



CITY OF
BAINBRIDGE ISLAND

**SPECIAL CITY COUNCIL MEETING
TUESDAY, MAY 05, 2020**

THE CITY COUNCIL WILL HOLD THIS MEETING USING A VIRTUAL, ZOOM WEBINAR PLATFORM, PER GOVERNOR INSLEE'S "STAY HOME, STAY HEALTHY" ORDERS. MEMBERS OF THE PUBLIC WHO DO NOT WISH TO VIEW THE MEETING VIA THE BKAT BROADCAST OR THE CITY'S WEBSITE STREAMING WILL BE ABLE TO CALL IN TO THE ZOOM MEETING.

PLEASE CLICK THE LINK BELOW TO JOIN THE WEBINAR:

[HTTPS://BAINBRIDGEWA.ZOOM.US/J/94600862393](https://bainbridgewa.zoom.us/j/94600862393)

OR IPHONE ONE-TAP :

US: +13017158592,,94600862393# OR +13126266799,,94600862393#

OR TELEPHONE:

DIAL(FOR HIGHER QUALITY, DIAL A NUMBER BASED ON YOUR CURRENT LOCATION):

US: +1 301 715 8592 OR +1 312 626 6799 OR +1 346 248 7799 OR +1 646 558 8656 OR +1 669 900 9128

OR +1 253 215 8782

WEBINAR ID: 946 0086 2393

AGENDA

1. **CALL TO ORDER/ROLL CALL - 4:00 PM**
2. **APPROVAL OF PROCESS**
 - 2.A **(4:05 PM) Approval of Voting Process - Mayor Schneider**, 5 Minutes
[2020 City Council Appointment Voting Process - May 5.docx](#)
3. **COUNCIL CANDIDATE REMARKS - 4:10 PM**

Candidates will have up to five minutes to provide remarks.

 - 3.A **Applications of the Council Candidates**
[Council Vacancy Application_Ashley Mathews_Redacted.pdf](#)
[Council Vacancy Application_Chris Snow_Redacted.pdf](#)
[Council Vacancy Application_Christy Carr_Redacted.pdf](#)
[Council Vacancy Application_Denise Kulak_Redacted.pdf](#)

[Council Vacancy Application_James Halbrook_Redacted.pdf](#)
[Council Vacancy Application_John Ogden_Redacted.pdf](#)
[Council Vacancy Application_John Sloat_Redacted.pdf](#)
[Council Vacancy Application_Lisa Neal_Redacted.pdf](#)
[Council Vacancy Application_Thomas Hemphill_Redacted.pdf](#)

4. **QUESTIONS AND ANSWERS WITH THE COUNCIL CANDIDATES - 5:10 PM**
5. **EXECUTIVE SESSION - 6:35 PM**
 - 5.A **Pursuant to RCW 42.30.110(1)(h) to evaluate the qualifications of a candidate for appointment to elective office,**
30 Minutes
6. **NOMINATIONS AND SELECTION OF FINALISTS - 7:05**
7. **PLAN/CONFIRM MAY 11, 2020 MEETING STRUCTURE - 7:20 PM**
8. **ADJOURNMENT - 7:30 PM**

GUIDING PRINCIPLES

Guiding Principle #1 - Preserve the special character of the Island, which includes downtown Winslow's small town atmosphere and function, historic buildings, extensive forested areas, meadows, farms, marine views and access, and scenic and winding roads supporting all forms of transportation.

Guiding Principle #2 - Manage the water resources of the Island to protect, restore and maintain their ecological and hydrological functions and to ensure clean and sufficient groundwater for future generations.

Guiding Principle #3 - Foster diversity with a holistic approach to meeting the needs of the Island and the human needs of its residents consistent with the stewardship of our finite environmental resources.

Guiding Principle #4 - Consider the costs and benefits to Island residents and property owners in making land use decisions.

Guiding Principle #5 - The use of land on the Island should be based on the principle that the Island's environmental resources are finite and must be maintained at a sustainable level.

Guiding Principle #6 - Nurture Bainbridge Island as a sustainable community by meeting the needs of the present without compromising the ability of future generations to meet their own needs.

Guiding Principle #7 - Reduce greenhouse gas emissions and increase the Island's climate resilience.

Guiding Principle #8 - Support the Island's Guiding Principles and Policies through the City's organizational and operating budget decisions.



City Council meetings are wheelchair accessible. Assisted listening devices are available in Council Chambers. If you require additional ADA accommodations, please contact the City Clerk's Office at 206-780-8604 or cityclerk@bainbridgewa.gov by noon on the day preceding the meeting.



CITY OF
BAINBRIDGE ISLAND

Special City Council Meeting Agenda Bill

MEETING DATE: May 5, 2020

ESTIMATED TIME: 5 Minutes

AGENDA ITEM: (4:05 PM) Approval of Voting Process - Mayor Schneider,

SUMMARY: Council will consider approving the process last reviewed at the April 28, 2020 Council meeting.

AGENDA CATEGORY: Discussion

PROPOSED BY: City Council

RECOMMENDED MOTION: I move that the Council utilize the process as described to narrow the pool of candidates for the vacant Council position to a set of finalists that will be considered for appointment by the Council at the May 11, 2020 Council meeting. By voting for this motion, I am voting to approve the finalists that are determined by utilizing this process based on the point system as described.

STRATEGIC PRIORITY: Good Governance

FISCAL IMPACT:

Amount:	
Ongoing Cost:	
One-Time Cost:	
Included in Current Budget?	

BACKGROUND:

ATTACHMENTS:

[2020 City Council Appointment Voting Process - May 5.docx](#)

FISCAL DETAILS:

Fund Name(s):

Coding:

**BAINBRIDGE CITY COUNCIL APPOINTMENT VOTING PROCESS TO FILL A COUNCIL VACANCY
PROCESS TO NARROW OVERALL POOL OF CANDIDATES TO A SET OF FINALISTS
MAY 5, 2020**

The Presiding Officer will explain that the process to fill the City Council vacancy was last discussed and agreed to at the Council meeting on April 28, 2020, and is proposed to be as follows:

1. Each Councilmember will be given a Candidate Rankings document (“ballot”) that will be used as a tool by each Councilmember as part of this process in narrowing the pool of candidates to a set of finalists. Each ballot will have lines for Councilmembers to write and sign their name on the document, and the ballot will include lines for “1st Choice,” “2nd Choice,” and “3rd Choice.” The ballot is a public record and Councilmembers will provide their ballots to the City Clerk at the conclusion of the meeting.
2. Each Councilmember will use his/her ballot to indicate his/her first, second, and third choices for appointment to the Council. “First” means “top choice.” “Second” means second choice, and “third” means third choice.
3. The Presiding Officer will ask each Councilmember, one by one, to publicly announce their first, second, and third choices. Each first place vote will award a candidate five (5) points. Each second place vote will award a candidate three (3) points. Each third place vote will award a candidate one (1) point. A City staff member will utilize a computer to display on the screen a list of all of the candidates, and that staff member will keep a tally of the points for each of the candidates based on the choices announced by the Councilmembers. The candidates, the Council, and the public will be able to see this tallying occur publicly in real time.
4. If all six Council members are unanimous in their selection of a first choice candidate, the Council will consider whether to continue the selection process to a second meeting.
5. Otherwise, the five candidates with the highest point totals will be the finalists and will be invited back to the May 11, 2020 Council meeting. If only three or four candidates receive points, only those 3 or 4 candidates will be finalists. If the point totals result in a tie for the fifth highest vote-getter, the tying candidates for fifth place will be finalists, which will result in a set of more than five finalists.

Once the City Council agrees on the process, a Councilmember will offer a motion stating:

I move that the Council utilize the process as described to narrow the pool of candidates for the vacant Council position to a set of finalists that will be considered for appointment by the Council at the May 11, 2020 Council meeting. By voting for this motion, I am voting to approve the finalists that are determined by utilizing this process based on the point system as described.



CITY OF
BAINBRIDGE ISLAND

Special City Council Meeting Agenda Bill

MEETING DATE: May 5, 2020

ESTIMATED TIME:

AGENDA ITEM: Applications of the Council Candidates

SUMMARY: The application of each Council candidate is attached. Council candidates will have up to five minutes to provide remarks.

AGENDA CATEGORY: Discussion

PROPOSED BY: City Council

RECOMMENDED MOTION: Information only.

STRATEGIC PRIORITY: Good Governance

FISCAL IMPACT:

Amount:	
Ongoing Cost:	
One-Time Cost:	
Included in Current Budget?	

BACKGROUND:

ATTACHMENTS:

[Council Vacancy Application Ashley Mathews Redacted.pdf](#)

[Council Vacancy Application Chris Snow Redacted.pdf](#)

[Council Vacancy Application Christy Carr Redacted.pdf](#)

[Council Vacancy Application Denise Kulak Redacted.pdf](#)

[Council Vacancy Application James Halbrook Redacted.pdf](#)

[Council Vacancy Application John Ogden Redacted.pdf](#)

[Council Vacancy Application John Sloat Redacted.pdf](#)

[Council Vacancy Application Lisa Neal Redacted.pdf](#)

FISCAL DETAILS:

Fund Name(s):

Coding:



APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL SOUTH WARD POSITION #3

Thank you for your interest in serving the community as a member of the Bainbridge Island City Council.

The timeline for filling the Council vacancy is as follows:

- **Friday, April 17**
 - Applications are due to City Clerk by 4:00 p.m.
- **To be determined (due to the COVID-19 outbreak)**
 - Candidate interviews at City Council meeting(s); City Council makes appointment.

To be considered, your application must be completed and received by the City Clerk at Bainbridge Island City Hall (280 Madison Avenue North) no later than 4:00 p.m. on Friday, April 17, 2020. Applications received after 4:00 p.m. will not be accepted. Additional written information after this date will not be accepted, unless requested by the City Council.

Please submit the following items:

- Application (see page 4)
- A **1-page** cover letter indicating your interest and general qualifications for the position.
- A resume of **no more than 2 pages**.
- Answers to the Supplemental Questions of **no more than 3 pages total**.

For further information, please contact

Mayor Leslie Schneider at 206.200.4502 or
lschneider@bainbridgewa.gov

This application and any correspondence should be addressed to:

Christine Brown, City Clerk
Council Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110
cityclerk@bainbridgewa.gov

Councilmember Eligibility, Requirements & Public Disclosure

To be eligible to be appointed to the Bainbridge Island City Council, you:

- Must have continuously resided within the Bainbridge Island city limits for a minimum of one year prior to your appointment to the Council, and
- Must currently reside within the South Ward, and
- Must be a registered voter in the City of Bainbridge Island.

Follow this link to view the Ward map on the City's website to confirm that you reside in the South Ward: [Ward Map](#)

If you hold, participate in or are involved in any contract(s) with the City of Bainbridge Island, please explain your involvement in your cover letter.

If you hold any other elected public office, please state what office and where in your cover letter. Please note that:

- Once a Councilmember application is filed with the City, it is a public record available to the public.
- The applications received from all candidates who meet the minimum requirements of State law, along with the answers to the supplemental questions, will be posted on the City of Bainbridge Island website as part of the Council's meeting packet the week of the initial interview.
- If appointed, you will be required by state law to file financial disclosure statements with the Washington Public Disclosure Commission (www.pdc.wa.gov).

City Council Duties & Compensation

The Bainbridge Island City Council is the legislative authority of the City of Bainbridge Island. The City operates under the Council-Manager form of government. The seven-member City Council serves as the legislative body of the City. The Council is responsible for setting policy, adopting the biennial budget, adopting laws, determining the services to be provided and the funding levels for those services, and appointing citizens to its advisory boards and commissions.

The duties of a City Councilmember will likely involve an average minimum commitment of 20 – 40 hours per month for preparation, participation, and attendance at various meetings and community activities. Beyond the broad duties previously mentioned, Councilmember duties include, but are not limited to:

- Attendance is required at regular City Council meetings, which are held weekly on Tuesday evenings of each month, from 6:00 pm to 10:00 pm and occasionally later. From time to time, the City Council or Mayor may call special City Council meetings to handle city business. Attendance is also required at the Council's annual Advance usually held on a weekday in March.
- Councilmembers are expected to serve on Council Sub-Committees, regional boards and commissions, and to represent the City Council at various community functions. These various meetings and functions occur normally during the evenings, but may also occur on some weekends, and during some weekdays.
- Some travel is expected locally, regionally, and/or within the State of Washington, involving various organizations which the City of Bainbridge Island is a member. Councilmembers may also at their discretion travel and attend training, education and/or participate in other organizations at the local, regional, state, or in some instances on the national level. Travel, education, and training expenses for local, regional, state, and national activities are reimbursed in accordance with City policy applicable to all employees and city officials, subject to the budgetary limit set for each councilmember and for the city council as a whole.

The Councilmember salary as of January 1, 2020, is \$1,200 per month.

Interview Questions

Each candidate should come to the interview prepared to speak to the following questions:

1. Are there any regional issues or forums in which you have a particular interest or expertise? (e.g. transportation, water supply, human services, water quality, fiscal management, solid waste, etc.)
2. Do you want to serve on the City Council because of a particular local issue on which you want to work or are your interests more broadly distributed?

APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL POSITION #3

Applicant Information

(Please type or print)

Applicant Name Ashley Mathews

Residence Address 4576 Point White Dr.

