



Bright Futures for People with Disabilities

Helena Industries, Inc. 2009 Annual Report (July 1, 2008 – June 30, 2009)

President's Message 2009:

I was hired as Helena Industries' President/CEO on October 15th, 1990. Every day since that first one, I have been proud to be a part of this wonderful organization. Helena Industries was founded in 1970 and for the last 39 years, it has served the vocational needs of thousands of people with all types of disabilities. Throughout the years, Helena Industries has provided both facility-based employment and has worked with over 400 employers in the Helena community to place people in community-based employment. Currently, we are actively working with approximately 60 businesses that employ people with vocational challenges. We enjoy associating with these employers in this very rewarding work. People in Helena have big hearts and they know the value of a good employee.

To illustrate some of Helena Industries' values, I would like to tell you a story from my youth. I was raised in a small rural community just across the Montana border in Idaho. Like most boys in this type of rural environment, I learned to work hard, play hard and appreciate the simple pleasures in our mountain-home setting. I had good friends growing up and we were close. One of my friends, Jim, was a bit different from my other friends. He had a lot of trouble in school. I don't mean that he occasionally flunked the Friday spelling quiz. We all did that. No, Jim's problems with school work were much bigger. In fact, it didn't seem like he could be successful in any of his school subjects. We didn't have a psychologist in our school to give us any psychological terms for Jim's problems, so we all just assumed that school "wasn't Jim's thing". Eventually, Jim's academic challenges led to the decision for him to leave public school and stay at home with his mother. Jim's life at home was anything but tranquil. His mother kept him very busy with chores and, in between his jobs, she taught him to read and write. Jim was able to get by with the average day's reading and writing requirements, and he continued to do most of the things the rest of us did. He played ball, went to church, swam in the river, etc. and, for the most part, we just considered him one of the boys.

As a young boy grows up, there are some familiar "rights of passage" he goes through. One occurs around age 16 when he attains true freedom - a driver's license. Rolling down the highway with the wind whipping through his hair, not a care in the

world other than where the local constable might be hiding. Yes, these were good times. Another comes at age 18 when he graduates from high school and there are big decisions that need to be made. Go to work? Go to college? Or just go out and conquer the world!

My friend Jim was still one of the boys even though he missed a few of life's passage points. When graduation came for the rest of us, Jim's mother was determined that his life was going to move forward as well. As is common in small rural communities, Jim's dilemma was shared with the community. She took Jim down to the town hall and told the folks there that he needed a job. These good old boys that worked at the town hall didn't know anything about people who are "developmentally challenged." We didn't have a psychologist in the entire county, so who was going to explain Jim's limitations? The men asked Jim what he liked and he said "trucks", so they made the decision that he would be a truck driver for the Public Works Department. Some folks may have thought that this was a rather lofty goal for Jim, if not impossible. After all, Jim didn't even have a driver's license. But, the decision was made and the Town Fathers put themselves to the task of making it happen. They gave Jim special driving instruction, taught him how to operate a dump truck and eventually a tractor.

How long did it take? Several years. What were the results? Jim became the best darn truck driver in North Fremont County. He worked hard and never violated the rules. Even in the middle of winter at 3 a.m. when he would come out in his truck to remove the big column of snow that piled up on Main Street, he always stopped at stop signs. Jim was a good employee and led a happy life. He earned his paycheck, eventually bought a little house and even got married.

What lessons did I glean from this experience? First, **acceptance**. Accept people as they are and help them to be whatever they can become. Second, **opportunity**. Incredible things happen when people are given a chance. Third, **choice**. Respect the choices people make and the responsibility they accept in making them. Fourth, **possibilities**. Focus attention on possibilities, not limitations.

These are some of the main underpinning philosophies of Helena Industries that have guided us for nearly 40 years of working with individuals with disabilities. We are proud to be a part of the Helena community and are glad to have such good neighbors. On behalf of Helena Industries and the "Jims" and "Janes" we serve, we sincerely thank you for all you do to support our efforts!!

