

Easter Seals Goodwill Northern Rocky Mountain, Inc.

Regional Service Center

4400 Central Avenue

Great Falls, MT 59405

(406) 761-3680

Fax: (406) 761-5110

EXHIBIT NO. 8
DATE 1-22-15
BILL NO. N/P

January 22, 2015

Rep. Ron Ehli, Chairman
Joint Health and Human Services Appropriations Sub-Committee
P.O. Box 201706
Helena, MT 59620-1706

Chairman Ehli and members of the Committee:

I am Danni Altenburg, Team Leader for Life Skills at Easter Seals-Goodwill Northern Rocky Mountain, based in Great Falls. In our Great Falls services funded by the Developmental Disabilities Bureau, we provide supported living, supported employment, day program and transportation services to approximately 150 individuals.

Easter Seals-Goodwill greatly appreciated the provider rate increase approved by the 2013 session. However, it was not sufficient cover the small increases over the recent biennia, which did not keep pace with the cost of doing business. This impacts effectiveness of care, whether that involves vehicle repairs, the cost of changing business technology, or to provide wages adequate to hire and retain good direct care workers.

We respectfully request support by the sub-committee for the following:

1. A 4% increase in service rates for each year of the next biennium, necessitating a 2% each year above what was proposed by the Governor's Budget;
2. Expansion of the Medicaid Waiver services by taking 100 individuals with intellectual or developmental disabilities off of the Community Waiting List;
3. Support for the Governor's budget proposal to switch the funding for Children's Autism Services from the Medicaid Waiver to State Plan Medicaid, thus making it an entitlement for those who are eligible;
4. Increase the number of mobile crisis stabilization staff to support prompt and appropriate assistance at the community level (as proposed by the Children and Families Interim Committee).
5. Furthermore, the State needs to administratively provide for implementation of the ABLE Act passed by Congress in December, which will allow individuals and families to save for disability-related expenses through tax advantaged savings accounts, that supplement benefits provided through Social Security and the Medicaid Program.

Last, we appreciate the sub-committee hearing the panel that included public policy folks from Easter Seals that explained the requirements and planning process for implementing the new federal Medicaid Home and Community-Based Rule. We support that Rule and are eager to work with the department on implementing Montana's transition plan.

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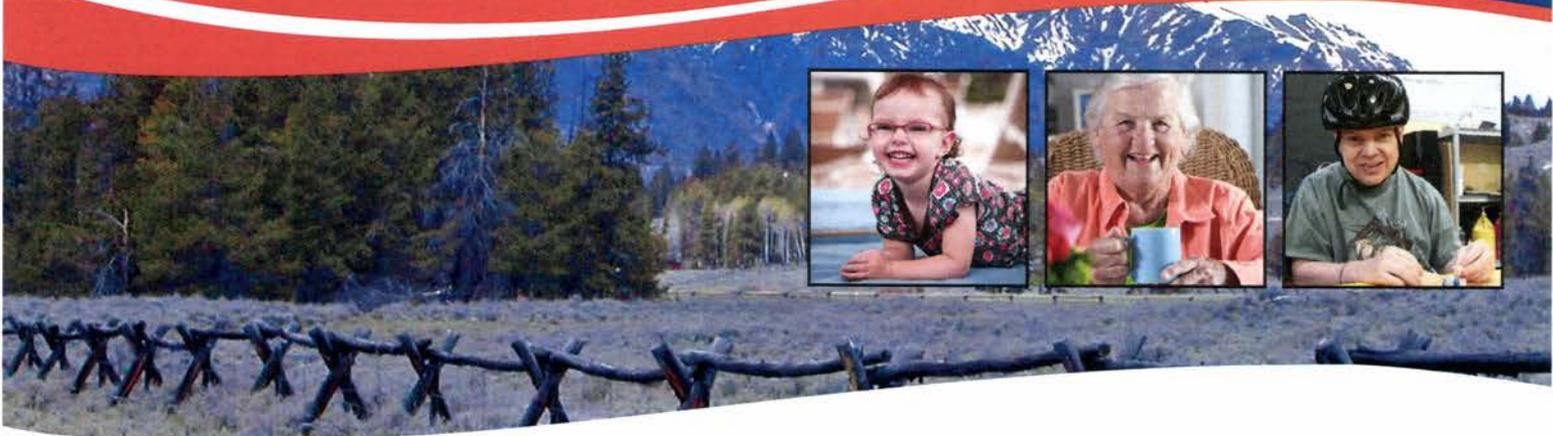
Fax: (406) 761-5110

Thank you for your time, Mr. Chairman.

Sincerely,

A handwritten signature in cursive script that reads "Danni Altenburg".

Danni Altenburg
Supervisor and Team Leader



Programs and services that enhance the lives of children and adults with disabilities and other disadvantages, helping them to live more satisfying and productive lives.

ADULT & SENIOR SERVICES:

Adult Day Program - Great Falls • social and recreational activities and daytime care for elderly adults and adults with disabilities.

Life Skills Day Services - Great Falls • social interaction, community inclusion, self-help and life skills training for adults with developmental disabilities.

Supported Living - Great Falls • individualized support for people with disabilities, enhancing their ability to live as independently as possible in the community.

CHILDREN'S SERVICES

The PLAY Project® - Billings, Bozeman, Helena, Kalispell and Missoula • play-based parent training and early intervention program for children ages 14 months to 6 years with Autism Spectrum Disorder

Pediatric Therapy - Billings • evaluations and ongoing speech, physical and occupational therapy to assist in the improvement of gross and fine motor, self-help, sensory processing, visual-motor, motor planning, play and independent living skills for children.

CLINICAL SERVICES

Highlands Hospice - Butte and Deer Lodge • physical, psychological, social and spiritual support for the terminally ill and their families.

Medallion Home Care - Great Falls • skilled nursing and professional in-home medical rehabilitative care for individuals living in Cascade County.

REGIONAL HEADQUARTERS:

425 1st Avenue North, Great Falls, MT 59401 • Phone: 406-761-3680 or Toll Free 1-800-771-2153

We create solutions that change lives.

Personal Care & Private Duty Nursing - Great Falls, Butte and Conrad • in-home assistance with daily living activities for the elderly and adults with physical disabilities.

EMPLOYMENT SERVICES

Supported Employment - Great Falls • job development, job coaching and support for people with disabilities working in the community.

Goodwill Stores - Billings, Bozeman, Butte, Great Falls, Helena, Kalispell and Missoula • training and employment for people with disabilities and other employment barriers.

Organizational Employment - Great Falls • supportive employment environment for people with disabilities, offering work opportunities at OutSources Unlimited, The MailRoom, Can-Do Courier service, Goodwill store and plant, janitorial cleaning crews and a motel housekeeping enclave.

VOCATIONAL SERVICES

WorkForce Development Center - Great Falls • work assessment, job readiness, work experience and job placement assistance for people with disabilities.

Basic Office Occupation Skills Training - Great Falls • computer, office equipment, telephone skills and customer service training.

OTHER SERVICES

Equipment Loan - Billings, Butte, Great Falls and Helena • short-term loans of medical equipment such as wheel chairs and walkers.





Programs and services that enhance the lives of children, adults and the elderly with disabilities and other disadvantages, helping them to live more satisfying and productive lives.

ADULT DAY SERVICES

Social & recreational programs that help elderly adults & adults with medical or physical disabilities to stay active & involved, while providing respite for families and care-givers. Call Mary Kunkel at 453-5567.

DAY PROGRAM SERVICES

Provides life skills support, social interaction and community integration for adults with developmental disabilities. Call Danni Altenburg at 761-3680.

EQUIPMENT LOAN PROGRAM

Short-term loans of medical equipment such as wheelchairs, walkers, bath benches, etc. to assist individuals who are ill or injured and cannot afford to purchase the equipment. Call Kathy Rohrich at 761-3680.

PERSONAL CARE

Personal care, companionship & assistance with household chores that make it possible for elderly adults and adults with disabilities to continue to live independently in their own home. Call John Stevenson at 771-2809.

MEDALLION HOME CARE

Skilled nursing care & professional home health services. Call Craig Heine at 454-3883.

We create solutions that change lives.

OUTSOURCES, THE MAILROOM AND CAN-DO COURIER

Contract services including assembly & packaging, shrink wrapping, document shredding, digital imaging for document storage, bulk mail processing, labeling, collating, binding, and pick up and delivery services for local individuals & businesses. Provides employment opportunities for adults with developmental disabilities. Call Jim Malatare at 268-9100.

SUPPORTED LIVING

Provides individualized support for people with disabilities by enhancing their ability to live as independently as possible in the community. Call Diane Nelson at 771-0026 for more information.

SUPPORTED EMPLOYMENT

Work assessment, job development, job coaching and ongoing support for adults with developmental disabilities working in the community. Call Judith Bennett at 771-0026.

WORKFORCE DEVELOPMENT CENTER

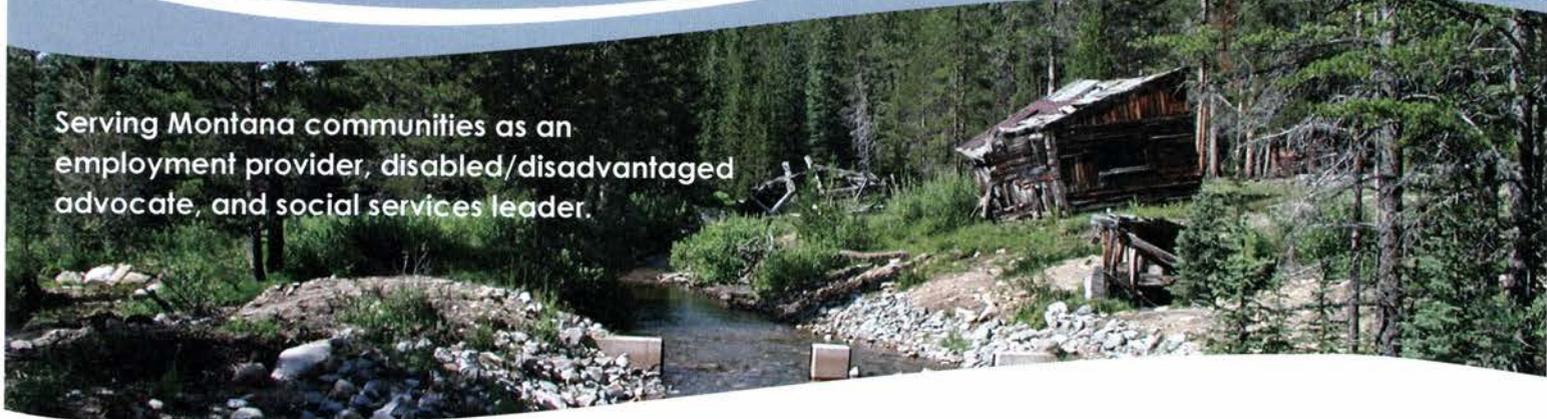
Work assessment, work adjustment, work experience, supported employment, job readiness, office skills & customer service training classes for people with physical or emotional disabilities and other barriers to employment. Call 771-0026.