Home Phone [REDACTED] Work/Cell Phone [REDACTED]

E-Mail [REDACTED]

Cover Letter & Resume

Please attach a one-page cover letter and a resume of no more than two pages to this application.

Supplemental Questions

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Bainbridge Island on separate pages using no more than 3 pages total:

1. Why are you interested in serving as a Bainbridge Island City Councilmember?
2. What strength would you bring to the Council?
3. What are the three highest priorities and/or issues you believe the City needs to address? How would you propose to address these issues?
4. Explain your current and past community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions and how this has contributed to the Bainbridge Island community. Address its relevance to the position of Bainbridge Island City Councilmember.
5. What do you wish to accomplish during this appointed term as Bainbridge Island City Councilmember?
6. What is your vision for our City and community?
7. Is there anything else that you may wish to add that would help us get to know you a little better?

Please return this form, your cover letter, resume and answers to the supplemental questions to the City Clerk at Bainbridge Island City Hall (280 Madison Avenue North, cityclerk@bainbridgewa.gov) **no later than 4:00 pm on Friday, April 20, 2020**. Applications received after 4:00 pm will not be accepted.

The application and any correspondence should be addressed to:

Christine Brown, City Clerk
Councilmember Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110
cityclerk@bainbridgewa.gov

ASHLEY MATHEWS

[REDACTED]
[REDACTED] 4576 Point White Drive NE

Ashley Mathews
4576 Point White Drive
Bainbridge Island WA, 98110

April 8th, 2020

Christine Brown, City Clerk
Councilmember Recruitment
280 Madison Ave. North
Bainbridge Island WA, 98110

Dear Ms. Brown,

I moved to Bainbridge Island in 2009 from Brooklyn, New York. I moved with the caveat to my then fiancée that we would only be living on Bainbridge for the next five years and that I would be returning East. Little did I know that this truly magical Island would take ahold of me and now there is nowhere else I would live. I not only want to live here, but want to take this opportunity to dig deep, do the work and serve this City. Being appointed to our City council would be a great first step.

As someone raised in the stressful world of NY politics, I really weighed my initial decision to run for City Council in 2018 very heavily. I had served on the Board of Directors of Treehouse for Kids for a year and wanted to become as involved as I could with our local Government so that I could be sure someone on the Council was truly looking at issues through a lens of equity. I knew I wanted to help this City. We lived in the North Ward until recently and even though the whole idea of running against a well-known incumbent was daunting, I decided to throw my hat into the ring. As my campaign progressed, I learned about many issues affecting our Island. I studied the comprehensive plan, learned a bit about our fiscal health and also that running against the incumbent wasn't realistic at the time. I decided to keep studying and learning so that when my time did come, I would be prepared. Here we are. Thank you for your consideration. I look forward to meeting you in person, discussing my qualifications and hearing what you are looking for in another councilmember.

Sincerely,
Ashley Mathews

1. I am interested in serving as a Bainbridge Island City councilmember, because I want to be of service to our community in an actual tangible way. I want to do my part and be a member of the team that works to ensure the City of Bainbridge Island is always doing its best to be fiscally sound and a great place to live, work and play.
2. I will bring level headedness, resolve, curiosity, a unique perspective and great marketing skills to the council. I will bring out of the box ideas such as an Island Zoom group that one of us at a time log-on and are present. We may go through times in the future when in-person meetings are not possible and need a great way to get involved with Islanders.
3. I admit recent events have changed this answer some. Our highest priority right now should be making sure that our school district is at the forefront of distance learning procedures and technologies and helping the small businesses and restaurants on this Island. We also need to look at safety our emergency and outbreak preparedness, level of public health knowledge as well as every other service. Our community may argue in the island Facebook groups, but when something like this happens, we all come together. We need to be at the forefront of that.
4. I currently serve on the Boards of Directors of the Bainbridge Island Museum of Art and Treehouse for Kids. I believe the arts are such a vibrant piece of Bainbridge's history and need to be protected. Not to sound cheesy, but I believe that the children are our future and that they need to be protected. I was a foster child who was adopted and am passionate about doing what I can to give back. I am honored to be on Treehouse's executive committee as the board development chair. I used to sing with the Bainbridge chorale and have done several shows on the BPA stage. I also am a member of Bainbridge's vibrant equestrian community. I had applied to be a member of the Racial equity group, however we should not need a task force for an awareness that needs to permeate our everyday lives. I am extremely qualified and demonstrate decades of passion and commitment to issues that we all care about. This isn't a new thing. I am here to do what I can to serve. My parents own a 500 acre farm in upstate NY. I grew up there, help steward that land and we talk watershed and trees constantly. My father is the Executive Director of the Cornell Cooperative Extension after being the NYC Div. of Budget Director for 20 plus years. I can get into the weeds with this stuff. Literally.



5. I hope to become an honorable, ethical and respected councilmember and to learn from many of you. I hope to see actual situations we helped improve. I want to start the conversations and listen. I want citizens of Bainbridge to know that no matter what, their council is always there at the forefront and ready to help or figure out how to help. We'll get on Zoom, be present and make them feel better. We'll do whatever it takes.
6. My vision for our community and City is for it to become a place where someone like me can feel welcome and have the courage to educate my children here with the knowledge that there is an infrastructure in place for them to succeed and feel welcomed. I would like this to be a place where differences are respected and celebrated. We are so close! I see Bainbridge becoming a local beacon of the restaurant industry as well as the gateway to Kitsap. We have endless opportunities to do it right, here. NIMBY can co-exist with responsible and strategic growth.
7. My employer happens to be a real estate firm. I work in the marketing department of our Broker services office in Bellevue, although I usually work remotely. I am not a real estate broker and I have no special interest in the real estate industry. I have always been in the marketing and advertising realm and am passionate about messaging and marketing strategy. I don't want anyone to think I have some desire to see development, because I happen to work for a real estate company and love my job. That isn't the case at all. I have an 18 year old daughter who will be a freshman at Skidmore College in the fall. I live here on Bainbridge Island with my husband, Scott whose three adult children all graduated from BHS. We have lived in Winslow, Fletcher Bay, Point Monroe and now (and finally) down South. Please ask me anything! I look forward to meeting you and answering any questions you may have.

Contact

www.linkedin.com/in/ashley-mathews-0bbb5a3 (LinkedIn)

Ashley Mathews

Greater Seattle Area

Experience

Coldwell Banker Bain
Regional Marketing Specialist
January 2019 - Present
Greater Seattle Area

Coldwell Banker Bain
Marketing and Listing Coordinator
December 2017 - 2018
Bainbridge Island, Washington

Treehouse
Board Of Directors
September 2017 - Present
Greater Seattle Area

I am so honored to be a member of such a dedicated Board of Directors and do not take the task lightly of doing all that I can to ensure that by 2022, youth in foster care across Washington State will graduate from high school at the same rate as their peers, with support and a plan to launch successfully into adulthood.

Treehouse – Giving Foster Kids a Childhood and a Future
Community Volunteer
January 2016 - Present
Greater Seattle Area

www.treehouseforkids.org

Bainbridge Island Museum of Art
Board Of Directors
May 2019 - Present
Bainbridge Island, Washington

Seattle Models Guild

Model

October 2011 - September 2016 (5 years)

Seattle, WA

VAuto, Inc.

Performance Manager

May 2009 - July 2010 (1 year 3 months)

Paragon Honda

Marketing Director

August 2002 - January 2009 (6 years 6 months)

Education

Colgate University

English Language and Literature

The Albany Academies (1986 - 1996)

APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL POSITION #3

Applicant Information

(Please type or print)

Applicant Name **Christopher Snow** _____

Residence Address **10147 NE Kitsap Street** _____

Home Phone **[REDACTED]** _____ Work/Cell Phone **[REDACTED]** _____

E-Mail **[REDACTED]** _____ ---:: _____

Cover Letter & Resume

Please attach a one-page cover letter and a resume of no more than two pages to this application.

Supplemental Questions

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Bainbridge Island on separate pages using no more than 3 pages total:

1. Why are you interested in serving as a Bainbridge Island City Councilmember?
2. What strength would you bring to the Council?
3. What are the three highest priorities and/or issues you believe the City needs to address? How would you propose to address these issues?
4. Explain your current and past community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions and how this has contributed to the Bainbridge Island community. Address its relevance to the position of Bainbridge Island City Council member.
5. What do you wish to accomplish during this appointed term as Bainbridge Island City Councilmember?
6. What is your vision for our City and community?
7. Is there anything else that you may wish to add that would help us get to know you a little better?

Please return this form, your cover letter, resume and answers to the supplemental questions to the City Clerk at Bainbridge Island City Hall (280 Madison Avenue North, cityclerk@bainbridgewa.gov) **no later than 4:00 pm on Friday, April 20, 2020**. Applications received after 4:00 pm will not be accepted.

The application and any correspondence should be addressed to:

Christine Brown, City Clerk
Council Member Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110
cityclerk@bainbridgbewa.gov

April 15, 2020

Dear Council Members:

1. I am interested in serving on the City Council once again because I am concerned about the absence of representation in Position 3. Now is not the time to let the position remain fallow. Nor is it prudent to rush to fill it with someone unfamiliar with all that council membership entails. While the Council is not able to function normally in the current circumstances surrounding the corona virus pandemic, the Council must prepare for how we will deal with challenges yet unknown
2. I will bring to the task all my experience on the 2006-2009 Council, including my six month stint as the first Council Mayor following the change in form of government in 2009, during which I represented COBI on all the County and Regional bodies (PSRC, KRCC, Kitsap Transit, 911,) as well as chairing the Kitsap Coordinating Committee and the monthly meetings of COBI ,Parks, Fire and Education leaders. This experience and my career as a foreign service officer has educated me in the processes of reaching group consensus.
3. Top City priorities must be 1) Government--Fill the vacant Council position, 2) Housing—ensure that all home owners and renters can pay their rents and mortgages so they can stay in their homes, 3) Food – ensure that everyone is able to keep food on their tables.
 - a. Council should first choose and seat someone qualified to fill Position 3.
 - b. A housing task force should be convened to harness the expertise and ingenuity of our developers, realtors and others in the housing sector to work with HRB, Bainbridge Community Foundation, Land Trust, and other community leaders.
 - c. Council should initiate a similar project, spearheaded by Helpline House, and supported by other non-profits to learn how different sectors of our community have been adversely affected and need help to continue to eat.
4. When I completed my term on the Council at the end of 2009, I was immediately drafted to serve on the Board of the Bainbridge Community Foundation and shortly thereafter, was invited to join the founding board of the Bainbridge Island Museum (BIMA). My work with these two institutions has given me a deeper acquaintance and commitment to the community. At BIMA I was President of the Board during the design and construction of the building and was part of staff recruitment and organization after the museum after it opened on June 14, 2013. I have been glad to see The Community Foundation blossom in recent years, fostering a collaborative spirit among Island non-profits, and encouraging philanthropy. The number of donor-advised funds has grown and the money under management has grown to about 14 million.
5. My first goal will be to re-establish myself on the Council and get to know the other members, their individual priorities, and approaches to dealing with the challenges we will inevitably face as the corona virus recedes and other challenges present themselves. I will also hope to re-establish cordial ties with city employees whom I have always enjoyed talking with and learning from.
6. My vision for our City and community has already begun to appear as I marvel at the change that the novel corona virus has brought to me and my fellow islanders. I feel certain that as the pandemic crisis fades, we will leave behind the “land of long driveways” and face future disasters with improved connectivity, neighborliness and caring for one another.
7. I am ready to go immediately and look forward to joining the Council in its excellent work. Please keep it up.

RESUME – CHRIS SNOW

Community Involvement

Bainbridge Economic Council: Member since 2000, President 2017-2020

Bainbridge Community Foundation: Board Member; Finance Committee
Chair; Engagement Committee Member 2010-2018

Bainbridge Island Museum of Art: Founding Board Member and President 2010-2016

Bainbridge City Council Member: Position 4, 2006-2009; Mayor 2009

Bainbridge Performing Arts: Board Member and Vice President 2002-2005

Education

Yale BA, 1962

Foreign Service Language Institute

Monterey Language School

Languages

English, Latin, Russian, Bulgarian, Hebrew, Hindi, Urdu, Farsi, French

Employment

<u>United States Foreign Service Officer</u> (U.S. Information Service)	1963-1998
Paris, France: Minister-Counselor of Embassy	1994-1998
Tel Aviv, Israel: Counselor for Public Affairs	1990-1993
Washington, D.C.: Deputy Area Director, Near East	1989-1990
Brussels, Belgium: Counselor for Public Affairs	1983-1988
London, U.K.: Public Affairs Officer	1979-1983
Tehran, Iran: Director, American Cultural Center	1977-1979
Sofia, Bulgaria: Public Affairs Officer	1974-1977
Monterey Language School/Bulgarian	1972-1973
Bridgetown, Barbados: Public Affairs Officer	1971-1972
Karachi, Pakistan: Information Officer	1968-1970
New Delhi, India: Information Officer, U.S. Embassy	1966-1968
Lucknow, India: Director, American Library and Cultural Center	1964-1966
Karachi, Pakistan: Third Secretary of Embassy	1963-1964

Earlier Employment

Data Entry, Hill Air Force Base, Utah, fall	1962
Laborer, Utah Concrete Pipe Factory, summer	1962
Yale Laundry Sales Rep, Burger flipper, The Buttery, Yale University	1960-1962
Technician, University of Utah Explosives Research Center, summers	1959-1960
Hay Maker, Diamond Bar X Ranch, Woodland, Utah, summers	1954-1958



CITY OF
BAINBRIDGE ISLAND

**APPLICATION FOR APPOINTMENT TO
BAINBRIDGE ISLAND CITY COUNCIL
SOUTH WARD POSITION #3**

APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL POSITION #3

Applicant Information

(Please type or print)

Applicant Name Christy Carr

Residence Address 9023 Fletcher Boulevard NE

Home Phone [REDACTED] Work/Cell Phone same

E-Mail [REDACTED]

Cover Letter & Resume

Please attach a one-page cover letter and a resume of no more than two pages to this application.

