

Dear Friends of WORD,

For those of us lucky enough to work at WORD, 2005/2006 was a year of inward focus. While our work of supporting and inspiring women's development, leadership, and choice continued apace, WORD staff also took on the implementation of the first phase of our Strategic Plan. Through the creation of a number of committees, the WORD staff, together with Board members and community volunteers, focused their attention on strengthening the internal structures and processes that underpin our organization's ability to build sustainability while continuing to embody the values we espouse.

Committees developed Public Relations and Fund Development Policies and Plans; revised and improved Human Resources Policies and Practices; worked on the creation of an internal culture that promotes reflection, participation, creativity, and leadership at every level of the organization; and reviewed current programs to assess their relevance and effectiveness.

Externally, as the political decisions at state and federal levels continue to make things harder for those already disadvantaged in our community; we have seen the demand for our services increase. WORD's ability to create innovative and locally relevant opportunities for low income women and their families to attain economic self-sufficiency, creative independence and the power to choose the lives they want, is needed more now than ever. We are looking forward to this coming year in which we hope to turn our focus again outward, and, with the ongoing support of our current and new friends and donors, work to create new programs and to develop policies that will enhance the ability of women to participate in, and contribute to the ongoing development of our community.

Cris Mulvey
Executive Director

2005/2006 WORD Board & Staff

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Naomi Thornton

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FUTURES

Naomi Thornton, *Program Director*
Kris Freeman
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Family Resource Centers

Family Resource Centers work to strengthen healthy, nurturing, learning environments in homes and schools. Centers offer opportunities for parents, community members, and educators to develop partnerships in support of learning, literacy, and leadership. Family Resource Centers are located in school and community agencies throughout Western Montana and are staffed by the Literacy Support Corps, an AmeriCorps program directed by WORD. This year members developed and supported parent involvement programs, facilitated early literacy and kindergarten readiness programs for parents of pre-school children, contributed to public awareness of family literacy through an e- newsletter and documentary film, and supported Reading Is Fundamental book distributions.

In 2005/2006, WORD's Family Resource Centers Program:

- Welcomed more than 17,000 adults and 26,000 children to participate in Center activities.
- Operated 24 Centers, 21 located in schools and three which were community-based. Forty AmeriCorps members were enrolled in service.
- Organized over 1,200 activities, 55% of which were designed to engage parents and children in learning activities, 25% of which were whole family activities, and 20% of which were adult only activities.
- Mobilized more than 2,900 volunteers to give 8,016 hours of service to the Centers.
- Developed more than 630 community partnerships to support learning environments.
- Distributed over 5,000 books to children around Missoula to encourage reading.
- Received one of ten Reading Is Fundamental/Coca Cola Ingenuity grants given nationwide last year.

Family BASICS

Family BASICS (Building A Supportive, Integrated Community in Schools) provides housing counseling, family advocacy, and school liaison services as well as family strengthening activities, support, and parent training to the families of homeless students. Transportation is arranged for children to provide continuity at school by getting them back to their "home" school, or school of origin, while homeless.

In 2005/2006, WORD's Family BASICS Program:

- Identified over 310 homeless children and youth, including over 50 pre-school children in Missoula County Public School District #1.
- Provided individualized or small group tutoring to 108 homeless students in grades K-8 through tutoring programs at local homeless family shelters, elementary schools, and middle schools.

- Enrolled 58 at-risk and homeless children in the Summer Arts, Leadership, and Tutoring Camp to develop self-esteem, conflict resolution and leadership skills, as well as academic enrichment activities.
- Served over 200 families with children in Missoula County Public Schools through family advocacy; including case management, housing counseling, parenting education, and resource referral services.
- Gave financial support to over 65 families through the Families In Transition Program.
- Recruited, trained, managed, and supported 39 volunteer tutors as well as provided Parents As Teachers and Nurturing Programs, individual and group parent education services to 60 families, including American Indian, homeless, and teen parent families at Mountain Home Montana.
- Provided culturally-based services, including parenting classes (Mending the Sacred Hoop/Positive Indian Parenting), to American Indian families, which comprise over 30% of the students and families served in this program.

Futures

Futures uses a youth development approach to give young parents leadership and advocacy skills. These skills empower them to continue their education and shape their own lives, families, and communities in ways that support self-sufficiency, independence, and choice.

In 2005/2006, WORD's Futures Program:

- Provided advocacy and case management to 76 pregnant and parenting young women, 28 young fathers, and 91 children.
- Involved 43 young parents in parent education and support groups.
- Provided recreational activities to 60 young parents and their children.
- Distributed over 800 books to young families to promote early learning.
- Supported 60 young parents with education and career counseling.
- Organized leadership development opportunities for 20 young parents.

