

STATE OF MONTANA**Community Services Block Grant Work Plan for the Years 2016-2017**

Agency Name & Address: Action for Eastern Montana - 2030 N. Merrill - Glendive, MT 59330	Phone Number: (406) 377-3564
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Solutions and/or Initiatives	Projected Outcome	NPI	NPI Description	Measurement
<i>Identify the activity and briefly describe how it will be accomplished. Be sure to provide the # of clients served or the units offered.</i>	<i># and % of clients/units to achieve each outcome.</i>	<i>National Performance Indicator</i>	<i>National Performance Indicator</i>	<i>Identify how we are measuring success.</i>

Goal: Employment

Key Needs Assessment Findings: While the unemployment rate within Action's service area is quite low according to the most current U.S. Census data (around 3.3%.....compared to a Montana average of 4.3%) unemployment continues to rank fairly high in our assessment research. Based on survey data that was collected and analyzed by Action's staff in 2014 "unemployment/low-paying jobs" was still ranked as a moderate to severe need by 43% of community members and 52% of our Advisory Group advisors. In fact, it ranked as the 6th highest rated need overall. As we have conducted additional analysis of the situation some of the contributing factors for this phenomenon seem to be more closely associated with low-paying jobs versus unemployment. Even with this additional knowledge it seems that the real concern is not necessarily that jobs are paying too little, it is that the cost of living in much of Action's service area has drastically decreased due to oil-field related wages and the trickle down affect on the economy as a whole. With such low unemployment employers often have to increase wages to attract employees, but in order to afford the new wages they are paying companies also must increase the costs of their products and services. Within Action, we continue to see a significant need for Youth Employment and Training services in some of the most rural communities (due to few businesses for youth to work at) and we also see a significant need from employers who are wanting us to help prepare their workers for a job by teaching them life skills and work-related skills - this has been magnified by the fact that employers have had a much smaller pool of potential applicants and by necessity they are less able to find people with traditional work-related skills. Finally, we continue to see high demand for high quality pre-school services that our Head Start programs provide. These services are in high demand as more families have moved to Eastern Montana seeking jobs and due to the quickly rising costs of high quality child care and pre-school services in the area (due to rising employment costs as noted above). In our most recent assessment "finding quality child care" and "paying for child care" both rated in the 10 of needs that were considered to be moderate to severe.

The Employment & Training Department will help unemployed youth obtain a job.	30/30 or 100%	1.1.A	Unemployed and obtained a job	CDS and client files
The Employment & Training Department will help employed youth maintain a job for at least 90 days	30/30 or 100%	1.1.B	Employed and maintained a job for at least 90 days	CDS and client files
The Employment & Training Department will help employed youth obtain an increase in employment income and/or benefits	5/30 or 17% of youth will obtain an increase in employment and/or benefits.	1.1.C	Employed and obtained an increase in employment income and/or benefits	CDS and client files
The Employment & Training Department will help youth obtain access to reliable transportation and/or driver's license	2/30 or 7%	1.2.F	Obtain access to reliable transportation and/or driver's license	CDS and Client Files
The Head Start Program will help low-income parents reduce (or eliminate) a barrier to continuous employment by providing Head Start child care schooling services	218/218 or 100%	1.2E	Number of Head Start Parents that are able to obtain care for a child or other dependent	Promis Software
The Head Start Program will help low-income parents reduce (or eliminate) a barrier to continuous employment by providing Head Start health care services	218/218 or 100%	1.2G	Number of Head Start Parents that are able to obtain health care screenings for child or other.	Promis Software

