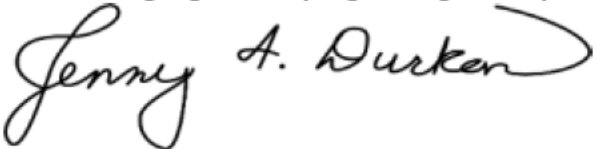




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: Eric Snow		
Board/Commission Name: Community Roots Housing Public Development Authority		Position Title: Member
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other		Term of Position: * 4/1/2021 to 3/31/2024 <input type="checkbox"/> Serving remaining term of a vacant position
Residential Neighborhood: Capitol Hill	Zip Code: 98102	Contact Phone No.: [REDACTED]
Background: <i>Eric is currently the President/COO for The Fresh Toast, a new media startup. Prior to that, he served in both regional and national leadership roles for the American Heart Association, including COO and other strategic planning positions. Eric has been a resident of Capitol Hill for over 10 years and a Seattle resident his whole life. He has extensive nonprofit board experience including serving as President of the Board of Lifelong and Past President and board member of Coyote Central. He brings over 25 years' experience in technology and operations leadership and has a proven track record of leading organizations through major change initiatives. Eric is a graduate of the University of Washington with a BA in Economics and lives with his husband and two children in north Capitol Hill.</i>		
Authorizing Signature (original signature):  Date Signed (appointed): 10/25/21		Appointing Signatory: Jenny A. Durkan Mayor

*Term begin and end date is fixed and tied to the position and not the appointment date.

Eric Snow



Leadership

Over 25 years' experience in technology and operations leadership positions from both a staff and board perspective. Proven track record of leading for-profit and non-profits through major change initiatives including mergers, leadership changes, and financial challenges. Delivering value to an organization through the use of a strong strategic planning process and development of key performance indicators. Current experience in media, healthcare, social services and childhood education. Strong IT, Finance, Facilities and HR experience within large (\$800 million) and small (\$2 to \$15 million) organizations.

Work Experience:

Digital Director

Project Coco

2015-Present

Providing technological oversight and leadership for new media company based in Seattle and New York with a January 2016 launch. Main focus on delivering a digital content platform enabling the distribution to multiple endpoints by working with design Firms and consultants in the media industry.

- Overall Strategic Planning
- Digital Engagement Strategies
- Organizational Planning
- Program Management

IT/CIO/COO Consulting

Center for Digital Business Transformation

2014-Present

Focused on providing both **Advisory** and **Consulting** Services to small and mid-sized companies in the non-profit sectors including:

- Overall Strategic Planning
- Interim CIO/COO Staffing
- Digital Engagement Strategies
- Talent Development
- Organizational Planning
- IT Assessments
- Building Business Technology Frameworks
- Program Management

Coyote Central

Vice President - Board of Directors (Present)

Coyote Central challenges young adolescents to build competence and creativity through hands-on workshops with professionals in creative fields. Independent problem-solving with sophisticated skills at Coyote builds adolescents' confidence and expands their sense of personal possibility.

Mary's Place

Pro-Bono Consulting (Present)

Empowering homeless women and families to reclaim their lives by providing shelter, nourishment, resources, healing and hope in a safe community.

American Heart Association

Director, Business Relationship Management

2006 – 2013

- Built a Business Relationship Management team (8-10) which provided day to day integration into business units for the purpose of developing technology solutions that deliver on the organizations strategic plan.
- Developed tools to enable facilitation of solution scenario planning sessions, creating/tracking technology roadmaps, developing funding proposals and quantifying and validating business value through a business technology framework.
- Team supported over 20 lines of business with a technology spend of \$5-6 million per year.
- Led architecture review team for the purposes of consistent enterprise solution strategy based on business directions.

American Heart Association

Director, Program Management Office

2006 – 2013

- Responsible for building and maintaining a Program Management Office team (20+) including Project Managers, Business Analysts, Trainers and Change Management staff.
- This team delivered high priority solutions for the organization by adopting industry best practices around methodologies and standards (Waterfall, agile, ITIL, etc.), along with demand management practices based on a governance framework.
- Track and report on Key Performance Indicators for the organization.
- Typical Portfolio included managing an average of 40 projects costing \$15-20 million per year including staff costs.
- Major accomplishments included multiyear development of organization grant application system (grants@heart), major ERP implementations and 30+ Web property based projects,

American Heart Association

Senior Vice President, Corporate Operations (COO)

