



SEATTLE CITY COUNCIL

Housing, Arts, and Civil Rights Committee

Agenda

Wednesday, May 27, 2026

2:00 PM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Dionne Foster, Chair
Eddie Lin, Vice-Chair
Joy Hollingsworth, Member
Debora Juarez, Member
Alexis Mercedes Rinck, Member

Chair Info: 206-684-8809; Dionne.Foster@seattle.gov

[Watch Council Meetings Live](#) [View Past Council Meetings](#)

Council Chamber Listen Line: 206-684-8566

The City of Seattle encourages everyone to participate in its programs and activities. For disability accommodations, materials in alternate formats, accessibility information, or language interpretation or translation needs, please contact the Office of the City Clerk at 206-684-8888 (TTY Relay 7-1-1), CityClerk@Seattle.gov, or visit <https://seattle.gov/cityclerk/accommodations> at your earliest opportunity. Providing at least 72-hour notice will help ensure availability; sign language interpreting requests may take longer.



SEATTLE CITY COUNCIL
Housing, Arts, and Civil Rights Committee
Agenda
May 27, 2026 - 2:00 PM

Meeting Location:

Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

Committee Website:

<https://seattle.gov/council/housing-arts-and-civil-rights>

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Please register in advance in order to be recognized by the Chair. Details on how to register for Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at <https://www.seattle.gov/council/committees/public-comment>. Online registration to speak will begin one hour before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting.

In-Person Public Comment - Register to speak on the public comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting.

Please submit written comments no later than four business hours prior to the start of the meeting to ensure that they are distributed to Councilmembers prior to the meeting. Comments may be submitted at Council@seattle.gov or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104. Business hours are considered 8 a.m. - 5 p.m. Comments received after that time will be distributed after the meeting to Councilmembers and included as part of the public record.

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

Members of the public may address items on the agenda and matters within the purview of the committee. Please register in advance to be recognized by the Chair.

D. Items of Business

1. [Appt 03505](#) **Appointment of Kim Kkwafkwao as member, Seattle Human Rights Commission, for a term to July 22, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Sebastian Wilson, Seattle Office for Civil Rights

2. [Appt 03506](#) **Appointment of J. Queen Adams as member, Seattle Human Rights Commission, for a term to July 22, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Sebastian Wilson, Seattle Office for Civil Rights

3. [Appt 03507](#) **Appointment of David J. Isaak as member, Seattle Human Rights Commission, for a term to July 22, 2027.**

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Sebastian Wilson, Seattle Office for Civil Rights

4. [Appt 03508](#) Appointment of Thomas Geffner as member, Seattle Social Housing Public Development Authority Governing Council, for a term to May 22, 2027.

Attachments: [Appointment Packet](#)

Briefing, Discussion, and Possible Vote

Presenter: Chair Foster

E. Adjournment



Legislation Text


File #: Appt 03505, **Version:** 1

Appointment of Kim Kkwafkwao as member, Seattle Human Rights Commission, for a term to July 22, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Kim Kkwafkwao</i>		
Board/Commission Name: <i>Seattle Human Rights Commission</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 type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>	Term of Position: * 7/23/2025 to 7/22/2027 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>	
Residential Neighborhood: <i>Northgate</i>	Zip Code: <i>98133</i>	Contact Phone No.: <i>Private information</i>
Background: <i>Kim has been volunteering as a community representative on the Human Rights Commission Housing and Homelessness Task Force and is excited to take on the responsibilities of a full member. She is also a member of WashPIRG at the University of Washington, and has contributed to their efforts in affordable healthcare advocacy and helping to mobilize students in support of state policies. Kim has also volunteered with the New Voters Project, an initiative aimed at increasing voter participation among young people. She believes that meaningful change starts with working with local communities looks forward to continuing to engage with diverse communities and research policies that impact marginalized groups as a Human Rights Commissioner.</i>		
Authorizing Signature (original signature): 	Appointing Signatory: <i>Katie B. Wilson</i> <i>Mayor of Seattle</i>	
Date Signed (appointed): 04/02/2026		

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

Kim Kkwafkwao

EXPERIENCE

CBRE, Seattle — *Meetings and Events Coordinator*

March 2025 - Present

- Assists with logistics, coordination and day-of execution of meetings, conferences and events.
- Provide support for attendees.
- Responsible for post event storage and inventory of tables, chairs, AV equipment and communicates timing on cleaning services.

North Helpline Food Bank, Seattle — *Volunteer*

March 2024 - Present

- Distribute food and essential supplies to people.
- Assist with organizing and stocking food items to ensure efficient distribution.

