



Early Learning Hub

of Linn, Benton & Lincoln Counties

Governing Board Packet June 2024

Governing Board
Early Learning Hub
June 27, 2024
lblearlylearninghub.org

Packet Overview

In your Governing Board packet for June 2024, you will find the following information:

1. Agenda
2. Fiscal Report – April financials and financial narrative are included.
3. Consent Items – May Meeting Minutes
4. Discussion Item
 - a. El Hub Strategic Plan – Approval Needed
 - b. Birth to Five Literacy Funds – Approval Needed
 - c. Parenting Success Network - Informational
 - d. El Hub Data Book - Informational
 - e. Asset Mapping – Informational
 - f. Board Term Renewals - Informational



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Agenda

Governing Board Members

Claire Hall, Co-Chair
Lincoln County Commissioner

Lola Jones, Co-Chair
Samaritan House

Shelagh Baird
Samaritan Health Services

DeAnn Brown
Confederated Tribes of Siletz Indians

Belit Burke
Department of Human Services

Dean Craig
Willamette Workforce Partnership

Jeff Davis
Linn-Benton Community College

Barbara Dougherty
Samaritan Early Learning Center

Laura Farmer
Parent

Susan Halliday
Philomath School District

Jason Hay
Linn Benton Lincoln
Education Service District

Todd Jeter
IHN-CCO – Standing Position

Stephany Koehne
Kids & Company of Linn County

Steve Martinelli
Scio School District

Bettina Schempf
Old Mill Center

Paul Smith
Strengthening Rural Families

Diane Wilkinson
Lincoln County School District

Lynnette Wynkoop
Child Care Resource & Referral



Governing Board Meeting

June 27, 2024, 2:00 – 4:00 pm

Newport Self-Sufficiency Building
120 NE Avery St, Newport, Hilan Castle Rm

- Members of the public who want to make public comment must sign in. During the public comment portion of the agenda, each individual speaker will have 3 minutes.

- I. Roll Call – Zoom Participants List
- II. Public Comment
- III. Director's Report
- IV. Fiscal Report
- V. Consent Items
 - a. May Meeting Minutes
- VI. Discussion Item
 - a. El Hub Strategic Plan – Approval Needed
 - b. Birth to Five Literacy Funds – Approval Needed
 - c. Parenting Success Network - Informational
 - d. El Hub Data Book - Informational
 - e. Asset Mapping – Informational
 - f. Board Term Renewals - Informational
- VII. Next Meeting – August 1, 2024
- VIII. Adjournment

All members of the EL Hub Governing Board **must disclose** when they believe they have or may have a conflict of interest and may participate in discussions that are leading to consensus. If, however, consensus cannot be reached and the group uses the fallback voting process, the individual with the conflict of interest may not participate in that final vote.

Fiscal Report

May Financial Narratives



Early Learning Hub
of Linn, Benton & Lincoln Counties

Finance

May 2024

MONTH-END DETAILS

Revenue:

In the month of May, we received our monthly amounts of \$34,200 for Coordination.

Expenditures:

Wages came to a total of \$51,125.75 for the month of May. The benefits total was \$36,112.87. And the total for services and supplies came to a total of \$5,821.62.

Other Information:

The LBCC Board approved the following salary increases for the 2024-25 fiscal year.

Management/ Exempt - 5%

Classified Employees - 6.5%

May Financial Summary

Early Learning Hub of Linn, Benton & Lincoln Counties Early Learning Hub - 2-Year Budget (7/1/23 - 6/30/25)

