

West Mont Times

Summer 2018

Editor:: Arlene Flynn

West Mont Receives Three Grants for Farm Project



West Mont is pleased and excited to announce that it has received three grants that will assist us in paying

for much needed renovations and improvements at our Farm & Gardens site. **The M.J. Murdock Charitable Trust** awarded us a **\$150,000 grant** which will allow us to build an additional bedroom, do major renovations to the bathrooms and laundry room plus pay for a new fire sprinkler system.

West Mont also received a **\$25,000 grant** from the **Sunderland Foundation**. These funds will help us build a new wood ramp to the group home and cover a portion of the costs to add an overhead parking structure.

The Dennis and Phyllis Washington Foundation presented us with a **\$15,000 grant** to help us with the repairs and painting of antique farm equipment previously donated by the **O'Reilly Estate**. This equipment will be displayed on an **Interpretative Path** that will be located

adjacent to **Morgan's Maze**. These funds will also help off-set some of the costs for gardening supplies, signage, and brochures.

The Murdock Charitable Trust previously awarded us with a grant for Ron's Place, but this is the first time we have received funding from the Sunderland and Washington Foundations. We are extremely grateful for the support from all of these organizations.

The **West Mont Farm & Gardens** project has been a work in progress for several years now. We anticipate construction to begin right after the first of the year. You will also finally see the development of Morgan's Maze and updates to the Farm grounds. If you would like to learn more about the project or want to make a donation, please contact Arlene Flynn at 406-447-3109.



One of the donated pieces of Farm equipment

Hauser Lake Home Donates Funds for Van

Sue Jackson, President of Hauser Lake Home recently contacted West Mont VP of Programs, **Jean Morgan** to ask what their organization could do to help out. Jean immediately suggested a new van and told Sue how vital transportation is to us. Without hesitating, Sue agreed and soon stopped by the main office with a check that allowed us to purchase a 2015 15-passenger van with less than 50,000 miles on it.

Since then, the van has been put to good use. With the recent closure of Helena Industries, we have picked up over 20 new vocational clients and this van makes it much easier to transport many clients at once to our vocational programs. It has even been used to transport our athletes to Special Olympics.

West Mont vehicles are on the road every day transporting clients to medical appointments, vocational programs, their jobs, shopping, and to recreational activities. In fact, West Mont vehicles average 163 passengers and 591 miles every day! On average, these vehicles are 14-years old and have over 127,000 miles on them. This means keeping them on the road and operational is even more costly.



*L-R: West Mont President, **Ashleigh Heimbach**, **Sue Jackson**, **Jean Morgan**, & Program Manager **Lora Michalski***

To cut expenses West Mont invested in a vehicle software tracking system that helps manage the maintenance of the fleet and while most preventative maintenance is done in-house to save money, it still does not address the issue of having an aging fleet and the increasing costs associated with that. (See Van on pg. 2)

A Message from the President

“When team members regard each other with mutual respect, differences are utilized and are considered strengths rather than weaknesses. The role of the leader is to foster mutual respect and build a complementary team where each strength is made productive and each weakness irrelevant.”

~ Stephen Covey



**Ashleigh
Heimbach**

We are fortunate at West Mont to have wonderful employees. We have promoted as well as hired a few key Administrative staff over the last couple months. **Gia Bradley** was promoted to Financial Director, **Jamie Everaert** is our new Payroll/Benefits Coordinator, **Carolyn Williams** and **Andrea Violette** are our Administrative Assistants, and **Troy McClymont** is our new Human Resource Director. You’ve heard that it takes an army to manage a large employee base like ours and I’m proud to say our army is rather small considering all they accomplish.

West Mont has also promoted a two key support staff out in the field. **Jerri Kirk** is the new Assistant Program Manager at Flower & Trading Co. and **Jeremiah Porter** has transferred from a Job Coach in Supported Employment to the Assistant Program Manager at Farm & Gardens.



**L-R: Ashleigh Heimbach,
Foundation Board Chair,
Greg Pace, Carl Tanberg,
and Operating Board Chair,
David Peretto**

I also want to say a HUGE thank you to **Vickie Violette**, our resident nurse, Clinical Coordinator, piece of the missing puzzle. She celebrated 10 years with West Mont this year and we couldn’t get through a day without her. She travels to all our locations and visits/assess clients monthly. She keeps all administrative staff and managers in the loop with how clients are doing on a weekly basis. She has just begun working with our other nursing staff to teach them how assessments are done in all locations besides just Ron’s Place and Caldwell. We are so thankful for her dedication and expertise in her field.

Carl Tanberg, West Mont Operating Company and West Mont Foundation board member has retired from the boards. Carl has been a part of the West Mont board for many years and has held quite a few titles. It is always hard to let someone go that has made such a difference in who we are as a company and who we hope to be, but we are so grateful for his many years of guidance and support to West Mont and West Mont Foundation. He has assured us that he will continue to be an avid supporter of ours and we look forward to seeing him at our events.

(Van continued from page 1)

West Mont clientele are aging with a median age now of 51. With this comes increasing medical and/or physical needs which makes it even more critical that we have safe *and* dependable transportation. Our thanks again to **Sue Jackson** and the **Hauser Lake Homes Board** for their generosity.

LATE BREAKING NEWS!!!

As we go to press, we just received notification from the **Montana Department of Transportation Grants Bureau Chief** that the **Capital Assistance Review (CAR) Committee** and **MDT Management** have approved our grant application for a new 9-Passenger Extended Van w/ 2 Wheelchair Stations. This grant process is highly competitive and we are very appreciative they chose our organization. This grant is contingent up receiving the appropriate Federal funding. Until then, we will remain cautiously optimistic that the funds will come through.



