

**October  
2011**



**DISTRICT 4  
HUMAN RESOURCES DEVELOPMENT  
COUNCIL**

# **Annual Report**

ASSETS		LIABILITIES & NET ASSETS	
Cash & Cash Equivalents	\$229,906	Accounts Payable	\$166,835
		Deferred Revenue	\$15,695
Grants Receivable	\$188,197	Accrued Vacation	\$84,723
Accounts Receivable	\$7,744	Notes Payable	\$1,108,601
Notes Receivable	\$21,500		
Land, Building, & Equipment,	\$871,821	<b>Total liabilities</b>	\$1,375,854
		<b>Net Assets</b>	\$(56,686)
<b>TOTAL ASSETS</b>	\$1,319,168	<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	\$1,319,168

## DISTRICT 4 HRDC FINANCIAL INFORMATION

ARRA Grants	Total Grant	Synopsis
ARRA - CSBG	\$166,365	A total of 2,278 clients were served: Three full-time employees were hired and one employee's hours were increased 10 hours/week. Fifty-two veterans were provided information on available programs/assistance. One hundred twenty-six clients received GED services. Fifteen households received child care assistance. Eleven child care providers received financial help and 33 child care providers benefited from library materials purchased with ARRA dollars. ARRA paid for five families to participate in the community garden. The Food Bank assisted 2,032 individuals. In addition to food, the Food Bank purchased an electric forklift and a new computer.
ARRA HOMELESS PREVENTION	\$115,670	Three hundred sixty-three individuals received assistance. Sixty-nine businesses and landlords benefited.
WoRC to WoRK	\$207,910	Twenty-one individuals received full-time employment for six months. Eighteen of the 21 remain employed.
MTRRA - ESG 2011	\$52,077	The Domestic Abuse Program upgraded the shelter wiring, replaced crumbling concrete steps and windows, and installed air conditioners and baseboard heaters. In the transitional houses, five windows were replaced, garage doors were updated, central air was installed as well as new storm doors.
MBCC - SAS	\$6,000	A poster and flyer promoting the awareness of domestic violence was produced and distributed.
ARRA DOE WX - HAVRE	\$473,054	Fifty-two homes (140 individuals) in Blaine, Hill and Liberty Counties received weatherization measures. An additional four homes will be completed by December 31, 2011 for a total of 56 homes.
ARRA - WX DOE - FB	\$348,060	Forty-four homes (131 individuals) on the Fort Belknap Reservation received weatherization measures. An additional three homes will be completed by December 31, 2011 for a total of 47 homes.
ARRA - WX DOE - RB	\$252,439	Thirty-six homes (130 individuals) on the Rocky Boy Reservation received weatherization measures.
ARRA HS/EHS	\$117,155	One full-time employee was hired. NMCDRC staff received training and incentives, classrooms were painted and the parking lot repaired. Sprinklers and sod were installed. The handicap ramp at the Lincoln Center was replaced as well as floor coverings.
ARRA SUMMER YOUTH	\$214,244	One hundred youth were employed in the summer youth program.
Total ARRA 2010—2011 Grants	\$1,952,974	Over 3,250 people received a direct benefit from the ARRA money.

## Our Mission:

***To stimulate a better focusing of all available local, state, private, and federal resources upon the goal of enabling low-income individuals of all ages to attain the skills, knowledge, and motivations, and secure the opportunities needed for them to become fully self-sufficient.***

Notes from the Executive Director—Karen Thomas

At the end of every all-staff meeting, I say to HRDC employees, “Go forth and do good.” because that’s exactly what they do. They give 100% to the Agency and to the people they serve. Sometimes the choices they have to make are difficult and require thoughtful introspection. Through it all, their accomplishment are laudable and include -



- 132 homes were weatherized
- 150,280 pounds of food was distributed
- 620 people received LIEAP Benefits
- 145 families received assistance paying for their child care
- 64 women and children were sheltered
- 232 children received developmentally appropriate early childhood experiences through Head Start and Early Head Start
- 71 students received their GED through Adult Basic Literacy Education

Poverty along the hi-line deepens as the economy continues to falter. Many families are using our services, particularly the Food Bank, for the first time. As the unemployment rate rises, HRDC is determined to be here to assist families as they weather the downturned economy and make steady progress back to prosperity.

