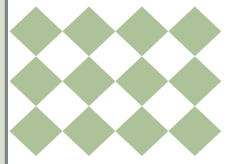
Housing Director Diane Savasten Getten, (second person from left in the front row) recently graduated from WorkSafe Champion class 6. Diane began classes in September 2013 and graduated in September 2014. Attending all day courses in Great Falls 9 times over the past year. As a result of Diane attending this program District 4 HRDC will save 8% on our Workers Compensation bill.







## *From the Desk of Amber Thompson, Domestic Abuse Director*



In July of 2014 a woman arrived in Havre with her two children. She came from Texas after her spouse attacked her

and her six year old son in their home. He was very controlling; he called her at work so often that her job was in jeopardy. He would threaten to slash her car tires when they argued, and when she tried calling the police for help he would take the phone from her, often by using force. He had substance abuse problems, and she once found dirty syringes in her shower. When she moved away from him, he made a point to find out where she lived and follow her around. He would make obscene gestures and scream at her, and stalked her continually. He threatened her, suggesting that his friends would "beat her" for him. She filed a complaint with

the police department but didn't hear from them, and she was unable to get an order of protection in Texas.

After a couple of months without contact, she met with him and they decided to give their relationship another chance. Within two days she discovered he was still using drugs. They had an argument, and he dragged her out of the shower by her hair. After that incident she asked him to move out. He refused, and after being locked out of the residence, he broke a window and stole her car.

She decided to come to Montana to be closer to her mother, and the Texas Rescue Mission was able to purchase bus tickets for herself and her children. She arrived in Montana at the end of July. She moved into the shelter on July 31, 2014.

During her first week at our shelter, she applied for housing, jobs, and daycare for her two children. We referred her to

Montana Legal Services so she could get a divorce and who then helped her obtain an order of protection. By August 12 she had enrolled her kids in daycare and had her first job interview. On August 22, 2014 she was offered a job at Northern Montana Medical Center. She started working on September 3, 2014. She is currently looking for places to rent on her lunch hour and has saved enough money from her job to afford the initial deposit and rent for a place of her own.

### **Return on Investment:**

The Domestic Abuse Program paid a total of \$149.62 for transportation costs, groceries, and interview clothing for the client. She and her children have been in our shelter for a total of two months at a cost of \$1019.84 for a total of \$1169.46 invested. At her job the client earns \$26,187 per year. The return on investment is: 22.39%:1.

### **The Domestic Abuse Staff on a blustery fall day.**

From left to right:

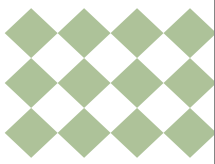
Amber, Program Director

Haley, Victim/Witness Advocate

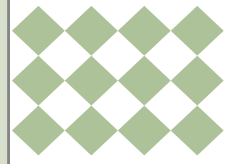
Barb, Shelter Manager/Volunteer Coordinator

Kara, Victim Witness Advocate





## *From the Desk of* *Andrea Daniel, Employment & Training Director*



A young man enrolled in the Youth Workforce Investment Act (WIA) program without a high school diploma or High School Equivalency and with very poor work history. He began working at the nursery in Fort Belknap as a gardener with the goals of learning some basic irrigation skills, weed control, planting, and some basic greenhouse operations. He had a difficult start with poor attendance and in completing his last test for his High School Equivalency. He received his High School Equivalency in June 2014. He was also able to increase his attendance through adult mentoring from his supervisor at the nursery and the employment specialist at HRDC. His supervisor rated him as fair on most skills such as dependability, punctuality, work ethic, attendance, and attitude when he began his work experience. By the end, he had increased by two steps to excellent in every item making him more employable when he leaves our program. His earning potential without a High School Diploma or HSE would have been \$17,117 while his earning potential at this point is \$23,290. This is an increase in tax revenue from \$472 to \$1089 (70% or 230%). This increase also impacts his dependence on SNAP as the higher wage would save the state \$4164 in SNAP benefits. He has been enrolled in our program for 6 months and we have spent a total of \$3582 in assistance for him. Staff have

spent about 8 hours/month working directly with this client for a total of \$618.

