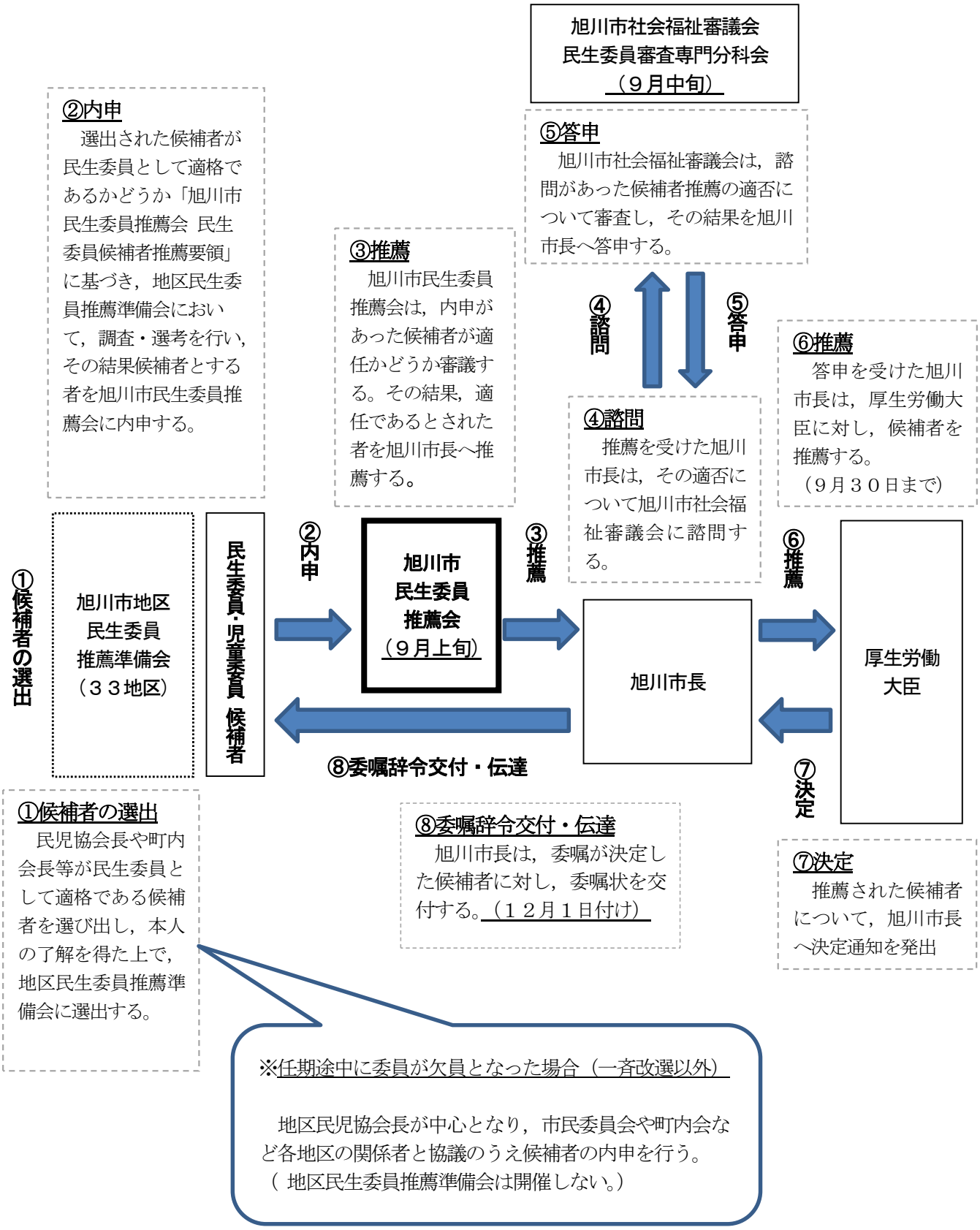民生委員・児童委員　委嘱までの流れ