

# West Mont Times

1st Biannual Newsletter 2022

Editor: Janelle Egli

## *A Message from the President: West Mont's Mission Matters*



"Why do you go to work?" The question resurfaced in my mind several times throughout the day. It really is a good question, isn't it? The answer is different at various stages of our lives. When we first enter the workforce, we're excited to launch the new chapter of our working lives, and we may even be "going to work," because it's what we've seen our parents or grandparents do—it's what we know. As we gain experience, we often find ourselves at crossroads in our careers, each path offering different pros and cons. We may even have the luxury of choosing between multiple "good" options. So, how do we decide how and where to spend the roughly one-third of our lives that most of us will be working?

All of us are motivated differently. As the person chiefly responsible for the West Mont workforce, this is the issue that keeps me up at night. Are we doing everything we can to attract and retain the best talent? Are leaders equipped to engage their teams as effectively as possible? Are we offering the best possible combination of factors to recognize and reward our workforce? We refer to this as the Workforce Value Proposition (WVP)—the combination of factors that the workforce receives in exchange for working with West Mont. Of course, there is always room to improve our WVP and, as a nonprofit, West Mont's resources are limited. However, West Mont offers something as a component of our WVP that is very difficult to find elsewhere: an incredibly impactful mission.

Research into workforce engagement tells us that employees who fall in love with the mission of the organization feel more connected to the entire workforce experience, leading to higher engagement, productivity, and loyalty. In fact, a workforce that is driven by the organization's mission is 54% more likely to stay with the organization for five or more years, and 30% more likely to become a high performer.

Leaders at West Mont, with the Human Resource team championing the effort, are charged with helping connect our workforce to our mission with the goal of intertwining the two; we want our workforce to be a part of who we are as an organization, and vice versa. At West Mont, this charge is easy; our mission speaks for itself. We literally change lives. We save lives. We create opportunities for the individuals we support to live lives that they likely could

not even imagine. Ultimately, if we recruit the right people to join the West Mont family—people who bring the right skills and experience, but that are also very likely to be driven by mission—we will have hit the mark.

What a privilege it is... for West Mont to partner with a workforce that believes in our mission and makes us better, and for the workforce to have the opportunity to change the lives of those we support.

So, as you can probably tell by now, the answer to the question is pretty clear. Our mission at West Mont matters. It makes a difference, and that's why I "go to work." My hope for all of the West Mont workforce is that they, too, know and feel that what they do makes a difference, because it does.

**you make a difference**

Please consider a tax-deductible donation to West Mont. Our day-to-day operations and projects, like Morgan's Orchard, wouldn't be possible without your support. Donations can be made by mail 2708 Bozeman Ave Helena MT 59601, by phone 406-447-3100, or online [www.westmonthelena.com](http://www.westmonthelena.com).

The graphic features the text "you make a difference" in a bold, black, sans-serif font at the top. Below the text is an illustration of four hands of different colors (green, orange, blue, and red) holding red hearts. There are small black asterisks scattered around the hands. At the bottom of the graphic is a black rectangular box with white text providing donation information.

# News



## West Mont Presents an Evening at the Farm with Levi Blom

We're hosting a special event **Saturday, June 25** at the Farm open to West Mont clients/families, West Mont staff/families, and West Mont supporters by invitation. We will gather at 4:00 PM for food and drinks, which will be provided by West Mont and staff, then we will take a moment to recognize employees who make a difference in our organization. After our meal and awards, we will enjoy original songs and covers by the talented Levi Blom who will be performing at our festival fundraiser in August.

## Humbolt/Melodee to Hillside

In July, we will move residents of Humbolt Apartments and Melodee House to Hillside, opening Humbolt to additional clients and allowing West Mont Supportive Services to take up residence at Melodee. We hope to serve clients at Melodee who are ready for an apartment but just can't live on their own yet.

## West Mont Field Day

We will be holding a Field Day for West Mont clients/families, West Mont staff, and volunteers **Saturday, July 16** at 9:00 AM. Our day of games will be followed by an Awards Dance and BBQ **Sunday, July 17** at 3:00 PM. If you are a family member of a

client or a member of the West Mont team, please come out. If you are interested in volunteering, email [events@westmont.org](mailto:events@westmont.org). (Game Schedule: 9:00 National Anthem by Saleena from Ron's Place; 9:20 Wheelchair Races; 9:50 Bike Races; 10:35 Walking Races; 11:15 Relay Races/Obstacle Course.)