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Goal: Education				
Key Needs Assessment Findings: The ability to help children, youth and families develop a love of education and a lifetime of learning is a primary focus of Action and its mission to help individuals become self-sufficient. We strongly believe there is a direct correlation between an individual's education and their ability to be self-sufficient in life. According to the U.S. Census most recent data, within Action's service area just over 10% of our population over the age of 25 has not graduated from high school or achieved a GED. Across Montana the average per county regarding those over 25 who have no GED or high school diploma is around 7.87%. We believe this is strongly correlated with the poverty rate in Action's service area (which is 15.31%) compared to the Montana average (which is 14.81%). On average, a smaller percentile of our youth graduate from high school or get a GED and a greater percentile of our population is in poverty. After completing our 2014 assessment research we discovered that nearly a third of our Advisory Group advisors -29%- (who are composed of the Head Start Policy Council, area churches, area schools, the Senior Companion Advisory Council, the County Councils on Aging and the non-employee members of the Energy Share Committee) felt that "educational assistance for youth was a moderate to severe need" AND that 41% of these advisors felt that advanced preschool services - such as Head Start - is a moderate to severe need in Action's service area. Finally, 51% of our Advisory Group members felt that parenting training or instruction was a moderate to severe need.				
Head Start children transition to kindergarten	91/91 or 100% of Head Start students will transition to kindergarten (3 year olds do not)	6.3D	Children who participate in pre-school activities are developmentally ready to transition to kindergarten or first grade	Promis Software
Child are enrolled into Head Star and develop school readiness	149/149 or 100% of child enrolled in Head Start will develop school readiness.	6.3C	Children participate in pre-school activities to develop school readiness skills	Promis Software
Parents with children in Head Start will participate in completing a family partnership plan with aspects associated with improving parenting skills.	218/218 or 100% of parents with children in Head Start	6.3J	Parents and other adults learn and exhibit improved parenting skills	Promis Software
Parents with children in Head Start will participate in completing a family partnership plan with aspects associated with improving family functioning skills.	218/218 or 100% of parents with children in Head Start	6.3K	Parents and other adults will learn and exhibit improved family functioning skills	Promis Software
149 slots for Head Start children will be maintained so as to provide families in Miles City, Glendive, Malta and Glasgow with an accessible, safe and affordable child care or child development opportunity	149/149 or 100%	2.1F	Accessible safe and affordable child care or child development placement opportunity for low-income families created or saved from reduction or elimination.	Promis Software
The educational training of Head Start's parents will be maintained by putting on several trainings at each Head Start site or in partnership with other organizations (such as safe food handling, Love and Logic, etc) so as to help them gain life skill training	109/218 or 50%	2.1I	Head Start Parents will gain life skill training and thus increase their education	Training calendars and rolls
The Employment & Training Department will help youth obtain skills and/or competencies required for <u>employment</u> .	30/30 or 100%	1.2 A	Obtain skills/competencies required for employment	CDS and Client files

The Employment & Training Department will help youth complete their GED or receive a diploma	6/30 or 20%	1.2.B	Complete ABE/GED and receive certificate or diploma	CDS and Client files
The Employment & Training Department will help youth increase academic/athletic or social skills	30/30 or 100%	6.3I	Youth increase academic, athletic, or social skills for school success	CDS and Client files
Information and Assistance- is provided by agency staff via client contacts (in person or at presentations) throughout our 17-county service area.	7,204/7,204 or 100% contacts in person and at presentations will take place in Action's 17 county service area.	6.4 written in as added goal	Information and Assistance is provided to clients (seniors or disabled). In office, out of office or quarterly presentations	CDS and Client Files
Individuals are at risk of missing out on transportation services due to a lack of knowledge regarding available services.	17/17 or 100% of counties will be contacted in order to gather informational material	2.2E	Increase or preservation of community services focused on improving quality of life	E&T Database
Individuals are at risk of missing out on transportation services due to a lack of knowledge regarding available services.	79/79 or 100% of staff will receive trainingl	5.1E	Staff will receive training on area transportation services	E&T Database
Individuals are at risk of missing out on transportation services due to a lack of knowledge regarding available services.	8/8 or 100%	5.1G	Staff will each receive about 5 minutes of training on this, but the total combined time gather the information and dispensing it will be about 8 hours - 79 staff at 5 minutes each equates out to about 6.5 hours total.	E&T Database
Individuals are at risk of missing out on job services tools due to a lack of knowledge regarding available services.	1/1 or 100% of job services will be contacted in order to gather informational material and have training provided	2.2E	Increase or preservation of neighborhood quality of life resources	E&T Database
Individuals are at risk of missing out on job services tools due to a lack of knowledge regarding available services.	1/1 or 100% of job will be contacted in order to gather informational material and have training provided	4.1D	State Government partner	E&T Database
Individuals are at risk of missing out on job services tools due to a lack of knowledge regarding available services.	79/79 or 100% of job will be contacted in order to gather informational material and have training provided	5.1E	Staff will receive training on area job service tools.	E&T Database
Individuals are at risk of missing out on job services tools due to a lack of knowledge regarding available services.	8/8 or 100% of job will be contacted in order to gather informational material and have training provided	5.1G	Staff will each receive about 5 minutes of training on this, but the total combined time gather the information and dispensing it will be about 8 hours - 79 staff at 5 minutes each equates out to about 6.5 hours total.	E&T Database