REGIONAL HEADQUARTERS:

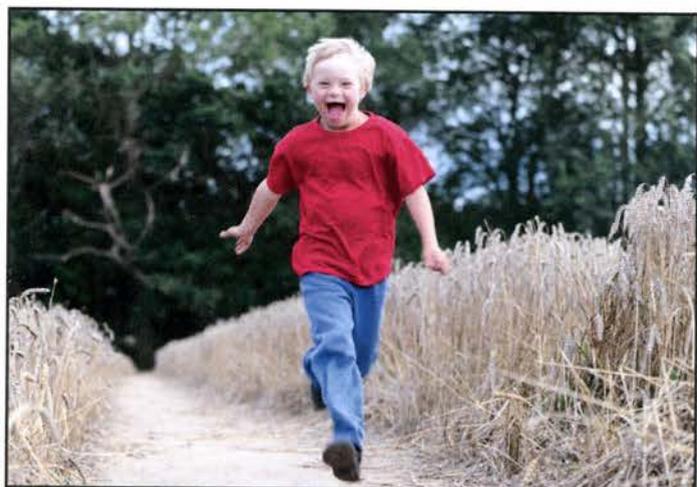
425 1st Avenue North, Great Falls, MT 59401 • 406-761-3680 or Toll Free 1-800-771-2153



www.esgw.org



Serving Montana communities as an employment provider, disabled/disadvantaged advocate, and social services leader.



Our Children's Services in Billings and Missoula provide enrichment activities for children with autism and other disabilities, including summer activities, social skills coaching and Sibshops.



Life Skills day habilitation services in Great Falls teach self-care skills and provide vital interaction and community integration opportunities for participants with significant developmental disabilities.

We create solutions that change lives.

ECONOMIC BENEFIT:

- 771 employees in Montana in 2014
- In the top 100 employers in Montana
- 4th largest private employer in Great Falls
- \$16,322,982 in combined salaries and benefits

SERVICES:

- 3,939 individuals with disabilities or disadvantages were served in 2014
- 993 individuals with disabilities or disadvantages gained work experience and job training in Montana Goodwill stores during 2014
- 250 children with autism and other disabilities received therapy services in 2014

SOCIAL BENEFIT:

"Easter Seals-Goodwill is the best unsung hero in the State of Montana."

- Senator Mitch Tropila • State Senator District 12

"Easter Seals-Goodwill has provided an invaluable service to our son Dallin at this critical time in his development. We saw remarkable progress with him during our therapy and it provided wonderful, insightful, information to us as parents and caregivers."

- Bryan and Lisa Newton • parents of a child in Children's Autism Services





**EVERY
NUMBER**
A LIFE CHANGED.



Easter Seals-Goodwill Northern Rocky Mountain Inc.
SERVING MONTANA, IDAHO, UTAH AND WYOMING

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2 OUR MISSION

We create solutions
that change lives.





A MESSAGE FROM THE PRESIDENT AND CEO

Michelle Belknap

We feel very fortunate to have continued our pattern of growth this past year, assisting over 16,000 direct program participants toward greater independence. Behind this number, and every number you find in this Annual Report, are real stories of changed lives—thousands of adults and children realizing their personal dream

of independence. We invite you to explore just a few of these inspiring stories on the pages that follow. In our participants' stories you will find the truest picture of our organization's impact and accomplishments this past year.

Perhaps the most exciting highlight of 2013 was the completion of phase one of our Great Falls Building Campaign. Renovation of the new downtown location was completed and staff and participants moved in on October 11. The participants in our WorkForce Development, Supported Living and Supported Employment programs are immensely enjoying the larger and more user-friendly spaces designed just for their needs. Phase two of the campaign began in January 2014, with extensive remodeling of our 4400 Central Avenue location to be completed early in 2015.

Easter Seals-Goodwill staff, in collaboration with our national organizations, worked very hard throughout the year to prevent funding cuts in services through testimony and face-to-face meetings with state and federal policy makers. These efforts paid off and while some individual programs were negatively affected, overall federal

and state budget cuts had much less of an impact on our services in 2013 than anticipated.

Our Goodwill retail stores continue to play an important role in helping to bridge funding gaps and generate operating income to support Easter Seals-Goodwill programs. In 2010 we set a strategic goal to equalize program and retail revenue streams by 2015. This was achieved two years ahead of schedule, as Goodwill exceeded its five-year revenue growth goal in 2013.

Expansion of Goodwill retail locations continued in 2013 as retail staff opened a fourth store in the Boise, Idaho metro area, a second Utah location in Murray and moved our Missoula, Montana store to a much larger facility. Plans are underway to relocate the Great Falls, Montana store in 2014 and construction has begun on an expansion at our Billings, Montana location.

Thank you for helping us create solutions that changed the lives this year of thousands of children and adults with disabilities and disadvantages and the families who love them.



FINDING HOME

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When he first entered our Sheridan, Wyoming day program and residential services in 2008, Jared made it very clear that he did not want to be with us. He did not understand why he could no longer live with his mother, who had recently been evicted from her apartment. Jared refused to participate in activities, preferring to isolate himself in a dark room because he was afraid to interact with others.

After a very rocky start, and with a lot of care and attention, Jared slowly began to show progress. He started taking an interest in people around him, getting involved with peers, following through on household chores, and ultimately, referring to Easter Seals Wyoming as his home.

In May 2011, Jared faced the most difficult challenge he would have to overcome, when his beloved mom lost her long battle with cancer. His mom was the only parent Jared ever had and they were incredibly close. He showed remarkable growth in his independence during that difficult time by staying with his family for a week after her death. Then, he asked to return to his home

at Easter Seals Wyoming where his support team and "friends" helped him stay strong and continue working on his personal goals during his grieving process.

Five years after coming to Easter Seals, Jared has surpassed everyone's expectations. He now lives in his own apartment with minimal support from staff. He volunteers his time at the YMCA where he is dedicated to reading at their day care center. He performed in last spring's community play in front of large audiences at the WYO Theater and even volunteered for the extra duty of introducing the cast after the play. He also volunteered as our organization's spokesperson for Unity in the Community events in Sheridan.

Jared continues to work hard in day habilitation and in his apartment to further his skills and hopes to become employed one day. We have no doubt that Jared will achieve this and many more lifelong dreams.

Sheridan, Wyoming Acquired Brain Injury Center participants joined forces with women and children from the local MOMS Club for several community service projects in 2013.



548 PEOPLE

gained greater confidence and independence through our programs for adults with disabilities in Montana and Wyoming.

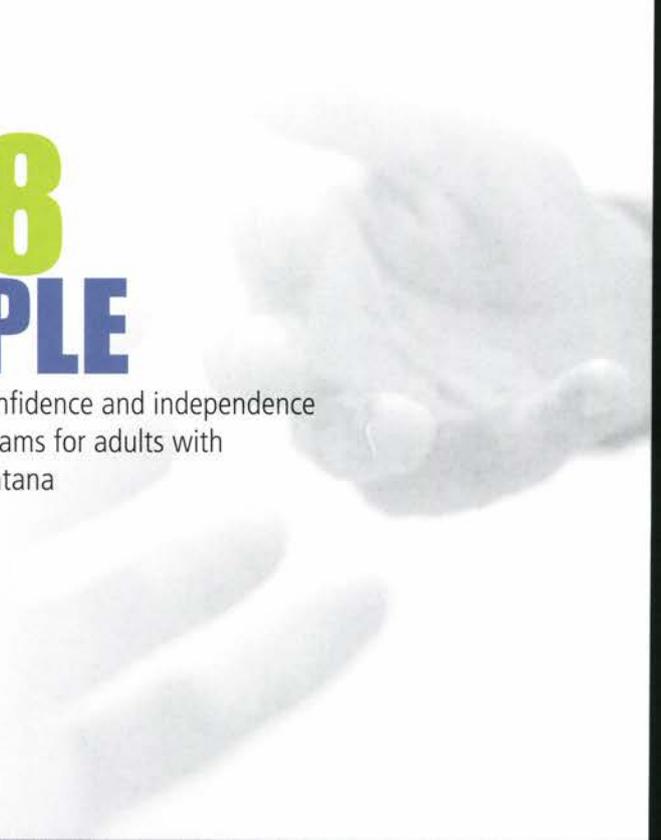
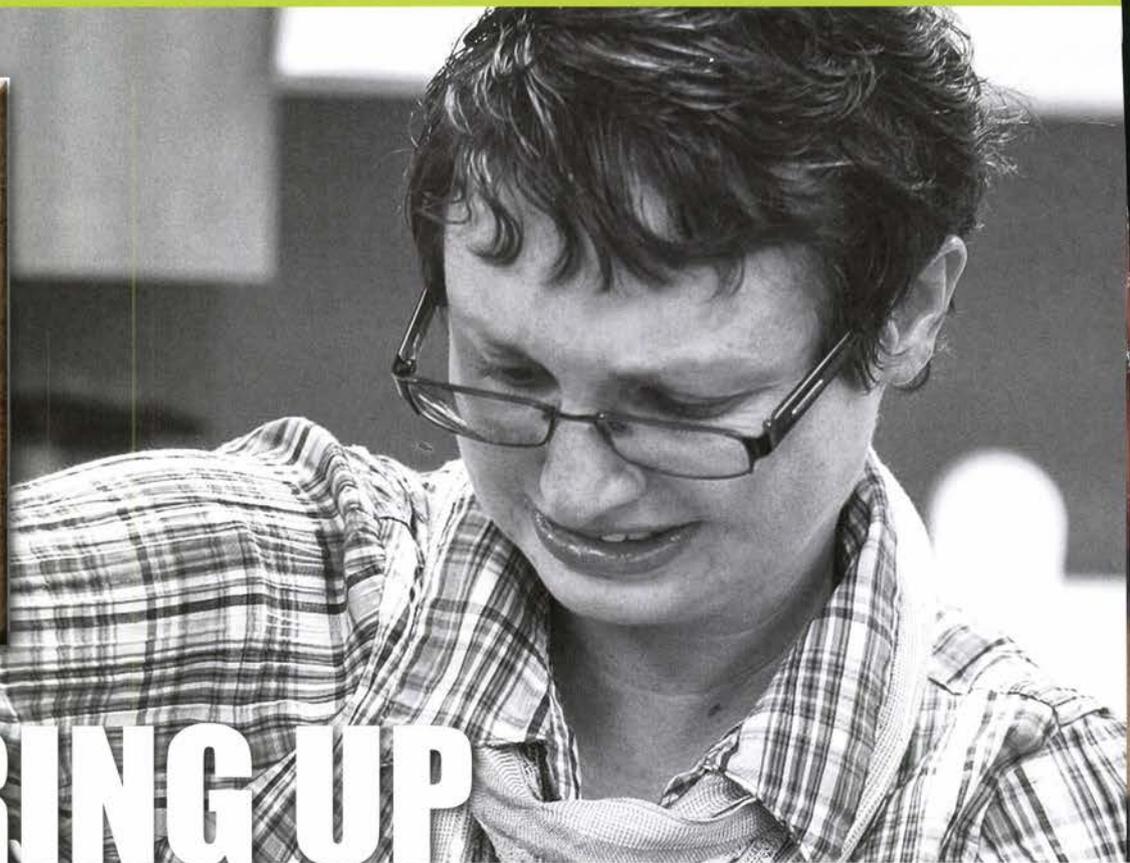
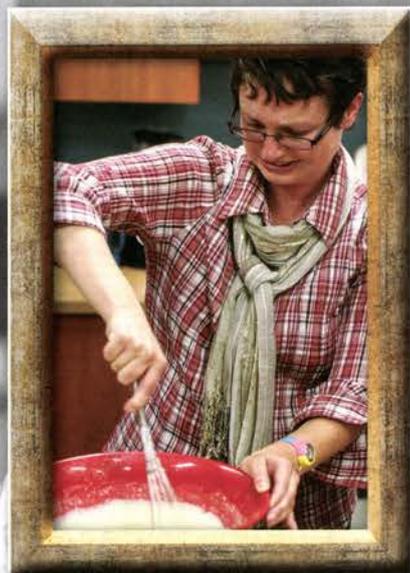


