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Public notice was given to *The Register-Guard* for publication on September 23, 2010.

**LANE TRANSIT DISTRICT
BOARD OF DIRECTORS
HUMAN RESOURCES COMMITTEE**

**Tuesday, September 28, 2010
4:00 p.m.**

**LTD CONFERENCE ROOM
3500 E. 17th Avenue, Eugene
(off Glenwood Blvd.)**

Public testimony will not be heard at this meeting

AGENDA

Page No.

- | | | |
|-------|--|----|
| I. | CALL TO ORDER | |
| II. | ROLL CALL | |
| III. | Dubick (Chair) _____ Gillespie _____ Kortge _____ | |
| IV. | APPROVAL OF MINUTES | 2 |
| | • Minutes of the August 24, 2010, Meeting of the LTD Board Human Resources | |
| V. | GENERAL MANAGER EVALUATION PROCESS | 8 |
| VI. | GENERAL MANAGER SELECTION PROCESS | 10 |
| VII. | NEXT MEETING | |
| VIII. | ADJOURNMENT | |

MINUTES OF HUMAN RESOURCES COMMITTEE MEETING
LANE TRANSIT DISTRICT BOARD OF DIRECTORS

August 24, 2010

Pursuant to notice given to *The Register-Guard* for publication on August 21, 2010, and distributed to persons on the mailing list of the District, a meeting of the Lane Transit District Board of Directors Human Resources Committee was held on Tuesday, August 24, 2010, in the District's Board Room at 3500 E 17th Avenue, Eugene.

Present: Michael Dubick, Chair
Gary Gillespie
Mary Adams, Director of Human Resources and Risk Management
Mark Pangborn, General Manager
Jeanne Schapper, Clerk of the Board/Recording Secretary

Absent: Dean Kortge

CALL TO ORDER: Mr. Dubick called the meeting to order at 4:02 p.m. and called the roll.

APPROVAL OF MINUTES: Mr. Gillespie moved approval of the minutes of the May 25, 2010, meeting as written. Mr. Dubick provided the second.

VOTE The motion was approved as follows:
AYES: Dubick, Gillespie (2)
NAYS: None

Absent: Kortge

GENERAL MANAGER EVALUATION PROCESS: Ms. Adams explained how the process had historically played out. The LTD Board of Directors delegates certain functions to certain committees, and the Board HR Committee has managed the general manager (GM) evaluation process. Several years ago, the Committee agreed that each year the Board members would evaluate the GM using a questionnaire tool. In addition, every other year Leadership Council (LC) members would be included by also responding to the questionnaire. In alternate years, community members would be surveyed. One year the process would focus inward; the next year the process would focus outward. That pattern has been followed through about three cycles.

Now, however, the District could be using this process to focus more externally since the GM will be leaving next year, and the District is interested in receiving feedback from the community concerning the future leadership and direction of LTD. Consequently, last year the pattern from previous years was altered: eight key community leaders were contacted personally and asked five questions, which allowed respondents to share detailed information. These conversations were noted in a narrative format, and a document was created and presented to the Board that detailed how the community thought the District and GM were performing, as well as future expectations. With the GM leaving in June, it would make sense to repeat this same process this year.

Mr. Dubick stated his reservations concerning going back to the same community members this year for two reasons: 1) the situation locally has not changed considerably; 2) it doesn't make sense to ask the same people the same questions one

year later. He suggested that this year, community members who were not included in last year's survey should be included in this year's process and that the number of those surveyed be kept to a manageable level. Ms. Adams indicated that eight individuals were surveyed last year.

Mr. Dubick emphasized that in the process, the District needs to be forward thinking and asking what characteristics the next GM should possess. He said that he received a more long-term outlook from respondents last year in that it seemed a general consensus of opinion that the current economic climate was not going to improve any time soon. Those surveyed viewed the economic situation as a long-term situation and responded in kind.

Mr. Pangborn suggested that a broad dialog with key leaders may be prudent. This conversation could ask whether a local person who knows the community and issues that are being dealt with would be a better choice for the position, or would someone fresh and new from outside the community be a better choice.

Mr. Gillespie said that the list appeared to display power players in the community, as opposed to user groups. He suggested that interviewing some actual system users would be worthwhile.

Mr. Dubick suggested that some names from the list were part of the user community: Larry Able who works with housing, David Braunshweiger with Special Mobility, and Kay Metzger with Senior and Disabled Services. Mr. Pangborn suggested that neighborhood organizations be added to the list, as well as representatives from Associated Students of Lane Community College and Associated Students of the University of Oregon. Staff could come up with representative groups of these and other groups such as the Human Rights Commission.

Ms. Adams suggested asking Nancy Golden for suggested contacts.

Mr. Dubick added that the meetings that the Board has had with community leaders concerning the future vision of LTD and its GM have been very productive. He felt that a great deal of important information is better gleaned from discussions held in the small groups. Attendees also seem comfortable sitting in that environment and sharing information with people who they may or may not know. He suggested that an LTD staff member be included, one at each table, to take notes and act as facilitator, and ask the same questions. Mr. Gillespie said that he would prefer to do interviews in person because so much may be learned from body language.

Mr. Pangborn suggested a way to do both: use an initial process consisting of a one-on-one or phone interview and present information received from these personal contacts later on to the group. He felt that an interactive synergy results in a richer dialog.

Mr. Gillespie asked Mr. Pangborn to also include in these conversations what qualities he believed should be desired in the next GM. Mr. Pangborn responded that another part of the GM evaluation process is his self-evaluation, and he could include information related to the most valuable characteristics.

Mr. Gillespie offered that it also would be beneficial to include the most difficult parts of the job.

