

Seattle Social Housing Developer

March 2025 Board Meeting

Agenda

(regular meetings 3rd Thursday every month)

<p>Date/Time: Thursday DATE, 5:30 - 7:30pm Meeting Location: Seattle City Hall, rm L280 (mask required for in person attendance) Online option: https://seattle.webex.com/seattle/j.php?MTID=mbd809efc732765889405b07136c499c1</p>		
<p>Reference Materials for this meeting:</p> <ul style="list-style-type: none">- Today's Agenda- SSH Criteria and Process for Selecting Organizations to Make Board Appointments- Scoring Rubric for Applicants for Community Development Board Seat- Candidate Applications for Community Development Board Seat Appointment<ul style="list-style-type: none">- Cliff Cawthon- Nickelsville- Amari Ayomide (Queer the Land)- February 2025 meeting minutes (digital)- February 2025 Cash-Flow & Financial Report- North Star for Seattle Social Housing DRAFT		
5:30pm (2min)	<p>Call to Order</p> <ul style="list-style-type: none">• Role Call• Review & Approve Agenda <p><i>Items for Approval:</i></p> <ul style="list-style-type: none">• Today's Agenda• February Meeting Minutes	Wylie (Chair)
5:32 (5min)	<p>Public Testimony</p>	Wylie
5:37 (up to 30min*)	<p>Executive Committee Updates</p> <ul style="list-style-type: none">• Update on SRC Appointment(s)• Announce Community Development Org/Individual Candidates• Candidates can each speak (2 minutes each) <p><i>Items for Approval:</i></p> <ul style="list-style-type: none">• Vote for Community Development Org/Individual Board Seat	Wylie Optionally: Cliff Cawthon Nickelsville Amari Ayomide (Queer The Land)

6:07* (15min)	Finance Report <ul style="list-style-type: none">● 2025 Revised Budget Update● Review Monthly Financials <i>Items for Approval:</i> <ul style="list-style-type: none">● Monthly financial approval● Monthly voucher report approval	Kaileah (Vice Chair) Kay (Treasurer)
6:23 (10min)	Real Estate Committee Update <ul style="list-style-type: none">● Scheduling upcoming Special Session with Executive Session for acquisition discussion● Update on Tour	Mike (Real Estate Committee Chair)
6:33 (5min)	Communications Committee Update <ul style="list-style-type: none">● Google to M365 Migration Status	Wylie (Comms Committee Chair)
6:38	- 10min break -	
6:48 (40min)	Strategic Planning Update <ul style="list-style-type: none">● Presentation from Amy on Progress	Amy (Consultant)
7:28 (2min)	Reminders & Announcements <ul style="list-style-type: none">● June meeting shifted for Juneteenth observation	Wylie, ALL
7:30pm	Adjourn	Wylie

Seattle Social Housing Criteria and Process for Selecting Organizations to Make Board Appointments

The charter for Seattle Social Housing, adopted by the Seattle City Council as a result of I-135, required certain that board appointments include people from different economic situations. Six different organizations provided appointments to the Board: Seattle Renters Commission, Martin Luther King, Jr. County Labor Council, El Centro De La Raza, Green New Deal Oversight Board, Seattle City Council and the Mayor.

The organization initially representing community development is unable to continue so the Seattle Social Housing (SSH) has established the following criteria and process for identifying a leader from a community organization that provides housing to marginalized communities:

Criteria for Nominating Community Leaders:

1. **Representation:** The person is a leader or representative in an organization that represents individuals or groups that align with the economic situations described in the Seattle Social Housing charter, including those who have been displaced from housing and those earning less than half the area median income.
2. **Experience:** The person and their organization should have a track record of advocacy or service in housing, labor, racial justice, environmental justice, or other relevant fields.
3. **Community Trust:** The person and their organization should be trusted within the community and have a demonstrated commitment to equity and inclusion.
4. **Capacity:** The person must have the capacity to serve as a member of the SSH board.
5. **Mission Alignment:** The mission of the organization of this person should align with the goals and values of SSH and the broader objectives of social housing.

Process for Identifying a New Community Organization Leader:

1. **Notification:** SSH will notify stakeholders and the public about the need to identify a new appointing community organization leader.
2. **Call for Nominations:** SSH will issue a call for nominations, inviting eligible community leaders to apply or be nominated.
3. **Review and Shortlisting:** A review committee composed of SSH representatives and key stakeholders will evaluate the nominations based on the criteria above and create a shortlist of potential organizations.
4. **Interviews and Evaluations:** The shortlisted community leaders may be invited for interviews and further evaluation to assess their suitability.
5. **Final Selection:** The SSH board will make the final decision and appoint the new appointing community leader based on the review committee's recommendations and public feedback.

This process ensures transparency, community involvement, and the selection of a qualified organization that can effectively contribute to the appointing process in accordance with Seattle Social Housing's charter.

Board Seat Candidate Scoring Rubric

Candidate Name: _____

Committee Member Name: _____

Date: _____

Scoring Scale:

- **1 (Very Poor):** Demonstrates little to no understanding, ability, or alignment.
- **2 (Poor):** Demonstrates limited understanding, ability, or alignment.
- **3 (Fair):** Demonstrates adequate understanding, ability, or alignment.
- **4 (Good):** Demonstrates strong understanding, ability, or alignment.
- **5 (Excellent):** Demonstrates exceptional understanding, ability, or alignment.

