

## 2026 Advisory Body Appointment Recommendations

Advisory Body	Position	Name	Term (end date)
Bicycle & Pedestrian	#3	Justin Stang	3 yr (2029)
Bicycle & Pedestrian	#5	Yelena Myakisheva	1 yr (2027)
Bicycle & Pedestrian	#7	Katy Wellington	3 yr (2029)



# City of Olympia Advisory Body Application

## **DEADLINE FOR APPLICATION SUBMISSION**

**Friday, December 12 at 5:00 PM PST**

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The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

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The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

**All of this careful consideration takes time, please be aware that you will not be notified until February of 2026 of any next steps in the process.**

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. Questions? Contact Dawn Carvalho, Executive Services Assistant, 360.753.8065, [dcarvalh@ci.olympia.wa.us](mailto:dcarvalh@ci.olympia.wa.us)

If you saved or submitted an application and did not receive a confirmation, please check your spam folder. When filed with the City, your application and attachment documents are public records and may be subject to public release.

**Name**

Justin Stang Stang

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Westside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Bicycle and Pedestrian Advisory Committee

Planning Commission

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

1. BPAC
2. Planning Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Attach a Resume**



Justin-Stang.pdf

**Briefly describe why you wish to serve on this Advisory Body:**

Following my campaign for Olympia City Council, I remain committed to the work I set out to do for our community. Serving on an advisory body is an opportunity to continue that service in a meaningful and collaborative way. I want to be an active participant in shaping policies that strengthen Olympia and support its residents.

I believe that civic engagement does not begin or end with an election. It is an ongoing responsibility to listen and learn to improve our quality of life. I want to bring my experience, energy, and understanding of Olympia to this committee, and to help ensure that local decision making reflects the diversity and resilience of our community.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

My skills include policy analysis, community engagement, and collaborative problem solving. I also have experience in small business and non-profit operations, supply chains and logistics, and long-term planning. I believe these skills would be useful to the committee as it works to support a strong and diverse community.

**Share the ways you've been involved or have volunteered in the community.**

One of my core values to make our community stronger is to show up, support, and listen. I'm so proud of the work that I do to support our community, its people, and its nonprofits - especially during these tough times.

I've grilled burgers with the Thurston County Democrats, dished up spaghetti with West Olympia Rotary,

and picked up cigarette butts downtown with Olympia Surfrider Chapter. My wife, Willow, and I have volunteered for cleanups with Olympia Downtown Alliance and have lent our support to Hands On Children's Museum, Deschutes Estuary Restoration Team, South Puget Sound Habitat for Humanity, Boys & Girls Clubs of Thurston County, SafePlace Olympia, Firefighters Community Foundation, Enterprise for Equity, Nisqually Land Trust, GRub, and the PARC Foundation. We are also active supporters of the ALS Association Evergreen Chapter.

In 2025, I ran for Olympia City Council and, although the campaign was unsuccessful, I knocked on nearly 5,500 doors to speak with voters and walked hundreds of miles through every neighborhood within the City.

### **List your educational and/or professional background and area of study.**

Professional Background:

- Policy Analyst, Pacific Coast Shellfish Growers Association (PCSGA) – Advocate for science-based environmental policy, sustainable aquaculture, and coastal community resilience across five West Coast states.
- Former Sales and Wholesale Manager, Hama Hama Company – Led regional and national distribution, product development, and partnerships with restaurants and distributors.
- YMCA of Greater Olympia – Early professional experience in community engagement and youth programs.

Educational Background:

- B.A. in History, Providence College – Focus on public policy, governance, and sociology.
- AgForestry Leadership Program Graduate – Washington State's premier agricultural and natural resources leadership development program.

Areas of Study and Expertise:

- Environmental and marine policy
- Aquaculture and sustainable seafood systems
- Government affairs and regulatory processes
- Community development and small-business economics
- Leadership and stakeholder collaboration

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

10+

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Describe your participation with walking, rolling and biking in Olympia.**

My wife and I walk our dog, Mr. Rogers, everyday on the streets and trails of Olympia. In addition, we're regular runners. These routines give me an up close view of conditions and keep me connected to the neighborhood with an understanding of how those conditions affect walking, rolling, and biking.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Do you have a unique perspective on walking, rolling and biking? If so, please explain.**

In 2018, my brother-in-law was diagnosed with ALS and became fully dependent on his wheelchair. For many years I helped him navigate his chair and supported him with the attendant driving functions. For a time, he was able to operate the chair himself with a chin-controlled joystick for a while, but the condition of the sidewalks made this more and more dangerous. Even a small bump in the pavement could cause his chin to jolt forward and hit the joystick, which would send the chair off in the wrong direction or change speeds without warning.

Seeing how something as simple as a raised slab of concrete could threaten his safety changed the way I look at our built environment. It gave me a clear sense of how much independence and dignity rely on basic, predictable infrastructure. When I combine that experience with my own daily walks with my dog and my running around Olympia, I feel I have seen our system from several angles. I understand what works, what does not, and how important safe and accessible routes are for everyone.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Have you done any other volunteer work in the community? If so, please describe it.**

In my role with PCSGA, the non-profit supports clean water initiatives and organizes an annual beach cleanup. I also regularly work with the Olympia Downtown Alliance and Olympia Surfrider Foundation on their downtown and litter cleanups. I have volunteered with West Olympia Rotary, PARC Foundation, Community Firefighter Foundation, ALS Association Evergreen Chapter. I also serve on the Board of Directors of the Youth Pickleball Initiative and am a member of Sierra Club, NACCP of Thurston County, and Thurston County Pickleball Club - to name a few.

**Question Applies to the Planning Commission: In your own words, describe the role of a Olympia Planning Commissioner?**

An Olympia Planning Commissioner is an advisor to the City and Council and also acts as a liaison between the community and the City Council. They play an important role in shaping how the city grows and develops by examining how new development fits with City plans, community goals, neighborhood character, environmental concerns, and transportation needs. They help ensure that Olympia grows in a thoughtful and equitable way.

**Question Applies to the Planning Commission: What interests you the most about community planning?**

What interests me most about community planning is the way it shapes the everyday life of a city. Good planning can make it easier for people to get around and feel like their neighborhood is a place they belong. I appreciate that it brings many voices to the table and asks us to think about what is working for our community today but also how we can better serve residents in the years to come.

I am also drawn to the problem-solving side of community planning. It requires balancing competing needs and listening carefully to neighbors to find practical ways to support growth while protecting the character and values of our community.

**Question Applies to the Planning Commission: What skills would you bring to the work of the Planning Commission and what do you hope to learn?**

I would bring a mix of practical experience, community involvement, and a steady, thoughtful approach to decision-making. My background in policy work has trained me to read complex documents, understand regulatory frameworks, and look closely at how choices affect people on the ground. My recent run for City Council gave me an even deeper sense of the concerns, hopes, and frustrations that residents carry, and I think that perspective helps me stay grounded in what matters most to the community. I am also familiar working with diverse groups and listening carefully to find common ground, which is essential for the collaborative nature of the Planning Commission.

I hope to learn more about the technical side of city planning, including zoning, transportation modeling, environmental review, and the long-term planning tools the city uses to guide growth. I also want to better understand how different departments and commissions work together and how public feedback is incorporated into real policy decisions. Lastly, I want to learn how Olympia can plan for growth in a way that supports affordability, accessibility, and the character of our neighborhoods, and how I can help contribute to that work in a meaningful way.

**Question Applies to the Planning Commission: Have you ever taken a Short Course in Local Planning, read an Olympia Planning Commission meeting packet or attended a meeting?**

Yes! I have attended Planning Commission meetings, read the meeting packet and have the Short Course in Local Planning on my calendar for December, 2025.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

Yes

**If you wish to be considered for another Advisory Body, please identify others you would be interested on being considered for in order of interest:**

PRAC  
Utility Advisory

**Thank you for your interest in serving on a City of Olympia  
Advisory Body!**

**Please hit the "Submit" button below when you have completed  
your application .**

# Justin Stang

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## Professional summary

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Shellfish industry veteran with a decade of experience in regulatory compliance, supply chain management, and strategic planning, adept at leading teams and fostering strong relationships. Demonstrates a proven track record in project management and policy development, with a focus on innovative solutions to meet evolving market demands. Committed to advancing organizational goals of environmental stewardship and strong community engagement through insightful public speaking and collaborative efforts.

## Employment History

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### Policy Analyst, Jan 2025 - Present

*Pacific Coast Shellfish Grower's Association, Olympia, WA*

- Serve as primary liaison between the shellfish industry and agencies, regulators, and elected officials.
- Analyze and develop policy positions on regulatory, legislative, and environmental issues affecting shellfish aquaculture across Washington, Oregon, California, Alaska, and Hawaii, ensuring industry priorities are effectively represented.
- Coordinate research, outreach, and stakeholder engagement with growers, scientists, and government agencies to inform sustainable management practices and advocate for science-based decision-making.
- Draft public comments, testimony, and strategic communications on topics such as water quality, permitting, and seafood competitiveness, strengthening the industry's voice in regional and national policy discussions.

### Wholesale & Sales Manager, Mar 2015 - Jan 2025

*Hama Hama Co., Lilliwaup, WA*

- Led Wholesale Operations with a 16-member team across Sales and Fulfillment, improving inventory efficiency, customer satisfaction, and overall productivity.
- Expanded market reach through national and regional distribution strategies, new product development, and strengthened partnerships with farmers, restaurants, and distributors.
- Directed e-commerce and direct-to-consumer growth initiatives, driving strong online sales during the pandemic and positioning the company as an industry leader.
- Advanced sustainability and compliance by coordinating HACCP programs, overseeing government affairs, and introducing eco-friendly shipping practices that reduced waste and costs.

## Service

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### Pacific Coast Shellfish Growers Association, Board of Directors - 2021-2025

Committee Assignments: Executive (Secretary - 2023-2025), Federal Government, WA State, Communications.

### Youth Pickleball Initiative, Board of Directors - 2024-Present

### Organizations Supported:

NAACP Thurston County, ALS Association Evergreen Chapter, Sierra Club, Olympia Surfrider Foundation, Shellfish Growers Climate Coalition, West Olympia Rotary, Deschutes Estuary Restoration Team, SafePlace, Enterprise for Equity, Habitat for Humanity South Puget Sound, Olympia Education Foundation, Hands on Children's Museum, GRuB, Boys & Girls Club Thurston County, Nisqually Land Trust, Firefighters Community Foundation.

## Education

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### Bachelor's Degree in History, Sep 1998 - May 2001

*Providence College, Providence, RI - Graduated with honors.*

## Courses

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### Leadership Program, Oct 2022 - Apr 2024

*Agriculture and Forestry Education Foundation - Karl and Lexie Kupers Leading Edge Leadership Award; Public Policy Project: Funding Agricultural, Natural Resource, and Forestry Career Preparation Programs in Washington State*



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**Name**

Yelena Myakisheva

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Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Eastside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Bicycle and Pedestrian Advisory Committee

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

### Attach a Resume



Resume 2025 - Yelena Myakisheva.pdf

### Briefly describe why you wish to serve on this Advisory Body:

As a frequent pedestrian and bike rider, I want to be more directly involved in shaping my community. I care deeply that families in Olympia can get around without relying on personal vehicles and our kids can travel to school safely, protecting both their wellbeing and the environment. My goal is to help make active transportation in Olympia safe, accessible, and enjoyable for everyone while supporting choices that benefit our local and global environment.

### Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.

I have experience in advocacy for bicycle and pedestrian accessibility over the last 15 years, including extensive involvement with Bike Concord in California. My participation included attending city council meetings, providing public comment, leading group rides, and advocating for safer, more accessible infrastructure.

As a science educator for nearly a decade, I have strong skills in public communication, especially in breaking down complex ideas into clear, accessible concepts. I also have experience facilitating collaboration, building community engagement, and helping groups work toward shared goals.

### Share the ways you've been involved or have volunteered in the community.

Before moving to Olympia, I volunteered with Bike Concord and participated in community outreach for the Concord Naval Weapons Station (CNWS) Reuse Project. My focus was ensuring that new development would prioritize walkability and bikeability so the new community would support safe, sustainable transportation options from the beginning.

Here in Olympia, I have joined Bike Thurston, participating in planning meetings and events, contributing to conversations about improving bicycle and pedestrian safety and access. I am also part of the Roosevelt PTA and Northeast Neighborhood Association (NENA). With NENA, I am working towards establishing a neighborhood garden tour and a block-party type BBQ event.

**List your educational and/or professional background and area of study.**

I studied environmental design and landscape architecture in college and earned a minor in city and regional planning. Professionally, I have worked for a landscape design/construction company and have spent nearly ten years teaching middle school science, where I emphasize environmental issues and guide students in developing solutions rooted in sustainability and community awareness.

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

I can commit 10 hours per month.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Describe your participation with walking, rolling and biking in Olympia.**

I try to make as many trips in Olympia car-free as possible. I have been a bike commuter for 10 years, but since I moved to Olympia I have found myself using our great bus system instead. I also find the hills challenging and see a need for clearer, less steep routes across the city, especially for students traveling to school.

I enjoy exploring Olympia on foot and by bike and would like to see expanded infrastructure so that more people feel safe doing so as well.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Do you have a unique perspective on walking, rolling and biking? If so, please explain.**

I am both an active user of non-car infrastructure and an advocate for expanding active commutes and recreation. My experience with Bike Concord gave me direct insight into how community advocacy can shape bicycle infrastructure. Leading group rides helped new riders feel safer on the streets and contributed to building a respectful, bike-friendly culture.

I enjoy participating in running and biking events because of how accessible and community-building they can be: someone can do a "couch to 5k" challenge and run at the same events as world class athletes. The training groups that form to work towards larger events can help build community.

Additionally, cycling helps me notice and report infrastructure issues more easily, giving me a practical, on-the-ground perspective on what works and what needs improvement.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Have you done any other volunteer work in the community? If so, please describe it.**

I work with Bike Thurston to create and expand local bicycling events and coordinate with other bicycle advocacy organizations. I also volunteer with the PTA at Roosevelt Elementary School, supporting school events and helping build connections within the community.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

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Planning Commission. It is a larger commitment, as a relatively new resident of Olympia, I feel underqualified, but I would really like to get involved in the future.

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

# Yelena Myakisheva



## SUMMARY

Passionate and dedicated educator and advocate dedicated to building safe walkable and bikeable communities. Experienced in community outreach, infrastructure evaluation, and volunteer leadership.

## SKILLS

- Environmental Education
- Engagement Strategies
- Bicycle Advocacy
- Relationship Building
- Universal Design
- Technology Integration

## Organizations

- **Bike Thurston**
- **NE Neighborhood Association**
- **Roosevelt PTA**
- **Bike Concord (past)**

## Experience

**Substitute Teacher for Olympia School District** current school year

- Teaching grades K - 12 across Olympia schools.

**Science and Math Teacher at Capital High School, Olympia, WA** 9/2024 to 6/2025

- Collaborated with math and science teams to integrate technological tools and align curricula to improve student growth

**Science Teacher at Gateway International School, Sacramento, CA** 8/2018 to 5/2024

- Taught 6th, 7th, and 8th grade Science, 8th grade Design (Green Architecture), and Enrichment (Health Class), IB for all, majority English Language Learner students

**Science Teacher at Walnut Creek Intermediate, Walnut Creek, CA** 8/2016 to 6/2018

- Taught 7th and 8th grade Integrated Science.

**Science Teacher at Oak Grove Middle School, Concord, CA** 8/2015 to 6/2016

- Taught 7th grade Life Science and 6th grade Earth Science, majority English Language Learner students at a Title I School

**Estimator, Office Manager, Gardener for Calvin Craig Landscaping** 6/2011 to 8/2014

- Estimated costs for construction projects. Collected and analyzed data to improve estimation accuracy and efficiency.

## EDUCATION

**Mills College - School of Education**

- Masters of Arts in Education with an Emphasis on Teaching 5/2018
- Single Subject Teaching Credential in Science (Biology) 5/2015

**University of California: Berkeley - College of Environmental Design**

- Bachelor of Arts in Landscape Architecture with Minor in City and Regional Planning, graduated with High Honors 8/2010



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**Name**

Katy Wellington

[Redacted]

[Redacted]

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[Redacted]

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Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Downtown

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Bicycle and Pedestrian Advisory Committee

## Interests & Experiences

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### Attach a Resume



Wellington\_Resume\_BPC.pdf

### Briefly describe why you wish to serve on this Advisory Body:

I believe that the higher the bikeability and walkability score of a city, the higher the quality of life for its citizens, and that is what Olympia residents deserve. I moved to Olympia two years ago and have found it to be a uniquely wonderful place to live and I think that the bicycle and pedestrian advisory committee is an important body for shaping a safer and better Olympia.

- Being able to walk and bike is an important part of lowering the carbon footprint of a city and important in meeting the goals of reducing automobile reliance set out in the Land Use and Urban Design Chapter of the Olympia Comprehensive Plan (Climate Element). In fact, it is one of the most affordable and equitable ways that a city can reduce its greenhouse gas emissions. Making the city more accessible for walkers and bikers makes the city more equitable because not everyone can afford to have their own personal cars. Safe cycling is an efficient way to connect people to their essential services in an affordable way. It also reduces the amount of cars on the street, the number of parking spaces needed which in turn becomes less pavement that needs to be put down and pavement is a significant greenhouse gas contributor.
- Putting pedestrians and bikers as a priority above cars makes the city safer and more livable.
- Fewer cars means better air quality for all.

Cities that are designed for bikes and pedestrians over cars are also cities that are designed for people. I want to be a part of a committee that is actively working to design Olympia with that as their focus.

### Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.

My background in climate change education and product / program management has provided me with valuable skills to contribute to this committee. My time as an educator provided me with insights on what different cross sections of a community needs - the challenges that people in different socio-economic statuses face including those involving transportation and essential services. My education in climate change grounds me in my understanding of how the work this committee does also works towards climate mitigation for Olympia. As a product manager, I gained the skills needed to see a project through to the finish. I can effectively communicate and create buy-in across a variety of stakeholders, create clear

documentation, break down complex initiatives into clear goals, and manage complicated timelines.

Though I am not an urban planner, my work in sustainability has made it so that I am an active observer of sustainable urban design around me. I have observed pedestrian and bike safe infrastructure in other countries and have also actively sought out case studies such as the bike paths that revolutionized São Paulo, Brazil. In grad school, I took conservation courses that focused on sustainability and took a sustainable infrastructure course in Indonesia.

### **Share the ways you've been involved or have volunteered in the community.**

Olympia is such a fantastic place to get involved. There are so many amazing, dedicated people that are working to make our community better. Here are some of the ways in which I have been involved in the community so far:

1. Thurston county stream team and Salmon Enhancement group Salmon Steward: Since August I have been working as a salmon steward for both of these groups. For this volunteer position I work as a docent at either Mcland Creek or Kennedy Creek Salmon trails teach people about the salmon lifecycle and threats to our local salmon populations, as well as how they can be champions for the salmon. I have also helped lead school field trips at both of these locations.
2. Sundowner Farm: I volunteer once a week at a local regenerative farm where I do anything that I can to be helpful, from harvesting carrots to helping assemble hoop houses.
3. Olympia chapter of Democratic Socialists of America: For the Oly DSA chapter, I am one of the electoral working group co-chairs. I worked on designing and creating door literature and canvassing for local city council candidates and the worker's bill of rights.
4. Olympia ultimate frisbee community: I play for the Olympia Ultimate Frisbee club team and in many leagues and pick-up games. I also create and lead track workouts for the team in the winter.
5. TCAT climate advisory meeting facilitator: I worked as a facilitator for the Thurston Climate Action Team to help guide residents of Tumwater through discussions on how climate change is affecting them and what improvements they want to see in their community.
6. Thurston county food bank- For the past two years I have volunteered at the Thurston county food bank to create food bags.
7. Trail clean ups and invasive species removal - I have worked with various groups throughout Olympia to help with trail clean ups and invasive plant removal. This includes the Stream Team of Thurston County and City of Olympia events.
8. South Sound Bird Alliance: dues paying member and active birder who loves to go to talks about birds and on bird walks
9. Firecraft Northwest: student of their tracking courses. I am obsessed with the wildlife of the area and want to learn all that I can.
10. Washington Conservation Action: worked with this group on Environmental Lobby Day during the past legislative session to advocate for different bills such as the Right to Know Sewage Spill bill.
11. Surfrider butt pick: I volunteer with Surfrider to pick up cigarette butts in downtown Olympia several times a year.

### **List your educational and/or professional background and area of study.**

Work experience

Product manager  
Regrow | Remote | 4+ years

- Served as MRV (Monitoring, Reporting, Verification) program expert, leading end-to-end implementation of international programs focused on reduction of supply chain Scope 3 greenhouse gas (GHG) emissions.
- Collaborated with engineering, science, design, policy, and data science teams to deliver solutions aligned with global carbon protocols regulatory and reporting requirements (VERRA, CAR SEP).
- Authored product briefs, release documentation, and presentations for stakeholders ranging from small teams to full-company audiences.
- Guided product strategy through contract review, product roadmapping, and alignment with organizational vision.
- Facilitated cross-team collaboration using agile frameworks to track progress toward strategic priorities.

- Provided technical and programmatic guidance to clients lacking internal policy teams, ensuring compliance with international standards including Europe's CSRD.

Science Educator / Curriculum designer  
Aspen Academy & Denver Public Schools | Denver, CO | 4 years

- Designed and delivered science curriculum aligned to national standards with a focus on climate science and sustainability.
- Applied quantitative and qualitative data analysis to iterate and improve student learning outcomes.
- Led grade-level behavior intervention team, implementing strategies to support student success.
- Coordinated community-based environmental education initiatives to engage students in climate literacy.

## Education

Master of Arts (M.A.) | Science Instruction and Curriculum Design  
University of Maryland, May 2015

- Climate change education emphasis
- Conducted National Science Foundation supported research on empirically-based conditional learning progressions for climate change education
- UMD School of Public Policy's Social- Ecological Systems, Environmental Policy, and Sustainable Development graduate course in Indonesia
- Led educator workshops about integrating climate change and environmental education topics into their classrooms
- Publication: Investigating Science Educators' Conceptions of Climate Science and Learning Progressions in a Professional Development Academy on Climate Change Education

Bachelor of Science (B.S.) | Science Education  
University of Maryland, May 2013

### **Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

Outside of the scheduled meetings I can commit approximately 10 hours a month.

### **Question Applies to the Bicycle and Pedestrian Advisory Committee: Describe your participation with walking, rolling and biking in Olympia.**

I have the privilege of living in downtown Olympia and I actively sought housing downtown so that I could spend more time walking than driving. Living downtown allows me to walk from my apartment to restaurants, music shows, the boardwalk, the farmer's market, the west side COOP, and more.

I also love to bike. I often bike to Squaxin or along the Chehalis Western Trail system. I also love to mountain bike and love exploring the Capitol Forest mountain biking trails.

### **Question Applies to the Bicycle and Pedestrian Advisory Committee: Do you have a unique perspective on walking, rolling and biking? If so, please explain.**

Living in a walkable, bikeable, rollable city provides an an indescribable sense of freedom. Truly, if it were up to me, I would love to be able to get rid of my car entirely but the truth is, I still depend on it in many ways to get where I need to go in Olympia and also for mountain adventures. Olympia still has a long way to go before the city feels like it puts the infrastructural needs of pedestrians and bikers before that of cars but there are great strides being made every day.

My perspective on walking, rolling, and biking is that if a city prioritizes these methods of transportation, and public transportation, then it is a more equitable city that is truly focusing on climate change mitigation. I wrote about this in more depth in my answer to the first question, why I wish to serve on this Advisory body, here is that answer for your reference:

I believe that the higher the bikeability and walkability score of a city, the higher the quality of life for its

citizens, and that is what Olympia residents deserve. I moved to Olympia two years ago and have found it to be a uniquely wonderful place to live and I think that the bicycle and pedestrian advisory committee is an important body for shaping a safer and better Olympia.

- Being able to walk and bike is an important part of lowering the carbon footprint of a city and important in meeting the goals of reducing automobile reliance set out in the Land Use and Urban Design Chapter of the Olympia Comprehensive Plan (Climate Element). In fact, it is one of the most affordable and equitable ways that a city can reduce its greenhouse gas emissions. Making the city more accessible for walkers and bikers makes the city more equitable because not everyone can afford to have their own personal cars. Safe cycling is an efficient way to connect people to their essential services in an affordable way. It also reduces the amount of cars on the street, the number of parking spaces needed which in turn becomes less pavement that needs to be put down and pavement is a significant greenhouse gas contributor.
- Putting pedestrians and bikers as a priority above cars makes the city safer and more livable.
- Fewer cars means better air quality for all.

Cities that are designed for bikes and pedestrians over cars are also cities that are designed for people. I want to be a part of a committee that is actively working to design Olympia with that as their focus.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Have you done any other volunteer work in the community? If so, please describe it.**

I have participated in many volunteer opportunities in the community and will continue to do so in the future. I love this city and want to contribute as much as I can.

1. Thurston county stream team and Salmon Enhancement group Salmon Steward: Since August I have been working as a salmon steward for both of these groups. For this volunteer position I work as a docent at either Mcland Creek or Kennedy Creek Salmon trails teach people about the salmon lifecycle and threats to our local salmon populations, as well as how they can be champions for the salmon. I have also helped lead school field trips at both of these locations.
2. Sundowner Farm: I volunteer once a week at a local regenerative farm where I do anything that I can to be helpful, from harvesting carrots to helping assemble hoop houses.
3. Olympia chapter of Democratic Socialists of America: For the Oly DSA chapter, I am one of the electoral working group co-chairs. I worked on designing and creating door literature and canvassing for local city council candidates and the worker's bill of rights.
4. Olympia ultimate frisbee community: I play for the Olympia Ultimate Frisbee club team and in many leagues and pick-up games. I also create and lead track workouts for the team in the winter.
5. TCAT climate advisory meeting facilitator: I worked as a facilitator for the Thurston Climate Action Team to help guide residents of Tumwater through discussions on how climate change is affecting them and what improvements they want to see in their community.
6. Thurston county food bank- For the past two years I have volunteered at the Thurston county food bank to create food bags.
7. Trail clean ups and invasive species removal - I have worked with various groups throughout Olympia to help with trail clean ups and invasive plant removal. This includes the Stream Team of Thurston County and City of Olympia events.
8. South Sound Bird Alliance: dues paying member and active birder who loves to go to talks about birds and on bird walks
9. Firecraft Northwest: student of their tracking courses. I am obsessed with the wildlife of the area and want to learn all that I can.
10. Washington Conservation Action: worked with this group on Environmental Lobby Day during the past legislative session to advocate for different bills such as the Right to Know Sewage Spill bill.
11. Surfrider butt pick: I volunteer with Surfrider to pick up cigarette butts in downtown Olympia several times a year.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

No

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

# Katy Wellington

Product / Program / Project Manager



Experienced product manager, program manager, and environmental educator with expertise in climate resilience, program implementation, and community engagement. Skilled in leading cross-functional teams and communicating complex scientific and technical concepts to diverse stakeholders. Passionate about advancing climate justice and building collaborative systems that support sustainable futures.