Mr. Pangborn expressed that, in his experience, it is difficult for people who have not been in a position of responsibility to possess a global perspective in answering some of these questions. They have not had to cope with the myriad of decisions that a person at the head of an organization has to make in order to meet the needs of the organization. They may have tunnel vision.

Nevertheless, Mr. Gillespie reiterated the importance of including system riders.

Mr. Dubick pointed out that Mr. Kortge would probably mention the importance of hearing from the community members who pay for the system, which explains the inclusion of Bob Bennett and Jeff Miller on the list. LTD staff heard from both of these individuals last year as well as Dan Guistina. Mr. Pangborn suggested that the other Board members should be asked to contact some names on the list since one Board member may have access or a rapport with one constituency more so than another Board member.

Mr. Dubick said that there is value in including advocates for particular ridership groups. These persons may be in positions to hear issues from a number of people and may have a better overall picture of what concerns that particular constituency. That person would be a better conduit for access to valuable information.

Mr. Pangborn reiterated that the question should go to the Board as to whether all members should be included in the process.

Mr. Pangborn mentioned the Board's desire to hire a recruiter/consultant. Ms. Adams said that the recruiter would meet with a subset of the Board or the full Board and do individual interviews as to what each feels is the criteria to be used in the process. The recruiter would then meet with the GM. She believed that the recruiter would be thrilled to work with a group that has already completed the community involvement part of the process because it gives richer information. The Board would collect far more in this process than a consultant would.

Mr. Pangborn added that LC members would need to be part of the process. He said that he believed that LC members may be more candid in sharing information with a consultant rather than a Board member.

Mr. Dubick suggested that, first, the information gathered last year be included. Second, identify folks that were not contacted last year. Next, combine information gleaned from both sets of conversations as to desired characteristics identified by those interviewed. Finally, sit down with those community members and go over the input, make themes, and ask people to prioritize. Mr. Gillespie added that the themes then become gradable points in an interview.

Mr. Pangborn added that these themes/characteristics would need to be prioritized into high, medium, and low in importance. Mr. Dubick added that a candidate could possess certain characteristics going in; however, there also are characteristics that can be learned.

Mr. Gillespie pointed out that an important characteristic would be that the person knows his/her weaknesses and is able to place staff whose strengths are those same weaknesses in characteristics and knowledge. The GM doesn't necessarily need to be all things to all people.

Mr. Pangborn reiterated the desired process: 1) ask the Board if they want to participate in the process and do individual interviews; 2) develop a set of questions for them to ask; 3) collect the information; and 4) have a Board luncheon that includes community members to review these ideas and gather dialog; and 5) present this information to the consultant.

Mr. Pangborn reviewed the GM selection draft timeline. The actual recruitment would probably begin in February, with interviews in March, and selection in May.

Mr. Pangborn said that one factor that the Board will need to decide is how important is a transit background to a successful candidate, as opposed to other considerations such as local connections. All LTD department directors are very competent. Someone coming in would have a strong staff in terms of managing each component of a transit agency. Nevertheless, if someone has no transit background, balancing the various needs of the business, operational, etc., would be difficult--unless the person was local and possessed a great record of bringing this community together. That could overshadow the lack of transit experience.

Mr. Gillespie indicated that he had heard through various conversations the opinion that this position is so specific that someone should possess transit experience going in. Mr. Gillespie also said that such competent lead staff could feel that someone outside transit doesn't have the experience necessary to lead a successful team and could create tension among staff. Mr. Pangborn allowed that there is always competition among departments for resources; nevertheless, current staff work very well together in determining priorities and considering the welfare of the District.

In contrast, Mr. Dubick said that Mr. Kortge had indicated to him during last year's evaluation process, that some community leaders felt that anyone with local agency director experience (broad skills) could run LTD. Mr. Dubick agreed that some CEO skills would translate; however, there are a multitude of specific skills needed for a transit CEO.

Mr. Dubick referred to the suggested interview questions. He questioned the usefulness of question #3. He said that funding is the elephant in the room for which no one has a solution. Should the subject be brought up in the conversation just to see what transpires, or leave it out altogether because it is not particularly relevant to what is sought in this process, which is characteristics of the GM? He said he doubted that any new thoughts or ideas would be gleaned from community members with the funding question.

Ms. Adams also pointed out that the question used last year that related to whether LTD should look outside the area for candidates was removed since the Board had already indicated that the process would include a national recruitment.

Mr. Gillespie indicated his support for the funding question because he felt it would be a critical question. Mr. Dubick agreed that funding is a critical issue, but is a question for the candidate, rather than the community members. Mr. Gillespie agreed.

Mr. Pangborn summarized the Board's desire in one question: What should the Board be looking for in the next GM, and why? He reiterated that the conversation should ask what qualities does the current GM possess that should be sought in the next GM, and why; or what qualities are lacking in the current GM that should be considered in recruiting the next GM.

Mr. Dubick proposed dropping question #3, and moving #2 into first place. In other words, 1) what challenges are ahead? 2) How's Mark doing? 3) What does the next GM need to be able to do?

Mr. Gillespie suggested rewording the related question to: "Is there anything you'd like to talk about that we didn't ask you?"

Mr. Dubick said that the context of this process pertains to what LTD needs that is above and beyond what LTD currently has.

Mr. Pangborn mentioned some of the issues that the District will face and that should be considered in the process such as budget challenges, climate change/greenhouse gas initiatives, urban growth boundaries and density in the community, and funding. In addition, there will be new county commissioners, resulting in a different group dynamic.

In answer to a question from Mr. Dubick, Ms. Adams indicated that the recommendations from the HR Committee could be included with the September 15 Board meeting packet and then presented to the Board at the meeting by Mike Dubick as the Committee chair.