Rewarding Careers at West Mont

Recruitment and Retention of staff is critical to the success of West Mont and in the development of our cultural beliefs and shared values. To achieve our mission of creating opportunities that promote respect and quality of life for people with disabilities, West Mont needs to employ good, qualified, reliable people and develop a positive work environment. The alignment of our employee's values and motives with our organizational ones play a very important role in meeting our mission and creating this work environment. West Mont believes strong employee engagement improves the quality of work performed by our employees and the overall quality of life of our clients. To boost employee engagement, West Mont will implement several new recognition incentives to reward our employee's behaviors, efforts and accomplishments that support our goals and values. Our goal is to create a positive work environment that people want to come to work, understand their jobs, and know how their work contributes to the success of the organization.



**HR Director
Troy McClymont**

The following incentives have been recently added Employee Recognition Program: Sign-On/Retention Bonus, Personal Leave Buy Back, two additional observed holidays of which working staff will be paid time and a half, increased our Personal Leave bank maximums from 160 hours to 240 hours and increased our mileage reimbursement.

In addition to the changes to our employee recognition program, West Mont will now have an Employee Handbook. We feel it is very important to have at our employee's fingertips a clear and concise guide to all our workplace practices and policies. This will assist with setting forth our expectations of our employees and foster an open and cooperative environment in which our employees and West Mont can thrive. If you are interested in learning more about a career at West Mont, contact **Troy McClymont** at **406-447-3100**.

In Memory of...

Long-time West Mont supporter and mother of a Farm resident, **Joyce Vashro** passed away peacefully on August 8 at the age of 94. Joyce led an incredible life including serving as a member of the Women's Land Army in England during WWII. She received a medal from Queen Elizabeth in 2008 for her service. She also worked at the State of Montana for many years. Joyce was a tireless advocate for the developmentally disabled, generously giving her time and energy. She is missed by all of her friends at West Mont.



Tom Ranger, a 36-year West Mont resident recently passed away at Ron's Place. He had been ill for awhile and was sent home from the hospital on hospice care. Tom spent the rest of his time doing what he enjoyed best at Ron's Place. He is greatly missed by his West Mont "family."



Congratulations Ellen Bischoff

Over 4,000 athletes and coaches representing all 50 states and the District of Columbia took part in the 2018 Special Olympics USA Games held in Seattle, WA July 1-6, 2018. Thousands of volunteers, family members, and fans were on hand to cheer them on. The 2018 USA Games celebrated Special Olympics movement, its 50th anniversary and highlighted Special Olympics' work in sport, education, health and community-building.

Ellen Bischoff who represented the state of Montana, brought home 3 Silver Medals and a 7th Place Ribbon. We are so proud of Ellen — she is open to new challenges and is an inspiration to all of us. Ellen is employed at Albertson's and is a cheerleader with the **West Mont Cheer Squad**. She trains for and participates in local Special Olympic games with the Tri-Co Wolves Team. *Congratulations Ellen!*



WEST MONT LOCATIONS

Blaine Work Services:

406-447-3120

Caldwell House

Cedar Apartments

Farm Group Home

Farm Vocational:

406-227-7565

Flower & Trading Co.:

406-447-3123

www.westmontflowers.org

Hillside Group Home

Humbolt Apartments

Lewis & Clark Duplex

Melodee House

Ron's Place

Supported Employment

Tara Group Home

Tara Apartments

Townsend Group Home

VASTT: 406-443-1554

For more information,
please contact our Main Office:
406-447-3100 or email
wmoffice@westmont.org

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Yee Haw! Harvest Days is Just Around the Corner

Dust off those cowboy boots and get ready to have a boot scootin' boogie good time. West Mont is celebrating its **45th Anniversary** and **25th Annual Black Tie Blue Jean Benefit Dinner**. That's right...45 and 25 and we want YOU to be there!

Join us **Friday, September 21, 2018** at the **Best Western Great Northern Hotel**. Enjoy a delicious dinner, auctions, and a performance by our famous cheer squad. Get corked at the **Wall of Wine**. Enter the **\$100.00 Silver-Sapphire Raffle** where you'll have a 1 in 100 chance to win the live auction item of *your* choice! This year's guest Master of Ceremonies is **KTVH TV meteorologist, Curtis Grevenitz**. Tickets are **\$85 each, \$650 for a table of 8 or \$800 for a table of 10**. This year of milestones is sure to be a sell-out. Call West Mont at **406-447-3100** to reserve your spot today.

Harvest Days kicks off **Saturday, September 8** with **Family Fun Day at West Mont Farm & Gardens**. This is an action packed day of Fun! Fun! Fun! Kids can pick a pumpkin from the patch and participate in lots of

games and activities. The whole family can enjoy lunch, wagon rides, the petting zoo, and entertainment. Visit with Law Enforcement and Emergency Services personnel *and* meet Smokey Bear.

New this year is a **Prize Booth** where kids can take their "Star" Cards to redeem for the prize(s) of their choice. Event hours are 10:30 AM - 3:00 PM with lunch served 11:00 AM - 2:00 PM. Admission is \$5 per person or \$30 for a carload of 6 or more, pay at the Farm gate.

Thanks to **Keith at the Morning Show 105.3** and **Curtis Grevenitz** for participating in our TV and radio advertising this year. *Great job guys!*

All proceeds benefit people with disabilities.

