

7/9/2025

Members of the Seattle City Council,

I am writing to submit my application for the district 5 city council seat which was recently vacated. As a seasoned operations leader with deep roots in community service, financial stewardship, and equitable public policy, I bring a strong background of nonprofit experience, business acumen, and commitment to civic engagement that recognizes the many challenging issues which our city faces.

In my current role as Director of Operations at Real Change, I manage our finances, human resources, and facilities to ensure stability and sustainability for a mission-driven organization that serves some of Seattle's most vulnerable populations. In this role, I've developed a budget which reduces overhead costs and increases efficiency without sacrificing services, led collaborative initiatives like the Emerald City Resource Guide, and championed policies that center transparency, inclusion, and fiscal responsibility.

My background bridges sectors: from managing the fiduciary responsibilities for over 400 clients at Compass Health, to facilitating real estate compliance and financial operations at Keller Williams Greater Seattle. These experiences have sharpened my understanding of small business challenges, housing markets, and regulatory frameworks—key lenses for thoughtful municipal governance.

I also bring a track record of active political engagement. As Policy Chair for the 46th District Democrats and Vice Chair of Washington State Stonewall Democrats, I have worked to develop inclusive platforms and expand coalitions. My leadership style is rooted in authentic community engagement, and striving to find pragmatic and inclusive solutions to our community's needs.

Seattle needs more leaders who can work with residents and organizations which span the broad ideological spectrum of our city. I understand both grassroots needs and institutional processes, and bring forward-thinking, data-informed solutions to issues like housing affordability and public safety. I am confident that my experience and values reflect the thoughtful, business-minded progressivism this Council strives to uphold.

Thank you for considering my application. I would be honored to continue serving Seattle in this role.

Sincerely,
Shane Macomber

Shane Macomber

REDACTED

SM

Experience

Real Change

9/2024 - Current

Director of Operations

- Oversaw daily operations across finance, human resources, and facilities to support each department's specific needs
- Oversaw all human resource functions, including hiring, onboarding, compliance, and employee benefits administration
- Supervised financial operations, including budgeting, reporting, bookkeeping, and fiscal sponsorship oversight
- Provided timely and accurate financial reporting to our Board Finance Committee
- Directed facilities management, technology upgrades, and office operations
- Managed organization-wide projects, staff trainings, and cross-functional collaboration initiatives including the Emerald City Resource Guide

Compass Health

1/2023 - 2/2024

Payee Coordinator

- Oversee the fiduciary responsibilities of 400 individual clients designated by Social Security
- Collaborates with clients to build and implement budgets, including responding to all inquiries within one business day
- Coordinate with outside vendors and service providers to pay and resolve bills in accordance with regulations
- Follow all guidelines as a Representative Payee, file routine reports and participate in annual audits
- Monitor and address Medicaid-related issues
- Audit of all 400 client accounts monthly

Keller Williams Greater Seattle

11/2021 - 06/2022

Director of Agent Services

- Represented the needs and opinions of agents in the company's decision process, acting as liaison to connect agents with assistance and resources
- Managed start-to-end onboarding for all agents as their concierge in moving their business to the brokerage and transitioning existing marketing for state regulation compliance
- Prepared financial and productivity reports for the board of directors
- Developed projects with staff as needed ex. organizing and holding

- agent events, implementing and creating SOP, etc.
- Oversaw and engaged with all departments to foster a productive and supportive company culture

06/2019 - 11/2021

Assistant Market Center Administrator

- Responsible for reconciliation of all brokerage transactions and commissions
- Received, processed and distributed funds for all transactions using relational database
- Designed and implemented tracking tools to ensure accuracy and accountability for all transactions
- Balanced and reviewed business's operations accounts
- Trained and supported agents on using Keller Williams proprietary software

01/2019 - 07/2019

Administrative Assistant - Christine & Company

- Created and implemented marketing and administrative processes
- Work with outside vendors to verify all of public facing pages and communication are accurate, professional and up to date
- Input, managed and audited team's CRM

Hotel Sorrento

Seattle, WA 03/2016 - 05/2018

Staff Accountant

- Developed and implemented accounting procedures
- Analyzed information and spending controls; developed interdepartmental reporting tools
- Generated financial reports: P/L statements, labor reports, expense management, ect.
- Ensured the accuracy of P&L (i.e., costs matched to revenue, costs recorded in proper accounts) and statements delivered to stakeholders
- Established and maintained open, collaborative relationships with employees from all departments