Governing Board Summary Financial Update as of the end of May 2024

Revenues	Budget	Current Month	YTD	Balance	% Rcvd
Grant Resources					
Pollywog	\$ 350,921.16	\$ -	\$ 169,260.16	\$ 181,661.00	48%
State Resources					
Dept. of Education - ELD - Coordination (carry-over)	\$ 132,779.30	\$ -	\$ 132,779.30	\$ -	100%
Coordination	\$ 817,724.00	\$ 34,200.81	\$ 373,113.48	\$ 444,610.52	46%
Coordinated Enrollment	\$ 725,074.00		\$ 309,923.77	\$ 415,150.23	43%
Reimbursement Grants					
Dept. of Education - Title IV-B2	\$ 238,747.00	\$ -	\$ 17,802.00	\$ 220,945.00	7%
Dept. of Education - Kindergarten Partnership & Innovation	\$ 477,814.00		\$ 36,197.07	\$ 441,616.93	8%
Total All Resources	\$ 2,743,059.46	\$ 34,200.81	\$ 1,039,075.78	\$ 1,703,983.68	38%
Expenditures	Budget	Current Month	YTD	Balance	% Used
Grant Expenditures					
Pollywog Program	\$ 350,921.16	\$ 22,383.64	\$ 270,330.79	\$ 80,590.37	77%
State Expenditures					
Coordination	\$ 950,503.30	\$ 35,738.61	\$ 425,912.72	\$ 524,590.58	45%
Coordinated Enrollment	\$ 725,074.00	\$ 34,937.99	\$ 379,894.63	\$ 345,179.37	52%
Reimbursement Grants					
Title IV-B2 Funds	\$ 238,747.00	\$ -	\$ 17,802.00	\$ 220,945.00	7%
Kindergarten Partnership & Innovation	\$ 477,814.00	\$ 36,197.07	\$ 36,197.07	\$ 441,616.93	8%
Total All Expenditures	\$ 2,743,059.46	\$ 129,257.31	\$ 1,130,137.22	\$ 1,612,922.24	41%
Ending Balance	\$ -				

Consent Items

May Meeting Minutes

Early Learning Hub of Linn, Benton & Lincoln Counties Governing Board Meeting Minutes

MEETING COMMENCED	2:00 pm, May 2, 2024 Online via Zoom
MEETING CALLED BY	Lola Jones
STAFF MEMBERS PRESENT	Connie Adams, Kristi Collins, Matt Grams, Sam Rounsavell, Carmen Santacruz, Kelly Schell, Bryan Steinhauser, LeAnne Trask
VERSION	Draft
RECORDED	Yes

Agenda topics

ROLL CALL	Board Members Present or Absent							
	Present	Absent		Present	Absent		Present	Absent
Shelagh Baird	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Laura Farmer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Stephany Koehne	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DeAnn Brown	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Claire Hall	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Steve Martinelli	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Belit Burke	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Susan Halliday	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bettina Schempf	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dean Craig	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Jason Hay	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Paul Smith	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Jeff Davis	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Todd Jeter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Diane Wilkinson	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Barbara Dougherty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Lola Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Lynnette Wynkoop	<input type="checkbox"/>	<input checked="" type="checkbox"/>
QUORUM	A Quorum was not present. There are currently 18 seated Board members, and 9 of them were present at this meeting.							

SPECIAL PRESENTATION	LBCC Family Resource & Education Center
<p>Kristi shared a presentation she and Lynette had about Linn-Benton Community College’s Family Resource & Education Center (FREC) that they recently gave to the LBCC Board of Education. She hoped it would provide the Board members with the history of why the EL Hub is at LBCC and how our work aligns. Kristi introduced the FREC leadership team and its mission and vision, along with a diagram of how the programs in FREC align and connect. FREC and the EL Hub do the community work of the community college. FREC is at LBCC to support the full “cradle to career” education continuum. FREC has a total revenue for the 2021-23 biennium of \$6,791,640, most of which comes from outside LBCC. This was calculated before Periwinkle Child Development Center was part of FREC, so that number will look different now. LBCC general fund supports 12% of the department budget.</p>	