WashPIRG, University of Washington — *Member*

October 2023 - June 2024

- Collaborated with a team of students on public interest initiatives, including the New Voters Project, to strengthen democratic engagement and encourage voter participation.
- Assisted in outreach and fundraising efforts to raise awareness and support for affordable healthcare policies.
- Conducted research to promote awareness and drive policy change in Seattle and Washington State.

Kappa Kappa Gamma, Seattle — *VP Membership*

November 2022 - November 2023

- Managed a set budget, allocating resources effectively to meet recruitment and membership goals.
- Led the planning, coordination, and execution of multiple large-scale recruitment events, successfully increasing chapter membership.
- Developed and maintained a comprehensive database of over 400

SKILLS

- Communication skills
- Problem solving skills
- Organizational skills
- Research
- Adaptability
- Multitasking
- Proficient in Microsoft Office Suite
- Ability to operate office machinery
- Leadership skills
- Detail oriented

EDUCATION

University of Washington
Bachelor's Degree [2024]

LANGUAGES

English (Fluent)
French (Proficient)

potential recruits, ensuring efficient communication and tracking.

- Organized and streamlined logistics for recruitment meetings and chapter events, including scheduling, venue coordination, and attendee management.

The Westin, Seattle — *Front Desk Agent*

June 2022 - August 2022

- Efficiently managed guest reservations and maintained comprehensive guest records, ensuring a seamless check-in/check-out process.
- Collaborated with cross-functional teams to enhance guest satisfaction and resolve issues.
- Processed payments and managed financial transactions.
- Managed travel arrangements for guests.

Aritzia, Seattle — *Boutique Associate*

July 2021 - March 2022

- Delivered high-quality customer service by providing personalized shopping assistance and recommendations.
- Conducted inventory counts, ensuring stock accuracy and contributing to smooth store operations.

Seattle Human Rights Commission

March 2026

21 Members: Pursuant to *SMC 3.14.920*, all members subject to City Council confirmation, 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to *SMC 3.51*:

- 8 City Council-appointed
- 9 Mayor-appointed (includes 1 Get-engaged Mayor position)
- 4 Other Appointing Authority-appointed: Commission-appointed

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	F		1.	Member	Bryannah Quander	7/23/25	7/22/27	2	City Council
1	M		2.	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
4	F		3.	Member	Amy Bailey	7/23/25	7/22/27	1	City Council
7	F		4.	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
			5.	Member	VACANT	7/23/25	7/22/27	1	City Council
7	M		6.	Member	Kyle Tibbs	1/23/24	1/22/26	1	Mayor
2	F		7.	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
			8.	Member	VACANT	7/23/25	7/22/27	1	Commission
7	F		9.	Member	Beverly Smith	7/23/24	7/22/26	1	Mayor
3	M		10.	Member	Avery Hultgren	7/23/24	7/22/26	1	City Council
5	M		11.	Member	Brandon Monson	7/23/24	7/22/26	1	Mayor
			12.	Member	VACANT	7/23/26	7/22/28	1	City Council
			13.	Member	VACANT	7/23/25	7/22/27	1	Mayor
			14.	Member	VACANT	7/23/25	7/22/27	1	City Council
5	F		15.	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
4	M		16.	Get Engaged	Hector Garcia	9/1/25	8/31/26	1	Mayor
7	M		17.	Member	Phillip Lewis	7/23/24	7/22/26	1	City Council
2	F		18.	Member	Katie Gonser	1/23/24	1/22/26	3	Mayor
			19.	Member	VACANT	7/23/25	7/22/27	1	Commission
7	M		20.	Member	Nicholas Leydon	1/23/24	1/22/26	1	Commission
3	F		21.	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

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	4	4				2	1		1	3			
Council	2	3			1	1				1			1
Comm	1	0		1						1			
Total	7	8		1	1	3	1		1	5			1

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

Key: *D 1 through 7 or N/A -Diversity info is self-identified and voluntary.



Legislation Text

File #: Appt 03506, **Version:** 1

Appointment of J. Queen Adams as member, Seattle Human Rights Commission, for a term to July 22, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *J. Queen Adams*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

Appointment **Reappointment** ***Term of Position:** *7/23/2025 to 7/22/2027*

Serving partial term (eligible for full terms thereafter)

Appointing Authority: City Council Mayor Other: *Insert Appointing Authority*

City Council Confirmation Required? Yes No

Residential Neighborhood: *Downtown*

Appointee brief overview:

Queen has spent her life helping others which eventually led to her involvement in human rights advocacy including anti-war and anti-discrimination efforts. Queens stands up for marginalized voices and those that don't have a seat at the table. She seeks to end homelessness and human rights violations in Seattle. With a Masters of Arts in Pastoral Ministry, Paralegal Certificate in Immigration Law, and Human Rights Consultant Certificate she believes she will be a thoughtful and contributing member of the commission.