A woman enrolled in the adult WIA program in the midst of her nursing education. She was receiving SNAP benefits at the time and struggling to continue her education due to the costs associated with the nursing program and the inability to work due to the requirements of extended hours for her degree. She had no income at the time she entered the program. Had she worked as a CNA at the local care center, her salary would have been \$21,237 while her salary after completing her education is \$58,843. This is increased tax revenue from \$884 to \$6059 (88% or 685%). Because she was also enrolled in SNAP and is no longer eligible, the state is saving \$4164 each year in benefits. She has been enrolled in our program for 9 months and we have spent a total of \$1726 in direct supportive services for her. The case manager spent about 5 hours/month working with her over the course of 9 months at \$17.40/hour for a total of \$783 in staff time.

The WoRC program had a woman with 2 children enrolled in the program. She was unemployed and had recently moved to the area. Her only income was her TANF of \$510/month and her SNAP benefits of \$389/month. She was given assistance in searching for a job, completing resumes, and

interviewing skills. She has recently been hired at the local hospital as a medical assistant with an earning potential of \$29,610 yearly. Over the course of a year, the state will save \$10,788 plus medical benefits through Medicaid as health insurance is now an option for her family. Staff time spent with this client was about 20 hours for a total of \$337 in staff time.



### ***Employment & Training***

## **Work Experience**

An opportunity, through the WoRC & WIA programs, to be a mentor and provide job experience to a participant working with your business.





# What we've done!

548	LIEAP Applications Received	488	LIEAP Benefits Received	2	Hot Water Heater Replaced
142	Energy Share Applications Received	119	Energy Share Applications Approved	16	Furnaces Replaced
121	Hill Co Electric Applications Received	119	Hill Co Electric Benefits Approved	4	Emergency Furnace repair
43	Big Flat Electric Applications Received	33	Big Flat Electric Benefits Approved	159	Families received help paying for their child care-unduplicated
17	WoRC & WIA work Experiences	131	HiSET Test Administered	30	Adult Basic Education & Literacy program participants
43	Job training recipients	4	HiSET Diplomas Achieved	16	Placed in permanent employment
446	Crisis calls received	894	Nights of emergency shelter provided	946	Meals for women and children sheltered
37	Women and children sheltered	0	NorthWestern Energy Refrigerator Replacement	94	Victims assisted in obtaining Temporary/Permanent Orders of
41	Early childhood professional development courses	27	Parents attended parenting classes	16	Youth Work Experiences
\$339,231.92	Amount of child care assistance to families	297	Participants took early childhood professional development courses	1	Men sheltered
213	Children served in Head Start and Early Head Start	4	Prenatal women served	210	Dental exams performed
35,774	NMCDC meals Served	210	Health Exams performed	75	Children received transition services into public school
207	Children received educational screening and	200	Children's immunizations up-to-date	2,587	Hours of Building Use by Community
250	Households received Section 8 Assistance	875	People in Section 8 households	447	Households on waiting list
17	Households in HRDC's low-income units	9	Families in Surrey Court	35	Homes weatherized in Blaine, Liberty, and Hill Counties
128,887	Pounds of food distributed	8,478	Food boxes distributed	2	Homes weatherized on the Rocky Boy Reservation
3,542	Adults served by the Food Bank	2,350	Children served by Food Bank	2	Homes weatherized on the Fort Belknap Reservation