Individuals are at risk of missing out on educational services due to a lack of knowledge regarding available resources.	3/3 or 100% of community colleges will be contacted in order to gather informational material	2.2E	Increase or preservation of neighborhood quality of life resources	E&T Database
Individuals are at risk of missing out on educational services due to a lack of knowledge regarding available resources.	3/3 or 100% of community colleges will be contacted in order to gather informational material	4.1J	Post Secondary Partnerships	E&T Database
Individuals are at risk of missing out on educational services due to a lack of knowledge regarding available resources.	79/79 or 100% of community colleges will be contacted in order to gather informational material	5.1E	Staff will receive training on area post-secondary educational tools.	E&T Database
Individuals are at risk of missing out on educational services due to a lack of knowledge regarding available resources.	8/8 hours or 100% of community colleges will be contacted in order to gather informational material	5.1G	Staff will each receive about 5 minutes of training on this, but the total combined time gather the information and dispensing it will be about 8 hours - 79 staff at 5 minutes each equates out to about 6.5 hours total.	E&T Database
Individuals are at risk of missing critical information related to Action for Eastern Montana' services due to a lack of information on Action's website	1/1 or 100%	2.2E	Increase or preservation of neighborhood quality of life resources	AEMT website will be redone and examined to verify
Individuals are at risk of missing out on phone bill reduction services due to a lack of knowledge regarding available services.	1/1 or 100%	2.2E	Increase or preservation of neighborhood quality of life resources	Verify on the website
Individuals are at risk of missing out on phone bill reduction services due to a lack of knowledge regarding available services.	1/1 or 100%	4.1F	For-profit business or corporation partner	Verify on the website

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Goal: Income Management
Key Needs Assessment Findings: Many of the impacts being felt in this area are associated with topics addressed under the "Key Needs Assessment Findings" area for the "Employment" Goals. In essence, households and individuals in Eastern Montana have seen a sharp increase in their costs of living due to the rising employment costs which in turn have driving up the costs of goods and services. A common theme that Action hears from its clients is, "How can people afford such prices for goods and services....don't people know that not everyone works in the Bakken?". In our most recent assessment research (completed in late 2014) 1 out of every 5 respondents said that paying for utility bills was a moderate to severe need. Being able to afford the costs of housing, food, utilities, etc (even with strong wages in the area) is a significant challenge for households. Here are just a few comments from our most recent assessment findings, "Even with heating assistance, more would really help. Traveling to Billings so often kills the budget. But I have to for medical reasons."...."[My] propane bill is \$538 per month and electricity is \$231 per month"....."I have trouble paying my electric bill. Right now I'm about \$500 behind. I also need dental care most urgently. I have a hard time chewing food in order to swallow it."

Through the LIEAP program participants who are unable to work obtain non-emergency LIHEAP energy assistance	1,000/1,120 or 89%	6.4.G	The number of low-income people who are unable to work , especially seniors, adults with disabilities, and caregivers, for whom barriers to family stability are reduced or eliminated, as measured by obtaining non-emergency LIEAP energy assistance	CDS and Client Files (provided by the State)
Through the LIEAP program participants who are able to work obtain non-emergency LIHEAP energy assistance	660/780 or 85%% will receive non-emergency LIEAP assistance	1.2.J	Obtained non-emergency LIEAP energy assistance	CDS and Client Files (provided by the State)
Through partnerships with utility and service providers AEMT's Energy Program will help eligible households receive discounted rates.	3,600/3,600 or 100% Northwest Energy and MDU clients receive discounts offered from utility and service providers.	1.3.A.3	Participants are enrolled in an energy discount program with the agency and the expected aggregate dollar amount of savings	Provided by the State Office
The Energy Programs will provide client education for energy saving tips and healthy homes for those weatherized	88/710 or 12.4%	6.3K	Parents and other adults learn and exhibit improved family functioning skills	Dept. Database - this will be the same as the number of homes weatherized

