

COUNTYWIDE PRIORITY SETTING COMMITTEE
PUBLIC HEARING

Monday, September 30, 2013
7:00 p.m.

Marin Health & Wellness Campus
3240 Kerner Boulevard, Room 110
San Rafael

AGENDA

1. Opening Comments.
2. Request for public comment on the Consolidated Plan, housing and non-housing community development needs of lower income people, and the past performance of the County's Community Development Block Grant (CDBG), HOME, and Housing Opportunities for Persons with AIDS (HOPWA) programs.

This is an opportunity for the public to comment on community needs and general issues related to the CDBG, HOME, and HOPWA programs.

3. Selection of Priority Setting Committee members to represent the interests of racial and ethnic minorities and people with disabilities.

Community residents have been invited to apply to be members of the Countywide Priority Setting Committee and its Local Area Committees. These committees oversee the distribution of CDBG and HOME Program funds in Marin County. The local governments in Marin have expanded the CDBG and HOME committees with the goal of increasing the diversity of these committees, and therefore this recruitment is specifically for individuals who represent the interests of racial and ethnic minorities and/or people with disabilities. The purpose of the expansion of the committees is to bring greater diversity to the group that (1) advises the Board of Supervisors on the CDBG and HOME funding allocation process and (2) provides input on the County's implementation of the Analysis of Impediments to Fair Housing Choice.

- a. Staff report.
- b. Statements from applicants.
- c. Public comments.
- d. Discussion and decision by Priority Setting Committee.

4. Update on Actions to Affirmatively Further Fair Housing.
 - a. Staff report.
 - b. Public comments.
 - c. Discussion by Priority Setting Committee.

5. Report from Subcommittee on Public Services.
 - a. Staff report.
 - b. Public comments.
 - c. Discussion by Priority Setting Committee.

6. Open Time for Public Comment on Matters Not on the Agenda.

If you have questions about the public hearing, please call Roy Bateman at 473-6698 at the Marin County Community Development Agency. People using TTY devices may reach us at 473-3232 (TTY) or through the California Relay Service at 711. In consideration of persons with environmental sensitivities, please do not wear perfume or other fragrances. Sign language interpretation and translation into languages other than English are available upon request. Please call our office at 473-6279, at least three days in advance of the public hearing you want to attend, if you need language translation, a sign language interpreter, an assistive listening device, or other reasonable accommodation. Call Golden Gate Transit (455-2000, 711 TDD) for transit information.



The Consolidated Plan, Annual Action Plans, Consolidated Annual Performance and Evaluation Reports, records regarding past use of Community Development Block Grant, HOME Investment Partnerships Program, and Housing Opportunities for Persons with AIDS Program funds, the Civil Rights Policy, the Residential Antidisplacement and Relocation Assistance Plan, the Nondiscrimination Policy, and program files are available for inspection at the Marin County Community Development Agency, 3501 Civic Center Drive, Room 308, San Rafael, California. Copies of documents are available in accessible formats upon request.

LIST OF APPLICANTS FOR OPENINGS ON
COUNTYWIDE PRIORITY SETTING COMMITTEE AND ITS SUBCOMMITTEES
(for consideration at September 30, 2013 Priority Setting Committee meeting)

Planning Area	Name	Applied for Countywide Priority Setting Committee?	Applied for Local Area Committee?
Lower Ross Valley	[no applicants]		
Novato	Linda Knanishu	X	X
	Kim Stafford	X	
Richardson Bay	Cathy Cortez (Tiburon)	X	X
	Nancy Johnson (Marin City)	X	
San Rafael	Paul Cohen	X	
	Raphael Durr	X	
	Susan Mace		
	John Ortega	X	
Upper Ross Valley	Andrew Marshall (Fairfax)	X	
West Marin	Rosemary Barry (Bollinas)	X	X

A note on conflicts of interest: HUD regulations distinguish between a personal interest and a financial conflict of interest. For example, a Priority Setting Committee member who has been a long-term advocate for arts education would have a personal interest that might affect their objectivity, but HUD would not consider that to be an impermissible conflict of interest. However, a Priority Setting Committee member (a decisionmaking position) who obtains a financial benefit for themselves or those with whom they have family or business ties, from their participation on the Priority Setting Committee, or for one year after, would have a conflict of interest. HUD has a procedure by which an exception to the conflict of interest regulations may be requested. A copy of the CDBG conflict of interest regulations is included below.

