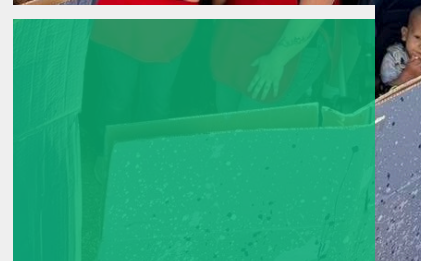


District 4 Human Resources Development Council

Annual Report 2024

Services provided and
outcomes achieved
January 1, 2024 -
December 31, 2024



Message from the Executive Director

When I joined District 4 HRDC in October 2024, I found an organization defined by commitment and resilience. The past year reflected the essential work of rebuilding strength after a period of national uncertainty. Across every department, our staff focused on reinforcing the core mission of this agency: helping families achieve stability, independence, and hope.

2024 was a year of recommitment and renewal. We returned to fundamentals, ensuring that critical programs remained strong and responsive to local needs. Families found housing, children continued to learn and grow, survivors found safety and support, homes stayed warm through our Energy programs, and food reached neighbors who needed it most. Each of these outcomes represents both a service and a promise that HRDC will continue to stand with the communities of the Hi-Line no matter the challenge.

This focus on stability has prepared us for growth. Our teams have strengthened internal systems, improved efficiency, and deepened collaborations with local governments, tribal partners, and statewide coalitions. We are investing in long-term strategies that address the roots of poverty while building pathways to self-sufficiency. Whether through energy efficiency projects, workforce training, housing development, or victim services, our aim is to make the Hi-Line not only a place where people can live, but where they can thrive.

As we move into the next chapter, District 4 HRDC stands on solid ground, guided by purpose and strengthened by the dedication of its people. Our progress is measured not just in numbers, but in the resilience of the families and communities we serve. To every staff member, board director, volunteer, and partner who has given their time and heart to this work, thank you. The story of District 4 HRDC is one of recovery, partnership, and perseverance. Together, we are building lasting stability for the people and places that call the Hi-Line home.

Joshua Revious
Executive Director



2024 Board of Directors

Private Sector



Marit Ita — President, Early Childhood Representative

Frank DePriest — Vice President

Toni Pederson — Secretary/Treasurer, Fiscal Representative

Glenda Hanson

Jamie Larsen

Public Sector

Joette Woods — Liberty County Commissioner

Sheri Williams — Hill County Commissioner

Colleen Overcast — Proxy for Blaine County Commissioner Shane Fox

Low-income Sector

Julia Duncan — NMCDC Policy Council Representative

Rosaleah Ball — NMCDC Policy Council Representative

Gilberta Belgarde

Savana Doney



FI\$CAL CENT\$ 2024

BY KATHY TERBOVITZ

WHERE THE MONEY COMES FROM

District 4 HRDC continues to receive 81% percent of its funding from federal grants. Primary federal sources in 2024 included:

- **Department of Health and Human Services**
 - Provided funding for CSBG, LIHEAP, and NMCDC
- **Department of Justice**
 - Supported Victim Services through the Victims of Crime Act, Violence Against Women Act, Family Violence Prevention and Services Act, and Office on Violence Against Women Rural Grant
- **Department of Labor and Industry**
 - Funded the Workforce Innovation and Opportunity Act Youth Program
- **Department of Agriculture**
 - Provided operating and rental support for Surrey Court and Community Center properties through Rural Development programs
- **Department of Homeland Security**
 - Direct federal support Emergency Food and Shelter Program

Additional unrestricted and private funds came from rental income, community donations, Hill County United Way, Wal-Mart's Spark Foundation, and the Dennis and Phyllis Washington Foundation. These contributions help sustain critical services following the end of temporary pandemic funding.

WHERE THE MONEY GOES

District 4 HRDC allocates the majority of its resources to direct services and personnel across seven key program areas:

- Early Childhood Education (NMCDC), Employment and Training, Housing, Energy Assistance, Victim Services, Food Security, Community Capacity and Engagement

Personnel remains the largest expenditure category, reflecting HRDC's investment in skilled staff and quality service delivery.

