



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Fynnieceo Glover Jr.</i>		
Board/Commission Name: <i>Equitable Development Initiative Advisory Board</i>		Position Title: <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment	City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Appointing Authority: <input checked="" type="checkbox"/> City Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other:	Term of Position: * 3/1/2023 to 2/28/2026 <input checked="" type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: South Seattle	Zip Code: 98178	Contact Phone No.: [REDACTED] [REDACTED]
Background: <p>Fynnieceo "Niecko" Glover, Jr. is being recommended for appointment to the EDI Advisory Board, bringing a wealth of experience and a deep commitment to equity. His diverse skill set, extensive background in economic development, and dedication to community engagement make him a valuable asset to the board. Niecko's work has consistently demonstrated a focus on inclusive initiatives, participatory processes, and uplifting marginalized voices, aligning perfectly with the board's goals.</p> <p>Niecko Glover boasts over a decade of hands-on experience in engaging and supporting vulnerable communities. As a former Economic Development Manager for the City of Seattle, Niecko was instrumental in promoting equitable growth in the Rainier Beach neighborhood. His role involved strategizing for sustainable economic development, job creation, and fostering community partnerships. Niecko also spearheaded participatory budgeting initiatives with King County Local Services, ensuring that community members had a direct say in how public funds were allocated.</p> <p>Niecko is currently pursuing a degree in city and urban regional planning at Alabama A&M University, an HBCU, reflecting his commitment to continuous learning and professional development. He holds several certifications, including as a Certified Life Coach and in Interview Skills & Resume Writing from New Skills Academy. Niecko aspires to start a development firm focused on helping youth gain access to development jobs, aligning with his ongoing projects in Rainier Beach, including securing ARPA investments and collaborating with community stakeholders. His vision extends to creating more educational facilities and reintroducing workforce trade programs in high schools to support youth in gaining applied job skills and trades experience.</p>		

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

Throughout his career, Niecko has demonstrated a strong focus on equity and community-centered work. He has led large-scale events, served on nonprofit boards, and championed initiatives aimed at addressing community needs. His leadership in these areas showcases his ability to create inclusive environments where all voices are valued. Notably, he has received awards such as the Most Social Impact Award and the Rainier Beach Unsung Hero Award, recognizing his tangible contributions to social impact and community building. Niecko's commitment to community empowerment is further exemplified by his co-founding of grassroots organizations like Sprout, which provides programs for at-risk youth, and his involvement with King County Equity Now, where he is a founding member. These roles highlight his ability to initiate and lead impactful community projects that address the needs of underserved populations.

Niecko's deep roots in Seattle, particularly in West and South Seattle, inform his understanding of local challenges and opportunities. He is actively involved in anti-displacement efforts and community organizations like King County Equity Now and Africatown, and he has worked on participatory budgeting in Skyway. His advocacy for preventing displacement and fostering community building is driven by a passion for health, wealth, and opportunity access for historically marginalized communities. Niecko aims to bring a sense of newness and youthful representation to the EDI Advisory Board. His focus on community-driven solutions and his dedication to empowering diverse communities align with the board's mission to create an inclusive future. Niecko's ability to engage stakeholders, build relationships, and develop innovative solutions will be invaluable in his role on the board.

In summary, Niecko Glover's extensive experience, community-focused mindset, and unwavering commitment to equity position him as an exceptional addition to the Equitable Development Initiative Advisory Board. Niecko's deep community roots and strong commitment to engaging BIPOC youth, and desire to support diverse communities self-directed advocacy and action is impressive. His extensive experience includes a mix of recreational services, event coordination, community management, and business development, underpinned by a dedication to fostering inclusive and equitable opportunities for underserved populations. His proactive approach to fostering inclusive growth and development will undoubtedly contribute to the EDI Board's efforts to create a more equitable Seattle.