CDBG Conflict of Interest Regulations:

24 CFR 570.611: Conflict of interest.

(a) Applicability.

(1) In the procurement of supplies, equipment, construction, and services by recipients and by subrecipients, the conflict of interest provisions in 24 CFR 85.36 and 24 CFR 84.42, respectively, shall apply.

(2) In all cases not governed by 24 CFR 85.36 and 84.42, the provisions of this section shall apply. Such cases include the acquisition and disposition of real property and the provision of assistance by the recipient or by its subrecipients to individuals, businesses, and other private entities under eligible activities that authorize such assistance (e.g., rehabilitation, preservation, and other improvements of private properties or facilities pursuant to §570.202; or grants, loans, and other assistance to businesses, individuals, and other private entities pursuant to §570.203, 570.204, 570.455, or 570.703(i)).

(b) Conflicts prohibited. The general rule is that no persons described in paragraph (c) of this section who exercise or have exercised any functions or responsibilities with respect to CDBG activities assisted under this part, or who are in a position to participate in a decisionmaking process or gain inside information with regard to such activities, may obtain a financial interest or benefit from a CDBG-assisted activity, or have a financial interest in any contract, subcontract, or agreement with respect to a CDBG-assisted activity, or with respect to the proceeds of the CDBG-assisted activity, either for themselves or those with whom they have business or immediate family ties, during their tenure or for one year thereafter. For the UDAG program, the above restrictions shall apply to all activities that are a part of the UDAG project, and shall cover any such financial interest or benefit during, or at any time after, such person's tenure.

(c) Persons covered. The conflict of interest provisions of paragraph (b) of this section apply to any person who is an employee, agent, consultant, officer, or elected official or appointed official of the recipient, or of any designated public agencies, or of subrecipients that are receiving funds under this part.

(d) Exceptions. Upon the written request of the recipient, HUD may grant an exception to the provisions of paragraph (b) of this section on a case-by-case basis when it has satisfactorily met the threshold requirements of (d)(1) of this section, taking into account the cumulative effects of paragraph (d)(2) of this section.

(1) *Threshold requirements.* HUD will consider an exception only after the recipient has provided the following documentation:

(i) A disclosure of the nature of the conflict, accompanied by an assurance that there has been public disclosure of the conflict and a description of how the public disclosure was made; and

(ii) An opinion of the recipient's attorney that the interest for which the exception is sought would not violate State or local law.

(2) *Factors to be considered for exceptions.* In determining whether to grant a requested exception after the recipient has satisfactorily met the requirements of paragraph (d)(1) of this section, HUD shall conclude that such an exception will serve to further the purposes of the Act and the effective and efficient administration of the recipient's program or project, taking into account the cumulative effect of the following factors, as applicable:

(i) Whether the exception would provide a significant cost benefit or an essential degree of expertise to the program or project that would otherwise not be available;

(ii) Whether an opportunity was provided for open competitive bidding or negotiation;

(iii) Whether the person affected is a member of a group or class of low- or moderate-income persons intended to be the beneficiaries of the assisted activity, and the exception will permit such person to receive generally the same interests or benefits as are being made available or provided to the group or class;

(iv) Whether the affected person has withdrawn from his or her functions or responsibilities, or the decisionmaking process with respect to the specific assisted activity in question;

(v) Whether the interest or benefit was present before the affected person was in a position as described in paragraph (b) of this section;

(vi) Whether undue hardship will result either to the recipient or the person affected when weighed against the public interest served by avoiding the prohibited conflict; and

(vii) Any other relevant considerations.

**APPLICATION FOR APPOINTMENT TO
MARIN COUNTYWIDE PRIORITY SETTING COMMITTEE AND/OR LOCAL AREA COMMITTEE**

Name: Linda Knanishu _____ Email Linda.Knanishu@cdcr.ca.gov _____

Home Address 45 Plumas Circle

Novato _____ 94947 _____ Telephone: 415-898-9567
City Zip

Employer's Name: San Quentin State Prison Telephone: 415-454-1460 x3354

Address: 1 Main Street, San Quentin, CA 94964

Present Occupation Office Technician/PREA Sponsor Are You Over 18 Years of Age? Yes

Committee(s) Applied for: Countywide Priority Setting Committee only
 Both Local Area Committee and Countywide Priority Setting Committee

If you represent an organization, please list it _____

Reasons for Applying: Desire to represent the senior and the disabled population, as well as desire for the new learning experience.