Appointing Authority Signature:

Date Signed: 5.14.26

Appointing Authority Printed Name and Title:

Councilmember Dionne Foster

J. Queen Adams

PROFESSIONAL PROFILE

Dedicated, compassionate teacher and youth care worker committed to using my education and experience to provide a first-class education to my students. Determined to help students compete and thrive in the area of innovative English and Spanish language instruction in a culturally sensitive manner. Develop engaging curricula and activities to enhance the learning environment with fun and creativity. TESOL-certified. Certificate in immigration law.

AREAS OF EXPERTISE

- ◆ ESL Instruction
- ◆ Spanish Language Instruction
- ◆ At-risk youth care worker
- ◆ Writing / Editing
- ◆ Crisis Intervention
- ◆ Administrative Assistance

SUMMARY OF RELEVANT QUALIFICATIONS

- ◆ Tutor for elementary, intermediate and advanced ESL students. Teach Spanish and to adult student and Reading to elementary school students in the public school system.
- ◆ ESL Tutor for students worldwide. Help students with varying degrees of English knowledge learn English with conversation classes and company-sponsored curricula. Help students prepare for professional exams, interviews and applications for entrance to universities. Edit personal and professional content. Always aim to maintain a positive learning environment.
- ◆ Teacher's Aide for unaccompanied minors ages 12 to 17 in government-run migrant shelters. Teach ESL classes. Prepare classroom for teachers, assist students with classwork, correct assignments, assess student educational levels, troubleshoot technical issues with Zoom and resolve other issues as they arise. Maintain a positive learning environment.

- ◆ Substitute teacher for several charter schools in the greater Houston area. Teach core and specialized subjects including reading, math, English and Spanish to students in grades one through 12. Follow teacher's lesson plans in a way that ensures consistency and optimal learning and that encourages students to participate. Assign classwork according to lesson plans. Maintain a well-managed classroom and positive learning environment. Supervise students out of the classroom such as in the hallways and in the cafeteria.
- ◆ Mentor at-risk youth in a maximum watch oversight program for children in the custody of juvenile prison systems, state custody or private institutions. Provide guidance and compassionate care to troubled youth, ages 8—18, who come from backgrounds of abuse, criminal activity or where parental rights have been terminated. Intervene in conflicts among the youth, employing anger management techniques to diffuse tensions and to redirect aggressive behavior. Daily document behaviors, activities, and any issues of special concern. Write incident reports and recommend needed action to counselors for follow-up. First Aid Certification. Trained in CPI, HIPPA regulations, trauma-based care and de-escalation techniques
- ◆ Taught English as a Second Language to non-native, adult speakers from various countries. Taught in a multicultural learning environment that emphasized respect for diversity, and enabled international students to learn about their fellow students' cultures. Developed weekly lesson plans for adult students of various ages and intellectual capabilities. Fostered a culture of teamwork to assist students who needed extra help in comprehending English grammar. Monitored students' progress and conferred with other teachers to improve the continuity and pertinence of the lessons and learning objectives. Because many students were seeking to become US citizens, I structured lessons around matters of practical living. Wrote curricula in conjunction with assigned textbooks to make the lessons relevant to the needs of students. Drafted and corrected homework assignments, prepared and administered exams and subsequently corrected them. When the Founder of Lado International Institute paid a surprise visit to the school, he overheard the laughter in my class and later told me, "That's the way it's supposed to be done."
- ◆ Taught Spanish language to students in grades K1 to eighth grade. Developed and created engaging lesson plans to increase their proficiency of the Spanish language as well as aid their learning of Spanish and Hispanic cultures around the world. Graded homework,

designed and administered proficiency exams and communicated with the school principal regarding the needs of the students. Enriched the learning environment with age-appropriate educational games and activities, including a field trip where students were only allowed to speak Spanish. Employed real-life dialogues to reinforce classroom training.

- ◆ Freelance writer/editor for individuals, groups and companies. Drafted resumes, cover letters and letters of inquiry. Aided applicants in their search for employment and provided relevant references. Proofread and edited books, large technical documents, legal briefs and employee training manuals. Also wrote technical training materials for an IT help desk, and a large, international call center.

- ◆ As a student teacher, I taught ESL classes to Spanish students from the University of Sevilla in Seville, Spain. Through this practicum, I was able to put the teaching strategies and methodologies learned in my ESL class into practice. After viewing my student performance, my professor told me that I had a “gift to teach.”