Mr. Gillespie suggested that a luncheon discussion that includes community leaders would be appropriate. Ms. Adams offered that Nancy Golden was unable to attend last year's Board luncheon and called afterwards to ask that she be included in the next luncheon discussion on this topic. Ms. Adams reiterated that there is a great deal of interest among community leaders in attending a similar meeting.

Mr. Dubick agreed that venues of this nature invite interaction that produces ideas that don't necessarily come out in personal interviews. Mr. Pangborn added that luncheons of this nature also invite access to the LTD Board and opportunity for community leaders to discuss (albeit briefly) other current issues.

It was decided that Ms. Adams would prepare a draft summary and materials and forward it to Mr. Dubick for review and inclusion in the September 15 regular Board meeting packet.

NEXT MEETING: Ms. Adams mentioned that the discussion at the September 15 regular Board meeting could produce some changes to the draft process; for example, who would be invited to the luncheon. She felt that Board President Mike Eyster would want to consider how the HR Committee's plan fits with his scheme of how he wants to

conduct the process. Also, no new information related to labor negotiations is expected since the process is moving forward, although rather slowly.

The next HR Committee meeting is tentatively scheduled for September 28, pending confirmation from Mr. Kortge.

ADJOURNMENT: There was no further discussion, and the meeting was adjourned at 4:55 p.m.

Recording Secretary

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BOARD HUMAN RESOURCES COMMITTEE AGENDA ITEM SUMMARY

DATE OF MEETING: September 28, 2010

ITEM TITLE: GENERAL MANAGER EVALUATION PROCESS

PREPARED BY: David Collier, Senior Human Resources Analyst

ACTION REQUESTED: Finalize list of community members to be contacted and determine completion date for this part of the process.

BACKGROUND: The LTD Board of Directors approved a modification to the annual general manager evaluation process on September 15, 2010. It was decided that Board members will each contact several of the community members on the enclosed contacts list and get answers to the agreed upon list of interview questions. The contacts list will be reviewed by the HR Committee at the September 28 meeting, the Committee will make additions or deletions to the list, and the Committee will assign community members from the list for Board members to contact.

ATTACHMENTS: Sample 2010 Community Leader Interview Questions

PROPOSED MOTION: None.

LTD 2010 General Manager Evaluation
Community Leader Interview Questions

1. What challenges do you see ahead for LTD?

2. How would you generally rate the performance of LTD's current general manager?

3. What leadership characteristics should the next LTD general manager have in order to carry LTD forward into the future?

4. Is there anything else about LTD that would be important for me to know?

BOARD HUMAN RESOURCES COMMITTEE AGENDA ITEM SUMMARY

DATE OF MEETING: September 28, 2010

ITEM TITLE: GENERAL MANAGER SELECTION PROCESS

PREPARED BY: David Collier, Senior Human Resources Analyst

ACTION REQUESTED: Agree to a draft of the process and timeline, including the scope of responsibility for the Human Resources Committee as the members work in concert with the Executive Search Committee.

BACKGROUND: General Manager Mark Pangborn has expressed his intent to retire in June 2011. As the hiring body, the Board of Directors will conduct a search for a replacement. Although this is several months away, it is important to establish a process and timeline so that the decision can be made in a timely manner. Staff will present a general timeline for discussion at this meeting.

The Committee also will review the general manager selection process to determine that the tasks carried out by the Human Resources Committee complement those carried out by the Executive Search Committee.

ATTACHMENT: General Manager Selection Basic Outline

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General Manager Selection Basic Outline

- I. Board conducts GM evaluation
 - A. Input gathered from community members
 1. Timeline-
 2. Responsible party-
- II. Board Selects Recruiting Firm
 - A. Determine search criteria
 1. Timeline-
 2. Responsible party-
 - B. Send out Request for Proposal
 1. Timeline-
 2. Responsible party-
- III. Board determines profile of successful candidate with recruiting firm
 - A. Input from community members
 1. Timeline-
 2. Responsible party-
 - B. Input from LTD Staff
 1. Timeline-
 2. Responsible party-
- IV. Board makes determination with firm on community involvement
 - A. Review input
 1. Timeline-
 2. Responsible party-
- V. Board determines a timeline with the recruiting firm
 - A. Recruiting begins
 1. Timeline-
 2. Responsible party-
- VI. Board determines interview process with firm
 - A. Community members selected
 1. Timeline-
 2. Responsible party-
 - B. Staff members selected
 1. Timeline-
 2. Responsible party-

C. Candidates shown community

1. Timeline-
2. Responsible party-

VII. Board selects finalist

A. Reference checks including visit to candidates home town

1. Timeline-
2. Responsible party-

B. Finalist revisits community?

1. Timeline-
2. Responsible party-

VIII. Board and legal counsel negotiate contract

A. Salary

1. Timeline-
2. Responsible party-

B. Start date

1. Timeline-
2. Responsible party-

IX. New General manager starts

A. Orientation

1. Timeline-
2. Responsible party-

B. Check in with GM

1. Timeline-
2. Responsible party-



*Lane Transit District
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Eugene, Oregon 97401*

*(541) 682-6100
Fax: (541) 682-6111*

**ADDENDUM TO SEPTEMBER 28, 2010
LTD BOARD HUMAN RESOURCES
COMMITTEE MEETING PACKET**

LTD COMMUNITY LEADERS CONTACT LIST 09-10

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Community Leaders – General Manager Evaluation

(Recent additions highlighted in yellow)

