

# WASHINGTON STATE BAR ASSOCIATION

## Small Town and Rural Council

Small Town and Rural Council Meeting I Virtual Only  
Wednesday, May 27, 2026 | 12:10 p.m. – 1:10 p.m.

### AGENDA

1. Introductions and Approval of April Meeting Minutes (Pres.-Elect Kari Petrasek)
2. Welcome QLSP STAR Council Member
3. WSBA Updates (Pres.-Elect Petrasek and Julianne Unite)
  - a. Board of Governors updates
  - b. WSBA Committee Applications
4. STAR Council Presentation to the Board of Governors (Pres.-Elect Kari Petrasek)
  - a. Survey
5. Project Updates
  - a. April 2026 Legal Lunchbox (Ashley Cummins)
  - b. Rural Internships (Kevin Plachy)
  - c. Small Town and Rural Practice Day Proclamation (Pres.-Elect Petrasek, Ashley Cummins)
  - d. Summit Project Team (Ashley Cummins, Kevin Plachy, Michele Moore, Gloria Guizar)
  - e. Rural Day of Service (Kevin Plachy, Julianne Unite)
  - f. Job Fair at Gonzaga (Sean King)
6. Announcements
7. Next Steps/Conclusion
8. Next Meeting: June 24, 2026
9. Adjourn

## **CHARTER**

### **Small Town and Rural Council**

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**Adopted: April 17, 2021. Amended July 17, 2021; September 7, 2024; November 14, 2025.**

#### **Purpose**

As an advisory entity to the WSBA Board of Governors, the Small Town and Rural (STAR) Council is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Council will work to ensure that the practice of law in rural communities is present, growing, and thriving.

Practitioners in rural communities are few and far between. Additionally, many of these practitioners are nearing retirement without a clear plan of succession for their clients, leaving a void of access to legal representation and counsel. The STAR Council will guide policy & program development, serves as ambassadors between the WSBA and these communities, explore and advocate for creative and innovative solutions, and regularly assess the legal landscape in rural communities to determine if WSBA policy, advocacy and program development require further resource for sustainability and improvements.

The STAR Council aligns with the authorized activities outlined in General Rule 12. More specifically, GR 12.1 (a) articulates the Washington Supreme Court’s regulatory objective to provide, in part, “meaningful access to justice. . .” while GR 12.1(d) strives for “affordable and accessible legal services.” In addition, the STAR Council aligns with the authorized activities outlined in GR 12.2, in particular by providing “services to members and the public,” and “fostering collegiality among its members and goodwill between the legal profession and the public.”

Further, the STAR Council furthers the WSBA mission to serve the public and the members of the Bar by providing focused attention on the unique needs of residents and members in rural areas both by improving access to legal practitioners in rural communities and outreach and development of a pipeline of younger rural residents to pursue a legal career and serve their communities.

#### **Definition of “Rural”**

For the purpose of the STAR Council and reflective of Washington’s unique geographic and sociogeographic landscape, the definition of “rural” is as follows:

Based on the definitions produced by the U.S. Department of Agriculture Economic Research Service (ERS) and an overview of Washington county population, we focused on counties with populations of less than 50,000 and more than 2,500. These areas are considered ‘urban nonmetro areas not part of larger labor markets’ by ERS. As part of the working definition, and for ease, we have termed these counties as ‘rural.’ Based upon WA county population data, we’ve pursued a hypothesis that counties with 30,000 or more are rural, but likely adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

This definition will serve as the “per se” definition of rural. The STAR Council has the authority to change this definition based on specific programming objectives.

### **Composition**

The member appointment process will follow the process for WSBA Committees. Members of the STAR Council should have demonstrated experience and/or interest in a thriving legal practice in Washington's rural communities. The STAR Council will consist of 13 members and are outlined as:

- Chair (voting member)
- 2 Current or Former WSBA Board of Governors Members (voting members)
- 1 Active WSBA Member At Large (voting member)
- 4 Active WSBA Members from rural communities - see above for definition of "rural" (voting members)
- 1 Active WSBA New Member, as defined in WSBA Bylaws (voting member)
- 3 Law School Representatives (voting members, must be currently employed with a WA Law School which is not currently represented on the Committee.)
- 1 Active WSBA Lawyer Member currently employed with a Qualified Legal Service Provider (QLSP) (voting member).

WSBA Staff Liaison: Member Services and Engagement Manager or staff member in the Advancement Department, non-voting.

Board of Governor Liaison: as assigned annually, non-voting.

### **Terms**

- Chair: two-year term
- Members: three-year term

### **Initial Committee Terms**

In FY21, the first appointments to the STAR Council were effectuated in a staggered rotation of STAR Council members. Therefore, the following terms were in place for the first appointment cycle only. All subsequent terms should adhere to the term limits stated above. STAR Council members serving an initial term less than three years, should be considered an incomplete term. Therefore, the member is eligible to serve two subsequent complete three-year terms per WSBA Bylaws.

- 2 Active WSBA Members  
*1 member with two-year term, 1 member with three-year term.*
- 4 Active WSBA Members from rural communities (see above for definition)  
*1 member with one-year term, 1 member with two years term, 2 members with three-years term.*
- 3 Law School Representatives (voting, must be currently employed with a WA Law School)  
*1 member with one-year term, 1 member with two-years term, 1 member with three-years term.*

The following positions will begin as a standard term as set forth in this charter.

- Chair
- 1 Active WSBA New Member
- 1 Active WSBA Lawyer Member currently employed with a Qualified Legal Service Provider (QLSP).

### **Scope of Work**

The scope of the STAR Council's work will focus on what the WSBA is uniquely positioned to do in supporting a sustaining and thriving environment for the practice of law and increase access to justice in Washington's rural communities. The STAR Council will work with all relevant and interested stakeholders to collaborate where needed. The provision of direct legal services and civil legal aid to the public is outside the scope of the STAR Council.

### **Measures of Success**

- Increased awareness of the issues and possible solutions to address any gap in practicing members in rural communities.
- A sustainable pipeline of legal practitioners in rural communities.
- Increased numbers of legal practitioners in rural communities.
- The establishment of funding for programs and initiatives for the practice of law in rural communities.

### **STAR Council Roles**

#### **1. Community Education and Outreach**

Coordinated efforts to educate members and potential members about the unique needs, opportunities and benefits of a rural practice. This can include, but should not be limited to, comprehensive information on WSBA's website, features in WSBA publications, presentations at high schools, law schools and community colleges. Meetings and events, such as a summit or symposium, to highlight the issue, convene interested stakeholders to share their concerns and strategize on possible solutions.

#### **2. Pipeline and Placement Program(s)**

Develop WSBA programming, or WSBA supported/partnered programming designed to build a pipeline of practitioners in rural areas as well as an incentive program to encourage members to explore a rural practice on a time-limited or multi-year timeframe. This role should explore a possible collaboration or strategic overlap with WSBA existing and future mentorship program(s). In particular, this role will require extensive strategic planning and identification of external stakeholder support and additional funding sources. Coordinate with law schools and other stakeholders regarding economic incentives to practice in rural areas.

#### **3. Job Opportunities and Clearinghouse**

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Utilize existing and future WSBA resources to support and highlight job opportunities in rural communities. This role should include making it easier, and perhaps more cost-effective, to add job postings to WSBA's service. Develop a clearing house to assist retiring members with succession planning and the buying/selling of a practice.

**Committee Evaluation**

The STAR Council should conduct an assessment within five years from the date of Board of Governors' initial approval of the STAR Committee by 1) conducting a survey of rural practitioners to provide stakeholder feedback regarding the impact of this Council to effectuate change in these areas, 2) assessing the scope of work to reflect impact and progress in this area and align with trends in the greater legal community, and 3) earnestly examining if the Council is necessary to continue the scope of work.

# WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Council

## Small Town and Rural Council Meeting Minutes Wednesday, April 22, 2026 *Virtual meeting via Zoom*

**Council Members Present:** President-Elect Kari Petrasek, Jesse Lamp (departed 1:06 p.m.), Travis Pietila, Michele Moore (departed 1:00 p.m.), Rusty McGuire, Sean King, Governor Mary Rathbone, Philip Hunsucker (departed 12:50 p.m.), Gloria Guizar (non-voting)

**Council Members Absent:** Ashley Cummins, Past-President Dan Clark (unexcused), Allison Foreman

**WSBA Board of Governors Present:** N/A

**WSBA Staff Present:** Kevin Plachy, Julianne Unite, Vanessa Sweeney

**Public Attendees Present:** Chris Fox, Michael Chin

### Introductions and Approval of March Meeting Minutes (Pres. Elect Petrasek)

STAR Council Chair and WSBA President-Elect Kari Petrasek called the meeting to order at 12:12 p.m. On motion by STAR Council Member Rusty McGuire, seconded by STAR Council Member Jesse Lamp, the Council approved by unanimous vote the March STAR Council Meeting minutes (8-0-0).

### WSBA Updates (Pres.-Elect Petrasek and Julianne Unite)

Pres.-Elect Petrasek noted that there has not been a Board of Governors (BOG) meeting since the last STAR Council meeting, and the next BOG meeting is scheduled for May 1-2 in Wenatchee.

WSBA Member Services and Engagement Manager Julianne Unite reminded everyone that applications for WSBA committees, boards, and task forces will open in May. There are several vacant STAR Council positions for terms beginning October 1, including Chair, which is a different process. If interested, please contact Julianne or President-Elect Petrasek. Other positions include the New Member position (still vacant), the Rural Member seat (currently held by Allison Foreman), the Seattle University seat (held by Ashley Cummins), and the At-large seat (held by Jesse Lamp). Julianne encouraged the Council to please consider recruiting or applying when applications open in May.

### STAR Council Presentation to the Board of Governors (Pres.-Elect Petrasek)

Survey

President-Elect Petrasek noted that the STAR Council evaluation with the BOG will be coming up at the September BOG meeting.

Kevin provided context for the upcoming evaluation required under the STAR Council charter, noting that when the charter was originally developed, it included a provision mandating that, at the five year mark, the Council conduct a comprehensive evaluation of its work. This evaluation would assess the Council's impact to date, determine whether the Council continued to be necessary, and gather feedback from rural practice members through a survey, similar to the one completed in 2020 at the Council's inception. The results of this evaluation, along with a recommendation regarding the STAR Council's future, would then be submitted to the BOG at its September meeting. Kevin noted that the group needed to discuss the timing of the evaluation and determine how best to approach the work. This included whether to form a subcommittee to develop survey questions, coordinate with staff, and draft the evaluation memo. He explained that the materials for the September Board meeting would be due by August 25, meaning the survey results would need to be collected well in advance to allow time for analysis and incorporation into the memo. Julianne shared that the initial plan had been to form a small subgroup to draft proposed survey questions and bring them to the STAR Council for review by the May meeting. After that, the survey could be finalized and disseminated in early June, giving the team adequate time to collect responses before preparing the evaluation materials. President-Elect Petrasek asked for volunteers to serve on the subcommittee. STAR Council Members Travis Pietila and Philip Hunsucker volunteered; President-Elect Petrasek will participate as well. Julianne will send an email to the members who were not present to see if any others wished to join.

## Project Updates

Job Fair at Gonzaga (Sean King)

STAR Council Member Sean King explained that an employer flagged a concerning applicant whose materials raised multiple red flags, including potential unauthorized practice of law and a writing sample that appeared to be copied from an active case being handled by a Yakima firm. After consulting with the employer and the WSBA ethics line, a formal grievance was submitted, and WSBA has since acknowledged receipt and begun following up with the applicant. The individual also withdrew all application materials immediately after being questioned by the employer, deepening concerns about the legitimacy of the submission. Beyond this incident, Sean reported that overall participation in the spring hiring event was lower, especially among private firms in eastern Washington, despite strong turnout from government agencies. President-Elect Petrasek and others discussed whether the job fair might be better placed in the fall or shifted earlier in the spring to avoid conflicts with academic schedules. Sean and Travis noted that first year law students often are not ready for a fall event and may need stronger early outreach if the schedule changes. The group considered returning to a single annual fair, as holding both fall and spring events did not appear to increase applicant engagement this year.

Rural Internships (Kevin Plachy)

Kevin noted that a total of 23 applications were received, which is the highest number since the program began. The selection committee—President-Elect Petrasek and STAR Council Members Rusty McGuire and Mary Rathbone—ultimately chose eleven recipients: nine funded by STAR Council, one by the Solo & Small Practice Section, and one by the Family Law Section. President-Elect Petrasek highlighted that the selected applicants included individuals placed in small or solo firms in rural regions such as Moses Lake and Asotin County. Applicant numbers selected included 2, 3, 4, 5, 12, 14, 15, 17, 19, 20, and 21. WSBA staff will notify the recipients and confirm acceptance, while the Council still needed to identify three

alternates. The group also briefly discussed the applicant pool composition, noting submissions from all three Washington law schools and a few out-of-state applicants.

#### April Legal Lunchbox (Ashley Cummins)

In the absence of STAR Council Member Ashley Cummins, President-Elect Petrasek shared that the April 28 Legal Lunchbox is ready to take place and good attendance is expected.

#### Rural Day of Service (Kevin Plachy, Julianne Unite)

Julianne reported that ten attorneys had volunteered, but despite extensive recruitment efforts within a 100-mile radius, no clients had signed up. With the clinic less than two weeks away, Julianne asked the Council for guidance on next steps. Julianne noted that grant funds had already been distributed to the partnering Qualified Legal Service Provider (QLSP), Inland Empire Legal Aid (IELA), raising considerations about how to proceed should the clinic be postponed or canceled. Julianne explained that IELA had made substantial efforts to recruit participants, sharing information with libraries, schools, community centers, senior centers, churches, public service locations, and tribal communities.

Jesse suggested reaching out to the Stevens County Veterans Court and to the county's public defense office, noting that these groups may have veterans or elderly individuals who need legal services. Jesse shared that local practitioners could help promote the clinic more effectively and that older veterans in particular might be good candidates for estate-planning assistance. Julianne confirmed that these outreach suggestions had not yet been pursued and will follow up with IELA to explore these options.