Photo credit: Larry Beckner, Great Falls Tribune



6 STIRRING UP EXCITEMENT

When Eda first walked into the new Easter Seals-Goodwill building in downtown Great Falls, she couldn't stop talking about "her kitchen." **Beaming with pride, Eda is among the Supported Living program participants with developmental disabilities who benefits from our building project.** The full-size model kitchen in our new downtown facility is used to teach cooking classes, and the adjoining workspace has plenty of tables, chairs and storage cabinets for the entire group of participants.

Eda has participated in Easter Seals-Goodwill programs for several years, but never had a full-size kitchen for classes or enough table space for art class. "Eda shines. She loves arts, crafts and cooking. She's so active in so many things. She has two jobs and joins our classes and activities," says Diane Nelson, Easter Seals-Goodwill's Supported Living manager.

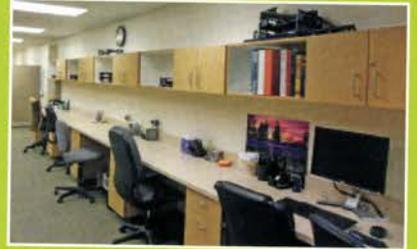
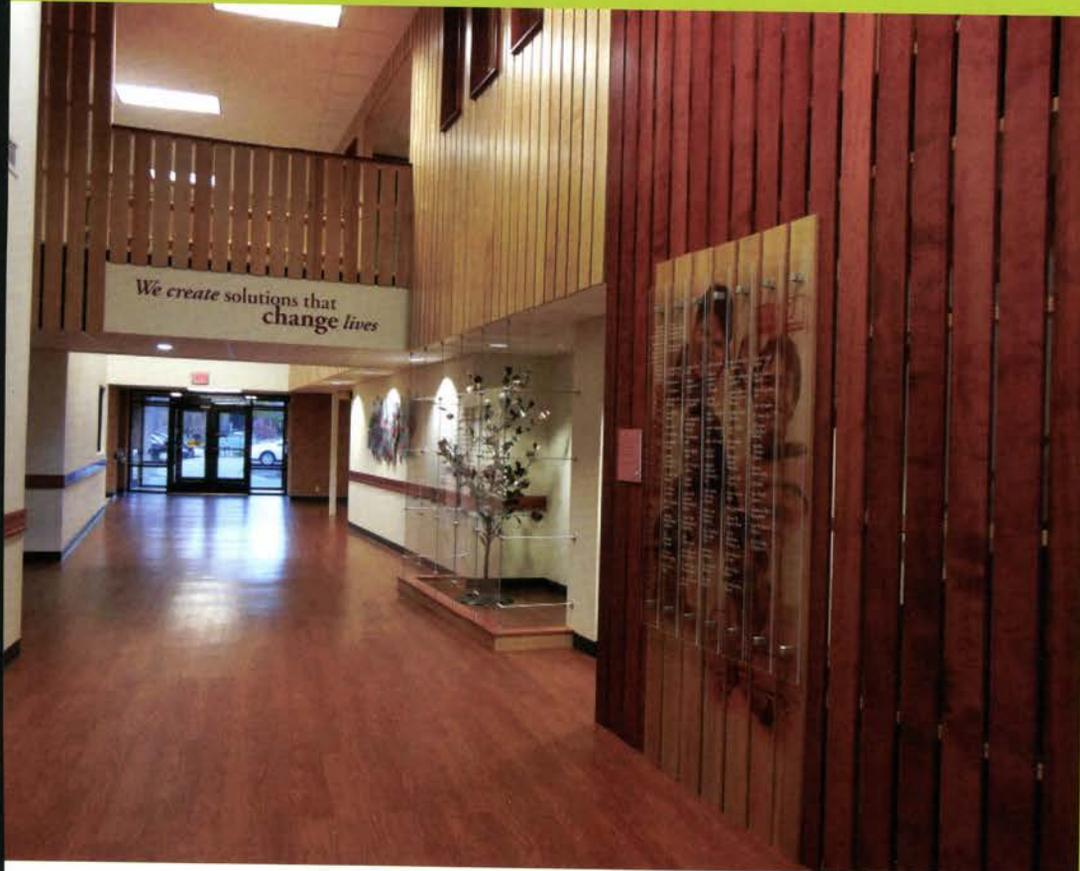
Eda's mother, Denise, praises Easter Seals-Goodwill for providing a facility that helps people with disabilities live independently. She says that her daughter has grown by leaps and bounds in the program.

"When we first moved (from our ranch) into the city, Eda had to learn entirely new things, like how to cross streets. She knew about snakes, but not necessarily about how to go to a store on your own." For Eda, the new space and the activities are about much more than learning how to prepare a healthy meal. It's about the people with whom she shares the new space. Eda has a group of friends—something every young adult desires for.

Supported Living participants took part in the Great Falls Community Garden last year, growing vegetables in several raised beds.



The new building features a wide open main hall, bright, efficient work areas, a WorkForce Development computer classroom and state-of-the-art Supported Living kitchen.



GREAT FALLS BUILDING CAPITAL CAMPAIGN NEARING \$6 MILLION GOAL

In 2013, Easter Seals-Goodwill completed the first phase of a capital campaign to remodel two buildings in Great Falls, Montana. In October, we completed the total remodel and renovation of our new building in downtown Great Falls. Construction has started on phase two, which is the complete renovation of a building Easter Seals-Goodwill owns that is located in a more residential area.

When completed, the building campaign will consolidate eight programs in seven different locations into two, state-of-the-art facilities which better suit the needs of our participants. The campaign continues until phase two is completed.

OAKLAND FAMILY GIVES GENEROUSLY

A pillar of the Great Falls community, the Oaklands and their business, City Motor Company, gave generously to the building campaign. City Motor Company donated furniture to help fill the new offices in the downtown location.

The extended Oakland family—including Bob and Gladys, their children Kris Houtonen and Leslie Oakland Thomas, and Leslie's husband John Thomas,—generously gave \$150,000 towards Easter Seals-Goodwill's Great Falls Building Campaign.

"We've worked with people with special needs over the years, and Easter Seals-Goodwill fills a need," says Leslie Oakland. "Easter Seals-Goodwill helps people live with dignity and helps them thrive." For the Oakland family, giving is important because it's part of who they are. "We have been blessed. We have wonderful children and we have each other. If we can help someone else, we're glad to have the chance to do so," added Leslie.



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A NEW COUNTRY AND RENEWED DREAMS

In addition to providing financial support for Easter Seals-Goodwill programs in Montana, Southern Idaho and Utah, Goodwill retail stores provide valuable and meaningful full- and part-time work for individuals from all walks of life, including many from the refugee community.

Fatiya gained her business knowledge in Ethiopia beginning as a teen helping her father at their family business. She continued working alongside her family for many years, until their lives became endangered. Four years ago Fatiya, her six children, and her two sisters and their children left their temporary home in Nairobi and emigrated to the U.S, landing in Salt Lake City.

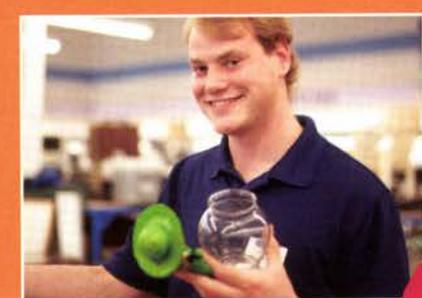
Each year, refugees from all over the world relocate to the greater Salt Lake City area. "I came for safety," Fatiya said. "I love living here." When she arrived, she immediately started classes to learn English.

Last January, Fatiya was among the first employees at our new Goodwill retail store in Murray, which opened in March 2013.