Community Partners		
<p>Ms. Nancy Golden Superintendent Springfield School District 19 525 Mill Street Springfield, OR 97477 (541) 726-3200 ngolden@sps.lane.edu</p>	<p>Mr. George Russell Superintendent Eugene School District 4J 200 N. Monroe Eugene, OR 97402 (541) 687-3321 russell_g@4J.lane.edu</p>	<p>Ms. Mary Spilde President Lane Community College 4000 E. 30th Avenue Eugene, OR 97405 (541) 463-5200 spildem@lanecc.edu</p>
<p>Mr. Bill Van Vactor Attorney at Law Leahy, Van Vactor, & Cox 223 A Street, Suite D Springfield, OR 97477 (541) 746-9621 bvv@emeraldllaw.com</p>	<p>Mr. Tony Baker The Register-Guard PO Box 10188 Eugene, OR 97440-2188 (541) 484-1234 tony.baker@registerguard.com</p>	<p>Mr. Jack Roberts Executive Director Lane Metro Partnership P.O. Box 10398 Eugene, OR 97440 (541) 686-2741 jack@lanemetro.com</p>
<p>Ms. Maurine Cate Chief Executive Officer McKenzie-Willamette Medical Center 1460 "G" Street Springfield, OR 97477 (541) 726-4400 maucat@mckweb.com</p>	<p>Mr. Phil Farrington Director, Land Planning PeaceHealth Oregon Region 770 East 11th Avenue Eugene, OR 97401 (541) 686-3828 pfarrington@peacehealth.org</p>	<p>Mr. Colt Gill Superintendent Bethel School District #52 4640 Barger Dr. Eugene, OR 97402 (541) 689-3280 ext. 2010 cgill@bethel.k12.or.us</p>
<p>Ms. Priscilla Gould United Way of Lane County 3171 Gateway Loop Springfield, OR 97477 (541) 741-6000 pgould@unitedwaylane.org</p>	<p>Ms. Marcela Mendoza Executive Director Centro LatinoAmericano 944 W. 5th Avenue Eugene OR 97401 (541) 687-2667 ext. 113 mmendoza@cla1.org</p>	<p>Mr. Mario Parker-Milligan, President ASLCC 4000 East 30th Avenue Eugene, OR 97405 (541) 463-5335</p>
<p>Ms. Emma Calloway, President ASUO EMU Suite 4 1228 University of Oregon Eugene, OR 97403-1228 (541) 346-0624 asuopres@uoregon.edu</p>	<p>Mr. Richard Lariviere, President Office of the President University of Oregon 1226 University of Oregon Eugene, OR 97403-1226 (541) 346-3036 pres@uoregon.edu</p>	<p>Krista Parent-Superintendent South Lane School District P.O. Box 218 Cottage Grove, OR 97424 (541) 942-3381 kparent@lane.k12.or.us</p>
Government Partners		
<p>Mr. Jon Ruiz City Manager City of Eugene 777 Pearl Street, Room 105 Eugene, OR 97401 (541) 682-5010 jon.r.ruiz@ci.eugene.or.us</p>	<p>Mr. Gino Grimaldi City Manager City of Springfield 225 Fifth Street Springfield, OR 97477 (541) 726-3700 ggrimaldi@ci.springfield.or.us</p>	<p>Mr. George Kloepfel Executive Director Lane Council of Governments 99 East Broadway, Suite 400 Eugene, OR 97401-3111 (541) 682-4395 gkloepfel@lcog.org</p>
<p>Mr. Jeff Spartz County Administrator Lane County 125 E. 8th Avenue, 2nd Floor Eugene, OR 97401</p>	<p>Mr. David Braunschweiger Program Manager Special Mobility Services 240 Garfield Eugene, OR 97402</p>	<p>Mr. Larry Abel, Director Lane County Housing & Community Services 177 Day Island Road Eugene, OR 97401</p>

Community Leaders – General Manager Evaluation

(Recent additions highlighted in yellow)

(541) 682-4203 jeff.spartz@co.lane.or.us	(541) 682-6457 davidb@sms1.org	(541) 682-3755 label@hacsa.usa
Mr. Richard Meyers City Manager City of Cottage Grove 400 Main Street Cottage Grove, OR 97424 (541) 942-5501 citymanager@cottagegrove.org	Mr. Sid Leiken, Mayor City of Springfield 225 Fifth Street Springfield, OR 97477 (541) 726-3700 mayor@ci.springfield.or.us	Ms. Kitty Piercy, Mayor City of Eugene 777 Pearl Street, Room 105 Eugene, OR 97401-2793 (541) 682-5010 kitty.piercy@ci.eugene.or.us
Ms. Sheila Thomas Executive Director Lane Independent Living Alliance 99 West 10th, Suite 117 Eugene, OR 97401 (541) 607-7020 lila@lilaoregon.org	Ms. Kay Metzger Director Senior & Disabled Services 1015 Willamette Street Eugene, OR 97401 (541) 682-4432 kmetzger@lcog.org	Mr. Fred Stoffer Executive Director Special Mobility Services 2101 NE Flanders Portland, OR 97232 (503) 232-1440 freds@sms1.org
Ms. Judith Volta, Mayor City of Coburg PO Box 8316 Coburg, OR 97408 (541) 682-7850 judith.volta@ci.coburg.or.us	Mr. Gary Williams, Mayor City of Cottage Grove 400 E. Main Street Cottage Grove, OR 97424 (541) 942-5501 mayor@cottagegrove.org	Lane County Labor Council – AFL-CIO 1116 S A Street Springfield, OR 97477-5209 (541) 915-3100 http://or.aflcio.org
Business Partners		
Mr. Dan Egan Executive Director Springfield Chamber of Commerce P.O. Box 155 Springfield, OR 97477 (541) 746-1651 dan@springfield-chamber.org	Mr. Robert D. Bennett Bennett Management Co., LLC 980 Willamette Street, Suite 200 Eugene, OR 97401 (541) 485-6991 Ext. 110 r.bennett@bmc-llc.com	Mr. David Hauser President Eugene Chamber of Commerce P.O. Box 1107 Eugene, OR 97440 (541) 484-1314 daveh@eugenechamber.com
Mr. Dan Giustina G Group LLC P.O. Box 529 Eugene, OR 97440 (541) 485-1500 giustinad@giustina.com	Mr. Steve Korth McKay Investments 2350 Oakmont, Suite 204 Eugene, OR 97401 (541) 485-4711 steve@oakwaycenter.com	Mr. Jeff Miller Pacfic Benefit Consultants 450 Country Club Road, Suite 330 Eugene, OR 97401 (541) 484-6624 jmiller@pbcins.com
Henry Luvert, President Eugene-Springfield NAACP 2036 S Shasta Loop Eugene, OR 97405-4441 (541) 484-1119	Ms. Ann Mehlum, CEO Summit Bank 975 Oak Street, Suite 280 Eugene, OR 97401 (541) 684-7526 ann.mehlum@summitbankonline.com	Mr. Mel Pyne, President and CEO PeaceHealth Oregon Region 770 E. 11 th Avenue Eugene, OR 97401 (541) 686-3980 mpyne@peacehealth.org

Community Leaders – General Manager Evaluation

(Recent additions highlighted in yellow)

<p>Neighborhood associations: Listed on the City of Eugene's website at the following link: http://www.eugene-or.gov/portal/server.pt?open=512&objID=800&PageID=4148&cached=true&mode=2&userID=2</p>	<p>Ken Provencher, President and CEO PacificSource Health Plans 110 International Way Springfield, OR 97477 (541) 687-7047 kprevencher@pacificsource.com</p>	<p>Jenny Ulum, Public Affairs Director PeaceHealth PO Box 1479 Eugene, OR 97440 (541) 954-6819 julum@peacehealth.org</p>		
<p>Terry Coplin, CEO Employers Health Alliance LLC 1800 Millrace Drive Eugene, OR 97403 (541) 762-2427</p>	<p>Neighborhood Leaders Council</p> <p>Co-Chairs:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Randy Prince (541) 345-3306 Randyprice24@hotmail.com</td> <td style="width: 50%;">Alan Buck (541) 343-0021 Alan@churchillareaneighbors.org</td> </tr> </table>		Randy Prince (541) 345-3306 Randyprice24@hotmail.com	Alan Buck (541) 343-0021 Alan@churchillareaneighbors.org
Randy Prince (541) 345-3306 Randyprice24@hotmail.com	Alan Buck (541) 343-0021 Alan@churchillareaneighbors.org			

High School Leadership Contacts

<p>North Eugene High School 200 Silver Lane, Eugene 541-790-4500 L.A.: Corey Nichol森 ASB President: Truman Cranor</p>	<p>South Eugene High School 400 East 19th Avenue, Eugene 541-790-8057 L.A.: Synette Williams ***ASB President: _____</p>	<p>Sheldon High School 32455 Willakenzie, Eugene 541-790-6600 L.A.: Michael Voss ***ASB President: _____</p>
<p>Churchill High School 1850 Bailey Hill Rd., Eugene 541-790-5100 L.A.: Noah Glusman ASB President: Thomas LoScuito</p>		

***Names unknown by packet mailing deadline.

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Title VI Organizations Mailing List