PROFESSIONAL EXPERIENCE

ESL Tutor and Spanish Teacher, Varsity Tutors, Inc., Boston, MA, 2023—present
ESL Tutor, Cambly, Inc., San Francisco, CA, 2021—2023
Teacher's Aide, Krucial Staffing, Houston, TX, 2019—present (on-call work)
Bilingual Substitute Teacher, Kelly Services, Houston, TX, 2019—2022
Direct Care Staff, Georgia Baptist Children's Home, 2015—2019
Freelance Writer / Editor, Chattahoochee Hills, GA, 2001—present

EDUCATION

Certificate in Immigration Law, University of Georgia, Athens, GA, 2018
120 Hours TESOL Certification, International Open Academy, July, 2018
Bachelor of Arts in Communications / Spanish, Heidelberg College, Tiffin, OH

SEATTLE HUMAN RIGHTS COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51:

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of May 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Bryennah Quander	7/23/25	7/22/27	2	City Council
2	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
3	Member	Amy Bailey	7/23/25	7/22/27	1	City Council
4	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
5	Member	J. Queen Adams	7/23/25	7/22/27	1	City Council
6	Member	Kyle Tibbs	1/23/24	1/22/26	1	Mayor
7	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
8	Member	VACANT	7/23/25	7/22/27	1	Commission
9	Member	Beverly Smith	7/23/24	7/22/26	1	Mayor
10	Member	Avery Hultgren	7/23/24	7/22/26	P	City Council
11	Member	Brandon Monson	7/23/24	7/23/26	P	Mayor
12	Member	VACANT	7/23/26	7/22/28	1	City Council
13	Member	Zoe Stylianides	7/23/25	7/22/27	1	Mayor
14	Member	David Isaak	7/23/25	7/22/27	1	City Council
15	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
16	Get Engaged	Hector Garcia	9/1/25	8/31/26	1	Mayor
17	Member	Phillip Lewis	7/23/24	7/23/26	1	City Council
18	Member	Katie Gonser	1/23/24	1/22/26	P	Mayor
19	Member	VACANT	7/23/25	7/22/27	1	Commission
20	Member	Nicholas Leydon	1/23/24	1/22/26	1	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	4	5					2		4	1				2
Council	3	4				1	1		1				1	3
Other	1	1		1					1					1
Total	8	10		1		1	3		6	1			1	5

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	2	2	2	3	2	0	7	0

*P is for partial initial term. Appointee is eligible for full terms thereafter.



Legislation Text

File #: Appt 03507, **Version:** 1

Appointment of David J. Isaak as member, Seattle Human Rights Commission, for a term to July 22, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *David J. Isaak*

Board or Commission Name: *Seattle Human Rights Commission*

Position Title: *Member*

Appointment **Reappointment** ***Term of Position:** *7/23/2025 to 7/22/2027*

Serving partial term (eligible for full terms thereafter)

Appointing Authority: City Council Mayor Other: *Insert Appointing Authority*

City Council Confirmation Required? Yes No

Residential Neighborhood: *Queen Anne*

Appointee brief overview:

David’s career has been grounded in a commitment to strengthening the relationship between people and the institutions that serve them, with a focus on expanding civic participation, advancing equity, and ensuring that communities can engage meaningfully in public life. Over nearly two decades in public service, he has worked at the intersection of governance, community engagement, and human rights—designing programs and systems that elevate community voice, improve accountability, and promote inclusive decision-making.

David served in senior leadership roles with the U.S. Agency for International Development, where he directed large-scale programs focused on democratic governance, rule of law, and human rights. He managed complex portfolios, led multicultural teams, and worked closely with governments, civil society organizations, and community leaders to advance justice, accountability, and inclusion. And, in his current role with the City of Bellevue, he leads a portfolio of neighborhood outreach and civic engagement programs that connect residents with local government and with one another.

David believes that inclusive civic participation and the protection of human rights are deeply interconnected. Communities are strongest when residents feel they belong, when their voices are heard, and when institutions are accountable to them.

Appointing Authority Signature:

Date Signed: 5.14.26

Appointing Authority Printed Name and Title:

Councilmember Dionne Foster

David J. Isaak

Seattle, Washington

PROFILE

Public service leader, city planner, and democracy practitioner with nearly two decades of experience designing and leading large-scale civic engagement, governance reform, and community development initiatives across local, national, and international contexts.

Proven track record leading multicultural teams and building partnerships among government agencies, civil society organizations, and community stakeholders. Deep expertise in participatory governance, civic infrastructure, and community-centered program design.

Currently serving in local government in the Puget Sound region, leading neighborhood outreach and civic engagement programs that connect residents with municipal decision-making and strengthen inclusive participation across diverse communities.

