



TILLAMOOK BAY COMMUNITY COLLEGE
SERVICE DISTRICT

6385 Tillamook Avenue, Bay City, Oregon 97107

Phone: 503/377-2218
503/377-2765

Roy B. Mason II, *President*

September 26, 1985

Headlight Herald
1902 2nd Street
Tillamook, OR 97141

PUBLIC NOTICE SECTION:

Please publish the following information in the public notice section of the Headlight Herald on October 2, 1985:

The monthly meeting of the Tillamook Bay Community College Service District Board of Directors will be held on Monday, October 7, 1985 at 7:30 p.m. at the Small Business Assistance Center 401-B Main Street in Tillamook.

If there are any questions concerning this public notice, please contact me at 377-2765.

Sincerely,

Kate Ventres
Assistant to the President

/kv

H-605

PUBLIC NOTICE

The monthly meeting of the Tillamook Bay Community College Service District Board of Directors will be held on Monday, October 7, 1985 at 7:30 p.m. at the Small Business Assistance Center 401-B Main Street in Tillamook.



TILLAMOOK BAY COMMUNITY COLLEGE SERVICE DISTRICT

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Roy B. Mason II, *President*

A G E N D A

Monthly Meeting of the Board of Directors

Meeting: October 7, 1985
Time: 7:30 p.m.
Location: Small Business Assistance Center

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- I. Adoption of Agenda
 - II. Approval of Minutes
 - III. Introduction of Guests
 - IV. Budget Report
 - V. Office of Instruction/Student Services Reports
 - VI. Health Insurance Review
 - VII. Committee Reports
 1. Committee Membership Change
 2. Hospital Trailer
 3. Bay City Parking Lot
 4. Rental of First Street Apartment
 5. Security Service
 - VIII. Executive Maintenance Plan
 - IX. Public Opinion Survey
 - X. Central Oregon Community Foundation
 - XI. OCCA Retreat/OSBA Convention
 - XII. Board Planning Session Consultant

/kv
Attach

MINUTES - Tillamook Bay Community College S.D.
October 7, 1985
7:30 p.m.
Small Business Assistance Center Board Room

ITEM	DISCUSSION
Board Members Present	Kathrine Jensen, Wayne Jensen, Dick Larsen, Laurie Mulder, Dale Walters.
Board Members Absent	Eva Noble, Elwood Stait
Staff Present	Roy Mason, President, Cheryl Van Natta, Business Officer, Kate Ventres, Secretary.
Call to Order	The meeting was called to order at 7:30 p.m. by Chairman Laurie Mulder.
I. Adoption of Agenda	President Mason added Agenda Item XIII, Oregon Small Business Development Center Network Annual Report. Dick Larsen moved that the agenda be adopted. Second - Kathrine Jensen. Motion carried 5/0.
II. Approval of Minutes	Dick Larsen moved that the minutes be approved as presented. Second - Kathrine Jensen. Motion carried 5/0.
III. Introduction of Guests	Bob Hunnicut, ONCA Insurance; Dick Minisce, Dean of Instruction; Mark Mulder, G & M Insurance; Barbara Rice, Associate Dean of Students.
IV. Budget Report	President Mason reported the receipt of an additional \$2,066 in under-realized FTE monies for the 1984-85 fiscal year. Tuition revenue for the current year is above average due to increased student enrollment.
V. Student Services Report	Barbara Rice reported that fall term registration was high, with approximately 400 students registered in the first two weeks. Direct comparisons to FTE enrollment of fall term 1984 cannot be made at this time because of the different reporting systems used.
Office of Instruction Report	Dick Minisce reported the number and variety of courses offered fall term. Dick Larsen suggested statistics from the Student Services and Office of Instruction reports be converted to a spreadsheet for easier comprehension. President Mason will confer with Barbara Rice and Dick Minisce to generate this report.

VI. Health
Insurance Review

Mark Mulder and Bob Hunnicut gave a presentation on Banker's Life Insurance as part of the district's health insurance evaluation. A Blue Cross representative will review the district's current health plan at the next regular board meeting.

VII. Committee
Reports

Dale Walters withdrew his membership from the Facilities Committee, bringing the total membership to three. This avoids holding unannounced board meetings of a four-member quorum.

President Mason proposed the board allow him to rent the vacant apartment at the First Street facility for use between 11/1/85 and 8/31/86, when construction on his new house is complete. He also asked the board allow him to provide security for the building in exchange for \$100 off rent, consistent with the arrangement with the previous tenants.

Pursuant to the request of the Facilities Committee, President Mason provided the costs of other security services in the area:

Coastal Securities	\$60/month for outside security checks only
Tillamook County Security	\$125/month for both inside and outside security checks

President Mason felt the tenant in the apartment should also be the provider of the security needs of the building. He clarified that other arrangements for security service will be made after 8/31/86, when the apartment space will be considered for use as classroom space. Funds for this transition will not be available until next fiscal year.

Laurie Mulder expressed her concern that the rental amount and lease agreement be comparable to others in the Tillamook area.

Dick Larsen expressed his preference to hire an individual to perform the security and perhaps the janitorial services for the building each night.

Motion

Dick Larsen moved that TBCC lease the First Street apartment to President Mason on a temporary basis until 8/1/86, at the current rental rate of \$225/month. Second - Dale Walters. Motion carried 5/0.

Motion

Dale Walters moved to continue the rent subsidy of \$100/month for the length of the rental contract, as given to the previous tenants, in exchange for securing the building. Second - Wayne Jensen. After further discussion, motion carried 4/1 with Dick Larsen casting the dissenting vote.

VIII. Executone
Maintenance Plan

President Mason reported the cost of a maintenance plan for both Executone telephone systems is \$1,242.50 per year. Last year \$800 was spent on maintenance of this system. President Mason will further investigate the cost benefits of this plan for future consideration.

IX. Public
Opinion Survey

President Mason proposed a public opinion survey be conducted to assess the performance of TBCC and assist in long-range institution planning. Dick Larsen felt this is a useful tool for general guidance, but a consultant is necessary for specific feedback. President Mason will further investigate the cost of this proposal before the next regular board meeting.

X. Central Oregon
Community Founda-
tion

President Mason announced the COCC Foundation Banquet will be held October 19, during the OCCA Board Retreat. There was no interest expressed in attending this event or making a contribution to the COCC Foundation.

XI. OCCA Retreat/
OSBA Convention

President Mason encouraged all board members to attend the OCCA Board Retreat to be held October 18-20 in Bend, Oregon.

