Opportunities, Inc.
Annual Report

Stronger Than Ever!
A Message from Our Executive Director

Although not the frenzied time of this year’s predecessor, 2021 presented its own unprecedented challenges and circumstances. These challenges not only affected the individuals, families and communities in our six-county service area, but also those throughout our beautiful state, our country and our world.

The previous year was about recognizing the immediate needs brought on by the pandemic and facilitating instantaneous solutions and services to relieve those needs. 2021 was about focusing on the long-term effects the pandemic made to our lives and creating resilient ways to resolve those trials.

For 57 years, Opportunities, Inc. has consistently implemented new strategies and tactics to combat the causes of poverty and to provide relief for its consequences to the people we serve. Our employees and Board of Directors continue to demonstrate irrepressible passion, commitment and ingenuity to meet and overcome these new and exceptional challenges.

Opportunities, Inc. has become the “saving-grace” in many lives because of our board, staff and community partners. Because of our valued community partners, our Agency is able to ensure continuity of our services and make a difference in many people’s lives.

With the support of our committed staff, our dedicated Board of Directors and the resilience of our devoted community partners, Opportunities, Inc. is stronger than ever!

Wishing you well,

Karla Seaman
Executive Director
Our Board of Directors

Our Board President:
Leslyn Skillings

Public Sector:
Mike DesRosier – Elected Official
Glacier County Commissioner
1st Vice President

Mary Ann Harwood – Elected Official
Toole County Commissioner

James Larson – Elected Official
Cascade County Commissioner
Secretary

Clay Riehl – Elected Official
Chouteau County Commissioner

Dale Seifert – Elected Official
Pondera County Commissioner
3rd Vice President

Sam Carlson – Elected Official
Teton County Commissioner

Community Representatives:
Gail Belfert – 2nd Vice President
Bob Myers – Treasurer
Melissa Darko (Not pictured)
Darreck Hale (Not pictured)
Butch Wright

Low Income Representatives:
Leslyn Skillings – President (Pictured above)
Sandi Filipowicz
Terry Flamand
Angela Lamb
Katie Adams
Our Mission and Vision, Promise and Values

Our Mission:
Opportunities, Inc. partnering within each community will respectfully support and educate low-income individuals to achieve self-reliance.

Our Vision:
Our vision is nothing less than providing a supportive agency and programs to build responsive communities where low-income individuals have the power and opportunity to create positive and lasting change for themselves.

Our Promise:
Community Action changes people's lives, embodies the spirit of hope, improves communities and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.

Our Values:
Commitment
Respect
Innovation
Fun
Excellence
Cognitive Resource
Strategic Goals and Top Priorities

Strategic Goals:

Family:
Families and individuals have access to the supportive services necessary, leading to renewed hope, self-reliance and a pathway out of poverty.

Agency:
Opportunities, Inc. as a cohesive, quality and compliant organization - known for its ability to lead change, change lives and change communities - safe guards low-income and vulnerable populations.

Communities:
Each community will develop systems, supports and opportunities for low-income and vulnerable populations; and recognize Opportunities, Inc. as an impactful and purposeful community change agent in developing pathways out of poverty.

Top Priorities:
Ensure low-income individuals have access to safe housing.

Provide affordable childcare for low-income families.

Provide supportive services for low-income families.
For 57 years, Opportunities, Inc. has partnered with the government, local leaders, private entities, low-income representatives and other non-profit organizations to support individuals and families in six Montana counties:

Cascade, Chouteau, Glacier, Pondera, Teton and Toole

Services

- Housing Assistance
- Housing Stability Services
- Addressing Homelessness
- Home Repairs
- Deposit Assistance
- Hotel Assistance
- Early Education (0-5)
  - Childcare
- Energy/Utilities Assistance
- Employment
- Education Obtainment (HiSet)
- Food Vouchers/Baskets
- Baby Formula
- Bus Passes
- Clothing
- Community Resources
- Support Groups
- Diapers/Wipes
- Holiday Baskets
- Toys for Tots
- Furniture/Appliances
- Gasoline
- Household Items
- Hygiene Products
- ID/Birth Certificates
- Distributing Masks
- Medication Assistance
- Mental Health
- Telephone
- Transportation
- Vehicle Assistance
- Financial Education

Programs

- HUD Housing
- Low Income Energy Assistance Program
- Energy Share
- Weatherization
- Early Head Start
- Head Start
- Workforce Innovation and Opportunity Act
- Youth Employment and Engagement Program
- Emergency Food and Shelter Program
- TANF/Pathways
- Emergency Solutions Grant
- Partnership for Success
- FUSE
- Essential Funds for Essential Needs
- Community Resource Centers
  (Emergency Services)

Thank you to all of our Community Partners! We could not do this without you!
### THE YEAR’S TOTAL EXPENDITURES