Evaluation Categories:

1. Alignment to Board Vision (Weight: 25%)

- **Description:** Assesses the candidate's understanding and support of the organization's overarching mission, goals, and strategic direction.
- **Questions to Consider:**
 - How well does the candidate articulate the board's vision?
 - How aligned are the candidate's personal values and professional goals with the board's vision?
 - Does the candidate demonstrate a commitment to advancing the board's strategic priorities?
- **Score:** 1 / 2 / 3 / 4 / 5
- **Comments:**

2. Alignment to Community Development Seat Intent (Weight: 25%)

- **Description:** Evaluates the candidate's understanding of and commitment to the specific goals and responsibilities associated with the community development seat.
- **Questions to Consider:**
 - How well does the candidate understand the specific needs and challenges of the community?
 - Does the candidate have a clear vision for how they will contribute to community development through their role on the board?
 - Does the candidate display passion for community development?
- **Score:** 1 / 2 / 3 / 4 / 5
- **Comments:**

3. Relevant Experience (Weight: 20%)

- **Description:** Assesses the candidate's professional and personal experience as it relates to the board's work and the community development seat.
- **Questions to Consider:**
 - Does the candidate possess relevant skills, knowledge, and expertise?
 - Does the candidate have experience working with similar organizations or communities?
 - Does the candidate bring unique and valuable experience to the board?
- **Score:** 1 / 2 / 3 / 4 / 5
- **Comments:**

4. Sufficient Capacity (Weight: 15%)

- **Description:** Evaluates the candidate's ability to dedicate the necessary time and resources to fulfill their board responsibilities.
- **Questions to Consider:**
 - Does the candidate have sufficient time to attend board meetings and participate in committee work?
 - Is the candidate willing to commit to the required time and effort?
 - Are the candidates other commitments compatible with board expectations.
- **Score:** 1 / 2 / 3 / 4 / 5
- **Comments:**

5. Community Reach (Weight: 15%)

- **Description:** Assesses the candidate's connections and relationships within the community, as well as their ability to represent and engage with diverse stakeholders.
- **Questions to Consider:**
 - Does the candidate have established relationships with key community leaders and organizations?
 - Can the candidate effectively represent the interests of diverse community members?
 - Does the Candidate display a history of community engagement.
- **Score:** 1 / 2 / 3 / 4 / 5
- **Comments:**

Calculation:

1. Multiply each score by its corresponding weight.

2. Sum the weighted scores.
3. The total weighted score represents the candidate's overall rating.

Example Calculation:

- Alignment to Board Vision: 4 (score) \times 25% (weight) = 10
- Alignment to Community Development Seat Intent: $5 \times 25\% = 12.5$
- Relevant Experience: $4 \times 20\% = 8$
- Sufficient Capacity: $3 \times 15\% = 4.5$
- Community Reach: $4 \times 15\% = 6$
- Total Weighted Score: $10 + 12.5 + 8 + 4.5 + 6 = 41$

Instructions for Committee Members:

- Review the candidate's application materials, interview responses, and any other relevant information.
- Carefully consider the questions provided for each evaluation category.
- Assign a score (1-5) that accurately reflects the candidate's demonstrated understanding and ability.
- Provide detailed comments to justify your scores.
- Ensure that your evaluation is objective and based on the candidate's qualifications and fit for the board.



Seattle Social Housing
Application for Nominating Organization/Individual

Thank you for your interest in becoming a nominating organization/individual for the Seattle Social Housing (SSH) Board. Please complete the following form to be considered.

Individual/Organization Information

- **Name of Individual or Organization:** Cliff Cawthon
- **Address:** _____
- **City, State, ZIP Code:** _____
- **Website (if applicable):** _____
- **Primary Contact Person (if applicable):** _____
- **Title/Position (if applicable):** _____
- **Phone Number:** _____
- **Email Address:** _____

Mission and Purpose

- **For Organizations:** _____

- **For Individuals:** List relevant experience and background: I've worked on several aspects of housing policy for the last decade including tenant rights and stabilization; housing development, and legislative and policy advocacy. I currently work as the Homeownership Policy Manager for the Department of Commerce, and in that role I work with our team to analyze legislation and provide guidance to community partners on our programs and opportunities to build more affordable housing. In this last legislative session I drafted a proposal with my team proposing \$1.2 billion for affordable housing, specifically \$220 million for homeownership funding. The final budget is currently up to the legislature but, I have a knowledge of what it takes to build housing. When I was working at Habitat for Humanity of Seattle-King & Kittitas Counties, as their Advocacy and Policy Manager, I led our campaign efforts on passing the 2023 Seattle Housing Levy which passed and in the



next 5 years, Seattle will invest near \$1 billion in affordable housing. I also worked with legislators and other community groups to pass the 2023 Covenant Homeownership Account Bill which has led to over 100 BIPOC households purchasing their homes for the first time.

I have lived in Washington State for 11 years, and for most of that time I've been a community organizer, politico and advocate, teacher and journalist in and around Seattle. When I lived in Seattle, I was a member and then the chair of the Tenants Union of Washington's board and professionally, I've worked for Labor unions and with them on several initiative campaigns- raising the statewide minimum wage; bringing light rail expansion to the Puget Sound; and on the Seattle Housing Levy. I also have a long history of working on other progressive initiatives and campaigns, such as the Complete Communities Coalition, alongside representatives from House Our Neighbors. I'm also a board member of the Working Families Party of MLK County.

- **How does your organization or individual efforts serve communities economically impacted by housing displacement or individuals earning less than half the area median income? (Please limit to 250 words)** As an individual, I have campaigned to defend the community against displacement and for more funding for affordable housing, protections for tenants and better policies to build more affordable housing and homeownership opportunities for the working class.

Recently, as I've noted above, I have worked on the state and local levels to secure billions for affordable housing and homeownership. For example, due to the work that I've done with Habitat there are families who have or will buy homes, for the first time in their lives, in Burien, West Seattle and on MLK Jr. Way. I have also worked with tenants on the ground in Seattle and Kent to defend themselves from their landlords acting in bad faith. In 2017, I joined the Renters Commission and, on that Commission, I advocated for the Commission to take a positive position on rent control and later they adopted that position.