Supplemental Questions

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The application and any correspondence should be addressed to:

Christine Brown, City Clerk
Councilmember Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110
cityclerk@bainbridgewa.gov

April 14, 2020

Christine Brown, City Clerk
280 Madison Avenue North
Bainbridge Island, WA98110
Sent via email: cityclerk@bainbridgewa.gov

Please accept my application and resume for review by the City Council as it considers candidates to fill the vacant South Ward City Council Position #3.

I am a nearly 20-year island resident with a strong record of community service. I am interested in this position to appreciably contribute to my community. I have no specific or personal agenda beyond raising my hand to help the City Council achieve the community's vision.

My professional background makes me particularly qualified to fill this City Council vacancy. I am familiar with City governance and have a deep familiarity with a number of the City's workplan priorities and the City's Comprehensive Plan, specifically related to land use. I am seasoned at the "good, bad, and ugly" of public policy formation and decision-making and I think my temperament is well-suited to working with the City Council and the public at large.

I have spent my land use planning career at the intersection of natural resources, people, and regulation: exactly where I think a majority of the City's most pressing issues lie. I have worked in private, non-profit, and government sectors, giving me an interdisciplinary perspective to think broadly and learn from others with diverse backgrounds and help me clearly differentiate between advocacy work and objective, non-biased public policy analysis.

As a program manager for American Farmland Trust, I worked at a regional level with the Washington Conservation Commission and The Nature Conservancy to transform formerly site-based conservation-related agricultural practices to a regional scale. I have also worked for private consulting firms on land use/natural resource projects ranging from single-family residential projects to 40-mile utility line projects.

In my former position as a senior planner with the City of Bainbridge Island I analyzed and reviewed over 200 building permit and land use applications. These included complex and technically challenging applications requiring a high level of analysis, discretion, and interaction with landowners. During this time, I developed a good rapport with applicants while implementing regulations with consistency and timeliness. I also worked on a number of long range planning tasks including authoring the City's critical areas ordinance update, serving as lead staff on three Shoreline Master Program (SMP) amendments (two locally initiated amendments and the City's 2020 periodic review), public tideland management, subdivisions standards, design guidelines, land use review procedures, and providing recommendations for updates to the City's tree protection codes. All of this work required communication of complex policy and regulatory information in plain language, as well as collaboration across a broad range of stakeholders and community members.

The opportunity to serve on this City Council provides a meaningful way to contribute to our island community. I appreciate your consideration of my application materials. Please let me know if you have any questions or need additional information.

Thank you.



Christy Carr

CHRISTIANA HELEN CARR

9023 Fletcher Boulevard NE
Bainbridge Island, Washington 98110

Education

Master of Urban Planning, University of Washington – 2001
B.S., Landscape Architecture, University of California, Davis – 1993

Professional Certifications

American Institute of Certified Planners (AICP) #027621, American Institute of Certified Planners, 2015
Certified Professional Wetland Scientist (PWS) #2069, Society of Wetland Scientists, 2010
Wetland Science and Management Certificate Program, University of Washington Extension Program, 2002

Professional Experience

City of Seattle Department of Construction and Inspections
Seattle, Washington
Senior Environmental Analyst
September 2019 to present

Senior member of the Land Use Review team responsible for review and approval of land use proposals and construction permit applications related to the City's Environmentally Critical Areas (ECA) requirements; assisting policy staff with code and policy updates to the ECA ordinance; and review and recommendations for changes to business practices, rules, and public outreach materials.

- Analyze and review proposed development for compliance with City environmental regulations, including the Environmentally Critical Area (ECA) Ordinance, Seattle Tree Protection Code and State Environmental Policy Act
- Assist policy staff with updates to ECA code, shoreline master program, and tree protection code
- Review and make recommendations for potential changes to business practices and rules, Director's Rules, and Tips based on experience with daily operations and planning tasks
- Interpret, communicate, exchange information, and coordinate activities with other City departments and state and federal agencies regarding multi-jurisdictional projects
- Provide expert consultation in ECA technical resource areas and code interpretation to SDCI staff and managers, other City departments, the diverse community, and development professionals

City of Bainbridge Island Department of Planning and Community Development
Bainbridge Island, Washington
Planner, Associate Planner, Senior Long-Range Planner
September 2014 to July 2019

Progressively responsible planning and legislative work primarily focused on land use and natural resource policy and regulatory research and analysis; developing and evaluating policy alternatives; drafting policy and regulatory code language; and drafting and presenting legislation in a fast-paced, high-pressure environment.

- Research policy issues, develop alternatives, and provide recommendations for a variety of subject areas including critical areas, groundwater protection, aquaculture, shoreline management and monitoring, public tideland management, subdivisions, design guidelines, and land use review procedures

CHRISTIANA HELEN CARR

City of Bainbridge Island Department of Planning and Community Development -- continued

- Primary staff on critical areas ordinance update including authoring best available science review and code revisions, drafting legislation, and leading legislative review process and implementation strategy
- Primary staff on shoreline master program implementation including researching policy issues, providing policy interpretation and regulatory guidance, authoring code revisions, drafting legislation, and leading legislative review process for two locally initiated amendments and the 2020 periodic review
- Develop legislative proposals and lead legislative process for 15 new ordinances and resolutions and amendments for Planning Commission and City Council consideration
- Write detailed memoranda to Planning Commission and City Council summarizing policy issues, evaluating options, and recommending courses of action
- Deliver oral presentations to Planning Commission and City Council communicating complex policy issues and regulatory strategies, highlighting key policy considerations, and responding to questions and concerns
- Advise City Council and Planning Commission on policy discretion and regulatory options within the framework of state shoreline and critical areas requirements
- Consult with City Attorney and finance staff to analyze anticipated legal and financial impacts of proposed legislation
- Review annual departmental budget proposals and recommended alternatives for meeting organizational work plan goals

American Farmland Trust Seattle, Washington Pacific Northwest Conservation Program Manager June 2012 to September 2014

Highly independent non-profit program manager tasked with building and implementing a regional program focusing on policy and program development to increase the amount and quality of conservation work on farmland.

- Utilized a variety of research tools to develop and support policy recommendations published in *Landowner Perspectives on Voluntary Conservation Incentive Programs: Results and Recommendations from a Landowner Survey in the Snohomish and Stillaguamish Watershed*
- Researched and assessed programs and policies in use at the private market and federal, state, and local levels to evaluate outcomes and develop recommended policies and strategies related to conservation incentive and ecosystem marketplace programs
- Authored successful grant application to National Resource Conservation Service (NRCS) for “precision conservation” in Newaukum Creek – a multi-year project in collaboration with King Conservation District using an innovative approach to voluntary conservation concentrating money and effort in a specific threatened watershed to more efficiently achieve greater improvement to water quality
- Designed, organized and executed workshop titled, *Achieving Success on Farmland through Conservation Incentive Programs*, gathering over 40 local, state and federal stakeholders to identify effective mechanisms for policy and program development related to design and delivery of conservation incentives
- Organized, publicized, and implemented a two-day work party, gathering over 100 volunteers on five farms to participate in native plant restoration in Snoqualmie Valley
- Identified and analyzed state legislation for potential impact on organizational mission

Supplemental Questions

1. Why are you interested in serving as a Bainbridge Island City Council member?

I purchased a home and moved to the island in 2000. Within a few months, I dove into my first community volunteer adventure: as a member of the citizen committee formed to develop goals and policies for the City's first non-motorized transportation plan. I was by no means an expert in non-motorized transportation issues, but I thought I had something to offer and wanted to be involved. In the 20 years since, I have continued to participate and engage in community efforts because I believe we all have a role to play in what makes this place we call home so great. I have volunteered both my technical expertise and elbow grease by serving on the City's Wetland Advisory Committee, participating in the Winslow Tomorrow Design Charette, digging irrigation ditches at the Suyematsu/Bentryn Farm, and planting trees in the Bainbridge Island Land Trust wildlife corridor. Just over five years ago, I was fortunate to be hired by the City of Bainbridge Island to work in the Department of Planning and Community Development. Working and living in the same community is a joy. At times, it is also a real headache in the grocery line. My late father, when dispensing rare "career advice," suggested, "Find something you would do for free and figure out a way to get paid for it." Not original, but I took it to heart. That job with the planning department was – almost – exactly that. And that is why I am interested in serving as a Bainbridge Island City Council member. Because I truly enjoy serving my community. Because I think I have something to offer. Because I want to raise my hand and help. Because my temperament is well-suited to collaborative work with fellow City Council members. And because I think my education, work experience, and prior community involvement can help move forward the City's workplan priorities.

2. What strength would you bring to the Council?

The strengths I would bring to the Council include:

I understand how the City Council works. While obviously not privy to much City Council discussion or internal machinations, I understand the structure of meetings and how topics arrive on Council agendas, executive sessions, and the legislative process. Interestingly, as part of his "stay at home learning," my son was asked to listen to *Schoolhouse Rock: America - I'm Just a Bill*. I found it fascinating that I learned that same song! While the song makes it sound easy, I appreciate that it is not. The organizational infrastructure of the City Council is complex. As former City staff, I have worked with a majority of the current City Council members and understand the workflow required to conduct "city business."

I have professional expertise related to a large portion of the City Council's workplan and the goals and policies of the Comprehensive Plan. As a land use/natural resource planner, I can help the City Council translate big picture goals into legislation to achieve those goals. This is the "nitty gritty" that is often the most challenging – moving visionary or aspirational goals and policies into implementable regulation. It is hard work. And I have a demonstrated record of making that happen. I worked collaboratively with the Design Review Board, Planning Commission, City Council, and community, contributing to proposed, updated, and new legislation related to critical areas (including the new Aquifer Recharge Protection Area), subdivision standards, design guidelines, land use review procedures, aquaculture, and shoreline management. My approach evolved to respond to public feedback and concerns and resulted in regulation that reflected the goals and policies articulated in the City's Comprehensive Plan.

I am a systems thinker. The biggest challenge facing the City Council, and the community, is how to address all of the issues before us at once. The challenge is really the sum of the parts. As an island community, we really can't parse out our issues. We need to dig deeper into the issues – climate change, affordable housing, green building – making sure that we understand how one affects the other. Ultimately, they are all related, yet it can be overwhelming to consider them all at once. For example, the repeal of the City's vegetation management

regulations did not comprehensively consider future farmland. How do we address these issues simultaneously? How do we achieve competing goals? Through my education and professional background, I can bring a holistic approach to City governance that focuses on how constituent parts interrelate within the context of the whole. My strength is to help the City Council figure out a pathway to work with the public to address the entire suite of our priority issues.

3. What are the three highest priorities and/or issues you believe the City needs to address? How would you propose to address these issues?

Of course, the obvious issue to emerge recently is resiliency. In the face of a pandemic, are we ready? I think the City has responded well; however, we need to look closely at our digital infrastructure and public services delivery systems to ensure we are prepared and quick to respond. Beyond the current crisis, the City is facing a number of urgent issues. If I need to name three, I would say climate change, affordable housing, and sustainable transportation. That said, I do not think any one of these is more important than the other; rather, perhaps the most important issue is identifying the most effective and equitable options to achieve all desired outcomes while balancing the full spectrum of planning efforts. From my perspective, they all fall under the umbrella of climate change and how our community responds to its specific impacts. Again, we are an island (with 53 miles of shoreline!), which puts us in a unique position to not only respond, but to be leaders and provide a model for other communities. I would suggest that the City Council approach each of the City's issues and priorities using climate change mitigation and adaptation as an organizing principle. For example, the groundwater management plan, sustainable transportation plan, affordable housing options, PSE franchise agreement, and green building standards all relate to climate change. The proposed actions of these planning efforts help realize our climate action goals. They should be discussed and deliberated not as disparate parts but as a whole. I propose that the City Council take a more holistic approach to its workplan; that is, it isn't a checklist that gets marked off one-by-one. Rather, their interconnectedness informs and provides context for decision making. The salient public policy issue facing the City, then, is the continuing balance of the breadth of issues in the service of strengthening and connecting City services and priorities to benefit all of its residents.

4. Explain your current and past community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions and how this has contributed to the Bainbridge Island community. Address its relevance to the position of Bainbridge Island City Councilmember.

