

The IR's
annual look
at women in
business
in the
Helena area.

Women in Business

fall 2019



Divorce Better

Divorce can be complicated. Solutions don't have to be. At Element Law Group, we specialize in providing creative and compassionate legal services that maximize the benefits of the divorce process.

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Katie Mazurek
Collaborative Law

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Learn More

Still have questions or want to learn more about our collaborative approach to divorce?

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Frequently Asked Questions:

How much does divorce cost?

Investing in the divorce process that best suits your family's needs is one of the most important decisions you will make. The cost of divorce varies depending on the process you choose, the amount of acrimony between you and your spouse, the attorneys retained, and how complicated the marital estate or parenting issues are. The more alignment, the better. We are practiced professionals at understanding how to get you there.

How do I tell my spouse/kids?

If you are interested in a Collaborative divorce, chances are your spouse has not heard that term before. The best way to share that news is to explain that you have found a team of professionals who are able to help you and your children responsibly transition through divorce.

How do I prepare for divorce?

It is helpful to make copies (or scans) of all relevant financial and legal documents of the marriage. Try putting together a budget of your current expenses, as well as a projection of what you think your expenses will be post-divorce.

Who do I talk to?

It is important to have the right kind of emotional support during a divorce. If you choose to share your news with family and friends, be selective about finding people who are supportive of your main goals and interests. If you choose Collaborative, you will want to keep people close who help you show up as your highest functioning self, and avoid people who try to create unnecessary conflict or drama.

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Just Tapped Dinners Done Right Prickly Pear Quilts Sarah Richesin (not pictured) Helena Hair Revitalizing Health Technologies



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Locally owned **Dinners Done Right** is not a franchise or subscription service. Everyone is provided an easy and simple solution to enjoy a healthy, homemade meal. A wide variety of custom made-to-order and Grab 'n Go cuisine awaits. Call ahead and they'll carefully prepare your meal and deliver curbside! Dine in or carry-out Tuesday - Saturday every week with our Soup, Salad and Nacho Bar.

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Independent Record | news+ membership

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ROXANNE MEURY / EDWARD JONES

Ask Roxanne Meury, financial advisor for Edward Jones, what she does for a living and she'll tell you, "I make dreams come true." At least that's what her twin daughters tell her.

For the past 14 years, Meury has been helping educate people and prepare their financial futures. Whether it's planning for retirement, setting up college funds, protecting future legacies, or purchasing new toys, Meury is committed to helping people set and meet their goals.

When it comes to investing, Meury's advice is, "The sooner you start, the better the return."

Meury explained that 95 percent of the people she meets don't understand investing at all and the other five percent have an inaccurate understanding. She admitted that people tend to avoid seeking out her services sooner because they are either scared or think they have to have a large sum of money to invest up front. "There's a massive education com-

ponent," said Meury. "I don't want people to just hand me their money. I want to educate them so we can make educated decisions together."

Thankfully, Meury's past experience as a college professor in economics in Nebraska gave her the patience and tools she needs to educate her clients today. When Meury first meets with a client, she enquires about their needs and goals. She then devises a game plan along with them to invest their money in a way that will help them meet those goals in a timely manner.

"I make the process very personal," said Meury. "It's all about their goals and needs and making sure they understand. I help plan everything and guide them through the process."

In strategizing with clients, Meury explained that she will work with them on things like budgeting and spending habits. Something as simple as suggesting a client not buy a coffee every week day

would free up \$100 to invest each month.

For Meury, the most rewarding part of her work is showing clients how much money she's helped them make.

"The looks on their faces are pretty awesome," said Meury. Over her time with Edward Jones, Meury has helped clients buy vacation homes in Hawaii, get out of debt, and retire at age 50. And when clients come back to thank her for helping them achieve what they thought was impossible, they give her hugs, not handshakes.

With all of Meury's financial know-how, she could easily retire and move to a tropical island right along with her clients. But for the moment, she is perfectly content right where she is.

"I love what I do," said Meury.

— By Lacey Middlestead for the Independent Record



Roxanne Meury
Financial Advisor

3091 N Sanders St #B
Helena, MT 59601
406-443-2887

It's not too early to start preparing for the future of you and your loved ones. The first step you'll need to take is to evaluate your situation and then develop a strategy that helps meet your needs.

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TESS DANA

PHOTOGRAPHY



Tess Dana is after more than just a pretty picture. "I want to capture a feeling," says the Helena photographer whose specialty is portraits and weddings. She calls it "chasing raw organic moments."

She's learned that one way to get great family portraits is to set up a relaxing photo shoot. As a mother, Dana was quick to notice that mothers were often very stressed during photo shoots because they put a lot on their own shoulders. "The moms aren't happy because they're looking stressed in the photo, and the kids aren't behaving the way they're supposed to.

"What I've been doing to make it more relaxing is lots of communication," she says.

She also helps with a lot of the little details, such as helping with coordinating clothing for the shoot.

"I do all these little things," she says, "so they don't have to."

Before the shoot, Dana calls her clients to give them a rundown of what will happen. It's not going to be a posed-looking-at-the-camera session.

"They know by my style that I strive to give them so much more than just a pretty picture," she says. "We are more capturing and interacting with each other and connecting and getting more of those beautiful angle connections.

"We're kind of just hanging out and playing. It's a pretty relaxed session. We end up thinking it was just fun."

She takes most of her photos outdoors. "I'm a natural light photographer. So, the goal is to start shooting when the sun is low and you get that really pretty light.

"I try to find super epic locations with amazing backgrounds or something more meaningful to the family or the couple. She's done shoots all over Montana and even traveled to Homer, Alaska, for one wedding shoot.

A few types of photos, such as maternity shots, can work well in a more intimate home setting, she says.

"I offer more than just digitals that are going to get lost on a Facebook feed. "I'm a full-service photographer. I do tangible heirloom prints, albums and wall art.

"I finally feel good about where I'm at," she adds.

"For a long time, I would take pictures I thought my clients wanted—with everyone looking into the camera and smiling.

"They were pretty -- but pretty average.

"I like to capture images that make me feel something."



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Women in Business

fall 2019

Get your business the exposure it needs!

Meet the 'Women in Business' in our sales & production teams who help build great relationships, create & deploy successful marketing strategies, and keep you apprised of your results to ensure success. The Independent Record is proud to support Women in Business everywhere, including in our own business! We help businesses grow, no matter their size, by tapping into our wealth of marketing knowledge and customer service with our sales and production teams. This is by no means all the amazing women that work for our business! But we did want to take the opportunity to have you meet those teams who work closely with our advertising customers to meet their marketing needs. Please reach out to us! We'd love to help your business grow and thrive!

Anita Fasbender
Publisher

Anita has served in several roles while at the IR, including operations and circulation, which have helped her bring a wealth of knowledge to the organization in her current role as publisher. She was named publisher in 2018 of the Independent Record, Montana Standard and Mini Nickel. She is a longstanding Helena resident with strong ties to the community and works closely with all the departments at the IR to ensure the paper is the best it can be each day. **She can be reached at 406-447-4002, anita.fasbender@helenair.com.**

Erica Yakowich
Advertising Director

Erica has been with the company for nearly 14 years, and in her role as advertising director at the IR for the last 2 years. She has focused primarily on digital marketing, design and fulfillment in her career, helping customers in Helena, Bozeman and Butte with their marketing needs. She works closely with her team to develop dynamic plans that drive results. **She can be reached at 406-447-4042, erica.yakowich@helenair.com.**

Diane Chatriand
Production Manager

Diane works closely with our press and production teams to ensure the paper gets produced every day and that everything is where it's supposed to be when it does. She has been with the IR for 30 years – starting out at the AdIt – serving in creative and production leadership roles. **She can be reached at diane.chatriand@helenair.com.**

Lynn Hencley
Sales Consultant

Lynn has worked in the newspaper business for the last 30 years, and at the IR for nearly 20 years. She worked in the classified department for most of her career helping customers with recruitment and classified ad sales. She moved into her current role as an outside sales consultant in 2018. **She can be reached at 406-447-4011, lynn.hencley@helenair.com.**

Lisa Kuntz
Sales Consultant

Lisa is our veteran outside salesperson and has worked at the IR for more than eight years. She dedicates her time to building strong relationships with clients in our community and setting a high expectation for what runs in print and online for the customers she serves. As a Helena native, she brings a wealth of knowledge of our community and the great people and businesses that are here. She knows our products and services inside and out. **She can be reached at 406-447-4062, lisa.kuntz@helenair.com.**

Shawna Swanz
Sales Consultant/HR Coordinator

Shawna has had several roles at the IR, including special section coordinator, creative services, and now serves as our top accounts representative and HR coordinator. She has been with the IR for nearly 15 years and is a great creative asset to our clients. She can conceptualize an idea and make it their own to help drive their business forward. **She can be reached at 406-447-4048, shawna.swanz@helenair.com.**

Cathynn Christian
Classified Sales & Customer Service Representative

Cathynn is one of the first people you see when you come to the IR. She always has a smile and is ready to help our customers! She has been with the company for nearly 2 years and she helps customers placing classified ads for the Independent Record and Mini Nickel Marketplace. **She can be reached at 406-447-4068, cathyann.christian@helenair.com.**

MacKenzie Chatriand
Advertising Assistant

MacKenzie joined the company about four months ago and in that short time has rolled up her sleeves to help out in any way she can. She is a huge help to our sales team in reserving ad space, verifying all ads are correct before they run, among many, many other things. **She can be reached at 406-447-4007, mackenzie.chatriand@helenair.com.**

Leanne Moyer
Advertising Assistant

Leanne is the glue of our sales organization, helping make sure advertisements that are reserved run as expected. She also works closely with several customers directly to coordinate their advertising to the highest standard. Leanne also gets to put her writing skills to great use and her byline can be found on stories periodically in the paper and on helenair.com. She has worked at the IR for more than three years and **she can be reached at 406-447-4041, leanne.moyer@helenair.com.**

Independent Record

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Classes
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BERNINA
made to create



Beautiful things come together one stitch at a time.