**JANUARY 1, 2021 THROUGH DECEMBER 31, 2021**

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Federal</th>
<th>City/State</th>
<th>Non-Federal</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DEPARTMENT OF HEALTH AND HUMAN SERVICES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Services Block Grant</td>
<td>432,093</td>
<td></td>
<td></td>
<td>432,093</td>
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<tr>
<td>Community Services Block Grant Cares</td>
<td>161,716</td>
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<td>161,716</td>
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<tr>
<td>Head Start</td>
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<td>593,812</td>
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<td>4,043,335</td>
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<tr>
<td>Early Head Start</td>
<td>1,643,322</td>
<td>248,383</td>
<td></td>
<td>1,891,705</td>
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<td>GF Early Head Start Child Care Partnership Collaborative</td>
<td>1,150,213</td>
<td>328,940</td>
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<td>1,479,153</td>
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<tr>
<td>Montana Early Childhood Development contract w/State</td>
<td>0</td>
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<td></td>
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<tr>
<td>Temporary Assistance for Needy Families Cluster-Pathways</td>
<td>173,739</td>
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<tr>
<td>Low-Income Energy Assistance Program-Weatherization</td>
<td>358,618</td>
<td></td>
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<tr>
<td>Low-Income Energy Assistance Program</td>
<td>338,717</td>
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<td>338,717</td>
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<tr>
<td><strong>DEPARTMENT OF H.H.S. SUB-TOTAL</strong></td>
<td>7,707,941</td>
<td>1,171,135</td>
<td></td>
<td>8,879,076</td>
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<tr>
<td><strong>DEPARTMENT OF ENERGY</strong></td>
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<tr>
<td>Home Weatherization</td>
<td>282,780</td>
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<td>282,780</td>
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<tr>
<td>Bonneville Power Administration-Weatherization Program</td>
<td>12,375</td>
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<td>12,375</td>
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<tr>
<td>Home Weatherization-Blackfeet Reservation</td>
<td>212,217</td>
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<td>212,217</td>
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<tr>
<td>BPA-Weatherization Program-Blackfeet Reservation</td>
<td>127,545</td>
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<td></td>
<td>127,545</td>
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<tr>
<td><strong>DEPARTMENT OF D.O.E. SUB-TOTAL</strong></td>
<td>634,917</td>
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<td>634,917</td>
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<tr>
<td><strong>DEPARTMENT OF LABOR</strong></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Work Incentive Act-Youth Employment &amp; Training Program</td>
<td>263,607</td>
<td></td>
<td></td>
<td>263,607</td>
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<tr>
<td><strong>DEPARTMENT OF LABOR SUB-TOTAL</strong></td>
<td>263,607</td>
<td></td>
<td></td>
<td>263,607</td>
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<tr>
<td><strong>DEPARTMENT OF HOUSING &amp; URBAN DEVELOPMENT</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Section &quot;8&quot; Housing-Existing &amp; Moderate Rehabilitation</td>
<td>458,707</td>
<td></td>
<td></td>
<td>458,707</td>
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<tr>
<td>Emergency Shelter Grants Program</td>
<td>341,889</td>
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<td></td>
<td>341,889</td>
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<tr>
<td><strong>DEPARTMENT OF H.U.D. SUB-TOTAL</strong></td>
<td>800,595</td>
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<tr>
<td><strong>FEDERAL EMERGENCY MANAGEMENT AGENCY</strong></td>
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<td></td>
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<tr>
<td>Emergency Food and Shelter Program</td>
<td>74,159</td>
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<td></td>
<td>74,159</td>
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<tr>
<td><strong>DEPARTMENT OF FED EMERGENCY SUB-TOTAL</strong></td>
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<td>74,159</td>
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<tr>
<td><strong>OTHER FEDERAL RESOURCES</strong></td>
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<tr>
<td>Payroll Protection Program Loan Proceeds</td>
<td>0</td>
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<td></td>
<td>0</td>
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<tr>
<td><strong>TOTAL OF OTHER FEDERAL RESOURCES</strong></td>
<td>0</td>
<td></td>
<td></td>
<td>0</td>
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<tr>
<td><strong>STATE OF MONTANA</strong></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>EMERGENCY RENT ASSISTANCE</td>
<td>73,330</td>
<td></td>
<td></td>
<td>73,330</td>
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<tr>
<td>ALLIANCE FOR YOUTH</td>
<td>46,570</td>
<td></td>
<td></td>
<td>46,570</td>
</tr>
<tr>
<td>YWCA FUSE CONTRACT</td>
<td>13,494</td>
<td></td>
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<td>13,494</td>
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<tr>
<td><strong>STATE OF MONTANA SUB-TOTAL</strong></td>
<td>133,394</td>
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<td>133,394</td>
</tr>
</tbody>
</table>

| **PRIVATE/NON-FEDERAL GRANTORS**                                                    |         |            |             |          |
| Northwestern Energy-Fuel Fund Services (Energy Share)                               | 171,210 |            |             | 171,210  |
| -Weatherization Program                                                             | 235,361 |            |             | 235,361  |
| Energy West-Furnace Safety and Efficiency Program                                   | 58,259  |            |             | 58,259   |
| -Weatherization Program                                                             | 174,609 |            |             | 174,609  |
| Sun River Electric Cooperative-Weatherization Program                               | 6,666   |            |             | 6,666    |
| Glacier Electric Cooperative-Weatherization Program                                 | 3,857   |            |             | 3,857    |
| Anonymous Foundation                                                                | 234,078 |            |             | 234,078  |
| United Way-Emergency Services                                                      | 56,259  |            |             | 56,259   |
| Church Donations                                                                   | 8,155   |            |             | 8,155    |
| **PRIVATE DONATIONS SUB-TOTAL**                                                    | 948,454 |            |             | 948,454  |