## Work Experience

### Product manager

*May 2021 - Sep 2025*

[Regrow](#) | Remote | 4+ years

- Served as MRV (Monitoring, Reporting, Verification) program expert, leading end-to-end implementation of international programs focused on reduction of supply chain Scope 3 greenhouse gas (GHG) emissions.
- Collaborated with engineering, science, design, policy, and data science teams to deliver solutions aligned with global carbon protocols regulatory and reporting requirements (VERRA, CAR SEP).
- Authored product briefs, release documentation, and presentations for stakeholders ranging from small teams to full-company audiences.
- Guided product strategy through contract review, product roadmapping, and alignment with organizational vision.
- Facilitated cross-team collaboration using agile frameworks to track progress toward strategic priorities.
- Provided technical and programmatic guidance to clients lacking internal policy teams, ensuring compliance with international standards including Europe's CSRD.

### Science Educator / Curriculum designer

*Aug 2016 - Aug 2020*

*Aspen Academy & Denver Public Schools | Denver, CO | 4 years*

- Designed and delivered science curriculum aligned to national standards with a focus on climate science and sustainability.
- Applied quantitative and qualitative data analysis to iterate and improve student learning outcomes.
- Led grade-level behavior intervention team, implementing strategies to support student success.
- Coordinated community-based environmental education initiatives to engage students in climate literacy.

## Education

### Master of Arts (M.A.) | Science Instruction and Curriculum Design

Aug 2013 - May 2015

*University of Maryland*

- Climate change education emphasis
- Conducted National Science Foundation supported research on empirically-based conditional learning progressions for climate change education
- UMD School of Public Policy's Social- Ecological Systems, Environmental Policy, and Sustainable Development graduate course in Indonesia
- Publication: [Investigating Science Educators' Conceptions of Climate Science and Learning Progressions in a Professional Development Academy on Climate Change Education](#)

### Bachelor of Science (B.S.) | Science Education

Aug 2009 - May 2013

*University of Maryland*

## Certificates

### Future of Conservation Leadership

*Present*

*Arizona State University*

### UX/UI Design

*May 2020*

*Bloc*

### National Geographic Educator

*Jul 2019*

*National Geographic*

## Volunteer Work

### Salmon Steward, Trail restoration work

*Present*

*Thurston County Stream Team*

### Farm work

*Present*

*Sundowner farm in Olympia WA*

### Campaign canvassing and literature design

*Present*

*Caleb Geiger and Robert Vanderpool for city council campaigns*

### Climate assembly discussion facilitator

*Present*

*Thurston Climate Action Team*

### Climate Reality Leader

*Aug 2021 - Jan 2022*

*Climate Reality*

## Skills

Program management, product management, project management, climate resilience & adaptation, cross-functional team leadership, stakeholder engagement & collaboration, effective communication, science

education, environmental / climate education, sustainability strategy & policy alignment, agile workflow methodologies, release management, scope 3 greenhouse gas (GHG) emission methodology, cross- functional team leadership, time management, documentation creation and organization

## 2026 Advisory Body Appointment Recommendations

Advisory Body	Position	Name	Term (end date)
Utility Advisory	#9	Audrey Perry	3 yr (2029)



# City of Olympia Advisory Body Application

## **DEADLINE FOR APPLICATION SUBMISSION**

**Friday, December 12 at 5:00 PM PST**

Advisory Bodies are a structured way for individual community members to share their opinions and perspectives, study issues, and develop recommendations in a focused small group. Their primary purpose is to provide judicious advice, from a community member's perspective, to the Olympia City Council.

Committee activities may include study of critical issues, hearing public testimony, independent research, and reviewing staff reports and recommendations - all of which are intended so that the Advisory Body is prepared to discuss, formulate, and forward well-developed, thoughtful recommendations to the City Council in a timely manner.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

To reduce barriers to community member participation, the City offers stipends of \$25 per meeting attended to Advisory Body members. Those members who certify as low income are eligible to receive stipends of \$50 per meeting attended. Advisory Body members may waive the stipend upon request.

The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

**All of this careful consideration takes time, please be aware that you will not be notified until February of 2026 of any next steps in the process.**

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. Questions? Contact Dawn Carvalho, Executive Services Assistant, 360.753.8065, [dcarvalh@ci.olympia.wa.us](mailto:dcarvalh@ci.olympia.wa.us)

If you saved or submitted an application and did not receive a confirmation, please check your spam folder. When filed with the City, your application and attachment documents are public records and may be subject to public release.

**Name**

Audrey Perry

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Eastside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Bicycle and Pedestrian Advisory Committee

Utility Advisory Committee

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

1. Bicycle and Pedestrian AC
2. Utility AC

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Attach a Resume**



Olympia CAC Resume, 2025.pdf

**Briefly describe why you wish to serve on this Advisory Body:**

I enjoy contributing to my community, and have experience with Citizens' Advisory Committees. (I have been on Olympia School District CACs on the subjects of balanced calendars, school start times, and school efficiency.) My (current) graduate thesis work is specifically related to studying the availability of bicycle parking infrastructure, so I believe that the Bicycle and Pedestrian committee would be a wonderful opportunity for both the committee and myself to benefit from two-way communication on this topic. Given my other studies in green energy and electrification, the Utility CAC interests me also.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

I have over 21 years as a local science educator, and I am a regular user of Olympia biking/walking trails. My children commute to school by bike every day.

I have extensive experience with all forms of writing and editing (especially research/technical and narrative fiction), I'm an adept public speaker and experienced presenter. I am also a certified GIS practitioner, which I believe could be of great benefit to this CAC, given the spatial nature of bicycle, pedestrian, and utility infrastructure.

**Share the ways you've been involved or have volunteered in the community.**

In 2008-2009, I trained with the Thurston County Coroners Office and served as a deputy coroner reserve. I assisted them around the office and at death scenes. I have been a member of local music groups for nearly 15 years, playing clarinet with the Olympia Chamber Orchestra, the American Legion Band, the Capital Area Concert Band, and the Tacoma Concert Band, and I have kids in SOGO and have volunteered for them. I was also briefly on the Board of Directors for the South Sound Reading Foundation and

continue to volunteer with them when I can. I also participated in three citizens' advisory committees for the Olympia School District.

**List your educational and/or professional background and area of study.**

I have been an Olympia science teacher and administrator for over 21 years. I have always had a deep and abiding interest in climate mitigation and green energy, and I am currently conducting thesis work for my Master of Environmental Studies program at Evergreen State College. All of my masters work has been related to topics integral to climate mitigation: solar power, electric vehicles, grid resiliency, and most recently, cycling as an alternative to driving. I am currently conducting research on behalf of the Thurston Regional Planning Council in the area of bicycle parking infrastructure.

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

5 hours

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Describe your participation with walking, rolling and biking in Olympia.**

My home is adjacent to Watershed Park, so my family and I frequently enjoy its walking trails. My family members commute by bicycle daily (and I did too when my work was close enough to my home), and we are yearly participants in InterCity Transit's Walk and Roll program (I forget its new name). As a current graduate student at Evergreen's Master of Environmental Studies program, I am beginning research on my thesis, which is on the topic of bicycle parking availability in Thurston County. I am partnering with the Thurston Regional Planning Council on this topic.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Do you have a unique perspective on walking, rolling and biking? If so, please explain.**

I think that my Masters thesis work gives me a relatively unique perspective on biking in Thurston County. I am creating an interactive GIS-based map of all the existing bike parking infrastructure in all of Thurston County (Olympia, Lacey, Tumwater, Tenino, Bucoda, Yelm, and Rainier), and surveying residents on where they would like to see additional bicycle parking. I am also asking respondents what sorts of amenities are important to them (e.g. lighting, covered, # of stalls, etc).

As a side note, I also have the [relatively] unique perspective of someone who has tried to navigate Olympia's bikeways on an adult tricycle, which I can tell you is not the same experience users of two-wheeled bikes have. Not all trails are navigable on a tricycle. I look tough on my trikey, though.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Have you done any other volunteer work in the community? If so, please describe it.**

In 2008-2009, I trained with the Thurston County Coroners Office and served as a deputy coroner reserve. I assisted them around the office and at death scenes. I have been a member of local music groups for nearly 15 years, playing clarinet with the Olympia Chamber Orchestra, the American Legion Band, the Capital Area Concert Band, and the Tacoma Concert Band, and I have kids in SOGO and have volunteered for them. I was also briefly on the Board of Directors for the South Sound Reading Foundation and continue to volunteer with them when I can. I also participated in three citizens' advisory committees for the Olympia School District.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

**If you wish to be considered for another Advisory Body, please identify others you would be interested on being considered for in order of interest:**

If not selected for the Bicycle and Pedestrian CAC, I would like to be considered for the Utility Advisory

Committee.

**Thank you for your interest in serving on a City of Olympia  
Advisory Body!**

**Please hit the "Submit" button below when you have completed  
your application .**

# **Audrey M. Perry**

Olympia, WA

## **Summary:**

*A meticulous fact-finder with experience in administration, databases, public health, laboratory and field work, adept at communicating data to diverse stakeholders.*

## **Skills:**

- Program planning, 20+ years
- Equity-centered instruction, 20+ years
- Conflict mediation, 3 years
- Adult & young-adult learning principles, 20+ years
- Policy analysis & interpretation (RCWs/WACs), 2 years
- Counseling/Outreach regarding infectious disease
- Training program development, 4 years
- Customer service, 4 years
- Organization
- Database management, 3 years
- G Suite, 15+ years
- Storymaps
- German Language, Advanced
- Research & evaluation, 20+ years
- Program & project management, 4 years
- Confidentiality
- Technical writing & documentation, 20+ years
- Team leadership (PBIS/MTSS), 4 years
- Data collection & analysis (qualitative & quantitative), 4 years
- Written/Oral communication
- Working with people in crisis, 4 years
- Documentation review, 3 years
- Cartographical layouts
- ArcGIS Pro
- Zoom/Teams, 8 years
- Spanish Language, Intermediate
- Professional presentations, 20+ years
- Curriculum development, 20+ years
- Multi-tasking
- Investigating incidents, 3 years
- Technical editing
- ArcGIS Online
- Microsoft Office, Excel, 5 years
- Survey123 Connect
- Records maintenance, 20+ years
- Japanese Language, Beginning

## **Professional History:**

### **North Thurston Public Schools**

#### **Teacher, Chinook Middle School, September 2025 - Present**

*Teach 6th grade science in a Title I setting in Lacey, WA*

*Designed instructional programs utilizing Next Generation Science Standards, FOSS kits, StemScopes, STC, and OpenSciEd curricula*

### **Olympia School District**

#### **Teacher, Washington Middle School, September 2005 - June 2022 and September 2024 - July 2025**

*Taught 6th, 7th, and 8th grade science, 8th grade math, 7th/8th grade German, Study Skills, and Advisory*

*Designed instructional programs utilizing the Next Generation Science Standards, FOSS kits, Connected Mathematics, and CharacterStrong curricula*

*Served as teacher-leader on the building-level Racial Equity Task Force, RTI Team, Leadership Team, PBIS Team, and Standards-Based Grading Team*

*Represented District Level: Citizens' Advisory Committee for School Start Times, Citizens' Advisory Committee for a Balanced Calendar, Citizens' Advisory Committee for School Efficiency*

### **Shelton School District**

#### **Assistant Principal, Oakland Bay Junior High School, August 2022 - July 2024**

*Provided PBIS and restorative intervention to students in a racially and socioeconomically diverse junior high school setting*

*Coordinated building level testing, student 504 plans, PBIS Team, Safety Team, after-school clubs*

*Represented junior-high level students and staff in the district/community-wide Gender Equity Task Force*

*Evaluated roughly 17 certificated staff members each year using the Marzano TPEP Framework; coached/mentored teachers*

*Coordinated all building-level safety drills, response plans, after-action reviews, and overall safety measures*

### **Olympia School District**

#### **Secondary Summer School Coordinator, June - August 2021 and March - August 2022**

*Performed all staff hiring and assignments*

*Coordinated all program needs through interdistrict departments, including Capital Services, Maintenance, Transportation, Human Resources, Technology, Communications, and high school registrars*

*Planned programs and coordinated all class registrations, payments, and awarding of credits*

*Trained staff in the use of Edgenuity online learning platform*

### **Thurston County Coroner's Office**

#### **Volunteer Coroner's Deputy Reserve, September 2008 - November 2009**

*Assisted Coroner's Deputies with field work and office maintenance*

*Performed data entry*

*Assisted with interpretation of findings; determining cause, manner, and mechanism of death*

### **North Thurston Public Schools**

#### **Behavior Assistant, Mountain View Elementary, September 2002 - June 2003**

*Performed small-group reading intervention and one-on-one paraprofessional work with a student on a behavior-related IEP*

*Performed recess supervision*

## **Educational History:**

*The Evergreen State College, Master of Environmental Studies, in progress*  
*Seattle Pacific University, Master in Educational Leadership with Principal Certification, 2018*  
*The Evergreen State College, Master in Teaching, 2005*  
*University of California, Berkeley, Bachelor of Arts degree in Genetics, 2001*  
*Additional coursework from South Puget Sound Community College: Forensic Science, Spanish, Statistics, Comparative Literature*

## **Certificates:**

*Residency Administrator, Principal Endorsement*  
*Professional Teacher, Middle Level Math/Science Endorsement*  
*Substitute Teacher*  
*PaCE-certified GIS Practitioner, Evergreen State College*

## **Community Service:**

*Manabi Alliance, Educational delegate to Japan, July 2025*  
*Student Orchestras of Greater Olympia, Rehearsal Manager at Capital High School, 2024-25 season*  
*Olympia School District Citizens' Advisory Committee, School Efficiency*  
*Olympia School District Citizens' Advisory Committee, Balanced Calendar*  
*Olympia School District Citizens' Advisory Committee, School Start Times*  
*South Sound Reading Foundation, Board member, 2023-2025*  
*Olympia Chamber Orchestra, musician, 2013 - Present*  
*Tacoma Concert Band, musician, 2015 - Present, international tours only*  
*American Legion Band, musician, 2013-2015*  
*Thurston County Coroner's Office, Deputy Reserve, 2008-2009*  
*Berkeley Free Clinic, Counselor with the Hepatitis Testing, Education, and Vaccination group, 2000-2002*

## **References:**

*Bonnie Hauschka, Assistant Principal/Evaluator, Olympia School District, [REDACTED]*  
*Mike Ruth, Evergreen State College, GIS Instructor, [REDACTED]*  
*Kevin Francis, Evergreen State College, Master of Environmental Studies Program Director, [REDACTED]*  
*Ryan Richardson, Evergreen State College, GIS Instructor, [REDACTED]*  
*John Holbrook, Safety and Security Manager, Shelton School District, [REDACTED]*  
*Brian Peterson, School Psychologist, Shelton School District, [REDACTED]*  
*Stacey Adams, School Counselor, Shelton School District, [REDACTED]*  
*Tara Richerson, Data Manager and Assessment Coordinator, Shelton School District, [REDACTED]*  
*Annette Pasquariello, Assistant Principal/Evaluator, Olympia School District, [REDACTED]*  
*Raymond Gutierrez, Dean of Students, Olympia School District, [REDACTED]*  
*Mick Hart, Executive Director of Secondary Education, Olympia School District, [REDACTED]*

## 2026 Advisory Body Appointment Recommendations

Advisory Body	Position	Name	Term (end date)
Planning	#1	Semir Ibrahimovic	3 yr (2029)
Planning	#4	Elle Burger	3 yr (2029)



# City of Olympia Advisory Body Application

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**Name**

Semir Ibrahimovic

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Downtown

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Planning Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

### Attach a Resume



Resume Oly Planning Commission Se... .pdf

### Briefly describe why you wish to serve on this Advisory Body:

I want to serve on the Olympia Planning Commission to help shape a future that is equitable, sustainable, and financially strong. As a Policy Analyst for the House Local Government Committee with the House Democratic Caucus, I work directly on issues such as land use, zoning, permitting, and growth management—areas at the heart of the Commission’s mission. I’m passionate about aligning Olympia’s growth with community values, supporting small-scale, incremental development that enhances neighborhoods, and ensuring public investments make our city more resilient. Serving on the Commission would allow me to apply my policy experience at the local level and contribute to thoughtful, long-term planning that benefits all Olympians.

### Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.

As a Policy Analyst for the House Democratic Caucus, I advise on land use, zoning, and growth management issues before the House Local Government Committee. I bring experience developing and analyzing legislation related to housing, infrastructure, and community resilience—skills directly relevant to the work of the Planning Commission. My background also includes strategic communication and stakeholder engagement, ensuring complex planning concepts are accessible to the public.

Some of the bills I’ve supported include: HB 1135 to strengthen growth management compliance and reduce sprawl. HB 1183 to streamline green building and energy-efficient development. HB 1299/SB 5184 to reform parking requirements and lower housing costs. HB 1353 to expand ADU construction and small-scale housing options.

### Share the ways you've been involved or have volunteered in the community.

In my professional role with the Washington State House Democratic Caucus, I’ve worked closely with community stakeholders, advocacy groups, and local government associations to strengthen policies that directly impact our cities. I regularly engage with the Master Builders Association, the Association of Washington Cities, and the Washington State Association of Counties to develop and refine legislation that supports sustainable growth, local decision-making, and housing affordability.

This includes collaboration on a wide range of legislation such as HB 1135 (local government planning and growth management compliance), HB 1183 (green building and energy codes), HB 1935 (project permitting clarification), HB 1299/SB 5184 (minimum parking reform), SB 5571 (housing construction materials flexibility), HB 1212/SB 5509 (childcare center siting), HB 1353 (ADU self-certification), HB 1304 (boundary review fairness), HB 1576 (historic landmark reform), HB 1458 (embodied carbon reduction), HB 1690 (water and sewer upgrades), HB 1015 (home energy labeling), and HB 1305 (property owner reimbursement reform).

Through this work, I've helped bridge communication between policymakers, local governments, and residents—ensuring legislation reflects community needs and is communicated in a way that fosters understanding and buy-in. My background in communications has been key in making complex land use and infrastructure issues accessible to the public, press, and elected officials.

Beyond my professional work, I take pride in being an active member of the Olympia community. I routinely take part in local running and cycling groups, which has given me a firsthand appreciation of Olympia's livable design and multimodal infrastructure. These experiences not only connect me to my neighbors but also offer valuable perspective on how urban design and planning affect quality of life and accessibility.

Whether through policymaking, public engagement, or community activities, my involvement reflects a shared goal: helping Olympia and communities like it grow stronger, more connected, and more resilient.

### **List your educational and/or professional background and area of study.**

I approach planning with an equity lens, focusing on fiscal sustainability and community-driven solutions. My education experience includes a public policy degree with a focus on land use and growth management. Professionally, I've spent five years working with policymakers, local governments, and residents on passing complex statewide urban planning policies and has taught me that the strongest communities are built through collaboration, transparency, and respect for the people who live there.

### **Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

During legislative session (January-April), I am able to commit 5-8 hours per week. During interim, I have much more flexibility and time to commit to this work, especially as lawmakers enter election year restrictions and cannot utilize caucus staff for outreach purposes.

### **Question Applies to the Planning Commission: In your own words, describe the role of a Olympia Planning Commissioner?**

A Planning Commissioner helps guide Olympia's long-term vision for growth by reviewing proposed amendments to the Comprehensive Plan and development regulations, engaging the public, and making recommendations to the City Council. Commissioners serve as a bridge between technical planning staff, community members, and elected officials. Their role is to ensure that planning decisions are consistent with city goals, fiscally responsible, and reflective of public values. In practice, this means balancing housing needs, infrastructure capacity, and environmental sustainability in ways that make Olympia a more livable, connected, and vibrant community.

### **Question Applies to the Planning Commission: What interests you the most about community planning?**

I'm most interested in how community planning can create financially strong, inclusive, and people-centered cities. Planning decisions shape how we live—whether our neighborhoods are walkable, whether housing is affordable, and whether public spaces bring people together. I'm particularly drawn to policies that remove unnecessary barriers to small-scale housing and local development, allowing neighborhoods to evolve organically. My work in the Legislature on issues like growth management, green building codes, and parking reform deepened my understanding of how planning choices influence long-term fiscal health and environmental outcomes. For me, community planning is about designing systems that work for everyone and make our city stronger over time.

**Question Applies to the Planning Commission: What skills would you bring to the work of the Planning Commission and what do you hope to learn?**

I bring a strong combination of policy analysis, communication, and collaboration skills that would directly support the work of the Planning Commission. As a Policy Analyst for the Washington State House Democratic Caucus, I advise lawmakers on land use, zoning, growth management, permitting, and infrastructure policy—translating complex planning concepts into practical, equitable solutions. This experience has given me a strong understanding of how state planning laws and regulations interface with local comprehensive plans and development codes.

My background as a Communications Specialist and Team Lead has also honed my ability to translate technical policy into clear, accessible language for residents, the media, and elected officials. That skill is critical in a local planning context, where public engagement and trust depend on helping people understand how decisions will impact their neighborhoods.

In addition to my professional experience, I bring a collaborative, community-oriented perspective and a genuine passion for building financially strong, livable cities. I value listening to diverse viewpoints and finding solutions that reflect shared community goals.

Through service on the Planning Commission, I hope to deepen my understanding of Olympia’s local planning processes—particularly how policy translates into on-the-ground development decisions. I also look forward to learning from city staff, fellow commissioners, and residents about how Olympia can continue to balance growth, affordability, sustainability, and fiscal resilience in ways that strengthen the community for generations to come.

**Question Applies to the Planning Commission: Have you ever taken a Short Course in Local Planning, read an Olympia Planning Commission meeting packet or attended a meeting?**

Yes, I’ve read Olympia Planning Commission meeting packets and regularly follow local land use discussions. I also hold a degree in public policy with a focus on land use and growth management, which included coursework in planning law, zoning, and comprehensive planning. My current role in the Legislature involves analyzing and developing planning and permitting legislation, giving me a strong foundation in both the technical and policy aspects of local planning.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

## Semir Ibrahimovic

Planning Commission – City of Olympia

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### ***EXPERIENCE***

#### **Policy Analyst, House Democratic Caucus**

***October. 2025– Present***

- Working with elected officials and staff to develop, analyze, and interpret legislative policy proposals for the House Local Government Committee including growth management, land use, zoning, and permitting; building and energy codes; health codes; the structure, governance, and operations of counties, cities, and special purpose districts; local government procurement standards; and local government open meeting and public records obligations.
- Providing strategic advice to advance a Democratic legislative agenda for individual members and the caucus on relevant policy issues.
- Researching policy issues and developing issue briefs, summaries, and presentations.
- Cultivating and maintaining effective working relationships with all members of the House Democratic Caucus, stakeholders, partisan and nonpartisan staff, with the other legislative caucuses, and impacted community members.
- Reviewing and developing proposed legislation utilizing an equity lens to mitigate potential harm and address negative impacts to systemically non-dominant communities.

#### **Communications Specialist & Team Lead, House Democratic Caucus**

***Sept. 2022 – Sept. 2025***

- Lead HDC Comms Team 4 in staffing 14 lawmakers.
- Interpret and simplify legislation for caucus and district-specific communications.
- Staff House Postsec. Education & Workforce Development Committee, and Early Learning & Human Services Committee w/HDC policy counterparts.
- Employ strategic political communication in executing communications plans.
  - Strategic communications products include press releases, talking points, caucus messaging, editorials, video scripts, newsletters, speeches, and resolutions.
  - Focus on building relationships with all communities and ethnic media outlets.
- Cultivate and maintain relationships with members, journalists, staff, and committee stakeholders while triaging confidential and sensitive information.

#### **Legislative Assistant, Senate Democratic Caucus (Sen. John Lovick)**

***Dec. 2021 – Aug. 2022***

- Responded to constituent inquiries and supported clear, accessible communication on policy issues.
- Coordinated meetings with advocacy groups and community stakeholders.
- Observed interagency collaboration and policy implementation at the state and federal level.

#### **Executive Legislative Assistant, WA House of Representatives**

***Dec. 2020 – Dec. 2021***

#### **Policy & Political Director, Associated Students of CWU**

***Sept. 2019 – Aug. 2020***

- Served as student advocate for the passage of the Washington College Grant, expanding higher education access for thousands of Washingtonians.
- Organized and hosted Washington's first on-campus student voting center, paving the way for future statewide legislation.

#### **Intern, Office of the Governor**

***June – Aug. 2019***

## EDUCATION

### **Central Washington University**

**Sept. 2017 – June 2020**

- Bachelor of Science: Public Policy
- Bachelor of Arts: Political Science

## SKILLS

- Direct HDC and SDC experience with elected officials, lobbyists, and staff on policy proposals.
- Work efficiently with elected officials, staff, stakeholders, and members of the public to advance policy proposals.
- Analyze proposed legislation with a focus on equity and impacts on underserved communities.

## REFERENCES

**Marissa Chavez** – Director of Policy, House Democratic Caucus

[REDACTED]

**Jen Waldref** – Director of Communications, House Democratic Caucus

[REDACTED]

**Travis Schofner** – Deputy Director of Communications, House Democratic Caucus

[REDACTED]



# City of Olympia Advisory Body Application

## **DEADLINE FOR APPLICATION SUBMISSION**

**Friday, December 12 at 5:00 PM PST**

Advisory Bodies are a structured way for individual community members to share their opinions and perspectives, study issues, and develop recommendations in a focused small group. Their primary purpose is to provide judicious advice, from a community member's perspective, to the Olympia City Council.

Committee activities may include study of critical issues, hearing public testimony, independent research, and reviewing staff reports and recommendations - all of which are intended so that the Advisory Body is prepared to discuss, formulate, and forward well-developed, thoughtful recommendations to the City Council in a timely manner.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

To reduce barriers to community member participation, the City offers stipends of \$25 per meeting attended to Advisory Body members. Those members who certify as low income are eligible to receive stipends of \$50 per meeting attended. Advisory Body members may waive the stipend upon request.

The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

**All of this careful consideration takes time, please be aware that you will not be notified until February of 2026 of any next steps in the process.**

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. Questions? Contact Dawn Carvalho, Executive Services Assistant, 360.753.8065, [dcarvalh@ci.olympia.wa.us](mailto:dcarvalh@ci.olympia.wa.us)

If you saved or submitted an application and did not receive a confirmation, please check your spam folder. When filed with the City, your application and attachment documents are public records and may be subject to public release.

**Name**

Elle Burger

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Westside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Parks and Recreation Advisory Committee

Planning Commission

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

Planning Commission

Parks & Rec Advisory Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Attach a Resume**



Burger Resume.pdf

**Briefly describe why you wish to serve on this Advisory Body:**

I briefly served on the Intercity Transit Advisory Committee because I care deeply about supporting people through access. While transit is a solution, good planning is the more proactive approach. I am at a place in life where I can make this commitment again and I would be eager to join the Planning Commission.