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Goal: Housing				

Key Needs Assessment Findings: Housing assistance is by far the most significant need that we see in Action's service area. In our most recent assessment 59% of our NON CLIENT respondents said that housing was a moderate to severe need. It was the #1 rated need in all of our different survey assessments. According to the most recent data from the U.S. Census Bureau, eastern Montana actually saw a 50% increase in unsafe housing stock from 2000 to 2012. The Bakken Oil Boom has had a profound impact on housing availability. The areas most severely impacted by the Bakken Oil Boom are in Western North Dakota; however, 11 of Action's 17 counties (and around 63% of the population) are within the Bakken Oil Field and the largest towns that many of the area residents go to for shopping, medical and other needs are in Western North Dakota. The Bakken is very much a part of life for the majority of households in Eastern Montana...unfortunately, nearly all research on the Bakken is framed from the North Dakota perspective and the North Dakota impacts. However, much of the research would also apply to Action's service area. In a May 2013 report that was put out by the Federal Reserve Bank of Minneapolis it was noted that the counties most impacted by the Bakken were the counties that directly encompassed the actual geographical source of the Bakken Oil (that would include 11 of Action's 17 counties). The report further noted that ripple effects were being felt as far away as 200 miles from the heart of the Bakken; 200 miles from the heart of the Bakken encompasses all of Action's service area. In an August 2013 article in "The Fiscal Times" entitled "The Dark Side of the North Dakota Oil Boom" the author - Blaire Briody - writes, "One family of seven from Utah, with a 3-year old toddler and an 11-month old infant, has been staying at the campground for two weeks, living out of their van and a small tent. Like many in their situation, the Andersons came to find better employment opportunities in North Dakota, and although the dad has been working as a welder, they haven't saved up enough to afford the sky-high local rents, which average \$3,000 a month for a three-bedroom. Even boxy mobile dwellings called 'skid shacks,' brought in by companies to house temporary workers, cost about \$2,000 a month. When the jobseekers came, available housing quickly filled up and landlords hiked their rents, realizing they could still fill properties after doubling and tripling the price. In a matter of months, a modest two-bedroom apartment went from about \$500 to \$2,500 a month, forcing long-time residents out and preventing anyone with a lower income or blemished credit history from renting. Hundreds took to their campers, cars or tents and did what they could to survive." The family referenced in this article (the Anderson) were living 20 minutes from Action's service area and similar families in similar situations are common throughout Action's service area.

Households (who are able to work) will be able to obtain and/or maintain safe and affordable housing by <u>receiving</u> a Section 8 Rental Voucher.	175/430 or 41% families will receive Section 8.	1.2 H	Housing situations will become safer and more stabilized for vulnerable families who are <u>ABLE TO WORK</u>	Happy software and case files
Households who are unable to work (seniors, disabled, etc) will receive safe and affordable housing by utilizing Section 8 Vouchers.	255/ 430 or 59%	6.4E	Housing situations will become safer and more stabilized for vulnerable families who are <u>UNABLE TO WORK SUCH AS SENIORS AND THE DISABLED</u>	Happy software and case files
Households who are unable to work (seniors, disabled, etc) will benefit by having their safe and affordable housing unit maintained	18/18 or 100%	6.4E	Housing situations will become safer and more stabilized for vulnerable families who are <u>UNABLE TO WORK SUCH AS SENIORS AND THE DISABLED</u>	This will be the number of tenants at Makoshika Estates who benefit by Action helping pay part of the Operating Expenses (such as the audit)
As a result of Community Action projects with other public and private agencies safe and affordable housing units will be created	1/1 or 100%	2.1C	Improved living due to increase in safe and affordable housing units created in the community	This will be new projects that get funded in 2014 or 2015

The Employment & Training Department will help youth obtain or maintain safe and affordable housing.	2/30 or 7%	1.2 H	Youth who are able to work will obtain and/or maintain safe and affordable housing	CDS and Client Files
The Weatherization Department will help households that are able to work, receive non-emergency weatherization assistance	59/710 or 8%	1.2.K	Households able to work will obtain non-emergency Weatherization assistance	CDS and Client Files (provided by the State)
The Weatherization Department will help households of individuals who are unable to work and are in need of weatherization be made more affordable, safe and warm, through weatherization work.	99/710 or 14%	6.4.H	The number of low-income people who are un-able to work, for whom barriers to family stability are reduced or eliminated, as measured by obtaining non-emergency Weatherization energy assistance	CDS and Client Files (provided by the State)
The Weatherization Department will help households preserve or improve their housing unit as a result of Weatherization work.	88/158 or 56%	2.1D	Safe and affordable housing units preserved or improved as a result of Weatherization	CDS

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Goal: Emergency Services

Key Needs Assessment Findings: Many of the same notes as recorded in the "Income Management" section would apply in this area. Many families in Action's service area are living paycheck to paycheck and have no significant ability to afford emergency home repairs or utility bills when unexpected expenses arise in their household. Once again, it is very challenging to find research analyzing the impact of the Bakken within Montana. Because of this lack of data it is often necessary to look at research conducted by nationally-interested groups within North Dakota. For example, on North Dakota Senator Hoeven's website he notes that, "Growth in the state's energy sector has driven the cost of living in Minot from below the national average in 2003 to 6 percent above it in 2013". Minot is 120 miles from Williston, N.D. - the main hub of the Bakken - while Sidney, MT (within Action's service area) is only 57 miles away and Action's main office location in Glendive is roughly 98 miles from Williston. However, it is very challenging finding data regarding cost of living increases in eastern Montana compared to the national average. But, it would be safe to assume that trends being felt in Minot are certainly being felt in many of the counties within Action's service area that are part of the Bakken Oil Field. These drastic cost of living increases are making it significantly challenging for households to financially address emergencies. This is especially true for the many disabled and elderly individuals who call eastern Montana home.