**GRAND TOTAL** 9,481,219  133,394  2,119,589  11,734,202
## Demographics of Client Services Overview

### Total unduplicated number of INDIVIDUALS about whom one or more characteristics were obtained:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Number of Persons</th>
<th>Household Type</th>
<th>Number of Households</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>4,141</td>
<td>Single Parent/Female</td>
<td>811</td>
</tr>
<tr>
<td>Female</td>
<td>5,021</td>
<td>Single Parent/Male</td>
<td>129</td>
</tr>
<tr>
<td>Unknown/Not Reported/Other</td>
<td>45</td>
<td>Single Person</td>
<td>2,092</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>9,207</strong></td>
<td>Two Parent Household/children</td>
<td><strong>603</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Two Adults/No children</td>
<td><strong>448</strong></td>
</tr>
</tbody>
</table>

### Age

<table>
<thead>
<tr>
<th>Number of Persons</th>
<th>Non-related Adults/children</th>
<th>Multigenerational Household</th>
<th>Other</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td>1,109</td>
<td>185</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>6-13</td>
<td>1,441</td>
<td>99</td>
<td></td>
<td>4,363</td>
</tr>
<tr>
<td>14-17</td>
<td>644</td>
<td>48</td>
<td></td>
<td>4,363</td>
</tr>
<tr>
<td>25-44</td>
<td>2,428</td>
<td>2,092</td>
<td></td>
<td>4,363</td>
</tr>
<tr>
<td>45-54</td>
<td>923</td>
<td>930</td>
<td></td>
<td>4,363</td>
</tr>
<tr>
<td>55-59</td>
<td>491</td>
<td>394</td>
<td></td>
<td>4,363</td>
</tr>
<tr>
<td>60-64</td>
<td>518</td>
<td>527</td>
<td></td>
<td>4,363</td>
</tr>
<tr>
<td>65-74</td>
<td>611</td>
<td>394</td>
<td></td>
<td>4,363</td>
</tr>
<tr>
<td>75+</td>
<td>301</td>
<td>290</td>
<td></td>
<td>4,363</td>
</tr>
<tr>
<td>Unknown</td>
<td>34</td>
<td>170</td>
<td></td>
<td>4,363</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>9,207</strong></td>
<td><strong>2,092</strong></td>
<td></td>
<td><strong>4,363</strong></td>
</tr>
</tbody>
</table>

### Ethnicity

<table>
<thead>
<tr>
<th>Number of Persons</th>
<th>Source of Household Income</th>
<th>Number of Households</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic, Latino, or Spanish Origin</td>
<td>Unduplicated #: Reporting One or More Sources of Income</td>
<td>3,172</td>
</tr>
<tr>
<td>Not Hispanic, Latino, or Spanish Origin</td>
<td>Unduplicated #: Reporting Zero Income</td>
<td>420</td>
</tr>
<tr>
<td>Unknown</td>
<td>Unknown</td>
<td>771</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>9,207</strong></td>
<td><strong>4,363</strong></td>
</tr>
</tbody>
</table>

### Race

<table>
<thead>
<tr>
<th>Number of Persons</th>
<th>Source of Household Income</th>
<th>Number of Households</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>TANF</td>
<td>127</td>
</tr>
<tr>
<td>Black or African American</td>
<td>SSI</td>
<td>631</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>VA Service-Connected Disability Compensation</td>
<td>714</td>
</tr>
<tr>
<td>Asian</td>
<td>VA Non Service Connected Disability Pension</td>
<td>25</td>
</tr>
<tr>
<td>Native Hawaiian and Other Pacific Islander</td>
<td>Private Disability Insurance</td>
<td>500</td>
</tr>
<tr>
<td>Other</td>
<td>Worker’s Compensation</td>
<td>2</td>
</tr>
<tr>
<td>Unknown</td>
<td>Retirement Income from Social Security</td>
<td>165</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>9,207</strong></td>
<td><strong>4,363</strong></td>
</tr>
</tbody>
</table>