I enjoy volunteering in a variety of capacities on the island, with an emphasis on food, farmland, and natural places. The underlying relevance to the position of Bainbridge Island City Councilmember is that I care about this community. I think I am incredibly fortunate to raise my son in this community. And I know this community is what it is because people volunteer. Everywhere you look, folks are stepping up to make this place better. Honestly, I have simply been led by example. Bainbridge Island is home to countless volunteers and amazing outcomes of their work. My community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions includes:

- Member, Non-Motorized Transportation Plan goals and policies committee
- Participant, Winslow Tomorrow Design Charette
- Member, Wetland Advisory Committee
- Member, Open Space Commission
- Volunteer, Critical Areas Ordinance Update (2005); chaired habitat management plan sub-committee
- Past-president/board member, Friends of the Farms
- Current president/board member, Sustainable Bainbridge

I have also provided pro-bono wetland fieldwork and reporting for non-profit organizations and landowners and literally leap at the opportunity to volunteer in the kitchen for fundraising dinners. The

first time Squeaky Wheel's "Bike for Pie" event expanded to include a stop at the Day Road farm stand, I personally baked and served 22 pies. I also support my teenage son's efforts related to Bainbridge Island Gear Grinders and volunteering at the Bainbridge Artisan Resource Network (BARN) kitchen.

5. What do you wish to accomplish during this appointed term as Bainbridge Island City Councilmember?

I would like to help the City Council achieve their workplan priorities with the trust of the community. Given the two-year time frame of this appointment, I think I could positively contribute to several workplan items, specifically related to land use topics. While that is my strength, I would also like to help the City Council with its ongoing work related to city governance/ethics, 2021/2022 budget, police/municipal court facility, and others. I do not have a specific or personal agenda. I would like to positively contribute to good governance that is accountable to the community's values.

6. What is your vision for our City and community?

My vision for our City and community is reflected in the Comprehensive Plan (there is a reason the guiding principles are on every Council agenda). The community, along with the Planning Commission and City Council, was involved in a multi-year planning process wherein they articulated this vision. While the plan is aspirational and policy oriented, it says what and who we want to be. The job of the City Council is to implement the Comprehensive Plan. The hard part – largely not included in the Comprehensive Plan – is the "how." The plan gives us our road map – but how we get there is up to the City Council, including sincere and active listening to the broad range of community members.

7. Is there anything else that you may wish to add that would help us get to know you a little better?

I like riding my bike, gardening, spending time with my son, Jasper, and learning the craft of letterpress. I've been told I like meetings, too. During an "under-employed" phase in 2011/13, I worked as a farmhand on the island, largely responsible for the local tomatoes supplied to T&C Market and delivery of salad greens to The Pub. I am proud to have purchased a house on Bainbridge Island as a single person. One way I am coping with the stay at home order is to get outside and jog -- I am in the midst of a "run streak" – meaning I have run at least one mile for 29 days straight.

APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL POSITION #3

Applicant Information

(Please type or print)

Applicant Name Denise Grzech Kulak
Residence Address 4765 LYNWOOD CENTER ROAD, NE, UNIT 3A
Home Phone [REDACTED] Work/Cell Phone [REDACTED]
E-Mail [REDACTED]

Cover Letter & Resume

Please attach a one-page cover letter and a resume of no more than two pages to this application.

Supplemental Questions

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Bainbridge Island on separate pages using no more than 3 pages total:

1. Why are you interested in serving as a Bainbridge Island City Councilmember?
2. What strength would you bring to the Council?
3. What are the three highest priorities and/or issues you believe the City needs to address? How would you propose to address these issues?
4. Explain your current and past community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions and how this has contributed to the Bainbridge Island community. Address its relevance to the position of Bainbridge Island City Councilmember.
5. What do you wish to accomplish during this appointed term as Bainbridge Island City Councilmember?
6. What is your vision for our City and community?
7. Is there anything else that you may wish to add that would help us get to know you a little better?

Please return this form, your cover letter, resume and answers to the supplemental questions to the City Clerk at Bainbridge Island City Hall (280 Madison Avenue North, cityclerk@bainbridgewa.gov) **no later than 4:00 pm on Friday, April 20, 2020**. Applications received after 4:00 pm will not be accepted.

The application and any correspondence should be addressed to:

**Christine Brown, City Clerk
Councilmember Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110
cityclerk@bainbridgewa.gov**

DENISE GRZECH KULAK

4765 Lynwood Center Road NE, Unit 3A, Bainbridge Island, WA 98110
[REDACTED] • [REDACTED]

April 11, 2020

Christine Brown, City Clerk
Council Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110

Dear Council,

Please accept my application for the position of Bainbridge Island City Council South Ward #3. I believe this available opening is apropos. The timing, my love of Bainbridge, my experience, and my interest in serving are what drove me to apply.

My qualifications include extensive non-profit and city board experience including volunteer chair and committee work. Board experience as a member of the City of Birmingham (MI) Advisory Parking Committee, Walsh College Foundation, and Michigan Legacy Art Park. Committees include Art Committee, Legacy Gala Chair, Holiday Market Chair, and Leadership Awards Dinner Co-Chair.

My volunteer work includes Torry Community Association President, Inforum Women's Professional Alliance Troy Affinity Group Co-Chair, International Sculpture Center, Chicago Sculpture Center, Bloedel Reserve, and Walsh College Alumni.

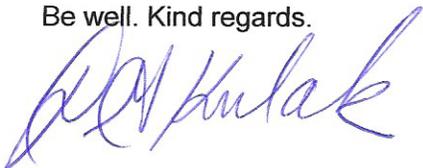
My work experience highlights a broad set of skills in non-profit, educational institutions, business, and as an entrepreneur. I have spent my whole life honing a wide range of skills to assist and be a contributing member of my community. I enjoy working collaboratively with others, have high energy, positive perspective, and am skilled at assisting with consensus and leading compassionately.

Since arriving on Bainbridge, I have immersed myself. My management position at Green Mountain Technologies, an established commercial composting company on the island has given me a greater understanding of the importance of this place in connection to sustainability.

I've enjoyed being a member of BIMA, seeing the farmers market, attending the annual Rotary Club sale, the art walks, studio tours, Christmas in the Country, services at St. Cecilia and St. Barnabas, volunteering at Bloedel Reserve and the annual Land Trust potluck. I've patronized the businesses in Winslow, enjoy my career in composting, taken walks on many trails and would be honored to represent Bainbridge Island as a member of the city council for the South Ward.

Thank you for your time and consideration. I look forward to discussing my credentials with you personally. Should you have any questions or need additional information, please don't hesitate to contact me.

Be well. Kind regards.



DENISE GRZECH KULAK

4765 Lynwood Center Road NE, Unit 3A, Bainbridge Island, WA 98110
[REDACTED] • [REDACTED]

RESUME

Committed community representative, experienced board member, non-profit event chair and volunteer, professional manager, leader, buyer and financial planner with positive attitude and good work ethic. Highly skilled at organizing, supporting, and promoting individuals, teams, and communities with exemplary entrepreneurial spirit. Wide ranging understanding of people and place.

Community Service • Compassionate Leader
Public Art Supporter • Event Chair • Business Manager
Relationship Builder • Positive Attitude • Committed
Thoughtful • Kind • Empathetic

PROFESSIONAL EXPERIENCE

GREEN MOUNTAIN TECHNOLOGIES, Bainbridge Island, Washington • 2019 – present

A commercial composting consulting, design, and manufacture company.

- **General Manager**

Allocate budget resources, formulate policies, coordinate business operations, monitor and motivate staff, manage operational costs, ensure good customer service, improve administrative processes, engage with vendors, hire and train employees, identify business opportunities, and monitor financial activities.

EMPOWER Student Information System, Bingham Farms, Michigan • 2016 – 2019

A privately held family information technology organization.

- **Director of Business Development**

Create relationships for long term selling cycle of database software to higher education institutions nationwide through consultative sales process.

OTHER FUN STUFF LLC, Birmingham, Michigan • 2012 – 2016

A unique creative gift boutique.

- **Owner/Operator**

Drive sales through effective merchandise execution and exceptional personalized customer service.

SAKS FIFTH AVENUE, Troy, Michigan • 2009 – 2011

Exclusive luxury retailer representing American and European designers in 53 stores in the US.

- **Department Manager**

Model focused sales and service behaviors. Establish, build, and maintain client relationships. Facilitate staff training and development. Achieve goals demonstrating ability to lead, train, manage and motivate a sales team while driving company initiatives.

CRANBROOK EDUCATIONAL COMMUNITY, Bloomfield Hills, Michigan • 2006 – 2008

World-renowned educational center for art and science with approximately 1000 employees.

- **Business Services Manager**

Commanded sales and operations functions across purchasing, mail services, and facilities parts warehouse departments, and directed corporate credit card program. Led competitive bidding processes, facilitated purchasing, reviewed contracts, and negotiated with vendors. Performed financial analysis to identify cost-saving opportunities and devise effective solutions. Oversaw staff of 5 and ensured optimal customer service.

SANTORO GRAPHICS, LTD, Rochester Hills, Michigan • 2002 – 2006

Privately-held global design firm based in the United Kingdom producing high-quality paper goods such as greeting cards, stationery, and fashion accessories.

- **National Sales Manager**

Directed strategic sales initiatives, operations, and distribution activities throughout key United States territory, and led national sales team of 100. Created and implemented comprehensive sales and marketing plans and drove business development activities to expand customer base in alignment with corporate objectives. Built strong client relationships with key account stakeholders and fulfilled high customer service standards. Launched new product program and participated in industry trade shows. Performed market analysis and advised executive board members both domestically and abroad.

KMART CORPORATION, Troy, Michigan • 1999 – 2002

Discount department store chain with 2000+ locations in the United States; merged with Sears in 2005.

- **Assistant Category Manager (Buyer)**

Executed purchasing functions across multiple consumer product categories within the health and beauty sector in alignment with inventory needs of stores nationwide. Negotiated advantageous terms with third-party suppliers. Built strong network of vendor relationships. Analyzed sales performance across multiple regions and distribution centers. Performed advertising planning, and approved print advertisements.

ADDITIONAL CAREER HIGHLIGHTS

Details upon request

EDUCATION

Bachelor of Business Administration in Accounting and Marketing (2000)

Walsh College, Troy, Michigan

BOARDS & ORGANIZATIONS

Walsh College, Troy, MI

Foundation Board of Directors 2015-2019

Art Committee Chair 2016

Leadership Awards Dinner Co-Chair 2018

City of Birmingham, Michigan

Advisory Parking Committee Board Member 2002-2005

Torry Community Association President 2001-2003

Michigan Legacy Art Park, Thompsonville, MI

Board of Directors 2013-2015

Legacy Gala Chair 2014

International Sculpture Center

Annual Conference Volunteer 2013-2017

Inforum Women's Professional Alliance

Troy Affinity Group Co-Chair 2009-2015

Detroit Artists Market

Holiday Art Market Chair 2008

Bloedel Reserve

Volunteer 2019

DENISE GRZECH KULAK

4765 Lynwood Center Road NE, Unit 3A, Bainbridge Island, WA 98110

Supplemental Questions Response

1. *Why are you interested in serving as a Bainbridge Island City Councilmember?*

I am interested because I have extensive board and life experience and I would like to serve Bainbridge Island by representing the area in which I live and work, the South Ward. I have gotten to know many of the neighbors that live in this area and would be honored to represent them.

I got my start with community service as the president of my neighborhood association in Birmingham, Michigan. Torry Community Association is the largest neighborhood with over 1,500 households. Shortly after 911 in 2001, at the request of the neighbors, I organized a picnic to bring everyone together. This event meant so much to the community and me. I learned small gestures and actions in groups can make a significant impact. I believe serving The South Ward at this challenging time can make a difference too.

I have the time, am willing to make the commitment, and am eager to share my energy in serving the best interests of Bainbridge, through compassionate listening, respectful actions, and intelligent leadership.

2. *What strength would you bring to the Council?*

I am multi-faceted in my skill set. My father a businessman and my mother a social worker, I understand there is more than one perspective.

I have experience on non-profit boards, city boards, and owning a business. Because of my background, I understand there are legal, ethical, and long-term repercussions to all decisions made as a city. I worked tirelessly as a volunteer when I was a citizen of Birmingham, Michigan and I would like to work tirelessly for making a difference on Bainbridge.

I am dynamic, positive, considerate, respectful, ethical, and excited about making a difference on Bainbridge Island serving the community and assisting in resolution of everyday challenges.

3. *What are the three highest priorities and/or issues you believe the City need to address? How would you propose we address these issues?*

My perception is Bainbridge is currently going through the same challenges as Birmingham, Michigan was over 15 years ago. The most notable I have perceived are development, preserving history, and weaving the past culture and norms into the future changes and challenges.

Addressing these issues, I would propose to address development through thorough review of zoning, codes, and ordinances by area and density. I would need to study this for Bainbridge Island further, as it appears there has been a thoughtful process in this area. I happen to live in the Lynwood area which I understand has had considerable improvement over time. For me, listening and learning from others before making decisions yet using my past-experience once having a greater understanding of the circumstances and history on Bainbridge at a greater level would be how I approach this.

One of the other challenges I've perceived is the density of the island during the peak season and the influx of tourists from the Seattle area. This is an issue that will need to be addressed long term from a parking, development, and community perspective with continued input from neighbors and local commerce alike.

My single highest priority as I am a fine art aficionado is using my skill set to support, promote, and advocate for Bainbridge Island to continue its support of art and add a public art component.

4. Explain your current and past community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions and how this has contributed to Bainbridge Island community. Address its relevance to the position of Bainbridge Island City Councilmember.

I have wide ranging board and committee experience as outlined on my resume and through out my cover letter and response to questions. I understand my experience is not directly related to Bainbridge Island, yet I have a track record for being a committed board member, committee member, and have experience on non-profit, city, art, and educational institution boards. I am a fast learner, willing to listen, and committed to taking the time to understand issues thoroughly and make decisions thoughtfully without personal bias.