"Goodwill is my second paying job here in the U.S.," Fatiya says. "I love it because I am again working in a business."

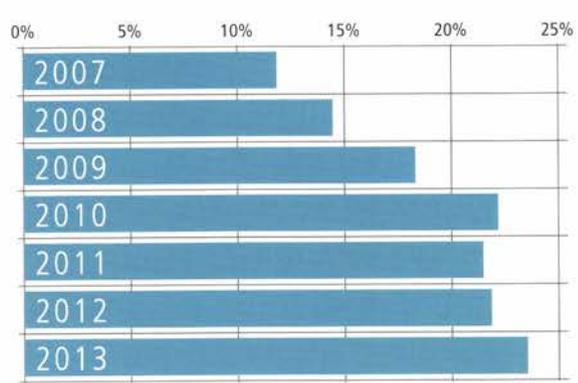
Fatiya especially likes that proceeds from Goodwill store sales help support Easter Seals-Goodwill children's services and senior employment programs in Utah. **"I like that this is a business that is helping people."**





GROWING GOODWILL

RETAIL Net INCOME GROWTH



GOODWILL IN 2013

- 8.5 million pounds** of goods recycled and kept from landfills
- 15.1 million pounds** of donations received
- 1.4 million customers** shopped in our stores
- 3,150 people** received job training and work experience

In 2006 we began a long-term plan to strategically invest a greater share of resources into the Goodwill retail segment of the organization, in order to boost net revenues and make more funds available to support Easter Seals-Goodwill programs and services. The ultimate goal is to generate enough revenue to allow us to serve anyone who comes to us, not just those already covered by a funding source.

In 2013 we reached a major milestone toward achieving our goal: balancing the organization's revenue streams so that Goodwill revenue is now equal to revenue from Easter Seals-Goodwill programs.

495 individuals of all abilities are employed in our 14 Goodwill stores, generating nearly \$9.8 million in salaries that support local economies across our four-state region.





10

HOPE FOR THE YEARS AHEAD

When 42-year-old Ryki, newly single after 26 years of marriage, stepped through the doors of our Working Solutions office she was broken hearted and stripped of all confidence.

Ryki felt vulnerable and embarrassed at her situation and expected that she would likely be judged and looked down upon. To her surprise, she was greeted by a warm smile and kind voice from our receptionist and found herself truly enjoying our program's orientation, thanks to the presenter's upbeat teaching style and sense of humor. **"To their credit, I always found the staff to be consistent with smiles, compassion and a sincere willingness to help,"** Ryki said of her experience.

The devoted mother of six children, Ryki willingly made many sacrifices throughout her married years in order to be home with her children. She was able to spend seven years as a full-time stay at home mom and also worked in the restaurant industry, choosing to remain a server and not move into management positions that would take away the freedom and flexibility to be home with

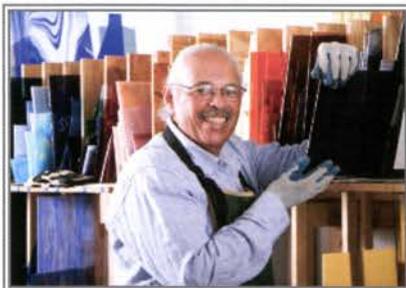
her kids. A surgery took her out of the workforce and not long after, her husband left. Ryki found herself unemployed and alone.

Because she'd been married at such a young age, Ryki had never finished high school. She had carried a lot of shame about her lack of education and, as she puts it, "I built a nice little closet to hide my skeleton." She had carried this sense of failure for 26 years.

Getting her GED was a necessity in order to find a job and she had to open that closet door. When she told our staff she hadn't finished high school, they gave her nothing but encouragement and reassurance. Ryki went on to take the GED test and to her relief and delight scored in the top 4%. "I was amazed at the difference it made for me on a personal level!"

On a financial level, the GED made it possible for Ryki to acquire a new job and a new phase of her life. **"Working Solutions can be a doorway to a brighter future!"**

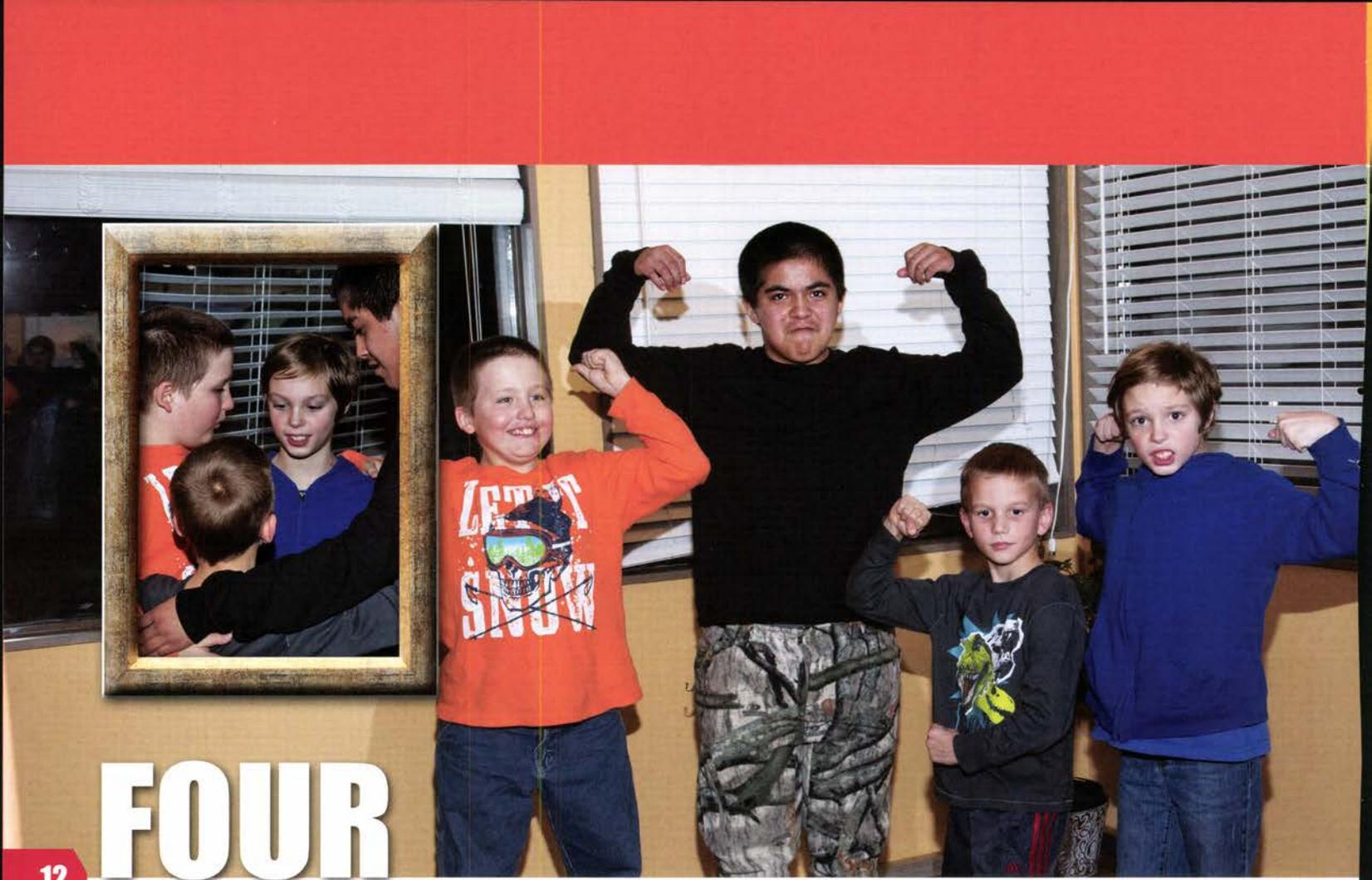




2,687 PEOPLE

found employment in 2013 with help from Working Solutions and our other workforce development programs.





12

FOUR AWESOME DUDES



As part of our Children's Services, we offer a series of social coaching classes for kids ages 8-13 called Kids Connect. The series is designed to provide activities, targeted lessons and interactions that give kids a fun, safe place to learn and practice social skills. These skills can be difficult for some youngsters with autism and other special needs to understand and master.

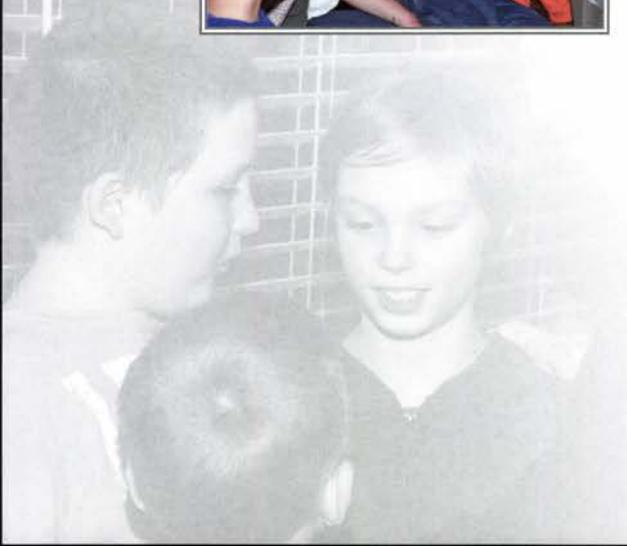
Michael, Anthony, Colin and Jack have participated together in several of our Missoula, Montana Kids Connect sessions. In last January's session, they began by working together to come up with a name for their group. The name they decided on was NADDAT, or "The National Awesome Dude Defense Awesome Training."

Michael is the oldest boy in the group and is currently working hard on his ability to be flexible with the other boys' ideas. Anthony is on his third session of Kids Connect and is bright, engaging and fun-loving. The group can count on him to help encourage everyone to stay on task.

Colin is also on his third session of Kids Connect and has experienced SUCH a huge and positive

change. In his first session he was very timid, quiet, and shy and has since turned into a rambunctious and VERY engaging young man. Jack is on his second round of Kids Connect. He has a wonderful way of making everyone in the group feel included and keeps them all laughing and having fun. Jack is working on staying on topic with the group and keeping his body with everyone else.