Relevant Experience: I served on Marin Housing Resident Advisory Board for approximately 5 years (I continue to serve).
I also participate in SUNN (Stand up for Neighborly Novato) group. _____

Additional pages and information may be attached.

List any organizations of which you are an officer or an employee that are funded by, or may request funding from, the Community Development Block Grant or HOME programs: _____

Date 9-25-13 Signature Linda Knanishu

Please return to: Federal Grants Division
Marin County Community Development Agency
3501 Civic Center Drive, Room 308
San Rafael, CA 94903-4157
Phone: (415) 473-6279
Fax: (415) 473-7880
Email: asbrown@marincounty.org

Please note that an applicant who is an employee or an officer of an organization that receives CDBG or HOME funding may not be eligible to serve as a committee member due to a potential conflict of interest. For more information about the full scope of the conflict of interest regulations, see <http://www.gpo.gov/fdsys/pkg/CFR-2012-title24-vol3/xml/CFR-2012-title24-vol3-sec570-611.xml> .

NOTE: This application will remain valid for a period of one year. If you would like information on conflict of interest or other eligibility requirements for positions, or want to check on the status of your application, please contact the Federal Grants office, 415-473-6279. Committee members may be required to file a financial disclosure form (listing sources of income, interests in real property, investments, and business positions) with the County which will be a public document.

Applications must be received by 4:30 p.m. on September 25, 2013.

APPLICATION FOR APPOINTMENT TO MARIN COUNTYWIDE PRIORITY SETTING COMMITTEE AND/OR LOCAL AREA COMMITTEE

Name Kim B. Stafford Email Kstaff@comcast.net

Home Address 129 Martin Drive

Street

Novato CA. 94949 Telephone: 415-720-1062

Town Zip

Employer's Name & Address Telephone:

Present Occupation Community Advocacy Are You Over 18 Years of Age yes

Committee(s) Applied for Countywide Priority Setting Committee Local Area Committee

If you represent an organization, please list it Lanham Village HOA, President

Reasons for Applying: To assist the CDBG Priority Setting Committee with equitable grant distribution opportunities among individuals or organizations which represent persons facing disabilities whether these differences are a result of socio-economic factors, physical factors or psychological factors.

Relevant Experience: As a community advocate in Health, Education and Welfare I've represented primarily persons with disabilities to navigate health systems and gain access to essential services. Having raised children with disabilities I advocated for educational services both at the County and district levels for thirteen years. In addition I represent individuals seeking eligibility for federal services. I have experience in Housing Advocacy before the City of Novato City Council, Design Review Commissions and Planning Commissions and have worked with housing developers at Hamilton. Lastly, as President of the Homeowners Association of Lanham Village I've worked for several years to upgrade the quality of life for members of our community. We have 154 Townhomes on 18 acres and have a Community Garden with many sustainable features. Lanham Village was founded in the 1980s as a combination of market rate and HUD funded opportunities. All units are currently market rate affordable Townhomes.

Additional pages and information may be attached.

List any organizations of which you are an officer or an employee that are funded by or may request funding from the Community Development Block Grant or HOME programs:

By:

Date Sept 24, 2013 Signature Kim B. Stafford

Please return to: County of Marin Federal Grants Division Marin County Community Development Agency Room 308

Kim B. Stafford
 129 Martin Drive
 Novato, CA. 94949
 415-884-0241 415-720-1062 Kstaff@comcast.net

Professional Objective: *To work in healthcare as part of a team where my talents, experience and training can best serve patients towards Wellness.*

Education: University of California, Berkeley, CA
 B.A. Degree Social Welfare, June 1978
 Emphasis: Psychology and Public Policy
 Goal: MSW part time weekend program
 Cal State Hayward.

Experience: Live Local Novato Leadership
 Training. Assist with coordination
 Since April, 2011. Affordable housing
 Advocacy for Seniors, Persons with
 Disabilities and work force housing.

President Lanham Village Board of
 Directors, 501C, Homeowners Assoc.,
 Board member since 2007. Volunteer.

June 2007-July 2010 SCI Corporation, Keaton's
 Redwood Chapel, 1801 Novato Blvd., Novato
 CA. 94947. Contact Harold Cole 310-864-2231.

Administrative Assist: EDRS data entry for
 California Death Certificate, general clerical
 Duties to support staff. Assisted with funeral
 Services.