Wallace A. Melcher
President/CEO

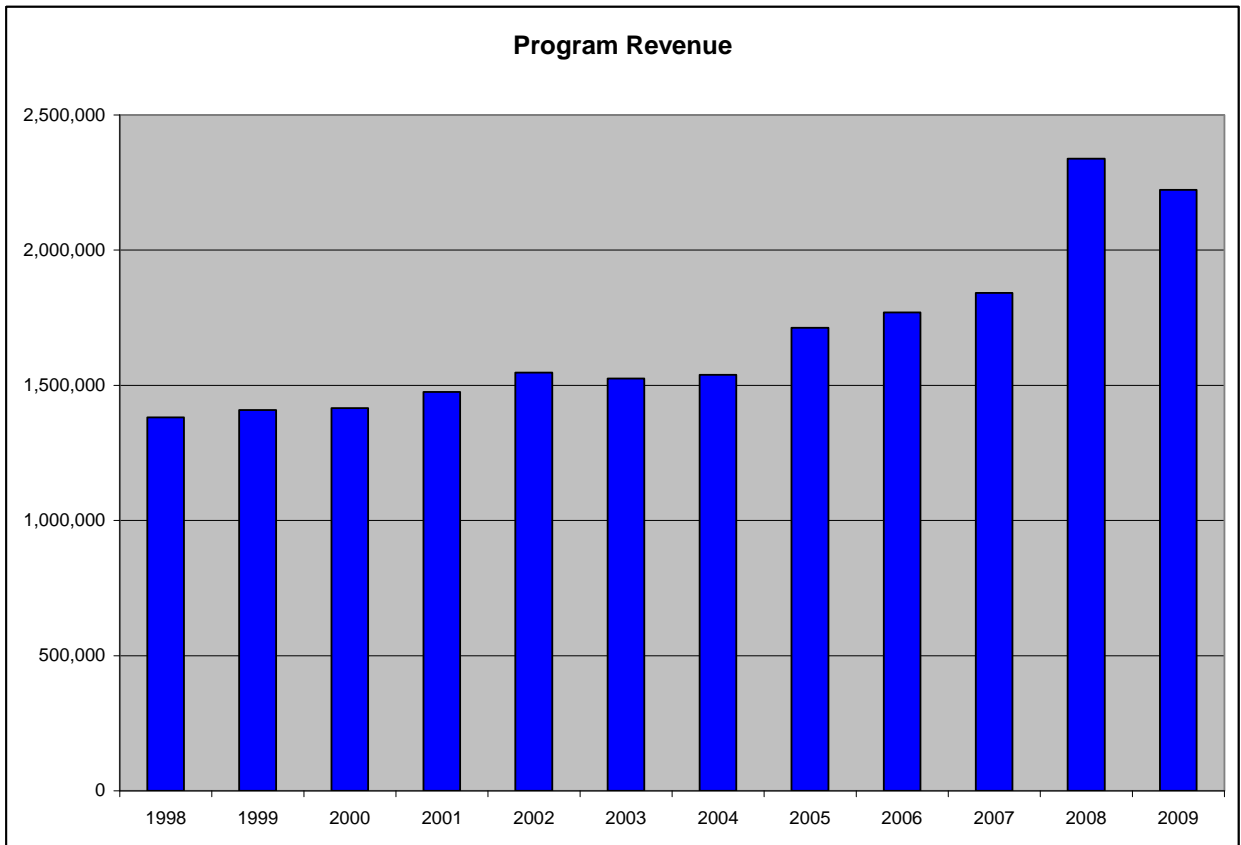
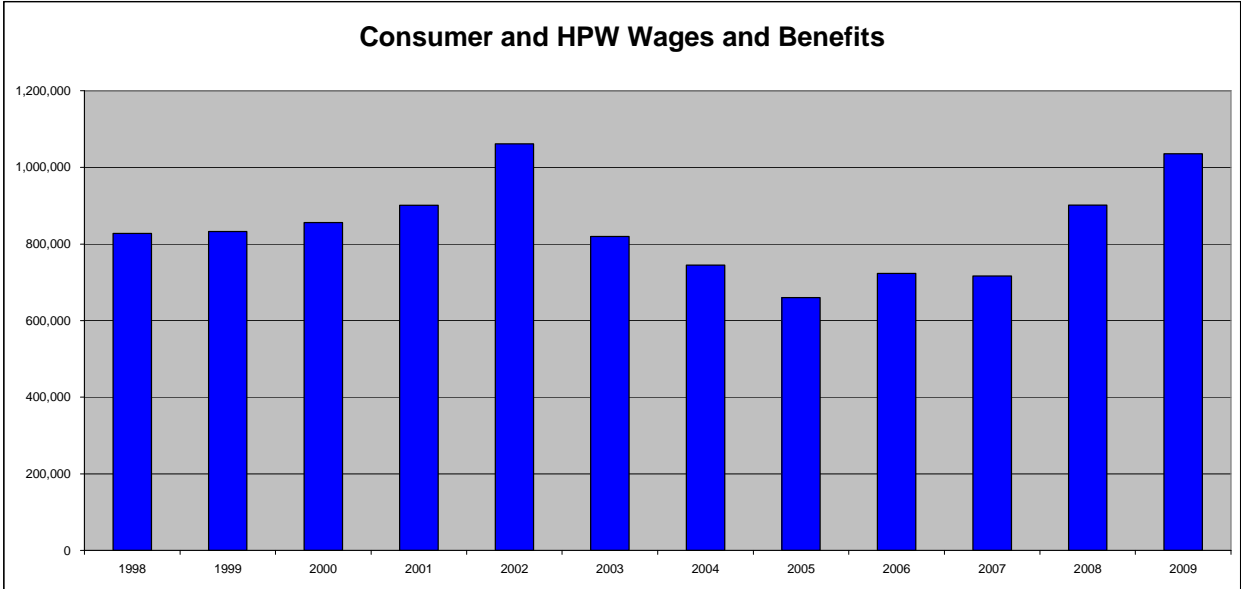
2009 Helena Industries Highlights:

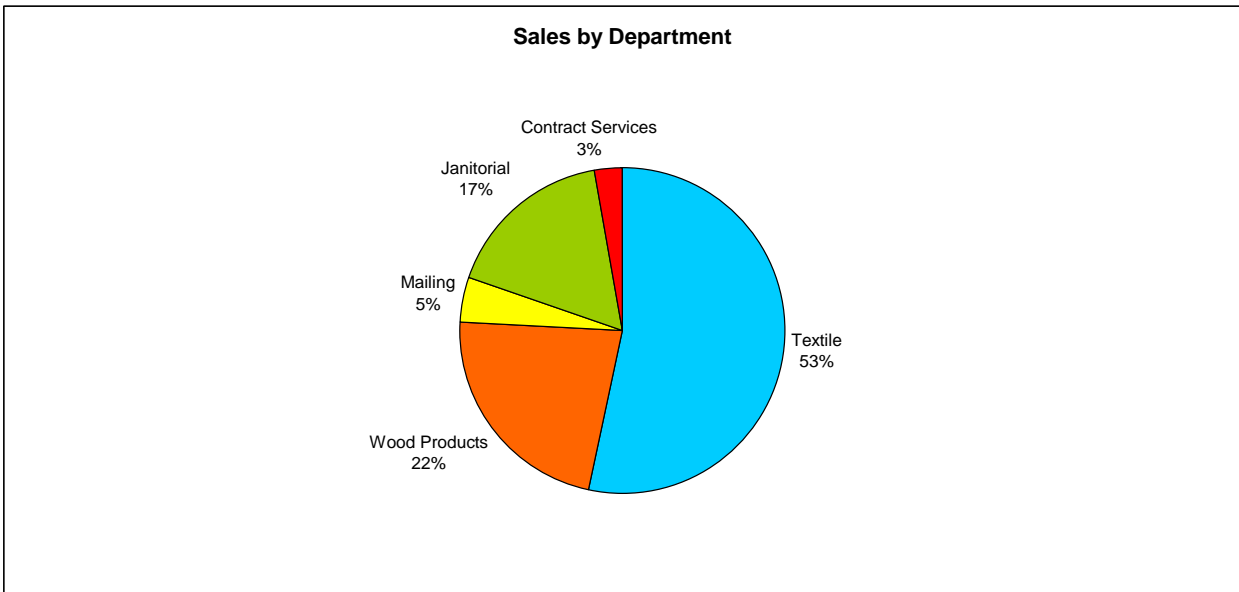
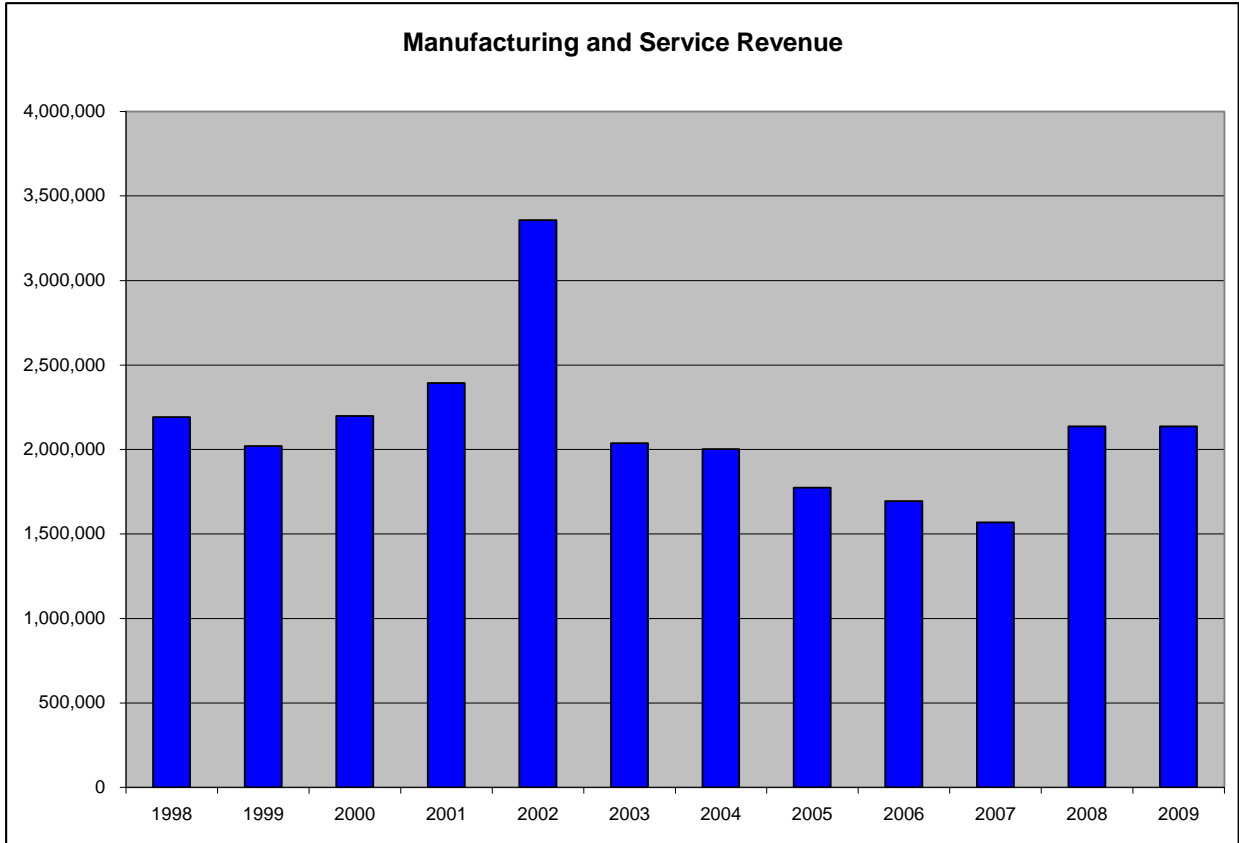
- **In 2009, Helena Industries served 892 individuals with disabilities in all of its programs.**
- **In FY2009, Helena Industries served an unduplicated count of 241 persons in all services not counting Case Management, up from 230 in FY2008.**
- **Sixty people with disabilities found or continued their employment in Helena area businesses through Helena Industries Supported Employment program.**
- **One hundred people with disabilities received services in one of Helena Industries in-house Manufacturing or Service areas.**
- **A total of 6 persons started services with Helena Industries in FY 2009.**
- **Twenty persons served through the Placement Program were closed as successfully employed in community jobs.**
- **A total of 44 persons participated in Job Placement or Job Finding Services in 2009.**
- **The average gross weekly salary for persons finding employment in the Job Placement Program for the year was \$264.**
- **Persons working in Community Employment through the Vocational Rehabilitation system averaged more than 22.5 hours of work per work week.**
- **Persons working in Community Employment through the Developmental Disabilities system averaged more than 13.32 hours of work per work week.**