I lived in a community similar in nature to Bainbridge from an economic and statistical standpoint and enjoyed my service as part of that community as a neighborhood association president, board member, and committee volunteer for over 15 years. All communities have their unique and historical perspective to preserve and Bainbridge Island is no different.

In the year that I have been on Bainbridge Island, I am a member of BIMA, a volunteer at Bloedel Reserve, interviewed at and am familiar with Islandwood. I have made friends across Bainbridge Island; from the art museum to proprietors in Winslow, from the farmers market to Walt's Market, from realtors, interior designers, to golf courses. I've met people as part of the Land Trust, attended the Rotary auction, art walks, studio tours, churches, and made friends with several artists, chocolatiers, hotel managers, and work on the island with Green Mountain Technologies. A privately held company that has supported the composting needs of Islandwood, Hey Day Farm, IOS Ranch, and Bloedel Reserve.

I'm aware of Copper Top and its businesses, the Barn and the local proprietors in this area, the waterfront businesses, and my home, Lynwood Commons. I've enjoyed the trails through out the island, Grand Forest, Gazzam Lake, Peters, Veterane, Fort Ward, and more. I attended music in the park at Battle Point park and found the road end beaches, Manzanita and Lytle (the 4th of July fireworks great!).

My life experience in serving, understanding communities, having a network of professionals as counselors and friends through out the country, would serve my role as a Bainbridge City Councilmember well.

I am willing to be a part of boards, commissions, and task forces that directly serve Bainbridge Island.

5. What do you wish to accomplish during this appointed term as Bainbridge Island City Councilmember?

First, to spend time meeting and getting to know as many people in the South Ward area as possible to get a greater understanding of what is expected of the City Commissioner representing this part of Bainbridge Island. To listen and work with others to ensure the goals, issues, and concerns within this ward are brought to the table and to work toward the best solutions for the city and the ward. I would like to make myself available to hear from all neighbors in this area.

I would like to support and bring additional public art through out Bainbridge Island as this is my passion and my background and experience in this area can be applied quickly.

In addition, I would like to be a member of the fiscal management committee for the city and assist with planning regarding business districts and needs. I would also like to use a macro approach in ensuring the neighborhoods surrounding the business districts are supported regarding their concerns and a holistic balanced approach is done regarding development and zoning for the long-term success of Bainbridge Island.

6. *What is your vision for our City and community?*

For Bainbridge Island to be the sustainability capital of the country with a continued community fabric of history, art, culture, commerce and a great sense of community. Bainbridge Island, the best place to live, work, and raise a family with exceptional schools and great depth in art and culture. A place where you can spend a day visiting and it impacts your life forever. A personable small town with a sophisticated city vibe.

7. *Is there anything else that you may wish to add that would help us get to know you a little better?*

I saw this place and knew the minute I stepped foot off the ferry, I was going to live here. I spent two years planning financially and physically before getting to Bainbridge. I sold everything I owned in the Detroit area, my house, my car, my furniture, etc. and came here. It feels like home and it is the best decision I have ever made. I would truly be honored to represent one of the finest places I've ever seen, to represent some of the most interesting people I've ever known. I welcome the chance to make a difference by serving the South Ward as a City Councilmember and I would be humbled and proud every day.

I moved 13 times growing up, have traveled this entire country, am the oldest of seven children and always want to make a positive impact in the community in which I live. I would be honored to be considered for this position and to serve Bainbridge Island in this role.



APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL SOUTH WARD POSITION #3

Thank you for your interest in serving the community as a member of the Bainbridge Island City Council.

The timeline for filling the Council vacancy is as follows:

- **Friday, April 17**
 - Applications are due to City Clerk by 4:00 p.m.
- **To be determined (due to the COVID-19 outbreak)**
 - Candidate interviews at City Council meeting(s); City Council makes appointment.

To be considered, your application must be completed and received by the City Clerk at Bainbridge Island City Hall (280 Madison Avenue North) no later than 4:00 p.m. on Friday, April 17, 2020. Applications received after 4:00 p.m. will not be accepted. Additional written information after this date will not be accepted, unless requested by the City Council.

Please submit the following items:

- Application (see page 4)
- A **1-page** cover letter indicating your interest and general qualifications for the position.
- A resume of **no more than 2 pages**.
- Answers to the Supplemental Questions of **no more than 3 pages total**.

For further information, please contact

Mayor Leslie Schneider at 206.200.4502 or
lschneider@bainbridgewa.gov

This application and any correspondence should be addressed to:

Christine Brown, City Clerk
Council Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110
cityclerk@bainbridgewa.gov

Councilmember Eligibility, Requirements & Public Disclosure

To be eligible to be appointed to the Bainbridge Island City Council, you:

- Must have continuously resided within the Bainbridge Island city limits for a minimum of one year prior to your appointment to the Council, and
- Must currently reside within the South Ward, and
- Must be a registered voter in the City of Bainbridge Island.

Follow this link to view the Ward map on the City's website to confirm that you reside in the South Ward: [Ward Map](#)

If you hold, participate in or are involved in any contract(s) with the City of Bainbridge Island, please explain your involvement in your cover letter.

If you hold any other elected public office, please state what office and where in your cover letter. Please note that:

- Once a Councilmember application is filed with the City, it is a public record available to the public.
- The applications received from all candidates who meet the minimum requirements of State law, along with the answers to the supplemental questions, will be posted on the City of Bainbridge Island website as part of the Council's meeting packet the week of the initial interview.
- If appointed, you will be required by state law to file financial disclosure statements with the Washington Public Disclosure Commission (www.pdc.wa.gov).

City Council Duties & Compensation

The Bainbridge Island City Council is the legislative authority of the City of Bainbridge Island. The City operates under the Council-Manager form of government. The seven-member City Council serves as the legislative body of the City. The Council is responsible for setting policy, adopting the biennial budget, adopting laws, determining the services to be provided and the funding levels for those services, and appointing citizens to its advisory boards and commissions.

The duties of a City Councilmember will likely involve an average minimum commitment of 20 – 40 hours per month for preparation, participation, and attendance at various meetings and community activities. Beyond the broad duties previously mentioned, Councilmember duties include, but are not limited to:

- Attendance is required at regular City Council meetings, which are held weekly on Tuesday evenings of each month, from 6:00 pm to 10:00 pm and occasionally later. From time to time, the City Council or Mayor may call special City Council meetings to handle city business. Attendance is also required at the Council's annual Advance usually held on a weekday in March.
- Councilmembers are expected to serve on Council Sub-Committees, regional boards and commissions, and to represent the City Council at various community functions. These various meetings and functions occur normally during the evenings, but may also occur on some weekends, and during some weekdays.
- Some travel is expected locally, regionally, and/or within the State of Washington, involving various organizations which the City of Bainbridge Island is a member. Councilmembers may also at their discretion travel and attend training, education and/or participate in other organizations at the local, regional, state, or in some instances on the national level. Travel, education, and training expenses for local, regional, state, and national activities are reimbursed in accordance with City policy applicable to all employees and city officials, subject to the budgetary limit set for each councilmember and for the city council as a whole.

The Councilmember salary as of January 1, 2020, is \$1,200 per month.

Interview Questions

Each candidate should come to the interview prepared to speak to the following questions:

1. Are there any regional issues or forums in which you have a particular interest or expertise? (e.g. transportation, water supply, human services, water quality, fiscal management, solid waste, etc.)
2. Do you want to serve on the City Council because of a particular local issue on which you want to work or are your interests more broadly distributed?

APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL POSITION #3

Applicant Information

(Please type or print)

Applicant Name James Halbrook

Residence Address 8264 Carmella Lane

Home Phone x Work/Cell Phone [REDACTED]

E-Mail [REDACTED]

Cover Letter & Resume

Please attach a one-page cover letter and a resume of no more than two pages to this application.

Supplemental Questions

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Bainbridge Island on separate pages using no more than 3 pages total:

1. Why are you interested in serving as a Bainbridge Island City Councilmember?
2. What strength would you bring to the Council?
3. What are the three highest priorities and/or issues you believe the City needs to address? How would you propose to address these issues?
4. Explain your current and past community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions and how this has contributed to the Bainbridge Island community. Address its relevance to the position of Bainbridge Island City Councilmember.
5. What do you wish to accomplish during this appointed term as Bainbridge Island City Councilmember?
6. What is your vision for our City and community?
7. Is there anything else that you may wish to add that would help us get to know you a little better?

Please return this form, your cover letter, resume and answers to the supplemental questions to the City Clerk at Bainbridge Island City Hall (280 Madison Avenue North, cityclerk@bainbridgewa.gov) **no later than 4:00 pm on Friday, April 20, 2020**. Applications received after 4:00 pm will not be accepted.

The application and any correspondence should be addressed to:

**Christine Brown, City Clerk
Councilmember Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110
cityclerk@bainbridgewa.gov**

Dear Bainbridge City Council Members:

Please consider me for the open City Council position. I have been a continuous Island resident since 2011 and am a registered voter in the South Ward. Presently, I am a farmer developing sustainable subsistence practices. I am interested in the open position because the course of the current city council is threatening the lives of those who depend upon a stable ecosystem. It is my desire to change our present course and discover a way that puts people before money making and self dealing.

I currently meet nearly all my needs for fruits, grains and vegetables. I am experimenting with methods to meet all my needs in a sustainable manner; meaning, without input of energy from outside my farm. The greatest risk to my goal is climate change. I find the scientific data convincing, but wonder why neither the actions of the city council nor city administration are seriously focused on this issue. Moreover, I find these actions to be contra-indicated with respect to environmental degradation and ecosystem collapse.

Bainbridge Island has greatly exceeded its carrying capacity. This state has been potentiated by encouraging the various McMansion housing developments, the rapid growth of Lynnwood Center, shopping centers, storage facilities and business parks. Combined, these actions have contributed to over-population, over-consumption, increased motorized traffic, air, water and land pollution. The negative consequences of land over-development result in increased green house gas emissions and a reduced capacity of the natural environment to sequester carbon. The disruption of the carbon cycle from its past equilibrium state has caused global temperatures to rise. Now the water cycle has also been pushed into a state of disequilibrium as evidenced by the melting of the polar icecaps.

Our land use decisions directly affect the ecosystem. It is this ecosystem that sustains us, not the "economy" or money-making. The actions of the COBI threaten my ability to provide for myself. Moreover, I feel actions that benefit business for the few before the health and viability of the larger island community to be irresponsible.

If appointed to the City Council I will provide leadership toward positive environmental stewardship and sustainable, REAL sustainable social relations.

Sincerely,

James Halbrook

JAMES HALBROOK, Ph.D.

8264 Carmella Lane
Bainbridge Island, WA

Phone: [REDACTED]

Email: [REDACTED]

PROFESSIONAL EXPERIENCE

UNIVERSITY OF WASHINGTON, Seattle, WA

Research Scientist III

2010 - 2011

Developed therapeutic antibodies to West Nile Virus

AMRI-ALBANY MOLECULAR RESEARCH, Bothell, WA

Senior Research Scientist II

2008 - 2009

Managed drug development project teams for two clients in diverse scientific areas.

ISM THERAPEUTICS, Seattle, WA

Senior Scientist

2006 - 2008

Designed and executed a research strategy to evaluate and exploit the potential of natural and synthetic inositol polyphosphates for the treatment of inflammation, viral diseases and cancer.

ICOS CORPORATION, Bothell, WA

Senior Staff Scientist

1992 - 2003

Directed a translational cancer research group focused on small molecule drug development to modulate DNA damage repair, cell cycle checkpoint metabolism and mitosis

SALK INSTITUTE, La Jolla, CA

1989 - 1992

Damon Runyon-Walter Winchell Postdoctoral Research Fellow

Identified a novel class of intramolecular genetic recombination mutants in *S. cerevisiae*.
Cloned the CDC1 gene from *S. cerevisiae*

EDUCATION

Ph.D., Biological Chemistry, University of California, Los Angeles

A.B., Biochemistry, University of California, Berkeley

PATENTS

Xanthenes, thioxanthenes and acridinones as DNA-PK inhibitors. **Halbrook, J.**, Kesicki, E., Burgess, L. E., Schlachter, S. T., Eary, C. T., Schiro, J. PCT/US2004/0008459.

Materials and methods to potentiate cancer treatment. **Halbrook, J.**, Kesicki, E., Burgess, L. E., Schlachter, S. T., Eary, C. T., Schiro, J. G., Huang, H., Evans, M., Han, Y. U. S. 0165218 (2002).

P U B L I C A T I O N S

DNA-dependent protein kinase is a molecular target for the development of noncytotoxic radiation-sensitizing drugs. Shinohara, E. T., Geng, L., Tan, J. Chen, H., Shir, Y., Edwards, E., **Halbrook, J.**, Kesicki, E. A., Kashishian, A. and Hallahan, D. E. *Cancer Res.* 2005 June; 65 (12): 4987-4992.

The kinase activity of DNA-PK is required to protect mammalian telomeres. Bailey, S. M., Brenneman, M. A., **Halbrook, J.**, Nickoloff, J. A., Ullrich, R. L. and Goodwin, E. H. *DNA Repair (Amst).* 2004 Mar; 3(3): 225-233.