To see the progress of Buffalo Court, the 20 unit low-income senior housing project being built, I invite you to access HRDC’s web site at [www.hrdc4.org](http://www.hrdc4.org). Just click on the buffalo.

Thank you to our Board of Directors who generously give their time and talents to make HRDC 4 a success.

PUBLIC SECTOR	PRIVATE SECTOR	LOW INCOME
Frank DePriest, Commissioner Blaine	Phillip Aaberg, Self-Employed	Tami Greytak, NMCDC Policy Council
Kathy Bessette, Commissioner Hill	Yvonne Laird, Legal Services	Merle Belcourt, Chippewa Cree Housing
Russell Tempel, Commissioner Liberty	Lynn Minnick, CPA	Tescha Hawley, Fort Belknap 477
Gina Dahl, Hill County Attorney	Katherine Williams, MSU-Northern	Dawn Bishop Moore, Hays Postmaster
	Kathy Leeds, Quality Life Concepts	Jean Patera, Triangle Telephone

# Northern Montana Child Development Center Head Start & Early Head Start

Northern Montana Child Development Center provides comprehensive Head Start and Early Head Start services to 211 children ages birth to five, including prenatal moms. 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. During the past year we were fully enrolled all year.

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. At least 10% of the enrolled children we serve, have a disability. The Head Start services are also extended to children with disabilities, ages 3-5, enrolled in Havre Public Schools but not in Head Start.

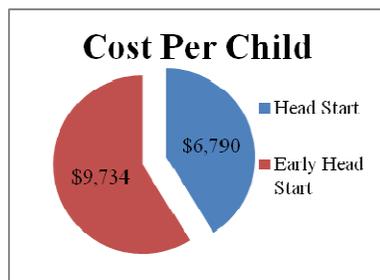
NMCDC offers Head Start and Early Head Start home based and center based services in Hill and Blaine counties. The Head Start home based option is primarily for rural families that are unable to transport their children to the center. The Early Head Start home based option is primarily for rural families and families that do not need 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 classes for Head Start meet 3 1/2 hours a day, four days a week from mid September through mid May. The Early Head Start center-based program is open four days a week from 7:30 AM until 6:00 PM and is a licensed infant/toddler child care center. The Early Head Start center-based 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. Early Head Start provides services year round. The third option is the Head Start combination classroom that is located along the hi-line and serves Liberty County as well as Hill County. The combination class serves up to 16 children and meets two days each week in Rudyard for 3 1/2 hours each day, and the teacher makes two 1 1/2 hour home visits with the families each month.

Additionally, the Early Head Start expectant family option serves four pregnant women. While we do not provide direct medical services, we do assist mothers (and fathers as well as other family members) to assess needs and help 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.

In order to promote kindergarten readiness, NMCDC has been revising the education work plan to include the Head Start Child Development and Early Learning Framework. The education staff will have various trainings in the new school readiness frame work. The individual child's



education plan includes goals such as number recognition, recognizing and writing his or her name, and increasing language and literacy skills. These goals are developed with the parents' input and are meant to ensure Head Start children enter kindergarten ready to learn.

Parent involvement is a very important part of a child's Head Start and Early Head Start education. We invite parents to spend time in the classrooms 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.

The non-federal shares match, or in-kind, for NMDCDC is \$402,260. NMDCDC is able to meet that match due to the generosity of community volunteers. Parents of NMDCDC 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 from the partnership between Havre Public Schools and NMDCDC 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 \$70,000 of the required in-kind match. The medical community in this area is very also supportive of NMDCDC and the

children we serve and generates another \$17,000 a year in donated medical exams, dental exams, hearing screenings, etc..