- **The average gross weekly salary for persons in the Supported Employment Program through the Vocational Rehabilitation system was \$180.**
- **The average gross weekly salary for persons in the Supported Employment Program through the Developmental Disabilities system was \$95.**
- **Ten new community job placement sites were found to employ Supported Employment Consumers.**
- **Forty Helena Community Employers provide work sites for our Supported Employment Consumers.**
- **A total of 8 new persons received services through the Job Readiness Training Program through the Vocational Rehabilitation Program. This program emphasizes a basic return to work program and teaches a variety of work-related skills.**
- **The Work 1st program which is for persons with more significant needs, continues to serve an average of 14 persons. These individuals engage in work tasks that include document shredding, laundry, in-house deliveries and operating Helena Industries in-house store.**
- **In 2009, Helena Industries Work 1st Division started a Recycling Service which offers pick up, storage and transport of old newspapers, plastics and aluminum to local recycling centers in the community.**
- **In conjunction with other Consumers, the persons served in Work 1st assisted in the destruction of approximately 53,200 pounds of documents in the Helena Industries shredding business.**
- **Helena Industries Case Management serves an average of 651 persons in 12 Montana counties with offices in Butte, Anaconda, Bozeman and Great Falls.**

- **Four hundred persons from the 4 Case Management offices (Bozeman, Anaconda, Butte, Great Falls) responded to the Annual Satisfaction Survey for Case Management with an overall rate of satisfaction of 96.4%.**
- **The Benchmark Manufacturing Team has been exploring opportunities to sub-contract with local Montana companies. They developed 10 new products for various companies located right here in Montana.**
- **The Benchmark Textiles Plant employs 39 individuals with disabilities who are receiving training and an additional 6 individuals with disabilities who are not in training.**
- **The Benchmark Manufacturing Team is finalizing the prototypes of a tactical vest for the U.S. Marine Corps which will provide national exposure for us as product designers and high quality manufacturers.**
- **There are 26 individuals with disabilities working and receiving training in the Mail Center.**
- **The State of Montana Travel Division provides year-round Consumer Employee work in the Mail Center. Six different summer and winter promotional packets, totaling approximately 150,000 pieces were assembled this year in the Mail Center.**
- **One of the Mail Center's largest customers in 2009 was the Department of Public Health & Human Services. Helena Industries worked on numerous mailing and assembly contracts including the Tobacco Use Prevention Program, the Cardiovascular Health Program & the Low Income Energy Assistance Program.**
- **The Wood Products Division provides vocational training and/or employment to 55 individuals. Survey stakes, lath & hubs, pallets, shipping crates and storage sheds are their mainstay products.**

- **This past year, Helena Industries Wood Products Division, once again, won the contract to produce stakes, lath & hubs for the Montana Department of Transportation.**
- **In 2009, Helena Industries Janitorial Services expanded to include landscaping services for the Naval Reserve Center at Fort Harrison.**
- **Although the majority of Helena Industries Janitorial Services are done after-hours for local businesses, 3 daytime customers were added in 2009 to accommodate work hours availability for persons served.**
- **There were 15 individuals with disabilities working in Helena Industries Janitorial Services in 2009.**





Helena Industries Board of Directors:

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Bradley G. Lancaster, Vice Chairman
Krystal R.L. Stewart, Treasurer
Jason Loble, Secretary
Will Michael

Pamela A. Charlton
Anthony Perpignano
Andrew Utick
Janet Herold
Charles R. Siefert

Happy Birthday Helena Industries!!!

Helena Industries will be celebrating
40 years of service in 2010.



From the very beginning in 1970, Helena Industries' mission and purpose has remained constant. The mission of Helena Industries, Inc. is to provide vocational and rehabilitative services utilizing real work, related services and individualized resources to empower persons with disabilities to lead productive and fulfilling lives in their communities.

Watch for special events to be announced in the coming months...

Helena Industries Endowment Fund:



As you consider worthy causes to support this 2009 holiday season, please consider a donation to Helena Industries' Endowment Fund. This fund is a permanent irrevocable trust that supports Helena Industries' efforts to assist individuals with disabilities as they work toward their vocational goals.

Donations to the Helena Industries' Endowment Fund may qualify for a tax credit under the Montana Qualified Endowment Tax Credit law. Please contact your financial advisor for more information on endowment tax credits. Your generosity and support are greatly appreciated.

Helena Industries Service Award Winners 2009

Tim Schumacher – Former Board of Directors Chairman

**Ava Griffenberg, Department of Public Health & Human Services
– Supportive Community Employer**

**Lee Davis, Department of Public Health & Human Services
– Supportive Community Employer**

**Darrell Moore, Department of Public Health & Human Services
– Supportive Community Employer**

**Marita Martiniak & Staff, Real Food Market & Deli
– Supportive Community Employer**

**Becky Lane, Green Meadow Country Club
– Supportive Community Employer**

**Patti Forsness, Montana Department of Justice
– Supportive Community Employer**

Shannon Alexander – HI Staff Person of the Year

Jeremie Harris – HI Consumer Employee of the Year

Helena Industries expresses its sincere appreciation to these individuals and businesses for their contributions to the organization and to people with disabilities.