DIRECTOR'S REPORT	LBL Hub Updates
<p>Kristi discussed the BUILD initiative, which focuses on Hub roles and responsibilities, infrastructure needs, common work across all 16 Early Learning Hubs across the state, and areas where regional flexibility is needed. This initiative has brought together all Early Learning Hubs, the Early Learning Council, and DELC to discuss these topics. The May meeting will be in-person in Salem to finalize the roles and responsibilities. The June meeting will focus on the future-facing infrastructure needed to support Early Learning Hubs. Kristi is involved in most of the smaller workgroups that are helping keep this work moving forward.</p> <p>The Board expressed appreciation for Kristi's continuous voice for Early Learning and our shared history over the ten years we have worked together as a Hub.</p>	

FISCAL REPORT	Matt Grams
<p>Matt presented the revenue, expenditures, and miscellaneous reports for March 2024. He also included updated KPI numbers.</p>	

DISCUSSION ITEM	Feedback on the Draft Strategic Plan
<p>Regional Goal 1: No feedback</p> <p>Regional Goal 2: The Board asked if staff expansion, especially around medical billing, would be necessary. Kristi explained that if the grant were approved, Pollywog would explore all possible options, including hiring an external medical biller.</p> <p>Regional Goal #3: The Board discussed the different home visiting programs and a desire to include all our networking on this item. Part of this strategy will be to coordinate a regional home visiting group. With the new statewide home visiting network and the work that's happening with that, it's time that we start looking at what a full regional group focused on home visiting and inclusive of all types of home visiting programs would look like.</p> <p>Regional Goal #4: No feedback</p> <p>Regional Goal #5: No feedback</p> <p>Regional Goal #6: The Board proposed adding language to include Oregon State and other partners to leverage existing resources for professional development.</p> <p>Regional Goal #7: No feedback</p> <p>Regional Goal #8: The Board asked about targeting prenatal engagement for mental health resources and support. Kristi explained that the target population for this goal is children who are in care and having challenges in their early learning environment. This support is in the context of the new suspension and expulsion rules. Board members agreed to work together to find Raise Up Oregon strategies calling out prenatal engagement and identify a Hub strategy to reinforce it.</p>	



Lola summarized the Strategic Plan process timeline. This is the last opportunity for the Board to provide feedback on the plan. The final Strategic plan will be presented to the Board for approval at the June meeting.

DISCUSSION ITEM Hub & CCRR MOU (State Deliverable)

Kristi reviewed the memorandum of Understanding between the Early Learning and the Child Care Resource & Referral that was submitted to the State as a contract requirement. This MOU will be a template for other EL Hubs and CCR&Rs around the state.

DISCUSSION ITEM HRSN Grant Application

LeAnne shared about the Health-Related Social Needs Community Capacity Building funding that the Early Learning Hub and Pollywog have applied for together. Kristi and LeAnne have spoken to LBCC about the parameters and implications of this grant.

All program staff will need to be trained as Traditional Health Workers. LeAnne is looking for staff training opportunities for fall 2024.

The HRSN Medically necessary climate devices support became available in March 2024. The Board asked if there was a way for partners to engage with this work now before other HRSN support becomes available. Todd explained that if a client has a health-related service need, they can be referred to IHN. The IHN, specifically Alicia, is gearing up to provide support and technical assistance to partners as new HRSN benefits become available.

The Board asked how the community was being made aware of these new benefits. Todd responded that IHN is working on a marketing strategy.

DISCUSSION ITEM Benton County Zoning Issue

Bryan summarized the Benton County zoning issue that Little Beavers Preschool is facing. They have been working on an expansion for infant and toddler slots and encountered many barriers. Bryan has been working with Little Beavers Preschools to eliminate these barriers. Bryan is researching HB 3109 legalities and planning a meeting with Representative Dan Rayfield in May. Bryan and Kristi have communicated with DELC and the Children's Institute.

DISCUSSION ITEM Growing Care

Bryan gave a brief update on the new enrollments for Growing Care.

DISCUSSION ITEM Asset Mapping

Connie updated the Board on the Asset Mapping Project. The first sessions happened this week in Philomath with 26 parents participating over two sessions housed at Clemens Primary School and supported by Strengthening Rural Families.