I am a mom of two with a background of non-profit work in educational and youth facing organizations. I would also be happy to work with Parks & Rec on their advisory committee.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

I am a project manager and strong communicator. In addition to managing my own business, I have also built non-profit through system design; building a sustainable organization from a skeleton crew by establishing policy and designing a culture of inclusion. I work well on a board; I take notes and I don't mind asking questions.

**Share the ways you've been involved or have volunteered in the community.**

I started with Intercity Transit Advisory Board.

Then I volunteered with the Master Composter program.

I helped to organize Olympia's March for Science in 2017.

I became the President of the Recycle Hawai'i Board in 2019.

I led Hilo AYSO as the Communications Director from 2020 to 2024, and my systems are still in use today.

I volunteer at my girls' schools at every opportunity, and I participate in parent organizations.

As the default parent in our home, community work is kind of my jam.

**List your educational and/or professional background and area of study.**

BA Anthropology, 2009  
BS Computer Science, 2025

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

8

**Question Applies to the Planning Commission: In your own words, describe the role of a Olympia Planning Commissioner?**

Planning Commissioners are another set of eyes on amendments to the Comprehensive Plan, or on amendments to development regulations and may approve, reject, or modify these amendments.

**Question Applies to the Planning Commission: What interests you the most about community planning?**

I have lived in Paris, Boston, Atlanta, Palmerston North (New Zealand) and Sapporo - being able to walk to everything I needed was relaxing, and building community for myself was easy. I also understand that being able to drive is a privilege of both affordability and ability, and that only with proper planning can we build cities that are safe and connected for everyone. My children will be independent sooner, and my parents independent longer, if we do a good job planning now.

**Question Applies to the Planning Commission: What skills would you bring to the work of the Planning Commission and what do you hope to learn?**

I bring organization, communication, a deep understanding of transit issues. I want to learn about the obstacles, in addition to lack of density, that prevent us from being more connected, and discover the solutions that best address those obstacles in this country.

**Question Applies to the Planning Commission: Have you ever taken a Short Course in Local Planning, read an Olympia Planning Commission meeting packet or attended a meeting?**

I honestly did not know these things were available to me. My children are just becoming independent, and as a volunteer there are a lot of things that have my attention.

**Question Applies to the Parks and Recreation Advisory Committee: Describe your interest in and use of parks in Olympia.**

I have two young girls, and it is important to me that they learn how to be active and learn about the ecosystem where they live.

**Question Applies to the Parks and Recreation Advisory Committee: Please describe your interest in recreation (sports leagues, summer camps, classes or trips) in Olympia.**

I keep my kids active while exploring hobbies for myself. These programs are all great resources for the community, and I also hope my MIL will be able to attend programs, meet people, and build her own network.

**Question Applies to the Parks and Recreation Advisory Committee: What particular perspectives or skills would you bring to the Parks and Recreation Advisory Committee?**

Organization and communication are kind of my thing. I was the communications director for a youth soccer league and tripled the volunteer base during my tenure.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

No

**Thank you for your interest in serving on a City of Olympia  
Advisory Body!**

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your application .**

# ELLE BURGER

PROGRAM COORDINATOR | COMMUNICATIONS STRATEGIST | OPERATIONS SPECIALIST

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## SUMMARY

Organized, adaptable, and mission-driven professional with extensive experience coordinating programs, managing events, and supporting nonprofit operations. Proven ability to manage multiple priorities, meet deadlines, and foster strong relationships with diverse stakeholders. Proficient in SurveyMonkey, Asana, Canva, Mailchimp, Submittable, WordPress, and Zoom.

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## CORE SKILLS

- **Tools:** SurveyMonkey, Asana, Canva, Mailchimp, Submittable, WordPress, Zoom
  - **Skills:** Program coordination, grant application management, event planning, stakeholder engagement, budget tracking, monitoring & evaluation (introductory), communications strategy
  - **Strengths:** Organized, flexible, detail-oriented, solutions-focused, able to thrive in fast-paced and mission-driven environments
- 

## RELEVANT EXPERIENCE

### Technical Project Manager

*C'est Vif Studio* | Jan 2025 - Present

- Led development of user-facing content for an educational game project, collaborating closely with engineers and designers to align content with gameplay mechanics.
- Experimented with generative AI tools to draft and refine tutorials and user guidance, improving clarity and user engagement.
- Developed process documentation and facilitated team training sessions to support onboarding and effective tool use.
- Coordinated multiple projects simultaneously, prioritizing tasks to meet deadlines in a fast-paced environment using Agile methodologies to monitor timelines, deliverables, and team workflows.

### Communications Director

*Hilo AYSO* | Jan 2020 – Jan 2024

- Designed and executed communications strategies that increased volunteer engagement by 300% through phased implementation.
- Organized large-scale public forums and advocacy events, coordinating speakers, logistics, media outreach, and partnerships.
- Maintained website content via WordPress, ensuring timely and accurate program information.
- Built relationships with community leaders, journalists, and partner organizations to strengthen program impact.

- Facilitated virtual conferences and training sessions on Zoom, providing technical support and post-event documentation.
- Developed onboarding materials and process guides to improve volunteer retention and efficiency.

## **Property Manager**

*Jan 2015 – Present | Remote & Hybrid*

- Managed daily and long-term logistics for executives; including calendars, multi-party meetings, and personal/professional travel.
  - Facilitate virtual conferences and training sessions on Zoom, providing technical support and post-event documentation.
  - Developed internal systems that streamlined data management, scheduling, and project tracking and onboarded users with UX friendly workflows.
  - Managed rental property operations including maintenance, tenant relations, leasing, and budgeting.
  - Created systems to track expenses, anticipate maintenance needs, and keep multiple properties compliant.
  - Manage outreach campaigns using Mailchimp, Canva, and WordPress to expand audience reach and engagement.
- 

## **ACADEMIC BACKGROUND**

### **Bachelor of Science in Computer Science**

*Oregon State University | 2025*

Relevant Coursework: Human-Centered Design, UX/UI, Systems Architecture, Databases

### **Bachelor of Arts in Anthropology**

*Georgia State University*

Focus: Research methods, community systems, and policy impacts on lived experience

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## **TOOLS & TECHNOLOGIES**

Generative AI Tools (ChatGPT, etc.) | Jira | Google Workspace | Slack | Mailchimp | Canva | Adobe Microsoft Office Suite | Google Drive Suite | Social Media Accounts & Schedulers | Zapier

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## **ADDITIONAL HIGHLIGHTS**

- Empathy-driven leadership with measurable results
- Experience working on mission-driven tech projects, especially those focused on equity, education, and access
- Strong grasp of accessibility and inclusive content standards
- Comfortable in async-first, remote team environments

## 2026 Advisory Body Appointment Recommendations

Advisory Body	Position	Name	Term (end date)
Heritage Commission	#1	Derek Foster	1 yr (2027)
Heritage Commission	#6	Kyle Kimball	3 yr (2029)
Heritage Commission	#9	Stephanie Nace	2 yr (2028)



# City of Olympia Advisory Body Application

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**Name**

Derek Foster

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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Westside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Arts Commission

Design Review Board

Parks and Recreation Advisory Committee

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

1. Parks and Recreation Advisory Committee
2. Design Review Board
3. Arts Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Attach a Resume**



Derek Foster Resume Primary Version.pdf

**Briefly describe why you wish to serve on this Advisory Body:**

I want to serve because this is the community I chose to build my life in and I want to be part of the work that makes it better. I do not want to just live here. I want to contribute to the place I call home.

I also know from my background in government work that small decisions about process and structure can have real impacts on how accessible and fair things feel to the public. I can bring that perspective and I want to use it to support good policy, transparency, and decision making that actually reflects the people who live here.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

I've worked in public sector roles for years, so I'm used to dealing with rules, policies, and processes, and making sure things get done the right way. I'm also used to working with different agencies and the public, so I'm comfortable hearing different viewpoints and helping find a reasonable path forward.

I'm good at taking a lot of information, sorting it out, and helping make decisions that are practical and useful for the community. I think those skills would be helpful on this advisory body.

**Share the ways you've been involved or have volunteered in the community.**

I've been involved in a few different ways. I've worked as a substitute teacher, I currently volunteer at the Point Defiance Aquarium, and I served 21 years in the military. These experiences have allowed me to support young people, contribute to the community, and give back in different ways.

## List your educational and/or professional background and area of study.

MASTER OF ARTS | NAVAL POSTGRADUATE SCHOOL

- Major: National Security Studies – Latin America and the Caribbean
- Public Policy Emphasis

BACHELOR OF ARTS | UNIVERSITY OF TEXAS AT DALLAS

- Major: Psychology

ASSOCIATE OF ARTS | DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER

- Major: Spanish

I have more than 20 years of combined military and public sector experience in program management, compliance, records administration, and operations. My background includes leading large teams, overseeing complex state and federal programs, and developing systems that improve transparency and efficiency. I've also managed statewide grants, worked extensively with public disclosure and records retention, and have a strong foundation in policy interpretation and organizational process improvement.

### **Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

I can commit approximately 10 hours per month, including meeting attendance and preparation. I'm open to additional time when the committee's workload or special projects require it.

### **Question Applies to the Arts Commission: What art form resonates most with you and why?**

Architecture, sculpture, and street art resonate most with me. I'm drawn to how each blends creativity with structure – shaping how people experience their surroundings and express identity in public spaces.

### **Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?**

I regularly attend Olympia's art walks and visit installations along the marina. I've also worked with ArtsWA through my role at WDVA, which gave me a deeper appreciation for how local and state initiatives support artists and public art projects.

### **Question Applies to the Design Review Board: Describe your experience, training, or education in architecture, urban design, landscape architecture, or development (residential, commercial, or other).**

While I don't have formal training or professional experience in architecture, urban design, or landscape architecture, I have a strong personal interest in these areas. I enjoy observing and appreciating building designs, urban layouts, and public spaces, and I'm eager to learn more and contribute a thoughtful, community-focused perspective.

### **Question Applies to the Design Review Board: What do you consider influences on building and/or site design?**

I think building and site design are influenced by how the space will be used, how it fits with the area around it, and making sure it's safe and easy to get around. I also notice how landscaping, local history, and the character of the neighborhood can make a difference. Good design just makes a place feel right and works for the people who use it.

### **Question Applies to the Design Review Board: What does good design mean to you?**

Good design, to me, means something that works well in practice but also adds to the community as an art form. It's about balancing usefulness with creativity so that the space or building is both functional and visually engaging.

### **Question Applies to the Design Review Board: Describe your experience reading site plans and design drawings.**

I studied construction management for a few semesters after retiring from the military, and part of that coursework included drafting and reading design plans, so I have some experience interpreting site plans and design drawings.

**Question Applies to the Parks and Recreation Advisory Committee: Describe your interest in and use of parks in Olympia.**

I believe in realistic access to outdoor spaces, which includes access for everyone. I use the parks in Olympia almost every day, whether walking the trails in one of the many city parks. I especially enjoy walking around Capitol Lake with its views of the Capitol building and diverse wildlife. I also enjoy sitting in the sunshine, when it happens, at my favorite local park, West Bay Park.

**Question Applies to the Parks and Recreation Advisory Committee: Please describe your interest in recreation (sports leagues, summer camps, classes or trips) in Olympia.**

I believe sport and recreation build community and can create connections between people from different backgrounds and demographics. I want to help create and support these spaces so that everyone has the opportunity to participate and benefit from them.

**Question Applies to the Parks and Recreation Advisory Committee: What particular perspectives or skills would you bring to the Parks and Recreation Advisory Committee?**

I bring skills developed as a military officer, including strategic planning, team leadership, organization, and problem-solving. I can help coordinate efforts, manage projects, and ensure that initiatives are executed efficiently and effectively for the community.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

Yes

**If you wish to be considered for another Advisory Body, please identify others you would be interested on being considered for in order of interest:**

I am interested in serving on any advisory body where I can contribute to the betterment of our city and support initiatives that benefit the community. My priority is to be involved in helping Olympia grow and thrive.

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

# Derek J Foster

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## Summary

Accomplished leader and former military officer with extensive experience directing complex programs, operations, and teams across military, state, and federal environments. Expertise spans strategic leadership, policy interpretation, regulatory compliance, grants administration, program oversight, records management, and stakeholder engagement. Skilled at guiding diverse teams, optimizing processes, and providing the critical support that enables decision-makers to succeed. Drives mission success by turning complex regulations into actionable strategies, ensuring accountability, and empowering teams to achieve operational, fiscal, and environmental objectives.

## Education

### **MASTER OF ARTS | NAVAL POSTGRADUATE SCHOOL**

- Major: National Security Studies – Latin America and the Caribbean
- Public Policy Emphasis

### **BACHELOR OF ARTS | UNIVERSITY OF TEXAS AT DALLAS**

- Major: Psychology

### **ASSOCIATE OF ARTS | DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER**

- Major: Spanish

## Skills & Abilities

- Strategic Leadership & Team Management: Proven ability to lead diverse teams in military, state, and federal environments; adept at building cohesion, mentoring personnel, and driving mission success across operational, administrative, and programmatic domains.
- Policy Interpretation & Regulatory Compliance: Expertise in analyzing, interpreting, and applying complex laws, rules, and regulations (including RCW 42.56 and federal policy) to ensure compliance, guide decision-making, and optimize program execution.
- Grants & Program Administration: Comprehensive experience designing, implementing, and managing state and federal grant programs, including application review, award allocation, monitoring, and reporting; skilled in training stakeholders for compliance and performance.
- Records Management & Public Disclosure: Advanced skills in document and records management, including retention, redaction, auditing, and responding to public records requests; ensures transparency, confidentiality, and legal compliance.
- Operational & Logistical Oversight: Extensive experience planning, coordinating, and executing large-scale operations, logistical missions, and training exercises, both domestically and internationally, with attention to safety, efficiency, and environmental stewardship.
- Stakeholder Engagement & Collaboration: Strong track record of working effectively with internal teams, tribal communities, government partners, military organizations, and the public to achieve shared goals and resolve complex issues.

- Analytical & Investigative Skills: Proficient in conducting detailed research, audits, and data analysis to evaluate program performance, identify risks, and implement solutions for improved compliance and efficiency.
- Training Development & Delivery: Experienced in creating and delivering formal and informal training programs for military personnel, state employees, and external partners; skilled at translating complex policy into actionable guidance.
- Fiscal Management & Reporting: Capable of managing multi-million-dollar budgets, reconciling financial records, preparing detailed reports for leadership and legislative bodies, and ensuring accountable use of public funds.
- Technical Proficiency: Advanced use of Microsoft Office Suite (Excel, Word, PowerPoint), electronic records management systems, case management software, and operational tracking tools.
- Process Improvement & Continuous Learning: Identifies inefficiencies, implements workflow enhancements, and adapts to new systems, regulations, and operational challenges to continuously improve organizational effectiveness.

## **Experience**

### **SUICIDE PREVENTION GRANT MANAGER | WASHINGTON STATE DEPARTMENT OF VETERANS AFFAIRS (WDVA) | 09/2023 – 07/2025**

- Designed and established a statewide Suicide Prevention grant program from inception, interpreting legislative mandates and RCWs to develop grant policies, application procedures, and compliance frameworks.
- Led full lifecycle management of the grant program, including application review, award distribution, ongoing monitoring, and compliance enforcement with state and federal regulations.
- Delivered targeted technical assistance and training workshops to applicants and community partners, improving understanding of eligibility, reporting requirements, and regulatory compliance.
- Conducted site visits and project oversight to ensure adherence to grant terms, resolve compliance issues, and support milestone achievement.
- Collaborated with tribal communities, academic institutions, and internal finance teams to align program operations with legislative intent and community needs.
- Developed and implemented specialized training curricula, including lethal means safety programs impacting over 350 personnel across multiple military installations.
- Prepared comprehensive financial and programmatic reports for agency leadership and state legislature to ensure transparency, accountability, and informed decision-making.
- Collaborated with internal teams to ensure grant documentation and reporting adhered to state transparency and records retention standards, supporting compliance with public disclosure laws.
- Resolved complex programmatic challenges by designing innovative solutions to enhance efficiency, equity, and regulatory compliance.

### **GUEST TEACHER | VARIOUS SCHOOL DISTRICTS, COLORADO SPRINGS, CO; KEY WEST, FL; OCEAN SHORES, WA | 07/2017 – 09/2023**

- Delivered instruction across various grade levels and subjects, adapting teaching methods to diverse learning styles and utilizing various technologies to enhance comprehension and engagement.
- Communicated effectively with students, parents, and teaching staff to foster a positive and productive learning environment and maintain strong knowledge of course requirements and school policies.

- Maintained detailed records of student progress and communicated relevant information to school administrators and teachers.

**MULTINATIONAL DEFENSE COOPERATION PROGRAM OFFICER | US ARMY SOUTH, FORT SAM HOUSTON, TX | 04/2016 – 07/2017**

- Directed funding and operational support for multinational training programs and conferences across Central America, South America, and the Caribbean, evaluating proposals and aligning them with U.S. defense and foreign policy objectives.
- Developed, implemented, and oversaw a regional program funding process functionally equivalent to a federal grant system—managing planning, vetting, award, and post-event evaluation phases.
- Reviewed and approved funding requests from U.S. military elements operating across more than a dozen countries, ensuring compliance with policy, strategic objectives, and legal requirements.
- Coordinated directly with U.S. Embassies, partner-nation military leaders, and Department of State representatives to ensure activities met bilateral agreements and diplomatic standards.
- Prioritized and managed a budget of over \$2.5 million annually, ensuring responsible use of federal funds and detailed documentation for audits and command-level oversight.
- Spearheaded U.S. participation in multinational environmental security initiatives, including regional conferences on climate change impacts and disaster preparedness.

**DEPUTY ARMY SECTION CHIEF | US SOUTHERN COMMAND, US ARMY, SAN SALVADOR, EL SALVADOR | 09/2015 – 04/2016**

- Provided senior-level briefings on regional political-military developments to U.S. military leadership, synthesizing intelligence, diplomatic input, and media analysis to inform decision-making.
- Coordinated operational schedules and logistics for executive-level personnel, including security cooperation engagements and meetings with Salvadoran Ministry of Defense officials.
- Collaborated across U.S. Embassy departments and with partner-nation leadership to support programs aligned with U.S. foreign policy goals, demonstrating skill in interagency coordination.
- Participated in regional initiatives addressing gang violence, organized crime, and illicit trafficking—programs that required evaluation of mission alignment, partner capacity, and policy constraints.
- Supported strategic planning and reporting for bilateral security cooperation programs, contributing to policy adherence and alignment with legal frameworks.

**COMPANY COMMANDER | A COMPANY, 704 BSB, US ARMY, FORT CARSON, CO | 12/2012 – 09/2013**

- Commanded 160 soldiers, prioritizing health, safety, environmental compliance, and operational readiness through consistent enforcement of Army and federal standards.
- Managed \$35M+ in military vehicles, fuel systems, and mission-critical equipment, ensuring accountability, efficiency, and environmental safety.
- Directed reintegration of deployed personnel, fostering unit cohesion and resilience through clear communication, structured training, and team-building across diverse backgrounds.
- Designed and executed multi-tiered training programs focused on deployment readiness, logistics operations, and regulatory compliance, incorporating adult learning principles.
- Built a culture of collaboration, inclusion, and respect—working with soldiers and families from diverse cultural, socioeconomic, and geographic backgrounds.

**COMPANY COMMANDER | A COMPANY, 704 BSB, US ARMY, JALALABAD, AFGHANISTAN | 04/2012 – 12/2012**

- Led 80 soldiers operating in remote, high-risk environments—managing safety, environmental compliance, and infrastructure operations supporting over 1,000 personnel.
- Oversaw water purification, fuel distribution, and warehousing operations, ensuring critical services met environmental standards and mission demands.
- Managed airlift and overland convoy logistics across Eastern Afghanistan, coordinating movements in partnership with local and international forces.
- Maintained accountability of \$35M+ in tactical vehicles and equipment, upholding strict standards for safety, serviceability, and environmental stewardship.
- Conducted field inspections, environmental risk assessments, and mission planning aligned with Army, NATO, and host nation protocols.
- Promoted cross-cultural awareness and inclusive leadership while working with Afghan nationals, coalition partners, and a socioeconomically diverse force—strengthening collaboration, mutual respect, and mission cohesion.

**OPERATIONS AND TRAINING MANAGER | 57 TRANSPORTATION BATTALION, US ARMY, FORT LEWIS, WA | 05/2010 – 10/2011**

- Developed and implemented a battalion-wide training and certification program focused on logistical operations, operational safety, and regulatory compliance for 750 soldiers.
- Planned and coordinated large-scale, multinational training exercises involving diverse agencies including FBI, CIA, DoS, DHS, and allied military forces, ensuring smooth integration across organizational cultures and protocols.
- Led rapid response planning and execution for emergency situations, including wildfire suppression operations across Western U.S., coordinating interagency resources with attention to environmental impact and personnel safety.
- Fostered teamwork and effective communication among a culturally and functionally diverse workforce, promoting inclusion, accountability, and shared mission focus.

**TACTICAL OPERATIONS CENTER SUPERVISOR / INCIDENT RESPONSE MANAGER | 57 TRANSPORTATION BATTALION, US ARMY, CAMP ARIFJAN, KUWAIT | 05/2009 – 05/2010**

- Managed 100+ soldiers and civilian contracted drivers, prioritizing health, safety, environmental compliance, and operational readiness through consistent enforcement of Army and federal standards.
- Planned, tracked, and documented up to 20 simultaneous missions across a vast operational area, ensuring compliance with operational standards and maintaining clear, detailed records of personnel, resources, and employee actions.
- Analyzed convoy routes and mission timelines, identifying inefficiencies and implementing optimized procedures; documented changes, outcomes, and relevant personnel records for leadership review.
- Developed and implemented process improvement protocols based on operational data, audits, and after-action reviews, ensuring thorough documentation and compliance with safety, operational, and personnel standards.
- Managed high-stakes, long-distance crisis operations, providing clear, documented recommendations and communicating findings to leadership, stakeholders, and teams to support evidence-based decision-making.

**DEPUTY SUPPORT OPERATIONS OFFICER | US ARMY, FORT LEWIS, WA | 02/2009 – 05/2009**  
**PLATOON COMMANDER | US ARMY, FORT LEWIS, WA | 06/2008 – 02/2009**  
**PLATOON COMMANDER | US ARMY, FOB TQ, AL TAQQADDUM, IRAQ | 03/2007 – 06/2008**  
**PLATOON COMMANDER | US ARMY, FORT LEWIS, WA | 12/2006 – 03/2007**



# City of Olympia Advisory Body Application

## **DEADLINE FOR APPLICATION SUBMISSION**

**Friday, December 12 at 5:00 PM PST**

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Committee activities may include study of critical issues, hearing public testimony, independent research, and reviewing staff reports and recommendations - all of which are intended so that the Advisory Body is prepared to discuss, formulate, and forward well-developed, thoughtful recommendations to the City Council in a timely manner.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

To reduce barriers to community member participation, the City offers stipends of \$25 per meeting attended to Advisory Body members. Those members who certify as low income are eligible to receive stipends of \$50 per meeting attended. Advisory Body members may waive the stipend upon request.

The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

**All of this careful consideration takes time, please be aware that you will not be notified until February of 2026 of any next steps in the process.**

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. Questions? Contact Dawn Carvalho, Executive Services Assistant, 360.753.8065, [dcarvalh@ci.olympia.wa.us](mailto:dcarvalh@ci.olympia.wa.us)

If you saved or submitted an application and did not receive a confirmation, please check your spam folder. When filed with the City, your application and attachment documents are public records and may be subject to public release.

**Name**

Kyle Kimball

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Downtown

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Heritage Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Attach a Resume**



Kyle Kimball CV\_2594.pdf

**Briefly describe why you wish to serve on this Advisory Body:**

I don't know much about the heritage of Olympia, nor do I know about how the commission works. I walk this city every day and care about it a great deal. This is My Home, I love it, and I want to do everything possibly to ensure everyone else who lives here loves it just as much.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

I moved back to WA last year after practicing refugee law in the EU. It has been alleged that I am both smart and funny. I make really good bread.

**Share the ways you've been involved or have volunteered in the community.**

OFS, Community Print, Oly Blunders...in the short time i've been back in the US i've spent most of it building or swimming in community.

**List your educational and/or professional background and area of study.**

LLM; VU Amsterdam IMRL  
LLB; TalTech EU and International Law

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

As many as it takes. I give a shit.

**Question Applies to the Heritage Commission: Why do you think Olympia's historic places are important?**

Because place and sense of place inform affection and how we root into a location. The old city hall, the armory, Capitol Theatre, the old courthouse, the goddamn Capitol. We live in the most beautiful place on earth (imo) and these ancient stones give us permanence. We can believe that it matters because our surroundings have existed since well before us.

**Question Applies to the Heritage Commission: What is your experience working with the history or preservation of build or cultural heritage?**

Almost none. It's not, i feel, a space that is particularly well supported by government or public bodies. We have historic spaces and zoning laws and frameworks for modernization but in a perfect world people who have spent their lives caring for and evangelizing on behalf of old structures would be doing this. I saw a reddit post. Can you imagine? A reddit post asking for help, or at least applications. Well, here I am. I love my home and I love how it looks and I want to, with gentle persuasion, help others feel the way I do. I don't know anything about preserving anything other than pickles. I know that I'm good at law and good at people. If that's something y'all might find helpful, neat!

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

Yes

**If you wish to be considered for another Advisory Body, please identify others you would be interested on being considered for in order of interest:**

You tell me. This \*is\* my first rodeo, so I defer to the experience of others.

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

### PROFESSIONAL SUMMARY

Equity-driven legal professional with over 12 years of experience specializing in international project management, policy advocacy, and legal research. Demonstrated expertise in managing complex legal matters across multiple jurisdictions, developing project delivery infrastructure, and leading high-stakes research projects. Committed to leveraging data-driven solutions and cross-cultural communication skills to deliver strategic, client-focused results.

