



FY2024 ANNUAL REPORT

WE HELP PEOPLE LIVE INDEPENDENT LIVES



AWARE

www.Aware-inc.org



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BOARD CHAIR STATEMENT

As Board Chair, I am proud to reflect on the significant strides AWARE has made over the past year in fulfilling our mission of helping people live independent lives.

This year, we expanded our wraparound services, enhanced our workforce investments, and deepened our commitment to community care across Montana.

Our achievements are a testament to the dedication of our staff, the resilience of those we serve, and the strength of our community partnerships. Together, we continue to innovate, adapt, and overcome challenges to provide accessible, high-quality support.

Looking forward, AWARE remains steadfast in its vision of building a brighter future where every individual thrives. Thank you for your ongoing support in this meaningful journey.

Sincerely,

KRISTY MCKAY
Board Chair, AWARE





MISSION:

We help people live independent lives.

CORE VALUES:

AWARE strives to empower individuals and families to lead independent, fulfilling lives. We foster a mission-driven culture through our core values of integrity, resiliency, innovation, and community.

We embody **INTEGRITY** through transparency, honesty, and accountability in all our actions. **RESILIENCY** drives us to persevere through challenges in a trauma-responsive manner. Through **INNOVATION**, we evolve and explore new approaches to provide the best possible support and services. We celebrate all for their unique contributions to cultivating our inclusive **COMMUNITY**.

VISION:

AWARE envisions a future where all people thrive and make a positive impact on the world around them. Together with our staff, community partners, and families, we will provide opportunities and services to assist all in living a fulfilling life.



Pictured Above: 2024 UCC Principles award winners and AWARE leadership team



WHAT MAKES US DIFFERENT?

- AWARE was founded in 1974 by a group of parents in Anaconda, Montana, who were sitting around a dining room table developing employment opportunities for their children with disabilities.
- Officially incorporated in 1976, AWARE has evolved into an organization that now provides a full spectrum of services reaching every corner of our great state.
- Each person under our care is served by dedicated caregivers who help weave all of our services together, allowing for continuous care for all ages.
- AWARE's list of services is extensive and was intentionally created to ensure each person receives the exact care they need.
- We provide a wraparound approach, bringing the client, their parents or guardians, and an AWARE team together to build upon dreams and goals.

Learn more about our rich history helping Montanans with mental health and/or developmental disabilities at www.Aware-inc.org/history.



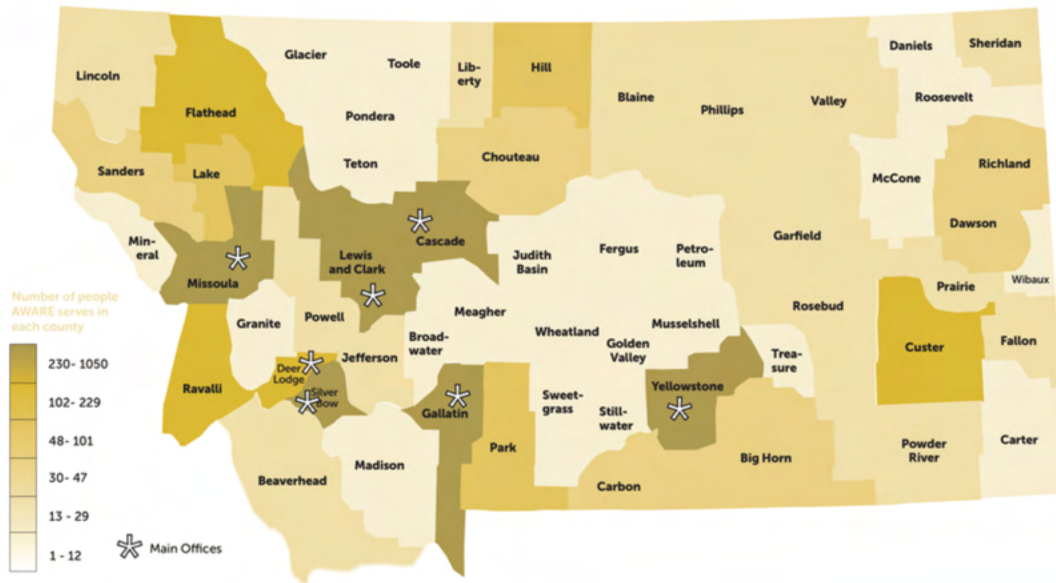
OUR CULTURE OF CARE

AWARE's *Unconditional Care Principles* inspire the services we provide to each person who comes to us for care:

- Building on strengths is the key to success
- We take on and stick with the hardest challenges
- We are agents of change
- Everything is normal until proven otherwise
- Families are our most important resource
- I'm OK, you're OK
- It takes a team
- Our connection with our communities is vital
- We strive to the highest quality of care
- Lighten up and laugh



WE SERVE ALL 56 COUNTIES



AWARE has main offices in:

- Anaconda
- Belgrade
- Billings
- Butte
- Helena
- Great Falls
- Missoula



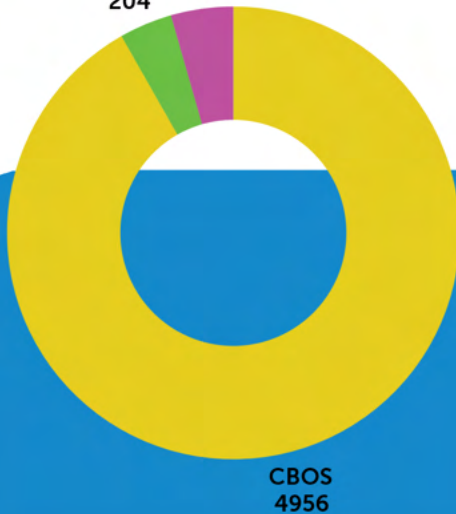
AWARE PROVIDED SERVICES TO
5,400 **UNIQUE INDIVIDUALS**

FY 2024

- AWARE proudly offers a wide range of community-based mental health services designed to meet the diverse needs of individuals and families across Montana.
- Programs are focused on providing accessible, high-quality care that keeps individuals in the community, out of more restrictive care and empowers them to lead fulfilling lives.
- By integrating mental health care into the fabric of our communities, we help build a stronger, more resilient Montana.