- NMCDC represents about 70 percent of the agency workforce
- There are 26 pay periods per fiscal year
- Average payroll per pay period: **\$115,852**
- Average number of employees: **68**

District 4 HRDC remains fiscally stable, with a balanced portfolio of federal, state, and local resources supporting families and communities in Hill, Blaine, and Liberty Counties as well as the Fort Belknap and Rocky Boy Reservations.

EMPLOYMENT & TRAINING

HRDC's Employment and Training Department helps individuals prepare for, obtain, and maintain meaningful employment. Through the **Workforce Innovation and Opportunity Act (WIOA) Youth Program** and other community-based training initiatives, the department provides job readiness instruction, work experience placements, and individualized support for participants as they build career pathways.

In addition to training and career development, staff provide **financial coaching** and help remove barriers to employment, including challenges related to transportation, childcare, and access to basic needs. The focus is on practical progress, supporting participants as they move toward stability and long-term self-sufficiency in the workforce.

In late 2023, **Adult Education** transitioned to **Miles City Community College (MCC)**. HRDC4 continues to provide classroom space and access, while MCC delivers instruction and testing services.

Youth who obtained employment to gain skills or income

11

Individuals earned HiSET diplomas

17

Individual HiSET tests given

125

Individuals served

74

Employed participant promotions

7

Victim Services

Temporary housing placements

42

Shelter/housing services

52

The Victim Services program provides a comprehensive range of support to individuals and families impacted by violence. Services include assistance in obtaining orders of protection, courtroom accompaniment, crisis intervention, safety planning, transportation, victim advocacy and emotional support, temporary hotel accommodations, and access to supportive service resources.

Improved mental/behavioral services

174

The program also operates **The Haven**, a domestic violence shelter that provides safe housing for women and children escaping abusive situations.

Current program funding is administered by the Montana Department of Justice through the Montana Board of Crime Control, with federal support from the **Victims of Crime Act (VOCA)**, the **Violence Against Women Act (VAWA)**, and the **Family Violence Prevention and Services Act (FVPSA)**, and **Office of Violence Against Women Rural Grant (OVW)**.

Emotional support/safety services

344

551

Personal advocacy/accompaniment

428

Improved physical health

Victims of Crime

230

Housing

HRDC owns and manages **Surrey Court**, an eight-unit apartment complex developed in partnership with Rural Development. Surrey Court provides affordable housing for individuals and families with low incomes, with operating support from Rural Development to ensure long-term affordability.

In addition, HRDC played a role in the development of two Low Income Housing Tax Credit (LIHTC) properties: **Buffalo Court** (2010) and **Antelope Court** (2015). Both complexes serve individuals and families with moderate incomes and expand the availability of affordable rental options in the community.

Beyond subsidized housing, HRDC also owns a variety of **market-rate units**, including one-, three-, and five-bedroom homes, a four-plex, and a ten-unit apartment complex. While Section 8 vouchers are accepted at all HRDC-owned properties, not all tenants rely on rental assistance. HRDC strives to keep market rents below the area fair market rent whenever possible.

Income generated from market-rate properties is **unrestricted** and directly supports HRDC programs. Most of these funds are reinvested into critical community resources such as the **Havre Community Food Bank**.

52

Households maintained safe, stable housing for at least 90 days

52

Households maintained safe, stable housing for at least 180 days

Households maintained safe, stable housing

60

Improved housing

237

Energy Assistance

HRDC's Energy Program administers the **Low-Income Home Energy Assistance Program (LIHEAP)**, a federally funded program administered in Montana through the **Intergovernmental Human Services Bureau (IHSB)** within the Department of Public Health and Human Services (DPHHS).

Eligible households must meet income guidelines to receive assistance. LIHEAP helps cover heating costs, including wood, fuel oil, coal, electricity, natural gas, and propane. The program also provides emergency support by repairing or replacing space heating systems and water heaters.

The Energy Program further assists families in applying for supplemental energy assistance through **Hill County Electric** and **Big Flat Electric**, which are available only to households already qualifying for LIHEAP.