AREAS OF EXPERTISE

Neighborhood Outreach and Civic Engagement Systems
Deliberative Democracy and Participatory Governance
Public Sector Leadership and Program Management
Community Partnerships and Coalition Building
Urban Governance and Participatory Planning
Equity, Inclusion, and Cross-Cultural Engagement
Public Dialogue, Facilitation, and Conflict Navigation
Policy Development and Institutional Reform

PROFESSIONAL EXPERIENCE

Neighborhood Outreach Manager

City of Bellevue, Washington – Community Development Department

2025–Present

Lead Bellevue’s neighborhood outreach and community engagement strategy, overseeing a comprehensive portfolio of programs designed to strengthen civic participation, neighborhood leadership, and resident connection to local government.

- Direct a citywide suite of **civic engagement and neighborhood programs** serving a diverse and rapidly growing population, including:
 - **Bellevue Essentials** – a competitive, multi-week civic leadership program engaging residents in deep learning on city operations, policy, budgeting, and governance, with alumni actively participating in boards, commissions, and community leadership roles.
 - **Experience Bellevue** – a citywide engagement platform offering immersive workshops, city tours, and interactive programming that connects residents to services, infrastructure, and decision-making processes.
 - **Cultural Conversations** – a long-running dialogue initiative that fosters cross-cultural understanding, community storytelling, and relationship-building across Bellevue’s diverse communities.
 - **NeighborLink and Block Party Program** – supports resident-led neighborhood events, service activities, and community-building initiatives that strengthen social cohesion and local leadership.
 - **Neighborhood Enhancement Program (NEP)** – supports resident-driven neighborhood improvement projects through structured proposal, prioritization, and implementation processes.
- Lead strategic efforts to expand participation among historically underrepresented communities, including immigrant populations, multilingual residents, and communities with limited prior engagement in civic processes.
- Oversee language access and inclusive outreach strategies, ensuring programs and communications are accessible across Bellevue’s highly diverse population.
- Supervise and mentor staff responsible for program delivery, community partnerships, and public engagement initiatives, fostering a collaborative and high-performing team culture.
- Facilitate public meetings, community dialogues, and cross-cultural engagement events, often navigating complex community dynamics and competing priorities.
- Build and sustain partnerships with neighborhood associations, community-based organizations, nonprofits, and informal community leaders to strengthen grassroots engagement and trust.
- Coordinate across city departments—including planning, transportation, public safety, and utilities—to align engagement efforts and improve responsiveness to community needs.
- Contribute to citywide initiatives focused on community trust, civic participation, and inclusive governance, including preparation for major regional events and long-term growth planning.

Director, Office of Education and Democracy & Governance

U.S. Agency for International Development (USAID)

U.S. Embassy Maputo, Mozambique | 2023–2025

Led one of USAID’s largest integrated portfolios, combining education, governance, and civic engagement to strengthen democratic institutions and public service delivery.

- Directed a \$175M portfolio spanning primary education, democratic governance, rule of law, civil society, and independent media.
- Designed and implemented the U.S. Government’s strategy for Mozambique’s 2024 general elections, including civic education, electoral integrity, media engagement, and legal defense for detained civil society actors.
- Led national-level civic engagement initiatives reaching millions of citizens through community radio, media partnerships, and public outreach campaigns.
- Partnered with the Attorney General’s Office and Supreme Court to:
 - Launch Mozambique’s first digital asset declaration system for public officials
 - Support digitization of national case tracking systems
 - Expand access to justice through mobile court initiatives
- Managed engagement with the Global Partnership for Education (\$300M+ pooled fund), aligning donor investments and national education strategy.
- Coordinated with multilateral partners (World Bank, UN agencies, IMF) to align governance and public financial management reforms.
- Supervised 11 staff overseeing 13 mechanisms and 150+ personnel, providing leadership, coaching, and performance management.
- Navigated complex political and operational challenges, including democratic backsliding, protests, and institutional instability.

Director, Office of Democracy, Rights, and Governance

USAID – U.S. Embassy Kathmandu, Nepal

2019–2023

Directed one of USAID’s most complex democracy portfolios, focused on institutional reform, civic participation, and public accountability.

- Managed an \$80M+ portfolio across electoral reform, rule of law, human rights, and civic engagement.
- Designed and led a \$46M flagship democratic reform initiative integrating civic education, local governance strengthening, and digital engagement tools.

- Supported governance reform across all 753 municipalities, enabling participatory planning, improved procurement systems, and local service delivery improvements.
 - Led national voter engagement campaigns generating 40M+ social media interactions, the most successful youth-targeted campaign in South Asia.
 - Spearheaded Nepal's successful entry into the Open Government Partnership and supported development of its first national e-governance roadmap.
 - Piloted civic trust and gender audits of judicial institutions, directing resources toward underserved regions.
 - Co-chaired UNDP and EU governance working groups managing \$100M+ pooled donor funds.
 - Led efforts supporting anti-trafficking policy reform, contributing to Nepal's ratification of the Palermo Protocol.
 - Supervised and mentored a 13-person multicultural team, building leadership pipelines and strengthening institutional capacity.
-

Development and Stabilization Advisor

Southern Syria Assistance Platform – U.S. Embassy Amman 2016–2019

Led U.S. government stabilization and governance programming in conflict-affected regions of Syria.

