



2020 ANNUAL REPORT



A MESSAGE FROM THE DIRECTOR

When Covid first came to Missoula, we were prepared. We had a plan: The Home ReSource pandemic plan. We were nervous, sure. Uncertain, you bet. A little smug? Maybe. But we had a plan. We would close the store for two weeks, pay all the staff to shelter in place, and then get back to it. Simple as that, right?

Our world is forever changed. We are forever changed. But it became clear to us, as our building sat quiet, the doors locked with chains and padlocks, that we must do what we have always done; we must do what we do best, and we must do it as safely and as well as possible, because the community needs us. Now, more than ever.

We took the time to establish safety protocols to protect our people and our community. We re-opened our doors, slowly. We missed six weeks of store income. We cash-flowed. And we reimagined our programs, because the community needs them: We turned ZWAP! into ZWAP-O! (the online version), resumed our Youth Internship and Work Programs, coordinated a virtual materials recovery roundtable, ran a fantabulous, socially-distanced Spontaneous Construction, provided the community with hundreds of tons of not-garbage at affordable prices, and continued to connect, inspire, and realize the potential of people, community and materials.

We do not exist without community, without our supporters, without you. Thank you for being a part of the work we do through one of the most unusual years we have ever been through.

- Katie Deuel, Executive Director



MISSION

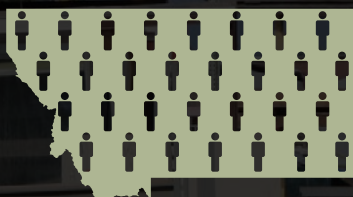
Home ReSource works with, in, and for the community to reduce waste and build a more vibrant and sustainable local economy. We collect and sell reusable materials, channel materials to those in need, provide meaningful work opportunities, and educate & inspire to promote a sustainable future.

PROGRAMS

1

STORE OPERATIONS: REDUCING WASTE, BUILDING A VIBRANT AND SUSTAINABLE LOCAL ECONOMY, CHANNELING MATERIALS TO THOSE IN NEED, PROVIDING MEANINGFUL WORK EXPERIENCES, EDUCATING AND INSPIRING TO PROMOTE SUSTAINABILITY.

Home ReSource store operations continue to collect and sell used building materials to reduce waste, provide affordable materials, and keep them in the local economy.



OVER 38K

Western Montana residents across the demographic spectrum shopped, donated, volunteered or participated in activities in support of our mission.

784 TONS OF MATERIALS REUSED AND 100S OF TONS RECYCLED

Eliminated the transportation and production-related physical degradation, energy and pollutants associated with producing new items, reducing landfill-related greenhouse gas emissions, promoting a culture of reuse and providing affordable building materials to the community.



52

Missoulians employed.



96%

of expenditures in local economy.



DONATED \$4000

worth of construction and project materials to 58 local nonprofits, schools and churches through our Materials Giving Program.

2

EDUCATION: EDUCATING & INSPIRING TO PROMOTE SUSTAINABILITY, BUILD A MORE VIBRANT AND SUSTAINABLE LOCAL ECONOMY, AND REDUCE WASTE.

Education looked different post Covid so we developed an online version of our 5th grade **Zero Waste Ambassadors Program (ZWAP!)**: our 2-part, STEM-aligned, inquiry-based program that teaches students where materials come from, where they go, and empowers them to make choices that lead us all to a sustainable future (and called it ZWAP-O!, of course).

HR reached 100s of individuals with Zoom presentations to community groups and classes, collaboratively stewarded the weekly Sustainable Missoula Column in the Missoula Current and hosted our 16th annual Spontaneous Construction with Covid restrictions.



OVER 500 ZWAP!ED

ZWAP! reached 50% of MCPS 5th graders and expanded virtually as far as Grand Junction, CO.



SPONTANEOUS CONSTRUCTION

The 16th annual building competition safely hosted 22 teams representing 71 individuals.



THOUSANDS OF FOLKS

engaged in sustainable educational activities like virtual presentations, Sustainable Missoula column, & HR monthly newsletters.



10 FIXIT CLINICS

hosted in-person/online teaching repair skills and keeping items in use from textiles to small engines and appliances.

PROGRAMS

3

ZERO WASTE: REDUCING WASTE, BUILDING A MORE VIBRANT AND SUSTAINABLE LOCAL ECONOMY, AND EDUCATING AND INSPIRING TO PROMOTE SUSTAINABILITY.

Our Zero Waste programs work to transform our relationship with stuff to reduce our demand on natural resources and mitigate climate impacts of the materials economy while helping generate a local regenerative economy.

In 2020, Home ReSource significantly built awareness of the need for ZW infrastructure in relevant sectors, and start conversations to make it happen. We worked with construction sectors, businesses, design/engineering, and K-12 schools and the university; initiated and facilitated the Missoula Zero Waste Infrastructure Task Force and brought consideration for ZW infrastructure in new developments.



ZERO WASTE BUSINESSES

Initiated Zero Waste businesses consulting and training program.