For households experiencing an energy crisis, **Energy Share of Montana** provides direct financial assistance. HRDC administers Energy Share locally through an **Energy Share Board**, composed of community partners, which reviews applications and determines eligibility based on demonstrated need.

Utility payment
assists

1,221

Households
improved energy
efficiency/
reduced costs

1,048

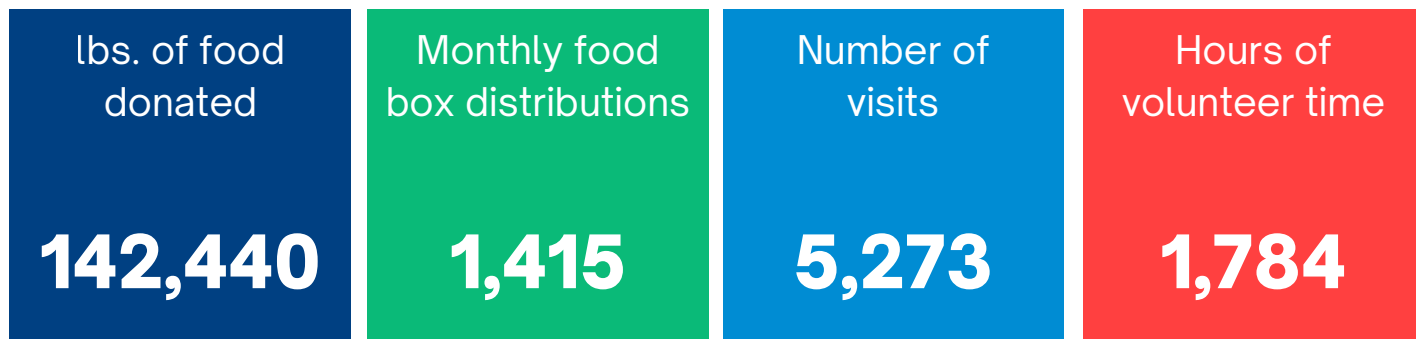
Utility arrears
payments

124

Havre Community Food Bank

The **Havre Community Food Bank** serves all of Hill County, providing emergency food boxes to households up to three times per year. Regular customers who meet income qualifications may receive a food box based on household size every other month. In addition, perishable foods such as fruits, vegetables, dairy products, and bread are available to any family once per week.

In 2024, the Food Bank operated entirely through **community donations** and grant support from the **Hill County United Way** and the **Dennis and Phyllis Washington Foundation**. These contributions ensure the Food Bank remains a vital resource for families experiencing food insecurity across Hill County.



	lbs. from monthly boxes	lbs. of perishable food	lbs. from holiday boxes
132,706 pounds of food distributed	56,408	72,680	3,518

CIVIC ENGAGEMENT & COMMUNITY INVOLVEMENT

District 4 HRDC provides meaningful opportunities for civic engagement and community involvement across all of its programs. The most direct form of participation is through service on the **Board of Directors** and the **NMCDC Policy Council**, where community members help guide agency priorities and decision-making.

Volunteers play an essential role in extending HRDC's impact. Individuals contribute their time and skills in a variety of ways, including:

- **Have Community Food Bank:** Assisting with stocking, packing, and distributing food boxes
- **Victim Services:** Supporting the 24/7 crisis line and providing advocacy assistance
- **NMCDC Classrooms:** Helping teachers and children with learning and play activities
- **Family Fun Nights:** Engaging families in safe, educational, and recreational activities
- **Community Gardens:** Planting, maintaining, and harvesting plots that provide food and educational opportunities
- **Special Events:** Contributing time and expertise at community fundraisers, outreach events, and seasonal activities

Through these diverse opportunities, HRDC strengthens the connection between community members and the agency's mission, ensuring that local voices are represented while providing meaningful ways for individuals to give back.