Healthcare Experience: 1988-2003 **Marin General Hospital, Greenbrae, CA**
 Case Management Associate/Case
 Management Specialists training

- Coordinated patient's clinical, psychosocial and financial information as part of the case management team. Conducted inpatient medical chart reviews.
- Reviewed daily admissions data to verify inpatient insurance benefits.
- Conducted and communicated utilization reviews and discharge planning to nurse staff, care team and insurance companies. Inpatient medical insurance reviews
 By reviewing patient medical records both inpatient and post discharge
 on Medical Units and Medical Records Department.

- Communicated with Doctors, Nurses, Patients, Families and other staff both in-house and outside providers to coordinate appropriate services upon patient discharge to level of care.

1989-1999 Unit Clerk Oncology Department

- Assembled and maintained patients' charts
- Transcribed physician orders, completed appropriate requisitions for services, Medications and supplies
- Utilized hospital computer, fax, copy machines, and multiple line phone system.
- Assisted in training of nursing personnel in the use of computer system. Communicated with Doctors, Personnel, Patients, and families to assure the smooth functioning of the Oncology Unit.

1988-1999 Telecommunications Department

- Operated Hospital Telecommunication System/Emergency Response System
- Interacted with the general public as well as hospital personnel in an accurate And informative manner, and provided clerical support where needed.

1986-1987 Stafford and Associates Construction

- Assisted two general partners in the formation of a new construction business.
- Specialized in internal and external customer service, contracts and accounting.

1982-1985 Logo Paris, Novato, CA.

- Collector Researcher-Accounts Receivable
- Collection of cash to maintain sound internal control of past-due and over-credit accounts.
- Dispute resolution on disputed and past due accounts
- Worked with company sales representatives in customer service.

Volunteer Community Service Positions:

President Lanham Village Homeowners Association, Novato, CA. 94949, 154 Unit Housing Development Located at former US Military Base. Board member since 2007.

Hamilton Community Forum Liaison, Novato, CA.

Hamilton School volunteers Community Food Program , Novato, CA. Current.

Member National Patient Advocacy Foundation, Washington DC. Current

Board of Directors Pregnancy Resource Center, Novato, CA. 1980s.

APPLICATION FOR APPOINTMENT TO
MARIN COUNTYWIDE PRIORITY SETTING COMMITTEE AND/OR LOCAL AREA COMMITTEE

Name CATHY CORTEZ Email CATHYCORTEZ@LIVE.COM

Home Address 101 ESPERANZA STREET #4
Street

TIBURON 94920 Telephone: 415-435-4669
Town Zip

Employer's Name H Telephone: _____
& Address

Present Occupation DISABLED Are You Over 18 Years of Age YES

Committee(s) Applied for Countywide Priority Setting Committee
 Local Area Committee

If you represent an organization, please list it ACTION COALITION FOR EQUITY

Reasons for Applying I HAVE A STRONG AND SINCERE DESIRE TO
SERVE THE COMMUNITY.

Relevant Experience FORMER MARIN HOUSING COMMISSIONER
MEMBER OF THE NATIONAL LOW INCOME HOUSING COALITION
MEMBER OF THE ACTION COALITION FOR EQUITY

Additional pages and information may be attached.

List any organizations of which you are an officer or an employee that are funded by or may request funding from the
Community Development Block Grant or HOME programs: I AM NOT CURRENTLY AN OFFICER
OR EMPLOYEE OF ANY ORGANIZATION.

Date September 9, 2013 Signature Cathy Cortez

Please return to: County of Marin
Federal Grants Division
Marin County Community Development Agency
3501 Civic Center Drive Room 308
San Rafael, CA 94903-4157
Phone: 415-499-6279 (fax) 415-499-7880

APPLICATION FOR APPOINTMENT TO
MARIN COUNTYWIDE PRIORITY SETTING COMMITTEE AND/OR LOCAL AREA COMMITTEE

Name NANCY JOHNSON Email JOHNSON@COMCAST.NET

Home Address 26 FLEMINGS CT
Street
MARIN City, CA 94965 Telephone: (415) 640-1318
Town Zip

Employer's Name & Address N/A Telephone: _____

Present Occupation RETIRED Are You Over 18 Years of Age YES

Committee(s) Applied for Countywide Priority Setting Committee
 Local Area Committee

If you represent an organization, please list it _____

Reasons for Applying TO CONTINUE TO CONTRIBUTE TO MARIN COUNTY'S POSITIVE DIRECTION AROUND FAIR HOUSING AND COMMUNITY ENGAGEMENT

Relevant Experience CURRENT CDBG PRIORITY COMMITTEE MEMBER, MARIN CITY CSO BOARD MEMBER AND ACE MEMBER

Additional pages and information may be attached.