- Managed a \$140M portfolio supporting local governance, service delivery, and economic recovery in opposition-held and post-ISIS areas.
 - Facilitated community-led planning processes for water, electricity, health, and education services benefiting over 300,000 people.
 - Negotiated agreements between conflict actors to restore essential infrastructure, including reopening hospitals and irrigation systems.
 - Represented the U.S. government in the Syria Recovery Trust Fund, coordinating with EU and Gulf donors.
 - Produced political economy analyses and research on civic trust, service delivery, and displacement dynamics.
 - Served in frontline deployments coordinating with humanitarian and civilian partners under high-risk conditions.
-

Senior Development Policy Advisor

USAID – Bureau for Policy, Planning and Learning

Washington, DC | 2013–2014

Led high-level policy development connecting governance reform, inclusion, and poverty reduction.

- Co-led U.S. government strategy on ending extreme poverty, shaping global policy frameworks.
 - Co-authored USAID's first LGBT Vision for Action, advancing inclusive development policy.
 - Designed participatory policy processes engaging civil society organizations worldwide.
 - Managed evidence synthesis and worked with leading think tanks to inform policy decisions.
 - Drafted briefings for senior U.S. government leadership, including the President's Global Development Council.
-

Program Officer

USAID – Madagascar and Comoros

2010–2013

- Managed monitoring, evaluation, and program design for an \$80M+ multi-sector portfolio across health, education, and humanitarian assistance.
 - Led participatory program design processes to strengthen community ownership and sustainability.
 - Served as gender advisor, integrating demographic analysis into program strategy.
-

Director of Community Development

Community Development Support Association

Enid, Oklahoma | 2008–2009

- Led grassroots community development initiatives focused on housing, early childhood development, and social services.
 - Directed a \$3M capital campaign to redevelop a former Superfund site into a 40,000 sq. ft. nonprofit center.
 - Built bipartisan coalitions across local government, nonprofits, and community stakeholders.
 - Facilitated community forums and needs assessments to ensure resident-driven program design.
-

Organizational Development Consultant
Habitat International Coalition – Santiago, Chile
2007

- Conducted institutional assessment of global civil society networks focused on land and housing rights.
 - Designed reform strategies to improve governance, coordination, and advocacy effectiveness.
-

EDUCATION

Massachusetts Institute of Technology (MIT),
2016 Master in City Planning (MCP)

Lund University, Sweden, 2008
M.A., Development Studies and Management

University of Oklahoma, 2003
B.A., International and Area Studies, magna cum laude

HONORS

USAID Meritorious Honor Awards (multiple)
U.S. Department of State Superior Honor
Awards MIT Urban Governance Fellowship
Harvard Caroline Cady Huey Award for Diplomatic Service

LANGUAGES

English (native)
Portuguese
(professional)
French and Spanish (intermediate)

SEATTLE HUMAN RIGHTS COMMISSION

21 Members: Pursuant to SMC 3.14.920, all members subject to City Council confirmation, 2-year terms except for the Get Engaged member who will serve a 1-year term pursuant to SMC 3.51:

- 8 City Council-appointed
- 9 Mayor-appointed
- 4 Other Appointing Authority-appointed:

Roster as of May 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Bryennah Quander	7/23/25	7/22/27	2	City Council
2	Member	Trevor Duston	7/23/25	7/22/27	1	Mayor
3	Member	Amy Bailey	7/23/25	7/22/27	1	City Council
4	Member	Gwen McCullough	7/23/25	7/22/27	1	Mayor
5	Member	J. Queen Adams	7/23/25	7/22/27	1	City Council
6	Member	Kyle Tibbs	1/23/24	1/22/26	1	Mayor
7	Member	Mariam Sulayman Koss	1/23/24	1/22/26	1	City Council
8	Member	VACANT	7/23/25	7/22/27	1	Commission
9	Member	Beverly Smith	7/23/24	7/22/26	1	Mayor
10	Member	Avery Hultgren	7/23/24	7/22/26	P	City Council
11	Member	Brandon Monson	7/23/24	7/23/26	P	Mayor
12	Member	VACANT	7/23/26	7/22/28	1	City Council
13	Member	Zoe Stylianides	7/23/25	7/22/27	1	Mayor
14	Member	David Isaak	7/23/25	7/22/27	1	City Council
15	Member	Kim Kkwafkwao	7/23/25	7/22/27	1	Mayor
16	Get Engaged	Hector Garcia	9/1/25	8/31/26	1	Mayor
17	Member	Phillip Lewis	7/23/24	7/23/26	1	City Council
18	Member	Katie Gonser	1/23/24	1/22/26	P	Mayor
19	Member	VACANT	7/23/25	7/22/27	1	Commission
20	Member	Nicholas Leydon	1/23/24	1/22/26	1	Commission
21	Member	Miranda Catsambas	7/23/24	7/22/26	1	Commission