Did you know? Each teen mother enrolled in FUTURES that graduates from high school or earns her GED is expected to increase her annual earnings by \$7,445, from \$14, 214 as a high school dropout, to \$21,659 with a diploma or GED. If she attends some college she will increase her annual earnings by an additional \$3,200 (Education Matters: Earnings by Educational Attainment over Three Decades, Congressional Research Service, The Library of Congress, 2004).

Gearing Up

Gearing Up supports women's economic independence. The program raises awareness among women and girls about nontraditional employment opportunities that lead to high-skill/ high-wage employment in career fields where women comprise 25% or less of employees.

In 2005/2006, WORD's Gearing Up Program:

- Provided community education for 152 women.
- Created a mentorship network for 23 women enrolled in training programs.
- Supported 53 women and girls to work toward their career goals.

Did you know? Nationally, 77% of all employed women work in only 20 out of 440 occupations. Women comprise a scant 3% of the engineers in the state (Chicago Women in Trades).

Mentors in Violence Prevention

Mentors in Violence Prevention (MVP) empowers young people to become leaders to end gender violence through training program that is based on a nationally-recognized curriculum, "Mentors in Violence Prevention: A Gender Violence Education and Prevention Program."

In 2005/2006, WORD's MVP Program:

- Engaged 797 students in critical thinking by providing information about sexism, harassment, sexual assault, and battering.
- Trained 176 adults to better respond to gender-based violence and harassment and help youth confront situations of abuse and harassment.

Did you know? 20% of female high school students report being physically or sexually abused by a dating partner (NRCDDV). 40% of girls age 14-17 report knowing someone their age who was hit or beaten by a boyfriend (Children Now: Kaiser Permanente Poll, 1995).

Montana Women Vote

Montana Women Vote (MWV) is a collation of ten state-level organizations sharing a common goal of educating low-income women (many of whom have never voted) to participate in the democratic process. WORD is a MWV member organization and MWV's fiscal sponsor. MWV is also committed to educating women on the impact of political issues on women's daily lives. Since its formation in 2000, MWV works year-round on advocacy and public policy issues such as economic self-sufficiency, domestic violence and sexual assault, human rights, environmental health, and reproductive rights.

In 2005/2006, Montana Women Vote:

- Issued a biennial Governor's Report Card, rating the Administration on its efforts to assist Montana women and their families.
- Expanded involvement of constituents through a Leadership Development Program.

- Gathered signatures and informed constituents about the minimum wage initiative.
- Registered over 3,000 voters – the majority of whom were lower-income women.
- Mailed issue education and absentee ballot request forms to nearly 10,000 Montanans.
- Distributed 13,000 statewide voter guides to inform Montanans of candidates' positions on issues and ballot initiatives important to Montana women and their families.
- Increased political education and outreach efforts through neighborhood meetings and collaborations with organizations, groups and schools.
- Hosted a legislative candidate forum in Missoula.
- Increased voter turnout in each of the five counties in which we work – the midterm election turnout in these counties ranged from 56% to a high of 75%.
- Published a comprehensive policy agenda for the 2007 Legislative Session.

The Steps to Early Learning Project

WORD played a key role, as partner and fiscal agent, in the Steps to Early Learning Project. This project was designed to bring together community partners to improve early learning opportunities for young children in Missoula County.

In 2005/2006, The Steps to Early Learning Project:

- Held 77 individual sessions with 241 families to increase parents' understanding of how to support their children's early learning and kindergarten readiness.
- Provided 177 referrals to social services and health services to meet the needs of 78 disadvantaged families with children age 0-5.
- Distributed over 1200 books to children age 0-5 in low-income families.

2005/2006 Fiscal Report

CURRENT ASSETS

Cash/Cash Equivalents \$53,063

Receivables:

Federal Programs \$139,387

Other \$3,043

Total Receivables \$142,430

Prepaid Expenses \$6,661

Total Current Assets \$202,154

Property/Equipment \$2,824

Total Assets \$204,978

CURRENT LIABILITIES

AND NET ASSETS

Accounts Payable \$69,168

Accrued Liabilities \$39,015

Total Current Liabilities \$108,183

Net Assets:

Unrestricted \$50,046

Temporarily Restricted \$34,798

Permanently Restricted \$11,951

Total Net Assets \$96,795

Total Liabilities and Net Assets \$204,978

STATEMENT OF ACTIVITIES

Revenues:

Grant Revenue \$1,352,090

Fee for Service \$97,153

Contributions \$80,337

Interest \$88

Other \$2,206

Total Revenues \$1,531,847

Expenditures:	
Family BASICS	\$309,732
Family Resource Centers	\$418,124
Futures	\$77,457
Steps to Early Learning	\$428,086
Gearing Up	\$59,630
Policy and Research	\$58,125
Administration	\$163,890
Total Expenditures	<u>\$1,515,043</u>

Increase in Net Assets	\$16,831
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Net Assets:	
Beginning of Year	<u>\$79,964</u>
End of Year	<u>\$96,795</u>