DNA-dependent protein kinase inhibitors as drug candidates for the treatment of cancer. Kashishian A., Douangpanya H., Clark, D., Schlachter, S.T., Eary, C.T., Schiro, J.G., Huang, H., Burgess, L.E., Kesicki, E. A, and **Halbrook, J.** *Mol. Cancer Ther.* 2003 Dec; 2(12):1257-1264.

Interactive competition between homologous recombination and non-homologous end joining. Allen, C., **Halbrook, J.**, Nickoloff, J. A. *Mol. Cancer Res.* 2003 Oct; 1(12):913-920.

Genetic pathway to recurrent chromosome translocations in murine lymphoma involves V(D)J recombinase. Vanasse, G. J., **Halbrook, J.**, Thomas, S., Burgess, A., Hoekstra, M. F., Disteché, C. M., Willerford, D. M. *J. Clin. Invest.* 1999 Jun; 103(12):1669-1675.

Stimulation of the DNA-dependent protein kinase by poly(ADP-ribose) polymerase. Ruscetti, T., Lehnert, B. E., **Halbrook, J.**, Le Trong, H., Hoekstra, M. F., Chen, D.J., Peterson, S. R. *J. Biol. Chem.* 1998 Jun 5; 273(23):14461-14467.

Mutations in the *Saccharomyces cerevisiae* CDC1 gene affect double-strand-break-induced intrachromosomal recombination. **Halbrook, J.** and Hoekstra, M. F. *Mol. Cell. Biol.* 1994 Dec; 14(12):8037-8050.

Purification and characterization of a DNA-pairing and strand transfer activity from mitotic *Saccharomyces cerevisiae*. **Halbrook, J.** and McEntee K. *J. Biol. Chem.* 1989 Dec 15; 264(35):21403-21412.

Inducible repair of oxidative DNA damage in *Escherichia coli*. Demple, B. and **Halbrook, J.** *Nature.* 1983 Aug 4-10; 304(5925):466-468.

Escherichia coli xth mutants are hypersensitive to hydrogen peroxide. Demple, B., **Halbrook, J.** and Linn, S. *J. Bacteriol.* 1983 Feb; 153(2):1079-1082.

C O M M U N I T Y S E R V I C E

BELLEVUE COMMUNITY COLLEGE, Bellevue, WA

Teaching Assistant/Tutor

2006 - 2008

Volunteer for adult literacy program (Adult Basic Education and English as a Second Language).

SHANTI, Multifaith Works, Seattle, WA

2006 - 2014

Peer Volunteer

Provide emotional peer support for people affected by HIV/AIDS, cancer and other life threatening illnesses.

Answers to Supplemental Questions (James Halbrook)

1. Published in COBI Connects recently, Kol Medina stated that democracy functions best as more citizens participate. I've taken his message to heart and have increased my participation level in city council and committee meetings. I've also found opportunities to engage with other island residents to learn their feelings and opinions regarding local issues.
2. My training as a scientist has taught me that before understanding there must be ignorance. Knowing that I don't know helps me approach new situations with a beginners mind set. From this starting point I find information gathering and decision making results in a greater probability of success.
3. 1) Policy decisions should serve the needs of people not private property. The past forty years of globalization, massive debt creation and profit chasing has gone beyond the destructive commoditization of the environment to the commoditization of people. The ideology that people are motivated simply by selfish interest and materialism highlighted by Margaret Thatcher's statement, "There is no such thing as society. There are individual men and women and there are families" has eroded our shared belief in a common good. Rather than the merits of community values and environmental stewardship, I see decisions made to maximize economic gain of the few at the expense of the many.

I will not take money from land developers, land speculators or anyone with business before the city. Furthermore, I pledge to make decisions consistent with the city's guiding principles not the economic interests of my friends.

2) Decisions regarding natural resources should be informed by the imminent climate crisis. Over-consumption and land over-development contributes to global heating and environmental degradation. The melting of the polar icecaps indicates our present lifestyle is not sustainable.

I will not support any ordinance or initiative inconsistent with preserving our land and water quality; but, instead will work to protect natural resources.

3) Prepare the island community for the imminent climate crisis. Melting polar ice and arctic soils indicate we have passed the tipping point for environmental catastrophe. No amount of electric cars or reduced air travel will change that. Despite our arrogance and illusion of control we are dependent upon the environment for our survival. Food plants and the animals upon which pollination is dependent have evolved to function in a stable and specific climate. Now that we've altered the climate equilibrium that cultivated our civilization it is unknown how our food supply will be affected. However, it is unlikely that an unstable and hotter environment will improve food crop production.

I will inform the community that this problem cannot be solved by our current city policies and that citizens should prepare for major disruptions to our present unsustainable lifestyle. However, I will support measures that protect what remains of our undeveloped land, mitigate negative consequences of resource disruption and promote initiatives to foster peaceful adaptation to living with less.

4. Several years ago I served as a Shanti volunteer. Shanti was created by Dr. Charles Garfield in San Francisco to help people with cancer cope with the challenges of living. In the early 1980s his approach was expanded to meet the emotional support needs of people affected by the AIDS epidemic. Shanti Seattle was founded shortly thereafter and provided volunteer support to individuals living alone, in the assisted living facility, Rosehedge, in the skilled nursing home Bailey-Boushay and the King County Correctional Facility. During my time in Shanti I supported three people, two who died of AIDS and just recently my friend who died from complications of covid-19.

There are many facets to emotional peer support. The most relevant to city council is listening in a non-judgmental, non-problem solving fashion. Also important is the ability to be present and provide space for feelings. Listening to understand requires suspending one's ideas and reactions while allowing room for another's concerns and feelings, even if unpleasant.

5. With a little over a year remaining in this position my goal will be to provide a decision making perspective consistent with our guiding principles. I would like to help create budgets and legislative results that provide a basis for a healthy and sustainable future; not economic development including, more shopping centers and McMansion tracts.
6. My vision for our community is one of self reliance and respect for the environment and all its inhabitants.

APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL POSITION #3

Applicant Information

(Please type or print)

Applicant Name John C. Ogden

Residence Address 12301 Arrow Point Loop NE, B.I.

Home Phone [redacted] Work/Cell Phone [redacted]

E-Mail [redacted]

Cover Letter & Resume

Please attach a one-page cover letter and a resume of no more than two pages to this application.

Supplemental Questions

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Bainbridge Island on separate pages using no more than 3 pages total:

1. Why are you interested in serving as a Bainbridge Island City Councilmember?
2. What strength would you bring to the Council?
3. What are the three highest priorities and/or issues you believe the City needs to address? How would you propose to address these issues?
4. Explain your current and past community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions and how this has contributed to the Bainbridge Island community. Address its relevance to the position of Bainbridge Island City Councilmember.
5. What do you wish to accomplish during this appointed term as Bainbridge Island City Councilmember?
6. What is your vision for our City and community?
7. Is there anything else that you may wish to add that would help us get to know you a little better?

Please return this form, your cover letter, resume and answers to the supplemental questions to the City Clerk at Bainbridge Island City Hall (280 Madison Avenue North, cityclerk@bainbridgewa.gov) **no later than 4:00 pm on Friday, April 20, 2020**. Applications received after 4:00 pm will not be accepted.

The application and any correspondence should be addressed to:

**Christine Brown, City Clerk
Councilmember Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110
cityclerk@bainbridgewa.gov**

**John C Ogden
12301 Arrow Point Loop NE
Bainbridge Island, WA 98110**



Dear Mayor and City Council Members,

I put forth my application for the vacant council seat, Position No. 3 in the South Ward. I have lived at the above address full time since 2012 and part time since 2005. My wife and I moved from Arizona after 37 years there. We had traveled in this area on vacation a couple times. I had promised her, upon retirement, I would get her out of the desert and to a place with water, rain, often overcast and with seasons. We love it here. We love Bainbridge Island.

As you may read from my background, in most of my working life I was involved with a large electric and gas utility with the last 20 plus years in the real estate development business. Both of those provided the opportunity for me to be closely involved with city and state government bodies. All that effort has been on the presenting or negotiating side, but it has allowed me to gain a bit of understanding for the complexity of the decisions governing bodies face.

This opening for the remaining portion of the term for this council seat is interesting to me for a couple reasons. First, I think the effort coming out of this pandemic is going to create some unique challenges for all of us, especially small cities. The financial impact on citizens will transfer to a financial impact to all governments, including COBI. I come with years of financial experience and management decisions that go back to the oil embargo of the 70's, RTC days of the 80's and the financial meltdown in 2008. I believe that experience can benefit the citizens on Bainbridge Island.

Second, one of the major issues that faces our community is affordable housing. I have overseen the creation of affordable housing in a high-end community development and would like to contribute that expertise to this important issue.

Thank you for your consideration,

A handwritten signature in blue ink, appearing to read 'J. C. Ogden', with a long horizontal flourish extending to the right.

John Ogden

Responses to Questions

John C. Ogden
12301 Arrow Point Loop NE
Bainbrigde Island, Wa 98110

Personal:

- Born 1945, Los Angeles, California
- Father career Navy, Mother domestic goddess
- Graduated Brigham Young University, BS in Statistics and Math – 1967
- Wife Judy, married 52+ years, 6 children and 22 grandchildren

Work Experience:

- Telemetry Engineer, Philco Ford, 1967 -1969
 - Data analysis Atlas rocket space program
- Financial Modeling Consultant, Planmetrics, 1969-1972
 - Developed financial models for major corporations
 - Directed major consulting assignments, one published article
- Arizona Public Service, Vice President, 1972-1986
 - Managed major areas of the company – Computer, Customer Service, Accounting and Budgeting, Administrative services
- President and CEO, SunCor Development Company, 1986-2005
 - Developed major residential and commercial projects along with master planned communities in 4 states
 - SunCor built 500-750 homes and 300-500,000 square feet of commercial and industrial buildings each year during the latter part of my career
 - Developed 8 large master planned communities from 1400 acres to 10,000 acres
- After retirement in 2005 formed TGL Investments – Family Investment Business with assets and businesses in Colorado and Idaho.

Personal and Community:

- Involved in numerous community non-profit organizations
 - Board of Directors of Child Help, Southwest Autism Research, New Life Center, Downtown Redevelopment and Valley Partnership (Chairman two terms)

- Governor's Development Task force, Phoenix 40
- Volunteer Church Activities
 - Served as a Bishop and Stake President in The Church of Jesus Christ of Latter-Day Saints
 - Served 3 years as a Mission President in England, 2009-2012
 - Served 3 years as the Seattle Washington Temple President in Bellevue, 2016-2019

Purchased our home on Bainbridge Island in 2005 and lived part time here until 2012 after returning from England. Full time since then. We love it.

1. I am interested in contributing my years of experience to help make Bainbridge Island a better place to live.
2. I bring over 50 years of decision making and management skills made at not only very high levels but with significant impact. I do not come to the council with any predetermined thoughts or causes. Rather, I would hope my communication skills and experience will add to the existing knowledge and strength of the council.
3. I think the initial high priority the city will face centers around the effects of the pandemic, both financial and learned experiences. Financial will be significant. As I have mentioned, I come with no preconceived thoughts about challenges we may or may not face. I do have the time and ability to work on these challenges.
4. I have not served on any community boards or committees associated with Bainbridge Island other than with my church affiliation. My community support has been in the Phoenix, Arizona area and was quite extensive. I did participate in a group opposed to the city taking over the electric utility system and spoke several times to the city council and its members at that time. Experience, both in business and in community organizations, is what I bring.
5. To assist the council in looking at all options and in making the best decisions available. It is a year and half at most. That allows me to give it my all without concerning myself about a 4-year term.
6. I would just like to keep it a great place to live. I have a daughter and her husband with 4 of my grandchildren living here. They moved here from California a few years ago. I would like them to continue to feel good about that decision.
7. I have always been known as a problem solver. My educational background in math and statistics formed an ability to analyze issues and develop possible solutions. All through my career, I was given areas of responsibility where help in overcoming problems was needed. I was the youngest vice president in the history of Arizona Public Service Company, the largest utility in the state of Arizona. I was then asked by the Board of Directors in 1986 to take over a small real estate subsidiary which had gotten into trouble. We turned that company around and created one of the largest and most profitable real estate development companies in the western United States. I enjoy reviewing difficult situations and evaluating options. I am not big on dealing with perceptions but rather prefer to work through the reality of the situation. Also, you will see from my resume, I am involved in The Church of Jesus Christ of Latter-Day Saints. I do spend Saturday's at the Seattle Temple but other than that, I am available to serve the city.

Application for BI City Council Position #3

Applicant Name –
Residence Address -
Home Phone -
Cell Phone -
Email -

John F Sloat, Jr
7045 NE Baker Hill RD BI 98110



To the Bainbridge City Council;

I am applying to fill the vacancy in for position #3.

I have lived on the island for 19 years and I live in the South Ward. My resume is on page 2 and the answers to the supplemental questions start on page three.

This appears to be a great opportunity to be of service to my fellow islanders and I appreciate your consideration.

Thank you,

John F Sloat, Jr

John F Sloat, Jr
7045 NE Baker Hill Rd, BI 98110
(M) [REDACTED] (E) [REDACTED]

Experience

CEO & Founder UpTop (uptopcorp.com) 3/2000 - Present

- UpTop is a UX design and development agency. We design and engineer friction-less experiences for mobile and web applications, transactional websites, business intelligence solutions, and more.
- At UpTop I get to lead a great group of individuals and technologists. I have a fantastic team of senior managers that lead our company to provide innovative solutions for our customers.