In addition to that, I have worked on several efforts to increase the minimum wage and in 2018, I joined my allies in the Working Families Party of MLK Jr. County to fight against the displacement of immigrant-owned businesses on International Highway in Seatac and Tukwila. In the end, we were able to inspire legislation to support manufactured housing communities and residents relocating after they were displaced.



Experience and Capacity

- **For Organizations: Describe your organization’s experience in advocating for or providing services in housing, labor, racial justice, environmental justice, or related fields. (Please limit to 250 words)** _____

- **For Individuals: Share your experience and how it aligns with the SSH's goals. (Please limit to 250 words)** I have experiences with developing both affordable housing and homeownership opportunities. I understand that the Social Housing model is different, however, the work that I’ve done supports people across the continuum of housing needs.

- **What capacity do you or your organization have to fulfill the role of nominating board members for SSH? (Please describe your or your organization’s resources, staff, or other assets to fulfill this responsibility—limit to 250 words)** I bring several years of experience in the realm of housing, policy and community organizing. This includes relationships with other housing developers, financiers and policy advocates. I also have a history of working on boards and commissions so, I understand how they work and how they can be successful.

Community Trust and Engagement

- **For Organizations: How is your organization trusted within the community, particularly in the context of equity and inclusion? (Please limit to 250 words)** _____

- **For Individuals: How are you trusted within your community, particularly in the context of equity and inclusion? (Please limit to 250 words)** I have consistently worked with Labor, BIPoC-led community organizations and local progressive political leaders in Seattle and the Puget Sound region since I moved here in 2014. I have been aligned with the movement and I believe passionately in integrity and



fighting for working people. When I ran for the Kent city council, I was endorsed broadly by Labor and progressive organizations and I passionately partnered with the families of people who had been killed by police violence; despite, heavy pro-police criticism. I still do not regret elevating the demands and the policies of the Black Lives Matter movement into my platform; and this includes investing in de-segregating our communities through reforming our zoning policies. I worked with the House Our Neighbors coalition to that end.

- **Provide examples of how your organization or you as an individual engage with and are accountable to the communities you serve: (Please limit to 250 words)** _____

I engage with my community on a regional level- both within Seattle and throughout King County. I am a part of several civic organizations including the MLK Working Families Party, African American Leadership Forum, Rainier Beach Action Coalition's Advisory group, and the 47th LD Democrats and I am a union member with AFSCME Local 304 and the Bellevue College Association of Higher Education (WEA). I attend meetings, I have organized committee meetings and I work as a public employee, often interfacing with the public.

Alignment with SSH Mission

- **How does your organization's or individual mission align with the goals of Seattle Social Housing (SSH) in promoting social housing and equitable development?** _____ I believe that everyone deserves a safe and affordable place to live and be able to live in a healthy community, and not have to worry about poverty when they work. This isn't the world that we live in today but, I believe that Seattle's Social Housing Developer will create a form of mixed-income housing that will lead to housing being treated differently. Right now, housing isn't treated as a right but, as a commodity controlled by wealthy development and landholding interests. This has led to more poverty and homelessness; we need to change this trajectory. I would be honored to join the Seattle Social Housing Board.
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References

- **Please provide at least two community leaders or stakeholders who can speak to your credibility and community engagement:**
 - Rashell Lisowski, WA Community Action Network
Name, Title, Organization, Phone Number, Email
 - Kamau Chege, WA Community Alliance
Name, Title, Organization, Phone Number, Email

Supporting Documentation (Optional)

- Attach any relevant documents that support your application (e.g., letters of support, organizational reports, etc.).

By submitting this application, you affirm that your organization meets the criteria established by Seattle Social Housing to serve as a nominating agency for the SSH Board, and you agree to participate in the selection process as outlined.

Signature of Authorized Representative

- Name: Cliff Cawthon
- Title: _____
- Date: March 5, 2025

Please submit completed forms to:

Executive Committee

Seattle Social Housing

exec_committee@socialhousingseattle.org

CLIFFORD C. CAWTHON

TEL: [REDACTED] / E-MAIL: [REDACTED] / LINKEDIN: CLIFFORDCAWTHONMA

EDUCATION

Master of Arts in Human Rights- Political Science. University of Manchester, United Kingdom -2012

- Specialties: Human rights in world politics, Ethics, Media studies and International Crises.

Bachelor of Arts in Political Science, Minor in Philosophy. SUNY College at Buffalo, New York -2011

- Specialties: Media and Intl. Relations, Urban Politics, Political Philosophy; and studies in Race, Class and Gender.

Fellow and Honored Alumni, Puget Sound Sage's Community Leadership Institute. Seattle, WA-2018

NOTEWORTHY AWARDS AND ACHIEVEMENTS

- 2023 Electoral Victory: Seattle Housing Levy. \$970 Million for Affordable Housing in Seattle.
- 2023 Legislative Victory: Covenant Homeownership Account Act; subsequently, appointed to the Oversight Committee by Gov. Jay Inslee.
- 2022 Sightline Institute's Employee of the Month for March 2022
- 2016 Electoral Victory: Prop. One, supporting Sound Transit Expansion passed
- 2015 Legislative Victory: \$12/hr minimum wage for Tacoma, WA

RELEVANT PROFESSIONAL EXPERIENCE

Homeownership Policy Manager

June 2024- Present

Washington State Department of Commerce

- Reviewed, developed and managed the policy priorities for the homeownership unit within the Housing Division at the Department of Commerce.
- Led staff briefings and produced educational materials for our stakeholders.
- Reviewed budgets, contractor applications and composed budgetary requests to the Governor's office on behalf of the unit.

Professor (Lecturer 1)

Sept. 2017- Present

Bellevue College. Political Science/ Cultural and Ethnic Studies.