A federal review was completed on the NMDCDC program in October 2010. There were two areas of non-compliance



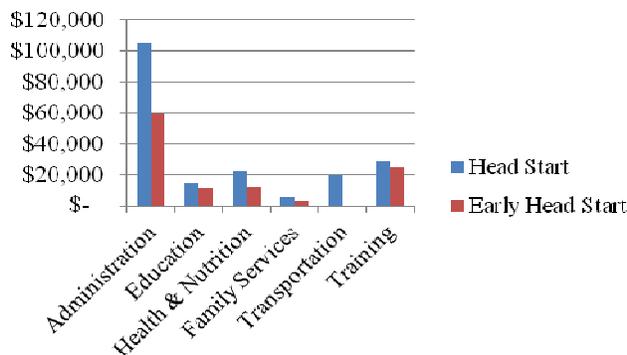
that were found. The first area was the training for bus drivers. They did not have the required number of hours or training within the past 12 months. The other area was on-going monitoring. Since that time, the bus drivers have received more than the required number of hours of training and we have a new system in place to ensure the requirements will be met in the future. We have also implemented various policies and procedures in order to improve our on-going monitoring process.

NMDCDC embraces continuing education for the teaching staff. NMDCDC has a total of 18 teachers, nine of which have a Bachelor's degree, one teacher has an Associate degree and three teachers have a Child Development Associate and are enrolled in college classes. They will have an AA degree soon. The remaining five teachers have a Child Development Associate and have recently started college classes to work towards their AA degree. District 4 HRDC employs over 50 NMDCDC staff and has a budget of \$1,609,290.

Approximately 76% of the budget or \$1.22 million is spent on wages and fringe benefits.

The most recent agency audit was conducted September 2011, 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.

### Program Operations Budget



Does not include salaries, fringe benefits or health insurance.

Cindy Sinclair, NMDCDC Director

# Employment & Training



Employment and Training has had a rather odd year. We were expecting to have plenty of funding for our programs, and that was the case at the beginning of the year. At the end of the year and the start of the new year however was a different story. Our funding for most of our programs has been cut and we have had to scale back the number of participants we will be able to serve in the next year. As an example, we were able to serve 40 people with paid work experiences full time at the beginning of last year. At the end of the year, that number was 15 work experiences and they were only part-time. Our story is not a unique one as many social service programs must scale back or deal with decreased budgets. We again will be

asked to do more with less. We have always done a good job of doing more with less, the question now becomes when is the point we are no longer able to do those programs. Those are the tough questions that will be facing our programs in the year to come.

Now let's talk about the great people that will face these challenges and do their best to help people out of poverty through our Employment and Training programs. Adult Basic Literacy Education (ABLE) has a new face in Fawn Thibodeaux as the new Adult Education Instructor. Fawn is working hard to help as many students as possible attain their GED as well as other educational and training needs. Greg Tilleman is still a mainstay in our Workforce Investment Act (WIA) Adult & Youth programs. Joining him is Celina Cline who is also new to the team.



We expanded the Work Readiness Component (WoRC) program to include Pondera, Teton, Toole, and Glacier Counties and opened a satellite office in Conrad. It is staffed by Katie VanLuchene the WoRC Case Manager and Ashley Clough the WoRC Receptionist. Andi Daniel is new to the Employment and Training team but is not new to HRDC. Andi is the new WoRC Case Manager for Hill, Blaine, and Liberty Counties. Darrel Hannum is still the Program Director.

# Domestic Abuse Program

**Who we are:** The Domestic Violence Program in Havre, Montana has provided services to victims through District 4 HRDC since 1981. The Program's primary purpose is to provide services to victims of domestic violence and sexual assault in Hill, Blaine, and Liberty Counties, including Rocky Boy and Fort Belknap. Our mission is to empower victims to live violence free by providing education, advocacy, and resources. To ensure success in our mission, we provide victim services that include, but are not limited to, a 24-hour crisis line that offers crisis intervention, advocacy and safety planning, crisis counseling, emergency legal advocacy, criminal justice advocacy, personal advocacy, hospital accompaniment, child advocacy, emergency needs (diapers, formula, transportation, and medication) information and referrals, emergency financial support, and men and women's violence intervention groups.

