

Human Resources Development Council

DISTRICT 4 HRDC'S

ANNUAL REPORT 2018



EXECUTIVE DIRECTOR'S STATEMENT

Welcome to District 4 Human Resources Development Council's Annual Report. The report covers the Agency's fiscal year, July 1, 2017 through June 30, 2018. HRDC 4 serves individuals and families with low-income that reside in Hill, Blaine, and Liberty Counties and includes services to Rocky Boy and Fort Belknap Indian Reservations.

As I reviewed this year's report before publication I was impressed by the successes of the individuals and families we serve. Our employees go above and beyond each day to meet the needs of those we serve. As our employees support individuals and families, HRDC strives to support our employees.

In the past year the Agency, with the support of the Board, revised our wage scale. It is exciting to share that District 4 HRDC now offers entry level positions a starting wage of \$11.70, which is an above average living wage.

Additionally, to support staff wellness, all agency employees were trained and certified in Mental Health First Aid.

HRDC 4 supports staff with professional development as well. Staff in all programs have received certifications necessary to properly implement their program services, additionally four staff received Associate Degrees and two staff received Bachelor Degrees in Early Childhood Education.



It has been a busy year for District 4 HRDC as we conducted our Community Needs Assessment which assisted us in developing our next five year Strategic Plan. For me the highlight of the Assessment was partnering with Fort Belknap's Planning Program Director Caroline Yellow Robe to discover the needs of their community. I was welcomed by the residents and programs as I traveled to Dodson, Hays, Lodge Pole, and Fort Belknap with Caroline. The information gathered and learning their needs was a wonderful opportunity for me to see firsthand the unique challenges of their community. It was an honor to partner with Fort Belknap on this process.

HRDC 4 and the families and individuals served would not be as successful without the support and partnership of other organizations, businesses, and individuals who assist us in meeting their needs. Thank you for supporting HRDC and the communities of the Hi-Line! It truly takes a village to help individuals and families achieve their dreams and goals.

Until next year,

Carilla French

FROM THE DESK OF THE FISCAL OFFICER

STATEMENT OF FINANCIAL POSITION

ASSETS		2018*	2017
Cash and cash equivalents	\$	185,243	\$ 87,723
Cash and equivalents - restricted		137,597	121,119
Grants receivable		235,223	328,553
Accounts receivable		78,251	48,969
Land, Buildings and Equipment		634,609	516,174
Notes receivable		1,686,500	1,686,500
Interest receivable		86,992	47,042
Other assets		550	1,296
Total assets	\$	3,044,965	\$ 2,837,376
LIABILITIES AND NET ASSETS			
LIABILITIES			
Accounts Payable	\$	191,565	\$ 228,628
Accrued vacation		93,765	76,492
Current portion of long-term debt		48,339	17,851
Long-term debt, net of current		479,447	653,893
Total Liabilities	\$	813,116	\$ 976,864
NET ASSETS			
Unrestricted	\$	2,231,849	\$ 1,860,512
Total Liabilities and net assets	\$	3,044,965	\$ 2,837,376
* The 2018 amounts are unaudited.			

Client Success Facts

The staff of the Fiscal Department, at different times in their lives, were clients of HRDC.

We are proof that HRDC makes a difference in people's lives.

Fiscal Department Staff

Kathy Terbovitz - Fiscal Officer
Shelly Jappe - Payable/Receivable Clerk
Amanda Whitfield - Payroll Clerk

District IV Human Resources Development Council is a 501(c)(3) corporation exempt from federal income tax under section 501(c)(3) of Title 26 of the United States Code.