### EDUCATION

SEP, 2022 - SEP, 2023

#### Master of Laws - LLM, International Migration and Refugee Law, Vrije Universiteit Amsterdam, Amsterdam, NL

- Selected as one of ten LLM candidates across the European Union to staff the Migration Law Clinic
- Coursework included: Refugee and Family Migration Law, Irregular Migration, Legal Methodology, Migration and Legal Remedies, EU Anti-Discrimination law, and Legal Philosophy
- Master's Thesis: "You Can't Sit With Us: Member State Compliance With EU Law Governing The Expulsion Of Union Citizens And Long-Term Residents On The Basis Of Public Policy"

2019 - 2022

#### BA, EU and International Law, Tallinn University of Technology, Tallinn, Estonia

- Publishing Editor of the International Law Students Association
- Coursework included: Contract Law, Public International Law, Private International Law, Cybersecurity Law, Intellectual Property Law, Legal Language, Constitutional Law, European Union Law, Foundations of Law, Civil Law, Human Rights Law, Environmental Law, EU Internal Market Law, EU Competition Law and Policy, Alternative Dispute Resolution, Penal Law, International Sales Law, International Relations and Diplomacy
- Undergraduate Thesis: "Faster Than Expected: The IPCC's Role in Exacerbating Climate Change"

### EMPLOYMENT HISTORY

AUG 2024

#### Faculty Personnel Manager, The Evergreen State College, Olympia, WA

- Manage and oversee essential faculty personnel processes, including working closely with the Vice Provost, Deans, and Directors in the Academic Affairs division to run faculty, adjunct faculty, and instructor hiring, onboarding and exiting, contracts, reviews, leaves, required training, and personnel files are in line with institutional timelines, contractual obligations (i.e., Evergreen United Faculty Collective Bargaining Agreement), budget allocations, and institutional policies.
- Supervise the Faculty Personnel team of 3 direct reports, including hiring, training, evaluation, and performance. Chaired, coordinated, and successfully completed the hire of the Program Coordinator for Contracts.
- Within 1 month of hire, successfully designed and stewarded the largest tenured faculty hiring process in Evergreen history. This includes 9 tenure track faculty searches each of which includes 10+ phone interviews, 3+ two-day campus onsite visits, and the coordination of international travel and hiring logistics.
- Designed and concretized the contract terms for the new Evergreen Prison Education Program, including the development of a compliance policy with Department of Correction requirements, the hiring of three adjunct professors, and reworking of Evergreen instruction infrastructure for an entirely offline educational environment.

APR, 2023 - AUG 2024

#### Founder, Kimball Immigration, Amsterdam, NL

- Successfully incorporated my firm as a Sole Proprietor in Estonia (Registry Code 16708882) carrying full responsibility for Eesti Tax and Customs Board compliance.
- Developed the entirety of firm infrastructure comprising regulatory compliance, legislative knowledge banking, case management process design, financial management, etc.
- Successfully leverage my legal expertise and personal experience to provide full lifecycle immigration case management for citizens of North and South America seeking residence in the European Union with services provided in English, Spanish, Portuguese, and Dutch.
- Developed a full suite of client services including document translation, notarial functions inclusive of apostille requirements, dispute resolution, court communication management, custom Visa/Residence Permit consulting, full lifecycle case management, self-employment incorporation consulting, and more.
- Maintain dedication to a pro bono caseload with a special focus on first-time asylum applications and family reunification cases.
- Establish GDPR-compliant confidentiality and data privacy infrastructure for handling confidential/sensitive information.
- Provide specialized and technical program-specific information that requires interpretation of established policies, procedures, and other relevant sources to internal and external customers over the telephone, in writing, and in person.

OCT, 2022 - MAR, 2023

### **Associate Researcher, VU Amsterdam, Amsterdam, NL**

- Selected as one of ten LLM candidates from across the European Union to staff the prestigious VU Amsterdam Migration Law Clinic.
- Designed the legal strategy for joined cases C-402/22 *Staatssecretaris van Justitie en Veiligheid v M.A.* and C-8/22 *XXX v Commissaire général aux réfugiés et aux apatrides* on behalf of Attorney R.C. van den Berg and defendant M.A, a refugee whose application for international protection was being rejected by the Dutch State Secretary.
- Successfully delivered our expert opinion to the European Court of Justice in just 5 months. This strategy directly influenced the Court's ruling in our client's favor holding that Dutch and Belgian policy was noncompliant with EU law governing refugee status revocation.
- Personally produced the comparison of member state thresholds for status revocation predicated on domestic interpretations of criminal act severity, the lynchpin of our strategy detailing the Dutch State Secretary's noncompliance with EU law (Asylum Qualification Directive).
- My work has been immediately applied to active litigation brought by the Hungarian Helsinki Council against the Hungarian National Directorate-General for Aliens Policing in defense of refugees being forcibly removed following the illegal revocation of their status.
- Establish and maintain relationships with key stakeholders, such as government officials, judges, and other research institutions, to further the goals of the VU Amsterdam Migration Law Clinic and enhance the impact of our research and legal strategies.

JAN, 2019 - JUN, 2019

### **Technical Recruiter, Amazon, Seattle, WA**

- Recruited into the Alexa Shopping organization as a Technical Recruiter with full responsibility for SDE2 business unit staffing
- In under 6 months was responsible for 6 hires; typically Amazon recruiters are not expected to see a hire before 3 months of service.
- Created novel sourcing strategies utilizing unreleased internal tools to immediately produce unique prospects. Organized and trained colleagues across business units in the use of these tools to drive optimization in search time-to-close.
- Ideated and was placed as Lead Recruiter in building out the nascent Toronto Alexa Shopping location. Developed deep knowledge of Canadian/American immigration policy to ensure rapid placement of identified international talent.
- Collaborate with hiring managers and stakeholders to understand hiring needs and develop recruitment strategies.

FEB, 2018 - DEC, 2018

### **Director, Catapult, Seattle, WA**

- Recruited into Catapult Partners, a boutique executive search firm serving early-stage startups in the California Bay Area.
- Brought on as a Director and made immediately responsible for all aspects of the search process including strategy design, client intake, sourcing, client/candidate experience, outreach, process development, talent analytics, KPI development/tracking, database management, and compensation negotiations.
- Successful placements include The Pill Club's Chief People Officer, The Pill Club's VP Engineering, and Flipkart's VP Engineering
- Consulted clients on market realities utilizing a data-driven approach to ensure searches carried an understanding of the balance between hopes and expectations
- Develop and maintain relationships with key executives and decision-makers in the California Bay Area startup community to generate new business opportunities for Catapult Partners.
- Managed a team of 3 support staff spanning administration and research. Standardized processes to ensure future search success upon my departure for a more flexible role to manage my upcoming international relocation to Estonia.
- Managed purchasing requests, including contract purchase agreements and related changes

SEP, 2014 - FEB, 2018

### **Associate, Parker Remick, Seattle, WA**

- Brought on as a Researcher and within 8 months was promoted to Associate, becoming independently responsible for end-to-end search success including designing search strategy, client/candidate experience, hands-on sourcing research, outreach, contract negotiation, managing a small team of researchers/support staff, and more.
- Successful placements include Red Hat's CIO, Zalando's VP of Corporate Technology, Smartsheet's SVP of Product, and Puppet's (formerly Puppet Labs) VP Product.
- Develop and maintain strong relationships with Venture Capital firms including A16Z, Lightspeed, Sequoia, and KPCB, to stay updated on market trends and potential executive search opportunities.
- Rapidly established myself as a firm SME in search domains spanning e-commerce, server orchestration frameworks, CRM technology, solid-state storage infrastructure, DevOps, and more.
- Provide regular reports and analyses on market trends and competitor activity to inform decision-making and strategy development.
- Communicate effectively with executive stakeholders and colleagues both orally and in writing with a focus on a non-judgmental, respectful, and culturally sensitive communication style.

MAY, 2012 - SEP, 2014

### **Webcast and Shared Content Administrator, Thomson Reuters, Seattle, WA**

- Brought on by LearnLive Technologies as the Webcast/Database Administrator, being exclusively responsible for building and maintaining our user database, shared content provision (content provided by 3rd party providers offered on a rolling basis via our platform), platform testing/ training, and live webcast administration.
- Starting in 2013 I trained and managed a small team of "jack of all trades" client service professionals to ensure that as the platform scaled we kept our focus on superior customer service.
- Volunteered to be the "First In/Last Out" webcast supervisor, working an East Coast schedule from Seattle for the entirety of my service period. This required setting up events, running all technical management, handling client support, and recording/encoding processes starting at 4:30AM local time.
- Provide excellent customer service skills in person and via telephone utilizing discretion, patience, etiquette, and professionalism.
- Managed complex purchase requests using self-created contract management tools and application of accounting/mathematic skills.

## **LANGUAGES**

Spanish

Dutch

## CERTIFICATIONS

### Erasmus+/YEAR Grassroots Lawyering for Migrants

2022-2023

This intensive course was established as a partnership between the European Union Erasmus program and several esteemed Migration Law Clinics across the EU. Course content included: trauma-informed client support, refugee status determination process specific to uniquely impacted Member States (Italy/Greece/Spain/Germany), diversity/equity/inclusion training, network development for migration law scholars, and resourcing for migrant support operations. This certification is designed to supplement the experience gained in an Immigration Law LLM program with hands-on training and real-world knowledge application.

## PORTFOLIO

[My MEERTalk Presentation on the IPCC's role in the climate crisis](#)

[My VU Amsterdam Migration Law Clinic Expert Opinion in Case C-402/22 MA v Staatssecretaris van Justitie en Veiligheid](#)

["Bad Science and Good Intentions Prevent Effective Climate Action": A Paper Citing My Research Which I Co-edited](#)

[My MEERTalk Panelist Interview With Climate Journalist Nick Breeze](#)

## VOLUNTEERING

### Olympia Film Society

2024-

- Upon return to the US I immediately began volunteering with the OFS. In a few short months I've volunteered 20+ hours to help support one of the most culturally significant sites in Olympia.

### Planetary Restoration Action Group (PRAG)

2022-PRESENT

- Co-author and edit papers on climate change management strategies in collaboration with climate scholars such as Peter Wadhams, Stephen Salter, James Hansen, and Steve Keen.
- Present my research to both PRAG and outside organizations (MEER) in long and short-form presentations.

### Pagulasabi (Estonian Refugee Council)

2019-2022

- Established myself as the organization's policy and legislative research resource. Created processes to gather and synthesize European Court of Justice case law and legislative changes across 27 Member States to ensure optimal outcomes for represented clients.
- Conducted status determination interviews with first-time asylum applicants from Russia, Ukraine, Afghanistan, Syria, and Belarus.
- Advised asylum applicants on case strategy and application procedures.

### University District Food Bank

2018-2019

- Served as a friendly face at the Seattle, WA University District Food Bank. Work includes packing, stacking, cleaning, managing the store front, and assisting disabled clients.
- Advised clients on SNAP and public benefit assistance application strategies.

## SKILLS

Data Analysis

Project Management

Strategic Planning

Client Services

Team Collaboration

Legal Research

Data-driven Solutions

Legal Analysis

Policy Advocacy

Cross-Cultural Communication

Statistical Analysis

Legal Writing

Refugee Law

Litigation Strategy

Alternative Dispute Resolution

International Project Management

Executive Team Building

Diversity, Equity, and Inclusion



# City of Olympia Advisory Body Application

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**Name**

Stephanie Nace

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Eastside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Bicycle and Pedestrian Advisory Committee

Heritage Commission

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

1. Bicycle and Pedestrian Advisory.
2. Heritage Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Attach a Resume**



Stephanie Nace Resume.docx

**Briefly describe why you wish to serve on this Advisory Body:**

As a longtime Olympia resident and public-sector leader, I am deeply invested in creating a city that is safe, accessible, and welcoming for everyone, whether they walk, bike, or roll. My professional background in risk management and policy development has given me a strong understanding of how thoughtful infrastructure planning and community input can reduce hazards and enhance quality of life. I want to contribute that perspective to support Olympia's vision for sustainable, connected neighborhoods. Serving on the Bicycle and Pedestrian Advisory Committee would allow me to help shape policies that encourage active transportation, improve safety, and build a stronger, healthier community for residents of all ages and abilities.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

I bring over a decade of experience in public-sector risk management, policy development, and community safety, with a focus on identifying and mitigating hazards in complex public environments. As a Director of Risk Management, I oversee programs that include safety, emergency preparedness, and internal controls, skills that directly translate to evaluating and improving pedestrian and bicycle infrastructure.

My background has equipped me with a systems-level understanding of how data, design, and policy intersect to reduce risk and enhance accessibility. I routinely collaborate with engineers, facilities staff, and leadership teams to analyze risk exposure, implement preventive strategies, and promote safe, equitable environments. I also have experience interpreting regulatory standards, coordinating cross-agency initiatives, and engaging stakeholders to align safety priorities with broader community goals.

In addition, I have strong communication and analytical skills that support consensus-building and

evidence-based decision-making. These qualifications would help the Committee thoughtfully review proposed projects and ensure that Olympia's transportation planning reflects the community's values of safety, sustainability, and inclusion.

**Share the ways you've been involved or have volunteered in the community.**

I have a long history of community engagement through both volunteer service and professional collaboration. I previously served on the Board of the Women's Safety and Resource Center, where I supported initiatives that promoted personal safety, advocacy, and community education. I also represented my state agency on the Interagency Committee of State Employed Women, advancing equity, workplace safety, and professional development opportunities for women across Washington.

In addition to formal service, I actively participate in local initiatives that promote community connection and quality of life in Olympia, attending neighborhood meetings, supporting local parks and trails, and advocating for accessible and safe public spaces.

These experiences reflect my commitment to civic engagement and my belief that active participation is essential to building safer, healthier, and more inclusive communities.

**List your educational and/or professional background and area of study.**

I hold a Master of Legal Studies from American Military University and a Bachelor of Arts in History and English from Montana State University. I also completed a Paralegal Studies Certificate through the Blackstone Career Institute and am pursuing an Associate in Risk Management (ARM) designation and a Human Resources certification through South Puget Sound Community College.

Professionally, I serve as the Director of Risk Management for Washington State's Department of Social & Health Services – Behavioral Health & Habilitative Administration, where I lead statewide programs in enterprise risk, safety, litigation, and compliance. My career spans over a decade in public-sector risk management, policy development, and safety oversight, including prior leadership roles at Grays Harbor County and the Department of Enterprise Services.

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

I am willing to commit approximately 8 to 12 hours per month to fulfill the responsibilities of the Committee. This includes attending evening meetings, reviewing materials in advance, and participating in any related subcommittee work or community engagement opportunities. I understand the importance of being a reliable and prepared member and am fully committed to contributing the time and energy necessary to support the Committee's goals.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Describe your participation with walking, rolling and biking in Olympia.**

I am an active walker and frequent user of Olympia's sidewalks, trails, and neighborhood routes. I regularly walk through the city's park system, including the Woodland Trail, Capitol Lake, and the downtown waterfront area.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Do you have a unique perspective on walking, rolling and biking? If so, please explain.**

Yes. My professional background in risk management gives me a unique perspective on walking, rolling, and biking from a safety and accessibility standpoint. I approach mobility not only as a resident who walks and bikes in Olympia, but also as someone who evaluates hazards, designs mitigation strategies, and works to build systems that prevent injuries and improve access for all users.

**Question Applies to the Bicycle and Pedestrian Advisory Committee: Have you done any other volunteer work in the community? If so, please describe it.**

Yes. I have served on the Board of the Women's Safety and Resource Center when I lived in Oregon. I also represented my state agency on the Interagency Committee of State Employed Women, helping advance equity, leadership development, and workplace safety initiatives for women in public service.

Beyond formal roles, I've volunteered time supporting local events and neighborhood projects that strengthen community connection and safety. I believe in giving back to the community I live in, and I'm especially drawn to volunteer work that promotes inclusion, well-being, and accessibility for all residents.

**Question Applies to the Heritage Commission: Why do you think Olympia's historic places are important?**

Olympia's historic places bring the city's story to life for current and future residents and tourists to enjoy. They capture moments of growth and resilience, connecting people to the values and traditions that continue to define our community. These places help residents and visitors alike understand Olympia's heritage, not just through buildings and landmarks, but through the shared sense of identity they inspire.

**Question Applies to the Heritage Commission: What is your experience working with the history or preservation of build or cultural heritage?**

I hold a Bachelor of Arts in History and English from Montana State University, which fostered a lifelong appreciation for the preservation of cultural and architectural heritage. My academic background gave me a deep understanding of how built environments reflect the social and political evolution of a community, and how thoughtful preservation ensures those stories endure.

Professionally, I have applied these principles through my leadership in public-sector records management. I've overseen programs that protect public and historic records, balancing preservation and regulatory compliance. This work has reinforced my belief that preservation is not only about honoring the past, but also about responsible stewardship and sustainable planning for the future.

**If you are not appointed to the Advisory Body you applied for:**

Do you wish to be considered for appointment to another Advisory Body?

No

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

# Stephanie Nace

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## EXECUTIVE PROFILE

Executive leader with over five years of senior management experience and more than a decade in public-sector risk management, litigation, insurance, and public records. Proven ability to design and lead enterprise risk and litigation programs that strengthen compliance, transparency, and operational efficiency. Recognized for collaborative leadership, strategic governance, and expert knowledge in public records law, loss control, audits, and cross-agency policy development.

## PROFESSIONAL EXPERIENCE

### Director of Risk Management

Washington State Department of Social & Health Services – Behavioral Health & Habilitative Services Administration  
March 2023 – Present

Oversees the Behavioral Health & Habilitative Services Administration first comprehensive enterprise risk management program, developing strategies to identify, assess, and mitigate operational, legal, and compliance risks across nearly 30 statewide facilities. Provide executive-level analysis and actionable recommendations that inform strategic decisions and strengthen organizational resilience.

Oversees multiple high-impact programs, including litigation and tort claims, public records, records management, discovery, privacy, employee and patient abuse investigations, workplace violence prevention, internal controls, and audits. Foster alignment and collaboration across diverse teams, promoting a culture of accountability, transparency, and continuous improvement.

### Risk & Records Manager

Grays Harbor County Government  
August 2021 – February 2023

Served as the chief risk advisor to the Board of County Commissioners. Directed countywide risk, safety, and compliance programs in coordination with elected officials and department heads. Identified, evaluated, and mitigated exposure across operations, ensuring compliance with WISHA, OSHA, WSDOT, NHTSA, NIOSH, and CDC standards.

Managed insurance procurement for property, cybersecurity, and pollution coverage. Reviewed and negotiated contracts for indemnification, insurance, and public records provisions.

Oversaw workers' compensation and tort claim administration, including subrogation and ergonomic assessments.

Also served as Public Records Officer, leading compliance with the Public Records Act, training staff, coordinating responses across County departments, and maintaining records retention compliance. Developed and managed annual budgets for both the Risk Management and Public Records Departments.

### **Tort Claims Investigator & Public Records Coordinator**

Washington State Department of Enterprise Services – Office of Risk Management

September 2012 – July 2021

Independently investigated tort claims involving property damage, bodily injury, and civil liability against state agencies and employees. Applied knowledge of tort law, claims practices, and medical and insurance billing to determine liability, negotiate settlements, and prepare formal denials or approvals. Collaborated with agency risk managers to recommend resolutions and ensure defensible outcomes.

Assisted with public records requests directed to the Office of Risk Management, coordinating timely responses in compliance with the Public Records Act. Integrated Lean process improvements to enhance transparency, efficiency, and consistency.

## **EDUCATION & CERTIFICATIONS**

Master of Legal Studies – American Military University

Bachelor of Arts (History & English) – Montana State University

Paralegal Studies Certificate – Blackstone Career Institute

Public Records Officer Certification – Washington Association of Public Records Officers

Associates in Risk Management (ARM) – In Progress

Human Resources Certification – SPSCC – In Progress

## **VOLUNTEERING & PROFESSIONAL AFFILIATIONS**

American Society for Healthcare Risk Management – Member

Interagency Committee of State Employed Women – Former Agency Representative

Women’s Safety and Resource Center – Former Board Member

Montana State University Alumni Council – Former Council Member

National Association for Legal Professionals – Former Member

## 2026 Advisory Body Appointment Recommendations

Advisory Body	Position	Name	Term (end date)
OMPDAC	#5	Marcella Volpintesta	3 yr (2029)



# City of Olympia Advisory Body Application

## **DEADLINE FOR APPLICATION SUBMISSION**

**Friday, December 12 at 5:00 PM PST**

Advisory Bodies are a structured way for individual community members to share their opinions and perspectives, study issues, and develop recommendations in a focused small group. Their primary purpose is to provide judicious advice, from a community member's perspective, to the Olympia City Council.

Committee activities may include study of critical issues, hearing public testimony, independent research, and reviewing staff reports and recommendations - all of which are intended so that the Advisory Body is prepared to discuss, formulate, and forward well-developed, thoughtful recommendations to the City Council in a timely manner.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

To reduce barriers to community member participation, the City offers stipends of \$25 per meeting attended to Advisory Body members. Those members who certify as low income are eligible to receive stipends of \$50 per meeting attended. Advisory Body members may waive the stipend upon request.

The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

**All of this careful consideration takes time, please be aware that you will not be notified until February of 2026 of any next steps in the process.**

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. Questions? Contact Dawn Carvalho, Executive Services Assistant, 360.753.8065, [dcarvalh@ci.olympia.wa.us](mailto:dcarvalh@ci.olympia.wa.us)

If you saved or submitted an application and did not receive a confirmation, please check your spam folder. When filed with the City, your application and attachment documents are public records and may be subject to public release.

**Name**

Marcella Volpintesta

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Westside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Metropolitan Parks District Advisory Board

Parks and Recreation Advisory Committee

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

- 1 - Parks and Recreation Advisory Committee
- 2 - Metropolitan Parks District Advisory Board

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Attach a Resume**



Marcella Volpintesta - Resume 2025G2.pdf

**Briefly describe why you wish to serve on this Advisory Body:**

I am seeking appointment to the Parks and Recreation Advisory Committee as my first choice, and the Olympia Metropolitan Park District Advisory Committee as my second choice, because I believe city parks play a vital role in supporting recreation, health, food access, and community connection - and that these priorities can and should coexist.

Through my work with the Southwest Olympia Neighborhood Association (SWONA), particularly on the Food Access & Sustainability Committee, I have seen how parks and park-adjacent spaces can support community gardens, gleaning efforts, and food access programming while also serving as places for play, exercise, and gathering. I am especially interested in how well-designed parks can accommodate a range of uses - from playgrounds and pickleball courts to trails, open lawns, and community spaces - in ways that serve people of different ages, abilities, and interests.

Before moving to Olympia, I lived in Tacoma for over 25 years and experienced the benefits of a strong metropolitan park district firsthand. Tacoma's parks offered a wide mix of amenities, including recreation facilities, playgrounds, trails, environmental education, and food access programs. That experience shaped my understanding of how intentional park planning can support both active recreation and broader community wellbeing, rather than forcing a choice between them.

I am personally drawn to city parks as places for everyday recreation - walking, hiking, and spending time outdoors close to home - as well as gateways to larger state and national park systems. I value stewardship and accessibility, and I am especially interested in ensuring that recreation amenities and park investments reflect the needs of the whole community, including families, seniors, and people who may not otherwise feel welcome in outdoor spaces.

I want to serve on this advisory body to help support a parks and recreation system that balances play, physical activity, food access, environmental care, and inclusive design. I believe parks are most successful when they are flexible, welcoming, and responsive to community needs, and I would be honored to contribute my perspective and experience to that work.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

I bring a combination of community-based experience, public-sector analytical expertise, outdoor stewardship, and collaborative decision-making skills that align well with the role of a Parks and Recreation advisory body.

Through my involvement with the Southwest Olympia Neighborhood Association (SWONA), particularly on the Food Access & Sustainability Committee, I have worked on community-led efforts that intersect with parks, public land use, and shared neighborhood spaces. This work requires balancing diverse perspectives, identifying common ground, and thinking holistically about how public spaces can serve recreation, food access, environmental stewardship, and community connection simultaneously. These experiences closely mirror the advisory process of reviewing proposals, weighing tradeoffs, and making thoughtful recommendations.

Professionally, I bring over a decade of experience working in public-sector and healthcare systems, where I regularly analyze complex information, evaluate program impacts, and support data-informed decision-making. In my current role with the Washington State Department of Health, I design and maintain enterprise-level data systems, develop reports and dashboards, and support high-visibility, mission-critical projects. This background has strengthened my ability to review detailed materials, ask clarifying questions, and assess long-term implications - skills that are directly applicable to reviewing park plans, capital investments, and policy recommendations.

Earlier in my career, I worked in fiscal analysis and program management roles with the Washington State Health Care Authority, where I collaborated with leadership, external partners, and legislators on budgeting, forecasting, and program design. That experience has given me a strong appreciation for public accountability, equity considerations, and the importance of aligning limited resources with community priorities.

I also bring lived experience with outdoor recreation and stewardship, including mountaineering and hiking on public lands. Through these activities, I have developed a strong respect for land stewardship, trail maintenance, environmental protection, and safety in shared outdoor spaces. Mountaineering, in particular, has reinforced the importance of preparation, risk awareness, Leave No Trace principles, and respect for natural systems - values that translate directly to thoughtful parks planning, trail design, and long-term land management. This perspective helps me consider how city parks can support both everyday recreation and broader connections to regional, state, and national public lands.

Having lived in Tacoma for over 25 years, I also bring firsthand experience with a metropolitan park district that successfully integrates playgrounds, sports courts, trails, environmental education, and food access programming. That experience informs my understanding of how parks can be designed and managed to support a wide range of recreational uses while remaining inclusive, accessible, and environmentally responsible.

Finally, I bring strong communication and collaboration skills. I am comfortable working in group settings, engaging in respectful dialogue, and contributing constructively to discussions with people who hold differing views. I value public process and transparency, and I am committed to centering community needs while supporting thoughtful, well-reasoned recommendations.

Together, these experiences allow me to contribute a balanced, informed perspective to the advisory body - one that supports recreation, food access, environmental stewardship, and inclusive use of Olympia's parks for the benefit of the entire community.

**Share the ways you've been involved or have volunteered in the community.**

I have been actively involved in community-based work focused on food access, sustainability, and

neighborhood connection through the Southwest Olympia Neighborhood Association (SWONA) and broader regional partnerships.

Within SWONA, I have participated in the Food Access & Sustainability Committee, supporting efforts that improve access to fresh food and strengthen neighborhood resilience. This work includes collaborating with neighbors, committee members, and partner organizations to explore community gardens, gleaning efforts, food distribution, and the use of shared public or park-adjacent spaces to meet community needs. Through this role, I have been part of conversations that balance food access, recreation, stewardship, and neighborhood use of public spaces, while remaining responsive to local concerns and priorities.

In addition to neighborhood-level work, I have recently been involved with regional food system conversations through the South Sound Food Systems Network. This has included engaging with organizations, advocates, and community members working across jurisdictions to address food insecurity, sustainable food systems, and equitable access to resources. Participating in this broader network has reinforced the importance of collaboration, shared learning, and coordination between local efforts and regional strategies.

My community involvement is grounded in relationship-building and collaboration. I value working across differences, listening to community voices, and contributing in ways that support long-term, inclusive outcomes rather than short-term fixes. Whether at the neighborhood or regional level, I approach volunteer work with a focus on mutual respect, shared responsibility, and practical solutions that strengthen community wellbeing.

Through these experiences, I have developed a strong appreciation for how local government, neighborhood groups, and community networks can work together to support parks, public spaces, and programs that serve diverse needs. I would bring this collaborative, community-centered approach to my service on a City of Olympia advisory body.

