I started as Executive Director in May, and less than a year into my new position I know that I have dipped into one of the greatest currents in the Headwaters State, one that increases the prosperity and resilience of the larger community through which it flows. An ecologist by training, I recognize that Home ReSource has the elements of a well-functioning system. Healthy systems are self-sustaining; the pieces interact in such a way that the system responds to changes and becomes stronger and more effective; and the ability of the system to adapt and interact positively with adjacent systems makes the whole truly greater than the sum of the parts.

In our triple bottom-line business, we don’t just measure success by the hundreds of thousands of dollars we help keep in the local economy. We measure success by a variety of benchmarks – the estimated tons of materials we keep out of the dump (1500 tons in 2013); the greenhouse gasses we keep out of the atmosphere by providing locally-sourced reused materials; the jobs, opportunities, and training we offer, and the hundreds of donations to local organizations and charities.

The store continues to receive materials donations that are soon reused in homes and businesses. Through that process, Home ReSource materials provide work for 25 store employees and at least as many regular volunteers, enriching lives with job skills training and meaningful employment. Our Deconstruction service salvaged over 46 structures while employing an additional eight people. This year we have added several new staff members, upgraded our accounting systems and store infrastructure, significantly enhanced safety and security for employees and customers, and made great strides towards offering livable wages and benefits.

A friend of Home ReSource recently shared this story with us: “I took a damaged window that was truly not reusable to the Missoula Landfill. While there, no less than four unrelated individuals stopped me to ask if I knew about Home ReSource.” That’s the kind of community we have, and we are proud to be a part of it. We are watching out for each other, keeping it local, donating what we can, getting what we need, honoring our heritage, protecting resources, and helping build a vibrant and sustainable economy into the future.
As a triple bottom line, non-profit business, Home ReSource generates more than just money. Our “accounting” reconciles the social and environmental impact that we have as well as the economic. We are happy to report that 2013 was a great year for Home ReSource across all our bottom lines (see the rest of the annual report), including the finances. The steady income stream from the store and our burgeoning deconstruction program allowed us to pay off an old loan, update some equipment and make considerable progress towards our goal of offering a living wage/benefit package to all our employees. We did all this with relatively little income from fund-raising, but don’t let that suggest that it wasn’t without the incredible support and generosity of our community, whether donating money, time, materials, ideas or just giving our hard workers a smile at the right moment.

Though we are self-sustaining with our basic expenses, we welcome donations to support our educational, charitable, and work programs. Home ReSource donated over $6,000 worth of materials to other organizations that contribute to keeping our community strong and vibrant as well. We also provided educational programs and internships to over 150 individuals.

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<th>INCOME</th>
<th>EXPENSES</th>
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<td>Decon $208,000</td>
<td>Decon $186,700</td>
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<tr>
<td>Store $610,000</td>
<td>Store $520,800</td>
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<tr>
<td>Events $33,000</td>
<td>Events $17,000</td>
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<tr>
<td>Contributions $11,000</td>
<td>Admin $21,000</td>
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It's not hard to notice improvements in the store over the last year. Our warehouse is cleaner, safer, more organized and more customer-friendly. We've updated and expanded our merchandise storage, and with the help of our work program participants we improved signage, pricing, and general organization throughout the store, contributing to our biggest year in sales. We've also made great strides in areas that aren't as noticeable: developing and implementing safety protocols, increased staff development with monthly in-house trainings and updated our point-of-sale system. We accomplished all of this while still keeping basic items at the same affordable prices as the day we opened. It's hard to keep track of all the amazing things that happen in one day here at Home ReSource, but looking back over an entire year, we are truly astonished.

Thank you to all who have contributed to the cycle.

~Simon Detar, Store Manager
This has been the best year ever for Home ReSource’s Deconstruction program. With the building industry on an upswing and reuse on the rise, we proudly completed over 40 residential and commercial deconstructions, keeping six deconstruction workers consistently busy. Meeting and educating new clients and contractors and strengthening relationships with old friends has kept a steady flow of materials coming off of our trucks and getting a new life in your homes and businesses. Some of these materials came out of historic buildings like the Wilma theater and the Babbs apartments, while others came from dirty Southside garages, midtown commercial spaces, and homes. We even deconstructed an entire Western Montana ranch. Materials from these projects never were garbage, and we kept them out of the dump.

Deconstruction Manager Jason Nuckolls has this to say: “As my first year as Deconstruction Manager comes to end, I would like to say that I am very proud of our organization and the team of staff, board members, volunteers, managers, clients, and customers who keep Home ReSource’s mission moving forward.”
2013 was a growth year for the Work Programs. We clarified learning objectives and ways to support those objectives. Our AmeriCorps VISTA laid the groundwork for these improvements by increasing administrative infrastructure. Staff member Evan Smith became Work Programs Coordinator in May, and he has continued to improve our tracking processes, cultivated new partnerships while enhancing old ones, and laid out a clear pathway of progression for volunteers and work program participants to gain valuable skills and workplace experiences.

In 2013 we had a total of 34 work program participants, and the greater Missoula community donated a total of 3,672 volunteer hours to help make our operation run smoothly.

This year’s Spontaneous Construction and Benefit Auction continued our track record of successful community events. Spontaneous Construction 2013 had twenty-three teams, three food vendors, six demonstrations by sustainable local businesses, a deejay from our local community radio station, and a lively awards ceremony. All contestants received prizes graciously donated by 63 local businesses. And the event was covered in The Missoulian, The Missoula Independent, the Montana Kaimin, and by KPAX-TV.

Twelve winning pieces from Spontaneous Construction were selected for our Benefit Auction, and those items were put on display for the month of October in two prominent locations in downtown Missoula. At the conclusion of the auction, Home ReSource netted $15,000.
Some remarkable people departed Home ReSource in the past year - Greg Zugay, Dusty Hutchins, Hannah Kooistra, Jim Willett, Jack Rowan, and Lauren Varney. All of them helped make Home ReSource what it is today.