ADULT BASIC LITERACY EDUCATION

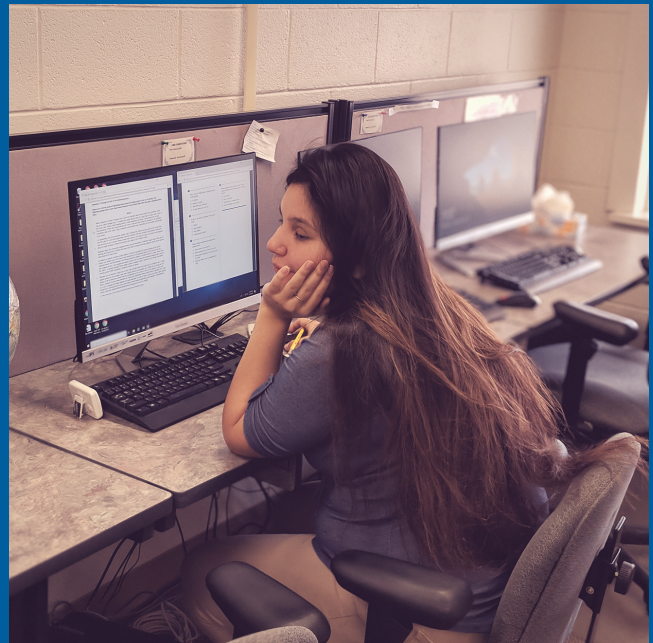
The Havre Adult Education Program had another successful year. In every category measured against last year's numbers, there was improvement. More students achieved HiSET certificates, with a total of 36 compared to 28 the previous year. There was also an increase in attendance hours of more than 400 and enrollment numbers jumped from 171 to 208. Furthermore, there was an average of 72 people participating at any given time.

One student, as an example, was living in a low-income apartment building, was unemployed and did not have a high school education. She tested very low on her pre-tests and had very basic skills. This student worked hard and earned her certificate. She found gainful employment and is flourishing. This is just one example of how the Adult Education Program assists the community. There are many other examples.

The Adult Education Program also worked to increase outreach on the local reservations. Program Director Dan Koffler and Teacher Chris Peterson both make outreach trips to the Rocky Boy Indian Reservation and one of them is at Stone Child College weekly. Dan also makes weekly trips to Aaniiih Nakoda College in Fort Belknap. The program is looking for more opportunities to do outreach in Liberty County. Dan and Chris are excited to expand the program as much as possible.



**35 students achieved
their HiSet**



**2,239 student
instructional hours
were logged this year**

DOMESTIC ABUSE PROGRAM



72 Women and children sheltered



92 Victims assisted in obtaining Orders of Protection



481 Crisis calls answered

A Client Story

I entered the shelter and was escorted by a caring advocate on November 29, 2017. I was given a private bedroom, I felt safe there. I was asked if I needed anything. I was provided with a phone, food, clothing, and access to washer and dryer. Advocates were there if I needed a ride to appointments. I was so relieved, yet scared, confused, anxious at first. My advocate was always there to listen and encourage me, build up my confidence and self-esteem. I needed alone time. I stayed in my room a lot at first. I had no energy and didn't want to talk to anyone. I cried a lot. My advocate explained this as the mourning period, since I had been in the relationship for 30 plus years. Each visit with my advocate, I was told I was strong and I was doing the right thing. The encouragement helped me move forward. I was there for Christmas, a very hard time for me. They made it special for me. I received some very meaningful gifts.

I found a job, which did take a while due to the fact I was afraid to be out in public. They were very understanding. They knew this transition could take a while but knew I was trying. I followed the lead they gave me on an apartment. I got it! I was so excited, and then while I was at work the advocates took furniture, bathroom and kitchen needs that completely brought tears to my eyes when I unlocked the door to my own place. I know I never could have made it to where I am now if the Domestic Abuse Program were not available to me. I am still working, achieved getting a car in my name, and I'm getting stronger every day. The advocates continue to let me know they are there for me. I am very grateful for this program and knowledge the advocates have concerning domestic abuse.

Sincerely,

Louise Schaub

CLIENT SPOTLIGHT



M E E T

Stormie TheBoy

"My name is Stormie TheBoy. I am a single mother of two toddlers. I was recently staying in the women's shelter this past May. My babies and I moved into an apartment in July 2018 after receiving help with my homelessness from the shelter and Domestic Abuse Program. I can honestly say was the best thing I ever did for myself and my babies. Now my children actually have a chance at a bright future filled with happiness. If it weren't for the shelter or the program, I would still be in the toxic relationship I was in. I wish I would have done this sooner, my only mistake was doubting the program. I'm finally free to do as I want with my babies and that makes me happy. This is my second chance at life and this time I have two beautiful souls to enjoy the rest of my life with. None of this would've been possible if it weren't for the shelter or Domestic Abuse Program.