## Grateful Hearts

We purchased three AEDs and three AED trainers with generous support from families, staff, and other donors. Thank you!



These life-saving devices have been installed at our Farm, Caldwell, and Lewis and Clark homes.

## Wake the Giant Music Festival

Our annual fundraiser is approaching! The Wake the Giant Music Festival will be held at the Farm **August 27, 2022**, and will feature live music from Laney Lou and the Bird Dogs, Levi Blom, Chance McKinney, and Ten Years Gone, as well as craft beer from Lewis & Clark Brewing Co., hay ride tours, a petting zoo, a market jointly coordinated by West Mont and Montanica!, local food vendors, and a giant game garden. Go to [www.wtghelena.com](http://www.wtghelena.com). For more information and to purchase your tickets!

**FRIENDS AND FAMILY**

WAKE THE GIANT MUSIC FESTIVAL JUNE SPECIAL:  
SAVE \$15 ON A FRIENDS AND FAMILY BUNDLE OF 4 GA TICKETS OR SAVE \$5 ON A FRIENDS AND FAMILY BUNDLE OF 2 GA TICKETS!



## Lewis & Clark Brewing's 20th Anniversary and Annual Block Party

Our festival partner, the Lewis & Clark Brewing Company, is throwing a block party to celebrate 20 years of bringing great beers and live music to Helena. This event will be bigger and better than ever and is FREE to the public!

The party, at 1535 Dodge Ave, will span two days—Friday, July 22 and Saturday, July 23—and will feature a special “20th Anniversary Westcoast DBL IPA”, as well as Wake the Giant Music Festival talent Laney Lou and the Bird Dogs and Ten Years Gone!

We'll be there selling festival and raffle tickets and talking to attendees about the work that we do. We hope you'll be there, too, not just to support a local business that does an amazing job giving back to the Helena community, but to support our organization, which works hard to meet the needs of individuals with disabilities.

## Fall Fun at the Farm

Our “Fall Fun at the Farm” event is scheduled for Saturday, September 17. We

have lots of fun activities and some seasonal goods in the works for this special day, including a corn maze, pumpkin patch, and farm-to-table food. We hope to see you there!



## Greater Helena Gives, a Big Success!

Thank you for your generous gifts during this year's Greater Helena Gives Campaign! Together, we were able to raise over \$4,600 for West Mont. These funds will be used to purchase First Aid/CPR training kits and supplies, train and certify staff in First Aid/CPR and MANDT, and procure two training manikins that will be utilized to teach staff proper care and safety protocols. In total, this overall campaign raised \$233,971, mobilized more than 900 donors, and benefited 96 local nonprofits. Well done, Helena!

## Rebranding of “FTC”

The West Mont Flower & Trading Co. has been rebranded as “West Mont Flowers.” This change reflects a shift away from wholesale business and an increased emphasis on selling client-made goods that foster skill development and enhance work experiences. Look for client “signatures” on the flowers you purchase from the shop, as each arrangement is now handcrafted by and provides meaningful work for adults with disabilities.



# *West Mont's 2022 Charitable Raffle for Helena-Themed Special Edition Rustic Bench*

*Give*



*Win!*

***(1) Ticket \$5 - (5) Tickets \$20 - (15) Tickets \$50 - (40) Tickets \$100  
WE CANNOT ACCEPT CREDIT CARD PAYMENTS  
Fill out mail order form below or visit [www.wtghelena.com](http://www.wtghelena.com) to enter!***

### Mail Order Form for Bench

Please fill out and send this form, along with payment, to West Mont 2708 Bozeman Ave Helena, MT 59601 to enter our charitable raffle.