- Developed curriculum that focused on civic engagement, racial equity, and the labor movement.
- Led in-depth workshops, and events, including the first motivational panel of all Black political leaders.
- Organized several experiential learning activities, conferences and expert led talks on campus.

Advocacy and Policy Manager (registered lobbyist)

Sept 2022- Present

Habitat for Humanity of Seattle-King & Kittitas Counties

- Led victorious legislative and initiative campaigns; that resulted in millions of dollars for affordable homeownership and housing funding.
- Developed local-county policy agendas, lobbied elected officials and testified on behalf of Habitat. Composed op-ed's, briefs and testimonies on behalf of the organization.

Coalition Strategy Manager (registered lobbyist)

June 2021- Aug 2022

Sightline Institute

- Provided expert testimony on housing and zoning reform bills from a racial equity perspective.
- Recruited and organize stakeholders and successfully mobilized the coalition in the 2021 session.

Organizing Director

Sept. 2016- Sept 2017

Standing Against Foreclosure and Eviction (SAFE) in Seattle

- Succeeded in managing and growing the organization, recruiting new leaders, and securing funding.
- Won campaigns for progressive income tax, second chance laws and tenant defense campaigns.
- Featured speaker in several forums on tenant's rights, eviction protections and equitable development.

Regional Field Coordinator- Mass Transit Now (Transportation Choices Coalition)

Sept. 2016- Nov. 2016

- Organized weekly phonebanks and several canvassing events in coordination with our allies.
- Recruited community members and leaders to support our campaign.

Regional Field Director- Washington State Democrats Coordinated Campaign.

Feb- Jul 2016

- Trained party officials to conduct caucuses, voter engagement, and PoC-community-focused outreach.
- Developed the party's first ever Racial Justice training and strategic plan for outreach.

OTHER PROFESSIONAL EXPERIENCE

Field Manager and Communications Consultant

Jun.- Aug. 2017

Elect Zak Idan to Tukwila City Council.

- Led a victorious field campaign, while managing volunteers and campaign priorities.

Regional Field Coordinator- Mass Transit Now (Transportation Choices Coalition)

Sept. 2016- Nov. 2016

- Organized weekly actions that led to a successful electoral victory and regional light rail expansion.

Regional Field Director- Washington State Democrats Coordinated Campaign.

Feb- Jul 2016

- Acted as the party's representative in the South Puget Sound and the Peninsula.

Worker's Rights Organizer

May 2014- Feb 2016

Working Washington

- Led worker organizing across the Puget Sound region and won major worker's protections and wage victories.

PUBLIC SERVICE EXPERIENCE

- Candidate for Kent City Council- www.cliff4kent.com April 2021.
- Commissioner on the Seattle Renters' Commission- Seattle Department of Neighborhoods 2017

BOARD AND COMMISSION POSITIONS

- **Steering Committee Member-** Working Families Party of MLKing Jr. County/ WA- **March 2017- Present**
- **Program Committee member-** Rainier Beach Action Coalition **Fall 2015- Present**
- **Board Chair/ member-** Tenants Union of Washington State **Sept. 2016- Mar. 2019**



Seattle Social Housing
Application for Nominating Organization/Individual

Thank you for your interest in becoming a nominating organization/individual for the Seattle Social Housing (SSH) Board. Please complete the following form to be considered.

Individual/Organization Information

- **Name of Individual or Organization:** Nickelsville
- **Address:** PO Box 2033
- **City, State, ZIP Code:** Seattle, WA 98111
- **Website (if applicable):** www.nickelsville.org
- **Primary Contact Person (if applicable):** Jarvis Capucion
- **Title/Position (if applicable):** Nickelsville Organizer
- **Phone Number:** _____
- **Email Address:** staff@nickelsville.org

Mission and Purpose

- **For Organizations:** To educate the public on the root causes of homelessness, to survive, and to help solve homelessness.
- **For Individuals:** List relevant experience and background: _____

- **How does your organization or individual efforts serve communities economically impacted by housing displacement or individuals earning less than half the area median income? (Please limit to 250 words)** Nickelsville pioneered the tiny house villages in Seattle which is now the preferred model for homeless people. We currently operate two self-managed tiny house villages in Seattle. One on Northlake Way in the Wallingford neighborhood, it is on public property owned by Seattle City Light. The other is on private property in the Central District neighborhood. Nickelsville CD operates under the religious encampment ordinance. Nickelsville helps the residents find affordable housing when they are



ready, and pay for the move-in costs. We also participate in King County coordinated entry although those units are very scarce.

Experience and Capacity

- **For Organizations: Describe your organization’s experience in advocating for or providing services in housing, labor, racial justice, environmental justice, or related fields. (Please limit to 250 words)** Nickelsville was founded in 2008 as a direct-action response to sweeps ordered by the then Mayor Greg Nickels. We organized a large encampment for people to stay together and safe. Although we have had to move several times. Since the beginning we had yearned to be an eco-friendly community to mitigate the effects of climate change and other environmental conditions on homeless people. The BIPOC community are disproportionately affected by homelessness, especially in Seattle Our Resident demographics reflect that fact.

Nickelsville collaborates and supports other organizations like the Transit Riders Union, Real Change, House our Neighbors, Stop the Sweeps, and others as we advocate for systemic changes that address the root causes of homelessness; economic disparities, housing affordability, renters’ rights & protections, etc.