Res
204

ECS
240



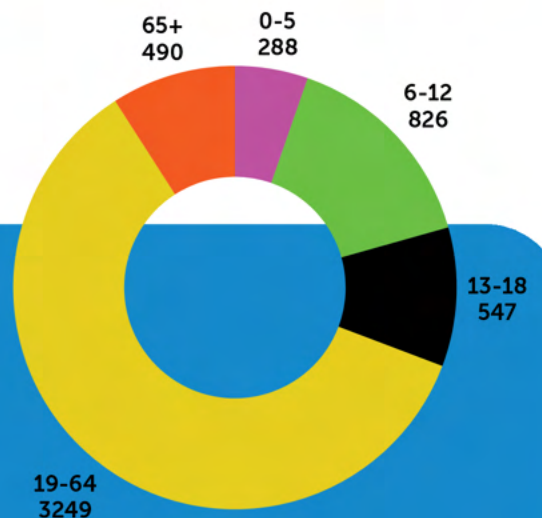
PEOPLE SERVED

- Community-Based Outpatient Services (CBOS)
- Residential (RES)
- Early Childhood Services (ECS)



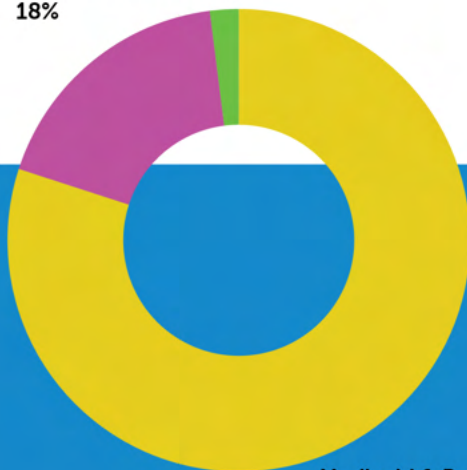
AGES OF PEOPLE SERVED

- Age 0-5
- Age 6-12
- Age 13-18
- Age 19-64
- Age 65+



Grants & Contracts
18%

Other
2%



Medicaid & Related
80%



**IN FY24, AWARE DIRECTLY
INVESTED OVER \$48
MILLION TO THE
MONTANA ECONOMY.**



OUR TEAM - WORKFORCE AND WORKPLACE CULTURE

AWARE employs 850+ Montanans who provide services in all 56 counties with total payroll costs of **\$36.8 million.**

AWARE has increased wages an average of over **35% or **\$7.28/hour** since 2018.**



Thank You!

AWARE continues to collaborate with William Henry and Be Better World to offer professional development for AWARE employees. Topics include Leading with Emotional Intelligence, Communication, Conflict Resolutions, Problem-Solving and Empathy.



In the spirit of recognition and empowerment of our wonderful staff, for the first time, AWARE celebrated National Direct Support Professionals (DSP) Week! "Direct Support Professional" or "DSP" is defined as someone who works as a direct care worker, in-home support worker, personal assistant, or attendant that works directly with people with intellectual and/or developmental disabilities.

Samantha Latray (pictured above) was recognized by the Montana DPHHS as an outstanding Direct Support Professional.

AWARE hosted its 3rd Annual Clinical Leadership Summit. The "Treasured Healing: Trauma-Informed Clinical Care" conference left a profound impact, bringing together professionals focused on the complex field of trauma care. This year's sessions covered groundbreaking approaches, blending research and real-world strategies to enhance trauma-informed practices in healthcare, mental health, and social services.





Best Day Ever

Creating Unforgettable Moments of Joy, Connection, and Wellness

AWARE's Best Day Ever initiative, born from a 2021 Corporate Congress bill, creates unforgettable experiences that foster connection, wellness, and celebration for those we serve.

From art classes to fishing trips, these moments go beyond care —they create joy.



Celebrations

*Birthday Celebrations,
Holiday Celebrations*



Creative Arts

*Art Classes, Acting
Classes, Juried Art Show*



Outdoor Adventures

*Fishing Trips, Trip to Gates of the
Mountains, Trip to Museum of the
Rockies*



Wellness Activities

*Equine Therapy,
Movie Nights*

Giving Trees

At AWARE's 2023 Corporate Congress, a bill titled 'Best Holiday' was written and passed with the intent to ensure that adult clients living in AWARE's mental health and developmental disability homes would feel the same special joy that holidays bring the rest of the world.

Offices in Anaconda, Billings, Butte, Great Falls and Missoula host a tree each year that displays tags with wish lists from the adults residing in AWARE's homes in each city.

Thank You to Our Donors!

Your support makes these unforgettable moments possible.



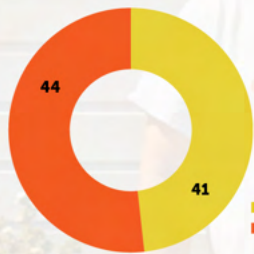
Residential

- AWARE's residential homes help people live in the communities of their choosing and out of more costly and more restrictive levels of care – saving the State of Montana and taxpayers money.
- AWARE offers residential services for adults and youth.
- We provide care in more than 40 homes across Montana. Homes are located in Anaconda, Billings, Butte, Great Falls and Missoula.
- Each home offers a specialized service to support people with autism, developmental disabilities, mental health and special medical needs.

A Story of Resilience and Growth

Faith has been with AWARE since 2020. Our team has provided her with the stability and support she needed to thrive. With AWARE's help, Faith completed high school and developed important life skills, such as managing money and socializing with peers. She has also learned to use public transportation independently and works collaboratively with staff when issues arise.

When asked what AWARE means to her, Faith described it as a source of shelter, family, and a chance to change her life. She credits AWARE with helping her reach her goals by supporting her education, teaching her life skills, and helping her manage money and socialize with peers.



Mental Health Homes

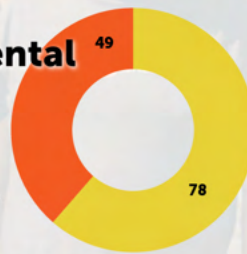
■ People in MH Residential Care
■ Vacant Opportunities

Total Mental Health (MH) Residential Care Opportunities: 85

Developmental Disability Homes

■ People in DD Residential Care
■ Vacant Opportunities

Total Developmental Disability (DD) Residential Care Opportunities: 127



Figures in the charts to the left represent residents as of June 30, 2024.

Vacant opportunities numbers include bed numbers from homes that have been closed due to the workforce crisis. With improved Medicaid rates from the 2023 Session and funds from HB872, AWARE has increased the number of residents by 28 since July 1, 2024.



Dan Dan's Next Chapter

AWARE is thrilled to celebrate an extraordinary milestone in the journey of Dan Dan, affectionately known as DDC. Dan Dan's journey is one of determination, creativity, and growth, making him a trailblazer as the first graduate of AWARE's Center for Excellence (CFE) since it became a private school. His transition to AWARE's adult services marks a new and exciting chapter in his life, one that reflects his hard work and the unwavering dedication of the AWARE team.

Dan Dan has been a part of AWARE's youth group homes for over 12 years, where he developed deep connections with staff and peers.

Initially, the transition was challenging as he adapted to being away from family and following new rules. However, over time, Dan Dan found a second family among the team members who supported him, some of whom have been with him since the very beginning.



Dan Dan's creativity flourished during these years, evident in his elaborate cityscapes for science fairs and his unique drawings inspired by Ghostbusters. His artistic talents and passion for Michael Jackson's dance moves became defining aspects of his personality, inspiring those around him.

Graduating from high school was one of Dan Dan's proudest accomplishments, and he views it as a monumental achievement. "It feels like being honored, kind of like a mayor," he said, beaming with pride.



We Promise to Provide the Best Care Possible

We take great pride in the care we provide the people we serve, in particular, those in our residential homes where we continue to face staffing shortages.

We anticipate that with enhanced funding from HB2, we will see a steadier workforce in residential services, but until then, we continue to face the challenges associated with staff turnover and lack of consistency in residential treatment. Despite these challenges, our dedicated team continues to care for our residents and AWARE stands ready to open more residential opportunities. Our organization has the experience and commitment to help keep Montanans in Montana.

Residential Clients Referred Out-of-State by AWARE: 0

AWARE's goal is always to keep Montanans home. Despite the challenges facing residential care, due to inconsistencies with the workforce, AWARE is proud of the efforts to decrease out of state placements back to zero.

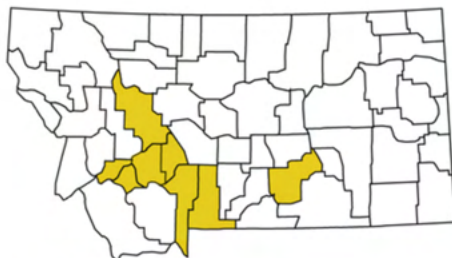


AWARE Early Head Start has **23** classrooms at **10** sites in **5** communities, including **4** childcare partners, and serves **191** families.

AWARE Early Head Start (EHS) is a year-round federally funded comprehensive child development program providing EHS services in our classrooms and within licensed partner child care agencies. The program focuses on early childhood development and education, parent involvement, age-appropriate screenings, disability services, family and social services, nutrition, social emotional development and mental health.

CHILDREN AND FAMILIES WE SERVE

AWARE provides EHS services to 151 children in Butte-Silver Bow, Gallatin, Lewis & Clark, Yellowstone and Jefferson counties. Our EHS program offers full-year center-based classroom services. Our EHS Child Care Partnership (CCP) program offers full-day/full-year EHS services within community child care facilities to support working families or families attending school.



Funded Enrollment

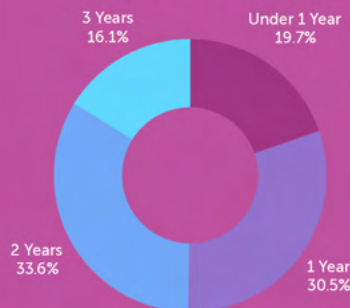
151

Cumulative Enrollment

223

FY24 By The Numbers

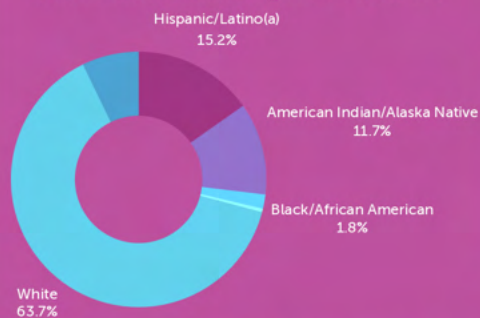
Ages Served



31,655 Child and Adult Care Food Program meals were served

Housing assistance was provided to **29** families

Race and Ethnicity of Children



Emergency/Crisis Interventions were provided to **56** families

Housing assistance and crisis interventions supported by Family Advocates who offer home visits, resource referral, parent education and crisis assistance.