*A SPECIAL THANKS TO ALL OUR HELPING HANDS*

**2662 VOLUNTEERS DONATED 28,487 HOURS!**

Koenig Rebecca Krezelak Ashley Linderman Fern Lohse Alonna Loogman Diane Lowry Leanna Magnussen Stephanie Mariani Makenzie Meznarich Ed Mullner Gerda Mullner Angela Murri Samantha Nimmick NMCDC Parents Sonni Ochoa Kraig Peterson Sierra Phipps Brandy Rhoades Katlynn Robinson Diane Savasten Getten Farideh Schmidtke Lucinda Sinclair Teddy Smith Sarah Solomon Eva Stanmeyer Linda Stull Kathy Terbovitz Karen Thomas Amber Thompson Greg Tillemann Carley Tomaskie Krissy Torgerson Desiree Vaughn Patty Vigliotti Pam Villars Susan Warburton Liz White Amanda Whitfield Steve Wiles Vicki Wilkins Wanda Woodwicks Teresa Wynia Karen Yeoman Crystal Anderson Cindi Armstrong Joseph Azure Kathy Bedwell Shannon Bergren Lorna Bjerga Karyna Botezat Amber Carlson Nichole Cartwright Valerie Clikeman Dale Cline Barbara Coms Deanna Cornell Francis Coronado Andrea Daniel Maryna David Carrie Dickson Haley Dolphay Kayla Doney Kathy Fanning Cindy Fitzpatrick Kara Fox Carilla French Kasie Gandenberger Kim Gordon Jennifer Graham Tyler Graham Stephanie Green Alisha Gruszke Dee Hamaoka Lora Hanson Betty Hofeldt Christa Hoffman William Hopson Michael Hulett Lisa Hunt Marit Ita Shelly Jappe Joni Keith Cindy Koenig Rebecca Krezelak Ashley Linderman Fern Lohse Alonna Loogman Diane Lowry Leanna Magnussen Stephanie Mariani Makenzie Meznarich Ed Mullner Gerda Mullner Angela Murri Samantha Nimmick NMCDC Parents Sonni Ochoa Kraig Peterson Sierra Phipps Brandy Rhoades Katlynn Robinson Diane Savasten Getten Farideh Schmidtke Lucinda Sinclair Teddy Smith Sarah Solomon Eva Stanmeyer Linda Stull Kathy Terbovitz Karen Thomas Amber Thompson Greg Tillemann Carley Tomaskie Krissy Torgerson Desiree Vaughn Patty Vigliotti Pam Villars Susan Warburton Liz White Amanda Whitfield Steve Wiles Vicki Wilkins Wanda Woodwicks Teresa Wynia Karen Yeoman Crystal Anderson Cindi Armstrong Joseph Azure Kathy Bedwell Shannon Bergren Lorna Bjerga Karyna Botezat Amber Carlson Nichole Cartwright Valerie Clikeman Dale Cline Barbara Coms Deanna Cornell Francis Coronado Andrea Daniel Maryna David Carrie Dickson Haley Dolphay Kayla Doney Kathy Fanning Cindy Fitzpatrick Kara Fox Carilla French Kasie Gandenberger Kim Gordon Jennifer Graham Tyler Graham Stephanie Green Alisha Gruszke Dee Hamaoka Lora Hanson Betty Hofeldt Christa Hoffman William Hopson Michael Hulett Lisa Hunt Marit Ita Shelly Jappe Joni Keith Cindy Koenig Rebecca Krezelak Ashley Linderman Fern Lohse Alonna Loogman Diane Lowry Leanna Magnussen Stephanie Mariani Makenzie Meznarich Ed Mullner Gerda Mullner Angela Murri Samantha Nimmick NMCDC Parents Sonni Ochoa Kraig Peterson Sierra Phipps Brandy Rhoades Katlynn Robinson Diane Savasten Getten Farideh Schmidtke Lucinda Sinclair Teddy Smith Sarah Solomon Eva Stanmeyer Linda Stull Kathy Terbovitz Karen Thomas Amber Thompson Greg Tillemann Carley Tomaskie Krissy Torgerson Desiree Vaughn Patty Vigliotti Pam Villars Susan Warburton Liz White Amanda Whitfield Steve Wiles Vicki Wilkins Wanda Woodwicks Teresa Wynia Karen Yeoman Crystal Anderson Cindi Armstrong Joseph Azure



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**THANK YOU TO ALL OUR DEDICATED EMPLOYEES AND VOLUNTEERS!**