In order to make households safe the Energy Programs Department provides furnace or hot water heater repair and replacement in emergency situations.	140/140 or 100% furnace repair or replacements will take place in unsafe or emergency no heat situations.	6.2D	Safe and affordable housing units in the community are preserved or improved through construction, weatherization or rehabilitation.	CDS and Client Files (provided by the State)
Through the Energy Programs low-income individuals or families will receive emergency fuel or utility payments.	225/325 or 70% low-income individuals or families will receive emergency utility payments.	6.2.B	Emergency utility payments funded by LIEAP or other public or private funding sources.	CDS and Client Files (provided by the State)

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Goal: Nutrition				
Key Needs Assessment Findings: In Action's most recent assessment of needs within its service area it was reported that 44% of those questioned across all walks of life (not just Action's clients) felt that "not enough nutritional food or it is too expensive" was a moderate to severe need. Additionally, the U.S. Census Bureau reports that just over 44% of the students in Action's service area come from households that qualify for free or reduced lunches - literally indicating that the U.S. Government believes that these households may not have sufficient income to afford enough nutritional food. The U.S. Census Bureau further notes that within Action's service area about 8.4% of the households receive SNAP benefits; however, this 8.4% represents less than half of the households that are eligible for SNAP.				
Elderly individuals are at risk of decreasing their nutritional intake due to the cost of fresh fruits and vegetables.	1/1 or 100%	2.2C	Increase or preservation of community service via the support of the "Harvest for Senior's program.	Senior Companion data
Head Start children will receive nutritious meals	149/149 or 100% of Head Start Children each year	6.3B	Infant and child health and physical development are improved as a result of adequate nutrition	Promis Software
The Employment & Training Department will help youth obtain food assistance	5/30 or 17%	1.2.I	Obtain food assistance	CDS and Client Files
The Area Agency on Aging will help seniors and individuals with disabilities participate in Congregate Meals.	2,812/2,812 or 100% seniors and people with disabilities will participate in Congregate Meals.	6.5 written in goal	Senior Citizens and individuals with disabilities will remain independent as a result of the AAA's Services	CDS and Client Files
The Area Agency on Aging will help seniors and individuals with disabilities receive Home Delivered Meals.	741/741 or 100% seniors and people with disabilities will receive Home Delivered Meals	6.4 written in goal	Senior Citizens and individuals with disabilities will remain independent as a result of the AAA's Services	CDS and Client Files
Action will help vulnerable low-income individuals and families receive CSFP food distributed by AEMT to supplement their nutritional needs.	700/700 or 100% seniors will receive a box of food	6.4F	Seniors and individuals with disabilities will remain independent AND they remain independent because they receive food assistance	CDS and Client Files
Action will help vulnerable low-income individuals and families receive CSFP food distributed by AEMT to supplement their nutritional needs.	700/700 or 100% seniors will receive a box of food	6.1A	Seniors and individuals will remain independent	CDS and Client Files
Action will help vulnerable low-income individuals and families receive CSFP food distributed by AEMT to supplement their nutritional needs.	700/700 or 100% seniors will receive a box of food	6.1B	Individuals with disabilities will remain independent	CDS and Client Files
Action will provide 30 pound boxes of food to vulnerable low-income individuals and families through the CSFP program in order to supplement their nutritional needs.	8,400 boxes of food will be distributed	6.5A	Food Boxes	CDS and Client Files

Action will provide pounds of food to vulnerable low-income individuals and families through the CSFP program in order to supplement their nutritional needs.	250,0000 pounds of food will be distributed	6.5B	Pounds of Food	CDS and Client Files

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Goal: Linkages

Key Needs Assessment Findings: In the Lexicon for the Part E Service Categories it put all kinds of programs under "Linkages". Therefore, it is tough to write a Statement of Need for this Service Category.

Following the calculation of the results of our recent client needs assessment we found that several needs related to "linkages" rated quite high. Areas of need such as "trying to remain independent if you are elderly or disabled" (44% of respondents felt this was a moderate to severe need); and "assisted living is too expensive" (the fifth highest rated need - 46% felt it was a moderate to severe need) all indicate a need for services to link together to help people access programs and remain independent for as long as possible. The foundation of community action agencies is CSBG funding. Without this funding, the one-stop ability that community action has in place to help clients learn about programs and receive the highest level of efficient and effective services to help them help themselves would be significantly damaged. Action invests in its staff, Board and Policy Council so that these individuals can have the training necessary to help conduct valuable programs. We also depend on our staff, Board and Policy Council for assistance helping people learn about our programs and services. It is the mission of Action to help people try and remain independent for as long as possible and each of the goals below reflect an effort to mobilize volunteers, employees, Board members and resources towards the accomplishment of this goal.