President Mason announced the OSBA Convention will be held November 15-17 in Portland. Interested board members may attend.

XII. Board
Planning Session

President Mason presented information on Timme Helzer as a possible consultant for the board planning session in January and February, 1986. Laurie Mulder suggested a coordination of planning sessions with District 9 and the ESD be considered. Dale Walters urged a decision on this issue be made at the November board meeting.

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President Mason will bring recommendations and costs of a consultant to the next regular board meeting.

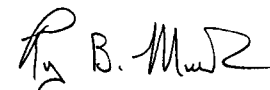
XIII. OSBDCN
Annual Report

The Oregon Small Business Development Center Network Annual Report was presented for review.

Adjournment

The meeting was adjourned at 9:30 p.m.

Respectfully submitted,



Roy B. Mason
Clerk

/kv

GENERAL FUND: RESOURCES

1985-86 TILLAMOOK BAY COMMUNITY COLLEGE S.D.

ACCOUNT#	DESCRIPTION	ADOPTED	RECEIPTS SEPT.	TOTAL RECEIVED	BUDGET BALANCE	% OF BUDGET
1000	STATE SOURCES					
100	STATE AID OPERATION	\$237,000.00		\$77,270.00	\$159,730.00	67%
200	GRANTS AND CONTRACTS					
10	ADULT BASIC EDUCATION	\$10,000.00		\$0.00	\$10,000.00	100%
20	HOME ECONOMICS	\$9,500.00		\$0.00	\$9,500.00	100%
30	SMALL BUSINESS CENTER	\$30,000.00		\$0.00	\$30,000.00	100%
40	VOCATIONAL EDUCATION	\$9,000.00		\$0.00	\$9,000.00	100%
2000	LOCAL SOURCES					
100	CURRENT TAXES	\$382,448.00		\$0.00	\$382,448.00	100%
200	PRIOR YEARS TAXES	\$12,000.00		\$0.00	\$12,000.00	100%
300	COUNTY TIMBER REVENUE	\$50,000.00		\$0.00	\$50,000.00	100%
3000	TUITION AND FEES					
100	TUITION	\$78,000.00	\$18,933.25	\$29,278.16	\$48,721.84	62%
200	FEES	\$1,500.00	\$599.50	\$599.50	\$900.50	60%
4000	OTHER REVENUE					
100	AVAILABLE CASH ON HAND	\$60,000.00		\$0.00	\$60,000.00	100%
200	SALE OF GOODS/SERVICES	\$2,500.00	\$386.10	\$1,455.06	\$1,044.94	42%
300	INTEREST INCOME	\$12,000.00	\$102.91	\$102.91	\$11,897.09	99%
400	RENTAL INCOME	\$2,000.00	\$30.00	\$695.00	\$1,305.00	65%
	REVENUE TOTAL	\$895,948.00	\$20,051.76	\$109,400.63	\$786,547.37	88%

GENERAL FUND: REQUIREMENTS

1985-86 TILLAMOOK BAY COMMUNITY COLLEGE S.D.

ACCOUNT#	DESCRIPTION	ADOPTED	EXPENSES SEPT.	TOTAL EXPENDED	BUDGET BALANCE	% OF BUDGET
1000 INSTRUCTION						
100 PERSONAL SERVICES						
10	INSTRUCTIONAL PERSONNEL/TBCC	\$20,000.00	\$9,869.18	\$9,869.18	\$10,130.82	51%
20	INSTRUCTIONAL CONTRACT	\$150,000.00		\$143.70	\$149,856.30	100%
30	STAFF DEVELOPMENT	\$1,000.00		\$0.00	\$1,000.00	100%
200	OTHER PAYROLL	\$40,000.00	\$226.45	\$1,142.60	\$38,857.40	97%
300 MATERIALS ANMD SERVICES						
10	INSTRUCTIONAL CONTRACT	\$35,000.00	\$165.00	\$1,188.00	\$33,812.00	97%
20	INSTRUCTIONAL SUPPLIES	\$4,000.00	\$414.15	\$1,173.52	\$2,826.48	71%
30	LIBRARY DEVELOPMENT	\$2,500.00		\$0.00	\$2,500.00	100%
40	TEXTBOOKS	\$7,000.00	\$2,438.97	\$5,343.46	\$1,656.54	24%
50	EQUIPMENT RENTAL	\$1,000.00	\$123.75	\$223.75	\$776.25	78%
400	CAPITAL EQUIPMENT	\$15,000.00	\$183.76	\$3,857.43	\$11,142.57	74%
500 EQUIPMENT REPAIR REPLACEMENT						
10	REPAIR CONTRACTS	\$9,000.00	\$212.60	\$5,971.60	\$3,028.40	
20	REPLACEMENT	\$3,000.00		\$0.00	\$3,000.00	100%
600	CLASSROOM RENTAL	\$30,000.00	\$2,560.00	\$7,420.00	\$22,580.00	75%
700	MATERIALS FOR RESALE	\$1,500.00	153.00	301.56	\$1,198.44	80%
INSTRUCTION TOTAL		\$319,000.00	\$16,346.86	\$36,634.80	\$282,365.20	89%

GENERAL FUND: REQUIREMENTS

1985-86 TILLAMOOK BAY COMMUNITY COLLEGE S.D.