### Education Levels of Adults

<table>
<thead>
<tr>
<th>Number of Persons</th>
<th>Source of Household Income</th>
<th>Number of Households</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education Levels of Adults</td>
<td>Unemployment Insurance</td>
<td>127</td>
</tr>
<tr>
<td>(For Ages 14-24)</td>
<td>(For Ages 25+)</td>
<td>(For Ages 25+)</td>
</tr>
<tr>
<td>0-8</td>
<td>EITC</td>
<td>1</td>
</tr>
<tr>
<td>9-12/Non-Graduates</td>
<td>Other</td>
<td>488</td>
</tr>
<tr>
<td>High School Graduate/ GED</td>
<td>Employment = Other Sources</td>
<td>638</td>
</tr>
<tr>
<td>12+ Some Post-Secondary</td>
<td>Employment Only</td>
<td>399</td>
</tr>
<tr>
<td>2 or 4 Year College Graduates</td>
<td>Other Sources Only</td>
<td>2,558</td>
</tr>
<tr>
<td>Graduate of other post-secondary</td>
<td>Unknown</td>
<td>771</td>
</tr>
<tr>
<td>Unknown</td>
<td>Pension</td>
<td>2</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1,351</strong></td>
<td><strong>4,363</strong></td>
</tr>
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</table>

### Level of Family Income

<table>
<thead>
<tr>
<th>Number of Persons</th>
<th>Level of Family Income</th>
<th>Number of Families</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-8</td>
<td>Up to 50%</td>
<td>1,191</td>
</tr>
<tr>
<td>High School Graduate/ GED</td>
<td>51% to <em>75%</em></td>
<td>607</td>
</tr>
<tr>
<td>12+ Some Post-Secondary</td>
<td>76% to 100%</td>
<td>618</td>
</tr>
<tr>
<td>2 or 4 Year College Graduates</td>
<td>101% to 125%</td>
<td>474</td>
</tr>
<tr>
<td>Graduate of other post-secondary</td>
<td>126% to 150%</td>
<td>290</td>
</tr>
<tr>
<td>Unknown</td>
<td>151% to 175%</td>
<td>151</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>175% to 200%</td>
<td>102</td>
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### Other Characteristics

<table>
<thead>
<tr>
<th>Number of Persons</th>
<th>Over 251%</th>
<th>71</th>
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</thead>
<tbody>
<tr>
<td>Other Characteristics</td>
<td>Yes</td>
<td>818</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>8106</td>
<td>932</td>
</tr>
<tr>
<td>Disabling Condition</td>
<td>17/60</td>
<td>166</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>4,363</strong></td>
<td>1,191</td>
</tr>
</tbody>
</table>

*37% Households classify as "Unknown not reported" 9,236 2,526 500
*16 Households classify as "Other permanent housing/Other"
Demographics of Client Services

Gender

- Male (45.2%)
- Female (54.8%)

Sources of Income

- One or More Sources of Income (72.7%)
- Zero Income (9.63%)
- Unknown (17.67%)

Housing

- Own (21.69%)
- Rent (58.11%)
- Homeless (11.5%)
- Unknown/Not Reported (8.7%)

Health Insurance

- Has Health Insurance (88.04%)
- No Health Insurance (10.12%)
- Unknown (1.84%)

Age

- 0-5 (12.05%)
- 6-13 (15.65%)
- 14-17 (6.99%)
- 18-24 (7.68%)
- 25-44 (26.37%)
- 45-54 (10.02%)
- 55-59 (5.33%)
- 60-64 (5.63%)
- 65-74 (6.64%)
- 75+ (3.27%)
- Unknown (0.37%)

Household Size

- One (47.95%)
- Two (21.32%)
- Three (12.08%)
- Four (9.03%)
- Five (5.73%)
- Six or more (3.9%)
Housing Services

Having a place to call home is fundamental for people to maintain long-term stability and overall well-being. We help individuals and families address their housing needs with an array of strategies including homelessness prevention, renter support, and preservation of our community’s affordable housing with energy conservation improvements.

Opportunities, Inc. helps low-income individuals and families with emergency shelter placement, emergency housing, permanent housing and supportive services. Housing services include the Housing Choice Voucher, moderate rehabilitation program and emergency housing assistance.

Opportunities, Inc. administers the Housing Choice Voucher (Section 8) Program in all six counties in our service area. This program assists individuals and families in obtaining affordable, safe and sanitary housing by paying a portion of their rent in an approved unit. Rent payments are made directly to the landlord. All housing units must meet requirements and be pre-approved.

Opportunities, Inc. is a member of the HUD Continuum of Care (CoC) and collaborates with the government, other local non-profits and community leaders to address the housing need in the communities we serve.

Thank you United Way for helping to provide safe, stable and affordable housing!

- **Utility Payments (Including Emergency)**: 3,098
- **People helped through our HUD Voucher Programs**: 1,784
- **People helped with Emergency Rent Payments**: 992
- **People helped with Rental Deposits**: 270
- **Temporary housing placements (Hotel/Motel)**: 198

The Work of Opportunities, Inc.
Energy Services

Weatherization (WX)
Assists with improving the heating efficiency of homes.

- 96 Homes weatherized to keep families safe and healthy.
- 89 Homes received maintenance on heating systems.
- 15 Homes received a new water heater.
- 8 Homes received a new furnace.
- $542 Average annual energy savings per home.

Low Income Home Energy Assistance Program (LIHEAP)
Helps low income families pay their heating bills.

