



## City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Shalimar M. Gonzales</i>		
<b>Board/Commission Name:</b> <i>Community Roots Housing</i>		<b>Position Title:</b> <i>Member</i>
<input type="checkbox"/> Appointment OR <input checked="" type="checkbox"/> Reappointment		<b>City Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		<b>Term of Position: *</b> <i>4/1/2023</i> <b>to</b> <i>3/31/2026</i>  <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
<b>Residential Neighborhood:</b> <i>Tukwila</i>	<b>Zip Code:</b> <i>98168</i>	<b>Contact Phone No.:</b> <i>[REDACTED]</i>
<b>Background:</b> <i>Shalimar is a nonprofit professional who started her career working in arts-based youth programs. Shalimar is the CEO of Solid Ground, building community to end poverty. She previously worked at YMCA of Greater Seattle in various roles for over 17 years. Shalimar is engaged in national level change management, community development, diversity, inclusion, and equity work, and global capacity building.</i>		
<b>Authorizing Signature (original signature):</b>  <b>Date Signed (appointed):</b> <i>April 10, 2023</i>		<b>Appointing Signatory:</b> <i>Drew Porter</i>  <i>Community Roots Housing Governing Council, Board Chair</i>

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

# Shalimar M. Gonzales

## PROFESSIONAL EXPERIENCE

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### **Chief Executive Officer, Solid Ground**

*Seattle, WA (2021-present)*

Directly responsible for the overall operations of social impact organization with 300 staff and over \$32M in operating revenue. Ensure all programs and services align with community needs and are supported by a financial model that is sustainable and rooted in racial equity and social justice.

- Design and lead organizational strategy in region and national context
- Design and implement annual operational plans, goals, and objectives for the organization
- Provide direct oversight and supervision to senior level staff in organization
- Provide staff leadership to Board of Directors, including doubling the size of the board in first six months of role
- Leading organization and departments through periods of growth and transition with visioning and change management

### **District Executive, YMCA of Greater Seattle**

*YMCA of Greater Seattle, WA (2019-2020)*

Directly responsible for the overall operations of five YMCA locations with over 500 staff and \$30M operating revenue. Provide direct oversight and supervision to senior level staff in organization

- Provide leadership to organization's diversity, inclusion, and equity work; including developing the framework for equity and social justice department
- Provide leadership to regional fundraising efforts; raising over \$2.5M annually
- Manage portfolio of public and private donors; stewarding multi-year gifts to support our mission
- Leading five community advisory boards (58 members) through process to help lead and support efforts to become an anti-racist organization
- Lead real-time strategic planning process using human centered design practices to develop community focused programs and workforce development
- Design new product profiles increasing the value of monthly membership
- Developed accountability metrics including performance measurement tools and goals for staff and partnering agencies
- Implemented a new matrix organizational structure; shifting staff to new roles and better aligning product creation with product delivery

### **Interim Senior Branch Executive, YMCA of Greater Seattle**

*West Seattle and Fauntleroy YMCA, WA (2018-2019)*

Directly responsible for the overall operations of two suburban YMCA locations with over 200 staff and \$8M operating revenue that serve over 12,000 residents annually. In addition, supervise and support the operations of one urban YMCA location with over 150 staff and \$4M operating revenue.

- Served as the Interim Regional Executive for the organization during permanent leadership search process; totaling five locations, 500 staff, and \$16M in operating revenue
- Led organizational wide initiatives with positive outcomes in the areas of diversity, inclusion, and equity, and global partnerships
- Managed a portfolio of individual donors and have directly raised over \$1M in corporate, foundation, and individual gifts

- Provided leadership to advisory board (12 members) including necessary documents and resources to support board chair in supporting organization
- Recruited six new board members to provide input from a cross section of service areas
- Significantly heightened the level of visibility and accountability in the areas of program quality and outcome measurement within the region
- Developed board and community engagement resources that are being used throughout organization

#### **Branch Executive, YMCA of Greater Seattle**

*West Seattle and Fauntleroy YMCA, WA (2017-2018)*

Directly responsible for the overall operations of two suburban YMCA locations with over 200 staff and \$8M operating revenue that serve over 12,000 residents annually.