## **Brittany Christofferson – Program Director/Child Advocate**

Brittany was the program's Child Advocate from May 2008 until January 2010. In January 2010, Brittany became the program's Director, but continues in the Child Advocate position as well.

## **Jamie Quinell – Victim/Witness Advocate**

Jamie was hired on as a Victim/Witness Advocate in October of 2009; however, Jamie was a volunteer for our program a few years earlier.

## **Stacey Carrigan – Victim/Witness Advocate**

Stacey was hired as a Victim/Witness Advocate in July 2010; however, she was working with our program as an Advocate through the Employment and Training program since March 2010.

## **Michele Holden – Victim/Witness Advocate**

Michele is new to the program. She was hired for this position in June 2011. She is currently in the Master's Counseling program at MSU-Northern and is looking forward to gaining new skills to help her in the future.



The Domestic Abuse Program's latest project has been to inform our community and surrounding communities that there is a need within our communities to volunteer – such as the CRISIS LINE.

## **Crisis Line –**

### **Make a Difference**

- \*Volunteer 1 night a month
- \*Volunteer from the comfort of your own home
- \*Remain completely Anonymous
- \*1-2 calls a night on average.
- \* Training and manual provided.

**What we've done:** Empowering victims to live violence free by providing support, advocacy, and education.

- ◆ Provided 34 women and 37 children shelter
- ◆ Provided one male shelter
- ◆ Provided one transgender individual shelter
- ◆ 395 total victims served – including shelter clients listed above
- ◆ 1,563 nights of shelter provided
- ◆ 936 meals for individuals sheltered
- ◆ 316 crisis calls received on the 24-hour crisis line
- ◆ 6,932 hours provided by volunteers

# Energy Program



## “KEEPING THE HOME FIRES BURNING”

Teresa Wynia, Program Director  
Sarah Singer, Energy Assistant Specialist  
Fern Lohse, Energy Assistant Specialist

July 2010 through June 2011 was a busy time for the Energy Programs. We assisted clients in meeting their Energy needs through the Low Income Energy Assistance Program (LIEAP), Energy Share of Montana's bill assistance and refrigerator programs, and Hill County Electric and Big Flat Electric bill assistance programs.

Sarah Singer, conducted outreach in Hill, Liberty, and Blaine counties including Rocky Boy and Fort Belknap Reservations. Outreach included newsletters, newspaper articles, and setting-up informational tables at local community events. On the Rocky Boy and Fort Belknap Reservations setting up tables in their local senior centers was successful for Hill County and Big Flat Electric Programs. Sarah also updated the Energy Program website and 2011/2012 newsletter.

Changes occurred in the 2010-2011 heating season with the LIEAP application process. An increase in the needed documentation now requires verification of Social Security numbers for all household members along with photo IDs for everyone aged 16 years and older. A birth certificate is required for household members under the age of 16 years.

**Energy Share of Montana** application and approval numbers were up this season due to the lower LIEAP benefits, and the area's economic downturn. Energy Share of Montana was created to help households in energy related emergencies causing households the inability to pay energy bills. An additional service offered through the Energy Share of Montana is a refrigerator replacement program which helps replace non energy efficient refrigerators in homes of LIEAP clients.

**Hill County Electric** funded 119 of its customers with \$125.00 in benefits. This benefit is given only one time a year per household on a first come first serve basis. Seniors 60 and older, and new, eligible applicants receive priority. If funds are available, all other households that received a benefit in the previous year must wait until March 1st to apply to receive a benefit. Hill County Electric program runs from January 1st until funds are depleted.

**Big Flat Electric** funded \$175.00 benefits to 32 of their customers. This one time a year per household benefit is awarded on the first come first served basis offered from January 1st until funds are depleted.