Originally started by Sue Yannone in 1995, the business is now owned and operated by her daughter, Jenny Yannone.

Yannone admitted that she always enjoyed sewing as a child. She recalled making a cover out of a bed sheet once to cover a cage for her pet bird—much to her mother's surprise.

While Yannone spends her days assisting customers with quilting and sewing projects, her first career was entirely different. She explained that her training and background is actually in marine biology. She used to train seals, sea lions, and even worked with Keiko, the orca whale featured in the film, "Free Willy."

Yannone's love for Montana and a desire to be closer to family eventually brought her home though. She joined her mom at the Sewing Palace in 2000 and started helping with the business and learning about retail before taking things over following her mom's retirement.

Today the Sewing Palace is a full service quilting, Bernina sewing machine, and fabric store. They sell a wide variety of fabrics, threads, and various accessories for quilting and other craft projects. The store sells Swiss quality Bernina sewing machines and has technicians that service all makes and models of sewing machines. From veteran quilters to those learning to sew for the first time, the Sewing Palace also offers many sewing, quilting, crafting, and embroidery classes throughout the year.

"There's a great sense of accomplishment to crafting something of your own," said Yannone. "It's the process of using your heart and your hands to design something from scratch."

She shared that many people approach her wanting to make craft items as gifts for friends and family. Whether it's a quilt for a wedding gift or a blanket for a new baby, sites like Etsy and Pinterest have renewed an interest in handmade items.

"When someone makes a gift for someone, it's very therapeutic and heartfelt," shared Yannone. "You think about someone when you purchase the supplies, while you're working on the project, and when you finally give the gift to that person. It's a sharing and giving process."

The staff at the Sewing Palace boasts a range of ages, backgrounds, and skills that makes successfully helping any customer on any type of project easier.

"That diversity helps our customers and feeds our own creativity," said Yannone.

For Yannone, the greatest gift she receives from her work is seeing the genuine smile on someone's face after they finish a project.

"They have a glowing smile and a sense of accomplishment on their face of 'I did that,'" said Yannone. "Giving empowerment to people and being involved in that is awesome."

— By Lacey Middlestead for the Independent Record

Mon -Fri 10am-6pm | Sat 10am-5pm | Sun 12pm-4pm
 124 East Lyndale | 406-443-5724 | thesewingpalacebernina.com

The IR's annual look at women in business in the Helena area.

Women in Business

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the IR's bi-annual look at new and growing businesses in the Helena area.

business newsmakers

fall 2019

Partnering within our communities to provide solutions for better health for 46 years!

And we'll continue to do so for many years to come.



Only 29 percent of senior management roles around the world are held by women—the highest percentage in history, according to the 2019 Women in Business report by Grant Thornton. North America has one of the highest percentages in the world at 31 percent.

And while the trend seems to be on the incline, Mountain-Pacific Quality Health, a nonprofit organization that strives to provide solutions for better health for communities, has smashed these global and national percentages for almost 40 years.

Mountain-Pacific has been led by a female chief executive officer (CEO) since 1982. Its leadership team is 70 percent women, including the chief operating officer, the chief financial officer, the human resources director and the director of corporate communications. In fact, in its corporate office in Helena, Montana; its other offices in Casper, Wyoming; Honolulu, Hawaii and Anchorage, Alaska and home offices in these and other states, the ratio of women to men at Mountain-Pacific is 41 to nine.

"We do joke a little about the lack of testosterone," says current CEO Sara Medley, who was awarded the Helena Area Chamber of Commerce's Boss of the Year award last year. "But we are fiercely proud of having a family-friendly organization where equal pay for equal work has never been an issue."

Mountain-Pacific holds federal, state and commercial contracts to oversee the quality of care for Medicare beneficiaries, Medicaid members and, by extension, all health care consumers. Staff partner with health care providers, practitioners, stakeholders, patients and families to help improve the delivery of health care and the systems that provide it.

The organization has provided services for the Montana Department of Health and Human Services for more than 30 years and is the Centers for Medicare & Medicaid Services (CMS)-designated quality innovation network-quality improvement organization (QIN-QIO) for Montana, Wyoming, Alaska, Hawaii, the U.S. Pacific Territories of Guam and American Samoa and the Commonwealth of the Northern Mariana Islands. Mountain-Pacific is ranked in the top third in the nation among other Medicare QIN-QIOs for achieving or exceeding CMS health care quality improvement goals.