The next session will be in Harrisburg on May 22nd during a community barbecue.



DISCUSSION ITEM	Jumpstart
Sam shared information about the Jumpstart Read for the Record event this October. She asked Board members to share the invitation to participate with any classroom or care group they are associated with. The board packet has more information.	
WORKGROUP & PROGRAM UPDATE	
To prioritize meeting time for items that need action or feedback, Program Updates and Workgroup Reports will be included in the Board packet but not presented during the meeting.	
NEXT MEETING	June 27, 2024 Online via Zoom
MEETING ADJOURNED	3:28 pm



Discussion Items

El Hub Strategic Plan

Early Learning System Goal 1: The Early Learning System is equitable, integrated, accessible, inclusive, anti-racist, and family-centered.

Regional Goal #1:	The business, philanthropic, and non-profit communities champion and support the development of the early childhood system throughout the region.
Hub Strategies:	Strategy 1.1: Educate local businesses on the importance of child care and its impact on their employees through the Business Outreach Initiative.
	Strategy 1.2: Work with local businesses to identify solutions to the child care issues their employees face and how to build supports into their budget for both short- and long-term solutions.
	Strategy 1.3: Serve as the regional host for the Best Place for Working Parents certification initiative, working with local chambers and workforce development boards to market the certification throughout the region.
Raise Up Oregon Alignment:	This goal and the strategies for implementation align with and support Raise Up Oregon Objective 4

Regional Goal #2:	Pollywog will serve as a regional referral system for health-related social needs. (pending grant award)
Hub Strategies:	Strategy 2.1: Pollywog will apply to IHN_CCO for the Community Capacity Building Funds.
	Strategy 2.2: Pollywog will contract with or hire a medical biller.
	Strategy 2.3: Staff will be trained as traditional health workers and position descriptions will be re-written to reflect the work required from the grant.
	Strategy 2.4: Health-related social needs services and supports will be incorporated into the existing Pollywog website, social media, and marketing.
Raise Up Oregon Alignment:	This goal and the strategies for implementation align with and support Raise Up Oregon Strategies 5.2 & 5.4



Early Learning System Goal 2: All families with young children are supported to ensure their well-being.

Regional Goal #3:	Families have access to an array of home visiting programs to meet their needs.
Hub Strategies:	Strategy 3.1: Create a home visiting work group as a part of the Early Learning Hub governance structure that leverages an existing meeting time/format and includes all regional home visiting programs, regardless of funding stream or service delivery model.
	Strategy 3.2: Ensure that all home visiting programs in the region have access to Connect Oregon to send and receive referrals.
	Strategy 3.3: Map all home visiting programs in the region with information regarding model type, eligibility requirements, length of program availability, etc. Create a Guidebook for Pollywog staff, health care providers, and other community partners.
Raise Up Oregon Alignment:	This goal and the strategies for implementation align with and support Raise Up Oregon Strategies 2.6, 5.1, 5.4, 10.2 and 10.5

Regional Goal #4:	Connect Oregon (Unite Us) is utilized to it's full potential as the region's referral system.
Hub Strategies:	Strategy 4.1: In partnership with Unite Us and InterCommunity Health Network (IHN), host trainings for community partners on the use of Connect Oregon specific to program type and need.
	Strategy 4.2: Support IHN in their rollout of Connect Oregon as the region's Community Information Exchange platform.
Raise Up Oregon Alignment:	This goal and the strategies for implementation align with and support Raise Up Oregon Strategy 5.4



Early Learning System Goal 3: All children are thriving in early childhood and beyond.