- 682 Homeowners provided energy assistance ensuring warm housing.
- 785 Renters provided energy assistance ensuring warm housing.
- 103 Households received emergency heating assistance with furnace repair or replacement.

Low Income Home Water Assistance Program (LIHWAP)
Assist low income households with water and wastewater bills.

- 485 Households provided water assistance ensuring clean water.
- 484 Households received a reduction in rates.
- 218 Households received disconnected prevention services.

Energy Share of Montana
Helps low income families facing energy emergencies meet their needs and avoid utility shutoff.

- 383 Homes provided with energy assistance.
- 251 Homes provided emergency assistance to avoid utility disconnect.
- 132 Homes provided non-emergent assistance to maintain utilities.
- 2 Homes received refrigerator replacements.
- 1 Home received a water heater replacement.
Opportunities, Inc. is dedicated to assisting at-risk in-school youth between the ages of 14–21 and out-of-school youth ages 16–24 in reaching their full potential by developing and meeting their goals by becoming workforce ready.

These goals include obtaining unsubsidized employment, a HiSet or high school diploma and enrolling in post-secondary education.

This is Brandon pictured right with his supervisor, Jeff T., from Habitat For Humanity Restore and his WIOA case manager, Sarah.

Brandon entered the WIOA program October 2020 and went to work at Restore only ten days later. Brandon worked very hard during 2021. He graduated and received his HiSet diploma in June 2022!

At 19 years old, Caty (Cathryne) was homeless and couch surfing while working as a sales and customer service representative for a local cell phone provider and attending classes at the Career and College Readiness Center. Although not an ideal occupation, her job provided food for her to eat and the gas she needed to get to work and class.

In February 2021, Caty enrolled in the Opportunities, Inc. Youth Employment and Training Program. With this assistance, she was able to secure permanent housing and move into her own apartment. Caty completed her classes and without interruption, enrolled in welding courses. Caty graduated with her Certification of Applied Science - Welding and Fabrication Technology on May 7, 2022!

Today, Caty is currently working in Wyoming with a company out of Helena, MT, building the new bridge on Beartooth Pass Highway.

CONGRATULATIONS!
Opportunities, Inc. offers the TANF/Pathways program to eligible families residing in Pondera, Glacier, Teton and Toole counties. TANF/Pathways helps TANF (Temporary Assistance for Needy Families) participants to improve family stability, employability, and financial security. Pathways offers opportunities for job readiness training and provides access to available supportive services to address family identified barriers.

The Youth Employment and Engagement Program collaborates with Youth Court to assist youth who have had contact with the criminal justice system to gain employment skills, acquire employment and to avoid further contact with the justice system.

Youth Employment Programs

Opportunities, Inc. provides services through the Workforce Innovation and Opportunity Act (WIOA) Youth Program.

- Youth obtained employment: 70
- Youth placed at WEX (Work Experience Sites): 58
- Youth obtained summer work placements: 29
- Individuals obtained a high school diploma or equivalent: 4
- Individuals obtained a recognized credential or certificate of educational or vocational skills: 5
- Individuals obtained a Bachelor’s degree: 2

Opportunities, Inc. provides services through the Workforce Innovation and Opportunity Act (WIOA) Youth Program.
Head Start

Mission:
Opportunities, Inc. Head Start Prenatal to 5 partnering within each community, provides high-quality, early intervention, comprehensive, research based education, child care, and school readiness services and supports to low-income children ages birth to 5 and their families.

ENROLLMENT
Early Head Start was enrolled on average 85% each month for the year.
Head Start was enrolled on average 56% each month for the year.

No. of Children Served

83% of eligible children were served

No. of Children and Prenatal Up-To-Date on Well Checks

No. of Children and Prenatal Up-To-Date on Dental Exam

The Work of Opportunities, Inc.
Page 13
Head Start

Kindergarten Preparedness

Curriculum Implementation Fidelity

Head Start Child Outcomes

Early Head Start Child Outcomes
Social & Emotional Domain
Goal: Children will manage internal feelings and behaviors, and gain the skills to adapt to new situations and environments.
Outcome: The program applied with the Head Start Region VIII Training and Technical Assistance Network to become an implementation site for the Pyramid Model, which supports social and emotional competencies in infants and young children.

Language & Literacy Domain
Goal: Children develop interest and demonstrate the use of sounds and rhythms of language. Children develop an understanding that print carries a message through symbols and words.
Outcome: The updated Zoo Phonic curriculum was implemented with enrolled children age's birth to 5 to strengthen their understanding of the letter sounds and symbols.

Approaches to Learning Domain
Goal: Through sustained interactions, children will use self-regulation to engage in learning. Children will develop imagination, curiosity, creativity, and interest as they play and explore new things.
Outcome: Children had access to new dramatic and sensory play furniture, toys, and materials to encourage imaginative play, to support their curiosity and to spark their interest as they explore.