List any organizations of which you are an officer or an employee that are funded by or may request funding from the Community Development Block Grant or HOME programs: _____

Reason _____

Date 09-24-13 Signature Nancy Johnson

Please return to: County of Marin
Federal Grants Division
Marin County Community Development Agency
3501 Civic Center Drive Room 308
San Rafael, CA 94903-4157
Phone: 415-499-6279 (fax) 415-499-7880

APPLICATION FOR APPOINTMENT TO MARIN COUNTYWIDE PRIORITY SETTING COMMITTEE AND/OR LOCAL AREA COMMITTEE

Name PAUL COHEN Email pcohen@legalaidmarin.org

Home Address 30 N. San Pedro Road, Suite 220

San Rafael Town 94903 Street Zip Telephone: 415-492-0230 x 310

Employer's Name & Address Legal Aid of Marin Telephone: same

Present Occupation Attorney Are You Over 18 Years of Age Yes

Committee(s) Applied for Countywide Priority Setting Committee Local Area Committee

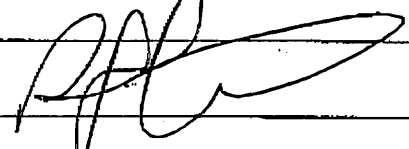
If you represent an organization, please list it Legal Aid of Marin

Reasons for Applying I would like the CDBG process and the use of funds to be more meaningful to low-income Marin residents.

Relevant Experience Tenure attorney - 18 years
Non-profit administrator - 9 years
Recipient of CDBG funds for work for 12 years
Successful board or committee participant for 23 years

Additional pages and information may be attached.

List any organizations of which you are an officer or an employee that are funded by or may request funding from the Community Development Block Grant or HOME programs: None that I am currently aware of.

Date 9-25-13 Signature 

Please return to: County of Marin
Federal Grants Division
Marin County Community Development Agency
3501 Civic Center Drive Room 308
San Rafael, CA 94903-4157
Phone: 415-499-6279 (fax) 415-499-7880

APPLICATION FOR APPOINTMENT TO
MARIN COUNTYWIDE PRIORITY SETTING COMMITTEE AND/OR LOCAL AREA COMMITTEE

Name Raphael Durr Email DurrRM@gmail.com

Home Address 340 Woodland Ave Street

San Rafael 949 949 61 Telephone: (415) 497-0771
Town Zip

Employer's Name Community Action Marin Telephone: (415) 526-7543
& Address 29 Macy St. San Rafael, CA 9401

Present Occupation Community Liaison Are You Over 18 Years of Age Yes

Committee(s) Applied for Countywide Priority Setting Committee
 Local Area Committee

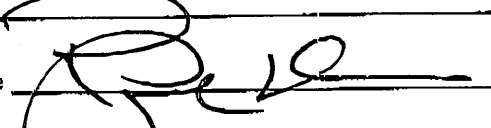
If you represent an organization, please list it _____

Reasons for Applying As a member of ACE I have been involved with the CDBG program for a number of years and would like to be a part of the Priority Committee so I can help with fresh ideas to strengthen a already strong and helpful program.

Relevant Experience
Member of Environment Forum
" MAT
" Human Rights Commission

Additional pages and information may be attached. Strong Housing and Land Advocate.

List any organizations of which you are an officer or an employee that are funded by or may request funding from the Community Development Block Grant or HOME programs: Action Coalition on Equity no

Date 12 Sept 2013 Signature 

Please return to: County of Marin
Federal Grants Division
Marin County Community Development Agency
3501 Civic Center Drive Room 308
San Rafael, CA 94903-4157
Phone: 415-499-6279 (fax) 415-499-7880

APPLICATION FOR APPOINTMENT TO MARIN COUNTYWIDE PRIORITY SETTING COMMITTEE AND/OR LOCAL AREA COMMITTEE

Name JOHN G. ORTEGA Email JAORTGA@AOL.COM

Home Address 460 - CANAL ST #12 Street Telephone: 415-457-6577 San Rafael 94901 Town Zip

Employer's Name & Address RETIRED Telephone: -

Present Occupation RETIRED Are You Over 18 Years of Age YES

Committee(s) Applied for [X] Countywide Priority Setting Committee [] Local Area Committee

If you represent an organization, please list it

Reasons for Applying WOULD LIKE TO SEE GREATER LEVERAGING OF CDBG PROGRAMS FOR PURPOSE OF CREATING AFFORDABLE HOUSING

Relevant Experience NUMEROUS COMMITTEES, PROGRAMS AND PLANS, EFFORTS AND PROJECTS FOR THOSE WHO WANT TO BETTER THEIR LOT. SOCIAL, ECONOMIC & CIVIC

Additional pages and information may be attached.