Regional Goal #5:	Children with developmental delays and disabilities have access to high-quality, inclusive, early childhood programs.
Hub Strategies:	Strategy 5.1: Pilot mixed delivery classroom model in partnership with Corvallis School District, Early Intervention/Early Childhood Special Education, and Head Start/ Kids and Company for inclusive preschool classrooms at 7 of 8 elementary schools within the district. Embed a philosophy of shared professional development that includes preschool staff and early-grade teachers together.
	Strategy 5.2: Assess pilot for potential replication while sharing success and challenges with all school districts in our region.
Raise Up Oregon Alignment:	This goal and the strategies for implementation align with and support Raise Up Oregon Strategies 13.3 and 14.7

Regional Goal #6:	The early learning and care workforce will have access to an array of professional development opportunities to best support the children and families they serve.
Hub Strategies:	Strategy 6.1: Support the Child Care Resource and Referral to increase coaching capacity in early learning and care environments, inclusive of all settings.
	Strategy 6.2: Ensure that the home visiting workforce has access to professional development opportunities that address the unique challenges of home visiting.
	Strategy 6.3: Increase access to professional development opportunities in multiple languages to meet the diverse needs of the workforce.
	Strategy 6.4: Increase access to shared professional development opportunities that include both early learning providers and early grade teachers together.
	Strategy 6.5: Leverage partnerships with Oregon State University and other entities that provide professional development to increase opportunities for the early learning workforce.
Raise Up Oregon Alignment:	This goal and the strategies for implementation align with and support Raise Up Oregon Strategies 10.4, 12.1, 14.4, and 16.2



Regional Goal #7:	Children and families experience supportive transitions and continuity of services across early learning and care and public education (K-12) settings.
Hub Strategies:	Strategy 7.1: Increase awareness of Kindergarten round-up events by leveraging CCR&R's relationships with Child Care providers to help share information with families.
	Strategy 7.2: Work with Early Learning providers and kindergarten teachers to develop a "Transition to Kindergarten" toolkit.
	Strategy 7.3: Explore the potential of Early Learning data being tracked in the K-12 data system.
	Strategy 7.4: Advocate for a single fingerprint process for early learning professionals regardless of settings (e.g., preschool, K-12).
	Strategy 7.5: Leverage P-3 Alignment workgroup to identify and share best practice strategies related to transition activities and supports.
Raise Up Oregon Alignment:	This goal and the strategies for implementation align with and support Raise Up Oregon Objective 16

Regional Goal #8:	Families have access to high-quality, culturally and linguistically responsive birth-to-five social and emotional supports. (IECMHC Grant)
Hub Strategies:	Strategy 8.1: Support CCR&R in the development of their community engagement plan for their Infant & Early Childhood Mental Health Consultation grant.
	Strategy 8.2: Support CCR&R in developing collaborative relationships with early learning system partners. Help to identify new or additional partners that need to be included in the work.
	Strategy 8.3: Serve as convener with CCR&R and regional early learning system partners to support the development of processes and agreements for "teaming" Warmline requests.
Raise Up Oregon Alignment:	This goal and the strategies for implementation align with and support Raise Up Oregon Strategy 12.2



Birth to Five Literacy Funds

Proposals will be uploaded to Basecamp as an addendum as soon as the numbers are finalized.

Parenting Success Network

No handout for this item.

El Hub Data Book

Presented in the meeting

Asset Mapping

Community Asset Mapping Project Update

June 2024



Project Purpose

This project is designed to gather data about the resources used and needed by families living in rural communities in Linn, Benton & Lincoln Counties.

Data about resources is essential to understanding how social determinants of health, i.e. the conditions in which we are born, grow, live, work, and age, affect the lives of families with young children.

Quantitative community data from reliable sources is useful for understanding the context of social determinants of health, like the population of a town or the median household income of a city. But **to understand how social determinants of health factor into the daily lives of families in our region we must ask community members, and we must listen to their responses.**

This project asks families directly about the resources and services in their community. Their answers show where families encounter gaps in needed support and will translate into data that will inform program funding plans across our region.