ACCOUNT#	DESCRIPTION	ADOPTED	EXPENSES SEPT.	TOTAL EXPENDED	BUDGET BALANCE	% OF BUDGET
2000	INSTRUCTIONAL SUPPORT SERVICES					
100	PERSONAL SERVICES					
10	DEAN OF INSTRUCTION	\$32,616.00	\$8,154.00	\$8,154.00	\$24,462.00	75%
11	DIRECTOR SP.INST. PROG.	\$16,020.00	\$3,213.00	\$3,213.00	\$12,807.00	80%
12	ADMIN. ASST	\$16,644.00	\$4,161.00	\$4,161.00	\$12,483.00	75%
20	SECRETARY TO THE DEAN	\$11,088.00	\$2,772.00	\$2,772.00	\$8,316.00	75%
30	OUTREACH COORDINATORS	\$5,000.00		\$0.00	\$5,000.00	100%
40	STAFF DEVELOPMENT	\$1,880.00	\$29.30	\$286.30	\$1,593.70	85%
200	OTHER PAYROLL EXPENSES	\$19,500.00	\$1,896.32	\$6,690.84	\$12,809.16	66%
300	MATERIALS AND SERVICES					
10	SUPPLIES	\$1,926.00	\$43.24	\$230.12	\$1,695.88	88%
20	TELEPHONE	\$2,000.00	\$317.21	\$1,902.48	\$97.52	5%
30	POSTAGE	\$1,800.00	\$107.07	\$121.67	\$1,678.33	93%
40	TRAVEL	\$2,000.00	\$233.80	\$279.80	\$1,720.20	86%
50	ADVERTISING	\$5,000.00	\$192.70	\$215.40	\$4,784.60	96%
1	SCHEDULE PRODUCTION	\$5,000.00		\$0.00	\$5,000.00	100%
2	PRINTING	\$2,000.00		\$362.00	\$1,638.00	82%
3	CATALOG PRODUCTION	\$12,000.00		\$0.00	\$12,000.00	100%
60	OTHER SERVICES	\$3,077.00	\$60.00	\$2,313.00	\$764.00	25%
400	CAPITAL EQUIPMENT	\$3,000.00		\$1,040.00	\$1,960.00	65%
	INSTRUCTIONAL SUPPORT TOTAL	\$140,551.00	\$21,179.64	\$31,741.61	\$108,809.39	77%

GENERAL FUND: REQUIREMENTS

1985-86 TILLAMOOK BAY COMMUNITY COLLEGE S.D.

ACCOUNT#	DESCRIPTION	ADOPTED	EXPENSES SEPT.	TOTAL EXPENDED	BUDGET BALANCE	% OF BUDGET
3000 STUDENT SERVICES						
100 PERSONAL SERVICES						
10	DIRECTOR	\$26,892.00	\$6,723.00	\$6,723.00	\$20,169.00	75%
20	STUDENT SERVICES SSECRETARY	\$14,112.00	\$2,083.26	\$2,083.26	\$12,028.74	85%
30	ADMISSIONS SECRETARY	\$13,440.00	\$3,360.00	\$3,360.00	\$10,080.00	75%
40	STAFF DEVELOPMENT	\$500.00		\$0.00	\$500.00	100%
50	STUDENT WORK STUDY	\$5,000.00	\$12.95	\$12.95	\$4,987.05	100%
200	OTHER PAYROLL	\$15,700.00	\$1,085.64	\$4,293.18	\$11,406.82	73%
300 MATERIALS AND SERVICES						
10	SUPPLIES	\$1,400.00	\$278.24	\$501.49	\$898.51	64%
20	TELEPHONE	\$2,200.00	\$341.53	\$643.40	\$1,556.60	71%
30	POSTAGE	\$1,150.00	\$15.70	\$15.70	\$1,134.30	99%
40	TRAVEL	\$1,000.00		\$0.00	\$1,000.00	100%
400	CAPITAL EQUIPMENT	\$2,400.00		\$0.00	\$2,400.00	100%
STUDENT SERVICES TOTAL		\$83,794.00	\$13,900.32	\$17,632.98	\$66,161.02	79%

GENERAL FUND: REQUIREMENTS

1985-86 TILLAMOOK BAY COMMUNITY COLLEGE S.D.

ACCOUNT#	DESCRIPTION	ADOPTED	EXPENSES SEPT.	TOTAL EXPENDED	BUDGET BALANCE	% OF BUDGET
4000 COLLEGE SUPPORT SERVICES						
100 PERSONAL SERVICES						
10	PRESIDENT	\$41,000.00	\$10,237.50	\$10,237.50	\$30,762.50	75%
20	BUSINESS OFFICER	\$17,436.00	\$4,578.00	\$4,578.00	\$12,858.00	74%
21	SEC. TO PRES.	\$15,528.00	\$3,522.00	\$3,522.00	\$12,006.00	77%
30	PART-TIME	\$2,000.00	\$1,436.03	\$1,436.03	\$563.97	28%
40	STAFF DEVELOPMENT	\$600.00		\$0.00	\$600.00	100%
200	OTHER PAYROLL	\$26,464.00	\$2,544.92	\$6,128.69	\$20,335.31	77%
300 MATERIALS AND SERVICES						
10	SUPPLIES	\$2,462.00	\$649.07	\$1,265.12	\$1,196.88	49%
20	TELEPHONE	\$2,300.00	\$317.20	\$468.36	\$1,831.64	80%
30	POSTAGE	\$400.00	\$15.15	\$15.15	\$384.85	96%
40	TRAVEL	\$5,200.00	\$900.98	\$1,003.58	\$4,196.42	81%
50	PUBLICATIONS	\$800.00	\$50.00	\$162.18	\$637.82	80%
400	CAPITAL EQUIPMENT	\$5,000.00		\$6,402.67	(\$1,402.67)	-28%
500 PROFESSIONAL SERVICE						
10	AUDITING AND ACCOUNTING	\$3,700.00	\$300.00	\$300.00	\$3,400.00	92%
20	LEGAL	\$2,400.00	\$175.00	\$425.00	\$1,975.00	82%
30	INSURANCE	\$4,800.00		\$0.00	\$4,800.00	100%
40	ASSOCIATION MEMBERSHIP	\$6,000.00	\$30.00	\$4,012.00	\$1,988.00	33%
600 GOVERNING BOARD						
10	ADVISORY COMMITTEES	\$1,700.00		\$12.60	\$1,687.40	99%
20	TRAVEL	\$2,000.00		\$175.31	\$1,824.69	91%
30	MEETING EXPENSES	\$800.00	\$46.08	\$115.48	\$684.52	86%
COLLEGE SUPPORT TOTAL		\$140,590.00	\$24,801.93	\$40,259.67	\$100,330.33	71%

GENERAL FUND: REQUIREMENTS

1985-86 TILLAMOOK BAY COMMUNITY COLLEGE S.D.