Cognitive Domain
Goal: Through active play children will use reasoning and planning to solve problems, draw on prior experiences and exploration to gain an understanding of the world, which will lead to the development of mathematical thinking and scientific reasoning.
Outcome: The program updated the curriculum to ensure that children ages birth to 5 were challenged to problem solve, use mathematical thinking and scientific reasoning, and were exposed to new learning experiences.

Physical Development Domain
Goal: Children will demonstrate understanding and use health and safety behaviors that contribute to life-long wellbeing. Children will demonstrate large and small muscle strength, coordination, and skills for exploration and interaction with the environment.
Outcome: The Program partnered with the Young Athletes program to ensure that children had access to intentional physical development activities to increase their skills and abilities.
Head Start

Family Engagement

123 Engaged Male Role Models

485 Program Volunteers

135 Families Engaged in Kindergarten Transitions Activities

444 Families Participated in Home to School Activities

Focus Area (FA) 1 & Other Monitoring Review Results

Monitoring Results:

Areas of Compliance:

1. FA 1: Program Design, Management, and Quality Improvement

2. FA 1: Designing Quality Education and Child Development Program Services

3. FA 1: Designing Quality Health Program Services

4. FA 1: Designing Quality Family and Community Engagement Services

5. FA 1: Developing Effective Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA) Strategies and Fiscal Infrastructure

Areas of Non-Compliance (Corrected):

1. FA 1: None at this time.

2. Other: Discipline
### Head Start 2020-2021 Budget and Expenditures

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<tr>
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<th>Actual</th>
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<td>Personnel</td>
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<td>2,722,670</td>
<td>2,394,137</td>
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</table>

Non-Federal in-kind Match 684,972 551,169

**TOTAL**

$3,407,642  $2,945,306

### Early Head Start 2020-2021 Budget and Expenditures

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<td><strong>Total Federal Share</strong></td>
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Non-Federal in-kind Match 313,462 240,601

**TOTAL**

$1,630,832  $1,574,562
GF EHS Collaborative 2020-2021 Budget and Expenditures

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<td><strong>$1,634,427</strong></td>
<td><strong>$1,526,709</strong></td>
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FISCAL AUDIT

The Head Start financial audit is conducted as part of the annual agency audit for Opportunities, Inc. The audit was completed August 2021 and was conducted by Carver, Florek & James in accordance with auditing standards generally accepted in the United States and the standards applicable to financial audits contained in Government Auditing Standards issued by the Comptroller General of the United States.

Opportunities, Inc. had no audit findings in 2021. This report is available at Opportunities, Inc.
People received emergency food 1,470

People provided case management services 5,894

People helped with emergency clothing 456

People assisted with transportation 124

People provided emergency hygiene kits 85

Supportive Services

COMMUNITY RESOURCE CENTERS

Life can be hard. None of us know what lies around the corner. One unexpected crisis or tragedy can be overwhelming, take us far outside of our comfort zone and can leave us facing tremendous emotional stress and even grief.

Opportunities, Inc. has Community Resource Centers (CRCs) in Great Falls, Conrad and Cut Bank with staff available to offer a helping hand-up if there is an unforeseen life event so you and/or your family can continue to move forward.

This is Anne pictured with our Community Living Coordinator, Cherrie.

"It feels good to be housed because I feel like I am moving forward in my life. I am more stable and it is helping me to maintain my sobriety. I appreciate all the help y'all are giving me. The one thing I learned from all of this is it’s OK to stand on your own two feet but it is also OK to ask for help when you need it. Thank you very much!" ~ Anne ~
The effects of the coronavirus pandemic continues to be felt throughout Cascade County.

4 Rounds of Assistance Provided to Families in Need

870 Applications Submitted
300 Families Received $500.00
125 Families Received $1000.00

74.4% of families never before needed assistance
67% of families were able to pay essential bills despite loss of income caused by loss of hours
47.7% of families were able to buy enough food for their household

62.2% of families maintained safe and affordable housing
45.79% of families were able to purchase school clothes and winter wear
42.8% of families were able to pay heating, electric and water bills

~ Client Testimonials ~

"This could not have come at a better time. I've got fever blisters on my lips from stressing about how I'm going to get caught up again. Thank you so much!" ~ Single Mother, Human Services Employee

"I even had to borrow money from a friend to pay for my children's school supplies and clothes. I don't receive sick pay and we've had to quarantine so many times because of being contact traced through the schools."
~ Childcare Employee

"I am so grateful for this! I have been taking care of my three grandchildren after my son passed away. The pandemic really took a toll on our family. You don't understand how much this means to us." ~ Retired Grandmother

"My daughter has a rare genetic disorder that has led her to have multiple hospitalizations. We've stayed isolated this whole time to protect her. We will be saving this to help with ongoing expenses. We REALLY needed this." ~ Native American Family

"I really did not expect this! Thank you so much. I have been struggling to find a job and I'm a single parent. I needed this for gas to take the kids to school and to drive to interviews for my job search."
~ Previous Restaurant Employee

"[Sobbing] I just wrecked my car on the ice and was trying to figure out how I can fix it since I'm still working reduced hours. I wasn't sure how I was going to get my kids to school or myself to work. Thank you, truly."
~ Veterinarian Services Employee

"Something is going good for once again. Thank you Jesus and bless all of you for making my life a little less stressful." ~ GFPS Employee
Partnership For Success

Partnership For Success (PFS) is aimed to reduce youth alcohol, tobacco, and drug use through culturally appropriate, community-based, prevention activities.