Authorizing Signature (original signature):



Date Signed (appointed):

June 25, 2024

Appointing Signatory:

Councilmember Morales

FYNNIECKO GLOVER JR

A hard working, relationship focused, highly motivated individual who is an ambitious community builder. Strong communicator with an extensive background in customer service skills, proven to be a great team player who thrives in a competitive, fast paced environment. Extremely self-motivated and is readily adaptable to changing atmospheres seeking to be placed in an environment for equitable change for all, as part of a progressive transition to build community knowledge and cultivating innovative ways to pass to the next generation .

HIGHLIGHTS OF SKILLS AND CERTIFICATIONS

- ❖ Customer Service
- ❖ Impacting youth in the community
- ❖ Answering phone calls and questions
- ❖ Forklift Certification
- ❖ Videography/ Photography
- ❖ Certified Life Coach - New Skills Academy Jan 2021
- ❖ Coordinate Outreach
- ❖ 2020 Most Social Impact Award - Urban Impact
- John Maxwell Leadership Training – April 2018
- OSHA 10
- Flaggers Certification
- CPR & First Aid
- Zola Healing Ambassador
- Chart reading & Reporting
- Community Liaisons

RELEVANT EXPERIENCE

Economic Development Manager: As an Economic Development Manager, I played a vital role in driving and implementing strategies that promote sustainable economic growth and enhance the overall well-being of Rainier Beach community. My primary responsibility were be to engage stakeholders, attract investment, foster business development, and create an environment conducive to economic prosperity. By effectively managing projects and collaborating with various partners, I contributed to job creation, increased revenue, and the long-term success of the community.

Responsibilities:

1. **Economic Development Strategy:** Develop and execute comprehensive economic development strategies that align with the vision and goals of the region or community. Conduct thorough research, analyze data, and identify key sectors and opportunities for growth, innovation, and diversification.

2. **Stakeholder Engagement:** Foster and maintain strong relationships with local businesses, government entities, community organizations, educational institutions, and other key stakeholders. Collaborate with them to understand their needs, address challenges, and create synergistic partnerships to support economic development initiatives.

3. **Business Attraction and Retention:** Identify target industries and actively pursue opportunities to attract new businesses, entrepreneurs, and investors to the region. Showcase the benefits and advantages of the community, coordinate site visits, and provide assistance and resources to facilitate business establishment and expansion. Implement retention strategies to support existing businesses and encourage their continued growth.

4. **Entrepreneurship and Small Business Support:** Cultivate a thriving entrepreneurial ecosystem by providing resources, mentorship programs, and networking opportunities to support aspiring entrepreneurs and small business owners. Collaborate with local organizations and educational institutions to develop initiatives that nurture innovation, encourage startups, and enhance the success of small businesses.

5. **Project Management:** Lead and oversee economic development projects from initiation to completion. Develop project plans, establish timelines, allocate resources, and monitor progress. Coordinate with internal teams, external consultants, and stakeholders to ensure projects are executed efficiently, within budget, and aligned with strategic objectives.

6. **Marketing and Promotions:** Develop and implement marketing campaigns and promotional activities to attract investment, talent, and visitors to the region. Utilize various channels, including digital marketing, social media, trade shows, and conferences, to raise awareness, showcase opportunities, and position the community as an attractive destination for business and economic growth.

7. Grants and Funding: Identify and pursue available grants, funding opportunities, and economic incentives at the local, state, and federal levels. Prepare grant applications, collaborate with stakeholders, and secure financial support for economic development projects. Monitor compliance and reporting requirements associated with funded initiatives.

8. Data Analysis and Reporting: Collect, analyze, and interpret economic data, market trends, and performance indicators to inform decision-making and measure the impact of economic development efforts. Prepare comprehensive reports, presentations, and updates for stakeholders, government officials, and community leaders.

Customer Relations Management System (CRM) : As a Customer Relations Manager, My critical role in ensuring customer satisfaction, building strong relationships, and driving loyalty. primary responsibility was to lead and inspire a customer service team, develop customer-centric strategies, and resolve escalated customer issues. By delivering exceptional service and fostering positive experiences, I would contribute to customer retention, revenue growth, and the overall success of the organization.

Responsibilities:

1. Customer Relationship Management: Develop and execute effective customer relationship management strategies to enhance customer satisfaction, loyalty, and advocacy. Build strong relationships with key customers, understanding their unique needs, and providing personalized solutions.

2. Team Leadership and Development: Lead, mentor, and motivate a high-performing customer service team. Set clear objectives, provide ongoing coaching, and foster a positive team culture centered around delivering outstanding service.

3. Escalated Issue Resolution: Serve as the primary point of contact for resolving complex or escalated customer issues. Investigate problems, propose appropriate solutions, and ensure prompt resolution while maintaining a focus on customer satisfaction.

4. Customer Feedback Analysis: Collect, analyze, and leverage customer feedback to gain valuable insights into customer preferences, pain points, and overall satisfaction. Use this data to drive continuous improvement initiatives across the organization.

5. Process Optimization: Identify opportunities to streamline customer service processes, policies, and procedures. Implement changes that enhance efficiency, reduce response times, and improve the overall customer experience.

6. Relationship Building: Cultivate strong relationships with key accounts, strategic partners, and stakeholders. Collaborate with sales and account management teams to identify growth opportunities and ensure customer needs are met effectively.

7. Customer Retention Strategies: Develop and implement initiatives focused on customer retention and loyalty. Implement customer engagement programs, loyalty rewards, and personalized communication strategies to strengthen relationships and increase customer lifetime value.

8. Performance Measurement and Reporting: Establish key performance indicators (KPIs) for customer service and regularly track performance against set goals. Generate reports to assess customer satisfaction, resolution rates, and other relevant metrics. Provide insights and recommendations for improvement to senior management.

Community Business Manager: As the Community Business Manager is responsible for overseeing the operations and growth of a community-focused business or organization. This role involves engaging with the local community, building relationships with stakeholders, managing business operations, and implementing strategies to drive success

Key Responsibilities:

1. Develop and implement business strategies and plans that align with the organization's goals and objectives, while catering to the needs of the local community.

2. Establish and maintain strong relationships with community members, local businesses, organizations, and relevant stakeholders to build a supportive network and foster a sense of community engagement.

3. Serve as a point of contact for community members, addressing inquiries, concerns, and feedback promptly and professionally.

4. Plan and execute marketing and promotional initiatives to attract and retain customers, ensuring the business remains competitive and relevant in the community.

5. Manage day-to-day business operations, including staff supervision, inventory management, financial oversight, and customer service.
6. Monitor market trends, consumer preferences, and competitor activities to identify opportunities for business growth and improvement.
7. Collaborate with internal teams, such as marketing, finance, and operations, to coordinate efforts and achieve business objectives.
8. Organize and facilitate community events, workshops, and partnerships to promote the business and create positive experiences for community members.
9. Identify and pursue partnerships with local businesses, community organizations, and nonprofits to support mutual growth and benefit.
10. Stay informed about community development initiatives, local regulations, and industry trends that may impact the business, and adjust strategies accordingly.

LEASING CONSULTANT - As a Leasing Consultant, I was an integral part of a dynamic team responsible for leasing and managing residential properties. I would be one the primary point of contact for prospective tenants, providing exceptional customer service and assisting them throughout the leasing process. My role will involve showcasing properties, answering inquiries, conducting thorough screenings, and ensuring a seamless leasing experience.

Responsibilities:

