CoC Convening: Board Candidate Forum

February 11, 2026

Theory of Change

If we create a homelessness response system that centers people with lived experience of homelessness, then we will be able to respond to needs and eliminate inequities, in order to end homelessness for all.

KCRHA

Land Acknowledgement

The Seattle-King County Continuum of Care acknowledges that we work on the unceded traditional lands of the Coast Salish peoples, especially the first peoples of Seattle, the Duwamish people. The original stewards of the land, past and present. We honor with gratitude the land itself and the Duwamish tribe. This acknowledgement only becomes meaningful when combined with accountable relationships and informed action and is the first step in honoring the land that we today sit on and their people.

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Agenda

- Selection Committee: Role and Review Process

- Implicit Bias Video

- Candidate Statements

- Voting Process Overview

- Voting Opens Until 12:00pm

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 ZsaZsa Floyd
  - KCRHA provided administrative support.

- Completed Implicit Bias Orientation

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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.

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Application Criteria and Scoring

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

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Application Area	Rating Criteria
Theory of Change (Questions 2 and 4)	0 – Applicant's response does not indicate a thorough understanding of the Theory of Change and its impact on their leadership. 5 – Applicant's response demonstrates a thorough understanding of the Theory of Change and can provide multiple examples of its impact on their leadership.
Overall Candidate Quality	1 - Applicant did not provide clear or specific responses and did not fully answer questions. I would not recommend applicant. 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 I would not recommend applicant. 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 I recommend this applicant.

Application Overview

- 17people 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.

Implicit Bias Orientation

The Kirwan Institute for the Study of Race and Ethnicity

Candidate Statements

CoC Board Final Nominees

Elected Official Seats:	Law Enforcement Seats:	Business Community Seat:
• Valerie Sasson • Rocco DeVito	• David Sullivan • John Urquhart	• Scott Schubert • Michael Pickett • Lisa Nitze • Jen Carl

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VOTING

- Using the link in the chat:
  - For each seat type, vote YES or NO for each candidate.
  - You may vote YES for more than one candidate.
  - A candidate must receive ≥60% YES votes of votes cast to be confirmed.

Voting will officially close at 12pm. You **must** be a registered CoC Member to vote. All votes will be reviewed and validated for the final tally.

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