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AGENDA COVER MEMO

AGENDA DATE: November 25, 2008

TO: Board of County Commissioners

DEPARTMENT: Health & Human Services

PRESENTED BY: Rob Rockstroh

AGENDA TITLE: ORDER / IN THE MATTER OF APPOINTING THREE

MEMBERS TO THE COMMUNITY HEALTH COUNCIL

ORDER ______ / In the Matter of Appointing Three Members to the Community Health Council.

II. AGENDA ITEM SUMMARY

The Community Health Council seeks to fill three vacancies. These vacancies were the result of two resignations and one termination due to failure to appear (by-laws violation).

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

Last appointments to the Community Health Council were made via BO 08-10-22-4. The composition of this Council was expanded to 17 members via BO 07-12-5-2. Since the time of that action, the Council has not had the full 17 members serving.

Two members resigned (Positions 1 and 6). One member's service was terminated due to persistent absences (Position 4). Committee vacancies were advertised: October 29 – November 26, 2007; December 5, 2007 – January 4, 2008 and July 24 – August 22, 2008.

At the close of the most recent advertising period, a total of seven new applications had been received. Two of the applications were declined by the Council (letters attached).

Community Health Council composition, by Commissioner District, at the time of the most recent appointments to this committee, with 3 vacancies, was:

- District 2 5 members (Note: the RiverStone Clinic is in Springfield)
- District 3 3 members
- District 4 5 members

PLEASE NOTE: This committee has one long-serving member who works in, but resides outside of Lane County. The Council's by-laws make provision for this.



The Community Health Council convened a nominating subcommittee, which screened the applicants, and the full body voted at their October 28, 2008 meeting to refer these three appointments to the Board of County Commissioners.

The proposed appointments would be as follows:

		Completions of Terms
Member	Appoint to Position #	Term Expirations
Brett Yancey	1 (Consumer)	6/30/2010
Nowell King	4 (Consumer)	6/30/2011
Peter Tromba	14 (Consumer/Advocate MH)	6/30/2011

B. Policy Issues

All three vacancies are consumer or consumer/advocate-designated positions. Applicants King and Yancey have agreed to use the Clinic's services and applicant Tromba has been accepted as a consumer advocate, considering the nature of the slot designation (mental health), which complicates strict adherence to the category.

All of the nominees meet the minimum qualifications for service on this body, provided the requirements of the "consumer" designation are met and, therefore, merit consideration for appointment.

Proposed committee composition with these 3 appointments, by Commissioner District, would be:

- District 2 5 members
- District 3 5 members
- District 4 6 members

C. Board Goals

Meets Board objective of building public trust through communication and engagement.

D. Financial and/or Resource Considerations

Recruitment for committees represents a significant, ongoing expense for H&HS. Attracting the very specific participants required for this body has required three vacancy postings over the past year.

E. Analysis

The Community Health Council serves as Lane County's co-applicant for federal funding for the Community Health Centers of Lane Count, under Section 330 of the Public Health Service Act. Section 330 and the related CFR (42, Sec. 51c.304) establish the requirements for the membership of this body. These appointments would permit the Council to represent the interests of all consumers of Lane County FQHC health services provided in the areas of both primary and behavioral health care, while also providing for the inclusion of community members and significant healthcare industry providers interested in the provision of safety-net health care in Lane County

F. Alternatives / Options

- 1. Appoint the three nominated members.
- 2. Reject the nominations and re-post the vacancies.

IV. <u>TIMING/IMPLEMENTATION</u>

If Board approval is received, these members would be added to the Community Health Council with an effective date of November 25, 2008.

V. **RECOMMENDATION**

H&HS/Administration and the Community Health Centers of Lane County approve of these nominations.

VI. FOLLOW-UP

Board approval being received for these appointments, the prospective members would be issued appointment letters and welcome packets and would be invited to attend the next meeting.