New Media Manager US West 1/96 – 3/2000

- Managed a team of 30 people that worked on internet projects for US West and other companies.

Marketing Coordinator IVI publishing 1/94 – 12/95

- Responsible for promoting game and educational CD titles on the Internet and AOL

National Institute for Research Advancement, Tokyo 9/89 – 9/90

- Facilitated international relations between the National Institute for Research Advancement (NIRA) and non-Japanese research institutes.

Coordinator for International Relations, Ibaraki Prefecture, Japan 9/88 – 8/89

- I assisted the Prefecture with their sister-city and sister-state relationships. I was also involved in planning and assisting at international trade fairs that promoted prefectural products internationally.

English Teacher - Sony Corporation, Japan 1/84 – 7/86

- I taught English as a second language at the Sony school in Kichijoji.

Assistant - Congressman Don Young, AK 10-81-9/83

- Computer assistant – I helped with constituent response.

Education

University of Washington, Michael G. Foster School of Business MBA 1990 - 1992

University of California Los Angeles – BA in History and Economics 1978 - 1983

John Sloat's Application for City Council #3
Supplemental Questions

1. Throughout my life I've chosen jobs that I found to be interesting, challenging and fun. It may be crazy to consider being on the city council as fun, but I think the chance to work on the city's problems and be a help with challenging issues seems like fun to me. When I saw there was an opening, the opportunity to help piqued my interest.
2. I think my unique strength is I have the ability to see what the real goal is of a project or issue. And I have the ability, working in a team, to figure out interesting and alternative ways to solve problems. I can distill what needs to be accomplished to its essence and then work with others to solve the problem being presented.
3. No. 1 I believe good governance should be the first and primary priority of any city council member. By good governance I mean the wise use of taxpayer funds, to serve the needs of the residents of Bainbridge Island.
No. 2 I am interested in working on climate change issues. I would like to be a part of making Bainbridge Island greener.
No. 3 I am interested in the challenging issue of housing affordability on the island. I think there's definitely a problem, but I don't know if my fellow citizens are willing to face up to it. It seems that a lot of us don't want any growth and I understand that. I like the island as it is, but at the same time if you don't allow growth, prices for homes and apartments will continue to go up and that will actually harm affordability. So, the desire to keep the island the same and the desire to provide affordable housing are in direct conflict with each other. Even though there is a conflict, I think this is a problem the city should try to solve.
4. Probably the biggest involvement I've had in the community was that I was a member of the BI soccer club's board for 7 years and for 4 of those years, I served as president of the soccer club. During that time, I worked closely with Laura Sachs and the rest of the soccer community to get the artificial fields at Battlepoint replaced with Field Turf fields. In fact, I came before this city council several times to ask for support which I and the rest of the club were successful in getting from the city council. This is probably one of the reasons I'm interested in joining the council is that I had the chance to petition the city council to help with a problem and we were able to craft a private club and public sector solution. And now, many years later the fields are wonderful.
My only other community involvement is that a year ago I joined BI Rotary. I haven't had a chance to really do anything with Rotary yet, however, I worked at the auction last year, which was my first time going to the auction. But I hope to be doing more with Rotary going forward.
5. As I said in the beginning, I want to do the best I can do to be sure that we're providing the best services for the citizens of the island. I really want to explore what we can do to

see how our city can be greener and be part of being less dependent on fossil fuels going forward. And, talking about and trying to solve the challenge of affordability on the island.

6. This is a tough question. I love BI. I had the chance to visit BI during one of my first trips to Alaska and I fell in love with it and I made a conscious decision, and this is going back over thirty years ago, to move here. I love how it is not very dense and has a rural feel to it. It has a great sense of community and the fact that we all take public transportation means we all tend to build stronger community ties. I think the city is actually a really good place, but I would say that the area that I think is the challenge is especially around this area of affordability. There is a real problem for teachers, police officers, maintenance crew etc. for those people who do not have the financial resources to live on the island. I don't want to get to the point where everyone who serves us has to live off the island. I'm uncomfortable with that. That doesn't seem right to me. The other problem, and it's not just a BI problem, is what can we do to move towards a greener future? What can we do to lessen our dependence on fossil fuel? The challenge is to keep what I love about the island right now and also provide a solution around affordability and a reduced dependence on fossil fuels and contribute to a greener planet.
7. I live on Bainbridge with my wife Mary who is a writer. I have three adult children. My daughters both live in Southern California and my son will graduate from UW this June. I have been fortunate to have lived in the midwest, east coast and west coast. I have visited 48 of the 50 states, been to 20 countries, visited 5 continents, and lived in two foreign countries. Wherever I go no matter how much I love it there I always look forward to coming home to Bainbridge Island.

Lisa Neal
5413 NE Fletcher Landing
Bainbridge Island, WA 98110
[REDACTED]

April 13, 2020

Via email, only
cityclerk@bainbridgewa.gov

Christine Brown, City Clerk
Council Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110

Ms. Brown:

Enclosed is my Application for the South Ward Seat on City Council.

**APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL
POSITION #3**

Applicant Information
(Please type or
print)

Applicant Name LISA C. NEAL

Residence Address 5413 NE FLETCHER LANDING, BAINBRIDGE ISLAND WA 98110

Home Phone [REDACTED] Work/Cell Phone PLEASE USE NUMBER TO LEFT

E-Mail [REDACTED]

Included in this cover letter are the other application requirements:

- A 1 page outline of my interest and general qualifications for the position
- My professional background and personal history, along with my resume (no more than 2 pages); and
- Answers to the Supplemental Questions (no more than 3 pages total).

Outline of Interest and General Qualifications

As a 25-year Bainbridge Island homeowner who intends to retire here, I have a deep and vested interest in how my hometown is managed. I have always paid careful attention to how City Council juggles the multiple and varied interests its members must represent. While I respect the difficulty of serving many masters, and the straddling of lines encompassing frequently gray areas, those who would serve on City Council must maintain open, honest, and transparent communications with their constituents. The same is true with respect to Council members' votes and other legislative actions. Is this always easy? No.

While complaining about government is easy, governing is hard – positions that make complete sense to one person will, unavoidably, butt up against another's position to which he is equally committed – conflicts are unavoidable, and cannot be sidestepped because it's uncomfortable. The dedicated Council member, herself, will have particular views on the same issue. Resolving these conflicts requires a skill set that includes legal expertise, the ability to negotiate acceptable endings to complex interrelated problems that affect smart people on both sides of an issue, experience in resolving complex ethical issues, having an intuitive sense of what motivates people in different contexts, and the ability and desire to implement a firm-but-fair approach to diplomatic resolution that leaves all sides feeling as if their positions were considered on the way to a "best possible" solution that might please none of those who participated, including the Council member. No, governing is hard, no doubt about it, and I am the first to acknowledge that.

I am a good candidate for City Council. I am a 30-year litigation attorney who, while a grade-on (top 10% of first year class) member of the Law Review, also served as a Justice on my law school's Honor Court where I had to make difficult decisions that would affect budding lawyers' careers. I attended law school on a full scholarship, earned because of my LSAT score. As a litigation attorney, I have substantial experience with all aspects of legal analysis and conflict resolution options, and I have excellent conflict/dispute resolution skills – indeed, I have forged a successful career from my training and experience doing the kind of things required of a City Council member. In short, I have the skill set I believe is important to working with the rest of City Council on behalf of Bainbridge Island constituents.

Something Christine Rolfes said at a Town Hall last Fall resonates with me - "if you (her constituents) want it, I want it." We need someone on Council who believes that, as I do. We need a transparent government that works for all of us.

Resume

I have attached my resume as requested, but would like to provide a general sense of my life, my professional career and what brought me and my husband to Bainbridge Island.

I have been a lawyer practicing litigation since 1992. I have tended to focus on employment law and insurance coverage litigation. Both areas require analysis of statutes, case authority, and sometimes involve tort-like claims.

I was born in northern Wisconsin in a very small town, spent my youth in that and three other small towns in Massachusetts and New Hampshire, and began my college career at Oberlin College, located

in a small town in Ohio. If the application process included photos of our youth, you would see me among trees, swimming, searching for newts in the neighborhood pond, skating, skiing, on trails, and in the parks throughout my childhood, usually with the family dog. I met my husband during my freshman year of college, but my Oberlin attendance was cut short when my father (a paper mill manager) died during that first year. From 1981 to about 1986, I worked as a secretary, first for manufacturing firms in a small town in Michigan, then for lawyers in Houston, Texas. Upon first moving to Texas, I worked for 7-11 as a cashier for a number of years. We moved to Texas to attend law school, as the costs were lower than Michigan, while the employment possibilities were better. My husband is also a lawyer, and he also went to law school in Texas. I went to the University at night, handling a full time course load, while I worked full-time as a paralegal, until graduation in 1989. I then attended the University of Houston Law Center as a “regular” student. I was given a full tuition scholarship, based on my LSAT scores and my grade history at the University of Houston. At the Law Center, I was on Law Review, and was elected to the Honor Court.

Upon graduating from the Law Center (in 1992), I worked a few years in Houston, Texas as a litigator. Neither of us are “big city” folk. My husband of now almost 40 years and I considered moving to several locations across the United States from 1992 to 1996, visiting several places over the years. We decided on the Puget Sound area, and specifically chose to move to Bainbridge Island. We are both lawyers, but we did not secure jobs before we moved here. We moved here, and then found work, not the other way around. My point is that we love Bainbridge Island now, we’ve loved it for 25 years, and we’re committed to trying to keep it a place we love for the next (hopefully) 25 years.

Answers to Supplemental Questions

1. Why are you interested in serving as a Bainbridge Island City Councilmember?

I love this town and I want to do everything I can to keep it a place I can call “home.” I understand the importance of the Council member position, and I recognize that being critical of government is not enough – all should consider serving, and I want to serve.

2. What strength would you bring to the Council?

Lawyers get a bad rap, but society needs us to make sure everyone’s playing fair. I know how to analyze complex issues and make them understandable to those without legal training. I have experience in reaching creative and diplomatic solutions between and among complicated, smart, driven people who frequently are very committed to their respective positions. I am patient, tolerant, respectful, and fair, even with those disagree with me, or with my position, on a given matter. Finally, I have a good intuitive sense of what motivates people that I use alongside my deep understanding of ethical issues in order to transparently communicate to sometimes-emotional people the difficult answers to complex issues. That’s the job, and that’s my skill set.

3. What are the three highest priorities and/or issues you believe the City needs to address? How would you propose to address these issues?

The first priority is management of the current virus pandemic. City Council will need to become well-versed in developments in testing and the prevention of transmission so that Bainbridge Island can do what it can on the local level to provide needed assistance to the infirm and adversely affected, while safely guiding its population and businesses back to some semblance of

“normal” as soon as may safely be permitted, keeping personal rights and liberties in mind. That won’t be easy.

The second priority I see is the management of growth, specifically, the limitation of excess growth that is currently encouraged by outdated schemes like FAR and HDDP that enable COBI to sell off excess density at the expense of residents. I am concerned about the desire of the development and real estate communities to develop excessively outside of Winslow, as Island Center and Rolling Bay appear to be the next targets. The people of Bainbridge Island spoke loudly in the last election when they voted out two-term Sarah Blossom in favor of Michael Pollock – they are tired of forced/encouraged development that adversely impacts their quality of life and threatens their limited natural resources. We need to change the conversation, as well, and stop the vilifying of those who are concerned about their quality of life being eroded. I am thinking of the attacks on those concerned about the trees by those in favor of affordable housing, or attacks on those who do not want to spend money on bike paths as failing to think about climate change, as just two examples from many that spring to mind. These tactics are an easy way to sideline those with whom you disagree, but Islanders deserve better than these tactics – they deserve to have their desires not only heard without attack, but enacted when they are in the majority. I keep Ms. Rolfes’s sentiment in mind – if Bainbridge Island wants it, then I want it. However, if Bainbridge Island *doesn’t* want “it,” I would work equally hard to make certain it does not happen.

The third priority I see relates to the one above, and that is the governance of Bainbridge Island, specifically, who is running the Island? Council? Or COBI’s City Manager and her Staff? While the CM/Staff serve at the will of Council, the perception of too many in our community is that, as occurred under Doug Schulze, Council is serving the needs/wants of the CM and Staff, to the detriment of the citizens. (If you disagree with the last statement, please re-review Schulze's good-bye interview with the Kitsap Sun.) The apparent lack of coordination has led to significant increases in public spending, followed by increases in property taxes that are driving many retirees off of the Island. The Council should examine whether this governance model is working, and seek to impose a model that promotes the community's desires, not those of certain groups.

I would add that these structural concerns are manifested in the shortage of applicants for the Council position. While my understanding is that Article 1 Ethics Complaints will no longer be permitted, I know some, myself included, who hesitate to become involved after what happened to Peltier and Nassar. I would not be applying now if Maradel Gale remained in place on the Ethics Board, or if Sarah Blossom remained on City Council. Others, myself included, were dismayed when some Councilmembers recently attacked others for exercising their and their constituents’ First Amendment rights. The mentality that created that problem needs to change.

4. Explain your current and past community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions and how this has contributed to the Bainbridge Island community. Address its relevance to the position of Bainbridge Island City Councilmember.