Opportunities & Areas Impacting

EHS Families as identified by local needs assessments

- Homelessness
- Housing & Rental Support
- Childcare Cost & Facilities





OUTPATIENT COMMUNITY CARE & TREATMENT SERVICES

- Behavior Analysis / Autism Treatment
- Case Management
- Child Advocacy Center
- Evidence-Based Home Visitation
- Outpatient Therapy
- Intensive Outpatient Support for Youth, Adults & Families
- Psychiatry
- Therapeutic Recreation
- School-Based Mental Health

Helping people live in communities of their choice

AWARE offers a comprehensive selection of wraparound supports for individuals to be able to live in communities who would otherwise be in a more restrictive placement.

AWARE provided care and positively impacted the lives of **4,956** adults and children in FY24 through support at home, school and in various community settings.



AWARE's CCBHC: Care That Counts

AWARE received a **\$4million**, four-year grant in September 2023 from the Substance Abuse and Mental Health Services Administration (SAMHSA) to support our Certified Community Behavioral Health Clinic (CCBHC) in Helena. This funding supports AWARE's efforts to build up community supports. AWARE's CCBHC provides coordinated, comprehensive behavioral health care to Lewis & Clark County, offering services such as:

- Assessment & Screening
- Individualized Treatment Planning
- Mental Health
- Substance Use
- Medication Management
- Care Coordination
- Crisis Intervention
- Case Management
- Primary Health Screening
- Peer Support
- Family & Caregiver Advocacy
- Veteran Services



PACT Program for Assertive Community Treatment

AWARE's PACT team provides comprehensive mental health care through a wraparound approach. Our services include medication management, therapy (individual, group, and substance use), vocational rehabilitation, community resource support, peer support, and nursing care. Currently available in Helena via our CCBHC, PACT services will expand to Missoula in 2025, helping clients manage their mental health while living in their community.

87% of people receiving PACT services participated in community events

AWARE's PACT team served 117 people in FY24 and 83% have housing.

Family Assertive Community Treatment (FACT)

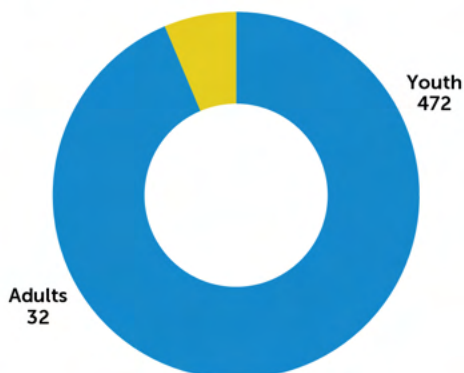
In 2021, AWARE received a **\$4.5 million** grant from the SAMHSA to expand youth and family mental health services in Montana. These funds, combined with CCHBC grant funds from SAMHSA have allowed AWARE to reinvest in and build up community supports. These services are essential for supporting families and are now fully self-sustainable.



*** AWARE currently has 7 FACT teams, serving 6 communities**

In the first 3-years of this program, AWARE's FACT teams have served 1,290 people in Montana

Youth & Adults Served FY24



The FACT team's wraparound approach to care and treatment facilitates and supports:

- **Stable housing**
- **Increased family engagement**
- **Increased access to psychiatric support for the most vulnerable people in our state to help minimize or prevent the need for more intensive services – saving the state money.**



Thriving with AWARE's Therapeutic Recreation



AWARE launched its Therapeutic Recreation (TR) program in late 2022, focusing on empowering individuals to build independence and improve well-being through strength-based activities. With high demand and growing waitlists, our TR team—actively providing services since February 2023—is expanding to better serve Montana communities.

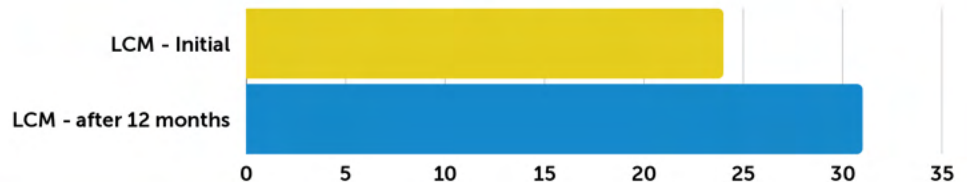
Leisure Competence Measure (LCM) scores are an evidence-based method used to assess engagement in social and community opportunities to gain independence. As demonstrated in the chart below, members of AWARE's TR program are demonstrating increased involvement and improved LCM scores.

11

communities across the state are currently being served.

118

Youth and adults have benefited from the program since its launch in February 2023.



SDMI Case Management: FY24 Highlights

In July 2021, AWARE was awarded the SDMI Waiver Case Management contract. In FY24, we proudly served **665** people, focusing on providing essential support for individuals with severe mental illnesses.

At AWARE, **stabilizing care is our top priority**. Through our SDMI (Severe and Disabling Mental Illness) Case Management services, we serve as the primary point of contact for clients, helping them navigate prior authorizations and connecting them to tailored programs that meet their immediate needs while supporting long-term goals.

The SDMI Waiver plays a critical role in providing long-term services that empower individuals with severe and disabling mental illness to live independently in their communities. In FY24, we celebrated many success stories, with clients reporting meaningful improvements in their mental health and overall quality of life.