We The People: Connecting Communities and Culture was the biggest event in 2021. This collaboration was the first of its kind with three organization working to serve all communities close to Cut Bank.

Opportunities, Inc. partnered with Toole County Alliance For Youth and Honor Your Life with the Blackfeet Nation for this Tri-County event held on July 15th at the Cut Bank City Park. This was the first time the state had three areas partner together for a large community-based event under the PFS grant. The purpose of this event was to provide a safe and sober environment to families while providing traditional cultural activities and community resource materials.

During Red Ribbon Week, Cut Bank Middle School was provided items and games to educate youth about the potential risks involved with ATOD (alcohol, tobacco, and other drugs) misuse.

In the Fall of 2021, 900 Trick-or-Treat bags filled with resource materials, pertinent to youth and family needs in the area, were dispersed throughout the community. Community members reached out to Opportunities, Inc. to say they were grateful to see those items in their community.

The Opportunities, Inc. Community Resource Center in Cut Bank began offering Parenting Classes in the spring of 2021. Two different curriculums are offered, PAX Tools and Active Parenting Now, both identified as evidence-based by Montana State. PAX Tools is also being used by educators in Cut Bank Public Schools.
Love and Laundry

Opportunities, Inc. collaborates with Falls Cleaners to offer free laundry services to our clients!

This service has allowed Opportunities, Inc. to support individuals to reach more financial freedom to pay their monthly bills, afford housing costs and keep groceries in the refrigerator.

Our staff builds a rapport and relationship with the clients allowing us to further understand their other needs. We are able to assist them immediately and effectively bundle services to give individuals and families a hand-up as they become more self-reliant.

Pictured here are Kaley, Family Resource Worker, Sarah, Family Service Worker and Chelsea, Supportive Service Coordinator, enjoying themselves with our clients at Love and Laundry.

581 Loads of laundry completed
85 Families provided with clean clothing
195 Individuals able to pay other household bills

The Work of Opportunities, Inc.
Page 22
Our Team

Administration

KARLA SEAMAN, Executive Director
MATHEW PEA, Agency Deputy Director
MELISSA ANSTEY, Executive Director's Assistant
CARSEREENA REDDOG, Human Resource Officer
VELVAJEAN TRAPP, Administrative Officer
CHASE SHANKS, Facilities Maintenance/Project Manager
JAMES DOWELL, IT Manager
PHYLLIS BLACK, Therapist
MELISSA GIARD, Outreach & Development Coord.
BETH BRANAM, Data Analyst/QA
HEATHER LOUDAN, Receptionist/Typist
JENEFER WASILEWSKI, Human Resource Assistant

Accounting

CHERYL WHITE, Fiscal Officer
ALANA FREDERICK, Accounting Specialist
JENNIFER WEAR, Accounting Specialist
NELSA HEGGEN, Accounting Specialist

Community Resource Centers

CHERRIE KELLY, Community Living Coordinator
CAITLIN ROARK, Family Service Worker
CHRISTOPHER SOWELL, Outreach Coordinator
KALEY BRANESKY, Family Resource Worker
REBECCA DUNKERSON, Family Service Worker
SAMANTHA POYTHRESS, Family Service Worker

Family Resource Center

JEFFREY BEISECKER, Employment & Education Coord.
SARAH IBSEN, Family Service Worker
SAUNDRA STRIZICH, Family Resource Worker
MELYNGA WHITE, Family Resource Worker
Our Team cont.

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**Housing**

CODY WRIGHT, Housing Manager
ALISHA LASHLEY, Family Resource Worker
FRANCES BURSHIA, Family Resource Worker
HEATHER WARNER, Housing Technician
MARCIA MCNEIL, Housing Technician
ROBERT DUNKERSON, Housing Inspector

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**LIEAP**

EUNICE BERGER, Energy Assistance Office Manager
CYNTHIA HOYT, Energy, Assistance Tech.
DIANE JONES, Energy Assistance Tech.
MARY DUPUIS, Energy Assistance Tech.

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**Weatherization**

DAVID TRAPP, Energy Services Facilities Director
ALBERT CARTWRIGHT, Weatherization Tech.
ALEX KING, Weatherization Auditor
BENJAMIN MANY HIDES, Weatherization Tech.
DANYAL SELTHON, Weatherization Auditor
DEBORAH MARTINEZ, Weatherization Office Manager
JAMES NICHOLS, Weatherization Tech.
JERRY BALES JR, Weatherization Tech.
JOHNNY HOULE, Weatherization Tech.
MAHLON HESS, Weatherization Tech.
MICHAEL SUCHARSKI, Weatherization Tech.
MURLYN BURKSTRAND JR, Weatherization Tech.
ORIN MARTINSON, WX Production Supervisor
PATRICK PARRISH, Weatherization Tech.
RONALD BODGE, Weatherization Auditor
RYAN LORING, Weatherization Tech.
TRAVIS COTTRELL, Weatherization Tech.
Our Team cont.