- **For Individuals: Share your experience and how it aligns with the SSH's goals. (Please limit to 250 words)**
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- **What capacity do you or your organization have to fulfill the role of nominating board members for SSH? (Please describe your or your organization’s resources, staff, or other assets to fulfill this responsibility—limit to 250 words)** Nickelsville is a grassroots organization of homeless and formerly homeless people. We empower homeless people to speak for themselves. As a self-managed democratic organization most of our work is done by the many homeless residents of our villages. We have three staff members and a vast network of volunteers that support our work. We get funding for our operations from the King County Regional Homelessness Authority.
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Community Trust and Engagement

- **For Organizations: How is your organization trusted within the community, particularly in the context of equity and inclusion? (Please limit to 250 words)** _____
Homelessness disproportionately affects the BIPOC community, and it is reflected by the homeless residents in the villages. More than 60% of our participants are people of color. Additionally, the members of our Board of Directors were all former residents of Nickelsville Villages and reflects a diverse ethnicity as well.

- **For Individuals: How are you trusted within your community, particularly in the context of equity and inclusion? (Please limit to 250 words)** _____

- **Provide examples of how your organization or you as an individual engage with and are accountable to the communities you serve: (Please limit to 250 words)** _____
As a self-managed democratic organization of homeless people, the decisions within the organization are made by the participants. Staff cannot vote or make motions. The residents hold themselves accountable to the rules that they also make.

_____ We have a good neighbor policy to ensure that the communities or neighborhoods our villages are located in have a positive experience. We endeavor to breakdown the stereotypes associated with homeless people, and to be an asset to the community.

Alignment with SSH Mission

- **How does your organization's or individual mission align with the goals of Seattle Social Housing (SSH) in promoting social housing and equitable development?** _____ The lack of affordable housing is the main reason for homelessness. Seattle is becoming increasingly unaffordable every day as rents skyrocket, more people are becoming homeless. Social Housing is a solution to prevent more people from becoming homeless.



References

- **Please provide at least two community leaders or stakeholders who can speak to your credibility and community engagement:**
 - Katie Wilson, Transit Riders Union, katie@transitridersunion.org
Name, Title, Organization, Phone Number, Email
 - Tiffani McCoy, House Our Neighbors, tiffani@houseourneighbors.org
Name, Title, Organization, Phone Number, Email

Supporting Documentation (Optional)

- Attach any relevant documents that support your application (e.g., letters of support, organizational reports, etc.).

By submitting this application, you affirm that your organization meets the criteria established by Seattle Social Housing to serve as a nominating agency for the SSH Board, and you agree to participate in the selection process as outlined.

Signature of Authorized Representative

- Name: Jarvis Capucion
- Title: Organizer
- Date: March 6, 2025

Please submit completed forms to:

Executive Committee

Seattle Social Housing

exec_committee@socialhousingseattle.org



Seattle Social Housing
Application for Nominating Organization/Individual

Thank you for your interest in becoming a nominating organization/individual for the Seattle Social Housing (SSH) Board. Please complete the following form to be considered.

Individual/Organization Information

- **Name of Individual or Organization:** Queer The Land
- **Address:** _____
- **City, State, ZIP Code:** _____
- **Website (if applicable):** https://queertheland.org/ , Instagram.com/queertheland
- **Primary Contact Person (if applicable):** Amari Davis
- **Title/Position (if applicable):** Black Led Initiatives & Organizing Coordinator
- **Phone Number:** _____
- **Email Address:** blackledorganizing@queertheland.org

Mission and Purpose

- **For Organizations:** Queer the Land is a Black led QTBIPOC collective started in 2016 responding to the crisis of displacement and gentrification in the South Seattle area. In 2019 a 4 story, 12 bedroom house was purchased in hopes of creating a sustainable, co-operative living for displaced, disabled, queer & trans Black, brown, and Indigenous peoples - centering the need for restorative care & weaving our stories into our work and into the communities we invest in. Our mission and purpose at Queer the Land is rooted in housing justice, land sovereignty, and the right to control our own resources, homes, finances and lives as QTBIPOC here in Seattle, and the surrounding Puget Sound.
- **For Individuals:** List relevant experience and background: I am a Black, trans & queer, disabled and neurodiverse parent. I have lived in affordable housing in the U-District for a little over 4 of those years, having experienced poverty, underemployment, housing insecurity all while raising a young tween/teen. I am the Black Led Organizer at Queer the Land, my role being organizing coalition building and supporting in rebuilding/recreating QTL as a homebase for organizers, activists,



artists, and everything in between. I act as a member of the Core Team for Alphabet Alliance of Color, a QTBIPOC Disability Justice centered org in Seattle, the Core team acting as a community board for AAOC Co Directors. I have prior experience on the Pandemic Civil Legal Aid Advisory Committee (PCLAAC) for QLaw as well. Last year, I graduated from Project LEAD, a BIPOC centered Board Leadership training through United Way, as well as was chosen as class speaker/valedictorian. I play an integral part in the community as a bridge builder and weaver in everything I do.

- **How does your organization or individual efforts serve communities economically impacted by housing displacement or individuals earning less than half the area median income? (Please limit to 250 words)** Queer the Land was established in 2016 as an act of resistance towards displacement in Beacon Hill, Central District, and other parts of the South King County area. From its inception, QTL has been on the ground handing out food, mutual aid funds, care items, and building BASE (Self Defense and Autonomy Training) programming to bolster community access to education, food, and basic resources. Our house, purchased in 2019, is a 4 story, 12 bedroom home in the heart of Beacon Hill, with a flourishing garden - built, watered, and cared for by community through our gardening program - with a community fridge, small pantry and apothecary, and clothing bin in front of it. QTL offers interim employment (such as my role) to community members allowing them to use their skills and talents as THEY see fit, and on their time. Our work in our programming from Community Gardening Days, to collaboration with Seattle Fridge Program, to my current role as Black Led Organizer, Queer the Land is pushing the boundaries that capitalism has set on us in order to get our needs met as QTBIPOC!