Despite these successes, challenges remain. Many individuals who qualify for SDMI services are still waiting for the support they need to maintain independence and community connection. By prioritizing intentional investments in community-based care over crisis care, we can reduce the number of people who face more restrictive levels of care, ensuring a stronger, healthier future for all Montanans.



Montana's First Behavior Risk Services Provider Since 2021

As Montana's first provider of Behavior Risk Services, AWARE has expanded its comprehensive support for individuals with intensive needs. Our Applied Behavior Analysis (ABA) services, delivered by **8** Board Certified Behavior Analysts (BCBAs) and **7** Registered Behavior Technicians (RBTs), help individuals thrive in community-based settings.



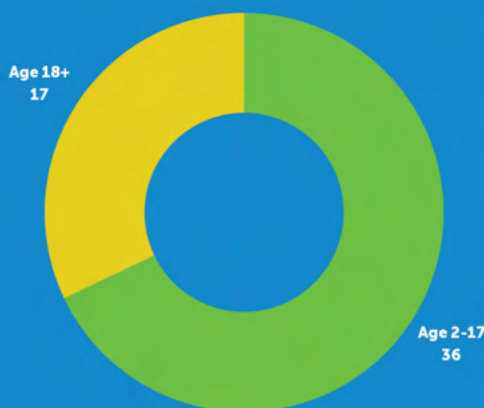
We offer ABA services across the state including:

- Outpatient Services in Anaconda, Billings, Belgrade/Bozeman, Butte, Dillon, Great Falls, Helena, Livingston, and Three Forks.
- Mental Health group homes in Anaconda & Butte through special contracts
- Developmental Disability Group Homes in Anaconda, Billings, Butte, Great Falls and Missoula.

NEW in 2024!

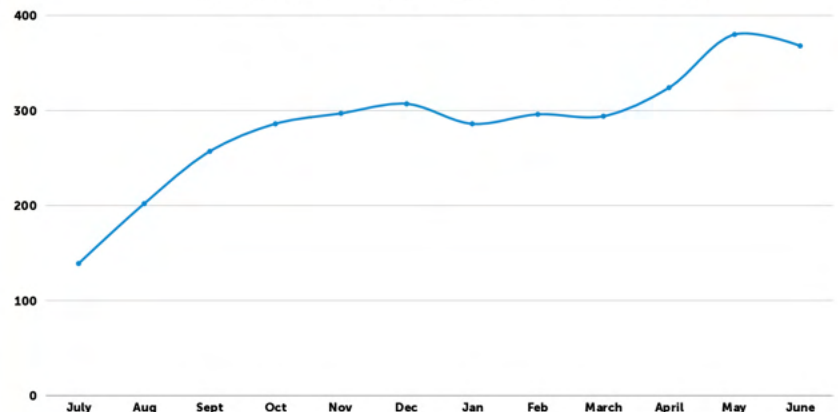
Our Social Skills Squad offers tailored group sessions for middle and high school students, focusing on social skills, flexible thinking, and online safety. This program helps students improve their ability to connect, manage emotions, and navigate social challenges.

In FY24 53 unique individuals received ABA services.



AWARE is proud to have built a workforce who serves the most intensive clients in our communities, not in institutions.

In FY24, 3,436 visits were made to clients.



1,926 of total client visits occurred in the community.

Within the ABA line of service, we work with the children in their home, school, and community. It is important for generalization to learn the skills in many different locations. In the community, we go to the park, bowling, gym, school dances, football games, hot springs, food locations, and much more.



AWARE *Strives* to Keep Kids in School & at Home

Our School-Based Mental Health (SBMH) services have grown since the changes to funding mechanisms negatively impacted the programs across the state. AWARE provides Home Support Services (HSS) in the schools which allows our teams to focus on support for both the individual's emotional and behavioral needs, but also provides services to support the entire family.

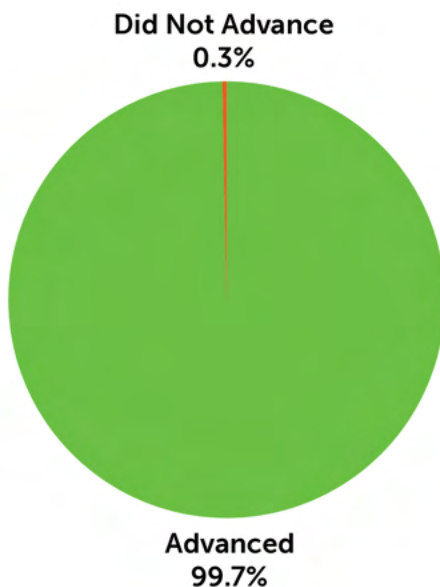
* AWARE now supports **36** SBMH programs across **10** Montana communities!

In FY24, AWARE served 646 kids via school-based mental health services.

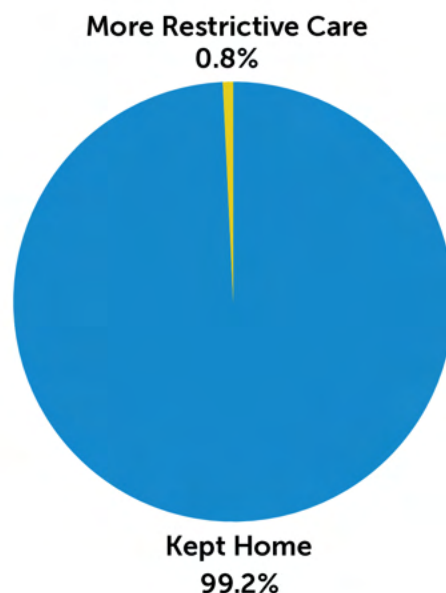


The charts below show positive outcomes for the **646** students during the 2023-24 school year.