# Weatherization Program

## **“PROVIDING PEOPLE WITH SAFE, COMFORTABLE & ENERGY-EFFICIENT HOMES”**

Gary Peterson, Program Director  
Vance Blatter, Assistant Coordinator  
Mark Larson, Energy Auditor



The weatherization program is designed to conserve energy and to reduce fuel costs for low-income families. Eligibility is based on a household’s total annual gross income. Eligible applicants have their residences, whether owned or rented, audited by a Weatherization Program Auditor. The auditor recommends repairs and improvements that will reduce infiltration and heat loss. The program then installs appropriate materials in the home.

Because of ARRA we were able to weatherize 52 homes that were non-reservation homes in Hill, Blaine, and Liberty counties, 36 homes on Rocky Boy Reservation, and 44 homes on Ft. Belknap Reservation. In addition, to fulfill the requirements of the regular DOE contracts, we weatherized 15 non-reservation homes, two Rocky Boy homes, and one Ft. Belknap home. For the first time and because of the number of homes we were able to weatherize tripled, District 4 HRDC employed crews to complete the work. We hired a crew of nine to complete the work. We are now back to three employees, a director and two crew members. We also contracted some of the work to be completed.

For the upcoming year, our contract and funding allows for the completion of 23 non reservation weatherization jobs, one Rocky Boy Reservation job, and two Fort Belknap weatherization jobs.



In addition to the weatherization jobs, we replaced 14 furnaces and five hot water heaters.

We also helped the Conservation Corps distribute 74 weatherization kits throughout Havre, and the Rocky Boy and Ft. Belknap Reservations.

# Housing

District 4 HRDC owns six rental houses, five of which are transitional homes – all are occupied and have waiting lists. We also own Surrey Court, an eight-plex apartment building and a four-plex. All apartments are occupied and have waiting lists. The lack of rentals in Havre and the surrounding area is critical.

Section 8 has housing assistance vouchers available however tenants who reach the top of the waiting list have difficult finding rentals. We have 35 vouchers yet to be filled. During the last 12 months 132 landlords received \$1,294,308 from the Section 8 Rental Assistance Program.

Through the American Recovery and Reinvestment Act (ARRA) Homeless Prevention Rapid Re-housing funding, 122 households were provided with \$115,670 in past due rent, rent deposits, past due utilities and utility deposits. \$26,038 of ARRA funding replaced windows, storm doors and did energy updates in our five McLaughlin Transitional homes.



# Food Bank



In 2010, 10,846 individuals were served. Two thousand one hundred and seventy seven food boxes were distributed adding up to 150,280 pounds of food. The Food Bank is a much needed service in our community and costs between \$40,000 and \$45,000 to operate.. We appreciate the generosity of individuals and businesses as they are pivotal to the success and on-going operation of the Food Bank.

**Thank you to Wal-Mart, IGA and the Harlem Albertsons who donate food weekly.**

**Thank you to Coke for picking up the food in Harlem and delivering it to the Food Bank.**

**Thank you to United Way for their contribution of \$4,000.**

**Thank you to Town Pump for their donation of \$5,318.**

**Thank you to the Washington Foundation who donated \$3,000.**

**Thank you to the individuals, businesses, and churches who donated an additional \$12,725.**

# Child Care Link

Since 1992, District 4 HRDC Child Care Link has been serving Hill, Blaine and Liberty Counties along with Rocky Boy and Fort Belknap reservations as the child care resource and referral program that provides various types of assistance to parents needing child care, while they are working, seeking work, or attending school or training programs. In addition, Child Care Link offers training and support to child care providers and the community to assist in building quality early care programs.

Our annual spring mini-conference for child care providers drew 35 early childhood professionals. Jeff A. Johnson, a published author and keynote speaker, traveled from Iowa to present two workshops entitled “Keeping Your Smile” and “Be a Professional Play Technician.” Comments from attendees included “Jeff Johnson was an amazing speaker and kept things so humorous, which I thoroughly enjoy!! He was a great inspiration & you really could connect with him” and “He was very informative. He could put a positive swing on anything. It was nice he gave ideas that were good for both family and center daycares. Most of them don’t. He’s like an adorable five year old.”