According to the group's facilitator, Abbey Hood, **"It's been so rewarding to watch each of the NADDATs overcome personal challenges and master new skills, all while having a great time together!** It's exciting to see that they are starting to form some really nice friendships." Before the session ended everyone exchanged phone numbers in hopes that the boys could get together outside of the group. Said Abbey, "That's exactly the outcome we hope for in Kids Connect."



In addition to therapy, our Children's Services provided enrichment programs such as summer day camps, social skills coaching and Wiggly Worm sensory classes.



766 CHILDREN

with autism and other disabilities received life-enhancing therapy in 2013.



A MOTHER'S THANKS



Alice was diagnosed with a digestive disorder called gastroesophageal reflux disease at nine months. At that time, her family had no idea how this disorder would impact their lives. The developmental, emotional and behavioral stresses that this disorder placed on Alice were almost insurmountable.

"Seeing her suffer physically is one thing, but to see her unable to cope with the illness, when there is so much for a little child to learn and do is truly beyond what a parent can handle without outside help," said her mother, Hillary. "Then we met Trish who changed our lives."

Trish is a developmental and feeding specialist with our Provo Early Intervention Program in Utah who provided in-home services for Alice. She taught Alice's family how to manage her multiple medical treatments and therapies. Most important, Alice's family finally had hope. **"Trish and all of the staff literally transformed not only Alice's life but the life of our whole family,"** said Hillary.

2013 FINANCIALS

OUR COMMUNITIES GAVE TO EASTER SEALS-GOODWILL

EASTER SEALS-GOODWILL GAVE BACK TO OUR COMMUNITIES

Easter Seals-Goodwill is one of the largest nonprofit organizations in the state of Montana, where our headquarters is located. We use our resources efficiently to serve participants in 54 different programs across Idaho, Montana, Utah and Wyoming. And, with 50 service sites and over 1,200 employees, our organization contributes significantly to local economies throughout the four-state region.

Goodwill Sales	\$22,920,343
Program Service Fees	\$4,730,831
Government Contracts and Service Fees	\$15,594,785
Public Support	\$14,825,608
Other Income	\$939,691
Total Income	\$59,011,258

Dollars Spent on Direct Program Services	\$49,645,360
Education and Support Programs	\$1,181,715
Service Purchases	\$264,978
General and Management Expenses	\$3,565,823
Fundraising Expenses	\$318,700
Program Development	\$4,034,682
Total Expenses	\$59,011,258



OUR DONORS

Our Legacy Society members are individuals who have included Easter Seals-Goodwill in their estate plans, such as a bequest, charitable gift annuity or other planned gift. If Easter Seals-Goodwill is in your estate plans and you are not yet part of our Legacy Society, please call Dennis Peterson at 800-771-2153 so we may include you.



Anonymous
 Ms. Susan Ball
 Ruth A. Battin Estate
 Bob and Jane Becker
 Michelle and Jim Belknap
 Saline Berge Estate
 Robert Bills Estate
 Mr. and Mrs. Jack and Bernice Burns
 Mr. Rick Cavuto
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 Tom and Linda Wolgamot
 Winnie Wyatt Estate
 Mrs. Cari Yturri

Following is a list of contributors who made a financial or in-kind gift of \$250 or more in support of Easter Seals-Goodwill between September 2012 and December 2013.

A T Klemens
 Ace Electric, Inc.
 Ada/Elmore Employee Community Fund
 Anderson Steel Supply, Inc.
 Anonymous
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 Jason and Shandi Asher
 Ashton Family Foundation
 Autism Council of Utah
 Rick and Anita Badgett
 Dave and Leslie Baldrige
 Scott and Dawn Banderob
 Bob and Jane Becker
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 Judith Bennett
 Scott and Kitty Bergan
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 Mary Floyd
 Jim and Christine Forzley
 Jack Frantal
 Gallatin Elevator
 Jim and Tracy Ganatos
 Laurel Gebo
 James Gilpin
 Great Falls Business Improvement District
 Great Falls Development Authority
 Great Falls Tribune
 Pam Guschausk
 Guy Tabacco Construction
 Lori Hagen
 Richard D. Hall
 Dan and Dixie Harrington
 Terry and Teresa Hayden
 Tom Hayes
 Kitty Henthorne
 Herberger's
 Abbey Hood
 Theresa Hopkins
 Kris Houtonen

Rep. and Mrs. Brian and Barbara Hoven
 Dalene Howie
 Alberta Hunt
 Independence Medical of Montana
 Johnson Brothers Lights & Sound
 Johnson Madison Lumber Company
 Junior League of Billings
 Just Rite Acoustics, Inc.
 Knights of Columbus, Bishop Eldon B. Schuster Council
 Scott and Jennifer Knutson
 Mrs. Marlene Kress
 Mary Kunkel
 Liberty County Combined Fund Drive
 Scott and Theresa Lind
 Mrs. Rose Lodge
 Mary Lois Long
 Loucks & Glassley
 Mitch Lucking
 Robert Lynam
 Mr. and Mrs. Tom Lyons
 Maddox Roofing & Construction, Inc.
 Dr. and Mrs. Mel and Barb Margaris
 John Martin and Vandy Damany
 Edward Matthew
 Erin and Michael Maturity
 Bob and Deloris Mau
 McGurran Precision Painting
 Mary Mendenhall
 Laurie Miller
 Moderne Cabinet
 Ray and Laurie Mohney
 George Mueller
 M. J. Murdock Charitable Trust
 Nance Family Foundation
 Stu and Janie Nicholson
 Bob and Sharon Niebuhr
 Bob and Gladycy Oakland
 Leslie Oakland Thomas and John Thomas
 Shelley and Bob Oksness
 Bob and Barb Olds

Douglas Olmstead
 The Pachek Family
 Robert and Lana Papp
 Dr. James Patterson
 Tom Paull and Dennis Wong
 Glenn and Pam Pearce
 Jerry and Bertha Pederson
 Dennis and Brenda Peterson
 Mrs. Susanne Spangler Phelps
 Cara and Phil Piccono
 Audrey Pierce-Seeley
 Hon. and Mrs. Greg and Amber Pinski
 Russ and Susan Plath
 Aaron and Carrie Pursell
 Mr. Roger Rawls
 Mr. and Mrs. Jack Reagor
 The Rice Family
 Sheila Rice
 Jaymie and Todd Rietmann
 Rimrock Scheels
 Mrs. Ann Robinson
 Victoria and George Rodriguez
 Stewart and Marilyn Rose
 Carmen Runner-Sargent
 S & H Aluminum Products
 Safeway Foundation
 Safeway Stores of Idaho
 Safeway Stores of Montana
 Safeway Stores of Wyoming
 Linda Satterly and Annette Satterly
 Holly Schmidt
 Laura and Jason Schultz
 Jerry and Jim Schwartz
 Kim and Greg Schweikert
 John and Marilyn Sheffels
 Mark and Karrie Sherman
 Father James Michael Sikora
 Laura and Eric Simonsen
 Wendy Shelton Sire
 Terri and John Sivamaki
 John and Sue Skees
 Dave and Jackie Slovak

Tom and Carol Smith
 Roy and Nancy Souder
 Johanna South
 Shalene Sparling
 SSR Construction
 Glenn and Pam Pearce
 Improvement Fund
 Steve's Distributing
 Ryan and Tausha Stoll
 Suhr Transport
 Superior Business Equipment
 Sweet Tomatoes Restaurants
 TC Glass Inc.
 Bill Tacke and Barbara Teberg
 The Avril Lavigne Rockstar Club at Easter Seals
 Edy Thogersen
 Marilyn "Mickey" Thomas
 Mr. and Mrs. Rod Thorne
 Laura and Dave Tompkins
 Toyota Motor Sales
 Transystems LLC
 Bob and Mary Lu Trowbridge
 Terry and Kelly Uhling
 United Way of South Central Idaho
 United Way of Treasure Valley
 United Way of Utah County
 US Bank
 DeLanie and Ross Valentine
 Jon and Katy Vanderhoef
 Visual Impressions
 Janet Wade
 The Wendt Agency
 West Butte Land & Development LLC
 Western Office Equipment
 Mrs. Betty Whalen
 Scott and Val Wilson
 Tom and Linda Wolgamot
 Tim Wylder
 Nancy and Larry Zbinden
 Thelma Zeller
 Tammy Zubick-Munguia



- Adult Behavioral Health
- Case Management
- Children's Autism Services
- Developmental Disabilities Services
- Early Intervention
- Family Success Project
- Goodwill Stores
- Highlands Hospice
- Medallion Home Care/ Personal Care
- Pediatric Therapy
- SCSEP *
- Working Solutions *
- Working Solutions (GIIN) **
- WorkForce Developmental Center



* Indicates office locations—services are statewide.
 ** Services subcontracted with Goodwill Industries of the Inland Northwest.

2013 ANNUAL REPORT

EASTER SEALS- GOODWILL PROVIDES LIFE- CHANGING SERVICES



**Easter Seals-Goodwill
Northern Rocky Mountain Inc.**

425 1st Ave. N., P.O. Box 2509,
Great Falls, MT 59403-2509

Telephone: 406-761-3680, 800-771-2153

FOR CHILDREN AND YOUTH

- Autism Services
- Case Management
- Early Intervention Services
- Pediatric Therapy Services
- Peer Connections

FOR ADULTS WITH DISABILITIES

- Acquired Brain Injury (ABI) Center
- Case Management
- Community Access
- Community Housing
- Community Supports
- Information & Referral
- Life Skills Day Services
- Organizational Employment
- School to Work Transition
- Supported Living
- Supported & Community Employment

FOR JOB SEEKERS

- Family Success Project
- Goodwill Stores
- Senior Community Service Employment Program (SCSEP)
- WorkForce Development Center
- Working Solutions