### **List your educational and/or professional background and area of study.**

I hold a Bachelor of Arts in Communications with a focus on communications and marketing from the University of Washington Tacoma and an Associate of Arts and Science from Pierce College.

My educational background in communications and marketing informs how I approach public service and collaborative work. It has strengthened my ability to communicate clearly, translate complex information for non-technical audiences, and think strategically about outreach, messaging, and community engagement. These skills are especially relevant in advisory settings that rely on public input, transparency, and effective communication between government and the community.

Professionally, I have extensive experience in public-sector data services and analytics, primarily within Washington state agencies. I currently work at the Washington State Department of Health in a data services role focused on database management, system administration, and reporting infrastructure. My work includes managing enterprise databases, developing and maintaining SSIS packages and reporting systems, supporting system upgrades, managing system access and security, and ensuring the reliability and integrity of data systems that support critical public programs.

Previously, I worked at the Washington State Health Care Authority in fiscal and analytical roles supporting Medicaid finance and hospital reimbursement programs. In these positions, I was directly involved in public financial management activities such as forecasting, budget analysis, program modeling, and evaluating fiscal impacts to support leadership and legislative decision-making. This experience gave me a strong understanding of how public dollars are managed, the importance of accountability, and how data informs policy and operational decisions.

Together, my background in communications and marketing, public financial management, data analytics, and data services allows me to contribute a balanced and practical perspective. I am comfortable engaging in detailed reviews, understanding financial and operational implications, and communicating clearly with both technical and non-technical audiences. I believe this combination of skills would be a strong asset to a City of Olympia advisory body, where thoughtful analysis, collaboration, and clear public communication are essential.

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

I understand that service on this advisory body includes attending monthly evening meetings, reviewing materials in advance, and participating in additional committee work as needed.

I am willing to commit approximately 25–35 hours per month as a volunteer. This includes:

- 2–3 hours for the regular monthly committee meeting
- 4–10 hours for meeting preparation, including reviewing agendas, staff reports, planning documents, and background materials
- 5–10 hours for committee working groups, follow-up discussions, special projects, or policy and program review outside of regular meetings
- An additional 10–15 hours per month dedicated to community outreach and engagement, including connecting with neighborhood groups, community organizations, and residents to better understand how parks and recreation programs are used and where there may be unmet needs or opportunities for improvement

I view community outreach and preparation as essential to effective advisory work and am committed to investing the time needed to be informed, responsive, and engaged. I am prepared to consistently contribute at this level and to increase my involvement as needed during periods of heightened activity or special initiatives.

**Question Applies to the Parks and Recreation Advisory Committee: Describe your interest in and use of parks in Olympia.**

My interest in Olympia’s parks is shaped by extensive experience recreating on national and state public lands, including hiking and mountaineering, as well as by a strong desire to bring that same sense of care, stewardship, and belonging closer to home through city parks.

Through outdoor activities such as hiking and mountaineering, I have spent significant time in national and state parks and public lands, where I have developed a deep appreciation for well-maintained trails, thoughtful land management, safety, and environmental stewardship. These experiences have reinforced the importance of preparation, shared responsibility, and long-term planning to protect natural spaces while making them accessible to the public. I carry those values with me when I engage with local parks.

At the city level, I regularly use Olympia’s parks for walking, outdoor recreation, and time spent in nature close to home. I see city parks as essential everyday spaces that allow residents to experience the benefits of being outdoors without needing to travel long distances or have specialized gear. I am especially interested in how Olympia’s parks can support a wide range of uses, from playgrounds and courts to trails, open space, and natural areas, while remaining welcoming to people of all ages, abilities, and backgrounds.

I am motivated by a desire to help bridge the gap between large-scale public lands and neighborhood parks by bringing the values I have learned through outdoor recreation into local decision-making. That includes a focus on stewardship, accessibility, safety, and inclusive design, as well as recognizing how parks can also support broader community needs such as gathering, health, and food access when thoughtfully planned.

Ultimately, I want to help ensure Olympia’s parks reflect both a love of the outdoors and a strong commitment to community wellbeing. City parks have the power to make nature, recreation, and connection part of daily life, and I am passionate about supporting a park system that serves the full spectrum of community needs while protecting the natural character that makes Olympia special.

**Question Applies to the Parks and Recreation Advisory Committee: Please describe your interest in recreation (sports leagues, summer camps, classes or trips) in Olympia.**

I am interested in Olympia's recreation programs as important tools for promoting health, connection, and equitable access to active opportunities for people of all ages. I value recreation programming not only for the activities themselves, but for how well-designed programs can create welcoming entry points into physical activity, outdoor experiences, and community engagement.

My personal recreation interests center on outdoor activities such as hiking and mountaineering, which has shaped my appreciation for programs that build skills, confidence, and safety over time. From that perspective, I am particularly interested in how city recreation offerings - including classes, youth programs, and guided activities - can help people develop foundational skills, discover new interests, and feel comfortable participating in outdoor and recreational spaces.

I also recognize the importance of structured recreation such as sports leagues, camps, and classes in supporting families, youth, and seniors. These programs provide safe, affordable opportunities for physical activity, social connection, and skill development, and can be especially impactful for households that may not otherwise have access to organized recreation. I am interested in how Olympia's recreation programs are designed, scheduled, and priced to ensure broad accessibility and inclusion.

From an advisory perspective, I am motivated by how recreation programs can complement parks and facilities, activate public spaces, and respond to community needs. I am especially interested in programs that emphasize inclusivity, adaptability for different abilities, and opportunities to engage residents who may not traditionally participate in organized recreation.

Overall, my interest in Olympia's recreation programs is grounded in a belief that recreation should be accessible, welcoming, and reflective of the community it serves. I would bring a thoughtful, community-centered lens to discussions about sports leagues, camps, classes, and trips, with a focus on ensuring programs support healthy activity, skill-building, and connection for all residents.

**Question Applies to the Parks and Recreation Advisory Committee: What particular perspectives or skills would you bring to the Parks and Recreation Advisory Committee?**

I would bring a well-rounded perspective that combines community-based experience, strong analytical and data-informed thinking, communications-centered public engagement, and public financial management.

My background in communications and marketing shapes how I engage with public process and community input. I am attentive to how information is shared, how programs and decisions are communicated, and whether messaging is accessible, inclusive, and responsive to community needs. This perspective is especially valuable for a committee that helps bridge city staff, policy decisions, and the public.

I also bring experience in public-sector data services, analytics, and fiscal analysis. My professional work includes supporting public financial management through forecasting, budget analysis, program modeling, and evaluation of fiscal impacts, as well as working with enterprise data systems and reporting infrastructure. This allows me to engage thoughtfully with topics such as capital investments, maintenance planning, program evaluation, and long-term sustainability, and to ask questions that help clarify tradeoffs and responsible use of public resources.

In addition, I bring a strong stewardship and recreation lens informed by extensive experience on national and state public lands through hiking and mountaineering. These experiences reinforce the importance of safety, accessibility, environmental care, and long-term maintenance. I am particularly interested in how these values can be applied at the city level to support parks that are both actively used and thoughtfully protected.

Finally, my involvement in neighborhood and regional food access efforts has given me experience working collaboratively across diverse perspectives and priorities. I am comfortable navigating competing interests and finding ways to integrate recreation, community use, stewardship, equity, and fiscal responsibility into cohesive recommendations.

Together, these perspectives allow me to contribute as a thoughtful, prepared, and collaborative advisory committee member. I would bring a balanced approach that values recreation and play, protects natural resources, responsibly stewards public funds, and centers community needs, with the goal of helping Olympia's parks and recreation system continue to serve the full spectrum of residents.

**Question Applies to the Metropolitan Park District Advisory Committee: Describe any experience you have in budgeting, accounting or parks-related finance that may benefit this advisory committee.**

I bring extensive experience in public-sector budgeting, fiscal analysis, and financial oversight that would be directly relevant to service on the Metropolitan Park District Advisory Committee.

Earlier in my career, I worked in fiscal and analytical roles with the Washington State Health Care Authority, where I supported public financial management for large, complex programs. My responsibilities included budget analysis, forecasting, program modeling, and evaluating fiscal impacts to support leadership and legislative decision-making. This work required careful stewardship of public funds, clear documentation, and an understanding of how financial decisions affect service delivery and long-term sustainability.

In addition to fiscal analysis, my professional background includes extensive experience working with data systems and reporting infrastructure at the Washington State Department of Health. In my current role, I support enterprise data services, including database management, reporting systems, and data integrity for mission-critical programs. This experience strengthens my ability to assess financial and operational data, understand cost drivers, and evaluate performance metrics - skills that are valuable when reviewing budgets, capital investments, and ongoing maintenance costs for parks and recreation assets.

While my professional experience is not specific to parks finance, the principles of public budgeting, accountability, and long-term asset stewardship are directly transferable. I am comfortable reviewing financial documents, asking informed questions, and considering tradeoffs between capital investments, operating costs, and community priorities.

Overall, my experience in public financial management, analytics, and data-informed decision-making would allow me to contribute meaningfully to discussions about budgeting, financial sustainability, and responsible stewardship of park district resources.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

No

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

# Marcella Volpintesta

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- Results-oriented IT professional with extensive experience in SQL Server Database Administration, advanced SQL querying, and database optimization. Expertise in designing, implementing, and maintaining enterprise-level applications using SQL Server (T-SQL, SSRS, SSIS), .NET Framework, and Visual Studio to deliver high-performing, scalable solutions.
- Skilled in analyzing and managing large datasets, writing complex queries, and performing database utility functions, including creation, configuration, optimization, and maintenance, while ensuring data integrity, security, and compliance with organizational policies and industry standards.
- Demonstrated expertise in developing IT policies, procedures, and standards, including documentation and implementation, to align with organizational objectives and ensure compliance with regulatory requirements. Proven success in IT risk management and resource allocation for mission-critical projects.
- Proficient in business process improvement and IT governance, with a strong background in process modeling, vendor management, and disaster recovery planning to ensure operational continuity and system resilience.
- Proven ability to lead cross-functional teams and collaborate with leadership to implement strategic initiatives, including developing disaster recovery plans, continuity of operations plans (COOP), and IT security policies.
- Experienced in managing contracts and vendor relationships, including negotiation, compliance monitoring, and policy development, ensuring adherence to contracting laws and procurement standards.
- Adept at applying advanced data analysis techniques, developing logical and physical data models, and creating dashboards and reports using Power BI, Tableau, and SQL Server Reporting Services to support data-driven decision-making.
- Recognized for developing and maintaining IT processes, policies, and governance frameworks that enhance operational efficiency and support organizational goals.
- Extensive technical proficiency, including expertise in SQL Server Management Studio, Azure, Visual Studio, Tableau, Power BI, Power Automate, and Microsoft Office 365. Experienced in project management and Agile methodologies to ensure successful project delivery and continuous improvement.
- Broad knowledge of enterprise systems and tools, including Salesforce, WHALES, EPIC, Drupal, 3M, On-base, Cerner Millennium (ACIS) – PowerChart, McKesson HBOC Star, PCON, CMS Pricer, Sharepoint, Service Now, Emptoris, Amisys, Microstrategy, Golden, AWD, CRM, Portico, TruCare, ADP eTIME, Crystal Reports, and Final Cut Pro.

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## Education

<b>Bachelor of Arts and Sciences</b> <i>University of Washington, Tacoma, Washington</i>	<b>2005</b>
<b>Associate of Arts and Science</b> <i>Pierce College, Lakewood, Washington</i>	<b>2003</b>

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## Career History

<b>IT Data Technical Specialist</b> <i>Washington Department of Health, Office of Innovation &amp; Technology</i>	<b>2021-Present</b>
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- Designed, developed, and maintained enterprise-level and complex organizational databases using SQL Server 2012/2019.
- Built, deployed, and maintained SSRS reports, Microsoft SQL Integration Services solutions (SSIS) packages, and data pipelines to support high-visibility and mission-critical projects.
- Directed system upgrades and modernization efforts, ensuring seamless integration with emerging technologies and maintaining system compatibility.
- Managed Tableau Server infrastructure and supported data visualization and reporting needs across multiple teams.
- Applied Agile practices for iterative development and addressed security protocols and SDLC best practices.
- Configured and maintained robust data systems, encompassing the design, creation, and maintenance of reports and automated scripts.

- Implemented system upgrades, ensuring maximum system availability, enhanced performance, and smooth technology integration.
- Executed daily database maintenance, monitoring, and performance tuning tasks, guaranteeing system reliability and efficiency for enterprise operations.
- Performed enterprise-level SQL Data Administration using SQL Server Management Studio 2012/2014/2016/2019.
- Delivered expertise in data architecture, data analysis, modeling, reporting, pipeline development, and database administration.
- Hands-on experience with installing, configuring, and upgrading a variety of critical systems such as Tableau Server, Salesforce, SQL Server Management Studio, and WHALES, across environments.
- Supported and administered Tableau infrastructure, including security policies, installation, and server configuration.
- Experienced in Server Backup, Restoration, and implementing Disaster Recovery Plans to safeguard critical data assets.
- Assisted with Windows Server configuration and management to optimize SQL Server Management Studio performance and deployment.
- Submitted and managed firewall rule tickets for new servers to ensure secure and seamless team access across devices.
- Led the upgrade of SQL Server Management Studio from 2014 to 2019 across 80+ servers in QA, DEV, and PROD environments, coordinating with multiple teams and ensuring timely resolution of technical issues.
- Created Active Directory (AD) groups for 80+ servers and 1,200+ databases, managing user permissions and enforcing data security protocols.
- Registered new servers on Central Management Servers and created automated processes to enhance database functionality and reliability.
- Offboarded users leaving the agency to maintain security by revoking database and server access.
- Created reports in ServiceCentral and worked on submitted tickets, writing T-SQL queries for data retrieval and cleanup.
- Developed new and updated preexisting reports in Microsoft SQL Reporting Services (SSRS), ensuring access and functionality for end-users.
- Created and managed databases for various departments across testing, development, and production environments, tailoring configurations to specific departmental needs.
- Processed and executed data change requests, maintaining data accuracy and consistency.
- Managed MFT accounts for internal teams and external vendors, monitoring security credentials and ensuring secure file transfers.
- Performed WHALES upgrades in testing and production environments, coordinating after-hours deployments to minimize operational impact.
- Authored detailed user guides for team members and other departments, providing step-by-step documentation for operational continuity.
- Created and maintained user guides for tasks, enabling effective cross-coverage and team collaboration.
- Performed and managed daily database maintenance, monitoring and optimizing system performance to meet organizational needs.

#### **Fiscal Information & Data Analyst**

**2018-2021**

*Washington State Health Care Authority, Financial Services Division – Medicaid Rates Section*

- Developed ETL processes and database models to support Medicaid financial forecasting.
- Delivered actionable insights using Power BI and SQL-based reporting tools.
- Ensured data integrity and compliance with security and privacy standards.
- Collaborated with stakeholders to align solutions with business and technical needs.
- Served as the liaison and lead analyst for forecast workgroup meetings, between HCA, OFM, and legislative staff, involving research and analysis of service utilization, clinical outcomes, legislative fiscal impacts, and expenditures for financial forecasting.
- Extracted data from various enterprise SQL Server and PL SQL databases, utilizing Excel Power Query reporting tools for complex financial analyses.
- Developed ETL database models and created dimensions for database warehouses to facilitate efficient reporting and modeling.
- Collaborate with senior management to determine functionality requirements, resolve data quality issues, and improve source data quality and data collection processes.
- Experience pulling data from AFRS/Enterprise Reporting and applying ETL procedures to incorporate expenditure and allotment data into a relational database.
- Perform quality assurance reviews to ensure appropriateness, validity, and completeness of financial data/information.

- Performs data abstracting and analysis in conjunction with internal and external data system relating to comprehensive healthcare data sets.
- Maintains a working knowledge of various health databases and applicable data query and manipulation tools including inpatient, outpatient, emergency department, licensure, and hospital financial databases.
- Led and managed development, implementation, and maintenance of financial reporting, modeling, and data systems infrastructure related to Medicaid finance and rates.
- Provided complex financial analysis and modeling for decision packages considered by senior management and legislature.
- Tracked allotments, conducted departmental budget reviews, and analyzed trends to guide strategic financial decisions.
- Retrieves, interprets, and report data and information as requested by individuals, public and private entities, and agency staff.

#### **Inpatient Rates Program Manager**

**2016-2018**

*Washington State Health Care Authority, Financial Services Division – Hospital Finance*

- Translated clinical data requests into financial requirements, reviewed functional specifications and design documents for compliance with business requirements.
- Collaborated with data analysts on SQL query review and validation.
- Submitted system changes to OMSD/ProviderOne.
- Identified outdated program processes and updated to better streamline steps to reduce redundancies.
- Produced data extracts for both external and internal customers, which included the incorporation of claim reimbursement calculations using nesting formulas.
- Communicate provider changes to provider enrollment team and OMSD via ProviderOne help ticketing system – ensuring the availability of the most up-to-date data for claims processing.
- Manage all WAC's and SPA's related to program and updated external facing program materials via Drupal.

#### **Senior Contract Implementation Analyst, Centene Corporation – Coordinated Care**

**2014-2016**

- Tested contract implementation and configuration, including User Acceptance Testing (UAT), Change Requests (CRs), to ensure system accurately reflect providers negotiated contract terms.
- Troubleshoot and remedied system configuration issues.
- Reviewed provider contracts, established state guidelines, assessed risk, and assigned pay classes based on contract language.
- Assessed the need for system enhancements and/or business process change.
- Created and tested CRs, updated Configuration Tracker, reviewed First Signature Reports, and assigned Contract Effective Date for all contracts.
- Provided status reports on testing activities to internal teams and other stakeholders.
- Reviewed HCA websites for benefit, provider guides, and fee schedule changes – ensuring that CRs were implemented and tested within the system to provide proper claim adjudication.
- Performed provider setup audits within system to ensure accurate contract implementation and subsequent claims processing – ensuring claims paid systematically with little to no manual intervention.
- Trained other team members on department processes and duties.

#### **Contract Reimbursement Specialist, Catholic Health Initiatives**

**2011-2014**

- Reviewed third-party payor contracts and participated in system testing, auditing, and validation of contract management system databases.
- Identified and corrected billing issues, maintained documentation for appeals, and reviewed past claims for underpayments.
- Coordinated with Clinical Resource Center and generated appeals for inappropriately denied claims.
- Managed and Identified claim overpayments and triaged to refund department.
- Training new department staff on EPIC, Cerner (ACIS), Citrix, ACE, PCON and other Revenue Cycle systems.
- Developed steps to reduce financial waste within the department.

#### **Financial Access Counselor, Franciscan Health System**

**2009-2011**

- Prepared patient accounts for billing which included collecting insurance information for eligibility of benefits, obtained pre-certification and authorization.
- Provided patients with quotes on cost of services and payment arrangements.
- Coordinated and collaborated with Utilization Review, Case Management, Social Services personnel, physician offices, payors, to obtain pre-certification and medical necessity information to maximize insurance reimbursement for services rendered.

- Researched CPT codes for patients' future procedures when not listed in account.
- Researched old accounts that may have been denied due to incorrect coding/billing errors, to remedy bad debt and to optimize max allowable/covered costs by insurance.

**Pre-Registrar/Lead, Franciscan Health System**

**2007-2009**

- Collected patient demographic and financial information for pre-registration via various channels.
- Researched patient appointment information via various systems.
- Managed patient inquiries, ensured compliance with HIPAA guidelines, and directed inquiries to appropriate hospital resources.
- Served as acting supervisor in absence of management, assigning daily tasks to department members.

## References

- |    |  |   |
|----|--|---|
| 1. | <b>Jean Bui</b><br>ERB Deputy Director<br>Health Care Authority<br>██████████  | Relationship: <b>Former Section Manager</b>   |
| 2. | <b>Grant Stromsdorfer</b><br>IT Application Development – Senior Specialist<br>Health Care Authority<br>██████████               | Relationship: <b>Former Supervisor</b>        |
| 3. | <b>Megan Atkinson</b><br>Assistant Director Financial Services &<br>Healthcare Purchasing<br>Health Care Authority<br>██████████ | Relationship: <b>Former Division Director</b> |
| 4. | <b>Steve Schramm</b><br>CFO<br>MultiCare Health System<br>██████████   | Relationship: <b>Former Supervisor</b>        |
| 5. | <b>Julie Nelson</b><br>Senior Director, ERC<br>UW Medicine<br>██████████   | Relationship: <b>Former Unit Manager</b>      |
| 6. | <b>Jesse Giulio</b><br>Director of Claims & Contract Support Services<br>Coordinated Care Corporation<br>██████████              | Relationship: <b>Former Supervisor</b>        |

## 2026 Advisory Body Appointment Recommendations

Advisory Body	Position	Name	Term (end date)
Arts Commission	#1	Lauren Thompson	3 yr (2029)
Arts Commission	#4	Mara Orenstein	1 yr (2027)
Arts Commission	#7	Elizabeth Lord	3 yr (2029)



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**Name**

Lauren Thompson

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Westside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Arts Commission

## Interests & Experiences

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### Attach a Resume



Lauren Thompson full resume 2025.docx

### Briefly describe why you wish to serve on this Advisory Body:

Serving my community through helping to strengthen, preserve, and improve access to diverse artistic opportunities and experiences is very important to me. I am interested in promoting a community that is creative, active, and engaged. I am applying to the Arts Commission to play a role in fostering this kind of a community and helping to ensure a robust variety of art programs and experiences are available to our community.

### Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.

I am a very organized and committed person. I have served on a number of boards and councils throughout my life. Many of these positions have been with arts organizations and I have worked to help promote their vision and community outreach.

I have served in leadership positions in my neighborhood associations both here in Olympia and during my time in Kansas City. These roles have required me to be aware of city projects and building developments, how to best inform organizations about these projects, and to advocate for my neighborhood's interests in these projects.

### Share the ways you've been involved or have volunteered in the community.

I was co-president of my neighborhood association Northwest Olympia Neighborhood Association (NwONA) for the previous two years and continue to serve in a leadership role on the board. I am active with our school's PTA. I am a member of several arts organizations that provide free or donation-based art performances in the community.

### List your educational and/or professional background and area of study.

BA Psychology  
BFA Dance with emphasis in Modern Dance  
Minor in Women and Gender Studies  
MA in Counseling and Guidance

Former Licensed Professional Counselor and Licensed Addiction Counselor in the state of Kansas  
Owner of Thrive Pilates & Movement Studio in Kansas City and Olympia  
Dance Instructor at Moving Parts Dance Studio  
Artist in the mediums of dance and public installation work

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

10-15 hours

**Question Applies to the Arts Commission: What art form resonates most with you and why?**

I also have a BFA in Modern Dance. Dance resonates with me the most because it incorporates so many forms of art and as a dancer I have always enjoyed embodying other art forms such as music or paintings. There is also an inherent and immediate interaction between the artist and the audience with dance as opposed to other art forms.

**Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?**

I have danced with and choreographed for Random Acts of Dance Collective (RADCO). My work was featured in the Olympia Dance Festival in 2025. I currently sing with the Treble Voices for Peace Choir. I teach dance at Moving Parts Dance Studio. My family has participated multiple times in the Procession of the Species parade.

**If you are not appointed to the Advisory Body you applied for:**

Do you wish to be considered for appointment to another Advisory Body?

No

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

## LAUREN THOMPSON



### Education

**M.A.**, Counseling and Guidance, Mental Health Emphasis, University of Missouri-Kansas City, 2012

**B.F.A.**, Dance, University of Missouri-Kansas City, 2009

**B.A.**, Psychology, Minor in Women and Gender Studies, University of Missouri-Kansas City, 2009

### Work Experience

- Thrive Pilates & Movement Studio, Kansas City Missouri and Olympia, WA, Owner, September 2015 - present
- Moving Parts Dance Studio, Dance Instructor, 2025 - present
- Healthtrack Wellness Program, Saint Luke's Health System, Kansas City, Missouri  
Fitness Instructor, 2011 - 2017

### Volunteer

- Modernists Board for the National WWI Museum and Memorial, Special Events 2016 - 2017
- Kansas City Ballet Board Member, 2019 - 2020
- BARRE KC for Kansas City Ballet, Marketing Chair 2015 - 2016, Vice President 2017 - 2018, President 2019 - 2020
- Nelson-Atkins Young Friends of Art Board, Marketing Chair, Programing Chair 2014 - 2017
- Nelson-Atkins Friends of Art Board, Marketing Chair 2017 - 2020
- Greater Kansas City Women's Political Caucus 2019 - 2022, Events Coordinator 2020 - 2022
- Westside Neighborhood Association in Kansas City, MO, Secretary 2019 - 2020, Vice President 2020-2022
- Northwest Olympia Neighborhood Association, board member 2022, Co-President 2022 - 2024, Secretary 2025
- Garfield Elementary PTA, 2023 - present

### Installation Work

#### **Art on the Line, 2017**

*KC Faces: Then & Now*: photo installation similar to a lenticular, highlighting past and present figures in Kansas City related to KC arts and culture, development of concept and director of project

#### **Art on the Line, 2016**

*Life Turning*, lateral zoetrope on Main St. to be viewed by passengers on the Kansas City streetcar, main artist, development of concept and director of project

### Grants

#### **Arts KC Inspiration Grant Recipient 2017**

Downtown Replay performance in the Kansas City Fringe Festival

### Professional Fitness Training

- Certified Women's Health and Fitness Specialist and faculty instructor for The Center for Women's Fitness

- Pilates mat and equipment certification through Team Pilates, PMA certified
- Registered Yoga Teacher - 200 hour, Yoga Alliance

**Performance and Choreography Background**

**Olympia Dance Festival, 2025**

*A Lovely Little Piece*, choreographer

**Random Acts of Dance Collective, 2024 - present**

Dancer, choreographer

**Treble Voices for Peace, 2024 - present**

Vocalist

**Kansas City Fringe Festival, 2017**

*Downtown Replay*, 45 minute stage performance, producer, choreographer

**Asheville Fringe Festival, 2017**

*Downtown Replay*, 20 minute stage performance, choreographer

**Art in the Park, 2016**

*Downtown Replay*, director and choreographer

**Electronic Music Midwest MiniFest, 2016**

*Downtown Replay (Staged Version 1)*, choreographer

**Art in the Loop, 2015**

*Downtown Replay*, director and choreographer

**Kacico Dance, 2014 - 2015**

Dancer, choreographer

**Stems: A Garden Soiree, 2014**

Fairy, crowd entertainment, dance, act, socialize

**Paint the Night 2014, Rhythmic Flames**

Crowd entertainment, dance, Chinese dragon, dance with fire



# City of Olympia Advisory Body Application

## **DEADLINE FOR APPLICATION SUBMISSION**

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**Name**

Maria Orenstein

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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Westside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Arts Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

### Attach a Resume



Orenstein\_Resume\_2025.pdf

### Briefly describe why you wish to serve on this Advisory Body:

I moved to Olympia about 14 months ago, and feel like Olympia is where I belong, thanks to the Arts Commission. The ARCH Digest in my inbox has made me aware of so many opportunities I wouldn't have found out about otherwise, and feel that there is actually a support network here for working artists. The opportunity to be on the Arts Commission would give me the chance to become more immersed in the opportunities and resources available, and also the chance to help shape experiences and support other working artists in the community, ensuring a diversity of art and artists are showcased and that local tribal artists are given priority. I also want to ensure that the artistic voices of queer, women, non-binary, and all artists of color continue to be uplifted and celebrated. Art is our lifeline, it weaves invisible threads of connection between all of us. Art to me is equal parts inspiration and creation - working to support other working artists would be deeply inspiring and motivating for my own creativity, I desire to learn more about the ways the city supports artists by listening and adding my own voice as a working artist.

### Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.

I have a diversity of work, volunteering, and life experiences I think could benefit the Olympia Arts Commission. Firstly, I think creative minds are beneficial to any organizing group. Creative solution-finding is work that sparks an inner motivation within my heart! Especially related to the arts in all its forms. I have experience in non-profit youth leadership, art workshop development and have been running my own art business for five years now. All of these work related experiences have given me experience with the professional side of art and allowed me to work with a diversity of personalities and people from all walks of life. I have cultivated deep listening skills that show results in conflict resolution and brainstorming solutions. I have lived both in very rural Oregon and urban Seattle, with community involvement in the arts, environmental issues and organic farming all the while. I am relatively new to Olympia, and I think that is a benefit to an Arts Commission advisory board because I was drawn in by the resources available to artists, but I have a fresh perspective on the city and the art scene here and what is possible. Overall, I am hoping to gain new connections and foster more support of working artists.

### Share the ways you've been involved or have volunteered in the community.

In 2024, before I lived in Olympia, I volunteered a nature art workshop at Student GREEN Congress, an

annual event put on in collaboration with Nisqually River Education Project and Evergreen State College where I created take-home watercolor kits from repurposed containers for the entire class. We practiced drawing from life and using pencil and watercolor. In my past year in Olympia, I participated in a number of city and community events, as an attendee, a vendor, or in a teaching role. I briefly taught local children in elementary schools in an after-school art program, and at Olympia and Tumwater Art for Kids summer camps. I also briefly taught painting at a local Lacey small business. With the city of Olympia, I set up a booth in my first Artswalk Fall of 2025 and Downtown's Winterfest 2025. I make an effort to go to the South Puget Sound Community College Leonard Fuller gallery receptions, especially the Native Art Annual exhibit. I plan to donate a piece to their Postcard Silent Auction this year which raises funds for the gallery. I've been regularly involved with an Olympia Arts League figure drawing session on Tuesday nights, as both an artist and model, and enjoy Olyphant's figure drawing sessions as well. I'm inspired by Thurston County Museum of Fine Art's work at curating and persevering to bring contemporary fine art exhibits to Olympia regularly, as well as plenty of inspiring music and other local community I witness bringing fantastic shows to life throughout the city.

### **List your educational and/or professional background and area of study.**

University of Washington 2020 – Certificate in Natural Science Illustration

Seattle University 2018 – BA Environmental Studies, spc. Ecological Systems; Minors in Philosophy and Biology; University Honors Program Graduate

Wildland Studies Winter 2017 – Chile Project, Patagonian Ecosystems

Other professional background experience includes Youth Trail Crew Leader, Washington Trails Association 2016-2019; Farm Assistant at Morning Glory Organic Farm, Walton, Oregon 2021-2024; Orchardist at My Brother's Farm, Creswell, Oregon, 2023-2024; artist and model at New Zone Art Gallery, Eugene, Oregon 2022-2024 and Diana Fairbank's Studio, Olympia, WA 2024-2025.

### **Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

As someone who is takes the everyday risk of working for myself in the arts, I balance the uncertainty with keeping tasks and meeting deadlines. I do have quite a bit of flexibility as far as time management and number of hours I would contribute to volunteering for city arts. However, I would ask that it is equal to the number of hours expected by any other member of the advisory body or of a specific project. An exact number is hard to say because I have no metric to say if its in the fair range for advisory bodies, as this would be my first role on such a commission. A ballpark is 10 hours a month, on the low range. I imagine it being between 10-20 hours a month.

### **Question Applies to the Arts Commission: What art form resonates most with you and why?**

I challenge this question to go deeper, that it is not only the form of art which resonates with me the most, it is the life infused into that work by which the artist poured their heart and soul into the piece that causes resonance. Any form of art could resonate with me if it has something that speaks truth to life. I've had powerful, time-bending and spiritually altering experiences gazing upon sculpture, while also getting lost in the flow of oil paint from a brush to a canvas with my own hand. I've seen dance and theater performance that made me gasp - I've made music for teary crowds. Art with rhythm, emotion, and that really sends a message - that is the kind of art which has been known to strengthen my bones. Poetry can do that for me too, and I love Olympia's support of our poets. As an artist, I do not label myself by which mediums I use, I label myself that which muses me, which is nature and the beauty of that which exists all around us. So nature might be the form that resonates most; her art is exquisite.

### **Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?**

I am still starting to become fully engaged with the art community here, getting the feel for things and knowing who's who and where's what. I'd say my engagement is growing, and that I'm still finding out about new happenings regularly. My engagement as been active (as a vendor, a workshop teacher), but I like to go out and enjoy what others are putting their energy into as well. I enjoy Harlequin's productions and OFS films and artist panels. I like to vend and meet other nature and art lover folks, I live on a farm who hosts musicians for outdoor shows a couple times a Summer. Overall, my engagement is varied, perhaps a bit more underground at times, but very much curious and looking for more ways to plug in. As

always, I stay rooted in the special ecology of this place, our forests and estuaries, the bay and the mountains, and won't forget that people have been making art here since time immemorial.

## **If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

No

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

Mara Orenstein

<https://gardenwitch.art>

## PROFILE

Creative and passionate full-time artist rooted in the Pacific Northwest and its ecologies. Leadership and teaching experience with wide range of children and students. Strong background in land stewardship, which fosters dedication to biodiversity, ecology, organic practices, and environmental justice. Throughout a lifelong practice of art, emphasis on drawing from observation, and natural science illustration. Figure drawing from life since 2022. Self-taught oil painter with a focus on realism of nature subjects and backgrounds, and currently practicing figures and portraits with intention to incorporate into natural backgrounds with current work in oil paint and pen & ink.

## EXPERIENCE

### **NATURAL SCIENCE ILLUSTRATOR AND NATURE ARTIST** – 2020-PRESENT

Including workshops for children (ages vary) with Student GREEN Congress, an annual event put on in collaboration with Nisqually River Education Project and Evergreen State College, 2024; Art Night at Liberty Creek Elementary, Liberty Lake, WA, 2025; and Turn of the Tides Seasonal Celebration, Olympia, WA, 2025.

**ART INSTRUCTOR** – ART FOR KIDS SCHOOL, OLYMPIA, WA – 2025

**PAINTING INSTRUCTOR** – PAINTING WITH A TWIST, LACEY, WA – 2025

**GARDENER AND FARM WORKER**, EUGENE & CRESWELL, OREGON – 2023-2024

**FARM ASSISTANT**, MORNING GLORY FARMS, WALTON, OREGON – 2022-2024

**GROUNDSKEEPER**, BIG BEAR CAMP, WALTON, OREGON – 2020-2023

Orchard maintenance, forest restoration, trail building, invasive plant removal, meadow establishment, fire prevention pruning, and homestead maintenance (irrigation, solar, firewood).

**YOUTH CREW LEADER**, WASHINGTON TRAILS ASSOCIATION, SEATTLE – 2016-2019

Leading groups of up to 12 high school age students into front and backcountry settings in Washington state with a peer co-leader (5-7 days at a time) to open trail corridors at a variety of elevations and micro-climes.

## EDUCATION

**UNIVERSITY OF WASHINGTON** 2020 – CERTIFICATE IN NATURAL SCIENCE ILLUSTRATION

**SEATTLE UNIVERSITY** 2018 – BA ENVIRONMENTAL STUDIES, SPC. ECOLOGICAL SYSTEMS; MINORS IN PHILOSOPHY AND BIOLOGY; UNIVERSITY HONORS PROGRAM GRADUATE

**WILDLAND STUDIES** WINTER 2017 – CHILE PROJECT, PATAGONIAN ECOSYSTEMS

## SKILLS

I am trained in natural science illustration, which approaches **art with an academic method, focusing on technical aspects of design, composition and color theory** while remaining faithful to the inherent beauty of nature subjects. I enjoy reading about art & nature and researching both, particularly women in art. I have **developed my own art workshop curricula three times in the past year**, and have **leadership experience working with kids of all ages**. I have **extensive use of basic computer programs (word, excel)** and **Affinity Photo + Design** applications (photo-editing software). I have **managed my own business** beginning in 2020. This includes **maintaining a self-designed website** using Ucraft original services, **photo documenting my own work, making print orders** of merchandise (prints, stickers, and framing originals), organizing and **corresponding with workshop organizers**. I have reliable transportation and can show up on time. I am an active listener, I like to work independently and with others, can adapt quickly, am organized, and have a great attention to detail and close observation. I prefer to calmly handle conflicts by giving space and having discussion. **Honesty, listening, respect, and patience** are values I uphold and desire from others.



# City of Olympia Advisory Body Application

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**Name**

Elizabeth Lord

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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Yes

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Westside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Arts Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

### **Briefly describe why you wish to serve on this Advisory Body:**

I want to ensure Olympia's vibrant art and performance community is supported by the city and that all artists, whether established or burgeoning, find a welcoming home here where they feel encouraged to create and share their unique work and vision with Olympia.

### **Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

I have LOTS of experience producing live performance productions. I am currently an active participant in the performance art community and am familiar with numerous artists in the area. I am friendly with the storytelling, theater, clowning, puppeteering variety, burlesque and aerial arts communities. I am adept at interacting with the public and press.

### **Share the ways you've been involved or have volunteered in the community.**

Producer of monthly storytelling Slam StoryOly. [10 years]

Producer of annual variety show Lord Franzannian Royal Olympian Spectacular Vaudeville Show. [19 years]

Performer with playback theater troupe The Heartsparkle Players [28 years]

Member of the South Sound Storyteller's Guild.

Have been a guest storyteller at most of the libraries and schools in the area at one time or another.

Performer in many local original play productions including numerous productions with String and Shadow Puppet Theater, Olympia Family Theater and NW Playwrights Alliance. I was even in a Harlequin play production once!

Emcee at local non-profit fundraisers and aerial arts shows.

Former producer/writer/performer in local comedy satire "The Bubble."

Former manager of [now defunct] Midnight Sun performance space That was located at 113 Columbia Street. [10 years]

Former producer of BigShowCity a multi-day multi-venue performance festival [2000-2003]

**List your educational and/or professional background and area of study.**

BA from The Evergreen State College (focus on performing arts and folklore)  
Professional Storyteller  
Professional Bartender

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

20 hours a month (more if special project requires it)

**Question Applies to the Arts Commission: What art form resonates most with you and why?**

Performance Art. Specifically oral storytelling. Live oral storytelling is the most satisfying of all the performing arts. It generates an immediate human connection between the teller and the audience that is more powerful and intimate than any other live performance art which leaves participants feeling seen and heard.

**Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?**

In addition to the multiple performing arts events I create and host, I enjoy attending local theater productions, exploring Arts Walk, and attending gallery openings. I purchase visual art when I can and do my best to contribute financially to local theaters and creators.

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Do you wish to be considered for appointment to another Advisory Body?

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

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## 2026 Advisory Body Appointment Recommendations

Advisory Body	Position	Name	Term (end date)
Cultural Access	#1	Morgan Montes	3 yr (2029)
Cultural Access	#2	Ravi Adigarla	3 yr (2029)



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**Name**

Morgan Montes

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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Downtown

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Arts Commission

Cultural Access Advisory Board

Parks and Recreation Advisory Committee

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

1. Cultural Access
2. Parks and Recreation
3. Arts Commission

## Interests & Experiences

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**Attach a Resume**



Advisory Resume - Morgan R Montes.... .pdf

**Briefly describe why you wish to serve on this Advisory Body:**

I am interested in serving on a city advisory board because I find meaning in using my skills and abilities to help my community make real progress. My background in strategic planning, organizational development, and facilitation has consistently centered on bringing people together to solve problems and align work with community needs.

I also recognize the privilege I have and feel a responsibility to give back. My volunteer work reflects my commitment to contributing where I can. Serving on an advisory board is a way to support thoughtful, equitable decision-making in my city.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

I bring a strong combination of strategic planning, facilitation, and community-centered leadership that would directly support the work of a Cultural Access, Park & Recreation, or Arts advisory board. I have extensive experience leading strategic planning efforts, collaborating with diverse groups, and guiding organizations through complex decision-making processes. I am a thoughtful, organized, and methodical person.

My volunteer work further reflects a commitment to community service and direct engagement. I've served on the South Capitol Neighborhood Association board, including managing city grants and overseeing financial reporting, and I've co-directed large youth programs and events through Girl Scouts. These roles demonstrate my ability to support community projects, coordinate logistics, manage budgets, and elevate community voices in program planning. I recently completed a neighborhood engagement survey in my role as Treasurer on the South Capitol Neighborhood Association. This input will be used as

we plan our agenda for 2026.

**Share the ways you've been involved or have volunteered in the community.**

My volunteer experience reflects long-term, hands-on involvement in community service, youth programs, neighborhood leadership, and capacity-building for nonprofits. I serve as a Girl Scout troop leader, guiding skill development and as a co-director for a regional Spring Encamporee. This involves coordinating programming for more than 150 Girl Scouts and providing safety support as a certified lifeguard. I have contributed to the South Capitol Neighborhood Association as Treasurer, managing annual budgets and financial reporting, as well as overseeing city grant funding for two consecutive years. I also recently lead a survey effort to better understand the priorities and diverse perspectives of our neighbors.

My earlier volunteer work demonstrates a commitment to strengthening community organizations. With Associated Ministries, I facilitated process mapping and problem-solving efforts for the Paint Tacoma Beautiful Project and trained staff in Lean skills. I also contributed to educational support through tutoring students at CIELO and helped increase financial stability for low-income households as a VITA tax preparation volunteer with Sound Outreach.

**List your educational and/or professional background and area of study.**

I have a strong educational foundation in public administration, finance, and organizational development. I hold a Master of Public Administration from The Evergreen State College and a Bachelor's degree in Finance from Western Washington University. I've completed several professional certifications, including Lean Six Sigma Black Belt and Green Belt training, Prosci change management certification, a strategic planning certification, and a leadership capstone program.

Professionally, I have more than a decade of experience in strategic planning, organizational development, and process improvement within Washington State agencies. I currently serve as an Innovation Administrator at the Department of Revenue, where I lead strategic planning, design thinking efforts, and organizational change services. I previously served as the Director of Strategic Planning at the Department of Veterans Affairs, leading development and performance monitoring of the agency's multi-year strategic plan.

My earlier roles include managing improvement projects, leading organizational change efforts for a major \$72 million systems replacement project, and conducting legislative and tax policy analysis as an Excise Tax Examiner. Across these roles, I've built deep appreciation for data collection, analysis, and collaboration. I have learned about the importance of being inclusive and consider a diverse set of perspectives while staying focused on priorities.

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

I can commit 10 hours of volunteer hours per month to this advisory board, including meeting attendance and preparation.

**Question Applies to the Arts Commission: What art form resonates most with you and why?**

The art form that resonates most with me is dance. I tap danced from the time I was five through seventeen, and that early foundation gave me a deep appreciation for rhythm, expression, and movement as a way to express myself and relieve stress. Over the years I've continued to explore other forms of dance like ballroom and modern dance, which has only strengthened my connection to dance as an art that brings people together and communicates emotion in a unique way.

Music is also central to how I experience art. I grew up playing both the violin and trombone, and I've always loved listening to a wide range of musical styles.

I'm also drawn to visual arts. I enjoy creating chalk art on my sidewalk and appreciate public art forms such as sculptures and murals that make creativity accessible in everyday spaces.

Overall, while I connect with many forms of art, dance resonates the deepest because it ties together the rhythm, creativity, and expression that have carried through my life. I want to ensure that citizens have

access to the art forms that connect and bring meaning to their life. It's important that we all experience freedom and expression through art.

**Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?**

My engagement with the Olympia arts community is somewhat limited, but it is meaningful. I regularly attend Olympia Symphony concert at the Capitol lawn and usually make it to a show or two each year at the Washington Performing Arts Center. I also enjoy watching dance recitals and supporting local performers there.

I make a point of participating in Arts Walk downtown, and many of my walks around Olympia turn into opportunities to appreciate the murals, sculptures, and other public art that give the city its creative character.

While I'm not deeply immersed in every aspect of the arts scene, I consistently seek out opportunities to experience and appreciate the arts in ways that are accessible to me. I want to be part of making arts accessible to others.

**Question Applies to the Cultural Access Advisory Board: Describe your experience with and knowledge of the communities and organizations meant to be served by the Olympia's Cultural Access Program.**

My experience with Olympia's Culture Access Program has been positive. I've attended performances at the Olympia Family Theater, enjoyed concerts by the Olympia Chorus, and regularly participated in free summer events put on by Free Music Olympia. These opportunities have helped me stay engaged with local arts and make the cultural scene more accessible.

I would love to see even more intentional focus on the Indigenous peoples of this region. Growing up on the Colville Confederated Reservation gave me a deep appreciation for the sovereign nations that coexist in our communities, and I believe cultural programming is an important space to honor their histories, voices, and contemporary contributions.

Overall, while my participation is still growing, the Culture Access Program has connected me to meaningful experiences and I'm eager to see it continue expanding in ways that reflect the full diversity of our community.

**Question Applies to the Parks and Recreation Advisory Committee: Describe your interest in and use of parks in Olympia.**

My interest in and use of Olympia's parks is a regular and meaningful part of my life. I frequently visit the tennis courts at Stevens Field and enjoy walking in Squaxin Park, which has become one of my favorite places to unwind and connect with nature. I also make use of several dog parks around town and really value having safe, open spaces where my dogs can roam freely.

My family has also benefited from the city's parks. For example, my stepson loved riding his bike at different parks in Olympia, and those experiences make me especially interested in expanding trails and creating even more opportunities for people of all ages to explore the outdoors.

Overall, the parks system plays an important role in my daily life, and I'm invested in helping ensure these spaces continue to grow, improve, and remain accessible to everyone in our community. Recently I attended an event at Steven's Field to plant flower bulbs and lay decorative bark. This event was coordinated by our park steward. I thought this was an amazing way to leverage neighbors to improve our space. I really appreciated the city supplying materials.

**Question Applies to the Parks and Recreation Advisory Committee: Please describe your interest in recreation (sports leagues, summer camps, classes or trips) in Olympia.**

I have a strong interest in park recreation in Olympia, as I enjoy activities like golfing, hiking, playing tennis, and walking in nature. As a scout leader, I have developed a deep appreciation for respecting natural spaces and using resources wisely. I am passionate about creating engaging and meaningful experiences in our parks and recreational programs that encourage citizens to be active, enjoy the outdoors, and

improve both their physical and mental health.

**Question Applies to the Parks and Recreation Advisory Committee: What particular perspectives or skills would you bring to the Parks and Recreation Advisory Committee?**

I bring a strong combination of strategic planning, facilitation, and community-centered leadership that would directly support the work of a Cultural Access, Park & Recreation, or Arts advisory board. I have extensive experience leading strategic planning efforts, collaborating with diverse groups, and guiding organizations through complex decision-making processes. I am a thoughtful, organized, and methodical person.

My volunteer work further reflects a commitment to community service and direct engagement. I've served on the South Capitol Neighborhood Association board, including managing city grants and overseeing financial reporting, and I've co-directed large youth programs and events through Girl Scouts. These roles demonstrate my ability to support community projects, coordinate logistics, manage budgets, and elevate community voices in program planning. I recently completed a neighborhood engagement survey in my role as Treasurer on the South Capitol Neighborhood Association. This input will be used as we plan our agenda for 2026.

I am also a regular customer of city parks and have lived experience using tennis courts, soccer fields, trails, and picnic areas.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

No

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

# Morgan R Montes

## Contact Information



## Education & Certifications

Project & Program Strategic Planning Certification:  
South Sound Community College

Department of Revenue:  
Leadership Capstone Program

Certified Change Practitioner:  
Prosci

Lean Six Sigma Black Belt:  
University of Washington

Lean Six Sigma Green Belt:  
University of Washington

Masters of Public Administration:  
The Evergreen State College

Bachelors in Finance:  
Western Washington University

## Professional Experience & Accomplishments

*April 2024 - Present*

Innovation Administrator • Department of Revenue

- Transformed the Lean Transformation Office into a multi-disciplinary organizational development and strategic planning office.
- Introduced design and critical thinking curriculum into leadership development.
- Formalized internal Organizational Change Management services at Revenue.

*December 2022 – March 2024*

Director of Strategic Planning • Department of Veteran Affairs

- Facilitated the development of the 2023 - 2026 Strategic Plan and established the quarterly strategic plan performance review process including over 50 subject matter experts.
- Identified and established performance measures and resumed performance reporting in the Results Through Performance Management (RPM) System.
- Established a training program and certified over 20 Lean Yellow Belts.

*June 2018 – November 2022*

Lean Capacity Development Manager • Department of Revenue

- Developed and delivered Lean training to employees. As a result, 41% of employees had process mapping skills, 48% had problem-solving skills, and 48% of managers had Lean leadership skills as measured by training saturation. The department had over 100 certified Lean practitioners who had improved their processes.
- Facilitated over 30 process improvement and process mapping workshops and achieved 75% of teams implementing improvements within 90 days in FY21.
- Project-managed the effort to update Revenue's Fundamentals Map to ensure each employees' work aligns with the organization's goals and outcomes.

*May 2016 - May 2018*

Organizational Change Management Lead • Department of Revenue

- Led the Organizational Change Management Team on the Tax and Licensing Systems Replacement (TLRSR) Project, a 72-million-dollar tax administration system replacement initiative.
- Created and managed a demo environment so that 750+ employees could practice processes before go-live.
- Assessed new process adoption among approximately 1,100+ employees to ensure employees had necessary knowledge to successfully implement the change.

## Software Competency

Microsoft Office Suite  
MS Forms  
Visio Pro  
PowerBI  
SAS  
Qualdratics

## Key Skills

Strategic planning facilitation  
Process improvement facilitation  
Change management coaching  
Leadership mentorship  
Problem-solving coaching

## Experience & Accomplishments (Continued)

- Engaged a network of 80 employees to champion changes throughout the organization and coordinated a network of staff to facilitate go-live support.

*April 2014 – April 2016*

Change Management Specialist • Department of Revenue

- Conducted assessments, developed organizational change management strategies and plans, managed adoption risks, and executed change management tactics at the enterprise level.
- Analyzed and presented results to management to initiate interventions where appropriate.
- Implemented, refined, and developed new change management tactics where appropriate.

*June 2008 – December 2013*

Excise Tax Examiner • Department of Revenue

- Provided technical evaluation of legislative proposals, requiring thorough research, articulate written and verbal communication, and presentation skills.
- Prepared fiscal note responses and administrative assumptions of proposed legislation.
- Administered tax theory reviews of audits for approximately 90 tax examiners and authored the Tax Assessment Manual to formalize standards.

## Organizational Development Achievements

- Created and implemented a process to formalize and articulate results of strategic initiatives as part of the 2024-2029 Revenue Strategic Business Plan.
- Served as Revenue's first Latino/Hispanic employee resource group, Somos.
- Developed Revenue's Business Fundamentals Map by collaborating with 130+ employees. This is a tool to connect employees' daily work and Revenue's mission and goals and now part of Revenue's new supervisor training curriculum.
- Launched Revenue's Lean Six Sigma Yellow Belt program and certified 60 employees who have used Lean tools to improve their processes.
- Facilitated a series of focus groups to identify critical leadership behaviors that support employee engagement at Revenue, consolidated and analyzed data to identify the top 5 behaviors, worked with leaders to promote the top behaviors, and integrated behaviors into leadership training within the organization.
- Lead the 2022 Revenue Leadership Summit. This included the agenda development, speaker contracting, and leading a team of seven managers to deliver an engaging virtual conference. 98% of attendees reported they found the summit valuable.

## Additional Skills

Certified Red Cross Life Deep Water  
Lifeguard  
Certified Red Cross First Aid  
Certified CPR/AED  
Boating License

## Volunteer Experience

*September 2023 - Present*

Girl Scout Troop Leader • Olympia, Wa

- Co-leaders of Troop 4471 and primarily responsible for skill development and badge tracking.

*February 2023 - Present*

South Capitol Neighborhood Association • Olympia, Wa

- Served as Treasurer on the board completing yearly budget and financial reports.
- Managed city grant in 2024 and 2025.

*April 2024, May 2024*

Girl Scout Emcaperee Co-Director • Carnation, Wa

- Co-directed Spring Encamporee for Service Unit 626 for two years, offering weekend learning experiences for over 150 Girl Scouts.
- Served as boating and polar plunge lifeguard in 2024.

September 2023 - May 2025

Department of Enterprise Services Capitol Volunteer • Olympia, Wa

- Served as a Capitol greeter and answered questions.
- Maintained visitor counts.

March 2021 - September 2020

Associated Ministries • Tacoma, Wa

- Facilitated process mapping and problem solving efforts for the Paint Tacoma Beautiful Project.
- Taught staff process mapping and Lean skills.

August 2017 - May 2019

CIELO • Olympia, WA

- Homework lab volunteer helping 3rd through high school students complete course work.

January 2013 - March 2014

VITA Tax Preparation Volunteer with Sound Outreach • Tacoma, WA

- Prepared taxes as a volunteer income tax assistant (VITA) program to increase asset accumulation.



# City of Olympia Advisory Body Application

## **DEADLINE FOR APPLICATION SUBMISSION**

**Friday, December 12 at 5:00 PM PST**

Advisory Bodies are a structured way for individual community members to share their opinions and perspectives, study issues, and develop recommendations in a focused small group. Their primary purpose is to provide judicious advice, from a community member's perspective, to the Olympia City Council.

Committee activities may include study of critical issues, hearing public testimony, independent research, and reviewing staff reports and recommendations - all of which are intended so that the Advisory Body is prepared to discuss, formulate, and forward well-developed, thoughtful recommendations to the City Council in a timely manner.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

To reduce barriers to community member participation, the City offers stipends of \$25 per meeting attended to Advisory Body members. Those members who certify as low income are eligible to receive stipends of \$50 per meeting attended. Advisory Body members may waive the stipend upon request.

The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

**All of this careful consideration takes time, please be aware that you will not be notified until February of 2026 of any next steps in the process.**

The City of Olympia is committed to the non-discriminatory treatment of all persons in employment and the delivery of services and resources. Questions? Contact Dawn Carvalho, Executive Services Assistant, 360.753.8065, [dcarvalh@ci.olympia.wa.us](mailto:dcarvalh@ci.olympia.wa.us)

If you saved or submitted an application and did not receive a confirmation, please check your spam folder. When filed with the City, your application and attachment documents are public records and may be subject to public release.

