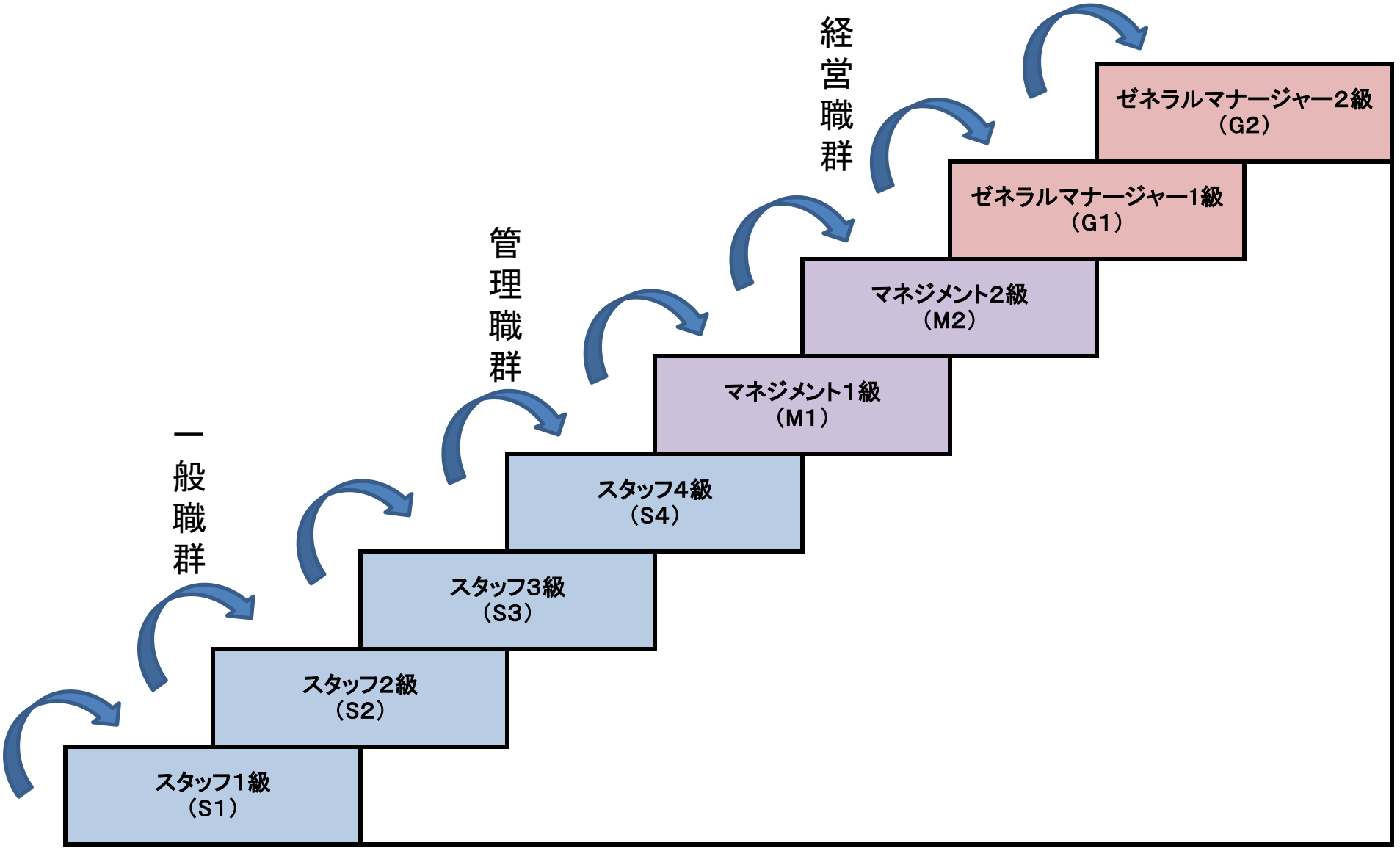西予総合福祉会　等級体系