"We are passionate about what we do, about serving the communities we live and work in, and that's why we get statewide and national recognition," Medley says. "We successfully bring together all types of health care stakeholders—even those who don't always want to come to the table, because they are driven by competition, or they feel over-mandated or overburdened—and, regardless of the miles or the barriers between us, we collaborate for safer, higher quality, more affordable care that works better for everyone. That's why we, women and men alike, go to work every day."

For more information about Mountain-Pacific Quality Health, visit www.mpqhf.org.

Learn more about what we do in communities to drive innovation in health care at www.mpqhf.org.

- Better care
- Better population health
- Lower health care costs



HUNTERS POINTE

While accomplishing full capacity, Hunters Pointe in Helena has helped change the local landscape of senior living communities by giving residents every opportunity to live thriving, full lives.

Dean is the General Manager at Hunters Pointe in Helena. Since starting at the community about two years ago, Dean and his Sales Leader Michelle have sought to change the facility's vision.

"We changed the way we looked at our client and realized that we work in their home—not the other way around. We are very cognizant, that this is their community and their home," Dean explained.

Along with this vision shift, it was important for Hunters Pointe to tailor the community to meet the needs and desires of residents. Hunters Pointe provides residents with an all-inclusive, worry-free lifestyle. Residents are provided with three meals a day, housekeeping services, maintenance, utilities, activities, and more recently in-home healthcare through local businesses. Through these providers, residents can pay for one-hour blocks of services at a time and can even split that hour into 15-minute increments.

"With the in-home health care, there's very few reasons why you'd ever have to transition out of here," Dean said.

In addition to providing residents with comprehensive services, Hunters Pointe has an ongoing mission to create a community where seniors can live stress-free and stay independent.

Dean explains, "It's transitioning clients from their current home and taking away all the daily and weekly chores and actually allowing them to *retire* for the first time in their lives. They can get involved in the activities, start that hobby back up that they always wanted to do."

In the future, Hunters Pointe plans to continually update common areas and furniture that appeal to residents. As far as long-term changes, the facility plans to offer a premium unit of apartments.

— By Leanne Moyer for the Independent Record



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Family Promise of Greater Helena

Former First Lady Barbara Bush said, "I think togetherness is a very important ingredient to family life."

Since 2011, Family Promise of Greater Helena has been transforming the lives of homeless families in the community all while ensuring those families stay together.

Family Promise of Greater Helena is a non-profit and affiliate of a national organization started some 30 years ago. It operates as a partnership with Helena-area churches and Carroll College, providing overnight housing and meals for homeless families with children through an infrastructure that supports each family's progress towards sustainable independence.

"We try to set families on a more positive track," said Glenna Wortman-Obie, executive director for Family Promise.

Wortman-Obie explained that she and the agency's family advocate meet with the entire family to assess what circumstances have pushed the family into homelessness. Then, whatever the family's greatest needs or barriers—employment, transportation, health issues, education, past financial disruption—they help the family set new goals and connect them with resources.

"The parents find it very hard to acknowledge that they aren't providing for their kids," said Wortman-Obie. "But we help them begin to take steps in the right direction."

While Family Promise staff coordinates with other agencies to help find employment, childcare, and affordable housing, an interfaith hospitality network made up of 11 churches and Carroll College, provides meals, hospitality and a place to sleep. Each site hosts four weeks during the year on a rotating basis. Another 8 churches serve as support to those who host. Over 600 trained volunteers help supply meals and hospitality at the sites.

In addition to the hospitality sites, Family Promise provides a Day Center, where families can shower, prepare meals, and access computers to work on resumes, job applications, or GED completion. Each family meets weekly with the family advocate who monitors progress and provides support. Family Promise also provides a 6-hour course on how to budget and save money.

Since July 2018, Family Promise has provided direct support and shelter to 15 families and another 24 families with counseling and emergency aid. Overall,



A family is too frail a vessel.

Family Promise has helped over 85 families stay together and overcome homelessness since it opened.

For the volunteers and those involved in Family Promise, the reward in their efforts is most evident in the children.

"You see kids come out of their shell," said Wortman-Obie. "They start to smile and look forward to the day."

While Family Promise continues help-

ing homeless families become self-sufficient, perhaps their greatest achievement is keeping those families together along the way.

"We keep families together so they can lean on each other as they recover," said Wortman-Obie.

— By Lacey Middlestead for the Independent Record

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Family Promise

of Greater Helena

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Mailing Address:
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It costs Family Promise \$321 per day to support families experiencing homelessness. To help, please go to www.familypromisehelena.org. Family Promise is a 501 (c)(3) charitable organization.