**Name**

Ravi Adigarla

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Southeast

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Arts Commission

Cultural Access Advisory Board

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

Interested in first Cultural Access Advisory Board  
Arts Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Attach a Resume**



Ravi\_Adigarla\_Resume for Cultural Co...doc

**Briefly describe why you wish to serve on this Advisory Body:**

1. I would like to assist and contribute by providing feedback and input as a community member to support key initiatives, implementing key projects and policies, ensuring they are well-rounded and reflect community needs.
2. serve as a bridge between the community and board leaders, helping to facilitate communication and share other perspectives.
3. to make the planning process more inclusive by including a diverse voices and from communities like ours Indian American community.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

I work as an IT professional by profession but also I have a passion to serve for the community whenever time permits so I've participated as a community volunteer to many organizations like Hands On Children's Museum, Parks & Rec, Olympia School District classrooms to assist kids for both art & math groups and local Indian American community events for past 10 + years.

What I can bring to the committee, my skillset including problem solving skills and research topics in depth and provide various perspectives and I can bring various event planning knowledge and passion to serve for community.

**Share the ways you've been involved or have volunteered in the community.**

For past 15+ years,

1. I've served as a community volunteer to many non profit organizations like Hands On Children's Museum, Olympia Parks & Rec events and Lacey Ethnic Festivals,
2. Assisting a volunteer in Olympia School District classrooms/events for elementary kids for both art

and math groups regularly and continue to do so whenever time permits.

3. Participate as a both volunteer and Lead coordinator to host many of our Indian American community events like Diwali (Festival of Lights) including inviting our City of Olympia Mayor as a chief guest last year, 2024 for our celebrations and also assisted a volunteer for many events like Holi (Festival of colors) during Spring through local organizations over the years.

**List your educational and/or professional background and area of study.**

1. Graduate in Electronics & Communication Engineering.
2. Working as a Lead Automation Developer at Washington Health Benefit Exchange over 5 years.
3. Prior to that worked as consultant at various State Departments like Employment Security Department, Olympia and King County Administration, Seattle and Private companies Microsoft Hewlett Packard for past 15 years.

My area of work is software engineering/ developing softwares and designs and reviews of documentation and contribute.

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

As a volunteer I can commit at least 10 to 12 hours to spend on the work assigned through these advisory activity and since its brings joy, I wouldn't mind to spend few additional hours as long you enjoy and help the board on assigned activity to help our communities and City of Olympia as a responsible community member.

**Question Applies to the Arts Commission: What art form resonates most with you and why?**

Performing Arts is close to me as I love music and dance of all kinds of language and willing to know various forms. I am currently volunteering to lead various community events for our local communities to host events focusing on music and dance. I believe similar to drawing and painting, performing arts ( Music, Drama and Dance) can reach to wide audience to introduce any culture and heritage.

**Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?**

I enjoyed various arts walks at downtown Olympia and different programs like painting, ceramic and digital arts and learned through various news letters and email about promoting art works through programs like sculptures and mailboxes by the city of Olympia. I always felt like its lucky to be part of the city which promotes all the fun related arts and sending a message to the community about the importance of the inner skills and joy it brings on everyone.

I was fortunate to help in few of the events as a volunteer long time ago but whenever I get a time, I would take my young kids to these events.

**Question Applies to the Cultural Access Advisory Board: Describe your experience with and knowledge of the communities and organizations meant to be served by the Olympia's Cultural Access Program.**

1. I've enjoyed the various Annual cultural events and programs hosted by The City of Olympia, which embracing and supports vibrant multi culture, heritage of our community also participated and volunteered through the Olympia Parks, Arts and Recreation department's activities.

Especially I not only enjoyed with my family the vibrant colorful performances but also get to know various cultures and understood the importance during the Asian American, Native Hawaiian, Pacific Islander (AANHPI) Heritage Festival. my young kids also learned about the respect and various culture importance by observing so closely.

My kids enjoyed various events during Juneteenth program on 21st June, 2025 & Indigenous People's day during the month of the October.

2. by Understanding in active participation with various ethnic groups volunteer activities and also hosted community activities through our HoA board helped me to understand the cultures of various

communities like Latio, African American and other Asian community friends closely.

I believe its imprtant to recognize all of our community's vibrant cultures and promote the diversity and embracing varoius communities starting with exchange the greetings and fun conversation and promote the importance of creating weall belong here in our Olympia and introducing the kids at early stage will allow thrive and bridge any gaps at young age and prosper all of us,

## **If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

No

**If you wish to be considered for another Advisory Body, please identify others you would be interested on being considered for in order of interest:**

Thank you but my interests are with more related to cultural activities surrond and followed by Arts by willing to bring and support related to them, so will pass them others for now.

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

## Adigarla Ravi

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### PROFESSIONAL SUMMARY

- Over **20+** years IT experience and understanding of various stages of Software Development Life Cycle (SDLC) including requirements Analysis, Architecture, design, development, testing and maintenance of different applications.
- Demonstrated experience in reviewing the business requirements by participating in the Joint Analysis Discussions Sessions (JAD's) with all the stakeholders, developing Automation test plan, identifying high level test scenarios, and developing Automation test framework, developing test scripts according to Business requirement documents, test execution, report the defects, triage the defects and retest after fix and reporting the test completion.
- Experience in working in Agile Scrum methodologies, and cross team collaboration by working with vendors and partners.
- Currently working as Lead Automation Developer at Washington Health Benefit Exchange for over 5+ years
- Worked at both Public sectors clients like **Washington Health Benefit exchange (WAHBE), King County Administration**, Seattle, and **Employment Security Department (ESD) of Washington State** and private sector like **Microsoft** and **Hewlett Packard**.
- Volunteering in various local community activities like City Of Olympia Parks & Rec, YMCA, Indian American community's community Events like Diwali (Festival of Lights) & Holi (Festival of Colours) and Lacey Ethnic Festival time to time since 2010.
- Volunteering at OSD (Centennial Elementary School) during Mathematics Enrichment club for younger kids and other school events regularly over the last 5 years.

### Qualifications:

Bachelor's degree in Electronics & Communications Engineering Degree from JNT University, India

### CERTIFICATIONS

**Scrum Alliance Certified ScrumMaster:** Certified Agile ScrumMaster from Scrum Alliance.

### Hobbies:

In addition to the listening to the Music, watching Seahawks games & travelling to various new places with and spending time with kids, family & volunteering to community activities.

## 2026 Advisory Body Appointment Recommendations

Advisory Body	Position	Name	Term (end date)
Design Review	#2	V Hoy	1 yr (2027)
Design Review	#3	Regine Varughis	2 yr (2028)



# City of Olympia Advisory Body Application

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**Name**

V Hoy

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Downtown

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Design Review Board

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

- 1) Design Review Board
- 2) Planning Commission

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Attach a Resume**



V Lane Hoy.Resume.CO.2025 (1).pdf

**Briefly describe why you wish to serve on this Advisory Body:**

I feel personally impacted by the ways the places I have lived develop over time (mostly Olympia, in my adult life). I think architecture can help support a sense of place, can add a sense of dignity to human life and can support the integration of natural and built environments. I have also experienced the ways architecture can produce a sense of alienation, placelessness, a disregard for human needs, lack of textural or material intrigue or historical consciousness. I'd like to work with others to contemplate the ways design can support the quality of the built environment while also being mindful of the impacts that unreasonably high standards can delay meaningful development that would put the city closer to its long term objectives (thinking housing production/infill goals, for example).

Furthermore, I recently graduated from a master's program that focused on public realm planning and design. The work I took on immediately after graduating has taken me in a slightly different direction and I am looking for ways to stay connected with that field.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

The master's program I completed in May 2024 had me studying at the intersection of urban planning and design with a particular focus on the public realm. I had expected to be drawn more to transportation and housing development but I was surprised by how taken I was with the urban design components of the curriculum.

I have a blossoming passion for architectural criticism and am trying to find professional avenues to further develop that muscle. I try to read a mixture of foundational architectural theory texts and contemporary discourse. As an example, in the last few weeks I've read Denise Scott Brown's essay, Planning the Powder Room, published in the American Institute of Architects Journal in 1967 and the most recent issue of the relatively new publication Los Angeles Review of Architecture. My developing historical

and theoretical knowledge might not have a direct application in this capacity but I believe the best design (and really all creative works) are those that understand the historical lineages they are operating within or in proximity to. In other words, the familiarity I am gaining in the ability to place the architectural influences within a particular design might be able to support one of the stated purposes of Olympia's design review process: "maintaining the integrity of those areas which have a discernible character or are of special historic significance."

The urban planning component of my academic background provides me with the insight into the need to do that without getting in the way of necessary development that will improve livability, another equally important stated goal of the design review process.

### **Share the ways you've been involved or have volunteered in the community.**

I lived in Olympia from 2010-2021 and moved back in 2024 to take a job at the Evergreen State College. Before moving away in 2021 I had been doing homeless service work for 6 years. During that time I worked in and eventually managed a low barrier homeless shelter, ran drop in hours at the Providence Community Care Center, that was briefly operating across from the transit center, coordinated a robust outreach program to homeless encampments during the height of the pandemic. I've also volunteered with the Emma Goldman Youth and Homeless Outreach Project on and off throughout my time in Olympia. I've been involved in several music and writing projects, hosting public shows and poetry readings in the area for many years. The amount of free and low cost art programming in the area was one of the first things I fell in love with when I first moved to this pocket of the pacific northwest.

### **List your educational and/or professional background and area of study.**

I've described this a bit in the previous responses but I'll add some details. I earned my MS in Urban Placemaking and Management from Pratt Institute's Graduate Center for Planning and the Environment within the School of Architecture. I earned my BA from The Evergreen State College in 2015. I currently work as the Assistant Director of the relatively young Evergreen Prison Education Program, which offers a BA pathway at Stafford Creek Corrections Center in Aberdeen.

### **Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

I'm able to spend about 1-2 hours outside of meeting time per week plus additional time on an occasional basis.

### **Question Applies to the Design Review Board: Describe your experience, training, or education in architecture, urban design, landscape architecture, or development (residential, commercial, or other).**

As part of my graduate program I completed a course called Contextual Urban Design with Jonathan Martin, who is an associate principal at Perkins Eastman and BFJ Planning, both NYC based design and planning firms. As part of that course I completed a preliminary site design for a fictional museum of my choosing. The goal was to have the design reflect something of the content of the museum, as a kind of exploration of the co-constitutive nature of a building's function and form.

In another course on land use and zoning I translated the zoning code for Fayetteville, NY into layman's terms in support of the Zoning Atlas Project's mission to document and analyze exclusionary zoning practices across the United States. I share this as I imagine having some familiarity with zoning could be of use in this capacity and its a skill I'm interested in continuing to develop.

### **Question Applies to the Design Review Board: What do you consider influences on building and/or site design?**

I'll frame these influences in the form of questions I imagine might come to mind when evaluating a site design:

Which portion of the community would want to see a given proposal approved and why? Is there any portion of the community that might feel threatened or alienated by it? Is there a way to reconcile that difference, particularly anything that can be done on the design level? Another version of this question: whose interests are represented in this proposal? Are those interests historically over represented?

Historically under-represented?

What are the building materials being proposed? Where are they likely to be sourced? Do they reflect the resources of the local environment? Are they suitable / durable / functional in this climate? Do they add intrigue, complexity, texture, diversity, or continuity to the surrounding material landscape? Do the materials breathe? How do they feel to the touch? Do they degrade over time? Do they gracefully show their age over time without compromising their functionality?

How is the scale of this proposal in relation to the scale of the built structures in its immediate vicinity? If it's out of scale, is there a good reason for that disjuncture? Is there a way for the disjuncture to be attenuated in the design itself? Is there something interesting and necessary about that disjuncture?

Does this design impact the pedestrian experience? The experience of those who are transit dependent? Does this design offer anything to those who will not be using the structure itself? How does the design interact with the public (ex: does the structure have a deep inset that breaks up the natural "wall" that forms with a continuous facade). What shade or shadows would this design cast? Does the design make the best use of sunlight and airflow?

**Question Applies to the Design Review Board: What does good design mean to you?**

Good design weighs the considerations listed above while balancing budgetary and timeline constraints (practicality). The best, holistic, design factors in environmental sustainability, cultural relevance, and building practices that support a good quality of life for those who would be using the building and those who are involved in the construction (decent pay, safe conditions).

**Question Applies to the Design Review Board: Describe your experience reading site plans and design drawings.**

As stated in an earlier response, I created an original site plan during my graduate study. That said, I have limited experience reading site plans and drawings. Some of the readings in my graduate program included site plans (I recall a lovely essay about Hassan Fathy's work that included some site designs) but I was admittedly mostly appreciating the drawings in an aesthetic capacity rather than engaging in analysis of the plans. With some guidance, I would be able (and excited) to build that capacity.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

No

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

# V LANE HOY



They/them/their

## Bachelor of Arts

The Evergreen State College, 2015

## Master of Science,

## Urban Placemaking and Management

Pratt Institute, Graduate Center for Planning and the Environment, May 2024

## ACTIVITIES

- **Founding member**, Sundae Theory, writing collective (2015-present)
- **Volunteer**, mobile syringe exchange with the Emma Goldman Youth and Homeless Outreach Project (2017; 2020; 2024-present)
- **Presenter**, Environmental Design Research Association conference on Human Centric Design (2024)
- **Fellow**, Urban Design Forum (2023-2024)
- **Volunteer**, Archival and grant writing support for the director of the Museum of Reclaimed Urban Space (2023-2024)
- **Retreat Organizer**, "Sundae School" four days of reading, writing and critical inquiry with 17 participants (2024)
- **Award Recipient**, Outstanding Academic Merit, Pratt Institute
- **Atlas Contributor**, translated zoning code for the Zoning Atlas Project's database as part of a national effort to document and analyze exclusionary zoning practices (2023)
- **Co-facilitator**, community planning activity created by James Rojas at the De-carceral Visions Conference at UCLA's School of Law (2023)
- **Presenter**, "Office Hours: Architecture and Ideology" with Ben Ratner, hosted by the Urban Design Forum (2023)
- **Panelist**, Undocumented, Unsheltered, Underemployed, Incarcerated: Perspectives from the Frontlines of the Pandemic as part of the Pandemic Academy Lecture Series held at The Evergreen State College (2020)
- **Organizational Representative**, of the Interfaith Works Homeless Services Program at Thurston County Coordinated Entry meetings (2018)
- **Presenter**, National Harm Reduction Conference (2018)

## TRAININGS & CONFERENCES

- National Harm Reduction Conference, San Juan, Puerto Rico (2022)
- Supporting People Who Trade Sex for Resources with Partners in Prevention Education (2018)
- Working with Homeless Youth with Keylee Marineau of Community Youth Services (2017)
- Supporting Transgender Homeless Individuals with Interfaith Works, Homeless Services (2018)
- Harm Reduction and Working with Vulnerable Adults presented by Interfaith Works, Homeless Services (2015-2018)

## ADDITIONAL SKILLS

- Crisis intervention, conflict de-escalation, and applied harm reduction strategies
- Opioid overdose response & Narcan/Naloxone administration
- Conversational Spanish
- Project management and graphic design platforms including Microsoft Planner, Canva, Miro, Wisemapping, and Asana

## PROFESSIONAL EXPERIENCE

### Assistant Director

Evergreen Liberation Education Network | The Evergreen State College | 2024-present

- Support strategic planning to expand access to education for incarcerated and formerly incarcerated students
- Lead recruitment, enrollment, and student support for incarcerated students, including academic and financial aid advising
- Represent ELEN in diverse settings including carceral facilities, academic institutions, and community meetings
- Manage correspondence and student records in compliance with DOC and institutional policies

### Co-Executive Editor

Place Dialogues | Pratt Institute | March 2023 - May 2024

- Oversaw editorial strategy and production for urban placemaking publication

### Research Intern

Open Plans | 2023

- Conducted independent research on the efficacy of New York City's transportation metrics
- Presented report findings and recommendations to city officials, non-profit and community stakeholders

### Covid Outreach Lead | Survivor Advocate

Partners in Prevention Education | 2019-2021

- Developed and led COVID-19 outreach for 13 encampments serving 300+ unhoused residents
- Coordinated with social service agencies throughout Thurston County
- Provided trauma-informed advocacy to survivors of violence experiencing homelessness
- Organizational representative at homelessness strategy meetings with nonprofit, mutual aid groups, and city agencies

### Co-manager | Shelter Support Staff

Interfaith Works Emergency Overnight Shelter | 2015-2018

Providence Community Care Center | 2017

- Coordinated on-site needs for adults of all genders experiencing homelessness by facilitating conflict de-escalation, conducting intake interviews and shelter orientation and connecting guests with community, legal, medical, and housing resources
- Supervised and supported 26 shelter staff using harm reduction and trauma-informed practices
- Facilitated staff training, crisis response, and service coordination for shelter guests



# City of Olympia Advisory Body Application

## **DEADLINE FOR APPLICATION SUBMISSION**

**Friday, December 12 at 5:00 PM PST**

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Committee activities may include study of critical issues, hearing public testimony, independent research, and reviewing staff reports and recommendations - all of which are intended so that the Advisory Body is prepared to discuss, formulate, and forward well-developed, thoughtful recommendations to the City Council in a timely manner.

The City of Olympia values participation from all perspectives and life experiences and looks for equity and inclusion in advisory board appointments.

To reduce barriers to community member participation, the City offers stipends of \$25 per meeting attended to Advisory Body members. Those members who certify as low income are eligible to receive stipends of \$50 per meeting attended. Advisory Body members may waive the stipend upon request.

The Olympia City Council's Community Livability and Public Safety Committee recommends appointments to the full Council. Recommendations are made following review of applications and interviews of qualified candidates.

**All of this careful consideration takes time, please be aware that you will not be notified until February of 2026 of any next steps in the process.**

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**Name**

REGINE VARUGHIS

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

**Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?**

Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Downtown

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Arts Commission

Design Review Board

**If you are applying for multiple Advisory Bodies, please rank them in order of interest below:**

Design Review Board - 1

Arts Commission - 2

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

**Briefly describe why you wish to serve on this Advisory Body:**

I have been working with Thomas Architecture Studios for the last 6 years and have been able to make an impact on providing the City of Olympia a facelift with our various projects in the role of a Project Architect. Ever since becoming a licensed architect, I have grown a deeper interest in diving into the all-round development of a project from inception to final key handover. I believe I would be able to provide my design thoughts as an architect, a resident of Olympia and as a citizen who wants to encourage thoughtful & contextual built environments in the city.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

As a Project Architect, I have been part of multiple project of all types and sizes from The Madrone, Malt House, Lurana, Old 99, 401 Union, West Bay Yards, Port of Olympia projects, Carnegie Whisky Library, Legends Arcade, The Village at Mill Pond, Hands on Children's Museum, LOTT along with other downtown retail & restaurant spaces.

I have about 10+ years of experience working in both India and the US which have helped me hone my people skills, architectural intuition and design thinking which would bring an experienced and at the same time fresh perspective to the table for Design review of upcoming projects.

**Share the ways you've been involved or have volunteered in the community.**

I have been part of downtown arts & design committees over the years in various capacities like the Downtown Olympia Creative District, Downtown Artspace Alliance, Rainbow Community Arts Olympia, Downtown clean up drives, mentor at Big Brothers Big Sisters, Habitat for Humanity, Holiday adopt-a-family drives, Thurston County Chamber, AIA, Architectural Design review panels among others.

**List your educational and/or professional background and area of study.**

I have a Bachelor of Architecture Degree from Hindustan University after which I pursued Licensure and I am currently a Licensed/Registered Architect in the State of Washington.

See above response for professional background.

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

Eight to Twelve hours per month

**Question Applies to the Arts Commission: What art form resonates most with you and why?**

Wall murals because i have personally been involved in creating, refreshing and updating many downtown murals. It gives me a lot of joy to create little vignettes around town that spark a conversation, a smile and invoke interaction with the art through photography & social media collaborations.

**Question Applies to the Arts Commission: Describe your own engagement with the Olympia arts community?**

Most rainbow murals around downtown, The Olympia sign at the Marina, Alley way murals along Capital way & Franklin Street, Senior Center generations art, Great Cuisine of India & Thurston Food bank paint makeover.

**Question Applies to the Design Review Board: Describe your experience, training, or education in architecture, urban design, landscape architecture, or development (residential, commercial, or other).**

See response above.

**Question Applies to the Design Review Board: What do you consider influences on building and/or site design?**

Building and site design is influenced primarily by its context. What is the size of the lot, is the footprint overwhelming to the land & resources, what are the neighboring buildings and their scale adjacent to the property. The massing, color palette, proportion and rhythm, design articulation that plays with light and shadow through various times of the day, does it take into consideration the flora and fauna, the natural topographies and microclimates in question. These and multiple other factors influence every line drawn on paper.

**Question Applies to the Design Review Board: What does good design mean to you?**

Good design is one that is relevant to its context and setting. It is not a sore eye that sticks out in the neighborhood but one that blends into its surrounding while have a unique voice of its own. It is mindful of scale and proportion, creates interest in the people experiencing the building both from the outside and its resident end-users. Good design respects the history it is coming from but also incorporates modern day design sensibilities.

**Question Applies to the Design Review Board: Describe your experience reading site plans and design drawings.**

In the role of Project Architect, I have extensive experience reviewing Architectural drawings in Concept, Schematic, Design Development, Permitting and Construction phases. On a day to day basis, i am also working with Landscape architects, Civil engineers, Shoreline engineers and other consultants for Master Planning, site studies and building design.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

Yes

**If you wish to be considered for another Advisory Body, please identify others you would be interested on being considered for in order of interest:**

Heritage commission & planning commission

**Thank you for your interest in serving on a City of Olympia  
Advisory Body!**

**Please hit the "Submit" button below when you have completed  
your application .**

## 2026 Advisory Body Appointment Recommendations

Advisory Body	Position	Name	Term (end date)
Parks & Rec	#2	Emily Boone	1 yr (2027)
Parks & Rec	#4	Grace Fletcher	3 yr (2029)



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**Name**

Emily Boone

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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Yes

**Select your residential area (Olympia residency is not required; however, it is a primary consideration.)**

Southeast

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Parks and Recreation Advisory Committee

## Interests & Experiences

Please keep answers concise and informative. You are introducing yourself to the Olympia City Council and sharing with them why you are interested in being considered for appointment. You may attach a resume.

### Attach a Resume



Emily E. Boone Resume.pdf

### Briefly describe why you wish to serve on this Advisory Body:

I am eager to serve my hometown in an area I am familiar with and passionate about. I believe that our city's parks, recreation programs, and outdoor spaces are critical to our community and I am excited for the opportunity to be able to be a voice for the community.

### Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.

I am active in several City of Olympia sports leagues, I am a Special Olympics coach, and I used to work for the City of Port Angeles Parks & Recreation Department where I also served as the secretary for their Parks, Recreation & Beautification Commission, so I am familiar with this line of work.

I have both personal and professional experience that tie directly into the work that Parks & Recreation Advisory Committee will be doing.

### Share the ways you've been involved or have volunteered in the community.

I currently volunteer with the Thurston County Special Olympics, serving as the head basketball coach for one of their top-level teams. I volunteered as an assistant basketball coach for the Clallam County Special Olympics for three seasons from 2015-2018.

I am also currently a volunteer for the Indian Summer Women's Golf Club, serving on their board as the secretary since 2024.

In 2021, I volunteered at mass COVID-19 vaccine clinics in the Thurston County area, helping with the documentation for first responders and essential workers to receive their COVID-19 vaccine before it became widely available.

I served on the Clallam County Fair Advisory Board, where I was appointed by the Clallam County Board of Commissioners, providing strategic advice to the management of the organization. I was elected board secretary in October 2015 and re-elected each year of my term through my departure in 2018.

I served as the secretary of the Parks, Recreation & Beautification Commission for the City of Port Angeles Parks & Recreation Department. This role included preparing agendas and packets, keeping minutes, creating PowerPoints, and maintaining proper records.

I also served as the City representative on the Dream Playground Foundation's board of directors, strategizing and assisting with fundraising opportunities and playground maintenance projects.

**List your educational and/or professional background and area of study.**

I received my bachelor's degree in Public Relations with a minor in Communication Studies from the University of Idaho.

I have worked for the state of Washington for more than seven years. I worked for the Department of Children, Youth & Families with a focus on early learning and early childhood development. I currently work for the Department of Corrections, where I help share the positive stories of rehabilitation of those incarcerated at state prisons.

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

As many as are needed! I can fully commit to the time commitment of the monthly board meetings and will use as much time as needed to prepare for each meeting and educate myself on the various topics and issues the board is involved with.

**Question Applies to the Parks and Recreation Advisory Committee: Describe your interest in and use of parks in Olympia.**

As a lifelong Olympian, I have frequented the city's parks, trails, and facilities for as long as I can remember. From exploring Watershed Park as a young child (where my mother would "magically" find our favorite snacks hidden behind logs along the way), to having birthday parties at Squaxin Park, to launching my kayak for a day of paddling Ward Lake, the City of Olympia has provided me with endless opportunities to be active, get outside, and enjoy my community.

**Question Applies to the Parks and Recreation Advisory Committee: Please describe your interest in recreation (sports leagues, summer camps, classes or trips) in Olympia.**

I am very interested in all recreational opportunities. I am currently active in multiple of the City of Olympia's adult co-ed softball leagues, playing in the spring, summer, and fall at Stevens Field and Yauger Park since moving back to Olympia in 2019. Thanks to the Parks Department's "free agents" list, I have landed on multiple teams, often playing on two or three teams each season!

I am also impressed at the number of offerings the City of Olympia has for summer camps, trips, and classes, as well as other sports leagues outside of softball.

**Question Applies to the Parks and Recreation Advisory Committee: What particular perspectives or skills would you bring to the Parks and Recreation Advisory Committee?**

I am a good listener who takes multiple perspectives into consideration. I like to look at issues from a variety of angles and use careful thoughts in my decision making.

My unique insight from both sides of the field will benefit the Parks and Recreation Advisory Committee. I have the perspective of being a user of the city's parks and recreation programs, while I also have the perspective of previously working for a municipal parks department and what it entails. This allows me to look at and better understand the full scope of work that the advisory committee will be making recommendations on.

I also have a great deal of experience in collaborating and building relationships with both the public and the private sectors, which will be beneficial for working with parks staff, the council, and other important groups.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

No

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

# EMILY E. BOONE

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## WORK HISTORY

### COMMUNICATIONS MANAGER | WA State Department of Corrections Nov. 2022 – Present

- Manage the department's social media platforms. Provide critical cross-departmental synchronization of internal and external messaging regarding highly volatile day-to-day operations, policy decisions, and reputation management. Develop communication plans, lead social media programs, and serve as a high-level advisor to senior leadership.
- Coordinate complex internal messaging, providing professional advice to leadership, divisions, and programs on internal communication strategies, including newsletters, internal messaging, talking points, articles, all staff emails from the Secretary and other leadership, and other products that communicate issues significant to department staff.
- Advise senior leadership on emerging issues in response to high-profile and often controversial incidents that could have significant impacts on employees. Identify when these issues may also have public interest and coordinate messaging to the public.

