



**KCRHA**

King County Regional Homelessness Authority

# **Selection Committee Update: Final Board Candidates**

February 04, 2026

# Selection Process

How the Selection Committee Reviewed Each Application



# Selection Committee Role

- Time-limited, ad hoc committee to develop recommendations for the seating of the new board members on the Continuum of Care Board.
- Comprised of 5 members of the CoC Board:
  - Dorsol Plants, Kristina Sawyckyj, Tamara Bauman, Victor Loo, and Zsa Zsa Floyd
  - KCRHA provided administrative support.
- Completed Implicit Bias Orientation



# Application Criteria and Scoring

Application Area	Rating Criteria
Board Seat Selection & Eligibility	<p>Representation</p> <p>0 - Does not clearly meet the board seat eligibility - non-profit sector, service provider, general community member.</p> <p>10 - Applicant clearly meets the eligibility for one of the seat types: Elected Public Official, Law Enforcement Representation, Business Community Representation</p>
Understanding of the CoC (Questions 1 and 3)	<p>0 - Applicant does not provide any specific information regarding their knowledge or interests related to the CoC.</p> <p>5 – Applicant can clearly articulate their knowledge and skills related to the CoC.</p>
Skills and Leadership (Question 3)	<p>0- Applicant does not indicate how their leadership or skills will help people experiencing homelessness in the region.</p> <p>5 - Applicant provides concrete examples of past leadership roles and how their leadership would support and serve people with lived experience.</p>



Application Area	Rating Criteria
Theory of Change (Questions 2 and 4)	<p>0 – Applicant’s response does not indicate a thorough understanding of the Theory of Change and its impact on their leadership.</p> <p>5 – Applicant’s response demonstrates a thorough understanding of the Theory of Change and can provide multiple examples of its impact on their leadership.</p>
Overall Candidate Quality	<p>1 - Applicant did not provide clear or specific responses and did not fully answer questions. <u>I would not recommend applicant.</u></p> <p>3 - Applicant provided some thorough and thoughtful responses. However, responses lacked specificity and applicant lacks skills and connections that would qualify them as an outstanding candidate. Overall, application was acceptable, but <u>I would not recommend applicant.</u></p> <p>5 - Applicant thoroughly and thoughtfully answered all questions with clear and specific responses and indicated an outstanding level of connection to the community. Applicant brings skills, networks, expertise, experience, ideas, and enthusiasm that are representative of the leadership needed for the Board. Overall, application was a standout and <u>I recommend this applicant.</u></p>



# Application Review Process

- All applications had names and contact information redacted to support an unbiased review of merit and experiences, skills, and leadership.
- Each application was reviewed by 2 people.
- The Selection Committee used a consensus model decision-making process to determine the final nominees.



# Application Overview

- 17 people applied for a CoC Board seat.
  - 3 for the Elected Public Official seats (3 seats available)
  - 3 for the Law Enforcement seats (2 seats available)
  - 11 for the Business Community seat (1 seat available)
- 9 were determined to be seat eligible – met the requirements of representing local public officials, law enforcement and/or the business community.
- 8 of the 9 seat eligible applications met the 60% point threshold on their application
  - Those 8 brought forward as the final nominees for the CoC Membership to vote on.



# CoC Board Final Nominees

## Elected Official Seats:

- Valerie Sasson
- Rocco DeVito

## Law Enforcement Seats:

- David Sullivan
- John Urquhart

## Business Community Seat:

- Scott Schubert
- Michael Pickett
- Lisa Nitze
- Jen Carl



# Next Steps

- Applications for each final candidate posted online.
- February 11, 2026 – CoC Convening: Candidate Forum
  - CoC Membership will hear from all candidates (either directly from the candidate or via a submitted statement).
  - Voting will open that same day and be open for 30 minutes.
- Votes will be reviewed and reconciled by February 17<sup>th</sup>.
- New members will be onboarded and join the March 4<sup>th</sup> meeting.





# KCRHA

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