ACCOUNT#	DESCRIPTION	ADOPTED	EXPENSES SEPT.	TOTAL EXPENDED	BUDGET BALANCE	% OF BUDGET
5000	PLANT OPERATION & MAINTENANCE					
100	PERSONAL SERVICES					
10	JANITOR	\$17,500.00	\$3,510.00	\$4,110.00	\$13,390.00	77%
200	OTHER PAYROLL EXPENSES	\$5,300.00	\$235.48	\$1,031.36	\$4,268.64	81%
300	MATERIALS AND SERVICES					
10	SUPPLIES	\$3,000.00	\$560.09	\$560.09	\$2,439.91	81%
400	CAPITAL EQUIPMENT	\$3,200.00		\$0.00	\$3,200.00	100%
500	UTILITIES	\$6,500.00	\$356.46	\$867.07	\$5,632.93	87%
600	BUILDING REPAIRS					
10	REPAIRS	\$3,000.00	\$2,166.96	\$8,511.99	(\$5,511.99)	-184%
20	REMODELING	\$3,000.00		\$11,088.37	(\$8,088.37)	-270%
6000	COMMUNITY SERVICES					
300	MATERIALS AND SERVICES	\$500.00	77.35	\$77.35	\$422.65	85%
	PLANT & COMMUNITY TOTAL	\$42,000.00	\$6,828.99	\$26,246.23	\$15,753.77	38%

GENERAL FUND: REQUIREMENTS

1985-86 TILLAMOOK BAY COMMUNITY COLLEGE S.D.

ACCOUNT#	DESCRIPTION	ADOPTED	EXPENSES SEPT.	TOTAL EXPENDED	BUDGET BALANCE	% OF BUDGET
7000	ADULT BASIC EDUCATION					
100	PERSONAL SERVICES					
10	COORDINATOR	\$5100.00	\$1275.00	\$1275.00	\$3825.00	75%
20	INSTRUCTORS	\$8640.00	\$1056.00	\$1056.00	\$7584.00	88%
30	PART-TIME	\$600.00		\$0.00	\$600.00	100%
40	STAFF DEVELOPMENT	\$250.00		\$55.00	\$195.00	78%
200	OTHER PAYROLL EXPENSES	\$1500.00		\$0.00	\$1500.00	100%
300	MATERIALS AND SERVICES					
10	SUPPLIES	\$560.00		\$101.35	\$458.65	82%
20	TELEPHONE	\$300.00		\$0.00	\$300.00	100%
30	POSTAGE	\$100.00		\$0.00	\$100.00	100%
40	TRAVEL	\$300.00		\$174.05	\$125.95	42%
50	PRINTING	\$550.00		\$0.00	\$550.00	100%
400	STUDENT FINANCIAL AID	\$3000.00		\$0.00	\$3000.00	100%
ABE TOTAL		\$20900.00	\$2331.00	\$2661.40	\$18238.60	87%

GENERAL FUND: REQUIREMENTS

1985-86 TILLAMOOK BAY COMMUNITY COLLEGE S.D.

ACCOUNT#	DESCRIPTION	ADOPTED	EXPENSES SEPT.	TOTAL EXPENDED	BUDGET BALANCE	% OF BUDGET
8000	SMALL BUSINESS CENTER					
100	PERSONAL SERVICES					
10	DIRECTOR	\$14,862.00	\$7,431.00	\$7,431.00	\$7,431.00	50%
20	INSTRUCTORS	\$14,862.00		\$0.00	\$14,862.00	100%
30	PROGRAM ASSISTANT	\$14,122.00	\$3,528.00	\$3,528.00	\$10,594.00	75%
40	PART-TIME	\$500.00		\$195.00	\$305.00	61%
200	OTHER PAYROLL EXPENSES	\$13,780.00	\$886.78	\$3,347.62	\$10,432.38	76%
300	MATERIALS AND SERVICES					
10	SUPPLIES	\$1,500.00	\$204.90	\$240.60	\$1,259.40	84%
20	TELEPHONE	\$2,000.00	\$192.77	\$364.15	\$1,635.85	82%
30	POSTAGE	\$500.00	\$24.90	\$24.90	\$475.10	95%
40	TRAVEL	\$1,000.00	\$110.80	\$249.60	\$750.40	75%
50	ADVERTISING	\$400.00		\$0.00	\$400.00	100%
60	OFFICE/CLASSROOM RENTAL	\$4,800.00	\$400.00	\$860.00	\$3,940.00	82%
BUSINESS CENTER TOTAL		\$68,326.00	\$12,779.15	\$16,240.87	\$52,085.13	76%

GENERAL FUND: REQUIREMENTS

1985-86 TILLAMOOK BAY COMMUNITY COLLEGE S.D.

ACCOUNT#	DESCRIPTION	ADOPTED	EXPENSES SEPT.	TOTAL EXPENDED	BUDGET BALANCE	% OF BUDGET
9000	HOME ECONOMICS PROGRAM					
100	PERSONAL SERVICES					
10	CONSULTANT HOMEMAKER	\$4,232.00	\$740.72	\$740.72	\$3,491.28	82%
20	INSTRUCTOR	\$4,326.00		\$0.00	\$4,326.00	100%
200	OTHER PAYROLL EXPENSES	\$2,049.00		\$0.00	\$2,049.00	100%
300	MATERIALS AND SERVICES					
10	SUPPLIES	\$820.00	\$22.75	\$22.75	\$797.25	97%
20	TELEPHONE	\$200.00		\$0.00	\$200.00	100%
30	POSTAGE	\$150.00		\$0.00	\$150.00	100%
40	TRAVEL	\$670.00		\$0.00	\$670.00	100%
50	ADVERTISING	\$430.00		\$0.00	\$430.00	100%
60	INDIRECT COSTS	\$1,450.00		\$0.00	\$1,450.00	100%
	HOME ECONOMICS TOTAL	\$14,327.00	\$763.47	\$763.47	\$13,563.53	95%
10000	RESERVES					
100	BOARD CONTINGENCY	\$66,460.00		\$0.00	\$66,460.00	100%

BUDGET SUMMARY

	ADOPTED BUDGET	EXPENDED OR RECEIVED	TOTAL EXPENDED/ RECEIVED	BUDGET BALANCE	% OF BUDGET
RESOURCES -----					
REVENUE	\$895,948.00	\$20,051.76	\$109,400.63	\$786,547.37	88%
CURRENT TOTAL					
REQUIREMENTS -----					
INSTRUCTION	\$319,000.00	\$16,346.86	\$36,634.80	\$282,365.20	89%
INSTRUCTIONAL SUPPORT SERVICES	\$140,551.00	\$21,179.64	\$31,741.61	\$108,809.39	77%
STUDENT SERVICES	\$83,794.00	\$13,900.32	\$17,632.98	\$66,161.02	79%
COLLEGE SUPPORT SERVICES	\$140,590.00	\$24,801.93	\$40,259.67	\$100,330.33	71%
PLANT OPERATION & MAINTENANCE	\$42,000.00	\$6,828.99	\$26,246.23	\$15,753.77	38%
ADULT BASIC EDUCATION	\$20,900.00	\$2,331.00	\$2,661.40	\$18,238.60	87%
SMALL BUSINESS CENTER	\$68,326.00	\$12,779.15	\$17,620.87	\$50,705.13	74%
HOME ECONOMICS PROGRAM	\$14,327.00	\$763.47	\$763.47	\$13,563.53	95%
BOARD CONTINGENCY	\$66,460.00		\$0.00	\$66,460.00	100%
CURRENT TOTAL					
	\$895,948.00	\$98,931.36	\$173,561.03	\$722,386.97	81%