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/ African American	American Indian/ Alaska Native	White/ non-Hispanic	Hispanic/ Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor	4	5					2		4	1				2
Council	3	4				1	1		1				1	3
Other	1	1		1					1					1
Total	8	10		1		1	3		6	1			1	5

City Council districts represented

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total	2	2	2	3	2	0	7	0

*P is for partial initial term. Appointee is eligible for full terms thereafter.



Legislation Text

File #: Appt 03508, **Version:** 1

Appointment of Thomas Geffner as member, Seattle Social Housing Public Development Authority Governing Council, for a term to May 22, 2027.

The Appointment Packet is provided as an attachment.



City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: *Thomas Geffner*

Board or Commission Name: *Seattle Social Housing Public Development Authority*

Position Title: Member

Appointment **Reappointment** ***Term of Position:** 5/23/2023 to 5/22/2027

Serving partial term (eligible for full terms thereafter)

Appointing Authority: City Council Mayor Other: *Insert Appointing Authority*

City Council Confirmation Required? Yes No

Residential Neighborhood: *Denny Triangle*

Appointee brief overview: Thomas Geffner’s career has focused on creating and preserving affordable housing through innovative, mission-driven real estate development. Over the course of his professional experience, Thomas has led the sourcing, underwriting, financing, and execution of complex multifamily and affordable housing projects across the Pacific Northwest.

His experience spans projects totaling more than 2,770 housing units and \$926 million in development value. He has worked as a development manager in both nonprofit and private-sector environments, structuring transactions that combine LIHTC, HUD financing, tax-exempt bonds, institutional equity, and philanthropic investment. In his current role with Great Expectations SPC, he leads acquisitions and development efforts, with a focus on innovative financing strategies and rapid housing delivery. He is experienced in aligning public agencies, lenders, investors, consultants, and community stakeholders to advance complex real estate transactions from concept through execution.

Appointing Authority Signature:

Date Signed: 5/13/2026

Appointing Authority Printed Name and Title:

Councilmember Dionne Foster

Thomas Geffner

AFFORDABLE HOUSING DEVELOPMENT PROFESSIONAL

Development Manager for 2,774 units of affordable housing with total value of \$926M+

Highly successful career in affordable housing development and finance. Track record demonstrating innovation, efficiency and leadership across all phases of the real estate development cycle. Fast learner adept at navigating complexity. Experienced in both non-profit and for-profit contexts.

Financial Structuring

Process Improvement

Project Design

Sourcing Opportunities

Team Leadership

Excel Modeling

Project Management

Stakeholder Relations

Negotiations

PROFESSIONAL EXPERIENCE

Acquisitions and Development Manager, Great Expectations SPC, Seattle, WA, October 2025 – Present. *Mission-Driven Affordable housing developer with focus on non-tax credit financing structures.*

As Acquisitions and Development manager, I am responsible for building a pipeline of new projects for the firm, leading sourcing, underwriting, and execution of complex real estate transactions across the Pacific Northwest. My role involves structuring and closing deals using layered capital stacks (HUD, tax-exempt bonds, agency debt, institutional equity and philanthropic investments), while coordinating lenders, investors, public agencies, and legal teams.

Development Manager, Community Roots Housing, Seattle, WA, Jan 2023 – July 2024 *Public Development Authority with 40 year track record of innovation, including 2015 ULI Global Award for Excellence.*

As Development Manager, I was the project lead responsible for a portfolio of six new construction developments including projects in feasibility, permitting, construction and lease up. In this role, I managed external consultants and oversaw two internal development associates. I left this role voluntarily to attend graduate school at the University of Cambridge.

- **Achieved \$5.5M in project cost savings** through astute management of value engineering process, deployment of innovative bond structure, and optimization of funding draw schedule. Projects included HTF, County, City, and 4% LIHTC funding.
- **Obtained permits along with \$500k+ project savings** by building key relationships with Seattle Mayor's office and negotiating significant concessions from the city.
- **Secured additional funding commitments and converted to perm financing on \$100M project.** Project entered my portfolio behind schedule and over budget. Conversion required full re-underwriting, negotiation with Freddie Mac, conduit bank lender, and tax credit investor. Also oversaw successful lease up in soft market.
- **Lead negotiator for acquisition of \$6M development site.** Structured purchase with partial seller carry, secured land acquisition financing from Seattle Office of Housing.