C&D ROUNDTABLE

Hosted 2nd Construction and Demolition Roundtable with 22 industry professionals to address the systems and barriers to Zero Waste.

4

WORK PROGRAMS: PROVIDING MEANINGFUL WORK EXPERIENCES, EDUCATING AND INSPIRING TO PROMOTE SUSTAINABILITY.

In 2020, the Corona Virus meant that we protected our most vulnerable populations the longest, so we had several months during which we did not employ work program participants until we knew we could do it with relative safety.



11 YOUTH PROGRAM GRADUATES

Two graduates offered extended positions as warehouse assistants.



38 PARTICIPANTS

learned reuse and job skills in workshops and building community projects with reused materials.



90 PEOPLE

volunteered for Home ReSource.



491 HOURS

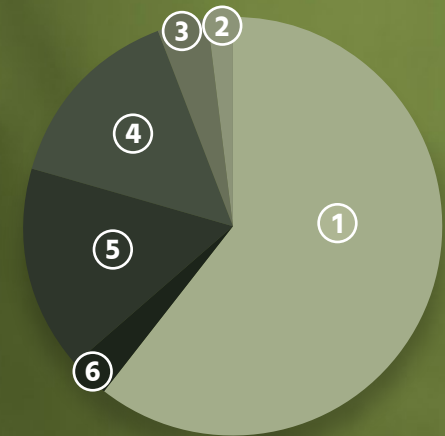
worked by 17 community service volunteers for Home ReSource.

FINANCIALS/2020

REVENUE

Publicly Donated Materials Sales	\$579,058.20	55.1%
Deconstruction Materials Sales	\$26,649.12	2.5%
Grants (NOT Covid related)	\$148,550.46	14.1%
Individual Contributions	\$100,322.40	9.5%
Event Income	\$75,472.95	7.2%
Covid Related Grants	\$106,500.00	10.1%*
All Other Income	\$14,972.06	1.4%
Total Revenue	\$1,051,525.19	100.0%

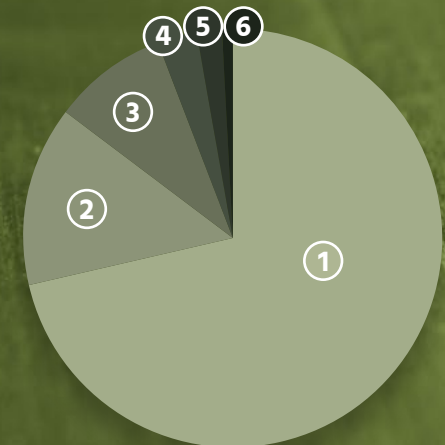
*PPP & EIDL not included in income - they were loans in 2020



- 1 Publicly Donated Materials Sales
- 2 All Other Income
- 3 Event Income
- 4 Individual Contributions
- 5 Grants (NOT Covid related)
- 6 Deconstructed Materials Sales

EXPENSES

Payroll	\$734,084.53	71.8%
Building Expense (Rent + Utilities + Insurance + Maint)	\$143,874.61	14.1%
Other Operating Expense	\$96,608.89	9.5%
Community Sustainability Programs	\$27,408.54	2.7%
Event Expense	\$15,959.81	1.6%
Charitable Contributions: Materials Giving	\$4,105.25	0.4%
Total Expenditures	\$1,022,041.63	100.0%



- 1 Payroll
- 2 Building Expense
- 3 Other Operating Expense
- 4 Community Programs
- 5 Event Expense
- 6 Charitable Contributions

STAFF

Katie Deuel - Executive Director
Darcy Chenoweth - Program Director
Carly Waude - Store Director
Sarah Marker - Finance & Human Resources Manager
Cassidy Green - Development Manager
Sarah Lundquist - Zero Waste Education Manager
Leigh Ratterman - Zero Waste Systems Manager
Ellen McCullough - Office Coordinator
Keeley McFall - UM Social Work practicum student
Yvonne Sorovac - Assistant Store Manager
Ben Seratt - Facilities Coordinator
John Brown - Reuse Specialist
Deb Dawson - Reuse Specialist
Sam Freestone - Reuse Specialist
Bry Froehlich - Intake Specialist
Quint Bishop - Reuse Specialist
Corbin Griffing - Reuse Specialist
Joshua Harwood - Reuse Specialist
Paul Hill - Reuse Specialist
Dana Lane - Yard Coordinator
Blair Libby - Reuse Specialist
Joe McReynolds - Pick up/Delivery Coordinator
Eli Roberts - Warehouse Assistant
Beverly Sitton - Reuse Specialist
Austin Teel - Warehouse Assistant

BOARD OF DIRECTORS

Joe Balsam - President
Marnie Criley - Vice President
Jesse Jaeger - Treasurer
Caroline Simms - Secretary
Nate Richmond - Past President
Sarah Ayers
Brent Taylor
Rob Lindner
Jenn Marrow
Shane Morrissey



Realizing the potential of community + people + materials