I actually cried when my advocate got us a cellphone, because where I had come from I was made to think that no one would ever help me and I had no hope. Although I never told my advocate how it made me feel because of a tiny gesture such as that, it actually was the beginning of restoring my hope and knowing there are people willing and wanting to help. I was so broken when I arrived that now I'm starting to remember who I once was and I've learned to love myself even more because of this struggle. There is no way I could ever say "thank you" enough to the women of the Domestic Abuse Program or for the shelter. So this letter is my way of saying thank you for saving my children's lives and mine."

EMPLOYMENT & TRAINING

In the last year, the Employment and Training program gained a new director and fostered a great team that is dedicated to helping participants succeed in many aspects of their life. The program does more than just help participants find jobs. Individuals are prepared and taught how to become valuable employees and are provided the basic skills necessary to gain and keep employment.

Employment and Training has increased outreach efforts in all 3 counties served. The Program works well with both Fort Belknap and Rocky Boy Tribal Employment and Training programs. The Program has created many new partnerships within the communities to ensure that participants have and are knowledgeable about all resources that are available to them to help them become self-sufficient.

The Pathways program has had some great changes in staff that has really made a difference in how participants are helped and supported. Pathways saw an increase in participation from previous years and is seeing self-confidence and work ethic improve drastically. Pathways has served a wide range of individuals from ages 16 up to mid 50s who come from different backgrounds and have a variety of unique needs.

	Adult Program	Youth Program
 Enrolled	17	22
 Gained Employment	10	4
 College	2 graduated	4 enrolled
 Work Experience	1	4

Antelope Court is a family housing project with emphasis for individuals with disabilities. This 30-unit property offers spacious one and two-bedroom apartments. Construction was completed in October 2017. The grand opening was held May 12, 2018.

ANTELOPE COURT



Attendees of the Antelope Court Grand Opening

From an Antelope Court Resident:

I would like to thank those of you that helped me in moving into the Antelope Court. The ceiling in the place I moved from was falling in and the floors were sagging so much you didn't know if you were going to have a floor when you woke. During the first bad rainstorm after I moved into Antelope Court, I jumped out of bed to see if my ceiling was still where it belonged. Then I realized I didn't live down there anymore.

Health-wise, it is so much better and it also is such a piece of mind knowing that if something went wrong all I would have to do is call Fern. I feel more secure here and safe. I watched it grow into a beautiful place to live. The grounds are always well-taken care of. It's so nice up here and my view of Havre is beautiful.

Thank you,

Marlene Hensley



Buffalo Court-20 units

housing 21 tenants.

Antelope Court-30 units

housing 39 tenants.

NORTHERN MONTANA CHILD DEVELOPMENT CENTER (NMCDC)

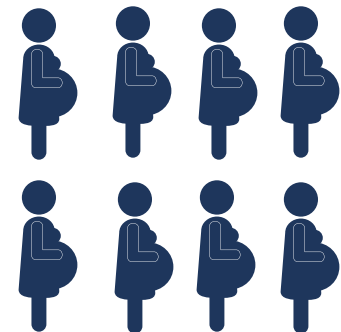


202

Children served in
Head Start and
Early Head Start

The NMCDC budget increased by over \$238,000 to extend the number of hours of service for children, increase wages, and renovate the HRDC building to add two new Head Start classrooms. Each new classroom operates seven hours per day and has class an additional 18 days per year for a total of 1022 hours of class per year, more than twice the hours of instruction as the 3 1/2 and 4 hour Head Start classrooms.

NMCDC 2017-2018 Budget



**8 Prenatal Women
Served**



NMCDC had a visit from the Office of Head Start on NMCDC's Eligibility, Recruitment, Selection, Enrollment, and Attendance compliance on March 24, 2017. The Overview reported that there were no areas of noncompliance found and no corrective actions were required.