Volunteer hours
donated to HRDC4

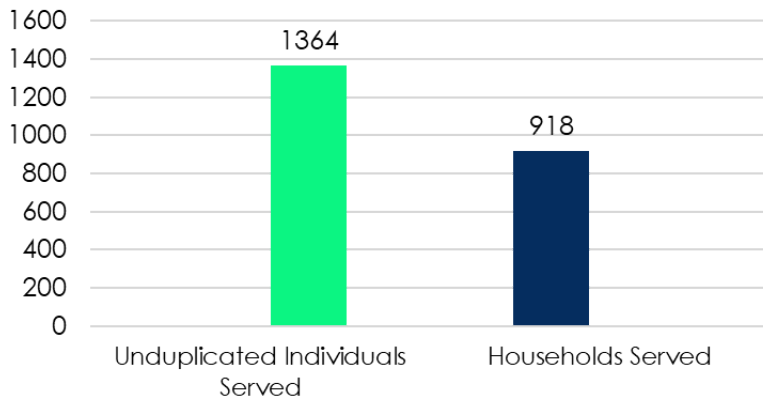
13,833

Hours by individuals
with low incomes

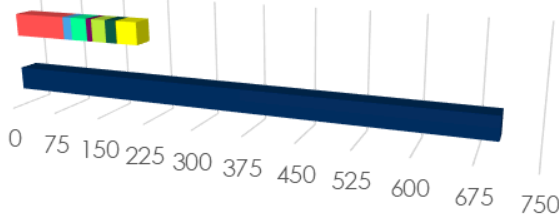
8,372

DEMOGRAPHICS — WHO WE SERVED IN 2024

Overview

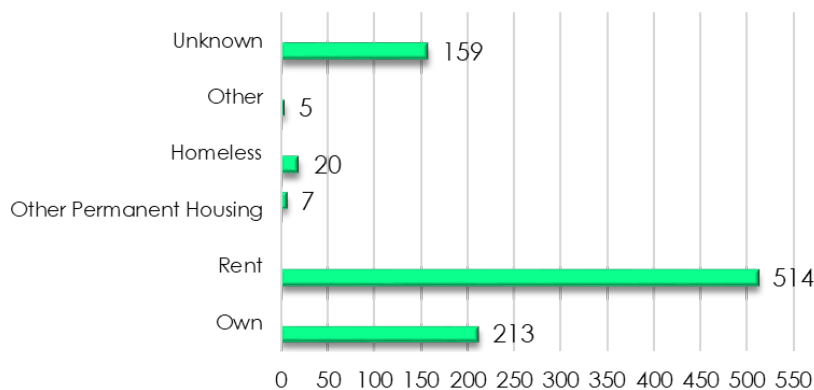


Household Type

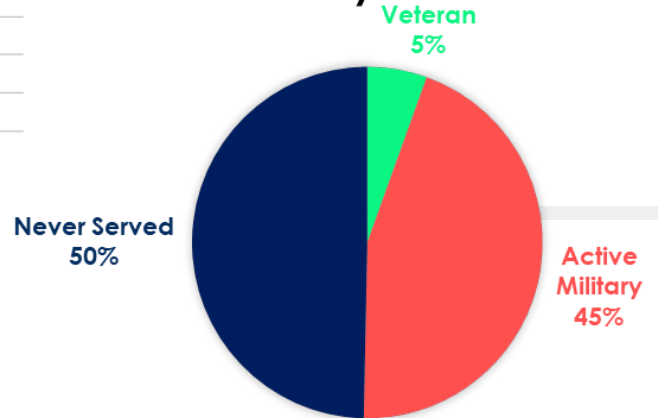


- Household Type
- Single Person
- Single Parent Female
- Single Parent Male
- Two Parent Household
- Non-related Adults with Children
- Multigenerational Household
- Other
- Unknown
- Two Adults NO Children