Experience and Capacity

- **For Organizations: Describe your organization's experience in advocating for or providing services in housing, labor, racial justice, environmental justice, or related fields. (Please limit to 250 words)** Queer the Land has served as a base for many since 2016. We have closely been involved with DECRIM WA, Utopia WA, and currently act as members of a coalition working to create a strategy around SOAP/SODA laws that disproportionately affect Black trans women, especially. We are in relationship with superfamilia who tirelessly advocate for migrants and migrant rights, as we co-organize training, skill shares, and protests in solidarity. Our house, with the focus of co-operative living for displaced QTBIPOC at the forefront, has provided a home base for organizing, coming together, educating



ourselves, and sharing history.. And will soon be a home for the neighborhood. Our services, programs, and initiatives are rooted lovingly in resisting displacement and reclaiming our resources, fighting hard against capitalism to create safe, sustainable places for QTBIPOC for now and generations to come.

- **For Individuals: Share your experience and how it aligns with the SSH's goals.**

(Please limit to 250 words) My personal experience as a Black, trans, queer, disabled & poor parent has shaped how I see the need for housing and who is greatly affected by that. My work on community advisory boards has pushed me to excel in supporting and stewarding the voices of those that aren't usually heard, including my own. My life's work has been to dismantle systems of oppression within our inner networks, supporting in guiding and influencing organizations/people to do better and push for change FOR our communities, and to working to bridge the divides between those experiencing the violence of class & race and it's intersectional impact on Black, Brown, Indigenous, Queer, Trans & Disabled communities. My work experience and work aligns with SSHD's goals because I am set on creating sustainable, restorative long term housing and resource building for the individuals that not only work to keep this country alive, but suffer the most from it's hardships.

- **What capacity do you or your organization have to fulfill the role of nominating board members for SSH? *(Please describe your or your organization's resources, staff, or other assets to fulfill this responsibility—limit to 250 words)***

QTL is run by 3 Black, queer and/or trans folks with a growing capacity. We currently have a social media intern, a new garden steward, and are working to hire another organizing intern to support our goals of continuing the rebuild of our house and coalition building through organizational outreach. We are fully ready to take on the role of not only adopting the membership role on the Board, but recruiting other members as we continue to build our own base. QTL (and myself) fully believe that having a robust, full team/group of people to share ideas, care, insight, and accountability in the growth of OUR communities is of utmost importance.



Community Trust and Engagement

- **For Organizations: How is your organization trusted within the community, particularly in the context of equity and inclusion?** *(Please limit to 250 words)* _____

Queer the Land is seen as a pillar in the community for housing justice and care. People have found community and third spaces here to be themselves, express grief, and share & enact plans for the future. Since it's inception, Queer the Land has been on the ground, hand to hand with community to work towards solutions to regain access to resource, rematriate and steward growth of the land, and create spaces for reclamation of time through education, funded opportunities, and more. QTL is trusted as a place to come and express, learn, and take action - working hard to create spaces of equity through community building in housing circles, organizing circles, and equitable funding practices. As well as fostering inclusive spaces for our most vulnerable communities - including robust COVID/viral precautions, platforms for viral and spiritual education, practice, and conversations. We believe that Queer the Land is leaving a sustainable, and positive impact on the communities we serve, centering and honoring the stories, lives, and liberation of all QTBIPOC.

- **For Individuals: How are you trusted within your community, particularly in the context of equity and inclusion?** *(Please limit to 250 words)* _____ I am viewed

as a trusted source in the community for safety and restorative space building. My work as an organizer has shown people that they can count on me to be present, take action, and acknowledge grace and acceptance as our paths to liberation and care for ourselves and the larger communities around us. I am seen as a confident source for advice, care, and positive reinforcement - creating spaces where folks can be present with where they are, however they are. I believe that my values of equity and inclusion shine in anything that I do, leaving community to believe that I can be trusted to make the choices that best fit the outstanding needs of the individuals within and outside of our communities, rather than feed a system that does not benefit us.

As an individual, I remain accountable to my community and the work that I do by showing up. I speak my needs, ask for help when I need it, and put the goals of



community first. I remain open to feedback, allowing room for growth within relationships and also value the growth of relationships being at the speed of trust.

- **Provide examples of how your organization or you as an individual engage with and are accountable to the communities you serve: (Please limit to 250 words)**

Queer the Land believes that transparency is paramount, and that relationships are built at the speed of trust. We provide monthly circles/membership meetings and regularly ask for feedback after events to remain accountable and sustainable for our communities. We continue to center the care of our core team members, taking breaks as needed, contracts designed to fill the gaps of unemployment through wellness & education stipends, and having regular retreats and meetings to talk about how we function as an org. We are currently in the process of creating a Power Analysis workshop for community, to analyze the powers around us that cause our lack of resources, and receive feedback and learn with community how we make in impact in our work as leaders and perceived gatekeepers of the resources we ALL need.

Alignment with SSH Mission

- **How does your organization's or individual mission align with the goals of Seattle Social Housing (SSH) in promoting social housing and equitable development?** Queer the Land's mission of resisting displacement and reclaiming ownership of our labor and time aligns directly with SSHD's mission in promoting social housing and equitable development. We work tirelessly to create equitable resources for our communities, serving mainly disabled, marginalized, queer & trans people (including ourselves). My personal work as both Black Led Organizer and an activist has been grounded in educating communities on the importance of social housing as a key element of preventing homelessness, underemployment, substance overuse, and spiritual, physical and mental illness. Both QTL and I have grounded ourselves in intentionality behind raising awareness, and bringing in community insight. The importance of centering marginalized communities has centered our work as an organization and mine as individuals, which uplifts the goal of SSHD in promoting equitable development, as the first lesson in organizing is **knowing your community**. Both QTL and I can offer growth, insight, personal work & value ethic, and alignment with the goals of SSHD and will



prove to be an enlightening addition to your board. _____

References

- **Please provide at least two community leaders or stakeholders who can speak to your credibility and community engagement:**
 - **Evana Enabulele** Program Manager, Queer the Land
Name, Title, Organization, Phone Number, Email
 - **Brianna Jones** Co-Director, Alphabet Alliance of Color
Name, Title, Organization, Phone Number, Email

Supporting Documentation (Optional)

- Attach any relevant documents that support your application (e.g., letters of support, organizational reports, etc.).