Project Overview

- Community-based participatory research
- Process of creating a visual and physical map of community assets
- Hands-on experience that centers the participants' experiences and opinions
- Asset mapping is unique and valuable because it is strength-focused
- We want to know about the places in a community that are valuable to families



Two methods for gathering data:

1. Place stickers representing assets on a map
2. Answer survey questions



Project Updates

Completed:

Philomath

April 30th and May 1st
 In partnership with Strengthening Rural Families
 Held at Clemens Primary School
 26 total families
 Sessions held during Live & Learn classes
 Incentives to families: Children's book
 Drinks and snacks from Timber Towne Coffee Shop

Harrisburg

May 22nd
 In partnership with Harrisburg Elementary School
 Held at Harrisburg Elementary School
 13 total families
 Session held during Community BBQ
 Dessert provided by Pollywog - Frozen Lemonades

Upcoming:

Alsea

June 22nd
 In partnership with Strengthening Rural Families and Alsea Pups Preschool
 Planned for Alsea Pups Summer Bash
 Incentives to families: Sand buckets with summer toys
 Drinks and dessert to be provided by Pollywog

Lebanon

TBD: Saturday in late July
 In partnership with Crossroads Communities
 Planned for Applegate Landing Summer BBQ
 Food: TBD
 Incentives: TBD

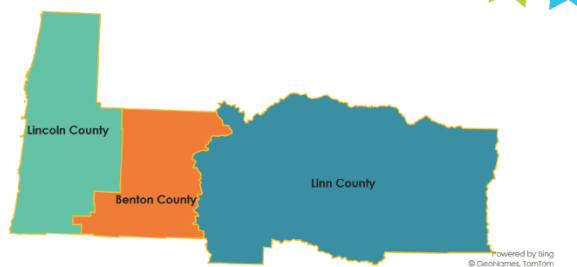


Project Locations

Criteria for Choosing Asset Mapping Towns

It's important to select communities that are similar so that we can accurately compare final assessments of the towns.

- Population is 20,000 or less;
- Community has at least two of these existing assets:
 - A grocery store that sells fresh meats and produce;
 - A health care clinic;
 - A library.



Linn County:

Brownsville
 Halsey
 Harrisburg
 Lebanon
 Mill City/Lyons
 Scio
 Sweet Home

Benton County:

Alsea
 Monroe
 Philomath

Lincoln County:

Depoe Bay
 Lincoln City
 Newport
 Siletz
 Toledo
 Waldport



Project Details

Planning Details:

Location
Date and time
Event promotion
RSVP form
Fliers
Interpretation needs
Child care
Food and drinks
Tableware
Tables and chairs
Printed maps
Printed stickers
Staffing
Health department table

Partnerships for Project Success

A connection with a local community partner is key to a successful asset mapping session.

A partner who knows the community will be able to share what type of session will work best for community members.

Each session has been unique and not like our original plans but they have worked because they are designed for each community.



After The Mapping Session

Collect data and create final report:

- Look-up community data and create charts and graphs;
- Upload pictures from the session, of finished maps, and of the town;
- Log data from stickers into spreadsheets;
- Type lists of comments from surveys to tally incidences and to create word clouds;
- Write report text about strengths and concerns, learning opportunities, health care access, town history, and anything else that participants shared;
- Send final report to participants who requested it and to community leaders.

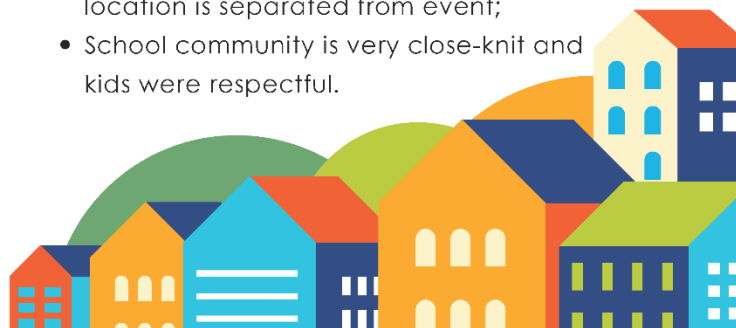
What we learned:

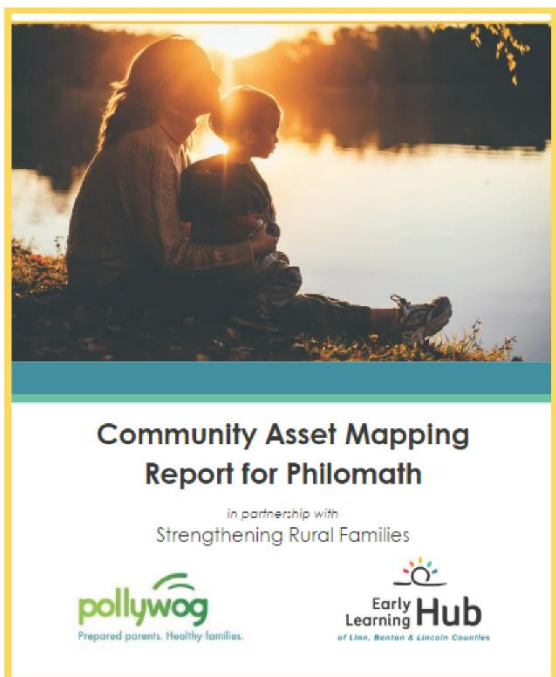
Philomath

- Local parks and recreation sites are very important to families;
- Strengthening Rural Families and their staff are deeply valued by Philomath families.

Harrisburg

- We need to draw participants in if location is separated from event;
- School community is very close-knit and kids were respectful.





Philomath Asset Mapping
Report available now;
Harrisburg Asset Mapping
Report will be available soon.



The Early Learning Hub of Linn, Benton & Lincoln Counties, and Pollywog are proud to present this report from our Asset Mapping session in Philomath. Philomath was the first of sixteen asset mapping sessions planned for rural communities in the LBL region.

https://issuu.com/pollywogprogram/docs/asset_mapping_report_philomath_final

Board Term Renewals

Highlighted members have been with the Board since the beginning and have the opportunity to transition off the Board before we update our Board Terms spreadsheet for the next three years.



Appendix

Governing Board Members

Claire Hall, Co-Chair

Lincoln County Commissioner
Lincoln County – Human & Social Services

Lola Jones, Co-Chair

Samaritan House
Lincoln County – Housing

Shelagh Baird

Samaritan Health Services
Lincoln County – Health

DeAnn Brown

Partnership Confederated Tribes of Siletz Indians
Standing Position

Belit Burke

Oregon Department of Human Services
ODHS – Standing Position

Dean Craig

Willamette Workforce Partnership
Linn County – Business

Jeff Davis

Linn-Benton Community College
Fiscal Agent – Standing Position

Barbara Dougherty

Samaritan Early Learning Center, retired
Lincoln County – Early Childhood Education

Laura Farmer

Parent
Benton County – Parent Voice

Susan Halliday

Philomath School District
Benton County – K-12

Jason Hay

Linn Benton Lincoln
Linn Benton Lincoln Education Service District
ESD – Standing Position

Todd Jeters

InterCommunity Health Network (IHN)
Coordinated Care – Standing Position

Stephany Koehne

Kids & Company of Linn County
Linn County – Early Childhood Education

Steve Martinelli

Scio School District
Linn County – K-12

Bettina Schempf

Old Mill Center
Benton County – Human & Social Services

Paul Smith

Strengthening Rural families
Benton County – Early Childhood Education

Diane Wilkinson

Lincoln County School District
Lincoln County – K-12

Lynnette Wynkoop

Child Care Resource & Referral
CCR&R -Standing Position

Vacant

Benton County – Business

Vacant

Benton County – Health

Vacant

Benton County – Housing

Vacant

Lincoln County – Business

Vacant

Lincoln County – Parent Voice

Vacant

Linn County – Health

Vacant

Linn County – Housing

Vacant

Linn County – Human & Social Services

Vacant

Linn County – Parent Voice