




# City of Seattle Boards & Commissions Notice of Appointment

<b>Appointee Name:</b> <i>Debra Salls</i>		
<b>Board/Commission Name:</b> <i>Seattle LGBT Commission</i>		<b>Position Title:</b> <i>Member</i>
<input checked="" type="checkbox"/> <b>Appointment</b> OR <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input checked="" type="checkbox"/> Council <input type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Specify appointing authority</i>		<b>Term of Office:</b> <i>Confirmation 04/30/17</i>
<b>Residential Neighborhood:</b> <i>Southeast District</i>	<b>Zip Code:</b> <i>98118</i>	<b>Contact Phone No.:</b>
<b>Legislated Authority:</b> <i>SMC 3.14.920, SMC 3.14.921, SMC 3.51.010, Ordinance 118392, Ordinance 120871</i>		
<b>Background:</b>  I grew up in Minneapolis and have lived in St Louis and Chicago and moved to Seattle for my position as Executive Director at Bike Works. I have a BA in Socio-cultural Anthropology and a M.Ed. in Youth Development Leadership from the University of MN, as well as a M.A in Nonprofit Management from Washington University in St Louis. I have spent the past twenty years in youth development work and nonprofit management.  Helping young people to become better leaders, explore their communities and expand their world view has been a theme in my life and career. Bike Works innovatively elevates the bicycle to a tool for education and transformation, which inspires me. I am passionate about social justice for our communities, youth empowerment, leadership development, civic engagement, our environment and social innovation.  I have served on a number of non-profit boards and city taskforces over the years including LGBTQ boards, advisory, activist groups over the years including PROMO PAC in St Louis, MO founding the LGBTQ Film festival, Q Fest in St Louis, serving as the Campus advisor for the student LGBTQ group at Washington University as well as the steering committee for the national YMCA LGBTQ Affinity Employee Resource group while I lived in Chicago.		
<b>Date of Appointment:</b>	<b>Authorizing Signature (original signature):</b> 	<b>Appointing Signatory:</b> <i>Councilmember Bruce Harrell</i> <i>Seattle City Council</i>

# DEBRA SALLS

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## **SKILLS AND QUALIFICATIONS**

Accomplished nonprofit manager

Innovative leader and adept implementer of new initiatives

Effective team leader with ability to build local and national networks

Skilled trainer and with extensive experience in leadership development

Strategic planner for organizational growth and increased impact

Successful financial development professional and enterprising financial manager

Experienced developer of community partnerships and relationships with multiple levels of stakeholders

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## **EXPERIENCE**

### ***Executive Director***

#### **Bike Works- Seattle, WA**

**2011- Present**

- Oversight and management of operations including robust youth programs, retail shop, volunteer programs and a comprehensive recycling department.
- Management, supervision and development of staff team.
- Development of the Board of Managers as a team and in leadership roles on various committees.
- Responsible for financial development and fiscal management of the organization.
- Development of the strategic planning team and planning process to outline future goals and intended impact on the community.

### ***Leadership Development Specialist***

#### **YMCA of USA, Training and Leadership Development Department-Chicago, IL**

**2008- 2010**

- Assisted in managing the over \$3 million budget for the Career Development Team at YMCA of the USA. Due to effective management, innovations were fully funded which allowed for more projects impacting the mission of the organization and achieving the strategic plan goals.
- Led strategic planning for the 18 Campus YMCA's across the United States, resulting in greater focus and impact. Specifically improved student leadership programs and measurement of leadership and engagement of the 9000 students performing 273,000 hours of community service annually.
- Implemented and utilized a human centered design approach with a broad range of stakeholders involved in the process to create models for a new national internship initiative.
- Oversight of the National Recruiters Network engaging many YMCA associations to develop strategic recruitment practices. Designed and authored the Recruitment Toolkit and national recruitment social media strategy.
- Developed a request for proposal and contracts for University partnerships with the YMCA of the USA and established 4 major national collaborations to benefit all 250,000 YMCA employees, 500,000 YMCA volunteers and their families.

### ***Executive Director***

#### **YMCA of Greater St. Louis, Washington University & Lindenwood Campus YMCA- St. Louis, MO**

**2004- 2008**

- Restructured fundraising strategies which resulted in the most successful Capital Campaign for the Endowment Fund in history of 100 year old organization.
- Cultivated new funding sources, grants and revenue generating programming, achieving largest budget and delivery of services in organization's history. Grew annual campaign by 25% and exceeded goals each year.
- Started a new branch at Lindenwood University; developing programs, established founding board members, and developing revenue sources.
- Doubled the number of active board members at the Washington University Campus Y, established alumni relations practices, created a National Advisory Committee to strategically engage more alumni in the organization and planning for the organizations 100 year anniversary.
- Created a culture of innovation inviting students to test out ideas to expand impact in the community. Expanded from 15 to 25 programs and grew to over 800 student volunteers. Managed full-time staff who managed 100 student leaders as volunteer staff for the branches.
- Implemented program model for college awareness and acquired long term, five year funding for the project impacting over 100 low-income, first-generation college bound middle school students annually. This success led to the program being implemented in 4 other states.
- Provided leadership to association-wide efforts in diversity, international work, youth education and leadership development.

**Program Manager**

1996- 2004

**YMCA of Metropolitan Minneapolis, University YMCA branch- Minneapolis, MN**

- Led the board members through a strategic planning process to determine goals for the organization and created a 5 year plan for student leadership programming initiatives.
- Organized and provided leadership to student based fundraising efforts for annual campaign.
- Created and designed curriculum for a new innovative summer program model, Youth University, addressing college awareness programming for low-income, first-generation, college bound middle school students and partnered with higher education institutions and federal grant providers.
- Developed partnerships with youth serving organizations, political candidates and civic engagement institutions to put on a series of Youth Vote concerts and candidate forums engaging over 1000 young adults for the National YMCA Civic Engagement fellowship.
- Developed a community based internship initiative and an AmeriCorps program. Instructed a six credit course at the U of MN in conjunction with the internship program on ethical leadership and social responsibility.

