

Laurel Humphrey

From: Andrew Hays <[REDACTED]>
Sent: Friday, December 22, 2023 4:08 PM
To: CityCouncil
Subject: City council application-Andrew Hays
Attachments: Tukwila City Council cover letter--Andrew Hays.pdf; Andrew Hays resume-Tukwila City Council.pdf; Tukwila CC application-Andrew Hays.pdf

Hello,

Please find attached my cover letter, application and resume for the vacant city council position.

Sincerely,
Andrew Hays

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Andrew Hays

Tukwila, WA 98178

December 22, 2023

City of Tukwila
6200 Southcenter Boulevard
Tukwila, WA 98188

Dear Tukwila City Council,

I am excited to apply for Tukwila's vacant City Council position, a role to which I believe I would bring a balance of hopefulness and pragmatism.

We live in a strategically located city that is blessed with incredible diversity and economic opportunity. The pandemic, though, created and revealed new forms of brokenness--of systems, of relationships, of individual lives--and many residents are struggling as a result. I believe that local leaders, starting with the Council, have both the opportunity and the responsibility to continue building Tukwila into a city where people feel hopeful that we can fix what's broken.

Building toward a better future requires competence and community collaboration. In both regards, I feel confident that I am equipped to contribute to the Council's work.

My competence has been formed by professional experience both in government and the non-profit sector. Through my current job as a District Representative for US Congressman Adam Smith, I have built practical skills and relationships that help me navigate government systems. In my previous role in leadership at an immigrant services agency in Kent, I learned to balance budgets, write and enforce policy, and handle personnel decisions. In both of these roles, I have worked collaboratively with people from a wide variety of backgrounds. I pride myself on being fair minded in my interactions with colleagues and community and try to gather multiple perspectives before committing to a certain approach.

Ultimately, though, I recognize that the efforts of the City Council are only effective when they're informed by community input and supported by community action. In my work on the intergovernmental task force responding to the Riverton Park asylee encampment, I have witnessed the community's power to both solve emergent challenges and to hold the government accountable to come up with longterm solutions. Though I am a relative newcomer to Tukwila, I have quickly involved myself in the community through the City's Human Services Board and by working to establish a new cafe on Ryan Hill. As a Councilmember, I would draw

on my natural desire to connect with my neighbors to better understand their needs and to get their perspective on possible solutions.

I am humbled to be considered for the role of City Councilmember and appreciate your consideration of my response to the questionnaire.

Sincerely,

Andrew Hays

Andrew Hays

• www.linkedin.com/in/andrewhays1 • Tukwila, WA

Professional Experience

U.S. Congressman Adam Smith

District Representative

March 2022-Present

- Cultivate strategic relationships with community leaders and interest groups around a portfolio of issues that includes immigration, public safety, foreign relations, & veterans
- Find solutions to problems that constituents have with federal agencies
- Articulate the Congressman's stance on a range of policy issues
- Work with legislative staff to develop policy that is responsive to community needs and priorities
- Schedule and staff meetings with the Congressman when he is in district
- Collaborate with other government partners to issues affecting constituents
- Coordinate expert discussions and town halls to highlight the Congressman's work
- Plan and execute community trainings on federal grants and programs

World Relief Seattle

Immigration Legal Services Manager

March 2018-October 2021

- Supervised team of four staff that represented clients with petitions for immigration legal benefits
- Expanded organizational client base from 250 to more than 400 clients annually (FY18-FY21)
- Oversaw the procurement, service delivery, and reporting of public and private grants
- Fielded and resolved client complaints
- Assessed and implemented services in response to community demand
- Represented more than 150 clients with petitions for immigration benefits such as citizenship, permanent residence, DACA, and work authorization
- Spearheaded review and implementation of organizational policies to ensure alignment with mission and DEI principles
- Served on organizational leadership team that set strategic direction, made financial decisions, and managed day-to-day office operations

Investments Coordinator

February 2015-May 2018

- Cultivated relationships with mid- and high-capacity donors to increase financial support of organization's work with immigrant and refugee community
- Served on fundraising team that saw more than 400% growth in donations over three years
- Coordinated more than a dozen fundraising events for audiences of 5-200 people
- Conceived, drafted and published fundraising collateral including video and print
- Created written and in-person reports on community impact for donors and grantors

In-Kind Donations Coordinator

June 2010-September 2012

- Coordinated the acquisition and distribution of furniture and household donations for refugee clientele
- Spearheaded political advocacy efforts in support of legislation beneficial to refugees
- Worked on small team that overhauled company website's content and layout

Andrew Hays

• www.linkedin.com/in/andrewhays1 • Tukwila, WA

eClass/DuocUC: Santiago, Chile

English Teacher

March 2013-August 2014

- Led daily English classes for adult and university students of all ability levels
- Prepared twelve unique, 1.5 hour lesson plans on a weekly basis

FedEx

Delivery Driver

October 2012-February 2013; October 2014-February 2015

- Drove daily delivery route with 120+ stops during peak holiday season

Technical Skills

- Proficient in MS Office Suite: Word, Excel, Powerpoint, Outlook
- Professional working proficiency in Spanish (speaking, comprehension, reading, & writing)