1. **Customer Service and Tenant Relations:** Welcome prospective tenants, respond to inquiries promptly, and provide detailed information about available properties, leasing terms, and community amenities. Cultivate positive relationships with tenants, address their needs and concerns in a timely manner, and strive for high tenant satisfaction.
2. **Property Showcasing:** Conduct property tours, highlighting the unique features and benefits of each unit. Demonstrate a comprehensive knowledge of the property layout, floor plans, and amenities to help potential tenants make informed decisions. Showcase the value and lifestyle offered by the community.
3. **Lease Administration:** Prepare accurate leasing agreements, review lease terms, and ensure all necessary documentation is complete and properly executed. Maintain organized records of leasing activities, including tenant information, lease terms, move-in/move-out dates, and rental payments.
4. **Marketing and Outreach:** Collaborate with the marketing team to develop effective strategies for attracting prospective tenants. Utilize various advertising channels, online platforms, and social media to market available units and increase visibility. Engage with local businesses and community organizations to generate leasing leads.
5. **Rental Inquiries and Application Processing:** Respond promptly to rental inquiries, provide detailed information about the application process, and guide potential tenants through the necessary steps. Review and screen rental applications, conduct background and credit checks, and make informed decisions based on established rental criteria.
6. **Lease Renewals and Rent Collection:** Proactively communicate with tenants nearing lease expiration to discuss renewal options and ensure timely lease renewals. Update lease agreements as necessary, coordinate move-in/move-out processes, and effectively track rent collection and payment records.
7. **Market Analysis and Competitor Research:** Stay updated on local rental market trends, including rental rates, occupancy rates, and competitor offerings. Conduct market analysis to identify opportunities for rent adjustments, lease incentives, and occupancy optimization strategies.
8. **Compliance and Legal Requirements:** Maintain a strong understanding of fair housing laws, leasing regulations, and compliance requirements. Ensure full adherence to all legal and regulatory obligations throughout the leasing process.

Event Coordinator- The Event Coordinator is a detail-oriented professional responsible for planning, organizing, and executing a wide range of events to create exceptional experiences for clients and attendees. my role involves overseeing all aspects of event logistics, vendor coordination, budget management, and client communication. The Event Coordinator works closely with internal teams and external stakeholders to ensure seamless event execution and deliver memorable results.

Key Responsibilities:

1. Collaborate with clients to understand their event objectives, preferences, and budgetary constraints, translating their vision into actionable event plans.
2. Develop comprehensive event concepts, themes, and timelines, incorporating innovative ideas to create engaging experiences.
3. Manage all logistical aspects of events, including venue selection, contract negotiation, vendor coordination, equipment rentals, and permits.
4. Create detailed event plans and timelines, outlining tasks, responsibilities, and deadlines to ensure smooth execution.
5. Source and manage relationships with vendors, suppliers, and service providers, ensuring quality service delivery within budgetary guidelines.
6. Monitor event budgets, track expenses, and propose cost-saving measures to optimize financial resources.
7. Oversee event setup, including seating arrangements, staging, decorations, audiovisual equipment, and catering services.
8. Coordinate event marketing and promotion efforts, collaborating with the marketing team to develop effective strategies and maximize event visibility.
9. Maintain open communication with clients and stakeholders, providing regular updates, addressing concerns, and managing expectations.
10. Execute on-site event management, coordinating staff, troubleshooting issues, and ensuring a seamless experience for attendees.

PROFESSIONAL EXPERIENCE

FEDEx EXPRESS Truck Control Agent	<i>2016-2017</i>
CAREER STRATEGIES INC. Leasing Consultant	<i>2017</i>
ASSOCIATED RECREATION COUNCIL (ARC) Youth Counselor	<i>2017-2018</i>
CITY OF SEATTLE Recreation Attendant	<i>2017-2019</i>
CITY OF SEATAC Recreation Attendant	<i>2018-2019</i>

King County Parks and Recreation Recreational Specialist	2019-2021
Sprout Co-Founder	2019- <i>Present</i>
VECA Electric Electrical Apprentice	2019-2020
King County Equity Now Founder, Event Coordinator	2020-2021
City Of Seattle Rainier Beach Economic Development Manager	2021- <i>Present</i>
Rainier Beach Action Coalition Community Business Manager	2021- <i>Present</i>

EDUCATION

High School Diploma- West Seattle High School

Highline College	2015-2016
ANEW Pre-Apprenticeship	2018
IBEW 46 - Apprenticeship Program	2019-2020
New Skills Academy - Interview Skills & Resume Writing Cert	2021
New Skills Academy - Life Coaching Certification	2021
Alabama A&M - City & Regional Planning	2022- Present