2003-2006

- Responsible for all operations within a 10 state region (Pacific Mountain Affiliate) with Revenues of \$35 million.
- Successfully oversaw the merger of three existing regions into one with consolidation of systems, staff, facilities, policies and procedures and volunteer management in a twelve month period.
- Facilities: Opened, moved or closed over 30 sites during 4 year period. Included lease negotiation, build outs, staffing and training with onsite personnel.
- Finance: Overall budgeting responsibilities and development of financial metrics with reporting responsibilities to volunteer committee.
- Human Resources: Managed overall aspects of HR for 250 staff including hiring and development.
- Information Technology: Significant responsibility to drive operational efficiencies through the use of technology and general oversight of IT strategies and daily operations.
- Grants: Responsible for regions participation in the grant application process covering the budgeting, review and reporting processes.
- Board & Committees: staffed and supported both the Board of Directors and the Operations and Finance committee. Responsible for recruitment, relationship building and reporting.

Lifelong

Board of Directors (President 2010)

2006-2012

Lifelong's mission is to empower people living with or at risk of HIV/AIDS to lead healthier lives. Responsible for overall strategic planning and oversight for the \$20-\$25 million organization.

- Spokesperson for the organization including involvement in the international ANSA (AIDS Nutrition Services Alliance)
- On the ground visit to Cape Town Townships and the local Ikamva Labantu organization.
- Led Executive Director Search committee during 2011.

American Heart Association

Vice President, Information Technology - Northwest Affiliate

1998-2002

- Responsible for all aspects of Information Technology within the Northwest Affiliate (Alaska, Idaho, Montana, Oregon and Washington).
- Responsibilities included Infrastructure, networking, customer support, project management, staff management, and budget development.

Education:

University of Washington

B.S., Economics

Center for Creative Leadership

Strategic Leadership Course

Rome Betts Award Winner (Technology)

Skills:

Strategic Planning, Relationship building, Team Development, Portfolio Management, KPI, Exchange, Lync, Microsoft Dynamics, Vendor Negotiations, Budget Management, Security, Infrastructure, Mobile, KT Decision Making, SharePoint, Governance Structure design, Program/Project Management, Microsoft SharePoint, Office365, Dynamics, ATG, Exact Target, Blackbaud, PeopleSoft, Oracle E1, Workforce, Siebel, Microsoft Project.

Community Roots Housing Public Development Authority

OCTOBER 2021

No less than 11 members and no more than 15 members: Pursuant to RCW 35.21.730 and Seattle Municipal Code 3.110, *all* members subject to City Council confirmation, 3-year terms:

- 3 Mayor-appointed
- 8 to 12 Other Appointing Authority-appointed (specify): CHH Governing Council

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5	1.	Member	George Staggers	4/1/20	3/31/23	2	Governing Council
3	M	3	3.	Member	Frank F Alvarado III	4/1/21	3/31/24	4	Governing Council
	F		3.	Member	Sarah Cubillos	4/1/20	3/31/23	1	Governing Council
2	F	4	4.	Member	Michelle Purnell-Hepburn	4/1/20	3/31/23	1	Governing Council
6	M	3	5.	Member	Paul Breckenridge	4/1/20	3/31/23	2	Governing Council
6	F	3	6.	Member	Jill Cronauer	4/1/20	3/31/23	2	Governing Council
6	F	3	7.	Member	Rachel Ben-Shmuel	4/1/19	3/31/22	3	Governing Council
2	F	N/A	8.	Member	Michelle Morlan	4/1/20	3/31/23	1	Governing Council
6	M	3	9.	Member	Bob Fikso	4/1/20	3/31/23	2	Governing Council
2	F	3	10.	Member	Barbara Nabors-Glass	4/1/21	3/31/24	3	Governing Council
6	M	3	11.	Member	Drew Porter	4/1/18	3/31/21	3	Governing Council
6	M	3	12.	Member	Eric Snow	4/1/21	3/31/24	2	Mayor
6	M	7	13.	Member	Chasten Fulbright	4/1/20	3/31/23	2	Mayor
9	F	7	14.	Member	Shalimar M. Gonzales	4/1/20	3/31/23	2	Mayor
4	M	3	15.	Member	Derrick Belgarde	4/1/19	3/31/22	2	Governing Council

SELF-IDENTIFIED DIVERSITY CHART

			(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)		
	Men	Women	Transgender	Unknown	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other (Specification Optional)	Caucasian/ Non- Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	2	1								2			1
Council	6	6				4	1	1		5			
Other													
Total	8	7				4	1	1		7			1

- Key:**
***D** List the corresponding *Diversity Chart* number (1 through 9) – Diversity information is self-identified & voluntary
****G** List *gender*, M = Male, F= Female, T= Transgender, U= Unknown
RD Residential Council District number 1 through 7 or N/A