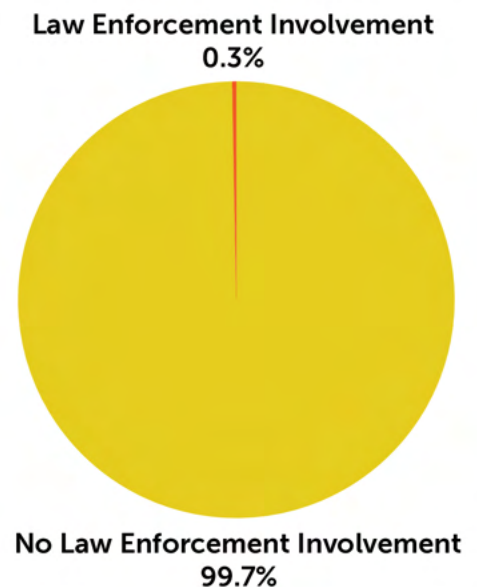
School Advancement



Students kept at home



Out of Trouble with Law Enforcement





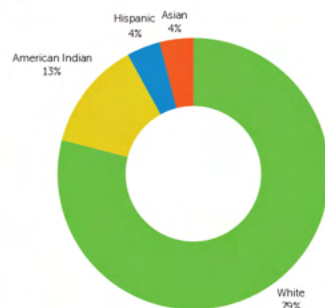
Center For Excellence

AWARE's Center for Excellence is an accredited private school through Cognia, empowering at-risk and diverse children to excel academically.

Our approach is relationship-based and tailored to each student's unique needs, focusing on their strengths rather than labels. With an emphasis on full inclusion, we honor every child's cognitive gifts, creating an environment where all students thrive.



Percentage of Students Served by Race SY 23-24



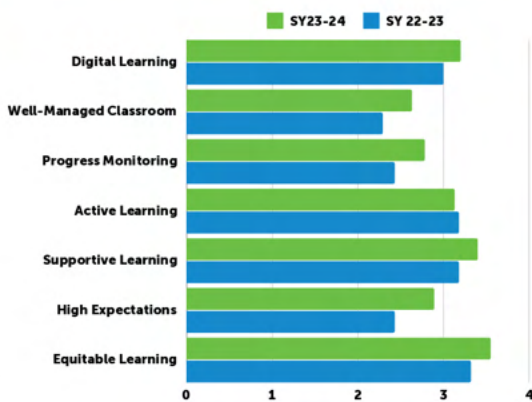
In the first two years of providing academics at the CFE we have seen positive impact on academic performance.

Across both school years, we have seen nearly 87% of students increased scores on district Math and Reading Assessments.

* Scores compared at enrollment to end of school year 2024.

82% of SY23-24 students are Grade 6-12 compared to 74% in SY22-23.

Since accreditation, outcomes have improved significantly.



As demonstrated in the chart to the left, teachers are demonstrating more activities/positive behaviors associated with effective learning environments. Our Effective Learning Environment Observation Tool (ELEOT) verifies this with ELEOT scores this year rising to 3.07 – a score that indicates consistent implementation of important learning aspects like digital learning, well-managed classrooms, progress monitoring, active learning, supportive learning, high expectations, and equitable learning.

Student behavior has significantly improved with a 328% decrease in the number of Therapeutic Physical Holds (TPH) implemented during school Year 23-24 as compared to SY 22-23. This data is supported by the ongoing decline in suspensions which are down 266% from SY 22 to SY 23. When the last 2 years of suspensions are compared to suspensions in 2020 when we utilized contracted teachers, the decline is astonishing!



**266%
DECREASE IN
SUSPENSIONS**

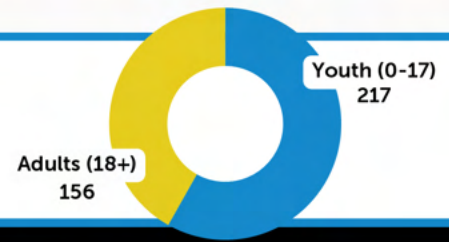


AWARE provides psychiatric services for adults, children and families across *Montana*

We have an unmatched network of mental health professionals with **4** prescribers currently on our team.

AWARE offers in-person psychiatry in Anaconda, Belgrade, Billings, Bozeman, Butte, Great Falls, Helena and Missoula and offers telehealth to patients outside those communities.

AWARE's Psychiatry Team served **373** individuals in FY24



We provided telehealth to **853** people in FY24

AWARE provided **3,942** hours of telehealth in FY24 through our SBMH, Early Childhood, PACT, FACT, Psychiatry and Youth Case Management services.



CAC By The Numbers

199

Children Served



51

Number of Cases Accepted by Prosecution



184

Children Seen for Forensic Interviews



151

Support for Families through Criminal Court Systems



The Lewis and Clark County Child Advocacy Center (CAC)

of AWARE continues to assist children and families when there is a concern for child maltreatment in Lewis and Clark, Jefferson and Broadwater counties.

The CAC is a team of compassionate professionals, who respond to child victims of abuse using forensically sound protocols and procedures to reduce the traumatization of children.



AWARE AND LIBERTY PLACE ANNOUNCE PARTNERSHIP TO EXPAND SUPPORT FOR INDEPENDENT LIVING

AWARE and Liberty Place, two dedicated nonprofit organizations serving the Montana community, are thrilled to announce their partnership to enhance support for individuals seeking greater independence. This partnership will allow both organizations to share resources and expertise, ensuring the long-term sustainability of essential services and expanding opportunities for individuals impacted by brain injury.