The Senior Companion Program will mobilize individuals to volunteer to help with community revitalization or anti-poverty initiatives.	22/22 or 100% of the Senior Companion program's volunteers will assist with program activities or logistics	2.3A	Individuals will volunteer time to help with the community revitalization or anti-poverty initiatives associated with the Senior Companion Program -	Senior Companion Database
The Senior Companion Program will mobilize individuals to volunteer to help with community revitalization or anti-poverty initiatives and it will track their volunteer hours.	46,000 hours will be volunteered to Action via the Senior Companion Program's work - these are the total volunteer hours (not just hours from low-income individuals).	2.3B	This is all volunteer hours associated with the Senior Companion Program - not just those associated with hours donated by low-income individuals.	Departmental database.
Through the Area Agency on Aging's Senior Medicare Patrol Program people will volunteer to assist with program activities and logistics	10/10 or 100% of AAA's SMP volunteers will assist with program activities and logistics.	2.3A	Number of community members organized by AEMT that participate in community revitalization and anti-poverty initiatives	CDS and Client Files
Through the Area Agency on Aging's Senior Medicare Patrol Program people will volunteer hours to assist with program activities and logistics	110 hours will be volunteered	2.3B	Community hours donated to the agency.	CDS and Client Files
Head Start volunteers volunteer with Head Start	200/200 or 100% of <u>individuals</u> will volunteer	2.3 A	Number of community members organized by AEMT that participate in community revitalization and anti-poverty initiatives	Head Start "in-kind" forms

Head Start volunteers volunteer with Head Start	200/200 or 100% of individuals will volunteer	3.2 D	Number of community members organized by AEMT that participate in non-governance community activities or groups created by Community Action.	Head Start "in-kind" forms
Head Start Board/Policy Council Members will participate in Head Start oversight (the policy council is low-income because it is Head Start Parents, but 2.3A looks at all volunteers).	21/21 or 100% Head Start Policy council members will participate in oversight.	2.3.A	Number of community members organized by AEMT that participate in community revitalization and anti-poverty initiatives	Promis Software
Head Start Board/Policy Council Members will participate in Head Start oversight (the policy council is low-income because it is Head Start Parents, but 2.3A looks at all volunteers).	21/21 or 100% Head Start Policy council members will participate in oversight.	3.2A	Number of low-income community members organized by AEMT that participate in community enhancement by participating in a formal community organization	Promis Software
The Head Start Program will mobilize individuals to volunteer to help with community revitalization or anti-poverty initiatives and it will track their volunteer hours. The Head Start volunteers go into both NPIs.	900 hours will be volunteered to Action via the Head Start Program's work	3.1A	Hours donated to the Head Start program by low-income individuals	CDS
The Head Start Program will mobilize individuals to volunteer to help with community revitalization or anti-poverty initiatives and it will track their volunteer hours. The Head Start volunteers go into both NPIs.	900 hours will be volunteered to Action via the Head Start Program's work	2.3B	Total hours donated to the Head Start program	CDS
Action's low-income Board Members will have oversight, decision making authority and policy-setting authority	3/15 or 20% AEMT Board members will participate in oversight.	3.2A	Number of low-income community members organized by AEMT that participate in community enhancement by participating in a formal community organization	Board Roster and CDS (to track Board members who receive services)
Action's low-income Board Members will own a stake in their community by helping Action have maximum feasible participation by volunteering their time as a Board Member	50 hours will be volunteered by AEMT's low-income Board members	3.1A	Number of volunteer hours donated to AEMT by low-income Board Members	Board Meeting Minutes

Action's Board will have oversight, decision making authority and policy-setting authority	15/15 or 100% AEMT Board members will participate in oversight.	2.3A	Number of community members organized by AEMT that participate in community enhancement by participating in a formal community organization	Board Roster
Action's Board Members will own a stake in their community by help Action have maximum feasible participation by volunteering their time as a Board Member	400 hours	2.3B	Number of volunteer hours donated to AEMT by Board Members	Board Meeting Minutes
Action for Eastern Montana will develop partnerships with area organizations and businesses in order to more effectively and efficiently meet our client's needs and the needs in Eastern Montana.	Action will develop 282 partnerships	4.1	Expanding opportunities through community-wide partnerships	Departmental contracts, Departmental databases, CDS, Promis, Happy, Purchase Orders
Action staff will attend trainings	79/79 or 100%	5.1E	The number of staff attending trainings	Departmental Databases
Action staff will attend hours of training	2000 hours in training for staff.	5.1G	The number of hours staff spend in training	Departmental Databases
15 Governing Board members will receive training	15/15 or 100% of Board members will participate in trainings.	5.1F	Board that will receive training	Board meeting minutes, travel claims and/or department database
Governing Board members will receive hours of training	80 hours of training for Action's Governing Board.	5.1H	Board that will receive training	Board meeting minutes, travel claims and/or department database
Solutions and/or Initiatives	Projected Outcome	NPI	NPI Description	Measurement
<i>Identify the activity and briefly describe how it will be accomplished. Be sure to provide the # of clients served or the units offered.</i>	<i># and % of clients/units to achieve each outcome.</i>	<i>National Performance Indicator</i>	<i>National Performance Indicator</i>	<i>Identify how we are measuring success.</i>
Goal: Self Sufficiency				