President-Elect Petrasek proposed that if no clients were secured by Monday, the clinic should be rescheduled as the grant funding remains with the IELA. Julianne hoped to obtain a firm direction from the Council so next steps can be confirmed with both IELA and the volunteers by Monday. Julianne asked what the minimum number of clients should be to justify moving forward on May 4th. President-Elect Petrasek advised that one client would not be sufficient and suggested that there should be enough participants that at least two to three attorney pairs can serve.

The conversation then broadened to long-term concerns raised by Jesse, who expressed frustration about the recurring challenge of organizing clinics in rural communities without meaningfully engaging local practitioners. Jesse emphasized that decisions were being made from an urban perspective and that local attorneys and local bar associations had not been adequately consulted. Jesse said that sustainable success required building relationships with practitioners who truly understand the communities being served. Jesse encouraged the Council to consider the long-term vision for the Day of Service program and to evaluate whether current planning and implementation structures supported that vision. Kevin acknowledged Jesse's points and reiterated that WSBA cannot run clinics without QLSP partners due to malpractice coverage and case-file management restrictions. He explained that the Council needed to decide the long-term direction of the program, and WSBA staff would then work within that framework. President-Elect Petrasek encouraged Council members to email their thoughts about the future of Day of Service clinics—specifically whether WSBA should continue hosting rural

clinics, how to engage local practitioners and QLSPs, and what the program should look like moving forward. Feedback would be compiled for deeper discussion at a future meeting.

Small Town and Rural Practice Day Proclamation (President-Elect Petrasek, Ashley Cummins)

President-Elect Petrasek noted that Ashley hasn't heard anything yet from Governor Ferguson's office.

Summit Project Team (Ashley Cummins, Kevin Plachy, Michele Moore, Gloria Guizar)

Kevin announced that registration for the Summit will open next week. The planning team is seeking assistance in identifying a speaker experienced with unbundled services and alternative payment methods in rural practice. While WSBA Professional Responsibility Counsel Sandra Schilling is confirmed to speak on this topic, it would be beneficial to have an additional presenter collaborate with her. Please contact Ashley, Gloria, Kevin, or Michele with suggestions. The team is also seeking recommendations for a speaker who can address access to courts and rural communities, specifically discussing key barriers such as distance, transportation, language accessibility, and accommodations.

It was noted that internship grant recipients will be invited to attend the Summit at no cost. Regarding sponsorships, Rusty has been communicating with Kevin. Kevin has also reached out to Umpqua Bank (now known as Columbia Bank) and Ryan Griffey, both of which sponsored last year's Summit. President-Elect Petrasek will look into whether Solo & Small Practice wishes to sponsor again.

## Announcements

None.

## Next Steps/Conclusion

None.

Next Meeting: May 27, 2026

## Adjournment

President-Elect Petrasek adjourned the meeting at 1:13 p.m.

*Some material in this document was generated using Microsoft Copilot and was reviewed and modified by Vanessa Sweeney, WSBA Member Services and Engagement.*



# 2025 Community Needs Assessment

## Acknowledgements

A special thank you to Kristine Williams at Hauck Coulee Consulting for the hours spent researching, interviewing, gathering, and compiling data for this assessment.

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## Executive Summary

Rural Resources Community Action (Rural Resources) conducts a comprehensive community needs assessment (CNA) once every three years as required under Section 676(b)(11) of the Community Services Block Grant Act. This assessment is focused primarily on areas served with Community Services Block Grant funds.

In the summer of 2025, Rural Resources retained an independent consultant to conduct unbiased, neutral research to prepare this assessment. This report will be used to help Rural Resources determine how to invest its resources to meet community needs.

The three primary goals of the 2025 Community Needs Assessment were:

- To learn about community needs in Ferry, Lincoln, Pend Oreille, and Stevens counties based on citizen and key stakeholder input
- Identify gaps that exist between community needs and existing services
- Support the organization's strategic planning process and help establish program priorities

## Methodology

This report is a summary of input received directly from citizens that live and work within the Rural Resources primary service area.

A community perception survey was distributed to the public through social media, posted on the agency's website, and emailed to partner agencies and interested party contact lists. The survey was released on June 30, 2025, and closed on August 11, 2025. A total of **438** survey responses were received and are summarized in the [online survey section](#) of this report.

Eight public meetings were conducted in the towns of Davenport, Republic, Newport, and Colville during the last week of July and the first week of August 2025. A total of **41** individuals attended; including members of the public, community based organizations, educational institutions, elected officials, and program participants. A summary of the public meetings for each location is found in the [public meetings section](#) of this report.

Demographic data published by the U.S. Census Bureau, the Washington State Office of Financial Management, Eastern Washington University's (EWU) Institute for Public Policy and Economic Analysis, and the Tri County Economic Development District have been used for the analysis. Other sources have been cited.

## Key Findings

1. Residents and service providers in each of the four counties served consistently rank the highest needs in their communities to be housing, transportation, childcare, and access to resource information.
2. Despite the availability of employment training opportunities, living wage employment is still a high need in each community due to the rising cost of housing, food, and transportation.
3. Policy decisions made at the state level do not account for the higher cost of living in rural areas.
4. Public transportation in most rural areas is limited or nonexistent during certain hours. This has created access barriers to employment opportunities, medical care, and other social services.
5. Most residents can access food assistance programs in their communities. However, many are concerned about rising food prices, benefits changes, and the limited supply of food at distribution sites due to recent changes in Federal policies.
6. Marketing efforts should be expanded to better inform participants, staff, and stakeholders about resources that are available in each community.

## Causes and Conditions of Poverty

Poverty is a complex issue influenced by various economic, social, political, and environmental factors, including lack of education, unemployment, and economic inequality. Households living in poverty typically pay a higher proportion of their income for basic needs such as housing, food, education, transportation, and health care.

## Service Area Geography & Demographics

The geographic distance between urban centers in Eastern Washington can create service gaps for many households in rural areas.

The Rural Resources primary service area encompasses 8,390 square miles of land in the northeast corner of Washington state comprised of Ferry, Lincoln, Pend Oreille, and Stevens counties. U.S. Census data indicates that the area’s population density ranges from 3.26 persons per square mile in Ferry County to 18.75 persons per square miles in Stevens County. The Washington State Department of Health (using guidelines provided by the U.S. Census Bureau) has determined that 79.2% of Stevens County, 83.1% of Pend Oreille County, and 100% of Ferry and Lincoln Counties are considered rural.<sup>1</sup>

According to data in the 2020 Decennial Census, Stevens County (which is included in the Spokane-Spokane Valley, WA Metropolitan Statistical Area) is the largest of the four counties with a population of 46,445. The smallest county by population is Ferry, with a total of 7,178 persons.

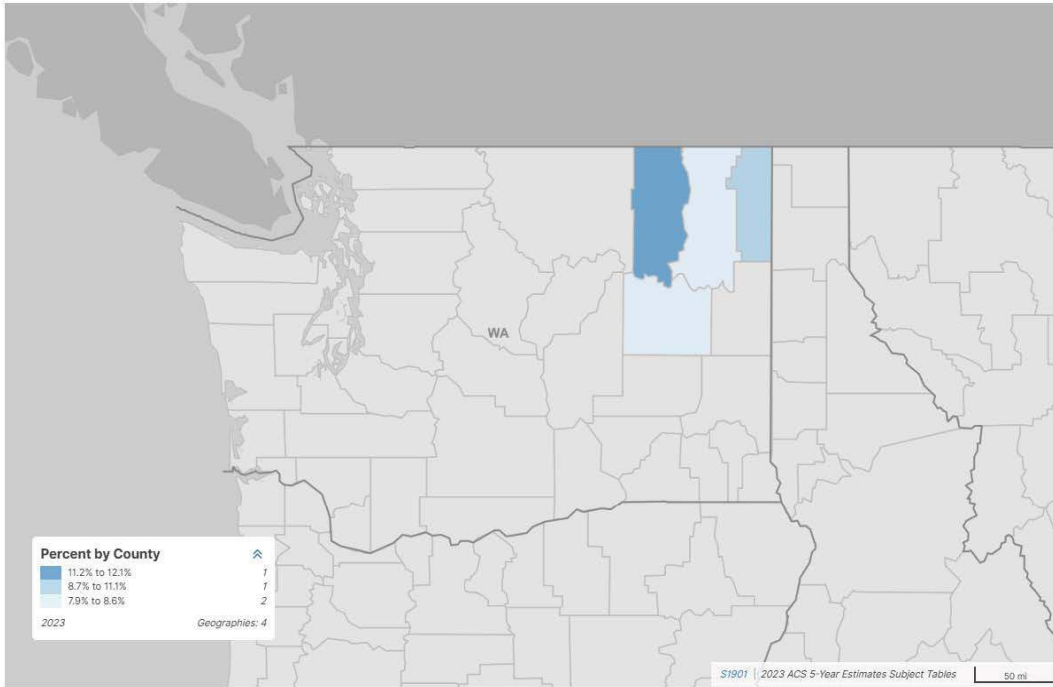
County/State	Total Population (2020 Decennial Census)	Median Age	Median Household Income (2023 Estimate)	Population Living in Poverty (2023 Estimate)
Ferry	7,178	52.8	54,650	15.6%
Lincoln	10,876	46.9	71,227	10.4%
Pend Oreille	13,401	50.0	63,750	13.6%
Stevens	46,445	46.8	67,405	12.9%
<b>RR Service Area Average</b>	<b>77,900</b>	<b>49.1</b>	<b>64,258</b>	<b>13.1%</b>
Washington State	7,705,281	38.6	94,605	10.3%

\*US Census Bureau County Profiles: <https://data.census.gov/profile>

The poverty rate average in the service area is slightly higher than the U.S. rate for the same period but considerably higher than Washington State. The map below depicts the concentration of those households living in poverty according to the Department of Health and Human Services Federal Poverty Level (FPL) guidelines. In 2023, the FPL for a family of four was \$30,000.

<sup>1</sup> Washington State Department of Health, Office of Community Health Systems Series on Rural-Urban Disparities, Fact Sheet, DOH 346-090 (Revised February 2017).

\$25,000 to \$34,999 - Households | Total



Gender, Race & Ethnicity Demographics in the Service Area

County/State	Gender - Male & Female (2023 Estimate)		Race (2020 Decennial Census)	Ethnicity (2020 Decennial Census)
	Male	Female	White alone	Non-Hispanic
Ferry	3,713 (50.7%)	3,613 (49.3%)	5,118 (71.3%)	5,056 (70.4%)
Lincoln	5,731 (50.8%)	5,540 (49.2%)	9,704 (89.2%)	9,576 (88.0%)
Pend Oreille	7,149 (51.8%)	6,662 (48.2%)	11,811 (88.1%)	11,684 (87.1%)
Stevens	23,831 (50.2%)	23,639 (49.8%)	39,313 (84.6%)	38,722 (83.4%)
<b>RR Service Area Average</b>	40,424 - <b>50.6%</b>	39,454 - <b>49.4%</b>	65,946 - <b>83.3%</b>	65,038 - <b>82.2%</b>
Washington State	3,898,212 (50.4%)	3,842,772 (49.6%)	5,130,920 (66.5%)	4,918,820 (63.8%)

## Population Growth

Population growth is an important consideration for resource providers because it influences the availability and management of services.

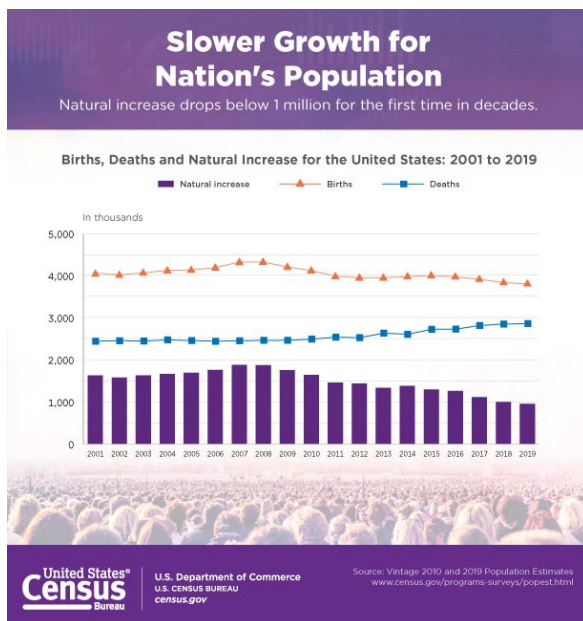
Projections show the population growth slowing down in the next twenty years throughout the region with total projected regional growth of 8.8% between 2020 and 2040. Ferry, Lincoln, and Pend Oreille Counties are projected to have significant decreases in growth. Meanwhile, Stevens County is projected to maintain the level of growth it has seen over the past decade, continuing to add population at a rate of about 5.5% per decade.<sup>2</sup>

As noted in the chart below, Lincoln County lost total population in 2024.

County/State	2024 Population Percentage Change	% of State Total Rank
Ferry	0.00	36
Lincoln	-0.44	35
Pend Oreille	0.72	33
Stevens	0.31	24
Washington State	0.99	

*\*Washington State Office of Financial Management, "Washington population growth slowing", June 27, 2025*

The U.S. Census Bureau reports that population growth nationwide has slowed due to a drop in the natural increase and net international migration between April 2010 through July 2019. However, population growth increased in some regions of the country, including the state of Washington.



<sup>2</sup> Northeast Washington Regional Transportation Planning Organization, Regional Transportation Plan 2042.

## Affordable Housing

Housing data from the U.S. Census Bureau/American Community Survey (ACS) shows that the overall rental vacancy rate in Ferry, Pend Oreille, and Stevens Counties was 1.9% for the period 2019-2023 compared to 4.3% for the state of Washington, and 5.5% for the United States. (The rental vacancy rate for Lincoln County was 3.6%). This is a statistically significant decrease from the prior reporting period. Also, the percentage of low-income households that own their home has decreased while the percentage of households that own their own home in the service area has remained consistent. This suggests that low-income households are finding it difficult to keep up with mortgage payments, property taxes, or can no longer afford to maintain their home.