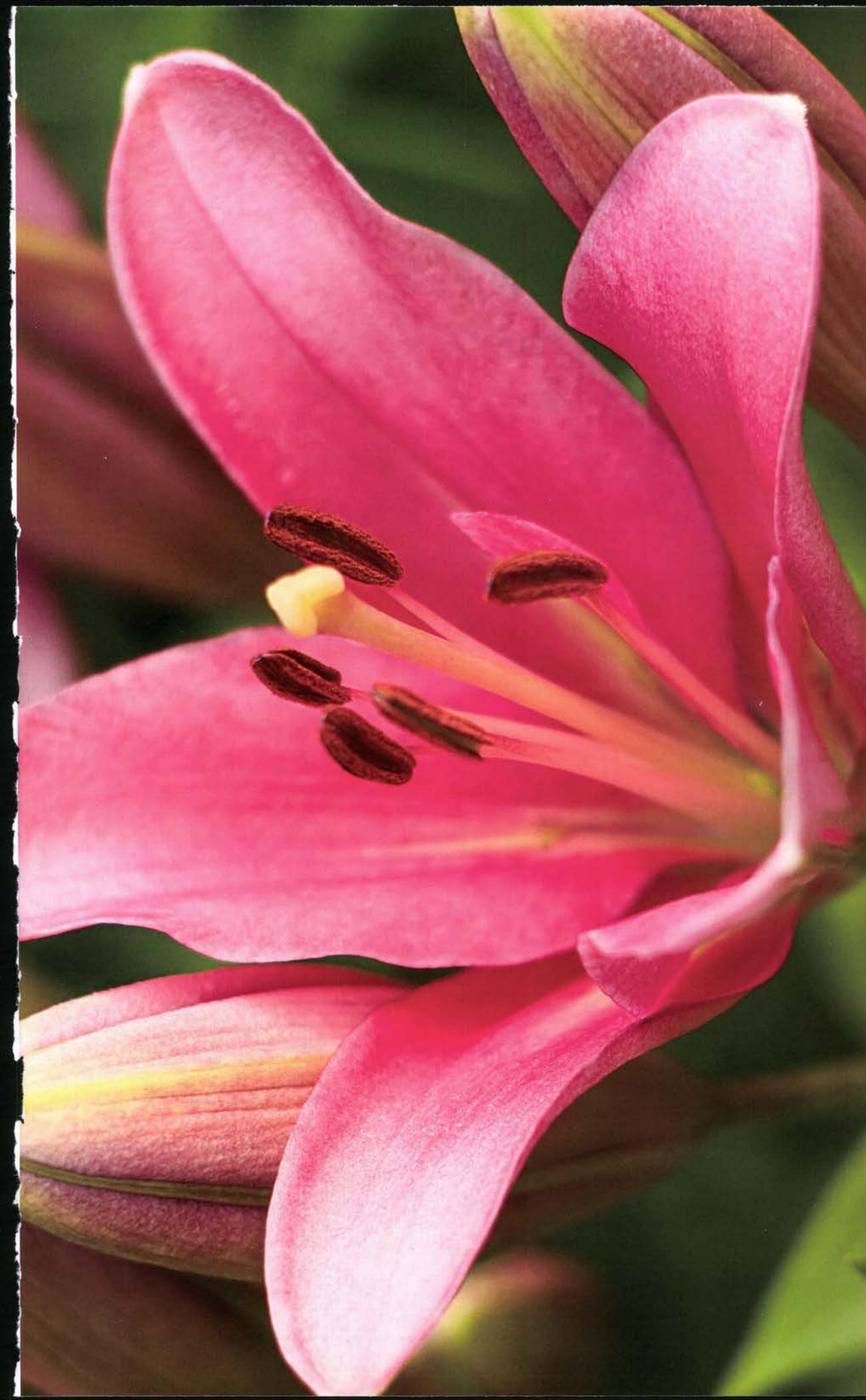
FOR PEOPLE WITH SPECIAL HEALTH NEEDS

- Adult Behavioral Health Center
- Adult Day Services
- Equipment Loan
- Highlands Hospice
- Medallion Home Care
- Personal Care & Private Duty Nursing



www.esgw.org

SERVING MONTANA, IDAHO, UTAH AND WYOMING



EASTER SEALS

2015 CALIFORNIA





THANKS TO YOU, EASTER SEALS CHANGES LIVES

Easter Seals' mission is to ensure that all people with disabilities have opportunities to live, learn, work and play in their communities. Through direct services, education and advocacy, we promote equality, dignity and independence for people of all ages.



© Mark Avery

EASTER SEALS MAKES A DIFFERENCE ... AND YOU MAKE IT HAPPEN.

Your gifts to Easter Seals allow us to create solutions that help children and adults with disabilities reach their full potential.

To do our work, we count on people like you who are passionate about our vision and who believe, as we do, that a life spent helping others is a life well lived.

A "WIN-WIN SITUATION"

Jim is a lifelong baseball fan who feels like he hit a grand slam after establishing two Easter Seals Gift Annuities. "Easter Seals is a very good organization that helps people with disabilities and veterans," says the 87-year-old retired plumber and World War II veteran. Jim now receives guaranteed, regular payments for life, plus the satisfaction of making a difference beyond his lifetime. "It's a win-win situation," he says. Read more at easterseals.com/annuity.

Thank you! Each year, Easter Seals serves more than 1.8 million children and adults with disabilities and their families — and we couldn't do it without your support!

To see the impact of your generosity, please visit our Web site at: easterseals.com

OUR WORK

Today, Easter Seals is building on therapies we've always offered, while creating life-changing, 21st century solutions for everyone. We currently focus on these areas of critical need:



© Pam Dube

IDENTIFYING AND SERVING YOUNG CHILDREN AT RISK

Each year, as a nation, we fail to identify more than a million young children with developmental delays and disabilities. The result: they start school at a great disadvantage that can have lifelong impact. But early identification and treatment can change all that. That's why Easter Seals' screening and therapy services are so critical. Our goal is to help children thrive — like Ben, whose story you'll find at easterseals.com/children.

CREATING COMMUNITY-BASED SERVICES FOR ADULTS

Because all people have a right to be included, engaged and involved in their communities, Easter Seals continues to develop services that meet the needs of adults with disabilities, older adults and caregivers. Our goal is to keep people out of institutions, so they can live on their own or with loved ones — like Mary, 77, who attends one of our Adult Day Programs. Read her story at easterseals.com/adult.

ASSISTING A NEW GENERATION OF VETERANS

Since WWII, Easter Seals has provided vital community-based support and services to military service members, veterans and their families. Today, our focus is on creating networks for a new generation of veterans — men and women who want to contribute at home but need access to meaningful employment, health care and education in order to do so. See how Easter Seals is supporting our veterans at eastersealsdixoncenter.org.



EASTER SEALS BRAIN HEALTH CENTER

Our newest initiative is creating solutions and expanding awareness of how emerging technologies can enhance the lives of everyone. Easter Seals Brain Health Center offers new research, tools and scientifically proven brain training and re-training exercises to help improve memory, problem-solving skills and more. Visit easterseals.com/brainhealth to take the *Easter Seals Train Your Brain Challenge*, which offers an opportunity to try free online brain exercises.

The History of Easter Seals

Tragedy Leads to Inspiration



Elyria, Ohio, businessman Edgar Allen founded the National Society for Crippled Children in 1919, the first organization of its kind. Following a personal tragedy, he dedicated his life to improving access to health care for children with disabilities.

1919

Easter Seals Emerges



"Easter Seals" was formally adopted as the organization's name after overwhelming public support for the annual "seal" campaign became synonymous with the organization's work.

1967

1934 The Birth of the Seal

In the spring of 1934, the National Society for Crippled Children launched its first Easter "seal" fundraising campaign. Donors placed the seals on envelopes to show support for the organization's vital services.



1990

Helping Pass the ADA

Easter Seals advocated for passing the landmark Americans with Disabilities Act (ADA) into law. The ADA prohibits discrimination against anyone who has a mental or physical disability—guaranteeing the civil rights of people with disabilities.



2004

Easter Seals Goes Global

Easter Seals welcomed its first international partner, Ability First Australia, to its network of affiliates.

2007

Spotlighting Autism Services

One of the nation's leading providers of services and support for people with autism, Easter Seals began raising public awareness about families affected by autism ... and how they can find help, hope and answers at Easter Seals.

2015

Easter Seals Today

Easter Seals offers help, hope and answers for children and adults with autism, developmental disabilities, physical disabilities and other special needs — and for their families — in communities across the United States. We create life-changing solutions through therapy, training, education and support services so people with disabilities can live, learn, work, play and contribute to society.

MAKING A DIFFERENCE FOR QUINN



© Chris Jenkins photography

Six-year-old Quinn lights up a room with his smile and natural charm. He loves to laugh and works hard to keep up with his twin sister, Emma, as well as his older sisters, Grace, 10, and Vivian, 8.

He has come so far since he was 4 months old, when his mother, Sarah, noticed his eyes didn't look right. He also wasn't developing at the same pace as his twin.

After many tests, doctors found Quinn has a neurological condition and may have had a stroke in utero. "We were devastated," Sarah recalls, saying those days were like "swimming without a raft."

Then the family came to Easter Seals. "They gave us hope," Sarah says. "They said the brain is an amazing thing — that the right therapy could make a difference."

Since then, Quinn has received physical, occupational, speech and nutrition therapy at Easter Seals. He still faces many challenges, but he also has made great strides toward becoming more independent.

For example, since he is unable to communicate verbally, Easter Seals is teaching Quinn to use sign language and an assistive technology device customized just for him. He also is working on dressing and feeding himself. Best of all, Quinn recently mastered walking with the aid of a walker!

Derek, Quinn's father, is amazed by the extent Easter Seals goes to support his son and family.

"They're an amazing resource," he says. "It's quite a thing to have advocates for your child, other than yourself. It's pretty neat to see."

By supporting Easter Seals, you're making a difference for children and adults like Quinn. We appreciate your generosity.

Learn more about an Easter Seals near you!

Get our free monthly email newsletter featuring disability news and event information in your area.