Organization	Address	City, State, Zip	Phone	Contact	Email
Alliance for the Mentally Ill of Lane County	2411 Martin Luther King Jr Blvd	Eugene, OR 97401	541-343-7688	Sheila Sundahl	namilane@efn.org
Alpine Court Memory Care Community	3720 N Clarey	Eugene, OR 97402	541-689-3900	Sherri Haga	admin@alpinecourtmcc.com
Alpine Meadow Retirement	3850 Everest Loop	Eugene, OR 97402	541-393-0900	Vivian Cole	Refused
Alpine Springs Assisted Living	3760 N Clarey	Eugene, OR 97402	541-607-9525	Kim Phillips	frontdesk@alpinespringsalf.com
Alvord-Taylor, Inc	405 N A Street	Springfield, OR 97477	541-736-3444	Christie Nelson	cnelson@alvordtaylor.org
Alzheimers Assn - Cascade Coast Chapter	1238 Lincoln	Eugene, OR 97401	541-345-8392	Frank Hales	frank.hales.@alz.org
American Red Cross - Meals on Wheels	862 Bethel Drive	Eugene, OR 97402	541-344-5244	Lauren Pardo	reception@oregonpacific.redcross.org
Amigos Multicultural Services Center	21 N Grand	Eugene, OR 97402	541-746-6022		
ARC of Lane County	4181 E Street	Springfield, OR 97478	541-343-5256	Erisa Lewis	erissa.lewis@arclane.org
Area Agency on Aging/LCOG	1015 Willamette	Eugene, OR 97401	541-682-4038	Elizabeth Willis	ewillis@lcoog.org
Autism Consultation and Training	P O Box 7575	Eugene, OR 97401	541-689-2327		
Bayberry Commons Assisted Living & Memory Care	2211 Laura St	Springfield, OR 97477	541-744-7000	Jill Krupoff	jkrupoff@bayberrycommonsalf.com
Briarwood Retirement & Assisted Living	4865 Main St	Springfield, OR 97478	541-284-2865	Kasey Wright	Refused
Cascade Adult Center	996 Jefferson	Eugene, OR 97402	541-726-4484	Andrea Gillispie	agillispie@cascadehealth.org
Cascade Center for Healthy living	2650 Suzanne Way, Suite 160	Eugene, OR 97408	541-228-2030	Kristen Gram	Refused
Cascade Health Solutions	2650 Suzanne Way, Suite 200	Eugene, OR 97408	541-228-3000	Refused	
Cascade Manor	65 W 30th Avenue	Eugene, OR 97405	541-342-5901	Adele Ismert	cascade@retirement.org
Catholic Community Services	1025 G Street	Springfield, OR 97477	541-747-0221	Kelli Cole	kcole@ccslc.org
CAUSA Lane County	3820 Greenwood St	Eugene, OR 97404	541-688-7376	guadalupe Quinn	ggperaza@aol.com
Centro Latino Americano	944 W 5th	Eugene, OR 97402	541-687-2667	Marcela Mendoza	mmendoza@cla1.org
Centro-de-Fe Spanish Outreach Services Assemblies of God	540 Adams Street	Eugene, OR 97402	541-485-0132	Luis Vergara	soccoro#juanita@hotmail.com
Churchill Estates	1919 Bailey Hill Road	Eugene, OR 97405	541-485-8320	Heidi Ritter	heidi@churchillstates.net
Committed Partners for Youth	1840 Willamette	Eugene, OR 97401	541-344-0833	Shawn Warren	swarren@committedpartners.org
Community Alliance of Lane County	458 Blair Street	Eugene, OR 97402	541-485-1755	Anselmo Villanueva	anselmovillanueva@gmail.com
Community Sharing Program	P O Box 351	Cottage Grove, OR 97424	541-942-2176	Barbara Butzer	info@communitysharing.org
Cottage Grove Senior Center	700 E Gibbs	Cottage Grove, OR 97424	541-942-8751	Bonnie Crump	cgscca@efn.org
Decor de Birth to Three	86 Centennial Loop	Eugene, OR 97401	541-484-5316		birthtothree@birthto3.org
Direction Service, Inc	P O Box 51360	Eugene, OR 97405	541-686-5060	Jessie Hart	jhart@directionservice.org
Eldercare Resources Inc.	399 East 10th Avenue	Eugene, OR 97401	541-344-7712	Diana Goodman	diana@eldercare-eugene.com
Emerald Valley Assisted Living	4550 W Amazon Dr	Eugene, OR 97405	541-345-9668	Billie Wingfield	bwingfield@sunalf.net
Eugene Chamber Latino Business Network Attn: Jessica Rowbotham	1401 Willamette Street	Eugene, OR 97401	484-1314	Jessica Rowbotham	daveh@eugenechamber.com
Eugene Chamber Latino Business Network Attn: Nelson Rosales, 2008 Chair	1401 Willamette Street	Eugene, OR 97401	484-1314	Nelson Rosales, 200	daveh@eugenechamber.com
Eugene Chamber Latino Business Network Attn: Jose Torres	1401 Willamette Street	Eugene, OR 97401	484-1314	Jose Torres	daveh@eugenechamber.com
Eugene Hotel Retirement Community	222 E Broadway	Eugene, OR 97405	541-343-8574	Judy Jackson	eugenehotel@quest.net
Eugene Mission	PO Box 1149	Eugene, OR 97440	541-344-3251	Ernest Unger	hope@eugenemission.org
Eugene/Springfield NAACP	P O Box 11484	Eugene, OR 97440	541-431-1119	Henry Luvert	luverth@aol.com
Eugene/Springfield Solidarity Network	688 Charnelton Street	Eugene, OR 97401	541-736-9041		essn@efn.org
Family Relief Nursery	PO Box 1207	Cottage Grove, OR 97424	541-942-4835	Cindy Vitelli	cindyvitelli@oip.net
Farmington Square	2730 Bailey Ln	Eugene, OR 97401	541-344-7902	Linda Elder	elder@farmingtonsquare.com
First Place Family Development Center	1995 Amazon Pkwy	Eugene, OR 97405	541-342-7728	River Aaland	raaland@svdp.us
Food For Lane County	770 Bailey Hill Rd	Eugene, OR 97402	541-343-2822	Gloria Lopez Gomez	info@foodforlanecounty.org
Fox Hollow Residential Care	5320 Fox Hollow	Eugene, OR 97405	541-343-8439		info@foxxollowcare.com
Full Access Brokerage	1240 Charnelton	Eugene, OR 97401	541-284-5070	Angela Farman	afarman@fullaccess.org
Fuller House Cascade Health Solutions - prescription solutions	1600 H St	Springfield, OR 97477	541-744-8546	Leslie Roy	lroy@cascadehealth.org
Gateway Gardens	178 Commons Dr	Eugene, OR 97401	541-302-1283	Sherry Johnson	sherryggardens@comcast.net
Good Neighbor Care	2630 Lone Oak Way	Eugene, OR 97404	541-607-5025	Robert Papworth	bpapworth@goodneighbor.com
Good Neighbor Care - Corporate	78 Centennial Loop	Eugene, OR 97401	541-747-3373	Jane Austin	REFUSED
Good Samaritan Society Arms Apts	3500 Hilyard St	Eugene, OR 97405	541-687-9211	Davis Armstrong	gss6840@good-sam.com
HART Family Resource Center	354 Smith St	Harrisburg, OR 97446	541-995-7700		ppurkerson@ci.harrisburg.or.us