VII. <u>ATTACHMENTS</u>

Board Order

Current (with Proposed in italics) Community Health Council Membership Roster Applications

Letters of Appointment and Thank You letters (departing members)

BOARD OF COUNTY COMMISSIONERS, LANE COUNTY, OREGON

, , , , , , , , , , , , , , , , , , , ,	MATTER OF APPOINTING THE	REE MEMBERS TO THE		
WHEREAS, The Communi lack of sufficient applicants; and	ty Health Council has three vacanc	ies, due to resignations and		
WHEREAS, The vacancies were posted and sufficient qualified candidates were available to fill the remaining three vacancies; and				
	WHEREAS, Three applicants applied to fill vacant positions and have received endorsement for appointment from the Community Health Council;			
	S HEREBY RESOLVED AND OF ve on the Lane County Community			
		Completions of Terms		
<u>Member</u>	Appoint to Position #	Term Expirations		
Brett Yancey	1 (Consumer)	6/30/2010		
Nowell King	4 (Consumer)	6/30/2011		
Peter Tromba	14 (Consumer/Advocate MH)	6/30/2011		
DATED this day of Nov	ember, 2008.			

Faye Stewart, Chair
Lane County Board of Commissioners

APPROVED AS TO FORM

OFFICE OF LEGAL COUNSEL

COMMUNITY HEALTH COUNCIL

LM 3.534: "The Committee shall consist of seventeen (17) members, each of whom shall serve four (4) years expiring June 30, limited to two (2) consecutive terms."

"Membership shall total seventeen (17) to include: nine (9) consumers (to include primary health care, mental health care, migrant seasonal farm workers and the homeless) and eight (8) community members (including providers, but no more than 4 of the non-consumer member may earn more than 10% of their income from the health care industry), per Section 330(j)(3)(H) of the Health Centers Consolidation Act of 1996 (P.L. 104-299)

"Whenever a vacancy occurs during a term, the replacement shall be appointed only to fill the unexpired portion of the term." (By-Laws) This sentence has been interpreted to mean that a committee member may serve two full terms after filling a vacated term.

Posn #	Member Profession	Comm District	Term Or COT	Category: Community Member or Consumer Date = Last CHC Visit	Expires	Office
1	Vacant – 1 Brett Yancey	4	СОТ	Consumer Date:	6/30/10	
2	Loren Barlow M.D., PeaceHealth	4	2 Community Member Provider		6/30/10	
3	Terry Coplin CEO, LIPA	4	2	Community Member 6/30/11 Provider		Treas
4	Vacant - 2 Nowell King	3	COT	Consumer Date:	6/30/11	
5	Bill Dwyer Commissioner	2	2	Consumer/ BCC Liaison Date: Family 6/ 08	6/30/11	
6	Niel Laudati	3	COT	Community Member	6/30/11	
7	Nancy Hayner	NOTE	2	Community Member Provider	6/30/10	Sectry
8	Diane Lang, J.D.	3	2	Community Member	6/30/11	
9	Marianne Malott *	4	2	Consumer/ Homeless Date: June 2008	6/30/10	
10	Kris McAlister-Dent	2	2	Consumer Date: June 2008	6/30/12	
11	Guadalupe Valenzuela*, R.N.	2	1	Consumer/Migrant Seasonal Farm Worker Date: March 2008	6/30/11	
12	Leslie Weinstein	4	2	Consumer Date: March 08	6/30/12	Vice Pres
13	Larry Sullivan	2	1	Community Member	6/30/11	
14	Vacant – 3 Peter Tromba	3	COT	Consumer/Advocate Mental Health	6/30/11	
15	Dan Rupe	2	1	Community Member	6/30/11	
16	Lillian Parker	4	1	Consumer Date:	6/30/11	
17	Leia Pitcher	3	1	Community member	6/30/12	

NOTE: Nancy Hayner works in Springfield, but resides in Harrisburg. COT - Completion of Term

^{*} Some Council members are homeless and/or seasonal/migrant farm workers and their residency within Lane County may vary The Council is currently without a President, elections are scheduled for January, 2009.

Page 1 of 2



Lane County CITIZEN ADVISORY COMMITTEE **APPLICATION**

APPLICANT'S NAME AND CITY: Brett Yancey, Springfield, Oregon	DATE : August 22, 2008
NAME OF ADVISORY COMMITTEE:	PLEASE CHECK ONE:
Community Health Council	_X New Applicant Application for Reappointment

Give a brief description of the experience or training that qualifies you for membership on this advisory committee (If you wish, you may attach a resume or other pertinent material.)

I am currently employed with the Springfield Public Schools as the Director of Business Operations. I have been involved in public education for approximately fourteen years, all serving in the capacity of a District-level administrator. In Springfield I have the responsibility of overseeing the Nutrition Services department, currently serving a 52% free and reduced population.

Regardless of the Districts I have been employed with (Scio, Roseburg, Springfield) there seems to be a common theme; children living at or below the poverty level. Unfortunately, this usually means that their families cannot afford adequate health care and/or insurance. As a parent of three I truly value the health of children. This passion for children reaches much farther than that of my own family, it is a passion for all of the children in our communities.

Why do you want to become a member of this committee, and what specific contributions do you hope to make?

As briefly described above, I am interested in improving and supporting the adequate, consistent health care for our children. The Community Health Council shares this value and aligns with my beliefs.

In my capacity as a board member I can provide well thought out analysis to any challenge we may face. I view situations objectively, keeping the primary vision at the heart of my decisions. I often provide "the other side of the issue" and assure that all points of view are considered.

3. List the community concerns related to this committee that you would like to see addressed if you are appointed.

As described above I am interested in addressing the growing population of children living at or below the poverty level. Also, assuring that families are able to find the adequate services they need.

4. Briefly describe your present or past involvement in relevant community groups. (Having no previous involvement will not disqualify you for appointment.)

CR2P - Center for Research to Practice: An organization that receives funding to support research projects. Some of the primary projects are around juveniles involved in the justice system.

OEBB - Oregon Educators Benefits Board (Vice-Chair): This organization was Legislatively formed in July 2007 and is charged with developing and overseeing the health (medical, dental, vision, etc.) benefits for all eligible employees in Oregon k-12 public education, education service districts and community colleges. It is estimated that over 80,000 members and 250,000 lives will be covered by October 2010, making it the largest insurance pool in the State of Oregon.

5. Lane County is committed to reflecting diverse cultures on its boards/committees and does not discriminate against any person on the basis of gender, race, color, national origin, religion, disability, or age in employment or in admission, treatment, or participation in its programs, services, and activities.

LANE COUNTY OREGON

Lane County CITIZEN ADVISORY COMMITTEE APPLICATION

6.	Are you currently serving on any Advisory Boards or Committees? It so, which ones?
7.	Are you employed by, have any business, contractual arrangements or family connections with programs having contractual agreements with the County or that might be within the purview of the committee on which you are seeking appointment? (If there is a change in your circumstances, please advise the staff for the committee within 30 days.) Yes Specify:
8.	How did you learn about this vacancy? Newspaper Word of mouth _X_ Other: Nancy Golden, Supt.
9.	-In which County Commissioner District do you reside? please check one:
	UnsureWest Lane CountySpringfieldSouth EugeneNorth EugeneX_East Lane County
	*The Board of Commissioners has adopted the following policy on reappointments: a. Members of County advisory groups will serve a maximum of two consecutive terms when term lengths are three or more years in length. b. The deadline for incumbent applications will be the same as the deadline for new applications. * Unless waived by the Board.



Lane County CITIZEN ADVISORY COMMITTEE APPI ICATION

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LANE COUNTY BOARD OF COMMISSIONERS

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7.	Are you emp	ployed by,	have any b	usiness, c	ontractual	arrangements	or family	connections v	with pro	grams having
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									East La	ne County
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Lane County CITIZEN ADVISORY COMMITTEE APPLICATION

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LAME COUNTY

		MIDICATION	BOARD OF COMMISSIONERS
İ		APPLICANT'S NAME AND CITY: Peter Tromba, Eugene	DATE: 9/12/2008
Ì	LANE	NAME OF ADVISORY COMMITTEE:	PLEASE CHECK ONE:
	COUNTY	Community Health Council	X New Applicant
	OREGON		Application for Reappointment
1	principal and o	scription of the experience or training that qualifies you for m may attach a resume or other pertinent material.) I have over ften have been in the position of coordinating services to help ous health service agencies, including the school based health	embership on this advisory committee (II ten years of experience as a public school
2.	Specifically, 1 b	ant to become a member of this committee, and what specifime to help insure that all families in our community had bring my knowledge of the school system, my background as the in technology.	ic contributions do you hope to make? I ve access to the heath care they need. a former biologist and cancer researcher,
3.	billed through r	unity concerns related to this committee that you would like community through the school system to increase the number nedicare); increasing the number of young mothers who get vices offered in and near our secondary schools.	e to see addressed if you are appointed. of patients (especially those who can be pre-natal care and instruction; broading
4.		your present or past involvement in relevant community grify you for appointment.) I have served on the board of pre-s	oups. (Having no previous involvement chools in Albany and Eugene and was a
5.		committed to reflecting diverse cultures on its boards/comm the basis of gender, race, color, national origin, religion, on ment, or participation in its programs, services, and activities.	ittees and does not discriminate against disability, or age in employment or in
6.	Are you currently	y serving on any Advisory Boards or Committees? If so, which	ch ones? No.
7.	seeking appointn	red by, have any business, contractual arrangements or famements with the County or that might be within the purvienent? (If there is a change in your circumstances, please advisor	
8.	How did you lear	n about this vacancy? Newspaper _x_ Word of mouth	Other:
9.	In which CountyUnsureW	Commissioner District do you reside? please check one: /est Lane CountySpringfield _x_South EugeneN	North Eugene East Lane County
	*The Board o	f Commissioners has adopted the following policy on reappoi	intments:

Members of County advisory groups will serve a maximum of two consecutive terms when term lengths are three or more years in length.

The deadline for incumbent applications will be the same as the deadline for new applications.

* Unless waived by the Board.

Lane County CITIZEN ADVISORY COMMITTEE **APPLICATION**

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LANGE OCIONERY
BOARD OF COMMISSIONERS

		APPLICANT'S NAME AND CITY:	DATE:
	4	MARK LUKASIK EUGENE	9/4/08
	LANE	NAME OF ADVISORY COMMITTEE:	PLEASE CHECK ONE:
	COUNTY		✓ New Applicant
	OREGON	COMMUNITY HEALTH COUNCIL	Application for Reappointment
1.	Give a brief desc you wish, you m	cription of the experience or training that qualifies you for me nay attach a resume or other pertinent material.)	embership on this advisory committee (I
2.	Why do you war	nt to become a member of this committee, and what specific c	ontributions do you hope to make?
3.	List the commun	nity concerns related to this committee that you would like to s	see addressed if you are appointed.
4.	Briefly describe will not disqualit	your present or past involvement in relevant community grafy you for appointment.)	oups. (Having no previous involvement
5.	any person on t	committed to reflecting diverse cultures on its boards/comm the basis of gender, race, color, national origin, religion, on ment, or participation in its programs, services, and activities.	disability, or age in employment or in
6.	Are you currently	y serving on any Advisory Boards or Committees? If so, which	ch ones?
			-NA -
7.	seeking appointn days.)	red by, have any business, contractual arrangements or famements with the County or that might be within the purviencent? (If there is a change in your circumstances, please adving No Yes Specify:	w of the committee on which you are
8.	How did you lear	n about this vacancy? Newspaper 🗌 Word of mouth 🗆	Other:
9.	*The Board of a. Meilengths are the	Commissioner District do you reside? please check one: Vest Lane County Springfield South Eugene For Commissioners has adopted the following policy on reappoint mbers of County advisory groups will serve a maximum of two chree or more years in length. deadline for incumbent applications will be the same as the aved by the Board.	vo consecutive terms when term

Community Health Council

 Give a brief description of the experience or training that qualifies you for membership on this advisory council.

My experience and training for the Community Health Council comes from 20 plus years in the health care field, including service as a Registered Nurse and working with the disabled community as the ADA Paratransit Coordinator for the Regional Public Transportation Administration in the Phoenix, AZ community. I have worked in a variety of differing fields in the health care community including home health, hospitals, dialysis, and the mental health field. I have worked closely with developmentally disabled individuals to promote independence and self-reliance. I have assisted in the development of policy and procedures in the disabled community and in the mental health field.

2. Why do you want to become a member of this committee, and what specific contribution do you hope to make?

As a member of this committee, I hope to be able to assist in improving the overall health of the community through enhanced wellness programs, educational opportunities, improved immunization programs, expanded availability to health care for all Lane County residents, and a better understanding by the community of the needs of all its residents for proper and affordable health care.

The specific contributions that I hope to make would include expanded availability of the Oregon Health Plan, aggressive improvement in mental health programs, enhanced programs for school children in immunizations, school breakfasts and lunches, well care, and nutrition.

3. List the community concerns related to this commission that you would like to see addressed if you are appointed.

The community concerns that I would like to see addressed are expansion of the Oregon Health Plan, improved mental health programs, child wellness programs, school lunch and breakfast programs for all children regardless of socio-economic status, and improved health care for the poor and un-insured.