FTE REPORT

	FALL 84 FINAL	FALL 85 2ND WK	FALL + SUMMER 85-86	ESTIMATED 85-86
LDC	15.5	17.89	22.84	65
LDC/HS		(5.72)		
VOC PREP	10.13	6.87	8.22	30
VOC SUP	17.24	6.84	7.93	25
APP	.32	.42	.42	1
DEV	1.80	1.64	2.44	10
CED	26.53	17.63	21.82	75
TOTAL	71.52	51.29	63.67	206

HEAD
COUNT 1067 910

HEAD
COUNT
1984-85 2047

Fall Term 1985
Office Of Instruction
Report To The Board Of Directors

This terms schedule of credit courses and workshops included:

71 credit offerings represented 43% of our Fall schedule

44 of these courses were college transfer level credit

19 were professional development or vocational supplemental (below 9.)

8 were what are referred to as vocational preparatory (equal to or above 9.)

4 were vocational rehabilitation job training programs

5 were reading and conference sections

and 4 were high school cooperative courses

23 of these courses were scheduled during the daytime

48 in the evening

31 to meet once a week

34 twice and

6 were workshops

of the 71 sections scheduled 3% 2 have been cancelled for lack of enrollment.

In addition to courses whose starting dates coincided with the start of the term several events preceded the term i.e. Criminal Justice Legal Update, Certified Nurses Aide (N. and S.) and Home Health Aide; while other courses and special events were late starters including: a workshop on Hazardous Materials and three professional development telecourses.

Advisory groups and the Emergency Medical Technician Degree Emphasis were the source of input for the development of the Emergency Services and Medical In-Service Long Term Training Calendars. The former involved a pre term Criminal Justice Legal Update Workshop (13 Registered) a North County EMT I (24 registered) and Central Tillamook EMT III (8 registered).

The latter resulted in two 3 credit Supervisory Development Courses one on Monday mornings at RMH (14 reg) and the other at TCGH that same afternoon (18 reg.) Gaylen Sarvinski our visiting instructor is also teaching Business Relations on Monday evenings which cut our mileage cost per course considerably. Gaylen will also be helping the ESD to deal with their Supervisory Development needs when he does a two Wednesday Wkshop for 15 to 20 ESD employees in late October.

ABE/GED consisted of 1 section each in North and South Counties. The remaining 4 sections were held in central Tillamook and scheduled during both day and evening hours.

Non-credit courses and workshops:

95 offerings or 57% of our total fall schedule

61 i.e. 64% were standard length courses

the remaining 31 were workshops

approximately 62 i.e. 65% of these courses had sufficient enrollment to be held as scheduled

45 i.e. approximately 50% of those offered were scheduled in the daytime.

Community Choir and Plays and Rehearsals continue to provide a vehicle by which we support the arts in the community.

In South County the effects of a direct mailing to 1900 boxholders and rural route occupants resulted in the local coordinator receiving an unprecedented number of telephone inquiries and a significant increase in the number of pre-registrations. In the final analysis only 4 classes were cancelled for lack of sufficient enrollment and generally courses went with stronger than usual enrollments. In addition an evening credit accounting course drew 6 students.

In North County the high energy and enthusiasm expended by Pam Grow ran into extenuating circumstances when 4 courses had to be cancelled because the instructor was deported, despite this 6 non-credit courses and 6 credit courses met and in most cases their minimums. Credit courses in progress in North County include Welding Practise, Calligraphy, Certified Nurses Aide, Creative Writing, Ceramics, and Management Fundamentals.

In Central Tillamook the TBCCSD/YMCA cooperative physical activities program continues to do well with 12 courses or 75% of the scheduled courses having generally strong enrollments. Y facilities and staff are also being utilized for a one credit course in adult fitness. Approximately 30 or 63% of the other non-credit courses and workshops offered in Central Tillamook are still on the books which include a range of topics from Minerology to Dog Obedience.

All in all approximately 79% of our Fall schedule was or remains to be held as scheduled.

Four Plans

Type of Service

	Plan I	Plan II	Plan III*	Plan IV*
Class 1 - Preventive Services Oral Examinations X-rays Cleaning Fluoride Treatment Space Maintainers	100%	100%	100%	100%
Class 2 - Basic Services Emergency Treatment Amalgam, Silicate, Acrylic Fillings Endodontics Periodontics Oral Surgery Local Anesthesia Extractions Stainless Steel Crowns	50%	80%	85%	85%
Class 3 - Major Services Gold Foil Fillings Inlays and Onlays Crowns	50%	50%	50%	80%
Class 4 - Prosthodontic Services Removable or Fixed Bridgework Partial or Complete Dentures	Not Covered	50%	50%	80%
Class 5 - Orthodontic Services (Optional Benefit) Teeth Straightening Procedures	Not Available	Not Available	50%	50%
Deductible Options Applies to Class 2, 3 and 4 Services Only	\$25 or \$50	\$25 or \$50	\$25 or \$50	\$25 or \$50
Annual Non-Orthodontic Maximum	\$750 or \$1,250	\$1,000 or \$1,500	\$1,500 or \$3,000	\$1,500 or \$3,000
Lifetime Orthodontic Maximum	Not Covered	Not Covered	\$1,500	\$2,000

* Plans III and IV are not available to employers with fewer than 10 covered employees.



BROAD COVERAGE OF HEALTH CARE EXPENSES

Supplement to GP 11014 or GP 11023

Included as recognized covered charges are the following Health Care Services.