The Housing Affordability Index (HAI) measures the ability of a middle-income family to make mortgage payments on a median price resale home. A HAI score of less than 100 indicates housing is not affordable.

According to data published by the Washington Center for Real Estate Research, many households in the Rural Resources service area do not have sufficient income to buy a home as noted in the table below.<sup>3</sup>

County	Median income buyer			HAI	First-time buyer		
	Median price	Household income	Monthly payment		Household income	Monthly payment	HAI
Ferry	\$185,000*	59,700	\$976	129.0	41,800	\$957	92.1
Lincoln	\$298,300	79,200	\$1,573	106.2	55,400	\$1,543	75.7
Pend Oreille	\$320,000	71,300	\$1,690	89.0	49,900	\$1,657	63.5
Stevens	\$320,400	72,500	\$1,690	90.5	50,800	\$1,657	64.6

*\*Note: The median price listed for Ferry County is the lowest median home price in the state of Washington.*

For example, a median income household in Ferry County with a household income of \$59,700 could afford to buy a home but a first-time buyer could not afford to do so. This is due to the lower median price of homes compared to other areas of the state.

## Food Insecurity

Food insecurity occurs when a household cannot access enough food due to a lack of income needed to pay for housing, medical care, and other essential services. People who are disproportionately impacted by food insecurity include low income households, persons with disabilities, single-parent households and people living in rural areas.

<sup>3</sup> University of Washington, Washington Center for Real Estate Research, Washington State Housing Market Report, 2<sup>nd</sup> Quarter 2025.

Data published by Feeding America in the *2025 Map the Meal Gap Report*<sup>4</sup> shows that 85% of counties with the highest food insecurity are rural. This is due to a “lack of transportation, low wages and underemployment, and racism and discrimination”.

Data provided for the four counties in the Rural Resources service area as compared to the state of Washington is listed below.

	2023 Food Insecurity Population	Food Insecurity Rate	Est. Program Eligibility Among Food Insecure People Below SNAP Threshold of 200%	Average Meal Cost	Annual Food Budget Shortfall
Ferry County	1,420	19.40%	81%	\$3.55	\$956,000
Lincoln	1,640	14.50%	63%	\$3.82	\$1,186,000
Pend Oreille	2,280	16.50%	79%	\$3.63	\$1,568,000
Stevens	7,300	15.40%	71%	\$3.55	\$4,915,000
Washington State	1,027,920	13.20%	55%	\$3.83	\$747,101,000

A recent brief published by the University of Washington’s School of Public Health noted that food insecurity among households that were sampled remains high since the COVID-19 pandemic. More than half of the respondents (55%) used at least one type of food assistance in January 2025. Further, “households experiencing food insecurity reported greater concern about price increases, as well as worse overall financial outlooks and more financial stress. To cope with price increases, nearly three quarters of food insecure respondents reported restricting the quality and quantity of food.”<sup>5</sup>

## Transportation

Currently, there is no public transit agency in the CNA’s service area. 6 transportation providers offer a variety of services including commuter bus service and dial-a ride. Some services are only available on certain days and hours, and some have strict eligibility criteria. This makes it difficult for residents living in unincorporated rural areas to get to work or access services without having to rely on a personal vehicle.

For low income households, transportation costs can be significant. According to the Massachusetts Institute of Technology Living Wage Calculator, typical annual transportation costs in the state of Washington range from \$9,828 for an individual to \$16,486 for a household of two working adults and two children. In comparison, the typical annual transportation costs in this service area are 13% higher with \$11,116 for an individual to \$18,846 for a household of two working adults and two children.<sup>6</sup>

<sup>4</sup> Feeding America, 2025 Hunger & Poverty in the United States, “*Map the Meal Gap*”, May 14, 2025.

<sup>5</sup> University of Washington School of Public Health, “*WAFOOD Brief 16 – Food Security and Food Assistance in the Wake of COVID-19: A 5<sup>th</sup> Survey (2024) of Washington State Households*”, February 13, 2025.

<sup>6</sup> Massachusetts Institute of Technology Living Wage Institute, Living Wage Calculator, February 10, 2025: <https://livingwage.mit.edu>

## Childcare

A 2024 survey conducted by Rural Resources found that there is a childcare crisis in Stevens, Ferry, and Pend Oreille counties. 71% of families in Stevens County reported inadequate access to childcare, 66% in Ferry County, and 55% in Pend Oreille County.

Data released for Lincoln County shows there were 3 licensed child care providers with a total capacity of 48 in 2024. During 2024, there were no reported vacancies. The median monthly rates for these child care centers ranged from \$1,582 for an infant to \$590 for a school age child. The majority of children under 6 in Lincoln County have parents who are working (52.5%).<sup>7</sup>

## Employment

All 4 counties in the CNA service area are currently listed on the Washington State 2024 Distressed Areas List. Distressed areas are counties where the three-year unemployment rate is at least 20 percent higher than the statewide average.<sup>8</sup>

Unemployment rates in the service area fluctuate between 4 and 6% during the year due to seasonal employment patterns. The July (2025) unemployment rate in Ferry County was reported to be 6.7%; Lincoln County 5.3%; Pend Oreille County 5.4%, and Stevens County 5.3%. The seasonally adjusted unemployment rate for the state was 4.5%.

Government is the largest industry sector and accounts for a much larger share of employment in the CNA service area than statewide. The primary private sector industries include agriculture, construction, timber, and tourism industries.

## Online Perception Survey

A total of 438 online survey responses were received. 50% indicated that they had received or currently receive services from Rural Resources. The affiliations of survey respondents should be considered when reviewing question responses (see Q1 table below). Selected comments have been included in this section.

*Q1 - Please select from the groups below the one that best describes your relationship with Rural Resources:*

ANSWER CHOICES	RESPONSES	
<b>My household has received or receives services from Rural Resources</b>	<b>50.11%</b>	<b>219</b>
Rural Resources employee/team member	9.61%	42
Rural Resources Board member	0.23%	1
Business Owner/Employer	6.86%	30
Employer	4.81%	21

<sup>7</sup> Child Care Aware of Washington: <https://childcareawarewa.org/data-advocacy/child-care-data-statistics/>

<sup>8</sup> Washington State ESD Distressed areas list: <https://esd.wa.gov/jobs-and-training/labor-market-information>

Educator	4.12%	18
Landlord	1.83%	8
Other: <i>Community member/citizen; former employee, person(s) in need of help; moving to area; religious leader, in-home care giver, community partner</i>	22.43%	98
TOTAL		437 (1 skipped)

## Demographic Responses

Q8 – Please select the geographic area from the list below that best describes where you live:

ANSWER CHOICES	RESPONSES	
<b>Small city or large town with a population of 1,000+ (e.g. Colville)</b>	<b>49.42%</b>	<b>213</b>
Small town or community with a population of less than 1,000 (e.g. Springdale)	14.85%	64
Urban area (living within 5 miles of incorporated town/city but not within)	3.94%	17
Rural area (living more than 5 miles outside an incorporated town/city)	31.79%	137
TOTAL		431 (7 skipped)

Q9 – What County do you live in?

ANSWER CHOICES	RESPONSES	
Ferry County	11.87%	52
Lincoln County	6.85%	30
Pend Oreille	13.93%	61
<b>Stevens County</b>	<b>62.56%</b>	<b>274</b>
Other: <i>Spokane County (8), Grant County (3), Okanogan, Asotin, Adams, mixed (7)</i>	4.79%	21
TOTAL		438

Q10 – What is your age range?

ANSWER CHOICES	RESPONSES	
Under 25	0.69%	3
25-35	8.92%	39
36-50	28.38%	124
<b>51-65</b>	<b>35.47%</b>	<b>155</b>
66+	26.54%	116
TOTAL		437 (1 skipped)

Q11 – What languages are spoken in your home? (Check all that apply)

ANSWER CHOICES	RESPONSES	
Arabic	0.00%	0
<b>English</b>	<b>99.77%</b>	<b>435</b>
Marshallese	0.00%	0
Russian	0.00%	0
Salish or other Native American language	0.92%	4
Spanish	1.83%	8
Ukrainian	0.23%	1
Vietnamese	0.00%	0

Other: <i>Swedish, Japanese, ESL, Tagalog</i>	2.06%	9
TOTAL		436 (2 skipped)

Q12 – How do you self-identify by race? (Check all that apply)

ANSWER CHOICES	RESPONSES	
<b>White or Caucasian</b>	<b>87.76%</b>	<b>380</b>
Black or African American	0.69%	3
Asian or Asian American	0.69%	3
American Indian or Alaska Native	6.93%	30
Native Hawaiian or another Pacific Islander	0.46%	2
Middle Eastern or North African	0.00%	0
Two or more races	5.08%	22
Other: <i>European American, Ashkenazi, Croatian, prefers not to answer</i>	4.62%	20
TOTAL		433 (5 skipped)

Q13 – How do you self-identify by ethnicity?

ANSWER CHOICES	RESPONSES	
Hispanic or Latino	2.93%	12
<b>Non-Hispanic or Latino</b>	<b>97.07%</b>	<b>397</b>
TOTAL		409 (29 skipped)

Q14 – How do you self-identify by gender?

ANSWER CHOICES	RESPONSES	
<b>Female</b>	<b>83.87%</b>	<b>364</b>
Male	11.52%	50
Non-binary	1.15%	5
Prefer not to say	2.07%	9
Prefer to self-describe	1.38%	6
TOTAL		434 (4 skipped)

Q15 – What is your employment status?

ANSWER CHOICES	RESPONSES	
<b>Employed full-time (35 or more hours per week, paid)</b>	<b>33.18%</b>	<b>143</b>
Employed part-time (less than 35 hours per week, paid)	9.05%	39
Self-employed	5.57%	24
Not employed and not looking for work (e.g. retired, stay at home parent, student)	22.74%	98
Unemployed and looking for work	5.57%	24
Unpaid volunteer or intern	1.62%	7
Employed, but not currently working (e.g. on leave)	1.86%	8
Disabled	20.42%	88
TOTAL		431 (7 skipped)

Q16 – *What is your housing status?*

ANSWER CHOICES	RESPONSES	
<b>Housed, own my home</b>	<b>64.83%</b>	<b>282</b>
Housed, renting	26.67%	116
Living in transitional housing	.69%	3
Living with friends or relatives	7.13%	31
Living in a shelter	0.00%	0
Not housed	0.69%	3
TOTAL		431 (7 skipped)

Q17 – *Does anyone in your family have a disability or special need?*

ANSWER CHOICES	RESPONSES	
<b>Yes</b>	<b>54.38%</b>	<b>236</b>
No	45.62%	198
TOTAL		434 (4 skipped)

Q18 – *What type of health insurance does your family have?*

ANSWER CHOICES	RESPONSES	
<b>Employment based</b>	<b>28.90%</b>	<b>126</b>
Direct purchase	2.75%	12
Military health care	3.67%	16
Medicaid	15.83%	69
Medicare	27.06%	60
None	4.13%	18
Prefer not to answer	3.90%	17
TOTAL		436 (2 skipped)

Q19 – *Have you ever worked with Rural Resources in any capacity other than as an employee? (For example, as a volunteer or an employee of a partner organization)*

ANSWER CHOICES	RESPONSES	
Yes	21.20%	92
<b>No</b>	<b>78.80%</b>	<b>342</b>
TOTAL		434 (4 skipped)

## Community Need Responses

Q2 – *Please briefly describe the challenges that you, or those you know, have had related to finding employment, having a home, or leading a fulfilling life (Causes of Poverty).*

**High Cost of Living** – Many surveys noted the high cost of living in rural areas. Basic needs such as housing, utilities, and food are more expensive. Many households rely on personal

transportation in order to access medical and dental services in larger urban communities which can add additional costs to the household budget.

**Lack of Housing** – The majority of responses received described challenges individuals have faced in finding housing, either to rent or buy. Housing inventories are low, which has resulted in rent increases and stricter criteria being imposed on renters and a lack of housing options for not just first-time homebuyers but homebuyers in general.

Many senior and low-income homeowners described challenges they are experiencing sustaining their housing due to strict eligibility requirements for housing programs they cannot access. Without this assistance, low-income homeowners are struggling to maintain their homes.

**Employment Barriers** – Job training opportunities have been limited or lost due to government funding cuts, creating a barrier for individuals who wish to be promoted or hired into a higher paying position. Access to the internet and Wi-Fi streaming services required for remote work can be limited or non-existent in certain rural areas.

Despite low unemployment rates, there are limited opportunities due to many employers requiring prior experience, even for entry-level positions. Some respondents stated they were not able to work due to a disability, lack of transportation and/or rehabilitation services. Seniors and persons with a disability or criminal history stated they experienced discrimination when applying for work.

**Limited Access to Transportation & Childcare** – Many survey responses received described challenges finding employment, getting an education, and meeting day-to-day household needs due to a lack of transportation and childcare options in the community.

*Comments from surveys:*

*“Depressed. Lost license, really need an advocate but hands have fallen and it’s hard to get up. Desperately need affordable childcare.”*

*“The greatest challenge for my family is the reality of rural living....*

*....My 76 year old mother wants to live the rest of her days in her rural home. As she gets older her home gets harder to take care of on a very limited income from SSI. The greatest challenge is being able to make sure she gets the help she needs from so far away (I live in Spokane now). My bother lives closer and sees her more often, but we are working hard to raise the funds needed to repair her house in order to keep it livable as long as she is alive.”*

*“Health issues made having a home an impossibility for me. You (Rural Resources combined with food assistance & SSI) have allowed me and my son to have a home. I will never forget how much God has, and is, providing me through your service.”*

*Q3 – Please rate the availability of the services listed below in your community (with 1 being “not available in my community” and 5 being “many options available in my community”).*

	1	2	3	4	5	Total	Weighted Average					
Employment opportunities or training	21.0%	84	33.5%	134	28.5%	114	9.5%	38	7.5%	30	400	2.49
Job training and adult education opportunities	25.4%	103	33.6%	136	25.2%	102	9.4%	38	6.4%	26	405	2.38
Living wage jobs	28.1%	114	38.9%	158	25.4%	103	4.4%	18	3.2%	13	406	2.16
Housing and/or utility assistance	23.9%	101	32.5%	137	24.6%	104	9.5%	40	9.5%	40	422	2.48
Childcare and/or early childhood education	28.9%	112	34.5%	134	23.7%	92	6.2%	24	6.7%	26	388	2.27
Food or clothing banks	8.3%	35	28.5%	120	27.6%	116	19.5%	82	16.2%	68	421	3.07
Healthcare	11.4%	48	22.9%	96	30.5%	128	21.7%	91	13.6%	57	420	3.03
Legal services	35.5%	143	28.8%	116	23.3%	94	7.9%	32	4.5%	18	403	2.17
Mental health or substance abuse services	26.7%	109	30.6%	125	25.5%	104	10.3%	42	6.9%	28	408	2.4
Transportation	36.0%	153	31.5%	134	17.7%	75	7.8%	33	7.1%	30	425	2.18
Internet service	20.7%	86	25.7%	107	29.3%	122	13.5%	56	10.8%	45	416	2.68
Victim services	21.5%	85	25.3%	100	28.9%	114	13.9%	55	10.4%	41	395	2.66
Elderly living assistance	26.2%	109	32.0%	133	26.2%	109	8.9%	37	6.7%	28	416	2.38
Access to services listed above	19.5%	79	35.5%	144	30.1%	122	8.9%	36	6.2%	25	406	2.47
Other: <i>Fuel, Weatherization</i>											49	
											<b>Answered</b>	<b>436</b>
											<b>Skipped</b>	<b>2</b>

**Q4 – What services do you, or those you know, access in the community?**

357 responses were received to this question. The services that were most frequently mentioned were housing and utility assistance (including weatherization), medical care or health clinics, food banks and meal delivery, transportation, and elder care.

Surveys also indicated that clothing banks, employment training, mental health and substance abuse services, victim services, early childhood education (HeadStart), and emergency services (including fire prevention) can be accessed in the service area.

**Q5 – What services (if any) do you, or those you know, use or have used at Rural Resources?**

381 responses were received to this question, including 88 N/A (not applicable). Most survey respondents listed utility/energy assistance (51), housing/rental assistance (47), and food bank/meal assistance (39).

Q6 – Please list the top three needs that you would like to see met in your community in the next 3-5 years.

388 responses were received to this question. Housing and utility assistance (42%), transportation (20%), food (13%), childcare (10%), and employment opportunities for seniors and persons with disabilities (8%) were needs most commonly mentioned. Other community needs that were mentioned include:

Medical and dental care providers  
Mental health counseling  
Victim services  
Homeless Outreach  
Wider broadband access  
Emergency housing for families, youth and DV  
Communication/Information regarding resources that are available

Other:

Culturally relevant community events  
Housing for special needs/transitional housing  
Public safety funding  
Parenting support  
In-home care for the elderly and respite care  
Adult/Elderly literacy program  
Legal Services

Q7 – What role should Rural Resources perform to help meet these needs in the community?

Comments received from the online perception survey were similar to the comments that were made in public meetings:

**Resource Provider** – Nearly all CNA participants see the primary role of Rural Resources to be a resource provider. Many would like to see the agency take a bigger role in providing transportation services for rural areas. Many participants also feel that the agency should take the lead in communicating what resources are available in its service area.

**Community Partner and Advocate** – Rural Resources is a trusted resource provider in rural communities. CNA participants are supportive of partnerships and advocacy efforts which will increase or enhance services that address community needs.

Specific recommendations included the following:

- Advocate for and/or partner with housing agencies to increase housing inventory, including (affordable) housing for seniors, persons with special needs and licensed professionals

- Create an “Information Hub” where citizens can find reliable information on resources in their community using a variety of communication tools by partnering with other nonprofit organizations such as the Fig Tree Resource Directory.
- Bring services to those in rural areas through community outreach (go to where people are)
- Facilitate and/or create more partnerships with other resource providers to address unmet needs
- Provide incentives or training programs that increase childcare options in communities
- Increase access to transportation services and improve transportation connectivity
- Create an equitable system for rural areas to distribute limited funds (e.g. utility assistance)

*Comments from surveys:*

*“Make it happen”*

*“Establish a trusted network of communication and contacts who can help connect folks with services and to also share how local communities can volunteer and support (the agency’s) efforts and initiatives”*

*“Help me help myself so that I can serve my community better”*

*“I’m unsure other than continuing to be connected to the community, aware of the needs, and opportunistic about providing resources. Facilitating transportation conversations and educating our community about the resources they do have, providing education on managing finances, family efficiency, etc. along with connection to aid, being aware of senior resources and advocating for additional resources to come into the county”*

*“Rural resources is a great form of contact and resource for everything, having a group that pursues available options and advocates for the community is huge. Someone more familiar with legalities, options, and advice, and funding. Rural resources feels like the voice for those who aren’t heard because of their circumstances. Having someone advocate and defend peoples worth is huge, I think people in need of some help are often misunderstood by the public, I like to think everyone is doing their best in their circumstance, when I became too overwhelmed to know what steps to take, my connection to rural resources became my voice of reason and hope. Rural resources is essential as the connection to help”*

*“Everything they can do. Be the leader and train or work with new non-profit organization”*

*“Continue to serve as the lead social service agency in rural eastern Washington”*

## Public Meetings

Public meetings were conducted in Davenport, Republic, Newport, and Colville. Two meetings were held at each location: one meeting for community members and program participants and one meeting for resource providers.

Each meeting began with an explanation of the Community Needs Assessment’s purpose. Participants were asked to complete a voluntary demographic survey. Questions were then distributed to help guide discussion (see below). However, participants were not required to answer the questions as written.

The meetings were structured to foster conversations between participants, rather than being a formal presentation by the facilitator.

Community Members & Participant Questions	Resource Provider Questions
<i>Q: Please discuss your experience, or the experience of others you know, with regard to accessing services in your community.</i>	<i>Q: Please discuss the human service needs that are not met in your community, based on your direct experience, or the experience of others you know (your staff, other agency representatives, etc.)</i>
<i>Q: What barriers have you, or other people you know, experienced trying to get services?</i>	<i>Q: What barriers make it difficult for people in your community to access the services they need?</i>
<i>Q: What kinds of programs or services are needed to help people in your community?</i>	<i>Q: What kinds of programs or services are needed to help people in your community?</i>
<i>Q: What can Rural Resources and other service providers (including local government) do to help close the gaps in your community?</i>	<i>Q: What can Rural Resources and other service providers (including local government) do to help close the gaps in your community?</i>
<i>Q: What are the signs that service providers support diversity and inclusivity?</i>	<i>Q: What are the signs that service providers support diversity and inclusivity?</i>
<i>Q: What are the three biggest needs facing this community?</i>	<i>Q: What are the three biggest needs facing this community?</i>

## Location Highlights

### Lincoln County

Seventeen (17) people attended the public meeting in Davenport. Four resource providers attended the resource provider meeting.

Those attending included a county commissioner, local business owners, representatives from the Lincoln County Health Department, Lincoln County Sheriff’s office, WorkSource, and a reporter from the Odessa Record newspaper.

Housing and transportation were the primary topics in these meetings. The available inventory of housing to rent or buy is very limited. The Department of Licensing office is temporarily closed due to staffing issues, and the school district does not offer a Driver’s Education program. This

limits the ability of youth and young adults, in particular, to access higher education and employment opportunities.

The lack of employment opportunities in the community was also a major issue. Many employers have pulled back on hiring due to the economy. This causes many households to commute to urban areas such as Airway Heights and Spokane to work if they can find childcare. The lack of internet access in rural areas is a barrier for remote employment.

Other community needs that were mentioned include better access to domestic violence advocates and services, in-home senior care and chore services, mobile food markets, childcare, and resource communication and coordination.

*“Lack of childcare is forcing people into poverty because there are (currently) no childcare options for working families in rural areas.” – Resource Provider*

## Ferry County

Twelve (12) people attended the public meeting held in Republic which included small business owners and a large employer representative. Two people representing the community college and the NE Tri-County Health District attended the resource provider meeting.

Housing, transportation, as well as resource communication and coordination, were primary topics discussed in these meetings. Housing inventory is extremely low. This is a critical need for both medical facilities and local law enforcement that need to hire skilled professionals. Housing for seniors is also limited, and the waiting lists are long.

Bus schedules are limited, which creates a barrier for those residents who rely on public transportation to get to medical appointments.

Resource information is often outdated or poorly coordinated. This community would like to have one entity or source (referred to as a “Community Hub”) that will deliver timely and current community resource information.

*“It’s hard to ask for help and then when you finally do it feels like you’re shut down and then you quit asking” – Community member*

## Pend Oreille County

Five people attended the public meeting and six people attended the resource provider meeting in Newport. The community members in attendance were primarily individuals living in subsidized housing units. Representatives from YES (teen support and drop-in center), Pend Oreille Counseling Services, the NE Tri-County Health District, and one county commissioner also attended.

Community members stated that most services in the community were easy to access with the exception of the utility assistance program administered by Rural Resources. Despite having a set time to apply by phone or online, these individuals could not connect to the system and apply before the resources were already committed. Internet and cell service in the northern part of the county can be unreliable, which is a barrier for those living in remote areas to access services.

More transportation services (more schedules, fewer eligibility requirements for public transportation, funding for gas vouchers and insurance) are needed in this county which will improve access to healthcare and counseling services.

*“In our community, homeless youth/young adult do not have any options, so they are bused to Spokane. Coming from a rural area, this can be very scary. Many are reluctant to seek help.” – Resource Provider*

## Stevens County

Six people attended the public meeting and seven people attended the resource provider meeting in Colville. Public meeting participants included a person who was experiencing homelessness, and a senior citizen who was accompanied by her caregiver. Resource providers included representatives from New Alliance Behavioral Health, Employment Security, Spokane Community Colleges, NE Tri-County Health District, Catholic Charities, and a community church.

Public meeting participants described difficulties they were experiencing finding out what resources are available and what the eligibility criteria are. Many expressed a need for resource navigators or advocates to help seniors connect with services. The top community needs that were discussed included housing, transportation, childcare, and food assistance.

Resource providers would like to see financial support for a Community Resource Guide which can be distributed and/or posted online. These providers see a need to combine this with a community outreach program(s) that will go where people who are low-income or homeless are congregating.

*“Providing just referral information is not the solution. We need the entry level assistance that provides more intensive case management for households that do not meet eligibility criteria” – Provider*

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## Public Meeting Demographic Responses Compared to Online Survey

	Public Meeting Responses		Online Survey Responses
<i>Residency</i>			
<b>Small City/Large Town</b>	<b>20</b>	<b>48.78%</b>	<b>49.42%</b>
Small Town/Community	9	21.95%	14.85%
Urban Area	2	4.88%	3.94%
Rural Area	10	24.39%	31.79%
<i>County</i>			
Ferry County	12	29.27%	11.87%
<b>Lincoln County</b>	<b>15</b>	<b>36.59%</b>	6.85%
Pend Oreille	4	9.76%	13.93%
<b>Stevens</b>	7	17.07%	<b>62.56%</b>
Other: Adams (2) Spokane (1)	3	7.32%	4.79%
<i>Age Range</i>			
Under 25	1	2.44%	0.69%
25-35	2	4.88%	8.92%
36-50	11	26.83%	28.38%
<b>51-65</b>	<b>14</b>	<b>34.15%</b>	<b>35.47%</b>
66+	13	31.71%	26.54%
<i>Languages spoken in home</i>			
Arabic		-	-
<b>English</b>	<b>41</b>	<b>100%</b>	<b>99.77%</b>
Marshallese		-	-
Russian		-	-
Salish or Other Native American Language		-	0.92%
Spanish	2	4.88%	1.83%
Ukrainian		-	0.23%
Vietnamese		-	-
Other: French (2), ASL	3	7.32%	2.06%
<i>Race</i>			
<b>White or Caucasian</b>	<b>37</b>	<b>90.24%</b>	<b>87.76%</b>
Black or African American	-	-	0.69%
Asian or Asian American	2	4.88%	0.69%
American Indian or Alaska Native	2	4.88%	6.93%
Native Hawaiian or another Pacific Islander	-	-	0.46%
Middle Eastern and North African (MENA)	-	-	-
Two or more races	1	2.44%	5.08%
Other: European American, Ashkenazi, Croatian, DNA	-	-	4.62%
<i>Ethnicity</i>			
Hispanic	2	4.88%	2.93%
<b>Not Hispanic</b>	<b>33</b>	<b>80.49%</b>	<b>97.07%</b>
Did not answer	6	14.63%	-
<i>Gender</i>			
<b>Female</b>	<b>28</b>	<b>68.29%</b>	<b>83.87%</b>
Male	8	19.51%	11.52%

Non-binary	-		1.15%
Prefer not to say	-		2.07%
Prefer to self-describe	-		1.38
Did not answer	5	12.20%	-
<b>Employment Status</b>			
<b>Employed full-time</b>	<b>15</b>	<b>36.59%</b>	<b>33.18%</b>
Employed part-time	4	9.76%	9.05%
Self-employed	4	9.76%	5.57%
<b>Not employed, not looking for work</b>	<b>14</b>	<b>34.15%</b>	<b>22.74%</b>
Unemployed and looking for work	-	-	5.57%
Unpaid volunteer or intern	1	2.44%	1.62%
Employed but not currently working	-	-	1.86%
Disabled	3	7.32%	20.42%
<b>Housing Status</b>			
<b>Housed, own home</b>	<b>27</b>	<b>65.85%</b>	<b>64.83%</b>
Housed, renting	5	12.20%	26.67%
Living in transitional housing	-	-	.69%
Living with friends or relatives	3	7.32%	7.13%
Living in a shelter	-	-	-
Not housed	1	2.44%	.69%
Did not answer	5	12.20%	-
<b>Has previously worked with Rural Resources (not as an employee)</b>			
Yes	17	41.46%	54.38%
No	19	46.34%	45.62%
Did not answer	5	12.20%	-