Thomas Geffner – Page 2

Development Associate, DevCo LLC, Seattle, WA, June 2022 – Jan 2023

Vertically integrated LIHTC developer active in 10 states with portfolio of 10,000+ units.

As Development Associate, my responsibilities included sourcing opportunities, managing consultant teams, underwriting, due diligence review, and project closing. My portfolio included 5 ongoing projects and acquisition activities in 6 state. I reported to regional dev. manager.

- **Led successful financial closing on 3 acquisition-rehab projects**, including 4% LIHTC and HUD financing. Primary point of contact for lender, investor and HUD due diligence during closing. Resolved potential issues proactively and diplomatically.
- **Identified opportunities in new markets.** Led underwriting, diligence and planning process for expansion states. This included review of tax credit allocation and city planning policies and establishing key relationships with agency and city staff.
- **Supervised project teams** including architecture, engineering, environmental, relocation, and other consultants in order to keep projects on schedule and on budget.

Project Manager, GMD Development, Seattle, WA, July 2019 – May 2022

Private developer with 2,600 unit portfolio across Western United States.

As Project Manager, my responsibilities included managing existing projects and conducting feasibility and due diligence for new opportunities. I reported directly to firm partners and gained wide exposure to development, including underwriting, project design, construction management, permitting and entitlements, lease-up, financial closing and investor relations.

- **Completed 492 multifamily homes** and started construction on an additional 218 homes spread across 6 projects, 2 states and 5 cities. Utilized 4% and 9% LIHTC, tax exempt bonds, recycled bonds, Amazon Equity Fund, and Evergreen Impact Fund.
- **Built key operational infrastructure** including new proforma template, draw tracking system and budget log to enable greater efficiency and project control.
- **Sourced 153 unit development opportunity** through network of brokerage connections. Project was previously entitled. Worked with architecture team to redesign project and optimize design for alignment with business plan.

EDUCATION

University of Cambridge: *M. Phil in Planning, Growth and Regeneration, Dissertation: The Alchemy of Mixed Use: Developer Strategies to Navigate Risk and Create Value in Mixed Use Real Estate. July 2025*

Portland State University: *Bachelor of Arts in Social Science with minor in Real Estate Development, Summa Cum Laude. GPA 3.90. March 2018.*


Full project list available on request.

SEATTLE SOCIAL HOUSING PUBLIC DEVELOPMENT AUTHORITY

13 Members: Pursuant to Initiative 135, Charter of the Seattle Social Housing Public Development Authority, 2 members subject to City Council confirmation, with 4-year terms.

- 2 City Council-appointed
- 1 Mayor-appointed
- 1 MLK, Jr. County Labor Council appointed
- 1 Governing Council appointed
- 1 Green New Deal Oversight Board appointed
- 7 Seattle Renters' Commission appointed

Roster as of May 2026

Position Number	Position Title	Appointee Name	Term Begin Date	Term End Date	*Term Number	Appointed By
1	Member	Ryan Driscoll	5/23/25	5/22/29	1	Seattle Renters' Commission
2	Member	Leah N. Salerno	5/23/25	5/22/29	1	Seattle Renters' Commission
3	Member	Becca Book	5/23/25	5/22/29	1	City Council
4	Member	Carl F. Nelson	5/23/26	5/22/30	1	Seattle Renters' Commission
5	Member	ChrisTiana ObeySumner	5/23/26	5/22/30	1	Seattle Renters' Commission
6	Member	Joshua Nadel	5/23/26	5/22/30	1	Mayor
7	Member	Kaileah Baldwin	5/23/23	5/22/27	1	Seattle Renters' Commission
8	Member	Thomas Barnard	5/23/23	5/22/27	1	Seattle Renters' Commission
9	Member	Olivia R. Butkowski	5/23/23	5/22/27	1	Seattle Renters' Commission
10	Member	Karen E.G. Estevenin	5/23/23	5/22/27	1	MLK, Jr. County Labor Council
11	Member	Joshua Sellers Park	5/23/23	5/22/27	P	Governing Council
12	Member	Thomas Geffner	5/23/23	5/22/27	P	City Council
13	Member	VACANT	5/23/23	5/22/27		Green New Deal Oversight Board

Self-identified diversity chart

Appointing Authority	Male	Female	Transgender	Non-Binary	N/A	Asian	Black/African American	American Indian/Alaska Native	White/non-Hispanic	Hispanic/Latinx	Pacific Islander	Middle Eastern	Multi-racial	N/A
Mayor														
Council														
Other														
Total														

City Council districts represented

*P is for partial initial term. Appointee is eligible for full terms thereafter.

Council District	District 1	District 2	District 3	District 4	District 5	District 6	District 7	N/A
Total								

*P is for partial initial term. Appointee is eligible for full terms thereafter.