- Routine Physical Exams
- Preventive Medicine (Flu Shots, Polio Vaccines And Other Routine Immunizations)
- Registered Physical Therapists
- Certain Nonprescription Drugs Ordered By A Physician If Obviously Necessary And No Other Family Member Can Use, Such As Insulin, Syringe And Testape
- Sales Tax On Prescription Drugs
- Speech Therapy Where A Person's Speech Is Impaired By An Injury Or Sickness Such As A Stroke
- Elective Sterilization: Vasectomy, Tubal Ligation
- Birth Control Pills
- Medical Expenses In The Treatment Of Drug Addiction And Alcoholism
- Dialysis (Hospital Or Home Cost For Disposable Items Used In Treatments)
- Pap Smears
- Initial Glasses Or Contact Lenses Following Cataract Surgery
- Audiograms When Performed By A Qualified Technician
- Well Baby Care

The above items are covered charges under our IEA medical insurance plans, subject to regular IEA plan provisions including deductibles, coinsurance and limitations.

Please see other IEA brochures for additional information.

This material is an announcement and not a complete solicitation for a plan of insurance. It does not state all the provisions of the insurance contract or all of the provisions that restrict insurance coverage or benefits by condition or limitation, or all of the provisions that are required by law.

*Old Northwest Co. Assoc.
R.E. "Bob" Hunnicutt-Mgr.
8959 S.W. Barbur Blvd., Suite 207
Portland, Oregon 97219
1-503-244-4786*

UNDERWRITTEN BY

THE BANKERS LIFE

BANKERS LIFE COMPANY DES MOINES, IOWA

Old Northwest Company
Old Northwest Company Associates Inc.
Old Northwest Agents Inc.
Independent Life Agency Inc.

4901 West 77th Street Suite 154
Minneapolis, Minnesota 55435
Phone (612) 835-2131

R.E. (BOB) HUNNICUTT, RHU

8959 S.W. Barbur Blvd.
Suite 207
Portland, Oregon 97219
(503) 244-4786

R.E. (BOB) HUNNICUTT, RHU District Manager

Estimation of Benefits Payable
 For an IEA Trusteed plan
 150 Deductible 80/20 to \$3000

H. E. R. Memorial Hospital

10 - 1 to 10 - 7 - 84	4248.70	
	- 150.00	Ded.
	4098.70	
	3000.00	x 80% = \$2400 pd
	1098.70	paid in full

Out of pocket \$750 - Maximum out of pocket reached for balance of year 1985.

H. E. R. Memorial Hospital

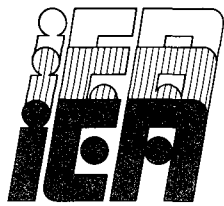
9 - 5 - 84	61.50	Paid in Full
9 - 26 - 84	27.50	Paid in Full
10 - 1 - 84	21.50	Paid in Full

Nehalem Bay Medical Center

10 - 1 - 84	120.50	Paid in Full
10 - 2 - 84	1050.00	Paid in Full
10 - 2 - 84	210.00	Paid in Full

Total payable	\$4989.70	Out of pocket \$750
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\$50.⁰⁰ ↔ \$150.⁰⁰



COMPREHENSIVE MEDICAL "150" BENEFIT SUMMARY

To be used with GP 11014

MEMBER CLASSIFICATION A – Officers & Owners B – Managers C – Supervisors D – All Other Employees

MEMBER LIFE AND AD&D INSURANCE SCHEDULE

	A	B	C	D
Benefits (reduce starting at age 60)	_____	_____	_____	_____
AD&D not to exceed \$50,000.	_____	_____	_____	_____

DEPENDENT LIFE INSURANCE Spouse..... \$2,500; Child 14 days - 6 mos..... \$250; 6 mos - 19 years..... \$1,000

SHORT TERM DISABILITY (Optional)

Weekly Benefit Payable Up to 26 Weeks

Injury Begins 1st day – Sickness Begins 8th day OR 29th day

LONG TERM DISABILITY (Optional)

Monthly Benefit Payable Amount

Benefit Waiting Period – 6 months or when Short Term Disability ends

AD&D (Accidental Death & Dismemberment), Dependent Life, and Disability Benefits terminate on the earlier of the date the Member attains age 70 or retires. Please see brochure GP 11014 for a detailed description of Life, AD&D, and Disability benefits.

DENTAL PLAN (Optional) _____ See Dental Brochure for more details.

COMPREHENSIVE MEDICAL INSURANCE

Comprehensive Medical Insurance provides benefit amounts covering different types of Medically Necessary Care and contains deductible and coinsurance features. There is no maximum payment limit.

Covered Charges – Includes Prevailing Charges of Medically Necessary Care and treatment for:

- Hospital semi-private charges if not Weekend Admission Charges
- Doctor calls and surgical charges
- X-ray and laboratory charges
- Home Health Care and physiotherapists charges
- Ambulance charges
- Pregnancy charges are considered as sickness charges and are subject to the benefit provisions and limitations that apply to sickness charges.
- Hospice Care-Limits \$60 a day, \$4,000 per episode
- Anesthesia, blood, blood plasma and oxygen
- Prescription drugs and medicines
- Dental charges for repair of jaw or natural teeth injured as a result of, and within six months after, an accident
- Skilled Nursing Facility Charges – (if preceded by 3 days of hospital confinement and commences within 14 days after termination of such confinement) 50% of semi-private room rate up to 120 days for recuperation from an injury or sickness

DEDUCTIBLE – Per Calendar Year

\$150 of Covered Charges – A separate deductible applies to each insured family member including a newborn child.

\$300 Maximum Family Deductible per calendar year

Accidental Injury Charges within six months of injury No Deductible to Satisfy

Same Day Surgery Incentive – see reverse side No Deductible to Satisfy

COINSURANCE

80% of Covered Charges in excess of the Deductible Amount, up to the Maximum Out-Of-Pocket Expense.

100% of Covered Charges once the Maximum Out-of-Pocket Expense is satisfied for the rest of the calendar year.

Maximum-Out-Of-Pocket Expense Options are \$ 750 per person/\$1,500 per family –; or
 \$1,250 per person/\$2,500 per family – each calendar year.

The deductible amounts satisfied and the insured's portion of the coinsurance are the only covered charges that will go toward satisfaction of the Maximum out-of-pocket expense.

Mental or nervous disorders restrictions – The maximum-out-of-pocket provision with its 100% coinsurance does not apply. Also, payment is limited to 50% (in excess of the deductible) for other than normal hospitalization. Only the first 50 physician visits per calendar year are Covered Charges.

This announcement does not state all of the provisions of the insurance contract, or restrictions of coverage or benefits by condition or limitation, or provisions that are required by law. A more complete description of the master policy provisions is in the Booklet-Certificate that will be issued to each Member.