NMCDC Percentage of Funded Enrollment

	Head Start		Early Head Start		Total		% of Funded Enrollment
	Reported	Funded	Reported	Funded	Reported	Funded	
Dec-16	123	122	58	58	181	180	100.56%
Jan-17	122	122	58	58	180	180	100.00%
Feb-17	122	122	58	58	180	180	100.00%
Mar-17	122	122	58	58	180	180	100.00%
Apr-17	122	122	58	58	180	180	100.00%
May-17	122	122	58	58	180	180	100.00%
Jun-17	0	122	58	58	58	180	100.00%
Jul-17	0	122	58	58	58	180	100.00%
Aug-17	104	122	56	58	160	180	88.89%
Sep-17	109	122	57	58	166	180	92.22%
Oct-17	112	122	56	58	168	180	93.33%
Nov-17	110	122	55	52	165	174	94.83%

STAFF SPOTLIGHT

MEET

Nicole Stimson

Nicole Stimson's first experience with HRDC 4 was as a client. She's participated in several programs, the Low Income Energy Assistance Program, Childcare Link, and the Northern Montana Child Development Center (NMCDC). As an Early Head Start parent, she learned about a job opening with NMCDC as a bus assistant. Nicole, who had begun a degree in early childhood development in Washington, knew it would be a good fit for her. "It's always been my goal to work with children." Nicole was hired in October 2014, and continues to work for NMCDC today.

Nicole's career as a bus assistant was short lived. Her experience in early childhood education opened the door for her to move into a Teacher position shortly after she started. As an Early Head Start employee, Nicole first completed her certification as a Child Development Associate.

In the Summer of 2018, using the education assistance provided by NMCDC, Nicole completed her Associates Degree in Early Childhood Development from the University of Montana-Western. She accomplished this impressive feat while working full time and raising three small children as a single parent. Nicole credits the support she's received from her co-workers and her work experience for contributing to her success. "I was already writing lesson plans, so I used them for my homework."

All three of Nicole's children, Martin (5), Lilly (6), and Justin (5 months), have participated in Early Head Start and Head Start. Nicole also participated as a pre-natal client and in NMCDC's Home Based Early Head Start program. Nicole says that NMCDC works with their employee's schedules, and provides great support for nursing moms.



ENERGY PROGRAM

Low Income Energy Assistance

476

Applications processed

\$320,443

paid to fuel vendors from the
Department of Health and
Human Services to assist
Hi-line communities

148

Households received
emergency assistance

Energy Share



\$39,900

benefits paid by Energy Share
of Montana to local vendors



**Hill County
Electric**

\$46,000 Hill County Electric Award

**161 households assisted with an
additional utility benefit**



BIG FLAT ELECTRIC

\$6,000 in Big Flat Electric Funding

**32 households assisted with an
\$175 average benefit**

WEATHERIZATION

3 Homes on
Rocky Boy
Reservation



3 Homes on Ft.
Belknap
Reservation



37 Homes in
Hill, Blaine,
and Liberty
Counties



43

Homes
weatherized
this year

\$269,133

Total Weatherization
dollars spent on Energy
Conservation and Health &
Safety Measures



The average annual
savings for Weatherization
clients was

\$272.53

OUR WEATHERIZATION CREW:



HOUSING



348

Households received
Section 8 Assistance



800

Individuals housed
through Section 8



1,920

Food Boxes
distributed



4,417

Individuals served by
the Food Bank

Section 8 Rental Assistance currently has 200 households on assistance through the Housing Choice Voucher Program and 6 households on the Mod Rehab Program. 280 households are currently on the waiting list. District 4 HRDC also has 17 rentals, which are currently full.

From a Past Client:

When did you start the Section 8 Program?

I started the program in 2012 and got off it in 2017.

How did receiving rental assistance affect your everyday life (i.e. work, school, both)?

I found out about Section 8, I applied immediately and waited about two years to get my voucher. It was a very hard time for me. I was a single mom with three children, one, three, and five years old.

I couldn't get a job because I could not afford child care with the wages that I could get. When I finally got my voucher, Alma told me about the other programs at HRDC, Family Connections, LEIAP, Employment and Training and Head Start. It was great. I could see light in my life. I applied for all of the programs that would help me.

I currently have a good job, good wages and good benefits and my income is enough so that I can now pay my own rent. I am currently off of Section 8.

If you did not participate in the program, would you have been able to complete the tasks in question 2?

I owe a lot to HRDC and all of the help they gave me. I could not be where I am today without it. Prior to getting on Section 8 every day was a struggle. I had a hard time maintaining my housing as I could not afford to pay rent and utilities. I did not have enough money to pay for food for my family. I am really appreciative of all of the assistance I have received. Thanks again HRDC!



**Our Mission: To partner with people with low income
in their effort to achieve economic stability and to
advocate for social and economic advancement.**



406-265-6743



www.hrdc4.org



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