Hawthorne Park Retirement Community	3400 Hawthorne	Eugene, OR 97402	541-688-1128	Jeanne Loe	jeanne@sorgenfriliving.com
Hopeline Women's Cancer Resource Ctr	996 Jefferson	Eugene, OR 97402	541-681-9272		womenctr@uoregon.edu
Hosea Youth Services	834 Monroe	Eugene, OR 97402	541-344-5583	Mike Langley	hysproject@aol.com
Housing Policy Board	City of Eugene Planning & Development	Eugene, OR 97401	541-682-5529	Stephanie Jennings	stephanie.a.jennings@ci.eugene.or.us
In-Home Elder Care Inc.	19 West 10th Avenue	Eugene, OR 97403	541-344-1534		jeffHawks@eldercare.com
Jefferson Park	2123 Franklin Blvd, #104	Cottage Grove, OR 97424	541-942-4808	Allison Brandt	abrandt@umpquacdc.org
JESCO Club Inc	325 S 5th	Eugene, OR 97402	541-686-0538		lamarcher@comcast.net
Jewish Family Services	340 Blair Blvd	Eugene, OR 97405	541-484-2541		webmaster@jclocaid.org
Junction City Local Aid	PO Box 5924	Junction City, OR 97448	541-998-3992		pgillette@lavidacom.com
Junction City Retirement & Assisted Living	PO Box 493	Junction City, OR 97448	541-998-3992		krcr2@comcast.net
Kingsley Court Retirement	500 E 6th Ave	Eugene, OR 97401	541-998-6060	Pennie Gillette	betty@mdhmanagement.com
Landsby Place	1755 Kingsley Rd	Eugene, OR 97401	541-338-4300	Gayle Carlson	dmarcell@lilaoregon.org
Lane Independent Living Alliance	1220 Jacobs Dr	Eugene, OR 97402	541-688-2219	Betty Cash	klcc@klcc.org
Latino USA - KLCC Public Radio	99 W 10th Ave	Eugene, OR 97401	541-607-7020	Diane Marcell	gerrio2@laurel.org
Laurel Hill Center	136 W. 8th Avenue	Eugene, OR 97401	541-463-6000	Maria Hinojosa	onlycare@gmail.com
Laurel Pines Retirement Apts	2145 Centennial Plaza	Eugene, OR 97401	541-485-6340	Gerri O'Rouke	rosie.mowell@lookingglass.us
Lone Oak Assisted Living	2811 Bailey Ln	Eugene, OR 97401	541-686-2721		teresamagnolia@ojp.net
Looking Glass Youth & Family Svcs	2615 Lone Oak Wy	Eugene, OR 97404	541-463-7700	Amanda Boehlke	pam@mckenziepersonnel.com
Magnolia Gardens Assisted Living	72 B Centennial Lp Suite 2	Eugene, OR 97401	541-686-2688	Rosie Mowell	sds@lcoq.org
McKenzie Personnel Systems	1425 Daugherty Ave	Cottage Grove, OR 97424	541-942-0054	Teresa Taylor	mecha@gladstone.uoregon.edu
Meals On Wheels	82 Centennial Lp	Eugene, OR 97401	541-344-0549	Pam Lawrence	dano@careoptions.com
Mt ChA (Movimiento Estudianti Chicanos University of Oregon)	1015 Willamette	Eugene, OR 97401	541-682-4038		ed@oliveplaza.com
Northridge Oaks Senior Living	Erb Memorial Union, Suite 30	Eugene, OR 97403	541-346-3508		giaspers@lcoq.org
New Horizons In-Home Care	1500 Village Dr	Cottage Grove, OR 97424	541-767-0080		options@options.org
Olive Plaza - housing	1345 Olive	Eugene, OR 97401	541-687-8851	Dan Ogle	options@options.org
Olive Plaza - Senior Meal Site	1133 Olive St	Eugene, OR 97401	541-683-3247	Ed Oxenreider	cdecristo@osp.org
Options Counseling Svcs of OR - Cottage Grove	1135 Olive	Eugene, OR 97401	541-342-3515	Gwen Jaspers	aspartners@questoffice.net
Options Counseling Svcs of OR - Eugene	1440 Birch Ave	Cottage Grove, OR 97424	541-942-7229	Steve Allan	natasha.desantis@pearlbuckcenter.org
Oregon Supported Living Program	1255 Pearl St., # 102	Eugene, OR 97401	541-687-6983	Christina deCristo	ireneal@reliefnursery.org
Pearl Buck Center Inc	1250 Charnelton St	Eugene, OR 97401	541-343-4196	Anna Strong	ianisehecker@usw.salvationarmy.org
Relief Nursery	P O Box 1529	Cottage Grove, OR 97424	541-942-2104	Natasha DeSantis	Fax: 541-345-7682
Bosco House	3690 West 1st Avenue	Eugene, OR 97402	541-484-4666	Irene Altucker	REFUSED
Salvation Army	1720 W 25th Avenue	Eugene, OR 97405	541-343-9706	Luci Organ	gatchelld@lanecc.edu
Sawyer House Assisted Living Concept	4488 Knoop Ave	Eugene, OR 97402	541-683-7517		sds@lcoq.org
Senior Companion Program	1275 Mill St	Springfield, OR 97477	541-747-6229	Lois Royce	sds@lcoq.org
Senior Connections	640 W 7th	Eugene, OR 97402	541-343-3328	DeeDee Brandt	sds@lcoq.org
Senior Connections	1155 Darlene Lane	Eugene, OR 97401	541-338-8780	Diana Gatchell	sds@lcoq.org
Senior Connections	1445 Willamette Suite 210	Eugene, OR 97401	541-683-8043		sds@lcoq.org
Senior Connections	1015 Willamette	Eugene, OR 97401	541-682-4038		sds@lcoq.org
Senior Connections	245 W 5th	Junction City, OR 97448	541-998-8445		sds@lcoq.org
Senior Connections	3180 Hwy 101 N	Florence, OR 97439	541-902-9430 X 7831		sassdirector@gmail.com
Senior Connections	37 N 6th	Cottage Grove, OR 97424	541-682-7800	Karen Maderia	sass@efn.org
Senior Connections	47674 School	Oakridge, OR 97463	541-782-4726	Jim Powell	terrie.powell@holidaytouch.com
Senior Connections	88149 Territorial	Veneta, OR 97487	541-935-2262	Erin Bonner	info.sp@bpmsejior.com
Sexual Assault Support Svcs (SASS)	591 W 19th	Eugene, OR 97401	541-484-9791	Mary Lanphear	scadmin@sheltercare.org
Sheldon Oaks Retirement	2525 Cal Young Rd	Eugene, OR 97401	541-341-3700	Paul Hansen	FAX: 541-461-0940
Sheldon Park Assisted Living	2440 Willakenzie Rd	Eugene, OR 97401	541-344-1078	Judy Kep	FAX: 541-461-5419
ShelterCare	PO Box 23338	Eugene, OR 97402	541-686-1262	Judy Kep	judy.kep@gmail.com
Solvang Retirement Community	1202 Jacobs Dr	Eugene, OR 97402	541-461-0490	Tom Wheeler	slmh@juno.com
Sorgenfri Retirement Community	3400 Hawthorne	Eugene, OR 97402	541-689-4451		
South Lane Mental Health Svcs	1345 Birch Avenue	Cottage Grove, OR 97424	541-942-3939		
South Lane Mental Health Svcs	410 N 9th St	Cottage Grove, OR 97424	541-942-2850		

Send to one location. They will

Sponsors Inc - Administration
Sponsors Inc
Spring Valley Assisted Living
St Vincent DePaul - Service Station
St Vincent DePaul - Social Svcs
St Vincent DePaul Vocational Svcs
St. Mary's Catholic Church
St. Mary's Episcopal Church
Supported Employment Svcs
Sweetbriar Villa
Terpening Terrace
The Workforce Network
United Way of Lane County
Viking Sai Senior Center
Willamalane Adult Activity Center
Willamette Oaks Retirement Apts
Womanspace
Woodside Assisted Living
Ya-Po-Ah Terrace

1756 Willamette
564 Lincoln
770 Harlow Rd
450 Highway 99 N
456 Highway 99 N
456 Highway 99 N
1062 Charnelton Street
PO Box 50425
250 Oakway Center
6135 E Street
50 Ruby Ave
2510 Oakmont Way
3171 Gateway Lp
245 W 5th Ave
215 W C Street
455 Alexander Lp
P.O. Box 50127
4851 Main Street
350 Pearl Street

Eugene, OR 97401
Eugene, OR 97401
Springfield, OR 97477
Eugene, OR 97402
Eugene, OR 97402
Eugene, OR 97402
Eugene, OR 97401
Eugene, OR 97405
Eugene, OR 97401
Springfield, OR 97478
Eugene, OR 97404
Eugene, OR 97401
Springfield, OR 97477
Junction City, OR 97448
Springfield, OR 97477
Eugene, OR 97401
Eugene, OR 97405
Springfield, OR 97478
Eugene, OR 97401

541-485-8341 Joseph Ches
541-484-1607
541-744-2116 Kathy Neuberger
541-461-8688 Keith Heath
541-689-6747 Roxanne O'Brien
541-607-0439 Jul Orr
541-342-1139
541-343-9255
541-687-0687 Kathy Snyder
541-225-0200 Linda
541-689-0619 Betty Gingery
541-686-7601 Kim Thompson
541-741-6000 Linda Morrison
541-998-1556 Gail Lundeen
541-736-4444 Beth, Diane Pergami
541-343-2688 Claudia Norton
541-485-8232 Carrie Wright
541-747-1887 Jeannie Lindal
541-342-5329 Deane Lange

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SPRINGFIELD NEIGHBORHOOD ASSOCIATION ROSTER

WASHBURNE NEIGHBORHOOD ASSOCIATION

President – John Deleau, 435 9th Street; Springfield, Oregon 97477
Home Phone 736-3127

Vice President – Don Moloney; 922 “B” Street; Springfield, Oregon 97477
Home Phone: 746-1745

Treasurer – Mary Jo Moloney; 922 “B” Street; Springfield, Oregon 97477
Home Phone: 746-8760

Secretary – Sara and Jeannie Melton; 822 “F” Street; Springfield, Oregon 97477
Home Phone: 606-1348

Circa Editor - Melinda Chandler; 381 N. 9th; Springfield, Oregon 97477
Home Phone: 726-4082

Contact Person - Faye Brabham; 644 4th Street; Springfield, Oregon 97477
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SOUTHWEST THURSTON NEIGHBORHOOD ASSOCIATION

President - Tami Griswold, 5774 Camellia Street, Springfield, OR 97478
Phone: 741-3862

Vice President - Karen Durbin, 324 S. 57th Place, Springfield, OR 97478
Phone: 726-1160

GAME FARM NEIGHBORS ASSOCIATION

Co-President's – Paula Matheson & Nathan Duerre, 487 Pinodale Ave., Springfield, OR 97477
Phone: 736-1296 e-mail address: active.concrete@gmail.com

Secretary - Bonnie Ullmann, 3350 Oriole St., Spfld., OR 97477
Phone: 747-7580

EAST ALTON BAKER NEIGHBORHOOD ASSOCIATION

President - Anthony Gonzalez, 633 Poltava, Springfield, OR 97477
Phone: 726-6311

Vice President: As of 11-24-97 the association does not have an acting vice president

Sec./Treasurer: Al Adams, 598 Poltava Street, Springfield, OR 97477
Phone: 726-3946

Dissolved Neighborhood Groups

EAST KELLY BUTTE NEIGHBORHOOD ASSOCIATION

President - Linda Shaver, 1225 Water Street, Springfield, OR 97477
Phone: 726-1410 (10/96)

THURSTON HILLS NEIGHBORHOOD ASSOCIATION

Vice-President - Ron Hiebenthal, 810 S. 69th St., Springfield, OR 97478
Phone: 747-4882 H (7/6/01)

NORTHWEST THURSTON NEIGHBORHOOD ASSOCIATION

Contact Person – Patty Hoover; 744-2262 (3-08-00)

Revised: 12/06/2006 Brenda Jones