UNDERWRITTEN BY
THE BANKERS LIFE

BANKERS LIFE COMPANY DES MOINES, IOWA

SPECIAL PROVISIONS AND LIMITATIONS

LIMITATIONS – No payments are made for confinement, treatment or service that results from war, voluntary participation in criminal activities; or would have been provided at no charge in the absence of insurance; or is compensated by the United States Government or one of its agencies; or room & board charges for Friday and Saturday non-emergency admissions. Also, no payments will be made for eye glasses or examinations for such, hearing aids, dental services (except as specifically provided), jaw disorders (TMJ), cosmetic surgery, private duty nursing, custodial care, the restoration of fertility or the promotion of conception, or acupuncture-pressure.

This Bankers Life Company insurance is not a substitute for Workers' Compensation insurance. IEA insurance excludes coverage for charges which are or could be covered by a Workers' Compensation Act or similar legislation.

Charges are only covered to the extent they do not exceed Prevailing Charges (the charges of most providers for the same or comparable treatment in the same or comparable area).

Only Medically Necessary Care is covered. That is, it must be prescribed by a physician, and considered by Bankers Life to be necessary and appropriate, non-experimental, and not in conflict with accepted medical standards.

SAME DAY SURGERY – No deductible will be applied to the following Incentive List provided surgery is done on an **Out-patient** basis.

Amniocentesis, Arthrocentesis, Breast biopsy, Bronchoscopy, Carpal Tunnel, Cervical Lymph Node Biopsy, Circumcision, closed reduction of the Distal Radius, Colonoscopy, Cystoscopy, Dilation and Curettage (D&C) including miscarriage, Ganglionectomy, Hammertoe Operations, Hemorrhoidectomies, Hernia Repair, Diagnostic Arthroscopy, Laparoscopy – including sterilization, Excision of Bartholin's Cyst, Meatotomy, Muscle or Bone Biopsy, Myringotomy, Small Skin Grafts, Tenotomy, Removal of tonsils and or adenoids, upper GI Endoscopy, Vasectomy.

INDIVIDUAL PURCHASE RIGHTS – Terminating Members and dependents may qualify to apply for other medical insurance without proof of good health. The Conversion Brochure or Individual Purchase Brochure provides information, including who is eligible. This provision applies provided the Group Policy remains in force with respect to the Employer.

PRE-EXISTING RESTRICTION – No benefits will be payable for a Pre-Existing Condition until the earlier of the date ending 90 consecutive days during which no confinement has existed or no treatment or service has been received for the pre-existing condition; or, the date that a person has been insured for at least 12 consecutive months provided the Member is actively at work or a Dependent is not in a period of limited activity.

WHEN EMPLOYER BENEFIT PLANS ARE TRANSFERRED from one carrier to another, normal application of the new policy provisions may cause some insureds to lose coverage. The Bankers Life has made special provision to protect the medical coverage of persons who have been covered under the prior plan to avoid these possible losses of coverage. The actively at work requirements and the pre-existing restriction are modified to assure continuity of coverage during the changeover period. The amount payable would be the lesser of IEA benefits or the benefits which would have been payable under the prior plan. Note: When medical evidence is required, this provision only applies to employees and dependents who submit proof of good health.

ELIGIBLE MEMBERS – Active full-time employees on the date the plan is effective are eligible provided proof of good health is completed when necessary. To be considered full-time, the employee must be regularly scheduled to work at least 25 hours per week for the employer on a year-round basis. Coverage is contingent upon continued membership in the group and continuation of the plan.

ELIGIBLE DEPENDENTS – Life Benefits – spouse and children 14 days to 19 years. Medical Benefits – spouse and children from date of birth to 19 years. Unmarried dependent children age 19 to 24 years are also included for both Life and Medical benefits provided they are attending school on a full-time basis and are dependent upon the insured Member for their principal support. Step or foster children must be approved, in writing, by Bankers Life to be included.

COORDINATION OF BENEFITS – Medical expense benefits under this plan are coordinated with similar benefits under any other group, franchise, hospital or medical service prepayment plan arranged through any employer, trustee, union or benefits association. Medical benefits from all such plans will not exceed 100% of the total allowable medical expenses. Medical benefits are also coordinated with Medicare (both Parts A & B) payments an insured is eligible for, or would have been eligible for, had timely application been made.

Your Agency:



FOR OTHER INFORMATION

See your Agent or write
Old Northwest Insurance Agents
4901 West 77th Street
Minneapolis, Minnesota 55435



TILLAMOOK BAY COMMUNITY COLLEGE
SERVICE DISTRICT

6385 Tillamook Avenue, Bay City, Oregon 97107

Phone: 503/377-2218
503/377-2765

Roy B. Mason II, *President*

MEMO

DATE: 7 Oct/ 1985

TO: Board Members

FROM: Roy

SUBJECT: Vacant Apartment, Tillamook Center

In accordance with our contract with Tom Waud, TBCC took control of the apartment adjoining the Tillamook Center in July of this year. In August, the apartment was vacated as the renters felt they could located in a larger residence for the same amount of monthly rent.

Considerable effort and some expenditure was necessary to clean and refurbish the apartment, most of this due to the numerous animals which the previous renters keep in the apartment. Refurbishment has included replacing the baseboard heaters, repainting walls and refinishing the tile floors. Both the refrigerator and stove are in need of repair at this time.

At this point I do not feel the district has the resources available to convert the apartment to classroom or office space. I do have a suggestion which may be of mutual benefit to the district and to myself.

As you may know, I have purchased property in Netarts on which I hope to build a house in the near future. I have also somewhat unexpectedly sold my current home. This places me in need of renting a dwelling for approximately the next year. I would like to suggest that the district rent the apartment to me until such time as it becomes necessary to convert the space into use by the district. The apartment was renting for \$225.00 per month. We were providing a rent subsidy to the previous renters of approximately \$100.00 per month in exchange for security services in and around the building.

I would like to propose that the district rent the apartment to me for \$225.00 per month and continue the rent subsidy of \$100.00 per month in exchange for my securing the building. I believe I can provide better and certainly more immediate security than any

outside security firm. I also feel that in allowing me to rent the apartment the district will not be placed in the rather difficult position of being a landlord. We are not currently set up to monitor the activities in the apartment and I feel we would be taking some risks in renting it indiscriminately. Due to the nature of the facility the renters in the apartment have access to the entire building. The close proximity of the apartment to the classrooms also requires that minimum interference come from the occupants.

Thank you for your consideration of this request.