Subscribe now at: easterseals.com/subscribe





JANUARY 2015

Today, as many as 1 in every 88 children are diagnosed with Autism Spectrum Disorder (ASD) — making ASD the fastest-growing developmental disability.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
DECEMBER 2014 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	FEBRUARY 2015 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28			New Year's Day 1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	Martin Luther King, Jr. Day (Observed) 19	20	21	22	23	24
25	26	27	28	29	30	31

Consider becoming a monthly donor. Visit easterseals.com/sustainer





FEBRUARY 2015

Cinquefoil (Flambeau variety) © VisionsPictures/MindenPictures

Respite programs provide relief for families and primary caregivers of individuals with special needs or disabilities. Respite care enhances family health by offering necessary physical care and recreational activities for children, veterans and older adults with special needs, while offering caregivers a well-deserved break.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday																																																																																																		
1	2 Groundhog Day	3	4	5	6	7																																																																																																		
8	9	10	11	12 Lincoln's Birthday	13	14 Valentine's Day																																																																																																		
15	16 Presidents' Day Washington's Birthday (Observed)	17	18 Ash Wednesday	19	20	21																																																																																																		
22	23	24	25	26	27	28																																																																																																		
				<table border="1"> <thead> <tr> <th colspan="7">JANUARY 2015</th> <th colspan="7">MARCH 2015</th> </tr> <tr> <th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th> <th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td>1</td><td>2</td><td>3</td><td></td><td></td> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td> </tr> <tr> <td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td> <td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td> </tr> <tr> <td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td> <td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td> </tr> <tr> <td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td> <td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td> </tr> <tr> <td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td> <td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td> </tr> </tbody> </table>			JANUARY 2015							MARCH 2015							S	M	T	W	T	F	S	S	M	T	W	T	F	S			1	2	3			1	2	3	4	5	6	7	4	5	6	7	8	9	10	8	9	10	11	12	13	14	11	12	13	14	15	16	17	15	16	17	18	19	20	21	18	19	20	21	22	23	24	22	23	24	25	26	27	28	25	26	27	28	29	30	31	29	30	31				
JANUARY 2015							MARCH 2015																																																																																																	
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		1	2	3			1	2	3	4	5	6	7																																																																																											
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Are you a caregiver for a child, veteran or aging loved one? Visit easterseals.com/caregiver for information and support.

easterseals.com





MARCH 2015

Common Meadowfoam © Geoff Du Feu/Maximages

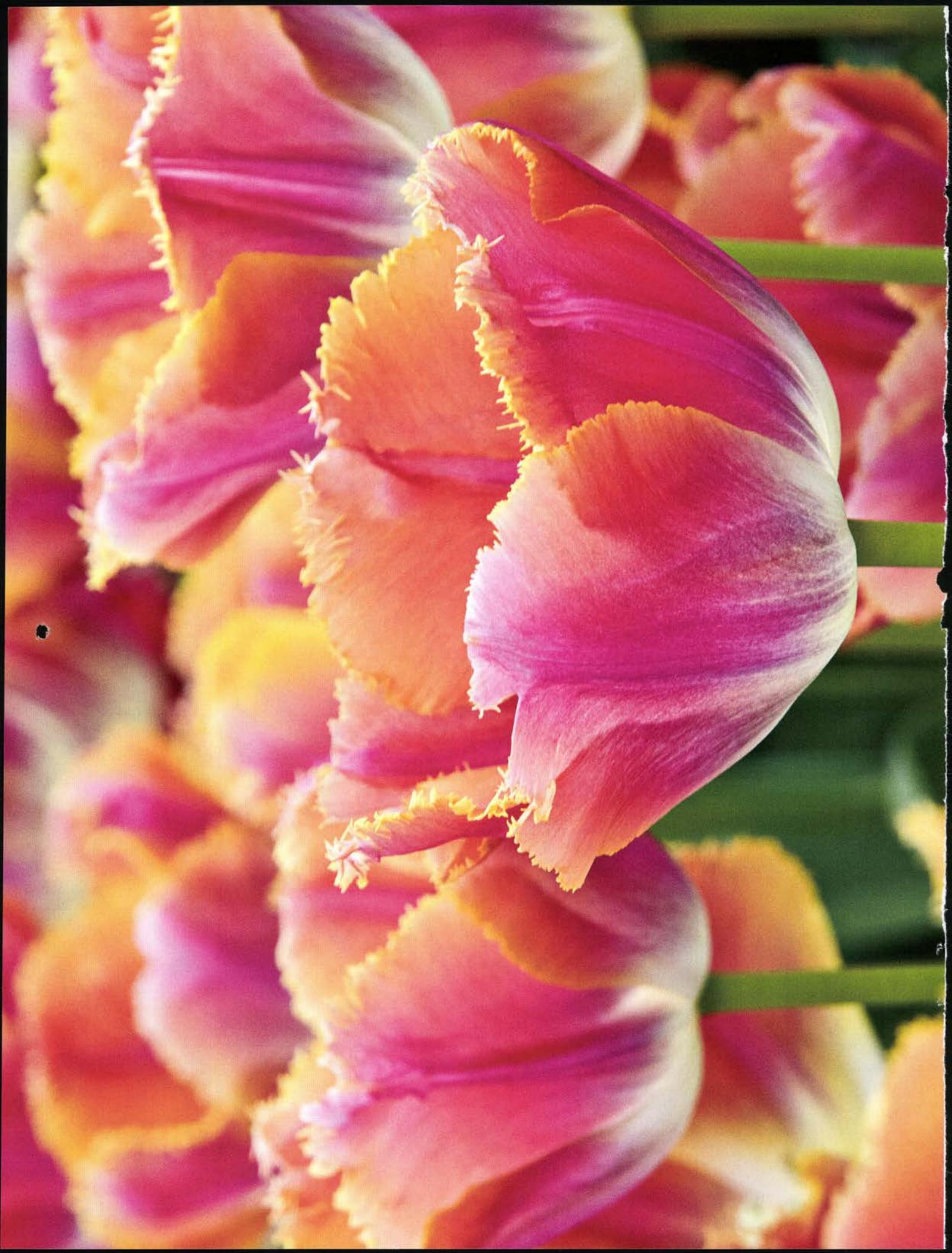
Camping and recreational programs for children and adults with disabilities offer unique opportunities to make friends, find inner talents and strengths and just have fun. Camping programs help build self-esteem and confidence through new and challenging experiences.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8 Daylight Saving Time Begins (Set clock ahead one hour)	9	10	11	12	13	14
15	16	17 St. Patrick's Day	18	19	20 First Day of Spring	21
22	23	24	25	26	27	28
29 Palm Sunday	30	31				

FEBRUARY 2015							APRIL 2015						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	5	6	7	8	9	10	11
8	9	10	11	12	13	14	12	13	14	15	16	17	18
15	16	17	18	19	20	21	19	20	21	22	23	24	25
22	23	24	25	26	27	28	26	27	28	29	30		

Consider the tax advantages of a Gift Annuity. Visit easterseals.com/annuity

easterseals.com





APRIL 2015

Tulip (Sunset Miami) © Juliette Eggers/Corbis

People living with Autism Spectrum Disorder — at any age — are capable of making significant progress through personalized interventions and therapy; and can and do lead meaningful lives. April is Autism Awareness Month. Please help raise awareness of services and treatments available for families.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Easter Sunday	5	6	7	8	9	10
Orthodox Easter	12	13	14	15	16	17
	19	20	21	22	23	24
	26	27	28	29	30	31
				Earth Day Administrative Professionals Day	Arbor Day	First Day of Passover (Begins at sundown the day before)

MARCH 2015							MAY 2015						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	3	4	5	6	7	8	9
8	9	10	11	12	13	14	10	11	12	13	14	15	16
15	16	17	18	19	20	21	17	18	19	20	21	22	23
22	23	24	25	26	27	28	24/Sa	25	26	27	28	29	30
29	30	31											

Is your child or grandchild developing on time? Take the Ages & Stages Questionnaire® at easterseals.com/ASQ

easterseals.com





MAY 2015

Dutch Crocus © Justus de Cleveland/Maximages

Job training and employment services benefit people with disabilities, older workers and veterans, providing first job preparation, assistance returning to work or transition services post-deployment. Through employment, individuals gain self-esteem and social skills as productive members of their communities, and employers gain dedicated, reliable, well-trained staff.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
APRIL 2015 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	JUNE 2015 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30				1	2
3	4			5	6	7
Mother's Day	10	12	13	14	15	16 Armed Forces Day
17	18	19	20	21	22 National Maritime Day	23
24	Memorial Day (Observed)	26	27	28	29	30
31						

See all the great reasons to hire a veteran at easterseals.com/hireveterans

easterseals.com





JUNE 2015

Mums © Bonnie Sue Rauch

Every year, more than one million children with unidentified disabilities enter school with learning and health issues that put them far behind their peers. Early identification through an annual screening and access to therapy services can make a life-changing difference for every child under age 5.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
14 Flag Day	15	16	17	18 First Day of Ramadan (Begins at sundown the day before)	19	20
21 Father's Day First Day of Summer	22	23	24	25	26	27
28	29	30				

MAY 2015							JULY 2015						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
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6	7	8	9	10	11	12	8	9	10	11	12	13	14
13	14	15	16	17	18	19	15	16	17	18	19	20	21
20	21	22	23	24	25	26	22	23	24	25	26	27	28
27	28	29	30	31			29	30	31				

The first 5 years are critical. Check a child's development with the Ages and Stages Questionnaire® at easterseals.com/ASQ

easterseals.com





JULY 2015

Spring Star Flower © Graham Rice/GardenPhotos.com

The Americans with Disabilities Act (ADA) was signed into law on July 26, 1990. 25 years later, it continues to protect people with disabilities from discrimination in private-sector employment and provides equal access to public accommodations, public services, transportation and telecommunications.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
JUNE 2015 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	 5	 6	 7	 8	 9	 10
 12	 13	 14	 15	 16	 17	 18
 19	 20	 21	 22	 23	 24	 25
 26	 27	 28	 29	 30	 31	 4 <small>Independence Day</small>