This partnership marks an exciting new chapter, bringing together a shared commitment to independence and personal growth for individuals and families in our community. Together, AWARE and Liberty Place will build a brighter, more inclusive future.

RESIDENTIAL GRANTS

The Behavioral Health System for Future Generations Commission was created by House Bill 872 of the 2023 Legislative Session.

The commission provided recommendations to Governor Gianforte regarding the \$300 million from HB872, which provides a generational investment to reform and improve Montana's behavioral health and developmental disabilities service systems.

AWARE was awarded nearly \$4 million in Residential Grants from the State of Montana. These grants will aid in new homes and renovations to current homes, allowing expanded access to residential care in Montana.



ADVOCACY

Community-based mental and behavioral health needs in Montana remain at an all-time high. AWARE requests your help in advocating and supporting the following during the 2025 Legislative Session and beyond:

- Commensurate rates for intensive level group homes, meaning acuity-based rates (BHSFG recommendation #1 & #17).
- All behavioral health & developmental disability Medicaid rates to be commensurate with current market costs.
- Invest in Montana-based expertise.



EXECUTIVE SUMMARY

At AWARE, our mission to help people with mental health needs and developmental disabilities live independent lives drives every aspect of our work. In FY24, we continued to innovate and expand our wraparound care model, ensuring comprehensive, individualized support for the people and families we serve.

This year, mental health needs remained at an all-time high across Montana. AWARE rose to the challenge, serving 5,400 individuals across all 56 counties. Through our early childhood programs, residential care, and outpatient community-based services, we provided critical support to children, adults, and families navigating complex challenges.

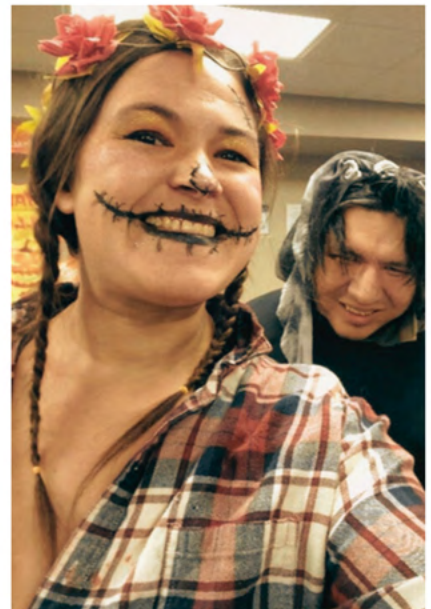
Thanks to funding from HB872, we were able to expand services and address some of the growing demand. However, the need for sustained advocacy and investment in upstream care remains urgent. Early interventions and community-based mental health services are essential to reducing the need for crisis care and alleviating long-term costs to the state and taxpayers.

Investing in Our Workforce

AWARE's ability to deliver high-quality care is powered by the dedication of our workforce. Employing over 850 individuals across Montana, AWARE is one of the state's largest behavioral health employers. This year, we invested over \$48 million into the Montana economy, of which \$36 million was invested into our employees through payroll.

Recognizing the importance of our team, we prioritized retention through increased pay, enhanced professional development opportunities, and a commitment to fostering an evolving, mission-driven company culture. These efforts reflect our belief that a supported and empowered workforce is essential to achieving our vision:

AWARE envisions a future where all people thrive and make a positive impact on the world around them. Together with our staff, community partners, and families, we will provide opportunities and services to assist all in living a fulfilling life.





EXECUTIVE SUMMARY

Our workforce investments not only strengthen AWARE but also generate significant savings for taxpayers. Annually, the services we provide save taxpayers over \$100 million, including \$35 million in direct savings to the state of Montana.

Our Leadership and Commitment

AWARE's leadership in care delivery continues to set the standard in Montana. By embracing innovative approaches and maintaining a steadfast commitment to our mission, we have positioned ourselves as a trusted partner and advocate for the communities we serve.

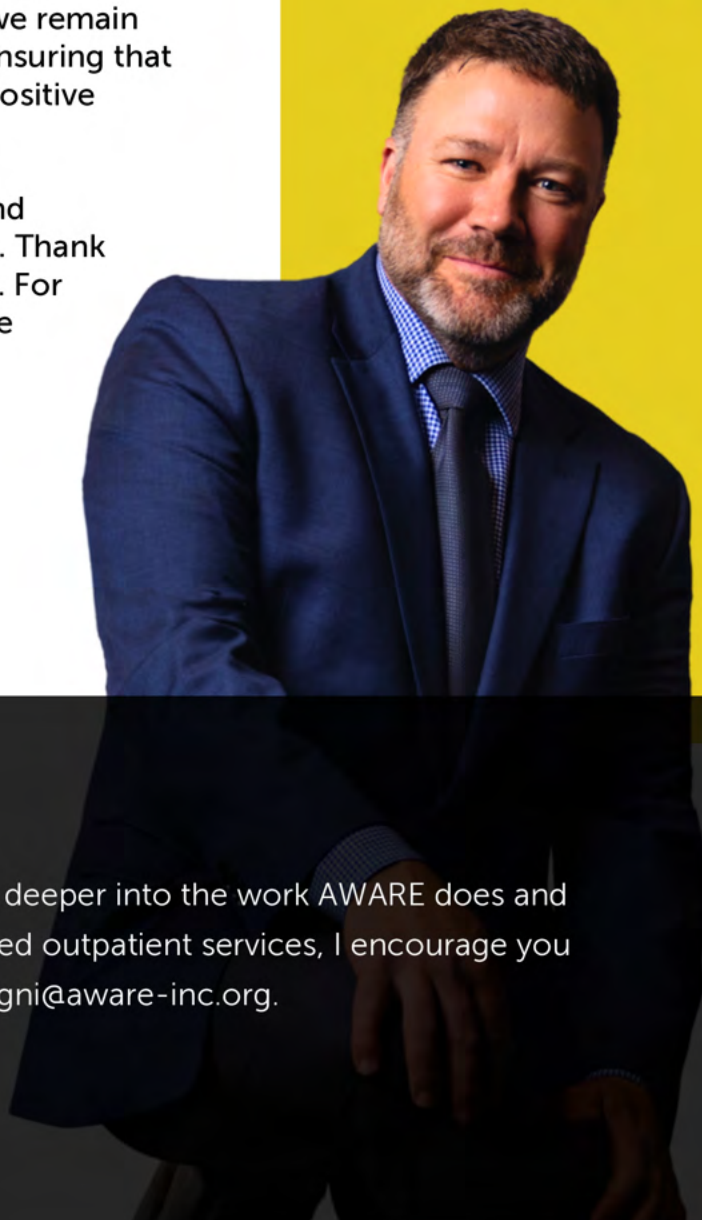
Guided by our core values—Integrity, Resiliency, Innovation, and Community—we empower individuals and families to lead independent, fulfilling lives. As we look to the future, we remain dedicated to building a healthier, stronger Montana, ensuring that all people have the opportunity to thrive and make a positive impact on the world around them.