Head Start Prenatal to 5

BEVERLY A MATSKO, Head Start Director
MICHELLE N BOWSER, Head Start Deputy Director
ALICIA M GINNATY, Teacher
ALISSA K BLEECKER, Custodian
ALYSON D BARSNESS, Bus Driver
ALYSSA R ADAMS, HS Parent Involvement Coord.
AMANDA M DEDMON, Teacher
AMY M KUNDEY, Teacher
ANDREA C SNIDER, Program Operations Manager
ANGELA J SUTHERLAND, Teacher
ANN V CHRISTIAENS, Teacher
ANNA M PERRY, Teacher
ANTHONY J HARDEN, Cook Assistant
ASHLEY B VAN CAMP, HS Education Coordinator
BARBARA A MCGILLIS, Family Advocate
BETHANY Y KEYSER, Teacher Assistant
BOBBIE S TALMAGE, Behavioral & Disabilities Spec.
BRIDGET J CLINE, Teacher
CAROLYN A HIGHWOOD, Special Needs Assistant
CAROLYN M GINNATY, Family Advocate
CARRIE GALVEZ, HS Family Services Coord.
CATHARINE M EKLUND, Cook
CHARITY L NIEMAN, Teacher Assistant
CHARLES F JUDEN, JR, Custodian
CHELSEY M PENGRA, Program Operations Manager
CHRISTINA BACHTELL, Family Advocate
CHRISTINA A PIKE, Teacher Assistant
CRISTEN R COCHRAN, Teacher
CYNTHIA REXFORD, Teacher
DAWN M MANN, Teacher Assistant
DAWSON M VINCENT, Teacher Assistant
DEANA L WESTERN, Teacher
DEANA L WERK, Teacher
DEBRA L CHAPMAN, Receptionist
DERREK J INGLEDUE, Teacher
DESIRAE J TRAINOR, Special Needs Assistant
Our Team cont.

Head Start Prenatal to 5

EMILY J HURT, Teacher
EMILY L PATTERSON, Teacher
GLENN E HARSHA, Bus Driver
HALEY D SNIDER, Teacher Assistant
HEIDI M BURMEISTER, Special Needs Coordinator
HOLLIS A TARANTELLA, Teacher
JARED L GARBO, Teacher Assistant
JEANNIE L CHRISTIANSON, Cook
JENNIFER A WYNN, Teacher
JESUS RODRIGUEZ, Custodian
JONI M MARREEL, Teacher Assistant
JORDANNE L FLYING, Teacher
KATHLEEN J SALOIS, Cook
KELLIE D BUSH, Teacher
KELLY R MOLDENHAUER, HS Education Coordinator
KRISTA L DEVRIES, Teacher
KRISTIN L RIBICH, Teacher
LAUREN E TIPPY, Family Advocate
LAURIE L HARDEN, Teacher
LIDA B ROEHM, Teacher Assistant
LINDA M NYGARD, HS Administrative Secretary
MALACHY M HORNING, Teacher Assistant
MELAINE J LATRAY, Cook
MEMORY AZURE, Teacher Assistant
MICHELE J BEHRENS, Bus Driver
MICHELLE DELK, HS Education Coordinator
MICHELLE L STOKES, Teacher
MIKAELA L CARTWRIGHT, Teacher
PADDY SANGWIN, Teacher
PATRICIA FAIN, Teacher
PATRICIA J MISNER, Cook Assistant
PAUL W FURA, Bus Driver
PEYTON JOHNSON, Teacher
RACHEL M KIPP, HS Family Service Worker
REBEKAH K TOWNSEND, Teacher
RENEE A AZURE, Teacher
RICHARD L HAMILTON, Family Advocate
ROBERT L DELEO, Teacher Assistant
RUTHMARY CAMPBELL, HS Family Service Worker
Head Start Prenatal to 5

SAMANTHA I MANGOLD, HS Education Coordinator
SAMANTHA L KEENER, Teacher Assistant
SARAH C ONSTAD LAYTON, Program Operations Manager
SHANE C SHORT, Teacher
SHANNON L BENDER, HS Health Coordinator
SHANTEL B RAY, Teacher
SHAYNA R COOMBS, Teacher Assistant
SHELLY R DEBOO, Teacher Assistant
SHIA E KOMETIS, Teacher Assistant
STEFANIE R KEATTS, Teacher Assistant
SUE E JOSLYN, Kitchen Aide
SUSAN K HAYDEN, Teacher
TAKISHA S PRICE, Teacher
TERESA L SALOIS, Teacher Assistant
TOBIAS W BENDER, Custodian
TRACEY J BARTOSH, HS Family Service Worker
TRACY HASKELL, Family Advocate
UTE JOHNSTON, Teacher
WALLACE M PERRINE, Bus Driver