By submitting this application, you affirm that your organization meets the criteria established by Seattle Social Housing to serve as a nominating agency for the SSH Board, and you agree to participate in the selection process as outlined.

Signature of Authorized Representative

- Name: Amari Davis
- Title: Black Led Organizer
- Date: 3/11/2025

Please submit completed forms to:

Executive Committee

Seattle Social Housing

exec_committee@socialhousingseattle.org

NORTH STAR FOR SEATTLE SOCIAL HOUSING DEVELOPMENT

AT THE HEART OF EVERYTHING WE DO,
WE PRIORITIZE THE DIVERSE NEEDS, VOICES,
AND PREFERENCES OF RESIDENTS.

Through inclusive engagement and a collaborative approach to design and decision-making, we strive to create spaces that empower residents, foster connection, and promote overall well-being. Our goal is to build environments where residents feel safe, supported, and valued—enabling them to thrive within a nurturing and vibrant community.

PILLARS OF THE STRATEGIC PLAN

1 SECURE PROPERTIES AND PLAN FOR GROWTH:

Achieve site control for one property by the end of 2025, with a goal of having at least two additional properties in the pipeline for 2026. Our long-term goal is to develop up to 380 housing units per year once fully funded.

2 BUILD A STRONG, EXPERIENCED STAFF AND BOARD:

Assemble a skilled team with expertise in housing development, including key roles in project management, finance, and community engagement. Cultivate a diverse and experienced board to provide strategic direction, ensure responsible stewardship of public funds, and advocate for the organization's mission.

3 FORGE STRATEGIC PARTNERSHIPS FOR COMMUNITY IMPACT ON BEHALF OF SEATTLE'S RESIDENTS:

Build strong connections with organizations that prioritize the needs and rights of residents. Strengthen collaboration with other affordable housing organizations, leveraging their collective expertise and resources to

become a vital part of the overall housing ecosystem that can address housing needs across the broader community.

4 DEVELOP PARTNERSHIPS FOR FINANCIAL SUSTAINABILITY:

Develop relationships with private and nonprofit funders who understand and support the need and mission of social housing as one solution to the current affordable housing crisis. Use their resources to create a sustainable funding model that can incorporate diverse revenue streams to ensure long-term financial resilience that is both impactful and financially sustainable.



MEMORANDUM

DATE: March 6, 2025
TO: SSHD Finance Committee and Board of Directors
FROM: Kay Zimmerman, Treasurer
TDJCPA Incorporated, Acting Controller

SUBJECT: February 2025 Board Financial Report

Attached is the Seattle Social Housing Developer Board Financial Report. Highlights of the financial activity through February 28, 2025, include:

- The City of Seattle has been invoiced for the remaining portion of the funding contract. The funding was processed on Tuesday, March 4. It normally takes 2-3 business days for the funding to arrive in the bank account.
- Cash on hand as of February 28, 2025, is \$39,701
- For the first two months of the year, \$154,444 in cash has been spent on payroll, services and Board Stipends.
- As of February 28, 2025, the following invoices were outstanding for payment. Cash on hand is sufficient to cover these invoices.

Date	Num	Vendor display name	Due date	Amount
02/06/2025	2501055b	Pyramid Communications, Inc	02/28/2025	166.75
02/28/2025	SSHD6	Amy Besunder	03/30/2025	2,943.75
02/28/2025	7282	Teresa D Johnson CPA Inc	03/30/2025	6,381.04
TOTAL				<u>\$9,491.54</u>

- All services for Pyramid for Public Outreach have been received. The budget appears to be under budget; however, this is due to the budget being originally based on cash payments and not period of service. Of the total expenses from Pyramid, \$33,025 of services were expensed in 2024 and \$36,672.50 is being expensed in 2025. The total budget for Pyramid over the two years was \$65,000. The contract exceeds the total budget by just over \$4,500 over the two years.
- There have been no invoices received for legal services during 2025. The last invoice received was dated December 2024 and was for services rendered throughout that month. There was a tax question posed to the attorney during March 2025. We anticipate expenses related to in the coming month.
- Bookkeeping/Fiscal Services are at 24% of the annual budget. This is due in part to work related to preparing financial statements for year-end, transition and support of the newly appointed Treasurer, and correction work with the State related to entity creation.

Seattle Social Housing Developer

Statement of Net Position

As of February 28, 2025

Substantially all disclosures required by GAAP are omitted

Assets

Current Assets

Cash and Cash Equivalents	\$ 39,701
Grant Receivable	445,500
Prepaid Items	28,530
Total Current Assets	<u>513,731</u>

Deferred Outflows of Resources - Pension

6,766

Liabilities

Current Liabilities

Accounts Payable	9,492
Payroll Liabilities	17,106
Total Current Liabilities	<u>26,598</u>

Net Position

Unrestricted Net Position	<u>493,899</u>
Total Net Position	<u><u>\$ 493,899</u></u>

Seattle Social Housing Developer
Statement of Revenues, Expenses, and Changes in Net Position
For the Two-Months Ending February 28, 2025

Substantially all disclosures required by GAAP are omitted

Operating Revenues

Local Grants	\$ 445,500
Total Operating Revenues	<u>445,500</u>

Operating Expenses

Payroll, Salaries and Taxes	41,432
Board Stipends	2,700
Professional Services	56,971
Rent	-
Other Administration	670
Total Operating Expenses	<u>101,773</u>