**Event Specialist**

1999-2004

**Minnesota Children's Museum-St. Paul, MN**

- Assisted in establishing an overnight program for girl scouts, nonprofits and school groups to experience the museum after hours; assisted with special events and parties at the museum.
- Created curriculum pieces, souvenir sales business plan and procedures for continuous improvement of the special events program.

**Grant Writer and Executive Director**

1998- 2000

**World Citizen, Inc. - St. Paul, MN**

- Established a new effort to apply for grants for the organization to support the annual Noble Peace Prize celebration to educate elementary school students state-wide about peace makers.
- Served as interim Executive Director and Co-Executive Director for this small non-profit with oversight of all programs, Noble Peace Prize celebration, Peace Site Initiatives and board meetings.

**Youth Outreach Worker/ Program Director**

1993-1996

**YMCA of Metropolitan Minneapolis, Emma B. Howe Northeast YMCA- Minneapolis, MN**

- Developed a girl's empowerment program and other youth outreach programs to increase assets and skills for K-12 youth in the inner city Northeast Minneapolis neighborhood. Established a Parent's Night Out program and created a youth peace program.
- Collaborated with other youth workers city-wide on youth initiatives; founding member of the Twin Cities Youth Work Coalition.
- Created special events and camp programs for inner city youth in the YMCA of Metropolitan Minneapolis and served as the Assistant Director of Camp Guy Robinson.

**EDUCATION**

- **Master of Arts in Nonprofit Management**  
Washington University in St. Louis, University College
- **Master of Education in Youth Development Leadership**  
University of Minnesota, College of Education and Human Development Work 4.0 GPA
- **Bachelor of Arts Major Anthropology**  
University of Minnesota, College of Liberal Arts, Honors Cum Laude
- **YMCA Organizational Leader/ Senior Director Certification** January, 1996

**VOLUNTEER LEADERSHIP & SERVICE**

- **Youth Development Executives of King County**- Advisory Board, Membership Chair
- **Mayor's School Road Safety Task Force**- member
- **Break Away**- Umbrella organization for student active citizen service trips, former Board chair
- **YMCA Executive Preparatory Institute**- alumni and volunteer coach for participants
- **Metropolis St. Louis**- Young professionals civic engagement organization, former President
- **CORO Women in Leadership**- Class 46 Community leadership training program
- **Civics Connection**-Trainer and collaborator on curriculum for emerging leaders
- **International and Domestic Service trips**- Service trips to a variety of locations including YMCAs in Jamaica, South Africa and Singapore. Selected for Youth Leadership Forum in Geneva Switzerland

# Seattle Lesbian, Gay, Bisexual, Transgender Commission

## August 2015

16 members: Per SMC 3.14.920, all subject to City Council confirmation, 2 –years for each term:

- 7 City Council-appointed
- 7 Mayor-appointed
- 1 Commission appointed
- 1 Member Get Engaged Program Appointed by the Mayor Confirmed by City Council  
1-year term appointed in September

**Roster:**

*D	**G	Position No.	Position Title	Name	Term Start Date	Term End Date	Term #	Appointed By
		1.	Member	Vacant – Ray Corona	Confirmation	4/30/16	1 <sup>st</sup>	Mayor
2	M	2.	Member	NaaSira Adeeba	12/15/14	4/30/16	1 <sup>st</sup>	Mayor
		3.	Member	Vacant		4/30/16		Mayor
9	F	4.	Member	Luzviminda Carpenter	Confirmation	4/30/17	2 <sup>nd</sup>	Mayor
6	M	5.	Member	Mac McGregor	Confirmation	4/30/17	3 <sup>rd</sup>	Mayor
3	M	6.	Member	Manuel Venegas	06/08/15	4/30/16	1 <sup>st</sup>	Mayor
6	F	7.	Member	Breona Mendoza	Confirmation	4/30/17	2 <sup>nd</sup>	Mayor
6	M	8.	Member	Mitchell C. Hunter	Confirmation	4/30/17	3 <sup>rd</sup>	City Council
		9.	Member	Vacant – Debra Salls	Confirmation	4/30/17	1 <sup>st</sup>	City Council
6	M	10.	Member	Gunner Scott	Confirmation	4/30/17	2 <sup>nd</sup>	City Council
6	F	11.	Member	Susan Snyder	Confirmation	4/30/17	2 <sup>nd</sup>	City Council
		12.	Member	Vacant	08/04/14	4/30/16		City Council
6	M	13.	Member	Douglas Hamilton	08/04/14	4/30/16	1 <sup>st</sup>	City Council
2	F	14.	Member	Marxa Marnia	12/15/14	4/30/16	1 <sup>st</sup>	City Council
6	F	15.	Member	Lisa Love	Confirmation	4/30/17	2 <sup>nd</sup>	Commission
6	M	16.	Member	Elijah Grossman	09/08/15	09/30/16	1 term	Get Engaged

**Diversity Chart:**

		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)			
	Men	Women	Vacant	Minority	Asian-American	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	***Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor	3	2	2	3	0	1	1	0	0	2	0	0	1
Council	3	2	2	1	0	1	0	0	0	4	0	0	0
Comm	0	1	0	0	0	0	0	0	0	1	0	0	0
GE	1	0	0	0	0	0	0	0	0	1	0	0	0
total	7	5	4	4	0	1	1	0	0	8	0	0	1