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**City:** \_\_\_\_\_

**State:** \_\_\_\_\_

**Zip:** \_\_\_\_\_

**Phone:** \_\_\_\_\_

**Email:** \_\_\_\_\_

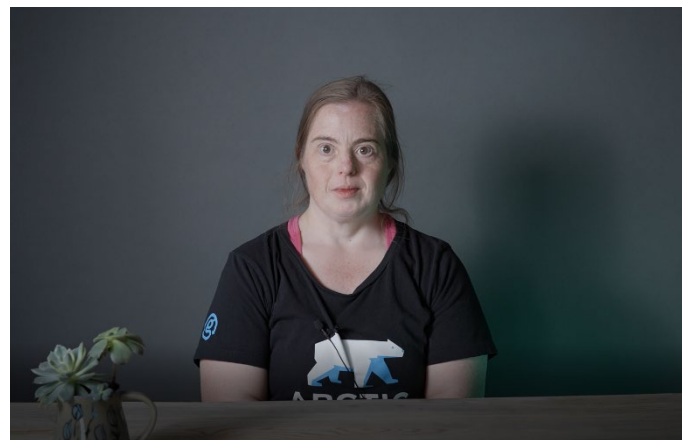
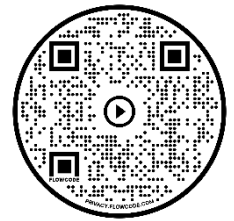
- |   |                                      |
|---|--------------------------------------|
| <input type="checkbox"/> (1) Ticket \$5     | <input type="checkbox"/> Check       |
| <input type="checkbox"/> (5) Tickets \$20   | <input type="checkbox"/> Money Order |
| <input type="checkbox"/> (15) Tickets \$50  | <input type="checkbox"/> Cash        |
| <input type="checkbox"/> (40) Tickets \$100 |                                      |

**Amount Enclosed:** \$ \_\_\_\_\_



### Susie and Staff Present West Mont

Susie Hull, West Mont Farm & Gardens Head Pollinator, recently joined Jeremiah Porter, Events Coordinator, to talk about her work on the farm. Additionally, our friends at the Montana Radio Company recently had some great discussions with Ashleigh Heimbach, President, and Jeff Elliot, Residential Director, in their studio. Scan the QR code to the right to hear highlights from these interviews and to join the conversation!





### Jeremy Keele

On Feb. 2, 2022, Jeremy passed away unexpectedly. A client since 1989, he lived at and breathed life into West Mont's Townsend Home. At the time of his passing, Jeremy, lovingly referred to as "JerBear" by those who knew him well, was residing in Anaconda with his sister. We join with Jeremy's loved ones in celebrating and remembering his life. 1970-2022.



### Gary Allen Leddige

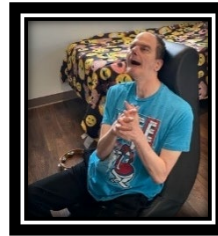
Gary, who consistently brought humor and selflessness to his work, began a career at West Mont in 2001 as a Direct Support Professional. He was the first to jump into action, on or off the clock, and even once saved a parakeet from a burning building. Gary was 60 years old when he passed away, sweetheart at his side, on Nov. 12, 2021. In farewell, we thank Gary for his service to country and clients and join his surviving family, including wife Nancy, in honoring his legacy of service. 1961-2021.

### Donna Ann Picos

A dedicated worker in the healthcare field for many years, Donna was adored by clients and coworkers alike. She is remembered for her kind, giving heart, good humor, and unquestionable love of Diet



Pepsi and El Comedor tacos. Donna, 62, peacefully entered her eternal journey surrounded by family and friends. We hold her loved ones, including husband Shawn and son Travis, in our hearts as we recall Donna's life. 1959-2021.



### Michael Bacon

Michael (Mike) was a resident of West Mont's Ron's Place. He loved music and could usually be found in his room with the stereo turned up or with a tambourine, guitar, or other instrument in hand. He passed away on Jan. 13, 2022, after a brief illness and is interred at the Mount Moriah Cemetery in Butte. Mike's absence has left a hole at Ron's Place, and he is deeply missed by his housemates, caregivers, and loved ones. 1961-2022.

### Lori Ann Ballard

Lori was a resident at West Mont's Caldwell House. She loved laughing, thumbing through magazines, listening to music, and enjoying sunshine and special outings in the car. She passed away peacefully at 59 on Jan. 1, 2022, with her siblings by her side. Lori's loved ones, including Janie, Jack, and Jane, are in our hearts as we remember Lori. 1962-2022.



### Don Ellsworth

Don, a loving father and devoted husband, served West Mont clients as a job coach. He was 53 when he passed away, Sep. 12, 2021. Don is remembered for his love of fishing and football (especially Dallas Cowboys football) and for the time he lavished on loved ones, including his doggies. We join Don's family—including wife Billiejo and sons Jackson and Jared—in remembering his life and his service. 1967-2021.

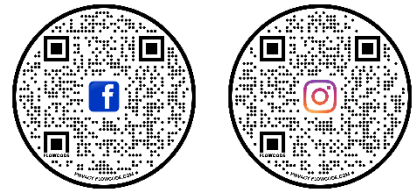


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