Holland America Line

2010-2016

- Resolved all escalated guest issues ensuring customer satisfaction and protecting company interests
- Supported multiple teams providing real-time assistance and training
- Reviewed databases to coordinate and guarantee compliance between separate agencies and departments
- Adjusted funds, handled logistics and documentation to accurately reflect guest accommodations and amenities
- Built and updated tools to analyze policy adherence and produce reports

**Groups and
Affiliations**

46th Legislative District Democrats
Executive Board Member and Policy Chair

WA State Stonewall Democrats
Vice Chair

Education

Arlington High School Arlington, WA
Graduated 2001



City of Seattle

FINANCIAL INTEREST STATEMENT AND ADDRESS VERIFICATION CANDIDATES FOR COUNCIL DISTRICT 5

All City of Seattle officials and employees are subject to the provisions of Seattle Municipal Code (SMC), Chapter 4.16, (the "Ethics Code"). The purpose of the Ethics Code is to ensure that no public office is used for personal gain; and that the public have confidence in the integrity of its government. An individual with certain financial interests may be prohibited from participating in City business, as specified in the Ethics Code. Please click [HERE](#) to see SMC 4.16.070, a list of prohibited conduct.

The City Council is interested in knowing whether you have any financial interests that could be an issue with your service on the Council. Please answer the following questions to the best of your ability. Answering "Yes" does not necessarily disqualify you from consideration:

1. Do you, or any member of your family, **receive compensation** from any person or entity that engaged in any transactions or activities with Seattle City government in the past five years? ☐ No ☒ Yes, please complete item 1 on page 2.
2. Do you, or any member of your family, have a **direct financial interest** in any person or entity that engaged in any transactions or activities with Seattle City government in the past five years? ☒ No ☐ Yes, please complete item 2 on page 2.
3. Have you, or any member of your family, served in the past five years as an officer, director, trustee, or employee of an entity that engaged in any transactions or activities with Seattle City government? ☒ No ☐ Yes, please complete item 3 on page 2.
4. After referencing SMC 4.16.070, do you have any other relationships, employment history or financial interests that you feel could be an issue with your service on the Council under the Ethics Code? ☒ No ☐ Yes, please complete item 4 on page 3.

In order to be eligible for appointment to Council Position 5, you must be a resident of District 5 for at least 120 days (City Charter Article IV, Sec. 2; Article XIX). Please confirm your eligibility by clearly printing your current residential address and affirming the length of your residency at that address:

Street Address: REDACTED
Zip Code: REDACTED
Resident at this address since: 2019

Name of Candidate (as registered with King County Elections): Shane Macomber

I certify under penalty of perjury under the laws of the State of Washington that the information provided on this page and on page 2 and on all attached sheets is true and correct and that I have made reasonable inquiry to determine the truth, accuracy, and completeness of my responses.

Signature: Shane Macomber

Signed at Seattle, Washington

(City or other location must be filled in.)

Date: 7/9/2023

Note: If you are appointed to the City Council, you will be required to complete a "Personal Financial Affairs Statement" on a form provided by the Seattle Ethics and Elections Commission (SEEC). You can see SEEC Form F1 by clicking [HERE](#).

EXPLANATIONS FOR RESPONSES ON PAGE 1: *(Use additional sheets if necessary. For assistance, please call the Seattle Ethics and Elections Commission at 206-684-8500.)*

1. Please provide the name and address of each person or entity for which you answered Yes on page 1

Name: **Real Change**

Address:

REDACTED

2. Please provide the name and address of each entity for which you answered Yes on page 1.

Name:

Address:

3. Please indicate (i) the name of the person holding the position (you or an immediate family member); (ii) the title of the office, directorship, trusteeship or employment held; and (iii) the name and address of the entity.

Person holding the position:

Position held with entity:

Entity name:

Entity address:

4. Please describe the relationships, employment history or financial interests for which you answered YES on page 1.

I am employed by Real Change, who regularly applies for grant funding from the City of Seattle and the city also purchases Emerald City Resource Guides annually.