### COMMUNICATIONS CONSULTANT | WA State Department of Children, Youth & Families Dec. 2018 – Nov. 2022

- Plan, develop, and control information and public relations strategies for the Early Learning, Child Care Licensing, and Family Support Programs divisions.
- Write press releases, brochures, flyers, fact sheets, documents, and other materials and correspondences for various stakeholders and audiences. Consult with subject matter experts to ensure information is accurate. Review, edit, and proofread documents to ensure grammatical accuracy.
- Deliver high-quality, creative, and integrated content to meet the needs of different audiences. Communicate frequently with and directly to key stakeholders, including state legislators, families in Washington State, early learning and intervention providers, and licensed child care providers. Collaborate with clients to align and amplify messaging.
- Serve as the on-call supervisor of three full-time employees. Assist with employee onboarding and training, offering continuous advice, guidance, and mentorship on duties and best practice.

### MARKETING & COMMUNICATIONS SPECIALIST | City of Port Angeles

#### ADMINISTRATIVE ASSISTANT | City of Port Angeles Parks & Recreation June 2015 – Nov. 2018

- Provided writing, advertising, marketing, communication, editing, and media relations services to support all City departments. Published bi-monthly newsletter distributed via mail to all city residents (approximately 19,000). This included story development, research, interviews, photography, and design.
- Served as the webmaster, maintaining the City's official website as a tool to communicate and further the City's mission, services, programs, and initiatives.
- Assisted with public records requests and worked with the City Clerk to manage the department's records. Selected by the City Manager to serve as the back-up City Clerk in their absence.
- Served as the Secretary of the Parks, Recreation & Beautification Commission. This role included preparing agendas and packets, keeping minutes, creating PowerPoints, and maintaining proper records.
- Served as the City representative on the Dream Playground Foundation's Board of Directors, strategizing and assisting with fundraising opportunities and playground maintenance projects.

#### MARKETING ASSISTANT | First Federal Savings & Loan March 2014 – June 2015

#### CORPORATE COMMUNICATIONS SPECIALIST | Intellectual Ventures Nov. 2012 – March 2014

#### COMMUNICATIONS COORDINATOR | Tacoma Regional Convention & Visitor Bureau Aug. 2011 – July 2012

#### WRITER/JOURNALIST | ThurstonTalk.com April – Sept. 2011

#### PUBLIC RELATIONS PROGRAM ASSOCIATE | Voxus PR Agency July 2010 – Aug. 2011

## EDUCATION

### BACHELOR'S DEGREE | Public Relations, Minor in Communication Studies | University of Idaho Graduated May 2010

## COMMUNITY INVOLVEMENT

#### COACH | Thurston County Special Olympics Nov. 2025 – Present

#### SECRETARY | Indian Summer Women's Golf Club Board of Directors Sept. 2024 – Present

#### SCRIBE | Mass COVID-19 Vaccine Clinics | Providence Medical Group 2021

#### SECRETARY | Clallam County Fair Advisory Board Aug. 2015 – Nov. 2018

#### COACH | Clallam County Special Olympics Dec. 2015 – Dec. 2018



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**Name**

Grace Fletcher

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

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Yes

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Westside

**Which Advisory Body or Advisory Bodies would you like to apply for?**

Parks and Recreation Advisory Committee

## Interests & Experiences

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**Attach a Resume**



Grace Fletcher CV 3.25 (1).pdf

**Briefly describe why you wish to serve on this Advisory Body:**

I want to serve on the Parks and Recreation Advisory Committee because I believe that parks and green spaces are at the heart of a thriving, resilient community. They're where people connect—to nature, to one another, and to a shared sense of belonging. Through my work with the Southwest Olympia Neighborhood Association, I've seen how community-led efforts around food access and sustainability can transform not only a space, but a neighborhood's spirit. From building free food pantries and community garden boxes to collaborating with local organizations like GRuB, Thurston Conservation District, Thurston County Food Bank, and local churches, I've witnessed the power of collaboration to address food insecurity in a way that's both practical and deeply human.

I'm passionate about continuing that work at a broader level—helping ensure our parks and public spaces serve as places of connection, nourishment, and resilience. As a mountaineer and outdoor enthusiast, I know firsthand how access to nature can heal, inspire, and strengthen people. I hope to bring that same energy and vision to helping Olympia's parks evolve as inclusive spaces that sustain both our environment and our community.

**Describe your experience, qualifications, and/or skills which would benefit the Advisory Body you are applying to.**

My experience leading community-based initiatives with the Southwest Olympia Neighborhood Association has given me a deep understanding of how collaborative planning, creative problem-solving, and grassroots engagement can drive meaningful change. I currently oversee projects focused on food access and sustainability—coordinating volunteers, building partnerships with local organizations and developing community gardens and free food pantries that strengthen local resilience.

Professionally, I work in data analytics for the Washington State Health Care Authority, where I specialize in translating complex information into actionable insights. That background has strengthened my ability to evaluate programs, identify opportunities for improvement, and make informed, balanced recommendations—all skills directly applicable to advisory work.

Combined with my passion for outdoor recreation and environmental stewardship as a mountaineer, I

bring a unique perspective that bridges community development, sustainability, and recreation. I'd bring both strategic and hands-on experience to help guide Olympia's parks and recreation priorities in ways that support equity, access, and long-term community well-being.

**Share the ways you've been involved or have volunteered in the community.**

I currently serve as the treasurer for the Southwest Olympia Neighborhood Association (SWONA), where I've helped revitalize the organization by strengthening partnerships, creating new community programs, and expanding our outreach. I lead initiatives focused on food access and sustainability, including the installation of free food pantries, construction of community garden boxes, and collaboration with local organizations like the Thurston County Food Bank, GRuB, Thurston Conservation District, and local churches to support community-based food resilience.

I also help organize quarterly community meetings and seasonal events, such as neighborhood picnics and food drives, to bring residents together and encourage civic participation. Beyond SWONA, I've supported citywide efforts through the Coalition of Neighborhood Associations (CNA), participating in discussions around community resilience, emergency preparedness, and connectedness.

Additionally, as a member of The Mountaineers, where I've developed skills in outdoor leadership, environmental stewardship, and risk management. My experiences in mountaineering and outdoor education have deepened my appreciation for access to public lands and the importance of creating inclusive outdoor spaces where people of all backgrounds can connect with nature.

Together, these roles have strengthened my ability to bring people together, manage projects, and advocate for community resilience and access to nature through thoughtful, collaborative action.

**List your educational and/or professional background and area of study.**

I hold a Master of Science in Public Administration from Florida State University with a concentration in Public Financial Management, as well as a Bachelor of Arts and Sciences from the same institution. My career began in government finance, where I spent several years managing budgets, fiscal analysis, and financial reporting for state agencies before transitioning into IT data management and analytics.

I currently serve as an IT Data Specialist Supervisor at the Washington State Health Care Authority, leading data operations that support transparency, accountability, and evidence-based decision-making for public programs. My background combines public sector financial expertise with advanced data analysis and program management—skills that strengthen my ability to assess systems, interpret data, and make well-informed recommendations in a collaborative advisory setting.

**Appointment to an Advisory Body will require your attendance at evening meetings, and undertake other work (reading, meeting preparation etc.). How many hours per month are you willing to commit as a volunteer?**

I'm willing to commit 10–15 hours per month to the Parks and Recreation Advisory Committee, which includes attending evening meetings, reviewing materials in advance, and participating in subcommittee or community engagement activities as needed. I understand the importance of being prepared, responsive, and consistent in this role and am fully committed to dedicating the time necessary to contribute meaningfully to the committee's work.

**Question Applies to the Parks and Recreation Advisory Committee: Describe your interest in and use of parks in Olympia.**

I use Olympia's parks often and consider them an essential part of what makes this city feel like home. Living next to Decatur Woods Park, I visit almost daily—to walk, unwind, and connect with neighbors. It's a small but vibrant community space that shows how parks can bring people together and foster a sense of belonging. I also spend time at Priest Point Park, Watershed Park, and Friendly Grove Park, exploring the trails and enjoying how each space offers a different way to connect with nature.

As a mountaineer and outdoor enthusiast, I've seen firsthand how access to the outdoors supports both physical and mental well-being. Through my work with the Southwest Olympia Neighborhood Association, I've also come to appreciate how parks can serve a broader purpose—supporting sustainability, community resilience, and even local food access through partnerships and shared green spaces.

I'm passionate about ensuring Olympia's parks continue to serve as inclusive, accessible spaces that nurture connection, health, and environmental stewardship for everyone in our community.

**Question Applies to the Parks and Recreation Advisory Committee: Please describe your interest in recreation (sports leagues, summer camps, classes or trips) in Olympia.**

My interest in recreation centers on outdoor exploration, skill-building, and community connection. I'm passionate about splitboard touring, mountaineering, and hiking, and I spend much of my time in nature year-round. These activities have given me a deep appreciation for how recreation programs—whether it's outdoor education, classes, or community events—create accessible entry points for people to experience the outdoors safely and confidently.

While I don't personally participate in team sports, I recognize their tremendous value in fostering community, inclusion, and lifelong fitness. I deeply appreciate Olympia's recreation leagues, summer camps, and classes, which play an important role in keeping residents active and connected. I'd like to help ensure the city continues to support a wide range of recreation opportunities that reflect our community's diverse interests—from traditional sports to outdoor adventure and environmental education.

**Question Applies to the Parks and Recreation Advisory Committee: What particular perspectives or skills would you bring to the Parks and Recreation Advisory Committee?**

I bring a unique combination of data-driven problem-solving, financial management expertise, and grassroots community leadership. My professional background in state government—spanning both public finance and IT data analytics—has taught me how to interpret complex information, balance budgets, and make evidence-based recommendations that serve the public good.

As a community leader with the Southwest Olympia Neighborhood Association, I've helped design and lead initiatives around food access, sustainability, and neighborhood engagement, coordinating volunteers and partnerships that connect residents to shared goals. These experiences have strengthened my ability to listen, collaborate, and translate community needs into actionable plans.

I would bring to the committee an analytical mindset paired with a deep appreciation for how parks and recreation programs enhance public health, inclusion, and resilience. My goal is to help ensure decisions are equitable, forward-thinking, and grounded in both data and lived community experience.

**If you are not appointed to the Advisory Body you applied for:**

**Do you wish to be considered for appointment to another Advisory Body?**

No

**If you wish to be considered for another Advisory Body, please identify others you would be interested on being considered for in order of interest:**

N/A

**Thank you for your interest in serving on a City of Olympia Advisory Body!**

**Please hit the "Submit" button below when you have completed your application .**

# Grace A. Fletcher

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## Summary

- Demonstrated achiever with practical and foundational knowledge of database development and administration, data management, technical leadership, data and business analysis, script automation, Tableau, BI data visualization, MS SQL Server, PostgreSQL Power Query, software programming, and Python. Proven ability to lead and mentor teams while remaining hands-on with technical work.
- Experienced manager with a strong track record of overseeing data operations, supervising staff, and driving process improvements to enhance efficiency and data integrity. Skilled in balancing strategic leadership with deep technical expertise to deliver high-quality data solutions.
- Exceptional knowledge of statistical and quantitative analysis, modeling and forecasting, analytics, relational database design and modeling, VBA automation, data analysis expressions (DAX), procurement, contract management, grant evaluation and scope of work writing, policy analysis and program evaluation, financial management, and public sector budgeting.
- Strong administrative, leadership, and stakeholder management skills, with a background in customer service and sales. Adept at managing cross-functional teams, driving data-driven decision-making, and translating business needs into actionable insights. Extensive experience interpreting, analyzing, and applying policies, regulations, and laws, with a keen ability to synthesize complex legal and regulatory information into clear, actionable guidance for technical and business stakeholders.
- Experienced at implementing new concepts at an exceptionally quick pace, working well under pressure, managing competing priorities, and fostering a high-performance team environment. Skilled in leading projects, mentoring staff, and effectively communicating complex ideas to both technical and non-technical audiences.
- Extensive computer training, including an above-average proficiency in Microsoft Office Suite, Power BI, Visual Studio, Tableau, SQL Server, and SPSS.
- Microsoft Excel Power User with expertise in automation and optimization of data workflows.
- Certified Lean Six Sigma Green Belt, with a strong focus on process improvement and operational efficiency.

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## Education

<b>Master of Science</b> <i>Florida State University, Tallahassee, FL</i>	<b>2016</b>
<b>Bachelor of Arts and Sciences</b> <i>Florida State University, Tallahassee, FL</i>	<b>2013</b>
<b>Associate of Arts and Science</b> <i>The Honors College of Miami Dade, Miami, FL</i>	<b>2011</b>
<b>High School Diploma</b> <i>Felix Varela Senior High School, Miami, FL</i>	<b>2009</b>

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## Career History

<b>ERB Data Manager</b> <i>Washington State Health Care Authority, DATA</i>	<b>2024-Present</b>
<ul style="list-style-type: none"><li>• Lead and manage ERB data operations, overseeing data integrity, reporting, and analytics to drive informed decision-making for the Employee and Retiree Benefits program.</li><li>• Manage a team while remaining hands-on with technical work, ensuring high-quality data analysis, automation, and reporting.</li><li>• Develop and maintain complex Tableau dashboards that transform raw data into actionable insights for internal and external stakeholders.</li><li>• Design and optimize SQL queries and stored procedures to streamline data processing, improve efficiency, and enhance reporting accuracy.</li><li>• Oversee data governance, security, and compliance, ensuring alignment with regulatory and organizational standards.</li></ul>	

- Collaborate with actuarial, finance, and policy teams to analyze enrollment trends, model impacts of plan changes, and provide strategic recommendations.
- Automate reporting and analytics workflows, leveraging SQL, Tableau, and other business intelligence tools to enhance operational efficiency.
- Translate business needs into scalable data solutions, working closely with leadership to support high-impact decision-making.
- Support open enrollment reporting, analyzing trends and surfacing key insights to inform program strategy and performance evaluation.
- Act as a subject matter expert on ERB program data, providing technical expertise and leadership to drive data-driven improvements across the organization

### **IT Data Management - Journey**

**2021-2024**

*Washington State Health Care Authority, DATA*

- Develops and implements data ingestion using SSIS, SQL®, or Tableau Prep.
- Designs tables to hold data necessary to carry out PEBB and SEBB information functions.
- Creates use cases, test queries, and scenarios for use of data.
- Extracts the data and loads into relational tables or standalone data extracts. (ETL functions)
- Develops testing processes for evaluation of data products for quality and completeness.
- In coordination with ETS (Enterprise Technology Services) ensures that the proper data security measures are implemented and maintained.
- Develops and implements communication and presentation strategies for the data products to ensure that it is comprehensive and accessible to appropriate staff and management.
- Works collaboratively with staff from Portfolio Management and Monitoring (PMM), Benefits Strategy and Design (BSD), Clinical Quality and Care Transformation (CQCT), and Finance staff to develop interactive dashboards that support the mission of the Division.
- Determines what data is required to answer the question, making recommendations, and collaborating with the customer, as necessary, to ensure the final product is meaningful and responsive.
- Explains/clarifies any known potential issues in the quality or completeness of the source data.
- Determines where the data can be found (which database among a variety of databases on a variety of database platforms, including but not limited to SQL® Server, Tableau Server, and Excel).
- Extracts the data from a variety of different databases using SQL® Server Management Studio, SQL® Server Integration Services, or Tableau.
- Provides complex data analysis/decision support using the data. Assists users with understanding the significance of the data and of any potential gaps in the data.
- Provides metrics related to implementation of new programs/initiatives, as well as data discrepancy testing between systems.
- Researches and evaluates the clinical and cost implications of current and new medical policy for programs and services, assisting in the development of recommendations regarding benefit design.
- Participates in agency dashboard style guide design and rulemaking. Analyzes industry-wide trends and makes recommendations for improvements and efficiencies in reporting, application development, and information management.
- Utilizes information from health plans, non-insurance benefit providers, and other public employees' benefits administrators in developing standards for reporting of statistical information.
- Participate in agency data governance, strategy, and open data initiatives.

### **Budget Reporting and Systems Manager**

**2020-2021**

*Washington Department of Health, Financial Services – Project Position*

- Responsible for the development, implementation and management of an effective and efficient agency financial reporting and data systems infrastructure
- Ensuring effective IT financial data management and reporting, including compliance with Washington state reporting requirements
- Serves as the Financial Services IT Systems Liaison. Provide support to FS managers and HTS in the development, replacement, maintenance, and upgrade of FS IT systems, including the Grants Management System; Contracts Management System; RemitPlus; Time, Leave and Attendance; and the Cost Allocation System (CAS).
- Oversees the development of the agency's standard budget monitoring reports utilizing available budget reporting systems (e.g. Enterprise Reporting, Web Intelligence, etc.); coordination of agency wide budget reporting and systems DOP 12-058 (11/23/10) WMS Position Description communications (e.g. updates) and training, and; assurance of robust stakeholder engagement and feedback for consideration in budget reporting and system development. The position also plays a vital role in responding to ad hoc data requests from agency leadership and external stakeholders such as the Office of Financial Management and the Legislature.

- Serves as the agency's primary representative on statewide budget system issues, including: The One Washington Initiative; Agency Financial Reporting System (AFRS); Agency Budget System (ABS); Capital Budget System; etc.

#### **Fiscal Information & Data Analyst**

**2018-2020**

*Washington State Health Care Authority, Financial Services Division – Employee and Retiree Benefits Finance*

- Perform and provide complex analysis and financial modeling for decision packages under consideration by the HCA director, CFO, OFM, and legislature that outlines issues with current funding and/or initiate policy proposals to address anticipated future fiscal needs
- Create financial models and determine the fiscal impacts of legislative, policy, or rulemaking proposals put forth by the HCA, or state or federal legislative bodies related to the SEBB and PEBB Program, including alternative scenarios if appropriate
- Lead the development of modeling and strategies for sound fiscal projections to ensure adequate programs
- Annual development, updating, and reconciliation of financial models and data used for budgeting and fiscal notes, involving SEBB and PEBB funds
- Develop and review fiscal notes, bill analyses, and budget versions during the legislative session
- Monitor and analyze agency expenditures, including comparisons to relevant budgets, forecasts, and projections
- Plan, lead, organize, and control the work performed by the organization related to SEBB and PEBB benefits budget and rates, including the SEBB and PEBB Financial Models
- Perform financial analysis for SEBB and PEBB benefits procurement processes, including development and/or revision of the bid analysis model, rate tables, rate adjusters, and the application of risk score methodologies
- Develop and distribute the annual SEBB and PEBB rate book that details all rates/premiums charged to subscribers and employer groups, and paid to health plans
- Participate on agency procurement teams in coordination with agency staff and actuarial consultants with regard to issues related to SEBB and PEBB rate development and budgets
- Perform financial analysis and recommend strategies for the design of financial aspects of RFPs and contracts, to include performance guarantees, trend guarantees, thresholds, withholds, maximums/caps, etc.

#### **Financial Specialist**

**2016-2018**

*Florida Department of Management Services, Planning and Budget – Office of Fiscal Integrity*

- Understand and interpret program rules and regulations (WAC's, RCW's, provider and billing guides)
- Assess the validity of reported contract or budget savings resulting from contracting activity, administrative efficiencies, forecasting, analysis, or other means.
- Prepare, collaborate, or review financial analyses, studies, contracting impacts, impact statements, or surveys.
- Streamline work processes through the use of VBA automation/stand-alone Excel applications
- Develop and administer Excel training courses for internal-customer groups throughout the Agency
- Manages the assessment, support, and finance elements of federal disaster cost recovery efforts for the Agency
- Develop procedures, process maps, publications, and desk-guide manuals related, but not limited to, emergency financial preparedness, financial operations and processes, flow of funds, functionality of stand-alone applications, etc.
- Collaborate with senior management to determine functionality requirements, resolve data quality issues, and improve source data quality.
- Collaborate with management in the development of data collection, assumptions, methods, models, or reporting of financial data or information. Responsible for data collection and reporting related to key performance data indicators.
- Perform quality assurance reviews to ensure appropriateness, validity, and completeness of financial data or information.
- Review statutory and administrative rule requirements, other relevant governing guidelines, and business processes and make recommendations for fiscal policy modification and/or process improvement.
- Participate in the development of the legislative budget request and budget schedules. Assist divisions with return-on-investment calculations for budget issues and other business cases analyses.
- Perform fiscal impact analysis on legislative bills.

#### **Regulatory Analyst IV**

**2015-2016**

*Agency for Health Care Administration, Florida Center for Health Information and Policy Analysis*

- Performs data abstracting and analysis in conjunction with the Agency's health information transparency website, FloridaHealthFinder.gov, and existing data systems within the Agency and other agencies relating to comprehensive data sets on health care topics.
- Facilitates in contract agreement development for RFA 001-15/16, Community and Primary Care Services, grant recipients, as it relates to the scope of service and the budgetary cost analysis.
- Manages state contracts for RFA 001-15/16 grants—for a total of 14 cost-reimbursement agreements. Contract management duties include, but are not limited to, clarifying goals with all interested parties, evaluating the needs of customers and clients, managing invoices from generation to payment, monitoring contract budgets and forecasts, leading complex contractual negotiations, overseeing and signing off on departmental invoices, and regularly monitoring the performance of contracted services to ensure the effectiveness of services being performance.
- Performs research tasks, report analysis and preparation, bill analysis assistance, and technical assistance in conjunction with the advisory council, boards or other additional meetings.
- Communicates evaluation findings, outcome measures, and consumer information in an easily understandable format through Bureau publications and web content.
- Outlines and conducts health service research, quality assurance, compiles and analyzes statistical data, writes findings on health care issues and other additional projects.
- Maintains a working knowledge of various health databases and applicable data query and manipulation tools including inpatient, outpatient, emergency department, licensure, and hospital financial databases.
- Provides technical and professional advice and assistance in efforts to improve the efficiency of data dissemination activities through technological improvements and periodic review of data dissemination procedures.
- Retrieves, interprets and reports data and information as requested by individuals, public and private entities and agency staff.
- Assists in developing new approaches to community outreach which includes conducting webinars, attending benefit fairs and open enrollment, to educate the public on how to use FloridaHealthFinder.gov and how the website can assist in making health care decisions.
- Reviews feedback regarding the FloridaHealthFinder website from the public, website surveys, etc. to identify opportunities to improve, enhance, and promote the website.
- Works with the Advisory Council and any technical workgroups, as needed, particularly with communication issues.
- Maintains detailed knowledge of relevant health care statutes, rules and policies as it pertains to the Florida Center.

#### **Operations Analyst II**

**2014-2015**

*Florida Department of Health, Division of Medical Quality Assurance*

- This is independent work analyzing, developing and assisting in the Operational Support Services section, within the Division of Medical Quality Assurance (MQA), regarding the public record requests process.
- Serve as team leader in receiving and responding to public record requests for MQA. Retrieve and manage workflow, through the web-based public records management system, GovQA. Utilize the GovQA system to assign, escalate, manage and track requests, deadlines and fees.
- Perform quality assurance checks, using a standardized methodology, of the responses to public records requests and prepare reports for management documenting the quality assurance findings, analyses and provide recommendation.
- Collect, analyze and prepare reports documenting trend data regarding the public records requests for MQA and prepare reports for management on the findings, analyses and provide recommendations.
- Assist in responding to complex public records requests involving investigatory files and/or disciplinary files for MQA in the event the workload meets the threshold for the Regulatory Specialist II. Ensure public records requests are fulfilled in accordance with all laws and regulations set forth in chapter 119, Florida Statutes.
- Assists management in the data conversion effort of the microfiche/microfilm to ensure production schedules are met and target dates for completion are met. Answer and respond to incoming telephone calls, retrieve and respond to voicemail messages.

#### **Senior Paralegal/Staff Supervisor, Howard & Associates, P.A.**

**2013-2014**

- Litigation assistance on Deepwater Horizon Economic Claims/ British Petroleum Claims resulting from April 20, 2010 Oil Spill.
- Financial analysis for Business Economic Loss Claims in terms of tax return to checkbook revenue and expense reconciliations, financial report preparation through the collection, analysis and summary of account information, trends and financial forecast in compliance with federal, state, and local financial requirements.

- Drafting Memorandums, Motions, Complaints, Notices, Appeals and Press Releases for British Petroleum Claims, Engle Progeny Tobacco Cases, Goldman Sachs Antitrust Class Action Lawsuit, Cast Iron Soil Pipe & Fitting Antitrust Class Action Lawsuit, OxyElite Product Liability Case, Maidenform Product Liability Case, Vouge International (dba Todd Christopher International) Product Liability Suit, Johnson & Johnson Product Liability and FUDPTA Suits, Walgreens Glucosamine FDUPTA Suit, Walmart Stores Equate FDUPTA Suite, Coca-Cola Product Liability Suit, Target Data Breach Suit, and U.N. Haitian Cholera Endemic Class Action Lawsuit.
- Practical experience in handling sensitive and confidential client documents in accordance to state and federal rules and regulations (HIPAA, attorney client confidentiality, etc.)
- Proficiency in electronic court filing (CM/ECF & PACER) for all Federal Courts and Florida state court.
- Direct client communication regarding claims and litigation process, review, and guidance of financial documentation (i.e. Tax Returns, Lodging Tax Returns, Bank Statements, Profit and Loss Statements, etc.)
- Case Researching via Lexis Nexus, Law360, and Google Alerts.
- Knowledgeable in QuickBooks

**Legal Intern, Law Office of Matthew Liebenhaut**

**2013**

- Worked directly with Attorney Matthew Liebenhaut and clients regarding Social Security Disability legal cases.
- Researching and writing Social Security Administration Disability Cases, reports concerning case files and legal briefs.
- Played key role in the preparation of legal documents (through research and writing of legal blog posts).

**References**

1.	<b>Megan Atkinson</b> Chief Financial Officer WA Health Care Authority [REDACTED] [REDACTED]	Relationship: <b>Professional</b>
2.	<b>Kim Wallace</b> Medical Administrator WA Department of Labor & Industries [REDACTED] [REDACTED]	Relationship: <b>Former Supervisor</b>
3.	<b>Sergio Pinon, Sr.</b> Director of Marketing Civitek [REDACTED] [REDACTED]	Relationship: <b>Professional</b>
4.	<b>Rebecca Cash</b> Government Operations Consultant III Agency for Health Care Administration [REDACTED] [REDACTED]	Relationship: <b>Former Supervisor</b>
5.	<b>David Copa</b> Retired from the State of Florida [REDACTED] [REDACTED]	Relationship: <b>Professional/Personal</b>