Professional Development Coordinator, Kathy Fanning, with Jeff A Johnson



In 2010, District 4 HRDC Child Care Link was also awarded a Montana Children’s Trust Fund grant for the purpose of providing child abuse and/or neglect prevention services. This grant has enabled Child Care Link to establish a Family Resource Center. The Family Resource Center offers parenting classes; a resource lending library including books, videos, and age appropriate play items for parents and community members; and a weekly parent support group called the Parent Project. Accredited by Parents Anonymous® Inc, The Parent Project allows parents a chance to safely discuss parenting issues and support one another.

The Family Resource Center sponsored several activities during April 2011, Child Abuse Awareness Month.

Activities included participating in the Pinwheels for

Prevention campaign, a bulletin board at the main entrance of District 4 HRDC, 35 blue ribbons (symbol for Child Abuse Prevention Month) placed around Havre, public service announcements, displays at Child Find, Blue Sunday and a workshop on the effects of stress and how to handle stress.

Child Care Link staff members include Vicki Wilkins, Director; Kathy Fanning, Professional Development Coordinator; Audree Kilbey, Family Resource Specialist; and Blair Doney, Family Resource Center Coordinator. Dani Kaul, our dynamic volunteer, “retired” in January 2011. Her dedication and sense of humor is truly missed not only by our staff members but the child care providers that she called monthly.

# WHAT WE'VE DONE

715	LIEAP Applications Received	620	LIEAP Benefits Received	1	Hot Water Heater Replaced
132	Energy Share Applications Received	126	Energy Share Applications Approved	16	Furnaces Replaced
131	Hill Co Electric Applications Received	119	Hill Co Electric Benefits Approved	4	Furnaces Repaired
88	Big Flat Electric Applications Received	32	Big Flat Electric Benefits Approved	145	Families received help paying for their child care
63	WoRC Experiences	147	GED Test Administered	207	Adult Basic Education & Literacy program participants
228	Job training recipients	71	GED Diplomas Achieved	83	Placed in permanent employment
341	Crisis calls received	780	Nights of emergency shelter provided	646	Meals for women and children sheltered
65	Women and children sheltered	1,392	Seniors served by Food Bank	131	Victims assisted in obtaining Temporary/Permanent Orders of Protection
44	Early childhood professional development courses offered	22	Individuals received orientation to start their own child-care business	157	Families received consumer education on selecting quality child care
\$479,520	Amount of child care assistance to families	294	Participants took early childhood professional development courses through Child Care Link	265	Children received referrals to registered and licensed facilities
244	Children served in Head Start and Early Head Start	5	Prenatal women served	177	Dental exams performed
49,052	NMCDC meals Served	194	Health Exams performed	95	Children received transition services into public school
244	Children received educational screening and assessment	234	Children's immunizations up-to-date	1707 hrs	Building Use by Community
259	Households received Section 8 Assistance	892	People in Section 8 households	266	Households on waiting list
10	Households in HRDC's low-income units	7	Families in Surrey Court	52	Homes weatherized in Blaine, Liberty, and Hill Counties
150,280	Pounds of food distributed	2,177	Food boxes distributed	36	Homes weatherized on the Rocky Boy Reservation
5,541	Adults served by the Food Bank	3,702	Children served by Food Bank	44	Homes weatherized on the Fort Belknap Reservation

**A SPECIAL THANKS TO ALL OUR HELPING HANDS**

**1,018 VOLUNTEERS DONATED 26,893 HOURS**

# DISTRICT 4

## HUMAN RESOURCES DEVELOPMENT COUNCIL

### ADMINISTRATION

Karen Thomas  
\*\*Kathy Terbovitz  
\*Tami Casady  
Shelly Jappe  
Amanda Whitfield  
Peggy Gillispie

### BVS VOLUNTEERS

Steven Wiles

### CHILD CARE LINK

\*Vicki Wilkins  
Kathy Fanning  
Audree Kilbey  
Blair Doney

### DOMESTIC ABUSE

Brittany Christofferson  
Jamie Quinnell  
Stacey Carrigan  
Michele Holden

### EMPLOYMENT & TRAINING

\*Darrel Hannum  
\*Greg Tilleman  
Fawn Thibodeaux  
Celina Cline  
Andi Daniel  
Ashley Clough  
Katie Van Luchene

### ENERGY

Teresa Wynia  
Sarah Singer  
Fern Lohse

### HOUSING/FOOD BANK

\*\*\*Diane Getten  
\*\*Valerie Clikeman  
Penny Velk  
\*Don Zinn

### NORTHERN MONTANA CHILD DEVELOPMENT CENTER

\*\*\*Cindy Sinclair  
Crystal Anderson  
Cindi Armstrong  
Carol Bangs  
Kathy Bedwell  
\*Jaci Black  
Dale Cline  
Kimberly Collins  
\*Deanna Cornell  
Francis Coronado  
Lacey Cote  
Jennifer Fitch  
\*Cindy Fitzpatrick  
Kara Fox  
Kasie Gandenberger  
Daniel Gibbons  
\*Jennifer Graham  
Tyler Graham  
\*\*Lora Hanson  
John Harkins  
Cheryl Harwood  
\*\*\*Betty Hofeldt  
Christa Hoffman-Smith  
Tara Hollingshead  
\*\*Michael Hulett  
Nicole Hungerford  
\*Marit Ita  
Isabel Jensen

Betsey Johnson  
Joni Keith  
Becky Krezelak  
\*Diane Lowry  
Melanie Lowry  
\*Leanna Magnussen  
Talia Malone  
Stephanie Mariani  
Theresa Mirador  
Angela Murri  
Iralene Osborne  
Jessica Riker  
Jasi Swick  
Kari Tempel  
Abbie Toner  
\*\*Susan Van Dessel  
Pat Vigliotti  
Patty Vigliotti  
\*\*Pam Villars  
\*\*Donita Winsor  
Kaylee Woodwick  
\*\*\*Wanda Woodwick  
\*Karen Yeoman  
\*Don Zinn

### WEATHERIZATION

Gary Peterson  
Vance Blatter  
Mark Larson

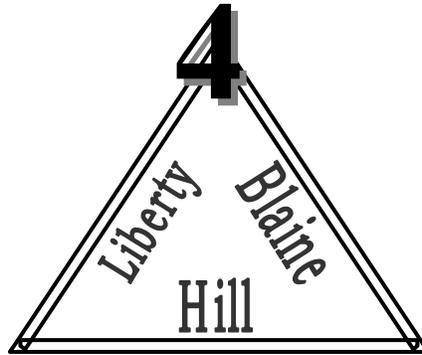


Pondera, Teton, Glacier,  
Choteau, Toole

THANK YOU TO ALL OUR DEDICATED EMPLOYEES.

*Employees with one asterisk have been here at least 10 years; employees with two asterisks have been here 15 years or more; employees with three asterisks have been here 20 years or more!*

Buffalo Court Groundbreaking Ceremony—September 2011



Pondera, Teton, Glacier, Choteau, Toole

**DISTRICT 4  
HUMAN RESOURCES DEVELOPMENT  
COUNCIL**

2229 - 5th Avenue  
Havre, MT 59501

Phone: 406-265-6743  
Fax: 406-265-1312

E-mail: [thomask@hrdc4.org](mailto:thomask@hrdc4.org)

This institution is an equal opportunity provider and employer.

***"People Helping People Help Themselves."***



UNITED WAY



This project is funded (in part) under a contract with the Montana Department of Public Health and Human Services. The statements herein do not necessarily reflect the opinion of the Department. 50 copies of this document were produced at an estimated cost of \$6.00 per copy. Distribution costs for 50 copies are estimated at \$0.120 each. The total cost for printing and distribution is estimated at \$360, 100% of which is through federal funding. This institution is an equal opportunity provider.