Education

Seattle Pacific University

B.A. in Sociology, 2010 | GPA: 3.89

Magna Cum Laude | University Scholars program graduate

Volunteer Experience

City of Tukwila Human Services Board

Board member

February 2023-present

- Review applications from local non-profits and make recommendations to city on which to fund

City of Seattle Adopt a Street program

Volunteer trash collector

January-June 2022

- Picked up trash on a weekly basis in the New Holly neighborhood where I lived

Rainier Avenue Church

Pre-K class volunteer

April 2022-present

- Help lead a class of 10-20 preschoolers on a monthly basis

Young adult leadership team

July 2016-June 2020

- Conceived of and co-coordinated small grants program to fund community service projects led by young adults in Seattle's Rainier Valley community
- Co-coordinated *Paint & Sip* fundraiser to benefit local non-profit organizations



City of Tukwila

City Council

Application for Vacancy by Appointment Tukwila City Council Position #3

Applicant Information

Full Name	Andrew Hays
Street Address	[REDACTED]
City, State, Zip	Tukwila, WA 98178
Phone	[REDACTED]
E-Mail Address	[REDACTED]

Eligibility Requirements, Notification and Signature

I understand that Councilmembers for the City of Tukwila must be registered voters in King County, Washington and must have lived in the City of Tukwila for 12 consecutive months prior to being appointed to office. I understand that as an applicant for appointment to public office, the information provided on this application will be available to the public.

Signature	
Date	12/22/23

Additional Information

Are you a registered voter in King County, WA?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
Are you a resident of the City of Tukwila?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>

How long have you been a resident of the City of Tukwila? Since July 2022

How long have you lived at your current address? Since July 2022

If you have lived at your current address for less than 12 months, please list your previous address.

Previous address and length of time at address.

Do you or any family member residing in your household, have a financial interest in, or are you an employee or officer of any business or agency which conducts business with the City of Tukwila?

YES

NO

If yes, please explain.

I work for US Congressman Adam Smith's office. While we do not conduct business with Tukwila per se, we sometimes assist with federal issues that affect the city, including grant applications. I have alerted my office to the fact that I am applying for this role and they've assured me that I can maintain my current role if I were to be appointed to the Council. I would of course also comply with any requirements that the City of Tukwila has around conflicts of interest in this regard.

Time Commitment

Appointment to the City Council will require your attendance at a number of regularly scheduled and special meetings, which occur at various times including evenings and weekends.

Councilmembers also serve on Council committees, regional boards and commissions, and represent the City Council at various community functions.

Council activities generally require a minimum time commitment of 10 to 15 hours per week. Are you able to commit this amount of time and can you commit to arrange your schedule to participate fully as a member of the Tukwila City Council?

YES

NO

Have you ever attended a Tukwila City Council meeting?

YES

NO

If yes, please estimate how many Council meetings you have attended in the past year.

Supplemental Questions

Please respond to the following questions regarding your interest in the position of appointed Councilmember for the City of Tukwila.

Why are you interested in serving as a Tukwila City Councilmember?

I have always enjoyed using my skills and energy to serve my community. Growing up in a working class neighborhood in the Portland suburbs, my mom and dad raised me to believe that being in a community means that everyone has something to contribute, and that it's my responsibility and joy to discover what that looks like for me. I have spent my adult life trying my hand at different careers and types of voluntarism to find where I can be of the greatest service. Ultimately, I want to use my skills to have a tangible impact, particularly on people who are struggling. In reading the position description for the role of City Councilmember, I believe that my skills and experiences are well matched to the demands of the position, something which I go into further detail on in my answers to subsequent questions.

Describe your background in community service, including any volunteer work you have done in or around Tukwila.

My commitment to community service has been both professional and personal. For nine out of the last thirteen years, I worked at a refugee and immigrant services agency in Kent named World Relief. I held three different roles there: in my first role, I helped refugees move into their first apartments in the U.S.; in my second role, I cultivated relationships to raise funds for the organization; and most recently I managed the organization's immigration legal services team. For the last nearly two years, I have worked as a District Representative in the office of US Congressman Smith. In this role, I connect with organizations and individuals in the district to understand how the Congressman can better serve them. I also directly assist immigrant constituents who are having trouble with US immigration agencies.

Aside from this professional service, I love serving the community as a volunteer. For more than a decade, I have mentored a young man whose family arrived as refugees through my former employer, World Relief. Through my church, I served on a young adult leadership team for 4 years and have volunteered with pre-K students for 2 years. I was also recently appointed a member of the church's administrative board. During the pandemic, I did a weekly trash pickup in my neighborhood in South Seattle. And for the last year, I've served as a member of the City of Tukwila's Human Services Board.

What do you think are the most important issues facing Tukwila in the next 2-4 years?