4. Briefly describe your present or past involvement in relevant community groups.

My previous involvement in health related programs has included working with the mental health community for improved services, and working with the developmentally disabled through community programs sponsored by the Boy Scouts of America. I have also worked as an adult leader in the Boy Scouts of America.

5. Lane County is committed to reflecting diverse cultures on its boards/committees and does not discriminate any person on the basis of gender, race, color, national origin, religion, disability or age in employment, or in admission, treatment, or participation in its programs, services and activities. If selected, how would you contribute to this effort?

My contributions to diversity include my long involvement with the Hispanic and other minority communities in the Phoenix area to assist them in accessing disabled transportation opportunities, understanding and learning about the multiple ethnic communities in the Phoenix area to better understand their needs, working to improve communication opportunities through multi-lingual paperwork and instruction. I have lived and worked in a community that has a wide variety of cultures and hope to utilize this knowledge and experience here.

MARK E. LUKASIK

5 May 250 Oct.

PRINCIPAL EXECUTIVE MANGER B

Offering an extensive, 18+ year leadership driven background in healthcare and management.

Healthcare Management

Research / Analysis Process Improvement Team Leadership

Exceptional understanding of healthcare management procedures. Extensive experience with research, analysis, and statistics. Experience in prevention and health promotion.

Healthcare Management

Statistics, Research, Analysis

Eligibility Management **Education / Training**

PROFESSIONAL EXPERIENCE

PROGRAM MANAGER

ALVORD-TAYLOR, ILS, Springfield, OR

Dec. 2007 – Present

- Management of residential home for developmentally disabled adults.
- Staff education, training, financial responsibility, maintenance, client well-being
- Policy and procedure development and implementation.
- Interaction with healthcare professionals, social services, caretakers, guardians.

ADA PARATRANSIT COORDINATOR

RPTA-PHOENIX, Phoenix, AZ

Sept. 2001 – Dec. 2007

- Built positive relationships with healthcare professionals, clients, management
- Developed in-person assessment program to improve certification process for clients and management.
- Educated clients, healthcare professionals, support personnel, and families regarding disability policy and procedures.
- Increased certification of clients by 20%. Improved turn around time and certification process.
- Maintained client and healthcare professional databases.

CHARGE NURSE / STAFF NURSE

MESA GENERAL MEDICAL CENTER, Mesa AZ

Feb. 2000 - Dec. 2000

- Managed multiple medical units, staff, clients, families. Worked directly with clients and families on all aspects of personal care, medications, and procedures.
- Educated staff, clients, healthcare professionals, and families in medication usage, procedures, policy and procedure.
- Developed positive relations with healthcare professionals, clients, families and staff.

CHARGE NURSE / STAFF NURSE

ESTRELLA DIALYSIS, Phoenix, AZ

June 1999 - Feb. 2000

- Managed busy outpatient dialysis unit, plus direct patient care.
- Educated staff, clients, healthcare professionals, and families regarding dialysis procedures, outcomes, setbacks, medications, policy and procedure.
- Developed positive relations with healthcare professionals, clients, families and staff.
- Trained new staff in healthcare procedures, medications, and dialysis.
- Maintained healthcare records per JCAHO and OSHA specifications.

PAGE TWO MARK E. LUKASIK

CHARGE NURSE / STAFF NURSE DESERT SAMARITAN MEDICAL CENTER, Mesa, AZ

Jan. 1993 – May 1999

- Managed multiple medical units, staff, clients, and families. Worked directly with clients and families on all aspects of personal care, procedures, and medications.
- Educated staff, families, clients and healthcare professionals on medications, procedures, activity and other aspects of health needs.

EDUCATIONAL ACHIEVEMENTS

University of Phoenix, Phoenix AZ

2001

• Masters of Business Administration (MBA) - Health Care Management

University of Phoenix, Phoenix, AZ

1997

• Masters of Science (MSN) - Nursing Administration and Management

PERSONAL ACHIEVEMENTS

- Eagle Scout
- Volunteer Leader Boy Scouts of America

KEYWORDS

Management, Nursing, Education, Healthcare Promotion and Prevention, Quality Management, Professional Relationships, Leadership, Training, Administration, Healthcare Management

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T.E.CHENE



Lane County CITIZEN ADVISORY COMMITTEE

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4 25		SEP 10 2000
	Lane County CITIZEN ADVISORY CO APPLICATI	LABITE OF COMMISSIONERS Page 1 of 2 DMMITTEE ON
LANE COUNT OKEGON	APPLICANT'S NAME AND CITY: ARTHUR W. McCOMBS NAME OF ADVISORY COMMITTEE: COMMUTTY HEALTH COM	DATE: SEPTEMBER 9, 2008 PLEASE CHECK ONE: New Applicant Application for Reappointment es you for membership on this advisory committee (If
1. Give a br you wish,	ief description of the experience or training that qualifie you may attach a resume or other pertinent material.)	DENTAL-MENTAL HEALTH SERVICES AT
A. Briefly de will not de sup person admission to this effe	CONTRIBUTION; SPECIFICALLY TO WALD FED COMMUNITY CONCERNS related to this committee that you want of a libertalian-person and responding to the specific with estimate with estimate specific with estimate sp	WEGRATE WTO THE MANITESMY EFFECTIVE & FRUGAL TREATMENT FOR YOURS TO WISELY, DEVELOP—PEOPLE WELLIEST MEDICAL CUTREACH, WISELY, DEVELOP—PEOPLE WELLIEST MEDICAL CUTREACH, WISELY, DEVELOP—PEOPLE WELLIEST MEDICAL CUTREACH, WELLIEST MEDICAL SOFTAL FORMALITY OF SPONSOR HOMELESS OF UAST YNDWIEDGE BY LOCAL SOFTAL FORMALITY OF AMAZINE FUTEN ON THIS COMMITTEE—AMAZINE FUTEN ON THIS COMMITTEE—AMAZINE FUTEN
6. Are you c	No	1
√7. Are you e contractua		n the purview of the committee on which you are
7. Are you e contractua seeking ar days.)	employed by, have any business, contractual arranger al agreements with the County or that might be within appointment? (If there is a change in your circumstances	n the purview of the committee on which you are , please advise the staff for the committee within 30

liviAR WITH HIU ISSNES. MY OWN EFFRETS TO COME TO A PLACE OF ACTEPTANCE REGARDING PEOPLE OF FAITH GIVES ME WSIGHT INTO WD ca/template Application Clifzen Advisory Committee AND WAYS TO OVERCOME IT. MY LIFE EXPERIENCE LLY 20, 2004 ENCOMPASSES PEOPLE FROM ALL WALKS OF LIFE; I ALSO SPEAK ADERLYTE SPANISH.

Arthur W. McCombs

Experien	<u>ice</u> :
2000-200	Care Provider; Senior and Disabled Services; Eugene, OR
1999	Legal Assistant; Gary R. Carl; Eugene, OR
1997-1999	Inventory Manager; Burch's Fine Footwear; Eugene, OR
1992-1996	Professional Temporary: Customer Service, Mail Boxes, Etc.; Eugene, OR Directory Assistance Operator; US West; Eugene, OR Flex-Pool; Spectra Physics; Eugene, OR Relief Worker; Eugene Emergency Housing; Eugene, OR
1983-1991	Administrative/Research Assistant; Alcor Foundation; Riverside, CA
1980-1981	Actuarial Assistant; Insurance Services Office; New York, NY
1978-1980	Faculty Fellow; Astronomy Department, Columbia University; New York, NY
1975-1978	Administrative/Research Assistant; Mrs. Henry Luce III; New York, NY
Education	:
1996-1999	Computer Classes; Lane Community College; Eugene, OR
1993-1994	Social Services Training; Willamette School of Human Services; Eugene, OR
1983-1991	Biological Research Training; Alcor Foundation; Riverside, CA
1981-1982	Post Graduate, Chemistry and Biology; Columbia University; New York, NY
1978-1980	M.A., Astronomy; Columbia University; New York, NY
1974-1978	B.A., Astrophysics; Columbia College; New York, NY

Other Skills and Experience:

Word, Quicken, Excel, Access, Timeslips, and UPS Software Ability to speak and understand conversational Spanish Fundraiser, Cougar Preservation Resources Political Organizing, Homeless Action Coalition Volunteer Receptionist and Crisis Trainee, White Bird Clinic Collections, Geological Assistant, and Market Research