Key Needs Assessment Findings: As noted above in the "Linkages" key needs assessment notes there is a great challenge facing households in eastern Montana - especially the aged and disabled - in their efforts to remain independent. According to the 2010 US Census, Montana has 14.8% of its population that is over the age of 64. In contrast to that fact is the fact that nationally America has 12.6% of its population that is over the age of 64. However, most alarming is the fact that within Action for Eastern Montana's service area we have a much higher percentage of our population over the age of 64 (an average of 19.85%) and a much more rural area than almost any other part of America within the lower 48 States. The most recent census data shows that the top four counties in Montana with the highest percentage of their population being over the age of 64 are all in Action's service area. In fact, 5 of the top 6 and 10 of the top 20 counties with the highest percentage of their population over the age of 64 are in Action's service area. Additionally, according to Purdue University's Department of Agriculture and Economics' Rural Relativity Index, Eastern Montana (as a whole) is the most rural place in the lower 48 States – with one of our service area's counties (Daniels) being noted as being the most rural county in America. Because of these dynamics it is critical that support organizations - such as Action - exist so as to be able to help people be able to remain as independent as possible for as long as possible. Action's service area is so rural and so many people are so aged that the rest of premature institutionalization is extremely high simply because people have so many needs and so few community resources to help them.

The Area Agency on Aging will provide seniors with rides	1,000/1,000 or 100% rides will be provided	6.5 written in goal	Senior Citizens will remain independent as a result of the AAA's Services to provide rides.	CDS and Client Files
The Area Agency on Aging will help seniors or individuals with disabilities receive personal care that will assist them with activities of daily living.	158/158 or 100% of seniors and people with disabilities will receive assistance.	N/A	Senior Citizens will remain independent as a result of the AAA's Services	CDS and Client Files
The Area Agency on Aging will help seniors or individuals with disabilities receive respite care.	36/36 or 100% seniors and people with disabilities will receive respite care if eligible and funds are available.	N/A	Senior Citizens will remain independent as a result of the AAA's Services	CDS and Client Files
The Area Agency on Aging will help seniors or individuals with disabilities receive home management assistance-cleaning services.	295/295 or 100% seniors and people with disabilities will receive home management assistance if eligible and if funds are available.	N/A	Senior Citizens will remain independent as a result of the AAA's Services	CDS and Client Files
The Area Agency on Aging will help seniors feel encouraged and motivated to visit senior centers for recreational and social activities.	3650/3650 or 100% of seniors will feel encouraged and motivated to visit senior centers.	6.4 written in if there is room	Senior Citizens will remain independent as a result of the AAA's Services	CDS and Client Files
The Area Agency on Aging will help seniors receive legal aid.	65/65 or 100% of seniors will receive legal aid if eligible and if funds are available.	6.2 written in as added goal	Senior Citizens will remain independent as a result of the AAA's Services	CDS and Client Files
The Employment & Training Program will help youth with disabilities remain independent by providing them with services.	2/30 or 7%	6.1B	Youth ages 14-21 with disabilities are able to remain independent as a result of E&T services	CDS and Client Files
The Employment & Training Program will help youth ages 14-21 obtain care for a child or another dependent.	2/30 or 7%	1.2E	Obtain care for a child or another dependent.	CDS and Client Files