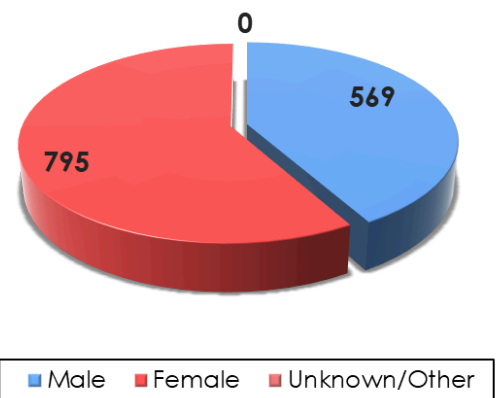
Housing Status



Military Status

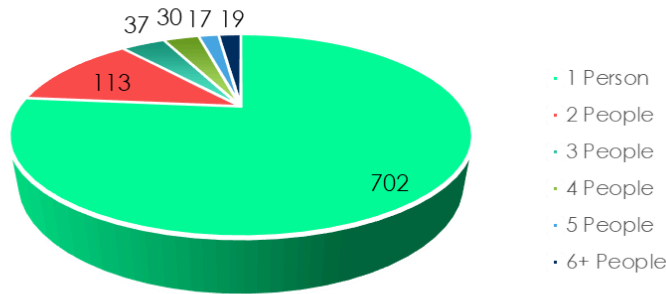


Gender Distribution

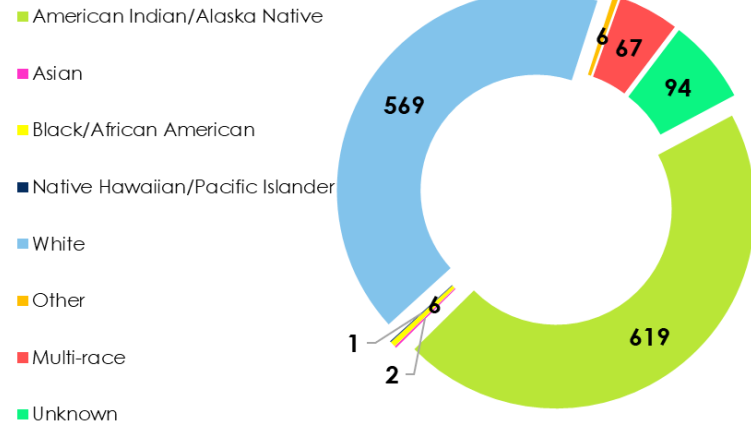


DEMOGRAPHICS — WHO WE SERVED IN 2024

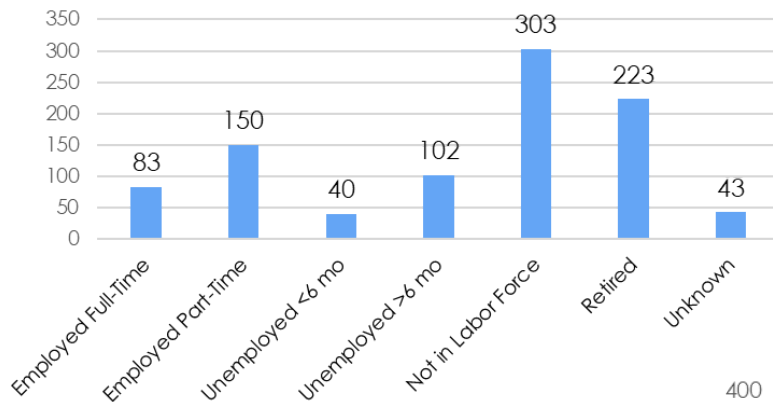
Household Size



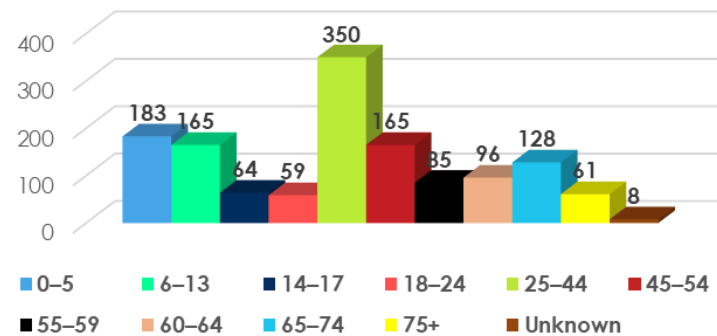
Race



Work Status (Individuals 18+)



Age Distribution



Ethnicity