List any organizations of which you are an officer or an employee that are funded by or may request funding from the Community Development Block Grant or HOME programs:

Date 9/25/13 Signature [Signature]

Please return to: County of Marin Federal Grants Division Marin County Community Development Agency 3501 Civic Center Drive Room 308 San Rafael, CA 94903-4157 Phone: 415-499-6279 (fax) 415-499-7880

APPLICATION FOR APPOINTMENT TO
MARIN COUNTYWIDE PRIORITY SETTING COMMITTEE AND/OR LOCAL AREA COMMITTEE

Name ANDREW MARSHALL Email Tde MARSH@AOL.COM

Home Address 196 FORREST AVE.
Street

Fairfax 94930 Telephone: 415 999 0730
Town Zip

Employer's Name Self. Telephone: 415 488 1882
& Address

Housing GREEN, Property manager.

Present Occupation PROPERTY manager Are You Over 18 Years of Age yes

Committee(s) Applied for Countywide Priority Setting Committee
 Local Area Committee

If you represent an organization, please list it _____

Reasons for Applying To work for fair and affordable
Housing

Relevant Experience work for more than 40yr. for
Women Rights, in Marin.

Additional pages and information may be attached.

List any organizations of which you are an officer or an employee that are funded by or may request funding from the
Community Development Block Grant or HOME programs: _____

Date 9/23/13 Signature Andrew Marshall

Please return to: County of Marin
Federal Grants Division
Marin County Community Development Agency
3501 Civic Center Drive Room 308
San Rafael, CA 94903-4157
Phone: 415-499-6279 (fax) 415-499-7880

RECEIVED
SEP 24 2013
MARIN COUNTY
BOARD OF SUPERVISORS

APPLICATION FOR APPOINTMENT TO
MARIN COUNTYWIDE PRIORITY SETTING COMMITTEE AND/OR LOCAL AREA COMMITTEE

Name Rosemary Barry Email Rosemarybarry@AOL.com

Home Address 38 Wharf Road PO 401

Bolinas 94924 Telephone: 415 868 2866
Town Zip

Employer's Name SMB Holdings Inc Telephone: 415 868 2866
& Address 38 Wharf Road, Bolinas CA 94924

Present Occupation Administrator Are You Over 18 Years of Age

Committee(s) Applied for Countywide Priority Setting Committee
 Local Area Committee

If you represent an organization, please list it Ø

Reasons for Applying Having lived in West Marin 25 years and on immigrant I see hardships in living and working conditions in West Marin i.e. language, living situations, health and culture.

Relevant Experience please see attached

Additional pages and information may be attached.

List any organizations of which you are an officer or an employee that are funded by or may request funding from the Community Development Block Grant or HOME programs: Ø

Date 14 September 2013 Signature Rosemary Barry

Please return to: County of Marin
Federal Grants Division
Marin County Community Development Agency
3501 Civic Center Drive Room 308
San Rafael, CA 94903-4157
Phone: 415-499-6279 (fax) 415-499-7880

Rosemary Barry

App.MCPSC/Local Area Committee

Owner of Sam's House, Bolinas and Sam's House North Tomales, Residential Care Facilities for the Elderly – for profit- through J M B Holdings Inc.

I offer help to low income people of West Marin, who have been hospitalized through accident or illness - hospitals' discharge planners call to ask if I have openings for low or no income patients because it is not safe for their patient to go home and who are unable to pay to enter rehab "over the hill".

Hospice care for those unable to die in their own homes due to unsuitable living arrangements or who may be homeless.

Safety after surgery when Medicare is not available and prohibitive costs of rehabilitation in rehab centers is not an option.

I use minority staffing so they can improve self-esteem and to feel more valuable in the community

Disabled people can qualify as a resident and if able to switch roll to help others.

I try to facilitate improvement in people's lives and the environment of West Marin.