Together, with our workforce, community partners, and families, we are creating a brighter future for Montana. Thank you for taking the time to read AWARE's annual report. For those who like a snapshot of our economic impact, the following page provides an overview.

Sincerely,

MATT BUGNI
CEO

If you have any questions or would like to dive deeper into the work AWARE does and the importance of investing in community-based outpatient services, I encourage you to reach out to me at mbugni@aware-inc.org.



AWARE's mission is to help people live independent lives.

- AWARE proudly offers a wide range of community-based mental health services designed to meet the diverse needs of individuals and families across Montana.
- Programs are focused on providing accessible, high-quality care that keeps individuals in the community, out of more restrictive care and empowers them to lead fulfilling lives.
- By integrating mental health care into the fabric of our communities, we help build a stronger, more resilient Montana.



AWARE provided services to 5,400 individuals in FY 2024.

*FY24 numbers of people are unduplicated across services.

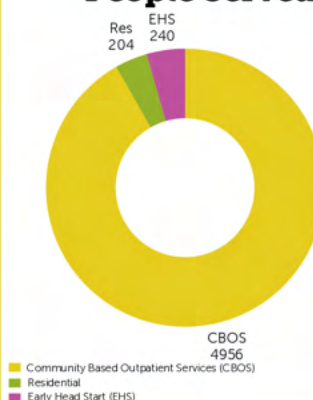
AWARE AT A GLANCE - SCOPE OF SERVICES & ECONOMIC IMPACT

We serve all 56 counties

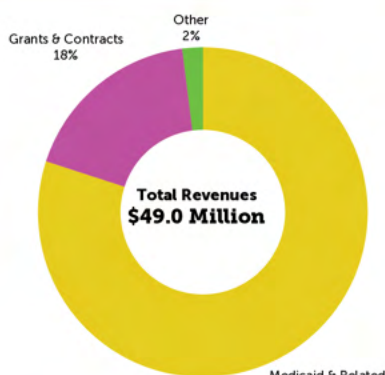
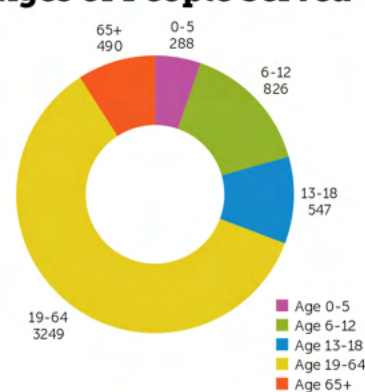


AWARE has main offices in Anaconda, Belgrade, Billings, Butte, Helena, Great Falls and Missoula.

People Served



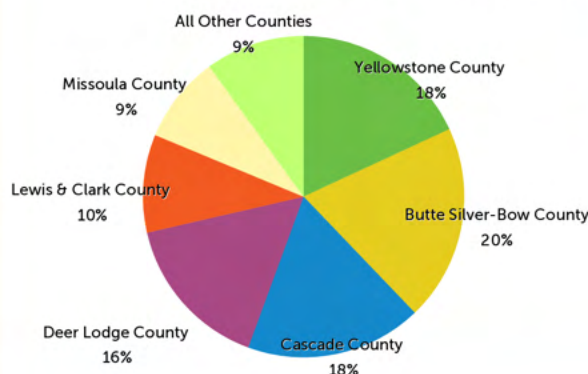
Ages of People Served



In FY24, AWARE directly invested over \$48 million to the Montana economy.

2024 Wages & Benefits

AWARE employs 850+ Montanans who provide services in all 56 counties with total payroll costs of \$36.8 million.



With adequate investments in upstream care to address workforce issues and access to community-based mental health care, AWARE can expand programs and employ 1,000 people.

Annually, the services AWARE provides saves taxpayers over \$100 million. This equates to \$35 million per year savings to the state of Montana.

AWARE requests your help in supporting:

- Commensurate rates for intensive level group homes, meaning acuity-based rates (BHSFG recommendation #1 & #17).
- All behavioral health & developmental disability Medicaid rates to be commensurate with current market costs.
- Invest in Montana-based expertise.



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