- Diversified volunteer and staff leadership to ensure we are representational of our service area
- Aligned branch practices to organizational goals and objectives through collaborative leadership
- Engaged and supported association-wide reorg process that brought about cross-facility collaboration
- Level set performance expectations; cascading down to all levels of leadership
- Managed significant mandated minimum wage changes over a three-year period that resulted in increased net and revenue and improved staff satisfaction

#### **Branch Executive, YMCA of Greater Seattle**

*Meredith Mathews East Madison YMCA, WA (2014-2017)*

Transitioned the Meredith Mathews East Madison YMCA from what was a historically financially underachieving facility in the areas of membership growth, program quality and sustainability, safety, and aquatics into one of the organizational leaders in those areas.

- Was the staff lead in the development of a five-year comprehensive strategic plan that engaged staff, board members, and key stakeholders
- Grew fundraising by \$30,000 in first year and \$50,000 in second year
- Supported the merger of a stand-alone youth development non-profit incorporating their staff, programs, and community relations into the YMCA brand
- Grew board from three members to twelve highly engaged members donating over \$20,000 annually

### **COMMUNITY AND BOARD SERVICE**

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#### **Board Chair, Community Roots Housing (formerly Capitol Hill Housing)**

*Seattle, WA (2017 to Present)*

Community Roots Housing builds vibrant and engaged communities through affordable housing and community development. CRH owns and manages 49 affordable housing properties throughout King County.

### **EDUCATION**

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#### **Seattle University**

**Seattle, WA**

- Bachelor of Arts- Liberal Studies  
*In Progress*

# Community Roots Housing Preservation and Development Authority

**15** Members: Pursuant to [RCW 35.21.660, 35.21.670, and 35.21.730-755, and Seattle Municipal Code Ch. 3.110], all members subject to City Council confirmation, 3-year terms however, for initial terms should be as follows:

1, 4, 7, and 10 shall be for one year; initial terms for positions 2, 5, 8, and 11 shall be for two years; and initial terms for positions 3, 6, and 9 shall be for three years.

- **11** City Council-appointed
- **3** Mayor-appointed
- **1** Other Appointing Authority-appointed (specify): non-voting member/ Emerging Leader Fellow (Board selected).

## Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
2	M	5	1.	Secretary	George M. Staggers	Apr 1, 2023	March 31, 2026	Third Term	City Council
3	F	3	2.	Vice Chair	Frank Alvarado	Apr 1, 2021	March 31, 2024	Second Term	City Council
2	F	4	3.	Member	Sara Cubillos	Apr 1, 2023	March 31, 2026	Third Term	City Council
3	M	3	4.	Member	Michelle Purnell-Hepburn	Apr 1, 2021	March 31, 2024	First Term	City Council
			5.	Member	VACANT				
6	F	6	6.	Treasure	Jillian Cronauer	Apr 1, 2023	March 31, 2026	Third Term	City Council
4	M	N/A	7.	Vice Chair	Derrick Belgarde	Apr 1, 2022	March 31, 2025	Second Term	City Council
2	F	N/A	8.	Member	Michelle Morlan	Apr 1, 2021	March 31, 2024	First Term	City Council
6	M	3	9.	Member	Bob Fikso	Apr 1, 2023	March 31, 2026	Fourth Term	City Council
6	F	3	10	Member	Kristin Winkel	Nov 1, 2022	March 31, 2024	First Term	City Council
6	M	3	11.	Chair	Drew Porter	Apr 1, 2021	March 31, 2024	Fourth Term	City Council
6	M	3	12.	Member	Eric Snow	Apr 1, 2021	March 31, 2024	Second Term	Mayor
6	M	3	13.	Member	Chasten Fulbright	Apr 1, 2020	March 31, 2023	Second Term	Mayor
9	F	N/A	14.	Immediate Past Chair	Shalimar M. Gonzales	Apr 1, 2023	March 31, 2026	Third Term	Mayor
9	F	3	15.	Resident Member	Saunatina Sanchez	Aug 1, 2022	March 31, 2025	First Term	City Council
2	M	N/A	16.	Non-Voting Member	Shaun Frazier	Apr 1, 2023	March 31, 2026	Second Term	Board Selected

## SELF-IDENTIFIED DIVERSITY CHART

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

## 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.*