



# Seattle-King County Continuum of Care Board Application

Please complete the entire form and email to [coc.questions@kcrha.org](mailto:coc.questions@kcrha.org).

## CoC Board Member Expectations and Commitment

CoC Board members are expected to attend one regular meeting and participate in one subcommittee or workgroup each month, in addition to any special meetings that require a CoC Board vote. Responsibilities also include reading and responding to emails and phone calls, as well as completing other administrative tasks – up to 15 hours per month. All applicants must be able to commit to a minimum two-year term.

General Information	
Full Name & Pronouns:	Michael Pickett
Phone:	[REDACTED]
Email Address:	[REDACTED]
Zip Code:	98122
Are you able to commit up to 15 hours a month for the 3-year duration?	Yes
Please indicate which seat you are applying for:	Homeless Service Provider
Please indicate the King County region you primarily represent. (Select one).	North King County
Please indicate the sub-population(s) you directly represent.	Elders (55+), Families

## Application Questions

1. Please describe how you are a representative of the seat for which you are applying.

I serve as a Director on the board of FareStart. FareStart is a Seattle non profit that provides workforce development. We are a 30+ year old org that provides job training to over 400 people annually. I have seven years experience on the board in various roles including interim chair, vice chair, chair of finance committee and chair of governance committee.

Additionally I have 25 years of business experience in King County where I have an extensive network of clients, colleagues and friends with whom I can engage on behalf of KCRHA.

2. Tell us how you use your influence, authority, or relationships within your representative community or sector to effect change. Please include a specific example.

As chair of FareStart's Governance Committee, in 2021-23 I was Intentional about recruiting of a diverse board including people of color, students and people with lived experience. I did the same on another board as board chair and governance chair from 2021 - 2024. In both board roles, I brought organizational effectiveness principles to the board. That included work and improvement in board engagement, board assessment, board and organizational talent management and board and organizational succession planning.

For both non profit boards I was successful in both fundraising and expanding our network of partners and volunteers.

Over the last few years, I have provided pro bono consulting to non profits and non profit leaders by advising CEO's, ED's and board members on a variety of issues.

As a board member I've always strived to figure out how I can be most helpful to the organization and have always served as a strong advocate for the organization in brining in new people, engaging stakeholders, increasing the visibility of the organization and forming important, new relationships. I believe that there's an opportunity and need to do the same thing with KCRHA in both he workplace development space and in the business community.

In the workforce development, my plan would be to work with the board and other stakeholders to identify key relationships to build, understand and develop a benefit to a partnership and relationship for the organization, then form and strengthen the relationship.



3. Please describe your understanding of the Continuum of Care (CoC).

A Continuum of Care (CoC) is a local organization that coordinates housing and services funding for unsheltered people. CoC's often engage a partner, in our case, KCRHA, to perform the coordination work. Our CoC has a board, a number of committees and membership made of stakeholders in the system including providers, individuals experiencing homelessness, public service organizations and community volunteers.

4. What motivates you to be on the CoC Board? Please share your specific field of interest related to the CoC.

I want to help address homelessness and the people who are experiencing homelessness. I want to be part of the team who are focused on serving our community and stakeholders to make things better. I've been fortunate personally through my life but feel an incredible drive and responsibility to help people who are furthest from opportunity. Homelessness is the most challenging issue in our region. It's very difficult for those experiencing it, it's unjust and can be significantly reduced if we do the right things. And it's the issue in our world that matters most to me.

I have experience working on a board for a 30+ year old organization with the core mission of job training for people furthest from opportunity. I see a need for job training services to be elevated and expanded to help those working to get out of homelessness. I'd love to engage in this work as a CoC board member and participate or lead that effort on behalf of the CoC if needed.



5. Describe your vision or understanding of a successful CoC Board.

My sense is that the board is made up of a diverse set of people who work as a team to help reduce homelessness. My hope and drive would be to fit in on the board, however I best can serve, in whatever role. My hope would be that the group discusses and debates questions and issues, brings forward data and experiences and uses strong process to make decisions and drive our work. My hope is that everyone on the team can be authentic, honest, act with integrity and support decisions made by the board, even if the decisions aren't exactly what they'd want. I don't think I have a right to have a vision for the board. That group has the responsibility to develop that. My hope is to be a strong team member, fit in, support the work as best I can, and play whatever role on the team is most needed.

6. Describe your leadership experiences and style.

I will serve as leader if I'm best positioned to be in that role, but am also happy to serve in many other roles. I can be a supporter/advisor to a leader, a synthesizer, planner, thought leader, challenger, execution planner, note taker, action item tracker, energizer or team builder. And I can fill any of those roles with or without being the explicit leader.

My preferred leadership style is to be inclusive – to ask questions and engage the team in discussion. My approach is to develop a plan with the team, ensure buy in and support then manage to that while adapting for changing conditions. I enjoy giving people opportunities to grow and develop their skills and I truly enjoy advising and mentoring people. I typically synthesize what I've heard and check in with the team to see if that resonates then facilitate a plan on how to accomplish the work, or execute based on what's been done or decided. I believe in transparency and developing a process for completing the work.

I'll only lead if I'm the best person to do it and if its supported by the team. I have extensive leadership experience managing people, teams, organizations and projects. I've served on many boards, in many different roles including board president on three different boards.



7. Reflecting on the Theory of Change, please describe one way you incorporate this framework in your professional or personal life. Additionally, explain how you would integrate the Theory of Change into your work on the CoC Board and how you intend to advocate for and support the communities you represent.

KCRHA Theory of Change:

If we create a homeless response system that centers people with lived experience, then we will be able to focus on responding to needs and eliminating inequities, in order to end homelessness for all.

I've served the last year and a half (approx.) on the CoC CCPWG team. I've sought out the expertise and advice of many stakeholders to learn more, gather ideas, and try to find the best way I can plug into the ecosystem of organizations and people helping to reduce homelessness. I've participated as a community volunteer in the last few CoC convenings and have volunteered for the PIT count. I've committed to making this work my priority. My friends, colleagues and network are well aware of this, and provide encouragement and ideas for me to continue to pursue this goal.

If elected to the board I'd think of my role in a number of ways. The first would be to work with the board and other CoC stakeholders to achieve the goal of reducing homelessness. That would include collaborating, helping to reach decisions, supporting action planning and helping work with KCRHA to ensure clear roles and accountabilities and align on execution of decisions to best help those experiencing homelessness.

Second, I'm passionate about job training and workforce development and would focus time and energy to help drive this with the CoC and the board.

The third would be to represent and engage the business community. Having worked for 25+ years in the business community, I'm fortunate to have a strong network, many contacts, and credibility.

Having had two aging parents, and managed their health, well-being, housing and financial situations, I have a deep awareness and sensitivity to seniors and our aging population and would work to ensure we think carefully about the group.

My lived experience is about seeing friends and family with mental illness struggle with alcohol addiction. I've served on the board of FareStart where we help people further from opportunity – many of whom have experienced homelessness, incarceration, domestic violence and substance abuse. I served on the board of Sound Mental Health where we supported low income and homeless people with behavioral health services.

6. Do you require any accommodations or support to fully participate as a member of the CoC Board?

No