Increase in Net Position	343,727
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Net Position - Beginning of Year	<u>150,172</u>
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Net Position - End of Year	<u><u>\$ 493,899</u></u>
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Seattle Social Housing Developer

Statement of Budget to Actual

For the Two-Months Ending February 28, 2025

Substantially all disclosures required by GAAP are omitted

	2025 Approved Budget	Two-Months Ending 2/28/2025 Actuals	% of Budget Used
<u>REVENUES - SOURCE OF FUNDING</u>			
City of Seattle Funding	445,500	445,500	
<i>Total - Revenues</i>	<u>\$ 445,500</u>	<u>\$ 445,500</u>	100%
<u>EXPENSES - USE OF FUNDING</u>			
<i>Board Compensation</i>	\$ 21,600	\$ 2,700	12.5%
Administrative Costs			
Board Meeting Costs (Room, beverages & Video)	2,500	-	0.0%
Liability, D&O Insurance, and Worker's Compensation	9,132	-	0.0%
Other technology needs / Branding Materials	5,000	444	8.9%
Other Admin/Misc.	40,000	227	0.6%
<i>Office/Shared Space</i>			
<i>Hosting/Hospitality</i>			
<i>Telephone, Mileage, etc.</i>			
<i>Office Set-up/Misc.</i>			
Finance and Accounting Costs			
Bookkeeping/Fiscal Services	56,694	13,589	24.0%
Audit Services	5,000	-	0.0%
Professional Memberships	6,000	928	15.5%
Professional Development/Conferences/Subscriptions	8,500	-	0.0%
Personnel Costs			
CEO/Executive Director	210,000	35,000	16.7%
Taxes and Benefits	73,250	6,432	8.8%
Legal Services	50,000	-	0.0%
Consultant Services			
Compensation Consultant	10,000	-	0.0%
Public Outreach/Communications Consultant (Pyramid)	50,000	36,673	73.3%
Strategic Planning (Amy Besunder)	25,000	5,781	23.1%
Other - TBD	18,922	-	0.0%
Total - Expenses	<u>\$ 591,599</u>	<u>\$ 101,773</u>	17.2%
Increase in Net Position	(146,099)	343,727	
Beginning Net Position	146,099	150,172	
Ending Net Position	<u>\$ -</u>	<u>\$ 493,899</u>	
Percentage of Ending Net Position to Beginning Net Position		329%	

Teresa D Johnson, CPA, Inc did not perform an audit, review or compilation engagement on these financial statements, and no assurance is provided on them.

Seattle Social Housing Developer

Statement of Cash Flows

For the Two-Months Ending February 28, 2025

Substantially all disclosures required by GAAP are omitted

Cash Flows from Operating Activities:	
Cash Received from Grants	\$ -
Payments related to employees, wages and benefits	(42,971)
Cash Payments to Suppliers for Goods and Services	(108,773)
Cash Payments to Board	(2,700)
Net Cash Provided from (Used for) Operating Activities	<u>(154,444)</u>
Net Increase in Cash and Cash Equivalents	(154,444)
Cash and Cash Equivalents January 1, 2025	194,145
Cash and Cash Equivalents at End of Year	<u><u>\$ 39,701</u></u>

Reconciliation of Cash Flow from Operating Income to Operating Activities

Operating (Loss)	\$ 343,727
Adjustments to Reconcile Income from Operations to Net Cash Provided by Operating Activities:	
Change in Assets and Liabilities	
Decrease (Increase) in Grant Receivable	(445,500)
Decrease (Increase) in Prepaid Items	(500)
Increase(Decrease) in Accounts Payable	(50,632)
Increase(Decrease) in Payroll Liabilities	(1,539)
Total Adjustments	<u>(498,171)</u>
Net Cash Provided from (Used for) Operating Activities	<u><u>\$ (154,444)</u></u>

**Seattle Social Housing Developer
Transaction Report
For the Month Ending February 28, 2025**

Date	Num	Transaction Type	Name	Amount
02/01/2025		Auto Debit	Google	225.11
02/05/2025	Payroll	Payroll Check	Robert A Jimenez	5,881.20
02/06/2025	BA11	Bill Payment (Check)	DRS	1,353.62
02/14/2025	1040	Bill Payment (Check)	Pyramid Communications, Inc	33,025.00
02/14/2025	1038	Bill Payment (Check)	Amy Besunder	3,712.50
02/14/2025	1039	Bill Payment (Check)	Andy McMaylor	500.00
02/18/2025	Payroll	Tax Payment	IRS	5,714.30
02/21/2025	Payroll	Payroll Check	Robert A Jimenez	5,897.40
02/24/2025	BA12	Bill Payment (Check)	DRS	1,353.62
02/28/2025	1041	Bill Payment (Check)	Pyramid Communications, Inc	36,672.50
02/28/2025	1042	Bill Payment (Check)	Teresa D Johnson CPA Inc	7,208.09
02/28/2025	BP80	Bill Payment (Check)	Katie LeBret	300.00
02/28/2025	BP79	Bill Payment (Check)	Kayellen Zimmerman	300.00
02/28/2025	BP75	Bill Payment (Check)	Thomas Barnard	300.00
02/28/2025	BP77	Bill Payment (Check)	McKenna Jean Duffy	250.00
02/28/2025	BP78	Bill Payment (Check)	Kaileah Baldwin	200.00
				\$ 102,893.34

I, the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered or the labor performed as described, or that any advance payment is due and payable pursuant to a contract or is available as an option for full or partial fulfillment of a contractual obligation, and that the claim is a just, due and unpaid obligation against the (city/county/district), and that I am authorized to authenticate and certify to said claim.

Auditing Officer

Approved:

Chair of the Board