THE STRATEGIC PLANNING PROCESS

By Timme A. Helzer



What do such diverse organizations as The Benj. Franklin, NERCO, and Kaiser-Permanente have in common? They are just a few of the organizations in Oregon which are seriously involved in strategic planning.

What was an esoteric process used only by the most complex and profitable multinational corporations is now becoming an ongoing management practice for a rapidly growing number of organizations in all sectors of our society.

The basic strategic planning process provides three results:

1. An analysis of the organization's current operating practices and conditions.
2. Predicted operating conditions for three years.
3. The organization's specific long-range objectives, given its current status and future conditions.

Here are some local examples of results achieved through this planning process.

The Benj. Franklin's chief operating officer, Robert Downie, points to federal deregulation of savings instruments. He said, "In the free market out there, financial institutions will need extra capitalization to be able to leverage and to expand." Using strategic planning, The Benj. Franklin is becoming a public stock company to gain the capitalization to aggressively serve the new thrift markets.

At NERCO, Pacific Power & Light Co.'s mining and minerals subsidiary, corporate planning vice president Bill Lyons said regarding strategic planning: "We're not saying, 'What do we want to get?' and then try to figure out what to do with it. We're trying instead to understand what new materials the growth industries will use in the future and then figure out where NERCO might want to position itself." A result — with auto makers and the Defense Department turning more and more to the special uses of aluminum, NERCO may be heading in that direction, too.

Kaiser-Permanente's northwest region, headquartered in Portland, uses strategic planning to guide its efforts at achieving quality health care at an affordable price. This national health organization, using its strategic planning process, has delegated that process to its regional managements.

Because of major differences between regions in economic conditions, facilities, management styles, local labor climates, population needs, and many other factors, today Daniel Wagster and Dr. Marvin Goldberg, Kaiser's regional manager and medical

director, are coordinating this region's plans to take full advantage of the significant changes predicted to occur in the local health care market over the next three years.

A major management function

But there is more to the process than mere results. The strategic planning process itself is a major management function of the executive level and in some cases involves the executive committee of the governing board. The process should include a consideration of the organization's basic values — what it stands for and what it has been committed to accomplish. This organizational soul-searching provides raw material for composing statements of purpose and mission.

A very thorough analysis of the organization's relationships with key constituents also is necessary. That reveals which customers, clients, patients — users of your goods and services — are most important to the organization and how their needs, demands, and preferences may change in the future. The same analysis should be conducted on major suppliers, employee groups, sources of information and financing, distributors, and regulatory agencies.

The organization's current strengths and weaknesses also should receive a balanced examination. What results does it now accomplish effectively, what are its major assets, and what condition are they in?

Take assessments seriously

On the other hand, what are the organization's current liabilities, debts, major shortcomings, and flaws? It is important that these strengths and weaknesses be taken seriously only if there is adequate evidence to support them.

Once these analyses of the past and present are complete, attention can be directed to the future. Then, a list of major events and conditions expected in the next three years is developed and narrowed to several which are the most likely to occur and which will have the greatest impact on the organization. Once identified, a description of the potential operating climate can be developed.

It is within this future context that specific opportunities and threats are detected. Long-range objectives are developed accordingly.

Whatever might be the variations in organization, management style and process, strategic planning is being used by executive management teams to get better results for business, education, health care, industry, and many other organizations in Oregon.



Timme Helzer provides management consultation for a wide variety of Portland area corporations through The Management Group, a full-service management consulting firm. He has a Ph.D. in management from Kent State University and is a former manager of corporate management training for Tektronix.

OBJECTIVE

Develop and manage the full system of human resource programs to achieve corporate objectives and employee satisfaction in an aggressive and rapidly growing organization.

EXPERTISE

- Assess organization-wide human resource requirements and develop the necessary system of programs to support rapid and well-managed organization growth;
- Develop management commitment for and rapid implementation of human resource programs to support sudden changes in operational requirements;
- Manage the system of programs in a cost-effective, results-oriented approach to achieve specific corporate objectives and employee satisfaction.

EDUCATION

- Post Doc.: Management and Advanced Organization Development Columbia University
- Ph.D.: Management and Organization Development Kent State University
- M.S.: Small Group Behavior and Educational Psychology University of Utah
- B.S.: General Psychology Portland State University

EXPERIENCE

- Director of Human Resources, Northwest Instrument Systems
Responsible for the management of organization development, design, and implementation of the human resources system of programs and the planning and management of corporate facilities.
- Manager of Management Training and Organization Development Department, Corporate Human Resources Division, Tektronix
Responsible for the design and implementation of a comprehensive range of executive development and management training programs, as well as organization development consultation for all levels of all divisions.
- Human Resource Management Programs Include:

Selection, employment, and orientation	Productivity improvement
Strategic planning	Participative decision-making
Performance planning and appraisal	Compensation and benefits
Safety and health	Employee relations
Training and development	Personnel records
- Consultant for Management Training and Organization Development Clients

Electronics manufacturers	Health organizations
Insurance companies	Government agencies
Sales organizations	Educational systems
R & D Centers	Public service associations

MANAGEMENT TRAINING AND ORGANIZATION DEVELOPMENT CLIENTS
of Timme A. Helzer, Ph.D.

High Technology

Tektronix
Wacker-Siltronic
S.E.H. America
Metheus Corp.
Northwest Instrument Systems

Manufacture

Cascade Corporation
Niedermeyer-Martin
Leupold-Stevens
Construction Spec. Institute

Health

Kaiser Permanente Foundation
Providence Medical Center
Visiting Nurses Association
Good Samaritan Hospital
NW Hospital Admit Managers
Portland Metro Health

Government

Rockwell Hanford Atomic Works
Metropolitan Service District
Multnomah County Commission

Research and Development

The Oregon Graduate Center Science Park
Northwest Regional Education Laboratories

Transportation

Tri-Met Mass Transit
American Transportation Enterprises

Finance

Benjamin Franklin Savings & Loan
Blue Cross Blue Shield
Standard Insurance
Rollins, Burdick, Hunter of Oregon
University Securities
Investors Insurance
Southmark Investments

Education

Portland Public Schools
Portland State University
Tigard Unified Schools
Hillel Academy
Marylhurst College for Lifelong Learning
Lincoln County Schools
World College West

Community

Portland Chamber of Commerce
United Way
Young Women's Christian Association
The Portland Art Association
Opera Guilds International

Merchantry

Fred Meyer
Cargill Corporation
Levi-Strauss