Affordable housing: as with the entire Puget Sound region, Tukwila faces a huge challenge of building adequate housing, particularly for lower-income residents. This is of primary importance as so many other societal challenges stem from the lack of affordable housing, including criminal activity and mental health crises. Lack of affordable housing also tears at the fabric of the community, as longtime residents are displaced and the city's diversity erodes.

Public safety: the pandemic created instability that has resulted in increased crime and a sense among residents that the community is less safe. This has been compounded by changes in state law and the struggle to attract experienced law enforcement to work in the region. We can make residents feel safer by increasing access to basic needs like affordable housing and gainful employment and by ensuring that we have adequate public safety infrastructure.

Fiscal responsibility: there are a host of other services that are important to Tukwila residents-- transportation infrastructure, small business investment, social services, etc--and all of these depend on a balanced city budget. This work can be considered boring or tedious by some, but I see it as all important preparation of the soil for a rich return for the community.

Describe your understanding of the importance of regional collaboration and partnership in city government.

My work doing outreach for the federal government has given me a firsthand look at how critical partnerships are at all levels of government. There is always a temptation in government to pass the buck on difficult issues to another jurisdiction; that is much less likely to happen if there are actually relationships between those jurisdictions. The work of building these relationships is done over the long haul and it starts on an individual basis.

Many problems are regional and multi-jurisdictional in nature. When we try to solve these sorts of problems in isolation, our work is inefficient and less effective. I've seen up close the emergence of effective regional partnerships through the intergovernmental response to the Riverton Park encampment. While Tukwila has a role to play, so does the county and neighboring cities through the Regional Housing Authority, the state through various funding streams, and the federal government in both its immigration policies and with funding.

Partnerships also save time. Oftentimes, another government entity has already dealt with a problem similar to the ones that Tukwila will face. By having established relationships with people in other governments, we can borrow from their experience and draw on their network of relationships.

Summarize your experiences working collaboratively with others from different backgrounds.

My professional career has been characterized by collaborative work with people from different backgrounds. In my nine years working for an immigrant & refugee services organization, I collaborated daily with coworkers and clients from dozens of different ethnic communities. This collaboration was built on the mutual understanding that each of us had unique strengths to bring. My immigrant coworkers, for example, taught me immeasurable lessons about effective cross-cultural communication; in turn, I shared knowledge on how to navigate American systems. This experience taught me to hold my convictions with humility and to always maintain curiosity about others' perspectives. It also taught me to have a sense of humor about our inevitable missteps.

I've been able to carry this perspective into my work with Congressman Smith, where I handle a portfolio of issues that includes immigration, foreign affairs, veterans, and public safety. I am constantly working with people from vastly different backgrounds and with very different perspectives than my own to inform the Congressman's work in D.C.

Outside of my professional experience, I've consciously placed myself in spaces with people of different backgrounds than mine. I attend an ethnically diverse church, where I've been in leadership for four years with people from many different cultures. I've lived in South Seattle/Tukwila for the last 8 years in large part because I enjoy the diversity of the place. Before that I was in Chile for 18 months, where I lived and worked with people from all around the world.

Discuss your qualifications relevant to the position of Tukwila City Councilmember.

In my current role with Congressman Smith's office, I've developed a robust understanding of the inner workings of government. Every day I answer calls from constituents about a host of issues. To respond to their requests requires me to familiarize myself with policy, to build new relationships, and to come up with creative solutions. Besides helping me develop these operational skills, the role has also given me a network of relationships that I feel would be valuable in the role of City Councilmember. I genuinely enjoy this work and am daily growing in my connections and knowledge.

In my final three years working for World Relief, I managed our immigration legal services team and served on the organization's leadership team. In this role, I handled many responsibilities similar to those required of a City Councilmember. I read and interpreted federal statutes for my clients. I set and enforced policy. I managed my team's budget and had oversight of the organization's collective budget. I dealt with personnel issues, including hiring, firing and setting compensation. I led and participated in committees tasked with discrete goals.

Through both my professional and educational training, I have honed my written and oral communication skills. I believe these would prove useful as a Councilmember: for example, a well-written city ordinance helps avoid misinterpretation and a well-articulated response to a question at a public meeting helps build trust among constituents.

Please provide any additional information or comments you believe will assist the City Council in considering your application.

Having lived in Tukwila for just a year and a half, I would approach the role of City Councilmember with humility and a desire to learn more about this great city. While I recognize my lack of history comes with its drawbacks, I have the energy and a proven desire to immerse myself in the community. Within 6 months of moving here, I joined the city's Human Services Board as a way to familiarize myself with the good work going on in Tukwila and to contribute my part to it. I've also collaborated over the last few months with a local small business owner, Councilmember Kruller, and the city's office of economic development to find creative solutions for a prospective cafe on Ryan Hill, where I live. In my work with Congressman Smith, I have set up meetings to highlight the innovative work being done by the Tukwila Police Department. I have also brought the Congressman to the Riverton Park encampment and led efforts by the WA congressional delegation to request federal resources to help. If I were appointed as a City Councilmember, I would be eager to build on my early efforts by drawing on the knowledge of council colleagues, city employees, and our constituents.

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