VOLUNTEER EXPERIENCE

Special Olympics/Unified Sports	2013-2015
EYN Solutions	2011- <i>Present</i>
Rep N Step	2018- <i>Present</i>
Night to Shine (Tim Tebow Foundation)	2019-2020
Juneteenth	2020- <i>Present</i>
Umoja Festival	2020- <i>Present</i>
Africatown Education and Innovation Board of Directors	2020- <i>Present</i>
Rainier Beach BooBash	2021

Awards & Highlight

C.H.A.M.P.S Seattle fundraising event raised a total of \$22,000 dollars for Halloween events for the Rainier Beach Community for youth

State of Africatown Seattle 2022 Watoto Award winner for community builder

City of Seattle Neighborhood Economic Recovery Award winner recipient, providing strategies for recovery efforts in Rainier Beach, The neighborhood was able to obtain a total of \$235,000 to support small businesses.

Leukemia & Lymphoma Society - Visionary of the Year Canadaite in Seattle, WA

Led the largest Juneteeth festival in Seattle,WA Bringing out over 30k people for the holiday

Urban Impact Seattle Awarded Fynnieceko - 2020 Most Social Impact Award

Created 25 Job opportunities with Port of Seattle, Successfully secured career opportunities for youth and young adults in community

Rainier Beach Unsung Hero Award - Business of Excellence July 2023

Equitable Development Initiative Advisory Board

13 Members: Pursuant to *Ordinance 119887*, all members subject to City Council confirmation.

- a) Initial members in positions 3, 6, 9, 12, and 13 shall be members of the Equitable Development Initiative’s Interim Advisory Board as of the effective date of this ordinance
 - b) The initial terms for positions 1, 3, 4, 6, 8, 10, and 13 shall be one year
 - c) The initial terms for positions 2, 5, 7, 9, 11, and 12 shall be two years
 - d) All subsequent terms shall be for three years. With the exception of initial positions 3, 6, 9, 12, and 13 no member shall serve more than two consecutive three-year terms
- 3 City Council-appointed
 - 3 Mayor-appointed
 - 7 Other Appointing Authority-appointed (specify): Initial appointments by Interim Advisory Board, subsequent appointments by Advisory Board

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
			1.	Member	Denise Perez Lally	3/1/2022	2/28/2025	1	Mayor
			2.	Member	Evelyn Allen	3/1/2023	2/28/2026	2	Mayor
			3.	Member	John Rodriguez	3/1/2022	2/28/2025	1	Mayor
			4.	Member	Lindsay Goes Behind	3/1/2022	2/28/2025	1	City Council
			5.	Member	Fynnieceo Glover Jr.	3/1/2023	2/28/2026		City Council
			6.	Member	Kaleb Germinaro	3/1/2024	2/28/2027	2	City Council
			7.	Member	Mark R. Jones	3/1/2022	2/28/2025	2	Board
			8.	Member	Jamie Madden	3/1/2024	2/28/2027	2	Board
			9.	Member	Tiffany Kelly-Gray	3/1/2023	2/28/2026	1	Board
			10.	Member	Diana Paredes	3/1/2022	2/28/2025	1	Board
			11.	Member	Eliana Horn	3/1/2023	2/28/2026	1	Board
			12.	Member	Jennell Hicks	3/1/2023	2/28/2026	2	Board
			13.	Member	Sophia Benalfew	3/1/2022	2/28/2025	1	Board

SELF-IDENTIFIED DIVERSITY CHART

	Male		Female		LGBTQ/ Transgender	NB/ O/ U	(1) Asian	(2) Black/ African American	(3) Hispanic/ Latino	(4) American Indian/ Alaska Native	(5) Other	(6) Caucasian/ Non- Hispanic	(7) Pacific Islander	(8) Middle Eastern	(9) Multiracial
Mayor	1	2	1					1	1						1
Council	2	1						2		1					
Other	4	3				1	1	4	1			1			
Total	6	7													

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List gender, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary. 3