AUGUST 2015

S	M	T	W	T	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

Follow us on facebook.com/easterseals and twitter.com/easter_seals

easterseals.com





AUGUST 2015

Lupine © VisionsPictures/MindenPictures

Medical rehabilitation offers people with disabilities the opportunity to live up to their physical potential, achieve independence and participate in their communities.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
JULY 2015 S M T W T F S 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	SEPTEMBER 2015 S M T W T F S 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30					1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Walk with Easter Seals! Find a family-friendly walk near you at walkwithme.org

easterseals.com





SEPTEMBER 2015

Dahlia © Carol Simowitz

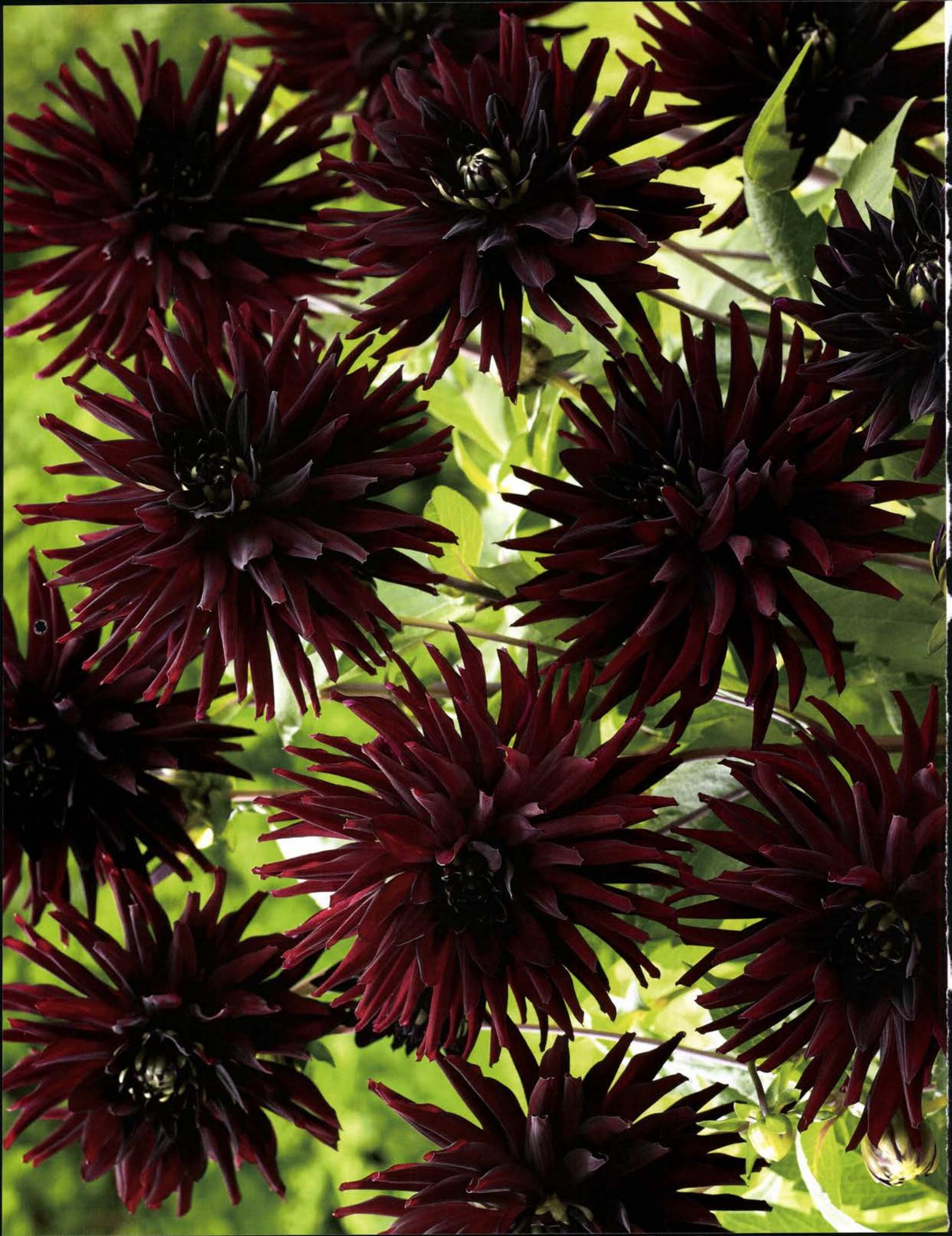
For 40 years, the Individuals with Disabilities Education Act (IDEA) has guaranteed a free and appropriate public education for all students, as well as access to early intervention and preschool programs for children with disabilities.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	
6	7 Labor Day	8	9	10	11 Patriot Day	12
13 Grandparents Day	14 Rosh Hashanah (Begins at sundown the day before)	15	16	17 Citizenship Day	18	19
20	21	22 First Day of Autumn Yom Kippur (Begins at sundown the day before)	23	24	25	26
27	28	29	30			

AUGUST 2015							OCTOBER 2015						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1							1
2	3	4	5	6	7	8	4	5	6	7	8	9	10
9	10	11	12	13	14	15	11	12	13	14	15	16	17
16	17	18	19	20	21	22	18	19	20	21	22	23	24
23	24	25	26	27	28	29	25	26	27	28	29	30	31

Get our disability awareness curriculum for elementary students. Visit easterseals.com/friendswhocare

easterseals.com





OCTOBER 2015

Dahlias (Tamburo variety) © VisionsPictures/MindenPictures

Easter Seals offers programs such as adult day services, in-home support, community mobility options, wellness programs and support for family caregivers that help people live independently and of their own choosing for as long as possible.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
SEPTEMBER 2015 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30	NOVEMBER 2015 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30			1	2	3
4	5	6	7	8	9	10
11	Columbus Day 12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	Halloween 31

How do you decide what is best for an aging parent?
 For a free guide, visit easterseals.com/conversations

easterseals.com





NOVEMBER 2015

Gerbera Daisy © Kenliang Wong

Easter Seals Dixon Center identifies and addresses gaps in services for returning military and their families, who need access to meaningful employment, health care and education. From children and adults living with disabilities, to military families looking to serve their communities, Easter Seals Dixon Center is committed to creating a world of inclusion, dignity, empowerment and independence.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
1 Daylight Saving Time Ends (Set clock back one hour)	2 Election Day	3	4	5	6	7	
8	9	10 Veterans Day	11	12	13	14	
15	16	17	18	19	20	21	
22	23	24	25 Thanksgiving Day	26	27	28	
29	30	31					OCTOBER 2015 S M T W T F S 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
							DECEMBER 2015 S M T W T F S 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

To learn more about what Easter Seals Dixon Center is doing to support veterans, visit eastersealsdixoncenter.org.

easterseals.com





DECEMBER 2015

Frost on Dahilia Petals © Darrell Gulino/Corbis

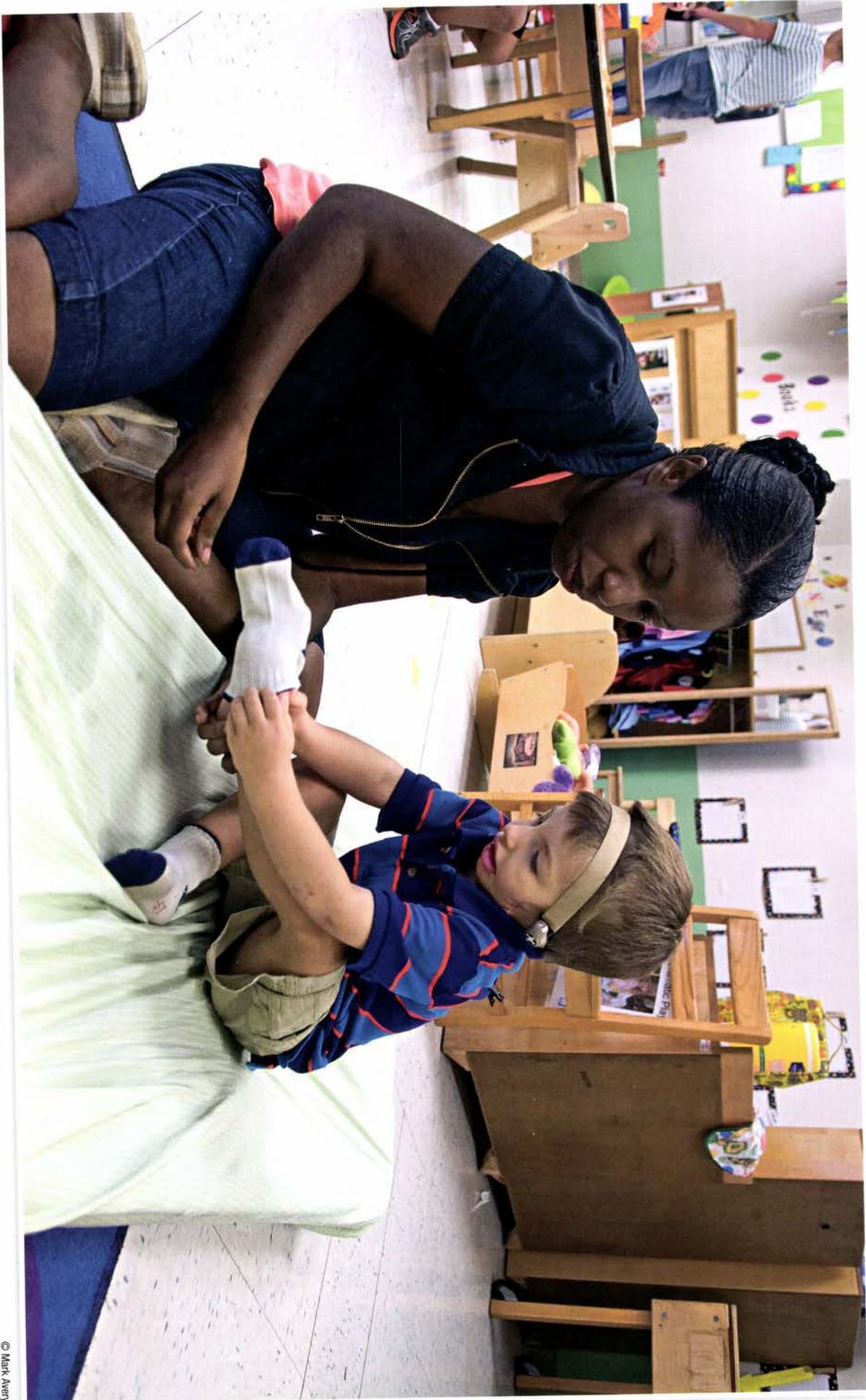
Help create solutions that will change the lives of people with disabilities.
 You have the ability to make a difference. Call Easter Seals at 1-800-221-6827
 or visit our Web site at easterseals.com for more information.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	
6 Pearl Harbor Remembrance Day First Day of Hanukkah (Begins at sundown the day before)	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21 First Day of Winter	22	23	24	25 Christmas Day	26 Kwanzaa Begins
27	28	29	30	31 New Year's Eve		

NOVEMBER 2015							JANUARY 2016						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
1	2	3	4	5	6	7	1	2	3	4	5	6	7
8	9	10	11	12	13	14	8	9	10	11	12	13	14
15	16	17	18	19	20	21	15	16	17	18	19	20	21
22	23	24	25	26	27	28	22	23	24	25	26	27	28
29	30						29	30	31				

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