My first comment is that simply because someone's not yet served does not mean she would not be a competent Council member. Promoting citizens to committees or the Council by pulling from the same groups (sometimes appointing one person to two or more committees) precludes new thinking on issues, and creates the impression, whether justified or not in all cases, that there is a "back room" contingent running things on the Island.

That said, I served on the Island Center Citizens Advisory Committee until my unjustified removal on August 14, 2018. I had also applied for the same Committee back in 2001, but no one was selected to fill the vacancy. It was a privilege and an honor to serve on that committee, and I have continued my efforts to help the Committee, and my neighbors, from outside the Committee. In my opinion, this removal by Council was done to prevent my speaking out about the conflicts issue on the Committee, and because I alerted the Committee, the Council, and the public to inaccurate legal statements made by the Planning Director, the Staff liaison, and by Maradel Gale (the Growth Management Act "requires growth" is an example). The statements made about me at the August 14, 2018 City Council meeting by Gary Christensen and Sarah Blossom were not true. When I attempted to discuss Sarah Blossom's statements with her, she refused to talk to me. Mr. Quitslund has advised me that his statements were not based on his personal knowledge, but flowed instead from Maradel Gale. This action suggests there is a severe problem with how our current Island government is treating people who disagree with some of our current leaders or the Staff.

I have sought appointment to the Ethics Committee, twice, and, despite my relevant background, was denied both times. I have a third application pending.

I have sought appointment to the Salary Commission, and that application remains pending.

I attend many City Council and Planning Commission meetings, whether in person to speak or online to view and comment later. I often communicate with Council members about transparency issues such as Blossom and Tirman's attempt to block Nassar's response to an "Ethics Complaint" in the summer of 2019, the failure of the City Council as a whole, and the former Mayor in particular, to compel the Island Center committee to disclose conflicts of interest, seeking an investigation into Maradel Gale's failure to disclose and recuse herself when she posted or made statements facially antagonistic to Council members (Peltier and Nassar) before or while reviewing complaints before the Ethics Board, Councilmember Medina's failure to disclose significant ties to persons granted contracts by the City, and most recently communicated when some Councilmembers sought to block other members' ability to communicate with constituents. This is just from the last two years. I have not yet written, but will, about Sarah Blossom's work with Lisa Schulze to work in another Ethics "Complaint" against Peltier, because Tirman had promised to censure Peltier if one more complaint came in. If you measure community involvement or service by hours spent, I would estimate that my

participation in City government exceeds that of most people appointed to committees, even where they are appointed to two committees.

If you read my emails to the Council, most have to do with a lack of transparency, misstatements of law, legal inaccuracies that have the potential to mislead the public, and other overarching problems in our current government.

5. What do you wish to accomplish during this appointed term as Bainbridge Island city Councilmember?

I want to help get a jumpstart on the 3 priority items identified above. I also want to speed up Council meetings by reducing/eliminating extraneous banter, including the proclamation of special days and recognitions, reports that could be presented in writing, etc. That said, I do not agree with cutting off Councilmembers when speaking on a topic to do “time checks” or with claims that the discussion is “off topic.” Whether true or not, it appears to be an attempt to stop speech with which one does not agree when that too frequently happens. I would work to ensure both Council members and constituents retain their First Amendment rights to free speech and freedom of assembly outside of the formal Council proceedings. I would work to cause the City and the Council to stop taking on climate change and wealth inequality while ignoring issues that are creating climate change (development and tree loss, building bike paths) and wealth inequality (building a few affordable units, paid for by those with few dollars, while not increasing minimum wages or providing transit). This seemingly dysfunctional activity makes sense when one realizes that pushing development and tree loss serves the wealthy land owners, developers, and even the Staff that measures success in obtained grant money and size of government. It is Council's job to holistically view all actions, and that is not happening. We keep asking ourselves what we want, and we always say the same thing, but the City government does not listen. That needs to change.

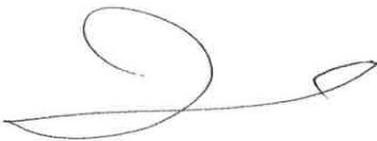
6. What is your vision for our City and community?

My vision is simple and clear. I want to live in a place with an honest and open government that is working to spend my tax money wisely to implement my needs as a citizen. Nothing more. I think most people agree with me, or I wouldn't seek the open Council seat.

7. Is there anything else that you may wish to add that would help us get to know you a little better?

I am as relentless in my pursuit of government transparency and the implementation of citizen rule, as I am against anything that tries to get in their way.

Thank you.



Lisa Neal

Lisa C. Neal

**P. O. Box 10729
Bainbridge Island, Washington 98110**

EXPERIENCE

Focus Insurance coverage/complex tort litigation. Substantial expertise in both state and federal courts, with heavy and complex motion, end-stage trial preparation, and discovery experience.

Owner **Lisa C. Neal, Attorney at Law**, Bainbridge Island, Washington 4/99 – Present

Owner of small firm concentrating on insurance coverage disputes, consumer protection cases, Fair Credit Reporting Act cases, and general tort liability litigation.

Contracted with regional and national Seattle firms practicing insurance coverage and bad faith litigation.

Associate Attorney **Bullivant Houser Bailey**, Seattle, Washington 7/96 - 4/99

Successful management of heavy insurance coverage and tort litigation docket through trial. Left firm to try large insurance bad faith case in Bexar County, Texas (underlying case was on appeal when partnership [below] moved to Seattle), and to open own firm.

Owner **Neal & Neal**, Houston, Texas 7/93 – 6/96

Employment discrimination, insurance coverage and bad faith litigation.

Associate Attorney **Wickliff & Hall**, Houston, Texas 6/92 – 6/93

Employment discrimination and labor law litigation representing employers.

LICENSES Texas: 1992, Washington: 1996. Western and Eastern Federal District Courts of Washington, Ninth Circuit Court of Appeals.

EDUCATION **University of Houston Law Center**, Houston Texas J.D. *cum laude* 1992

Publishing Editor, Houston Law Review
Order of the Barons (top 15%)
Full merit scholarship 1989-1992
Justice, Law Center Honor Court

University of Houston, Houston, Texas B.A. History 1989

APPLICATION FOR APPOINTMENT TO BAINBRIDGE ISLAND CITY COUNCIL POSITION #3

Applicant Information

(Please type or print)

Applicant Name Thomas W. Hemphill
Residence Address 3273 Pleasant Beach Drive N.E. Bainbridge Island, WA 98110
Home Phone [REDACTED] Work/Cell Phone [REDACTED]
E-Mail [REDACTED]

Cover Letter & Resume

Please attach a one-page cover letter and a resume of no more than two pages to this application.

Supplemental Questions

Please respond to the following questions regarding your interest in the position of Councilmember for the City of Bainbridge Island on separate pages using no more than 3 pages total:

1. Why are you interested in serving as a Bainbridge Island City Councilmember?
2. What strength would you bring to the Council?
3. What are the three highest priorities and/or issues you believe the City needs to address? How would you propose to address these issues?
4. Explain your current and past community involvement and/or service on city, nonprofit, or public boards, committees, task forces, or commissions and how this has contributed to the Bainbridge Island community. Address its relevance to the position of Bainbridge Island City Councilmember.
5. What do you wish to accomplish during this appointed term as Bainbridge Island City Councilmember?
6. What is your vision for our City and community?
7. Is there anything else that you may wish to add that would help us get to know you a little better?

Please return this form, your cover letter, resume and answers to the supplemental questions to the City Clerk at Bainbridge Island City Hall (280 Madison Avenue North, cityclerk@bainbridgewa.gov) **no later than 4:00 pm on Friday, April 17, 2020**. Applications received after 4:00 pm will not be accepted.

The application and any correspondence should be addressed to:

**Christine Brown, City Clerk
Councilmember Recruitment
280 Madison Avenue North
Bainbridge Island, WA 98110
cityclerk@bainbridgewa.gov**

Cover Letter

My name is Thomas W. Hemphill. My wife Barbara and I have lived full time on Bainbridge, in the same house, in the South Ward, for our entire married life of 44 years. Since early childhood, I have spent summers on Bainbridge. My parents purchased a summer house on Pleasant Beach in 1965.

I am 68 years old and have grown children living on Bainbridge and in Poulsbo. All five of my children graduated from Bainbridge High School. Several of my grandchildren attend Blakely Elementary School.

I have spent my career in the minerals business. And as of 2014, the company office is on Bainbridge. Over the years I have volunteered for and served on the boards of various community organizations, which are listed on the Questions page that follows.

I would like to be considered to fill the vacancy on the Bainbridge Island City Council for the purpose of giving back to the community that I and my family love.

Resume – Thomas W. Hemphill

Born 7/10/1951 in Seattle

Education

Lakeside School in Seattle, graduated *Cum Laude*.

Whitman College in Walla Walla, graduated in 3.5 years, majored in Economics.

University of Washington Business School, MBA 1975.

Family

Married to Barbara J. Hemphill 8/29/1975.

Children:

Joan (39), attorney

Luke (36), president of Hemphill Brothers, Inc.

Wesley (34), Vice President of Hemphill Brothers, Inc.

Timothy (32), Vice President – Hemphill Brothers, Inc.

Joshua (28), CPA, Treasurer – Hemphill Brothers, Inc.

Grandchildren: 8.

Career

Full Time with family minerals business from June of 1975 to December of 2019.

President from 1983 to 2016. Office moved from Seattle to Bainbridge Island in 2014.

Volunteer Service – see Question #4.

Other Interests: Hiking, swimming, biking, reading, guitar playing, travel, and enjoying my Grandkids.

Questions for City Council Position

- 1) I am interested in serving on the council because I love my community and wish to see our Island city continue to be a wonderful place for all who live here.
- 2) The strengths I would bring to the Council include decades of business and management experience. I have served on various boards for businesses, churches, and other non-profit organizations. I also have experience making difficult decisions as part of the leadership of organizations that have experienced periods of financial difficulty. On an inter-personal level, my strengths include the ability to listen well, to consider other, oppositional points of view, and to respect those with whom I may disagree. My intention as a Councilperson is to listen, to learn, to contribute to a full and well-considered dialogue about the issues affecting our community, and to generate reasonable, balanced, and effective policy.
- 3) Three highest priorities: (1) modify the ordinances regarding vegetation restrictions on private property, including designating certain properties without the City-approved vegetation plan as non-conforming; (2) modify the restrictions regarding the removal of trees on private property; and (3) end the moratorium on new building. In general, we need to create policy that demonstrates a greater appreciation for private property rights and a friendlier business atmosphere, while maintaining respect for the natural environment and attention to the impact of climate-change.
- 4) Past and present community involvement:
 - Helpline House, served on the Board of Directors and on two committees, 1996 – 1998.
 - Boy Scouts, Troop 1565 Bainbridge Island, Assistant Scout Master and Merit Badge Counselor.
 - Prison outreach, volunteer with multiple prison outreach programs, including Kairos Prison Ministry, primarily at Clallam Bay Corrections Center, 1987 to present.
 - Advisory Council for Clallam Bay Corrections Center.
 - Island Church (formerly Bainbridge Alliance Church), served as Chairman of the Board and church elder.
 - Bainbridge Little League Baseball, served as assistant manager.
 - Council for Responsible Government Board.
 - Kitsap County Republican Party, served as Vice Chair 1996-1998; served as county platform chairman in 1996, and represented Kitsap County on the State of Washington platform committee in 1996 and 1998.
 - Bainbridge Parks Committee, served on the committee which resulted in forming the Metropolitan Park District.
 - Bainbridge Island School District, served on the master plan committee, which approved the new 200 building and library at the high school campus. My proudest accomplishment in my involvement with our School District was having our School Board agree unanimously that monies “left over” from a building project (the difference between the approved bond amount and the amount actually spent) be returned to the tax payers (as opposed to holding onto the money and using it toward the next bond.)
 - Election Supervisor.

Relevance to City Council position: My community involvement demonstrates a willingness to work with others for the betterment of our community.

- 5) What I hope to accomplish is to be a voice for private property rights and business while respecting environmental concerns and appropriate zoning. I believe we need a true blend of perspectives and voices on our Council. When we have mutual respect for and a deeper understanding of differing opinions, we can work together more effectively to serve the interests of our community.
- 6) My vision is for Bainbridge Island to continue to be a friendly, open-minded island – friendly to all – families, retirees, lovers of nature, visitors and tourists, businesses, and developers; and for our community to be a place where different points of view can be expressed and respected.
- 7) My motive is to serve our community to the best of my ability. While I believe that my perspective would contribute to a fuller and more balanced discussion of the issues affecting our community, my purpose is to serve the community and to act in its best interest.



CITY OF
BAINBRIDGE ISLAND

Special City Council Meeting Agenda Bill

MEETING DATE: May 5, 2020

ESTIMATED TIME: 30 Minutes

AGENDA ITEM: Pursuant to RCW 42.30.110(1)(h) to evaluate the qualifications of a candidate for appointment to elective office,

SUMMARY: Council will conduct an executive session pursuant to RCW 42.30.110(1)(h) to evaluate the qualifications of a candidate for appointment to elective office.

AGENDA CATEGORY: Discussion

PROPOSED BY: City Council

RECOMMENDED MOTION: Executive session discussion.

STRATEGIC PRIORITY: Good Governance

FISCAL IMPACT:

Amount:	
Ongoing Cost:	
One-Time Cost:	
Included in Current Budget?	

BACKGROUND:

ATTACHMENTS:

FISCAL DETAILS:

Fund Name(s):

Coding: