

PACT 4 FAMILIES  
COLLABORATIVE

THE NEXT FULL  
COLLABORATIVE  
MEETING WILL  
BE:

Wednesday, Oct. 14

Project Turnabout in  
Granite Falls

11:45 am to 1:45 pm

Cost: \$5.00

RSVP requested:

(320) 235-8938 or

Email:

shawna.steffen@  
co.kandiyohi.mn.us

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# PACT 4 NEWSLETTER

OCTOBER 2009

## Justice and Mental Health Collaboration Planning Grant Funded!

We have received notice that PACT 4 and its partners have been granted \$50,000 for planning for an integrated approach to working with youth who are involved with corrections and have mental health issues.

As quoted in the acceptance letter from the Federal Department of Justice, "PACT 4 Families Collaborative, along with partners in juvenile justice, mental health, family services, public health, and substance abuse treatment, will use fiscal year 2009 JMHCP [Justice & Mental Health Collaboration] funds to support planning efforts aimed at expanding and improving appropriate comprehensive and accessible services for corrections-involved youth with mental illness/co-occurring disorders living in four rural counties in west central Minnesota. It is anticipated the grant-funded efforts will result in a seamless approach to working with identified youth to ensure each is supported by a system that is responsive to their needs and the needs of their families, while also impacting the well being of the community."

This is a one-year federal grant from the Department of Justice to develop a plan as noted above. With this proposal being funded, we will also be in line to apply for three years of funding for implementing the plan. Funding begins October 1 and we are looking to hire a half-time coordinator ASAP.

We look forward to embarking on this exciting venture that will bring opportunities for some of our most complex kids in the PACT 4 Counties.



**"PACT 4 Families****Mission:**

**"As a collaborative, we will work together to reduce duplication and provide a family-driven continuum of quality, innovative, and cost-effective services for children and their families. These services will be culturally sensitive and strength-based."**

## Director's Corner

"Together we learn, together we heal" was the 2009 theme for National Drug and Alcohol Recovery Month, celebrated during September.

Alcohol-use disorders frequently take an enormous toll on individuals, their families and community. Alcohol addiction affects each of us in some way. It is vital that we are aware of the financial and human costs of substance-use disorders and begin to understand the benefits that investing in treatment can have on those who enter recovery, their families and the larger community.\*

Some sobering statistics include the following:

**8,000,000** The number of children living with a parent dependent on alcohol and/or illicit drugs. (Source: news.drugfree.org)

**75** Percent of Americans who say addiction to alcohol had an impact on them at some point in their lives, whether it was a personal addiction, addiction of a friend or family member or other related experience. (Source: Peter D. Hart Research Services)

**66** Percent of decrease in crime from before treatment to after treatment. (Source: California Health and Welfare Agency)

**28.5** The percentage of high school students nationwide who rode in a car driven by some one who had been drinking one or more times during the 30 days preceding the survey. (Source: SAMHSA.gov)

**2.8** Percent decline in the number of students (7, 9, 11 grades) in the PACT 4 SHARE survey that reported having at least one drink of alcohol in the last 30 days.

**0.8** Percent of students (7, 9, 11 grades) in the PACT 4 SHARE survey that reported having used meth in the last 30 days.

In the PACT 4 region, communities have great opportunities to be involved in a number of chemical health prevention and intervention programs. With new funding granted to Kandiyohi County Public Health by the Drug Free Communities Support Program for an Alcohol, Tobacco, and Other Drugs

(ATOD) Coalition, (see page 4) all four counties now have some form of chemical use prevention coalition including Renville County's RAPAD (Renville Alliance for the Prevention of Alcohol and Drugs), Yellow Medicine County's Chemical Health Coalition, and Meeker County's LARPP (Litchfield Area Rural Partners in Prevention). The Renville and Yellow Medicine County Coalitions are supported by funding to PACT 4 Families by the Minnesota Department of Human Services, Chemical Health Division while LARPP is also funded by a Drug Free Communities grant to Meeker County. PACT 4 Families will provide evaluation to the Kandiyohi County Coalition over the course of the five-year grant.

Guía serves all youth of Hispanic/Latino origin that are involved in using or abusing drugs and alcohol. We are currently waiting to hear about an application we have submitted to SAMHSA to serve all youth in a similar capacity.

In addition, we have a number of great chemical dependency assessors and treatment providers in our area that work with young people to break the very difficult cycle of abuse.

In our own way, we can all work to reduce the use of alcohol and drugs. Talk to your children and the kids you work with about drinking alcohol, smoking, and using other drugs. Some say talk is cheap, but talking early and often about these substances is one proven method to keep them away from risky behaviors.

*Debb Sheehan, Director  
debb\_s@co.kandiyohi.mn.us  
(320) 231-7036*

\* Linda Lute, LAC, MAC, (2009, September 15). Substance abuse affects everyone. Durango Herald News.



# Restorative Justice/Circle Sentencing

Storytelling is a key component of Circle. Through stories we invite participants to share personal life experiences to build trust with one another and to move beyond titles and appearances to develop mutual understanding. According to Pranis, Stuart and Wedge (2003), sharing stories "...expands our perspectives, elicits deep emotions, and spurs self-reflection."

In Kandiyohi County Circles, we try to share the wisdom of our own experiences in ways that help youth participants understand they are not alone in having to deal with tough situations. The following story from a recent Circle illustrates this point:

A youth was talking about his drug use and how the drug use of his parents had affected his family. The youth spoke about how angry he was when his father was quick to point out the youth's past mistakes even though he denied that his own heavy drinking was an issue. The youth was relatively new to Circle

and did not believe anyone present could relate to how stressful his home situation had become. As the talking piece went around the Circle, a few volunteers spoke about the importance of Alanon and AA support groups. Another group member suggested that the youth sign up for sports and find healthy friends. Finally, the talking piece got to one member who started with a story. He said,

*"My father was an alcoholic, my son is an alcoholic, and I am a recovering alcoholic. I know from my own personal experience that you will never be able to convince your parent they have a problem. They will be the first to point out how their behavior and actions show exactly why they couldn't possibly have a problem. I would have never admitted to my family that I was the one with the problem. You need to spend time thinking about those things you can control versus those you can't. You can control if you want to be sober, you can control if you want to find healthy friends, and you can turn to us if you need support or help in finding a sponsor."*

When youth realize that others in Circle have walked in their shoes, they begin to feel connected. For the first time, they connect with a healthy adult who is not a "professional" but rather a community member who has willingly shared their time to mentor and support the youth.

Circles welcome all community members to become volunteers in their communities. If you have any questions, please contact me.

Tricia Buggs, Restorative Justice Coordinator  
tricia\_b@co.kandiyohi.mn.us  
(320) 235-8939

2003. Pranis, Stuart, and Wedge, Peacemaking Circles; From Crime to Community. Page 138.

## Yellow Medicine County Chemical Health

We all have a variety of issues or causes that we feel passionate about (animal rights, child abuse, domestic violence, recycling, underage drinking, etc.) but there just does not seem to be enough time in the day to devote ourselves to all of them. We are busy and just cannot fit another thing on our plates, right?

Well, there is more than one way to advocate for a cause. For example, if you feel strongly about racism, you can help to combat it by not being passive when you hear someone tell a racial joke. If poverty in your community is a huge concern for you, there are several places to bring your used clothing and other supplies to help those in need. You do not have to go to a meeting once a month or donate your money to the cause. You do not have to work in the social service field to help. There are many ways that you can advocate!

Many of us feel underage drinking and drug use is a huge problem in our community, but we do not know how to help. Here are a few things we you can do to help combat this problem:

1. Talk to the youth in your life. Tell them you expect them to make healthy choices.

2. Support healthy, chemical-free events in the community.
3. Praise youth around you when you observe them making healthy choices.
4. Gently vocalize your concerns to those around you who may not be making healthy choices for their children.
5. Stay involved in your community.
6. Educate yourself about the effects of alcohol on the underage brain. Get the facts!
7. Be a good example to those around you. Be a role model to the youth in your life.
8. Support local law enforcement and their efforts in combating this issue.
9. Communicate with local law makers. Let them know that this issue is important to you and encourage them to pass ordinances that support this effort.

Ann Orren, Coordinator  
annorren@frontiernet.net—(320) 669-1460



## Birth to Five Mental Health Grant

### What is children's mental health and when can we begin to see signs for concern?

It's a well-known fact that adults suffer with mental health issues. Diagnosis and treatment options have spread to young adults, teens and school-age children. However, it is not until the past few years that mental health professionals began seeing needs in our youngest of young children.

Our four-county area has received an exciting two-year grant from the MN Department of Human Services. Through this grant, we will be one of ten pilot programs around the state working to develop an early childhood (birth to five years) mental health infrastructure to support children, their families and caregivers.

The focus of PACT 4's grant is enhancing and expanding the early childhood system with emphasis on outreach to childcare providers and increasing capacity for mental health services to children this age. The system will help childcare providers identify children at risk, build supportive relationships with parents and work with our county public health nurses to see children receive early and appropriate intervention. Mental health resources will be provided through Lutheran Social Services or Woodland Centers.

Fifty percent of the grant is for direct mental health

services to children who are under-insured or without insurance. The rest is for developing the most effective referral system to increase prevention, early identification, access to needed services, and improving clinical and functional outcomes to prepare children socially and emotionally for learning and attending school.

Currently, we are in the process of holding focus groups in each county with childcare providers to determine their knowledge of children's mental health or emotional wellness. Hearing the frequency of encounters with struggling children, their comfort level of sharing concerns with families and how we can partner with them will be extremely beneficial to the success of this grant. We hope to have these meetings concluded by early November.

In addition to working with childcare providers, we are also strengthening existing partnerships and resources with Early Childhood programs in our schools, Head Start, Childcare Resource and Referral Network, United Way's GrowMobile and the Inter-agency Early Intervention Committees in Kandiyohi, Meeker, Renville and Yellow Medicine counties.

Being mentally healthy is important for all of us—including children who are too little to ask for help.

*Linda Mathiasen, Coordinator*  
*linda.mathiasen@co.kandiyohi.mn.us*  
 (320) 235-8930

The **Kandiyohi County Alcohol, Tobacco and Other Drug (ATOD) Coalition** is pleased to announce that it has received a Drug Free Communities (DFC) Grant totaling \$125,000 per year for the next five years to involve and engage our local community in the preventing and reducing alcohol and other drug abuse among youth. This community-based coalition has been meeting for over a year and has active participation from twelve specific sectors of the community. Kandiyohi County Public Health is the fiscal host for the Coalition. PACT 4 Families staff provided assistance in the application process and will provide evaluation services for the grant.

The 161 new grantees were selected from 417 applicants through a competitive, peer-reviewed process. The DFC program was created by the Drug Free Communities Act of 1997, and was reauthorized by Congress in 2001 and 2006. The program is directed by the White House Office of National Drug Control Policy (ONDCP) in partnership with the Substance Abuse and Mental Health Services Administration (SAMHSA). The DFC program provides grants of up to \$625,000 over five years to community coalitions that facilitate citizen participation in local drug prevention efforts. Since 1998, ONDCP has awarded approximately 1,500 DFC grants to local communities across the country.

The Kandiyohi County ATOD Coalition is in the process of hiring a project coordinator who will be housed at Kandiyohi County Public Health. The Coalition has also recently been awarded a *Zero Adult Provider* grant from the Minnesota Institute of Public Health and a local *Community Spotlight* media grant sponsored by the radio station "The Train 106.5" and TDS. We would like to thank our many PACT 4 and community partners who have helped us launch this important initiative and who will continue to provide energy and support in our effort to prevent and reduce youth drug use in our community. If you are interested in more information about the Coalition please contact Roxanne at [Roxanne\\_e@co.kandiyohi.mn.us](mailto:Roxanne_e@co.kandiyohi.mn.us) or 320-231-7883.

*Ann Stehn, Director, Kandiyohi County Public Health*



## 21st Century Community Learning Center—Eden Valley/Watkins

### Hands on Learning Expands our World! Program

We would like to thank PACT 4 Families Collaborative for the continued support and grant funding of our year-long program offered at EV-W. Through this grant our 14 participants from grades seven through ten were able to truly “Expand their World” through “Hands on Learning” activities during this past summer.

The summer offered many wonderful and exciting opportunities beginning with our June baseball theme. What is the preferred choice of wood baseball bats are made of? Where does MLB get the majority of its bats? How are the bats made? These answers were researched and found right in our own backyard in Brooten, MN at MaxBat, one of the largest manufacturers for the MLB. Our students were able to tour the main headquarters and manufacturing plant where they had a chance to follow a raw piece of maple wood and see it turn into an official MLB bat.

“Take me out to the ball game”... students were also introduced to keeping baseball scores by using mathematical statistics. We then headed off to a Twins game to try these techniques themselves using an official Twins score sheet! “Who knew math could be so much fun,” one student in 7th grade commented.

Another “Hands on Learning” experience was the planning, organization, budgeting,

and building of a butterfly garden on school grounds. The garden consists of perennial plants that students researched and selected not only to attract monarch butterflies but also to survive in our planting zone. Students constructed a wooden mulch pathway with two benches for seating and built two arbors one at each end of the path for climbing vines. This garden will be available throughout the school year for various class experiments and enjoyment by all in the community.

One of the many excursions EV-W participants enjoyed during the summer months was a trip to the Science Museum to tour the Titanic: The Artifact exhibition and view the *Titanica* Omnitheater film, a 1980's documentary of the discovery of the Titanic. To prepare for this adventure many “Hands on Learning” enrichment activities were introduced the day before. One activity was for students to measure and lay-out the dimensions of a small portion of the large ship using over 80 yards of twine on our practice football field. Once completed, the participants then multiplied these dimensions until they reached the full measurements of the Titanic. A 9th grade student commented, “I can't believe a ship of this size could actually float on water! It's HUGE!”

Our group visited two state parks to try geocaching, a high-tech treasure hunt game that is played using GPS (global positioning system) devices. They explored the Quarry Park and Preserve in Stearns county and Sibley State Park in Kandiyohi County. Both sites offered educational and historical activities along with learning

about the use of GPS units. To document and reflect on their experiences, the students kept nature journals.

We celebrated our busy and successful summer as a group by taking a four-day trip to Eagle Bluff Environmental Learning Center in Lanesboro, MN in August. There we experienced group challenges, life of a pioneer, pond life, wildlife ecology, river canoeing and a 35' treetop course. Many life skills were developed and group diversities were met. The most rewarding of the classes was the 35' treetop course where students and staff had to step out of their comfort zone to face their fear of heights while conquering the challenging course. Trust and encouragement was a big factor while moving from post to post among the treetops. The reward at the end was not only zip lining down 35' but also the accomplishment of facing one's own fears while also helping others face theirs.

The best reward is witnessing the growth of our participants. They continue to strengthen their academics, develop healthier social interactions with their peers and adults, while making better choices and being part of a group.

We are excited to continue these wonderful opportunities with the addition of our elementary site, grades three through six this September. Thank you again PACT 4 for making this all possible!

Denise DeJuliannie  
EV-W Site Coordinator



Funding for the PACT 4 Families Collaborative 21<sup>st</sup> Century Community Learning Centers grant program is provided by the federal government through the No Child Left Behind Act and is administered by the Minnesota Department of Education.

## Full Collaborative Highlights-September

The Board has been discussing Full Collaborative meetings—what works and how to make them productive and beneficial. One of the most commented-about benefits of the meetings is the networking piece—getting to know each other, the role each plays in the organizations represented, and information about the organizations themselves. The definition of networking, according to About.com is: *an association of individuals having a common interest, formed to provide mutual assistance, helpful information or the like.* The grant coordinators from PACT 4 took the reins of this initiative and come up with a structured, organized networking activity, called Speed Networking—modeled after the speed-dating concept, to gain as much information about each other in as short a time as possible. This activity took up the bulk of the meeting and many positive comments were given about how helpful it was.

### Committee Reports:

*Executive Board* – no report; the Board will have a day-long retreat on September 14th and will discuss how to impact the legislative system.

*Adolescent Services* – discussed the best way to get “crisis cards” to school social workers; also talked about what to showcase at the booth at the Brain Conference.

*Early Childhood* – each county now has a Birth to Five mental health consultant to work with the new grant; also discussed the ASQ-SE screening instrument, and steps to follow from ASQ-referral to the grant’s mental health services providers; talked about the Brain Conference booth.

*Elementary/Middle School-Age* – discussed feedback from the School Connectedness conference, and the display booth for the Brain Conference.

*Mentors* – discussed the importance of collaboration between organizations, the spirit of volunteering and what it means. The EV/W and Litchfield Mentor programs are questioning the future and need of a mentor committee and whether it would be better to join another committee if there’s no further funding for mentor programs. The EV/W program has pretty much folded. The programs would like to have a presence at the Brain Conference, though.

*Wraparound* – discussed the Brain Conference and the committee’s role, the possibility of having a booth and what to have on display; also discussed data from Wraparound satisfaction surveys done in July—received very positive feedback.

*Parent Advisory* –approved a brochure, and the scholarship sub-committee is finalizing policies in parent scholarships applications.

**Grant Reports:** The Board, in their discussion of future Collaborative meetings, decided to “switch it up” and have grant reports given on a rotating basis a couple times per year. This month is the exception with no major updates other than the Pohlad grant. For the last nine years, we have received a grant to provide summer camp scholarships to kids. This year, we were able to send 28 kids to summer camp—25 of whom were first-time campers.

**Other** – Greater Minnesota’s 13th Annual Training Event is on October 15th, and features Dr. Elizabeth Reeve. The focus of the training is: Children with Autism and Asperger’s Diagnoses. PACT 4 has again partnered on this training, so those living or working in the PACT 4 service area can attend for the reduced rate of \$35 per person.

The 8th Annual Brain Conference will be on November 19th. This year’s keynote speaker is Dr. Esther Sternburg, and will feature seven other breakout sessions besides Dr. Sternberg. The theme is: “The Healthy Brain,” and a conference brochure should be available by the beginning of October. SHARE has money left to help pay for registrations, but invoices have to be submitted to Janice Madden before the end of September in order to get reimbursement.

### SCHOOL CONNECTEDNESS:


School connectedness was found to be the strongest protective factor for both boys and girls to decrease substance use, school absenteeism, early sexual initiation, violence, and risk of unintentional injury (e.g., drinking and driving, not wearing seat belts).

Research has also demonstrated a strong relationship between school connectedness and educational outcomes, including school attendance; staying in school longer; and higher grades and classroom test scores.

Source: 2009 Centers for Disease Control and Prevention (CDC) publication entitled “School Connectedness: Strategies for Increasing Protective Factors Among Youth.”



<b>OCTOBER</b>				
<b>Mon</b>	<b>Tue</b>	<b>Wed</b>	<b>Thu</b>	<b>Fri</b>
<b>5</b> ■ Willmar RJ Circle #2; 5:30-7:00; Lakeland Ctr	<b>6</b> ■ Executive Board; 11:30-2:00; #2055 ■ Bilingual RJ Circle; 4:30-6:00; Lakeland Ctr	<b>7</b> ■ 21st CCLC Site Coordinators Mtg; 9:00-12:00; #2055	<b>8</b> ■ Restorative Justice Steering Comm; 12:00; The Oaks at Eagle Creek; Willmar ■ Willmar RJ Circle #3; 5:30-7:00;	<b>9</b>
<b>12</b> ■ Parent Advisory Mtg; 5:30-7:30; YMCA	<b>13</b> ■ Brain Conference Planning Mtg; 3:00-4:30; #2045 ■ New London RJ Circle; 5:30-7:00; Peace Lutheran Church	<b>14</b> ■ PACT 4 Comm. and Full Collaborative meetings-Project Turnabout in Granite Falls; check website for details on committee times ■ Willmar RJ Circle #1; 5:30-7:30; Lakeland Ctr	<b>15</b> ■ Greater MN's 13th Annual Training Event	<b>16</b>
<b>19</b> ■ Willmar RJ Circle #2; 5:30-7:00; Lakeland Ctr	<b>20</b> ■ 4-County ATOD Professional Networking Group; 9:00-11:00; #2045 ■ Bilingual RJ Circle; 4:30-6:00; Lakeland Ctr	<b>21</b> ■ PACT 4 All-Staff Mtg; 8:30-12:00; MPR— <b>OFFICE CLOSED</b>	<b>22</b> ■ Willmar RJ Circle #3; 5:30-7:00; Lakeland Ctr	<b>23</b>
<b>26</b>	<b>27</b> ■ New London RJ Circle; 5:30-7:00; Peace Lutheran Church	<b>28</b> ■ Willmar RJ Circle #1; 5:30-7:30; Lakeland Ctr	<b>29</b>	<b>30</b>

<b>NOVEMBER</b>				
<b>Mon</b>	<b>Tue</b>	<b>Wed</b>	<b>Thu</b>	<b>Fri</b>
<b>2</b> ■ Willmar RJ Circle #2; 5:30-7:00; Lakeland Ctr	<b>3</b> ■ Executive Board; 11:30-2:00; #2055 ■ Bilingual RJ Circle; 4:30-6:00; Lakeland Ctr	<b>4</b> ■ PACT 4 Comm. and Full Collaborative meetings-KCHHSB; check website for details on committee times	<b>5</b>	<b>6</b> ■ Wraparound Orientation; 8:00-1:00; #2055
<b>9</b> ■ Parent Advisory Mtg; 5:30-7:30; YMCA	<b>10</b> ■ New London RJ Circle; 5:30-7:00; Peace Lutheran Church	<b>11</b> <b>Veteran's Day Holiday—PACT 4 Office Closed</b>	<b>12</b> ■ Restorative Justice Steering Comm; 12:00; The Oaks at Eagle Creek; Willmar ■ Willmar RJ Circle #3; 5:30-7:00; Lakeland Ctr	<b>13</b>
<b>16</b> ■ Willmar RJ Circle #2; 5:30-7:00; Lakeland Ctr	<b>17</b> ■ Bilingual RJ Circle; 4:30-6:00; Lakeland Ctr	<b>18</b> ■ Restorative Justice Volunteers Mtg; 12:00; #2055	<b>19</b> 	<b>20</b> ■ 21st CCLC Training—U of MN Extension/Youth Work Institute
<b>23</b>	<b>24</b> ■ New London RJ Circle; 5:30-7:00; Peace Lutheran Church	<b>25</b> ■ Willmar RJ Circle #1; 5:30-7:30; Lakeland Ctr	<b>26 / 27</b> <b>Thanksgiving Day Holiday—PACT 4 Office Closed</b>	
<b>30</b>				<b>2</b>

## 2009 Executive Board

Arliss Stenger, Parent-Meeker Co. (Vice Chair)  
Serves through 2010—3rd Term  
(320) 453-8153 / arliss\_stenger@yahoo.com

Debi Brandt, Heartland Comm. Action Agency  
Serves through 2009—1st Term  
(320) 235-0850 / debib@heartlandcaa.org

Gerald Brustuen, Renville Co. Human Svcs.  
Serves through 2009—2nd Term  
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Jill Bruns, Renville Co. Public Health  
Serves through 2011—3rd Term  
(320) 523-3723 / jill\_bruns@co.renville.mn.us

Tammy Thompson, Meeker Co. Corrections  
Serves through 2011—1st Term  
(320) 693-5260 / tammy.thompson@co.meeker.mn.us

Debb Sheehan, Director (non-voting)  
(320) 231-7036 / debb\_s@co.kandiyohi.mn.us

Becky Romosz, Parent-Kandiyohi Co.  
Serves through 2009—2nd Term  
(320) 235-2204 / becromosz@yahoo.com

George Dubie, Greater MN Family Svcs. (Chair)  
Serves through 2010—1st Term  
(320) 214-9692 / gdubie@greaterminnesota.org

Greg Schmidt, MACCRAY School Dst.  
Serves through 2011—1st Term  
(320) 847-2154 / schmidt@maccray.k12.mn.us

Loren Hacker, Canby School Dst.  
Serves through 2010—3rd Term  
(507) 223-7226 / lhacker@canby.mntm.org

Val Mersch, Fiscal Agent (non-voting)  
val\_m@co.renville.mn.us

## Chief Elected Officials

Dick Larson, Kandiyohi County; (320) 235-5805  
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Jane Remiger, Yellow Medicine County; (507) 768-3626  
jane.remiger@co.yellow-medicine.mn.us

Amy Wilde, Meeker County; (320) 275-3684  
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Bob Fox, Renville County; (507) 557-8265  
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If you have any questions regarding the content of this newsletter or would like to be included on the mailing list, please call (320) 231-7030.

If you would like to receive this newsletter electronically, please contact  
shawna.steffen@co.kandiyohi.mn.us

It is the policy of PACT 4 Families to provide equal employment opportunity for all, without discrimination on the basis of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, or age.



PACT 4 Families Collaborative  
2200 23rd Ste NE Ste 2030  
Willmar, MN 56201

RETURN SERVICE REQUESTED