The Employment & Training Program will help youth ages 14-21 obtain access to reliable transportation or a driver's license	2/30 or 7%	1.2F	Obtain access to reliable transportation or driver's license	CDS and Client Files
The Head Start Program will help children with disabilities remain independent by providing them with services.	25/25 or 100% of children with disabilities that are ages 0-17 will receive Head Start services	6.1B	Youths ages 0-17 with disabilities are able to receive Head Start services	CDS and PROMIS and PER report
Elderly individuals will receive Senior Companion In Home services that will aid them in remaining in their homes and thus allow them to report an increase in their satisfaction with the quality of their lives.	200/200 or 95% of eligible seniors will receive Senior Companion services.	6.1A written in goal because 6.1A is income based	Senior Citizens will remain independent as a result of the Senior Companion Services	Senior Companion Care Plan and Assessment
Individuals with disabilities will receive Senior Companion In Home services	200/200 or 100% of eligible disabled individuals will receive Senior Companion services. All Senior Comp. clients are categorically considered disabled per their regulations.	6.1.	Individuals with disabilities will remain independent as a result of the Senior Companion Services	Senior Companion Care Plan and Assessment
Elderly individuals or individuals with disabilities are at risk of premature institutional care due to a lack of senior companions. These individuals may be able to stay independent longer if they receive a Senior Companion's services.	9/9 or 100%	2.2E	Increase in community quality of life service by bringing 9 new senior companions to Action's service area.	Senior Companion Data
Low-income elderly individuals who are struggling financially will receive a stipend to serve as a Senior Companion	51/51 or 100%- 42 original companions plus 9 new ones as noted above	2.3A	Number of community members organized by AEMT that participate in community revitalization and/or anti-poverty initiatives	Senior Companion Data
Low-income elderly individuals who are struggling financially will receive a stipend to serve as a Senior Companion	51/51 or 100%- 42 original companions plus 9 new ones as noted above	2.3B	Total number of volunteer hours donated to the Senior Companion Program.	Senior Companion Data
Low-income elderly individuals who are struggling financially will receive a stipend to serve as a Senior Companion	51/51 or 100%- 42 original companions plus 9 new ones as noted above	3.1A	Low-income individuals volunteer hours as Senior Companions	Senior Companion Data
Low-income elderly individuals who are struggling financially will receive a stipend to serve as a Senior Companion	51/51 or 100%- 42 original companions plus 9 new ones as noted above	3.2D	Number of community members organized by AEMT that participate in non-governance community activities or groups created by Community Action.	Senior Companion Data

The Senior Companion Program will mobilize individuals to volunteer to help with community revitalization or anti-poverty initiatives and it will track their volunteer hours. This is only the time donated by low-income individuals	45,000 hours will be volunteered to Action via the Senior Companion Program's work - these are only the hours volunteered by low-income individuals.	3.1A	This is the volunteer hours associated with the Senior Companion Program from low-income individuals...such as the companions.	CDS
Solutions and/or Initiatives	Projected Outcome	NPI	NPI Description	Measurement
<i>Identify the activity and briefly describe how it will be accomplished. Be sure to provide the # of clients served or the units offered.</i>	<i># and % of clients/units to achieve each outcome.</i>	<i>National Performance Indicator</i>	<i>National Performance Indicator</i>	<i>Identify how we are measuring success.</i>
Goal: Health				
Key Needs Assessment Findings: Just over 1 out of every 5 individuals in eastern Montana lack appropriate health insurance and the resources that such insurance would be able to provide. The uninsured rate in Action's service area is nearly 30% higher than the national average. This can be attributed to several factors; however, the impact is real in that individuals do not receive the necessary care that is often needed. While Action cannot pay insurance premiums we can do some measures to help provide preventative care, education and, when possible, some services such as health screenings and check-ups that otherwise would not be taking place.				
Low-income individuals are at risk of not being able to afford their phone bills.	1/1 or 100%	2.2C	Increase in availability of community service that helps with health or safety. This will take place as AEMT promotes the "lifeline" phone bill assistance plan on its website.	AEMT website
Head Start children will receive age-appropriate immunization, medical and dental care	149/149 or 100% of children in Head Start each year	6.3.A	Infants and Children will receive age-appropriate immunization, medical and dental care	Promis Software
The Area Agency on Aging will help seniors and individuals with disabilities receive in-home health care.	110/110 or 100% of Seniors and people with disabilities will receive in-home health care	6.1.written in because 6.1 B is income based	Senior Citizens will remain independent as a result of the AAA's Services	CDS and Client Files
The Area Agency on Aging will help seniors receive health screenings.	1,810/1,810 or 100% seniors will receive health screenings.	6.2 written in as added goal	Senior Citizens will remain independent as a result of the AAA's Services	CDS and Client Files
Action will help individuals with short-term disabling conditions receive durable medical equipment through AEMT's loan closet.	40/40 or 100% individuals will receive short-term loans of durable medical equipment.	6.1.written in because 6.1 B is income based	Disabled Individuals will remain independent as a result of the Action's Services	CDS and Client Files
State Health Insurance Program (SHIP) services are provided to seniors.	Insurance counselors will assist 2,079 seniors in applying for health insurance and with problems with their coverage	6.2 written in as added goal	Health insurance assistance is provided.	CDS and Client Files

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